



For every newcomer:  
**Belonging.**  
**Opportunity.**  
**Home.**

2019 - 2021 Our Impact



**Institute**  
for **Canadian**  
**Citizenship**

**Institut** pour  
la **citoyenneté**  
**canadienne**

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**Mission:**  
Unlock Canada for newcomers.

**Vision:**  
Canada is the most welcoming country on Earth.

# Message from the Co-Chairs

We built the Institute for Canadian Citizenship (ICC) on the basis of a simple vision: a society where everyone belongs is one we can all be proud to call home. Our goal is to unlock Canada for newcomers, in hopes that we can make our country a more welcoming place.

Our work has always been an urgent need, but in the shadow of this worldwide health crisis, the softer side of the human need for inclusion, belonging, and community is more important than ever. In this extremely challenging environment, we have renewed our commitment to embracing newcomers, showing them that no matter where they come from, or when they arrived, Canada is their home now.

The pandemic, and our re-emergence from it, is a testament to the resilience of our team, our partners, and the community of passionate Canadians who support our work. Despite the lockdowns, we launched two national advocacy campaigns. We held our inaugural online 6 Degrees event, featuring participants from around the world. We worked alongside Immigration, Refugees and Citizenship Canada to pilot virtual citizenship ceremonies, welcoming thousands of new citizens over the Internet. Another first. Our Canoo Cultural Access Pass continues to grow, and has now supported more than 405,000 new citizens on their journey to belonging. We will soon expand this program to include some 2 million permanent residents.

These successes are team efforts. Our board, our donors, and the newcomers we serve work together to build the open, welcoming society we all deserve. In particular, we wish to thank our staff for their dedication, enthusiasm, and adaptability throughout this uncertain time. And to welcome our new CEO, Daniel Bernhard.

To you, our partners, Canoo members, 6 Degrees participants, donors, and community members, we are ever grateful. We have missed you, and look forward to gathering together in person soon.

Sincerely,

**The Rt. Hon. Adrienne Clarkson  
& John Ralston Saul**  
Co-Founders & Co-Chairs,  
Institute for Canadian Citizenship



**“In this extremely challenging environment, we have renewed our commitment to embracing newcomers, showing them that no matter where they come from, or when they arrived, Canada is their home now.”**



# Looking Back to Look Ahead

## Years in Review: 2019-2021



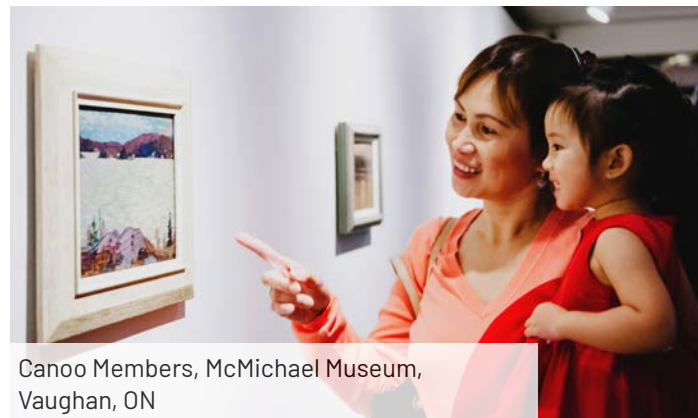
6 Degrees, Calgary, 2019



Enhanced citizenship ceremony at the Remai Modern for National Indigenous Day, Saskatoon, SK



Enhanced citizenship ceremony for Black History Month at McGill University, Montréal, QC



Canoo Members, McMichael Museum, Vaughan, ON



6 Degrees, Berlin, 2019



Enhanced citizenship ceremony at Acadia University, Wolfville, N.S.



Enhanced citizenship ceremony at The Symes, Toronto, ON



# INSPIRE - ENGAGE - EMPOWER

## Celebrating 15 Years!



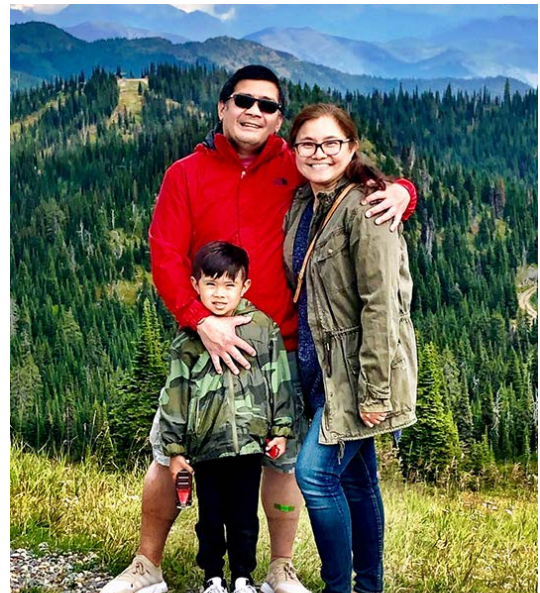
6 Degrees Digital 2020



Virtual enhanced citizenship ceremony with Judge Joan Mahoney



6 Degrees, Berlin, 2020



Canoo members, Banff National Park, AB



Virtual enhanced citizenship ceremony with Judge Suzanne Carrière



Canoo members, Vancouver Art Gallery, BC



Canoo members, Vancouver Art Gallery, BC

# Looking Ahead

Canada is crying out for renewal. Economic renewal that finally reconciles prosperity with human survival. Social renewal that finally recognizes the dignity and value of all people. Political renewal that finally does away with finger pointing and reflects the urgent will of Canadian people, ushering in an new era of democratic flourishing.



Societies that welcome new people as full and equal participants in economic, social, and political life will discover the path to renewal, and so far, Canada seems poised to lead the world in this regard. We will only meet the challenges of our time with new ideas, born of new experiences, applied with new energy. There is no other way.

The ICC's work to unlock Canada for newcomers is therefore of vital national importance. Those who feel at home here will stay, and infuse new thinking and new perspectives into our culture, economy, society and politics. Those who don't find belonging will seek it elsewhere, and take their ideas, experiences and energy with them. Canada wants to believe that it is the most welcoming country on Earth. Our job is to make that story more and more true with each passing day.

This report highlights all we've done since 2019 to build a cross-Canada welcoming machine. It also reveals the vast potential we have only just begun to realize. I am particularly encouraged by our plan to revamp and revitalize the Canoo Cultural Access Pass, which will soon be available to a much larger population of newcomers and contain exciting new benefits that will make a concrete difference in the live of hundreds of thousands of people per year.

**Our team is vibrant and motivated. Our board is determined and open-minded. Our mission is right. Our challenge is clear.**

We have everything we need to embark upon a new journey of growth and development, to play a major role in helping Canada to attract, retain, integrate and empower newcomers.

We are beyond fortunate to enjoy the support of such a broad and diverse community of donors and partners, but as with this great land we call home, there is always room for more.

I hope I can count on you to join us in this work of vital national importance. Welcoming is a collective ambition we can only achieve together. The ICC's success will leave Canada bigger, better, and more dynamic than ever. I for one can't wait to see that beautiful Canadian future come to life, thanks in no small part to the commitment and generosity of our donors and supporters.

Onwards,

**Daniel Bernhard**  
Chief Executive Officer,  
Institute for Canadian Citizenship



# Our Work

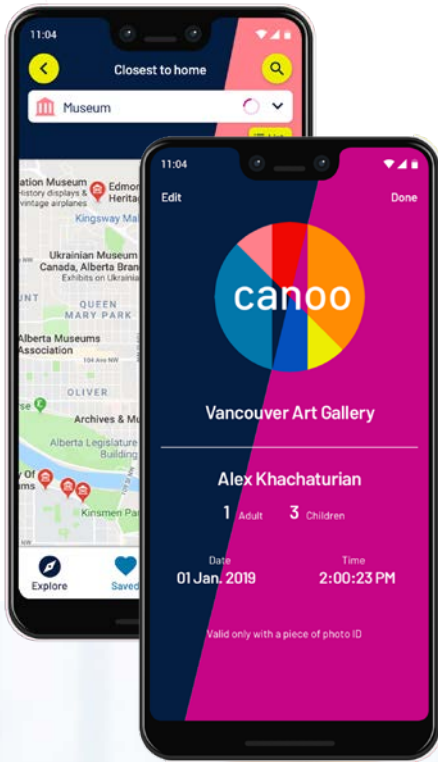


Our programs and special projects inspire inclusion, celebrate newcomers, and encourage active citizenship.

**This is how we do it.**

## Canoo Cultural Access Pass

Our one-of-a-kind program, Canoo Cultural Access Pass is the centerpiece of our efforts to unlock Canada for newcomers and make them feel wanted, respected and at home here.



Canoo is a mobile phone application that provides new Canadian citizens free admission to 1,400 of Canada's best museums, galleries, science centres, parks, and other cultural sites. Canoo allows our country's newest members to enjoy the unique opportunity to learn, explore, and engage fully with their communities and others across Canada. By offering cultural experiences that bring different people with different stories and viewpoints together on equal terms, Canoo embeds a shared appreciation for life in Canada and the many cultural wonders it affords us.

### CANOO'S IMPACT



**405,000+**  
new Canadians  
participated



**1,000+**  
users daily in 2019  
and pre-COVID 2020



**60,000+**  
free visits facilitated  
annually



**1,400+**  
arts and  
cultural partners





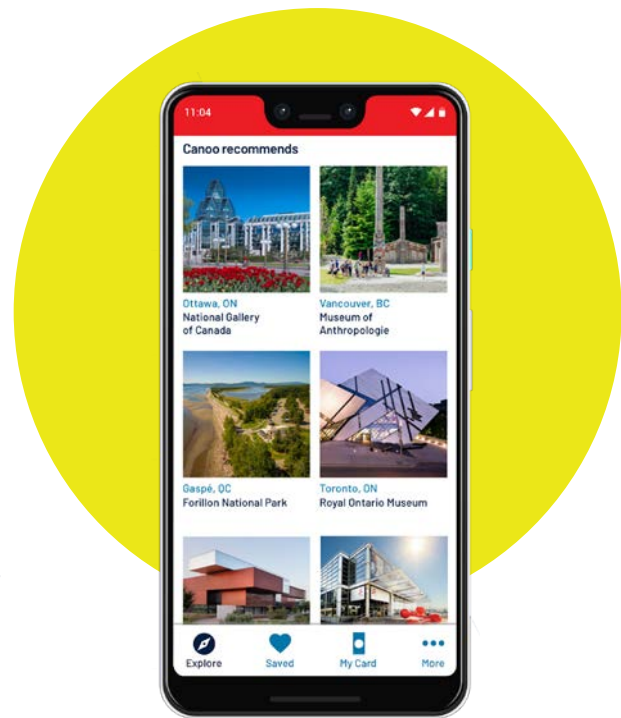
## Building the Future of Canoo

We envision Canoo as the one-stop destination for all newcomers to discover Canada through Canadian arts and culture experiences, volunteer opportunities, live events, such as concerts, special offers for travel, as well as workshops on different topics catered to the needs of newcomers.

**We estimate that by 2023,  
Canoo will have reached over 600,000 newcomers.**

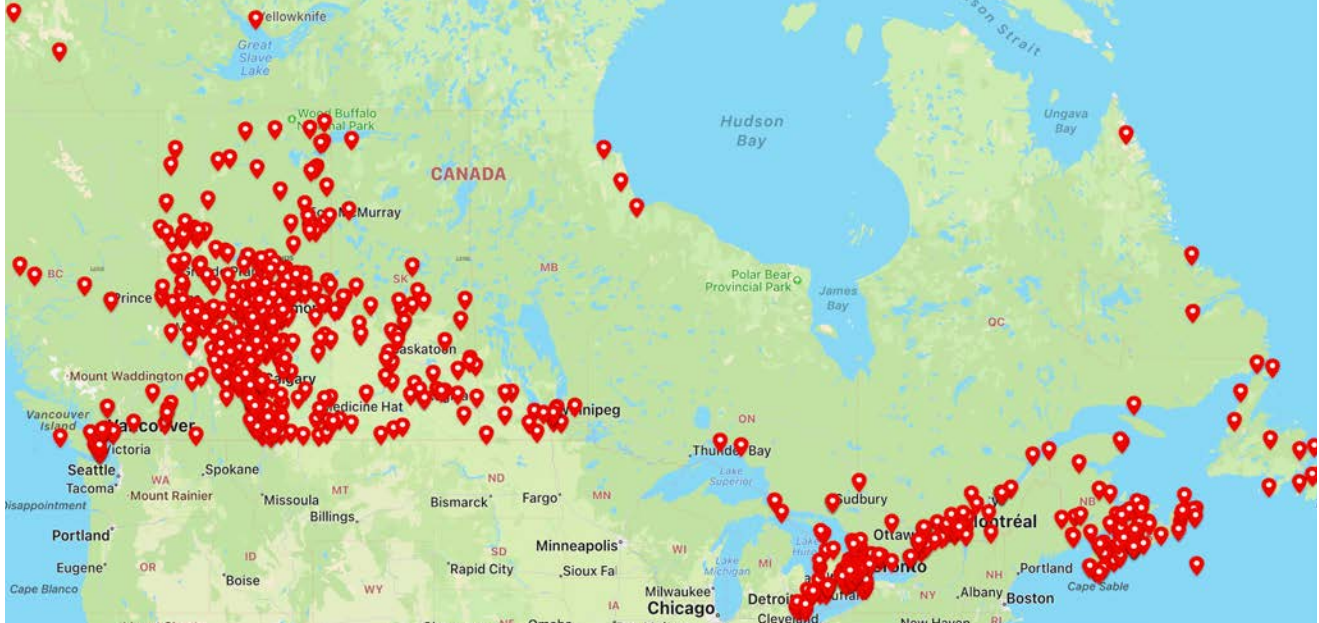
- 81% of Canoo members have reported feeling welcomed, special, and included
- 92% of Canoo members said they intend to continue visiting cultural spaces after Canoo
- 80% members would recommend Canoo to other new citizens
- 71% said that participating in Canoo increased their knowledge about Canada
- Canoo has an 86% rating in user surveys

Amidst widespread closures of arts and cultural institutions across the globe in the wake of COVID-19, there were immediate concerns regarding the risks of social isolation, as well as the stability of the arts and cultural space. While the pandemic plunged arts and cultural institutions into uncertainty and financial suffering, the ICC stepped up to keep art alive by promoting digital access to arts and cultural establishments across Canada through Canoo. By creating a space for social connection and mental health promotion, **Canoo is changing how we engage with arts and culture, while building a more inclusive and connected Canada.**



# Canoo Partner Map

The success of Canoo lies with our incredible partner network including 1,400 of Canada's most iconic galleries, museums, science centres, national parks, and cultural establishments. Today, we have an ever-growing network of over **1,400 Canoo Partners** all across Canada. Here's a snapshot of our Partner Network:



## Selected Canoo Partners

### Alberta

1. TELUS Spark, Calgary
2. Peace River Museum, Archives and Mackenzie Centre, Peace River
3. Reynolds-Alberta Museum, Wetaskiwin
4. Walter Phillips Gallery, Banff
5. Oil Sands Discovery Centre, Fort McMurray

### New Brunswick

1. Fundy National Park, Alma
2. Science East Science Centre, Fredericton
3. Cape Jourimain Nature Centre, Bayfield
4. Wolastoq Valley Trail, Bristol
5. Beaverbrook Art Gallery, Fredericton

### Nova Scotia

1. Canadian Museum of Immigration at Pier 21, Halifax
2. Whitney Pier Historical Society Museum, Sydney
3. Firefighters' Museum of Nova Scotia, Yarmouth
4. Cape Breton Highlands National Park, Ingonish Beach
5. Art Gallery of Nova Scotia, Halifax

### Prince Edward Island

1. Ardgowan National Historic Site, Charlottetown
2. Prince Edward Island National Park, Dalvay by the Sea
3. Province House National Historic Site, Charlottetown
4. Green Gables Heritage Place, Cavendish
5. Skmaqñ-Port-la-Joye-Fort Amherst, Rocky Point

### British Columbia

1. Squamish Lil'wat Cultural Centre, Whistler
2. Stanley Park National Historic Site, Vancouver
3. Royal BC Museum
4. Fort St. James National Historic Site, Fort St. James
5. Two Rivers Gallery, Prince George

### Newfoundland and Labrador

1. Labrador Interpretation Centre - The Rooms
2. Hopedale Mission National Historic Site
3. Torngat Mountains National Park, NL
4. Newfoundland Symphony Orchestra, St. John's
5. Opera on the Avalon, St. John's

### Nunavut

1. Ukkusiksalik National Park
2. Auyuittuq National Park, Pangnirtung
3. Quttinirpaq National Park, Pond Inlet
4. Sirmilik National Park, Pond Inlet

### Quebec

1. Montréal Science Centre, Montréal
2. Sir Wilfred Laurier National Historic Site, Laurentides
3. Musée national des beaux-arts du Québec, Québec City
4. Battle of the Restigouche National Historic Site, Pointe-à-la-Croix
5. Louis S. St. Laurent National Historic Site, Compton

### Manitoba

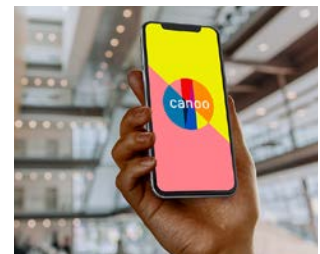
1. Manitoba Museum, Winnipeg
2. Royal Winnipeg Ballet, Winnipeg
3. York Factory National Historic Site, York Factory
4. Swan River Provincial Park, Swan River
5. Mennonite Heritage Museum, Steinbach

### Northwest Territories

1. Prince of Wales Northern Heritage Centre, Yellowknife
2. Naáts'Inch'oh National Park Reserve, Tulita
3. Saoyú-?ehdacho National Historic Site, Great Bear Lake
4. Tuktu Nogait National Park, Inuvik
5. Nahanni National Park Reserve, Fort Smith

### Ontario

1. Art Gallery of Ontario, Toronto
2. London Regional Childrens Museum, Toronto
3. Science North, Sudbury
4. Laurier House National Historic Site, Ottawa
5. Terra Cotta Conservation Area, Credit Valley Conservation





## Enhanced Citizenship Ceremonies

For every aspiring citizen, the citizenship ceremony is the realization of a long dream. Celebrating the life-changing moment of citizenship and welcoming the newest members of our Canadian family is essential. This is why, in partnership with Immigration, Refugees and Citizenship Canada (IRCC), we host enhanced citizenship ceremonies.

Our enhanced citizenship ceremonies turn one-way citizenship ceremonies into open dialogues that bring new citizens into conversation with Indigenous people and longer-standing local citizens to reflect on what it means to be Canadian, the value of active citizenship and inclusion, and their personal journeys to citizenship. Our enhanced citizenship ceremonies take place in every province and territory, in both official languages.

Today, all over the country, ours is the model for more meaningful, memorable ceremonies centered on celebrating the plethora of culture, diversity, and languages that constitute Canada.



## CEREMONIES IMPACT



**350+**  
hosted



**14,000+**  
new Canadians  
sworn in



**4,324**  
roundtable hosts



**5,600**  
volunteers



**69**  
cities across  
Canada

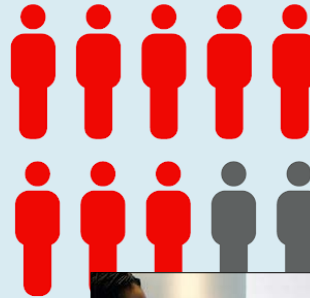


## #CelebrateCitizenship

Our commitment to celebrating citizenship is unparalleled. Often, our newest citizens have to take unpaid time off to attend their citizenship ceremony. On May 1, 2019, we launched the **#CelebrateCitizenship challenge** to businesses across Canada to join us in celebrating citizenship by providing employees with paid time off to attend their citizenship ceremony.

After launching a national poll in partnership with Leger, we found that an overwhelming number of Canadians, despite differences across age, income, gender, and region, agree with us. **This is why we must commit to #CelebrateCitizenship.**

**8 in 10 Canadians** think that people should get time off work to attend their citizenship ceremony.



### Join the #CelebrateCitizenship challenge!

To learn more, visit

[www.inclusion.ca/celebrate-citizenship](http://www.inclusion.ca/celebrate-citizenship)

## #CelebrateCitizenship IMPACT



A nationally distributed survey in partnership with **Leger**



50+ Canadian organizations



150,000+ employees







## 6 Degrees

As a Canadian-led international coalition for inclusion, belonging, and citizenship, 6 Degrees has made a crucial impact in the lives of participants and the hundreds of thousands of viewers, readers, and speakers around the world who have embraced our bold vision. Since 2016, we have expanded internationally, bringing our unique approach to the Netherlands, Mexico, and Germany.

Between 2015 and 2020, 6 Degrees grew very quickly, starting with our September 2019 Toronto sessions, including, “How to Talk to Your Racist Uncle” and “How to Make Allies.” Both sessions dealt with tactical change-making and got #6DegreesTO trending on Twitter. This was followed by excursions to Mexico City to mark the launch of our Southern 6 Degrees hub and to Berlin for the third time, further establishing our presence in the European hub.

In 2020, COVID-19 drastically transformed the in-person events landscape and we had to cancel 6 Degrees Montréal. **But this did not stop us.**

With support from the Government of Canada, we pivoted to deliver digital content for our audience. In September 2020, the 6 Degrees virtual “Coffeehouse” brought 250 people together in discussion around the fault lines that exacerbate divides. A reunion featuring 9 of Canada’s greatest minds and former LaFontaine-Baldwin lecturers was organized to deliver “After COVID-19: Paths to Moral and Civic Renewal,” as Senator Murray Sinclair was awarded the Adrienne Clarkson Prize for Global Citizenship with 14,600 viewers watching. In October 2020, 6 Degrees launched the podcast, “What do we do tomorrow?” hosted by Hannah Sung in partnership with The Walrus Lab. *You can tune in to the podcast using Apple Podcasts, Google Podcasts, Spotify, or Stitcher.*

## 6 DEGREES IMPACT



**14**  
events



**7 cities**  
**+ 5 countries**



**20,500**  
participants



**1,000,000+**  
attendees online

# Making a Lasting Impact

“Canoo served as a saviour for our family’s mental health during COVID. It gave us a chance to explore those places where we’d not been to before. It helped us strengthen the family bond and we discovered hiking as our new family activity.”

- Prabbuddh, Canoo Member since 2020

“Canoo is a tool to know the country, not only visiting cultural places or sightseeing its amazing parks, but embracing and understanding the reason for being a Canadian in heart and mind.”

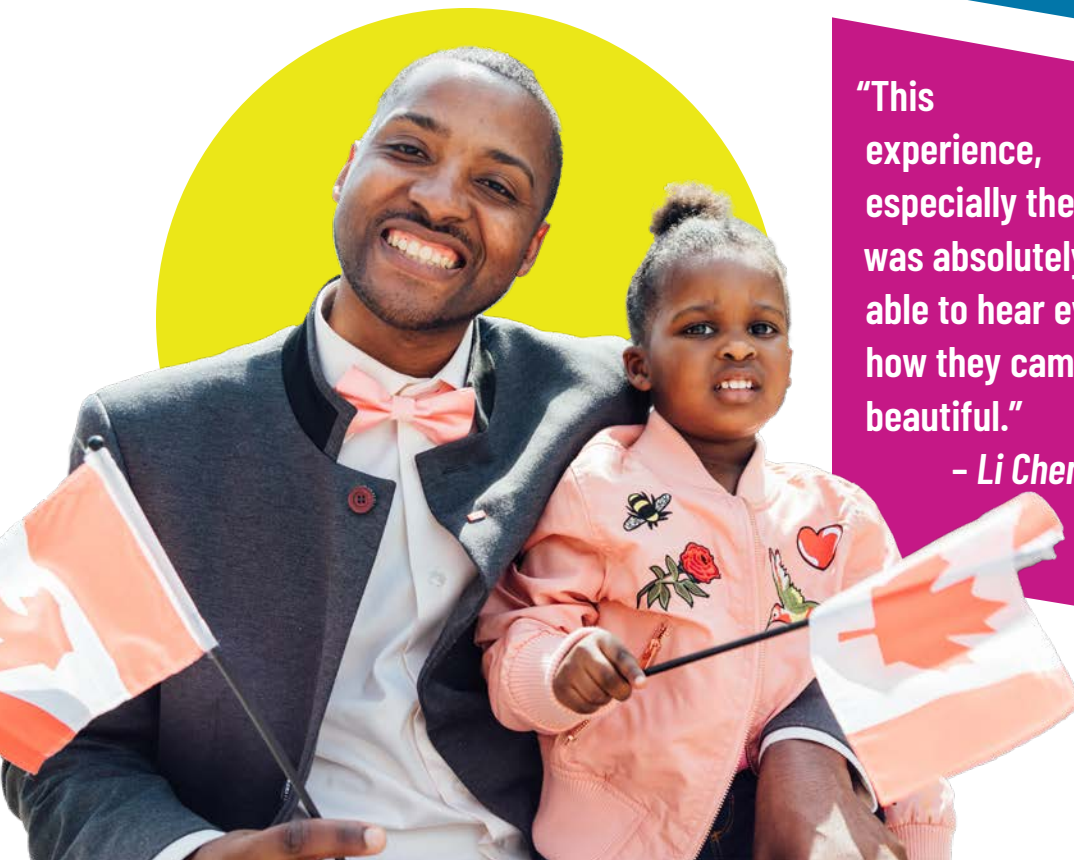
- Saima, Canoo Member since 2019

“It was a stimulating exchange of a multitude of different voices, ideas and insights into this extremely topical and important issue coming from numerous and diverse people concerned.”

- Elijah, 6 Degrees Participant

“This experience, especially the roundtable discussion, was absolutely amazing. Being able to hear everyone’s stories and how they came to Canada was very beautiful.”

- Li Chen, Citizenship Ceremony at Aviation and Space Museum, Ottawa





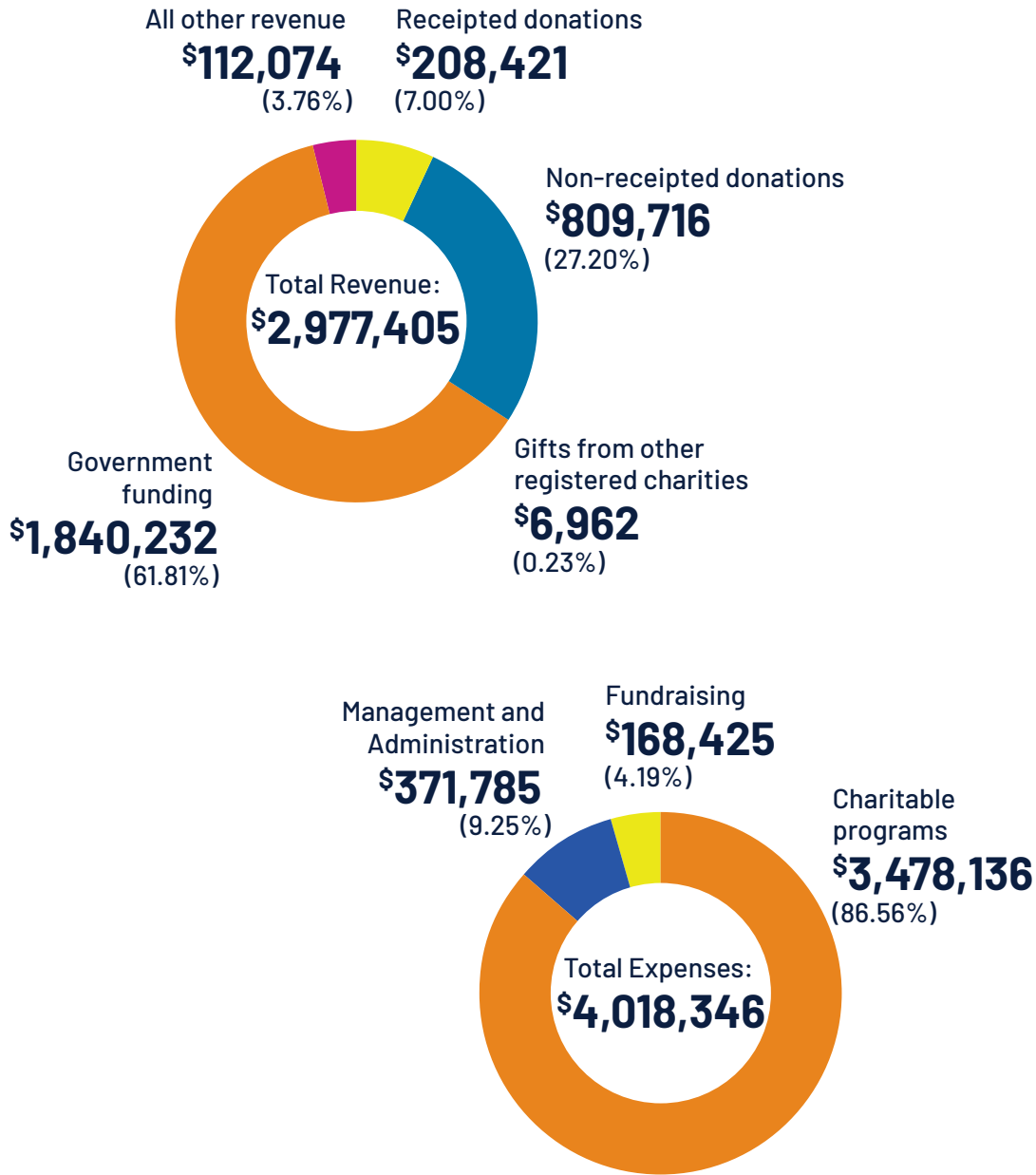
**“Open-ended questions provided in the host guide were very helpful. Diversity and inclusion was a highlighted topic. Being free and living in peace was expressed with gratitude. Greatly supported & respected the inclusion of indigenous perspectives & honourable guests. Certainly felt balanced with a strong indigenous presence. An emotional, beautiful and humbling experience.”**  
– *Adebayo, Citizenship Ceremony at Neenigan Centre, Winnipeg*

**“I feel very honoured to be part of something that really tries to change the world. I’ve never seen before such a level and eagerness to participate. I can only explain it by the excellent format [and the previous work done with the speakers and moderators].”**  
– *Martin Vivanco, 6 Degrees Mexico City*

**“The way you are able to create a real discussion between a large group of people is an art in itself, and it was a joy to see the Pierre Boulez Saal brought to life in that manner. The ambition of ICC and everything you are trying to achieve through the 6 Degrees event is really wonderful”** – *Ole Bækhøj, 6 Degrees Berlin*

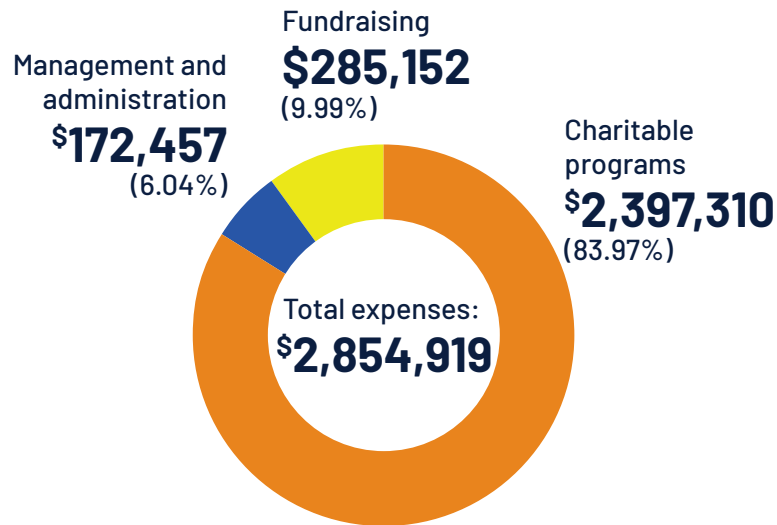
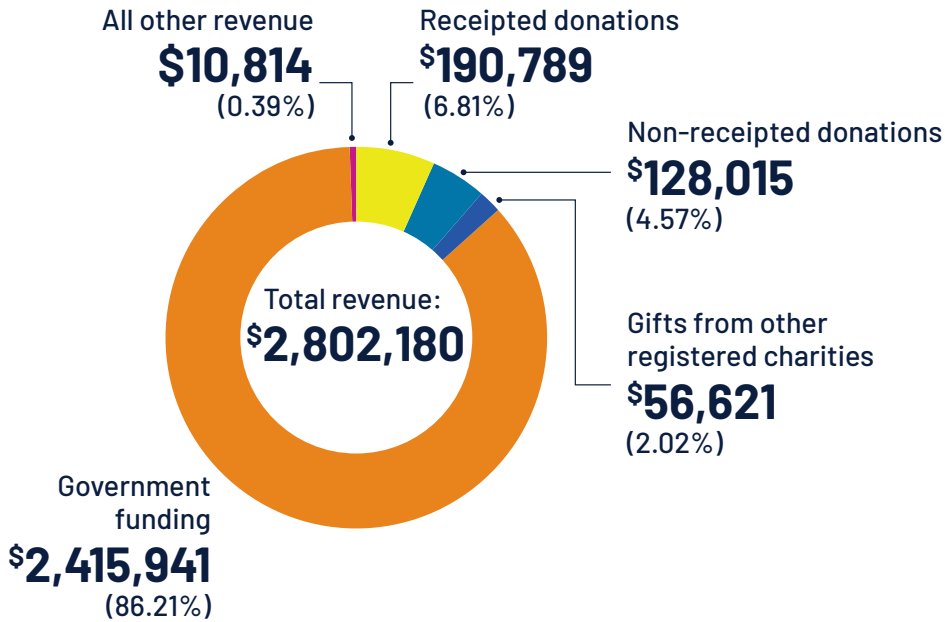


# Financials 2019 - 2020





# Financials 2020 - 2021



The consolidated financial statements for 2019-2020 were prepared by MNP LLP.

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Additional financial information relating to the ICC can be found on our website <https://www.inclusion.ca/> or on the CRA website <https://www.canada.ca/en/revenue-agency.html>.

# Our Community

We are constantly inspired by our community of passionate supporters. The unparalleled commitment of our donors and partners – individuals, foundations, corporations, government—is what builds the strength of our programs.

Thank you for your unwavering support and generosity over the years! We would also like to thank our donors who wish to remain anonymous.

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Anonymous (4)

6 Degrees would not be possible without the foundational support of an extraordinary group of civic leaders and visionaries across Canada.

## 6 Degrees Founding Circle

**Founding Visionaries**  
Christine Armstrong & Irfhan Rawji  
Dr. Munira & Dr. Kabir Jivraj  
Zai & Riaz Mamdani  
Judy & Wilmot Matthews  
Sandra & Jim Pitblado  
Frances & Tim Price  
Anonymous

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Ydessa Hendeles

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The Ashraf & Aziz Shariff Family

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Betty Codd-Downey  
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Billy Biu  
Bin Chen  
Binah Looky  
Blaise Clarkson  
Blanca Valencia

Bob Sutton in honour of  
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Bonnie Berzamina  
Brian Atkinson  
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    Daniela Oliveira  
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    David Axon  
    David Brisendine in honour of Next  
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    David Minson  
    Dawne Courage  
    DC Canada Education  
    Dean Dunbar  
    Dejan Bozin  
    Demetra Mandrapilias  
    Dilip Andrade  
    Dindo Coranes  
    Diwakar Vasa in honour of  
    Martin Luther & Savithri  
Dmitriy Yakovenko  
Donald Matthews  
Dong Gao  
Dong Mei Lin  
Donniel Thomas  
Dorie Marcellus  
Dr. Pamela Paris  
Dr. Reid B Locklin  
Duncan Frostick  
Dustin Mirowski  
E. Ann Clark  
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Elena Tonti  
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    Carol Ann Prochaska

Eugene Spanier in honour of  
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Felix Keita  
Fernando Silva  
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Gibril Koroma  
Gilbert Mafamolo Ankam  
Gordon Ferguson  
Grace and George Apkan  
Gracel Vorobiev  
Grant Burns  
Gregory Ogorek  
Guillaume Grassiant in honour of  
    Patrick Jack Grassiant  
Gunal Ince  
Habtmu Seneshaw  
Hamidreza Bagherli  
Hanna Vovk  
Haydee Coronado  
Helen Prislinger  
Helene Clarkson  
Helene Guillotin  
Henriette Amina Nyakunova  
Hifza Saleem  
Hodgson Edmundo Rodrigues  
    De Castro  
Holly Barton  
Holly McLellan  
Hossein Shafeghati in honour of All  
    Marginalized People  
Hua Wei Chan  
Hutaib Bandukwala  
Ian Arnold  
Imtiaz Patel  
Canada Marketing Inc in honour of  
    Yasir Naqvi  
International Association of Bridge,  
    Structural, Ornamental and  
    Reinforcing Iron Workers Local 721  
Isabelle Feng  
Itamar Keren  
Jae Kang  
Jai Singh  
James Graham  
Janine Harland  
Jasmina Velickovic  
Jason Ribeiro  
Javier Clavelo  
Jaxson Khan  
Jeanine Ngoi  
Jeannette Kogeler  
Jennifer Mackie in honour of  
    John and Ellen Watley  
Jennifer Singh in honour of  
    Doreen Francisco  
Jennifer Wild  
Jenny Martin  
Jeremias Rodriguez  
Jess Ritchie  
Jessica Sestito  
Jian Ding  
Jian Ming Wu  
Jianjian Jin  
Jie Wang  
Jie Yan  
Jillian Lum  
Jinhong Shi  
Jinsong Cao  
Jiva Andola  
Jocelyne Graham

Johannes Debus  
John and Olivia Duarte  
John Butt  
John Douglas Hey  
John Fraser  
John Hull  
John Vincent Dubria  
Johnson Villegas  
Jonah Alejandro  
Jose Ricardo de Mello Brandao  
Joseph Patrouch  
Joseph Thomas  
Josephine Aparis  
Josephine Keyamo  
Joyce Zemans  
Juan Ignacio Cardenas  
Juhl Sujao  
Jusy Siao  
Kaiying Zhang  
Karen Bhangoo  
Karen Johnson  
Karim Mamdani  
Karin Chykaliuk in honour of  
    Peter & Jenny Chykaliuk  
Kashmir Kaur  
Kasimwe Bongerize  
Kat Dornian  
Kathryn Young  
Kathy Laird  
Katinka Stecina in honour of  
    Elizabeth Wotton  
Kevin G. Clark  
Kheyreddin Alakbarov  
Kimberly Mikalauskas  
Koteswara Rao Karanam  
Krista Banasiak  
Kyra Clarkson  
Laela Mahjoub O'Kelly  
Laetitia Walbert  
Lashauna Smith  
Laura Baldwin  
Layda Toraya Castro  
Leila Pagiri  
Leila Rezai  
Leo Doyle in honour of  
    Mary Anne Doyle  
Leslie Baldwin  
Leslie Jones  
Leslie Laczko  
Lewis Luo  
Lianne Maitland  
Liesl Puentespina  
Lin Wen  
Linda Schwey  
Linda Wieser  
Linus Rachlis  
Lisa Batke  
Liz Thorpe  
Louise Ballot  
Luis Murguía-Favela in honour of  
    Immigrant physicians unable  
    to work  
Luis Rosas Febres  
Lynn McMaster McMaster  
Lynne Mitchell  
M Chung  
Ma Nenita Leyesa  
Mabel Kyei in honour of  
    Mr. and Mrs. Opoku Kyei  
Maher Selman  
Mai Elsayed Elsayed  
Majed Al-Atta  
Mala Ramachandra  
Marc McDouald  
Marcidita Duclayna  
Marco Antonio Tolomeib Miguel  
Margaret Pcherek  
Maria Relucio  
Marie Lou Harrison  
Marie Maurer  
Marie Senecal-Tremblay  
Marie-Louise Koue-Bi  
Marinela Semanjaku  
Mario Falcon  
Marion Buisine  
Marivie Cabrera

Mark Nkalubo Nabeta in honour of  
Rhona Nabeta  
Mark Swiecki  
Marta Jurewicz  
Martha Cumming Buchanan  
Martha Martha Huerta  
Martin Callsen  
Martin Geffen  
Mary Ganzon  
Mary Lacabanne  
Marylin Lockshine in honour of  
Kristine, Kat, Holly and Carson  
Matija Han  
Matteo Parotto  
Matthew Brown  
Matthew Maingot  
Matthew Rosales  
Mauricio Buitrago  
Mauricio Perez  
Maxime Carneus  
Meaghan Salmons  
Meena Baljeet  
Megan Beretta  
Melanie Horner  
Melissa Mirowski  
Meric Guzel  
Merwina Chan  
Michael Alindogan  
Michael Kamer  
Michael Turner  
Michelle DeBuono  
Midjohdo Franck Gloglo  
Mildred Boakye  
Mimi Harris  
Mina Koraibane  
Mir Mustafizur Rahman  
Mira Goldberg-Poch  
Miriam Kramer  
Mohammad Faisal Hoque  
Monica Abdelkader  
Monika Saharan  
Monika Vaskova  
Morris Flewelling  
Moses Pratt  
Mouna Bendjeda  
Mounir Shami  
Muhammad Amjad  
Munawar Iqbal  
Munsif Khan  
Murat Cat  
Muriel Solomon  
Murria Bajwa  
Myles Flaig  
Nadia Khan  
Nalini Stewart  
Nancy Riley  
Narges Sahebi in honour of  
Hamid Andishan  
Nasir Noormohamed  
Nasser Ould Amrouche  
Natalya Sherstova  
Natasa Cecez Sekulic in honour of  
Irina Helena Sekulic  
Nathalie Des Rosiers  
Nazim Bessekri  
Nazir Kabbani  
Ndeye Thiab Diouf  
Nem Beringuel  
Nick Sama  
Nicola Arthur  
Nicolas Bombard  
Nicole Sen  
Nina Lester  
Nina Quenum  
Noel Semple  
Noorani Dustagheer  
Noordin Visram  
Noorlizan Ibrahim  
Nurudeen Alao  
Oleg Popovsky  
Olivia Lecoufle  
Olufemi Raheem  
Omar Boumghar  
Orlando Miller

Oumar Sarr  
Pam Krause  
Pam Mountain  
Parichehr Ghobadinic  
Patricia Connor in honour of  
Evelyn Connor  
Patricia Veronica Ramirez  
De Berezowsk  
Patrick Burke  
Patrick Crean  
Patrick Martin  
Patrick Mendiz  
Patti Pon  
Peter Splinter in honour of  
Alice Splinter  
Petr Volek  
Phillipe Fleurimond  
Phillip Roh  
Phyllis Gordon  
Ping Zhang  
Prahlah Mohan  
Prem Chaudhari  
Qianran Zhang  
Qiumei Qin  
Rabbi Bulka  
Rachel Mansell  
Radek Stepan  
Raineil Ulangkaya  
Rajeev Saksena  
Raju Baiju in honour of Shakuntala Rai  
Raman Kashyap  
Rania Sfeir  
Raquel Gonzalez Bravo  
Ray Dart  
Raymond Cali  
Raza Hasan  
Regina Sandler  
Remedios Monteagudo  
Renata Pedro Assis  
Rene P. Berthiaume  
Reza Hossriny  
Richard Yore  
Robert Dawson  
Robert Sutton in honour of  
Barbara Garrett  
Robin Brown  
Robin Hogg  
Robin Uney  
Robyn Sklar  
Rodrigo Pedroso Leite Pinto  
Roger Anthony Lemke  
Roger Mboka  
Ronilo Hernandez  
Rosalyn Campbell  
Rosalyn Morrison  
Rose Trinidad  
Roshini Kassie  
Rustam Shabutdinov  
Ruth de Hollanda  
Ryan Doherty  
Ryan Picard  
Salimah Laji  
Sally Abd  
Salnave Destine  
Samantha Rahim  
Sami Ullah  
Samia Madwar  
Sandra Shimabukuro  
Sankaran Unni  
Sara Bazargan  
Sara Dunbar in honour of  
Sheila Harknett  
Sarah Gibbons  
Sarka Kalusova  
Sarka Kolachna  
Sativa Quinn  
Sawvalak Chulpongsatorn  
SD Consultant Technologies  
Selma Rekhov  
Shannon von Kaldenberg  
Shaoran Li  
Sharon Lavigne in honour of  
Ng Sui Tchin  
Sharon Tindyebwa

Shashi Shrivastava in honour of  
Pratibha Shrivastava  
Shelly Millington  
Sherald Sanchez  
Sherap Dorje  
Sherrel Robertson  
Shirley McMillan  
Shuang Wang  
Shuli Huang  
Siapata Lokota  
Sin Man Dianna Der  
Smita Karwade  
Sneha Shedage  
So Hang Chan  
Sofia Janmohamed  
Soma Jankovics-Eros  
Sonja Benetti  
Stefano Amelio  
Stephanie D'Angelo  
Stephen Newman  
Stephen Owiredu  
Stephie Lucien  
Steve Salmons  
Stewart Cramer  
Stewart Y  
Sukhjit Chauhan  
Sukhrab Dhindsa  
Supratip Mallick in honour of  
Bidyut Mallick  
Susan Swan  
Syed Rafid  
Sylvia Olsen  
Tasneem Rahim  
Tauseef Iqbal  
Teresa Roberts  
Thanawut Aung-Aphinant  
Themba Mafu  
Theresa Lee  
Thilo Schaefer  
Tina Choi  
Tina Fedeski  
Tom Smallbone

Tongling Wang in honour of  
Zongying Yang  
Toni Spasov  
Tortoise Media Limited  
Toufik Bourriche  
Travis Pate  
Upkar Arora  
Venice Padua  
Veronica Gardea  
Vickien Koundakjian in honour of my  
grandparents, genocide survivors  
Vicky Webster  
Victoria Cecchini  
Viktor Dashkov  
Vincent Aeschlimann  
Virginia DiLauro  
Waleed Hafeez  
Wan Wan  
Weidan Ding in honour of  
XinCheng Ding  
Wendy Moore  
Wendy Sung-Aad  
Wilf Stefan  
William Killorn  
Wondimu Senbeto  
Ximing Wang  
Yasmina Hassine Tadlaoui in honour  
of Kamil & Selim Dadi  
Ye Han  
Yifeng Zhang  
Yue Liu  
Yves Bastiand  
Zherrylyn Rivera  
Zineb Lemssaddak  
Zobaida Sakoor-Hussain





# Our Team

At the ICC, we believe that our team is the key to the successful delivery of the Institute's programs and to sustaining success over the long term. Our team members bring a diversity of perspectives, passions, and talents to citizenship building and advocacy and reflect the lived experiences of Canadian society. The ICC team represents 10 different countries: Mexico, Zambia, Canada, China, Kenya, Bangladesh, Argentina, Pakistan, UK, India!

## Meet the ICC team!



**Adiba Hassan**  
Events Specialist



**Alana Dunbar**  
Director, Philanthropy



**Amy Leis**  
Media Relations Specialist



**Andrew Beer**  
Customer Support Specialist



**Daniel Bernhard**  
Chief Executive Officer



**George Carothers**  
Senior Director,  
Ideas and Insights



**Hoor Tariq**  
Philanthropy Specialist



**Joyce Chan**  
Bookkeeper



**Melanie Wadey**  
Operations Lead



**Nastasia Pappas-Kemps**  
Content Creation Specialist



**Philip Chalk**  
Research, Evaluation and  
Reporting Specialist



**Roberto Alvarez**  
Director,  
Global Partnerships



**Salimah Dhallah**  
Director, Program Delivery



**Tarun Tripathi**  
Senior Director,  
Digital Products



**Terri Heggum-Allen**  
Senior Finance Director

# How You Can Help

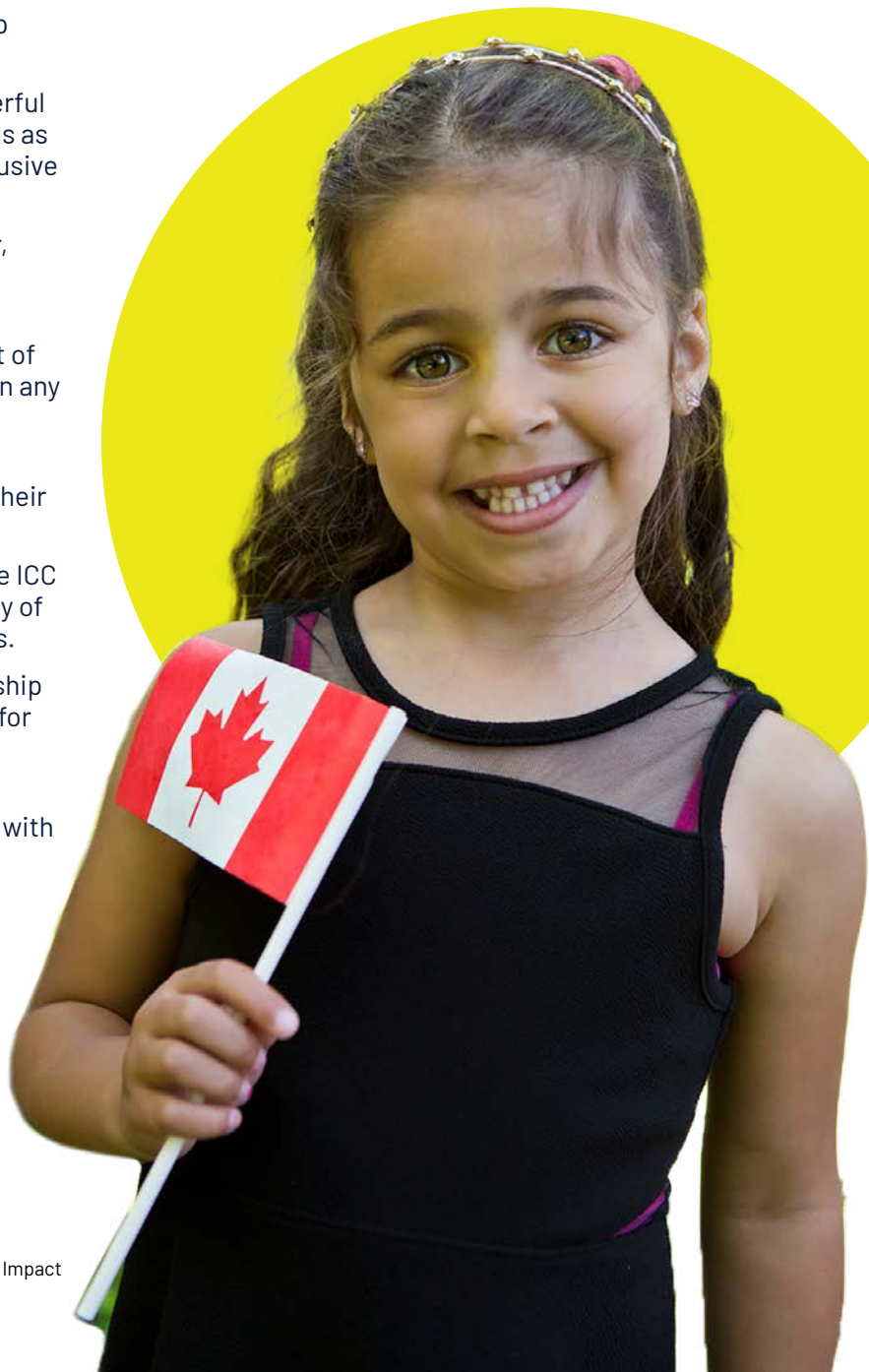
## We're unlocking Canada for newcomers. Help make it happen!

Your contribution can help us make Canada the most welcoming country on Earth and create new ways to persuade newcomers that they belong here. The work of welcoming newcomers is a labour of love in which all of us must share.

### Ways you can make a difference

- **GIVE A ONE-TIME GIFT:** Every single donation makes a difference, helping to create opportunities to connect newcomers and help sustain our work.
- **GIVE A MONTHLY GIFT:** One of the most powerful ways you can make a difference is by joining us as a monthly donor and helping us create an inclusive Canada.
- **INTERAC E-TRANSFER:** To give by e-Transfer, send your donation to [donate@inclusion.ca](mailto:donate@inclusion.ca).
- **SECURITIES:** A donation of publicly traded securities to the ICC can maximize the impact of your philanthropy, without having to pay tax on any capital gains.
- **HONOUR SOMEONE SPECIAL:** Mark a special someone in your life by making a donation in their honour.
- **LEAVE A LEGACY:** By establishing a gift to the ICC in your will - you are creating a powerful legacy of support for future generations of new citizens.
- **VOLUNTEER:** Join us at an Enhanced Citizenship Ceremony or share a community opportunity for newcomers.
- **SHARE:** Amplifying newcomer voices and opportunities, and sharing what we are doing with your community.
- **REACH OUT:** If you have an idea to connect newcomers with opportunities, we want to hear it!

For more information on ways you can make a more welcoming world for newcomers, please contact Alana Dunbar, Director, Philanthropy [philanthropy@inclusion.ca](mailto:philanthropy@inclusion.ca).









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[www.inclusion.ca](http://www.inclusion.ca)

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