**From Adversity to Action:**

**A Day of Civic Engagement & Leadership Training for Newcomer Youth:**

**Resource Packages**

**Important- Please read!**

These resources packages were produce by York University student leaders volunteering on this project, with some suggestions from volunteer resource persons. Thank you for your efforts!

Resource persons did not offer a comprehensive review of these resource kits, but their suggestions and help with today’s event are greatly appreciated- thank you! Our hope is these kits serve as a helpful starting point in discussions and action planning.

Humaima Ashfaque, Project Ambassador for the York U Syria Response and Refugee Initiative and member of the Canadian Council for Refugees Youth Network played a crucial role in coordinating the collection of these materials from all of the contributors.

**Please note:** links and organizations provided are not necessarily endorsements of particularly policy stances or approaches, but for information and consideration by the users of these packages. The resources provided are by no means meant to be an exhaustive list.

Contents:

|  |  |
| --- | --- |
| **Theme:** | **Begins on page:** |
| 1) Refugee Policy | 2 |
| 2) Education and Language  | 7 |
| 3) Employment  | 12 |
| 4) Health Care and Social Service  | 18 |
| 5) Race, Racism and Culture | 20 |

**Refugee Policy and Advocacy**

**Produced by:** Habbiba Ahmed- Team Health York U Syrian Refugee Sponsorship Team in the Ryerson University Lifeline Syria Challenge, Reem Alhaj- York University U of Mosaic Fellow & WUSC York U Keele Campus Committee Chair and Bahar Umar- President of RefugeAid

**Resource persons (suggestions and day of event):**

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**Introduction:**

Canada has a mixed record in terms of refugee policy the last several decades- including the highs of the people of Canada being awarded the Nansen Medal by the UNHCR for its response to the Indo-Chinese refugee movement to the recent outpouring of support for Syrian Refugees. It is also a country that erects many barriers to refugees to prevent their arrival in Canada and witnessed a series of draconian policy changes in recent years. Following the analysis of the Canadian Council for Refugees, some positive reforms have been made under the Liberals, such as the re-instatement of health care for refugee claimants. However, many policies have not been changed. This includes the ongoing and longstanding burden of refugee transportation loans on resettled refugees from overseas, a return to low levels of government sponsored refugees in 2017, and the arbitrary detainment of many immigrants and refugees to name just a few. These are all issues to be addressed at the policy level, and the effort of advocacy groups and research centres have made strides in education and community engagement. This resource package includes a short list of influential organizations and people on the local and federal level. It is intended that students leave with some knowledge on refugee policy, have resources to research further, and develop their own action plans.

**Some Select Key Issues in Refugee Policy (by no means an exhaustive list)**

**Refugee Immigration Levels/Admissions Trends**

While total refugee admissions are significantly higher than under the prior government, the Canadian government’s 2017 targeted level of Government-Assisted Refugees of 7,500 is a major drop from 2016 targets of 24,600 and similar to figures the prior government had been heavily criticized for. This is in the context of an increasing need for resettlement of refugees and forcibly displaced globally, who number over 65 million according to the UNHCR. Overall numbers of refugees planned to become permanent residents for 2017 are significantly lower than for 2016 while some fear that a focus on private refugee sponsorship means a privatization of sponsorship in Canada rather than the principle of “additionality.” “Additionality” means that efforts by private sponsor groups should increase the total number of refugees assisted to come to Canada rather than replace or “privatize” government efforts. As a resource, CCR comments on 2017 immigration levels can be found at <http://ccrweb.ca/en/2017-immigration-levels-comments> .

**Refugee Determination System**

Bill C-31 under the last Federal government made provisions that changed the Refugee Determination System and its implementation. One of these changes included the Designated Country of Origin regime. People from designated countries of origin have fewer rights and tighter timelines to have their claims considered under legislation passed under the last government, including the right to appeal decisions, though court decisions have impacted this legislation. <http://ccrweb.ca/en/refugee-reform>

**Immigration/Refugee Detention**

Being undocumented in Canada is not a crime or explicitly illegal; yet, thousands of immigrants, including children face detention, some indefinitely.

<http://ccrweb.ca/en/detention-children>

<https://endimmigrationdetention.com/>

<http://toronto.nooneisillegal.org/>

**Refugee Transportation Loans**

Refugees resettled to Canada from overseas are charged and incur a debt for the cost of their medical exams and flights to come to Canada, often for thousands of dollars. The government promised last year to review this policy and is apparently still doing so. They have yet to abolish these loans which make many refugees’ lives more difficult. <http://ccrweb.ca/en/transportation-loans>

**Family Reunification**

Canadian policies pose a barrier to family reunification for refugees and migrants. Refugees often are separated, by force, when fleeing persecution and seeking asylum in Canada.  Canada’s immigration process can sometimes take years to grant permanent residence to family members and reunite families. <http://ccrweb.ca/en/family-reunification>

**Organizations on Campus Working on Refugee Issues**

**Syria Response and Refugee Initiative (www.yorku.ca/refugees)**:

Based at York U’s Centre for Refugee Studies and supported by Osgoode Hall Law School the SRRI was established as part of the wider Canadian response to the Syrian refugee crisis in 2015. They helped form 10 York-based refugee sponsorship groups within the York U community and the Ryerson University Lifeline Syria Challenge and also engage in refugee awareness and educational activities. **They are working with students and student groups on a “Refugees Welcome Here!” campaign.**

**Centre for Refugee Studies, York University:** The CRS is an organized research centre at York. The Centre for Refugee Studies aims to support and advance the wellbeing of refugees and displaced migrants through research, education, and policy engagement.

<http://crs.info.yorku.ca/>

**Psychology Graduate Students Refugee Education Initiative**

A group of psychology graduate students that organize and initiate educational workshops on working with refugees.

<http://www.osgoode.yorku.ca/psychology-graduate-students-pgs-refugee-education-initiative/>

**Amnesty International at York**

Amnesty International is one of the world’s pre-eminent human rights NGOs. Their chapter at York has been an active voice in raising awareness and supporting refugees recently.

<https://www.facebook.com/amnestyatyork>

**York U Committees and National World University Service of Canada**: WUSC is a large NGO that funds a variety programs supporting refugees. Their chapter at York University is accessible to both Keele and Glendon campuses and have been active in supporting refugees in recent years.   <http://www.osgoode.yorku.ca/refugees/wusc-refugee-sponsorship/>

**Canadian Arab Institute (CAI)- York Ambassador**: CAI is a charitable organization that offers perspective on policy issues and supports community engagement within the Canadian Arab community.

<http://www.canadianarabinstitute.org/>

**Canadian Association of Refugee Lawyers Osgoode Students Branch**: The Canadian Association of Refugee Lawyers in Osgoode are group of law students that support refugees  not-for-profit.

<https://www.facebook.com/CARLatOsgoode/?fref=nf>

**The Centre for Refugee Studies Student Caucus**: This is a  group of students that aim to support and advocate for refugees rights. They organize an annual student conference at York University on refugee and forced migration issues. <https://crsstudentscaucus.wordpress.com/>

**Muslim Students Association**: This student association is comprised of Muslim students whose activities have included partnering with other groups on campus in response to the Syrian refugee crisis. <http://yorkmsa.ca/>

**RefugeAid**: RefugeAid at York University is a group of students that fundraise and advocate for refugee rights. <https://www.refugeaid.com/>

**Short List of Local Organizations (see CCR members below for more organizations in Toronto and nationally)**

**Arab Community Centre of Toronto:** This community centre is dedicated to supporting the Arab community by providing services in housing, legal services, settlement assistance, and a variety of other community services.

<http://acctonline.ca/>

**Canadian Centre for Victims of Torture:** A non-profit organization, founded by several doctors, lawyers, and social service workers associated with Amnesty International.

[www.ccvt.org](http://www.ccvt.org)

**COSTI Immigrant Services**: COSTI is a community-based organization supporting immigrant communities by providing services in employment, education, settlement and other areas of support. <http://www.costi.org/index.php>

**FCJ Refugee Centre:** A charitable organization that helps people overcome the challenges of settling in Canada.

[www.fcjrefugeecentre.org](http://www.fcjrefugeecentre.org)

**Lifeline Syria**

A not-for-profit organization that assists sponsorship groups in resettling Syrian refugees in Canada.  <http://lifelinesyria.ca/>

**End Immigration Detention**

An advocacy group that works to end immigration detention and support migrants who are detained without trial or charges. <http://endimmigrationdetention.com/>

**Select Provincial and National Organizations/Umbrella Organizations Working on Refugee Issues**

**Canadian Council for Refugees**:

A non-profit organization that is focused on protecting the rights of refugees and other vulnerable migrants in Canada. <http://ccrweb.ca/>·

**CCR List of Member Immigration and Refugee Related Organizations across Canada:**

<http://ccrweb.ca/en/members#zoom=3&lat=52.26816&lon=-96.50391&layers=BT>

**Canadian Association of Refugee Lawyers**: A group that advocates for just and consistent practices in the treatment of migrants and refugees in the eyes of the law.

<http://www.carl-acaadr.ca/>

**Canadian Council for Refugees Youth Network**: A division under the CCR that empowers newcomer youth to use their voice and address concerns about refugee issues.

<http://ccrweb.ca/en/youth/welcome>

**Ontario Council of Agencies Serving Immigrants** (OCASI)

An advocacy group that provides expertise on immigrant and refugee issues and advocates for the immigrant-serving sector. [http://www.ocasi.org/](http://lifelinesyria.ca/)

**Campaign/Advocacy/General Resources/Supports in the Field**

**Kids New To Canada**: This resource serves as a guide for health professionals working with immigrant and refugee youth. They touch on subjects like mental health, cultural barriers, education, and advocacy.

<http://www.kidsnewtocanada.ca/beyond/resources>

**Centre of Excellence for Research on Immigration and Settlement:** A community and publication hub made by a network of researchers, policymakers, and practitioners working in settlement and migration.

<http://ceris.ca/who-we-are/>

**Know Your Rights**: A web page that serves the purpose of clarifying the rights and protections of refugees.

<http://www.cic.gc.ca/english/refugees/outside/arriving-rights.asp>

**Settlement.org**: A government-funded organization providing insight on immigration and citizenship while also serving as a guide for newcomers. <http://settlement.org/>

**CCR Refugees Welcome Here! Campaign:** A joint Amnesty/Amnestie International CCR initiative that public awareness campaign to encourage Canada to welcome more refugees, to achieve more fairness in systems affecting refugees, to foster more welcoming communities across Canada, to rebut myths about refugees and to emphasize the contributions of refugees. This site contains a variety of campaigning resource relevant to related social justice issues as well. <http://ccrweb.ca/en/refugees-welcome-here>

**Refugee Rights in Ontario**: A resource for front-line workers and advocates working with refugee claims. <http://refugee.cleo.on.ca/en/refugee-rights-ontario>

**Lead Decision Makers in this Field**

**Federal Government:**

**Ahmed Hussen**, Federal Minister of Immigration, Member of Parliament for the riding of York South-Weston,

<http://ahussen.liberal.ca/> , [@AhmedDHussen](https://twitter.com/AhmedDHussen)

**Arif Virani**, M.P., P.C. , former Parliamentary Secretary to the Minister of Immigration , recently appointed to the same role for Multiculturalism.

<https://avirani.liberal.ca/> , [@viraniarif](https://twitter.com/viraniarif)

**Immigration, Refugees, & Citizenship (IRCC) Canada**

The federal government department that oversees the arrival, selection and settlement process of immigrants and refugees.

<http://www.cic.gc.ca/english/department/>

**Immigration and Refugee Board of Canada**:

Assesses refugee claims in Canada, and is Canada’s governing board operating under the immigration and refugee protection act.

<http://www.irb-cisr.gc.ca/Eng/Pages/index.aspx>

**Provincial Politics and Government**

**Laura Albanese,** M.P.P. York South-Weston, Minister of Citizenship and Immigration

<http://lauraalbanese.onmpp.ca/> , [@Laura\_Albanese](https://twitter.com/laura_albanese?lang=en)

**Renu Mandhane**, Ontario Human Rights Commissioner

[@RenuMandhane](http://twitter.com/renumandhane)

**City of Toronto**

**Joe Mihevc**, City of Toronto Councilor and Designated Newcomer Advocate,

<http://www1.toronto.ca/wps/portal/contentonly?vgnextoid=ae893293dc3ef310VgnVCM10000071d60f89RCRD> , [@joemihevc](https://twitter.com/joemihevc?lang=en)

**Joe Cressy**, City of Toronto Councilor and Designated Newcomer Advocate

<http://www.joecressy.com/> , [@joe\_cressy](http://www.twitter.com/joe_cressy)

**Toronto Newcomer Office**

Promoting values of inclusion and the prosperity of newcomers in Toronto.

<http://www1.toronto.ca/wps/portal/contentonly?vgnextoid=adb8f40f9aae0410VgnVCM10000071d60f89RCRD> ; [@TOnewcomer](https://twitter.com/tonewcomer?lang=en)

**2) Education and Language Barriers**

Prepared by: Mariam Elzeiny, Canadian Arab Institute- York U Campus Ambassador, Member of York U AMPD for Syrian Refugee Sponsorship Team in the Ryerson University Lifeline Syria Challenge

**Resource Persons:**

Chinue Bute, FCJ Refugee Centre

Ragda Habbal- Recent York U Alumna, Member of York U AMPD for Syrian Refugee Sponsorship Team in the Ryerson University Lifeline Syria Challenge

**Introduction: Education**

Newcomer youth populations face many barriers when trying to get into high school, and trying to succeed once (or if) they’re in. Even though many people acknowledge that education is a human right (at least until the age of 18), many youth are barred from enrolling in high school because of their immigration status – particularly people in the process of claiming refugee status, visitors, and non-status individuals. Even though some youth have status, they are still denied entry because of lack of documentation, while others are asked to pay international fees to attend high school (which could range from $10,000 to $12,000 a year). Once in school, newcomer students that aren’t permanent residents or citizens may face additional discrimination and barriers in having a positive and fair school experience. Some of these factors include:

·          Language barriers

·          Fear of deportation

·          Discriminatory streaming practices

·          Non-recognition of home country credentials

·          Lack of informed staff

·          Lack of sensitivity to the issue

Even though newcomer youth face many barriers while navigating Canadian high schools, there are extremely limited options for those that would like to continue on and pursue post-secondary education. Most non-status and refugee claimant students will not go to college or university (unless they are recognized as international students), or have access to financial aid (which is particularly necessary for those that are required to pay international fees). Many youth in this situation express feelings of being completely derailed, and having to settle for often precarious work that’s outside their chosen field. Some additional factors that account for the lack of access include:

**·**Fear of deportation

·          Financial barriers

·          Lack of access

·          Lack of informed admissions staff

·          Non-recognition of home country credentials

**Responses and Recommendations**

**·**          Work off of current models of Access Without Fear and Don’t Ask, Don’t Tell to create safe and accessible space in high schools.

·          Advocate for inclusion of non-status youth in policies and legislation (ie section 49.1 of the Ontario Education Act)

·          Continue to look at alternatives to education, and provide opportunities for youth to continue on their paths without losing momentum

·          More training and awareness raising among school staff to be more sensitive and supportive for youth with different immigration statuses

·          Collect information to better understand existing policies that limit space for precarious migrant youth in post-secondary institutions – use as a foundation to explore possibilities to open up space

·          More training and awareness raising among university staff to be more sensitive and supportive for youth with different immigration statuses

**Useful Documents**

<http://www.fcjrefugeecentre.org/wp-content/uploads/2016/02/Report-Card_webFinal_2016.pdf>

**Introduction: Language and language Acquisition**

Language seems to be one of the main hurdles to overcome for newcomers in any country. Learning the language of the nation at an advanced age requires time, effort, persistence and most importantly perseverance. Across the majority of newcomers to Canada, language is the main challenge for them to communicate, find jobs, form relationships or even visiting the doctor. In recognition of all these consequences, the Canadian government, NGO’s, national corporates and non-profit organizations have provided and continue to provide resources and services to easen the process of acquiring the language.

**Key Issues:**

* Language and Health: Newcomers to Canada find language a barrier to visiting the doctor or the nearest clinic as they are incapable of describing their health issues and medical past.
* Language and forming relationships: Forming friendships or relationships with others seems to be a challenge for newcomers as they can't sustain a conversation in English and must depend on electronic applications to convey their ideas.
* Education and Jobs: finding a job without having the adequate educational background hurdles many from pursuing their dream career or continuing their past careers especially if their degree in not acceptable in Canada for professional careers in areas such as medicine or law.

**Organizations on the York University Campus:**

* York Writing Center: Provides services to help students to write papers through hosting workshops, programs and one-to-one appointments for improving their writing skills: <http://writing-centre.writ.laps.yorku.ca/>
* York University ESL Programs: York University offers a range of ESL credit courses that help students develop the knowledge and skills they need to be successful in their degree programs at York. Some courses count as General Education courses where students can explore Canadian issues and the English language while further developing English and academic communication skills. <http://esl.dlll.laps.yorku.ca/>

**Local Organizations:**

\*ACCES Employment: Provides Job-specific language training, helps with daily life, helps finding a job and finding mentors for newcomers: <http://www.accesemployment.ca/>

\*YMCA GTA: YMCA at the Greater Toronto Area: The YMCA takes a holistic approach to community health that embodies all aspects of physical, mental and social well-being. We engage with the community to provide customized programs that support local needs while embracing diversity. <https://ymcagta.org/>

\* Local Community Information Center: Provides information on youth services available for newcomers such as legal services, community programs, child/family issues, income support and mental health support: <http://www.211ontario.ca>

**National Organizations:**

\*Canadian Association of Public schools - International  (CAPS-I): : Non-profit organization, 127 public schools for international students in Canada, in English or French: <http://www.caps-i.ca/education-in-canada/>

\*Canadian Bureau for International Education: Established in 1966, the Canadian Bureau for International Education (CBIE) is a national, not-for-profit, non-governmental membership organization dedicated exclusively to international education. It provides scholarships, exchanges and internships. From K-12 till postgraduate: <http://cbie.ca/>

\*Languages Canada: A tool for finding accredited language programs across Canada, mainly for English and French. <http://www.languagescanada.ca/en/students>

\*World Education Services (WES): non-profit organization dedicated to helping people with international education achieve their higher education and professional goals by evaluating and advocating for the recognition of international education qualifications: <http://www.wes.org/ca/>

\*Justice for Children and Youth: very comprehensive Web site with information about the legal rights of children and youth in Ontario. This site talks to youth in easy to understand terms and is very useful for everyone.<http://jfcy.org/en/>

**Scholarships and Initiatives:**

* **African Leaders of Tomorrow Scholarship Program**:  full scholarships based on merit to women and men from sub-Saharan Africa to pursue a Master’s degree in public administration, public policy or public finances in Canada: <http://cbie.ca/what-we-do/current-programs/african-leaders-of-tomorrow/>
* **Ciência sem Fronteiras Scholarship Program:** The program focuses mainly on Brazilian post-secondary students in science, technology, engineering and mathematics (STEM). It allows them to study abroad for a period of 12 to 16 months at the undergraduate level and also offers possibilities at the doctoral level: <http://cbie.ca/what-we-do/current-programs/ciencia-sem-fronteiras/>
* **The Languages Canada Syrian Refugee Integration Initiative:** Free tuition English and French programs for newcomers Syrian refugees in Canada. <http://www.languagescanada.ca/en/the-languages-canada-syrian-refugee-integration-initiative>
* LINC: One of the most well-known ESL programs is called Language Instruction for Newcomers to Canada (LINC). LINC is a free language training program offered by the Government of Canada to adult learners who are  landed immigrants, a convention refugee or a Minister Permit holder.
	+ They must be 17 years of age or older have your language ability evaluated by a Language assessment centre. If, according to the Canadian Language  benchmark Assessment, you are assessed at benchmark 1-7 in the listening/speaking skill benchmark 1-6 in the reading skill benchmark 1-6 in the writing skill you will be placed in a LINC program. If you are assessed above this level, you will be referred to a more appropriate ESL program.
	+ LINC offers both full- and part-time classes, and some centres offer free child care while you attend classes. Students may take LINC classes for up to three years from the time they start training (see min age req.). Remember, language classes are available to every adult in your family, not just the person who may be looking for work. [www.linctoronto.ca](http://www.linctoronto.ca) <http://www.tdsb.on.ca/adultlearners/learnenglish/languageinstructionfornewcomerstocanada.aspx>
* **Foreign Credential Recognition:**This helps newcomers and internationally trained professionals have their credentials assessed and recognized as quickly as possible. Experts verify that the education, language skills and work experience you obtained outside Canada meet specific standards. <https://www.canada.ca/en/employment-social-development/programs/foreign-credential-recognition.html>
* **Finish high school:** Not having a high school diploma can get in the way of finding a
job. Learn how General Education Development (GED) testing can help you get a high
school certificate. <http://www.ilc.org/ged/index.php>.

**Online Access to Sources:**

* Canadian Bureau for International Education:<http://cbie.ca/>
* Global Affairs Canada: <http://www.international.gc.ca/international/index.aspx?lang=eng>
* Education au/in Canada: <http://www.educanada.ca/index.aspx?lang=eng>
* CIC: <http://www.cic.gc.ca/english/newcomers/after-education-language.asp>
* Association of Canadian Community Colleges: [www.accc.ca](http://www.accc.ca)
* Canadian Information Centre for International Credentials: [www.cicic.ca](http://www.cicic.ca)

**Helpful Documents:**

* Canadian Language Benchmarks Guide: <http://www.cic.gc.ca/english/pdf/pub/language-benchmarks.pdf>
* Canada Education Systems: <http://www.cicic.ca/docs/PTeducation/Canada-s-Education-Systems-PDF.pdf>

**Tools:**

Free Online Language Assessment Test: online self-assessment tool for people who are interested in assessing their English as a Second Language (ESL). These tests are based on the Canadian Language Benchmarks (CLB) and will assess your language proficiency in reading and listening: <http://clb-osa.ca/home>

Helpful Diagram:



**3) Employment**

**Produced by:** Omaima Masood, Campaign Coordinator, York University Refugees Welcome Here! Campaign, Cassandra De Freitas , Amnesty International at York University

**Resource person:** Louis Dib, *Newcomer Youth Specialist ,* YMCA of Greater Toronto

Many newcomers find it difficult to find suitable employment when they start their lives in Canada. This is due to the various barriers that exist such as language, getting their credentials recognized, relevant local work experience and expectations of Canadian employers, racism and discrimination, lack of resources and accessibility. Students in search of employment or those graduating often are unaware of resources that are accessible to them on and off campus.

**BARRIERS:**

Skilled newcomers have told government-commissioned researchers there are "huge obstacles" preventing them from finding jobs even when they're qualified to work. Participants from a study by Environics Research — including doctors, pharmacists and engineers — said language barriers and requirements for Canadian experience on some job postings pose the biggest problems.

**Language:**

Often newcomers coming to Canada may not speak English or may not be fluent. This acts as the leading barrier that newcomers face when they move to Canada as they can’t communicate effectively with employers or anyone else.

“It is difficult enough for non-Europeans to pronounce my name as it is, so why make myself seem even more foreign to employers?” ~Branka Tkalčić

When she moved to Quebec, Branka removed the accents in her name to “blend in”. Immigrants tend to change their first name (or surname) to sound less foreign. Some take speaking lessons to sound less foreign and not someone who needs special accommodation.

**Recognition of foreign experience and credentials:**

Lack of recognition of foreign credentials and Canadian experience is also one of the major barriers that prevents skilled newcomers from obtaining employment. Employers often prefer to employ a candidate who has experience working in Canada over those who were employed internationally. Hence, newcomers often find themselves in a lower paying job to earn that “Canadian” work experience.

*“Canadian experience requirements are "a coded way for employers to favour the Canadian-born”* participants from the Environics Research reported.

**Lack of awareness of resources and accessibility:**

Newcomers are usually unaware of the opportunities and resources that they have access to, which prevents them from securing employment. These resources range from websites where newcomers can get their credentials assessed for recognition to career development centres that provide assistance in building their resumes and preparing them for interviews.

**Isolation:**

Moving to a new country isn’t easy. When newcomers arrive to Canada, they don’t have many friends or connections. They are oblivious of the culture and norms and it can be hard for them to identify with or relate to other Canadians. This could leave them feeling isolated which could even lead to depression and poor mental health. And the lack of connections prevents them from knowing about potential job opportunities which leads them to settle for an inferior job.

**Racism/discrimination:**

Since Canadian employers prefer to hire an applicant with “Canadian” experience, newcomers find themselves starting from the bottom by getting a job that they may be overqualified for. These low paying jobs often tend to be temporary, creating insecurities about future employment and income. Employers often harass and discriminate against workers on the basis of race, gender and ethnicity, and workers without unions cannot protect themselves.

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**York University Resources**

*English as a Second Language (ESL)*York University offers a range of ESL credit courses that help students develop the knowledge and skills they need to be successful in their degree programs at York.
<http://esl.dlll.laps.yorku.ca/>

*Personal Counselling Services*This website links to counselling services provided at York . It aims to help York students realize, develop and fulfill their personal potential in order to maximally benefit from their university experience and manage the challenges of university life. Services include personal development workshops and consultation of mental health and wellness at York.
<http://pcs.info.yorku.ca/>

*Career Centre- Job Postings*This website provides York students with a search engine to look for and apply to full-time, part-time, internship, summer and volunteer opportunities on and off campus. It also provides a list of general public job posting sites where you can search for and apply to more job postings.
<http://careers.yorku.ca/students-and-new-grads/looking-for-a-job/online-job-postings/>

*Career Centre- Online System*York Students can register at this website using their York Passport login in order to use the Career Online System.
<http://careers.yorku.ca/online-system/>

*Career Centre- Individual Appointments*This website provides services like Resume and Cover Letter Feedback sessions, Career Counselling, Job Search Advising, Interview Practice sessions to help York students succeed in the job industry.
<http://careers.yorku.ca/students-and-new-grads/services-events/individual-appointments/>

*Career Centre- Calendar*This website links York Students to upcoming information sessions, recruitment sessions, career fairs, workshops and events.
<http://careers.yorku.ca/calendar/>

*Jobs and Internships*This website links York Students to job listings and internship opportunities posted on  Facebook.
<https://www.facebook.com/groups/388007117886318/>

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**Local/ Provincial Resources**

*ACCES Employment*

Access Offerer job specific language training and aids individuals in finding a job. There are many locations across the GTA and York Region, all offering the same services.   <http://www.accesemployment.ca>

*Welcome Centre Immigrant Services*

This website is designed specifically for Canadian immigrants. Some services include basic language lessons, accreditation, job search workshops, and individual settlement services. The Welcome Centre also offers access to government forms, family counselling, legal resources, health information, supports for youth, women and seniors and so much more. The Welcome Centre also provides access to computers with Internet, wifi, fax machine, photocopiers, scanners, phones, headphones and webcams. There is a job bulletin board in the centre containing employment opportunities and labour market information. Lastly, the Welcome Centre also offers further information on locations concerning meeting places for specific cultures and activities within the local community. This allows individuals to be able to network, share and talk to other immigrants to aid with common difficulties that present themselves when moving to a different part of the world. The Welcome Centre has several locations to choose from.

<http://www.welcomecentre.ca/services/index.html>

*Ontario Settlement*
This website provides newcomers to Ontario with information about language programs, housing, health, education, recreation and more. Services such as crisis lines, community health centres and settlement services can be sorted by [region](http://www.settlement.org/findhelp/).           <http://www.settlement.org/index.asp>

*In My Language Ontario*This website provides Ontario residents with information in 11 languages. Resources cover a wide range of topics including health, education, legal matters and daily life.  <http://www.inmylanguage.org/index_en.html>

*New Youth Ontario*This website provides articles and videos aimed at newcomer youth. Links to services and programs, and listings of events for newcomer youth.                               <http://www.newyouth.ca/>

*Welcome to Ontario kiosks*These kiosks provide basic information on settlement services including employment, education and other resources available to support newcomers.
Currently there are [51 kiosks](http://wiki.settlementatwork.org/wiki/Kiosk) situated across Ontario.

*Ontario Council of Agencies Serving Immigrants*Ontario Council of Agencies Serving Immigrants registered charity comprised of more than 200 community-based organizations focused on immigrant agencies                                [*http://www.ocasi.org*](http://www.ocasi.org)

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**National Resources**

*Canadian Government’s Centre for Immigrants*

This website assess an individual's credentials to determine what type of work they would be qualified for. This also offers an opportunity for immigrants to know what education they may want to pursue if they are not happy with the outcome.  <http://www.cic.gc.ca/english/newcomers/credentials/index.asp>

*Canadian Government Job Bank*

This website is a search engine for job postings all over Canada. When looking for work, this would be the best resource to keep checking back into as all jobs are posted here.

http://www.cic.gc.ca/english/newcomers/work/wic-tool.asp

*Canadian Government- Immigrant Services Search*

This website allows users to enter in their specific location within Canada, and provides them with the immigrant services available in their area. Users can also specify what specific services they are inquiring about.

<http://www.cic.gc.ca/english/newcomers/map/services.asp>

*Canadian Government- Financial Assistance- Refugees*

This website offers different methods of trying to gain financial autonomy in Canada as a refugee. Some methods include loans and assistance programs.

<http://www.cic.gc.ca/english/refugees/outside/resettle-assist.asp>

*The Maytree Foundation*

The Maytree Foundation is a charity focused on reducing poverty in Canada by offering training, networking and other resources.  [*http://maytree.com*](http://maytree.com)

*Metropolis Canada*

Metropolis Canada is an international research and public policy network focused on immigrant integration in Canada with several provincial divisions.     [*http://canada.metropolis.net/index\_e.html*](http://canada.metropolis.net/index_e.html)

*Canadian Council for Refugees*

Canadian Council for Refugees is a non-profit umbrella organization focused on the protection and settlement of refugees and immigrants in Canada.[*http://ccrweb.ca/en/home*](http://ccrweb.ca/en/home)

*Institute for Canadian Citizenship*

The Institute for Canadian Citizenship is a national, non-profit organization focused on helping new citizens by connecting them with established citizens and promoting Canadian experiences.
[*https://www.icc-icc.ca/site/*](https://www.icc-icc.ca/site/)

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**Supports, Organizations and Social Justice Campaigns**

*Fight for 15 and fairness:* a community led movement that demand a $15 minimum
wage and fairness – decent hours, paid sick days, respect at work, and rules
that protect all of us.  [http://15andfairness.org/](%20http%3A//15andfairness.org/)

*Workplace Fairness:* Workplace Fairness is a non-profit organization working to preserve and promote employee rights. <http://www.workplacefairness.org/>

*Worker’s Action Centre:* The Workers’ Action Centre is a worker-based organization
committed to improving the lives and working conditions of people in low-wage
and unstable employment. We want to make sure that all workers have a voice at
work and are treated with dignity and fairness. <http://www.workersactioncentre.org/>

*The Canadian Labour Congress:*  The Canadian Labour Congress advocate politically for policies and programs that improve the lives of all Canadians, such as the creation of better and more secure jobs that improves the day-to-day lives of all Canadians, such as workplace safety and collective bargaining rights and employment equity. <http://canadianlabour.ca/>

*Ontario Employment Education & Research Centre (OEERC):* The Ontario Employment
Education & Research Centre (OEERC) is committed to improving public education and awareness on workplace legislation, as well as developing and implementing much-needed supports and strategies for workers who have experienced violations of their rights.
<http://www.oeerc.org/>

*Justicia for Migrant Workers (J4MW):* is a volunteer run political non-profit collective comprised of activists from diverse walks of life striving to promote workers rights, fighting for spaces where workers themselves can articulate their concerns without loosing their work or being repatriated. <http://justicia4migrantworkers.org/justicia_new.htm>

*The Canadian Council for Refugees*: is a national non-profit umbrella organization committed to the rights and protection of refugees and other vulnerable migrants in Canada and around the world and to the settlement of refugees and immigrants in Canada.  The membership is made up of organizations involved in the settlement, sponsorship and protection of refugees and immigrants. The Council serves the networking, information-exchange and advocacy needs of its membership. <http://ccrweb.ca/en/about-ccr>

*The Migrant Workers Alliance for Change (MWAC)* is a coalition of national migrant worker groups, grassroots organizations, unions, faith groups, activists and researchers that have come together to fight for justice and dignity for migrant workers. They urge Canada’s federal and provincial governments to adequately address the gaps in immigration and labour policy that systematically discriminate and exploit migrant workers in Canada [http://www.migrantworkersalliance.org/](%20%20http%3A//www.migrantworkersalliance.org/)

*Ontario Council of Agencies Serving Immigrants (OCASI):*

OCASI is a registered charity governed by a [volunteer board of directors](http://www.ocasi.org/board-directors). OCASI was formed in 1978 to act as a collective voice for immigrant serving agencies and to coordinate responses to shared needs and concerns.<http://www.ocasi.org/>

*YMCA Employment and ESL classes:*

<https://ymcagta.org/employment-and-immigrant-services/employment-services>

<https://ymcagta.org/employment-and-immigrant-services/immigrant-services/language-assessment-and-referral-services>

*YMCA services for youth between the ages of 13-24 years old.*

The YMCA also offers services for youth between the ages of 13-24 years old. Through the Newcomer Youth Leadership Development program, youth will be able to gain leadership and team work experiences that will be a valuable add on to their resume and will give them an advantage when applying to jobs.<https://ymcagta.org/youth-programs/youth-leadership-programs/newcomer-youth-leadership-development-program>

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**Decision Makers**

Patricia Hajdu: is Federal Minister of Employment, Workforce Development and Labour
<http://phajdu.liberal.ca/>

**4) Healthcare and Social Services**

**Produced by:** Joseph Benjamen (Refugee Health Outreach), Ben Shachar (UofMosaic Fellow), Kanchi Uttamchandani (UofMosaic Fellow).

**Resource person:** Jala Rizeq, York U Psychology Graduate Student Refugee Education Initiative

**Introduction**:

Although newcomers generally arrive in better health than Canadian-born residents, this “healthy immigrant effect” often deteriorates over time after settling in Canada.  Furthermore, certain newcomer sub-populations, such as women, older immigrants, low-income immigrants and refugees often report poorer or worsening health. The fact that newcomers are less likely to use primary and preventive care due to language barriers and the lack of culturally sensitive health services contributes to this health decline. Furthermore, social and economic factors increase health risks.  Key social determinants of health for newcomers includes income and employment, education, language proficiency and housing.

**Key Health Issues:**

* Newcomers experience barriers accessing necessary health-care services, such as cost, OHIP eligibility, and cultural and linguistic barriers.
* Social and economic exclusion. High rates of unemployment, precarious work, income insecurity, social isolation, housing insecurity, and barriers to health contribute to newcomer health decline.
* Newcomers experience unique and diverse health needs. Age, gender, sexual orientation, ethno-racial identity, migration experiences, income level and education all affect health needs.
* Processes of migration, settlement and adaptation impact the health of newcomers.

**York University Organizations:**

**Refugee Health Outreach (refugeehealthoutreach.com)**

Refugee Health Outreach is a student-led advocacy group that aims to promote the long-term health of resettled refugees in the GTA. RHO provides educational workshops, raises awareness of barriers to care, and fundraises for refugee support initiatives. Contact: info@refugeehealthoutreach.com

**Toronto Organizations:**

**Access Alliance Multicultural Health and Community Services (accessalliance.ca)**

Provides accessible primary health care services, including health promotion, illness prevention and treatment, chronic disease management.

**Eastview Neighbourhood Community Centre (eastviewcentre.com)**

Offers a broad range of recreational, social and capacity-building programs to area residents.

**North York Community House (nych.ca)**

Supports newcomers in settling and integrating into the community; offers programs for women that build skills and connections; providing information and referral services; strengthens neighbourhoods by working with residents; and supports the positive development of children, youth and families.

**Toronto Central Health Line (torontocentralhealthline.ca)**

Provides information about health services for consumers and health care providers across the Central Ontario. Includes Over 4,000 service listings describe organizations and programs serving people who live in East York, Etobicoke, North York, Scarborough, Toronto.

**Provincial and National Organizations:**

**Canadian Centre for Victims of Torture (ccvt.org)**

Non-profit, charitable organization which aids survivors to overcome the lasting effects of torture and war. Programs include supportive counselling aimed to improve the mental health of the survivors.

**Canadian Council for Refugees Youth Network (ccrweb.ca/youth)**

A youth division of the Canadian Council for Refugees that gives refugees, newcomer youth and youth allies a voice to address challenges faced by newcomer youth and a space to share ideas on how to meet these challenges.

**Centre for Addiction and Mental Health (camh.ca)**

CAMH combines clinical care, research, education, policy development and health promotion to help transform the lives of people affected by mental health and addiction issues. Advocates for equitable funding for mental health care in Canada through the Health Accord.

**Multicultural Mental Health Resource Centre (multiculturalmentalhealth.ca)**

Seeks to improve the quality and availability of mental health services for people from diverse cultural and ethnic backgrounds, including immigrants, refugees, and members of established ethnocultural communities. Presents resources designed for laypeople, patients and their families, community organizations, health professionals, and policy makers, planners and administrators.

**Settlement Ontario (settlement.org)**

Provides newcomers with information and resources to settle in Ontario, including healthcare, housing, employment, education, and community services.

**Lead Health Decision Makers:**

* Dr. Jane Philpott, Canada Minister of Health.
	+ [www.healthycanadians.gc.ca/minister-ministre/jane-philpott-eng.php](http://www.healthycanadians.gc.ca/minister-ministre/jane-philpott-eng.php)
	+ Twitter: @janephilpott
* Dr. Eric Hoskins, Ontario Minister of Health and Long-Term Care.
	+ [www.health.gov.on.ca/en/common/ministry/minister.aspx](http://www.health.gov.on.ca/en/common/ministry/minister.aspx)
	+ Twitter: @DrEricHoskins
* Dr. David McKeown, Toronto Medical Officer of Health
	+ [www.toronto.ca/health/aboutus.htm](http://www.toronto.ca/health/aboutus.htm)

**Race/Racism & Culture**

**Prepared by:** Nabil Bhatia and Arfi Hagiyusuf, U of Mosaic York University Fellows

**Resource Persons:**

Damiano Raveenthiran , Formerly Canadian Council for Refugees, Now at York University

michael kerr , Colour of Poverty, Colour of Change

**Introduction:**

Canada, and the City of Toronto specifically, are seen worldwide by many as multicultural spaces where people of all backgrounds, cultures, and religions, can live together peacefully, though newcomers in all parts of the world face obstacles to inclusion. It is also a settler colonial state. As Justice and now Senator Murray Sinclair notes concerning settler-Indigenous relations: "Reconciliation is about forging and maintaining respectful relationships. There are no shortcuts."

*To borrow from the Canadian Council for Refugees on racism in Canada and the pre-amble to its Anti-Racism policy (http://ccrweb.ca/en/anti-racism-policy):*

“. . . racism is systemic in Canadian society. Racism is more than obvious racially motivated acts such as violence or segregation of ethnoracial groups. It is embedded in the dominant culture and social institutions in a way that is so pervasive that it is often invisible. Racism also affects everyone. It affects the perception of the world of those who knowingly or unknowingly carry around the baggage of racist attitudes or stereotypes which make them prejudge individuals and situations. These perceptions lead to behaviours that validate and propagate racism. Racism affects the everyday reality of people of colour. Racism, like sexism, causes pain and humiliation and has far-reaching consequences. It reinforces xenophobia, increasing the obstacles to participation faced by refugees and immigrants. It prevents equality in opportunity and access to asylum, immigration opportunities, education, jobs, housing, health care and social services, and limits participation in decision-making bodies. The CCR recognizes that women of colour face specific additional barriers.”

Many newcomers face discrimination on the basis of their race, culture, and religion. By directing newcomers to resources and groups both on-campus and in the wider community, a sense of inclusion can be better fostered. A great deal of inspirational work, struggle and collaboration confronts these challenges and obstacles on the York campus and in the wider community.

**Some Key issues:**

* Direct and systemic discrimination on the basis of: race, culture, religion, ethnicity and immigration status
* Youth, particularly, may feel isolated/discriminated against in school and in the wider community
* Missing support structures and social circles that immigrants had in country of origin
* Culture shock – getting used to social customs, attitudes towards gender, religious diversity, ethnicity and sexuality – all of which may differ significantly in Canada
* Language barriers may contribute to feelings of otherness and cultural difference
* A lack of confidence and feelings of despair stemming from discrimination can affect many other factors related to newcomer wellbeing, such as: employment, performance in school, social interaction, etc.
* Inter-generational challenges
* Preserving values/practices from home country and fitting in with values/practices of Canada

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**KEY RESOURCES**

**On-Campus Resources at York University**

*Centre for Human Rights*This office at York offers students a variety of services related to equity, inclusion, and diversity, including: receiving and processing human rights concerns; mediation or alternative dispute resolution; human rights training sessions; providing information on York’s human rights-related policies, procedures, and services.
<http://rights.info.yorku.ca/>

*Office of Student Community Relations*The Office supports students impacted by critical incidents, facing personal crises or multiple complex issues. They provide advice, referrals, training, alternative dispute resolution methods, judicial processes, critical incident support, and student leadership opportunities.
<http://oscr.students.uit.yorku.ca/>

*Scott Religious Centre*An inclusive space where students can practice their faith and actively participate in interfaith dialogue and education.
<http://studentclubs.scld.yorku.ca/scott-religious-centre/>

**Local Organizations**

*Urban Alliance on Race Relations*

A group that works within communities to provide critical and educational workshops and programs.

<https://urbanalliance.ca/>

*Anti-Racist Action in Toronto*

This group began as a call to local action by young activists banded together against hate crimes in the city. Today the group continues work and rally against hate and have become apart of the Stop Racism and Hate in Canada campaign.

http://www.stopracism.ca/content/15-anti-racist-action-toronto-ara

*No One is Illegal Toronto*

This is an organization branch of No One is Illegal. A grassroots organization the fight for migrants rights and offers services to undocumented persons and migrants.  <http://toronto.nooneisillegal.org/>

*Colour of Poverty Colour of Change*

Facebook Group - <https://www.facebook.com/groups/colourofpoverty.colourofchange>

Colour of Change Network - <https://groups.google.ca/group/ColourofChangeNetwork>

Web-site - [www.colourofpoverty.ca](http://www.colourofpoverty.ca/)

**Some National, Provincial and Local Organizations**

*Canadian Council for Refugees*A national non-profit organization committed to the rights and protection of refugees and other vulnerable migrants. <http://ccrweb.ca/>

*Intercultural Dialogue Institute*

A non-profit whose purpose is to advance social cohesion through personal interaction by promoting similarities in an effort to enhance civil society, to promote the development of human values, and to advance diversity and multiculturalism in society.
<http://www.interculturaldialog.com/>

*Institute for Canadian Citizenship*

A national charity that delivers programs and special projects that inspire inclusion, create opportunities to connect, and encourage active citizenship. Through its Building Citizenship program, it celebrates the cultural diversity of Canada and sheds light on the importance of citizen engagement. <https://www.icc-icc.ca/site/>

*Canadian Ethnocultural Council:*

Includes Faith and Cultural-specific groups of all many backgrounds. <http://www.ethnocultural.ca/members>

[*The Mosaic Institute*](http://www.ethnocultural.ca/members)

[A “think and do” tank that creates platforms for learning and dialogue among diverse Canadian communities to advance justice, promote peace, and reduce conflict.](http://www.ethnocultural.ca/members)

[https://mosaicinstitute.ca/](http://www.ethnocultural.ca/members)

*Institute of Diversity and Inclusion*

[*http://ccdi.ca/*](http://ccdi.ca/)

*Labour Council Toronto-York Region*

http://www.labourcouncil.ca/

*Black Lives Matter Toronto*

*https://blacklivesmatter.ca/*

**Lead Decision Makers in the Field**

*Hon. Ahmed Hussen Minister of Immigration, Refugees and Citizenship*

[http://www.parl.gc.ca/Parliamentarians/en/members/Ahmed-Hussen(89020)](http://www.parl.gc.ca/Parliamentarians/en/members/Ahmed-Hussen%2889020%29)

Look for your Federal Minister of Multiculturalism and related ministries provincially and municipally as well!

**On-Campus**

**York Federation of Students (YFS) on Equity and Active Campaigns:**

http://www.yfs.ca/equity/

*Alexandria Williams, Vice-President Equity*

*Email: vpequity@yfs.ca*

*Phone: 416-736-2100 ext. 20253*

# York Federation of Students (YFS) Community Service Groups

[Description from their website] The acts of targeted violence and hatred that our campus has witnessed are a testament to the discrimination found at York University. To advance true equity on our campus, we must recognize the inequalities endured by marginalized groups within our society and campus. The YFS recognizes the fundamental, institutionalized, and systemic nature of oppression and has created five autonomous Community Service Groups to provide resources and services in the hopes of helping to facilitate the advocacy of marginalized groups on campus. Community Service Groups also organize events and create safe spaces for students.

*The community service groups are comprised of the Access Centre, The Aboriginal Students Association at York (ASAY), TBLGAY at York, the York United Black Students' Alliance (YUBSA), and the United South Asians at York (USAY).* In order to fully comprehend the scale of these distinct YFS Community Service Groups, it is necessary to understand the individual roles played by each group in our synchronized efforts to eliminate prejudice, hate and discrimination.

<http://www.yfs.ca/community-service-groups/>

**Muslim Students Association**[*http://yorkmsa.ca/*](http://yorkmsa.ca/)

**Some Relevant Policies**

*Ontario Human Rights Code*

Every person has the right to be free from racial discrimination and harassment in employment, services, housing, contracts, etc. The same holds true for discrimination based on ancestry, ethnicity, religion, gender, or place of origin.
<http://www.ohrc.on.ca/en/code_grounds/race>

*York University Human Rights Policies and Procedures*York has a host of policies, guidelines and procedures supporting diversity and inclusion:
<http://rights.info.yorku.ca/york-university-human-rights-policies-and-procedures/>

[**Local and National Campaigns and Resources:**](http://rights.info.yorku.ca/york-university-human-rights-policies-and-procedures/)

*OCASI and City of Toronto Anti-Islamophobia and Anti-Black Racism Campaigns*

<http://www.torontoforall.ca/> ; #TorontoForAll ; #blackinto

[*Seven Keys to Protecting and Welcoming Refugees and Newcomers: A vision for Canada*](http://rights.info.yorku.ca/york-university-human-rights-policies-and-procedures/)

<http://ccrweb.ca/sites/ccrweb.ca/files/protection_welcome_vision.pdf>

*The Black Lives Canada Syllabus*

With the belief that “crowd-sourced syllabi are acts of resistance,” this collection of resources helps illuminate the context of black life and black history in Canada. <https://docs.google.com/document/d/1Bas9pfAPdY5dZtoJx20ORpa3YZa4A5H0L5P3OgzB-mo/mobilebasic?pref=2&pli=1>

*Canadian Council for Refugees’ Refugees Welcome Here! Campaign:*

A joint Amnesty/Amnestie International CCR initiative that public awareness campaign to encourage Canada to welcome more refugees, to achieve more fairness in systems affecting refugees, to foster more welcoming communities across Canada, to rebut myths about refugees and to emphasize the contributions of refugees. This site contains a variety of campaigning resource relevant to related social justice issues as well. <http://ccrweb.ca/en/refugees-welcome-here>

*The Truth and Reconciliation Commission of Canada*

The TRC is a component of the Indian Residential Schools Settlement Agreement. Its mandate is to inform all Canadians about what happened in Indian Residential Schools (IRS). The TRC hopes to guide and inspire Aboriginal peoples and Canadians in a process of reconciliation and renewed relationships that are based on mutual understanding and respect.  <http://www.trc.ca>

**Education Resources:**

*Wellesley Institute Reports*

(2012): Colour Coded Health Care The Impact of Race and Racism on Canadians’ Health by Sheryl Nestel PhD

<http://www.wellesleyinstitute.com/wp-content/uploads/2012/02/Colour-Coded-Health-Care-Sheryl-Nestel.pdf>

(2015) *First Peoples*, *second class treatment*: The role of racism in the health and well-being of Indigenous peoples in Canada. Toronto. Dr. Billie Allan & Dr. Janet Smylie

http://www.wellesleyinstitute.com/publications/first-peoples-second-class-treatment/

*Canadian Centre for Policy Alternatives Report:*

Canada's Colour Coded Labour Market: The gap for racialized workers

Author(s): [Sheila Block;](https://www.policyalternatives.ca/authors/sheila-block) [Grace-Edward Galabuzi](https://www.policyalternatives.ca/authors/grace-edward-galabuzi)

<https://www.policyalternatives.ca/publications/reports/canadas-colour-coded-labour-market>

*Resources from the Anti-Racism Resource Centre in Peterborough For Educators*

<http://anti-racism.ca/resource/educators>

*React To Racism Teacher Resources*

<http://reacttoracism.ca/teacher-resources/>

*Anti-Racism Websites for Educators*

<http://wiki.ubc.ca/Anti-Racism_Websites_for_Educators>

*On The difference between non-racism and anti-racism:*<https://www.youtube.com/watch?v=jm5DWa2bpbs>