



Centre for  
Newcomers

# Transformations

Annual Report  
2013 - 14



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## Report from the Chairperson

Our 25<sup>th</sup> anniversary year was an exciting and transformative one. With their dedication, expertise and hard work, the staff and volunteers helped over 10,000 new Canadians and Calgarians to settle in and start their lives successfully in our community.

The 25<sup>th</sup> anniversary celebration event was a major success for profiling the Centre's accomplishments and the important difference we make in the lives of newcomers. The event was attended by the current premier, the mayor, and several MLAs and MPs. It was also gratifying to see many past and current funders, staff, Board members, volunteers and clients attending. It was obvious the Centre is a life-changing stop for thousands of people on their journey to becoming Canadians.

This year, the Board decided to focus on making significant improvements to the financial sustainability of the Centre. To that end, we have embarked on an analysis of our fund development potential and streamlined our strategic goals. Both these initiatives will contribute to a stronger future for the Centre.

The Board was strengthened by the election of Roxanne Israel and Harish Mohan at the 2013 AGM. We are also very excited about the new nominees at the 2014 AGM: Shirley Beedham, Bev Sheckter and Vivek Warriier will bring new strengths and experience to the Board.

Regrettably, Ken and Catherine had to resign from the Board during the year. Many thanks to Ken and Catherine for their significant contributions to the Centre.

I end my tenure on the Board with a high sense of confidence in the Centre and Don MacDiarmid's leadership as Chair. I am grateful for the opportunity to serve this excellent organization. Helping newcomers to begin their lives in Calgary is a noble pursuit and it was a privilege to contribute to it. I thoroughly enjoyed working with my fellow directors and thank them for their tremendous support. The dedication and commitment to the Centre from Dale Taylor and her staff was a constant inspiration.

I thank our funders for their investment in the agency. Most especially, I thank our clients for using the services of the Centre to support their new life in Canada, and for speaking so highly about the value they receive.

Dilan Perera  
Chair, Board of Directors

Directors

Charles Buchanan  
Ken Doerksen  
Roxanne Israel  
Harish Mohan  
Catherine Todd

Stuart Chow  
Mike Kurtz  
Don MacDiarmid  
Marco Stangherlin

## Report from the Executive Director

The Centre has enjoyed another amazing year of steady change. With many positive changes, there have been disappointments as well. This was a tumultuous year for our services for immigrant youth. This population is difficult to serve, not because of any characteristics of young adults, but because there is not a clear mandate to ensure services for youth from any government ministry. In June we closed the *Stepping Out* gang reduction service as scheduled: the service was funded by a research-oriented grant that was not renewable. We had expected in 2013 to re-start a youth program of employability and life skills development leading to job placement. However, after repeated funding delays we found it necessary to discontinue this service. At the same time, new opportunities were developing, and we are, with funding from the Faculty of Social Work, University of Calgary, opening a new youth gang reduction service.

Another major business development was the final consolidation of all services behind one front door. Since 1997 the Centre has had services and staff divided between multiple offices. This final move will support our focus on integration through a more integrated staff team.

In the world around us, there have also been momentous changes in the forces that influence our services. Citizenship and Immigration is introducing Express Entry, a fundamentally new model for recruiting and selecting immigrants and future citizens. While a more efficient system is welcomed, there are concerns about a process that relies even more on the decisions of employers to determine our communities.

Fundamentally not new, the federal and provincial governments have negotiated the Canada Job Fund to support training and employment of unemployed Canadians. We anticipate opportunities for the Centre to provide services through the new model. However, this program will displace some funding from other well designed government programs that are effective in supporting people seeking work and employers seeking to hire.

Finally, in the environment that shapes our work, the world continues to produce refugees – mainly those feeling civil war. The drawn-out war in Syria, and the recent resumption of major conflict in Iraq, call for the world’s attention. The UN High Commissioner for Refugees has appealed for the resettlement of 100,000 Syrian refugees. Community groups in Canada have called on Minister Alexander to set a target of 10,000 Syrians, in addition to the 25,000 refugees that Canada typically welcomes.

Because “welcome” is ultimately the business we’re in. Migrants around the world continue to look to Canada -- as a place of refuge from war, with equal opportunities for one’s male and female children, and for professional work and business conducted within the rule of law. As the staff of the Centre for Newcomers, we are proud of our chance to contribute to welcoming people from around the world. I would like to thank my staff colleagues for their endless welcome of newcomers to Canada in Calgary, and the Board of Directors for its steady vision and guidance through another eventful and highly successful year.

Dale Taylor

## Immigrant Settlement

*New to Canada* -- a phrase that generates reactions of excitement, possibilities, and sometimes, anxiety. Immigrating to a new country can be exciting and challenging. However, the excitement for many newcomers may diminish as settlement challenges and barriers arise.

Settlement Practitioners at the Centre for Newcomers work with newcomers to guide and assist them in setting priorities, objectives and plans that address their specific needs. Through individual and group sessions, newcomers increase their knowledge and understanding of life in Canada and learn about community and government resources. Social events provide opportunities to expand their network of friends and professional connections in and beyond their own cultural group. Clients are referred to other services at the Centre - English language, job search or career training – and other possibilities.

Sometimes the settlement process is not uniform within the family: children go to school, some adults in the family will find jobs or attend training – and other adults may become isolated at home.

Safia (not her real name) is wheelchair-bound. She spent most of her time crying and feeling sorry for herself until she joined a women's peer support group at the Centre. A volunteer instructor helped Safia and the others in her group learn to knit. The gatherings give them the opportunity to share stories and meet new friends. Safia continues to join the group, but now appreciates her quiet time at home alone.

*I'm so grateful for providing me the opportunity to get out of the house where I felt lonely, thinking everyday about my illness. Now I forget about my pains and now I feel good about myself, learning new skills and other new things every day.*

Newcomers who are experiencing their first winter often discover that their perception of cold was very understated. A newcomer who joined the winter orientation said, *I learned that the jacket and boots I brought from home will not protect me when I have to take the bus and walk far distances. I did not understand what minus 20 felt.*

The Immigrant Settlement program provides orientation, workshops and training sessions to address early settlement needs. Collaboration with other organizations enables us to address additional themes: financial literacy and money management, driver education, health care, landlord-tenant legislation, and other legal topics. Follow-up surveys find that close to 90% of clients report increased economic independence, and over 98% report increased knowledge and self-confidence in their settlement journey.

Participants who have completed the service stay connected: over 400 program clients joined the Volunteer program where they use their skills and knowledge to support other, more recently-arrived newcomers.

## Career Development and Job Search Services

Newcomer professionals are sometimes at a loss in their pursuit of work in Canada. *I need a job right away*, is a common appeal. They find themselves confronted with multiple transition issues: isolation, lack of social networks, a new workplace environment, credential or professional regulatory requirements, language. In this situation, some newcomers find themselves unable to move forward.

The Career Development and Job Search Service provides support and guidance to newcomers to enable them to reduce the barriers they face as they develop and manage career plans that will support their integration into the Canadian workforce.

As certified professionals, Career Practitioners at the Centre provide information and respond to questions that affect the professional success of job seekers: *How can I use or re-tool my education and experience? What is the Canadian Labour Market? What employment resources are available in Calgary?*

Service users learn to identify and overcome challenges through one-to-one interactive career and employment counselling, workshops, and pertinent referrals to community and training resources. With guidance and support from Career Practitioners, they clarify their occupational goals, and develop employment or training plans that move them towards their goals.

*I came to you at a very desperate point. I felt good after each meeting or phone conversations with you. You introduced me to your colleagues and your contacts in the community. You checked if I submitted applications to the jobs you thought were suitable for me. This type of support I could not get from any of my contacts and career advisors in Calgary. Now I encourage my friends to go to the Centre for Newcomers because I am confident that it is the best employment counselling I received in Calgary, and I did try many.*

*Service User*

### 2013-14

Over 1,200 newcomers benefited from one-to-one career counselling

Over 2,000 attended various employment workshops

Job Search Centre was visited by more than 21,000 clients

Career Development and Job Search Services assist newcomers to build their Canadian job search skills through a wide range of employment readiness workshops.

Participants gain an understanding of the labour market and workplace skills, expand their connections towards targeted employment opportunities, have their credential qualifications assessed, and if necessary are referred to language training services.

More importantly, they regain their self-esteem as they recognize the wealth of skills and talents they bring, and how they can contribute to the community and the economy.

## Language Instruction for Newcomers (LINC)

Four times a year, approximately five hundred adult newcomers settle into classes for English language skills development. As they attend class, they learn more about their local community, about Canada, finding a job, setting up a bank account, and other topics relevant to settling in a an environment that may be different from what they are accustomed to, and they make friends with many people outside their own language and cultural groups.

Instructors of such diverse classes face the challenge of facilitating a welcoming environment for everyone while planning lessons that engage students and allow them to practice and demonstrate Canadian Language Benchmark competencies. Inevitably, a class of mostly strangers who might seem to have little in common at the beginning of the session become a supportive group that celebrates their learning successes at the end of the session by sharing food, music, and laughter.

At the start of each term, while some students adjust quickly, there are others who feel isolated - choosing to sit quietly behind other students. Over time, they say:

*I like this class because I have made friends and my classmates are so friendly.*

*I am more confident now when I speak in front of people.*

*I have learned so many things from this class such as vocabulary, essay writing, paragraph writing, cover letter writing, etc. I am glad to be here.*

### 2012-13 Classroom Diversity

- Students' ages vary - as young as 20 or as wise as 80
- There may be 8-10 countries represented in the class
- There could be professionals eager to restart their careers, sitting beside others who have never had an opportunity for formal education.

In October, the world watched typhoon Haiyan ravage parts of the Philippines. In one class, the teacher asked her Filipino students how they were doing. While they did not have families in the most damaged areas, they were very emotional as the class discussed the news headlines. Other students from other countries opened up about tragedies they had experienced - some caused by natural disasters, others by war.

As the students shared their stories, they realized that they could make a small difference for this particular tragedy. They researched charities that were doing relief work. After choosing one, the students prepared a presentation and visited other classes to raise money. All of the students involved in this activity discovered that they had skills to contribute to transform each other's lives, touch a distant community, and appreciate and become more supportive of their communities and their families, near or far.

## **Business Communication for Accountants**

Success for newcomer professionals with advanced education and established careers in their home countries may seem to be an easy road. However, as students in the Business Communications for Accountants can attest, this is not always the case. While program participants upgrade their computer skills and accounting knowledge through certified accounting courses, they also reflect on and practice the nuances of cross cultural competencies and communication skills for the Canadian workplace.

Program staff at the Centre diligently network in the accounting profession for businesses to host a participant for a ten-week internship. We are grateful to those that hosted the Centre's interns this year, and happy to know that interns were recognized as a source of diverse talents, for new insights. Inevitably, hosting also provides training opportunities for the host employer's staff.

This dynamic model of change for both the participant and the employer has had exceptional results. More local businesses are becoming aware of the skills newcomer accountants can bring to their workplaces, and participants who complete the program can be confident in their understanding and practice of both accepted accounting principles, and their ability to communicate and relate effectively with their peers.

### ***Feedback from Employers***

*We have hosted several accounting interns and found the candidates to be very knowledgeable and the experience worthwhile. Our last intern is now a full time employee!!*

*The intern was well prepared and the work experience helped him gain real work experience in Canadian workplace practices, especially networking and being friendly with other employees. It was a great experience in hosting this accountant.*

### ***Feedback from program participants***

*When I needed someone on my side, this program was there. I was a stranger and I felt the program helped me belong.*

*This program has been a miracle because I have turned my negatives into positives.*

*The systematic approach has helped me to establish my career path in Canada.*

*This program has provided me with all the necessary Life Skills in all areas to enable me to have a successful career in Canada.*

*I have increased my problem-solving capacity and the knowledge of Canadian workplace culture that helps me be successful on all levels.*

## EthniCity Catering

Six cups of all-purpose flour, one tablespoon of instant yeast, half a tablespoon of salt, two cups of warm water: these are some of the ingredients which will eventually be made into a popular EthniCity Catering appetizer, fatayer. These raw ingredients are measured, blended, and whisked by four program participants who work in the commercial kitchen with a Program Facilitator and Lead Cook to fill customer orders. Down the hall, another group of four meets with another Program Facilitator to learn about Workplace Essential Skills: how to read documents like timesheets or application forms, numeracy skills to triple the measurements in a recipe, teamwork skills to support and work effectively together. Each Friday, the entire class of sixteen participants meets with a Life Skills Coach to reflect on “who” they are as individuals, how their brains process emotions, how they can make good decisions, how they can give and receive appropriate feedback.

This diverse collection of kitchen, workplace, and daily living skills could be challenging for anyone, newcomer or not, to learn. For many of the program participants, this is the first time that they have been introduced to these concepts, and in a language they are still learning. Many have never had the opportunity of paid work in their home country or in Canada. And yet, at the end of ten weeks together, the participants can clearly identify which components of the program have transformed their lives.

*I did not go out unless my husband took me and now I can go anywhere on my own such as transfer from 2 buses and the C-train.*

*When I first came from Nigeria, I didn't know the Canadian time so I was always late for all my appointments. Now, I know the Canadian time. I am always on time for my appointments and job.*

*Before I was so shy. Now I can speak up in my workplace and contribute to the community.*

*I made perfect buns [at home] last night [after practicing in class] and I don't think I will ever buy bread again.*

*And, in a domestic role reversal: My wife looked at me sweetly and said, “You can make supper tonight,” and I did.*

## Children's Settlement

Parents recognize the value of routine for their children, whether it's a baby's feeding schedule, a toddler's afternoon nap, or an older child's homework time. But, what happens to a child's routines when she moves with her parents to a strange new country and experiences a new language, new weather, and even new clothing to wear?

Newcomer children who attend *Colour Our World, Children's Settlement Program*, engage in educational and fun learning activities to explore their feelings about new routines, to learn age-appropriate information about relevant topics, and to practice skills to help them adjust and thrive in their new environment. Parents are encouraged to be active participants in the sessions with their children, transforming what can be a stressful time of change into one where the entire family feels equipped to face any challenges. The impact of this service is enormous; service users report:

*My child is able to deal with emergencies and knows who to contact when staying home alone.*

*The Kindergarten Readiness program has helped my child in enhancing her oral language and early literacy skills.*

*The program is excellent. It has reduced my pressure and has helped my child in fast settlement and smooth transition to Canada.*

Shahida, a 10 year old girl came to Canada from Bangladesh. When she joined the Children's program, she was very shy, could not speak or understand English and was uneasy with other children. Her parents were anxious for many reasons: lack of success in their job search; lack of knowledge of community resources, and struggles with other transition issues.

After signing up with the Children's Settlement program, Shahida and her parents started to welcome new information as they engaged in workshops and activities. Within a couple of weeks Shahida was comfortable with other children. Her confidence started to blossom and soon she accepted responsibilities that gave her opportunities to play a role in activities with younger children. As a volunteer during educational field trips, she provided competent support. Shahida's mother learned to play a more supportive role in helping her daughter develop confidence.

Shahida and her family are much happier now, and can better support each other through their remaining challenges.

## Youth Services

In 2013, the Centre for newcomers supported immigrant youth through two programs designed to achieve the goals of increased social and civic responsibility through volunteerism and decreased social isolation through community integration activities. Together, the Youth Civic Engagement and Immigrant Youth Integration Project served nearly 80 participants between the ages of 14 and 26. Primarily youth-led, activities in these programs were designed to meet identified needs of communities and program participants. Activities included leadership and interpersonal skills development sessions, demonstrating leadership through event organising, volunteering with non-profit organizations to understand workplace dynamics, facilitating group sessions, engaging in arts and recreational activities and visiting cultural sites.

The participants organized five events in 2013, at which community partners and program participants engaged in creative knowledge development sessions including understanding barriers to realizing social and civic responsibilities, practical demonstrations of how to give back to the community and sharing of experiences by community partners and program participants. Results from these events and activities show transformative experiences at three levels: program participants, community partners and the Centre for Newcomers.

### *From isolation to participation*

Asma is a teenager, originally from South Sudan. With no friends or relatives in Calgary she was psychologically distressed and socially isolated, and was looking to join the program because she heard that it helps young adults to be active in the community through volunteering and allows them to network and meet new people through mentorship.

After joining the Program in January 2013 and establishing friendships among peers in the program, Asma said

*The program helped belong somewhere and fit in. I feel like I have finally completely settled in Calgary and am comfortable. This program broadens my horizons and I get to learn a lot about others around me.*

## Community Relations

The goal of an integrated community cannot be achieved only through activities that address newcomers; it is equally important that Calgary provides a welcoming environment and that the community at large welcomes the opportunities that newcomers bring. Thus the Centre also provides leadership at the local, provincial and national levels through collaborative organizations that enhance awareness of and support for immigrant settlement and integration.

While many of the Centre's services are oriented to newcomers and their families, other important initiatives address community dynamics – in both newcomer or ethno-cultural communities, and established communities and institutions. Through its Welcoming Communities initiatives, the Centre connects with established institutions to strengthen the participation of new immigrants and create positive spaces for social, economic and cultural integration. These projects create an opportunity for other businesses and organizations to see that they, too, play a significant role in developing an integrated community. Through the Centre's partnership with *Kids Up Front*, over 650 newcomers received free tickets to local sports events (primarily hockey). Similarly, newcomer families received over 130 tickets to the *Telus Spark Science Centre*, and over 250 tickets to the *Calgary Zoo*.

Partnership with established institutions takes many forms. The annual *Partner Forum* in 2013 set the goal of working together for collective impact. Organizations that attended the Forum have continued to connect to the Centre through industry-specific constellations to address newcomer inclusion. In addressing its vision of integration, the Centre increased its partner relationships by 50%.

Partnership with banks has supported their interest in enhancing financial literacy among immigrant populations. The Centre, with the University of Calgary, offered a forum presenting research into the consequences and costs of the lack of timely credential recognition for newcomer professionals.

Working with an Afghan community organization, the Centre helped to organize a collaborative sports event for the benefit of specially-abled children from that community.

## Partnership Programs

### *Multicultural Peer Mentorship*

This unique program builds relationships with individuals and community organizations, established businesses and newly-arrived newcomer professionals. The goal is to support more recently-arrived newcomers in their job search and retention skills, as well as in community and family integration, through a group-based mentorship experience with an employed immigrant in the same occupation. In 2013, 33 mentoring groups were established in: accounting, banking and finance, engineering, geology, human resources, procurement and supply chain, social work and counselling, and teaching.

Participants and mentors are recruited through their ethno-cultural organizations (including Latin American, Chinese, Nepalese, Nigerian and Ghanaian) and other venues, and are matched by occupation, not by culture. The program thus supports strong inter-cultural connections, and increases the opportunities for shared problem-solving among newcomers seeking to succeed in an unfamiliar labour market and work environment. Partner organizations meet regularly with the Centre to provide direction on the program.

The program in the past year served 185 participants plus 58 mentors, together representing over 30 countries.

Ethno-cultural organizations continue to seek partnership with the Centre with respect to youth programming and mentorship.

### *Partner Mentorship*

New in 2013, the Centre has created a team-based initiative to support employers who seek to remove organizational barriers that limit the full inclusion and engagement of newcomers. Businesses that have identified needs in this area are supported in analyzing their barriers, building capacity for greater engagement, and developing strategies for full inclusion.

Industry-based Action Teams have been formed. In Calgary's South-East Industrial Corridor, a number of small businesses, supported by the Centre, are working on better recruitment and retention of immigrant employees. In Alberta Health Services, volunteer co-ordination staff are focusing on better utilization of newcomer volunteers to reduce the social isolation of those in medical care in their homes.

## Volunteer Development

At the Centre for Newcomers engaging with volunteers is holistic in nature and transformative in its outcomes. As a key component of newcomers' settlement and integration process, volunteer development is truly human development. Program participants' involvement in different volunteer opportunities within and outside of the Centre provides them with unique exposure to people, places, tastes, opportunities, skills, and learnings. This transformative experience is well described by a volunteer.

*Volunteering has made me see 'life' in a completely different light – and I know that seems really cheesy, but it's so true. I've met so many fantastic, kind, warm-hearted people. To give my time up for them doesn't seem like a task, but an absolute pleasure. I would recommend anyone to begin volunteering; it's your chance to be part of a hidden unity and team of good, kind people who make this place a lot greater.*

And not only are volunteers transformed, they also help transform the communities and the people they engage with on a daily or occasional basis. Through their unique gifts, skills and talents, the Centre's volunteers have contributed to making Calgary a better place for all.

In 2013, the Centre's Volunteer Development program engaged 622 volunteers who gave a total of 10,500 volunteer hours to the Calgary community. Another 300 people used the program to discover other volunteer opportunities.

Volunteers at the Centre share a sense of camaraderie and accomplishment, knowing that they have made a difference in another person's life – in each other's lives. Their enthusiasm inspired many participants to sign up for volunteer opportunities appropriate to their skills including:

- Income Tax Clinics, where volunteers with accounting experience support low-income newcomer families with their tax returns. The Centre's volunteers served 1,750 low income immigrants over a total of 15 tax clinics held on weekends in March and April.
- Volunteer ESL and computer literacy training teams served a total of 96 participants in 12 sessions.

While these are numbers, they represent dedicated, committed individuals who have transformed communities and have themselves been transformed by selfless acts of giving back to their new-found community.

## Summary of Services

<b>Career Development and Job Search</b>	<b>2012-13</b>	<b>2013-14</b>
Job Search Information Services		
# of clients served	20,913	21,040
Workshops		
Employability (Job Search)		
# of sessions	425	374
# of participants	1,971	1,687
Employment Readiness		
# of sessions		60
# of participants		197
Managing Workplace Expectations		
# of participants	59	79
E-job Search		
# of participants	106	108
Employability Assessments	1,049	992
Service Needs Assessments	254	243
Job and Resource Fairs		
# of events	8	10
# of participating businesses	23	22
# of participating clients	840	1,224
<b>Childrens Settlement</b>		
# of child participants	696	642
# of adult participants	458	429
# of sessions and activities		517
<b>Immigrant Settlement</b>		
One-on-one sessions		
# of clients	3,018	2,834
Workshops and special events		
# of workshops and events		80
# of participants		3,000

<b>Language Training (LINC)</b>	<b>2012-13</b>	<b>2013-14</b>
# of seats	2,164	2,219
# of childcare seats	240	240
Student Progress Levels *		
from CLB 1 to CLB 2	68	102
from CLB 2 to CLB 3	118	86
from CLB 3 to CLB 4	84	118
from CLB 4 to CLB 5	106	111
from CLB 5 to CLB 6		89
from CLB 6 to CLB 7		73
<b>Peer Mentorship</b>		
# of participants	192	243
<b>Training Programs</b>		
Business Communication for Accountants		
# of participants	0	35
Ethnicity Catering		
Sales Revenue	\$186,167	\$176,669
# of Work Experience trainees	46	64
# of meals served	20,609	20,949
<b>Volunteer Development</b>		
One-on-one sessions		
# of volunteers	543	622
# of volunteer hours	9,555	10,500
<b>Youth Services</b>		
# of participants	77	80
# of workshops and events		5
* CLB: Canadian Language Benchmarks		

## Finance Report: April 1, 2013 - March 31, 2014

### Revenue by Source

Federal Government	\$4,211,423	54%
Provincial Government	2,760,115	36%
Community Agencies	307,848	4%
Donations	78,282	1%
Catering Sales	173,669	2%
Other Revenue	217,805	3%
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	\$7,749,142	100%

### Expenses

Personnel Costs	\$5,436,720	69%
Direct Program Costs	678,633	9%
Facility Costs	994,084	13%
Amortization	232,472	3%
Capital Assets Contributed by Funders	93,613	1%
Other Operating Costs	386,594	5%
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	\$7,822,116	100%

*The Centre gratefully acknowledges the following donors and funders:*

*For ongoing services:*

- Citizenship and Immigration Canada
- Alberta Human Services
- Alberta Jobs, Skills Training and Labour
- City of Calgary, Community and Neighbourhood Services
- United Way of Calgary and Area

*For special projects in 2013-14*

- Government of Alberta, Alberta Lottery, Community Initiatives Program Operating Grant *Grant to assist with operating costs for Centre for Newcomers*
- Alberta Human Rights Education and Multiculturalism Fund *Grants for Civic Engagement and Youth Volunteerism Project and Organizational Mentoring for Change Project*
- Alberta Human Services *Grant for Sharing Common Space Project*
- Alberta Justice and Solicitor General *Grant for Supports for Success for Vulnerable Immigrant Youth Project*
- Calgary Learns *Grant for Women's Life Skills Project*
- RBC Foundation *Donation for Youth Services*

## Staff List 2013 April - 2014 March

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 Jane Whitman  
 Linda Wu  
 Cindy Yu  
 Desiree Yuan Zhang  
 Aurang Zeb

*Many thanks to those who have moved  
 towards new endeavours*

Saudah Chan  
 Ellen Chung  
 Noha Elhusseini  
 Dan Fast  
 Jee Gang

Boris Lesar  
 Barbara Malagueno  
 Sophie Qin Xu  
 Hayat Yousuf