

Annual Report

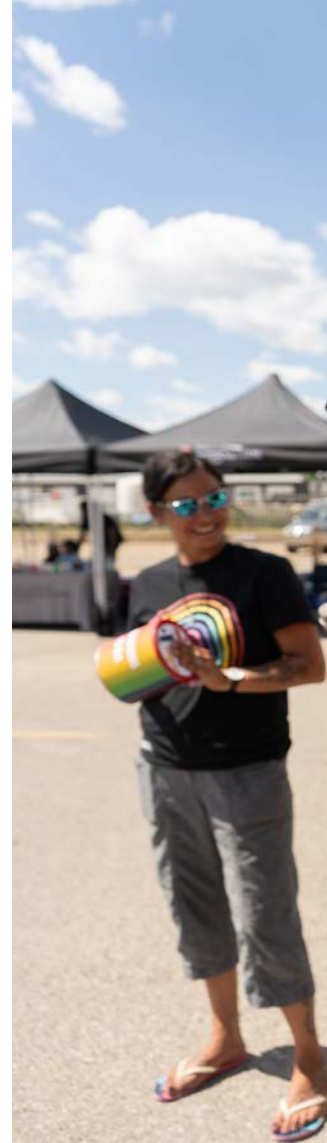


**PROMOTING HARMONY
AMONG ALL PEOPLE**

2022-2023

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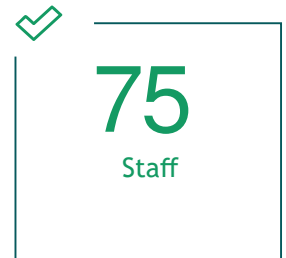
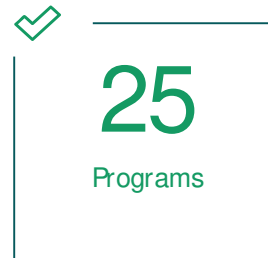
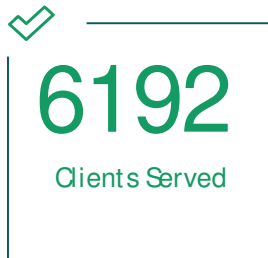




Who We Are

Saskatchewan Intercultural Association (SA) is a social impact organization founded in 1964. Since its beginning, SA has been committed to supporting cultural groups retain their distinctive cultural identity, language, and arts.

SA 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 SA has always been to provide anti-racist education and promote intercultural understanding to the general public through workshops, programming,





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

Inclusion

Kinship

Trust





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.

Strategic Priorities

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.

Message from the Executive Director

The 2022-23 year started out looking a lot more like where we used to be, and we were thrilled to be able to increase our in-person, blended, and hybrid options to our programming and services. Building the annual report is such a nice time to reflect back on what we were able to accomplish, and I encourage you all to take a look through it to see the amazing accomplishments of our past fiscal year.

We were recertified as a Great Place to Work in May which is a humbling experience to have all of our staff participate and continue to confirm that they feel valued, supported, and safe. This is not taken for granted and we are always looking for more ways to support our staff. We were again selected as one of the Best Workplaces Managed by Women from Great Place to Work Canada and selected as one of the Best Workplaces in Canada for 2023. We placed #18 out of the top 50 companies across Canada in the category of 50-99 employees. We made sure to celebrate with the whole staff coming to the office for treats and internal networking.

Early in this fiscal year we were able to add staffing to our Zone Settlement in order to support our ability to do more outreach. In June, we were excited to add to our ConnectED Youth programming by creating the Teen Employment Program as an expansion of the program and help youth connect to the labour market. In May, we experienced a change to our Leadership team with



Abdur Fehman Ahmad leaving SIA management after 6 years to pursue a role with the University of Saskatchewan. We were sad to see him go but are glad he remains a strong friend of SIA. We hired Ahmad Majid as our HR & Employee Engagement Manager mid June and with his strengths from his past work with SAISA and SODS, he was able to hit the ground running and quickly became a valuable member of the team.

July was dedicated to preparing for our 5th annual SamosaFest which took place on July 27th and brought out over 400 people to celebrate International Friendship Day with us. We offered delicious samosas and refreshments, and everyone enjoyed the diverse and incredible cultural performances.

In the fall, the office staff participated in a day of professional development out at Circle H Ranch where we reviewed our strategic plan statement and spent time doing team building activities together. At the end of the calendar year, we also had several celebratory gatherings with a notable large party including the board, staff, and our families. We have very much enjoyed that our events are back to being big and with no restrictions.

We were thrilled to offer our Cultural Connections event in March where we could offer our community's employers the opportunity to attend an event focusing on creating inclusive

creating inclusive workplaces. The event showcased some talented performances and featured Mr. Naheed Nenshi who gave a powerful speech on building inclusive workplaces and provided a candid question and answer period that was inspiring and thought provoking.

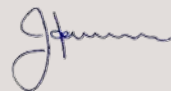
In December, we experienced another change to our leadership team with Ryan Palik taking on a new role with IRCC and leaving SIA after 6 years in youth programming and management. Ryan is very much missed but still comes by for regular visits. We hired an internal candidate, McKenzie Claypool, to take on the Youth Manager role and she has stepped up to the plate and showed how her background in teaching and passion for youth programming is a great asset to the team.

At the end of March, SIA attended the National Metropolis Conference in Ottawa, Ontario. This conference was attended by over 1000 people from across the country who are connected to or working in settlement in Canada. SIA was able to network and bring home valuable contacts, learn about other best practices, and hear about trends and research that is happening in the area of immigration and (re)settlement.

Since our last year's board and staff planning retreat was technically pushed into this last fiscal year, we decided to keep the retreat in May and again hosted this great learning and sharing event out at Wanuskewin. Elder Peter Gardippi shared his teachings and started off our retreat in a good way with over 70 board and staff. We spent the morning reviewing our strategic goals with the help of facilitator Judy White and the afternoon we dedicated to team building activities.

This year has been an incredible shift in moving back to being more comfortable with in person connections and having opportunities to enjoy eating and celebrating together again. A lot of stress has been removed from a lot of people's plates and you can feel its positive affect. I am so thankful for our amazing staff and board who make SIA such a strong community service every year. I appreciate our partners and funders that help make our programs and services a success. Every year, I am so impressed at the devotion and commitment of everyone connected to SIA who want to make a positive impact on our community. Thank-you for whatever role you have played with us this year and I look forward to working with you all in the future!

Submitted with respect and in solidarity,



Jess Hamm

Executive Director



Message from the President



This year was another busy year for the board of directors. We welcomed several new board members and for the first time since the pandemic began, moved to hybrid meetings, with optional in-person attendance. Many new members had not had the chance to tour SIA's entire facility and most of us had also not had the chance to see the newest addition to the office. The adaptation to hybrid meetings has only been possible with the dedication of staff that have worked hard to make it happen, put in extra hours and supported the board's work to be able to run smoothly. This new hybrid option also means that SIA has truly been living up to its name as a provincial organization, with board members living outside of Saskatoon, but attending meetings regularly.

As usual there have been many memorable events that SIA has hosted or co-hosted with other provincial organizations, such as International Language Day. SIA, working with the Saskatchewan Association of International Languages, yet again, put on a wonderful event that showcased a variety of students and languages from around the world and brought together individuals and families from around our province.

I was invited to speak at SIA's Cultural Connections on March 7th and was pleased to give an introduction to the featured speaker, Mr. Naheed Nenshi. This was

another popular event where members of the public from a variety of different sectors were in attendance. The event went amazingly well and highlighted, like each SIA event does, the best and brightest that our province has to offer.

The Staff and Board Retreat took place again this year at Wanuskewin Heritage Park. Staff and board enjoyed a morning of strategic planning, hosted by Ms. Judy White, and an afternoon of team building, and a lot of laughter. This is our second retreat in a row at Wanuskewin and I feel that it has gotten better each year. It is one of the only ways that board and staff get to interact and have the time to discuss SIA, other important topics and get to know each other a bit better. I would like to say a special thank you to all that took the time to travel to Wanuskewin and spend your Saturday with us.

SIA continues to grow and expand. With a renewed focus on raising the profile and public knowledge of SIA and its work, it is my hope that we continue to see big things come from the work of both the staff and board. These efforts are evident in that SIA has been certified yet again as a Best Place to Work Managed by Women, and a Great Place To Work Canada for 2023.

We are proud to say that we have a variety of highly qualified individuals from all walks of life, areas of expertise, areas of the province and vastly differing life experiences on our board.

While we are sad to see some of our valued 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: Leslie Seto, Susan Clark, and Sumeetha Geevarghese. 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 a personal note, this will be my last AGM and meeting with SIA, for now, as I am resigning from the board of directors and finishing my term as President. As those on the board will know, I didn't make this decision lightly. I started my time on the board in 2018 and have now completed 2 years as President of the Board of Directors. I have enjoyed the experience immensely; getting to know the people of SIA, learning new skills and feeling as though I am contributing to better our provincial community in a tangible way. I will miss working with board and staff members, and I hope that I will be leaving a positive impact with my time at SIA. I would like to say a very heartfelt thank you to the board,

staff and in particular Jess for the level of support I received when taking on this role.

I feel that a lot of change has occurred in my time as President, and I am proud of what we as a collective, both board and staff, have been able to accomplish in this time. I feel confident in the board that we have been in the past 2 years, and the new board that will move forward into the future. Thank you for trusting me with this role, and I look forward to see what comes next from this wonderful organization.

Warm Regards,

Maria Soonias Ali
President

Board of Directors



Brooks Norton



Subash Biswal



Leslie Szeto



Susan Clark



Bob Cram



Lenora Felix



Felix Hoehn



Pratyush Das



Kari Wuttunee



Temi Haastrup



Sam Derksen



Jay Sim



Sumetha Geevarghese

Message from the Treasurer

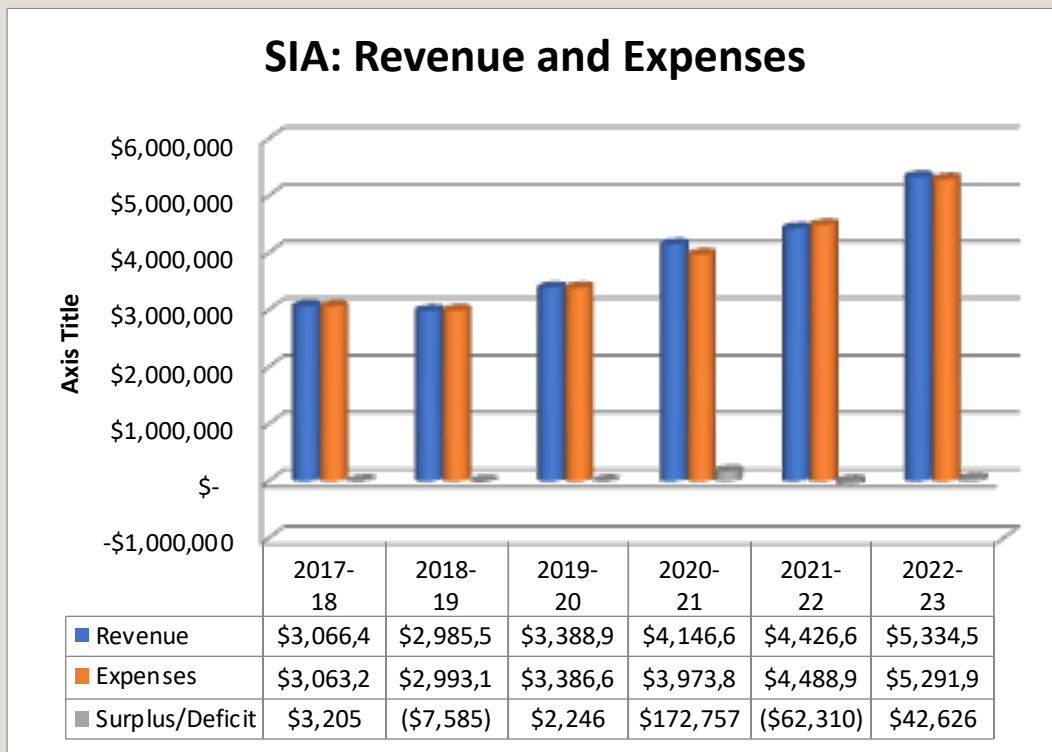


As the Treasurer for SA, it is my pleasure to report on the financial performance of the association for the year ending on March 31, 2023.

We have a surplus of \$42.5k from our operations for this financial year compared to a deficit of \$62k last year. Below is a chart of comparative revenue, expenses, and surplus (deficits) over last 5 years from our audited statements.

Government funding is still our major source of revenue which represents 97.8% of all revenues this year (compared to 98.8% last year). This trend has been there for many

years as Government funding is growing over the years. The total revenue of the association this year was \$5.3 million compared to last year's \$4.4 million. This increase is primarily due to the increase in Program funding and 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.



Compared to last year, our revenue grew by 21% Over a period of 5 years, the revenue has grown by 79%

Lingard+Dreger, Chartered Professional Accountants audited the financial statements of SIA for the fiscal year 2022-2023 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 \$544k and a very strong cash balance of \$441k. Our liabilities remain low.

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 was very fortunate to work with such a great enthusiastic team.



Subash Biswal

Treasurer



Settlement Services Settlement Services



The Settlement Services Program’s overarching goal is to help newcomers settle successfully in the province. The Settlement Coordinator team reviews and assesses clients’ settlement needs and goals, and provides information, assistance, and access to resources to help them make informed decisions and take independent action. The team’s activities are shaped by the key deliverables outlined in the contract as well as clients’ needs, and they offer a high-quality standard of services in a holistic approach.

Over the past year, the Settlement Coordinator team has supported a total of over 840 Tier 1 and Tier 2 clients with varying needs by providing individually tailored resources and settlement support. Services provided include one-on-one settlement planning, benefits available to newcomers, financial literacy, completing important applications and documentation, housing and employment needs, and referrals to community resources and support services such as interpretation and translation.

The team’s connections with the community, advertising, social media, outreach activities, and networking have contributed to a very successful

year. The launch of the online application in June 2022 has enabled a fast, convenient, and easy connection between the Settlement Coordinators and clients. The team is proud to be able to establish contact with clients within the first 24 hours after the application.

The strength of the settlement services is its ability to provide personalized, flexible, prompt, and high-quality service for newcomers at various locations in Saskatoon. The team is committed to a client-centered approach and continuously strives to tailor the settlement services to meet the specific settlement needs of clients at different stages of their settlement journey.



628

Tier 1 Clients

Served

who were provided a first-stop service before and when they arrived in



229

Tier 2 Clients

Served

who were provided with in-depth settlement counselling and assistance.

Settlement Services

Zone Settlement Services



During the 2022-2023 year, SIA established new relationships with various ethnic communities and community associations, and hosted several new workshops and information sessions. These efforts resulted in a significant increase in awareness among newcomers about the services and programs available at SIA.

SIA developed new partnerships with the Brazilian Association of Saskatoon, the Varsity View Community Association, the City Park Community Association, the Muthamizh Sangam of Saskatoon, and the Ahmadiyya Muslim Jama'at Community. These partnerships enabled SIA to connect clients with communities that will provide them with additional support and companionship through the settlement process.

SIA hosted several new workshops and information sessions on topics such as filing T1 income tax returns, buying your first home in Canada, applying for Canadian citizenship, and personal financial goal setting and literacy. These information sessions were well-attended, and provided clients with the opportunity to speak with and gain insight from experts they may not otherwise have had the opportunity to speak to.

SIA's efforts to connect with newcomers in their communities resulted in a significant increase in awareness of the services and programs available at

SIA. This led to an increase in referrals and new clients.

As COVID-19 restrictions have been lifted in Saskatoon, SIA has been able to do more in-person outreach activities. This has included a community connections event, Winter Culture Days events, job fairs, cultural celebrations and events, community festivals, the One Stop Shop, and attendance at a library volunteer fair. These events have been successful in connecting SIA with community members and other organizations, and have helped to facilitate community participation.

SIA has taken a collaborative approach to outreach. This has involved working with other organizations to distribute informational materials, host joint events, and collaborate on initiatives that supported the settlement and integration of newcomers in Saskatoon.

SIA's outreach activities have had a positive impact on the settlement and integration of newcomers in Saskatoon. By connecting with newcomers in their communities and providing them with the information and support they need, SIA has helped to ensure that newcomers are able to successfully settle in Canada.

✓
721
Clients
Served



Employment Programs

Employment Counselling Services(ECS)

“I would like to thank you from my heart on your employment program and specially my employment counsellor, who gave me lot of great help. She helped me to upgrade my Resume. Later, she gave me many useful information on how to prepare for the interview and good advice even in our phone conversation. She gave me a mock interview in person, which gave me much confidence. And helped me to get the job finally.”



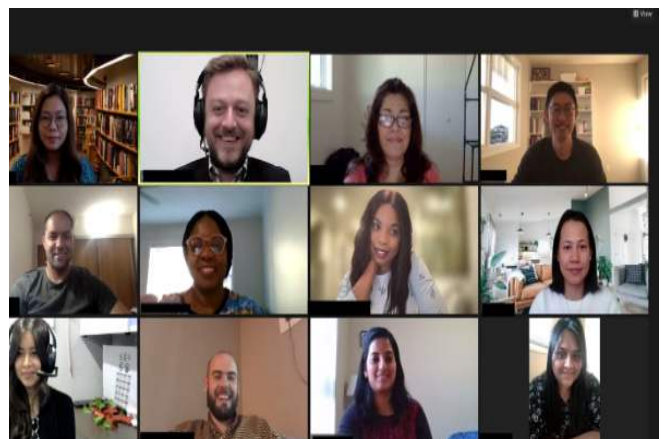
Employment Counselling Services (ECS) funded as a part of the CareerNet program is a unique employment service at the Saskatchewan Intercultural Association. ECS is designed to assist permanent resident and refugee clients who are looking for one-on-one support while job searching and career planning.

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

ECS is available for clients all over Saskatchewan. Connecting with clients has become easy by hosting meetings over zoom. With restrictions been lift over, ECS is conducting more in-person meetings for clients. ECS has received positive feedback from client’s who have secured employment in both entry level and professional roles.

✓
1195
New Applications
Received

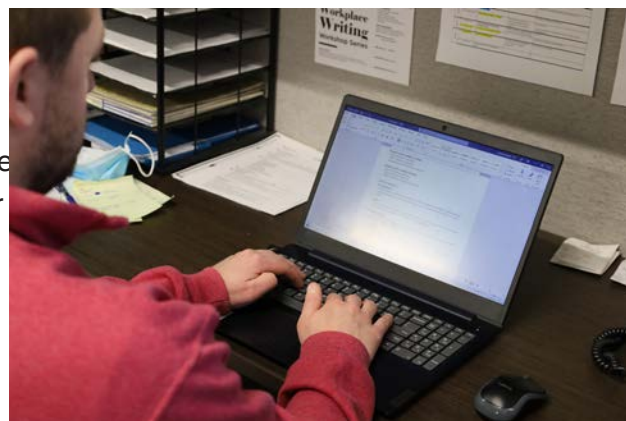
✓
511
Clients Served



Employment Programs Career Net

“Your teachings, resources, meticulous planning, effective communication, and commitment to matching mentors and mentees are rewarding and enriching. I am grateful for the mentor you paired me with. Her guidance has been invaluable, and I have grown personally and professionally through her mentorship. She’s just the perfect mentor for me.”

offer
per



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! CareerNet 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

A variety of in-class workshops help participants improve their resume and cover letter, understand the local job market, and recognize the role they can play in reconciliation efforts. CareerNet also supports participants to overcome the challenge of applying for jobs with little or no professional network. Participants are matched with a mentor in their field for weekly meetings to expand their network and gain an “insiders’ perspective” on how to improve their job search.



45

Industries that CareerNet clients are trained in:

Accounting, Administration, Agriculture, Architecture, Banking, Biomedical Engineering, Business Analysis, Chemical Engineering, Chemistry, Childcare, Civil Engineering, Clinical Psychology, Communications, Data Analysis, Dietician, Drafting, Economics, Education, Electrical Engineering,

Environmental Engineering, Estimating, Finance, Food Safety Quality Assurance (FSQA), Geographic Information Systems (GIS), Human Resources, Information Technology, Instrumentation, Law, Library Science, Marketing, NGO Project Management, Mechanical Engineering, Medicine, Petroleum Engineering,

Procurement, Property Management, Public Health, Public Policy, Scrum Master, Software Development, Supply Chain Management, Teaching, Telecommunications Engineering, Tourism, Zoology



19

Home countries of CareerNet clients:

Afghanistan, Azerbaijan, Bangladesh, Brazil, China, India, Iran, Jamaica, Mexico, Nepal, Nigeria, Pakistan, Philippines, Rwanda, Serbia, Sri Lanka, Turkey, Ukraine, Vietnam

Employment Programs Professional Advancement and Career Training (PACT)

“The PACT program not only provided my unanswered questions about Canadian work culture and ethics but also taught me the history of Canada as well as indigenous people and multiculturalism. As a new immigrant, mentors from the PACT program seem like a lighthouse to me to get the right direction. I am thankful to SIA and all my mentors for giving me the opportunity to enjoy two amazing months with all the beautiful PACT ladies and for all those resources which would be tough to get otherwise.”



The PACT Program is a free work preparation program for newcomer women in Canada. 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, & Mathematics (STEM), Human Resources, Finance, Accounting, and Business Administration.

The PACT program has two parts:

1. An eight-week part-time class portion consisting of workshops on Canadian workplace culture, job search techniques, interview skills and other employment-related topics.
2. A twelve-week paid work placement with an employer in the client’s area of training.

✓
30
Clients Served

✓
22
completed work placement or found permanent employment

✓
12
Home Countries of PACT clients:
Bangladesh, Ethiopia, China, Nigeria, Egypt, Philippines, Brazil, Iran, Pakistan, Russia, India, Thailand



Employment Programs PACT Client Story

Nermin, a system engineer analyst with over 8 years of experience in her field. She had faced many obstacles in her career due to living in a country where women were prohibited from working or being in a workplace. This significant gap in her employment history presented a barrier in her job search, but Nermin didn't give up.

As a mother of two children, with her husband residing in a different country, she faced the additional challenge of juggling her parental responsibilities alongside her pursuit of a fulfilling career. However, Nermin's journey with the PACT Program has been nothing short of remarkable. Nermin attended an interview with Anchor Managed Solutions, her first interview in over 5 years. Her dedication paid off and she was offered a work placement in her dream job. On Nermin's first day of her work placement when she stepped inside the company, she saw something she will never forget. An animated picture of herself on the wall. To her surprise and delight, the image featured her own face among a vibrant and diverse group of individuals, her new team.

Nermin realized that her employer had gone the extra mile to make her feel welcomed and valued. The animated picture showcased the company's commitment to diversity and inclusion, and it served as a powerful reminder that she was an integral part of their community.

Throughout her work placement, Nermin consistently displayed exceptional skills,



adaptability, and a strong work ethic. When her placement concluded, the company made the decision to offer her a long-term, full-time position. As I said earlier, Nermin's story is nothing short of remarkable. Nermin's dedication and commitment had paid off, and she had found not only a job but also a supportive work environment that encouraged her growth.

Nermin's success story is a testament to the transformative power of the PACT Program and the strength of the human spirit. Despite the barriers she faced—cultural restrictions, a long gap in employment, and the challenges of being a single mother in a new country—she refused to be defined by limitations. Instead, she established her path, one filled with hard work and an outstanding commitment to her goals.

Nermin's journey serves as a reminder that with the right support, opportunities, and determination, individuals can overcome even the most demanding obstacles. Her story is inspiring!

Employment Programs Learning Interculturalism Through Employment (LITE)

When we met Ashley, she revealed that only eight weeks before she had been living in her car, and her children were in foster care. In the interim weeks she had secured safe, stable housing and additional supports through community organizations to be able to get her kids back, and was able to attend the LITE program diligently. Through the program she gained the confidence to apply to and be accepted in the Miyoskamin: Innovation & Entrepreneurship Applied Certificate at SIT. Following up with Ashley, she successfully completed the program, including creating a business plan and securing the funding to launch her food truck business in the fall of 2023!

The Learning Interculturalism Thorough Employment (LITE) program is an employment program for Indigenous and Newcomer youth ages 18-30 in Saskatoon. LITE is truly unique in that it brings diverse cultural groups together to prepare participants for employment success in the Canadian work force while also learning



about the diversity of cultures in Canada.

The LITE program offers eight weeks of paid in-class group-based employability skills training, followed by a 12-week paid work placement designed with the participants' career goals and aspirations in mind. Through LITE, participants have the opportunity to develop employment-readiness skills such as resume and cover letter writing, mock interviews and preparation for employment through guided workshops designed to enhance their communication, confidence and self-esteem. They also attain certifications such as: First Aid/ CPR, Service Best, WHMIS and Food Safe.

Participants learn skills for success in diverse workplaces and learn about racism, discrimination, diversity, Canadian and Saskatchewan history, treaties, human rights and a number of life skills topics through presentations from local community organizations where mutual learning can transpire due to the safe space created for learning and growing.



Employment Programs Bridging to Employment (B2E)

“Attending the Bridging the Employment (B2E) program at Saskatchewan Intercultural Association has been a life changing experience for me. When I decided to move to Saskatchewan, I was anxious on how I will settle and build a career here. I applied for B2E thinking it would give me some understanding about Canadian work culture. The program, however, exceeded my expectations in every aspect. It boosted my confidence, helped me build my personal brand and taught me concepts that were new to me. The program coordinators Jennifer and Kennedy also played a very important role in the program’s delivery. I was constantly impressed by their ability to share insights and give us the right guidance we needed to grow professionally. One of the most interesting parts of the program was the mock interviews sessions we did, which really helped me improve my interview skills. I am lucky enough to receive job offers from two reputed organizations (Saskatchewan Blue Cross and SIT). Before attending the B2E program, I had applied for jobs in both companies/institutes but never heard back from them. The exercises we did through the program really helped me in getting noticed by these organizations.

I highly recommend this program to every newcomer who is looking to start a career in Canada. I am really excited to start my new role with Saskatchewan Blue Cross, I will be taking the learnings from this program to build a career in Canada. “ -Madiha



Bridging to Employment (B2E) hosts two intakes in each contract year. The coordinators welcomed 10 excited participants into each intake after receiving over 500 interested applicants. Professional backgrounds ranged from IT, Accounting, Construction Project Management, Marketing and Communication, Human Resources and Teaching. Classes were held using the hybrid format some days in-person and some online. Classes were full days as B2E is a full-time program.



Employment Programs English for Employment (E4E)

English for Employment is a 12-week program that offers employment and English language learning for our clients who are job searching and improving their English skills. It offers topics in digital literacy, resumes and cover letters, interview skills, job searching, communication and Canadian work culture. This program targets temporary residents, permanent residents and Canadian citizens. Classes are offered in person with childcare services available on-site. We have three intakes with 6 different classes, including morning and evening classes. Each class has 12 seats available.

Success stories include a client who received a job as a land surveyor which is related to her professional background while being able to utilize her translating skills for the employer. Another client gained employment with the library that matched her educational background.

Another client was in the interview process for a job with EA Sports as a 3D modeler. Others gained employment with survival jobs as they continue to pursue their professional job goals while waiting for accreditation and residency status updates.



 78% Clients are employed or taking additional training	 3 intakes per year	 24 seats per intake
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ENGLISH FOR EMPLOYMENT (E4E)

New to Canada?
Get ready for your dream career!

Free employment and language training on Tuesdays & Thursdays.
Morning and evening classes available!

Classes start May 16!
APPLY HERE 






Employment Programs Mentorship

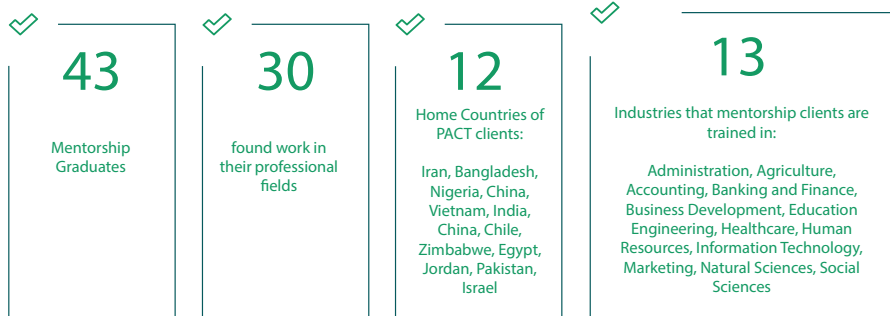
“I joined the Mentorship Program only 3 months after my landing to Canada. For me, it was my first interaction with a Canadian environment and new immigrants like me. The Mentorship program offered me a heads up on skills required for successfully hunting a suitable job and maintaining a successful career in Canada. The level of commitment that I have seen from the people working on the program is overwhelming and genuine. They not only have passed through their experience and knowledge around Canadian culture and Canadian workplace, but they also have helped me to land a job in my career. I have recommended the program to two of my friends and they both also ended up with good jobs. I wish the best of luck and success to the Mentorship Program.”

The Mentorship program 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. Each intake consists of an 8-week classroom portion and an 8 to 12-week internship style work placement. 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.



Youth Programs

Connect ED Pathways

The Pathways Program was offered throughout the school year during school breaks and professional development days. Additionally, we offered monthly events that were open to the community. Pathways follow the same goals and outcomes as the Summer program, recreation and education while encouraging community enrichment. Our goals were met by different activities we facilitated such as: Halloween Carnival with family pumpkin carving thanks to our partner Black Fox Distillery, cheering on the Saskatoon Blades and the Huskies women’s volleyball team, and trips to Wanuskewin and the Saskatoon Public Libraries.

One of our major successes of the year was the Halloween Carnival Event, which introduced our clients and their parents to Halloween celebrations. Throughout this event our clients learned the history of Halloween, carving pumpkins, and attended an escape room. There were refreshments and candy, and the clients took a carved pumpkin home at the end of the event. This showed the fun that families have around Halloween! Thank you to Black Fox Distillers for their generous pumpkin donations.

The Connect ED Youth Programs has been a great success, thanks to our many partners, sponsors, and funders like Immigration, Refugee and Citizenship Canada. We hope to continue the success and offer more fun and exciting experiences to our youth, families, and community members!

Partnerships:

- Saskatchewan Police Services - Field Trips
- Wanuskewin - Field Trips
- Public Library –Field Trips
- Saskatoon Fire Department –Field Trips
- Saskatoon City Police –Field Trips
- Black Fox Distillers –Pumpkin Carving

We partnered with W. P. Bate and Bishop Filevich elementary schools to do a once a week after-school program to strengthen our community outreach and involvement. These two programs were very successful in targeting our demographic and providing a much-needed program.



Youth Programs

ConnectED Summer

“I express my heartfelt gratitude for your huge work in providing my son with the best summer days in his life! We arrived in Canada from Ukraine because of the war in our country and we couldn't have ever expected that we could benefit from such a wonderful summer program provided by your organization.”

The Summer program was offered fully in-person again following the lift of Covid-19 restrictions. Connecting, playing, and learning together again in-person was rewarding for our participants, their families, and staff.

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:

- Camping at Pike Lake
- Bike donation program working with Marv Friesen and Les Fergusson
- Arts, crafts, yoga, and dance
- Visiting City Hall and meeting Mayor Charlie Clark

- Tipi teachings and traditional games at Wanuskewin
- Apex Trampoline Park, Clip N' Climb, kick boxing, bowling, and soccer
- Swimming days at Lathey Pool and Pike Lake pool
- Reading Tent with Frontier College, now known as United for Literacy
- Nutrien Wonderhub and Remai Modern
- Gardening and Nutrition lessons
- Visits to the Police Station, Fire Station and Library

The youth enjoyed a great summer in person for the first time since the Covid-19 pandemic and formed lifelong friendships.



Youth Programs

Teen Employment Program (TEP)

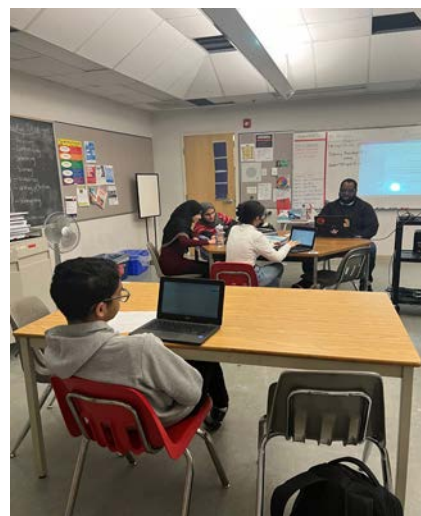
The Teen Employment Program was started as a pilot project this year with focus on assisting newcomer youth to prepare for first-time employment and to help connect youth to their first job. The program offered several skill-building workshops and training such as resume and cover letter writing, mock interviews, job search training, virtual reality job simulation training, and more. Participants were also provided the opportunity to obtain important certifications that would help them secure their first jobs such as First Aid training, Service Best, Food Safe, and the Workers Readiness certificate.

Our team was able to connect and build partnerships within the community such as mentoring from the Saskatoon Fire Department, Medavie Ambulance, Saskatoon Police Services, among others to provide our young clients with knowledge about careers in the emergency services. Participants were also able to build up their employability skills and resumes by participating in several

volunteer opportunities with organizations such as Habitat for Humanity, Saskatoon Friendship Inn, and the Saskatoon Food Bank.

The Teen Employment Program also provided services directly to clients within their schools, eliminating transportation barriers. By partnering with teachers from Nutana Collegiate, our counsellors provided employment services to a class of over 30 Afghan refugees, as well as teachers from Aden Bowman Collegiate and Bedford Road Collegiate. These partnerships allowed youth to receive employment services during their school day as part of their daily courses.

Above all, our counsellors enjoyed the countless one-on-one employment counselling sessions that were offered throughout the year to over 100 newcomer youth from diverse backgrounds. Our greatest success was helping a number of these youths secure their first job within our community.



Language Programs

Language Instruction of Newcomers to Canada (LINC)

Language learning is essential for newcomers to Canada. It plays a major role in pursuing citizenship, accessing employment, furthering education, and integrating into Canadian society.

SIA offers 29 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. We have 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.

Our LINC program offers a variety of classes, including general English, employment-related language training, and classes for women. We also have two Provincial Online Model LINC classes which are fully online for residents of Saskatchewan.

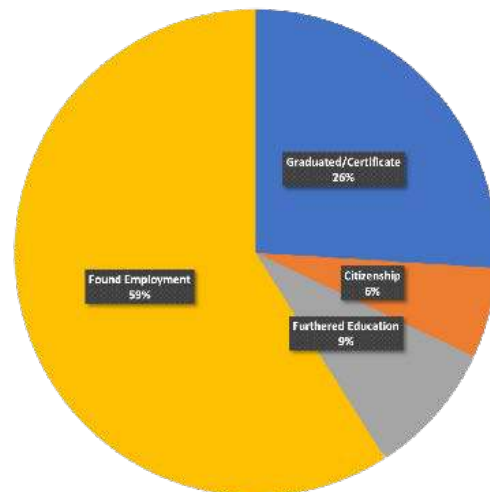
We offer blended learning opportunities for clients. This means that some classes are fully online via Zoom, while others are offered face-to-face. This allows us to accommodate the needs of all learners, regardless of their individual circumstances.

From April 2022 to March 2023, we enrolled 643 students into our LINC program. Of these students, 569 exited the program, and several left because they attained achievements.

The following chart shows the percentage of students who exited the program due to the

following achievements:

LINC Student Achievement



We are proud of the success of our LINC program and the positive impact it has had on the lives of our students. We are committed to providing high-quality language learning opportunities for newcomers to Canada, and we will continue to work hard to meet the needs of our clients.



Language Programs

LINC Employment Related Language Training (ERLT)

“The most important thing I want to mention is that I met the LINC employment Coordinator at SIA who assist me to correct My Resume and also counseled me regarding employment in Canada. Two months ago, I got job full-time job. I really appreciate their help. The SIA LINC staff are extremely welcoming and friendly. I feel honored and welcome to attend the programs and classes. It was really awesome.”

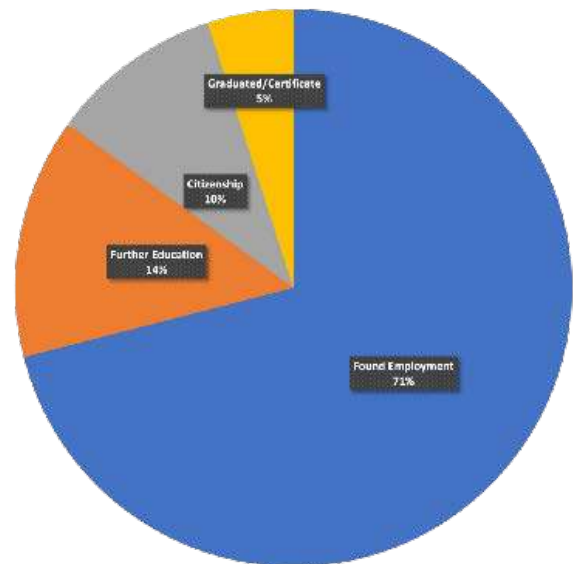
Many work permit newcomers are eager to improve their language skills to find employment opportunities in Canada. Our ERLT classes provide them with the opportunity to do just that. In addition to gaining language proficiency and building cultural competency, students also receive employment training in the classroom and employment-related support through our LINC employment counsellor.

Employment is embedded in our Portfolio-Based Language Assessments (PBLAs), as strengthening language proficiency is our primary goal. This means that students are assessed on their ability to use language in real-world contexts, such as job interviews and workplace interactions.

Our classes are divided into CLB 6-7 and CLB 7-8, ensuring that students are receiving level-appropriate training. This allows them to gain confidence as they progress in their language journey.

During the period of April 2022 to March 2023, there was a total of 156 students who exited ERLT classes. The following chart shows the percentage of students who exited ERLT classes due to the following achievements:

ERLT Student Achievement



Language Programs

LINC Women LEAD

The LINC Women LEAD program is a comprehensive support and empowerment program for female newcomers at CLB levels 3-5. The full-time program runs every day, offering English instruction in the mornings and employment training on Tuesday and Thursday afternoons. Each intake consists of 15 clients for a duration of six months. During these six months, learners undergo language improvement, employment support, training, and certification in preparation for the job market.

In the 2022-23 period, Women LEAD successfully served 30 clients from nine different countries. Notably, 70% of the participants were refugees, originating from Ukraine and Afghanistan. This highlights the program's commitment to supporting women who have faced significant challenges in their lives.

90% of students in the 2022-23 year accessed employment experience (mostly paid, but some volunteer). This reflects the effectiveness of Women LEAD in not only providing language skills, but also empowering women to actively engage in the workforce, fostering independence and self-sufficiency.



Program Highlights

- Language improvement: Learners made significant progress in their English language skills, as evidenced by their average CLB score of 4.5 at the end of the program.
- Employment support: Participants received individualized support in their job search, including resume writing, interview skills training, and networking opportunities.
- Training and certification: Learners gained the skills and knowledge they need to succeed in the workforce, through training in areas such as customer service, office administration, and IT.
- Employment experience: Over 80% of students in the 2022-23 year accessed employment experience (mostly paid, but some volunteer).

Women LEAD has had a significant impact on the lives of the women who have participated in the program. Participants have reported feeling more confident and capable, and they have gained the skills and knowledge they need to succeed in the workforce.



Language Programs Care for Newcomer Children (CNC)

“My son is happy, He changed a lot by coming to the CNC program. I am happy grateful because the CNC staff are taking care of him. Thank you!”

The CNC program is an essential part of the LINC classes, providing a safe and nurturing environment for children whose parents are attending the classes. The program is staffed by trained ECE professionals who engage children in activities that develop their four domains of development. The CNC program also follows professional practices and has received 100% compliance reports from CMAS for many consecutive years.

During the COVID-19 pandemic, the CNC program adapted to provide online support to children and parents. Weekly activities were emailed to parents using the Canva application, and YouTube videos were created to demonstrate how to do the activities. The staff also recorded weekly storytelling videos to create bonds with the children and be in touch with them all week. The HiMama application was used to achieve better communication with parents, where they could view pictures/ videos of their children’s activities.

In 2022, the CNC program served 82 children, and we are committed to continuing to provide high-quality care and support to children and families.



Intercultural Programs

Anti-Racism & Intercultural Education

Anti-Racism and Intercultural Education workshops provide a safe and welcoming space for people to learn about different cultures and perspectives, and to explore the issues of racism and discrimination. Our workshops are designed to be interactive and engaging, and we encourage participants to ask questions and share their own experiences.

We offer a variety of workshops on a range of topics, including:

- Indigenous Education
- History of the Treaties
- Indigenous Governance
- The Metis Peoples
- Cultural appropriation
- Anti-black racism
- Histories of Canada
- Allyship and reconciliation
- Anti-Racism Crash Course
- Anti-Racism in the Workplace
- Anti-Racism and Anti-Bullying
- Biases and Assumptions

In 2022, we delivered Anti-Racism and Intercultural Education training and sessions to 718 individuals. Our workshops were attended by people from a variety of backgrounds, including newcomers, community members, and business and organizational leaders.

We are committed to providing high-quality education and training on anti-racism and intercultural issues. We believe that these workshops are essential for creating a more



Intercultural Programs

Tea Time

Tea Time with SIA is an online webinar series that provides a platform for educational sessions on culture, history, and wellness. The series is open to participants from all backgrounds, and it is designed to promote cultural understanding and engagement.

In 2022, Tea Time with SIA held several successful sessions. The Youth Engagement Teatime event, titled “How Youth Catch a Vibe in YXE Summer,” featured guest speakers who discussed popular activities, social groups, and summer wellness. The event highlighted the value of youth culture in Saskatoon, and it was well-received by the audience.

The German Tea Time event also had a strong turnout and engaged audience. The event showcased the success of promoting German culture and fostering cultural

understanding. The Nigerian Tea Time event explored Nigerian culture and arts, drawing connections with Indigenous culture. The event received positive engagement from the audience, and it helped to raise awareness of Nigerian culture in Saskatchewan.

The “Recycling for Life” Tea Time featured speakers from the Saskatchewan Waste Reduction Council who provided insights on sustainability and waste reduction. Indigenous speaker Randy Morin linked recycling to Indigenous principles of environmental stewardship. The event effectively raised awareness about recycling and its significance in taking care of the environment.

Overall, Tea Time with SIA continues to provide a valuable platform for educational sessions that promote cultural understanding,



Intercultural Programs

Community Connections

Community Connections invites newcomers and their families to local events that help them enjoy Saskatoon living. This year, the Culture team organized a variety of events to enhance newcomers' understanding of the local culture and promote meaningful engagement and reconciliation.

- A guided tour of the Remai Modern Museum, where participants engaged in discussions about artworks and gained insight into Indigenous culture.
- An online Self-Care for Women session, emphasizing self-compassion and providing participants with personalized self-care plans.
- A field trip to the Batoche National Historical Site and Batoche Days, in partnership with the Saskatoon Indian and Metis Friendship Centre (SIMFC).
- A visit to Wanuskewin Heritage Park, increasing newcomers' knowledge of Indigenous history and culture.
- A Winter Culture Day, organized in collaboration with the Youth team, exposing newcomers to Canadian heritage and traditions.
- A screening of short films about women's resilience, in partnership with Women in Mining and Women in Nuclear Saskatchewan Inc., to celebrate International Women's Day.

These initiatives exemplify the team's commitment to providing enriching experiences, fostering intercultural exchanges, and enhancing newcomers' integration into the vibrant Saskatoon community.



Intercultural Programs

Intercultural Cooking

Our intercultural cooking sessions were a great success. They provided participants with an opportunity to learn about different cultures, and cuisines, and to connect with people from all over the world. We are grateful to the chefs who shared their knowledge and experience with us, and to all the participants who attended these sessions.

We hosted three intercultural cooking sessions, each led by a chef from a different culture.

- Indigenous Cuisine

Chef Douglas Hyndford led a session on Indigenous cuisine, sharing recipes and instructions for cooking along from home kitchens. Participants learned about Indigenous culture and cuisine, and also about the Wanuskewin Heritage Site, where Chef Hyndford serves as head chef.

- Mexican Cuisine

In celebration of Mexico's Independence Day, we featured Chef Laura Lagos, who shared her recipe for Mexican Red Pozole and Flan Napolitano. Participants heard stories from Chef Lagos's family about their old traditions, while learning to cook this delicious meal.

- Pakistani Cuisine

To finish the year with a bit of spice, we hosted Chef Musarrat, who was born and raised in Pakistan. She moved to Canada to start her new life, and shared her journey with participants. Chef Musarrat also taught participants how to cook Chicken Biryani and Gulab Jamun.



Intercultural Programs

Corporate Culture Club (CCC)

Corporate Culture Club hosts events for leadership, managers and HR professionals in Saskatoon to discuss Equity, Diversity, and Inclusion (EDI) initiatives. The goal of CCC is to help local workplaces create actionable steps that will have a real impact on our labour market.

This year, CCC organized three impactful corporate events, featuring expert speakers. Participants discussed Jocelyn Peltier-Huntley's EDI framework, Misty Brabrant's insights on improving cultural awareness and integrating Indigenous ways of knowing, and SIA's Anti-Racism policy. These events equipped participants with valuable knowledge and practical strategies to promote diversity, inclusion, and cultural awareness in the workplace.

Corporate Culture Club is committed to providing a platform for dialogue and networking on EDI issues. We believe that by working together, we can create more inclusive and equitable workplaces for all.



Intercultural Programs

SK CultureXchange

“Last Saturday, my family and I went to Sasktel Centre to watch Hockey match. I had gotten tickets from SIA and I could only imagine how it would be a fantastic entertainment. I really enjoyed it. In my point of view, it was exciting and a little rough game. Being at the stadium was my first experience because in my country this is forbidden for women (Iran). I am absolutely happy for having this kind of experience in CANADA. I really want to thank SIA. □□

The next day I thought about the many others entertainment in Saskatoon that I love to know about them”.

The Sk CultureXchange program was created to promote intercultural learning and help newcomers develop a sense of belonging within the community. The program pairs newcomers with volunteers who can provide companionship, job search strategies, and assistance in getting settled in Saskatoon.

In the past, the program was eight weeks long, but we have since shortened it to four weeks. This has allowed us to focus on developing long-term friendships between newcomers and volunteers.

Through partnerships with local organizations, we have been able to provide program participants with a variety of outings:

- Intercultural Gatherings,
- Remai Modern guided tours,
- Virtual Truth and Reconciliation event
- Entrepreneurship 101.



The Sk CultureXchange program has been a valuable resource for newcomers to Saskatoon. It has helped them to connect with the community, make friends, and build a sense of belonging.

“I joined the SK CultureXchnage Program because I really wanted to meet someone new from a different country and it offered some work experience for me as well, so it was a perfect match for me. It was great i had a wonderful time got to learn life from another viewpoint and made a new friend. It showed me the difficulties facing Newcomers here all the running around adjusting settling bit is a lot for them to take in and many don't realize it. The CultureXchange is a great program as the interaction between different groups of people can open up a person's mind to a different perspective and new bonds that is how i think it can make a difference. I do recommend this program to others because you get to make a new friend learn new things and a new experience why not?”

Intercultural Programs

Intercultural Gatherings

The CultureSync team hosted three well-attended intercultural gatherings last year. The gatherings featured performers from diverse cultural backgrounds, sharing their stories and traditions. The events were a place for people to come together and appreciate the diversity that exists around us.

We had Indigenous blessings, drumming and jigging and we hosted Cultural performers from Chinese Martial Arts Academy, Nigeria, Trinidad, Jamaica and Flamenco Borealis.

In partnership with the Saskatoon Refugee Coalition (SRC) , the CultureSync team also hosted a World Refugee Day event. The event highlighted the rights and vulnerabilities of refugees and vulnerable migrants in Saskatoon. The theme of the event was “Whoever, Whenever, wherever – Everyone Has the Right to Seek Safety.” The event featured two speakers from Syria and El Salvador, who shared their stories and cultural music.



Intercultural Programs

Saskatoon Multilingual Schools

The number of heritage language schools operating in Saskatoon has increased in the past year. This is due in part to the success of the Saskatoon Public Schools rental office, which has provided schools with access to classrooms and other facilities.

The number of registrations at heritage language schools has also increased. This is likely due to a number of factors, including the desire of newcomers to learn about their culture and language, and the availability of online and hybrid learning options.

The Saskatoon Public Schools rental office has been supportive of heritage language schools. However, due to funding and budget cuts, there will only be three schools available for rental in the next school year. This may create some challenges for schools that are planning to offer in-person classes.

The Saskatchewan Association of International Languages (SAIL) has provided funding for workshops and hosted a successful event at the University of Saskatchewan for International

Language Day.

The following schools participated in the event:

- Filipino Heritage School
- Saskatoon Japanese Language School
- Brasinha Portuguese Language School
- Saskatoon Bangla School
- Saskatoon Korean Language School
- Yoruba Heritage Language School
- Chinese Language School

Members of SAIL, along with the SMS Co-chair, Jeeyu Birch, attended the event to help and show their support.



SamosaFest

We hosted our Annual SamosaFest 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 stayed to enjoy cultural performances throughout the day. This year, on July 27th, we hosted an outstanding lineup of talented performers:

- MNM Afro Dance Group
- Nriyati Performing arts, Dancers
- Mir Ali, Instrumentalist
- Ahmad Majid, Hip Hop Artist



Partnerships



Saskatchewan Association of Immigrant Settlement and Intergration 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.

SAISIA 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 DEIAC 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.

SAISIA has consistent seat on this committee and acts as a liaison between SAISIA, members of the public appointed to the Committee, and the City. SAISIA 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 Diveristy (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, Wicahitowin 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 give donations, offer workshops, contribute presentations, host volunteers and work placements, or share knowledge and resources.

Aboriginal Consulting Services	Joseph Naytowhow, Knowledge Keeper	Compensation Board
Alpha and Omega Strategies	Judy Pelly, Knowledge Keeper, Cultural Advisor & Residential School Survivor	Saskatoon Blades
ALS Environmental	K-Market	The Saskatoon Club
Alt Hotel	Karam Auto Ltd.	Saskatoon Food Bank
Angeethi Flame	KB Accounting Services	Saskatoon History & Folklore Society
Bannock Express	Kernels Popcorn	Saskatoon Inn & Conference Centre
Bitrix Enterprise Inc.	Labour Standards (Government of Canada)	Saskatoon Open Door Society
Black Fox Distillery	Language Assessment and Referral Centre	Saskatoon Police Service
CHEP Good Food Inc.	The Lighthouse	Saskatoon Public Library
City of Saskatoon	Métis Nation - Saskatchewan	Saskatoon Public School Division
City of Warman	Moose Hide Campaign Development Society	Saskatoon Youth Soccer
CLASSIC Law Inc.	National Film Board of Canada	SaskTel
Cameco	Neighbourhood Home Care Services	Savor Supermarket
Canpotex	Nomad Strategies	SCYAP
Canada Revenue Agency	Nutrien	Serendipity Flowers
Canadian Red Cross	OUTSaskatoon	Shah Accounting & Tax Services
Canadian Tire	Otter Limits	SheNative
Catholic Family Services	Parks Canada	Silver Wolf Trading Post
Child and Youth Friendly Saskatoon	Petra Market	SK Startup Institute
David Aplin Group	Pharmasave Riversdale	St. George's Senior Citizen Centre
d3h Hotels	Prairie Lily Cruises Ltd.	TinyEYE
Family Services Saskatoon	Prairie Proud	Toastmasters Saskatoon
Federated Co-operatives Ltd.	Quadrant Newmedia	True North Photo Booth
Florence Highway, Knowledge Keeper,	READ Saskatoon	Tucker's T-Shirts
Elder and Residential School Survivor	Rides By Marv	Turning the Tide Bookstore
Survivor	Saskatchewan Food Industry Development Centre Inc.	uBreakiFix
FoodSafety 1st	Saskatchewan Human Rights Commission	University of Saskatchewan
Garda World	Saskatchewan Polytechnic	Wanuskewin
Gilbert Kewistep - Knowledge Keeper,	Saskatchewan Research Council	Western Development Museum
Residential School Survivor and Professor	Saskatchewan Workers'	Willow Point Financial Ltd.
Global Gathering Place		WorkSafe Saskatchewan
Great Asian Market		YMCA
Great Canadian Wholesale		602 (Lynx) Wing Saskatoon
HomeQuarter Coffeehouse & Bakery		R. C. A. F. Association
IWS		786 Accounting & Tax

We also want to thank the many individuals who perform and speak at our events, volunteer with our various programs, and lend advice and love. You honour us with your gifts!

Thank you to our Funders for your continuous support



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