



MOSAIC

**HOW YOU CAN MAKE A
POSITIVE DIFFERENCE
IN THE LIVES OF
AFGHAN REFUGEES**

**Surrey Board of Trade
October 7, 2021**



We acknowledge we are on the unceded territories of the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh (Squamish), and Selíwítlh (Tsleil-Waututh) Nations.

**Thank you for being here,
together we will make a difference
and positively impact the lives of Afghan Refugees.**

TODAY'S SESSION

- Updated information: The situation in Afghanistan and Canada's response
- Refugee Resettlement
- What MOSAIC is doing and how you can help
- How to support the life changing private sponsorship program
- Employment
- Housing
- "It takes a village" the work of our sector
- Q&A Period



What is happening in Afghanistan?



- *The Taliban has assumed total control, the world is concerned for the wellbeing of women and girls, activists, journalists, minorities, the LGBTQ community, and others under their harsh rule.*
- *UNHCR maintains access to IDPs in all 34 provinces, 299 out of 450 districts.*
- *IRCC publicly stopped their evacuations out of Kabul in September.*

➔ 2.9M

Estimated internally displaced persons (IDPs) by conflict within Afghanistan

➔ 634,800

Estimated total conflict induced IDPs within Afghanistan since 1 January 2021¹



➔ 2.2M

Refugees and asylum-seekers from Afghanistan in neighboring countries





How is Canada responding?

On August 13, the Canadian Government announced an expanded resettlement program to resettle 20,000 Afghan refugees.

In September, this was increased to a commitment of 40,000 Afghan refugees to Canada -the vast majority of these 40,000 spots will be via private sponsorship.

This expanded resettlement effort will focus on women, girls, LGBTQIA+ Afghans, and people belonging to ethnic and religious minorities, which have been targeted by the Taliban in the past.

Advocacy from local Afghan community

Canada's Refugee Programs

GOVERNMENT ASSISTED REFUGEE (GAR)

- \$\$\$ - Federal Government (12 mos)
- **Immediate Support** – Resettlement Assistance Program (RAP) via SPO
- Eligible for IRCC funded settlement, employment or language services

BLENDED VISA OFFICE REFERRAL (BVOR)

- \$\$\$ - Federal Government (6 mos) and Private Sponsor (6 mos)
- **Immediate Support** – Private Sponsor
- Eligible for IRCC funded settlement, employment or language services

PRIVATELY SPONSORED REFUGEE (PSR)

- \$\$\$ - Private Sponsor (12 mos)
- **Immediate Support** - Sponsorship Agreement Holder / Constituent Group / Community Sponsor / Group of 5
- Eligible for IRCC funded settlement, employment or language services

REFUGEE CLAIMANT (RC)

- \$\$\$ May be eligible for Provincial Income Assistance
- Navigates refugee determination process and settlement simultaneously
- Eligible for BC-funded settlement and integration services.

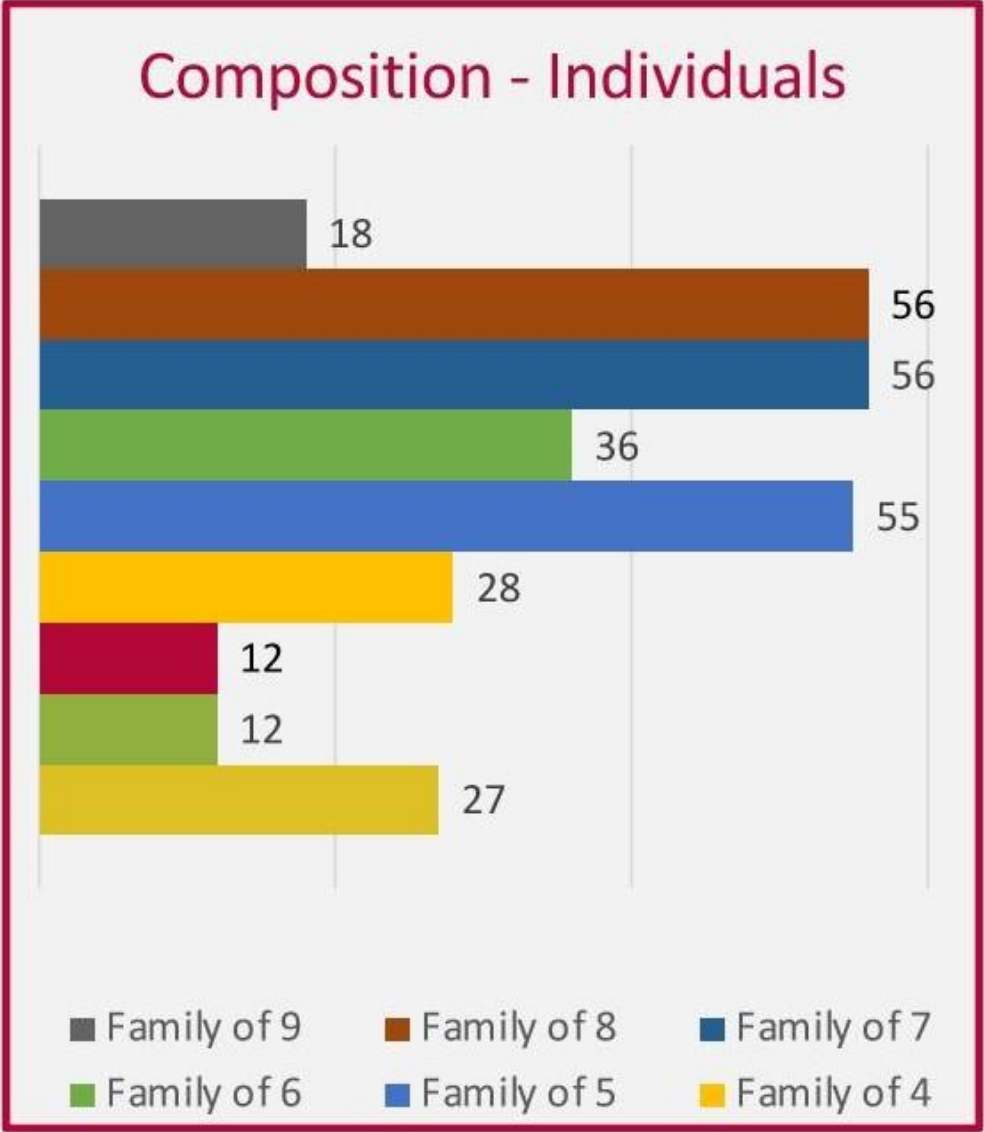
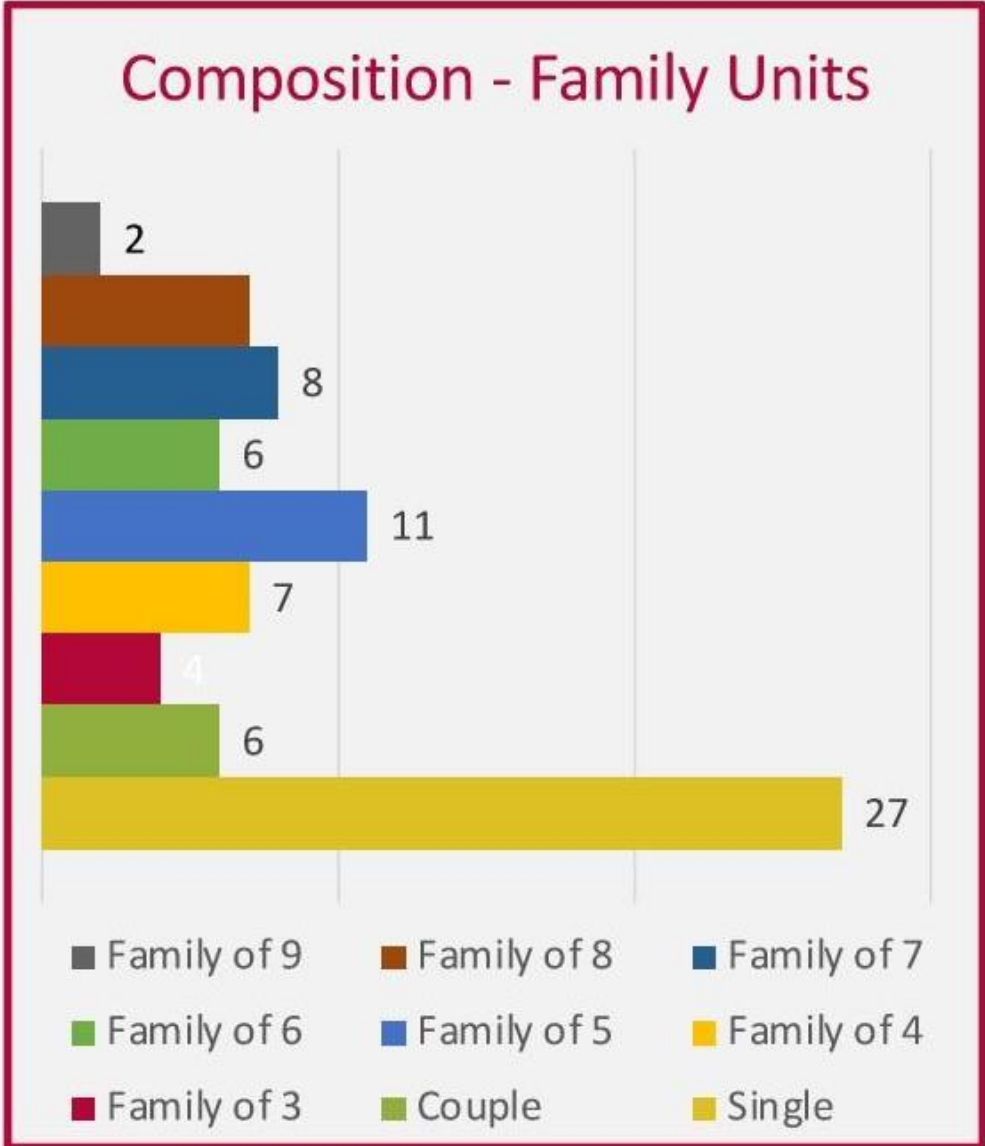
CONVENTION REFUGEE STATUS GRANTED OVERSEAS

INLAND CLAIM

Afghan Government Assisted Refugees

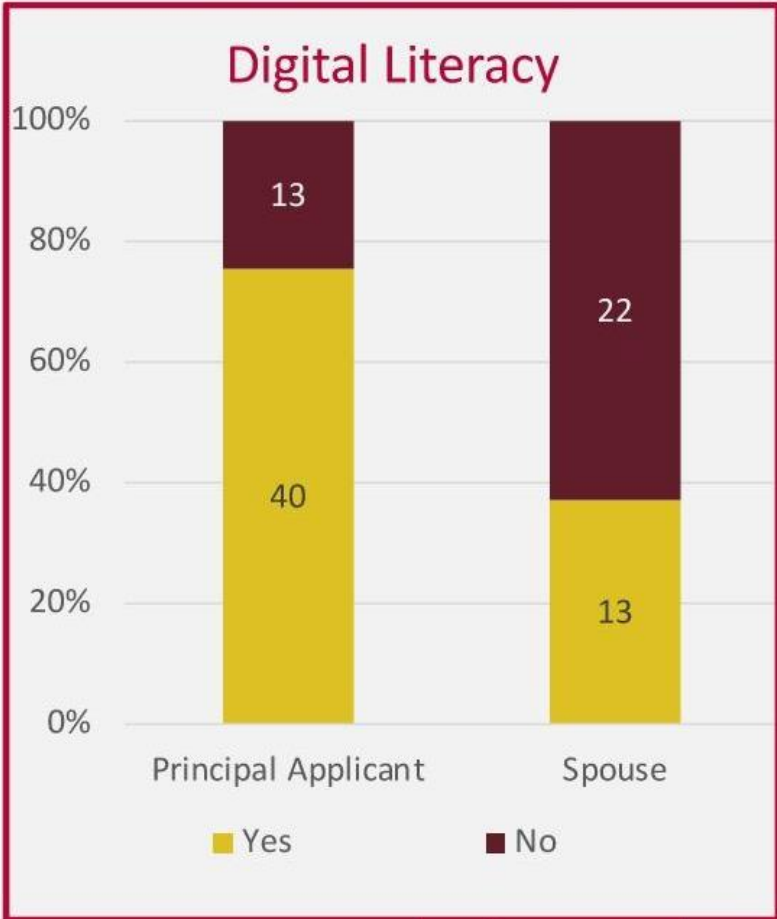
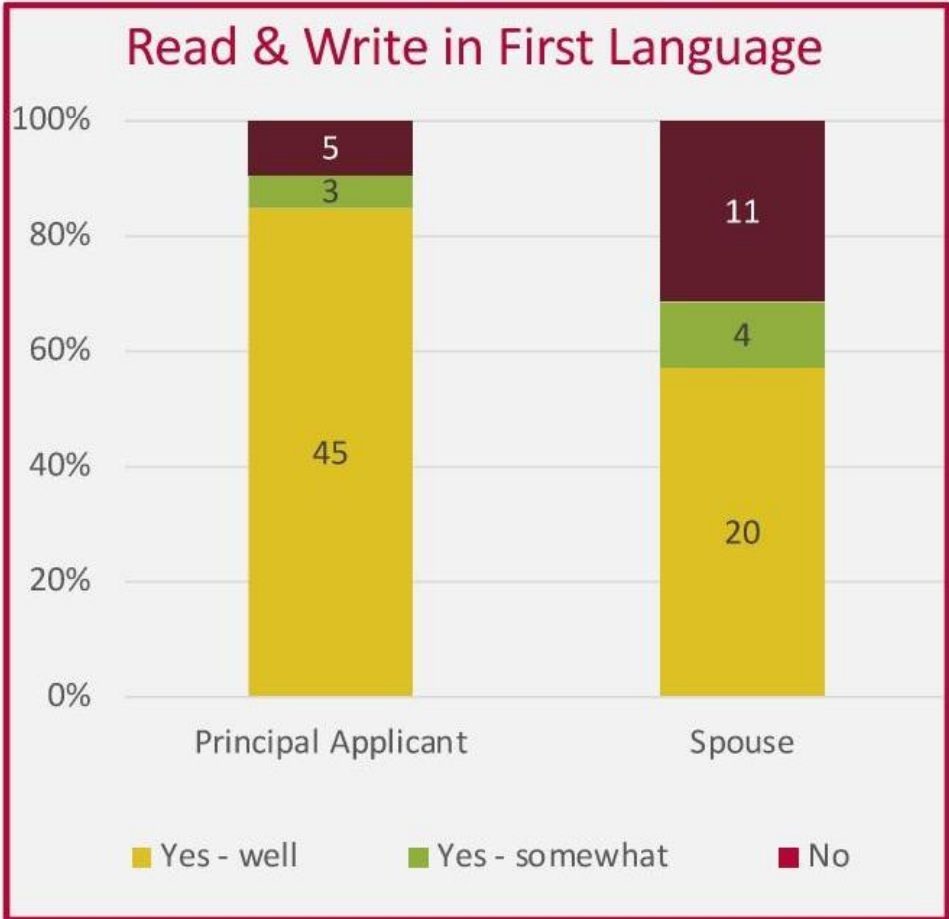
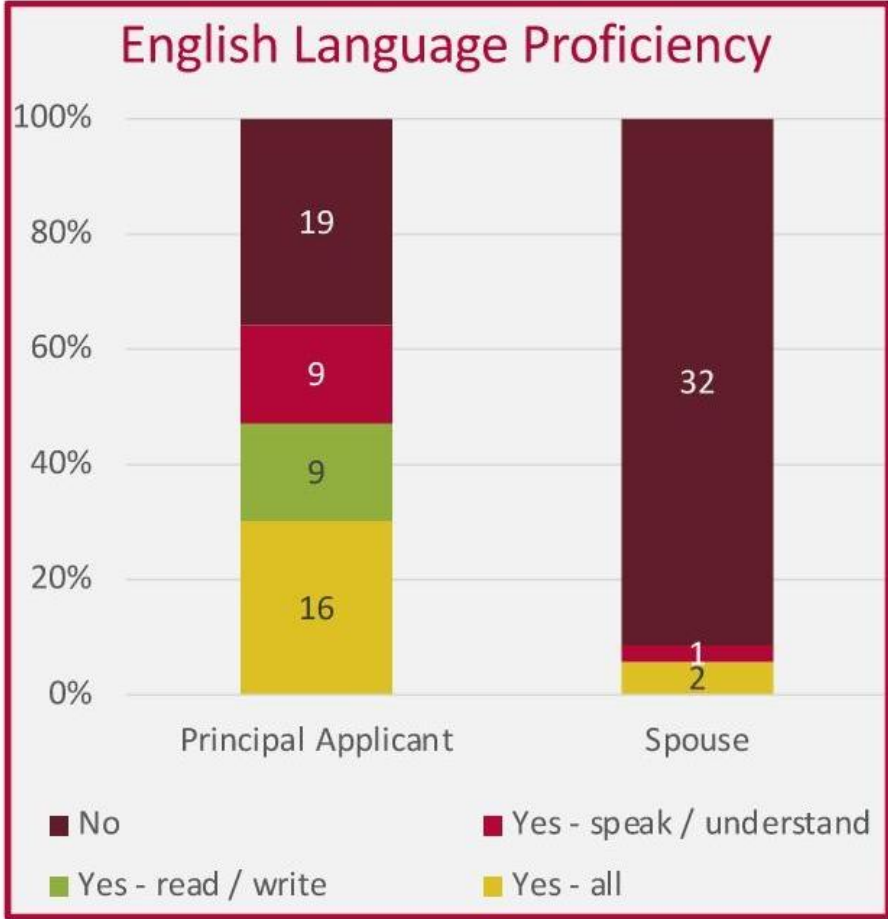
- **Led by ISSofBC with partners in Victoria and elsewhere**
- **300 People, 78 Family Units arrived Aug 23 – Sept 27, 2021**
- **Timing of future arrivals is uncertain**

GAR Arrivals in BC



Source: ISSofBC via BC Refugee Hub

GAR Arrivals in BC



Source: ISSofBC via BC Refugee Hub

Skills, Contributions and Mutual Benefit to Canadians and the wider community.





Did You Know?

- **2 million** – Canadians report that they have been personally involved in helping Syrian refugees come to and settle in Canada
- **327,000** – refugees have been welcomed by private sponsors since 1979
- **62,000** Syrian refugees have been resettled to Canada since 2015. More than half of these refugees were privately sponsored.
- More than **49,000** – privately sponsored Polish refugees were welcomed between 1980 and 1996
- Canada is the only country to receive the UN's Nansen Medal – the highest distinction bestowed by the UN for aid to refugees.
- Countless studies and reports have recognized the long-term positive impact of this program for refugees and host country alike. It has inspired similar in New Zealand, Ireland and Argentina.

There are millions of people across the world who want to do more to help welcome refugees. Private sponsorship is a proven way to engage individuals, community groups, and companies to directly contribute to refugee protection.

_ George Soros, Founder and Chair, Open Society Foundations





What is MOSAIC doing?

- Walking alongside the Afghan and wider Canadian community to provide meaningful refugee resettlement and integration support.
- Knowledge is power, so we are working to inform members of the wider community about the opportunities for private sponsorship and the impactful services of us and others in the sector.
- There is a large number of Afghan community leaders working at MOSAIC throughout our diverse programs, leading our approach.
- We are one of the largest Sponsorship Agreement Holders in Western Canada and are applying our expertise to lead a large-scale sponsorship response, co-sponsoring as many refugees as possible to Canada. We are currently taking interest in sponsorship registrations at: mosaicbc.org



**Can you contribute to
our Afghan Refugee
Response Fund?**

MOSAIC is committed to assisting as many Afghan Refugees as possible to settle in Canada as possible over the next 3 to 4 years.

This will take time , resources and a many, many hands.

We estimate that we will require nearly 3 million dollars.

Currently, over 300 individuals have been registered as interested in sponsorship.



How much does this cost?

Family Size	12 month support (including Start up costs)
1	\$17,000
2	\$25,000
3	27,000
4	29,000
5	32,000
6	36,000
7	39,000
8	42,000

add \$3000 for each additional member



Online Fundraiser

- Online fundraising uses the power of community to make a difference for people in need
- Every online fundraiser has an online fundraising page where people can donate to the cause
- Perhaps you or your company would like to support our efforts?
- We have created an online fundraiser on CanadaHelps

<https://www.canadahelps.org/en/charities/mosaic/campaign/mosaic-afghan-response-fund/>



Peer-to-Peer Fundraising

- Peer-to-peer fundraising is when individuals organize personal campaigns to collect donations from their friends, family and colleagues. Perhaps your company, community or friends would be interested in creative opportunities to support fundraising:
- Athletic Events
- Birthday/Holiday Parties
- In Loving Memory
- Bake Sales
- Friendly Challenges:
 - Ice bucket challenge
 - Fitness challenges
 - Polar Bear Swim



Donations

- + Grocery Store Gift Cards (Superstore, Save-on-foods, No Frills)**
 - + New or lightly used cellphones (unlocked) or laptops**
 - + Gift Cards: Furniture, Clothing or Toy Store**
-

- Used clothing**
- Used Furniture**
- Used toys**



**Can you support the
employment prospects
of newly arrived Afghan
refugees?**

5 Reasons to Hire Refugees

1. DIVERSIFY YOUR WORKFORCE

Your business can directly benefit from ethnic and cultural diversity.

Research by McKinsey & Company found that teams that are more culturally and ethnically diverse are 33% more likely to be more profitable than their less-diverse competitors.

2. ACCESS SKILLED AND QUALIFIED CANDIDATES

Refugees are often highly skilled and experienced. Refugees have a wide range of talents and professional skills, and due to their experiences have often developed enormous resilience and adaptability.

3. INCREASE EMPLOYEE COMMUNICATION AND EMPATHY

Encouraging employees to interact with refugees from different cultural and ethnic backgrounds will develop soft skills such as effective communication, empathy and teamwork.



5 Reasons to Hire Refugees

4. KEEP ROLES FILLED BY IDEAL CANDIDATES

73% of employers surveyed in the US found that refugees had higher retention rates than other employees, so hiring refugees will allow you to keep this great new talent for longer which significantly reduces recruitment and training costs and encourages uninterrupted business continuity.

Sona Circle Recruitment's refugee internship programme can help your business recruit a targeted talent pipeline, which can be developed into a dedicated and committed long-term workforce.

5. DECREASE UNCONSCIOUS EMPLOYEE BIAS

Creating opportunities for your employees to work alongside a diverse refugee workforce will both enable employees to develop new skills and ideas, while also reducing staff's unconscious bias.

This will increase workplace cohesion and integration, boost staff morale and improve teamwork. You'll create a diverse and committed team, which recognises the importance of a fair and socially progressive workplace.





**Can you support
Afghan refugees to
access housing units
at income assistance
rates?**

Four Reasons to Consider Renting to Refugees

1. Refugees have no say in whether they are refugees
2. Renting to refugees can dramatically change someone's life
3. Refugee are highly vetted!
4. Refugee are commonly educated on their rights and responsibilities as renters!
5. Refugees can (and do) work!

Volunteering

What Can I Do Now?

1. Help raise funds!
2. Participate in a Private Sponsorship Team

What Can I Do Later?

1. Preparation of accommodation as people arrive
2. Welcome teams/Canada life support
3. Employment Mentorship
4. Language Supports



It takes a village:

Key Agencies in the Afghan Response throughout Surrey

- DIVERSEcity
- VAST
- Options
- ISSofBC
- New Hope Community Services Society
- Zaytuna Services Society
- Muslim Food Bank



In summary: What can you as members of the SBOT do to support Afghan Refugees?

1. Consider privately sponsoring refugees to Canada as individuals or as a company group.
2. Support MOSAIC's critical support through the Afghan Refugee Response Fund.
3. Donate needed items: Gift cards and technology
4. Consider hiring refugees
5. Help us house refugees.
6. Ask questions and connect with MOSAIC or any of the wonderful agencies supporting refugees!



Question Period and Discussion





Thank
You

