

RÉSEAU DE SOUTIEN  
À L'IMMIGRATION FRANCOPHONE  
DE L'EST DE L'ONTARIO

# 2<sup>nd</sup> Annual Ottawa Immigration Forum The Building Blocks of a Welcoming Community

Thursday, June 27, 2013 | 8 a.m. – 12 p.m.  
Delta Ottawa City Centre

Funded by / Financé par



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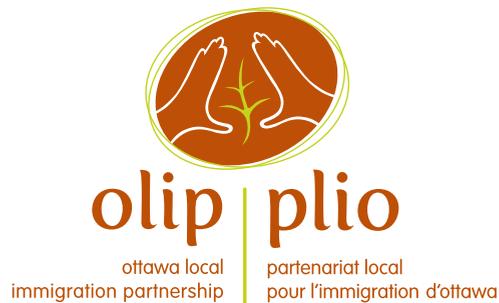
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A welcoming community isn't just tolerant of newcomers and cultural diversity.

A truly welcoming community actively seeks to engage all of its residents—including immigrants.

It embraces the contributions they make and leverage the assets they bring for the benefit of the whole community.

# ACKNOWLEDGEMENTS

We acknowledge the contribution of the following individuals and organizations:

Citizenship and Immigration Canada  
City of Ottawa

Accurate Language Solution  
Delta Media  
DLR International Printing  
Maude Poulin and DESIGN GRAPHIQUE WEB + IMPRIMÉ  
OAK Computing  
Pathways to Prosperity Partnership  
TV Rogers  
STARFISH creative events + inspiration  
Word is Out Media

OLIP Executive Committee  
who functioned as the Forum Planning Committee

Caroline Andrew  
Salimatou Diallo  
Clara Freire  
Colleen Hendrick  
Marie Élise Lebon  
Hindia Mohamoud  
Carl Nicholson  
Dick Stewart

## Forum Volunteers

Mayra Gutierrez  
Abdelkader El Habziz  
Farida Houseiny  
Roxana Luis  
Divine Numuhorakeye  
Aida Recario  
Hala Sallam

## Youth Futures Program Participants

*Youth*  
Ahd Al-Katta  
Indra Gurung  
Sudesh Gurung  
Aisha Said  
Naima Mohamed  
Liban Jamale  
Sofia Mohamod  
Sarah Hussein

*Mentors*  
Khulood Al-Katta  
Patricia Crosby  
Fareed Ali  
Hidayet Abbad  
Stephane Mukunzi

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**Jim Watson  
Mayor / Maire**



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June 25, 2013

OLIP Council,  
Ottawa Local Immigration Partnership (OLIP)  
Coordination Team,  
Le Réseau de Soutien à l'Immigration Francophone de l'Est de l'Ontario (RSIFEO)

Dear members of the OLIP Council and the RSIFEO,

On behalf of Members of Ottawa City Council, I am delighted to extend greetings to the participants of the 2nd Annual Ottawa Immigration Forum, where the OLIP partners and community stakeholders will convene under the theme "*The Building Blocks of a Welcoming Community*".

The Ottawa Immigration Forums provide a valuable opportunity to recognize our progress and to work collaboratively to define new goals and directions. The wealth of resources and the intellectual capital of the stakeholder groups represented at the Ottawa Immigration Forums combine to offer invaluable counsel and solid leadership in the development of community-driven objectives for the Ottawa Immigration Strategy.

I am very supportive of the City of Ottawa's active partnership role in helping to identify our shared goals. The many new initiatives lead by senior City staff, including the introduction of the Municipal Immigration Portal, Municipal Work Experience Program, the launch of the Immigrant Entrepreneurship Awards last year and many others – are a clear reflection of the City's commitment to help strengthen our community's capacity to attract and integrate immigrants. As a major Canadian urban centre, Ottawa can serve as a municipal model for the integration of immigrants and nurturing of a successful multicultural community.

New this year, is the launch of the first ever *Welcoming Ottawa Week (WOW)*. This initiative is timely and will no doubt allow Ottawa residents to demonstrate our genuine hospitality to newcomers. Our community has a history of recognizing the important contribution which successful newcomer integration makes to our City's vibrancy and prosperity. The Welcoming Ottawa Week will underscore our openness to new residents to Canada, in addition to creating opportunities for dialogue between newcomers and established residents. I congratulate all the community stakeholders involved in the inaugural *Welcoming Ottawa Week*, which I have proclaimed from June 25th to 30th, and I am very happy to host the Welcoming Ottawa Week Breakfast Reception on June 26th.

Allow me to convey my best wishes to everyone present for a very productive and rewarding Forum. I am confident that the 2nd Annual Ottawa Immigration Forum will mark another successful milestone in our journey towards our shared vision. I want to thank Deputy Mayor Steve Desroches for representing me at this year's Forum on June 27th.

Sincerely,

Jim Watson  
Mayor  
City of Ottawa



## 2nd Annual Ottawa Immigration Forum: *The Building blocks of a Welcoming City*

Thursday, June 27, 2013 | 8:00 a.m. - 12:00 p.m.  
Delta Ottawa City Centre | 101 Lyon Street, Ottawa

### Background

The Annual Ottawa Immigration Forum is part of the OLIP governance system and forms an essential component of the OLIP mechanism to support community-wide implementation of the Ottawa Immigration Strategy. Hosted annually by the OLIP Council, the Forum aims to communicate the progress made by the OLIP partners, celebrate our collective success, and enable a public reflection on creative approaches to removing challenges.

The content of the annual Forum is defined collaboratively by the OLIP Partners and draws ideas from the work of a broad range of key stakeholders.

### The 2nd Annual Ottawa Immigration Forum: Theme, Objectives & Components

The 2nd Annual Ottawa Immigration Forum will focus on the theme of: *"The Building Blocks of a Welcoming City"*. The objectives of the 2013 Forum are threefold:

- 1 The first objective is to focus attention on the relationship between the quality of the welcome that Ottawa extends to newcomers and the City's projected future as an exciting, innovative, cosmopolitan, and prosperous metropolis. Forum participants will draw ideas and lessons from the Forum Keynote Speech by Gerry Clement, the principal architect of Manitoba's successful strategy for attracting and integrating immigrants. Attraction and retention of international students through innovative partnerships and initiatives will be a key point of discussion aligned with this objective.
- 2 The Forum's second objective is to draw attention to the concrete steps that OLIP Partners have taken to promote newcomer integration. Dick Steward and Salimatou Diallo will provide the highlights of OLIP partners' progress since last year's Forum and explore the significance of our results for immigrants and for Ottawa.
- 3 The third and final objective is to convey a sense of optimism regarding Ottawa's future as a diverse and prosperous society. The 2013 Forum anchors the first ever Welcoming Ottawa Week (WOW) on June 24th-30th – a week of celebratory learning, sports and artistic activities that highlight the value of diversity and convey our appreciation of new immigrants. As such, the Forum seeks not only to report on Ottawa's successes but also to celebrate them.

# Forum Program

TIME	ACTIVITY	PRESENTERS & TOPIC
8:00 a.m.	Registration Breakfast Entertainment	<i>Light entertainment will accompany Forum guests as they register, network and have breakfast.</i>
8:55 a.m.	Opening the 2013 Forum	<p>Master of Ceremony (MC) Sarah Onyango</p> <p><i>Opening the 2nd Annual Ottawa Immigration Forum</i></p>
9:00 a.m.	Welcoming Address	<p>Deputy Mayor and City Councillor Steve Desroches</p> <p><i>The Making of a Welcoming Community: Progress and Plans by the City of Ottawa</i></p>
9:15 a.m.	Progress Report	<p>Dick Stewart, OLIP Council Chair &amp; Salimatou Diallo, OLIP Council Vice Chair</p> <p><i>OLIP's Long Term Vision, Directions, and Latest Accomplishment</i></p>
9:35 a.m.	Keynote Speech	<p>Gerry Clement Former Assistant Deputy Minister of Manitoba Labour and Immigration</p> <p><i>The Building Blocks of a Welcoming Community</i></p> <p>Q&amp;A   Interaction with Forum Participants</p>
10:20 a.m.		<i>Break</i>
10:45 a.m.	Moderated Panel Discussion on the Attraction & Retention of International Students	<p>Dr. Chedly Belkhdja Professor of Political Science, Moncton University <i>Attraction &amp; Retention of International Students: Trends &amp; Policy</i></p> <p>Panelists: 1) Gary Slater - University of Ottawa; 2) John Nelson - Carleton University; 3) Gilles Tousignant -La Cite Collegiale; 4) Christine Peachey – Algonquin College; 5) Mohammed Alshaebi – Carleton University Student Association</p> <p>Q&amp;A   Interaction with Forum Participants</p>
12:00 p.m.	Concluding Remarks	<p>Marie-Elise Lebon Coordinator, Réseau de Soutien de l'immigration Francophone de l'Est ON</p> <p>Hindia Mohamoud Director, Ottawa Local Immigration Partnership</p>

## STEVE DESROCHES

Deputy Mayor  
City Councillor Gloucester South Nepean



Councillor Steve Desroches was first elected in 2006 to represent the newly created ward of Gloucester-South Nepean (Ward 22) which includes neighbourhoods in Leitrim, Findlay Creek, Riverside South and Barrhaven. In 2010, he was re-elected with a strong mandate to continue the progress made for the residents of the thriving South Ottawa communities. He is currently Deputy Mayor of the City of Ottawa.

Steve has helped shepherd one of the fastest growing wards in Ottawa, which grew by over 50%, or 14,700 residents, from 2006 to 2011. He has been instrumental in championing the infrastructure needs of this rapidly growing region. These projects include the Strandherd-Armstrong Bridge, new roads for South Ottawa including Longfields Drive, Jockvale Road, Earl Armstrong Road, Strandherd Drive and Limebank Road, as well as improved transit. He has been a strong supporter of the Southwest Transitway Expansion in Barrhaven and has been an advocate of the respite care facility for the Ottawa Rotary Home in the Leitrim area.

Steve is active at City Hall and serves on the Environment Committee and the Ottawa Community Housing (OCH) Board of Directors. In addition, he represents the City of Ottawa on the Board of Directors of the province-wide Ontario Good Roads Association.

Councillor Desroches previously served as the Vice-Chair of both the Corporate Services and Economic Development Committee and the Information Technology Sub-committee.

He has championed the needs of homeless and at risk veterans in Ottawa at the City Council table, and is a founding member of Branch 641 of the Royal Canadian Legion in Barrhaven.

Steve was successful in forging a partnership between the City of Ottawa, Earth Day Canada, and Sunoco/Suncor Energy Foundation to plant 11,000 trees in his community.

Steve also co-Chaired with local business leaders the renewal of the City's economic growth strategy. He has been focused on Ottawa's economic interests by promoting Ottawa businesses and encouraging tourism development. He was a member of the City's successful bid team for the 2013 IIHF World Women's Championship games in Ottawa and has worked to forge closer ties with Ottawa's Sister City: Beijing.

Prior to his election, Steve was an active member of his community, serving as Executive Vice-President of the Riverside South Community Association. He worked for several departments in the federal government including Agriculture and Agri-Food Canada, the Canadian Food Inspection Agency, the Privy Council Office and Elections Canada.

Fully bilingual, Steve holds a Masters degree in Public Administration from Carleton University and a M.A. from the University of Ottawa. He also trained at the Canada School of Public Service. As a student, he served as a Parliamentary Page in the House of Commons.

Steve was awarded the Queen Elizabeth II Diamond Jubilee Medal in 2012.

## GERRY CLEMENT | Keynote Speaker



Former Assistant Deputy Minister of Manitoba Labour and Immigration

Gerry Clement is a graduate of the University of Winnipeg with a BA in Administrative studies. In 2007, Gerry retired from the Manitoba Department of Labour and Immigration after serving thirty-two years in the federal and provincial public service. As Assistant Deputy Minister, from 1997 to 2007, Gerry led the Immigration Division of his Department through one of the most vibrant and exciting chapters of its provincial immigration and settlement history. During his tenure, he negotiated Manitoba's agreement on the re-alignment of settlement service delivery as well as Canada's first Provincial Nominee Program. Prior to these duties, Gerry served as Executive Director in the Departments of Family Services, Employment Services and Economic Security and was Manitoba's Director of the Immigration and Settlement Branch in the mid to late 1980's. Gerry initiated his public service career with the federal Employment and Immigration Commission where he worked in immigration program delivery in Canada and as a visa officer abroad.

In 2007, Gerry launched a private consulting practice (GLC Consulting & Services) specializing in policy and program evaluation primarily in the immigration and settlement sector. In the past four years, he has advised numerous public and private organizations including the Welcoming Communities Initiative; la Fédération des communautés francophones et acadiennes du Canada (FCFA) and the Faculté St. Jean at the University of Alberta. He was retained as special advisor by Probe Research Inc. of Winnipeg on an evaluation project involving the Saskatchewan Immigrant Nominee Program and has recently co-authored a case study on the realigned service delivery system in Manitoba 1999-2013.

Gerry served as a Governor on the Metropolis Prairie Centre Board of Governors (2002-2007). He is currently involved in volunteer agency activity as the President of Abri Marguerite, a housing initiative for francophone refugees and newcomers in Winnipeg; Président of the Centre culturel franco-manitobain; and President of the Verve Taché Condominium Corporation. Throughout his life, Gerry has been a committed and active member of his community, Saint-Boniface (Winnipeg's French quarter), where he served on numerous committees and Boards as diverse as l'Association des parents-maîtres de l'École Taché to the Festival du Voyageur.

## DICK STEWART | OLIP Council Chair



A social worker by profession, Dick spent 33 years in municipal government in Ottawa in both front-line and senior management role, including as Commissioner of Social Services with the Region of Ottawa–Carleton and General Manager of the People Services Department for the City of Ottawa. Since retiring in 2002, Dick has devoted his energy to community issues and the community service sector. He sits on the boards of the Sector Council for the Voluntary and Not-for-Profit sector in Canada, the Community Foundation of Ottawa, West End Legal Services of Ottawa, and The Council on Aging of Ottawa. He is also on the Steering Committee of the Ontario

“The target beneficiary of the work of OLIP is the whole community, including immigrants.

Dick Stewart

## SALIMATOU DIALLO | OLIP Council Vice-Chair



Originally from the Republic of Guinea in West Africa, Salimatou Diallo moved to Canada over 12 years ago. After earning a Bachelor of Business Administration with a major in finance from the Université du Québec à Montréal, she moved to Ottawa in 2004 to pursue a master's degree in project management. This was the beginning of a period of discovery and awareness French Speaking minorities issues in Ontario. Today, she coordinates the Centre d'information en ressources financières of the organisation Assemblée de la francophonie de l'Ontario, the leader and spokesman for Franco-Ontarians. She is a member of the Board of Connexions Continents, an NGO whose mission is to support the development of Francophone communities worldwide through the exchange of experience and expertise to promote sustainable and fair community development. Ontario Non-Profit Network.

“The work OLIP does is essential to permit the dynamic development of our city. Our thoughts and actions are first and foremost dictated by a parameter which we believe to be most important - the human dimension.

Salimatou Diallo



## HINDIA MOHAMOUD

Director, Ottawa Local Immigration Partnership

Hindia Mohamoud has close to twenty years of experience with building community solutions through research, partnership development, and program design. She is currently the director of the Ottawa Local Immigration Partnership, where she is responsible for facilitating the establishment and implementation of community-wide vision and strategy for improving the settlement and integration of immigrants in Ottawa. Previously, she worked as the director of research at the Social Planning Council and as a director of impact and investment at United Way/Centraide Ottawa. Hindia's academic background is varied - she holds a Master's degree in economics from the University of Ottawa and various diplomas in business, management, technology, and communication. She is also fluent in four international languages, including both official languages. Hindia is widely engaged with local social development process and activities. For example, she is a member of the City for all Women's Initiative (CAWI) and a regular volunteer at a local food bank.



## MARIE-ELISE LEBON

Coordinator, Réseau de soutien à l'immigration francophone de l'Est de l'Ontario

Marie-Elise Lebon is the Coordinator of "Réseau de soutien à l'immigration francophone de l'Est de l'Ontario" a host program of the Economic and Social Council of Ottawa-Carleton (CESOC), an organization which helps francophone immigrants settle in Ottawa by providing them access to resources and links to established francophone communities.

In her current capacity, Marie-Elise plays a key role in the coordination of the Eastern Ontario chapter while leading a team of three officers. Marie-Elise has helped strengthen networks between municipalities and immigration agencies with the objective to increase the francophone immigrant presence within the province of Ontario's eastern region in partnership with various non-profit organizations and government agencies servicing the francophone communities. Marie-Elise has been instrumental in building capacity for municipalities on specific francophone issues such as education, health, employability, and hosting.

Social and cultural causes are Marie-Elise's passion. She has held positions such as project Manager, Board of Trade of Metropolitan Montreal; Consultant, Department of Foreign Affairs and International Trade (DFAIT); among others.

With more than 20 years of work in the non-profit sector and experience dealing with government and inter-governmental agencies, Marie-Elise is also exceptionally knowledgeable with fundraising strategies, grant writing, and the implementation of projects aimed at restructuring organizations in order to improve overall efficiency while streamlining operations. Notably, in her capacity as consultant for the Kenya Girl Guides Association (KGGA), she revitalized the KGGA in the late 1990s. The KGGA chapter is instrumental in providing leadership skills training to young girls and engaging in fundraising activities in particular to improve the nutrition, health and education of abandoned children in Nairobi slums.

Marie-Elise's also possesses managerial experience in the area of Human Resources. In the past she has held several positions as a Human Resources Manager for Pepsi, and as Staff Manager for the Airport Authority in Haiti. As an entrepreneur, Marie-Elise is also the founder and chair of her own company MEL Productions, a service company specializing in the organization of special, corporate, social and artistic events.

## SARAH ONYANGO Master of Ceremony



A translator by trade, Kenyan-born Sarah Onyango is a well-known fixture on Ottawa's community television and radio scene. She hosts the monthly African cultural program Fontonfrom, on Rogers TV Cable 22 – Ottawa as well as the weekly radio programs, Black on Black and Afrika Revisited on CHUO 89.1 FM (University of Ottawa community radio). She has also written articles for The Spectrum, Ottawa's English-language, Black monthly community newspaper.

A tireless promoter of African and Caribbean culture and activities, Sarah has for many years been actively involved in public relations work for various African and Caribbean diplomatic missions as well as numerous community organizations such as Black History Ottawa, Fête Caribe, DreamKEEPERS, the Jamaican (Ottawa) Community Association, and the United Way. She has acted as Master of ceremonies for various high profile events including the 10th anniversary of South Africa's post-apartheid democracy (2004), 25th anniversary of the Organization of Eastern Caribbean States (2006), and the African Union Day gala (2006-2012), as well as galas and forums by community organizations such as OCISO.

Sarah's awards for community service include the United Way/Centraide Ottawa Community Builder Award (2008 & 2011) and the Queen Elizabeth II Diamond Jubilee Medal (2012).

“Immigrants are the lifeblood of Ottawa. It is so important to recognize and celebrate their contributions to our cultural and economic vibrancy.

Jessica Brichta  
The Conference Board of Canada

# Panel on Attraction and Integration of International Students

## Panel Moderator

**DR. CHEDLEY BELKHODJA**

Professor of Political Science, Moncton University  
Co-Investigator, Pathways to Prosperity Partnership



Chedly Belkhodja is a full-time Professor in the Department of Political Science at the University of Moncton. Until recently he was the Director of the Atlantic Metropolis Centre. Currently, he is a Co-Investigator in the pan-Canadian Pathways to Prosperity Partnership and chairs the Project's Standing Committee on Francophone Immigration.

Chedly's research focuses on immigration destined to medium-sized cities and regions with low immigration rates. He is also interested in the policies and practices of regionalization in Canada and other advanced democratic societies. In this regard, he has developed a strong interest in the realities of new migrant destinations outside the "big metropolis" frame. His interests also extend to the processes around this migration and how they affect the individuals concerned as well as members of the local communities to which the migrants are destined. These processes are associated with increasing human mobility, growing regional economic development, national regionalization policies, citizenship practices, migrant participation in local activities, connections between local and transnational networks, and the place of migrants in the linguistic and education systems in minority settings. Chedly has also developed a research agenda built around the analysis of discourses and representations of cultural, religious and ethnic diversity in more homogenous settings.

Chedly's work reflects the research priorities of the Pathways to Prosperity Partnership and is responsive to the needs expressed by immigration practitioners. In this regard, his recent work on international students in the Atlantic Provinces, on the Korean immigration in New Brunswick, and on francophone immigration throughout Canada, illustrate very well many of the new issues of immigration outside of large cities. The results of his research have a bearing on policy issues that include the manner in which provinces and cities develop a capacity to attract immigrants; the nature and importance of the messages that are conveyed during promotional and recruitment campaigns; and the role of universities in the retention and employability of international students.

## Panelist

**MOHAMMED ALSHAEBI**

Programming Coordinator  
International Students Centre  
Carleton University Student Association



Mohammed is an international student born in Yemen and raised in Saudi Arabia. He is completing a Bachelor's Degree in Economics at Carleton University.

Mohammed manages many activities on and off campus, including the International Students Gala and Islam Awareness Week on the campus. In his current position at Carleton's International Student Centre, Mohammed works closely with international students from around the world, where he gets to know their problems and issues closely. Through his work, Mohamed hopes to ease the transition for new international students in Ottawa by supporting their involvement and integration into Canadian society and culture.

## Panelists

### Attraction and Integration of International Students



Panelist

**JOHN NELSON**

Manager  
International Student Services Office  
Carleton University

John Nelson has spent most of the last eight years managing orientation and mentoring programs for international and domestic students. His professional career has concentrated mainly on facilitating the transition of students from high school to university and he has been a mentor and academic coach to hundreds of students and varsity athletes at both the University of Ottawa, and Carleton University. His career in student services began as a student mentor at the University of Ottawa while he was pursuing an undergraduate degree in Electrical Engineering. He facilitated study groups for first year students and later helped to expand the study group program in residence before deciding to continue as a full time mentor and trainer in the Student Mentoring program on campus. He then coordinated the orientation and mentoring programs at the University of Ottawa before moving to Carleton University to develop the Science Student Success Centre in the Faculty of Science.

In his current role as the Manager of the International Student Services Office at Carleton University, he leads a team primarily responsible for the strategic design and delivery of support services for international and exchange students on campus. He also oversees the University's student exchange agreements with over 140 partners across the globe.



Panelist

**CHRISTINE PEACHEY**

Manager  
International Partnerships and Programs  
Algonquin College

Christine Peachey has dedicated most of her career working with new immigrants and international students, aiding in their transition into the Canadian educational system. She began her career with the Calgary Catholic Immigration Society where she coordinated a well-received skills and employment program for immigrant youth.

Christine continued her work in international education through her new role as an international student advisor at SAIT Polytechnic in Calgary, where she also recruited international students to the institution from the Latin America region. After moving to Ottawa in 2007 Christine gained several years of experience at Carleton University as the Manager of the International Student Services Office and later Manager, International Projects. She has been with Algonquin College since August 2012, as Manager International Partnerships and Programs, where she oversees many of the institution's international initiatives as well as international opportunities for Algonquin's more than 18,000 full-time students. Christine has served on the Board of Immigrant Women's Services Ottawa and holds a BA in International Relations and an MSc in Globalization and Latin American Development. She has lived in Mexico, England, Calgary and Ottawa.

## Panelists Attraction and Integration of International Students



Panelist

GARY W. SLATER

Associate Vice-President International  
University of Ottawa

In 1984, after receiving a Ph.D. from the Université de Sherbrooke (Canada), Gary Slater worked for six years at the Xerox Research Centre of Canada in Mississauga, Ontario.

In 1990, he joined the Department of Physics at the University of Ottawa, where he was named Professor in 1996. From July 1997 to December 2000, Gary Slater was Vice-Dean (Research) for the Faculty of Science and was then appointed Vice-Dean of the Faculty of Graduate and Postdoctoral Studies (FGPS) from January 2002 through June 2004. He was the Dean of the FGPS from January 2005 to December 2011. After six months of administrative leave, he started a 5-year mandate as Associate Vice-President International on July 1, 2012. Dr. Slater is a specialist in the physics of polymers and macromolecules, and is a known expert in electrophoresis, DNA sequencing, microfluidics and nanofluidics. Dr. Slater received the 2001 Researcher of the Year Award from the University of Ottawa. Dr. Slater has been awarded the University of Ottawa Research Chair in Biological Physics in 2004. More recently, he was elected Fellow of the American Physical Society in 2010 and Fellow of the Royal Society of Canada in 2012.



Panelist

GILLES TOUSIGNANT

International Project Manager  
La Cité Collégiale

Having been a consultant for more than 20 years to a diversified clientèle worldwide (business leaders, bankers, school principals, trainers, etc.), Gilles Tousignant is recognized in the business world as an expert in entrepreneurship and human resources development, thanks to his ability to adapt his work to the client's needs and context.

Since 1996, a number of business trips have led him to visit some 20 countries and consolidate his expertise on the international scene. His drive to learn and understand and blend in with his surroundings have led him to open three offices in Africa with plans to open another two shortly.

A recognized citizen of the world, Gilles Tousignant travels regularly to Africa (Senegal; Morocco; Tunisia; Mauritania; Mali; Conakry, Guinea; Benin; the Ivory Coast; Niger; Burkina Faso and Cameroon), South America and the Caribbean, for his own interests and on behalf of various institutions such as private companies, UNESCO in Haiti and La Cité Collégiale, the largest French-speaking professional college in Ontario, Canada, where he is a permanent consultant. His involvement in various international projects have made him a much appreciated expert consultant among business leaders, managers and ambassadors. His sense of observation has allowed him to seek and find undiscovered qualities in every one of his partners which in turn become catalysts of original, sustainable development.

Along with his international missions, he works at the Cité Collégiale as an International Project Manager, recruiter of international students and in many of Ottawa's community establishments, in the area of human resource development, and helping immigrants integrate into the Canadian job market. He also offers professional coaching to employers and trainers on new approaches to human resource management based on cultural diversity.