



NEWSLETTER
ISSUE 11
FALL 2016

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DO YOU WANT TO CONTRIBUTE?

If you have suggestions or are interested in writing an article for this newsletter, contact:

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 [@ImmigrationWR](https://twitter.com/ImmigrationWR)

www.immigrationwaterlooregion.ca

EDUCATING FOR INTERNATIONALIZATION

International Education Week takes place each year during the third week of November. With three strong post-secondary institutions and four school boards hosting international students and faculty, facilitating international learning exchanges and developing international research and other partnerships, Waterloo Region has a lot to celebrate by way of the amazing contributions of international education locally, across Canada and around the world.

International education provides for greater diversity and cultural experiences; it positively impacts learning experiences and community development; it fosters economic development; and it provides a stepping stone for the future immigration of talented, locally educated professionals into communities like this one. Through this, international education benefits international students and faculty, Canadian students and faculty, educational institutions and communities across the country.

This latest issue of our Newsletter highlights some of the diverse ways international education is being celebrated and brings impact to Waterloo Region. You will also find information about the people involved with the Immigration Partnership as well as work being done by our partners.

We hope you enjoy this issue of our Newsletter and are inspired to get involved in improving the lives of immigrants, refugees and other people in Waterloo Region.

Tara Bedard

Manager, Immigration Partnership

INTERNATIONAL EDUCATION WEEK 2016

INTERNATIONAL EDUCATION WEEK: LAURIER CELEBRATES WITH A FOCUS ON CANADA'S ENGAGEMENT WITH THE WORLD, AT HOME AND ABROAD

Phyllis Power, Global Engagement Programming, Laurier International, Wilfrid Laurier University

International students come to many of the post-secondary institutions and high schools in Waterloo Region and greatly enrich the social fabric of our schools and community. Many local students also go to study in other countries around the world. International Education Week celebrates the importance of this intercultural learning and diversity and is held worldwide every year during the third week of November.

Locally, Wilfrid Laurier University (WLU) will be celebrating International Education Week with the theme of "Celebrating Canada's Engagement with the World." The following are some of the highlights at the Laurier Waterloo campus. For more information check out students.wlu.ca/global (follow the link to "International at Home") or contact: globalengagement@wlu.ca

- **Student Clubs Global Engagement Fair** – Clubs with an international focus will display opportunities to be involved.

When: Tuesday, November 15, 10:30 am-12:00 pm,
Fred Nichols building concourse

- **International Opportunities Fair** – Exchange partners (and other academic opportunities) will be displayed for the Laurier community to learn more about international educational programs, partners and opportunities.

When: Tuesday, November 15, 12:00-3:30 pm
Fred Nichols building concourse

- **International Soup and Fry Bread** – A weekly opportunity to create and strengthen friendships over a bowl of soup with members of the Laurier community, co-hosted by Laurier International and the Special Constables.

When: Tuesday, November 15, 12:00-2:00 pm
Aboriginal House, 187 Albert Street, Waterloo

- **Campus France** – Topics to be covered include: Study in France: "Experience France", study & work opportunities. Pre-departure: visa requirements for studying in France, how to apply, types of visas.

When: Thursday, November 17, 1:00-4:00 pm

- **How to Market your International Experience Seminar** – Get advice on how to identify and communicate the competencies that you develop abroad. No international experience yet? This session will help you plan for how to make the most of your time abroad.

When: Friday, November 18, 2:00-3:00 pm
Career Centre, 192 King Street North, Waterloo

- **Ghana Culture Celebration** – Laurier's Queen Elizabeth II Diamond Jubilee Scholars from the University of Ghana and friends will host a celebration of Ghanaian food, dance and culture.

When: Friday, November 18, 4:00-6:00 pm
Global Kitchen, 102 Albert Street, Waterloo

Connect with the International Student Offices at the University of Waterloo, Conestoga College or with one of the local school boards to inquire about their programs.

UNIVERSITY COURSE BUILDS BRIDGES BETWEEN STUDENTS AND SYRIAN REFUGEES

Dr Gavin Brockett, Associate Dean of Arts: Student Affairs and Learning, Wilfrid Laurier University

Not only do our universities welcome students from around the world but universities help Canadian-born students build connections with newcomers who have immigrated to Waterloo Region from around the world. This cross-fertilization of education enriches the learning of all.

This fall, 40 students from Wilfrid Laurier University are participating in a course called 'Local Response to the Syrian Refugee Crisis' where they learn about community supports and engage with local Syrian refugee families. A central part of the course is a series of community dinners with refugee families.

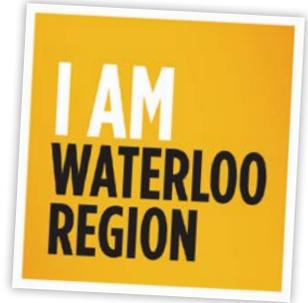
This course is a deliberate community intervention in which students become the facilitators of integration and in which they learn from refugees because the Syrian families will be teaching them Syrian cuisine and Syrian culture.



Emilia Zibaei is a fourth-year global studies student currently taking the class. "I knew that by taking this course, it would not be the typical lecture and note-taking style. In the past, Dr Brockett has integrated an interactive learning method into his courses which led me to believe that we would learn outside of the classroom, face-to-face with Syrian refugees," she said. "I wanted a different perspective into the [Syrian refugee] crisis. By growing up in Canada, you are in a very safe bubble; you can try to empathize with the struggles of refugees but it's hard to truly understand what they've been through to get here," said Zibaei.

I AM WATERLOO REGION

#IamWaterlooRegion is a celebration of the rich diversity of Waterloo Region. This public education and awareness campaign showcases people who have moved here from other countries around the world. The faces of **#IamWaterlooRegion** are people who are engaged in this community, inspire others and want to share their story.



SCILLA OWUSU-AMOAH

Scilla Owusu-Amoah is a vibrant, energetic community voice. Born in Ghana, she came to Canada in 2010 to attend the University of Waterloo (UW). Her first stop was a pre-university program for international students in Hamilton. "I learned what a double-double is" she laughs, "but also about living and learning with a diversity of people such that there was not a singular culture shock." At UW she studied and graduated with a BSc Honours in Kinesiology.

While at UW she joined the African Students Association and participated in their cultural shows. Though dance was initially a hobby, a performer was born. Scilla teaches Azonto, a contemporary communicative dance based on traditional dance from Ghana which has become a social media craze. In 2013, Scilla was part of a choreographed Azonto flash mob at the K-W Multicultural Festival and went on to teach at various schools and events. "I love the energy, the rhythm and community that builds from sharing my culture in Canada."

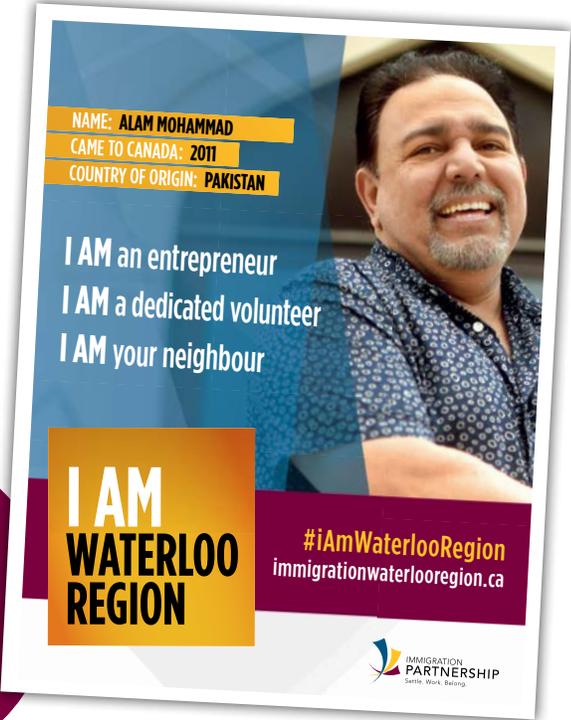
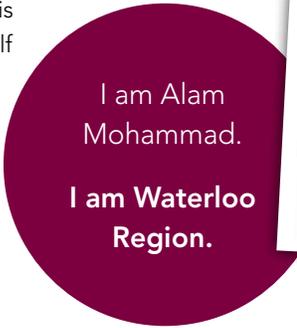
While practicing for the flash mob Scilla met Laurie Strome from the Sunnydale Community Association and Jeremy Horne from Life Change Adventures (LCA). Scilla began volunteering, offering dance workshops and mentoring youth. While continuing to volunteer, Scilla is now employed as a Child and Youth Worker with the House of Friendship and LCA.

Strome says, "Scilla gets to rub shoulders and connect with many individuals who are invested in the growth of community and the development of children and youth in the region... she fits perfectly with this society of passionate world changers."

Talking about the challenges and opportunities of coming to Waterloo Region, Scilla says, "Although I had an older sister here, it was a challenge being away from family and having to figure things out myself, especially immigration processes. Also, in Ghana work experience is not often acquired while still in school as it is here. Volunteering gave me the opportunity to make mistakes and grow with people who invested in and encouraged me."

While Scilla plans to return to Ghana one day and invest in the community she grew up in, she enjoys being part of this community. "I have learned that where you find yourself is your community and you need to invest in that present community and make change happen."

I am Scilla Owusu-Amoah.
I am Waterloo Region.



NEWCOMER PROGRAMS IN WATERLOO REGION

WATERLOO REGION DISTRICT SCHOOL BOARD

The Waterloo Region community represents a rich array of cultural and linguistic backgrounds that is reflected in the classrooms at the Waterloo Region District School Board (WRDSB). No matter which path each English language learner student may have taken to arrive at our schools, the WRDSB has programs and supports to meet their needs. Here is a brief overview of just some of the many supports and programs available:



- **Newcomer Welcome Centre** – Initial English language assessment of secondary school students and government assisted refugees.
- **School Settlement Workers** – In partnership with the YMCA Immigrant Services, these workers act as a bridge between families and schools, and provide families with key information about both the education system and community supports.
- **Secondary Programs and Support** – Four secondary schools specialize in supporting English language learners.
- **Elementary Programs and Support** – All elementary schools are assigned an English as a Second Language Contact Teacher. The WRDSB also has an Accelerated Basic Literacy Education (ABLE) program that provides intensive literacy and numeracy support for students in grades 4-8 who are entering school for the first time or have large gaps in their education.
- **International Languages Program** – The WRDSB has an extensive International Languages program for both elementary and secondary students learning languages other than English.
- **Summer School Programs** – The WRDSB provides a variety of summer school options for English language learners to improve their English language proficiency from grades 1-12.
- **Interpretation/Translation** – The WRDSB makes professional interpreters available if requested. Many board documents have been translated and are available on the board website.
- **Parent Involvement** – Many of our schools work closely with our settlement workers to provide special events or programs to not only meet the needs of newcomer students but their families as well.

For more information see www.wrdsb.ca or contact Sharon Newmaster at: sharon_newmaster@wrdsb.on.ca.

WATERLOO CATHOLIC DISTRICT SCHOOL BOARD

The Waterloo Catholic District School Board (WCDSB) provides many supports for child and adult English language learners:



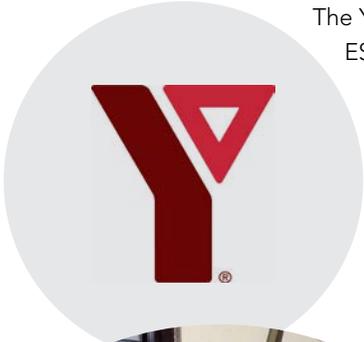
- **School Settlement Workers** – In partnership with the YMCA Immigrant Services, these workers act as a bridge between families and schools, and provide families with key information about both the education system and community supports.
- **Newcomer Reception Centre** – Provides information for students and their families, and assessment of students' English language and math skills.
- **Newcomer Orientation Week (NOW)** – In partnership with the Settlement & Education Partnership Waterloo Region (SEPWR), this program provides students with an orientation to student life, school programs and the Ontario Secondary School System.
- **ESL Student Support** – English as a Second Language supports are available at schools where newcomers require them. ESL classes are available at all five WCDSB secondary schools with a monitor teacher to provide students with additional support.
- **Student Clubs** – Offered in various schools, including the Conversation Club, United Cultures Club, etc.
- **St. Louis English Language Program** – St. Louis offers programs at eight locations in Waterloo Region where adults can learn English. Classes are offered from Literacy Level to CLB 8, TOEF/IELTS Preparation in addition to ESL for Seniors and Citizenship Preparation classes.

For more information about St. Louis English programs, see stlouis.wcdsb.ca. For information about other WCDSB programs, see newcomer.wcdsb.ca or contact Carrie Mage at: carrie.mage@wcdsb.ca.

NEWCOMER ORIENTATION WEEK PROGRAM

Nathan Metzger and Janice Tuling, YMCA

The start of the new school year can conjure many anxieties for youth starting a new school or returning to their old one. For international and newcomer youth experiencing culture shock, not knowing English and missing their friends and family back home only add to the stress and anxieties that they may already feel.



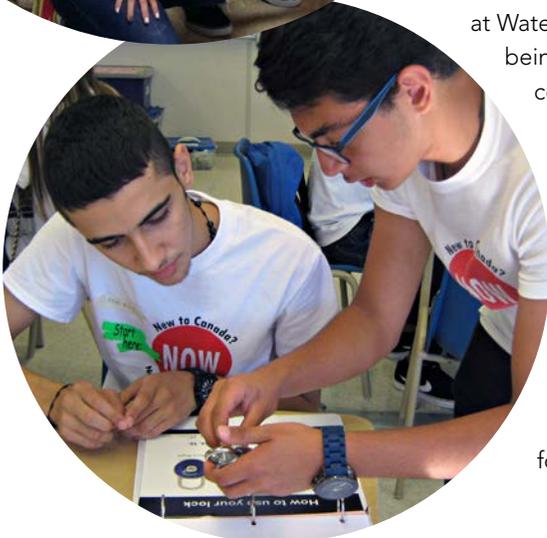
The YMCA's Newcomer Orientation Week Program (NOW) is a peer-led program in Waterloo Region's ESL magnet high schools. It is designed to ease the transition into high school by providing opportunities for newcomer youth to familiarize themselves with their schools and build relationships prior to the first day of school. Alik was a NOW participant in 2015 and remarks, "Being new to Canada, I was nervous about going to a new school and making friends. The NOW Program helped me feel more comfortable by introducing me to the school and the school system." Alik returned this year as a peer leader to support new participants in the NOW Program.

Peer leaders are selected from each magnet high school by YMCA school settlement workers and English as a Second Language (ESL) teachers and are trained by YMCA staff. They are selected on the basis of having demonstrated strong leadership skills, a deep commitment and enthusiasm and having offered to volunteer their time to support newcomers' transition into school. They spend four full days learning about leadership and cultural sensitivity, and tools such as team builders, ice breakers and specific NOW program activities such as a scavenger hunt, opening locks or "All About Me" poster activities. The training is designed to engage, empower and provide hands-on experiences so peer leaders can plan and facilitate the NOW program.



Peer leaders welcome newcomer students to their schools and facilitate the entire NOW Program, with support from ESL teachers and school settlement workers. NOW participants are taken through an intense 3-day period of learning about each other and themselves, meeting key people in the school, becoming familiar with the layout of their school, opening their locks, extracurricular activities, their schedules and course requirements. Through it all, they begin to develop friendships and a sense of belonging in their new school.

International and newcomer students really value the opportunity to settle beforehand into their school in a comfortable atmosphere. An international student from NOW 2016 at Waterloo Collegiate Institute shared, "The program helped me to relax because of being familiar with the clean and open school area, getting to know enthusiastic and conscientious training teachers and making friends with classmates with different cultures before I enter school. As a result of this, I can integrate into the school as a big family rapidly in a short time and I can start my new school successfully with ease. Above all, it can help me to extricate myself from [feeling] alone and helpless in an unfamiliar environment and heighten my confidence to have a glorious future."



The impact of this program is far reaching. Newcomer youth feel more relaxed and less anxious on the first day of school because they know what to expect, they have some friends, they know their way around school and they know where they can get support and help. Many participants return the following year as peer leaders, motivated and passionate about giving back!

CROSSING BORDERS

Katia Myers and Lynn Schulze, Crossing Borders

Crossing Borders is a group of newcomer and Canadian-born students and alumni of Waterloo Collegiate Institute (WCI) who raise awareness about newcomer issues and break down barriers between people. The team tours a multi-media performance in which youth share their stories using slides, spoken word, film, drama, documentary, dance and music. The team is very diverse with students from around the world, including refugees from Iraq, Congo, Colombia and Syria.

The Crossing Borders initiative grew out of some reflections by several WCI students. In 2008, Canadian-born student Steph van Pelt made a documentary featuring her refugee peers after volunteering alongside some WCI newcomer students. She asked herself, "Why have I never met these people before?" Then, after Gabi Flores, a refugee claimant studying at WCI, was deported to Mexico, several other students participated in a presentation which addressed the injustice they felt at her treatment and their own fears of facing a similar fate. Thus, the notion of a tour was born.

In 2014, this young, multicultural team received a generous grant from the Laidlaw Foundation which allowed them to tour to 50 locations! They developed an "Activism Activities Booklet" so others can recreate what they do. They have presented for the Harmony Movement, K-W Multicultural Festival, OISE, Community Justice Initiatives, WRDSB's Board of Directors and to Ontario school board trustees. They also lead workshops to help students start their own equity projects. They have been featured on CBC radio and in the Waterloo Region Record, and received the 2015 World Refugee Day Award of Distinction for community service from the Community Coalition for Refugee and Immigrant Concerns (CCORIC).

Audiences are moved by first-hand exposure to the lived experience of newcomers and their supporters. Audience members have said: "Thank you for telling my story," and "Every student and teacher in all the schools in the region should see this presentation." When people are affected at the level of feeling, they are more likely to answer the team's call to action which is to begin to break down barriers between people in their own lives.

Team members gain confidence and public speaking skills as they make community connections. They increase their resilience and mental health by validating who they are. One of the students, Huda Al-Obaidi, says, "After presenting my story, I realized that I am actually proud to be a refugee and I want others to see why."

Crossing Borders has been consulting, training and collaborating with others in the community including partners in the Sunnysdale community, Community Justice Initiatives, and the "I Am Rohingya" drama group as they develop programs involving newcomers. The team's goal is to expand its program to other English as a Second Language high schools in the area and to businesses to impact their inclusion practices.

This team of dynamic international students, alumni and supporters would love to see how they can help your school, church, business or organization by presenting, leading a workshop or consulting. They can tailor their support to fit your needs. You can reach them at crossingbordersprogram@gmail.com.

The logo for Crossing Borders, featuring the words "Crossing" and "Borders" in white text on a black rectangular background.

IMMIGRATION PARTNERSHIP PEOPLE

THE IMMIGRATION PARTNERSHIP STAFF TEAM

The Immigration Partnership staff team has changed a lot in the last year. We are eager to get to know and work with partners to make Waterloo Region a place where immigrants and refugees successfully settle, work and belong. (pictured below: from left to right)



DAN VANDEBELT (Community Engagement Coordinator – Settle): Dan has been involved in immigrant issues for many years – from the original Immigrants in Waterloo Region Fact Sheets, the Newcomers Waterloo Region web portal, and in various roles with Public Health and the Immigration Partnership since 2010. He rejoined the staff team in June 2016. After a short time working in Belfast, Northern Ireland, Dan has set his roots down in Waterloo Region. Dan loves biking, hiking, canoeing and making creative ideas happen in our community!

PAULINE PENG (Program Assistant): Pauline immigrated to Canada with her parents in 2001 and became a Canadian citizen in 2011. She has lived in Waterloo Region since 2007, graduated from the University of Waterloo and joined the Immigration Partnership team in January 2015. As a first generation immigrant, Pauline is glad to be part of a team that strives to make Waterloo Region a better place for immigrants and refugees.

MICHELLE MARTIN (Social Planning Associate): Michelle developed a passion for working with newcomers after doing an internship with Welcome Home Refugee House and living for six months in England and Malaysia. These experiences led her to pursue her Master of Social Work degree, specializing in community development. Michelle joined the staff team in May 2016 and brings experience in the areas of policy, program planning and evaluation. She loves being outdoors, playing sports, playing guitar, singing and being part of movements that bring positive community change.

TARA BEDARD (Manager): Tara joined the IP staff team in July 2014 after returning to Canada from Budapest, Hungary, where she lived and worked for over a decade. She brings extensive international experience in policy and program development, government relations, research and evaluation, public relations and community engagement, and is passionate about creating conditions that enable people to reach their full potential. She spends most of her down time exploring with her husband and three kindergarteners.

NORA WHITTINGTON (Community Engagement Coordinator – Work): Nora is the longest standing member of the team, having been part of the Waterloo Region Immigrant Employment Network (WRIEN) and Immigration Partnership since 2007. Nora originally moved to Waterloo Region from Kawartha Lakes to study and has been actively involved in community-oriented roles since early in her career, including Assistant Promotions Manager at AM570 and CKGL and Executive Director of Big Sisters of K-W and Area. She loves sharing time with family, pilates, hiking and is crazy about baseball and the Blue Jays.

DIANA PALMERIN-VELASCO (Community Engagement Coordinator – Belong): Diana joined the staff team in September 2016 after having volunteered on Immigration Partnership's Belong Steering Group since 2013. She was born and raised in Mexico City, lived and worked in the UK for almost five years and immigrated to Canada five years ago. Before joining the IP team, Diana worked as the Cultural Diversity Specialist at the YMCAs of Cambridge & Kitchener-Waterloo. She loves coffee, learning about other cultures and bringing people together to collectively build inclusive spaces in our communities.



TIM CALLAN, IMMIGRANT EMPLOYMENT ACTION GROUP (IEAG) CHAIR

Tim Callan is the Team Leader with Agilec, an Employment Ontario Employment Services provider located in Kitchener.

Agilec has been helping individuals and organizations for over 30 years in communities throughout Ontario. It provides free employment services and programs on behalf of the provincial and federal government. Agilec uses innovative tools, resources and services to address each client's specific employment needs and goals.

Tim began working with Agilec in 2008 after 20 very rewarding years working with youth in conflict with the law. At that time, he was working at the Cambridge Assessment Centre, meeting many individuals impacted by the economic downturn. He was frequently struck by the kindness, commitment and appreciation of services that many immigrants possessed when they were seeking assistance with their job search. Their challenges were certainly magnified by the heavy job losses felt throughout the manufacturing sector in particular, which increased competition for job seekers across the board. Tim heard their stories and they resonated strongly with him. Helping people dealing with challenging life circumstances has always been a passion for Tim.

For newcomers to Canada, securing employment is often a significant challenge. Tim is very proud of the work done by the Agilec team to help newcomers seeking employment, as well as the collaborative efforts of all local Employment Ontario service providers, with funding from the Ministry of Advanced Education and Skills Development.

Fuelled by his passion to help people overcome their challenges, Tim joined Immigration Partnership's Immigrant Employment Action Group (IEAG) in 2012. In trying to appreciate the circumstances that prevail for some newcomers, Tim is currently taking the course "Addressing Mental Health Needs of Refugees" offered through the Centre for Addiction and Mental Health. He recently committed to act as Chair of the IEAG, to bring forward its collaborative work.

IMMIGRATION PARTNERSHIP UPDATES

SETTLE

The Settle Steering Group (SSG) has been reflecting on the areas where it has had the most impact in the last three years and where it needs to continue to take action, finding that partner engagement, refugee supports and interpretation services have been a few of the areas of key impact. The community-wide efforts by SSG members and many others to welcome and resettle 1,285 Syrian refugees has taken a lot of time but has resulted in significant new partnerships, targeted programs and a more welcoming community. The SSG's Refugee Services Action Group (RSAG) continued to develop a common checklist of the items

that refugees need to cover as they settle in the community. Immigration Partnership staff and partners are involved in the new Waterloo Region Oral Health Coalition to advocate for adequate dental supports for refugees and other newcomers who may have critical needs. The SSG developed a new community award to recognize local landlords that went above and beyond to provide affordable housing solutions for recent refugees. The Waterloo Region Landlords Welcome Refugees Award will be presented at the 2016 National Housing Day celebration on November 17, 2016. The SSG recently welcomed a number of new members: Community Coalition of Refugee and Immigrant Concerns, Muslim Social Services, ShamRose for Syrian Culture, Big Brothers Big Sisters, Muslim Association of Canada/Embrace Syria, Mennonite Central Committee Ontario and Canadian Lutheran World Relief.

Immigration Partnership's collaborative actions are guided by its **Community Action Plan 2014-2016**.

WORK

The Work Steering Group (WSG) had a strong start in September, participating in the first Greater K-W Chamber of Commerce 'Business After 5' event of the Fall with partners K-W Multicultural Centre, Conestoga College Immigrant Internship Program and the YMCA Mentorship Program to encourage employers to access immigrant talent in Waterloo Region. WSG joined Communitech's Tech Jam in September to spread the word to 64 employers and almost 700 job seekers about the amazing international talent in Waterloo Region, programs that can help employers access it and programs to support immigrant job seekers. In October, WSG held a networking training event for immigrant talent in conjunction with the Chamber Business Expo, where over

250 members promote their businesses and services, which allowed immigrants to learn tips to interact successfully with local businesses and employers. WSG partners are planning a "Bridging The Gap" event in November where HR leaders will share information about hiring trends, planning for the impending talent crunch and how immigrants can better prepare for finding work, followed by a networking event allowing businesses and immigrants to connect. WSG continues to plan for another pilot of the Immigrant Talent Engagement Program (ITEP) and has been discussing alignment of the Immigrant Employment Action Group and Waterloo Region's Syrian Refugee Employment Working Group.

BELONG

The Belong Steering Group's Municipal Services Action Group is planning for further interactive presentations to adult English language learners enrolled in programs at St. Louis and Conestoga College throughout the Fall about local democracy and civic engagement. It is planning to host a Citizenship Ceremony at Kitchener City Hall in February to celebrate and welcome some of the region's newest citizens. BSG continues to roll out the [#IamWaterlooRegion](#) campaign, with new posters and stories of ambassadors being released on the third Thursday of every month.

Dianne Boston-Nyp from the Volunteer Action Centre recently became the BSG Vice-Chair. Dianne has been an active BSG member since 2013. We would also like to thank Janet Howitt for her work as the IP staff supporting the BSG and we welcome her as a BSG member in her new capacity as Executive Director for the Delton Glebe Counselling Centre.

FUTURE DIRECTIONS

Immigration Partnership (IP) is in the process of developing its next Community Action Plan (2017-2019), which sets out local strategies for ensuring that Waterloo Region is a community where immigrants and refugees successfully settle, work and belong.

A committee of five IP community partners have been working with staff to develop a comprehensive and inclusive consultation process, and to determine how best to measure the positive impact IP is having in the community.

So far, IP community partners have provided input through two surveys and facilitated meetings with meaningful discussions. Over 200 community members, many of whom are immigrants or refugees themselves, also responded to a survey to share input on the future priorities of Immigration Partnership.

Throughout 2016, IP's community partners will continue to develop Immigration Partnership's next Community Action Plan, which we aim to launch in early 2017. Watch this space for updates.

COMMUNITY EVENTS AND UPDATES

National Housing Day



Celebrate National Housing Day at an awards celebration hosted by the Region of Waterloo for those who have made a difference in our community! Immigration Partnership, in partnership with

organizations across the community, is sponsoring the "Waterloo Region Landlords Welcome Refugees" Award which honours landlords who went above and beyond in the last year to provide affordable housing solutions for recent refugees.

When: Thursday, November 17, 9:00-11:00 am

Where: Region of Waterloo Council Chambers
150 Fredrick Street, Kitchener

Radiant Ladies Night Dinner Gala 2016



Dress to impress, enjoy amazing multicultural food and dance to tunes from around the world at this

fundraising event for the Coalition of Muslim Women of K-W. This is a ladies only event. Contact cmw.kw.info@gmail.com for more information and to purchase tickets.

When: Saturday, November 19, 5:00-10:00 pm

Where: The Family Centre
65 Hanson Avenue, Kitchener

Bridging the Gap



This event is for service providers and internationally trained individuals. Human

Resources professionals from across the region will share trends in hiring, what they are doing to plan for the talent crunch, what immigrants can do to prepare for work and much more. Contact Nora Whittington (nwhittington@regionofwaterloo.ca) for more information.

When: Tuesday, November 22, 9:00-11:00 am

Where: Holiday Inn, Kitchener

Perspectives: The Best of Syrian and Canadian Parenting



ShamRose For Syrian Culture is hosting a program for Syrian newcomer parents to talk about their experiences with changes, challenges and feeling overwhelmed in their new society. Information on parenting issues will be shared. Contact Helena@shamrose.ca for more information.

When: Thursdays, November 3 to December 8

Idea Exchange Library Programs



English Conversation Circles.

Practice English conversation skills and discuss a variety of topics with experienced and friendly volunteers.

Meet new friends and learn more about your community in this free, drop-in program. For more information, call 519-621-0460.

Tuesdays: 6:15-8:15 pm, Idea Exchange, Clemens Mills
50 Saginaw Parkway, Cambridge

Wednesdays: 6:15-8:15 pm, Idea Exchange, Queen's Square
1 North Square, Cambridge

Thursdays: 6:15-8:15 pm, Idea Exchange, Preston
435 King Street East, Cambridge

Fridays: 1:00-3:00 pm, Idea Exchange, Hespeler
5 Tannery Street East, Cambridge

Kitchener Public Library Settlement Program



English Conversation Circles.

Practice your English skills while we talk, listen, learn and laugh about life in Canada. This free drop-in program is a great way to improve your English speaking skills and meet new people. Please note: There are no English Conversation Circles from December 18 to January 8.

Mondays: 1:00 pm, Central Library
85 Queen Street North, Kitchener

Wednesdays: 7:00 pm, Grand River Stanley Park Library
175 Indian Road

Saturdays: 9:30 am, Forest Heights Library
251 Fischer-Hallman Road

Women's English Conversation & Social Circle.

Practice speaking English with other women in a relaxed and comfortable environment. Child care is available for children ages 2-6. Registration is required if attending with children. Call Kristin at 519-743-0271 x230 to register. Bus tickets are available to attend this program. Please note: There are no English Conversation Circles from December 18 to January 8.

When: Thursdays, 10:00 am

Where: Central Library, 85 Queen Street

Library Settlement Partnership Program – Citizenship Information Session.

Be informed about the fees, proof of English skills, forms and documents needed to complete your citizenship process. Registration is required. Call Wasan at 519-505-2651 or email wasan@kwmc-on.com.

When: November 12, 11:30 am

Where: Forest Heights Library
251 Fischer-Hallman Road

Learn About Language Assessment.

With Coordinated Language Assessment and Referral Services (CLARS), learn about official Canadian language benchmark assessments and how to choose the most appropriate language learning options. Learn about the language assessment process and ask a language assess or your questions! Registration required. Call 519-743-0271 or visit any KPL location to register.

January 11, 1:30 pm
Pioneer Park Community Library, 150 Pioneer Drive

January 17, 7:00 pm & February 1, 1:30 pm
Country Hills Community Library, 1500 Block Line Road

Money Matters for Newcomers and New Canadians.

Free financial literacy program for new immigrants and refugees. Learn about budgeting, banking basics, credit and borrowing, RESPs and other ways to save money. Registration required. Call 519-743-0271 or visit any KPL location to register.

When: February 2 & 9, 6:30 pm

Where: Country Hills Community Library
1500 Block Line Road

Waterloo Public Library Settlement Program



English Conversation Circles.

Practice your English skills while we talk, listen, learn and laugh about life in

Canada. This free drop-in program is a great way to improve your English speaking skills and meet new people.

When: Wednesdays, 6:30-8:30 pm

Where: McCormick Branch
500 Parkside Drive

Planning for Your Future – Estate Planning.

November is Make a Will Month. Join a panel of experts for information about how you can set up a will.

When: Wednesday, November 9, 6:30-8:00 pm

Where: Main Library
35 Albert Street

Small Business Info Workshop.

This informative session will be useful for entrepreneurs and small business owners.

When: Wednesday, November 16, 6:30-8:00 pm

Where: John M. Harper Branch
500 Fischer-Hallman Road North

After Hours @ The Library.

Waterloo Public Library's annual fundraiser featuring exciting speakers and delicious appetizers. For more information visit afterhours.wpl.ca.

When: Friday, November 25, 7:00-9:00 pm

Where: Main Library
35 Albert Street