



Immigrant Advisory Committee Meeting Minutes

Thursday April 3, 2025

5:15pm-6:15pm

Microsoft Teams | Biggings Room, Level 3, Civic Centre, 99 Foster Drive, Sault Ste. Marie

In Attendance	Regrets
Marlene Henry-Smith	Ngozi Ebele
Nicole Rahaman	
Rina Cuison	
Ani Ramos	
Masi Mozaffari	
Aaron Smith	
Aishwarya Jariwala	
Yiqi Wang	
Cynthia Ima-Osagie	
Syed Islam (ex-officio)	
Nara Dapilos (ex-officio)	

1. Welcome, Land Acknowledgement, & Roundtable Introductions (5:15pm)

General Discussion Points

- Committee members emphasized the need for greater mental health support for newcomers
 - A mental health-related workshop for newcomers was suggested, as well as going beyond workshops to create sustainable solutions/infrastructure that removes barriers
 - Creating a resource for newcomers to access mental health support, or a safe space where newcomers can safely disclose their experiences and reach out for guidance
 - Can LIP access grants to support this?
 - Finding sustainable ways to help newcomers prepare for their journey and ensure they are fully supported throughout every step of their transition; Placing a focus on retention
 - Creating opportunities for newcomers to meet other people, connect, and network

- Given the current political/economic climate, rising anti-immigrant sentiments, and news of companies scaling back on DEI and cultural competency initiatives, there is a sense of angst among immigrants and newcomers. How can we address it?
 - A few members suggested publishing a formal statement that would help calm the minds of immigrants and newcomers, reinforcing our stance on diversity, equity, and inclusion
 - Members emphasized the importance of shaping the narrative, storytelling, and amplifying immigrant/newcomer stories and experiences
- LIP governance structure
 - LIP's vision is for LIP Staff, LIP Council, and IAC to all work together.
 - Members suggest there be a meeting between the IAC and LIP Council.
 - Questions:
 - How are LIP council members willing to support IAC?
 - What are their policies towards immigrants?
 - LIP will be holding the first LIP Council meeting next week. LIP staff will bring these questions to the table and follow-up with IAC.

2. Chair and Co-Chair nominations and election

- Masi Mozaffari is elected as the new Chair
- Aaron Smith is elected as the new Co-Chair
 - It was suggested to potentially restructure IAC using a Tri-Chair model, with the intention of the leadership role being equally shared amongst three Co-Chairs, with rotating duties. To be discussed further.

3. Discuss meeting schedule

- **Action item:** LIP will send out a doodle poll to IAC members to vote on next meeting date

4. Meeting adjourned Time: 6:45pm