

20

ANNUAL REPORT

19

CANADIAN ARAB  
INSTITUTE

---



CANADIAN ARAB  
INSTITUTE | INSTITUT  
CANADO-ARABE

# CONTENTS

---

<b>ABOUT CAI</b> .....	4
Vision, Mission and Values .....	6
Message from the Interim Executive Director .....	8
<b>BRINGING OUR MISSION TO LIFE</b> .....	10
Inform .....	12
Celebrate .....	26
Engage .....	27
Thrive .....	30
<b>ORGANIZATIONAL SUPPORT</b> .....	34
CAI Financials .....	36
Volunteers, research fellows and contributions .....	36
Staff .....	37
Board of Directors .....	37
Advisory Board .....	37
Partners .....	38

# About CAI

---

The Canadian Arab Institute (CAI) is a national not-for-profit, non-partisan organization that focuses on issues and interests of the Canadian Arab community through research, programming, advocacy, and community engagement.

CAI celebrates and encourages Canadian Arabs' participation in all social, political, cultural, and economic aspects of Canadian society. The institute strives to be the leading policy and research organization on domestic policies of concern to Canadian Arabs.



# VISION

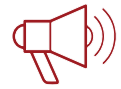
---

An empowered and engaged Canadian Arab community that is thriving in all aspects of Canadian society.

# MISSION

---

Articulating the perspective of Arab-Canadians and building their capacity to contribute to Canadian society.



## INFORM

Inform Canadian society on issues that are important to the Arab community through research and thought leadership.



## CELEBRATE

Celebrate the Canadian Arab community's achievements and history through events, programs and content that highlight individual and collective success.



## ENGAGE

Support a more engaged community through partnerships, civic initiatives and volunteerism.



## THRIVE

Support a more cohesive and integrated Canadian Arab community through professional development and partnerships.

# VALUES

---



## UNITY

Amplifying our voices as a Canadian Arab community.



## DIVERSITY

Embracing the differences in our perspectives, backgrounds, and experiences.



## EXCELLENCE

Recognizing how strong research and policy can help make informed decisions.



## CAPACITY BUILDING

Engaging communities is crucial for sharing knowledge and resources.



## EMPOWERMENT

Increasing awareness and understanding of Arab culture and history strengthens communities across Canada.

# MESSAGE FROM THE INTERIM EXECUTIVE DIRECTOR



Across the world, the diverse identities of Arab communities are ever-shifting. And in a country as large as Canada, the Arab community is very widely spread, with varying needs and desires when it comes to expressing its rich culture and heritage. More than ever, Arab Canadians of all ages are looking for ways to have their voices heard—a proper platform for their stories, instead of the blaring tone of global media establishing the narrative on their behalf.

In this spirit, I am thrilled to introduce our 2019 Annual Report, offering an overview of CAI's efforts to reach out to Arab Canadians and provide innovative forums for expression. Looking forward into 2020, CAI is endeavouring to be at the forefront of Arab Canadian culture across the country, forging new pathways to connect with our community through engaging initiatives.

In 2019, we have been particularly successful with our intergenerational programming, listening to the strong voices of students and youth who want to be more involved with CAI. In 2020, we will offer several of our excellent programs, such as CAI Academy and Canadian Arabs to Watch, while also partnering with Yalla! Let's Talk (YLT) to deliver the first ever YLT Conference—a day-long event filled with acclaimed speakers, live performances, and empowering conversations focused on the future of tomorrow—on February 22, 2020.

CAI is constantly pursuing new and ongoing research projects. Our researchers have generated valuable insights into the Arab population across the country, such as young Arabs in the labour market. Moving forward, we will continue to publish research and policy reports that provide Arab Canadians with in-depth knowledge of our collective needs, interests, and impact.

We are also building upon and nurturing connections with our partners and collaborators in Canada—continuing to work closely with the Arab Community Centre of Toronto, Professional Canadian Arab Network, Ryerson Leadership Lab, Democracy Engagement Exchange, and beyond. In 2019, we also prioritized making deeper connections with our counterparts in the United States: ACCESS and the Arab American Institute (AAI). Recently, when I travelled to meet their executive teams, I realized just how beneficial these connections can be in developing successful policy and advocacy strategies at CAI—as you will see further in this report.

In our unique role, CAI has the potential to influence policies that positively affect Arab Canadians, by acting as a bridge between Arab communities and the Canadian government. Through this kind of action, we can elevate CAI to be a leading voice on domestic issues of concern to Arab Canadians. This objective is enshrined in our newest project: The Canadian Arab Policy Summit, a bi-annual conference launching in 2022, which will gather policymakers, researchers, and community members from across Canada to share their invaluable insights.

This has been my first year as Executive Director at CAI and I am very pleased to have joined such a passionate, committed organization. We are on a strong path to truly distinguishing and strengthening our mission, encouraging wider involvement in community-empowering programs while also inspiring Arab Canadians to mobilize and get further involved in civic engagement.

We have set ourselves a bold agenda in 2020: to bring together the Canadian Arab Community in a way that is both inclusive and impactful, on a large scale, to tackle the challenging issues of our time. By focusing on our strengths, our close connections, and the voices of our community members, I believe that we have the capacity to meet—and indeed, exceed—all of our goals for the upcoming year.

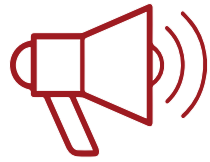
**Shireen Salti**  
Interim Executive Director



# BRINGING OUR MISSION TO LIFE

---





# INFORM

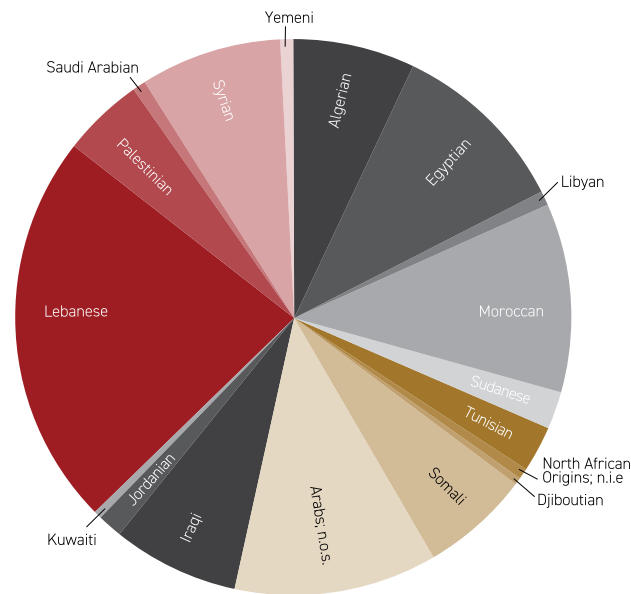
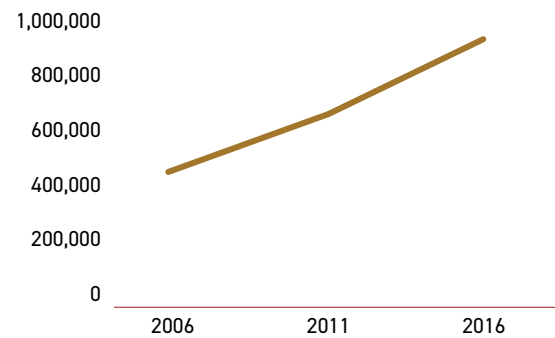
## Research

◆ Insights into the Arab population in Canada

# 947820

Persons in Canada who reported having an Arab ethnic origin according to 2016 Canadian Census

The Arab population in Canada has increased by ~34% since 2011 and by ~75% since 2006.



## Top 3 provinces with the Highest Arab population



**370230**  
Quebec

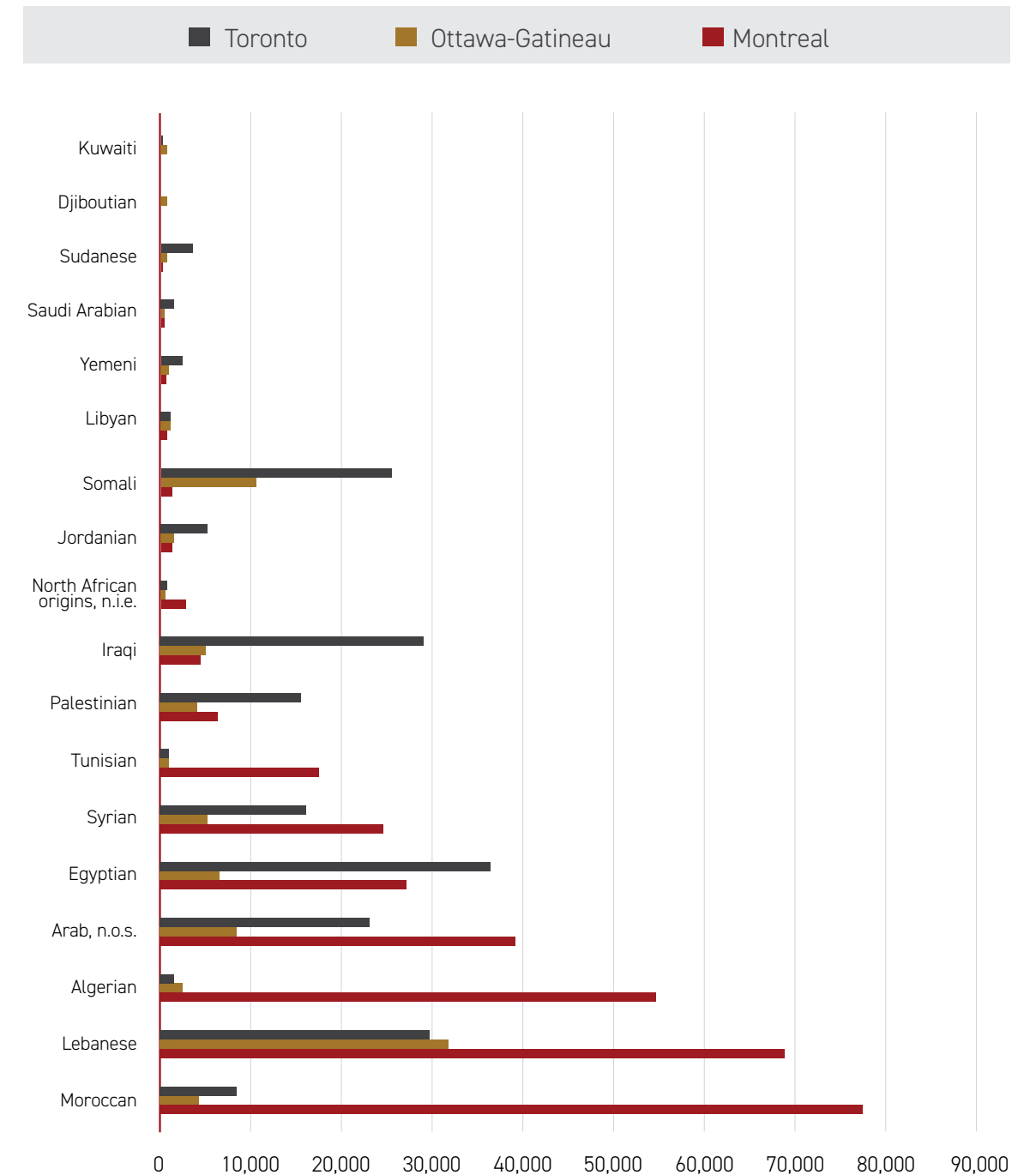
**388440**  
Ontario

**100735**  
Alberta

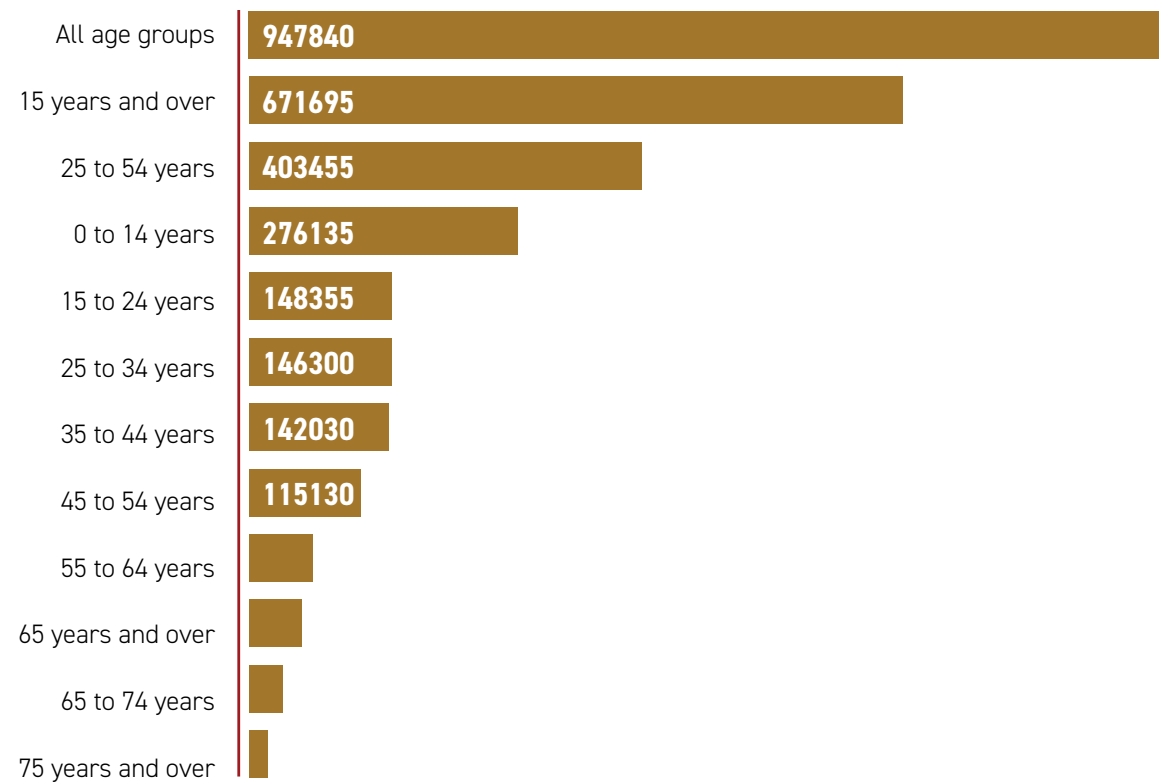
## Top Federal Electoral Districts with the Highest Arab Population

District	Total # of Arabs	District	Total # of Arabs
Saint-Léonard--Saint-Michel	17880	Mississauga--Erin Mills	10205
Saint-Laurent	15675	Laval--Les Îles	9420
Ahuntsic-Cartierville	14715	Papineau	8315
Ottawa South	13520	Ville-Marie--Le Sud-Ouest--Île-des-Soeurs	8290
Vimy	12390	Pierrefonds--Dollard	7495
Windsor West	11960	Marc-Aurèle-Fortin	6885
Bourassa	10560	Outremont	6755
Mississauga Centre	10520	Djiboutian	1035

## Arab Population by Ethnic Origin in Toronto, Ottawa-Gatineau, and Montreal



## Arab Population in Canada by Age Group





## Education and Fields of Study

More than 60% of the applicable Arab population in Canada has a postsecondary certificate, diploma, or degree.

Highest certificate, diploma or degree	# of Arabs
<b>Total - Highest certificate, diploma or degree</b>	<b>379630</b>
No certificate, diploma or degree	65990
Secondary (high) school diploma or equivalency certificate	81145
<b>Postsecondary certificate, diploma or degree</b>	<b>232500</b>
Apprenticeship or trades certificate or diploma	22170
Trades certificate or diploma other than Certificate of Apprenticeship or Certificate of Qualification	15305
Certificate of Apprenticeship or Certificate of Qualification	6865
College, CEGEP or other non-university certificate or diploma	49075
University certificate or diploma below bachelor level	16655
University certificate, diploma or degree at bachelor level or above	144600
Bachelor's degree	88090
University certificate or diploma above bachelor level	11330
Degree in medicine, dentistry, veterinary medicine or optometry	8890
Master's degree	28305
Earned doctorate	7990

## Labour Force

In comparison to the other visible minority groups in Canada, the Arab population has a lower employment rate and a higher unemployment rate. This trend is observed in Canada as a whole, as well as in the three provinces with the highest proportion of Arabs.

Visible Minority Population	Total - Labour force status	In the labour force	Not in the labour force	Participation rate	Employment rate	Unemployment rate
<b>CANADA</b>						
<b>Total visible minority population</b>	6073870	4038855	2035015	66.5	60.4	9.2
<b>Arab</b>	379630	231980	147650	61.1	52.9	13.5
<b>ONTARIO</b>						
<b>Total visible minority population</b>	3100655	2023870	1076785	65.3	59.2	9.3
<b>Arab</b>	156935	88975	67960	56.7	49	13.5
<b>QUEBEC</b>						
<b>Total visible minority population</b>	782930	524420	258505	67	59.2	11.7
<b>Arab</b>	153460	102455	51005	66.8	57.7	13.6
<b>ALBERTA</b>						
<b>Total visible minority population</b>	713445	521390	192055	73.1	65.9	9.8
<b>Arab</b>	39085	25115	13975	64.3	55.6	13.5

## Income Groups

Income Groups	# of Arabs (Visible Minority Pop.)
<b>Total - Total income</b>	<b>379630</b>
<b>Without total income</b>	<b>34170</b>
<b>With total income</b>	<b>345460</b>
Percentage with total income	91
Under \$10,000 (including loss)	92560
\$10,000 to \$19,999	75040
\$20,000 to \$29,999	49230
\$30,000 to \$39,999	33250
\$40,000 to \$49,999	25370
\$50,000 to \$59,999	16710
\$60,000 to \$69,999	12440
\$70,000 to \$79,999	9520
\$80,000 to \$89,999	7335
\$90,000 to \$99,999	5485
\$100,000 and over	18520
<b>Median total income (\$)</b>	<b>20803</b>
<b>Average total income (\$)</b>	<b>33542</b>

For all CAI research report publications visit:  
<http://www.canadianarabinstitute.org/publications/reports/>

## Policy Briefs

### ◊ The Hybrids: How Arab Youths' Negotiated Identities & Experiences Can Inform Canada's Immigration Settlement Processes

Drawing from a nationwide survey of 888 youth participants of Arab descent, along with focus group data with 200 youth in the cities of Montreal and Ottawa, this brief will analyze the breadth, depth and complexities of identity formation among Arab youth in Canada, including how they negotiate their sense of belonging between Eastern (Arab) and Western (Canadian) cultures. This brief shows that Arab youth are well integrated into Canadian society and subscribe to hyphenated identities that, in essence, take the best of both worlds/cultures. The Arab youth experience with integration can help inform Canada's multiculturalism policies as they relate to newcomer settlement and integration of Arab immigrant communities and can be extended to other ethnocultural minority populations.

#### KEY FINDINGS

- Arab youth in Canada subscribe to hyphenated or dual identities.
- They negotiate their identities between different cultures (Eastern/Western and Arab/Canadian) by retaining what they deem positive values from each culture.
- Arab youth buy into Canadian multiculturalism and integration.
- The experiences of Arab youth, especially those who immigrated to Canada, suggests that the transition into Canadian society could be made easier by building cultural connections.
- Research shows that collaboration and inclusion of ethnocultural organizations in the settlement process helps bridge cultural gaps, encourages positive identity formation and integration into Canadian society.

### ◊ Towards Canada's United Nations Security Council Win in 2020

With Canada at risk of losing the UN Security Council election in 2020, the Canadian government must do much more to secure the win.

After winning every one of its Security Council elections for more than 60 years, Canada lost its election in 2010 and is at risk of losing again in 2020. Canada has a proud and distinguished history of contributions to the UN and it is owed it to those who built it before us, Canadians, and to the international community to do better.

#### KEY FINDINGS

It is never too late to strive for excellence regardless of the barriers. With a year left in the race, Canada can reciprocate being a formidable foe to Norway and Ireland. In order to win the UN Security Council election in 2020, the Prime Minister's Office, Foreign Affairs Minister's Office, Global Affairs Canada, and the Permanent Mission of Canada to the United Nations must work together to immediately implement the following six recommendations:

- Follow-through on its peacekeeping pledge.
- Increase development assistance.
- Aggressively court Member State electors.
- Vigorously vote swap.
- Employ expert staff and state of the art tools.
- Develop a strong second ballot strategy.

### ◊ Discrimination in the Workplace: A Stumbling Block Towards Professional Development For Arab Youth in the Canadian Labour Market

The policy brief addresses the ongoing concerns from Arab youth across Canada regarding their experiences of exclusion and discrimination within their workplace. As diversity becomes an increasingly important issue within the workplace, employment equity initiatives have become an area of growing interest within organizations. This policy brief explores the indirect, and often direct, discriminatory practices in the workplace that impedes the professional development of Arab youth. This brief also provides recommendations for the growing need of inclusionary practices in the labour market.

#### KEY FINDINGS

- Institutionalized racial discrimination is deeply rooted in the labour market and continues to remain invisible despite recent workplace equity changes.
- Visible minority immigrants, including Arab youth, in Canada are more likely to experience discrimination in the workplace.
- The majority of the Arab youth respondents acknowledged that they are at a disadvantage in their current jobs.
- The majority of the Arab youth respondents said that while it is up to them to culturally adapt to their workplace, their workplace must also accommodate their culture and religion.

### ◊ Dismantling Systemic Racism in Canadian Post-Secondary Institutions: Arab Students' Experiences on Campus

With the rise of Arab students enrolled in post-secondary academic institutions in Canada, concerns over ethnic and racial discrimination continue to be a pertinent subject. The purpose of this brief is to provide policy recommendations to University administrators to address the campus needs of minority students across Canada, particularly Canadians of Arab descent. Recommendations include implementing coherent equity and anti-discrimination policies and procedures; developing compulsory educational workshops for faculty, staff and students; and race-based data collection, all of which will enable Canadian post-secondary institutions to acknowledge and act upon the ongoing discrimination and racism Arab youth continue to face.

#### KEY FINDINGS

- Racism and discrimination are inherently embedded in Canadian university cultures.
- One-third of Arab respondents have experienced discrimination or unfair treatment in Canada due to their Arab identity.
- Canadian universities do not collect race-based data; 63 out of the 76 universities from across the country are unable to provide a breakdown of their student populations due to absence of data collection, despite having diversity offices.
- Equity policies in Canadian universities have a limited effect in adequately addressing discrimination and racism.
- Many Canadian universities are not meeting their legal obligation of having an anti-discrimination policy.

For all CAI research report publications visit:  
<http://www.canadianarabinstitute.org/publications/reports/policy-briefs>

## Civic Engagement

### ◊ Yalla! Let's Talk and Arab Community Centre of Toronto

Our Interim Executive Director, Shireen Salti hosted civic engagement workshops with Yalla Let's Talk cafe series and the Arab Community Centre of Toronto. Arab Canadian youth and newcomers came out to learn about the Canadian federal election and the importance of voting and getting involved!



### ◊ Millennial Women in Policy


Are you wondering what the outcome of the federal election means for our community and others across Canada? Our Interim Executive Director participated in a panel discussion along with representatives from the Leap, Youth Diplomats Canada, Democracy Engagement Exchange, and the Ontario Nonprofit Network. Thank you Millennial Women in Policy for hosting a post-election panel to debrief and unpack what happened this Federal Election!




## ♦ Democratic Engagement Exchange

In partnership with Democracy Engagement Exchange, the Canadian Arab Institute ensured that primers on misinformation and political identity are available in Arabic for the community in the 2019 federal election.

توقّف 

فكّر 

تحقق 

إذا كنت تقرأ شيئاً يجعلك تتوقف للتفكير، فهناك طرق سريعة و عملية للغاية تمكّنك من التحقق من مصدر الخبر إذا لم تكن متأكدًا منه بنسبة 100%.

الأمر الأول الذي ينبغي أن تتذكره هو أنك يجب ان تنظر إلى المصدر و ليس إلى القصة بحد ذاتها. من أين أتت؟ هل تعرف الشخص أو الموقع الذي نشرها؟

ابحث عن مصدر المقال، و إذا بدا لك غير مألوف، يمكنك ببساطة نسخه و لصقه في محرك بحث. تعد مواقع مثل Snopes و Wikipedia من المصادر الجديرة بالثقة التي غالبًا ما تظهر عند البحث عن منظمة ما.

مصادر أخرى:

Newswise.ca  
Bemediasmart.ie  
Newsliteracy.ca

قمنا في طرح بعض الأسئلة و توصلنا الى انه:

42% من الناس يشعرون أنهم يقرؤون يوميًا أو على الأقل مرة واحدة في الأسبوع عبر الإنترنت أخبار تحتوي على معلومات زائفة مقصودة.

45% يشعرون أنهم يصادفون معلومات مضللة أو متحيزة بشكل يومي أو على الأقل مرة واحدة في الأسبوع.

40% يقرؤون محتوى تحريضي أو استفزازي مقصود مرة واحدة على الأقل أسبوعيًا، إن لم يكن كل يوم.

## الأخبار و الحسابات الزائفة و "bots"

أصدقائك ليسوا الوحيدين الذين يشاركون "أخبار زائفة" بقدر ما قد تكون وسائل التواصل الاجتماعي ممتعة، إلا أن أشياء غريبة بعض الشيء قد تحدث فيها. يمكن للأشخاص إنشاء حسابات مزيفة على وسائل التواصل الاجتماعي، مصممة لتبدو وكأنها تعود لأشخاص آخرين - مثل شخصية مشهورة أو شركة أو سياسي ما. قد تحمل هذه الحسابات الصورة الصحيحة أو اسم الشخص نفسه، و لكن عندما تبحث بشكل اعمق قليلاً، تستنتج أن هناك شخصاً آخر يتنحل هذه الشخصيات.

قد تصادف أيضًا "bots"، وهي حسابات يتم إنشاؤها و تشغيلها بواسطة برامج الكمبيوتر، و تكون مصممة لتبدو وكأنها أشخاص حقيقيين يمكنهم نشر محتوى أو إعادة المشاركة أو ارسال الرسائل.

هناك الكثير من "bots"

في تويتر على وجه الخصوص يوجد الكثير من "bots" في الحقيقة. يقدر البعض وجود 48 مليون روبوت على تويتر، أي أكثر من 1 من 10 من مجموع الحسابات.



للمزيد من المعلومات يمكنك زيارة الموقع التالي: [engagedemocracy.ca/election-handbook](http://engagedemocracy.ca/election-handbook)

# السلطة بين يديكم

دليل الانتخابات الفيدرالية

## كيف تميّز بين التحيز والأخبار الزائفة

## يختلف التحيز عن نشر المعلومات الزائفة

ستلاحظ أن بعض وسائل الاعلام، سواء المطبوعة أو الرقمية، التي تميل نحو أجندة سياسية واحدة، أي أنها تكون أكثر تقدمية أو محافظة، أو تروج لقضايا محددة مثل تغيير المناخ.

من المفترض أن تميّز وسائل الإعلام بين الرأي و الخبر، كلاهما مشروع، لكن في بعض الأحيان، لا تخبرك وسائل الإعلام ما إذا كان المقال رأيًا أو خبرًا. انتبه من مقالات الرأي التي تفتقر إلى الحقائق و توجّ الحذر من المقالات الإخبارية التي تبدو وكأنها تحاجج الرأي.

لكن هذا ليس هو الحال دائمًا، فهناك العديد من مصادر الأخبار الجديرة بالثقة و التي تتحقق من صحة الأخبار بدقة. سيكون لمعظم وكالات الأنباء الرئيسية في كندا مقالاتها الخاصة للتحقق من دقة إعلانات و بيانات الأحزاب السياسية و الزعماء السياسيين. يمكنك اللجوء إليها لمعرفة ما إذا كانت الإعلانات التي تشاهدها صادقة.

إن حصولك على الأخبار من مصدر واحد فقط يجعل تمييز التحيز أكثر صعوبة.

من الجيد غالبًا التحقق من عدة وسائل إعلامية تغطي نفس القصة و معرفة الاختلافات بينها.

يجب ان تكون مدركا للتحيز الإعلامي، فتمييزه سيساعدك في أن تكون أكثر اطلاعًا. و يتخذ التحيز أشكالًا عدة، فيما يلي بعض الأشياء التي يجب أن تنتبه لها:

- 1 العناوين التي لا تتطابق مع المحتوى.
- 2 التحيز المبالغ به في الألفاظ و النبرة.
- 3 استخدام الصور غير الملائمة أو التي لا تتطابق مع النص.
- 4 التركيز على قصص معيّنة.

لست متأكدًا إذا كان مصدر الأخبار منحازًا؟ لا داعي للقلق، يمكنك استخدام قائمة FAIR للتحقق كدليل. إذا كنت قلقًا بشأن وسيلة الإعلام بصورة عامة، فإن Media Bias/Fact Check هو موقع إلكتروني مستقل يتيح لك البحث عن أي منشور لفهم تحيزه السياسي و ما إذا كان لديه تاريخ طويل في نشر التقارير المتوازنة.



## Conferences

### ◆ Leadership Days in Washington, D.C. (May 2019)

Arab American Leadership Days, an annual advocacy and leadership program that brings community leaders together in D.C., kicked off in May 2019. Dr. Jim Zogby, the co-founder and President of Arab American Institute (AAI), Maya Berry, AAI's Executive Director, and Samer Khalaf, the President of American Arab Anti-Discrimination Committee (ADC) delivered opening remarks to welcome participants and gave a brief policy update on the challenges facing the Arab American community.

### ◆ M.O.V.E. CONFERENCE (November, 2019)

MOVE, a two-day conference held every two years in the heart of Arab America. The acronym 'MOVE' represents the following shared goals with CAI: Mobilize, Organize, Vocalize, and Empower. MOVE is produced by ACCESS, the largest Arab American community organization in the United States, which is best known for providing accessible, on-the-ground service delivery for newcomers. ACCESS has grown swiftly and sustainably—from a single centre serving Arab Americans in 1971, to establishing seven thriving social service and community centres as of 2019.

MOVE brings together gathers activists, scholars, artists, philanthropists, and others from the global Arab community to connect and exchange ideas, while leveraging the resources of ACCESS' three national programs:

- The National Network for Arab American Communities
- The Arab American National Museum
- The Center for Arab American Philanthropy

At MOVE, there were several important workshops that provided forums for attendees to share their visions and create knowledge mobilization. These workshops spanned a wide variety of topics, including: youth & education, grant writing & fundraising, social services, arts & culture, health, women in the non-profit sector, research, the evolution of Arab identity, and how to attack discrimination at its roots.

By meeting with high-level program officials at MOVE, CAI was able to gather several important insights, in terms of how to form community hubs for Arabs in Canada as well as other marginalized groups facing systemic barriers. ACCESS and MOVE have developed many best practices on how to build nation-wide networks that are open enough to represent all Arab communities—in ways that capture our shared heritage, our distinct cultures, and our compelling stories.



## In The Press

### ◆ CAI on CityNews

CAI joined members of the Black community to comment on the Trudeau brownface/blackface controversy -- highlighting that we should be asking what each leader is doing to address racism and develop policies that are inclusive of all Canadians in the 2019 federal election.



### ◆ CAI quoted in the Hill Times

Our Interim Executive Director Shireen Salti was quoted in The Hill Times weighing in on the new government's ministerial role on diversity and inclusion.

***“Shireen Salti, interim executive director at the Canadian Arab Institute, said she’ll be watching to see if Ms. Chagger will be empowered to “act as a catalyst ensuring that diversity and inclusion is evenly applied across governments,” and that doesn’t work as “a stand-alone ministry.”***

***The role should involve looking at the various functions of government and ensuring that underrepresented communities see some outreach and affirmative action, and that equal opportunities apply across sectors, something Ms. Salti said needs to be addressed for Arab Canadians, who represent the largest demographic of newcomers right now.”***





# CELEBRATE

Kalil Gibran Awards Gala in Washington (May 2019)



Emel Mathlouthi, Dr. James Zogby, Lyce Doucet, Mohammad Al Zaibak, and Shireen Salti (left to right)

The Arab American community honored individuals and organizations who carry on the humanistic legacy of author and poet Kahlil Gibran at the 21st Kahlil Gibran Spirit of Humanity Awards Gala on the evening of Thursday, May 2, 2019 at the Omni Shoreham Hotel in Washington, D.C. This year's recipients include former Berkeley, CA mayor **Eugene "Gus" Newport**, RAICES, the largest immigration services provider in Texas, **Lyse Doucet** of the BBC, late Chicago-area community leader **Miriam Zayed** and Tunisian singer-songwriter **Emel Mathlouthi**.

Emel Mathlouthi at the Aga Khan Museum (September 2019)



We were thrilled to co-host the Tunisian born, New York-based singer, songwriter and composer **Emel Mathlouthi** with the **Aga Khan Museum** in Toronto, as part of her international tour, to launch her third full-length Album titled: **Everywhere We Looked Was Burning**. CAI is proud to be a community partner of this event, to showcase the importance of connecting with each other and building global citizenship through music that embodies the values of peace, justice and a commitment to uplifting others.



# ENGAGE

## New Torontonians: Rights & Responsibilities

New Torontonians: Rights & Responsibilities aimed to empower Arab newcomers to become knowledgeable of their rights and responsibilities in their new home Canada. In close collaboration with the Arab Community Centre in Toronto, through a series of interactive group sessions, this project informed and explored topics around gender equity, Ontario Human Rights Code, rights and responsibilities of citizenship and the value of civic engagement with newcomers.

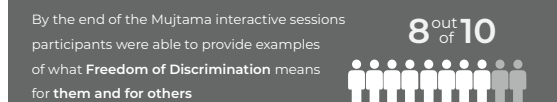
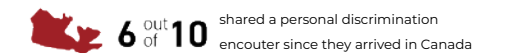
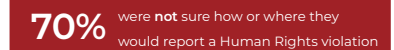
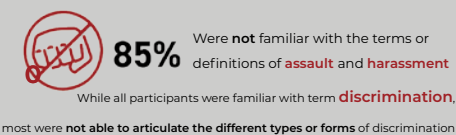
Mujtama fellows and engaged program participants collaborated to produce a video expression, capturing the essence and focus of the project sessions and building on insights from participant reactions to the content shared.



## New Torontonians Rights & Responsibilities



### Program Participation & Impact



### fellows & participants

collaborated to develop a video expression capturing the essence and focus of the workshop sessions. Everyone who took part in this video have all actively contributed to its message and content.



## Irshad

**IRSHAD** is a mentorship program facilitating the exchange of knowledge between Arab Canadian professionals in different industries and graduates, or recent graduate students, as well as internationally trained young professionals who recently arrived to Canada. The program aims at providing insight and opportunities to expand one's knowledge of career options, develop or improve upon work-related soft-skills for career launch and/or achieving confidence and meaningful career progression goals.

### IMPACT

- Over 500 mentor and mentee engaged in the program activities, promoting the benefits and positive impact mentoring brings to the unique employment and career development barriers Irshad applicants face.
- Irshad one-on-one coaching sessions, activities and extended engagement activities through partnership collaborations enabled mentees to develop a network that provided both professional and civic engagement confidence.
- 140 mentees and over 60 mentors participated in the Irshad mentoring program over the past three years.
- 102 successful matches completed.
- Participating mentee outcomes ranged from successfully landed job opportunities, entrepreneurship ventures, seeking further education or simply building confidence and stronger networks within a current or new career exploration.

#### Raghida Mazawi (Mentor):

*"I would say that by participating in this program as a mentor, I have been able to apply many of the skills that I use in my professional practise as a clinical supervisor to advise and guide Rabeea on her learning journey. I was also aware that our relationship had a two way effect, and Rabeea's curiosity, enthusiasm, and even confusion at times forced me to reflect on my own learning goals and re-evaluate were I was in my own journey. Our conversations increased my self awareness regarding my personal beliefs and values about personal and professional growth. The result? I actually ended up mustering the courage to apply for a new position, get it, and leave a job that I have been doing for 11 years. I can not say that it was all due to my mentoring experience, however, I can state with confidence that the experience contributed to the outcome of my own journey and for that I am thankful."*

#### Rabeea Siddique (Mentee):

*"I signed up as a mentee at the Canadian Arab Institute mentoring program after being advised by it by a colleague. It was one of the best career decisions I made because I met an amazing mentor through it. While I was already on my career path, I had a lot of questions about where to go forward. My mentor helped me reflect on important questions that would help me make these decisions, shared immense knowledge of the field, and advised me of resources to support my journey. The mentor was able to understand both the professional and personal struggles of the field and lend wise words regarding both. I'm very grateful to have made this connection and to have had the growth that has fostered."*

## Pathways to Inclusion

Pathways to Social Inclusion project focused on studying Arab Seniors in Canada, recognizing their unique needs. The primary objective of the project was to study and subsequently increase social participation specifically among Arab seniors. It explored barriers to social entry, motivations towards social participation, and aimed to provide recommendations for organizations working with seniors.

Over a period of eight months, participating senior mentors, youth fellows and CAI project team organized discussion groups and activities. The topics tackled were identified and led by our participating senior mentors, and specifically explored and captured cultural perceptions and attitudes towards social engagement and volunteerism. Along the way, discussion topics expanded to address social isolation, physical and mental health, accessibility and navigation of senior services and community connections. The discussion groups led to the development of a survey to measurably identify barriers, challenges and motivations to volunteerism and engagement among senior Arabs living in Canada.



The project was led by  
**9 senior mentors**  
**8 youth fellows**  
 and involved



over  
**30**  
 volunteers

that helped collect survey responses.

The majority of participants live in Mississauga, Etobicoke, Toronto and Scarborough, Ontario.

We had an equal balance of participants

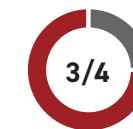


**76% married**

and relatively proportional age group brackets

**40%** 55-60 years old    **20%** 65-70 years old

**17%** 61-65 years old    **22%** 70+ years old



Three-quarters of participants are currently not working.



**29%** have been living in Canada less than 5 years

**30%** between 5-10 years

**41%** over 10 years







# THRIVE

## CanStudyUS Tour - CAI Academy (May 2019)

As part of the CAI Academy initiative, Shireen Salti was sponsored to represent the Canadian Arab Institute as a delegate at the CanStudyUS tour hosted by Democratic Engagement Exchange and Ryerson Leadership Lab in Washington with 35 youth leaders. Shireen engaged with thought leaders, elected officials, community activists and journalists through a series of meetings, workshops and events to explore the intricacies of power, its divisiveness and how public policy is developed through the lens of different influencers that are organizing during critical moments in history.



Anjum Sultana, YWCA Canada representative, Shireen Salti, CAI representative, Roz Gunn, YWCA Cambridge representative, Mariam Rajabali, Canadian Muslim Vote representative (left to right)

## Amal Clooney with Luminato - CAI Academy (June 2018)

Renowned international human rights lawyer Amal Clooney joined veteran journalist Nick Clooney to talk about the most pressing human rights issues facing the world today.

Exclusive to Luminato, one of the world's most renowned and vocal advocates for human rights makes her first public speaking appearance in Toronto.

As a Luminato Community Partner, CAI provided students, youth and young women access to 125 tickets to attend this talk, with the purpose of empowering a new generation of leaders and helping shape their vision for a brighter and more inclusive future ahead.

*"Thank you so much for providing me (and other lucky youth) with the opportunity to attend Amal's talk tonight. These types of high-profile events are often not accessible to everyone so I think it was excellent initiative by CAI to provide us with tickets to attend."*

*Amal is a wonderful role-model and inspiration for myself and many others in the community. I hope to see other Arab leaders rising up and making positive change.*

*...I will see you soon! And at future great CAI events."*

- note from a youth attendee





## Toronto Palestine Film Festival (September 2019)

We were excited to co-present 'Brooklyn, Inshallah' on Sep 21 at 2:45 PM. Khader El-Yateem, a Palestinian-American pastor, runs for New York City Council. This documentary follows El-Yateem's grassroots election campaign to become the first Arab-American to ever win a seat on city council, with the backing of Linda Sarsour, the Palestinian-American organizer of the Women's March on Washington, and his community.



## 6 Degrees TO - CAI Academy (September 2019)

Quote from Anas Hasan the attendee. *"The conference was outstanding! People of all kinds of ethnic and educational backgrounds were present which further highlighted 6 degrees' goal of inclusivity. The conference provided a lot of networking and professional opportunities for me personally. I highly recommend it for anyone who wants to learn how, as a society or as an individual, we can do more to be inclusive and accepting. I also recommend it for people who are passionate about being a catalyst for change and for people who like music (basically, everyone)!"*



Anas Hasan, CAI Academy Youth Ambassador, Ahmad Shihab-Eldin, Emmy-nominated journalist, producer and actor working as a senior correspondent at AJ+, and Roberto Esteban Alvarez, Partnerships Lead at 6 Degrees Institute for Canadian Citizenship (left to right)



The CAI Academy understands the power and potential of youth for driving social innovation, community development and economic prosperity. It is a program that develops leadership skills and improves career prospects of Arab-Canadian youth.



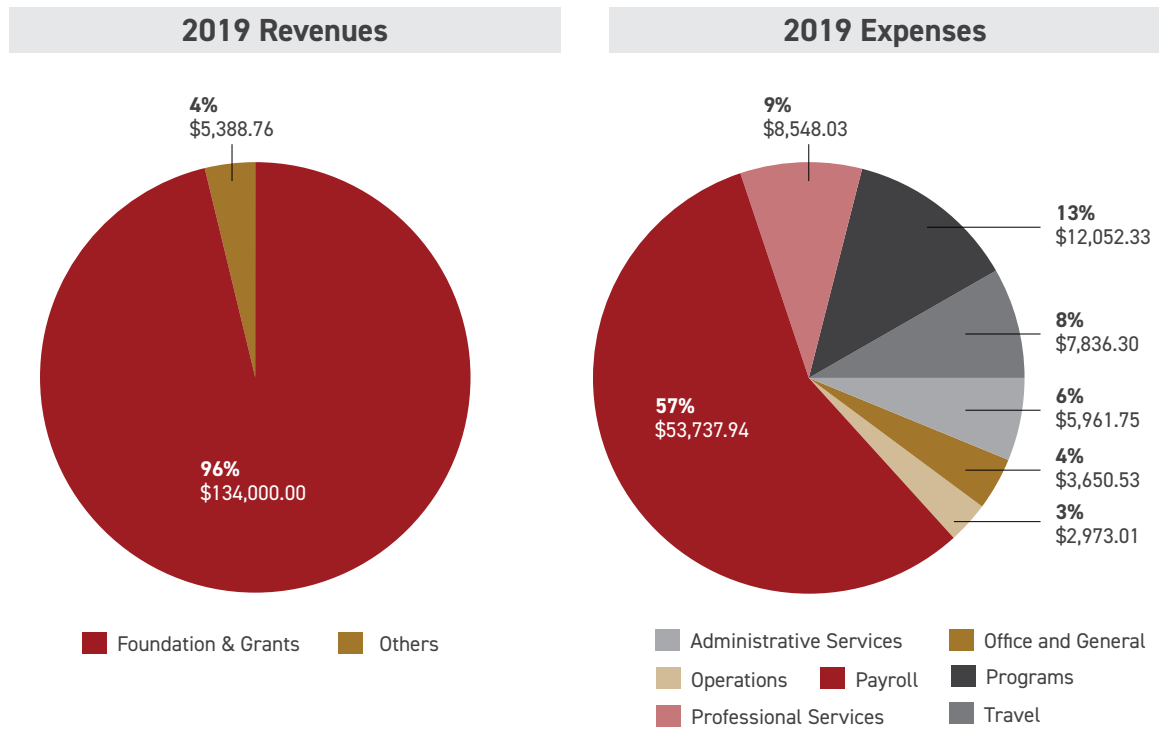
# ORGANIZATIONAL SUPPORT

---





# CAI FINANCIALS



# VOLUNTEERS & CONTRIBUTORS THANK YOU!

## Special contributor Baytree Foundation

## Mujtama Fellows

Amira Hassan  
Ebti Nabag  
Hala Eltom  
Mary Kozak  
Mohammad Nasser Hajali  
Rasha Mehyar

## Volunteers

Dalia Shakir Jakubiak	Raja Abdo
Farida Talaat	Omran Faour
Sara Atya	Ghada Mandil
May Tartoussy	Janine Hadidi
Sarah Kora	Aya Al-Shalchi
Yara Salama	Olga Kaddoura
Noor Toema	
Yasmine Elbagoury	

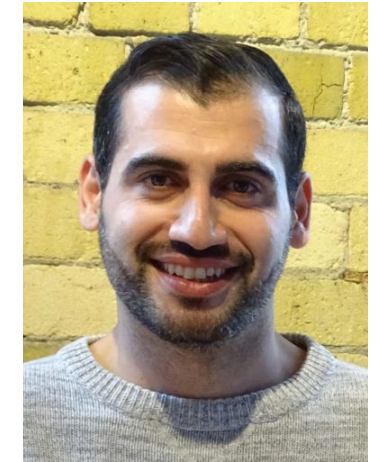
# STAFF



**Shireen Salti**  
Interim Executive Director



**Rania Younes**  
Consultant



**Fares Khouri**  
Project Manager

# BOARD OF DIRECTORS

Ban Kattan  
Rami Helali  
Abdullah Snobar  
Dr. Adel Guitouni  
Dr. Mohammad Fadel  
Ziad Said  
Dr. Walid Hejazi  
Dany Assaf

# ADVISORY BOARD

Bessma Momani  
Dr. James Zogby  
Maya Berry  
Omar Baddar

# PARTNERS

---





CANADIAN ARAB  
INSTITUTE | INSTITUT  
CANADO-ARABE



CAIThinkTank



Canadian Arab Institute



caithinktank

140 Yonge Street, Toronto, ON M2R 3V1

647 425 7970 | [info@canadianarabinstitute.org](mailto:info@canadianarabinstitute.org)

Sign-up for our bulletin to receive updates and announcements about CAI's programs and activities.  
[canadianarabinstitute.org](http://canadianarabinstitute.org)

---

The Canadian Arab Institute is a registered Canadian charitable organization.  
#849531488RR0001