

“We need diversity of thought in the world to face the new challenges.”
Tim Berners-Lee

DATES TO REMEMBER – FEBRUARY

February is National Black History Month

Black History Month February 2008

Sunday, February 3, 2 – 5 pm

OPENING CELEBRATION

Sponsored by LBHCC

Location: Museum London, 421 Ridout St. North

This event will showcase the “diversity” and rich history of London’s vibrant Black community. Cultural groups and services will present their arts, crafts, music and dance as well as offer samples of traditional food.

For more information: 519-675-1205

Click here to look for local celebrations <http://www.lcclc.org/Bhm/bhm-eventsinfo.htm>

- 2 - **Imbolc** (Wiccan)
- 2-5 - Brazil, Carnival
- 4 - Rosa Parks Birth Anniversary
- 5 - Mexico - Constitution Day
- 6 - **Ash Wednesday** (Protestant, Roman Catholic)
- 7 - **Chinese Lunar New Year** (China, Korea, Taiwan, Vietnam)
- 7 - **Tet Nguyen Dan** (Vietnam)
- 11 - National Foundation Day (Japan)
- 12 –National Association for the Advancement of Colored People NAACP Founded
- 14 - Race Relations Day
- 17 - League of United Latin Citizens (LULAC) Founded American
- 24 - Flag Day (Mexico)

DIVERSITY IN THE WORKPLACE

Making the most of multi-generational workplaces

BY ANNE MARIE SHROUDER

Annemarie Shrouder is the president of Building Equitable Environments, www.beeing.ca, a Toronto-based consulting firm specializing in helping companies vision, create, and sustain diverse and inclusive workplace environments.

According to a recent monster.ca survey, Canadian workplaces now employ up to four generations. Is your workplace ready to have twenty-somethings and post-retirees in the same space? Have you considered what this means for you as an employer, and what you can do to make the most of it?

Workplace dynamics can be challenging. Adding more age diversity to the mix ups the ante. Older employees can provide the benefit of experience in the field. Younger co-workers can bring enthusiasm and often a different perspective precisely because they don’t have a lot of experience. Both of these are beneficial to the workplace. But if the environment isn’t conducive to dialogue and your employees aren’t aware of the barriers we unconsciously create, intergenerational workplaces

could be a minefield for misunderstandings and inefficiency. As an employer, bringing awareness to the issue and clarifying your expectations is crucial to getting the most of the age span in your office.

Everyone brings a mixture of identities and therefore perspectives and practices to work with them every day. Age, for example, is influential in determining values and beliefs. It also impacts the experiences we have, which impacts what we do and how we do it.

Age can also inform what someone knows or doesn't know – but not necessarily. Our assumptions tell us what we think someone's age contributes to their knowledge, their capabilities, and the validity of their ideas. Relying on our assumptions about age can negatively impact productivity and relationships in the office. Often our assumptions, not the diversity on which they are based, are the culprit in workplace disharmony.

A multi-generational environment that works provides the opportunity to uncover rich perspectives that, in whole or in part, can move an idea, a project, or an entire organization forward. Being aware of how age impacts perspective (and how their age impacts their perspective) allows employees to really hear other suggestions and points of view. An environment that can combine the old and the new has the potential to see and appreciate the benefit of both experience and innovation. Awareness is crucial in creating this balance and inspiring success.

Source: [www. Diversityintheworkplace.ca](http://www.Diversityintheworkplace.ca)



ON TOP OF DIVERSITY EVENTS



Report on:

LONDON / MIDDLESEX IMMIGRANT EMPLOYMENT TASK FORCE Employing International Talent: Success Stories Revealed!

January 25, 2008

As the Chair said: "if this meeting had been held 5 years ago, it could have been held in someone's office! The good news is: diversity is on many more London and District radar screens in 2008!"

On January 25, more than 200 people met to celebrate some of London's biggest success stories with respect to hiring International Talent. RBC and 3M were the corporate champions who showcased:

Derek Holt, Assistant Chief Economist, RBC Financial Group, and his compelling business case for the benefits of "Building on Canada's Diversity Advantage"; check out

www.rbc.com/economics for his statistics

The successes of Robin Honey, Honey Design, Marketing & Communication ("look past the obvious"); Sam Hassan, Sterling Marketing Products Inc. ("it's a marathon not a dash") and Paula Kaye, EK3 Technologies Inc. ("it wasn't a conscious decision to tap into the international market, we just wanted to hire the best")

RBC and the Chamber of Commerce issued a Call to Action to which The London Economic Development Corporation, HRPLD, Brose Canada Inc. and the Local Training Board responded. Stay tuned: a strong wave of interest and commitment is building!

RBC Foundation donated \$10,000 to The Access Centre for Regulated Employment.

Wrap-up comments were offered by Anne Langille, Employment Sector Council of London-Middlesex and Dr. Dev Sainani, Ontario Trillium Foundation.

As for the 5 Myths highlighted in the program? Dispelled, every last one of them!

"This is just the beginning...We count on business leaders in this community to sustain the dialogue on this important issue and...reduce barriers immigrants face when trying to connect to the local labour market".

5 Myths Regarding Employment Of Immigrants

- * I don't have the time or financial resources to recruit international talent, particularly as a small business owner.
- * Immigrants don't have the language skills necessary to succeed in our company/organization
- * Our company doesn't have the time to verify and interpret work international credentials.
- * Internationally-trained individuals will create disharmony in the workplace and be unable to adapt to Canadian work culture
- * Our company cannot hire international students

If you would like more information on the presentation, click on this link to check the keynote's presentation material: [Derek Holt, Assistant Chief Economist, RBC Financial Group -- "Building on Canada's Diversity Advantage"](#)



LOCAL DIVERSITY

POLICE OFFICER FINDS REWARDS BRIDGING GAPS

Stephanie Shreve is drawing praise across London's ethnic mosaic

By JENNIFER O'BRIEN

Driving the wrong way down a one-way street, Joshua Olawuyi was oblivious to the honking horns and shaking heads -- but his heart stopped when he saw the police cruiser. *"I saw the police car and I was so nervous and scared,"* the Nigerian immigrant recalled this week. *"Where I come from, if a policeman stops you, you are not safe."* The officer smiled kindly as he explained to a relieved Olawuyi what had happened. He said *"Next time people are honking at you like that, pull over,"* said Olawuyi, smiling. *"He was polite. It was so beautiful for me that day."* By chance, Olawuyi had come to have a positive feeling about police. New immigrants often don't.

Enter Const. Stephanie Shreve, the department's first diversity officer. Shreve -- a 16-year-veteran with policing experience in robbery, fraud, community service and street patrol -- has spent 18 months building bridges with diverse communities. Since taking the post, she has attended 57 events involving ethnocultural, faith-based and gay and lesbian groups. She also made it her mission to visit community centres and forge relationships with leaders.

"My mandate is to promote positive relationships between police and the diverse communities in this city," said Shreve, noting the post has been *"the most rewarding thing"* in her policing career. *"This role has been so gratifying, so positive. It's outreach,"* said Shreve, who won an urban alliance award for her work, which included recruiting 38 London Police employees as volunteers for 10 community events in 2008. *"We recognized there was a gap and we want to reflect the community as an organization,"* she said. *"We are beginning to, but this program aims to take it to another level."* Fear or discomfort with police is a growing concern in London -- which welcomes more refugees per capita than anywhere else in Canada -- acknowledged Chief Murray Faulkner, who has joined other chiefs in starting a proactive campaign to diversify his force.

"And also to complement our recruiting strategy... The face of London is changing. We need to reflect that in our department." The department doesn't keep detailed statistics on its diversity, but Shreve has been pushing for a workforce census similar to one done in Ottawa."

Some officers have called the diversity officer "poster child" -- a label Faulkner dismisses. *"She is a woman, she is black, but she is a well-respected officer and she's on the promotion track (she recently passed her sergeant's exam),"* he said. *"She has already made connections with so many ethnic communities that we didn't have involvement with."* Among them is Wafrika, a local African-Canadian association. Olawuyi was the head of the organization at the time and remembers Shreve's two presentations as educational.

"Many of us are coming from places where police are corrupt and are your enemies. And many of our kids think they are targeted even here by police," said Olawuyi, who now heads London's diversity and race relations advisory committee. *"I would say that before (Shreve) came there was a bad impression about police, but now it has improved. She was able to educate us highly about police and also about how people from any ethnic group can have a career in policing."* She also organized a soccer game between police and Wafrika. Members of a northeast London drop in group that services mostly Cambodian and Vietnamese newcomers also benefited from Shreve's regular visits, said one community worker. *"In this community there is sometimes unease when someone comes in uniform,"* said Shannon Calvert. *"Her presence has really helped people feel comfortable. She would come in, have tea and chat."*

Amedeo Awai, a leader in London's Sudanese community -- which has complained about poor relationships with police -- also had praise. *"She came in to talk to us and that was helpful because we didn't have contact on a community basis,"* Awai said.

"The diversity officer program is one of many across North America," said policing expert Paul Whitehead. *"In terms of recruitment, especially from parts of the community that have not been traditional sources, it is an important thing to do,"* he said. *"The police service does want faces that look different and even people who are culturally different."*

POLICE DIVERSITY

- The London Police Service doesn't keep official statistics on the diversity of its workforce because, says Chief Murray Faulkner, *"You can't ask people their ethnic background. You can't."*
- It is known that **about 20 languages are spoken by members** of the service and that women make up more than 17 per cent of the workforce.
- Faulkner estimates **three or four per cent of his officers are visible minorities**, low compared to the 11 per cent said to make up London's visible minority population, according to the 2001 census.
- To contact the London Police Department Diversity Office, call 519-660-5812.

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