

# Advancing Human Rights Values

Conference

# 2019

July 5<sup>th</sup> - 6<sup>th</sup>

PROGRAM

RESEARCH AND INNOVATION CENTRE,  
UNIVERSITY OF REGINA, MAIN CAMPUS  
REGINA, SASKATCHEWAN





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## Welcome to Regina, Saskatchewan

### Land Acknowledgement

We are at a moment in our history when it is truly time to focus on repairing the relationships between immigrant Canadians who have settled here over centuries and the First Nations people who have walked these lands since time immemorial.

I want to acknowledge that in Saskatchewan, we are always on treaty land. These treaties serve to govern relationships between Indigenous and non-Indigenous people. We have come together today on Treaty 4 territory, which is the traditional territory of the Nehiyaw/Cree, Nahkawe/Saulteaux, Dakota, Lakota, Nakota, and formerly Blackfoot. We also acknowledge the traditional homeland of the Métis and honour their contributions.

It is important that we recognize that we all have benefits and responsibilities under these agreements. We acknowledge the harms and injustices of the past and present. We dedicate our efforts to working together in a spirit of reconciliation and collaboration.

We are all treaty people.

We are delighted to welcome all of you to our first inter-provincial conference “*Advancing Human Rights Values - Equal Dignity and Opportunities*”. The conference is organized by the African Canadian Resource Network (ACRN) with support from sponsors and partners. The conference theme is: *Exploring and addressing the human, social and economic cost of the intersectionality of oppression based on perceived “race”, gender and religious differences*.

ACRN was incorporated in September 2014, under the Saskatchewan Not-For-Profit Act. The ACRN **vision** is: “*We imagine a province where Canadians of African descent have equitable opportunity to be participating and contributing members of society; recognized as a lead capacity development organization and a united voice for member communities and individuals*”.

Our **mission** is to serve as an umbrella organization and collaboration that addresses the **unique** challenges and needs of Canadians of African descent, specifically those related to immigration, integration and full participation in Saskatchewan. We provide services, information and referrals, host cultural events, and undertake research to promote programs and policies that support capacity building, full participation and integration.

The topic and the theme of this conference is central and dear to ACRN and come at a fitting time when we are seeing the rise of hate speeches and anti-immigration sentiment in many parts of the world, including Canada. We hope to have a meaningful conversation and learn more about the topic and from each other during this conference, so that we can better be prepared to explore new ways and find solutions to the persisting issues of racism and oppression. There is real “cost” to oppression and discrimination to those on the receiving end, those who practice it and, directly and indirectly to the bystanders.

Finally, we are immensely grateful to Government of Canada – Ministry of Heritage, SaskCulture and the Multicultural Council of Saskatchewan for their financial support, to the University of Regina for material support – including the venue and printing services, and to all our partners and participants. We treasure the solidarity of the Saskatchewan Human Rights Commission, leadership of University of Manitoba and Thompson Rivers University and, the collaborative efforts of African Descent Society of British Columbia and African Community of Manitoba. We are also grateful to the many volunteers – without all of this support this conference would not have been possible. Welcome again.

Thank you,

**Ercoph Bongomin**, Chair of the Board  
African Canadian Resource Network



# Message from the Executive Director



I take this opportunity to welcome all communities represented by delegates including our keynote speakers, special guests, project sponsors, partners and stakeholders in advancing human rights values.

Most immigrants, especially those categorized as visible minorities have faced some form of discrimination or best described as oppression. In our various forums we have had candid conversations seeking foundational solutions which culminated into this Participatory Action Research (PAR) project encompassing – education, research and community development work that addresses the health, social economic cost of historical and persisting oppression – at the individuals, families and institutional plus cultural levels. Through education and research we have started to gain better understanding of the problem and we trust we have embarked in a process to come up with innovative interventions.

We appreciate the financial support we received from the federal government of Canada and Saskatchewan partners. ACRN remains committed to the mission of finding solutions to the unique challenges and barriers undermining our full integration and participation in Canadian society- our old and new homeland- since people of African descent were among the first settlers of this land.

We are pleased to have you participate in this special and one of its kind conferences – adding to the Western voice towards Anti-Racism Strategies being introduced in the East. We hope this conference will provide valuable content to inform future anti-discrimination/ anti-oppression policies in Canada and beyond.

In the course of this two days' conference, scholars, community researchers and leaders will share current and valuable information based on the preliminary findings from the research and intervention initiatives. You will also gain insight on the intersectionality of oppression based on perceived "Race", Gender and Religious Differences and how to start engaging in a process to overcome oppression within your personal life (internalized oppression) and oppressing others – whether it is at the family level, community and institutional levels. We will also hear from policy makers and service providers at various levels of government about contemporary strategies put into place to ensure that the future of all Canadians is brighter and safer. We hope you will fully engage them with an open mind.

A BIG THANK YOU to all the project participants from Manitoba, Saskatchewan and British Columbia who have been part of this community participatory action research and education project. My appreciation also goes to the ACRN volunteers, board members and staff who have worked tirelessly to ensure the success of this Inter-Action two and half year Project.

This project would not have been possible without funding from the government of Canada- IAP-Heritage Department, SaskCulture, Multicultural Council of Saskatchewan and the University institutions.

THANK YOU ALL FOR YOUR SUPPORT

Kiumbura Githinji - ACRN Executive Director



Minister of Canadian Heritage  
and Multiculturalism



Ministre du Patrimoine canadien  
et du Multiculturalisme

Ottawa, Canada K1A 0M5



Welcome to this year's African Canadian Resource Network Inter-Provincial Conference.

With the theme "Advancing Human Rights Values," this important gathering focuses on a number of key issues of interest to African Canadians, Indigenous Peoples, newcomers to Canada and traditionally marginalized communities. Discussions will focus on mental health and achieving equality for marginalized communities, in order to overcome discrimination, and particularly the false assumptions on which it is based. The overall goal is to tackle oppression that is often based on misguided perceptions of race, gender or religion.

Our government believes that Canada's diversity is not only a source of pride, it is one of our greatest strengths. A more inclusive Canada depends on the work of groups like ACRN, which is why we proudly support organizations across the country that strive to combat racism and discrimination wherever it may be found.

As Minister of Canadian Heritage and Multiculturalism, I'd like to thank everyone involved in organizing this wonderful event. I hope your discussions are productive and inspiring.

Bienvenue à la conférence interprovinciale de l'African Canadian Resource Network (ACRN).

Cet important rassemblement, qui a pour thème la promotion des valeurs en matière de droits de la personne, met l'accent sur certaines des principales questions d'intérêt des Afro-Canadiens, des Autochtones, des nouveaux arrivants et des communautés traditionnellement marginalisées. Les discussions porteront notamment sur la santé mentale et l'égalité des communautés marginalisées, afin de pouvoir ultimement s'attaquer à la discrimination, ainsi qu'aux fausses perceptions sur lesquelles elle repose.

Notre gouvernement croit que la diversité du Canada est non seulement une source de fierté, mais aussi l'une de nos plus grandes forces. L'édification d'un Canada plus inclusif dépend du travail de groupes comme l'ACRN, et c'est pourquoi nous sommes fiers d'appuyer des organismes de partout au pays qui s'efforcent de combattre le racisme et la discrimination, où qu'ils se trouvent.

À titre de ministre du Patrimoine canadien et du Multiculturalisme, je remercie tous ceux et celles qui ont participé à l'organisation de cette merveilleuse conférence. Je vous souhaite des discussions productives et fort inspirantes!

The Honourable / L'honorable Pablo Rodriguez

Canada

*Dear delegates,*

Welcome to Regina! On behalf of the Government of Canada and our Prime Minister, Justin Trudeau, I am pleased to wish you a successful and enjoyable conference.

Under the leadership of the African Canadian Resource Network, you will be taking on difficult questions that every society and country, including Canada, must confront so that everyone's rights are respected – no matter their perceived 'race,' skin-tone, ethnic differences or national origin.

Across Canada and the world, human rights activists like you continue to educate, advocate and collaborate against discrimination and oppression. Thanks to that leadership, vision and tenacity, we are making some progress toward a more just and inclusive society and future.

However, there is still much to do. We must build a country where everyone's rights and freedoms are protected, and everyone's voice is heard.

Injustice and inequality harm us all and establishes deeper problems for the future generations. Let's work together to build a more just and inclusive world.

Yours sincerely,

Ralph Goodale  
Canada's Minister of Public Safety  
Member of Parliament for Regina-Wascana



# *Greetings*

I am pleased to write in support of the African-Canadian Resource Network, Multicultural Council of Saskatchewan, and the Saskatchewan Human Rights Commission's interprovincial conference on Advancing Human Rights Values – Equal Dignity & Opportunities. This conference will address the human, social, and economical cost of intersectionality based on perceived 'race,' gender and religious differences. These types of conversations are vital to Saskatchewan, to ensure our provincial motto: "From many peoples strength," continues to build on inclusivity for all.

I applaud the continued efforts of these organizations and individuals who are working towards eradicating hate and discrimination through dialogue and a shared common goal of equality and peace.

Hon. Mark Docherty  
MLA for Regina Coronation Park



# Greetings



On behalf of the Saskatchewan Human Rights Commission, it is my sincere honour to welcome you to this human rights conference, organized by the African Canadian Resource Network, and supported by so many important stakeholders. Taking the time to attend this conference, whether as an attendee, as a presenter, or as a supporter, you are affirming the rights of all people.

Over the course of these proceedings, you will have opportunities to reflect on many of the apparent contradictions in our society. At the same time that Canada and Saskatchewan are becoming more prosperous, that employment opportunities for young people are increasing, and that our world is becoming safer in many respects, we also have an increasing number of acts of

intolerance, there is increasing evidence of hate speech, and there is internal discord in many communities.

This conference is about holding these contradictions in mind, learning about what is being, or could be, done, and about committing to actions that support the rights of others. As Canadians, and as global citizens, we have this responsibility to ourselves as much as we have this responsibility to others. In committing to our responsibilities, we demonstrate respect for human rights and to improving our society.

For many of you, attending this conference is one step in a personal progression towards this ideal. For others, the education you receive will provide a foundation for more learning. The key is education. Without education there can be no understanding, and without understanding there can be no change. Again, my thanks to you and to the ACRN organizers who have made this important event possible.

Sincerely,

A handwritten signature in blue ink that reads 'David Arnot'.

David M. Arnot, Chief Commissioner  
Saskatchewan Human Rights Commission

# Welcome



Congratulations ACRN on a successful conference!

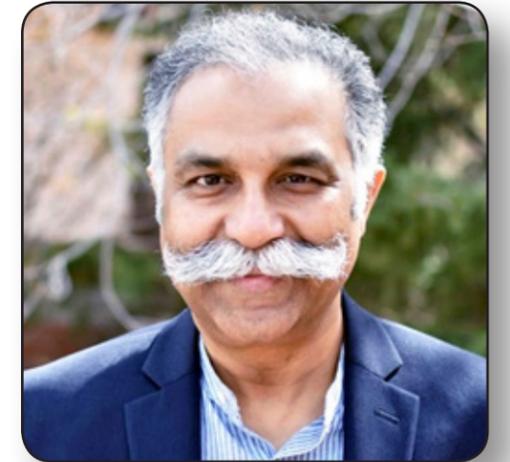
The Multicultural Council of Saskatchewan (MCoS) congratulates the African Canadian Resource network (ACRN) on the three-year project about racism, sexism and religious discrimination and the Advancing Human Rights Values - Equal Dignity and Opportunities conference.

We are pleased to see this member organization engage with community for education and research. While they have received considerable support from the Department of Canadian Heritage, we are proud to add our support as mentors, advisors, partners and funders to this important work to start addressing the health, social and economic cost of the intersection of oppression based on perceived "race", gender, and religious differences.

It is an honour for MCoS to co-host a session on recognizing the costs of racism and oppression in order to develop policy strategies for equity on July 5 and to share our anti-racism campaign on July 6. We look forward to learning with you! This work is essential because racism and other oppressions create barriers from enjoying the benefits of Saskatchewan's motto: From Many Peoples Strength. This project is an important step to build respectful, equitable and lasting connections as the foundation for our culturally diverse and harmonious future.

A handwritten signature in blue ink that reads 'Neeraj Saroj'.

Respectfully,  
Neeraj Saroj  
President, MCoS



# Hella



African Communities in Manitoba Inc. is a non-profit, non-sectarian organization, bringing together individuals and community organizations of African heritage in the province of Manitoba, Canada.

Over the past 20 years, the African Communities of Manitoba Inc. (ACOMI) has been at the center of African programming in Manitoba. As an umbrella organization for over 30 African ethno-cultural organizations, we have taken on initiatives in Winnipeg that speak directly to improving the lives of people of African heritage in Manitoba by fostering their capacity to contributing to local community economic development, making a positive impact in the province and the country.

Our mandate is a vibrant, engaged and sustainable African Canadian presence across Manitoba, contributing to a culturally rich, economically prosperous and a socially inclusive society. Our services include employment preparation sessions that support newcomers and people of African heritage develop employ-ability skills to successfully enter into the labor market, access to peer support services, information and resources on poverty, homelessness, education, health, nutrition and social exclusion; delivered in a culturally appropriate manner.

The motto of ACOMI is "Advancing Community Unity and Prosperity" We actualize this by promoting unity, friendliness, brotherhood and sisterhood among Africans in Manitoba; we facilitate, liaise and coordinate between African organizations; and work well to combat bigotry and racism whenever and wherever it may occur.

This Inter-Provincial conference addressing the human, social and economic cost of the intersectionality of oppression based on perceived race, gender and religious differences experienced by marginalized Canadians and immigrants fit well within Acomi goals and objectives. The pre-conference workshop held in Winnipeg in March 2019, created an awareness and recognition of the UN declaration of Decade of People of African Heritage and the need for us Africans to work together to bring issues of racism and discrimination to the forefront of our society. We feel that we need to begin to develop and shape our narrative and work toward a common goal for us.

Acomi is pleased to partner with our sister organization, African Canadians Resource Network, the host of this conference. We hope to learn and gain valuable experiences from the expert guest speaker and participants. We look forward to a successful Conference.

Titi Tijani,  
Acomi President



# Greetings



It has been pleasure for the African Descent Society of British Columbia to serve as one of the major partners of the African Canadian Resource Network (ACRN) Inter-Action Project. We are indeed honoured to be a part of this inter-provincial conference addressing the need to advance Human Rights Values and International Decade for People of African Descent. Human Rights, Social Justice, Multiculturalism and respect of diversity are among the core Canadian values and traditions which this conference is focused on - and which we - the new immigrants and all Canadians have to learn to embrace. The African Descent Society BC is committed to remain a partner of ACRN in this work and in work that advances the rights of people of African Descent- through promoting Arts, Cultural diversity and social justice - as enshrined in Canadian Charter of Rights and Freedom.



During this two days conference, we gather to reflect and celebrate our different cultures within people of African Descent communities and beyond; and to take note of the challenges plus contributions Canada. The success of this conference ought to be framed with numerous initiatives that will bring about positive changes in our communities, new ways of living together, working together and collaborating for community change that can bring relief and healing from historical and persisting trauma, abuse and exclusion - this change will bring huge relief to our heart and a bright smile for the future generations. Thank you to ACRN, the Leader Research Team who envisioned this work, thank you to all the partners and the entire team of organisers of this conference, thank you to the city of Regina and province of Saskatchewan who are hosting us and, special thanks to all in attendance and especially government of Canada- for your leadership in advocating for Universal Human Rights locally and globally.

With respect and best wishes for what is going to be a memorable conference.

Kasin Kiraga Misago,  
Founder / Executive & Artistic Director for African Descent Society British Columbia and African Descent Festival.



## Hella

On behalf of the Faculty of Social Work at the University of Manitoba, I am pleased to send greetings to the organizers, presenters, and participants at the Interprovincial Conference organized by the African-Canadian Resource Network of Regina. I am equally pleased to note that the research initiatives and activities that culminated in this conference are led by one of our faculty members, Prof. Michael Baffoe, and two of our former Doctoral students, Dr. Christine Lwanga and Dr. Oleksandr (Sasha) Kondrashov.

The theme of this conference, *Advancing Human Rights Values - Equality of Dignity and Opportunity*, is timely and critical as the promotion of human rights continues to take center stage in almost every society around the world. The focus of the Faculty of Social Work at the University of Manitoba is Equity, Social Change, and Social Justice; our faculty members are actively involved in many research initiatives that lead to greater understanding of critical social issues, including the important domain of human rights. This conference will provide the opportunity for meaningful exchanges on these important issues.

It is my hope that the conference will contribute to understanding the complexities involved in advancing and sustaining human rights values in this country and beyond. I hope that you find your participation and experiences at this conference productive and enjoyable and that you leave with new knowledge and renewed energy to continue the cause for sustaining human rights values in this society, and wherever you live and work.

**DR. DIANE HIEBERT-MURPHY**  
**ACTING DEAN OF SOCIAL WORK,**  
Faculty of Social Work, University of Manitoba



## Welcome

On behalf of my City Council colleagues and the residents of Regina, I would like to welcome all to the Advancing Human Rights Values Inter-Provincial Conference.

Our city has experienced phenomenal growth in the last decade or so, and I am pleased that our community continues to expand. As the second-fastest growing city in all of Canada, with the highest per-capita rate of international immigration, Regina is a beacon for people from all over the world.

Our vision is to be Canada's most vibrant, inclusive, sustainable community, where people live in harmony and thrive in opportunity. Organizations such as the African Canadian Resource Network, Multicultural Council of Saskatchewan and many others aim to enhance awareness of the programs available to not only newcomers, but all multicultural communities in Regina.

Thank you to all of the participants and organizers of the conference.

Sincerely,

Michael Fougere  
Mayor



# Welcome



Universities, including the University of Regina, have an important role to play in addressing the human, social, and economic cost of the intersection of oppression based on perceived “race,” gender, and religious differences. Academia is uniquely positioned as the place where people of all backgrounds and disciplines can meet to share, collaborate, and discuss important matters from a multitude of different lenses. Universities are also supposed to be places of acceptance – places where diversity in all forms is celebrated. Although this is our goal, we know that there is still work to do – that racism and discrimination still occur – and that we must continue to promote inclusion and respect. Academia must lead the way in showing that the human, social, and economic costs of oppression are much too high and must continue to fight against systems and behaviours that contribute to oppression.

Ultimately, it is everyone’s responsibility to reject intolerance and bigotry and embrace benevolence and to respect and learn to value diversity coupled with rejecting oppression and discrimination. It is up to each of us and the institutions we embody to engage in life-long learning, including that relating to people of African Descent in Canada, the First Nations people and other marginalized groups; and to envision a brighter future by identifying and naming the wrongs of the past and those persisting. We must undertake research and articulate solutions that improve the well-being of humanity.

Thank you to the African Canadian Resource Network (ACRN) and all its partners for hosting this “Conference on Advancing Human Rights Values” here on our campus – a fitting place for us to be sharing research and stories and having these important discussions. Thank you for helping to make our University, our community, and our world a better place.

A handwritten signature in blue ink that reads "Vianne Timmons".

Dr. Vianne Timmons  
President and Vice-Chancellor  
University of Regina



## Greetings from the Lead Research Team

We would like to personally welcome each of you to this inter-provincial conference on Advancing Human Rights Values.

We hope you will have an opportunity to connect with people who are working across Manitoba, Saskatchewan and British Columbia to reduce the mental health, social and economic cost of the intersectionality of oppression based on perceived ‘Race’, gender and religious differences. This conference presents opportunities during the conference to share ideas through rousing keynotes, thought-provoking panels, and the chance to meet amazing people who are committed to advancing human rights values across Canada. Furthermore, as part of the Conference Dinner we have exciting performances that will compel you to devote to positive change. Get ready to inspire and be inspired.

We would like to thank each of you for attending this conference and bringing your expertise and heart. Your presence and desire to share the vision, the intellectual and lived experience knowledge will help us to find new strategies to advance human rights values in our lives – and as we live them – in our personal lives, our families, work places and communities – they will establish in the fabric of Canadian institutions, society and culture- and for all human beings regardless of human diversity. Indeed, as we learn to embrace and harness the values in diversity we increasingly become Canada’s and the world’s greatest asset in fighting oppression on multiple levels and different forms. From those who participated in this research and community development project since inception to those joining through this conference, you are invaluable resource that is guiding this work and contributing to a more just and fair society and world.

Throughout this conference, we encourage you to stay engaged, and help shape the future by gleaning strategies, new initiatives and understanding about yourself and others with the goal advance equality of human dignity and opportunities, respect for those who look different from you or come from a different culture. From this conference on, we entreat you to commit to advancing the full human dignity and rights of ‘others’, seek to advance their full participation and watch out to challenge and remove historically entrenched and persisting barriers undermining the aspirations of First Nations people, Canadians of African descent, newcomers, and other historically-marginalized communities in Canada.

Our sincere respect and thanks go out to all of you.

Dr. Christine Lwanga and Saskatchewan ACRN-IAP Research Team

Dr. Michael Baffoe and Manitoba ACRN-IAP Research Team

Dr. Oleksandr Kondrashov and British Columbia ACRN-IAP Research Team



## Conference Theme

**ADVANCING HUMAN RIGHTS VALUES - Equality of dignity and opportunities. Exploring and Addressing the Health, Social and Economic Cost of the Intersectionality of Oppression based on Perceived 'Race,' Gender and Religious Differences**

### Day & Time

**Day 1:**  
Friday, July 05, 2019,  
8:00 - 9:00 a.m.

9:00 - 10:45 a.m.  
**Session Host:**  
African Canadian  
Resource Network Inc.  
(ACRN)

### Sub-Themes

Arrival, Registration  
& Breakfast

#### PLENARY SESSION I:

**Sub-Theme:**  
Canada's Leadership in  
Advancing and Living  
Human Rights Values:  
Intersectionality of  
Oppression, Related  
Costs and Practice  
Theory in the 21st Century

### Speakers and Presentations

Research & Innovation Centre (RIC) Room 119 Lecture Theatre

Conference Opening Remarks  
**MC: Dr. Michael Baffoe** Professor, Faculty of Social Work,  
University of Manitoba (2-3 minutes)

First Nations Representative (5 minutes)

Land and Territory Acknowledgment

ACRN President's Welcome Address and Message  
**Ercoph Bongomin**, Chair, ACRN (5 minutes)

The Role and Contribution of Academia in addressing the  
human, social and economic cost of oppression and advancing  
human rights values.  
**Dr. Thomas Chase**, Provost and Vice-President (Academic)  
University of Regina (5 minutes)

Canada's Leadership, Responsibility and Commitment to  
Advancing Human Rights Values: Efforts to address historical  
inequalities and related Mental health, Social and Economic  
Costs.  
**Representative of Minister of Canadian Heritage and  
Multiculturalism, Federal Government** (5-10 minutes)

Strategies to address the relationship between Mental Health  
Challenges, Persisting/ Historical Oppression (discrimination) and  
Related Economic Cost  
**Dr. Saqib Shahab**, Chief Medical Health Officer -Population  
Health Branch, Ministry of Health, Government of Saskatchewan  
(5-7 minutes)

Introduction of Keynote Speaker  
**Dr. Daniel Kikulwe**, Assistant Professor Faculty of Social Work,  
University of Regina (2-3 minutes)

### Day & Time

10:45 - 11:00 a.m.

11:00 - 12:20 a.m.

**Session Host and  
Conference Co-sponsor:**  
Saskatchewan  
Human Rights  
Commission (SHRC)

### Sub-Themes

Coffee Break

#### PLENARY SESSION II

**Sub Theme:**  
Oppression, Inequality &  
Related Costs:  
Advancing and Living  
Human Rights Values

### Speakers and Presentations

Beyond Discrimination - Oppression & Privilege: Critical  
Anti-Oppressive Theory & Practice  
**Dr. Juliana West**, Assistant Professor Faculty of Education and  
Social Work, Thompson Rivers University, Kamloops BC  
(25 minutes)

Panel Presentations - ACRN-Inter-Action Project  
Co-Principal Researchers:

a. Exploring and Addressing the Intersectionality of Oppression  
based on Perceived 'Race', Gender and Religious Differences:  
ACRN Inter-Action Inter Project Design, Methodology and Signifi-  
cant Findings in Relation to Overview of the Conference.  
**Dr. Christine Lwanga**, ACRN Lead Researcher & Social  
Development Consultant/ Co-Principal Researcher- REB  
University of Manitoba (15 minutes)

b. Immigration, Settlement and Integration: Significant Findings  
and Unique Challenges in the African Descent Communities.  
**Dr. Michael Baffoe**, Professor, Faculty of Social Work,  
University of Manitoba (10 minutes)

c. Challenging Oppression: The use of asset mapping to  
strengthen connections in African-Descent Canadian and  
Ukrainian-Canadian communities in BC.  
**Dr. Oleksandr (Sasha) Kondrashov**, Assistant Professor,  
Faculty of Education and Social Work, Thomson Rivers University,  
Kamloops BC (10 minutes)

Questions and Discussion (10 minutes)

RIC Room 119 Lecture Theatre

**Darrell Seib**, MACT, Director of Systemic Initiatives, SHRC  
(15 minutes)

The International Decade of People of African Descent  
(2015-2024) Goals, Objectives and Initiatives underway in  
Canada  
**David Schimpky**, Special Advisor, Strategic Initiatives and  
External Relations, Canadian Commission for UNESCO (Ottawa)  
(20 minutes)

Day & Time	Sub-Themes	Speakers and Presentations
12:20 to 1:30 p.m.	Lunch Break	<p>People and Human Dignity – Human Resources and Canada’s Future: Immigration, Settlement and Integration that is in Harmony with Indigenous Peoples and Established Communities.  <b>Kayode Akomolafe</b>, Investigator, Systemic Initiatives, SHRC (20 minutes)</p> <p>Questions and wrap-up  <b>Darrell Seib</b>, MACT, Director of Systemic Initiatives, SHRC (15 minutes)</p> <p>12:50- 1:25 p.m. RIC Atrium                      Pop-up display:                      Introduction of the value of creating an environment celebrating diversity in early childhood education                      Cathedral Area</p> <p>Cooperative Daycare  <b>Hasanthi Galhenge</b>, Director, Cathedral Area Cooperative Daycare, <b>Mackenzie Sawchyn</b>, Board President, Cathedral Area Cooperative Daycare (7-10 minutes)</p> <p>Video presentations - RIC Room 119                      a) “Race” as a Social Construct                      b) Gender and Religion-based Oppression                      Facilitated by <b>Dr. Christine Lwanga &amp; Christine van der Merwe</b>, Research Assistant &amp; Education Consultant ACRN-IAP Project (25 minutes)</p>
1:30 to 2:45 p.m.	<p><b>PLENARY SESSION III</b></p> <p><b>Sub-Theme:</b>                      Recognizing the Costs of Racism and Oppression: Developing Policies and Strategies Towards Equity and Social Justice</p>	<p>RIC Room 119 Lecture Theatre</p> <p>Opening Remarks  <b>Rhonda Rosenberg</b>, Executive Director, MCoS (2 minutes)</p> <p>Saskatchewan Government’s Initiatives and Strategies addressing the social cost of historical and persisting oppression based on perceived “race”, gender and religious differences  <b>Hon. Minister Gene Makowsky</b>, Minister of Parks, Culture and Sports Saskatchewan (5-10 minutes)</p> <p>Planning the future with the goal to resolve present social and economic challenges stemming from historical inequalities.  <b>Lori Bresciani</b>, Vice- Mayor and Councillor Ward 4, City of Regina (5-10 minutes)</p> <p>Recognizing and Rejecting Racism in a Multicultural Context  <b>Rhonda Rosenberg</b>, Executive Director, MCoS (15 minutes)</p>

Day & Time	Sub-Themes	Speakers and Presentations
2:45 to 3:00 p.m.	Coffee Break	<p>Examples of Contemporary Environment, Challenges and Initiatives</p> <p>a. Culture, Positive Self-Identity, Equality of Human Dignity and Social Cohesion  <b>Flo Frank</b>, Common Ground Resource Group/ SaskCulture (7-10 minutes)</p> <p>b. Urban Renewal Policy and its Impact on the Destruction of the African Descent Communities: Examining the Role of Provincial and Municipal governments in Vancouver, BC.  <b>Yasin Kiraga</b>, ED, African Descent Society of BC (7-10 minutes)</p> <p>c. The Role of Culture in the African Descent Manitoba Communities  <b>Shondell Babb</b>, B. Comm, Manitoba Ambassador, Connecting the Dots Initiatives (BHO, Ottawa), &amp; Associate of African Communities of Manitoba (ACOMI) (5 - 7 minutes)</p> <p>d. Shifting the Lens: Multiculturalism to Anti-Racism Education.  <b>Becky Kuffner</b>, Race Relations Consultant, City of Saskatoon, SK (7 -10 minutes)</p> <p>Questions and discussion (5 minutes)  <b>Rhonda Rosenberg</b>, Executive Director, MCoS</p>
3:00 to 4:00 p.m.	<p><b>PLENARY SESSION IV</b></p> <p><b>Sub-Theme:</b>                      ACRN-IAP Preliminary Research Findings: Case Examples of Lived Experience of Intersectionality of Oppression based on Perceived ‘Race,’ Gender and Religious Differences</p>	<p>RIC Room 119 Lecture Theatre</p> <p>Preliminary Findings: Case Examples of Lived Experiences of of the Intersectionality of Oppression in African Descent Communities and related themes in SK, Vancouver BC and Winnipeg, MB  <b>Lead Presenters: Dr. Christine Lwanga and Olu Hassan</b>, Ph.D. Candidate, University of Regina and ACRN-IAP Research Assistants (5 minutes each presenter)</p> <p>Introduction  <b>Dr. Christine Lwanga</b> (10 minutes)</p> <p><b>Panel Case Presenters: Susan Kamuti- Gaiho, MSW; RSW; Samuel Kanyoro, MA; Melrose Koineh, BA. Sociology and Women Studies; Lisa Odle, BA; Kazia Katende, Youth Worker; Rebecca Aiyesa SW</b> (5 minutes each presenter)</p> <p>Thematic Analysis:  <b>Rebecca Aiyesa</b>, SW and Olu Hassan, PhD. Candidate</p> <p>Questions and wrap-up (8 minutes)  <b>Dr. Christine Lwanga</b></p>
4:00 to 4:30	<p><b>CONCURRENT SESSION V:</b></p> <p><b>Sub-Theme:</b>                      Other Research (includes Literature Review) related to Oppression and Strategies to Overcome</p>	<p>Concurrent Presentations:</p> <p>A. Room RIC 208                      Introduction (2 minutes)  <b>Moderator: Dr. Michael Baffoe</b></p> <p>Shifting Masculinities: The Family Life of African Men in Canada  <b>Presenter: Alphonse Ndem Ahola</b>, PhD. Candidate, University of Alberta, Canada (20 minutes)</p>

Day & Time	Sub-Themes	Speakers and Presentations
6:00 -9:00 p.m.  Session Hosts: ACRN Board	<p><b>Session VI</b> <b>CONFERENCE DINNER</b></p> <p><b>Sub-Theme:</b> Perceptions of Unequal Treatment in Public Safety and Security by Canadians of African Descent and other Ethnic in Minorities</p>	<p>Questions and discussion (8 minutes) Moderator: <b>Dr. Michael Baffoe</b></p> <p>B. Room Riddell Centre RC 50 Introduction (2 minutes) <b>Moderator: Dr. Christine Lwanga</b></p> <p>Promoting knowledge of human rights as a tool for the preservation and exercise of social, political, economic, cultural rights and freedoms of migrants of African descent in Canada <b>Nancy Eleanor Reeves</b>, Ph.D. student at Memorial University, St. John's, an Educator and Counselor with Newcomer families in Ontario (15 minutes) Through Critical Thinking and Empathy to Equality, <b>Anna Bajpai</b>, Master's Degree in Education (10 minutes)</p> <p>Questions and discussion (3 minutes) <b>Moderator: Dr. Christine Lwanga</b></p> <p>C. Room Riddell Centre RC 286 Introductions (2 minutes) <b>Moderator: Dr. Nancy Sah Akwen</b>, University of Regina</p> <p>Promoting Respect of Diversity and Positive Self-identity from an Early Age <b>Hasanthi Galhenge</b>, Director, Cathedral Area Co-operative Daycare, <b>Mackenzie Sawchyn</b>, Board President, Cathedral Area Co-operative Daycare; <b>Christine van der Merwe</b>, Research Assistant &amp; Education Consultant ACRN-IAP Project (20 minutes)</p> <p>Questions and discussion (8 minutes) <b>Moderator: Dr. Nancy Sah Akwen</b>, University of Regina</p> <p>Location: The Owl, Dr. Willian Riddell Centre</p> <p>MCs: <b>Kiumbura Githinji and Abdi Gure</b>, ACRN Vice-Chair / Ushers 6:00 p.m. Arrivals</p> <p>6:15 to 6:30 p.m. Cocktails Two solo performances <b>Wagige Kiumbura</b></p> <p>6:30 – 7:00 p.m Welcome remarks and Introduction of Keynote Speaker <b>Kiumbura Githinji</b>, ED, ACRN</p> <p>Ensuring Canada's Leadership and Future in Advancing Human Rights Values within the Context of Security, Immigration and Economic Development <b>The Honourable Minister Ralph Goodale</b>, Minister of Public Safety, Canada and Member of Parliament for Regina-Wascana</p>

Day & Time	Sub-Themes	Speakers and Presentations
<p><b>Day 2:</b> <b>Saturday, July 06, 2019</b> 8:30 to 9:00 a.m.</p> <p>9:00 to 10:30 a.m.</p> <p><b>Session Hosts</b> ACRN-Inter-Action Project team, SK &amp; BC</p>	<p>Registration &amp; Breakfast</p> <p><b>PLENARY SESSION VII</b></p> <p><b>Sub-Theme:</b> Celebrating and Reflecting on the Decade of People of African Descent (2015- 2024)</p>	<p>Recognition of Official Dignitaries and Short Remarks</p> <p>7:00 p.m. 7:45 p.m. Grace and Dinner <b>Representative from Multi-Faith</b></p> <p>7: 45 to 9:00 p.m. Introduction of Zahara and Short Remarks about Art for Positive Change by Co-Sponsor- <b>Yasin Kiraga</b>, ED, African Descent Society of BC (5 minutes)</p> <p><b>ZAHARA</b> - South African Award-Winning Music Performer - 2016 Best Female Artist</p> <p>9:00 to 9:15 p.m. Saskatchewan - Multi-Cultural Performances <b>Al Kosteniuk</b>, Artistic Director and ACRN Board Member</p> <p>9:15 p.m.- Closing Remarks, Thank You &amp; Wrap-up <b>Abdi Gure</b>, Vice Chair, ACRN</p> <p>Research &amp; Innovation Centre (RIC) Room 119 Lecture Theatre</p> <p>Introductions (2 minutes) <b>Moderator: Dr. Michael Baffoe</b>, Professor, Faculty of Social Work, University of Manitoba</p> <p><b>1st Panel - Historical Presentations</b></p> <p>a. The History of People of African Descent in Saskatchewan Lift Up Your Voice and Sing <b>Carol LaFayette-Boyd</b>, ED Saskatchewan African Canadian Heritage Museum (SACHM) (10 minutes)</p> <p>b. The History of People of African Descent in British Columbia since 1858 <b>Yasin Kiraga</b>, ED, African Descent Society of BC (15 minutes)</p> <p>c. The History of People of African Descent in Manitoba <b>Titi Tijani</b>, President, African Communities of Manitoba Inc. (ACOMI) (10 minutes)</p> <p>Questions and discussion (8 minutes) <b>Moderator: Dr. Michael Baffoe</b>, Professor, Faculty of Social Work, University of Manitoba</p>

Day & Time	Sub-Themes	Speakers and Presentations
		<p><b>2nd Panel Presentations and Discussion</b>                      Introductions (2 minutes)  <b>Moderator: Dr. Christine Lwanga</b> ACRN Lead Researcher &amp; Social Development Consultant/ Co-Principal Researcher- REB University of Manitoba</p> <p>Why &amp; How (Rationale and Strategies): Overcoming oppression framed in the understanding of the intersectionality of oppression based on perceived 'race', gender and religious difference</p> <p>a. One Human Race <b>Julialynne Walker</b>, Director, Africa &amp; Diaspora Development, (15 minutes)</p> <p>b. Multi-Faith <b>Dr. Amr Henni</b>, President, Multi-Faith Saskatchewan (10 minutes)</p> <p>c. Gender Equality <b>Kripa Sekhar</b>, ED, South Asian Women Centre, Toronto, (10 minutes)</p> <p>Questions and discussion (8 minutes)  <b>Moderator: Dr. Christine Lwanga</b></p>
10:30-10:45 a.m	Coffee Break	
10:45-12:00 a.m.	<b>PLENARY SESSION VIII</b>	RIC Room 119 Lecture Theatre
Host: ACRN-Inter-Action Project team, SK	Content:  COURAGEOUS CONVERSATIONS: Strategies to Overcome Intersecting Levels of Oppression	<p>Introduction (5 minutes)  <b>Moderator – Flo Frank</b>, Common Ground Resource Group</p> <p><b>Panel Presentations: Courageous Conversations</b></p> <p>a. The Gendered Impact of Oppression Experienced by African Canadian Women on Career Pursuits and Mental Well-Being: A Way Forward.  <b>Shade Adeagbo</b>, Investigator, SHRC (15 minutes)</p> <p>b. Personal level development by remaining open-minded.  <b>Rose Kumbu</b>, Founder, SHE GOT IT! and owner, Rosaly's' Pan African Restaurant, Saskatoon, SK (5 minutes)</p> <p>c. Challenges and Learning to respect diversity within the Francophone Canadian Community.  <b>Alphonse Ahola Ndem</b> Ph.D. Candidate, University of Alberta (10 minutes)</p> <p>d. Community Level Conflict: Tribalism, Nationalism and other traditional practices undermining development at the individual, family and community level</p>

Day & Time	Sub-Themes	Speakers and Presentations
		<p>i) <b>Kiumbura Githinji</b>, ED, ACRN, SK (7 minutes)</p> <p>ii) <b>Titi Tijani</b>, President African Communities of Manitoba Inc. (ACOMI) (7minutes)</p> <p>iii) <b>Rebecca Aiyesa</b>, IAP Research Assistant, BC Team (5 minutes)</p> <p>Questions and discussion and closing remarks (15 minutes)  <b>Moderator – Flo Frank</b>, Common Ground Resource Group</p> <p>Introduction of A Working Lunch: (30 minutes)  <b>Dr. Christine Lwanga:</b></p> <p><b>BC Caucus: Yasin Kiraga</b>, ED, African Descent Society of BC  <b>Rebecca Aiyesa</b>, IAP Research Assistant</p> <p><b>MB Caucus: Dr. Michael Baffoe</b>, Faculty of Social Work, University of Manitoba  <b>Titi Tijani</b>, President, African Communities of Manitoba Inc (ACOMI)</p> <p><b>SK Caucus: Dr. Christine Lwanga</b>, Lead Researcher, Inter-Action Project  <b>Ercoph Bongomin</b>, Chair, ACRN  <b>Kiumbura Githinji</b>, ED, ACRN</p>
12:00- 1:00 p.m.	Lunch Break	
<b>Session Host:</b> ACRN- Inter-Action team, BC	<b>Sub-Theme</b> Provincial Caucuses- Where do we go from Here?	
1:00 -2:15 p.m.	<b>PLENARY SESSION IX</b>	RIC Room 119 Lecture Theatre
<b>Session Host:</b> ACRN-Inter-Action Team, SK	<b>Sub-Theme:</b> Community Interventions: Overcoming Oppression through Participatory Action Research (PAR), Collaboration and, Individual, Family and Community Resilience	<p>Introduction and opening remarks (5 minutes)  <b>Moderator: Dr. Michael Baffoe</b></p> <p>The Power of Participatory Action Research in Social Change  <b>Dr. Lynn Gidluck</b>, Coordinator of the Community Research Unit, Faculty of Arts University of Regina. SK. (20 minutes)</p> <p>Community Self-Determination through Research and other Initiatives stemming from the International Decade for People of African Descent  <b>Yasin Kiraga</b>, ED, African Descent Society of BC (25 minutes)</p> <p>Individual and Community Resilience in SK  <b>Carol LaFayette-Boyd</b>, ED Saskatchewan African Canadian Heritage Museum (SACHM) (15 minutes)</p> <p>Questions and discussion (10 minutes)  <b>Moderator: Dr. Michael Baffoe</b></p>
2:15 – 2:30 p.m.	Coffee Break	

**Day & Time**

2:30- 3:45 p.m.

**Session Host**

ACRN- Inter-Action  
Team, MB

**Sub-Themes**

**PLENARY SESSION X**

**Sub-Theme:**

Addressing & Overcoming  
Oppression Through  
Research-based  
Community Initiatives/  
Interventions

**Speakers and Presentations**

RIC Room 119 Lecture Theatre

**1st Panel Presentation:**

Positive Self-Identity and Health

Introductions and opening remarks (5 minutes)

**Moderator: Dr. Michael Baffoe**

a. Internalized Oppression: Intervention initiatives addressing oppression due to perceived "race".  
**Rebecca Aiyesa**, IAP Research Assistant, BC Team. (7 minutes)

b. Taking care of our health – Addressing Intergenerational Trauma from Oppression.  
**Desmond Williams**, TRE Canada-Technical Director, Vancouver, BC. (7 minutes)

c. "ACOMI: I Belong"  
**Tolu Lilelaboye**, Ilelaboye, Board Secretary, African Communities of Manitoba Inc. (7 minutes)

Questions and discussion (10 minutes)

**Moderator: Dr. Michael Baffoe**

**2nd Panel Presentation:**

ACRN-IAP Intervention Initiatives: Social and Economic Integration

**Lead Presenters: Dr. Christine Lwanga & Omotayo Shoyoye**

Introductions (5 minutes)

**Dr. Christine Lwanga**

a. Mentorship and Volunteering in the Social Work Field - ACRN – IAP Intervention Initiative.  
**Susan Kamuti-Gaiitho** MSW, RSW and **Lydia Nabweteme**-SK (10 minutes)

b. Mentorship and Volunteering in the Medical Field - ACRN – IAP Intervention Initiative. **Rosemary Oju** B.Com,M.Com. - SK. (5 minutes)

c. SHE GOT IT: Women Entrepreneurship and Mentorship Project ACRN – IAP endorsed Intervention Initiative.  
**Rose Kumbu and Team**, Saskatoon (5 minutes)

d. Fine Option: Recognizing the power of strategically organized volunteering in strengthening individuals and communities. ACRN – IAP Intervention project. **Dr. Christine Lwanga** (5 minutes)

Questions and discussion (5 minutes)

**Moderator: Dr. Christine Lwanga**

Transition

5 minutes

**Day & Time**

3:50 - 4:20 p.m.

**Sessions Host**

ACRN- Inter-Action  
team, SK

**Sub-Themes**

**CONCURRENT SESSIONS XI**

**Sub-Theme**

Addressing & Overcoming  
Oppression Through  
Community & Institutional  
Programs

Introductions by: Moderators and Note Takers

A. Room RIC 208:  
Introduction (2 minutes)

**Moderator: Dr. Michael Baffoe**

REACH OUT! Bridging gaps through youth activity- based programming  
**Anne Oserin-Pinnock**, Elmwood Community Resource Centre, Winnipeg (20 minutes)

Questions and discussion (8 minutes)

**Moderator: Dr. Michael Baffoe**

B. Room RIC 209  
Introduction (2 minutes)

**Moderator: Dr. Christine Lwanga**

Addressing Oppression/ Discrimination at Institutional and Systemic Levels: Addressing Discrimination (Oppression) in Saskatchewan

**Darrell Seib**, MACT, Director of Systemic Initiatives -SHRC (20 minutes)

Questions and discussion (8 minutes)

**Moderator: Dr. Christine Lwanga**

C. Room RC 50  
Introduction (2 minutes)

**Moderator: Dr. Nancy Sah Akwen**, University of Regina

Racism: Recognize it. Reject it! Empowering community champions  
**Rhonda Rosenberg**, Multicultural Council of Saskatchewan (MCoS) (25 minutes)

Questions and discussion (3 minutes)

**Moderator: Dr. Nancy Sah Akwen**, University of Regina

D. Room RC 286  
Introduction (2 minutes)

**Moderator: Olu Hassan**, PhD. Candidate, U of Regina (2 minutes)

Topic: African Descent Canadians: Where Will African Descent Canadians Be in the Canada of the Future  
**Dr. Joseph Mburu**, Lecturer, University of Regina (25 minutes)

Questions and discussion (3 minutes)

**Moderator: Olu Hassan**, PhD. Candidate, U of Regina

5 minutes

Transition time

Day & Time	Sub-Themes	Speakers and Presentations
4:25 – 4:45 p.m	<b>PLENARY SESSION XII</b>	Research & Innovation Centre (RIC) Room 119 Lecture Theatre
<b>Sessions Host:</b> ACRN SK	Conference Wrap-up	<p>Closing Remarks Co-MC: <b>Dr. Michael Baffoe</b>, Professor, Faculty of Social Work, University of Manitoba (4 minutes)</p> <p>Closing Remarks from the Research Team <b>Dr. Christine Lwanga</b>, ACRN Lead Researcher and Social Development (4 minutes)</p> <p>Provincial Closing Remarks from British Columbia Team (4 minutes) <b>Yasin Kiraga</b>, ED African Descent Society of BC</p> <p>Provincial Closing Remarks from Manitoba Team (4 minutes) <b>Titi Tijani</b>, Chair ACOMI</p> <p>Provincial Closing Remarks from Saskatchewan Team (4 minutes) <b>Ercoph Bongomin</b>, Chair ACRN</p> <p>THANK YOU AND FAREWELL</p>

## SESSION I

### Co-MC Dr. Michael Baffoe

**Professor, Faculty of Social Work, University of Manitoba**

**Bio:** Professor Michael Baffoe holds a Bachelor of Arts (B.A. Honours) Degree in Political Science from the University of Ghana, Legon (1979), a Bachelor's Degree (B.S.W), a Master's Degree (M.S.W) in Social Work from McGill University, Montreal (1992 and 1993 respectively), and an Inter-Disciplinary Doctoral Degree (Ph.D.) in Social Work and Educational Studies from McGill University (2006). His Ph.D. Thesis titled "Navigating Two Worlds: The Impact of Culture and Cultural Adaptation of new immigrant and refugee youth in a Quebec (Canadian) Education context examined the integration challenges facing immigrant and refugee youth in their early years of settlement in Canadian society.



### Ercoph Bongomin

**President, African Canadian Resource Network**

**ACRN Welcome Address**

**Bio:** Ercoph holds a Master of Public Administration (MPA) and a Bachelor of Business Administration (BBA) from University of Regina, Canada as well as a Bachelor of Administration (B. Admin) from Middle East University, Beirut, Lebanon. Ercoph is also a Chartered Professional Accountant of Canada (CPA), Saskatchewan Chapter and a Certified Management Accountant (CMA), Saskatchewan Chapter. He has previously served with African Canadian Resource Network (ACRN) as Treasurer, Vice Chair and is currently Chair of the Board.

### Dr. Thomas Chase

**Provost and Vice-President (Academic)  
University of Regina**

**The Role and Contribution of Academia in addressing the human, social and economic cost of oppression and advancing human rights values.**

**Bio:** Dr Thomas Chase assumed the role of Provost and Vice-President (Academic) on 1 July 2011. Following completion of a five-year term, Dr Chase accepted a second term as Provost effective 1 July 2016. His academic appointment is in the Department of English. He holds a PhD from the University of Glasgow (Scotland), where a doctoral fellowship enabled him to do research in the Department of English Language. He worked as Provost at Royal Roads University in Victoria, British Columbia 2009-2011 as Vice-President (Academic) where he was involved in developing the University's new Strategic Direction, the reorganization of its academic administrative structure, and the renewal of many of the University's academic programs- in addition to other important roles in the academia.



## Dr. Saqib Shahab

Chief Medical Health Officer -Population Health Branch,  
Ministry of Health, Government of Saskatchewan

**Strategies to address the relationship between Mental Health Challenges, Persisting/ Historical Oppression (discrimination) and Related Economic Cost**

**Bio:** Saqib is currently Saskatchewan's Provincial Chief Medical Health Officer as well as National co chair of the Public Health Network Council. In the past he has worked as a regional Medical Health Officer, as well as internationally as an internist, faculty at a school of public health, and public health expert with multilateral health and donor agencies. He is a past chair of the Medical Health Officers Council of Saskatchewan and past president of the Saskatchewan Public Health Association.

Dr Shahab is a Fellow in Public Health and Preventive Medicine of the Royal College of Physicians of Canada, has a Masters of Public Health from Johns Hopkins University, US, and is a Member of the Royal College of Physicians UK. He is a Fellow in Public Health and Preventive Medicine of the Royal College of Physicians of Canada, has a Masters of Public Health from Johns Hopkins University, US, and is a Member of the Royal College of Physicians UK.



## Abstract

Inequity in health outcomes due to social determinants of health is well understood. The attributable fraction due to racism and discrimination is less well understood. While health systems deploy initiatives to provide culturally appropriate and trauma informed care, greater understanding of not just risk factors but also resilience and protective factors and ways to enhance them are essential to ensure better health including mental wellbeing for all Canadians.

## Dr. Daniel Kikulwe

Assistant Professor Faculty of Social Work, University of Regina

Introduction of Keynote Speaker

Research interests

Child welfare policies and programs, children's rights, families, immigration

**Bio:** Daniel completed his PhD at York University in 2014. His area of academic interest is in child welfare practices and policies. The focus of his doctoral research is on the work and practices of racialized child welfare workers in providing services to families and children. Other areas of research interests relate to the United Nations Convention on the Rights of Children and its applicability to the global south, as well as kinship care trends in Canada.

Daniel has worked in child welfare, as a frontline staff and supervisor for fourteen years. His child welfare experiences have been both in Ontario and the Yukon.



## Dr. Juliana West

Researcher, Educator and Co-Author of *Challenging Oppression and Confronting Privilege* (2018), Thompson Rivers University, Kamloops BC.

**Beyond Discrimination - Oppression & Privilege: Critical Anti-Oppressive Theory & Practice**

**Bio:** Dr. Juliana West is Co-Director and Co-Founder of Critical Cross-border Conversations (CCC) Research Group. Her research and scholarship focuses on examining social work discourse, research, education, and practice through anti-oppression and anti-privilege frameworks at the personal, cultural (discourse, media, ideology), and structural (institutionalized) levels. Her 2014 dissertation: *The Role of Social Work in Contemporary Colonial and Structurally Violent Processes: Speaking to Aboriginal Social Workers who had Child Welfare and/or Criminal Justice Involvement as Youth*, examined how social work treats Indigenous peoples as recipients of social work services, as social work students, and as social work professionals.

Research Interests

Critical theories and methodologies, anti-oppressive and anti-privilege theories and practice, structural social work, critical race theory, critical feminist theories, critical post modernism, critical criminology, critical pedagogy, institutional ethnography, critical discourse analysis, criminalization, contemporary colonialism, child welfareization, structural violence, prison industrial complex, risk discourse, governmentality.

Education



## Co-MC Dr. Christine Lwanga

Lead Researcher and Social Development Consultant for ACRN-IAP/Co-Principal Investigator.

Exploring and Addressing the Intersectionality of Oppression based on Perceived 'Race', Gender and Religious Differences:

**Bio:** Christine S. K. Lwanga PhD. is a researcher, a registered social worker and community organization development consultant - with professional training in business administration. Christine has worked on various projects in the immigrant, multicultural and, the larger Canadian society and at the international level - in employment capacity as well as a volunteer in leadership positions. Christine served as a Human Rights Commissioner in the province of Saskatchewan for ten years ((1994-2003). She is a founding member of various organizations including Daughters of Africa International (DOA), Saskatchewan African Canadian Heritage Museum (SACHM), and the African Canadian Resource Network (ACRN).

## Abstract

ACRN Inter-Action Inter Project Design, Methodology and Significant Findings in Relation to Overview of the Conference. ACRN's two- and half-year Inter-Action Project (November 2017 to March 2020) is exploring and addressing the health, social and economic cost of the intersectionality of oppression based on Perceived 'Race', Gender and Religious Differences- through advancing human rights values- both as intellectual and lived experience knowledge. This presentation will outline the practice theory employed in this education, mixed method research and intervention project - set out with the ultimate goal to achieve positive change. It will outline what has been accomplished in the province of Saskatchewan and in the cities of Winnipeg, Manitoba and Vancouver, British Columbia. The project co-researchers will be presenting aspects of the project findings in the areas of immigration, settlement and integration and the use of asset mapping to overcome oppression and strengthen connection.

It will also offer a preview of the conference, identifying sessions at which participants will hear about the lived experiences of oppression within the African descent communities' along-side that experienced from Canadian institutions and the general public; its impact on individuals' health, social and economic well-being, families and communities relationships; coping strategies as well as intervention initiatives that are being explored. Some of the intervention presentations are framed within the context of on-going institutional practice while others incorporate post-modernist thinking and new practice theory with the goal of contributing the process of dismantling the scourge of oppression, dehumanization and sustained inequality. These are in light of 70 years since the universal declaration of universal human rights- 1948-2018), 40 years since UNESCO Declaration on Race and Elimination of Racial Discrimination (1978-2018) and, the objectives and goals of the International Decade of people of African Descent (2015-2024).

### Dr. Michael Baffoe

Faculty of Social Work, University of Manitoba

**Immigration, Settlement and Integration: Significant Findings and Unique Challenges in the African Descent Communities.**

**Bio:** Dr. Baffoe is a Professor of Social Work at the University of Manitoba, Winnipeg. His areas of research interest are world migration and refugee movements, settlement and integration issues affecting new immigrant population groups in host societies, local and international community development. His other areas of teaching and research are anti-oppression approaches to social work practice, social and educational inclusion of persons with disabilities. He founded, launched and is the Chair of the Annual Conference on Migration and Settlement dubbed, Strangers in New Homelands at the University of Manitoba, which holds its 12th edition in October 2019. He has published several articles in these areas, including co-editing two book publications emanating from the Strangers in new Homelands conferences in 2012 by Cambridge Scholars Publishing, UK, and in 2015 by Linus Learning Publishers, New York.

An astute community organizer, Dr. Michael Baffoe has been involved in community organizing work with several immigrant and refugee organizations across Canada for over sixteen years. In 1994 Michael launched Black Star Big Brothers, an organization that run a mentoring program providing mentors and positive role models to Black children growing up single-parent families in Montreal and run it for twelve years. He has taught grassroots community organizing strategies at the School of Social Work at McGill University for ten years and at the Concordia University Institute for Community Development, Montreal for four years. Dr. Baffoe's current major interest is in anti-oppression approaches to social work practice. He has taught courses in Cross-Cultural Perspectives in Social Work Practice at McGill University School of Social Work for four years. He currently teaches anti-Oppression Social Work Practice, Community Development and International Social Work Practice at the Faculty of Social Work, University of Manitoba.



## Abstract

Racialized minorities in Canada are officially constructed and classified as Visible Minorities, according to the Canadian government's Employment Equity Act, which defines Visible Minorities as "persons other than Aboriginal people, who are non-Caucasian in race or non-white in color." The Act officially seeks, by intention and on its face value, to level the playing field for such racial minorities in employment and access to services in Canada. It also purports to outlaw any discriminatory acts against such persons in terms of employment and access to services. Notwithstanding the supposedly noble intention, the Act appears to have either by an act of commission or omission assisted in achieving the exact opposite of what it was originally designed to accomplish fairness and equity in employment in Canada for racial minorities.

This presentation highlights some of the lived experiences of some of the participants in the study from Manitoba, part of the so-called Visible Minorities in Canada. It seeks to underscore the fact that rather than the Canadian Employment Equity Act and Human Rights Legislations assisting these racial minorities to achieve equity and fairness in employment, education and social integration, they have rather assisted in the promotion of, and acceleration in reconstructing the so-called "visible minorities" into official invisibility. This development has in turn created more barriers for them in terms of equal and equitable access to employment and services opportunities in Canada.

Two Theoretical Frameworks: Critical Race Theory and Social Exclusion Theory are used as the lens and tools for analysis of study's findings. Critical Race Theory (CRT), especially its emancipatory tenet of counter-story telling was utilized because it gives hitherto silenced, marginalized Peoples, voice to tell their own stories and experiences within a theoretical framework, where the epicenter of analysis is the narrative. The Narratives presented from this study by counter storytelling represent effective vehicle for disseminating new knowledge that interrogates dominant discourses on the integration challenges of visible minorities, including people of African descent in Canadian society.



### Dr. Oleksandr (Sasha) Kondrashov

Assistant Professor, Faculty of Education and Social Work, Thomson Rivers University, Kamloops BC

**Challenging Oppression: The use of asset mapping to strengthen connections in African-Descent Canadian and Ukrainian-Canadian communities in BC.**

**Bio:** Oleksandr (Sasha) Kondrashov, Ph.D., is a social work educator at the Thompson Rivers University, Kamloops BC. He was born and raised in Lviv, Ukraine. In his extensive teaching career, he has developed more than 20 undergraduate and graduate social work courses and taught more than 4000 students in five Universities across Canada. Sasha is a Co-Investigator on the ACRN-IAP project, BC component.

Webpage: <https://www.krasun.ca>

LinkedIn: <https://www.linkedin.com/in/krasun/> #TheSWEducator: <https://www.facebook.com/theswedicator/> <https://twitter.com/theswedicator>

## Abstract

Asset Mapping is a research tool that focuses on identifying and connecting the community's assets to promote growth and social change within selected communities. The presentation will highlight how the asset mapping technique was used to identify Ukrainian-Canadian and African Canadian organizational assets in Vancouver BC and provide examples of how communities work together to address local needs and challenge oppression and discrimination. The use of Google Map technology to build asset maps will be explained. The process on how to conduct situation assessment, develop asset mapping with "connectors", facilitate local visioning, identify action steps, widen the circle and bridge for support will be discussed and applied using examples from the BC component of The African Canadian Resource Network (ACRN) Inter-Action Project (IAP).

## SESSION II

### Host: Darrell Seib

**MACT, Director of Systemic Initiatives, SHRC**

Plenary Session II (RIC Room 119 Lecture Theatre)

Sub-Theme: **Oppression, Inequality & Related Costs: Advancing and Living Human Rights Values.**

#### Opening Remarks

**Bio:** Darrell Seib is a human rights advocate and communications professional with expertise developing public relations strategies, producing public education resources, and building relationships through systemic advocacy.

With a background in media, multimedia, and television, Darrell has developed educational videos, as well as print and online and resources, for legal and judicial organizations, educational institutions, and federal entities. He has supported Treaty education, created awareness about the issues facing Indigenous people, and advocated for reconciliation while working at the Office of the Treaty Commissioner.

He has also supported services for post-secondary students, contributed to strategic planning, and helped establish governance processes, while working for the College of Arts and Science at the University of Saskatchewan. In 2016, Darrell obtained his Master of Arts degree in communications and technology from the University of Alberta. Since 2012, he has served with the Saskatchewan Human Rights Commission, promoting the value of inclusion, the importance of belonging, and the need for respect for all people. Currently, he is the Director of Systemic Advocacy for the SHRC. In this role, he builds relationships with and between stakeholders to facilitate meaningful and collaborative change in the public policies, practices, and places in accordance with The Saskatchewan Human Rights Code.



### Abstract

The Inter-Action Project will require a deep understanding of individual and stakeholder perspectives on sensitive human rights issues currently facing African Canadian communities. While this is no small task, there is significant potential to build the positive and collaborative relationships that are necessary for systemic change.

### David Schimpky

**Special Advisor, Canadian Commission for UNESCO re: International Decade for People of African Descent**

Special Advisor, Canadian Commission for UNESCO re: International Decade for People of African Descent

**Bio:** David Schimpky is Special Advisor, Strategic Initiatives and External Relations, with the Canadian Commission for UNESCO. David's primary responsibilities relate to inclusion and anti-racism initiatives, notably in the context of the International Decade for People of African Descent and the Canadian Coalition of Inclusive Municipalities. He was educated at Brock University in St. Catharines, Ontario, and Simon Fraser University in Vancouver, BC.



### Abstract

The United Nations launched the International Decade for People of African Descent in 2015. It is an extraordinary opportunity to advance the rights and aspirations of people of African descent. The presentation will address how the International Decade is being implemented through UNESCO, a UN specialized agency, and its National Commissions given their mandates in education, science and culture. A particular focus of the presentation will be on activities being undertaken by the Canadian Commission for UNESCO (CCUNESCO) that (a) remember and celebrate the Black history and culture, (b) advance public policy thinking, and (c) foster knowledge sharing between Black Canadian and African or African-diaspora thinkers and academics. A CCUNESCO network critical to achieving the objectives of the International Decade is the Coalition of Inclusive Municipalities, which works at the local level to fight racism, discrimination and xenophobia.

### Kayode Akomolafe

**Investigator, Systemic Initiatives, Saskatchewan Human Rights Commission**

**People and Human Dignity – Human Resources and Canada's Future: Immigration, settlement and integration that is in harmony with Indigenous Peoples and established communities.**

**Bio:** Kayode Akomolafe was called to the Bar as a Barrister and Solicitor of the Supreme Court of Nigeria in 1995. Thereafter, he practiced as an Associate in the law firms of G.O.K Ajayi & Co. (1996-1999) and Aluko & Oyeboade (1999-2002). Subsequently, he worked in the Law Firm of O. A. Akomolafe & Associates from 2002 to 2015 where he advised and represented a wide range of clients on commercial transactions, company law, family and matrimonial law, land law and criminal law. Kayode recently joined the Saskatchewan Human Rights Commission as an Investigator, Systemic Initiatives, becoming part of a vibrant team that is working on several far-reaching human rights initiatives across Saskatchewan.



### Abstract

Canada is one of the leading countries in the world with a robust immigrant-friendly policy. Often however, the experiences of immigrants in Canada do not match their lofty expectations owing to a disconnect between the settlement and integration of immigrants. It is believed that rather than certain policies enabling immigrants to effectively settle and become integrated in their adopted country, they frustrate immigrants. The experience of indigenous peoples and established communities, particularly African Canadians, is examined here. It is proposed that in addressing the human rights concerns raised by this, it is important to adopt a systemic approach that utilizes empirical evidence to ascertain the discriminatory consequences of the ineffective/insufficient settlement and integration processes. As such, rather than wait to solve human rights infractions when they occur, the incidence of human rights violations in this sphere would be substantially reduced, if not completely obviated

## SESSION III

### Host: Rhonda Rosenberg

Executive Director, Multicultural Council of Saskatchewan

### Hon. Minister Gene Makowsky

Minister of Parks, Culture and Sports Saskatchewan

**Saskatchewan Government's Initiatives and Strategies addressing the social cost of historical and persisting oppression based on perceived "race", gender and religious differences**

**Bio:** Gene graduated from the University of Saskatchewan in 1996 where he received his bachelor's degree in education with distinction. He is best known for his 17 years playing offensive line with the Saskatchewan Roughriders. He was named the CFL's Most Outstanding Lineman twice, a CFL All-Star five times and helped lead the Riders to a Grey Cup in 2007.

In the off-season Gene worked as a substitute teacher in the Regina Public School System and always attended as many charity and community events as possible. In 2008, he was hired by the provincial government to work with minor football to help aspiring players at the grassroots level in Saskatchewan excel on the football field. Human Rights Code.

Gene was first elected to the legislature in 2011 and was re-elected in the 2016 provincial election. He has served as Deputy Whip, and as Legislative Secretary to the Minister of Parks, Culture and Sport (Recreational Initiatives). He was previously chair of the Standing Committee on Economy, as well as a member of the House Services committee and the Crown and Central Agencies committee.

Gene currently serves Saskatchewan as Minister of Parks, Culture and Sport, Minister responsible for Saskatchewan Liquor and Gaming Authority, and Tourism Saskatchewan.

Gene and his wife Tami call Regina home with their three boys, Nicholas, Ryan and Blake.



### Rhonda Rosenberg

Executive Director, Multicultural Council of Saskatchewan



**Recognizing and Rejecting Racism in a Multicultural Context**

**Bio:** Rhonda Rosenberg has been working with the multicultural community in Saskatchewan since 1995 in a variety of roles. She has been the Multicultural Council of Saskatchewan (MCoS) Executive Director since 2009, bringing expertise and experience in multiculturalism, anti-racism, education, youth leadership, experiential education, cross-cultural education, non-profit management, and policy governance. Rhonda has worked intensively using transformative drama with youth and adults to explore racism and discrimination and find opportunities for positive change.

Prior to joining MCoS, she was the Executive Director of the Saskatchewan Association for Multicultural Education (SAME), Youth Leadership Coordinator at the United Way of Regina and a teacher/counsellor at Cornwall Alternative School. Before moving to Regina, Rhonda taught at Reindeer Lake School in Southend, Saskatchewan.

Rhonda obtained a Bachelor of Arts in Humanistic Studies with a concentration in International Development from McGill University, and furthered her education with a Bachelor of Education and a Certificate in Outdoor and Experiential Education from Queen's University. [exec@mcos.ca](mailto:exec@mcos.ca)

### Abstract

This brief presentation will cover the five streams of multicultural work, race as a social construct, four types of racism & examples, and the impacts of racism.

### Flo Frank

Common Ground Resource Group/ SaskCulture



**Culture, Positive Self-Identity, Equality of Human Dignity and Social Cohesion**

**Bio:** Flo is a highly skilled consultant, trainer, facilitator and community development specialist. She helps groups, organizations and governments get from where they are to where they want to be. Flo has an outstanding background in community development, organizational capacity building, strategic planning, community engagement, human resource development, partnerships, marketing, stakeholder consultations, feasibility studies and evaluation. Her post-secondary education includes degrees and advanced studies in Community Development, Adult Education, Career Management, Business Development and International Marketing. Other accomplishments include: owner/operator of nine successful businesses; author of 29 community-based "self-help" books/how-to guides; and one of Canada's leading specialists in community development and community engagement.

Flo evaluates designs and teaches courses at both the community and post-secondary levels; she is a fellow at Curtin University and a guest lecturer Griffith University and Charles Darwin University (Australia). She provided training to 27 countries for the United Nations; has been a senior executive in both the federal and provincial governments; served on over twenty boards of directors as Chair /Vice Chair and/or fundraising strategist; founding member of Canada's National CED network (1500 members); director - local credit union board (9 years); has strong ties to the arts/music/culture sectors. She and her partner are shareholders in their local dinner theatre, and they own and operate a consulting company, a small AV/recording studio and are founders of the Meacham Museum and Story Telling Centre.

## Abstract

Based on extensive first-hand experience working directly with cultural transition in a community development context, this session will consider what recent research indicates, provide an overview of the direction funders and policy makers are heading and take a look at community needs and opportunities. There are some strong indicators of social cohesion related to diversity, inclusivity and equity during a time of significant social and cultural changes.

### Yasin Kiraga

ED, African Descent Society of BC

**Urban Renewal Policy and its Impact on the Destruction of the African Descent Communities: Examining the Role of Provincial and Municipal governments in Vancouver, BC.**

**Bio:** Yasin Kiraga Misago, is a multi award winning young political scientist, historian, writer, Human Rights educators and advocate associated with Frontline Public Relations and the CEO/Founder of African Descent Society BC, plus a number of community and international based organizations. He holds BA in Political Science and International Relations from University of British Columbia Vancouver BC, and is recognised as a Canadian Urban Historian. He is a heritage walking tour expert in Vancouver; archivist, researcher, public speaker and event planner and has led many presentations about Universal Declarations for Human Rights, General History of Africa and UN International Decade for People of African Descent.



### Shondell Babb

B. Comm/ Associate of African Communities of Manitoba (ACOMI)

**The Role of Culture in the African Descent Manitoba Communities**

**Bio:** Shondell Babb received her Bachelor of Commerce, B.COMM (Honours) Degree in Entrepreneurship & Marketing from the University of Manitoba in 2005 and possesses over 15 years of business management experience.

Shondell has been an active community builder since her youth and contributed for years to the Black History Month Celebrations Committee Inc. She is currently a member of the Guyanese Cultural Organization – Winnipeg and is a Winnipeg, MB Ambassador for the Connecting the Dots initiative, under Black History Ottawa. Shondell held the first Naturally Gorgeous Curls Event in Winnipeg in 2017.

She is a Certified Natural Hair Consultant (CNHC) whose services and knowledge about curly hair management has been in demand since 2017. The Naturally Gorgeous Curls brand offers a selection of quality, natural, and Canadian-made hair product solutions for naturally curly hair.



## Abstract

The various ways that culture has supported positive self-identity, equality of human dignity and social cohesion in residents of Winnipeg, MB was examined. It is important that government institutions promote and work to advance human rights, since they preside over the city's diverse population. Before the 20th century acknowledging and accepting cultural diversity and inclusion weren't initiatives actively and seriously undertaken by government and public institutions in attempts to eliminate racism. Due to the need of people to gather together based on shared ideas, customs, and social behaviour many grass roots cultural organizations were started by community members themselves. Research on the various initiatives that the City of Winnipeg has implemented over the years promote diversity, as well as anecdotal stories and an exploration of the impact that having a cultural connection affects community members and creates social cohesion were explored. In essence, it is important for civic, public and grassroots organizations to all promote cultural diversity which creates a society with members who develop a positive self-identity overall.

### Becky Kuffner

Race Relations Consultant, City of Saskatoon, SK

**Shifting the Lens: Multiculturalism to Anti-Racism Education**

**Bio:** Becky Sasakamoose Kuffner is a band member of Ahtahkakoop Cree Nation. Since 2008, she has been employed as the Cultural Diversity and Race Relations consultant for the City of Saskatoon Community Development Branch. Before returning to her Saskatchewan roots, Becky worked as a policy analyst with the Canadian International Development Agency (CIDA), Canadian Partnership Branch in Gatineau, Quebec. Before her time with the federal government she spent 9 years with the provincial government as an employment consultant working on Aboriginal labour force development.

Becky continues to be an active member of Saskatoon's urban Indigenous community and is the regional representative at the National Urban Indigenous Coalition Advisory Table, as well she volunteers on various boards of directors, most recently The Legacy Ridge Foundation. She currently lives in Saskatoon with her partner and their 10-year-old daughter Ché.



## Abstract

Racism and other forms of discrimination are learned attitudes and behaviours. Eliminating discrimination, then, requires a process of "unlearning". This is a continuous journey that requires openness, commitment and a willingness to embrace discomfort as we challenge long held beliefs about racism that are often . All of us are at different stages in this process. Providing educational opportunities for community stakeholders, Council members, municipal employees, potential funders and local businesses and orders of government is an essential step in creating an understanding of the issues we are all working to address...Racism.

Anti-Racism is defined as "an action-oriented strategy for institutional, systemic change to address racism and the interlocking systems of social oppression," anti-racism education came about in reaction to pressures from local community political struggles which demanded that the Canadian government display action consistent with ideas of democracy, social justice, and equity (Dei & Sefa 1996: 25).

Often people don't want to talk about racism because they are afraid of making a mistake. – the important thing to keep in mind with anti-racist education is that it is not about guilt it is about taking responsibility for addressing and/or removing systemic and institutional discrimination. The topic of this talk is about shifting the lens through which view the social reality from a lens of diversity and multiculturalism to one that transforms us through understanding racism through an anti-racist/ anti-oppressive lens and moves into action, measurement, and evaluation of the development of a 5-year strategy.

## SESSION IV

### Dr. Christine Lwanga

(See Previous Pages)

### Olu Hassan Lead Presenters

Ph.D. Candidate, University of Regina

**Bio:** Oluwasegun Hassan is a Ph.D. candidate at the Faculty of Kinesiology and Health Studies, University of Regina. His research project is focused on the perspectives of African immigrant families on children's active living in Saskatchewan. He attained his MSc in Environmental and Public Health at the University of Salford, UK. He is originally from Nigeria where he completed his Bachelors degree in Microbiology. He teaches at the University of Regina as a sessional lecturer and also works as a research consultant with Saskatchewan in motion. In his leisure time, he enjoys being with his family and engages in recreational sports and coaching



### Abstract

ACRN-Inter-Action project explores the lived experiences of the intersectionality of oppression based on perceived 'race,' gender and religious differences within the African descent communities and that experienced in relationship with the larger Canadian society. The focus of this research was to study: a) the shared underlying patterns of oppression and its nature including how we all participate in it and; b) the health, social and economic cost of oppression, with goal to increase to establish commitment towards change in attitude and behaviour that would support change in institutional policies and program. This presentation will highlight six case examples- selected from 10 focused group discussion (FGD) with a total of 70 community leaders conducted across the three and 62 individuals - a total of 132 participants. They will be shared using anonymized names covering the depth and breadth of internal and external conflicted relationships and issues. They will also expose the intersectionality of oppression and how everyone participates in it; its impact on people's health, social and economic well-being, in addition to its impact on society as a whole. Thematic analysis drawn from the breadth of collected cases, and will expound on the health, social and economic cost and reveal dysfunctional and strategic steps people employ to cope. The session will close with some preliminary recommendations

#### Panel Case Presenters:

- Susan Kamuti-Gaitho, MSW RSW.
- Melrose Koineh, BA. Sociology and Women Studies
- Lisa Odle, BA
- Kazia Katende, Youth Worker

- Samuel Kanyoro B.A., MPA Candidate



### Melrose Koineh

BA. Sociology and Women Studies



**Bio:** Melrose Koineh was originally from Sierra Leone. She came to Canada in October 2000 because of civil war in her country of origin. Her love and passion for community work started 29 years ago. Her earlier work includes working with marginalized women and children in rural communities in Sierra Leone with CARE International. She obtained a Bachelor of Art in Sociology and Women's Studies at Memorial University of Newfoundland and Labrador. She is the Executive Director of Winnipeg Central Park Women's Resource Centre

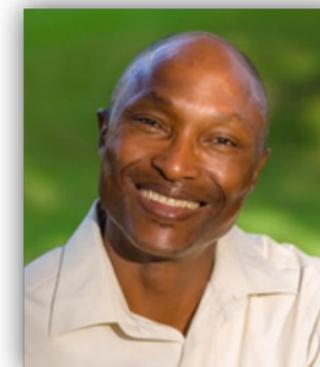
## SESSION V

### Alphonse Ndem Ahola

Ph.D. Candidate, University of Alberta

*Shifting Masculinities: The Family Life of African Men in Canada*

**Bio:** Alphonse Ahola Ndem is a PhD candidate in Cultural Anthropology at the University of Alberta. His research focuses on African men shifting to new forms of masculinity in Canada. Alphonse is a recipient of the Queen Elisabeth II Scholarship. Upon moving to Canada in 2013, Alphonse gradually realized the complexity of dwelling in another homeland for an African man. Alphonse is very involved in community work. In December 2017, he received congratulations from members of Parliament for his commitment to human rights and inclusion in Alberta. In 2018, he was awarded the dulari Prithipaul Award by the Canadian French Association of Alberta (ACFA) for his efforts to facilitate the inclusion of Francophone immigrants in Alberta.



Alphonse is the Chair of the Francophone Settlement Agency in Alberta and Chair of the Francophone Immigration Network in Alberta.

### Abstract

moving to Canada, I gradually realized the complexity of dwelling in another homeland for an African man. Faced with the Canadian social framework regarding the family and gender relations, how are Canadian men of African descent experiencing being torn between conflictual cultural trends? How are they negotiating new forms of masculinity? How can convenient abstractions about femininity and masculinity be questioned in the light of these men's experience? I study men as interacting members of their family and analyze their attitudes accordingly, the family being the primary site where Canadian standards are negotiated, contested, and creatively adapted.

A body of anthropological research examines challenges women face in the context of dominant patriarchy. In displacement, these women are said to be engaged in building family life in which they do not only play the role of the submitted party (Iacovetta and Epp 2016). How men are positioned within that social context is analysed in terms of the economic challenges they face (Simmons 2010), and the difficult relationships they may have with family members (Caarls and Mazzucato 2015). Little attention is paid to men's voices regarding their challenges, how they perform new acts of masculinity, drawing both on their cultural background, and on dominant Canadian standards. This study attempts to fill this void. It theorizes the intersectionality of multiple sets of norms and investigate how diacritic practices of men in displacement inform adjustment strategies and unrepressed willingness to survive a system that seems to leave little room for values other than those of the mainstream.

Room Riddell Centre RC 50

## Nancy Eleanor Reeves

**Ph.D. student at Memorial University, St. John's, an Educator and Counselor with Newcomer families in Ontario**

**Promoting knowledge of human rights as a tool for the preservation and exercise of social, political, economic, cultural rights and freedoms of migrants of African descent in Canada**

**Bio:** Nancy is a Registered Social Worker, Clinical Therapist, Educator, Scholar and Human Rights Advocate. She completed her Bachelor of Social Work (BSW) in Gerontological Social Work and Disability Studies, and her Masters of Social Work (MSW) in Social Service Administration, Social Policy, Program Planning, Development, Monitoring and Evaluation. and, an international social work field experienced as a project Social Worker in Southern Africa, Gaborone, Botswana. Both of her degrees were received from the University of Manitoba.

She is presently completing her PhD at Memorial University with a research focus on, the trauma of war specifically; to Liberian refugees who settled in the Gomoa-Buduburam Refugee Camp in Accra, Ghana, and its implication for Social Work Education and Practice.



## Abstract

It is said that knowledge is power. Canadian society prides itself for the existence of a powerful piece of legislation called the Charter of Rights and Freedoms under which Human Rights Commissions have been set up across the country to promote and/or ensure that the rights and dignity of ALL residents of Canada are protected. For many Canadians of African descent, especially new immigrants and refugees, these "rights", enshrined in the Charter of Rights and Freedoms, do little to ameliorate the abuse, discrimination and marginalization that they are subjected to everyday of their lives in Canada. This is because they have little to no knowledge of the "rights" that are supposed to be guaranteed for ALL residents of this country and the "protections" they are supposed to offer them. The question that is posed here is: how can an already marginalized population group "enjoy" certain "rights" and "protections" of which they have little or no knowledge.

This presentation presents case studies of 5 racialized individuals (Immigrants) of African descent living in Canada on how their rights and freedoms supposedly guaranteed them under the Charter of Rights and Freedoms in Canada, were violated in Institutions of Learning and Workplaces. Recommendations are offered on the critical role that Human Rights Commissions across the country should play in a pro-active way to educate newcomer communities on the exercise of these "rights" and "freedoms" guaranteed under the Charter of Rights and Freedoms.

Room Riddell Centre RC 50

## Anna Bajpai

**Master's Degree in Education**

**Through Critical Thinking and Empathy to Equality.**

**Bio:** Anna Bajpai – is the Anti-Racism Coordinator with Multicultural Council of Saskatchewan. Anna holds two master's degrees, one of them in Education. Back in her home country Anna was a teacher and an artist. In Canada she expanded her knowledge and became a Violence Prevention Educator and worked with the Canadian Red Cross' RespectED and YWCA's Y's Kids – Children Exposed to Violence. She took to activism in 2010 through her involvement with the UR Pride Centre for Sexuality and Gender Identity and through her university experience. Anna believes in life-long learning and continuous change through stepping out of her comfort zone.

## Abstract

As a society we are all interconnected, and all bear the costs of inequities and oppression. These costs range from economic, to psychological and physical health related, they are tied to identity formation, and affect the underprivileged and privileged groups alike. There have been attempts made to mitigate these costs and bring equality for the marginalized groups, which include people of different race, class, gender identity, sexual orientation, religion, and ability amongst others. And yet, discrimination and violence are on the rise. Anti-bullying programs have been implemented since the 1980s to remedy the situation at schools. How is it that these programs are only deemed as moderately successful? To fully understand this, the programs need to be viewed through the lenses of critical pedagogy. It is the critical pedagogy and feminist philosophies that can offer a new approach and help educate and empower the students from a young age, providing them with critical thinking, knowledge of psychology, social history, systemic rules, and empathy.

Furthermore, the change needs to be reflected on a curriculum level not as workshops and performed by partisan teachers. There needs to be provision and great effort to train new teachers, so that the monolithic education system can be shifted, reimagined, and changed. This education must reach students and adults of different backgrounds. Only such a complex approach may provide for a mass change rather than activation of individuals.

Room Riddell Centre RC 5286

## Hasanthi Galhenge

**Director, Cathedral Area Co-operative Daycare**

**Promoting Respect of Diversity and Positive Self-identity from an Early Age**

**Bio:** I have been the Executive Director of the Cathedral Area Co-op Daycare for 7 years and worked in the field of early childhood education for 17 years. I have a Diploma in Preschool Education as well as a Diploma in Early Childhood Education (ECE) Level III. In addition, I have experience working as a management trainee.

As an educator I believe that every child is unique and matures at his or her individual pace. My duty is to identify, respect and appreciate this uniqueness and create a nurturing learning environment with a rich variety of opportunities for growth.

One of our strengths is that we celebrate diversity at our daycare. The bitter and sweet experience I have had as an immigrant and the benefits and challenges my staff and I have faced motivated me to introduce multiculturalism to the daycare.



## Mackenzie Sawchyn

**Board President, Cathedral Area Co-operative Daycare**

**Bio:** I work as a High School Guidance Counselor and Learning Leader with Regina Public Schools. I have a bachelor's degree in Education and a Master's degree in Education Psychology. I have over 14 years of experience working with students in a variety of settings including learning disabilities, learning resource, outdoor school, mainstream and supported classrooms, and student support services. In my volunteer work as the Board President, I am fortunate to be able to bring my knowledge and work with families and children into the daycare to support the wonderful work that the staff and Executive Director do.

The strength of this daycare centre is its commitment to quality care that meets the needs of the whole child and celebrates each unique child. Over the last 4 years I have watched my son develop and grow emotionally, intellectually and spiritually because of the care, attention and quality programming the Cathedral Daycare provides each day.



## Christine van der Merwe

**Research Assistant & Education Consultant ACRN-IAP Project**

**Bio:** As Coordinator of Education with the RCMP Heritage Centre, Christine had the opportunity to explore and teach aspects of multiculturalism as related to Indigenous communities, newcomers, settlers, government and policing in Saskatchewan. Her role as Education Coordinator with the Multicultural Council of Saskatchewan and subsequently as Consultant and Research Assistant on the ACRN-IAP Project provided her the opportunity to travel throughout Saskatchewan to deliver Anti-Racism and Anti-Oppression workshops. She holds a BA (Honours) degree in Psychology from the University of Pretoria in South Africa where her family moved from Holland when she was a seven-year-old.



## Abstract

"It became apparent- the need for multicultural education during the early years after seeing a child shy away from touching an educator who was Nigerian. Her lack of understanding and experience lead her to believe that the educator's skin would rub off on hers." When is it too late? Have we already done the harshest of damage to the youngest, most vulnerable in our communities by harming their ability to survive, to grow, and to reach their fullest potential? We want our children to become adults who promote the values of equity, acceptance and respect for diversity that are indispensable for safe and healthy democratic societies. Therefore, we must create environments in which they can develop their skills, their sense of responsibility and most importantly, their self-confidence. Good quality education is every child's right, because the monstrous effects of racism, discrimination and intolerance affects most those who depend on us to safeguard and provide a safe environment in which they can thrive and grow into healthy adult life.

We can learn from initiatives already strongly underway in our community in Regina. Adhering to Nelson Mandela's teaching that "Education is the most powerful weapon which you can use to change the world", the Cathedral Area Cooperative Daycare provides a safe and stimulating educational environment where every child experiences the power of respect for diversity in the development of their own wholeness and intersectional being.

## SESSION VII

## Carol LaFayette-Boyd

**ED Saskatchewan African Canadian Heritage Museum (SACHM)**

**The History of People of African Descent in Saskatchewan  
Lift Up Your Voice and Sing,**

**Bio:** Carol LaFayette-Boyd is trained as a psychiatric nurse and was a registered social worker. Carol retired in 2005 after 33 years with the Saskatchewan Government in Social Services and Corrections and Public Safety. She is a Masters track and field athlete having taken up competition in 1992. She is an inductee in the Regina Sports Hall of Fame (2014) and Canadian Masters Athletics Hall of Fame (2012). Carol is the family historian and has been working on their genealogy since 1982. Carol has been active with the Saskatchewan African Canadian Heritage Museum (SACHM) board since 2005; and currently works as the Executive Director



## Yasin Kiraga

**ED, African Descent Society of BC**

**The History of People of African Descent in British Columbia since 1858 (See Previous Pages)**

## Frank Indome

**Past Chair African Canadian Community Organizations of Manitoba Inc (ACOMI)**

**The History of People of African Descent in Manitoba**

**Bio:**  
Place of Birth: Ghana  
Education: MSc.  
Present Occupation: Information Technology  
Community Involvement: Member of the Ghanaian community.



2nd Panel Presentations and Discussion

## Julialynne Walker

Director, Africa & Diaspora Development

One Human Race

**Bio:** Julialynne is well-known as an international hero who lived for 15 years in South Africa working on many fronts -- with the Nelson Mandela Children's Fund and the Orphans and Vulnerable Children Directory Project, to name a few. She served as a Technical Expert in 2011 and 2012 for the Sixth Region of the African Union, working to develop draft recommendations presented to the Heads of State and as a guest at the adoption of the Programme of Action in May 2012. She is a member of the International Black Women's Congress, who awarded her the 2013 Oni Award as someone who protects, defends and enhances the general well-being of African people.

Currently, Julialynne lives in Columbus and is CEO of Africa and Diaspora Development Linkages (ADD Linkages), an organization whose mission is to focus on "strategic interventions at the intersection of development and culture while addressing the needs of marginalized populations through social entrepreneurship." The organization provides support networks for "Diasporans who repatriate to the African continent or desire skills transfer placement"; creates and promotes "positive culture and development initiatives for Global Africa"; and "provides constructive input in significant exercises that address culture and empowerment of Global Africans."

## Dr. Amr Henni

President, Multi-Faith Saskatchewan

Multi-Faith

**Bio:** Dr Henni is currently the Acting Dean and a Professor of Industrial Systems Engineering at the University of Regina.

He has published more than 100 peer-reviewed journal publications as well as 10 book chapters and has made more than 60 conference presentations. Dr Henni has over 25 years of experience in the area of carbon capture, produced water treatment, pipe-soil interactions, enhanced heavy oil recovery, and wind turbine simulation. Fluent in English, French and Arabic, Dr Henni is the President of Saskatchewan Multifaith and led, for many years, the Regina Multifaith Forum and Muslims for Peace and Justice. He is one of the co-founders of the Huda School in Regina.



## Abstract

In the 21st century, regardless of where we live, the concept of global village presents many opportunities but also major challenges. Multi-Faith-Saskatchewan (MF-SK) was established to assist local multi-faith groups to promote understanding, appreciation and acceptance of the diverse faith communities. MF-SK aims at assisting multi-faith groups in eliminating prejudices that hinder the development of a just and harmonious society. MF-SK made it a priority to always have representatives from visible minorities and females in leadership positions. MF-SK promotes religious tolerance (Prayer in legislative assembly, World religion day, Tent of Abraham, Open tent of compassion, support letters and rallies for Jews in Pittsburgh, Muslims in New-Zealand, Christians in Sri Lanka, Visual art project, and Health care initiatives). It participates in anti-racism campaigns (#MarchOutRacism), promotes cultural diversity (multicultural video production, Sikh parade) and protection of mother Earth (Earth day celebration and Sacred space project). Members are strongly encouraged to participate in the Queen city Pride festival. The association sponsors many refugee families and helps people in need (Food bank donations). Members helped Muslim female refugees without income overcome their situation. Members of MF-SK reject the idea that their religious traditions are gender unequal. They have established solid antiracist traditions and work harmoniously with different faiths (Workshops and Fair and North American Interfaith Network conference). In their actions, multi-faith members will always seek common ground, demand respect for all religious beliefs, promote gender-equality, reject any type of oppression, promote civility and resist social polarization. All over Saskatchewan, members are making changes in their communities by offering workshops, speaking at different educational institutions and organizing open door events in places of worships and community centers for the general public.

## Kripa Sekhar

ED, South Asian Women Centre, Toronto

Gender Equality

**Bio:** Kripa Sekhar is presently the Executive Director of the South Asian Women's Centre (SAWC) and former co-chair for the Metropolitan Action Committee on Violence Against Women and Children (METRAC). Kripa's vigilant dedication to the integration of women's diverse experiences and perspectives in her analysis and every aspect of her work is well known nationally. Her reputation as a champion for the inclusion of diverse, marginalized and overlooked women's voices is one that well established. Prior to coming to Toronto Kripa worked as the Provincial Coordinator for the Saskatchewan Action Committee on the Status of Women. She has worked extensively on issues related to all women, but in particular to Indigenous and immigrant/refugee women.

As the Executive Director of SAWC, the only South Asian women's organization in Toronto, she continues to work with a broad diversity of women, women's groups and other social justice organizations locally, provincially, nationally and internationally in a number of areas including: immigration and settlement, anti-violence, anti-racism, labour, education, poverty and public policy. Additionally, as ED, Kripa has initiated some groundbreaking projects- such as the SAWC sewing collective, a project aimed at providing low income women with skills and economic training to establish a sewing co-op. SAWC is also the first agency to examine the parallels between Forced Marriage and Human Trafficking. Further, through her media and political outreach, as well as the work done by SAWC, Kripa continues her commitment to women's issues and the needs of marginalized communities, nationally and internationally.



## Abstract

The Complexity of identity, gender and colonization within the framework of Racialization  
Who am I? an East Indian, a south Asian, a brown woman who has struggled with poverty and racialization and therefore can easily carry the label survivor. Is this how I carry my identity? The questions that we need to ask are why? Have we too become part of the colonized structure that we want to breakdown? And then how do we reclaim who we are in the context of truly empowered women?

## SESSION VIII

## Shade Adeagbo

Investigator, SHRC

**The Gendered Impact of Oppression Experienced by African Canadian Women on Career Pursuits and Mental Well-Being: A Way Forward.**

**Bio:** Shade Adeagbo received an LLB from the University of Lagos in Nigeria and a BL from the Nigerian Law School after which she was called to the Nigerian Bar. During her study of Law, she was drawn to the course of human rights protection and promotion. She practiced law for a short time in Nigeria before she immigrated to Canada. Her work as an Investigator at the Saskatchewan Human Rights Commission has further affirmed her aspiration to channel her career as a Human Rights proponent. Shade is married to Emmanuel who is currently pursuing a PHD at the University of Saskatchewan. They have an adorable 23-month old daughter, Ayanfe.



## Abstract

African Canadian Women frequently report decreased employment opportunities, increased susceptibility to sexual harassment, and regular exposure to other forms of inter-personal discrimination. Current research, the lived experience reports of female colleagues, and personal experience, are used to explore the intersectional impact of gender bias on the careers and mental well-being of this group of women. By using an anti-oppressive theory lens, this session will also explore the use of human rights perspectives as a means to promote transparency in employment and address the gendered impact of oppression for African Canadian women. Strategies for confronting and overcoming these challenges will also be considered.

## Rose Kumbu

**Founder: SHE GOT IT! and owner, Rosaly's' Pan African Restaurant, Saskatoon, SK**

**Personal level development by remaining open-minded**

**Bio:** Rose Kumbu is CEO, owner and Executive Chef of Rosaly's Food Services established since 2007 in Mississauga, Ontario. Rosaly's has packaged food products sold in stores in Saskatoon, as well as the USA.

Rose Kumbu holds diploma certificated in Office Administration and Early Childhood Education, Food Handling, Safety, Event Planning, Nutrition and CPR. She has received an award from the Congolese Canadian Woman Association of Toronto, Ontario as one of the youngest African Canadian entrepreneurs and also one of 100 women to watch for award winner 2016. Rose and her family relocated to Saskatoon, Saskatchewan in 2011. Rose opened Rosaly's Pan African Restaurant in 2018, a full-service restaurant where she also offers cooking classes, party bookings, meetings, and special private events. Since opening, Rosaly's Food Services and restaurant she has participated in many community events in Saskatoon:

She is a vice president of la CECS (conseil economique et du developement de la saskatchewan ) where she has been active for the past 4 years. She is presently an ambassador for U.N.A.C (United Nations Canada) Saskatoon branch where she has been active for the past four years. An Open Door leadership and community development member, she recently founded a group of entrepreneurial women for leadership and mentorship advocacy with her first project, called SHE GOT IT.

Rose's next step is to create a platform for African descendant support in different areas of need, by providing a platform to guide families and provide a platform for the youth .

## Alphonse Ahola Ndem

**Ph.D. Candidate, University of Alberta**

**Challenges and Learning to respect diversity within the Francophone Canadian Community. (See Previous Pages)**

**2nd Panel Presentation: Community Level Conflict: Tribalism, Nationalism and other traditional practices undermining development at the individual, family and community level**

## Kiumbura Githinji

**ED, ACRN, SK**

**(See Previous Pages)**

## Titi Tijani

**African Communities of Manitoba Inc. (ACOMI)**

**Bio:** Titi is a Community Development activist; an educator, advocate for immigrant issues, an excellent collaborator and a team builder supporting the integration of newcomers in Manitoba.

She has a Bachelor's Degree in Human Ecology, family Studies from University of Manitoba-1998, and Certificates in Education (Nigeria) 1986, Community Leadership, Trainer and Conflict Resolution. Titi has worked at Manitoba Housing from 1998 to date. She is currently, the Manager of Specialized Tenant Services, supporting vulnerable population access housing and sustain tenancies. She is the current President of African Communities of Manitoba Inc. (ACOMI), supporting all African ethno- cultural community organizations build and develop capacity to support their membership; preserve and promoting African cultural heritage and promote cultural understanding in Manitoba.

Titi has volunteered in many African community organizations communities for over 20 years. She received the Government of Manitoba Spirit of a Community Builder Award in 2014



## Abstract

Initially, the Caribbean and Africans got along as they leaned on each other for support and survival. As the population grew, people began to separate into clusters from the same country or region. After a few years of harmony, issues from the homeland crept into the groups causing further divide and leading to the creations of many sub-groups and resulting disharmony and divide.

This discussion paper intends to focus on how this divide has contributed to internal turmoil and further marginalization of people of African descent in the economic and political arena in Manitoba. As well, having realized the cost of this divide, we will discuss specific strategies to undertake towards bridging the divide and, actualize and assume our rightful place in Manitoba's social, economic and political arena.

## SESSION IX

### Dr. Lynn Gidluck

Coordinator of the Community Research Unit, Faculty of Arts, University of Regina.

#### The Power of Participatory Action Research in Social Change

**Bio:** Lynn is excited to have the opportunity to help make connections between community-based organizations and University of Regina faculty members to facilitate community-based participatory action research projects. Nothing gives her more pleasure than to conduct or facilitate research that helps contribute to positive social change.

Lynn's personal research interests are varied. Currently, she is a co-investigator for a national SSHRC Partnership Grant evaluating the role and actions of Canadian grantmaking foundations in addressing issues of social inequalities and environmental challenges.

She looks forward to working with community partners from the United Way of Regina and the South Saskatchewan Community Foundation, along with their colleagues from across the country, on a number of community-based research projects addressing pressing questions they explore together.

Together with co-researcher Dr. Sonya Corbin Dwyer, from Grenfell College, Memorial University of Newfoundland, she has published numerous journal articles and book chapters on issues of race, racism and racial identity in transracial adoption. The research for her PhD focussed on funding to sport, culture and recreation, highlighting the unique collaborative governance model Saskatchewan has with Saskatchewan Lotteries. Her book *Giving Us a Sporting Chance: The Story of Sask Sport*, chronicles the history of amateur sport and its role in running the lottery system in Saskatchewan. Her first book, which traces the history of social democracy in Canada, *Visionaries, Crusaders and Firebrands: The Idealistic Canadians Who Built the NDP*, was shortlisted for a Saskatchewan book award.

When Lynn is not wearing her "academic hat" through her role with the Community Research Unit, she is a partner in a Regina-based public relations firm, Benchmark Public Relations



### Yasin Kiraga

ED, African Descent Society of BC

Community Self-Determination through Research and other Initiatives stemming from the International Decade for People of African Descent (Refer to previous pages)

### Carol LaFayette-Boyd

ED Saskatchewan African Canadian Heritage Museum (SACHM)

Individual and Community Resilience in SK (Refer to previous pages)

## SESSION X

### Rebecca Aiyesa

IAP Research Assistant, BC Team

**Bio:** Rebecca Aiyesa is a social worker with research interests in immigrants' settlement, mental health, homelessness and, substance and alcohol abuse. She worked as the ACRN-IAP Research Assistant with the project Co-Investigator, Dr. Oleksandr (Sasha) Kondrashov, Thomson Rivers University, Kamloops BC.

### Abstract

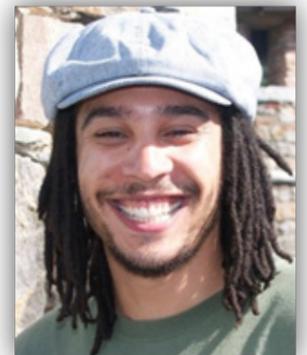
African Canadians and immigrants constitute a minority group in Vancouver, BC, Canada. We conducted a study on people of African descent residing in Vancouver who have experienced discrimination within their local community and /or the Canadian system. Our findings reveal that individuals who encountered oppression due to a perceived "race" internalised the experience. Furthermore, individuals who faced oppression at home, school or work reported a level of psychological, emotional and physical stress. Consequently, these individuals were unable to maintain healthy working relationship with colleagues, supervisors or spouses, which negatively impacted productivity level and induced financial setbacks. In this presentation, possible intervention initiatives that address oppression due to perceived "race" will be discussed.

### Desmond Williams

TRE Canada-Technical Director, Vancouver, BC.

#### Taking care of our health – Addressing Intergenerational Trauma from Oppression.

**Bio:** Desmond Williams is the Technical Director of TRE Canada and is trying to make alternative wellness practices accessible to those who want and need them most. Desmond is of mixed African Diaspora and Canadian First Nation descent and has chosen to focus on the issues of these communities.



### Abstract

Research in epigenetics has shown that trauma is passed down through our DNA. Many indigenous cultures believe it takes 7 generations to heal from Trauma. If this is all true, what can we do in the present to deal with the trauma of oppression that our ancestors faced, and that people still currently face today. A new technique can address the tone of our nervous system, reorganize muscle tension patterns and help to integrate trauma by evoking involuntary shaking called "Neurogenic Tremors". Tension & Trauma Release Exercises (TRE®) is a simple, yet effective tool to discharge the energy trapped in our bodies from aborted fight/flight responses, stressful situations and traumatic incidents. These exercises can be modified for any body and practiced with supervision and by individuals on their own, which makes it accessible to almost everyone around the world. If multiple generations en masse start to effectively manage stress and integrate trauma together, it could effectively break cycles of trauma on a huge scale.

## Tolu Llelaboye

Youth, African Communities of Manitoba Inc.

### “ACOMI: I Belong”

**Bio:** Tolu Llelaboye specializes in community development, intergenerational communication, community-based education and outreach, event planning, and youth engagement. She has worked and volunteered at length across a diverse range of organizations and with people from different ethnicities and demographics including people of colour, people of African heritage, newcomer, millennial, and Indigenous groups. Through her work, Tolu has helped to develop more inclusive and progressive programs, projects, and spaces for the companies and clients that she has worked with. Tolu has a bachelor's degree with a double major in communications and French, and a diploma in Project Management. Her work as a Project Manager has led her to take the lead on the ACOMI, I Belong initiative that is helping to rebrand and relaunch ACOMI in the local community.



## Abstract

The ACOMI, I Belong initiative is working to change the way people of African Heritage and non-Africans alike think about what it means to be African in Manitoba and how they engage in community and support community development. By holistically blending nuances of Canadian culture and African cultures together, we are seeing the African community in Manitoba unite in a way that has not been seen in decades in the province. In this, we are breaking down barriers created by tribalism, religion, culture, language, socio-economic standing, gender, and age that continue to prohibit the prosperity of so many people of African heritage around the world.

The ACOMI, I Belong project will be the largest fundraising initiative in the organizations 24-year history. This project will see the rebrand and relaunch of the organization in a rapidly changing community; through I Belong we are working towards the intergenerational and intercultural reconciliation of the African community in Manitoba; through I Belong we are working towards gaining sustainable funding that will move the organization from a Board-run organization to a fully staffed organization; and through I Belong, we are working towards raising funds to finally realize the 20-year-old dream of building the Africa Centre - the first community and resource centre for all people of African Heritage in Manitoba.

I Belong is a movement, a shift in the capacity, mindset, and opportunity of the African community in Manitoba through showcasing the power, the unity, and the voice of people of African heritage.

### 2nd Panel Presentation

## Dr. Christine Lwanga Lead Presenter (See previous pages)

ACRN-IAP Intervention Initiatives: Addressing Social and Economic Integration

Susan Kamuti-Gaitho and Lydia Nabweteme - SK  
Mentorship and Volunteering in the Social Work Field -



Rosemary Oju  
ACRN - IAP Intervention Initiative Mentorship and Volunteering in the Medical Field

Rose Kumbu and Team  
SHE GOT IT: Women Entrepreneurship and Mentorship Project ACRN - IAP endorsed Intervention Initiative.



Christine Lwanga  
Fine Option: Recognizing the power of strategically organized volunteering in strengthening individuals and communities. ACRN - IAP Intervention project.

## Abstract

The majority of lived experience of oppression shared in this research project related to incidences that undermined participants' ability to enter and / or succeed in the Canadian labour market. Participants narrated about incidences that presented as persistent denial of their abilities and/ or potential experienced at the personal level (internalized), interpersonal, institutional, religious and cultural levels. ACRN- IAP's preliminary efforts to respond to the multifaceted, dehumanizing and dynamic nature of oppression have focused on personal leadership, character development combined with mentorship and volunteerism. In this work - we use training to increase awareness of human rights values, Critical Anti-Oppressive Theory and Practice, Self- & Diversity Management - as a fluid and dynamic practice module. Based on cases that we have received so far and available resources - we have identified four pilot services areas: the social work field, medical services field, business and entrepreneurship and fine-option. This presentation will start by outlining the practice module and the mentorship and volunteering principles we have developed, and then introduce the four project service areas we have initiated.

## Anne Oserin-Pinnock and Munguakonkwa

### Mulumeoderhwa

Elmwood Community Resource Centre, Winnipeg (Room RIC 208)

#### REACH OUT! Bridging gaps through youth activity- based programming

**Bio:** Anne Oserin-Pinnock is a first-generation immigrant from the Philippines. She is the Development Manager of Elmwood Community Resource Centre (ECRC), overseeing youth, child and family programming at ECRC. ECRC is a non-profit community-based organization serving over 7000 individuals yearly with a wide range of programs. These include drop-in program, youth employment program, newcomer immigrant settlement, therapeutic counselling, adult literacy and education upgrading, afterschool programs including academic and STEAM based programs, school-age and parenting programs, and Indigenous family traditions program. Anne holds a double major degree in Political Science and International Development as well as a post-graduate diploma in International Business.



**Bio** Munguakonkwa Mulumeoderhwa is an immigrant from Uganda, originally from Democratic Republic of Congo. As a former program youth, Mungu is now reaching out to future generations as the Reach Out! Youth Facilitator, working closely with youth to build connections with each other and the larger community. Reach Out! , a program of Elmwood Community Resource Centre (ECRC) focuses on youth between the ages of 12-17. Through participative activity-based programming youth are encouraged to make informed and positive choices. Our safe supportive atmosphere aims to help youth achieve their potential and become the best versions of themselves. In addition to his work at ECRC, Mungu has also represented the voice of newcomer youth at various Winnipeg based newcomer events and newcomer youth programs and provided planning and advisory support during World Refugee Day in Winnipeg.



## SESSION XI

### Abstract

Beyond the struggle of adolescence and the discovery of themselves, first- and second-generation Canadian youth find themselves in a unique position of having an identity and culture that require them to perform a juggling act. Second generation Canadian youth are often confronted with competing expectations with respect to traditions, gender roles, religion and politics (Mokbel, 2005). Youth that have faced sustained marginalization struggle to find an identity that provides them with a sense of social status and respect.

In this presentation, the staff from Elmwood Community Resource Centre will speak about Reach Out! Youth Program. Reach Out! seeks to address the gap in services for youth through a unique wrap-around mentorship, academic, pre-employment and mental health program. Through this program, community youth, which feature a broad cross section of cultures and backgrounds, actively seek community engagement through programming. Applying an anti-oppressive, trauma informed lens, we consciously include Indigenous and cross-culture related programming involving strong connections to leaders and elders. The program provides youth with an opportunity to connect and discuss the challenges they face in developing an identity as they straddle two cultures.

The presentation will touch on using Reach Out! Life Simulation and how to address risk factors including, but not limited to a youth's perceived sense of isolation and limited opportunities, lack of belonging, and need for culturally responsive and accessible therapy through early ongoing support.

### Darrell Seib

**MACT, Director of Systemic Initiatives -SHRC (Room RIC 209)**

**Addressing Oppression/ Discrimination at Institutional and Systemic Levels: Addressing Discrimination (Oppression) in Saskatchewan (Refer to previous pages)**

### Abstract

Human rights commissions in Canada are mandated to resolve rights-related complaints and prevent discrimination that affects individuals. Since 2012, the Saskatchewan Human Rights Commission has also used systemic advocacy to address discrimination and oppression that affects cohorts of people. Section 24.h. of The Saskatchewan Human Rights Code requires the Commission to "promote and pursue measures and address systemic patterns of discrimination."

By working collaboratively with government ministries, municipalities, and community-based organizations, systemic advocacy has positively improved the lived experience of cohorts of similarly affected people. Successes include improving accessible public transportation, efforts to meet the needs of people who are D/deaf and/or hard of hearing, and addressing discrimination experienced by renters who receive public assistance.

This presentation will provide a brief overview of systemic advocacy, describe how a systemic process might unfold, and highlight several of the unique systemic solutions that have been achieved in Saskatchewan.

### Rhonda Rosenberg

**ED, Multicultural Council of Saskatchewan (MCoS) (Room RC 50)**

**Racism: Recognize it. Reject it! Empowering Community Champions (Refer to previous pages)**

### Abstract

MCoS will share what they do to engage youth and adults in understanding racism and oppression and seeing what they can do about it. Participants will have the opportunity to interact with activities.

### Dr. Joseph Mburu

**Lecturer, University of Regina (Room RC 286)**

**African Descent Canadians: Where Will African Descent Canadians Be in the Canada of the Future**

#### Bio

Education:

University of York 2010 |PhD in Political Science, Dev. & Public Policy

University of York 1998 |MSc. in Public Admin. & Development Problems

Employment

Sessional Lecturer/Assistant Professor (Term-2014)| University of Regina, Canada | 2010-April 2019

• Teaches courses in Political Science, International Studies and History

Other Work

• Presidential Aspirant| President, Republic of Kenya 2017

• Governor Candidate | Governor, Trans Nzoia County, Republic of Kenya 2017

• Assistant Secretary, International Development | Republic of Kenya, Office of the President, 1991-1999







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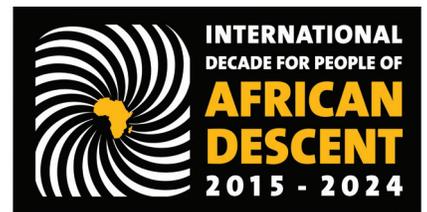
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