



WELCOME 2016

A Welcoming Communities Summit

Presented by:

**South Okanagan | Similkameen
Local Immigration Partnership**

**June 17th and 18th
Okanagan College**

WELCOME 2016

A Welcoming Communities Summit

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WELCOME

On behalf of the South Okanagan| Similkameen Local Immigration Partnership (SOS LIP) and South Okanagan Immigrant & Community Services (SOICS), we welcome you to our Welcoming Communities Summit: WELCOME 2016. We are excited about the impressive line up of presenters for the summit and are looking forward to the exchange of dialogue to follow in the coming months.

Topics during the summit include employment strategies, regional history, reforms in immigration law, entrepreneurial opportunities in local communities, healthy lifestyles through sports, resettlement efforts for refugees, characteristics of a welcoming community, and more. Relevant speakers are gathered from across the province, experts in their fields, providing access to varied perspectives throughout this two-day event. We are also pleased to display, during the summit, a Photovoice exhibition, piloted by new Canadians who immigrated from across the globe to the Okanagan. Each participating [immigrant] photographer captured the images that represented various themes related to health and wellbeing, including safety and security, social support, professional identity, cultural changes and identity.

SOS LIP has lead the way in bringing together community leaders who collectively work towards increasing the pace of social and economic integration for immigrants in the South Okanagan| Similkameen region. The SOS LIP council, established in 2014, is collaboration of 50 members drawn from all levels of government, immigrant serving agencies, public institutions, regional employment networks, employers, local associations, newcomers and key community stakeholders.

WELCOME 2016 is set to play a central role in our Communications and Engagement Plan as LIP has positioned it to extend awareness and to reach out to the community with directives we can all influence and contribute to.

This summit would not have been possible without the generous support and contributions of many people, including the volunteers. We also would like to recognize the generous support of the City of Penticton, Immigration, Refugee and Citizenship Canada, our Media and Corporate sponsors.

We hope you enjoy WELCOME 2016, as much as we have enjoyed organizing this inaugural event for our region.

Tahira Saeed, Program Manager, SOICS

Helen Greaves, Council Chair, SOS LIP

Jean Makosz, Board Chair, SOICS

Nora Hunt-Haft, Project Coordinator, SOS LIP



Thank you to the Board of Directors and Staff of the South Okanagan Immigrant and Community Services for organizing WELCOME 2016. It is important that we all have an opportunity to listen, converse, share and explore what it means to be a welcoming community. This conference gives us that opportunity.

We can examine our expectations, our hopes and our examples, and check them with what we mean when we say we welcome newcomers to our communities. Some of us grew up in our communities and some moved and have made our communities their home. Some employ newcomers, some volunteer alongside newcomers, some teach newcomers, and some provide health care to newcomers. For how long is one a newcomer? What can and do we do to ensure we provide opportunity to those who come from afar and who call our communities home? What more can we do to learn from newcomers?

WELCOME 2016 is a starting point for these conversations. I look forward to listening and learning along with you.

Richard Cannings, M.P.
MP South Okanagan-West Kootenay



While I state proudly that I am a Canadian, I am only a second generation Canadian. I understand the value of all the immigrants who came here and continue to come. Every one brings another ingredient to the mix that makes us Canadians. We are extremely fortunate to live in safety in Canada, with food, shelter, education and supports so that we, and all of our children can reach their full potential and live well into our golden years. I add my voice of welcome to all our new immigrants and refugees.

Linda Larson, M.L.A.
Boundary-Similkameen



Greetings! Congratulations on attending "WELCOME 2016". Immigration is successful by implementing two core processes, first by having a commitment from those new to our country to adapt to life in Canada and second, Canadians embracing new cultures and populations.

This Summit creates the opportunity to reach out to our neighbours and share information and ideas that will help us become an inclusive environment while recognizing the cultural heritage and potential of all Canadians.

It is my hope that you will take full advantage of everything provided at the summit throughout these two days, from the keynote speakers to the breakout sessions and cultural celebrations, and help all of us unite as one successful community.

Dan Ashton, M.L.A.
Penticton - Peachland

**Mayor Andrew Jakubeit***City of Penticton*

The City of Penticton is proud to be a sponsor of the Welcoming Communities Summit. Through this Summit and key community partnerships we are working to ensure we are truly a community that welcomes immigrants and refugees with wide-open arms.

Our vision of a vibrant, innovative City focused on community and economic opportunity can be achieved through our commitment to newcomer settlement. We are a community that can offer some of the highest standards of living in the world. We are also a community that has so much to gain from the skill and experience that new immigrants represent. Our current work force is not growing fast enough to meet the needs of local employers. We need more talent. We need the entrepreneurial spirit that we know flourishes in the immigrant community. Most new immigrants are well educated; they bring experience in trade, healthcare, social assistance, administration and other key sectors for our region. This summit will shed light on the many ways we can work together as employers, governments and individuals to remove barriers to integration and speed up employment. Welcoming new immigrants is smart for Penticton. More importantly it embodies who we are as caring and progressive community.

**Mayor Manfred Bauer***Village of Keremeos*

Many immigrants to Canada come with a set of skills, knowledge and different cultural perspectives that enrich our communities. Particularly in rural areas and small centres, immigrants can reinvigorate the skill pool available helping to mitigate the trend of centralizing services into urban centres. These newcomers are an important part in shaping our future for a prosperous Canada and we should make every effort to provide all the resources necessary for a successful transition in their new home.

**Mayor Sue McKortoff***Town of Osoyoos*

Osoyoos is a BC Resort Municipality, where we welcome tourists from the Okanagan, BC, Canada and around the world. We also welcome new residents, who share their culture, ethnic foods, crafts, work ethic and skills with all. Our resorts, wineries, fruit stands, nurseries, farmers' markets enjoy showcasing the variety of products from all our residents and visitors. We offer Canada's Warmest Welcome to all.

**Mayor Ron Hovanes***Town of Oliver*

On behalf of Oliver Council, it is my pleasure to extend a warm welcome to all those participating in the 2016 Welcoming Communities Summit hosted by the South Okanagan | Similkameen Local Immigration Partnership Council.

Valuable agricultural lands surround the Town of Oliver with ground crops, orchards, and wineries that flourish in the favourable Okanagan climate. The economic success of these diverse agricultural businesses is the ability to hire willing and able migrant farm workers. Oliver welcomes migrant farm workers from Mexico and Jamaica and many young people from Quebec each and every summer. These workers bring a rich culture to our little community and this June 23rd local service groups are hosting a St. Jean Baptiste Day for our visiting Quebec workers.

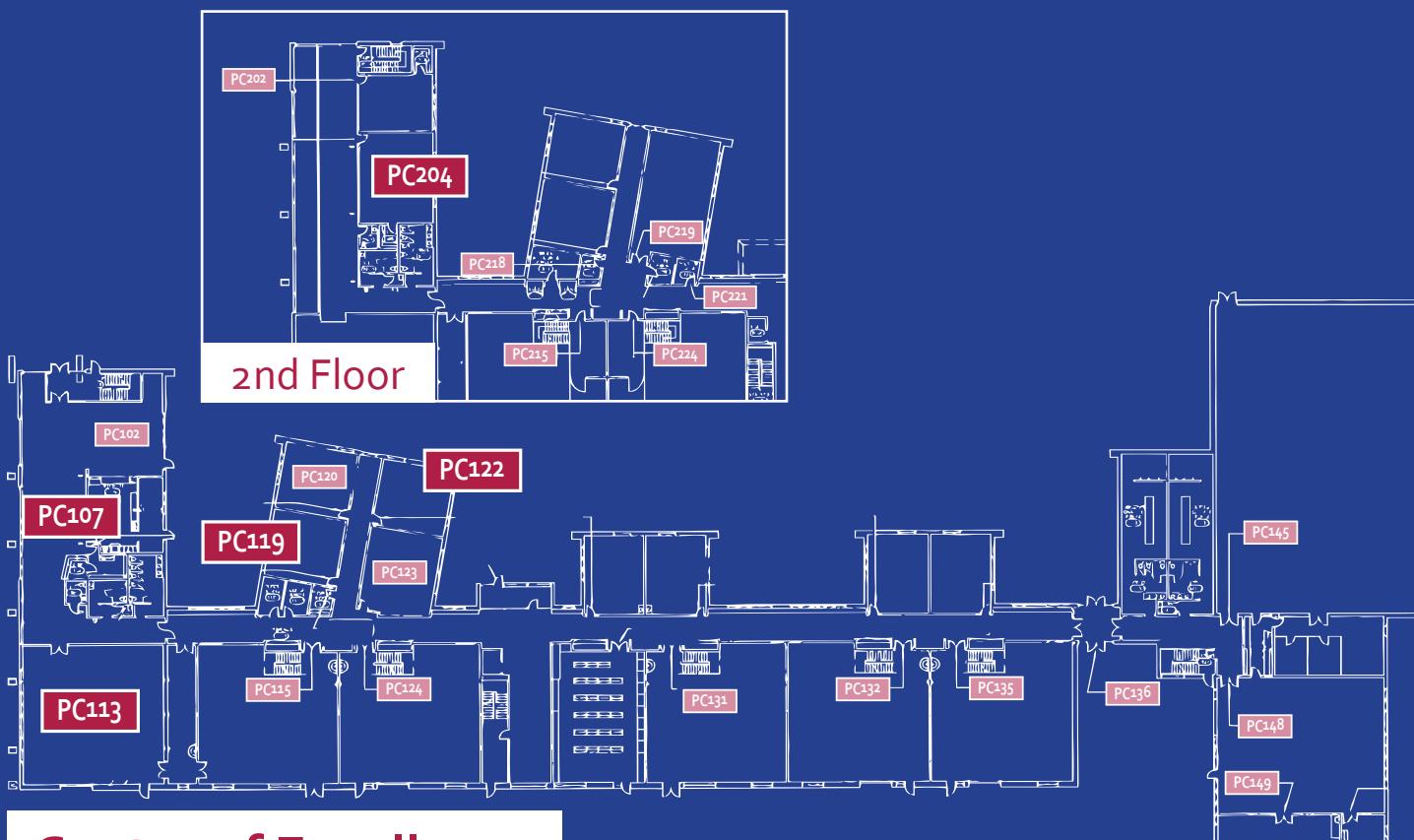
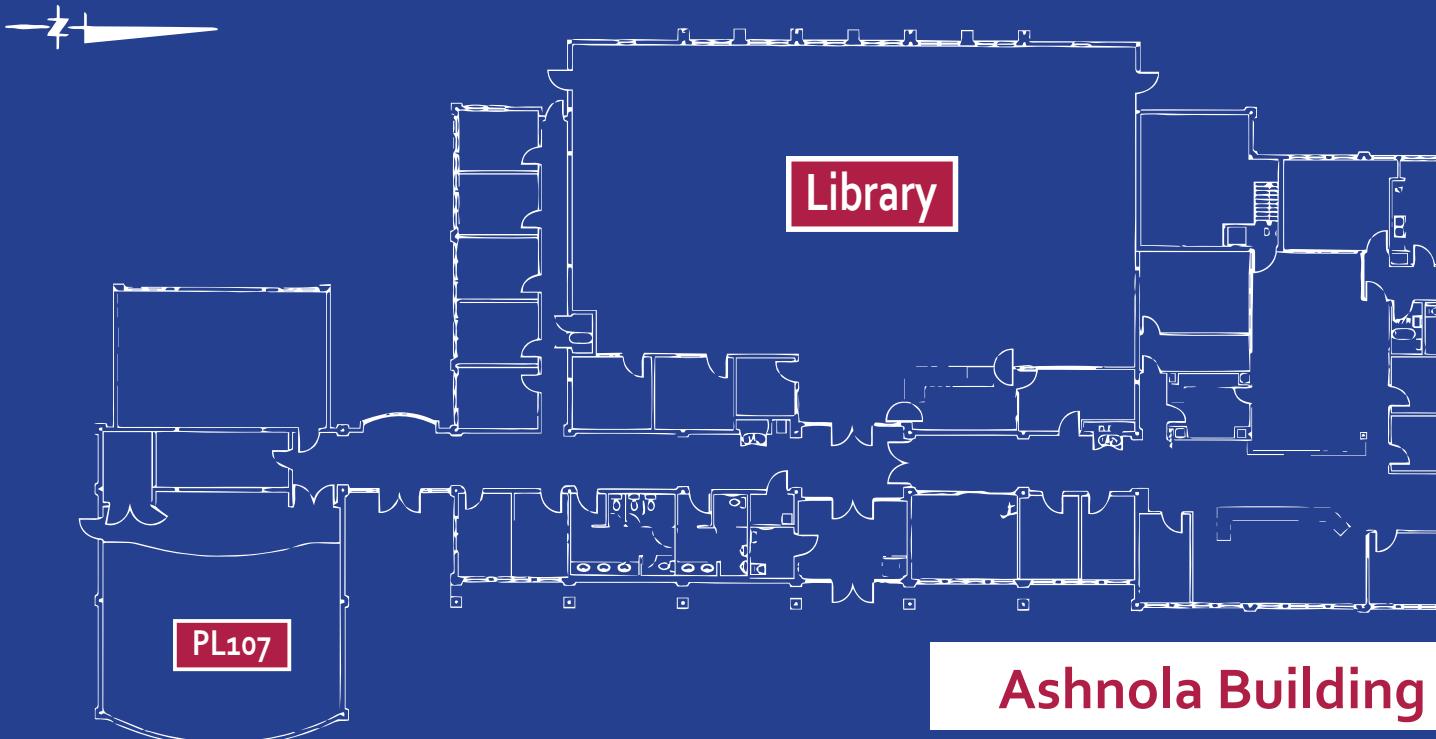
**Mayor Peter Waterman***District of Summerland*

The traditions and cultures that new immigrants and refugees bring to Canada are blended with their enthusiasm and excitement of being in a new country. They inject fresh ideas and a strong desire to succeed.

We have many immigrants who have settled in Summerland and they have become valuable additions to our community. Recently, Summerland has been very active in helping refugees from Syria integrate into our community and they have been welcomed with open arms. Immigrants and refugees help fill the gaps in employment. Many new businesses are created and this helps increase our economy. Children are going to our schools and families are spending money in our stores and paying taxes. Immigrants have a great deal to learn as they enter a new country, but we can also learn a great deal from them. It is up to us to welcome immigrants and help make their transition as seamless as possible.

**Mayor Frank Armitage***Town of Princeton*

We welcome immigrants and citizens of all cultures to our very friendly community of 3,000 people, here in the Similkameen Valley. Immigrants bring a host of skills and cultures that are most welcome. Our community offers a good industrial employment base (Mining and Forestry) in addition to major tourism services. We welcome inquiries about our area to any potential newcomers.



Centre of Excellence

FRIDAY, JUNE 17		OKANAGAN COLLEGE
6:00 – 7:30 pm	Registration & Reception	
7:30 – 9:00 pm	Welcome & Opening Ceremonies	
SATURDAY, JUNE 18		OKANAGAN COLLEGE
8:00 – 8:30 am	Registration	
8:30 – 9:00 am	Welcome & Introductions	
9:15 – 10:15 am	PL107 Localizing The Great Canadian National Project – Welcoming Refugees To The South Okanagan <i>Dr. Sabine Lehr – Inter-Cultural Association Of Greater Victoria</i>	
PC204	Employer Tools – How To Find, Hire And Retain Newcomer Talent <i>Hanif Ladha – Immigrant Employment Council Of BC</i>	
PC119	Migration Matters – Local History, Who Moved Here When <i>Randy Manuel – Local Historian</i>	
PC122	Building Healthy Communities Through Sport <i>Dr. Shaunna Taylor – PacificSport Okanagan</i>	
10:15 – 10:45 am	Coffee Break	
10:45 – 11:45 am	PL107 Canadian Immigration – New Rules, New Opportunities <i>Sandra Hakanson – Immigration And Citizenship Lawyer, Ocana Law Group</i>	
PC119	Continuing The Dream – What To Know About Starting A Business In Canada <i>Nicole Clark – Business Coach, Community Futures</i>	
PC204	Characteristics Of A Welcoming Community – Panel Presentation <i>Lindsey Fraser – City of Penticton, Kim Lyster – Community Foundation, Debbie Cox – James Laurence Group</i>	
PC122	Enrolling Foreign Students – A Community Solution <i>Russel Boris – Director of International Education, Okanagan College, Wendy Hyer – Superintendent, School District No. 67</i>	
11:45 – 12:45 pm	Lunch For All Participants	
1:00 – 2:00 pm	PC113 Keynote Presentation Presented by Nick Noorani <i>Author of three books, a motivational speaker, consultant and media personality, Nick has become a powerful voice for the successful integration of immigrants in Canada and bridging cultural gaps in the workplace and beyond.</i>	
2:15 – 3:15 pm	PL107 Localizing The Great Canadian National Project – Welcoming Refugees To The South Okanagan <i>Dr. Sabine Lehr – Inter-Cultural Association Of Greater Victoria</i>	
PC204	Employer Tools – How To Find, Hire And Retain Newcomer Talent <i>Hanif Ladha – Immigrant Employment Council Of BC</i>	
PC119	Migration Matters – Local History, Who Moved Here When <i>Randy Manuel – Local Historian</i>	
PC122	Building Healthy Communities Through Sport <i>Marc Bowles – PacificSport Okanagan</i>	
3:15 – 3:45 pm	Coffee Break	
3:45 – 4:45 pm	PL107 Canadian Immigration – New Rules, New Opportunities <i>Sandra Hakanson – Immigration And Citizenship Lawyer, Ocana Law</i> PC119 Entrepreneurship In BC – Are You Ready To Take The Plunge? <i>Nicole Clark – Business Coach, Community Futures</i> PC204 Characteristics Of A Welcoming Community – Panel Presentation <i>Lindsey Fraser – City of Penticton, Kim Lyster – Community Foundation, Debbie Cox – James Laurence Goup</i>	
PC122	Enrolling Foreign Students – A Community Solution <i>Russel Boris – Director of International Education, Okanagan College, Wendy Hyer – Superintendent, School District No. 67</i>	
SATURDAY, JUNE 18		GYRO PARK
7:00 – 10:00 pm	OneWorld Celebration	

Sessions

Localizing the Great Canadian National Project: Welcoming Refugees to the South Okanagan

Presented by Dr. Sabine Lehr – Inter-Cultural Association of Greater Victoria

Ashnola Building - PL107

From November 2015 – February 2016, the Canadian Government embarked on the unprecedented project of resettling 25,000 Syrian refugees to Canada within less than four months. This operation, often referred to as the “Great Canadian National Project”, partly relied on the efforts of thousands of Canadians who came together in their communities to sponsor refugees. Whether they had a privately sponsored or Government-assisted pathway to Canada, these newcomers are now living with us in our communities.

Drawing on her experience with an organization that has been a Sponsorship Agreement Holder since August 2015, and that became a Resettlement Assistance Program provider in February 2016, Sabine will provide an overview of the Canadian resettlement effort and will address/pose the question: “What’s next?” How can we best work together to be a welcoming community for and with these newcomers?

Migration Matters: Who moved here when

Presented by Randy Manuel

Centre of Excellence, 1st floor - PC119

Canada is known to the world as a nation built by immigrants with a preference for maintaining a cultural mosaic, unlike the melting pot of our big neighbour to the south. So what does that mosaic look like here in the Okanagan valley? Who were our first nations? What were the later ethnic influxes that shaped our community into what it looks like today? What drew these peoples to our valley? Where did they come from? What skills did they bring and what were their hopes for the future? Who were the pioneers who gave their names to our streets and landmarks?

Randy Manuel from the Okanagan Historical Society has had a lifelong passionate interest in the early development of our community. He's given many presentations, written many articles and will share some of that story with us in a fascinating exploration of Okanagan history and migration patterns.

Continuing the Dream: What to know about starting a business in Canada

Presented by Nicole Clark – Community Futures

Centre of Excellence, 1st floor - PC119

Small business drives the Canadian economy. If you have a skill, a talent, or a dream of owning your own business, this workshop will start you on the right path to achieving that goal by addressing the steps you need to take to accomplish it. From preparing a business plan to the government requirements for licensing and regulation, this workshop is your first step to achieving your successful introduction to the Canadian small business environment. In the coming decade, new Canadian entrepreneurs will play an important role in the small business community.

Characteristics of a Welcoming Community: A Panel Presentation

Presented by Lindsey Fraser, Kim Lyster and Debbie Cox

Centre of Excellence, 2nd floor - PC204

Lindsey Fraser will be one of three panel presenters for this session. Lindsey will speak on the state of housing in Penticton for the community as a whole, including new immigrants. He will also discuss political participation opportunities for new immigrants, including an overview of the “planning process” and how one can be involved.

The responsibility to promote a welcoming community offers opportunities for a variety of strategies and contributions.

Kim Lyster joins the panel and will discuss the commitments that the Community Foundation of the South Okanagan Similkameen has made through their Vital Signs report, Smart and Caring Communities initiative, the YES project and new activities set to launch this year.

Debbie Cox will speak on Collective Impact and its' success bringing communities together to tackle complex social challenges. She will share insights from the South Okanagan | Similkameen Local Immigration Partnership project, which has brought more than 50 community leaders together to reduce the time it takes new immigrants to fully integrate into the workforce and social life of the region.

Building Healthy Communities Through Sport: The link between sports/recreation and inclusion

Presented by Shaunna Taylor & Marc Bowles – PacificSport Okanagan

Centre of Excellence, 1st floor - PC122

Sport should be a unifying and welcoming environment. The sport community in the Okanagan is part of a vibrant, province-wide Alliance with a goal of embracing access to quality sport and physical activity, increasing physical literacy and welcoming diversity in our communities. Representatives from PacificSport Okanagan will present a session on ways to maximize a welcoming sport environment in your community along with local resources provided by the City of Penticton. This session will introduce the following concepts to participants:

- Physical literacy in schools, community programs and homes
- #Level the Field: province-wide initiatives to reduce barriers to diversity through local sport and physical activity partnerships

Entrepreneurship in BC: Are you ready to take the plunge?

Presented by Nicole Clark – Community Futures

Centre of Excellence, 1st floor - PC119

How important is small business in BC? What is the profile of small business; who is starting businesses, where are they starting them, which sectors are growing and which are contracting? These are just a few of the questions that will be asked and answered in this breakout session. Learn more about what makes an entrepreneur and complete a personal assessment to find out if you are ready to take the plunge!

Canadian Immigration Law: New rules, new opportunities

Presented by Sandra Hakanson – Ocana Law Group

Ashnola Building - PL107

For the past 10 years, we have seen over 400 new regulations regarding Canadian immigration. These changes have affected all aspects of immigration including temporary resident visas, family sponsorship, economic immigration, and citizenship. People that may have qualified for a Canadian visa last year or even last month, may not qualify for the same visa today; though there may be new alternatives available for them, alternatives that were never available previously. As well, there has been increased enforcement against Permanent Residents who fail to satisfy their residency requirements, which can lead to complications with Permanent Resident card renewals, Residency appeals and Citizenship applications.

During this session, we will review some of these changes and how they impact immigration and citizenship and what the new immigration opportunities look like in 2016.

Enrolling Foreign Students: A Community Solution

Presented by Russel Boris, Okanagan College & Wendy Hyer, School District No. 67

Centre of Excellence, 1st floor - PC122

In 2013 Okanagan College expanded their senior team by adding a Director of International Education, Russel Boris. In this session learn how Okanagan College is planning their diversification efforts and specifically where they are attracting students. Russel will review the marketing advantages of a foreign student program, and explore how the community plays a role in the success of diversified education in our region.

Prior to 2012, School District No. 67 had a small International Student Program, consisting of a few students from a partner school in Osaka Japan and a hand full of international students enrolled in the Okanagan Hockey Academy. In 2012, the Board of Education directed district staff to expand the International Student Program. As such, Wendy's work began, exploring markets to recruit more students to the Penticton area.

Wendy will review the benefits of a foreign student program and discuss how the community plays a role in the success of welcoming international students to our schools and community.

Employer Tools: How to Find, Hire, and Retain Newcomer Talent

Presented by Hanif Ladha – Immigrant Employment Council of BC

Centre of Excellence, 2nd floor - PC204

In British Columbia, we've got a world of talent right here on our doorstep. Companies and organizations that are able to attract, hire, and retain skilled immigrant labour have a competitive advantage in today's global marketplace. In the session, you'll find industry-tested tools and resources that will give you an edge in recruiting new immigrant talent to your workforce.

Welcome 2016 Keynote Presentation

Presented by Nick Noorani

Centre of Excellence, 1st floor - PC113

Nick Noorani came to Canada in 1998 like most immigrants, dreaming that he would be able to settle in a country where he could practice his career choice in advertising. Faced with the "no Canadian experience" barrier, he moved to Plan B and built a career in publishing sales. In 2003, after being laid off, Nick developed a new magazine that would go on to change the media landscape for immigrants in Canada and around the world. The Canadian immigrant magazine created in his home basement is now a national success. Nick speaks to thousands of immigrants, inspiring them to pursue success and to stakeholders who work with or support immigrants in Canada.

Speaker Biographies



Russel Boris, Director of International Education
Okanagan College | RBoris@okanagan.bc.ca

Russel Boris is the Director of International Education at Okanagan College. Boris has over 18 years of extensive experience in international education and institutional globalization. While at Medicine Hat College he led the creation and growth of the international division, which now accounts for approximately 15 per cent of the college's overall student population.

His background includes expertise in strategic recruitment and marketing as well as management. Boris has worked in more than 25 countries and has drawn students from approximately 50 countries. Among his many accomplishments, Boris created and implemented a renowned English as a Second Language (ESL) program that has served more than 1,500 students. A former ESL instructor, Boris has a deep understanding of curriculum and programming.

Boris holds a Bachelor of Arts degree from Jamestown College and is certified in leadership and development by Maricopa Community Colleges.



Debbie Cox, Senior Advisor, Strategic Communications & Engagement
James Laurence Group | DCox@jameslaurence.com

Debbie has extensive experience leading communications and engagement for complex multi-stakeholder projects in the public, private and non-profit sectors. Building on a background in broadcast and print journalism, Debbie specializes in senior level coaching in the areas of strategic communications, community and stakeholder relationship building, issues management, consultation and facilitation. She provides communications and engagement support to business process change projects and develops and delivers workshops that build internal communications and engagement capacity.

Debbie has successfully engaged communities around some of the largest resource and infrastructure projects in Canada, and leads collaborative processes to address significant health, social and environmental challenges. She is currently leading a Collective Impact process to address immigration challenges in BC's South Okanagan and Similkameen region. Committed to building shared value for industry, governments and communities, Debbie brings international best practices, leadership and innovation in the evolving areas of corporate social performance and corporate social responsibility. Debbie is president of James Laurence Group, a leader in strategic communications, engagement and performance management services.



Hanif Ladha, Manager Employer Relations
Immigrant Employment Council of BC | Hanif.Ladha@iecbc.ca

Hanif is the Manager, Employer Relations, and brings extensive experience in business development and stakeholder engagement. He has worked on multiple projects within the private sector, including Fortune 500 companies, and brings a wealth of business experience as an owner-operator, a sales professional manager and as a leadership program facilitator. In 2006 Hanif received the Established Business of the Year award from the Abbotsford Chamber of Commerce. A dedicated volunteer, Hanif engages members of the community to participate in social and educational programs, and he is a coach and mentor to immigrants in Canadian workplaces. Hanif is passionate about helping people reach their goals and create success stories.



Wendy Hyer, Superintendent of Schools
School District No. 67 | whyer@summer.com

Wendy Hyer has over 29 years experience in the field of education in British Columbia, Canada. She began her career as a classroom teacher, became a high school principal and, for the past seven years, has held the position of Superintendent of Schools in School District No. 67 (Okanagan Skaha). She has a Masters Degree in Education Administration and has been a term instructor at Nicola Valley Institute of Technology, teaching a course titled "EDUC 260 – Innovative Teaching and Planning".



Marc Bowles, B.Ed, PCC, Principal
Marc Bowles Executive Coaching | marc@oneproject.ca

Marc has held multiple roles in the BC sport system. For 8 years, he was an Athlete Development Advisor with the Canadian Sport Institute - Pacific, and he is currently an Associate Faculty of Royal Roads University, as well working with organizations in the area of leadership presence through a coach approach.

In his role with CSI-Pacific Marc was the Lead, Performance Director for Team BC Canada Games, Western Canada Summer Games and BC Games from 2007 to 2013. Marc is a Level 4/5 coach and a graduate of the National Coaching Institute (NCI) in Victoria. Over the last 37 years he has coached from the grassroots level to international level, building healthy sport programs.

Marc is based in Penticton and has an undergraduate degree in Secondary Education from the University of Victoria, is a graduate from the Certified Executive Coach (CEC) program at Royal Roads University, and a graduate from the National Coaching Institute (NCI) through the University of Victoria and Coaching Sciences from the University of Alberta.



Kim Lyster, Board Vice-President
Community Foundation | kplyster@telus.net

Kim Lyster has had an extensive and successful career holding key leadership roles in the community social services sector for over 30 years including as the Executive Director of a large, multi-service non-profit organization in the South Okanagan region of BC. Prior to that, Kim provided leadership in community development, training, and advocacy initiatives in the community living movement, where she remains active as both a writer and consultant. Kim is the author of several publications, is respected for her innovative facilitation skills, and has extensive experience in program design, organizational reviews and evaluation, and community based planning and project delivery.

Kim has a Bachelor of Education from Simon Fraser University, and a Masters from the University of Victoria in the Studies in Policy and Practice program. Her research focused on an examination of a sense of belonging. Kim was given Honorary Membership in the Federation of Child & Family Services of BC for her leadership in that organization.

In addition to her consulting work, Kim contributes her expertise as the Vice President of the Community Foundation of the South Okanagan and on several provincial advisory committees as well as conducting surveys for CARF, an international accreditation body.



Nicole Clark, Self Employment Business Counsellor
Community Futures | nicole@cfokanagan.com

Nicole Clark is a business and productivity coach whose passion is working with entrepreneurs to create the business of their dreams through implementing sound business plans and marketing strategies, shifting habits and routines, replacing limiting beliefs with empowering beliefs.

Nicole has been training, mentoring and coaching entrepreneurs for over 30 years. Currently, in addition to working one-on-one with clients, she is coordinating Community Future's Self-Employment Program as well as acting as a Small Business Advisor to their clients.

Over the past several years Nicole has helped a number of South Okanagan entrepreneurs get their start; helping them take their businesses from the "great idea" stage to "open for business". In addition to supporting the creation and implementation of successful business plans, Nicole's strengths are in the areas of Social Media, Overcoming Overwhelm, Time Management and the creation of Action Plans that allow entrepreneurs to get out of their own way and bridge the gap between their dreams and their reality.



Nick Noorani, Keynote Speaker
Nick Noorani Business Group Corp | nicknooranigroup@gmail.com

Naeem 'Nick' Noorani is living the dream, literally. Dubbed a social entrepreneur and an immigrant advocate, Nick Noorani, author of Arrival Survival Canada and founder/publisher of the Canadian Immigrant magazine, takes his work to a higher level through extensive community involvement.

A sought-after speaker and member of the Dominion Institute's speakers' bureau, his frank and humorous presentations bring in stories from his own immigrant journey as he discusses the importance of diversity in business and the successful integration of immigrants in Canada. Nick enjoys touring the country delivering his 'Seven Success Secrets for Canadian immigrants' talk. He is a radio host with Radio Canada International (RCI) for the popular show for immigrants called The Link, where he answers questions from potential and existing immigrants. Lastly, Nick has been speaking on ethnic marketing at several events and recently was invited by the Government of Canada to speak on this subject to their various Ministries.



Lindsey Fraser, City Planner
City of Penticton | lindseyfraser@penticton.ca

Lindsey is a Junior Planner for the City of Penticton, his hometown. After a decade away, Lindsey moved back to Penticton two years ago and put his education in Urban Planning to work with the Municipal Government. In his daily work, Lindsey manages rezoning and development permit applications; answers development-related questions from the public; and conducts research on a myriad of topics.



Dr. Sabine Lehr, Immigrant Services Manager
Inter-Cultural Association of Greater Victoria | slehr@icavictoria.org

Dr. Sabine Lehr is Immigrant Services Manager and Private Sponsorship of Refugees Manager at the Inter-Cultural Association of Greater Victoria. She also serves on the board of directors of the Victoria Coalition for Survivors of Torture, and is a member of the Executive of the Canadian Council for Refugees. Sabine is also Associate Faculty at Royal Roads University in Victoria where she teaches in the Global Leadership and Humanitarian Studies program.



Shaunna Taylor, PhD, CCC, Executive Director
PacificSport Okanagan | STaylor@pacificsport.com

Dr. Shaunna Taylor is the Executive Director of PacificSport Okanagan, and she is committed to developing a healthy sport system in the Okanagan Valley. She is an Adjunct Professor at the University of British Columbia in the High Performance Coaching and Technical Leadership program, and is the Co-Chair of the Canadian Sport Psychology Association. Shaunna was formerly a coaching consultant at the Coaching Association of Canada, and she sits as a member of the SportMedBC High Performance Committee, and the International Paralympic Committee's (IPC) Women in Sport Committee.

Shaunna has been consulting with coaches and athletes from grassroots to the Olympic/Paralympic level for over 18+ years, involved in athlete and integrated team support for over 6 Major Games cycles. Shaunna has a special interest in providing a holistic sport system that promotes gender equity, fair play, diversity and accessibility for all. Her volunteer interests include being the former Chair of KidSport Ottawa, and now a member of KidSport Kelowna, a charity that helps reduce financial barriers so all children may participate in organized sport.

Shaunna's current research interests are projects pertaining to coaching athletes with a disability, promoting positive self-image in sport, and adding to a sport landscape that empowers female athletes and leaders. Shaunna earned her degrees in Health Sciences from the University of Ottawa, and is a certified clinical counsellor.



Sandra Hakanson, Immigration and Citizenship Law
Ocana Law Group | Sandra@ocana.ca

Sandra practices exclusively in the area of Canadian Immigration and Citizenship law. She has significant experience assisting clients with a complete range of Canadian immigration services including: Temporary Residence, Permanent Residence, Business Immigration, Labour Market Impact Assessment, and Canadian Citizenship. She has experience at various levels of court, the Immigration Appeal Board and Judicial Reviews at the Federal Court level.

Sandra has extensive experience drafting and submitting successful applications with various programs such as Provincial immigration programs, Business Investors and Skilled Worker programs, and the Federal Sponsorship Programs. She completed her Criminal Justice degree at the University of Fraser Valley and her Bachelor of Laws degree at the University of Manitoba. She was called to the British Columbia Bar in 2005 and has been practicing in the Okanagan since that time.



Randy Manuel, Local Historian
Museum Heritage Advisory | randymanuel976@gmail.com

Randy Manuel's family has been in the Okanagan since 1906. Randy is a local historian, writer and historic landscape artist. Before retiring Randy was the Director of the City of Penticton Museum and Archives, and President of the Okanagan Historical Society. Randy was instrumental in establishing the S.S. Sicamous Restoration Society and the Kettle Valley Steam Railway. He drove the acquisition of historical vessels including the S.S. Naramata, the CN#6 Tug, and the S.S. Okanagan Stern Salon.

Randy has been a key volunteer in our community, representing our region on the British Columbia Heritage Trust and the Lt. Governors BC 150 Celebration. Randy has researched, recorded and surveyed the historic fur brigade trails of the Hope Princeton Mountains. He is a former City of Penticton Councilor (2005-2008) and currently Randy sits as the Chair for the Okanagan School of the Arts.



Municipalities play a central role in delivering many services that impact the integration outcomes of newcomers. Communities across Canada are recognizing the importance of newcomers while making immigration a main component of their plans for the future.

The South Okanagan | Similkameen Local Immigration Partnership (LIP) was established in 2014. A LIP Council was formed with members drawn from all levels of government, immigrant serving agencies, public institutions, regional employment networks, employers, local associations, newcomers and key community stakeholders.

Research shows it can take up to fifteen years before a new immigrant is fully integrated into a Canadian community. There is an opportunity through focused strategic initiatives to ensure new immigrants are integrated more quickly. These initiatives can help meet the shortage of skills in the labour market and help build and sustain the foundation of small businesses in BC. These initiatives should also ensure that newcomers are socially and culturally integrated such that they are further contributing to the community as civily minded members.

In its first year, the LIP Council has developed a shared goal and strategic plan focused on creating and implementing action plans to address the following key conditions for change:

1. Attract and sustain newcomers that meet workforce and business opportunities in the region
2. Ensure programs and networks are in place to support newcomers
3. Increase awareness of what newcomers contribute to the region and what the region can contribute to newcomers

In 2015, based on the strategic plan, three working groups were established to focus on implementing action plans to address key conditions of change. Working Group One completed the research report, Let'sTalkJobs, a high-level snapshot of employment opportunities in the SOS region compared those to the skills and qualifications of recent immigrants to the region. Members of Working Group Two adopted the concept of Familiarization (FAM) Tours for service agencies. The goal is for staff members to have an opportunity to tour other agencies/ organisations, and ultimately be in a better position to provide referrals when needed. Working Group Three launched the Community Fast Track Mentoring Program. Designed as a peer-to-peer program, the goal is to match new immigrants with a mentor, a settled immigrant, from their country of origin, who will help familiarize the newcomer with their new community in 30 days.

Large-scale social change requires broad cross-sector coordination. We believe in cross-sector engagement and using measurable data. We are committed to having community members as partners and producers of impact.



WELCOME 2016 is an opportunity to cascade our "partnership" into our community, to create an opportunity to learn, discuss and grow.

Our Mission

The South Okanagan | Similkameen LIP Council members share a commitment to the core values of diversity, equity, and respect. The SOS LIP Council recognizes the potential of all Canadians and encourages the integration of new immigrants through involvement in social, cultural, economic and political affairs. The Council facilitates synergistic relationships, collective impact and effective communication supporting immigrant attraction, settlement, integration and retention.

Our SOS LIP Council Members

Andrew Jakubetz
Sue McKortoff
Petra Veintimilla
Jason Weibe
Frank Armitage
Peter Waterman
Mark Pendergraft
Timothy Lezard

Kurt Lozinski
Jules Hall
Heather Buzzell
Lisa Danby
Donna Lomas
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Bev Young
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Colleen Pennington
Larry Olson
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Vincent Virk
Tracy Van Raes

Lorraine Renyard
Tanya Behardien
Debbie Scarborough
Michelle Turner
Wendy Weisner
Aaron McRann
Bob Proctor

Melanie Guza
Robert Bryce
Michou Szabo

Tomoko Abe
Jessica Madinabeitia
Martina Mosna

Tahira Saeed
Corrine Janow
Gurtej Kang
Jean Makosz
Helen Greaves
Nora Hunt-Haft

Mayor
Mayor
Councillor
Councillor
Mayor
Mayor
Board Chair
Councillor

Staff Sergeant
Director of Development Services
Chief Librarian
CIHS Manager
Regional Dean South Okanagan Similkameen
Government Agent
Superintendent
Superintendent

Economic Development Officer
Regional Mgr Economic Development
Executive Director
President
Manager
Chamber Manager
Board Director
Chamber Manager
Executive Director

Regional Manager
Health & Safety Coordinator
Transportation Sales
Community Manager
Associate Director
Vice-President
Marketing Manager

Agency Coordinator
Executive Director
Executive Director
Director
Director
Executive Director
Administrator

Site Coordinator
Area Manager
Program Development Mgr

Nurse
Business Owner
Manager

Program Manager
Community Connections Coordinator
Settlement
Board of Directors - Chair
Board of Directors
SOSLIP Coordinator

City of Penticton
Town of Osoyoos
Town of Oliver
Town of Keremeos
Town of Princeton
District of Summerland
Regional District Okanagan Similkameen
Penticton Indian Band

RCMP
City of Penticton
Penticton Public Library
Interior Health
Okanagan College
Penticton Regional Operations Service BC
School District No. 53
School District No. 67

City of Penticton
Ministry of Jobs, Tourism and Skills Training
Downtown Penticton Association
Penticton Industrial Development Association
Community Futures Development Corporation
South Okanagan Chamber of Commerce
Penticton & Wine Country Chamber of Commerce
Penticton & Wine Country Chamber of Commerce
Summerland Chamber of Commerce

Valley First Credit Union
Moduline Industries
Berry & Smith Trucking Ltd.
The Hamlets at Penticton
Pacific Agri-Food Research Centre
Pallas Group
Total Restoration Services Inc.

South Okanagan Victim Assistance Society
Penticton & District Community Resources Society
South Okanagan Women in Need Society
Penticton & Area Access Society
SOS Volunteer Centre
Community Foundation
Lower Similkameen Community Services Society

Open Door Group
YMCA WorkBC Employment Services Centre
YMCA WorkBC Employment Services Centre

Newcomer
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South Okanagan Immigrant & Community Services
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COMMUNITY SERVICES

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at Penticton

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BENCH175

Let's talk **jobs**

Many employers in our region are having difficulty finding workers with the skills and experience they need. Many workers, including new immigrants, are having a hard time finding jobs that match their skills and experience. So we started asking questions. This is what we learned through conversations, surveys and labour market studies.



This research is a project of the South Okanagan | Similkameen (SOS) Local Immigration Partnership (LIP) Council. The Council brings together more than 50 local leaders who are working to reduce the time it takes new immigrants to integrate socially and economically into the SOS region. The LIP Council is supported by South Okanagan Immigrant and Community Services and Immigration, Refugees and Citizenship Canada.



This independent research project was conducted by James Laurence Group, December, 2015



Special Thanks to our Volunteers



WELCOME 2016 Steering Committee

Jean Makosz
Helen Greaves
Andrew Jakubeit
Donna Lomas
Michou Szabo
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WELCOME 2016 Speaker Introductions

Helen Greaves
Donna Lomas
Debbie Scarborough
Robert Bryce

Alex Grace
Calida Kello
Leslie Manion
Barb Sheppard

Special Thanks to Dr. Shirley Chau for the Photovoice Exhibit

Stages of Immigrant Settlement Photovoice Exhibition

Stages of Immigrant Settlement is an exhibition by new Canadians who immigrated from across the globe to the Okanagan. Each participating photographer captured images that represented various themes related to health and wellbeing, including safety and security, social support, professional identity, cultural changes and identity.

Reading the captions, familiar places like the global food aisle at your local grocer, or the skating rink may be a source of anxiety to one new Canadian, or a place of comfort to another.

Stages of Immigrant Settlement invites the community to see the identities and experiences of new Canadians seeking to integrate and belong.

Conducted by Dr. Shirley Chau of UBCO's School of Social Work, the Photovoice exhibition is part of a three-year study supported by the Canadian Institutes of Health and Research. Photovoice is a research method wherein participants are provided with equipment to capture images that illustrate and describe some aspect of their life experience. The study is designed to build community and knowledge to understand immigrants' experiences of health and wellbeing in relation to their immigration and settlement.

...and thanks to the entire **SOS Local Immigration Partnership Council** for leading this inaugural event.



CIHR IRSC

Canadian Institutes of Health Research
Instituts de recherche en santé du Canada



WELCOME 2016 PRESENTS ONE WORLD PENTICTON CELEBRATION

Gyro Park • 7:00pm - 10:00pm • Saturday June 18, 2016

Come down to Gyro Park and enjoy the multicultural celebration along with market vendors and delicious food from around the world.

- 7:00pm - 7:45pm** Sim Sim Salabim Middle Eastern Ensemble with Boundless Belly Dance
- 7:45pm - 8:15pm** Michael Treadway (World Beat Live Looping)
- 8:15pm - 9:00pm** Nankama Drum & Dance
- 9:00pm - 10:00pm** The Orange Soul Society (Latin Funk)



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This Summit, WELCOME 2016, is an initiative from the South Okanagan | Similkameen Local Immigration Partnership Council. The LIP Council is a collaboration of 50 community leaders from across the region who are working to increase the pace of social and economic integration for newcomers into our communities. The LIP Council is led by South Okanagan Immigrant & Community Services (SOICS) with funding from Immigration, Refugees and Citizenship Canada (IRCC).