

SCOPE

Social & Civic Opportunities: Pathways to Equity

Providing racialized immigrants a voice by diversifying governing bodies

A project by MOSAIC BC



Funded by the
Government
of Canada

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gouvernement
du Canada



ACKNOWLEDGEMENTS

We acknowledge that we work and live on Indigenous lands, specifically those of the Coast Salish, Squamish, Musqueam and Tsleil-Waututh First Nations that have never ceded or surrendered their land. As settlers, newcomers, immigrants and children of immigrants we continue to have a responsibility to foster and honour that relationship to the land and to Indigenous peoples.

We recognize that working for migrant justice is part and parcel of challenging traditional institutions, and that while some of us might be pushed to the margins of society, we continue to have an obligation in building alliances with Indigenous communities in working toward change. SCOPE as well as its members, seek to transform the way we live with one another and with this land.

MOSAIC operates on traditional and unceded Coast Salish Territories, the ancestral lands of the s̓k̓w̓x̓w̓ú7mesh (Squamish), selííwitulh (Tsleil-Waututh), x̓w̓məθk̓w̓ə́y̓əm (Musqueam), qiqéyt (Qayqayt), sc̓əwaθən məsteyəx (Tsawwassen), kw̓ik̓w̓ə́ł̓əm (Kwitwetlam), q̓ic̓ə́y̓ (Katzie), q̓ʷa:ńł'əń (Kwantlen), SEMYOME (Semiahmoo) and Matsqui nations.

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q̓ʷa:ńł'əń
SEMYOME
Matsqui

RESOURCES

It is important for SCOPE as a project to provide its participants with the resources to learn more about our relationship to the land. For more information visit:

www.native-land.ca/

<https://native-land.ca/resources/territory-acknowledgement/>

www.apihtawikosisan.com/2016/09/beyond-territorial-acknowledgments/



CONTENTS

- 01** **ACKNOWLEDGEMENTS**
Land acknowledgement

- 03** **WELCOME MESSAGE**
Olga Stachova, CEO of MOSAIC

- 05** **SCOPE & MOSAIC**
Why SCOPE?

- 06** **PRINCIPLES & PRACTICES**
What principles and practices guide SCOPE?

- 08** **PURPOSE & PROJECT**
Find out more about SCOPE

- 09** **COHORT INTERESTS & CAUSES**
Areas of Interest

- 10** **COHORT DEMOGRAPHICS**
A macroscopic view of our cohort

- 11** **MEET OUR SCOPE COHORT 1**
SCOPE COHORT 1 MEMBERS

- 26** **MEET THE SCOPE TEAM**
Behind the project

- 27** **DEFINITIONS**
Meaningful words for our project



WELCOME TO SCOPE

MOSAIC is one of the largest settlement organizations in Canada. As an organization comprised predominantly of individuals with lived experience as immigrants and refugees, we are passionate about supporting immigrant, refugee, migrant, and mainstream communities through services and advocacy, furthering the success and sense of belonging of newcomers and individuals from diverse backgrounds.

As a recognized leader, MOSAIC advocates for and engages communities in the creation of a just and inclusive society. One of the organization's priorities is to support diversity around decision-making tables, specifically when it comes to newcomers and individuals from racialized communities. We believe that newcomers bring a wealth of lived experience and their voice is crucial in shaping policies and services in our society. Thus, this project is wholly motivated by your knowledge and lived experiences.

Through stakeholder and client feedback, we learned the critical value of civic and social engagement in newcomers' equitable participation in Canadian society. We found that creative solutions were necessary to identify and overcome barriers for newcomers and immigrants to create accessible pathways to equitable social and civic leadership positions.

Drawing from the previous SCENE project, we will continue to be innovative using a human and equity-centered design with a migrant justice lens, all the while ensuring that the people whose lives this will affect are a part of creating this project. Thanks to you and to the Department of Canadian Heritage, we are here today, and we are excited to walk alongside you in order to create opportunities for meaningful social and civic engagement of newcomer communities.



Olga Stachova
Chief Executive
Officer MOSAIC BC



WELCOME TO SCOPE



SCOPE has become a safe space where we come as we are, a space where we share our dreams and hopes for a more inclusive Canada, a place where our identity of being an immigrant intersects with our passion for equity, diversity and inclusion. We connect by truly understanding and appreciating our differences, which has allowed us to have a clear vision of meaningful impact by having a voice in decision making tables.

- *Mimoza Pachuku (Coordinator) & Miho Yamazaki (Program Assistant), Social & Civic Opportunities: Pathways to Equity*



WHY SCOPE?

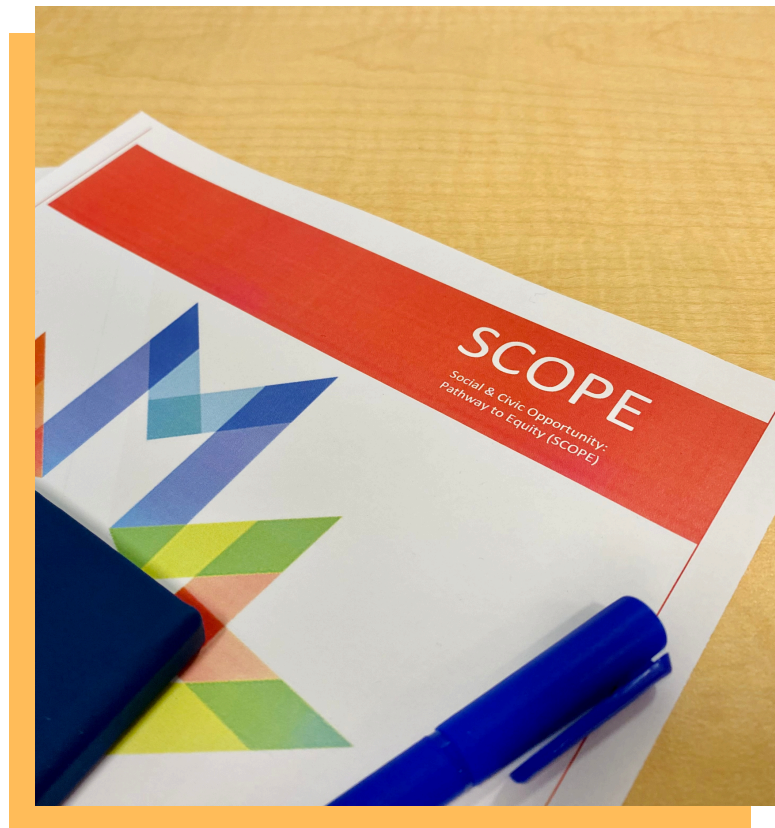
Project participants in SCOPE are recruited from different sectors, focusing on local immigrant serving agencies, MOSAIC's partners, supporters, volunteer network, and social media. Project participants will be trained in a series of capacity building workshops focused on intercultural diversity and inclusion, board fundamentals, dynamics of power and oppression, and building strong partnerships. Concurrently, participants will be given the support to apply for open positions in their communities, entering positions as volunteers on boards, committees, tables and councils.

These placements will help create strong partnerships between diverse communities. Social and civic participation and representation on boards of local non-profits will increase, along with the heightened capacity for non-profit organizations to attract and retain diverse volunteers and board members, providing valuable experience to immigrants and newcomers.

MOSAIC

MOSAIC is a registered charity serving immigrant, refugee, migrant and mainstream communities in Greater Vancouver and the Fraser Valley, as well as throughout the province of British Columbia, and overseas via online programs.

MOSAIC is one of the largest settlement organizations in Canada. Provincially, MOSAIC provides more employment support and programs than any other immigrant serving organization in B.C. The organization is accountable, transparent, and ethical in all its decision-making and it advocates for diverse voices throughout the community.



PRINCIPLES & PRACTICES



Spaces of mutual care and respect

Throughout the project we will build relationships with one another, and share heartfelt stories. For these reasons, it is of great importance that all our cohort members come from a place of empathy, understanding and respect. Our staff and volunteers, will work diligently to ensure that we all take care of one another during this program, and respect the diversity of experiences and knowledge that each individual brings from their community. This fosters an environment of trust and confidentiality to protect each person as they share their lives with us. With this regard it is paramount to respect each person's identity, and how they express themselves. This includes racial, ethnic, cultural, gender identity and expression, sexual orientation, disability, or religious identity.



Systemic and transformative Impact

The SCOPE Project intends to have a transformative impact for both systemic and individual practices. SCOPE is motivated by human and equity centered design for engagement and knowledge production, which redefines discourses for immigrants and newcomers. This framework ensures that affected communities can decide the implications of those transformative discussions and voice their needs.



Accessibility for all

We know from our experiences that accessibility is ever-changing and varies across experiences. As facilitators of this project we can only speak according to our own experiences, and not for others. For that reason, we want to make this document, and subsequent ones, living documents that our cohort members can continue building over time. We also want our cohort members to draw our attention to any accessibility needs that arise as they proceed through the training and placements. As this project develops, its larger mandate is to be as accessible as possible, and having an open ear to change our policies according to the needs of the communities we serve.

**This page is a living piece of this document that we will continuously add to as the project develops. With the feedback and input of our cohort we will continue to give our words meaning.*



PRINCIPLES & PRACTICES



Power and Identity

Power dynamics and identity are a central part of our project vision. We recognize the implicit power imbalance between ourselves as facilitators of the project and our cohort members, as well as the different persons, groups and identities based on gender, sexual orientation, racial or ethnic identity. We are always open to working with our members to address any concerns or needs that arise from these relationships. We are dedicated to creating spaces free of violence or intimidation, and to foster a safe and open environment to ensure everyone is able to fully participate in the project at all stages.



Building Longstanding and Sustainable Relationships

The goal of this project is to bridge the lived experiences of our cohort members with community organizations and local public institutions in order to address the serious diversity gap that our community faces. We seek to provide the tools needed to our members and our stakeholders, to create sustainable diversity and inclusion, so that newcomers and immigrants can be fully part of decision making practices that affect their lives and livelihoods within their communities. This project facilitates these relationships so that our cohort members can advocate for themselves and their communities to be fully included and considered in Canadian society.

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PURPOSE

- ◀ Foster equitable social and civic engagement opportunities
- ◀ Decrease barriers to social and civic engagement
- ◀ Increase access to diversity in social and civic board positions

PROJECT

- ◀ Training, panels, forums and assistance in placement opportunities for the participants to apply the knowledge in practice.
- ◀ Trainings for organizations interested in diversifying their boards, committees, decision-making tables.
- ◀ Creating the iCan Network, a Peer-Led Platform where participants can connect, share and learn ways to meaningfully participate in the community.
- ◀ Engage organizations interested in having immigrant and refugee lived experience at their decision-making tables and create opportunities for placements on boards that match participant's interests.

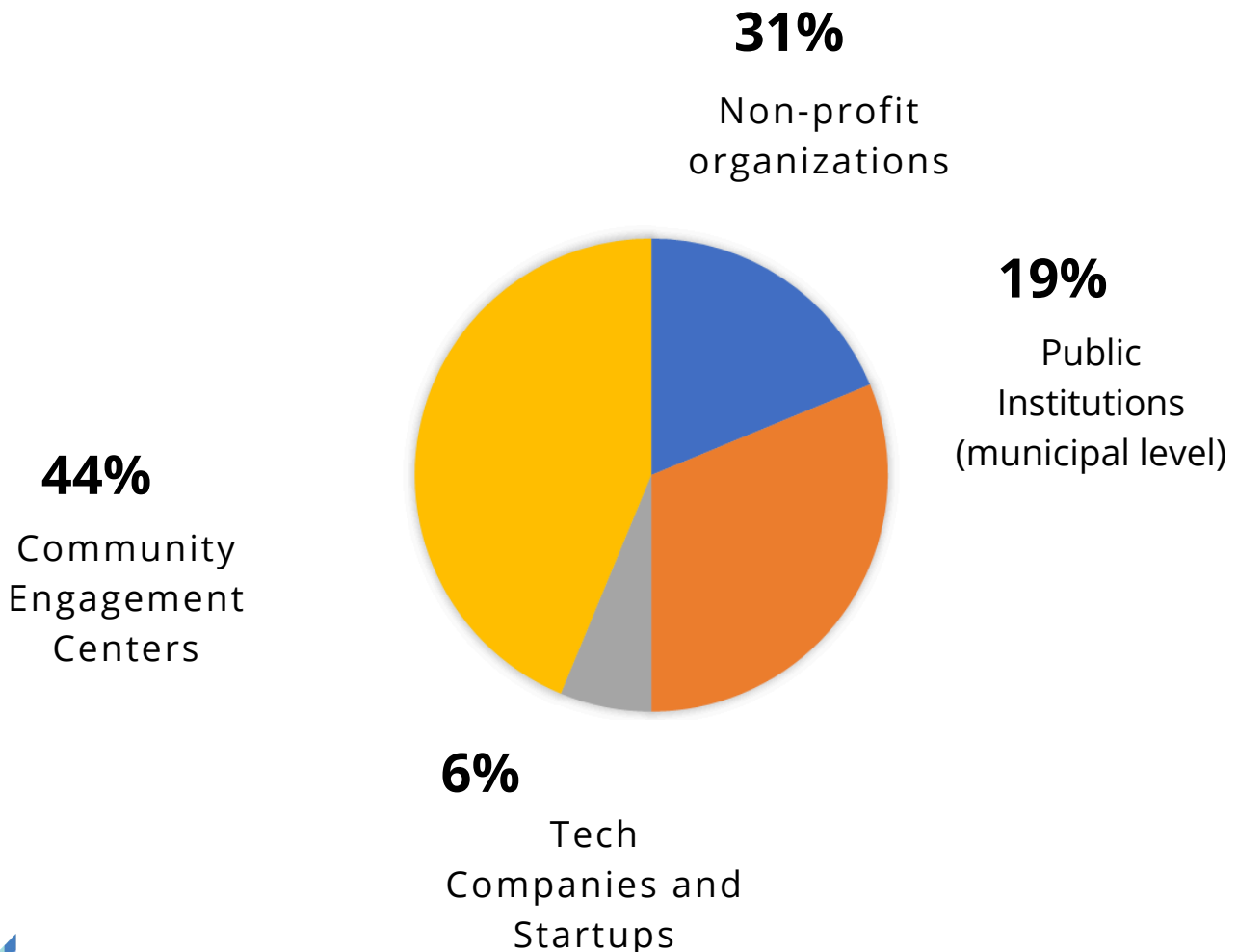


COHORT INTERESTS & CAUSES

TOP 5

- Immigration, Settlement, and Employment
- Women's Empowerment
- Children and Youth
- Seniors and Elderly
- Environmental Management

Sectors of Interest to Volunteer



COHORT DEMOGRAPHICS



MOSAIC's Social & Civic Opportunities: Pathways to Equity project cohort come from **17 countries** across the globe. Of the 33 participants of the cohort, **64%** identify as women and **36%** identify as men.

Overall, the residential status of the cohort is:

- 82% Permanent Residents
- 18% Citizens

Motives of joining SCOPE

- Gaining board experience and knowledge, participating in Canadian governing bodies
- Giving back to the community and being part of it
- Networking opportunity

While 61% had civic engagement experience, 39% showed ambition to be civically engaged for the first time through this project.

Board and / or committee experience

The cohort comprised of **14** participants who had prior board and/or committee experience and **19** who had some volunteering experience but not related to board and committee governance.

But more than numbers, our cohort are individuals and it is important for us that their experiences are counted as such.

You can find their individual stories, in their own words, in the pages ahead:



MEET OUR SCOPE COHORT 1



Tracy Adole

"Tracy is a Certified Project Management Professional and innovative organizational leader in program management, research and development, science-policy integration and stakeholder management. With over 15 years of working experience using data and novel techniques for strategic planning and decision-making, Tracy has worked with communities, industries, non-governmental organizations, government institutions and top-rated researchers at local, national, and international levels. She is highly skilled in building relationships and creatively bringing people together to achieve a common goal. She also likes giving back to society and has volunteered in many roles, from serving as board members in city council/charities to initiating and managing programs for city libraries and local/international charities.

Tracy has a PhD in Geography and Environment from the University of Southampton, UK and is currently a Physical Geography Instructor at Coquitlam College and Research Associate for the Social Planning and Research Council of British Columbia (SPARC BC).

She is very passionate about finding solutions to real-world issues using data, technology, and partnerships. Tracy's hobbies are playing the piano and chess.

LinkedIn: <https://www.linkedin.com/in/tracyadole/>





Marie Bassey

Marie is a mom, philanthropist, and business professional. She has a 17-years wealth of experience spanning change management, policy/program delivery, business development, banking services, portfolio management, stakeholder engagement and customer service. She has worked within the private and the provincial government public sectors and has recently transitioned into the federal government. Marie is also passionate about Diversity, Equity and Inclusion and advocates for changes that impact the girl-child, women, and black Canadians. Before immigrating to Canada, she founded a not-for-profit in 2016 focused on empowering women in Nigeria. Currently, Marie is an Ambassador of Dress for Success in Vancouver, contributing to women's empowerment, especially new immigrant women. Her goal is to develop transformational partnerships across Canada and at all levels for the betterment of Canadians, especially the impacted minority groups of interest.

She holds a Masters' degree in Business Administration (MBA) from Vancouver Island University and International Management (MSc) from the University of Hertfordshire, and a Bachelor's degree in Microbiology from the University of Calabar.



Uujim-Ukhaan Byambaa

Uujim Byambaa opens the line of communication between clients, customers, and businesses to get projects done. With over 12 years in both public and private sectors, Uujim has experience in project management, management consultation, team building, professional development, strategic implementation, and company collaboration. Uujim has successfully managed over 20 projects (mine, mineral processing, capacity building, consulting) at Glogex LLC and the Ministry of Mining Mongolia. Uujim holds a Master of Global Management degree from Royal Roads University and a current PMP® certification.

Uujim loves the culture of Vancouver and has been living there since she graduated from university. She enjoys spending her free time exploring places along the West Coast and hiking.

You can reach her at Uujim.by@gmail.com.





Pingping Cai

Pingping has a degree of science majoring in Chemistry and a strong background in Quality Assurance in one of the world's top 500 companies. She moved to Canada in 2016. Pingping has some experience in enrollment services at the University of Regina and as a quality inspector at a plastic company in Ontario. Currently, she is working as a lab technician in a pet food company in Langley.

Pingping can speak Mandarin, Cantonese, and Chaozhouese, and to utilize her skills, she volunteered as an interpreter at the Women's Center in Regina. In addition to that, she used her experience of enrolling at the University of Regina by guiding several high school students and parents to prepare their university applications. Pingping loves hiking, travelling, and cooking.



Shruti Chamoli

Born and raised in India and having lived many years in Kuwait, where she carved her career niche, Shruti moved to Canada in 2013 with her family. Shruti is passionate about community engagement and fervently lives by her principles of diversity and inclusion. In Canada, she has found many opportunities to contribute and create cohesive communities.

Shruti brings 18+ years of work experience in Human Resources with a specialization in Total Rewards and has worked with leading organizations on developing and implementing people strategies that attract, engage, and retain the right talent. Her focus is to create dynamic and driven workplaces with a growth mindset. Shruti is an avid advocate for diversity and inclusion, including Truth and Reconciliation initiatives, and believes in championing the multiplicity of human experiences, ideas, cultures, and perspectives.

In 2013, fascinated by the multitude of services that MOSAIC offered, she became a mentee in the workplace connections program. Subsequently, when she was approached with the opportunity to give back as a Career Mentor, it was simply a no brainer! Before that, Shruti was actively involved with the United Way campaign as a campaign representative and has also been championing child hunger, education and mentorship programs for children and youth via backpack buddies, big brother and big sister of Langley and other non-profits.





Mei Chen

Mei is a career coach and the program coordinator of the Career Paths for Skilled Immigrants program for the Fraser Valley region. Empowering people to achieve their full potential is her passion. She has a deep understanding of the challenges faced by new immigrants and specializes in guiding skilled immigrants to establish their careers in Canada. Mei is active in community engagement outside of her regular work.

She is a member of the Immigrant Advisory Council for a Local Immigration Partnership (LIP), a career mentor of a Workplace Connections Mentoring Program, and calls herself a life-long Library Champion.

Before immigrating to Canada, Mei was a Corporate Executive with more than 20 years of experience at some most reputable Global Fortune 500 companies. Having gone through multiple business cycles in emerging and mature markets, she has insights into how multinational companies operate and make decisions under various economic conditions. Mei is a graduate of the SFU Career Development Practitioner program, and she holds bachelor's and master's degrees in engineering from Tsinghua University in China.



Deji Dada

Deji (pronounced Day-G) is a composite of many interesting parts spanning professional, social and personal domains.

Professionally, he has healthcare roots with a Bachelor of Dentistry and Dental Surgery from Nigeria's prestigious Obafemi Awolowo University. Deji is a certified project manager (PMP) and has completed his MBA at Sauder School of Business, UBC. Leveraging his education, he evolved into a Healthcare IT and Business project manager specializing in digital transformation and process improvement, and he is currently working as a Project Manager.

Socially, Deji is a family man and a Christian. He strongly identifies with the collaborative, respectful cultural virtues that come from a Yoruba (Nigerian tribe) upbringing, and he consistently explores ways to improve himself and add value to society. As an avid volunteer and a global thinker, Deji often finds himself in leadership and mentorship roles.

He is an incurable optimist, and he believes ALL problems are solvable. He likes to describe himself as an intentionally designed, continuously improving human being engineered to solve the issues and create opportunities. Currently, Deji is working on his communication and leadership skills while seeking opportunities to serve and represent with integrity and passion. With his SCOPE cohort, he is also exploring the diverse world views and opinions in Canada and having fun while doing so.





Rosa L Diaz Armas

Rosa is a registered Nurse in Canada and has practiced in Newfoundland, Labrador, and BC. She works at the George Derby Center as an Assistant Director of Care.

Rosa was born and raised in Lima, Peru. At 21, she moved to California, USA, for her BA in Cinema and TV Arts. She has lived and worked in the USA, Peru and Canada, where she obtained extensive experience in customer service and as a language and art teacher.

In 2021, she became a Canadian Citizen. Her nursing career allowed her to acquire expertise in long term care while understanding the particular needs of seniors.

Rosa strives to build a career based on community involvement, empowerment and a healthy lifestyle to solve social and health issues. She has a strong interest in helping improve the quality of life of women and vulnerable and immigrant populations. She currently lives in Burnaby, BC, with her daughter and partner.



Gabriel Esu

Gabriel Esu holds a Masters's degree in Construction Management, among other academic and professional qualifications. His entire 16-year career has been in the construction industry, where he currently works as Contracts Manager for Fraser River Pile & Dredge in BC.

Gabriel is a selfless community facilitator with 10+ years of experience in social engagement and leadership. He moved to Canada with his family in March 2016 from Nigeria. Before moving to Canada, he led an employee advocacy union for four years, recording ground-breaking successes in the Nigerian Labour movement. In Canada, Gabriel has continued to volunteer his time serving organizations such as ACORN Canada, and Options Community Services, among others. In the last four years, he has served on the board of two BC-based not-for-profits, first completing a three-year term as the General Secretary of the Nigeria-Canada Association of BC and currently serving as Director of Projects for Thrive-4-Blacks Community Services Society, an organization he co-founded in 2020.

Apart from his volunteer work, Gabriel shares his time between cooling off with his family, doing some woodworking and watching soccer.





Paola Garcia

Paola Garcia is a Colombian economist with specialization in finance. For the past two years, she has been working as Customs Broker at Vancouver Customs Brokers Ltd. Before moving to Canada, Paola worked as Master Account Analyst at a multinational company called Tecnoqimicas S.A.

She is passionate about animals and helping people in her community. Following her passion, she has another part time job at a dog day care facility. Paola is always happy to help newcomers to Canada, and she sees herself making a difference when she helps newcomers to find a new place to live, find a job and also, share information what her experience has been like living in Canada from a newcomer's perspective.

Paola's short term goals are to find a job in her background and start her master's degree in business administration.



Lauwo George

Lauwo is passionate about working and supporting immigrants in their endeavours to join the Canadian job market. As a Facilitator for the Workplace Connections Mentoring Program at MOSAIC, he works with local professionals to provide mentoring opportunities to newcomers to Canada.

Lauwo has project management experience as well within the non-profit sector, and he is a qualified ESL Instructor and Communication Skills Trainer. He has offered public speaking and presentation skills training to corporate employees while working at the British Council in Tanzania.

Lauwo is also a dedicated writer with two completed novel manuscripts awaiting publication. He has translated two Swahili short stories into English, to be published by the Commonwealth Writers. Currently, he is actively involved with a well-established Vancouver-based writers critique group where members meet weekly to workshop their written work.

Lauwo moved to Vancouver in 2018 from Kilimanjaro, Tanzania, he has also lived in Finland, where he studied Intercultural Communication for his Master's degree. He has worked within the non-profit sector as a program manager and events coordinator. He is excited to contribute his experience to the work of MOSAIC





Ines Ghozzi

Ines is a passionate, Hungarian-Tunisian woman from Paris who recently arrived in Vancouver. She has worked with excellent teams from all over the world and led several successes in Europe, Africa and North America. Ines is fluent in five languages, and she is always eager to meet new people, discover new challenges and make the world a better place.

Since coming to Canada, Ines has volunteered and worked with not-for-profit organizations helping francophones in BC from the east side downtown of Vancouver and newcomers. She loves to help others be the best version of themselves and achieve their dreams in a safe and positive environment.

In her free time, Ines likes to travel throughout the world and visit art galleries. She enjoys all paintings from Monet to Kandinsky, watching theatre and reading African authors. Ines is also the biggest fan of her basketball-playing son. And most of all, she aspires to make a global difference, and she would love to join a dynamic, international organization to do so.

To learn more, click here: <https://thebrandarborist.weebly.com/>



Jian Guo

Jian moved to Canada in 2016 to explore a different life. After getting his BSc degree from Xi'an Jiaotong University in 2007, he worked at an aircraft manufacturing company for nine years.

Before moving to BC in 2020, Jian studied at the University of Manitoba and then worked in different industrial sectors. In addition to this, Jian volunteered for several organizations, including CASARA, Royal Aviation Museum of Western Canada, and Macdonald Youth Services in Manitoba.

From a newcomer to a settled-down permanent resident, through this challenging journey, Jian understood the importance of nonprofit organizations such as MOSAIC, Issofbc, and WorkBc that help newcomers to engage in Canadian society with their background skillset and resources they accumulated before coming to Canada.

Jian is currently working as a manufacturing engineer in the aviation industry. He is also a self-employed nutritional advisor offering advice to individuals suffering from chronic diseases.





Solomon Iwegim

Solomon Iwegim is a financial service, risk management and business development professional with over 17 years of cognate experience in the banking industry and community development. He currently works as a Business Account Manager at RBC Royal Bank of Canada and co-founded Thrive4Blacks Community Services Society in December 2020, where he serves as an Executive Director.

He holds a degree in Business Administration and International Organizations Management with expertise in Relationship Management, Operational Risk Management, Policies Administration and Business Development, balanced with his active mentorship roles with Newcomers to Canada. These are a few of his many sides that enables him to bring the cognitive skills to work with stakeholders, identify needs/gaps, and proffer solutions to deliver on mandates efficiently. Solomon serves in volunteer capacities for several organizations and is actively involved in Diversity & Inclusion initiatives run by Employee Resource Groups at the Royal Bank of Canada (RBC).

Solomon is a soccer fan, plays scrabble and loves music (sings tenor). He is blessed with a gorgeous wife, Nelly and three adorable children. He enjoys spending quality time with family and friends. You can connect with him on LinkedIn <https://www.linkedin.com/in/solomoniwegim>



Jean Luc Kalambayi

Originally from the Democratic Republic of the Congo, Jean Luc Kalambayi is a dynamic and motivated problem solver with five years' experience in creating, maintaining, and improving business-to-business and business-to-client relationships in e-commerce and international trade contexts.

Jean Luc holds a Master of Technology in Business Administration graduate with expertise in communication, negotiation, leadership, and strategic thinking. He is a gifted connector: fluent in English, French, and three African languages, with a passion for creating meaningful intercultural collaborations that contribute to a more equitable world.

He is an active community builder and volunteers by serving in leadership roles with organizations that provide services to low-income or at-risk communities in South Africa and DR Congo. These organizations include Save the Children's Community Child Protection Network, the Google Student Ambassador program, TechZone, and AIESEC.

He is a Fellow alumnus of the Hive Global Leaders Program, a network for purpose-driven entrepreneurs, leaders, and innovators to create a lasting positive impact.

You can get in touch with him at : jeanlucjunior6@gmail.com





Hitesh Kalia

Hitesh Kalia moved to Canada in March 2021 from India. He is a Chartered Accountant with over ten years of experience in Auditing, Risk Management and Governance in both public practice and industry. He started his career as an auditor with EY and later focused on pursuing a career in risk management. Hitesh was working with an international gold refining group where he developed an independent risk management framework and worked on streamlining organizational policies and processes. He continued his passion in risk by obtaining Canadian Risk Management and Institute of Risk Management designations. He is currently employed with Deloitte, Vancouver, where he is leading the Quality and Risk Management team.

He has actively represented the community by working as a member of the Governing Committee of 'Give India' focusing on opening Skill Development Centers for local women in Mewat, Haryana, India, by working closely with local administration. He also worked with 'The District council for child welfare' to set up digital libraries in Mewat.

Hitesh is a bookworm and loves academics such as Noam Chomsky, Adam Grant and Nassim Taleb. He loves humming the tunes of Nina Simone and Frank Sinatra while taking a bicycle ride in Stanley Park. You can reach him at hitesh.kalia@protonmail.com



Fisnik Kumnova

Fisnik Kumnova is a PM, Mediator and Arbitrator with over a decade of experience in working with stakeholders in various areas of Alternative Dispute Resolution. Throughout the course of his career in Canada, Fisnik has worked with several world-renowned universities, Crown corporations and societies in the capacity of project advisor and management. He currently works with the Canada Industrial Relations Board as an Industrial Relations Officer.

Fisnik has a long history of success in bringing parties together in Europe and in North America. He was integral to the success of ADR Mediation Centre Mitrovica in Kosovo. He was also involved in Bridging the Divide, M-M@G Project, a well-respected online journal covering high-conflict areas in the Balkans, published in three languages. Fisnik is an Alumnus of the International Institute for Political and Economic Studies, affiliated with George Washington University.





Melanie Lim

Melanie was born and raised on the tropical island of Mauritius, off the southeast coast of Africa.

She attended university in the United Kingdom and holds a Master of Arts in International Relations from the University of Essex.

Throughout the past years, Melanie was able to explore the travel industry and gained experiences with culturally and linguistically diverse people, deepening her multilingual communication abilities and cultivating a reputation as a significant contributor through customer service and problem-solving.

After moving to Canada, Melanie volunteered in local communities helping other newcomers learn about the services offered by community and immigrant-serving agencies.

Melanie gained exposure to Vancouver's tech scene and is now working in the Travel Tech industry. She wants to be a robust female role model to help other women achieve their digital dreams and excel in their careers.

Melanie likes playing tennis, practicing yoga, and discovering local scenic hikes during her free time.



Poonam Mahendru

Poonam migrated to Canada in 2019. She was an entrepreneur in India running a fashion boutique and worked with the Japanese company as a facilitator in language exchange programs, and interpreter.

She started volunteering in Vancouver as an assistant ESL teacher, facilitator, translator and has been part of wide-ranging community connections programs at several nonprofit organizations, Surrey Hospice with Fraser health and kids with special needs as well. At present pursuing master's degree in psychology. She enjoys her work tremendously in various arenas including assisting the new immigrants and refugees to get adhered to Canada with ease.

She finds cross cultural communications quite stimulating and has always been a patron of equity and inclusion in the society. She believes in continuing with perseverance and determination accepting the challenges by trusting the process and herself. Full of zeal and ready to get surprised by new learning and new perspectives along the journey.

She states- Life is like a sitar, and various strings have different tunes producing beautiful music harmoniously, in the same way, divergent experiential learning with the strings of consistent humility, integrity and curiosity produces the better version of oneself creating the ambience of contentment. Besides being a yoga enthusiast, she loves trekking, and visiting the historical places.





Alemu Nenko

Mr. Alemu Nenko hails from Ethiopia. He received BSc in Agricultural Sciences from Haramaya University, Ethiopia, in 2006. He earned MSc in Development and Rural Innovation from Wageningen University, the Netherlands, in 2011. He worked as a lecturer at Haramaya University from 2011 to 2015. Besides, he engaged in social justice and environmental sustainability advocacy. He also volunteered with the United Nations Campaign for Sustainable Development Goals 2015-2016.

He arrived in Canada in 2015 to pursue MSc in Environmental Sociology at the University of Alberta. During his studies, he worked as a Teaching and Research Assistant for two years. His MSc thesis project focuses on overall public engagement in sustainable forest management and indigenous experiences in Canada. He also volunteered with the University of Alberta Sustainability Initiative (2016-2017) and supported newcomers from the Eastern part of Africa.

He moved to British Columbia in July 2018, currently volunteering as the Library Champions member, as Vancouver Oromo Youth Association secretary, and as a member of an Immigrant Advisory Table with Vancouver Local Immigration Partnership. You may reach him at NENKO@UALBERTA.CA



Paul Pathy

"I have not met anyone who is more optimistic than Paul Pathy," quoted the CEO of a leading financial software company.

He's truly a people person who has a full sense of curiosity with happy-go-lucky vibes. Paul is dependable, passionate about helping people, and willing to accept responsibility and to undertake challenging projects. Some of his volunteering experiences include mentoring immigrants and advising multicultural and area resident committees in Lower Mainland.

Paul has a strong drive to improve himself; hence, he enjoys producing and seeing the results. He earned a post-graduate degree and a successful career in the technology sector. His resourcefulness and persistence resulted in a thriving software business. From his experience, he has learned what it takes to be a good team player and/or leader while understanding and accepting different people and cultures.

He is passionate about helping others in society to achieve their goals. Indeed, he has successfully facilitated a visually impaired friend to raise funds for a climb at Mount Kilimanjaro. He wishes to contribute action steps toward a positive future with optimism and realistic thinking.





Maninder Pundir

Maninder Pundir graduated as an Electronics Engineer in 2008. She worked at Cummins India in electrical/electronics maintenance as well as in procurement roles. She completed her Master's in engineering with specialization in field of Very Large Scale Integration (VLSI) in 2014. She worked as a Web Designer at Pinnacle Pointers Pvt Limited, India.

She moved to Canada in 2019 as a permanent resident and is currently working as an assistant in Inventory management at Coast Mountain Bus Company, Burnaby.

She worked as a National Service Scheme (NSS) volunteer in India. As a NSS volunteer, she has been part of the various events held for cleaning up parks and public places in the local community. She also participated in blood donation camps as a NSS volunteer.

She is interested in volunteer roles especially in the field of education, health services and women empowerment. In her leisure time, she likes to read books, spend time in nature and likes to explore cuisines of different cultures



Fernanda Reis

Fernanda moved to Canada in 2015 in search of a more equitable place to call home. She graduated as a Petroleum Engineer in Brazil. She worked there for a few years in a multinational company, where she realized that quality of life is not only a good income. After completing her business degree and becoming a certified coach in Canada, she transitioned to become a career advisor for youth and newcomers. Her passion for helping people started at a very young age; she volunteered in several different organizations with several different purposes, like mental health and female empowerment.

Her goal is to foster a safe and positive environment for everyone, despite their nationality, age or gender. Apart from her volunteering and work, Fernanda enjoys travelling and exploring new restaurants.





Jas Sandhey

Jas Sandhey is currently working as a Coordinator for Language Assessments with MOSAIC. She holds a Master of Science Degree in Human Development. She has previously worked as a Researcher in India, where she actively worked with people at grassroots levels, community leaders and stakeholders.

Jas was recognized as a National Service Volunteer for her services to the community as she passionately organized Blood Donation Camps, Tree Plantation Drives and arranged Literacy classes for the underprivileged. She was also conferred with Youth Icon Award for her various contributions.

Jas enjoys reading and photography and has travelled to the United States and New Zealand before settling as a Permanent Resident in Canada. She actively seeks to contribute to the community and wants to do something concrete for the immigrants, especially international students. In her current job, she communicates with Immigrants of different backgrounds and is made aware of the various challenges they face. Jas is looking for opportunities to make people aware of all the struggles that Immigrants go through and wishes to educate others on the importance and contributions of immigrants to Canadian society.



Niloufar Sattari

Niloufar is a computer software engineer and has a master's degree in IT management. Although coming from a technology background, she is a philanthropist and has volunteered with different non-profit organizations. She also works for MOSAIC as a Data Analyst as she felt the need to help refugees and immigrants settle down and merge into Canadian culture.

Eventually, a new path opened to her at the beginning of the pandemic, and she had a chance to participate in Self-Attachment Technique (SAT) training in March 2020. This provided her with a unique perspective on personal and interpersonal growth and gave her a practical set of tools to foster compassion, cheerfulness, and creativity.

After that, inspired by their experience with SAT, she decided to join forces with some other participants and start a non-profit called, Empowered Human Foundation (EHF). EHF aims to promote the Self-Attachment method and make it accessible to a broader audience of individuals and communities from all nationalities, identities and walks of life.

Apart from being the EHF member board of directors as a volunteer and working actively in MOSAIC, she enjoys being outdoors. She loves listening to world music, hiking, being in nature and snowshoeing in the winter.





Nikhil Shahapurkar

Nikhil has an educational background in Human Rights, an MBA, and over a decade of experience in the Pharmaceutical and Biotechnology industry. He currently works in Vancouver in Marketing. He has an MBA in Marketing from Mumbai University and a masters in Human Rights from the Indian Institute of Human Rights (IIHR).

He studied Writing for Content Marketing at The University of British Columbia (UBC). He enjoys writing for his website and social media. He has written over a thousand articles in less than a year for various websites, and apart from writing, he has a rich experience in Marketing, Sales, and Corporate training.

Being a passionate reader himself, he is an advocate of education for everyone and believes reading is the absolute path to education. He attributes his pursuit of knowledge and excellence to his mother and father and has acquired a taste for physical fitness from his wife, a Yoga enthusiast. He has a liking for cultural cinema and mainstream pop culture as well. When he is not writing or reading, he likes to spend time with his family.



People's person, detail-oriented, passionate, and lifelong learner are just a few of Misha's virtues.



Misha Sharma

She hails from a country that believes in "Unity in Diversity". The rich exposure to various cultures and languages has escalated her awareness and developed her interpersonal and leadership skills. She strongly believes in the emancipation and empowerment of women and has worked sincerely to uplift both girl children and mothers.

She recognized the importance of volunteering in Canada, as there is constant interaction with diverse groups of people, refugees and immigrants, gender biases, multiculturalism, sustainable development etc.

Being a Social work enthusiast, she has a strong passion for working with people and advocated for education that promotes the nurturing of human diversity in different capacities. She is an active volunteer and mentors with the Vancouver Police Department, MOSAIC, ISS of BC, and WEDU (branch of UNICEF). With vast experience in nonprofit organizations and the service industry, she has demonstrated utmost loyalty and dedication to prove her mettle.

She currently works as an Employment specialist by assisting skilled immigrants to connect on the right career path and immensely enjoys her weekend gig as a hospitality expert!





Shu Qing (Grace) Shen

Grace Shen was born and grew up in a family of eight children in a northeast China farming village when life in the countryside was still quite basic and traditional. She remembers early life as challenging and rigorous but happy. Grace managed to get into high school, when few village girls did, and then into college and university, eventually earning a Master's degree in Computer Engineering and teaching computer-related subjects at university for many years.

After moving to Vancouver in 2011, Grace has concentrated on improving her English, taking many classes, and has been an active volunteer with SUCCESS and MOSAIC. For the past year, she has been working part-time as a cashier at a supermarket. Her recreational interests include long walks and hikes, badminton and pickleball, and watching news & current events videos on YouTube and other websites.



Adetola Tamunokubie

Adetola was born and raised in Lagos, Nigeria. She has a degree in Chemical Engineering Technology, and she is a Business & Process Analyst with several years of experience across different business domains.

Adetola enjoys volunteering and participating in community projects; she liaises with key stakeholders, coordinates, guild and facilitates training, oversees projects, and manages and monitors programs and policies. She has had the privileged to give back to the community and humanity by volunteering and being part of many organizations, including Kingsword Int'l Church BC, Yoruba Social & Cultural Assoc. of BC, Newcomer Women's Services, Canada Christian Moms, Options Community Services, University of British Columbia Community Engagement, Dress for Success Worldwide and many others.

Adetola's team members and previous team members have commended her critical and analytical thinking skills, entrepreneurship, leadership, project management, training, mentoring, collaboration and communication, negotiation, problem-solving, organization, and management.

Adetola is also a business owner of an online hair extension and accessories business. They sell top quality and unique hair extensions, wigs and other beauty accessories; their business purpose is to help stylish, upwardly mobile Afro-Caribbean women build their confidence and look their best.





Aishwarya Trivedi

Aishwarya Trivedi was born and raised in India before she decided to move west-ward to build a life in Canada. Earning a Bachelor's degree in Architecture and a Master's in Construction Management from the prestigious New York University, she believes in contributing to building a better world to thrive in. She has worked on research on affordable housing design to solve rising global housing crisis and participated in several think tanks to promote energy efficient building construction practices.

As a Vancouverite since March 2020 along with her experience in the Architecture, Engineering and Construction industries across India and New York City, she is empowered towards bolstering Vancouver to meet its challenge in becoming the Greenest City in the world.

In addition to her immense grit to be a pioneer in the spheres of building sciences, she is a trained scuba diver, a gold medalist swimmer, a bibliophile, an avid traveler with over 23 countries crossed off her list. Aishwarya believes in having a strong, empowered network with shared values aligned to work towards creating a purposeful life to thrive in. She believes in a healthy work-life balance, approaching challenges with a growth mindset, and leading an ambitious disciplined and self-sufficient lifestyle. As her journey in Canada progresses, she believes her greatest accomplishments have yet to come!



Ye (Alanna) Zu

Alanna Zhu appreciates having the opportunity to participate in the Social & Civic Opportunities: Pathways to Equity (SCOPE) training. She came to Canada in 2018 and received her Permanent Residency.

Before that, Alanna lived in China, where she owned a small business. "I was focusing on the business more than caring about my community in my previous life, and I didn't think it would be necessary for others if I gave my opinions. However, after I came here, I changed my mind. I found that people are involved in community affairs more than I think."

She has discovered the many opportunities for being an active citizen, such as voting for a government decision, construction planning, volunteering to help others, and having a voice on various boards. It has also been her purpose to take part in the training. She wants to learn how to get involved in community affairs, what knowledge she should have if she wants to participate, how boards work and how she can help avoid racialism against people from different places.

Alanna also started volunteering and helping others. Recently she has been working for a non-profit institution to help seniors in her community.



2022 SCOPE TEAM

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MOSAIC STAFF
VOLUNTEERS
PARTNERS IN THE NON-PROFIT SECTOR
MUNICIPALITIES
CORPORATE INSTITUTIONS



DEFINITIONS

Advocacy

Movement towards supporting or challenging a particular cause or policy. Advocacy aims to influence decisions within political, economic, and social systems and institutions. With advocacy, the aim is to ensure that all people have their voices heard on issues that are important to them and to facilitate the change and the development of new areas of policy to resolve unmet needs or injustices in society.

Bias

A bias emerges from learned behaviours and judgements, and is reinforced over time by continued lived experiences.

Cohort

A group of people who are recognized by sharing a similar characteristic, or that have similar experiences and concerns. This group works together towards growing their knowledge and skills, and for the advancement of a common cause.

Equity

Often defined as the quality of being fair and impartial, attaching itself to the concepts of justice, equality, inclusion, and diversity, equity refers specifically to the point in which the social and economic position of individuals is not determined by their intersecting identities (ex. race, gender identity, religion, migration status, language, age, ability, and/or sexual orientation).

Governance

Comprising all of the processes of governing, governance is the process of interaction and decision-making among diverse individuals that result in the creation, reinforcement, or reproduction of social norms and institutions.

Inclusion

Inclusion is concerned with the individual's sense of belonging, and meaningful contribution and participation within their communities. Involving authentic and empowered participation to create a true sense of belonging, inclusion is considered as a universal human right. It aims to embrace diversity, improve human dignity, and provide equal access and opportunities to remove barriers towards participation.

*This page is a living piece of this document that we will continuously add to as the project develops. With the feedback and input of our cohort we will continue to give our words meaning.



Informed Consent

Intending to let participants acknowledge that they are voluntarily taking part in ethical research practices. The three pillars of informed consent are disclosure of information, competency of participant to make a decision, and voluntary nature of the decision.

Migrant Justice

Based on the principles of human rights, migrant justice aims to advocate for the recognition of migrant's rights. Migrant justice focuses on opposing racism, the championing of human dignity, building bridges between diverse communities to create social networks, and providing support to newcomers. It also bolsters the recognition of skilled newcomer and immigrant workers and the education of recipient communities on migrant issues and inclusion.

Racialized immigrant

"Racialized immigrant (persons, other than Aboriginal peoples, who self-identify as non-Caucasian or non-white in colour)"

Social vs Civic Engagement

These two concepts tend to be grouped, yet it is important to create individual distinctions to understand how they relate to each other. Social engagement seeks to enhance the participation in social roles and relationships in a community. Civic engagement is more closely tied to political participation, and to addressing issues of public concern. They are both key concepts for thinking about community inclusion.

Systems Change

In the advancement of equity in decision-making positions, dominant systems in place can stand as potential barriers. Systems Change involves the challenging and questioning of long-withstanding practices and norms such as: policies, belief systems, relationship dynamics, and the uneven access of information and resources across different groups of individuals.

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#Inclusion & #Participation



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