

**SAISIA**

Saskatchewan Association of  
Immigrant Settlement and  
Integration Agencies



Association des agences  
d'établissement et d'intégration  
des immigrants de la Saskatchewan

**2024-2025**

# ANNUAL REPORT

*Excellence in Settlement and  
Integration Services in  
Saskatchewan*



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# SAISIA



Saskatchewan Association of Immigrant Settlement and Integration Agencies

Association des agences d'établissement et d'intégration des immigrants de la Saskatchewan

Established in 1987, SAISIA serves newcomers by providing settlement and integration agencies in Saskatchewan with access to professional development and opportunities to network, as well as links to resources they can use to strengthen and enhance their internal procedures, client programs and services.

SAISIA is the voice of immigration and settlement agencies to the federal, provincial and municipal governments, the community, and the public.

## Our Vision

Excellence in Settlement and Integration Services in Saskatchewan

## Our Mission

To support organizations offering services for immigrants and refugees while engaging stakeholders and representing the Saskatchewan settlement and integration community.

## Core Values

- Service Excellence
- Collaboration
- Client Centric
- Proactive Leadership
- Inter-culturalism
- Accountability
- Respect and Dignity
- Engagement
- Diversity

Financé par :

Funded by:



Immigration, Réfugiés  
et Citoyenneté Canada

Immigration, Refugees  
and Citizenship Canada



# Land Acknowledgment

We acknowledge that we operate on Treaty 2, Treaty 4, Treaty 5, Treaty 6, Treaty 8 and Treaty 10 territory, the traditional gathering land of 74 Indigenous Peoples and homeland of the Métis nation.

SAISIA works to bring our members and Indigenous Peoples together in a spirit of respect for the Truth and Reconciliation Commission of Canada's Call to Action #93 and principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples.

We are committed to supporting a deep connection between our members and the land as well as traditional teachings. We reaffirm our relationship with the Indigenous Peoples of this territory – this is an important part of our history and our future.

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# SAISIA Staff



**Jean Goerzen**

*Executive Director*

**Kira Epp**

*Urban Bilingual Coordinator*

**Nisha Nunkumar**

*Office Administrator*

**Amber Parker**

*Gender-Based Analysis  
Plus Coordinator*

**Gelrene Sanfuego**

*Language and  
Communications Coordinator*

**Janvi Tuteja**

*Rural Coordinator*



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# SAISIA Board of Directors



**Ricardo Arisnabarreta**

*Board President*

**Afton Tolley**

*Board Secretary*

**Brent Clarke**

*Board Member*

**Keith Karasin**

*Board Member*

**Jean Pascal Niyigena**

*Board Member*

**Jaylord Tanora**

*Board Member*

**Ali Abukar**

*Board Vice-President*

**Adnan Rherras**

*Board Treasurer*

**Janine Hart**

*Board Member*

**Melissa Mitchell**

*Board Member*

**Neelu Sachdev**

*Board Member*

**Viju Vijayan**

*Board Member*

**Nafiseh Zamani**

*Board Member*



# President's Message

I would like to begin by recognizing that SAISIA operates on the territories of Treaty 2, 4, 5, 6, 8, and 10; ancestral lands of 74 Indigenous Nations and the homeland of the Métis Nation. SAISIA honours this land and remains committed to fostering meaningful relationships between its members and Indigenous Peoples, grounded in respect and reciprocity. We reaffirm our commitment to the Truth and Reconciliation Commission of Canada's Call to Action #93 and the principles of the United Nations Declaration on the Rights of Indigenous Peoples.

Je tiens à rappeler que le Canada a deux langues officielles, et SAISIA demeure résolue à offrir ses services en français et en anglais. L'organisation joue un rôle important dans la promotion des services en français pour appuyer l'intégration des nouveaux arrivants en Saskatchewan. Elle est également engagée envers l'intersectionnalité, l'ACS+ (GBA+) ainsi qu'à la reconnaissance des enjeux touchant les Premières Nations. J'espère sincèrement que le secteur continuera de soutenir et de faire progresser ces domaines de travail essentiels.

This past year, SAISIA staff demonstrated exceptional commitment to fostering innovation, collaboration, and equity within Saskatchewan's settlement sector. In response to budgetary challenges, SAISIA partnered with AAISA and MANSO to co-host the Prairie and Northern Territories Virtual Rural Symposium in February 2025. This two-day event brought together rural service providers from across Western Canada and the northern territories for dynamic sessions focused on collaboration, innovation, and rural housing solutions. The Symposium ensured that rural perspectives remained at the forefront of national conversations.

SAISIA also expanded its international outreach by leading virtual recruitment missions to India, the Philippines, and the UAE. In partnership with the Government of Saskatchewan, these sessions engaged over 300 internationally educated professionals and promoted opportunities for settling in rural Saskatchewan.

Several initiatives promoting equity, accessibility, and community wellness were launched this year. Highlights include the Ask a Knowledge Keeper video series in English, French, and ASL; GBA Plus Interactive Training in both official languages; and new partnerships with the Alzheimer Society of Saskatchewan and Saskatchewan Deaf and Hard of Hearing Services. SAISIA staff contributed to national discussions on rural accessibility and public transportation, while actively participating in anti-hate speech advocacy. These efforts reflect SAISIA's steadfast dedication to inclusive, responsive, and community-driven settlement services across the province and beyond.

I want to sincerely thank each SAISIA Board member for their invaluable contributions. This Board is unique; it is composed of dedicated volunteers from the organizations SAISIA represents. Board members bring experience, insight, and deep commitment to every discussion, always placing SAISIA's mission at the core of their service and guided by the highest ethical and professional standards.

As I step down from my role as SAISIA Board President, I extend my deepest gratitude to those who supported me over the past year: the membership, the exceptional staff and Executive Director, and current and past Board members. It has been an honour to serve alongside you.

Leadership when called upon is never easy; it is often more challenging than one imagines. Good intentions are not enough. Concrete action is required—not only to demonstrate leadership, but to show compassion, altruism, and set a strong example for those who follow. I encourage you all to go beyond words; be involved, serve others, and lead with purpose.

While I am stepping down from this formal role, my commitment to SAISIA and the sector remains steadfast. Though leaving officially, SAISIA, its Board, agencies, and colleagues will always be close to my heart. I am forever grateful for the many lessons and shared experiences.

On behalf of the Board of Directors, thank you to our staff, our members, and our funders for your continued support throughout the 2024–2025 fiscal year.

*Me quedo eternamente agradecido de ustedes.*



**Ricardo Arisnabarreta, B.Ed., M.Ed., Ph.D.**  
**Candidate**  
*President, SAISIA Board of Directors*

# Executive Director's Message

This year was especially challenging for Saskatchewan's settlement sector. The Minister's October announcement to reduce immigration intake meant there would be funding cuts leading to service reductions and the loss of dedicated staff across our member agencies. These challenges are more than numbers on a spreadsheet—they affect real people and real potential. With fewer newcomer arrivals expected, the new fiscal year will see essential programs scaled back and skilled colleagues lose positions that are central to their sense of purpose and community.

As immigration continues to shape the social and economic fabric of our province, a coordinated, informed, inclusive, and responsive settlement sector is more important than ever. Over the past year, we've worked to create space for dialogue, amplify sector voices, and share knowledge across urban, rural, and francophone contexts. Whether through sector-wide calls, training and professional development initiatives, or strategic conversations with government through national sector engagement, our role is to listen, connect, and advocate.

This year, we achieved several important milestones that strengthened sector collaboration and engagement. Notably, we deepened our connection with the Francophone sector through the creation of the Parcours Francophone Advisory Committee—the first advisory body to formally include both Francophone partners and Anglophone SPOs. This inclusive model lays the foundation for stronger cross-sector collaboration. We also enhanced dialogue between urban and rural SPOs by convening joint meetings focused on shared priorities such as housing and employment. To further support transparency and responsiveness, we introduced anonymous pre-meeting surveys, giving SPOs a safe and effective way to raise questions and provide feedback. Finally, we successfully negotiated and completed the Call for Proposals (CFP) process, resulting in a signed agreement that will guide our work over the next three years.

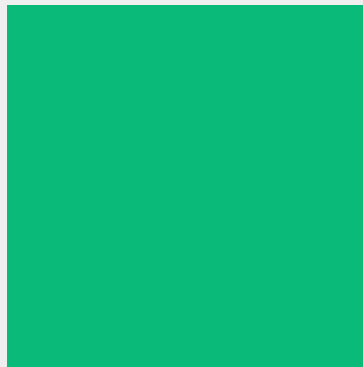
Another key highlight of the year was our partnership with the Multicultural Council of Saskatchewan (MCOS) to deliver a series of professional development trainings on Cultural Competency—responding directly to priorities identified by the settlement sector. Between September and February, five engaging and thought-provoking modules were offered, with a strong focus on Equity, Diversity, and Inclusion (EDI), Accessibility, and Recognizing and Rejecting Racism. We look forward to continuing to offer relevant, impactful professional development opportunities to build knowledge and skills across the sector.

I want to thank our Board of Directors for their guidance, our staff for their dedication, and every member agency for the essential work they do every day. We also acknowledge the ongoing support of IRCC whose partnership makes this work possible.

As we look ahead, we remain committed to building a strong, coordinated sector that reflects the diversity, values, and future of Saskatchewan. We are committed to listening to, responding to, and advocating for the sector. Thank you for your shared dedication to building welcoming and inclusive communities.



# Community Engagement



# Rural Engagement

In 2024–2025, SAISIA's rural engagement efforts focused on building sector capacity, promoting inclusive rural development, and strengthening regional partnerships. Despite limitations on in-person gatherings, the Rural Coordinator remained engaged in rural newcomer initiatives through ongoing communication, virtual participation, and collaborative activities across Saskatchewan.

## PNT VIRTUAL RURAL SYMPOSIUM

While budget constraints prevented the hosting of the in-person Saskatchewan Small Centre Gathering this year, SAISIA remained committed to empowering rural service providers. In a strong show of regional collaboration, SAISIA partnered with AAISA and MANSO to co-host the Prairie and Northern Territories (PNT) Virtual Rural Symposium on February 5–6, 2025.

The event brought together rural staff and stakeholders from across Saskatchewan, Alberta, Manitoba, and the northern territories, creating a valuable space for connection, learning, and innovation. Rural coordinators across the region worked closely to design a program that reflected the shared realities and unique challenges of rural settlement work.

The symposium featured dynamic sessions on:

- Building strong collaboration and partnerships
- Exploring innovative service delivery models
- Tackling housing solutions for rural newcomers

Despite the virtual format, the symposium was widely attended and praised for its relevance, inclusiveness, and practical focus. It was a great opportunity for people from different provinces to connect and showed how committed SAISIA is to supporting rural communities across the Prairies and beyond.

## INTERNATIONAL RECRUITMENT MISSIONS

Led virtual international recruitment missions to India, the Philippines, and the UAE in September 2024, in collaboration with the Government of Saskatchewan. The Rural Coordinator, delivered engaging presentations to over 300 internationally educated professionals, highlighting the benefits of choosing rural Saskatchewan over urban centres like Saskatoon and Regina. The sessions emphasized affordable housing, job markets, community support, and quality of life in small communities in rural Saskatchewan. Attendees asked questions about schools, healthcare, and lifestyle, and common misconceptions about rural isolation were directly addressed. The initiative was met with overwhelming interest, positioning rural Saskatchewan as a welcoming, opportunity-rich destination for newcomers seeking meaningful settlement and long-term success.

## RURAL COMMUNITY VISITS

Conducted both virtual and in-person visits to rural centres. These visits allowed for direct engagement with service providers and local leaders to assess needs and identify collaboration opportunities.

**Janvi Tuteja**  
Rural Coordinator



## MISSION

To provide advocacy, support, collaboration, PD, and partnership opportunities to the Rural SPOs.

## VISION

To effectively use a holistic, people centric, and responsive approach to helping the Rural SPOs and newcomers they serve.

## GOAL

To support and be able to address all challenges, barriers, and gaps faced by the small centers of Saskatchewan.

## SERVICE PROVIDER ENGAGEMENT

Met regularly with SPOs and community stakeholders to share updates, support partnerships, and respond to localized challenges in newcomer settlement and retention.

## MONTHLY PNT COORDINATION MEETINGS

Participated in regional meetings with counterparts from Alberta, Manitoba, and the northern territories. These sessions enabled shared planning, alignment of rural strategies, and exchange of best practices.

## CONFERENCE & EVENT PARTICIPATION

Represented SAISIA at major sector events including Metropolis Canada Conference (March 2025), presenting on urban-rural-francophone collaboration for sustainable rural development. Also engaged with the Rural Immigration Insight Roundtable.

## STAKEHOLDER ENGAGEMENT & GOVERNMENT COLLABORATION

- Participation in the Saskatoon Police Services Community Consultation: Actively contributed to the city's long-term strategic planning by providing insights on the unique safety and integration concerns of newcomers, including those from rural areas who often face different community dynamics and service access challenges.
- Attending the Saskatoon Mayoral Debate to advocate for newcomer inclusion and housing priorities: Engaged with municipal leaders and stakeholders to highlight the importance of inclusive policies and affordable housing solutions that benefit newcomers, with particular attention to the challenges and opportunities faced by rural communities.
- Ongoing communication and coordination support for Prairie Community Services for Temporary Foreign Workers (TFWs): Ensured that essential information and resources were efficiently shared with rural settlement providers, addressing urgent needs and fostering better integration and support in smaller centers across the region.

## MONTHLY RURAL NEWSLETTERS

Published and distributed Rural Newsletter. Content included funding updates, training opportunities, event listings, and rural-specific sector news, fostering stronger communication across the province.

## NEWCOMER OUTREACH IN SASKATOON

Promoted rural opportunities during Newcomer Welcoming Week events at Centre Mall and Market Mall. Highlighted rural affordability, close-knit communities, and local job markets to newcomers exploring life outside major cities.

# Urban Engagement



## SITE VISITS AND COMMUNITY ENGAGEMENT

### FLEXIBLE SITE VISITS

Conducted both in-person and virtual site visits to accommodate the diverse locations and schedules of Service Provider Organizations (SPOs). These visits supported regular touchpoints to address emerging sector issues, individual organizational concerns, and to gather on-the-ground perspectives.

### RELATIONSHIP BUILDING

Strengthened trust and open communication by combining formal visits with informal interactions at community events, sector meetings, and local gatherings. These interactions created opportunities for candid conversations, partnership building, and collaborative problem-solving.

### SECTOR COLLABORATION

#### Joint Urban and Rural Sector Meetings

- The inaugural session on September 25 focused on housing challenges, featuring a presentation from the Saskatchewan Landlord's Association and an interactive Q&A that addressed tenant rights, rental practices, and shared local solutions.
- A second joint meeting on December 17 focused on employment, introducing updates from the Program Compliance Branch on their role under the new Saskatchewan Immigration Act, and providing valuable policy clarifications.
- Positive feedback led to the adoption of an anonymous survey to collect ongoing input, improving meeting relevance and engagement. This survey is now part of most SAISIA meetings.

#### Knowledge Exchange

These meetings enabled staff from various regions to connect, share best practices, and develop collaborative approaches tailored to both urban and rural realities.

## STRENGTHENING ENGAGEMENT WITH THE FRANCOPHONE SECTOR

### Parcours Francophone

- Advisory Committee:
  - Significantly deepened engagement with the Francophone sector through the creation of the Parcours Francophone Advisory Committee — the first to formally

include Anglophone SPOs alongside Francophone partners. This inclusive model fostered stronger cross-sector collaboration and built mutual understanding.

- The committee convened three times beginning in September to plan Parcours Francophone, scheduled for January 2025.
- Anglophone SPOs reported stronger working relationships with Francophone organizations and supported transitioning the advisory committee into a permanent working group to sustain collaboration.
- Event Planning and Sector Input:
  - Two targeted surveys — one for the Anglophone sector and one for the Francophone sector — were launched to gather input on priorities for the Parcours Francophone event. Planned highlights include a presentation on the Francophone immigration pathway, a panel of Francophone organizations, and a networking activity to encourage introductions and knowledge exchange between sectors.

### Francophone Stakeholder Engagement

Strengthened relationships with Francophone partners through regular virtual and in-person meetings with stakeholders including:

- PNT Francophone Coordinators
- Réseaux en immigration francophone Saskatchewan (RIF-SK)
- Assemblée Communautaire Fransaskoise (ACF)
- SAIF-SK
- Welcoming Francophone Communities (CFA)
- Conseil économique et coopératif de la Saskatchewan (CECS)

Collaboration with CECS continued on the Rural Saskatchewan project, highlighting the value of coordinated initiatives benefiting both sectors.

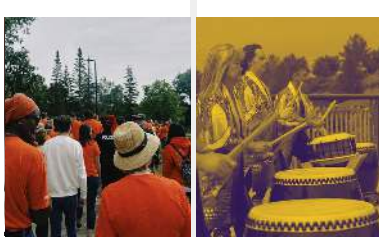
### Sharing Best Practices and Overcoming Barriers

Maintained regular engagement with RIF-SK to share newsletters, participate in working groups, and exchange expertise on collaborative events. Despite translation challenges, particularly with image-heavy newsletters and promotional materials, Saskatchewan remains a leader in fostering strong Francophone–Anglophone relations.

### New National Partnerships

Established a connection with the Office of the Commissioner of Official Languages, securing their participation in the Parcours Francophone panel and arranging a future presentation for the broader settlement sector.

## Urban Engagement



### FRANCOPHONE IMMIGRATION WEEK AND BROADER COMMUNITY ENGAGEMENT

#### La Semaine Nationale de l'Immigration Francophone

Actively promoted Francophone Immigration Week by encouraging Anglophone SPO involvement in community events including forums, cultural nights, potlucks, and movie screenings — demonstrating the vibrancy of Saskatchewan's Francophone communities and creating opportunities for deeper cross-sector ties.

#### Le Rendez-vous Fransaskois

Participated in Le Rendez-vous Fransaskois, which convened Francophones from across the province to discuss shared experiences, challenges, and best practices. This event strengthened connections and reinforced the common ground between newcomer communities and long-established Francophone residents.

#### Integrated Francophone Participation

Advocated for Francophone representation during Welcoming Week by reserving event tickets for Francophone clients, ensuring inclusivity in city-wide newcomer celebrations and community activities.

### COLLABORATIVE PARTNERSHIPS AND PROFESSIONAL DEVELOPMENT

#### Interprovincial Collaboration

Strengthened cross-provincial learning through a visit to Alberta Association of Immigrant Serving Agencies (AAISA). The visit included an agreement on reciprocal presentations, resource exchanges, and professional development opportunities to enhance staff training and professional growth.

#### Local Partnership Milestones

Engaged with external stakeholders at the Regina Region Local Immigration Partnership's 10th anniversary celebration and community forum, reinforcing connections and contributing to discussions on local priorities.

### PARTICIPATION IN LOCAL IMMIGRATION PARTNERSHIP (LIP) INITIATIVES

#### Active Working Group Involvement

Provided consistent input and support across multiple LIP working groups, contributing to community-driven strategies and actions:

- Employment and Economic Inclusion Working Group
- Refugee Claimants/Human Trafficking Working Group
- Mental and Emotional Wellness Group
- Regina Settlement Response
- Partnership Council
- Social Inclusion and Civic Engagement Group

### Event Planning and Coordination during Welcoming Week Activities (September 13–22)

Participated on the planning committee and supported multiple city-wide events, broadening newcomer engagement and public awareness.

#### Neighbourhood Connection Fair

Hosted a SAISIA information table to connect directly with newcomers, SPOs, stakeholders, elected officials, and community members. Provided resources and engaged in conversations about employment, housing, and community supports.

#### Inclusive Community Events

Supported and attended a seniors' event featuring fraud prevention education, chair yoga, a cultural performance, and an Indigenous elder-led sharing circle — fostering meaningful connections among senior newcomers and local seniors.

#### Diverse Community Programming

Promoted and participated in a variety of other activities, including a multicultural mosaic, family day at the zoo and park, local football game, community art show and citizenship ceremony, and a skate-and-donate event — showcasing the welcoming spirit of local communities.

### STAKEHOLDER ENGAGEMENT

#### Mayoral Debate Participation

Attended the Mayoral Debate on October 9, 2024, engaging directly with candidates on settlement and newcomer issues. Asked questions to highlight sector priorities and networked with community stakeholders to ensure newcomer concerns were part of the public conversation.

#### Resettlement Assistance Program (RAP) Coordination

- **Monthly Coordination Meetings:** Convened monthly RAP meetings to maintain clear communication among provincial RAP service providers, discuss priorities, and share local and national updates.
- **Consistent Information Sharing:** Reviewed and summarized key outcomes from national and local working groups, clarifying details to support consistent understanding and implementation across RAP partners.

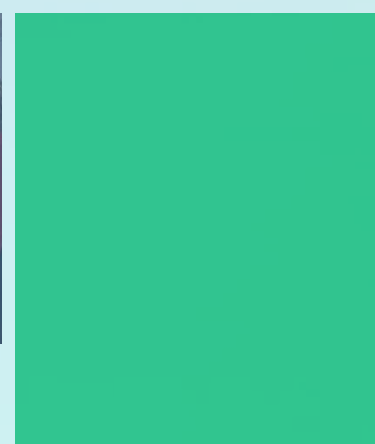
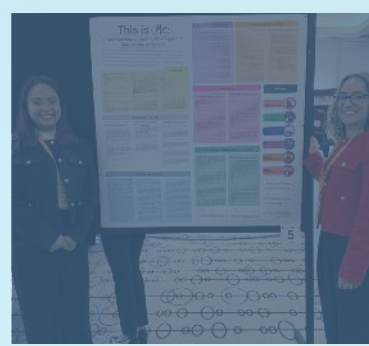
### ONGOING COMMITMENT

Through these coordinated efforts, SAISIA continues to prioritize inclusive, collaborative, and responsive settlement services, strengthening connections between urban and rural communities, and fostering stronger Francophone–Anglophone partnerships for the benefit of all newcomers in Saskatchewan.



**Kira Epp**

*Bilingual and Urban Coordinator  
Coordonnatrice bilingue et urbaine*



# Language Sector Engagement

*SAISIA's work in 2024–2025 has remained deeply rooted in its commitment to strengthening Saskatchewan's language service sector. Through intentional site visits, collaborative calls, and interprovincial coordination, SAISIA continues to support Language Service Providers (LSPs) in delivering high-quality, responsive services to newcomers across the province.*

## SITE VISITATIONS: LISTENING, LEARNING, AND ADVOCATING

In 2024–2025, SAISIA's Language and Communications Coordinator conducted multiple site visits across both rural and urban language service providers and regional colleges throughout Saskatchewan. These visits served several key purposes:

- Building relationships with instructors, coordinators, and administrative staff
- Gaining first-hand insights into local challenges and successes
- Identifying needs and advocating for tailored support
- Promoting communication strategies within and across institutions

By being present on the ground, SAISIA deepened its understanding of local operations and created space for meaningful dialogue and targeted problem-solving. This direct engagement was essential for optimizing service delivery and advancing instructor support throughout the province.

## LANGUAGE SECTOR CALLS: STRENGTHENING PROVINCIAL COLLABORATION

SAISIA hosted four provincial Language Deck Calls throughout the year, bringing together representatives from:

- IRCC (Immigration, Refugees and Citizenship Canada)
- Regional colleges
- Newcomer-serving organizations offering language services

These calls provided a centralized platform for:

- Sharing timely updates from federal and provincial partners
- Discussing challenges and emerging trends in language programming
- Showcasing best practices among SPOs
- Facilitating alignment in strategy and service delivery

These quarterly calls reinforced a sense of shared purpose across the sector and played a key role in strengthening coordination, reducing service duplication, and improving access to high-quality language programming for newcomers.

## PNT LANGUAGE COORDINATORS QUARTERLY MEETINGS: REGIONAL INSIGHT AND INNOVATION

SAISIA's Language and Communications Coordinator also participated actively in quarterly Prairie and Northern Territories (PNT) Language Coordinator meetings. These gatherings, held in collaboration with:

- MANSO (Manitoba Association of Newcomer Serving Organizations)
- AAISA (Alberta Association of Immigrant Serving Agencies)
- AMSSA (Affiliation of Multicultural Societies and Service Agencies of BC)...served as a vital cross-provincial forum for:
  - Sharing notes and organizational updates
  - Discussing sector-wide trends and shifts
  - Collaboratively solving common challenges
  - Exchanging best practices and scalable program models

These interprovincial discussions enhanced the capacity of all participating umbrella organizations, improved regional knowledge flow, and supported innovation in language services that respond to both provincial and federal priorities.

## CROSS-PROVINCIAL COLLABORATION AND KNOWLEDGE MOBILIZATION

In November 2024, SAISIA's Language and Communications Coordinator collaborated with a colleague from MANSO (Manitoba Association of Newcomer Serving Organizations) to co-present at the Pathways to Prosperity (P2P) National Conference. The presentation focused on the lived experiences of newcomers in Saskatchewan and Manitoba, highlighting their resilience, community engagement, and the social and economic contributions they bring to rural and urban communities alike. The session was designed to counteract rising anti-immigrant sentiments across Canada by offering evidence-based narratives and human-centered stories that affirm the value of immigration. This collaboration reflected a shared commitment among prairie provinces to advance public understanding, celebrate newcomer success, and support inclusive policy dialogue on a national stage.

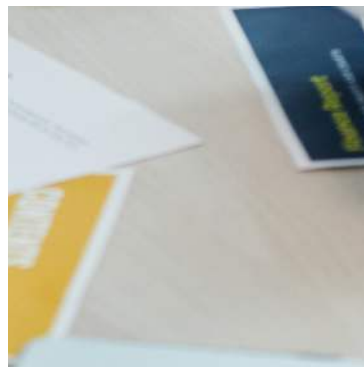
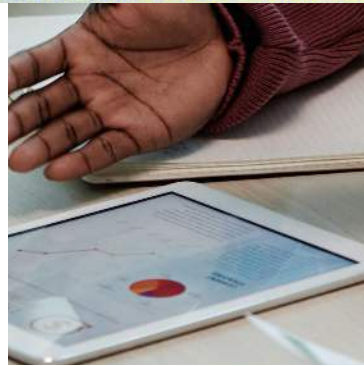
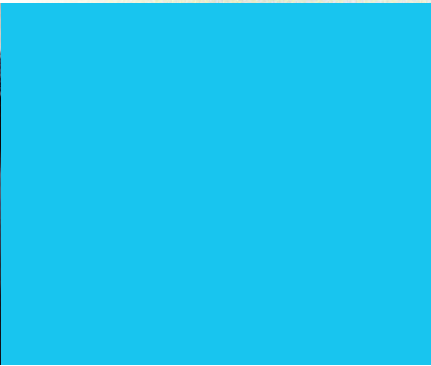
## LOOKING AHEAD

Through this year's work, SAISIA has reinforced its role as a vital connector within the language service ecosystem. The outcomes of these activities—relationship-building, knowledge exchange, and sector-wide advocacy—will continue to shape a more inclusive, coordinated, and responsive language sector for years to come.

**Gelrene Sanfuego**  
Language and Communications  
Coordinator



# Professional Development



# SAISIA's 2024–2025 Professional Development Delivery

In 2024–2025, SAISIA delivered 23 professional development sessions, in collaboration with partners across Saskatchewan and Canada. These sessions addressed equity, intercultural communication, mental health, gender and neurodiversity inclusion, digital privacy, curriculum design, and community engagement—strengthening the capacity of language service providers across the province.

2024	Indigenization of Curriculum, Instruction, and Assessment – Using Relationship to Change Practice	Pride Presentation	Cybersecurity and Privacy Awareness for IRCC-funded Organizations	Intercultural Competency Training Module 1: Embracing diversity beyond the surface
Sep 27, 2024 SAISIA and SK Deaf and Hard of Hearing Services - PD on services and programs for clients who are D/deaf or hard of hearing	Oct 2, 2024 SAISIA Grant Writing Workshop	Oct 15, 2024 Intercultural Competency Training Module 1, Part 2: Embracing diversity beyond the surface	Oct 29, 2024 Intercultural Competency Training Module 2, Part 1: Intercultural Communication and Competence	Nov 7, 2024 What is GBA Plus?
Nov 12, 2024 Intercultural Competency Training Module 2, Part 2: Intercultural Communication and Competence	Nov 15, 2024 Sight loss toolkit webinar	Nov 26, 2024 Intercultural Competency Training Module 3, Part 1: Cross-Cultural Engagement in the Community	Dec 10, 2024 Intercultural Competency Training Module 3, Part 2: Cross-Cultural Engagement in the Community	Dec 17, 2024 N4 Presentation on Foreign Credential Recognition for Health Professionals
2025	Jan 7, 2025 Intercultural Competency Training Module 4, Part 1: Equity, Diversity and Inclusion with an Emphasis on Accessibility	Jan 17, 2025 SAISIA webinar with SK Health Quality Council - Thrive at Home program for seniors	Jan 21, 2025 Intercultural Competency Training Module 4, Part 2: Equity, Diversity and Inclusion with an Emphasis on Accessibility	Feb 4, 2025 Intercultural Competency Training Module 5, Part 1: Recognition and Rejection of Racism
Feb 10, 2025 Information Session with EnGen - ProLiteracy Programs, courses, and grants for ESL Classes	Feb 18, 2025 Intercultural Competency Training Module 5, Part 2: Recognition and Rejection of Racism	Mar 17, 2025 An Introduction to Inclusion Saskatchewan and Neurodiversity	Mar 18, 2025 Gender Diversity and Inclusive Language in the Workplace	May 26, 2025 ATESL Best Practices Webinar

# GBA

# Plus

“This past year saw the development of many exciting partnerships, professional development opportunities and resources that helped to advance SAISIA’s work on Gender-Based Analysis (GBA) Plus at the national and provincial levels.”

In the 2024-25 reporting year, SAISIA continued to invest in valued partnerships while forming several new ones that will support us as we work to advance equity in settlement services for all newcomers to Saskatchewan.

Throughout the year, SAISIA continued our partnership with *Action! Chinese Canadians Together (ACCT) Foundation* out of Calgary and worked together on several initiatives to build intercultural awareness and combat racism. These initiatives included a social media campaign to address the mental health impacts to newcomers of online hate speech, with resources available in Mandarin, Cantonese, Korean, Tagalog, Japanese, and Vietnamese. Additionally, SAISIA worked with the ACCT team on a funding application to Canadian Heritage with the aim of providing training on anti-racism and equity in small centers and rural areas throughout Western Canada.

The GBA Plus Coordinator and Rural Coordinator continued SAISIA’s collaboration efforts with other umbrella organizations across Canada by attending the Umbrella Research Group meetings with AMSSA, AAISA and ARAISA.

In **April**, SAISIA partnered with the *Immigrant Services Association of Nova Scotia (ISANS)* and their Team Lead and Accessibility Support Coordinator, *Jessica Leslie*. Jessica offered a webinar for service providers working with newcomers in classroom settings, including language instructors and SWIS, on the new ISANS Sight Loss Integration Teacher Toolkit. This toolkit offers strategies and resources for adapting existing services to meet the needs of clients who are blind or partially sighted.

In **June**, the GBA Plus Coordinator volunteered at the Mother Earth Tent for the Rock Your Roots Walk for Reconciliation held on National Indigenous People’s Day. A new initiative for 2024, this tent provided a centralized location for recycling materials and helping participants to reduce waste during the event. Throughout the year, the Coordinator also participated in the Newcomer Action Committee led by Reconciliation Saskatoon. SAISIA also formed a partnership with *Saskatchewan Deaf and Hard of Hearing Services (SDHHS)*. SDHHS supports the needs of D/deaf and hard of hearing people across Saskatchewan so that they can participate fully in their communities. In **September**, SDHHS offered a webinar for the Saskatchewan sector on their programs and services, including how settlement agencies can connect with sign language interpreters when working with D/eaf and hard of hearing clients.

In **July**, SAISIA formed a partnership with the *Alzheimer Society of Saskatchewan (ASOS)*. This partnership was motivated by the need for a unified response to the results of a research study published by the Alzheimer Society of Canada. In The Landmark Study, researchers estimate that by 2050, there will be a 500% increase in dementia diagnoses in older adults who are Black and that as many as 1 out of 4 Asian people aged 65+ will have dementia[1]. In **October** 2024, ASOS delivered a webinar to the Saskatchewan sector on their programs and services. SAISIA and ASOS continue to work together to draft new resources that will help settlement agencies effectively meet an increased demand for supports in this area.

In **January**, the GBA Plus Coordinator joined the *Transportation Action Hub* led by the *Saskatchewan Health Quality Council*. This initiative brings together professionals from healthcare, higher education and social service agencies to find creative solutions to the current lack of inter-community public transit in Saskatchewan. In March, the GBA Plus Coordinator attended an in-person meeting for this initiative in Regina. Currently, the *Transportation Action Hub* is conducting a mapping exercise with support from a *Saskatchewan Health Research Foundation Align Grant*. This exercise seeks to create a centralized map of all the community-led taxi services that have arisen to fill the gap left behind by *STC* and *Greyhound*. When completed, this map will be translated into several of the most spoken languages in the provinces and distributed to the sector later in 2025.

### GBA PLUS NATIONAL PROJECT

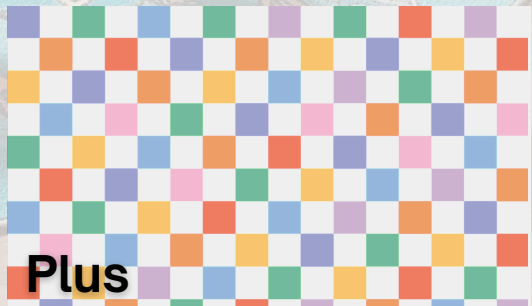
Throughout 2024, the GBA Plus Coordinator continued their work as a Project Lead in Enhancing GBA Plus National Sector Capacity, a national project funded by IRCC and led by IRCC National Sector Engagement. In partnership with umbrella organizations across Canada, the GBA Plus Coordinator attended national project meetings and developed tools and resources to help direct service organizations integrate equity and accessibility in their internal policies and procedures as well as services for clients.

These tools included the *Ask a Knowledge Keeper* video project. As part of this project, *Nehiyaw*, *Anishinaabe*, and *Métis* Knowledge Keepers were interviewed at *Wanuskewin* Heritage Park. They were asked what are the best ways for newcomers to learn about Indigenous peoples in Saskatchewan, what should be in an anti-racism policy, and how Indigenous peoples and newcomers can come together to fight racism and the legacy of colonialism. The video project is available on the *SAISIA* site and is formatted for accessibility. There are versions of the video with English captions, French subtitles, and American Sign Language interpretation.

Another tool was the *GBA Plus Interactive Activity*. This is an in-person, role-playing activity that communicates foundational knowledge on equity, intersectionality, and the history of women's rights in Canada. The bilingual activity materials are available to the sector through the *SAISIA* site, with hard copies available by contacting the GBA Plus Coordinator.

The final tools *SAISIA* contributed to the national GBA Plus project were tip sheets for service providers looking to advance accessibility as well as form Indigenous partnerships and begin relationships with Survivors of residential schools. Tip sheets were created for working with clients who are D/eaf or hard of hearing, blind or partially sighted, and have a dementia diagnosis. These resources were created with the input of *Saskatchewan Deaf and Hard of Hearing Services*, *CNIB Saskatchewan*, and the *Alzheimer Society of Saskatchewan*. The aim of the fourth tip sheet, *Tips for Drafting Indigenous Engagement Strategies and Working with Survivors*, is to assist service providers in creating respectful relationships between newcomers and Indigenous peoples and responding to the *Truth and Reconciliation Committee of Canada's Call to Action #93*.

In **September**, the national GBA Plus project team held their final wrap-up meeting at the Alt Hotel in downtown Saskatoon. At this meeting, representatives from *IRCC National Sector Engagement*, members of the national project team, and service provider organizations from across Canada came together to discuss the critical role GBA Plus plays in the sector and how we can all work together to advance equity and intersectionality moving forward. Service provider organizations from Newfoundland to British Columbia shared their experiences of piloting tools created by the national team. At this meeting, both of *SAISIA's* pilot project partners, *Humboldt Regional Newcomer Centre* and *Southeast Advocates*, shared their feedback on our tools as well as some information on their own initiatives related to equity and anti-racism. The GBA Plus national project concluded in December 2024 with the release of the results of the project's research in the *Enhancing National Sector GBA Plus Capacity Report* created by the Research Leads and the bilingual *GBA Plus National Resource Guide* created by the Project Leads. The Resource Guide features tools to support service providers in integrating GBA Plus across diverse facets of their work, from internal policy creation to creating accommodations for clients and implementing inclusive hiring practices. The GBA Plus initiatives *SAISIA* embarked on this year provided a solid foundation for our team as we continue this important work. For an up-to-date list of our GBA Plus webinars, resources, and supports, please visit the *SAISIA* site.



Scan me to watch  
Ask a knowledge keeper video project

# Newsletter & Website

## BI-WEEKLY NEWSLETTER

SAISIA distributes a bi-weekly newsletter designed to keep members and stakeholders informed and connected across Saskatchewan's immigrant settlement and integration sector. Each issue features:

- Updates from IRCC and SAISIA
- News from member agencies
- Upcoming training sessions and professional development
- Success stories and promising practices
- Surveys and consultation opportunities
- Funding and grant announcements
- Community events and research highlights
- Key rural updates and emerging trends

The newsletter serves to strengthen engagement, support informed service delivery, and foster a culture of collaboration and knowledge sharing across the sector.

25

Editions

64%

Open Rate

307

Subscribers

## SAISIA WEBSITE



Total Visits

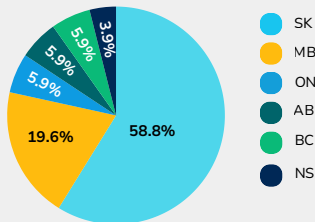
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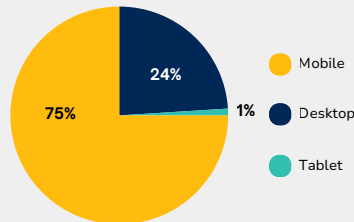
Unique Visitors

24,449

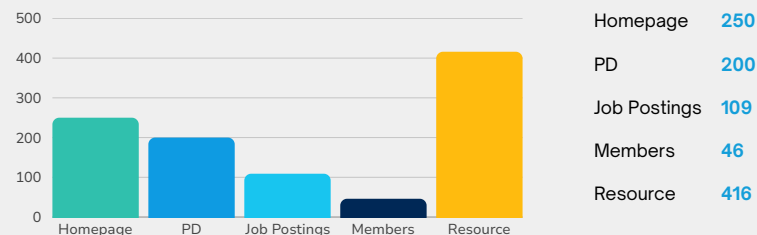
Top Visitor Demographic



Top Devices



Top Page Average Visits Per Day



**SAISIA's website continues to serve as the central hub for information, resources, and sector updates related to immigrant settlement and integration in Saskatchewan.** In 2024-2025, SAISIA undertook another revamp of the website, focusing on enhanced accessibility, improved navigation, and better support for member engagement. This upgrade also enabled the compilation and archiving of all previous professional development (PD) session recordings and materials, now available exclusively to SAISIA members through the website.

### Key Activities

- Regularly updating content (news, events, sector resources)
- Maintaining website security, speed, and reliability
- Enhancing user experience and ease of navigation
- Adding new features and functionality based on sector needs
- Hosting a centralized library of PD materials for member access

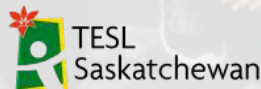
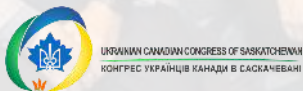
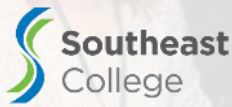
The website is designed to ensure timely, relevant information is easily accessible, to increase sector visibility, and to support the operational and professional development needs of member agencies.

Performance is measured by tracking web traffic and engagement metrics (e.g., session duration, bounce rates) as well as direct user feedback to guide ongoing improvements.

# Partnerships & Collaborations

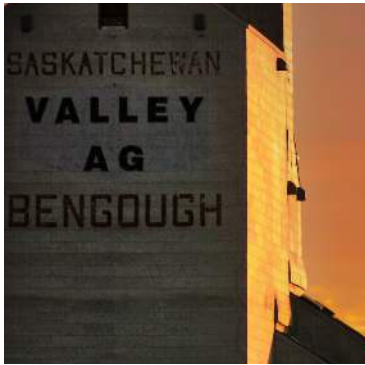
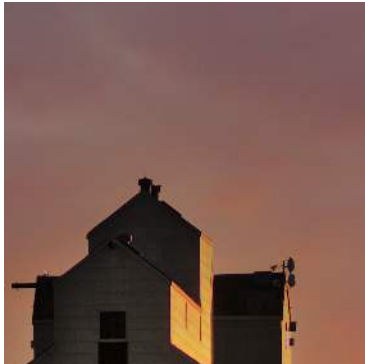
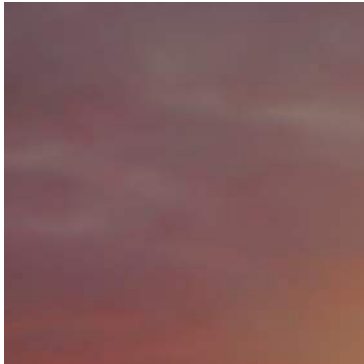
- **Action! Chinese Canadians Together Foundation** – Anti-racism campaigns and mental health awareness for newcomers.
- **Affiliation of Multicultural Societies and Service Agencies of British Columbia** – Regional language coordination and knowledge exchange.
- **Alberta Association of Immigrant Serving Agencies** – Co-hosted rural symposium, language collaboration, and professional development sharing.
- **Alzheimer Society of Saskatchewan** – Sector training and resources on dementia in newcomer communities.
- **Assemblée communautaire francosaskoise** – Francophone engagement and event planning.
- Centre d'aide aux femmes immigrantes et réfugiées Saskatchewan – Francophone partnership support.
- **Conseil économique et coopératif de la Saskatchewan** – Collaboration on rural initiatives and Francophone programming.
- **Canadian National Institute for the Blind Saskatchewan** – Accessibility tip sheets for working with blind or partially sighted clients.
- **Immigrant Services Association of Nova Scotia** – Delivered webinar on supporting clients with sight loss.
- **Manitoba Association of Newcomer Serving Organizations** – Regional collaboration, language meetings, and co-presentation at national conference.
- **Office of the Commissioner of Official Languages** – Participant in Francophone sector panel and future presentation partner.
- **Pathways to Prosperity National Conference** – Platform for presenting newcomer success stories and anti-racism advocacy.
- **Prairie Community Services for Temporary Foreign Workers** – Coordination support for rural SPOs assisting TFWs.
- **Réseaux en immigration francophone Saskatchewan** – Francophone working groups, newsletters, and joint event planning.
- **Regina Region Local Immigration Partnership** – Active involvement in multiple local community working groups.
- **Reconciliation Saskatoon** – Participation in reconciliation activities and newcomer inclusion.
- **Saskatchewan Deaf and Hard of Hearing Services** – Webinar delivery and accessibility resource development for service providers.
- **Saskatchewan Health Quality Council** – Partnership through Transportation Action Hub on rural transit mapping.
- **Saskatoon Police Services** – Consultation on newcomer safety and rural service gaps.

# SAISIA Members



Saskatoon Open Door Society





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