



Community Assets and Gaps Mapping - 2018

Sectoral Consultation Report

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Executive Summary

Like Canada as a whole, Saskatoon has been shaped by the positive contributions of immigrants, refugees, and other newcomers to our community. During the process of moving to and settling in a new country, newcomers to Canada face challenges in areas such as finding employment, developing their language skills, and ensuring that family needs in health, education, and housing are met. Formal settlement services, funded by various levels of government, provide invaluable assistance to newcomers; at the same time, successful settlement depends on the contributions of the whole community.

Immigrant Partnership Saskatoon is a new initiative that encourages community collaboration and coordination to improve Saskatoon's ability to welcome newcomers. The Partnership is funded by Immigrants, Refugees, and Citizenship Canada (IRCC) through its Local Immigration Partnership (LIP) program that supports similar efforts across the nation. Under this model, representatives from different sectors and groups within the community work together to identify the challenges that impact local newcomers and devise solutions to address them. The Partnership does not provide services directly to newcomers: instead, it works to identify needs and facilitate conversations among service providers, different levels of government, and other community stakeholders.

As part of this process, Immigrant Partnership Saskatoon held ten sessions with representatives from different sectors and community groups in Saskatoon. A total of 178 persons attended from 123 community agencies and levels of government. These conversations were held in early 2018 and focused on identifying the needs, capacities, and service gaps related to newcomers within each sector: the following pages provides a summary table of these ten sessions.

Additionally, six general themes were identified that represent cross-cutting issues in Saskatoon's ability to welcome and support newcomers:

- Build and enhance **Partnerships** within and between sectors
- **Coordinate Services** to meet complex needs and prevent "service silos"
- Ensure that community services are **Culturally and Linguistically Accessible**
- Improve community resources for **Mental Health** and trauma-informed care
- Recognize and build on the **Existing Strengths** of both newcomers and the community
- Understand and address **Systemic Issues** in settlement

List of Sectoral Sessions

Sector	Date	Key Insights
Settlement Sector	Jan. 30	<ul style="list-style-type: none"> • Sector will benefit from improved partnerships, co-initiatives, and resource sharing within and between organizations • Centralized resources (human, digital and print) benefit both service providers and clients • Importance of overcoming sense of resource competition between organizations to promote more effective work
Ethno-cultural Groups	Jan. 31	<ul style="list-style-type: none"> • Need for cross-cultural awareness and education for both newcomers and long-term community members • These groups bring both formal and informal capacities • Importance of connecting with other community programs and services
Housing Sector	Feb. 1	<ul style="list-style-type: none"> • Lack of Canadian credit / rental history is a barrier in finding housing • Suitable housing not always available, especially for larger families • Some existing connections with settlement agencies
Education Sector	Feb. 14	<ul style="list-style-type: none"> • First steps include recognition of prior credits and credentials, determining required language supports • Strong partnerships with settlement through SWIS program, newcomer centres within the school boards • Importance of supporting the whole family
Justice and Police Sector	Feb. 15	<ul style="list-style-type: none"> • Improving newcomer education of sector improves access and community safety • Service providers benefit from sharing linguistic and cultural resources • Fostering a sense of community inclusion among newcomers is an important crime-prevention strategy
Economy and Employment Sector	Feb. 20	<ul style="list-style-type: none"> • Newcomers face barriers finding and maintaining meaningful work in Saskatoon • Focus on helping to overcome gaps in foreign work credentials and language skills • Need to foster inclusive and welcoming workplaces
Health Sector	Feb. 21	<ul style="list-style-type: none"> • Navigating the system can be difficult, especially with language barriers • Interpretation and translation supports are available but not always consistently used • Mental health is a key area that requires more support
Faith Groups	Feb. 27	<ul style="list-style-type: none"> • Long-standing faith groups may face difficulty in connecting with newcomer communities • Several groups involved with private sponsorship of refugees • Identified needs for training and resources
Human Services Sector	Feb. 28	<ul style="list-style-type: none"> • Linguistic and cultural resources are key to effective service provision • Importance of aligning organizational priorities with front-line work • Call for bravery in combatting broader societal prejudices

Sector	Date	Key Insights
First Nations / Métis	Mar. 5	<ul style="list-style-type: none"> • Bridge gaps between newcomer and Indigenous communities • Need for shared and accessible information regarding histories and current realities of both groups • Ensure knowledge of Canadian history and colonization

Introduction

The successful settlement and integration of immigrants and refugees relies on many factors. Although it is important for newcomers to develop the necessary skills (including language), social connections, and capacities, it is equally important for the community at large to welcome new residents and to assist them in this transition. The formal settlement sector has long provided specific supports for this process, including language training, employment, and basic living needs such as finding housing. At the same time, it takes a village to welcome a newcomer into the community: everybody, from local government, health and education systems, businesses, faith groups, and community organizations have a role to play in building welcoming communities.

The Local Immigration Partnership initiative is a federally-funded program through Immigrants, Refugees, and Citizenship Canada (IRCC) that supports multi-sector coordination and leadership in municipalities across Canada. As part of the process of creating such a partnership in Saskatoon, the City of Saskatoon hosted ten sessions in early 2018, with representatives from the following communities and sectors:

Settlement Sector	Economy and Employment Sector
Ethno-cultural Groups	Health Sector
Housing Sector	Faith Groups
Education Sector	Human Services Sector
Justice and Police Sector	First Nations / Métis

These sessions were organized and facilitated by the Immigrant Partnership Saskatoon (IPS) Coordinator, Athanas Njeru, with the two authors of this report, Brian Hoessler and Lindsay Herman, acting as note-takers¹. The primary focus of the conversations was to identify the Needs, Capacities, and Gaps in Service for each sector in relation to their ability to support newcomers to Saskatoon. This report provides a synthesis of key themes present across sectors and summaries of each session, along with attendance list for each session in the Appendix. Full session notes are available online at the Immigration Partnership Saskatoon websites. Together, this information will assist in identifying next steps for the Immigration Partnership Saskatoon, including the formation of a partnership council.

¹ Each session was attended by Brian, Lindsay, or both, with the exception of the Ethno-cultural Groups session as neither were available on that date: notes for that session were recorded by Bonnie Heilman.

Themes

The engagement process helped identify unique Needs, Capacities, and Gaps in Service that exist within the different sectors present in Saskatoon. At the same time, we also noted themes that were brought up across multiple groups. This section provides a brief description of six key themes and how they should be considered in the context of forming Immigration Partnership Saskatoon.

Partnerships

A central theme running throughout Immigration Partnership Saskatoon community forums was the need for improved partnerships, both within and between sectors. As the settlement of Saskatoon's newcomer community is complex and diverse, so too are the needs, relationships, and policies necessary to effectively aid in this process.

Within sectors, participants acknowledged the need for centralized literature, resources, and databases pertaining to newcomer-related services. Saskatoon's Settlement Sector highlighted the continued struggle faced by both agencies and their clients in navigating complex service streams, programs and opportunities. Likewise, the Justice and Police Services Sector noted the potential benefit of central resources to help newcomers navigate legal services, and for those within the legal system to help gain access to appropriate cultural and linguistic resources. Faith organizations and ethnocultural associations also acknowledged the importance of partnerships within the sector to help ensure newcomers find the sense of community belonging and support inherent to successfully making Saskatoon home.

Beyond partnerships within individual sectors, there was an underlying call for intersectoral relationships with the acknowledgment that the flow of newcomer services within and between sectors require appropriate partnerships, communication, and relationship building. Many participants noted successful intersectoral programs and partnerships, including the Settlement Workers in Schools (SWIS) program that connects settlement agencies and language training opportunities in Saskatoon schools while serving as a connection point for newcomers to settlement and other services. Further intersectoral partnerships were noted as necessary for improving access to mental health services, building a sense of community and belonging, and ensuring that newcomers receive appropriate 'welcome information' upon their arrival to Saskatoon. For many agencies, effective intersectoral partnerships could also be used to build further capacity through mutual funding applications, including at the Provincial and Federal levels.

The underlying call for new and continued partnerships within and between sectors not only validates the intention of Immigration Partnership Saskatoon, but highlights its need and purpose

within the Saskatoon community. In the presence of tight budgets and restrictive organizational policy, sectors struggle to achieve these relationships independently. The organizational and financial functions of the Saskatoon Partnership stands to improve access to resources, programs, and initiatives to aid in the settlement experience of our community's newcomers.

Coordination of Services

As the community forum conversations have demonstrated, there are multiple sectors, agencies, organizations, and groups involved in supporting newcomers through the many challenges of life they may encounter. While the broader goals within and between sectors are often similar (i.e., promoting successful settlement and thriving families) differences in systems and a lack of coordination has shown to make accessing necessary supports difficult. Although service “silos” and lack of coordination can have negative impacts on anyone trying to access services, these challenges can be especially difficult for newcomers, given linguistic and cultural barriers and minimal experience in Canadian service environments. Furthermore, newcomers may receive conflicting information and advice regarding service accessibility and prioritization: for example, one participant in the Health Sector noted that newcomers are often reminded of the importance of attending language classes, leading to an inclination to prioritize them over medical appointments.

Given these challenges, it is important for service providers to focus on how they provide information and communicate their services to both newcomers and other service organizations. Ensuring effective communication within and between organizations and sectors, as well as providing relevant referrals to other service providers, is crucial in ensuring that newcomers do not feel discouraged or frustrated and subsequently abandon accessing these supports. Multiple participants in sector conversations spoke to the importance of events and cross-sector initiatives such as the Local Immigration Partnership for providing space to interact and share ideas. Likewise, organizations need to recognize the importance of these events and provide the time and resources for their staff to attend.

Cultural and Linguistic Accessibility

In discussions of services and programming oriented more directly at newcomers themselves, cultural and linguistic accessibility arose as a common theme across sectors. While newcomers to Saskatoon continue to demonstrate a commitment to personal linguistic skill development and Canadian cultural understanding, many struggle to access appropriate services that foster general wellbeing, health, and a sense of belonging throughout this process. As newcomer settlement is a two-way process, so too is the linguistic and cultural learning that accompanies it.

The accessibility of services, information, and assistance in multiple languages remains a key resource in ensuring effective communication with Saskatoon's newcomer community. While organizations relating more directly to newcomer settlement (i.e., the Settlement Sector) were more likely to have access to such resources, outside sectors such as Justice and Police Services, Health, Human Services, and Education stood to benefit from improved linguistic resources. More often than not, capacity issues related to finances and available personnel affected access to appropriate translators and published resources in multiple languages. In cases where resources were not available to provide these services formally, many noted the existing capacity within cultural communities themselves, where individuals with multi-lingual experience have been and continue to be ready and willing to assist. While this process is seen as a benefit by many, participants cautioned against instances where children, family, or close-friends may be invited to translate for personal or traumatic content. In utilizing these existing community resources, volunteer coordination is crucial, wherein a common data-base of outstanding needs and available services may be compiled and shared.

Multi-directional cultural fluency is another fundamental piece to the successful settlement of Saskatoon's newcomer community. Service providers in an array of sectors have recognized a struggle in providing effective and relevant service to newcomers due to a lack of cultural sensitivity training and competency. Culturally-diverse approaches to mental and physical health, family dynamics, social norms, and community expectations stand to impact the relevance of Saskatoon-based services. Recognized again as a capacity- and resource-based consideration, the need for cultural sensitivity training among staff—particularly those providing direct service provision—is a key gap within Saskatoon's newcomer settlement environment.

Further, participants have noted a lack of cultural knowledge on the part of newcomers themselves. Participants reflected that the often-idealistic narratives of Canadian life and culture shared with newcomers prior to their arrival overlook colonialism, settler-violence, economic hardships, and intercultural dynamics. As was emphasized within both the Human Services Sector and First Nations and Métis Sector, there is an outstanding need for newcomers to understand and participate in the Truth and Reconciliation process beginning upon their initial arrival to Canada, building on Calls to Action 93 and 94 from the Truth and Reconciliation Commission. Improving inter-group dynamics between newcomer and Indigenous communities is fundamental in healing intergenerational traumas experienced by Canada's Indigenous communities and in recognizing the global impacts of colonialism and privilege.

A final thread in the discussion of linguistic and cultural capacity among newcomer communities involves the ease through which this knowledge is gained. Many participants, particularly those reflecting experiences with language training and education, noted difficulties among newcomers in navigating English as an Additional Language (EAL) and English as a Second Language

(ESL) programs. As one's status (e.g., temporary visitor, permanent resident, refugee, citizen), age, and level of education all influence the accessibility of various training programs, several educators noted gaps in service and a difficulty in ensuring high-level language training needed for academic and economic achievement. Again, access to a common and intersectoral resource outlining potential language and education streams, services, and supports stands to benefit both students and providers.

As a whole, linguistic and cultural competency between newcomers and Saskatoon's various settlement-related sectors is a fundamental consideration in a successful and welcoming settlement narrative. Often an issue of capacity and resources, needs for cultural and linguistic fluency inform effective partnerships, funding applications, and adaptation of systems. Intercultural sharing, the utilization of community knowledge and volunteers, and a the sector-wide prioritization of linguistic and cultural diversity remain key themes in ensuring the accessibility and ease of daily life in Saskatoon.

Mental Health

Canadian society as a whole is increasingly recognizing the importance of mental health in one's overall wellbeing, with conversations emphasizing the combatting of stigma and the provision of necessary supports for psychosocial wellbeing. This issue is equally important for newcomers, who, as experienced in other areas of service, face unique challenges and barriers to access. Similar to other services, effective mental health supports require linguistic and cultural accessibility: for example, some experiences related to mental health may be difficult to translate to certain languages, while Western definitions and conceptualizations of mental health issues may be associated with stigma in other cultures. Given that different cultures often bring unique perspectives to mental health, local programs need to be adaptive in how they describe and promote their services to diverse audiences.

In addition to these challenges, refugees are more likely to have specific mental health needs related to the trauma and conflict that necessitated their flight from their country of origin. Trauma-informed care in coordination with the meeting of other settlement needs can help promote timely and effective newcomer settlement in the community and enable success in other areas of daily life, such as education and employment.

While recognizing the unique requirements of newcomers, participants also noted that mental health supports in Saskatoon more generally are under-resourced and require further support for the community as a whole.

Existing Strengths

A central theme throughout discussions of newcomer communities in Saskatoon was the need to balance an emphasis on deficiencies and barriers with that of strengths and positive attributes. For example, while conducting a needs assessment, there is a tendency to focus too heavily on challenges and problems that exist within the newcomer community. While it is important to recognize these issues and determine what gaps exist so as to address them, it is also crucial to recognize that newcomers often possess a degree of resiliency and bring strengths and skills that can benefit the community. Many newcomers possess advanced education, are fluent in multiple languages, and foster valuable connections to outside countries and economies that can be strong business assets. Sector discussion participants also shared examples of programs that provide opportunities for newcomers and utilize existing skills and experiences, including a Winnipeg-based program wherein newcomers with a health background assist others in navigating the system.

Similarly, while the Saskatoon community can do more to improve the welcoming of newcomers, it must also recognize past successes, current strengths, and promising approaches that are presently making a difference. Many representatives from different sectors in Saskatoon are already aware of the work of settlement agencies, with specific partnerships having been formed in areas such as employment, education, and health. Likewise, community members have come together to support newcomers, most notably in the private sponsorship of refugees to Canada.

Systemic Issues

Central to discussions across multiple sectors was an emphasis on overcoming widespread systemic responses to newcomer Canadians that degrades the value of their labour market, social, and cultural contributions. Systemic discrimination, highlighted within multiple sector discussions, was noted for influencing the lens through which newcomers are viewed, and the means whereby newcomer settlement issues are seen as solely the responsibility of these individuals themselves. Throughout Saskatoon forum discussions, themes of systemic discrimination highlighted the need to acknowledge the assets of newcomer communities, recognize settlement as a long term and multi-directional process, and improve access to Provincial and Federal support.

Narratives that frame newcomers as dependant on their peers and the government foster a tendency to overlook both the economic and social capital contributions of these individuals. As was highlighted through the Economic and Employment Sector, there is a need among employers and organizations to view newcomer staff for their commitment, drive, and talent, as opposed to perceived linguistic or cultural barriers. Overcoming negative perceptions of newcomer employees not only allows these individuals to achieve their full labour market

capacity, but helps foster newcomer retention while bolstering the local economy. Likewise, the Human Services Sector noted the social capital capacity of newcomers in providing a sense of community for their peers, offering considerable volunteer commitments, and enhancing cultural diversity within Saskatoon.

Forum conversations further highlighted the need to view newcomer settlement as an ongoing and long-term process. As acknowledged by both the Human Services and Settlement Sector, the tendency to view settlement only in terms of one's first year in Canada (and to design supports and programs accordingly) often leaves these individuals socially isolated and economically unstable. A systemic understanding of newcomer settlement as ongoing and entrenched in many aspects of life is important to improving the long-term success of these individuals.

Finally, forum participants highlighted the need for Provincial and Federal government to view newcomer settlement and engagement as a priority. As the Education and Health Sectors noted, financial support and prioritization is a must in ensuring appropriate and comprehensive newcomer services. Other participants acknowledged that systems of financial competition between settlement and human service organizations comes at the cost to newcomer care and service.

Collectively, the lens through which newcomers are viewed by the broader whole of society will inevitably impact their daily social interactions, economic opportunity, and experience in accessing formal educational, health and settlement services. Positive narratives and dual learning between newcomer and Canadian-born communities are fundamental components to overcoming potential discrimination and fostering a welcoming and enabling environment for all.

Session Summaries

This section of the report contains brief summaries of each Sector conversation, identifying the key themes that were discussed related to Needs, Capacity, and Gaps in Service. The full set of notes recorded at the sessions are available online at www.ip.sk.ca. Note that the number of attendees listed for the following summaries does not include Local Immigration Partnership staff or the note-taker.

Settlement Sector

Meeting Date: January 30, 2018

Meeting Location: Frances Morrison Library

Attendance: 29 individuals from 18 organizations

Introduction: Saskatoon's Settlement Sector offers a number of direct and indirect settlement services, programs, and supports to newcomers within Saskatoon. Consultation with representatives from this sector revealed overarching themes highlighting an emphasis on improved intersectoral collaboration and partnerships, whilst noting key areas of difficulty faced by newcomers.

Needs: This conversation highlighted sets of needs for improving capacity within the Settlement Sector through partnerships and collaborations, whilst fostering service delivery and accessibility on a number of fronts. A central theme remained the need to better utilize existing resources, including improved use of available funding, staff, and programming. Appropriate resources are also needed to improve newcomer accessibility of housing, language resources, economic opportunity and health services. Many participants noted the potential role of Immigration Partnership Saskatoon in helping to acknowledge and remediate these needs.

Capacity: Settlement Sector participants highlighted that the capacity to meet the identified needs of Saskatoon newcomers already exists within the sector and could be harnessed through better utilization of intersectoral partnerships and resources. For many, Immigration Partnership Saskatoon offers a framework through which to utilize this capacity. Some participants further distinguished between capacity and resources, wherein funding and budget cuts hindered the effectiveness of existing programs or employees. Language training in particular was noted as a challenging service to provide across differing degrees of education and employment readiness programming.

Service Gaps: Within the Settlement Sector, under-utilized capacity and unmet needs are manifested through continued service gaps. Participants often returned to themes of failed past

inter-sectoral partnerships and gaps in inter-organizational communication. A lack of Indigenous-based partnerships were also noted. Effective use of resources within the Sector is hindered by a sense of competition between settlement agencies in their access of funding and grants through the Municipal, Provincial and Federal government. Finally, gaps in mental and physical health services that are relevant and accessible to newcomers remains a primary consideration among Saskatoon's Settlement Sector.

Ethno-cultural Groups

Meeting Date: January 31, 2018

Meeting Location: Frances Morrison Library

Attendance: 30 individuals from 19 organizations

Introduction: Within a framework of multiculturalism, newcomers are encouraged to identify with and celebrate their cultural heritage while also integrating with the broader Canadian community. Local groups organized by ethnicity or cultural background play multiple roles in the settlement of a newcomer, including the provision of information and social supports.

Needs: A key need identified by participants in this conversation centred around cross-cultural education, both for newcomers to Canada and those who have been here for multiple generations. Although it is important for newcomers to learn about their rights and responsibilities in Canadian society and under Canadian law, there is also a need for the receiving community to better understand the culture and perspectives of those who are newly arriving.

Capacity: Ethno-cultural associations often rely primarily on volunteers to help newcomers to the community, along with some funding from bodies such as SaskCulture. The main capacity of these groups lies in the community connections and bonds they have formed. For example, while an ethno-cultural group may not be able to provide employment counselling, they can make use of their networks in the community to help connect a newcomer with businesses looking to hire or services that can provide more specialized assistance.

Gaps in Service: As noted above, one of the strengths for ethno-cultural groups lies in their ability to act as a bridge between newcomers and the broader community. In order to ensure their effectiveness in this role, these groups require opportunities to learn about existing programs and services, including details surrounding eligibility requirements and application procedures. Participants also suggested that more networking opportunities between the different ethno-cultural groups would be beneficial.

Housing Sector

Meeting Date: February 1, 2018

Meeting Location: Frances Morrison Library

Attendance: 14 individuals from 10 organizations

Introduction: Securing adequate and affordable housing is often a top priority for newcomers upon arrival to Canada, and continues to be an important consideration in long-term settlement. This sector conversation was informed by multiple perspectives including public, private, and non-profit housing providers, a financial institution, and a housing analyst from the City of Saskatoon. Those in attendance identified key needs, capacities, and service gaps related to both meeting immediate needs and securing long-term accommodations.

Needs: Representatives from the housing sector noted the importance of communication and mutual understanding, especially since both rentals and purchases are legal agreements. Language barriers and country-by-country differences in the rights and responsibilities of tenants can lead to misunderstandings and further difficulties down the road. Another challenge centres around the need for renters or purchasers to provide references, a rental history, or a credit check: depending on the country of origin, it may be difficult or impossible to provide this information in a form that a landlord or mortgage lender would be able to verify and use. Housing providers also noted that having a directory or listing of available services for newcomers, both to provide to newcomer tenants and for staff use, would be useful.

Capacity: Some housing providers have connected with settlement agencies, both to seek advice and also to access information and resources to provide information to their tenants. In terms of housing capacity, those in attendance noted that availability is generally high for smaller units, but that accommodating larger families (i.e., six or more individuals) is difficult. As a response to this trend, some providers will provide referrals to other housing providers who may be able to meet newcomers' needs. Although housing provider and lenders generally operate according to set procedures and policies, participants identified some leeway in the accommodation of newcomers. For example, representatives from a financial institution noted that a 12-month clean rental history in Canada can be used in support of a mortgage application.

Gaps in Service: As noted above, the availability of housing suitable for larger families continues to be a challenge in Saskatoon. Furthermore, size is not the only important characteristic for housing: a suitable unit may be too expensive for a newly-arrived family, or located too far away from amenities such as grocery stores and schools. Housing affordability and access to services is an issue for the general community, but these gaps can be especially difficult for newcomers to navigate.

Education Sector

Meeting Date: February 14

Meeting Location: Radisson Hotel

Attendance: 9 individuals from 6 organizations

Introduction: Education as a sector covers multiple systems and purposes, including primary, secondary, and post-secondary levels, adult education, and lifelong learning. Newcomers, including children, arrive with different levels of education and formal credentials, requiring programs and supports in place to ensure that they can achieve their goals in this area.

Needs: Language supports were identified as a top priority of the education system, ensuring supportive communication with both students and their families. In some cases—most notably with refugees—newcomer students may lack capacity in their home language and thus require additional literacy supports. Another identified need highlighted the Sector’s ability to inform students and families about how education systems and their social expectations operate in Canada. The group also discussed mental health supports for students who have faced trauma. The entry process for students into post-secondary studies was also identified as an area needing attention. For students who arrive in their late teens, they may face difficulty in accumulating enough relevant credits before aging out of the system at the age of 22. Older students with existing credentials may encounter barriers in having those credentials recognized, depending on their country of origin, and thus require participation in a Prior Learning Assessment & Recognition (PLAR) process.

Capacity: Education systems already have in place some capacity to address the needs identified above. In Saskatoon, each school board has their own newcomer centre in place for the assessment of the education- and language-skills of all newcomer students: staff at these centres also provide an introduction to the Canadian school system and help connect students and their families with community-based supports such as settlement agencies. School boards also work with settlement agencies through the Settlement Workers in School (SWIS) program, which provides support to students throughout the year. English as an Additional Language (EAL) experience is seen as a priority in hiring and ongoing professional development, and the education sector generally places a high priority on developing partnerships and local expertise to address newcomer issues. At the same time, discussion participants noted that only so much can be done given current funding levels for education in general.

Gaps in Service: A notable gap that was identified by the Education Sector related to supports for mental health, particularly but not limited to refugees who have experienced trauma. Similar to other forms of health and disabilities, mental health supports need to take a proactive whole

family approach, rather than waiting for behavioural difficulties to manifest at a later point. Further support is needed to aid in communication with parents and families of newcomer students. Youth can often adapt quickly to Canadian culture, which can lead to new behaviours that surprise their parents: providing education and supports for parenting in the Canadian context can help prevent difficulties at home and thus improve settlement outcomes for the whole family. Participants within the Education Sector noted that educational settings must continue to provide opportunities for connecting and integrating newcomer students with established students, while recognizing that newcomer students may initially require specialized supports. In a similar vein, connecting newcomers specifically with Indigenous students could help reduce stereotypes and create a sense of belonging among both groups.

Justice and Police Sector

Meeting Date: February 15, 2018

Meeting Location: Frances Morrison Library

Attendance: 13 individuals from 8 organizations

Introduction: Consultation with Saskatoon's Justice and Police Services Sector incorporated perspectives from the Saskatoon Police Services, pro-bono legal organizations, the University of Saskatchewan's College of Law, and community non-profit organizations. Collectively, insight from this sector included both front-line service experiences as well as broader justice-based policy discussions. Broken into three working groups, this forum helped to reveal important notions of existing needs, capacities, and services gaps as they pertain to newcomer safety, crime, and equity in the justice system.

Needs: In a discussion of the needs of Saskatoon's Justice and Police Services Sector, the call for improved education remained a central theme. While newcomers struggle to gain appropriate knowledge of the police and justice systems, employees of this sector also face barriers in overcoming systemic racism and ensuring the cultural and linguistic availability of their services. For lawyers, this education needs to begin within their professional training, as was noted by representatives from the College of Law. Cultural sensitivity training and a knowledge of newcomer lived-realities is fundamental to appropriate and effective service provision. Likewise, Police Service representatives noted the need to ensure a functional knowledge of the newcomers that they serve. Newcomers themselves require linguistically accessible resources to help gain relevant and truthful information about the Justice and Police Services Sector, particularly when an individual or community holds negative associations with law enforcement due to their home-country experiences, and to motivate appropriate and effective use of these channels. A final theme involved a focus on newcomer youth, providing positive community belonging and self-worth through prevention programs designed to counter gang involvement or radicalization.

Capacity: Those present from the Justice and Police Sector acknowledged the sector's current capacity as demonstrated by numerous programs and initiatives currently underway, including those that aim to create more effective and inclusive research and practice within the sector. At a research and education level, the College of Law and its affiliates noted a number of research- and training-based programs that could benefit Immigration Partnership Saskatoon moving forwards. Within the community, a number of non-profit organizations and pro-bono legal offices were recognized for their role in ensuring access and information to the justice system. A centralized resource system through which to share the capacity of these organizations and programs, though currently lacking, was noted as a fundamental piece in fully and effectively utilizing these resources.

Service Gaps: A discussion of gaps within the Justice and Police Services Sector brought attention to the need for education and awareness programs among justice and police workers, a sense of positive community inclusion among newcomers to help reduce one's inclination to participate in crime or gang violence, linguistically accessible justice services, and effective education and knowledge-sharing for newcomer communities. The effective provision of these services relies on intersectoral communication, resource sharing, and funding.

Economy / Employment Sector

Meeting Date: February 20, 2018

Meeting Location: Radisson Hotel

Attendance: 19 individuals from 15 organizations

Introduction: Saskatoon's Economic and Employment Sector forum utilized the perspectives of several public-, non-profit-, and private-sector representatives, business associations, and City of Saskatoon representatives. Together, this group highlighted a number of barriers faced by newcomers to Saskatoon in gaining and retaining employment that is fulfilling, sustainable, and utilizes the capacity of the newcomer labour market. Across the needs, capacity, and service gaps of this sector, themes of foreign work credentials, language barriers, and the value of investing in newcomer employees were made evident. Striking a balance between the economic interests of employers themselves whilst providing equitable opportunities for newcomers was an ongoing discussion.

Needs: A discussion of the needs within the Economic and Employment Sector involved both the financial and staff goals of businesses themselves as well as the need for inclusivity and opportunity among newcomer communities. While employers and business associations present made clear the tight economic environment of Saskatchewan and the need for employees that are linguistically proficient and 'work-place ready', there was a continual acknowledgement of newcomers being placed in 'survival positions' that devalued their foreign credentials and labour

capacity. Though a universal notion of ‘Canadian experience’ may not exist, sector-specific standards and linguistic requirements put newcomers at a disadvantage when seeking long-term and fulfilling employment.

Capacity: Though Saskatoon is seen as a strong environment for entry-level and experience-gaining job opportunities, intermediate positions are often found elsewhere and contribute dramatically to the difficulty in supporting long-term retention of newcomers within the Saskatoon community. Business associations and employers noted the lack of economic stability and funding to foster investment in newcomer employees in need of up-front language assistance. In effect, many newcomers are ‘locked out’ of desired upper level career tracts, as was recognized as the outcome of both their own linguistic and work-place skills, as well as the inflexible and financially-restricted work environment within which they reside.

Service Gaps: Though the Saskatoon Employment and Economic Sector does provide successful language and employment training programs, they host long participant wait-lists that represent a gap between the demand of willing workers and supply of available training opportunities. Further, while the gap between highly-trained newcomers and available positions was an ongoing and central theme, participants highlighted that the low language requirements of the Provincial Nominee Program further fuels this gap. The inclination for employers to see newcomer employees as a burden instead of an asset was another identified gap within Saskatoon. Collectively, future work within the Employment and Economic Sector involves providing newcomers with appropriate language and workplace experience, and highlighting for employers the value of this investment within work environments. In tight economic times, the success of these initiatives may require resources from outside of existing government programs and funding.

Health Sector

Meeting Date: February 21, 2018

Meeting Location: Radisson Hotel

Attendance: 17 individuals from 11 organizations

Introduction: The Health Sector comprises numerous points of entry, from family doctors to specialized care to preventative initiatives, with further involvement from public and non-profit agencies. Accessing necessary supports in this area as a newcomer is often difficult, as the result of language barriers and a lack of familiarity with the system itself. Mental health was also identified as a key area of need.

Needs: Language barriers are a key obstacle for newcomers to access the health care that they need. Although there are interpretation services available, it can be difficult to accurately

communicate medical issues and questions: even setting a time for an appointment can be a challenge. As a result of these language barriers and potential complexities in a newcomer's health history, a standard 15-minute appointment with a doctor may not be sufficient to fully understand and address one's medical issues. This challenge is exacerbated in certain domains: for example, one session participant noted that speech-language pathologists have difficulties in working with newcomer children who have speech difficulties and do not speak English. Further, the provision of mental health supports, particularly in emergency situations, is hampered by both linguistic and cultural gaps.

Capacity: The health sector generally has the capacity to provide some multi-lingual supports, primarily through contracted interpretation services provided over the phone. In terms of general capacity, the combination of public and non-profit elements in the health sector is beneficial in some ways, as the non-profit organizations have a greater degree of flexibility to start new programs or adapt existing ones according to need. That being said, sector representatives indicated that the resources available are generally not sufficient to meet needs, particularly in areas such as mental health.

Gaps in Service: The complexity of the health system, characterized by a multitude of service providers and organizations, fuels gaps for newcomers in their ability to understand different service pathways and move effectively throughout the system. Though one settlement agency has allocated a staff position focused on healthcare navigation, only government-assisted refugees with considerable health needs are eligible for this service. While there are interpretation supports available throughout the Health Authority through an over-the-phone service, anecdotal information suggests that they are not consistently being used by healthcare workers in situations where it would be most helpful. Thus, further education may be required in these contexts.

Faith Groups

Meeting Date: February 27, 2018

Meeting Location: Frances Morrison Library

Attendance: 15 individuals from 13 organizations

Introduction: Faith-based groups and religious institutions play two key roles in newcomer settlement. Similar to ethno-cultural associations, these groups can provide a social touchstone for newcomers and a space to find support. Second, many privately-sponsored refugees who come to Saskatoon are supported by faith-based groups. As a result, this sector plays an important role in the settlement of newcomers to Saskatoon.

Needs: Faith-based groups, like ethno-cultural associations, often serve as a bridge between newcomers and the broader community. As a result, these groups require strong relationships with service providers to ensure that they receive appropriate information about available newcomer programs. Faith group representatives also indicated the importance of promoting their existence to newcomer communities: for congregations made up primarily of established Canadians, connecting with newcomers may be a particular challenge due to the lack of direct social connections. Furthermore, building trust with both service providers and newcomers themselves was noted as an important area to focus on (those present indicated that their work, while informed by and motivated by their faith, is not for the purpose of proselytization and that they would serve newcomers of all backgrounds).

Capacity: One key capacity for faith-based groups is the sense of community and welcoming that can serve as a home for newcomers, even those of different faiths. These groups also benefit from the willingness of their members to put in time and effort on a voluntary basis, as is made evident by the many faith communities in Saskatoon that have contributed to the private sponsorship of refugees. Larger faith communities may also have the ability to access information and resources, including that from outside of Saskatchewan.

Gaps in Service: Although many faith groups have successfully supported the sponsorship of refugees, participants highlighted existing gaps that, if attended to, could improve their ability to assist these newcomers. Training for sponsoring groups, especially in areas related to mental health (e.g., recognizing the effects of trauma) would be useful, along with improved education for both sponsors and newcomers surrounding racism and reconciliation with First Nations peoples. Regular networking between sponsoring groups and service providers would also be useful.

Human Services Sector

Meeting Date: February 28, 2018

Meeting Location: Radisson Hotel

Attendance: 16 individuals from 14 organizations

Introduction: Consultation with Saskatoon's Human-Services Sector involved the engagement of a diverse range of non-profit organizations and government representatives. Collectively, this group highlighted the complex and nuanced work of human-services organization in Saskatoon and their work surrounding the 'informal' settlement of newcomers. Unlike formalized settlement agencies (i.e., those with Immigrant, Refugee and Citizenship Canada funding), the Human Services Sector balances the needs of Saskatoon's newcomers alongside those of other local communities in need. This dynamic introduces themes of linguistic and cultural competencies, effective partnerships, Indigenous relations, and broader policy-level

considerations. Collectively, the Human Services Sector plays a key role in the settlement of Saskatoon's newcomers, and will remain a cornerstone in the success of Immigration Partnership Saskatoon.

Needs: As was identified by several forum participants, a first step in the settlement work of the Human Services Sector is an appropriate and effective needs assessment of its clientele. In Saskatoon, this approach requires linguistic and cultural competency among staff and the ability to identify and understand the diversity of newcomer experiences. Appropriately working with newcomers and appreciating their needs requires sufficient staffing, resources, and organizational priorities. Further, these organizations themselves may struggle to accommodate the needs of newcomers due to board-level initiatives and priorities of individual agencies that are inconsistent with the day-to-day work of the Human Services Sector. Policy shifts that acknowledge the role of human service organizations in the settlement of newcomers are a considerable need within the sector.

Capacity: Human Services Sector representatives noted that the capacity exists to improve newcomer integration, but that political will and bravery is missing. The relationship between human service organizations and government support through funding impedes the sector's ability to challenge widely held stereotypes, introduce positive narratives surrounding newcomer settlement, and ultimately meet the needs of these individuals themselves. Many noted that in order to 'stay ahead of the curve' in terms of newcomer needs, this change must occur within upper level policy and originate from organizations' Boards of Directors. Here, while Boards work to advance policy goals, front-line workers can continue to meet the day-to-day needs of Saskatoon's newcomer communities.

Service Gaps: A discussion of service gaps within the Human Services Sector highlighted a number of areas in need of further attention. Firstly, participants noted gaps experienced by individuals shifting between programs and services due to age, immigration status, and period of time in Canada. Individuals may lose their ability to participate in a program or qualify for a given service as these factors change, leaving many to fall between the cracks. Secondly, participants highlighted difficulties in navigating the balance between 'Canadian' customs and those of one's home-country during their experience within human service programs. Cultural education amongst both service providers and the newcomers themselves is an important gap to be filled. Finally, participants acknowledged gaps in the relationships between newcomers and First Nations communities in Canada. Human services providers struggle to overcome the settler narrative that dictates not only the trauma and lived realities of Canadian First Nations, but newcomer communities as well. Positive exposure, education, and advocacy remain key factors in integrating both multiculturalism and Indigeneity into everyday service environments.

First Nations / Métis

Meeting Date: March 1, 2018

Meeting Location: Frances Morrison Library

Attendance: 16 individuals from 9 organizations

Introduction: Within Saskatoon, there is a continued call to bridge the gap between newcomer and Indigenous communities, founded in improved relationship building, education and positive exposure. While many organizations are currently working to foster a deeper respect between newcomer and Indigenous communities, there remains work to be done. Saskatoon's First Nations and Métis Sector highlighted a number of present and upcoming initiatives, current capacity concerns, and the gaps in service that continue to prevail in fostering positive inter-group relationships. Between both newcomer and Indigenous communities, there remains a call to acknowledge the significance and harm of colonialism, to appreciate the history of Canada's Indigenous communities, and to overcome narratives of competition for services and funding.

Initiatives: A number of initiatives are underway in Saskatoon in an attempt to bridge gaps and foster relationship between newcomer and Indigenous communities. Several of Saskatoon's settlement agencies have focused past and upcoming programming on improving cultural exchange between Indigenous and newcomer communities through guest presentations, programs and special events. Meanwhile, the City of Saskatoon's focus on reconciliation has worked to include ethnocultural groups in these discussions. The City's ongoing work with the Office of the Treaty Commissioner further aims to build positive relationships and foster interaction between groups. Programs like the Canadian Roots Exchange focus on youth interaction and specialize in 'difficult conversations' pertaining to colonialism, racism and governance. Collectively, these programs were noted as necessary in an attempt to overcome cultural misunderstandings, racism and stereotypes, and to help newcomers understand that as Canadians, we are all Treaty People.

Capacity: Many participants from within the First Nations and Métis Sector noted a lack of capacity to help foster positive relationships between Indigenous and newcomer communities. A key point among many participants was the need for resources—accessible to both parties—prepared at appropriate language levels. Materials relating to Truth and Reconciliation, colonialism, and international conflict are often written at a level inaccessible for both Indigenous and newcomer groups, hindering the effectiveness and relevance of this content. Participants also noted the difficult nature of navigating, with cultural sensitivity, both of these 'worlds'. While larger organizations such as the City may possess the human resources to appropriately navigate these relationships, smaller organizations noted a lack of materials, contacts and support to feel confident in their work as it pertains simultaneously to Indigenous and newcomer communities.

Service Gaps: Moving forward, many participants noted the need to understand the ‘why’ behind difficult inter-group relationships. Both newcomers and Indigenous communities are faced with stereotypes, misconceptions and misinformation, fostering a sense of competition, discrimination and separation. For many, important learning must occur before and upon arrival of newcomers within Canada, and through positive every-day exposure during settlement. While education is a key to fostering more positive relationships and knowledge, others noted that this alone will not suffice; those standing up to racism require support in doing so. Finally, participants noted that goals for improved interaction and education between groups requires a common individual or organization to champion such initiatives, recognizing a gap in such leadership at present.

Appendix: Session Attendance List

Settlement Sector Attendance List

Name	Stakeholder
Abdulahi Duale	Saskatchewan Somali Refugee Sponsorship Association
Afton Tolley	Global Gathering Place
Ali Abukar	Saskatoon Open Door Society
Amba Thungavelu	Assemblée Communautaire Fransakoise (ACF)
Amy Axiao	Saskatoon Open Door Society
Anahit Falihi	Saskatoon Open Door Society
Ashfaque Mohammed	Saskatoon Open Door Society
Dave Parkinson	University of Saskatchewan – Language Centre
Derek Tannis	University of Saskatchewan - International Student & Study Abroad Centre
Evangeline Patkau	Mennonite Central Committee Saskatchewan
Farrukh Syeer	Saskatchewan Association of Immigrant Settlement Agencies (SAISIA)
Helen Smith-McIntyre	Saint Marakten Community/Refugee Sponsorship Training Program (RSTP)
Ijieoma Udegmgba	International Women of Saskatoon
Jean Goerzen	Saskatchewan Intercultural Association
Judy White	University of Regina - Faculty of Social Work
Katie Nyandwi	International Women of Saskatoon
Lori Steward	Global Gathering Place
Maria Zalesak	Saskatchewan Polytechnic
Marley Berge	Mennonite Central Committee Saskatchewan
Mechilene Veszi	Saskatoon Open Door Society
Renata Cosic	International Women of Saskatoon
Saba Andu	Saskatoon Open Door Society
Shannon Hanson	City of Saskatoon
Shauna Tilbury	Saskatoon Public School Division
Sofia Berumen	Saskatoon Roman Catholic Diocese

Name	Stakeholder
Sylvia Waterer	Saskatchewan Association of Immigrant Settlement Agencies (SAISIA)
Tigist Gebeyehu-k	Anglican Diocese
Wendy Hyschka	Greater Saskatoon Catholic School
Zaniab Al-Musawi	Saskatoon Open Door Society

Ethno-cultural Groups Attendance List

Name	Stakeholder
Abdulahi Duale	Saskatchewan Somali Refugee Sponsorship Association
Ade Akintunde	Yoruba Cultural Association
Amit Shukla	India Canada Cultural Association
Asit Sarkar	Hindu Society of Saskatchewan / Multicultural Council of Saskatchewan
Dan Zhao	Confucius Institute, University of Saskatchewan
Danylo Puderak	Ukrainian Canadian Congress Saskatchewan
Dr.Olalekan Oyefuga	Nigerian Canadian Association of Saskatoon
Eleanor Shia	Saskatoon Multilingual Schools
Eric Lefol	La Federation des Francophones de Saskatoon
Fen Wang	Bright Horizons Chinese School
Hanan Elbardouh	Islamic Association of Saskatchewan
Heidi Arntzen Sheehan	Saskatoon Norwegian Cultural Society
Janitha Wanasundara	Saskatoon Sri Lankan Community
Jeylan Kiniso	Oromo Community
Jide Oyetuga	RCCG Jesus House for All Nations
John Owajori	RCCG Jesus House for All Nations
Josephine Okwosha	Nigerian Canadian Association of Saskatoon

Name	Stakeholder
Kayode Okunola	RCCG Jesus House for All Nations
Kevin Kardynal	Ukrainian Canadian Congress Saskatoon (UCC)
Maa Quartey	Ghanaian-Canada Association
Mar Complido	Philliphino Community
Marie Galophe	La Federation des Francophones de Saskatoon
Monisha Shukla	India Canada Cultural Association
Natalia Odintsova	Saskatoon Russian Folk Centre
Omolara Adekunle	Yoruba Cultural Association
Reuben Adeleye	RCCG Jesus House for All Nations
Roy Papish	Ukrainian Canadian Congress Saskatoon (UCC)
Sumith Kahanda	Saskatoon Sri Lankan Community
Yakut Abdulhalim	Oromo Community
Zuhaib Jahangir	Pakistan Canada Cultural Association

Housing Sector Attendance List

Name	Stakeholder
Alyshia Sanders	Boardwalk Rental Communities - Saskatoon
Amanda Dreger	Weidner Apartment Homes
Cara Bahr	Affinity Credit Union
Daryl Sexsmith	City of Saskatoon
Donna Lea Johnson	Private Rental Owner
George Foufas	University of Saskatchewan
Jenna Lutz	Weidner Apartment Homes
Kianna Mofazzali	Saskatoon Housing Initiative Partnership
Kristina Johnson	Saskatchewan Housing Corporation

Name	Stakeholder
Lena Hoepfner	Westgate Heights Attainable Housing
Megan Smith	Affinity Credit Union
Pastor Frank Jeske	Westgate Heights Attainable Housing
Ray Neale	Saskatoon Housing Authority
Susanne O'Neill	Boardwalk Rental Communities - Saskatoon

Education Sector Attendance List

Name	Stakeholder
Alison Pickrell	University of Saskatchewan
April Sora	City of Saskatoon
Chris Roy	Tommy Douglas Collegiate - Tommy Douglas Collegiate
Dave Sloboda	Saskatoon Public Schools - Walter Murrery Collegiate
Donnalee Weinmaster	Saskatoon Public Schools
Joanne Weninger	Greater Saskatoon Catholic Schools
Joe Garcea	University of Saskatchewan
Lisa Hodson	Greater Saskatoon Catholic Schools - Holy Cross High School
Rosanne Kerr	Greater Saskatoon Catholic Schools
Wendy Hyshka	Greater Saskatoon Catholic Schools

Justice and Police Sector Attendance List

Name	Stakeholder
April Sora	City of Saskatoon
Becky Kuffner	City of Saskatoon
Brea Lowenberger	College of Law – University of Saskatchewan
Chantelle Johnson	Community Legal Assistance Services For Saskatoon Inner City Inc (CLASSIC)
Harold Shiffman	U of S - Protective Services
Joanne Khan	Legal Aid
Jonathan Stockdale	Legal Aid
Keith Salzl	Saskatoon Police Services
Kelly Shaw	Legal Aid
Krystal Nieckar	OUTSaskatoon
Nicholas Blenkinsop	Community Legal Assistance Services For Saskatoon Inner City Inc (CLASSIC)
Rob Brown	Saskatoon Police Services
Rosalee Umuhoza	French Legal Center/Centre Info-Justice Saskatchewan
Sarah Loewen	Legal Aid

Economy and Employment Sector Attendance List

Name	Stakeholder
DeeAnn Mercier	Broadway Business Improvement District
Steve Kelly	City of Saskatoon
Jodi Fick-Dryka	City of Saskatoon
Kevin Kitchen	City of Saskatoon
April Sora	City of Saskatoon
Aurangzeb Qadri	Federated Cooperatives Limited
Vikas Sharma	KFC

Name	Stakeholder
Andrew Shaw	North Saskatoon Business Association - NSBA
Dorothy Hyde	Radius
Jide Oyetuga	Labour Employer
Saba Keleta	Saba African Cuisine
Bridget Scott	Saskatchewan Abilities Council
Kikoo Ndhlovu	Saskatchewan Abilities Council
Deborah Hamp	Saskatoon Food Bank
Ali Abukar	Saskatoon Open Door Society
Ahmed	Saskatoon Open Door Society
Jean Goerzen	Saskatchewan Intercultural Association
Donnalyn Thorsteinson	Saskatoon Regional Economic Development Authority - SREDA
Sara Wheelwright	Trusted Marketing Services
John Ault	University of Saskatchewan, Student Employment and Career Centre

Health Sector Attendance List

Name	Stakeholder
Brenda Beaudry	Canadian Mental Health Association - CMHA
Linda Brazeau	Canadian Mental Health Association - CMHA
April Sora	City of Saskatoon
Bill Weeks	MD Ambulance
Dr. Hortense Tabian	Saskatchewan Health Authority
Dramane Kone	Saskatchewan Network for Health Services in French
Federique Baudemont	Saskatchewan Network for Health Services in French
Fnan Tewelde	Student - University of Saskatchewan
Janine Baumann	Family Service Saskatoon

Name	Stakeholder
Karen Bassingthwaite	Saskatchewan Health Authority
Linda Maerz	Saskatchewan Health Authority
Lisa Clatney	Saskatoon Community Clinic
Lori Verity-Anderson	Saskatoon Community Clinic
Melanie Baerg	Global Gathering Place
Rita Field	Saskatoon Crisis Intervention Services
Terry Lowe	Catholic Family Services
Trish St. Onge	Catholic Family Services
Victoria Walton	Saskatchewan Health Authority

Faith Groups Session Attendance List

Name	Stakeholder
Amir Ahmad	Ahmadiyya Muslim Jamaat Saskatoon
April Sora	City of Saskatoon
Blake Sittler	Saskatoon RC Diocese
Colin Clay	Former Multi-Faith Council
Helen Smith-McIntyre	Saint Marakten Community/Refugee Sponsorship Training Program (RSTP)
Jakob Palm	Holy Covenant Evangelical Orthodox Church
Jaswant Singh	Sikh Society of Saskatchewan (U of S - FLC)
Jide Oyetuga	RCCG Jesus House for All Nations
Leslie McNeice	Pleasant Hill Mennonite Church
Meera Kachroo	University of Saskatchewan
Pastor Keith Pankratz	Pleasant Hill Mennonite Church
Peter Hedley	University of Saskatchewan

Name	Stakeholder
Rita Gillies	Multi-Faith Saskatoon
Sheila Flory	Constituent Group of St. Phillip Neri Church
Sofia Berumen	Saskatoon Roman Catholic Diocese
Susan Funk	Nutana Park Mennonite Church

Human Services Sector Attendance List

Name	Stakeholder
Alex McKay	Saskatchewan Housing Corporation
April Sora	City of Saskatoon
Colleen Christopherson-Cote	Saskatoon Poverty Reduction Partnership - SPRP
Crystal Niecker	OUTSaskatoon
Fiseko Musonda	Mennonite Central Committee
Ila Sarkar	Saskatoon Council on Aging
Janine Baumann	Family Services
Jen Humble	Big Brothers Big Sisters of Saskatoon
Jodi Simpson	Ministry of Social Services
Laurie Sauder	Salvation Army
Marieke Knight	City of Saskatoon
Ray Neale	Saskatoon Housing Authority
Roger Parenteau	Housing Authorities and Northern Services/SK Housing Corp.
Shannon Friesen	YWCA Saskatoon
Shannon Hanson	City of Saskatoon
Terry Lowe	Catholic Family Services
Trish St. Onge	Catholic Family Services

First Nations / Métis Session Attendance List

Name	Stakeholder
Ali Abukar	Saskatoon Open Door Society
Alicia Buckley	CultureNet Saskatoon
Alicia Worm	City of Saskatoon
Anahit Falihi	Saskatoon Open Door Society
Angela Daigneault	Saskatoon Police Services
Belma Podrug	Global Gathering Place
Gail Klassen	Global Gathering Place
Gilles Dorval	City of Saskatoon
Ijeoma Nwamuo	International Women of Saskatoon
Jean Goertzen	Saskatchewan Intercultural Association
Jessica Alegria	Canadian Roots Exchange
Katie Nyandwi	International Women of Saskatoon
Lois Standing	City of Saskatoon
Marlena Guzowski	Newcomer Information Centre
Russell McCuley	Saskatchewan Intercultural Association
Shannon Hanson	City of Saskatoon