



## WHO ARE WE ?

### Inspired by our values:

- Inclusiveness, tolerance, representivity (reflecting the community)
- Transparency
- Social justice, preoccupation with the vulnerable
- Autonomy of community initiatives and projects
- Citizen participation in decision-making that includes consultation and reflection of community values
- Belief in the capacity of individuals and organisations and support for that capacity
- Democracy
- Strong community

### Guided by our mission

The NDG Community Council is an organization that acts to promote, improve and sustain the well-being of the NDG community and its residents.

The NDG Community Council is a hub of community information and networking in NDG. It works with citizens and other organisations, through community organising and support, to address issues of concern and to find solutions. The Council focuses on quality of life, social justice issues and the involvement of Notre-Dame-de-Grâce residents.

The work of the Council in 2009-2010 continued the ever growing NDG tradition of organizations and residents working together to address common issues. This year, of particular note are the following initiatives:

- The leadership role the Council has taken in bringing together organizations to find a solution to the lack of appropriate, affordable space for community organizations .
- Providing services and a welcoming community to the ever-increasing number of immigrants choosing NDG as their home is an increasingly pressing issue . Providing leadership and being the fiduciary for the MICC (Ministère de l'immigration et des communautés culturelles) funded, Comité d'action 6-12 NDG project "*Bienvenue a NDG*" as well as overseeing the development of a community -wide action plan by the Comité du travail des relations interculturelles are our two principal initiatives to address this concern.
- Two *mega-projects*, the construction of the MUHC Glen site and the re-construction of the Turcot interchange will have a huge impact on our neighbourhood. We are working with our partner organizations of the Concertation Interquartier from NDG, St. Henri and Westmount and the hospital to ensure that community interests remain in the forefront.
- Participants of the Table Ronde are working together to determine the best way to collectively work on initiatives that directly reduce poverty.
- The promotion of neighbourhood public security have been strengthened by the borough forming the CDN/NDG comité de sécurité urbaine of which we are a member.



Gillian Keefe

Our links with other partners outside the neighbourhood has been strengthened by my involvement in the ongoing community leadership development of *Leadership Rassembleur*, a Centraide initiative. As well, broader issues and perspectives enhance the Council's work through my involvement as board member of the Coalition Montréalaise des Tables de quartier , the regroupment of the 29 Table de quartier in Montreal.

Progress on these issues and many others that will be addressed in this annual report happened due to the work and expertise of the Councils team of staff, board and volunteers. They are a remarkable group of people with a dedication to making things better that takes my breath away. I thank each and every one of them.

**Gillian Keefe, Director**

The fourteen members of the Council's Board of Directors dealt with some difficult and complex questions this year. They include:

- What is the best way to support financially and democratically vulnerable NDG organizations, particularly those organizations serving families?
- How do we effectively fulfill our fiduciary role for projects?
- How does the council recognize the important work of staff on a limited budget?
- How do we determine priorities when there are so many needs and not enough resources?
- How do we better encourage the involvement of NDG residents in the democratic life of the community?
- How do we develop NDG leadership for the future?

Although these are ongoing challenges for the Council and the community movement in general, the results of those discussions will be reflected in the 2010-2013 Action Plan.

As is always the case there will be a renewal of the Board, as members complete their term. We would like to thank Kevin Copps, Camiella Hay, Sylvie Laferrière and Spencer Mann for their generosity in giving time, effort and wisdom to the Council's efforts to improve community life. We would like to particularly acknowledge the enormous contribution of Sharon Leslie, who has been a committed Board member for ten years. Sharon's experience and skills and particularly her passionate belief in the importance of resident involvement in community democratic life, has had a strong impact on the organization and NDG. Sharon, we thank you for your countless hours of work and your great insight.

Members of the Board of directors live in and/or work in NDG :

André Mitchell  
Camiella Hay  
John Richardson  
Kevin Copps  
Louise Fournier  
Paul Shubin  
Spencer Mann  
Rita Del Grande  
Alice Herscovitch  
Sharon Leslie  
Stephanie Childs  
Sylvie Laferrière  
Tiopia (Tia) Dayle  
Michelle Ohnona  
(nominated by staff)  
Gillian Keefe (ex officio )



**Working on complex issues of importance to the NDG community**



## OUR STRUCTURE



## NDG Community

Diverse population of

**66 074**

## Members

Our membership is the base of the Council

**141** Members

**40** Organisations

**101** Individuals



## The staff

**Gillian Keefe:** Executive Director

**Gina Lacasse :**Resource Center Coordinator

**Graziella Bieto Challenger :**Administrative assistant/  
translator

**Halah Al-Ubaidi :**Community Organiser

**Leslie Bagg :** Community Organiser

**Michelle Ohnona :**Benny Farm Community Organiser

### Contract workers

**Aleksandra Petrovic Graonic:**interactive map)

**Anna Goldfinch :** Summer student

**Yan Ke:** Summer student

**Samantha Maurer:** Coordinator of the Working  
Committee on Intercultural Relations



# THE IMPORTANCE OF VOLUNTEERS

As always the importance of volunteers is critical to the success of the Council. Office work such as answering the phone, data entry, correcting maps and filing are tasks that are important for the action oriented work that we do. We would like to thank the many volunteers who support us. There are also the important contributions of community residents that support the work of the Council through participating on the board and action committees

One of the functions of the Council is to get to know people who want to volunteer and refer them to other organizations and places that fit their skill set. These individuals come from the NDG community and surrounding areas and have lots of energy and skills to offer. They need to find places where these gifts can be offered to benefit the entire community

## Round Table organising committee

Halah Al- Ubaidi ( Coordinator), Gillian Keefe (NDG CC), Gail Tedstone ( NDG CC), Nabila Ghernati (CDEC CDN/NDG), Jim Olwell ( CSSS Cavendish), Nikki Schiebel (Eco -Quartier NDG), Marie-José Mastromonaco (CSDM), Fiona Keats (NDG food depot)



**Over 100 volunteers:  
an invaluable resource**

## NDG 2020 Support Committee

Halah Al-Ubaidi (coordinator ), Gail Tedstone (Resident), Bob Butler (Resident), Jim Olwell (CSSS Cavendish), Linda Bernier (NDG YMCA), Nabila Ghernati (CDEC CDN/NDG), Irene Lee-Olivier (Resident) , Ursula Tokateloff (Resident)

## Office Volunteers

Pierre Blouin, Shirin Meshir, Dennis Vossos, Andy Doi Ying, Karen Mitchell, David Seymour, Leanne Hopkins, Sylvie Charest, and Sabina Gergel , Louise L.

## Tax Clinic

Louise L., Leanne ,Jamie

## NDG map

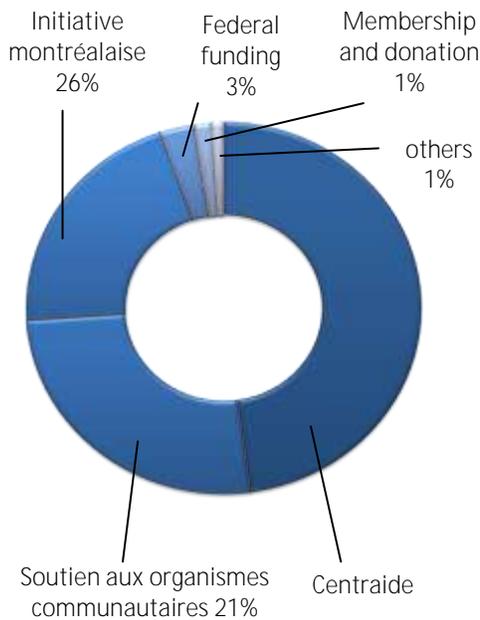
Darren Veres McGill University –Urban Planning

## Interns

Jocelyn Bernier - Concordia University  
Annaëlle Dubuc: UQAM  
Elise Melansson - McGill School of Social Work  
Colin Wyke - ERS Corporation pour le développement de la jeunesse.  
Namrata Parekh - ERS Corporation pour le développement de la jeunesse

## Christmas Dinner

The volunteers are too many to mention but much appreciated nonetheless



Sources of funding for core activities

We would like to thank our principal funders whose ongoing support allows us to accomplish our mission: **Centraide, Initiative Montréalaise** ( tripartite funding of **Centraide** du Grand Montréal, **Direction de la santé publique**, Agence pour le développemen de réseaux locaux de santé et de services sociaux de Montréal, **Ville de Montréal**, Direction de la sécurité du revenu et du développement social, et arrondissements), and **Agence de la Santé et des services sociaux (SOC)**

The Council also receives short term funding for particular projects. During 2009-2010 we received a second year of Centraide support for the Benny Community Development project, as well as two grants from the borough for our projects "Concertation et relations avec les communautés culturelles du quartier" and "Les ressources accesibles".

We also acted as fiduciary for five projects this year: the Bienvenue à NDG project, an initiative of Action Committee 6-12 and Table Jeunesse ; the seasonal markets, an initiative of the NDG Food Security Table; a grant from the McGill Community University Research Alliance (CURA) for support of the work of the Inter-Neighbourhood Coalition; and for the two projects "*Projet Clef de la Ville*" of HIPPY Quebec and "Jeunes leaders", a project of the NDG Youth Table. These two projects were funded through the City's *Entante administrative du développement social et de lutte contre la pauvreté et l'exclusion social*.



Agence de la santé  
et des services sociaux  
de Montréal



## Council initiatives supporting our role as a Table de Quartier

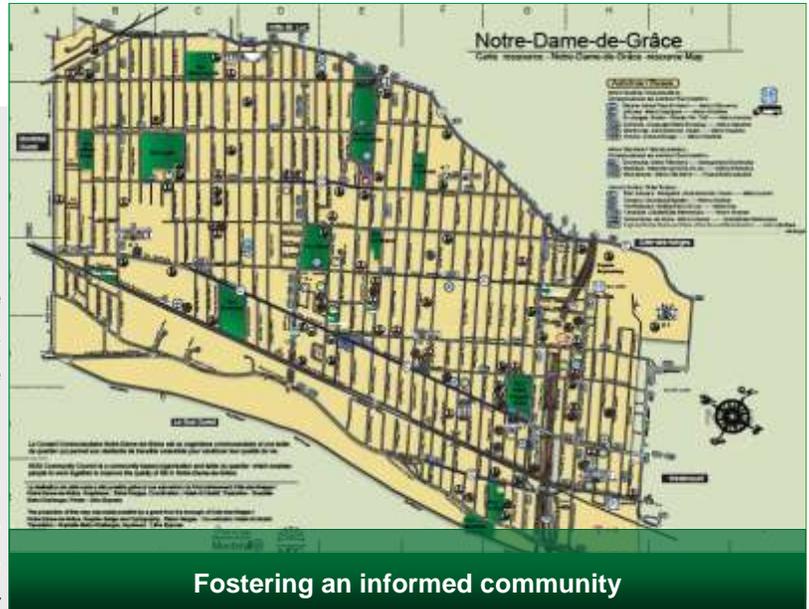
### NDG Map

In 2007, the NDG Community Council, supported by the CDN/NDG borough, reproduced a paper version of the NDG map. An ongoing challenge we face is ensuring the map reflects the continuous changes in the community sector. The updating is costly and time-consuming

In response to this concern, in 2009, the Council received funds from the CDN-NDG borough to support the production of internet-based NDG maps for residents and community organizations.

The first is a Google based map that displays the resources in NDG with contact information and some photos (now published on our website). We are in the process of producing the second map in close collaboration with Collectif Quartier ([www.collectifquartier.org](http://www.collectifquartier.org)). This map, soon available from our website, includes among others features, demographic information, schools and organisations. NDG will be the first comprehensive bilingual neighbourhood map on the Collectif Quartier web site. The map will be continuously updated by Collectif Quartier and hopefully will be a model for other neighbourhoods, boroughs and cities.

We appreciate the expertise of Alekzandra Petrovic who has been working with us on this project in a very collaborative, community-based approach that has included the input and expertise of many NDG residents.



### E-Bulletin

The NDG Community Council e-letter "What's happening in NDG" is a weekly electronic newsletter for community organizations to reach out to the community-at-large by posting upcoming events and news that is of interest. This year we sent 44 letters to 686 subscribers (118 individuals and organisational members; 266 from community organisations, schools, institutions, political representatives, funders and government representatives; 45 French and English media ; and, 257 individuals). The e-bulletin is now also available on our website.

The objective of the Resource Centre of the NDG Community Council is to support, inform and direct residents and organizations about available resources so that they can take concrete actions to solve their own problems and, by doing so, improve their quality of life.

This support comes in many forms:

### **Providing assistance to individuals seeking information and referral;**

While the number of requests for information and referrals over the phone and walk-ins remained about the same as previous years, individual information and referral requests were much more multi-layered and complex. It is sometimes a challenge to find the appropriate, available resources to address evolving individual situations. Providing information and referral via email has also increased appreciably over the year.

### **Workshops to help individuals acquire tools and information they need to receive services or assistance in order to take steps towards their goals.**



**Informing and building capacity  
for residents and organisations**

- Two workshops were provided to the Food Depot BIL Pre-employability Project. The goal was to provide information on employability programs so that when the participants were ready they could have information on programs that could help them towards employment goals.
- Two workshops were held with NDG youth. In the *Next Gen BIL project* workshop, power dynamics and structural inequalities were discussed and experimented with. In the Young Leaders Group workshop the focus was on the many different forms of oppression. For some of the participants it was the first time they had thought about structural forms of oppression. In both workshops information on community resources relevant to their personal and professional development were given.

### **Providing support to help organizations develop ways and tools to provide information to their users or participants**

- A workshop was provided to the staff and volunteers of the NDG Food Depot to help them think about how they wanted to provide information in their organization in a way that fits their processes and clientele needs.
- Coaching was provided to the NDG Senior Citizens' Council who are working to develop information and referral services for socially isolated individuals aged 50-64

### **Highlights of the Resource Centre this year:**

It was exciting and encouraging to have the privilege of working with youth, to watch as they begin to look at the world in a critical way and take steps towards bringing about change.

### Tax Clinic

The annual Tax Clinic was held again this year with 115 people receiving assistance to complete their income tax returns. By offering this activity we allow residents to have access to programs and services that they would not necessarily be aware of. Some of these include: child tax benefits, access to low cost housing and tax refunds for GST.

This activity was offered in partnership with the program “Bénévoles” a joint program of the provincial and federal government, to allow low income individuals and families to do their taxes for free. Unfortunately we did not have the resources to serve everyone who requested help despite working in partnership with other organizations to try and meet some of that demand. We would especially like to thank the Wesley United Church who provided the space to hold the Clinic for free.



### Bringing residents together around issues of common concern

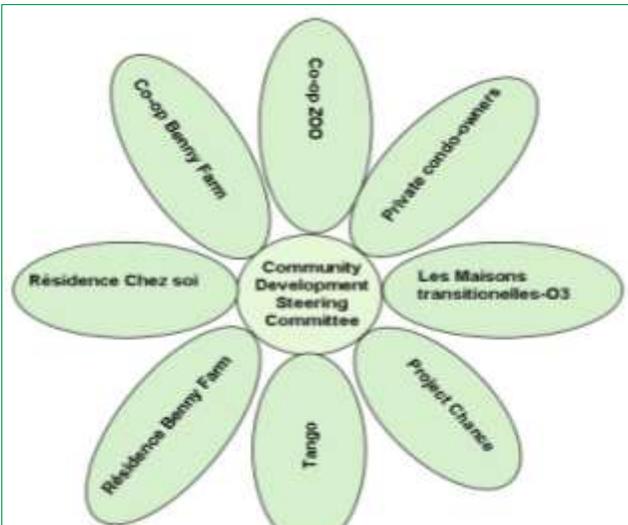


### Tenants rights and information

This has been an exciting year for the promotion of housing rights at the Council. Over the summer of 2009 we had another successful summer of door-to-door outreach in buildings in poor condition in our neighbourhood. Our exceptional summer staff member Yan Ke helped us knock on 661 doors in 37 buildings, offering information to tenants about their rights and how to protect them. Following up on an idea that originated from the NDG Housing Table, we also expanded our outreach program last summer to include a tenants’ rights workshop specifically geared towards the Chinese community. The workshop was offered in Mandarin. 33 people (21 adults and 12 children) from 17 Chinese families participated in the workshop and in the parallel children’s programming. Participation was beyond our expectations. This workshop was organized in partnership with the NDG, Senior Citizen’s Council, the CSSS Cavendish, Habitations Sherbrooke Forest and the Eco-Quartier NDG. After two summers of intensive outreach and meeting with tenants who have ongoing problems in their buildings, the time seemed to

be right to provide a space where tenants could meet each other and tackle their problems collectively. Thus was born the NDG tenants association. In partnership with MUCS, we organized a series of dinners and brunches to bring people together to discuss their common problems and come up with solutions in an atmosphere of mutual support. There is now an energized group of tenants supporting each other in taking local actions in their own buildings and participating in broader actions such as demonstrations and petition signings to protect the rights of all tenants. We are very excited about continuing to nurture this new group in the coming years.

As always, this year we have continued to provide tenants rights information through popular education workshops hosted by other groups such as the Food Depot’s pre-employability program. We also continued to respond to requests for housing related information by phone and in person at our office.



**Benny Farm Project**

***Promoting engagement and cooperation to build a stronger neighbourhood***

### Benny Farm Community Development Project

Now at the beginning of its third year, the Benny Farm community development project has been steadily gaining momentum. The central goal of the Benny Farm community development project is to develop a social plan for the site that is rooted in the needs and concerns of the Benny community as articulated by Benny residents themselves. This past year has seen an exciting increase in the number of partnerships and joint projects with organizations and institutions in and around NDG. Residents of Benny Farm have also begun to participate more actively in the community development project.

Among the project's steering committee members are representatives from Project Chance, Les Maisons transitionnelles – O3, Co-op Benny Farm, Co-op ZOO, Tango, Chez soi, and Habitations Communautaires NDG. The steering committee continues to meet monthly to share information and plan events and consider new initiatives for the Benny Farm community.

### Local Democracy and Urban planning committee

The local democracy and urban planning committee has remained vigilant, keeping each other up-to-date on the local political scene and participating in borough council meetings. The committee is trying out a new direction this year, acting as a network of resource people for groups or individuals who want to become more involved in local decision making and require some guidance to do so. For example, we were asked by a youth leadership development group, Project Media, to facilitate a workshop about how to intervene at a borough council meeting. Sharon Leslie, a long-standing member of the local democracy committee, co-facilitated the workshop and helped the youth debrief their experience afterwards. We found this experience rewarding, as we were helping people who were new to local politics have a voice.

Highlights from this year's initiatives include the writing of a collective letter of concern to borough officials regarding the safety of the Cavendish-Monkland intersection, a door-to-door campaign on the issue of community safety in conjunction with Prevention NDG and Constable Peter Mendelos from Station 11, family literacy activities with Frontier College and a balcony gardening initiative with Action Communiterre. Seasonal events such as the Halloween haunted house, Easter egg hunt, back-to-school barbeque and spring clean-up have become part of the regular activities organized by members of the steering committee and residents. In addition to breaking the isolation experienced by many on the site, these activities serve as a way in which to connect residents with institutions and organizations to which they might not regularly have access.

### Christmas Dinner

Organized exclusively by an army of volunteers, this Christmas Day event of food and fellowship has been running for more than thirty years.

Seventy-four turkeys were cooked, carved and smothered in gravy in order to serve 672 meals with all the trimmings. This year the “Bienvenue à NDG” project complemented the event by encouraging immigrant families to participate and providing live entertainment and special activities and gifts for children. Over fifty families newly arrived from Latin America, China and Russia were introduced to this holiday tradition.



*Breaking isolation through community celebration*



*Supporting citizen initiatives*

### Sandra Frosst Memorial Small Grants Project

The Sandra Frosst Memorial Project is inspired by the leadership of Sandra Frosst and models itself on the experience of the 1998-99 Citizen Engagement Initiative Support Program (CEI). Sandra Frosst was a community activist and professor who played a pivotal role in several community organizations including Head and Hands and the NDG Food Depot. Sandra, who passed away in 2007, served on the board of the NDG Community Council for over ten years. The objective of the Memorial Project, like the CEI, is to promote citizen involvement in the life of the NDG community. Citizens are able to receive limited start-up funds to carry out projects that have as their goal to bring people together to benefit the community. Two exciting projects received funding and support through the project this year. The NDG Portrait Project will beautify the neighbourhood while bringing youth and seniors together. The “New Info-Depot” project is re-designing the entry space of the NDG Food depot to make it more welcoming while featuring resources and information. Both projects are presently well underway.

The NDG Community Council is one of 29 *Tables de Quartier* on the Island of Montreal . Our role is to bring residents, organizations and institutions together to encourage social development.

## NDG Round Table

Round Table meetings provide the opportunity for representatives of community organizations in NDG to get together regularly to network, exchange information, and identify areas of common concern. The five meetings organized this year provided opportunities for people working in a variety of sectors ( e.g. seniors, youth, employment ) to discuss community-wide issues. As well as being informed about new initiatives and resources in the community, the meetings are structured to allow staff and volunteers, to discuss how issues have an impact on their work. Through a process of determining community priorities, a key concern that was addressed together this year was ways to implement initiatives that directly address the reduction of poverty. Recognizing that addressing poverty is complex and requires taking actions at a variety of levels, there is a commitment by the groups to continue to work together on this important issue in the year to come.



***Bringing the community together to encourage collective action***

## 2020 Public Assemblies

One of the key components for encouraging resident involvement in community life is providing a forum for information sharing and exchange regarding issues that touch their daily lives. Providing a space for this information sharing and exchange on common interests is the purpose of our 2020 public assemblies. The themes of the three that were held this year reflect important community preoccupations: exchanging perspectives and information with the new borough councillors; becoming informed and asking questions regarding the master plan *de la culture, des sports, des loisirs et du développement social* and finding out how residents can become involved in local urban agriculture and other 'green' initiatives. The meetings are organized by a committee made up of residents and representatives of community organizations.



## Meet the candidate meeting

As part of our long-standing tradition, the Council held Meet the Candidates meetings for the 2009 municipal election. This year, in order to allow residents easier access to candidates, we organised meetings in both electoral districts. At both meetings, candidates (nine in NDG district and eight in Loyola) presented themselves and responded to questions. In total, over two hundred residents and representatives from organizations had the opportunity to gain a better understanding of their potential community leaders.



*Promoting accessibility within the democratic process*

## Tables de concertation NDG

The Council collaborates with other organizations in NDG through participating as a member in various *Tables de concertation*.

### NDG Housing Table

The NDG Housing Table continued to meet over the past year to share information about housing needs and opportunities for social and community housing development in the area. A sub-committee of the table has been struck to work on a community plan for a potential housing development site at the intersection of Upper Lachine and St-Jacques streets in St-Raymond. We've also maintained our presence at our borough's housing committee where we have the chance to dialogue with elected officials and key civil servants, such as the head of inspection service, about housing conditions and planned social housing projects in the borough. This year the housing table was pleased to lend its support to a new supportive housing project that will provide 29 units of adapted housing for women with mental illness. This project is being led by Groupe CDH, one of the members of the table, in partnership with the *Centre haïtien d'action*.

### Food Security Table

This table brings together NDG organizations and institutions which have a preoccupation in how we as a community can increase access to adequate and nutritious food. The table's principle project this year, other than ongoing collaboration between community organizations that are providing food related-services, was the seasonal fruit and vegetable markets that were held for eight Saturdays in September and October. We were lucky to have Merissa Nudelman coordinate the markets held on the Benny Farm site. Moisson Montreal was the principal supplier with independent organic and non-organic producers also present. A core of volunteers doing set-up, selling and take down were the key to the success of this community-building event.

## Working group on NDG hidden needs

An initiative of the CSSS Cavendish, this table brings together organizations and institutions that want to work together with CSSS Cavendish to address social issues that have an impact on the health of residents. The initiatives that the Council worked with them on this year were: developing supportive housing in the neighbourhood; doing outreach to men to increase their awareness of available community and health services; and, developing a resident-based social mediation project on Walkley.

## NDG Youth Table

The NDG Youth Table continues to be extremely active. Our principal contribution to their work this year was our participation as fiduciary and member of the advisory committee for the exciting Young Leaders project. The Young Leaders project is a capacity-building initiative that aims to encourage youth to act on issues that are of importance to them. The hope is that this project will have a hand in creating future leaders by bringing together youths aged 14-25 to work on projects benefitting their community.



## Building on our strengths to find solutions together

## NDG Seniors' Table

With leadership from the NDG Senior Citizens Council and the CSSS Cavendish, the NDG seniors' Table brings together organizations and institutions who are preoccupied with ensuring seniors in our community receive the resources and support they need to maintain their quality of life. The Council participates to communicate relevant information from other sector initiatives and to provide support for collaborative efforts.

## NDG Working committee on intercultural relations

Organized around a common concern of organizations and institutions desire to better respond to the needs of the ever-growing number of immigrants living in our community, the committee has been meeting regularly to share resources and develop a collective action plan. The action plan in process is based on information gathered through questionnaires to organizations and newly arrived immigrants as well as a series of focus groups that met with over thirty newly arrived families. Work of the committee was greatly enhanced by having a stagiaire as well as being able to hire staff member that was made possible through a grant from the Arrondissement CDN/NDG.

## 6 - 12 Action Committee

The Council was actively involved in several projects of the NDG action committee this year including: the organizing of collective activities between after-school homework programs; the development of promotional information sheets; and, planning activities to help the transition from primary to secondary school. However, it was the Bienvenue à NDG project that received the largest dedication of Council resources



***Integration, celebration,  
outreach: welcoming the  
newest members of our  
community***

## Bienvenue à NDG

Bienvenue à NDG was created through a partnership between the Comité d'action 6-12, the Table de Concertation Jeunesse NDG, the NDG Community Council and the CSDM.

The objective of the project is to facilitate the integration of immigrant families into the NDG neighbourhood. "Bienvenue à NDG" helps newcomers to access community services and participate in NDG community life.

The project accomplishes this objective in two ways: by organising information kiosks at NDG schools and summer camps; as well as organising and supporting community social events and information activities with families. This year we reached , through the different activities, more than 1500 families. Many continue to be involved in the project and other Council's activities.

The Council acts as a fiduciary and is a key partner for the project Bienvenue à NDG that is financed by the Ministère de l'Immigration et des Communautés Culturelles and the Ministère de l'Éducation, du Loisir et du Sport.

The success of this project has exceeded our expectations. Four key contributors to the success are:

- Project staff have first hand immigrant experience and therefore possess a clear understanding of the challenges facing newcomers;
- A strong partnership and collaboration between the partners in the projects, particularly with the CSDM schools and the members of the 6-12 Action committee;
- Involvement of the immigrants in the planning and running of activities;
- Excellent local media coverage that allowed us to reach out to participants and volunteers who are not in the school system.

Although, all our events were special and very successful, the NDG Lunar New Year Celebration stands out. The event was attended by more than 300 NDG residents and established strong contacts with more than 80 families from Chinese origin who are isolated because of linguistic barriers. It involved more than 25 committed and patient volunteers from the Asian community who organised the event by meeting regularly over three months of preparation.

The event itself was a lively, community building event with more than ten performance groups of all ages. The food, co-ordinated by Merissa Nudelman from the Lunch Box program, was prepared by parents of children in the program with authentic ingredients, much of which was donated by the Asian community.

The Celebration provided members of the wider NDG community the opportunity to enjoy and gain a better understanding of the richness and generosity of Chinese culture. It also provided an opportunity for the Asian community to express their pride of their home culture to their adopted new home.



Lunar New Year 2010, photo: Isaac Olson

***Celebrating the richness of the Chinese culture***

## Volunteers

Yi Tao ZHAO, Lingjie LU, Evariste Kebeya, Diane Hanna, Huan WANG, HongMei WANG, Karen Mitchel, Irène Lee Olivier, Roy FU, Shu Xian YAN, Julianne ZHANG, Tina FAN, Yibing CHU, YingChun YUAN, QiangSheng CHEN, HanQing CHU, HongShan WANG, Qi SUN, Sabina Gergel, Anna Todorova, Anas Zahabi, Samantha Maurer, Vivianne SHANG, Yan ZHANG, Nan JIANG.



## Bienvenue à NDG

**Team:** Miguel Cristancho (Coordinator), Yun Pei ZHAO, Anna Todorova, Rita Wai-Tak Yu.

**Advisory Committee:** Miguel Cristancho, Halah Al-Ubaidi, Marie-Charles Boivin, Jim Olwell, Ruth Weber, Lillian Boctor, Patricia Bourgeois.

**Stagiaires:** Andrea Dumitrache, Carrie Martin, Patricia Gutierrez, Huan WANG, Shu Xian YAN.

# Linking DIVERSE communities

