

Supporting Community Prosperity

Building community through immigration



Annual Report 2025

www.immigrationwaterlooregion.ca





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Land acknowledgement

Waterloo Region is located on the traditional territory of the Haudenosaunee, Anishnaabe and Chonnonton Peoples. This land, within the Haldimand tract, is promised to the Six Nations of the Grand River, taking in six miles on each side of the Grand River. We acknowledge the enduring presence of the Indigenous people with whom we share this land, and our shared responsibility to help realise the Truth and Reconciliation calls to action.



Photo credits: Explore Waterloo Region

A message from

our Chairs

This past year has been one of reflection and resilience for Waterloo Region. At times, our community faced conversations and tensions that tested our shared values. These moments reminded us why the work of the Immigration Partnership is so important. Guided by the 2025–2028 Immigration Strategy, we came together with renewed commitment to fostering a region where every newcomer feels welcomed, respected, and supported as they build their lives here. Through partnership, listening, and collective action, we strengthened the foundations of trust and belonging that make Waterloo Region home for so many.

Across the Settle, Work, and Belong pillars, we witnessed partners respond with compassion, creativity, and determination. They expanded access to information and services, strengthened coordination, and adapted with flexibility to emerging needs. Employers continued advancing equitable and culturally responsive workplaces, while community organizations created opportunities for connection and understanding. These efforts reflect the guiding principles of our strategy — uplifting immigrant voices, working for equity, and tailoring supports to the diverse journeys of those who join our region.

As Waterloo Region moves toward a population of one million, our shared vision of an inclusive and thriving community becomes even more vital. Immigrants contribute talent, resilience, innovation, and cultural richness that strengthen us all. We extend our heartfelt appreciation to every partner, staff member, volunteer, and neighbour who helped nurture belonging this year. Your dedication ensures Waterloo Region remains a place where people from around the world can put down roots.



Dr. Ernest Osei

Chair

Immigration Partnership Council

Trish Weigel-Green

Vice Chair

Immigration Partnership Council

A message from

our Executive Director

We are now one year into Waterloo Region's new Immigration Strategy and through another year of challenge and change. The Immigration Partnership Council, the Settle, Work and Belong Steering Groups, our working groups and amazing staff team continue to inspire me every day in the way they show up for immigrants, each other, and our community.

Together, we continued to push the needle on what it means to build a welcoming community through shared learning, collaboration, change making initiatives, and collective influence of the policies, systems and investments that impact immigrant success.

Our partners and staff worked through the realities of a significantly changing economic, social and financial landscape. Building on the staying power and foundational strength of this now 20-year Partnership, we embraced new approaches to organizational sustainability and resilience and doubled-down on collaboration and partnership approaches. We strengthened alignment with partner initiatives, launched new programs and events, and expanded engagement in existing community building initiatives.

Immigration is essential infrastructure - every year we welcome more than 10,000 immigrants to the region. The environment will continue to shift with funding changes, municipal elections, immigration policy changes, economic challenges and more, but the Immigration Partnership remains committed and focused on the future.

This year's report is a celebration of the incredible foundation of trust and relationships from which we continue to build, the investment and engagement of many partners and the growing immigrant community making Waterloo Region a better place for everyone.

With gratitude,

Tara Bedard

Executive Director



About the

Immigration Partnership

For 20 years, the Waterloo Region Immigration Partnership and before it the Waterloo Region Immigrant Employment Network (WRIEN) have united public, private, and non-profit organizations with one goal: to help immigrants succeed and our community prosper.

Through a Leadership Council and three Steering Groups focused on Settle, Work, and Belong, hundreds of partners have turned collaboration into change.

In 2025 Immigration Partnership launched a new [Regional Immigration Strategy](#) with four priorities:

-  Gather insights and evidence
-  Mobilize partners and community leadership
-  Influence decision makers
-  Build organizational resilience

This report shows the impact of these priorities in action, from sustainability efforts and research partnerships to policy wins, refugee supports, employer connections, and community welcoming initiatives.



Our mission

We equip partners to enhance immigrant success through research, mobilization, and influence.



Our vision

An inclusive Waterloo Region where immigrants thrive and contribute to shared prosperity.

Note:

This report mostly refers to immigrants. We use this term to be inclusive of everyone born outside Canada and now living, working and studying in Waterloo Region, regardless of status.



Engagement & impact

Every year, the Waterloo Region Immigration Partnership (IP) conducts a Partner Survey to understand how our collaborative work is supporting immigrant settlement and inclusion in Waterloo Region.

55
respondents

- Immigration Partnership Council
- Steering Groups members
- Staff



“This year, Immigration Partnership has acted as a stabilizing backbone at a time when needs are rising and the system is stretched. ...it has meant more coordinated supports for individuals and families, stronger cross-sector/agency relationships, and a clearer sense of collective responsibility for newcomer wellbeing.”

-IP Partner Survey respondent

PARTNERS STRONGLY AFFIRM IP'S DIRECTION

Indicators at or near all-time highs

Focused on
critical issues

Catalyst for
CHANGE

Achieving
its mission



KEY IMPACTS

-  Collaboration & connections
-  Leadership & advocacy
-  Programs supporting immigrants
-  Communication & research

COMMUNITY IMPACT

70%

Broader community
impact for immigrants

54%

Immigration is a
growing priority

62%

Impact on business
community

36%

Community is
more welcoming

IMPACT ON PARTNERS

- Individual & organizational commitment
- Increased awareness of services
- Strong referrals & collaboration
- Better understanding of newcomer needs



FUTURE FOCUS



Strategic connections,
champions & leadership



IP partner connections
& collaboration



Resourcing &
core support



Community awareness
& communications

“IP is increasingly seen as the source for related data, research, partnerships/connections, and advocacy about immigration and settlement.”

-IP Partner Survey respondent

2025

Highlights

Building a sustainable partnership

In the midst developing the Regional Immigration Strategy for 2025 and beyond, Immigration Partnership learned of significant reductions to the federal funding that has enabled the Partnership since it started. IP faced a choice and together partners decided not to scale back. Instead, a fourth priority was added to the new strategy focused on organizational sustainability and resilience.

This past year, IP Council formed a new Funding Committee which worked to develop a diversified funding strategy for the Partnership's work. This strategy includes targeted business, municipal and philanthropic engagement. Through this Committee, the IP Council recently approved a Voluntary Partner Contribution Model which is transforming challenge into shared commitment.

New investments were secured from the Waterloo Region Community Foundation, the Region of Waterloo and City of Kitchener. They compliment those made annually by established funding partners Immigration, Refugees and Citizenship Canada, Region of Waterloo, and United Way Waterloo Region Communities. All together, they are making it possible to sustain the momentum built over 20 years by partners in supporting immigrants and strengthening community prosperity by enabling IP to remain agile through policy and funding changes and sustain impact in the years to come.



Immigration Partnership Council members during an Immigration Partnership Council meeting.

Strong data, smart action

Partners involved in the Immigration Partnership want to make smart, effective change. In the last year, we built the research foundation for this work, used data to inform service improvements, advocacy and planning, and improved national immigration data capacity.

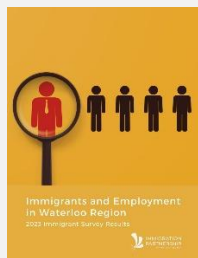
This year, Immigration Partnership formalized its longstanding partnership with Wilfrid Laurier University's International Migration Research Centre (IMRC). A recently signed Memorandum of Understanding now structures research and community engagement collaboration across the organizations. The result is a consistent research backbone for community planning and decision-making with several early successes.

Together, IP and IMRC completed a major community survey of more than 500 international students from Conestoga College, University of Waterloo, Wilfrid Laurier University, and prepared a second survey for all immigrants set to launch in Apr 2026.

Local partners used the data products and research insights to shape strategy and service plans, such as the Municipal Newcomer Strategy approved by the City of Kitchener in March 2026. IP and IMRC shared insights through national academic, policy and practitioner networks, extending local practice, evidence and impact beyond our regional borders.

The IMRC network benefits from IP's local, partnership-driven research engagement approach, while IP benefits from IMRC academic expertise and policy networks. Together, we are translating immigrant and community voices into actionable research and insights.

Explore reports
released in 2025:



Shaping policy and investments

Partners want to influence policy, systems and investments that impact immigrant integration experiences. This year, we leveraged the Partnership's collective voice to influence systems, not just react to them.

Immigration Partnership Council members held 17 meetings with regional MPs, MPPs and municipal leaders, and delegated at all eight regional, urban and rural municipal councils. Immigration Partnership also submitted two briefs to the federal and provincial budget processes advocating for investments to support successful immigration in Waterloo Region.

Leveraging data gathered from immigrants and the insights of community partnership, Immigration Partnership advocated for several community priorities:

- 🎯 A 30-year immigration plan to allow advance planning of housing, community and other infrastructure for immigrants and others as population grows.
- 🎯 Sustained investment in medical interpretation.
- 🎯 Re-funding of language training levels that meet workplace requirements.
- 🎯 Investment in proven local, immigrant-specific employment programs.
- 🎯 Sustainable funding of the settlement, health, mental health, transit and other social infrastructure that facilitate immigrant integration.

Catalyzing refugee supports

Partners want strong coordination of refugee arrivals and services. This year, the Immigration Partnership Council's Refugee Task Force continued to provide proactive, steady leadership to multi-system supports for refugees, claimants, and similar groups.

Key community partners were able to stay informed about changing arrival patterns, policies, client needs, available services and funding changes. Task Force partners were able to adjust health, education, housing and settlement services to better support refugees and other families. Through collaboration the Region of Waterloo was able to leverage significant federal funding for shelter and other services for refugee claimants.

Shining a spotlight on migrant workers

The Immigration Partnership is focused on building a welcoming community and effective services for all immigrants, regardless of their status. This year, we secured provincial funding to build supports for international agri-workers in the region.

The Settle Steering Group's Migrant Work Coalition developed a series of resources to help increase access to service among migrant workers. The Coalition also hosted Waterloo Region's first ever Migrant Worker Appreciation Event in September. Thirty-five migrant workers who support Waterloo Region's agri-food sector joined partners in Wilmot Township for food, soccer, information and conversations that matter. They learned while they connected about health care, social services, legal rights, and workplace benefits. Elected leaders including MP Tim Louis and MPPs Aislinn Clancy and Catherine Fife joined the celebration, honouring their local contributions over 30+ years. They are vital to the local economy, and this event showed them real gratitude.

At the same time, IPs Work Steering Group launched collaboration with agri-food employers and Waterloo Wellington Community Futures to understand agri-employer perspectives and begin developing resources to strengthen welcoming and inclusion for migrant agri-workers.

This first year was just the beginning. The migrant workers felt seen and partners proved they support all who power our economy. Stay tuned for next year's events.

Special thanks to the International Migration Research Centre, Canadian Mental Health Association, Kitchener-Waterloo Multicultural Centre, Occupational Health Clinics for Ontario Workers Inc., Waterloo Region Community Legal Services, Woolwich Community Health Centre, YMCA of Three Rivers, The Neighbourhood Organization, Interfaith Counselling Centre, and Mexican and Jamaican Consulates for making possible Waterloo Region's first Migrant Worker Appreciation event.



Community partners and IP staff gather at the first Waterloo Region Migrant Appreciation event.



Participants at the Mexican Consulate booth.



Participants engaged with community partners and learned about available services.

Newcomer Landlord Award: 10 years strong

While welcoming more than 40,000 refugees to Canada during Operation Syria in 2016, the Immigration Partnership launched its inaugural Newcomer Landlord Award. It honours landlords who go above and beyond renting units, making housing affordable, flexible, accessible and welcoming in ways that help immigrants start fresh.

This year we proudly celebrated a decade of honouring this spirit of generosity and compassion. The Settle Steering Group's Immigrant Housing Working Group leads this initiative to spotlight housing as a key to belonging. We gather annually as a community to honour the recipients as part of the Region of Waterloo's National Housing Day celebration on in November.

From small-scale generosity to large-scale systems change, recipients are removing barriers to housing as we grow to one million people. Over 10 years of this award, change is seen one landlord at a time. Recipients who prioritize affordability over profit, are flexible, responsive and willing to remove barriers. Landlords who provide wraparound supports, develop relationships with tenants, advocate among peers and in doing so, contribute to a more welcoming and caring community. The Newcomer Landlord Award is more than just recognition. It is engaging landlords in building the movement of belonging.

Across three categories, these landlords showed better is possible.



2025 Newcomer Landlord Award recipients, including representatives for honourees, at the National Housing Day Ceremony.

2025 Newcomer Landlord Award recipients

Small Landlord Award:

Avisekh and Satarupa Ghosh; Onder Ozsever

Large Landlord Award:

Cory de Villiers; Karen Martin

Not-for-Profit Award:

Sean Campbell, Union Co-operative Sustainable Development

Employer networking and learning

Employers are essential integration partners. Our partners want local business and immigrants to succeed through strong networks, strong workplaces and mutually successful employment relationships.

IPs Work Steering Group is driving workplace change and opportunity. A highlight this year includes building collaboration and alignment among a group of immigrant employment partners called *The Proponents - Champions for Immigrant Employment*. WSG enabled The Proponents to connect and build relationships with hundreds of employers through networking and partnership events done together with the Cambridge and Greater KW Chambers of Commerce. WSG also built direct networks and connections among more than 20 business partners and 150 jobseekers through the 18th Annual Global Skills Networking Event in Kitchener.

PROPONENTS

CHAMPIONS OF IMMIGRANT EMPLOYMENT

The Proponents include the KW Multicultural Centre's Connector Program, the YMCA's Mentorship Program, the Workforce Planning Board's Workplace Immigrant Network and Kinbridge Neighbourhood Association's Newcomer Employment Program.

This year, WSG partnered with the Workplace & Immigrant Network (WIN) to host five workshops for employers across Waterloo Region. These sessions helped them hire, onboard, and retain immigrant talent by tackling cross-cultural communication, inclusive job ads, effective onboarding, and changing immigration rules. While navigating an evolving labour market context and the growing public conversation around immigration, employers gained practical tools, learned to communicate across accents, and build welcoming workplaces that retain talent. Workshops filled fast, showing continued hunger of employers for this learning. These partnerships are win-win. Employers find talent, immigrants find opportunity and Waterloo Region grows stronger.

“Very informative and interactive presentation. Thank you for always finding such excellent presenters.”

- Workshop participant

2024 Vision, 2025 Reality: The Newcomer Work Experience Program

Immigrants often face a common barrier: employers seek Canadian work experience they have not yet had the opportunity to gain. The Newcomer Work Experience Program addressed this gap. Delivered through The Food Bank of Waterloo Region, it provided paid hands-on warehouse training alongside workplace communication and cultural orientation. The result is a stronger pathway to employment for newcomers while supporting the Food Bank's operations.

The program emerged from the Work Steering Group following an idea introduced in 2024 by Jeff MacIntyre, CEO of Grand Valley Construction Association. The group secured over \$250,000 in pilot funding from the Region of Waterloo, enabling the 2025 launch and operations through 2026, demonstrating that focused collaboration can deliver efficient workforce solutions.

In the pilot's first six months, 28 immigrants participated in paid placements at the Food Bank. Thirty percent secured employment upon completion. Participants built a sense of belonging, gained insight into Canadian workplace culture, expanded their networks, and strengthened their career prospects. "I gained both soft and hard skills through this program. It helped me better understand Canadian workplace culture and expand my professional network," shared one participant.

This scalable model has potential across industries. The Work Steering Group is focused on replicating it regionally to build diverse talent pipelines, strengthen local economies, and meet employer needs for skilled entry-level workers.



Program participants and Yivii Su, Program Coordinator, take part in hands on training at the warehouse as part of the Newcomer Work Experience Program.

Photo credits: The Food Bank of Waterloo Region

Building community welcoming

Our partners are championing initiatives that build a strong culture of welcoming and belonging, online and in real life in Waterloo Region. Belonging grows through relationships and shared commitment, in communities, neighbourhoods, schools, centres of faith, workplaces and elsewhere.

Newcomers often ask how to truly belong in Waterloo Region. Immigration Partnership Belong Steering Group uses three clear strategies:

- 🌈 Making belonging everyone's responsibility across workplaces, schools and neighbourhoods.
- 🌈 Elevating racialized and newcomer voices shaping regional priorities.
- 🌈 Partnerships coordinating anti-racism, settlement, and inclusion region-wide.

Leaders from municipalities, community organizations, and residents with lived experience work together. They advance an Anti-Racism Framework. They elevate newcomer voices in policy. They respond to anti-immigrant sentiment through community dialogue. They address systemic racism within their own organizations.

This year BSG hosted the third regional celebration of Welcoming Week: 35 organizations welcomed hundreds of residents to engage in acts of welcome through 40 events. This annual celebration is growing as a local and global movement. IP was especially pleased this year to offer micro-grants to six grassroots partners to participate, in partnership with the Waterloo Region Community Foundation.

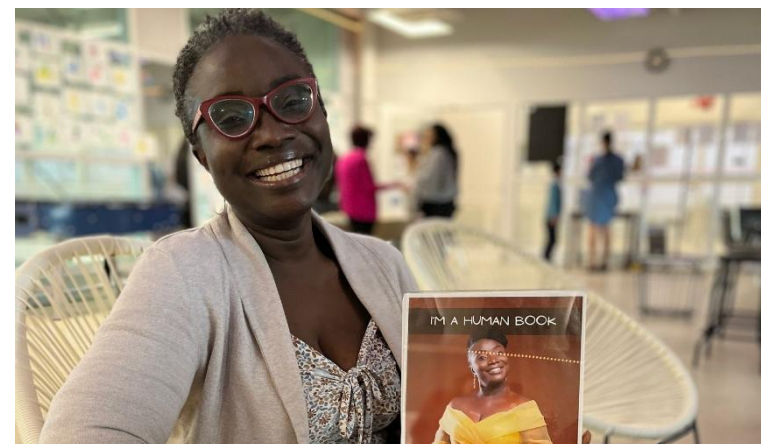
Through the May Multicultural Connections event which welcomed 25 organizations and 150 attendees to the YMCA in Cambridge, BSG raised the profile and connections of ethnocultural organizations and leaders. These efforts build social cohesion and reinforce Waterloo Region's welcoming.



Community partners at IP's Community Forum and commemoration of the International Day for the Elimination of Racial Discrimination.



Community partners at the Multicultural Connections event hosted at YMCA in Cambridge.



Kokui Appiah participating as a Human Book in the Multicultural Connections event.

Waterloo Region Migration Film Festival: Stories that build belonging

Immigration Partnership partners are building a regional community that is supportive of immigration, where immigrants are connected and can engage. The Waterloo Region Migration Film Festival is one of the Belong Steering Group's feature projects. Through 12 screenings, library and other partners invited residents in Cambridge, Kitchener, Waterloo and Ayr to build mutual understanding, empathy, and connection across cultures and communities through film.

In its ninth year, the 2025 Festival showcased "A Dream Called Khushi" which profiled Rahima Khushi's journey from Rohingya refugee camps in Bangladesh to community leadership in Waterloo Region where she now lives, works and studies. From refugee camp survivor to volunteer interpreter and settlement guide, her resilience shows education's power when welcoming communities step up.



“Through this opportunity, the Rohingya story reached audiences across the Waterloo Region and encouraged meaningful conversations about displacement, identity, and justice. The festival also allowed me to advocate for my community and engage in thoughtful dialogue with community members and local leaders. This experience amplified Rohingya voices and stands as a strong example of how the Waterloo Immigration Partnership successfully promotes awareness, inclusion, and understanding through powerful storytelling.”

- Rahima Khushi

Rahima Khushi and BSG members at the closing event of the Waterloo Region Migration Film Festival.

2025 by the

Numbers



+70
partners



77

working groups
meetings held



+60

collaborative events
across the Region

22

steering group and
councils meetings held



+10K

hours of collective work



+4,400

participants engaged

Together, we are the Immigration Partnership

Funders:



Partners:



Our partners & funders

Immigration Partnership thrives through strong community collaboration. Our partners bring knowledge, experience, and action that help turn shared priorities into real outcomes across Waterloo Region. Together, we are building stronger connections across sectors and supporting a more inclusive and welcoming community where shared prosperity can be achieved for all residents.

Special thanks to our funders for their generous support of Immigration Partnership and its work in the community: Immigration, Refugees and Citizenship Canada, Region of Waterloo, United Way Waterloo Region Communities, Waterloo Region Community Foundation and City of Kitchener.

Council

Dr Ernest Osei (Chair), community member
Trish Weigle Green (Vice-Chair), Conestoga College
Tracey Hare Connell (Past Chair), The Coaching Co.
Charlene Mak (SSG Chair), International Student Advisor Group & Wilfrid Laurier University
Ian McLean (WSG Chair), Greater KW Chamber of Commerce
Paulina Rodriguez (BSG Co-Chair), City of Waterloo
Zohra Wali (BSG Co-Chair), City of Cambridge
Brian Kamm, United Way Waterloo Region Communities
Dauda Raji, House of Friendship
Katherine Peterson, YMCA of Three Rivers Immigrant Services
Lucia Harrison, Kitchener Waterloo Multicultural Centre
Michael Doroshenko, community member
Murray Gamble, The C3 Group of Companies
Peter Sweeney, Region of Waterloo, Commissioner, Community Services
Conal Vaughan, Immigration, Refugees & Citizenship Canada (ex officio)

Andrea Hopkins, Ontario Ministry of Tourism, Culture and Sport (ex officio)

Alumni: Shannon Markle, Cambridge Public Library; Brittney Emslie, KW Multicultural Centre

Settle

Charlene Mak (Chair), International Student Advisor Group & Wilfrid Laurier University
Zeri Zigeta (Advisory Chair), Kinbridge Community Association
Ana Luz Martinez, Tera Dargavel, and Tara Kleinsteuber, Kitchener Waterloo Multicultural Centre
Angie Pham, Imtenan Abd-El-Razik and Jennifer Ardon, Waterloo Region Community Legal Services
Arwa Mawad, Women's Crisis Services of Waterloo Region
Asma Alwahsh, Canadian Arab Women's Association
Babur Mawladin and Bashir Shahbaz, Reception House Waterloo Region
Ben MacBride-Smith, Michele Breault, and Sandra Kuppek, St. Louis Adult Learning and Continuing Education
Brenda Okoree, Kind Minds Family Wellness

Brittany Bridge, Kristine Marchetti, Manahel Polis, Nikolett Agoston, and Sheryl Mascoll, Region of Waterloo
 Carolyn Beukeboom, The Centre for Family Medicine
 Chuck Myke, KidsAbility
 Dauda Raji, House of Friendship
 Deb Engel and Emily Gray, Camino Wellbeing + Mental Health
 Diana Wiles, Heart of the Region
 Duaa Al-Aghar, Muslim Social Services
 Eliseo Martell, community member
 Engin Sezen and Jenna Hennebry, Wilfrid Laurier University
 Faduma Musse, Somali Canadians Association of Waterloo Region
 Hoda Ghonim, SHORE Centre
 Isaiah Ritzmann, The Working Centre
 Jean De Dieu Basabose, Collège Boréal
 Julie Vu and Laura Stoutenerg, Conestoga College
 Lidia Gomez, English at First
 Lily Adams, YMCA of the Three Rivers
 Linda Terry, Age Friendly Waterloo Region Network
 Madeleine Kong, Kitchener Public Library
 Mayada Abou Warda, Community Healthcaring Kitchener-Waterloo
 Olabukonla Mise, City of Kitchener
 Paula Marshall, Mennonite Central Committee Ontario
 Priscilla Muzira, Thrive HIV Prevention + Support
 Shelley Campagnola, COMPASS Refugee Centre
 Siba Al-Khadour, Levant Canada
 Wisam Osman, Coalition of Muslim Women KW

Work

Ian McLean (Chair), Greater KW Chamber of Commerce
 Sheila MacIntosh, (Vice Chair), community member
 Anna Scribner, Region of Waterloo (Ec. Dev)
 Caroline Nessner and Naudia Banton, Waterloo Region Small Business Centre
 Charlene Hofbauer, Workforce Planning Board of Waterloo Wellington Dufferin
 Dominique Charbonneau, City of Waterloo (Ec. Dev)
 Eltag Elkhaila, Kitchener Waterloo Multicultural Centre
 Isabel Vankuik, Scotiabank
 Jonathan Hendel, Region of Waterloo (Ec. Dev)
 Jordyn Leith, Wilfrid Laurier University
 Katrina Michielsen, Conestoga College
 Kristen Chuop, University of Waterloo
 Laura Pearce, City of Cambridge (Ec. Dev)
 Marsha Schlueter, YMCA of Three Rivers
 Mohamed Bille Hassan, Camino Wellbeing + Mental Health
 Robert Milmine, Region of Waterloo, Employment Ontario
 Roberto Villamar, My Concierge
 Sue Benoit, community member
 Tamim Hamidi, EmployNext (Serco)
 Yivii Su, Foodbank of Waterloo Region

Belong

Paulina Rodriguez (Co-Chair), City of Waterloo
 Zohra Wali (Co-Chair), City of Cambridge
 Abby Cooper and Denise Dickieson, Hearts Open for Everyone

Alex Allen, Hospice WR
 Ana Lagos and Tara Kleinsteuber, Kitchener Waterloo Multicultural Centre
 Aoussaf Arrout, Kinbridge Community Association
 Arcy Canumay, Sustainable WR Travel Wise
 Asma AlWahsh, Canadian Arab Women's Association
 Babur Mawladin, Reception House Waterloo Region
 Brooke Giles, Region of Waterloo Library
 Catherine Jepson, Volunteer WR
 Cheryl Faria, Cheryl Grove, Julia Nosova, Maritza Yawching-Robertson, Nikolett Agoston, Sheryl Mascoll and Umi Mohammed, Region of Waterloo
 Emily Jaarsma, Greenway-Chaplin Community Centre
 Fadhilah Balogun, CCORIC member, African Women Alliance of Waterloo Region
 Fauzia Wafai, community member
 Fidelia Ukueje, Nigerians in the Region of Waterloo (NIROW) & Region of Waterloo
 Jennifer Sullivan and Mary Dowhaniuk, City of Kitchener
 Julia Gingrich, Waterloo Public Libraries
 Kathilee Porter, Ella
 Kristine Allison, Engage Rural Collaborative
 Linda Rodrigues, Langs
 Lisa Leachman, Cambridge Food Bank
 Lisset Jacinto, YMCA of Three Rivers – Cambridge
 Marie-Pierre Daoust, Conseil Scolaire Catholique Mon Avenir
 Maryam Farooq, Peace for All Canada
 Ravit Lechter, Waterloo Region Jewish Community Council
 Rihanat El-Alawa, Waterloo Region District School Board

Saifullah Muhammed, Rohingya Centre of Canada
 Shannon Markle, Cambridge Public Library
 Teena Paul, Camino Wellbeing + Mental Health

Working groups and alumni

Immigrant Housing Working Group:

Alexandra Petrovic, Michella Knight, Leah Connor and David Alton, Social Development Centre
 Angie Pham, Waterloo Region Community Legal Services
 Arwaa Mawad, Women's Crisis Services of Waterloo Region
 Brittany Bridge, Calep Redkop, and Michelle Baya, Region of Waterloo
 Emma Jennings, Reception House Waterloo Region
 Faduma Musse, Somali Canadians Association of Waterloo Region
 Lily Adams, YMCA of Three Rivers
 Lucas Van Meer-Mass, City of Kitchener
 Mark Willcock, Indwell
 Nicole Gow, Starling Community Services
 Nicole Pereira, Supportive Housing of Waterloo
 Priscilla Muzira, Thrive HIV Prevention + Support
 Stephanie Goertz, Waterloo Region Grassroots Response

Waterloo Region Migrant Worker Coalition

Ana Luz Martinez, Kitchener Waterloo Multicultural Centre
 Angie Pham, Ashley Schuitema, Cynthia Iheanacho, Evangelynn Chee and Imtenan Abd-El-Razik, Waterloo Region Community Legal Services
 Brian Seng-Low, WRCLS

Cynthia Mora, and Eduardo Huesco Occupational Health Clinic
for Ontario Workers
Dauda Raji, House of Friendship
Eliseo Martell, community member
Janet McLaughlin, and Jenna Hennebry, Wilfrid Laurier University
Joanne Mullen, MCLS
Lisset Jacinto, and Lilly Adam, YMCA of Three Rivers
Priscilla Muzira, Thrive HIV Prevention + Support

Language Learning Working Group

Alexandra Gottardo, Wilfrid Laurier University
Ben MacBride-Smith, Waterloo Catholic District School Board
Eliseo Martell, community member
Jean De Dieu Basabose and Lorraine Hamilton, Collège Boréal
Laura Stoutenberg and Lauren Crutchlow, Conestoga College
Lidia Gomez, English at First
Manal Skaf and Tera Dargavel, Kitchener Waterloo Multicultural
Centre
Nikolett Agoston, Saba Shafiq, and Sheryl Mascoll, Region of
Waterloo

Research & Data

Evaluation Advisory Committee:

Eliseo Martell, Grand River Community Health Centre

Yasir Dildar, Mennonite Economic Development Associates
Mohamed Bille Hassan, Camino Wellbeing + Mental Health
Daniela Seskar-Hencic, University of Waterloo
Jenna Hennebry, Kim Rygiel and Neil Amber, International
Migration Research Centre (IMRC)

Corresponding Members

Crystal Cormier, community member
Edwina Toope, Starling Community Services
Jingling Xue, Kitchener Public Library
Melissa Ryan, City of Kitchener
Shelley Campagnola, COMPASS Refugee Centre

Alumni:

Alana Banton, Brittany Bridge, and Vanessa Allen, Region of
Waterloo; Almira Hodzic, Natalie Hughes, Xiaoshuo Gao, and
Laura Stoutenberg, Conestoga College; Marian Rozman, YMCA of
Three Rivers; Brittney Emslie, Kitchener Waterloo Multicultural
Centre; Cyntia Bratan, University of Waterloo; Diane Wiles, Heart
of the Region; Isaiah Ritzman, The Working Centre; Josi Pape,
COMPASS Refugee; Lidi Gomez, English at First; Natasha Hergot,
Women Crisis Services Centre; Nermin Ozdemir, House of
Friendship



For more information or an alternative format, contact:
immigrationpartnership@regionofwaterloo.ca

<https://www.immigrationwaterlooregion.ca>



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et Citoyenneté Canada



United Way
Waterloo Region
Communities



WATERLOO REGION
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Foundation

