

Diversity Resources & Links

(Also available on HRPLD website)

Dis/Ability and Accommodation

- Gateway to Accessibility & Diversity - www.equalopportunity.on.ca

- **Articles**
 - **“A Business Case for Diversity”** (Dr. Jeffrey Gandz, the University of Western Ontario, www.equalopportunity.on.ca/eng_g/documents/BusCase.html)
 - **“Leveraging the Power of Differences for Competitive Advantage”** and **“Measuring Return on Investment for Diversity Management”**, Nancy R. Lockwood, SPHR, GPHR (www.shrm.org/diversity/businesscase.asp)
 - **“Trends to embrace - and watch out for”** (Barbara Moses, career guru and trend maven; www.bbmcareerdev.com); January 12, 2007 article in the Globe and Mail Careers section
 - **“Why Diversity Pays”**, a series of articles and company ranking by Canadian Business (www.canadianbusiness.com/diveristy/index.html)

- **Books** (www.booksforbusiness.com offers exceptional e-mail and phone order service)
 - **Diversity at Work: the business case for equity** (Trevor Wilson)
 - **The Harvard Business Review on Managing Diversity** (R. Roosevelt Thomas)
 - **Implementing Diversity** (Marilyn Loden)
 - **The Inclusion Breakthrough** (Frederick A. Miller)
 - **Multicultural Manners: new rules of etiquette for a changing society** (Norine Dresser)

- **Holidays (Cultural and Religious)**
 - Multicultural Calendar: desktop, wall and electronic versions are available; (www.multiculturalcalendar.com)

- **Programs**
 - **Immigrants Work:** www.immigrantswork.ca (London Economic Development Corporation)

- **Qualifications**
 - **World Education Services (WES) Canada** (www.wes.org/ca); assesses international academic qualifications

- **Recruit (for targeted outreach programs)**
 - www.info.london.on.ca/community_services.asp for a directory of services and programs of interest to immigrants, refugees and newcomers to London (distributed at the recent “Celebrating London’s Cultural Diversity Conference)
 - **Skills International:** www.SkillsInternational.ca
 - www.hireimmigrants.ca

- **Research**

- ***“Report on Diversity: Priorities, Practices and Performance in Canadian Organizations” and “Workforce Shortage”***; Conference Board of Canada (www.conferenceboard.ca) documents
 - ***“Can Immigration Compensate for Below-Replacement Fertility?: The Consequences of the Unbalanced Settlement of Immigrants in Canadian Cities, 2001 – 2051”***; Deb Matthews’ PhD thesis (MPP London North Centre) highlighted at the recent ***“Celebrating London’s Cultural Diversity Conference”***; www.debmattthews.ca. Check out the forecast for London...
- **Trainers**
 - **Graybridge Malkam**, www.malkam.com, used by GDLS, 3M...