



From Friends to Hosts to Friends

*Memories of the Origin of the Host Program,
by Pat Marshall, Ontario Host Coordination Project*

Conception

In the beginning was the Hai Hong, a boat straining under the collective anguish of 2,450 refugees, victims of the communist takeover of South Viet Nam. When Malaysia refused to allow the boat to land, the ensuing stand-off attracted world attention to the plight of all Indochinese refugees. Constant media coverage brought the faces of the refugees into all of our homes.

This was November 1978: Canada announced that it would take 5,000 Southeast Asian refugees. By June, 1979, that number had been raised to 8,000, and refugee sponsorship by private groups had been made possible.

One woman watching the drama unfold on her television set while she was on holiday in the Laurentians was Marion Dewar, then Mayor of Ottawa. Marion thought that Ottawa, a city with a population of about 300,000 at the time, could by itself take half of the 8,000 refugees. She returned to Ottawa the next day and set the wheels in motion.

A public meeting was called in July, and the response was amazing. Hundreds of Ottawans responded, lining up to sign on as sponsors. Project 4000 had begun. Sponsorship groups blossomed everywhere. Church groups, nurses at hospitals, bank tellers, bowling leagues – from all walks of life, people throughout the city opened their hearts to the refugees. The Ottawa Citizen published a sponsorship form and helped to organize sponsoring groups. Media covered arrivals at the airport. Compassion became visible.

In addition to the refugees who were sponsored privately, government-sponsored refugees were arriving in Ottawa. They were assigned to counsellors at local immigrant aid agencies such as Catholic Immigration Services (CIS), now the Catholic Immigration Centre; and Ottawa-Carleton Immigrant Services Organization (OCISO), now the Ottawa Community Immigrant Services Organization. However, government-sponsored

refugees did not benefit from the same level of personal attention and continuing support as privately-sponsored refugees.

In February, 1980, Nguyen-tuong Vu, coordinator of the Vietnamese Office (Trung Tâm Dich-Vu Di-Dân), met with Ted Cooke of Project 4000 to discuss the organization of a Friendship Program which would match Canadian families or individuals with government-sponsored refugees. Their idea was to help Vietnamese refugees adjust to the Canadian way of life and at the same time lighten the workload of OCISO's three overburdened Vietnamese counsellors.

Labour Pains

Phase One of the Friendship Program began in the summer of 1980 as a joint effort by Project 4000, OCISO and CIS. Project 4000 called a meeting of representatives of the church groups who had already sponsored Southeast Asian refugee families. Vu explained that the Canadian friends would make no financial commitment. Rather, they would offer their personal support to the Indochinese refugees to help them integrate into Canadian society.

Project 4000 volunteers Nancy Umbach and Suzanne Turner were given the task of phoning the 400 sponsoring groups of Project 4000 to recruit people for the new Friendship Program. They sent the names of those who agreed to volunteer to OCISO. These volunteers came pre-screened and pre-approved, as they had already undergone a careful selection process under Project 4000.

In the beginning, the Friendship Project tried two different approaches in the initial refugee/volunteer match-making. The "Vietnamese way" was to invite the Canadian family to the refugees' home for dinner with no interpreter. The "Canadian way" was to organize an activity for both parties. Neither approach worked. The families knew virtually nothing about each other and

there was no structured follow-up because of the lack of staff. It was decided, therefore, to have the initial meeting take place at the Project 4000 office in the presence of an interpreter from OCISO or CIS and the two volunteers that ran the program, Nancy and Suzanne.

Birth

On a cold December day in 1980, Phase Two of the Friendship Project began. Project 4000 was then starting to wind down. At a meeting at the Project 4000 office, Suzanne and Nancy sat down with three staff members from OCISO (Nguyen-tuong Vu, Tam Kim Thu and Ta Kim Nga) and me, Pat Marshall (I was then a counsellor in the Vietnamese Office on a university placement). Together, we defined the objectives and refined the process for involving citizen participation in the integration of Indochinese refugees in Ottawa-Carleton. The new program was finally born, and given a new name: Canadian Friends. In January, 1981, I was hired by OCISO on a part-time basis to be the Volunteer Coordinator at OCISO and to run the Canadian Friends program.

Life

Numerous meetings were required, but in the end all concerned accepted the outline for the Canadian Friends Program. The Program had several objectives.

1. To provide a support network for government-sponsored refugees during the difficult resettlement period. This period could be divided into three stages categorized by different kinds of needs:
 - a) First stage: very specific needs. Finding accommodation, getting clothing, immunizations, daycare, orientation to the city, use of buses and so forth.
 - b) Second stage: The refugees were now in ESL classes and/or actively seeking employment. Their needs included perfecting their English, finding out more about the Canadian way of life, finding a job, getting a driver's licence and so forth.
 - c) Third stage: The refugees now have to cope with the stress of culture shock. This last stage often begins around the sixth month and can last as long as five years. (cf. San Duy Nguyen, *The Mental Health Needs of Southeast Asian Refugees*, p.6 ff.). "After the more immediate tasks of resettlement are

completed, the refugees have time to reflect more deeply on their ordeal and their losses... the realities of their new life." The sense of not belonging, homesickness or their own country, problems related to depression, low-self-esteem, children taking on Canadian values more quickly than their parents, family breakdown, problems related to the women's role and so on.

2. To promote a caring society by enhancing Canadians' understanding of other cultures.
3. To serve as a possible means of prevention of problems and thus, in the long term, take some pressure off the Vietnamese counselling services at OCISO and other social service agencies.

The program outline went on to outline participant-identification, screening and matching processes, which went on to become a model for newcomer-volunteer matching in today's Host Program.

The program outline did not neglect match follow-up, including monthly get-togethers and the program Newsletter. By the end of January 30 Vietnamese families were matched with volunteers, and by the end of April, 82.

As the program grew, we needed larger meeting spaces than the "Board Room" of OCISO at 425 Gloucester Street. The YM-YWCA came to our rescue by allowing us the use of their facilities for get-togethers at no charge.

"Friendship, Fitness and Fun" was the theme for our first get-together at the Y. Two hours of activities such as preschool climbing gym, volleyball, basketball, swimming, use of the exercise and gym apparatus, were followed by food and entertainment. At a similar get together at the Y, money was collected to be sent via UNHCR to help refugees in Somalia.

Another very successful event was "My Country Remembered", an afternoon of Vietnamese films. The refugees were amazed to learn on a trip to Upper Canada Village that the same methods of manual labour that they had known in Viet Nam, also existed in Canada in the not-too-distant past. The most disastrous get-together, however, was a toboggan party on a freezing day in January 1982: only about five refugees showed up!

The Friendship Newsletter, *Bàn Tin Thân Hữu*, which held the program together, was bilingual (English and how to get a driving permit; items of interest to Canadians, such as explanations of Vietnamese holidays or a recipe for spring rolls, were also included. In 1982, the newsletter was expanded to include items of interest to the whole Vietnamese community from the Vietnamese Community Association of Ottawa-Hull.

Our most famous match was that of Rosemarie Kuptana and Mai Nguyen. Rosemarie is Inuit and therefore our first native Canadian friend.

Beginning of Host Program

In 1981 or '82, Max Brem, a consultant, was researching newcomers' needs for Employment and Immigration. He visited OCISO and was impressed by the Canadian Friends program. He collected information on the program and, as I recall, promoted the concept to the Immigrant Settlement and Adaptation Program. Employment and Immigration, recognizing newcomer-community volunteer matching as a valuable component of settlement, decided to fund the program. The name was changed to Host Program but the concept was the same. (There had occasionally been confusion about the name "Canadian Friends" in the minds of some who thought that it was affiliated with the Quakers, or the Society of Friends.)

Transformation of Canadian Friends

Two factors, spelled the end of the Canadian Friends program in its original format at OCISO. The first was the arrival of Polish refugees in Ottawa. It seemed that the experience of living under a Communist regime made Polish newcomers somewhat wary about being matched with a Canadian family whom they did not know, and there was a corresponding hesitancy to share any personal information. When the Polish Canadian community was approached to join, their reaction was similar and so the idea of expanding the program to the new arrivals was dropped.

The other factor was the fact that in the summer of 1984, unemployment was the most serious problem facing the refugees. OCISO Canadian Friends' focus accordingly changed to the pairing of Canadians with newcomers to help them find jobs, and the program was renamed the

Vietnamese) and was mailed to all participants. It contained items of importance for newcomers, such as Volunteer Employment Assistance Program (VEAP). The goal was to match volunteers with newcomers who had worked in a similar field. Besides helping with basic job-finding skills, such as the preparation of resumes and interview techniques, volunteers also counselled newcomers about cultural norms in Canada. Once every two weeks the volunteers met in groups of ten to discuss how their newcomers' job searches were going.

In 1985, Employment and Immigration developed a pilot Job-Finding Club for newcomers at OCISO, which subsequently supplanted VEAP.

By the mid-eighties, the Host Program was funded by the Immigration and Settlement Adaptation Program and for delivery by Catholic Immigration Services in Ottawa. Now it has expanded across the country.

I am currently working with the Ontario Host Coordination team on an evaluation project, which gives interesting insight into the Host program. It is possible to see that the newcomers' basic needs are the same as always -- better language skills and employment -- and so they expect the volunteer host to help them improve their English and find a good job. The volunteer hosts want more information on the newcomers' cultures, and both groups would like to have more planned activities. I realize that the Canadian Friends program, where all the newcomers came from the same country, was far easier to run than a Host program for newcomers are from so many areas of the world.

Another difference between the two programs is that many of today's host volunteers were not born in Canada. They know the pain of being uprooted from their homelands AND they appreciate what it means to be a Canadian, and they want to help others to cross that bridge.

One newcomer recently said: "I love the Host Program!" Well, so do I! To think that 28 years after those first Project 4000 meetings the program is now nationwide is wonderful. I love the program because it confers a double blessing: when Canadians and newcomers get to know each other, in most cases they become FRIENDS.

CBSA Vice-President Speaks to CIHS meeting

At the October 30, 2008 Annual General Meeting of the Canadian Immigration Historical Society, Kimber Johnston, Vice-President of the Enforcement Branch of the Canada Border Services Agency set out some of the CBSA's current priorities and explained the Agency's working relationship with CIC. Ms Johnston was standing in for CBSA President Stephen Rigby, who was unable to attend because of the swearing in of the new federal cabinet on the same evening.

In her presentation, she reviewed her Agency's programs and discussed problems facing it in common with the CIC, such as recruitment and retention of qualified staff, and in particular senior staff. She explained how the CBSA and the CIC cooperate in international meetings, how the Canadian approach to migration and refugee questions differs from the American, and how the Agency is coping with the current pressures arising from the inland refugee determination system. Responses to the latter problem include proposals in cooperation with CIC for reforms to the system, such as "better methods to restrict access, enhanced measures to streamline the processes both at the port of entry and at the IRB, and an enhanced strategy to make removals more effective."

She also spoke of the system of Migration Integrity Officers, noting that there are now 55 MIOs deployed in 44 locations abroad. In total, the MIO system has

intercepted more than 55,000 improperly documented travelers since 1999.

On removals, Ms Johnston told the group that 15% involved criminality, while 75% were failed refugee status claimants.

Other challenges to the CBSA she mentioned were the response to the Auditor General's call for better monitoring of detentions and removals, including better tracking of costs and ensuring consistent application of government policy in this area.

Ms Johnston raised the issues of sensitivity and diversity training, as well as outreach to the public, at a time when the recent decision to arm some members of the CBSA may have given the misleading impression that the CBSA is a purely law enforcement agency. In this part of her presentation, she stressed the redress mechanisms that are available to members of the public who might feel dissatisfaction with the Agency.

In closing, she recognized that the CBSA could never please all critics, but she vowed that the Agency would "continue to strive for the right balance between security and compassion, and in the process uphold the intent and the integrity of Canada's immigration and refugee laws."

In Memoriam:

J.A.W "Al" Gunn 1922-2009

We are sad to record the passing on 13 May 2009 of Al Gunn, Immigration "lifer", founding/life member, past president and long-time Secretary of the CIHS (his last report as Secretary appears in this edition of the Bulletin).

Al was born in Niagara Falls, New York on 15 May 1922 (his mother preferred the hospital on the US side). At the age of 18, in January, 1941, he joined the RCAF and was on active service within the year. Assigned to RAF Squadron 255, a Beaufighter "night fighter" squadron, Al was deployed to first to Tunisia, and then to Sicily in August 1943 and the Italian mainland the following November. Repatriated to Canada as an instructor in April, 1945, Flight Lieutenant Gunn was discharged in October, 1945. Returning from a visit to the US in his final months of service Al encountered a border officer who suggested that if his parents had not registered him when they brought him back from Niagara NY he might not have Canadian "domicile".

While working at a department store Al heard there were openings for veterans in the Department of Mines and Resources' immigration operations in Montreal. At his interview with the Department, the subject of his citizenship came up, but a record check revealed that the diligent border officer mentioned above had in fact "landed" him – and he started work on 15 May, 1946. After a few months of processing applications and working the passenger ships on the St Lawrence, he was assigned to Dorval where the lifting of war-time restrictions led to a rapid increase in air traffic with the US.

In 1954, with the coming of the Open Placement Program, Al, his wife Midge and their daughter Lynn were posted to Brussels where Al worked for Maurice Mitchell and with Al Findlay promoting immigration and processing agricultural and skilled migrants. In June, 1957, despite the offer of a Paris assignment, Al and Midge opted to return to Montreal where Al became District Operations Supervisor.

Short assignments at NHQ, where Al was involved in the restructuring masterminded by Kim Abbott, led in 1964 to a permanent move to Ottawa. From then on, Al's interests in technology and systems-design shaped his career. He was deeply involved in innovations leading to automated data processing.

As the 1976 Montreal Olympics approached, it was urgent that Canada develop a computer-based "lookout" system, and Al's unit's work led to the introduction of COILS (Computer Operated Lookout System). The viability of COILS led in turn to a decision to purchase name-recognition software as the basis for FOSS (Field Operations Support System). With his technological bent and his wealth of field experience Al made significant contributions to the systems that supported Canadian Immigration operations for decades. His HQ assignments included Reporting Systems Officer, 1965-69, Chief, Data Analysis, 1969-76 and, from 1976 until retirement (December 1980), Al was Assistant Director and then (from 1978) Director of the Program Data Division of Immigration's Priorities and Programs Branch.

On retirement, Al's passion for history led to a deep involvement with the North Lanark Historical Society and with our Society. We will miss his wisdom, corporate memory, his reassuring presence, and his dry sense of humour.

Robert Latimer

We are also sorry to record the passing of Robert George (Bob) Latimer, on January 21, 2009, at the age of 78. Bob left the family farm in Aylmer, Quebec in 1952 to join the Department of Citizenship and Immigration, where he enjoyed an interesting and successful career until his retirement in 1990. He began as an Immigration Officer, assisting many displaced persons and refugees in making their homes in Canada and later, between 1967 and 1974, he served as the Administrative Assistant to various Ministers of the Department. Bob was able to see the follow-up to many of his cases and was proud of the work he did. "We're here to provide a service, with a humane face, whether it be admissions or enforcement." Late in his career, Bob managed the Assisted Passage Loan Program in Settlement Branch and played a key role in having the fund replenished when the large number of loans made in support of the Indochinese Refugee Program drained it. He is remembered by colleagues for his common-sense approach, love of debating all sides of an issue, sense of fair play, great head for stories, love of food, sense of humour, hearty laugh and huge smile.

Annual General Meeting of the Canadian Immigration Historical Society

The Annual General Meeting of the Canadian Immigration Historical Society took place on October 30, 2008. The agenda was as follows:

1. President's Report
2. Treasurer's Report: R. Girard
3. Secretary's report: Membership -- A. Gunn
4. Election of officers: A. Gunn
5. New Business -- Membership fees: R. Girard
6. Introduction of speaker: M. Molloy
7. Guest Speaker: Kimber Johnston (standing in for Stephen Rigby, President, Canadian Border Services Agency). [See article above.]
8. Introduction of Brian Buckley, author of "Gift of Freedom -- A history of Project 4000"
9. Short Remarks on "Gift of Freedom" by the author
10. Adjourn for dinner

President's Report by Mike Molloy, President

I would like to welcome you to the 2008 Annual General meeting of the Canadian Immigration Historical Society.

In some ways this has been a rather quiet year for the Society with little in the way of special projects, but since we met last we have been able to publish three very substantial bulletins, notable for the amount of historically unique and relevant material.

The December 2007 bulletin contained an account of the operations of the Canadian Government Immigration Mission based at Karlsruhe Germany in 1947 and 48 by Roger St. Vincent. It is remarkably difficult to find information on how the Immigration program operated in the displaced persons' camps in those early days after the Second World War, and Roger's article fills an important gap. The same edition included a rather moving account of the first exchange of prisoners between Canada and the US under the Transfer of Offenders Treaty.

For years I've been puzzled by references to the Istrian refugee movement that crop up from time to time in old lists of Canadian refugee operations, so the board of the Society was delighted to receive a description of this all-but-forgotten movement of people displaced by the transfer of territory from Italy to the former Yugoslavia that took place after the war. Jack Mitchinson's article, featured in our June Bulletin, which described how a group of Istrians ended up in south-western Ontario and their subsequent contribution to Canada, is a significant and original contribution to the Society's efforts to illuminate elements of the Canadian immigration story.

Two articles the October Bulletin (number 54) commemorated the 40th anniversary of the Czechoslovakian refugee movement and added to the considerable body of work we have amassed on that program. Ed Zeigler submitted a fascinating paper on the results of a longitudinal study that tracked the progress of these refugees in the years following their arrival here. In addition, Milos Suchma, a former president of the Czech and Slovak Association of Canada, contributed a thoughtful article setting out the background to the tragedy that unfolded in Czechoslovakia in the summer of

1968, complemented by an account of his own experiences in the wake of the invasion.

This same bulletin contains the results of some sleuthing inspired by a question raised by Karl Small, the librarian at Pier 21, about an antique immigration office sign in Nova Scotia; it also provides some insights into the federal-provincial relationship in Immigration affairs in the early years following Confederation. The same author, Peter Duchinsky, also tells the story of his involvement in setting up our first refugee operation in the Sudan. His account of how he survived an airplane crash, gathered up his files and caught the next available flight, is the stuff of legends and says a lot about the kind of people we grow in the immigration program,.

It is worth noting as well that in the last year we concluded the series in which Gary Komar of the Prairie Region reported on his efforts to transfer Canadian immigration know-how to the government of the United Arab Emirates.

In Current Business, Raph will be reporting on our financial state and we will be asking you to vote an increase in the annual membership fee. The fee was set at the Society's founding 21 years ago at a time when \$10.00 actually could buy something, but today it does not offset the cost of producing and mailing three bulletins a year. In addition, a number of life members have agreed to pony up a hundred dollars, as part of a "Get a second life campaign".

Another question relates to our Society's role in promoting the study of Canadian immigration history. We are considering contacting the universities and colleges that teach immigration history and offering a modest prize for the best paper submitted by a student on a topic of interest to the Society and I have asked Gerry van Kessel to take the lead in contacting the relevant faculties and setting up way of publicizing the availability of the prize and for judging submissions. I'd like to get this rolling for the coming academic year and perhaps we can publish the winning papers. Gerry, you may wish to say a bit about this under New Business. [See article above.]

Secretary's Report by Al Gunn, Secretary

This is largely a repetition of last year's report, as the membership conditions are largely unchanged. It is evident that the loss of annual revenue will be a problem.

The present publication of Bulletins has been a routine, but not unpleasant task, and usually can be handled in about three to four days after the final draft of the Bulletin is ready.

Plans to expand and improve the website may develop a workload which should be allotted to a volunteer “webmaster.” It is difficult to predict how much traffic will be generated by questions from the general public, assuming that greater interest may develop when we are better known. We are experimenting with ways to make the earlier issues of the Bulletin available at reasonable cost, but I must confess to a slow start because of health problems. Hopefully, this will sort itself out in 2009.

Treasurer’s Report by Raphael Girard, Treasurer

Cash on hand November 1, 2007	\$3942.89
Invoices paid	\$3056.01
Revenue	\$2851.56
Cash on hand Nov, 1, 2008	\$3748.44
Commitments	(\$1500.)
Net cash position less commitments not yet invoiced	\$2348.44
Investments	\$6753.83
Total Assets as of Nov 1, 2008	\$9102.27

In the last year, expenditures outstripped revenues by about 6%. The gap would have been larger had it not been for generous gifts from two members that brought in an additional \$1200 during the year.

Revenues from new life members and renewing annual members are not sufficient to print and publish three bulletins annually and to pay the modest overheads we carry in order to maintain the website, the post box and our corporate standing with Industry Canada.

Our cash position going into 2009 is healthy but does not leave much room for the active promotion of the immigration-related research that is our raison d’être.

To deal with the projected shortfall in revenue, it is time to revisit the membership fee structure which has remained unchanged from the initial levy in 1987. Life members pay \$100, while annual members pay only \$10. This no longer covers the cost of producing and mailing the

Bulletin. The Board of Directors at its Oct. 12 meeting approved an amendment to article 5 of the by-laws, which will allow revision of the fees, to be published annually in advance, at the discretion of the Board.

For 2009 the proposed schedule will be \$250 for life members, \$25 for annual members and \$1000 for corporate members.

I am putting this decision of the Board up for a vote by those present at this Annual General Meeting in order to comply with the by-laws of the Society.

A consequential amendment to article 18 which was also approved by the Board at its Oct. 12 meeting is offered to members here present to enable the Society to implement the new membership levy without prior notification to the Department of Industry, which supervises registered charities.

Encouraging Academic Research on Immigration History

The promotion of research into the postwar immigration history of Canada is one of the objectives set out in the Society's constitution. In pursuit of this objective the CIHS board of directors, in partnership with the International Migration Research Centre at Wilfrid Laurier University, plans to launch a two-part program of collaboration with Canadian universities offering courses in immigration policy, programs and history.

Both parts of the program are based on the creation of links between the Society and various universities. The first part will be an annual essay contest, with a cash prize provided by the CIHS and the International Migration Research Centre at Wilfrid Laurier University. We plan to offer the prize annually, initially for a period of five years. It is our hope that this will add a new and interesting dimension to the activities of the Society.

The second part of the program aims to match members of the Society with faculty members and students at the participating universities. Society members with first-hand knowledge of immigration programs and events from the end of the Second World War to the present time will be matched with scholars who are interested in their areas of expertise. To get this under way the CIHS is looking for support in three areas:

First, we need volunteers to participate in a virtual committee to screen and rate the essays submitted in

the competition planned for the 2009-2010 academic year.

Second, we are calling on CIHS members to identify interests and areas of expertise that can be brought to the attention of Universities offering courses on Immigration in various parts of the country. A questionnaire is attached below for this purpose. If you are willing to participate, please complete and return it to: The Canadian Immigration Historical Society, P.O. Box 9502, Stn. T, Ottawa, Ontario K1G 3V2

Finally, to ensure continuity for the contest over the next five years we need to raise about \$5000.00. We are therefore calling on those life members who are in a position to do so to make an additional donation of up to \$150.00, reflecting the new life-membership levy of \$250.00 which was enacted at the 2008 Annual General Meeting. Donations, which, we stress, are completely voluntary, are tax deductible and receipts will be issued for any and all amounts.

Questionnaire concerning Canadian immigration knowledge, expertise and experience possessed by members of the Canadian Immigration Historical Society

Introduction: CIHS is undertaking an initiative to match academics, students and other researchers interested in post-Second World War immigration history with members of the Society who have direct personal experience of the issues under study. This questionnaire has been designed to identify those areas of knowledge, expertise and experience, so that when requests are received it will be possible to identify appropriate members rapidly. In addition to finding members willing to be interviewed by academics, students and researchers, this questionnaire seeks to find members interested in responding to requests for speakers on immigration topics.

Question 9 is of particular importance, because it will allow you to focus on areas which may not be brought out by the more general questions.

1. Name _____
2. Address _____
3. Telephone _____
4. Email _____
5. Years in immigration field Starting year: 19____ Final year: ____

6. Areas of work

i. Policy	_____
ii. Operations	_____
iii. Administration	_____

7.

		Policy		Operations
Family class		_____		_____
Independents		_____		_____
Temporary workers	_____		_____	
Foreign Students	_____		_____	
Refugee resettlement		_____		_____
Refugee Claimants	_____		_____	
Settlement		_____		_____
Ports of Entry		_____		_____
Hearings and Appeals		_____		_____
Investigations		_____		_____
Intelligence		_____		_____
Removals	_____		_____	
Status Adjustment	_____		_____	
Working with partners		_____		_____
Administration		_____		_____

8. Place of work

National headquarters	_____
Field Canada	_____
Overseas	_____

9. Elaborate on areas, issues, etc of concentration and likely of interest to researchers:

10. Would you be prepared to:

- | | | |
|-------|--|----------------|
| (i) | Speak publicly on your area of special knowledge? | Yes () No () |
| (ii) | Speak to classes or participating in seminars? | Yes () No () |
| (iii) | Be interviewed about your area of special knowledge? | Yes () No () |