

“Although respect for diversity comes in many forms, one of the most important factors in creating a work environment that is respectful to all individuals is learning how to communicate effectively with others.”

Calgary Health Region

OCTOBER 2008 CELEBRATIONS

Diversity Awareness Month
Lesbian, Gay, and Bisexual History Month

1 - Eid-Al-Fitr (Islamic, Muslim)
9 - [Yom Kippur](#)* (Jewish)
13 - [Sukkot](#)* (Jewish)
21 - Cirio de Nazare (Brazil)

21 - [Shemini Atzeret](#) (Jewish)
22 - [Simchat Torah](#) (Jewish)
28- [Diwali](#) (Buddhist, Hindu)
31 - Reformation Day (Christian)

DIVERSITY IN THE WORKPLACE

Minorities not comfortable being themselves at work: Study

Businesses missing out on advantages of diversity when minorities feel like they have to blend in

Many visible minority managers, professionals and executives believe that they need to **“Canadianize”** themselves in order to get ahead, according to a new study.

Career Advancement in Corporate Canada: A Focus on Visible Minorities - Workplace Fit and Stereotyping found for some that means downplaying ethnicity and speaking English or French without an identifiable accent in order to succeed in the Canadian workplace.

“As Canadians, we celebrate all that diversity brings to our country and communities,” said Deborah Gillis, North America vice-president of Catalyst. *“But when the message delivered to visible minorities working in our largest businesses is that they must blend in to get ahead, the potential to fully leverage diversity as a source of competitive advantage is being compromised.”*

Key findings from the study, conducted by Catalyst, a New York-based research and advisory organization that promotes women in business, include:

- Advancement for visible minorities may necessitate their downplaying aspects of their cultural background, such as having an identifiable accent that does not “fit” the prevailing image of leaders in their organizations.
- Some East Asians and South Asians who felt they understood Canadian idioms and were familiar with Canadian culture, particularly those whose families had been in Canada for generations, expressed comfort with how they fit within Canadian business organizations. However, other visible minorities stated that their chances of acceptance and promotion at work are tied to how “Canadianized” they are.
- East Asians reported being stereotyped as *“hard working but not sociable”* while South Asians reported being considered *“outsiders”* and *“foreigners”* in spite of the length of time they had spent in Canada.
- Blacks faced a dramatic difference in workplace challenges as compared to their South and East Asian colleagues. More negative stereotyping and an extremely limited number of similar role models combined to create a sense of isolation and limited opportunities for black managers, professional and executives.
- While many organizations are committed to building inclusive work environments, imperfect execution of diversity programs can hinder career advancement for visible minority managers, professionals and executives. An added barrier is that Caucasians are more likely to believe that diversity efforts are successful than are blacks or Asians.

To help Canadian organizations fully leverage the diversity and talent of visible minority employees, Catalyst recommends:

- Organizations create inclusive environments where visible minorities can spend less time focused on overcoming stereotypes and more time on contributing to organizational performance. Senior leaders can develop inclusive workplaces by building a strong business case, addressing the concerns of majority groups, and ensuring that leadership competencies are clear and allow for a variety of styles.
- Recognize that negative stereotyping exists in the workplace and address it. Avoid political correctness or politeness as a barrier to dealing with this problem.
- Visible minorities should aim to familiarize themselves with their organizations and be prepared to navigate less-than-perfect workplace environments. Changing an organization is a long-term activity, and realistically many visible minority managers, professionals and executives will find themselves employed in business organizations that are less than fully inclusive.

SOURCE: <http://www.hrreporter.com> June 26, 2008



ON TOP OF DIVERSITY EVENTS

Summer Events - We Were There!

LONDON PRIDE FESTIVAL



JULY 17 - JULY 27

Events included the Pride Art Show, the Pride Flag-Raising Ceremony, the Pride Family Picnic at Gibbons Park, the Pride Literary Night, Live Theatre Production by The Verve of *Damnée Manon*, *Sacrée Sandra* by Michel Tremblay and the Pride London Festival Parade.

See [more...](#)



SUNFEST 2008

JULY 3 - 6

Sunfest is **Canada's Premier Celebration of the Global Arts**, held without admission fee in beautiful Victoria Park, London, Ontario. Every summer since 1995, Sunfest has brought together thousands of people of all ages and cultures for four days of exemplary music, dance, crafts and cuisine from around the globe. **This unique, high profile event featured this year over 30 top professional world music, dance and jazz ensembles based in Canada and abroad.**



AFROFESTA 2008

JULY 19

A celebration of African Caribbean and Black Canadian culture that is unique, fresh and the first of its kind, Afroresta 2008 was a celebration of African food, music, culture, dance and clothing. Afroresta 2008 celebrated the city's diverse and rich black culture.



FESTIVAL OF INDIA

JULY 25 & 26

The festival took place outside on the Square at Covent Garden Market. It was an awesome opportunity to see, hear and taste India. There were lively dances on stage all day. Attendants learned how to wrap a sari, decorated their hands, feet and face.



ACTIFEST –THE ONTARIO SENIOR GAMES

AUGUST 12 - 14

The Ontario Senior Games involves friendly competition by older adults and, more importantly, fellowship, camaraderie and social events that encourage year-round active lifestyles for amateur athletes 55 years of age or older. Senior Amateur athletes from 40 districts all over Ontario competed in events featuring open and mixed teams.

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FESTA ITALIANA

AUGUST 15 - 17

Over 30,000 people showed up to take in the sights, tastes and sounds of Italy. This was a three day celebration of Italian culture, food, music and dance. The event took place at the Covent Garden Market.

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CHIPPEWAS OF THE THAMES – 31 ANNUAL POW WOW

AUGUST 16 & 17

This was a celebration of Aboriginal dance and music. Dancers in traditional regalia from all over Turtle Island came to dance, sing and participate in this two day event. Spectators were welcomed to try their intertribal dancing, tried traditional foods and shopped at the many First Nation arts and crafts booths.

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UPCOMING Events

FAMILIES, MENTAL HEALTH AND THE BOTTOM LINE

Monday, September 22nd, 2008 4:30 pm - 6:30pm

Four Points Sheraton

1150 Wellington Road South, London, ON

Join us for a special wine and cheese event featuring keynote speaker, Bill Wilkerson, Co-Founder, Chairman and CEO of the Global Business and Economic Roundtable on Addiction and Mental Health, a non-profit think-tank aimed at reducing mental disability among families and in the workplace.

To register for a **Strategic Capability Network** membership and/or for this event, log on to <http://www.scnetwork.ca/>. Everyone is welcome. Please invite your CEO or Business Partner. Please confirm your attendance (whether you are a member or non-member) no later than **September 17th, 2008**.

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Front-Line Workers: How to Communicate More Effectively in a Culturally Diverse Work Environment

A one-day Workshop Presented by: Diversity @ Work in London Inc

Monday, September 29, 2008

8:30 a.m. to 4:30 p.m.

Delta London Armouries Hotel -Springbank Room- 325 Dundas Street

Cost: \$210.00 per person (includes breakfast, lunch,snacks and workshop materials)

Registration andPayment:

Online registration and payment at www.diversityatworkinlondon.com/workshopsregistration.htm

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DIVERSITY IN THE WORKPLACE: 9TH ANNUAL CONFERENCE

September 24--26, 2008. Toronto, ON

Learn from the leading Canadian and U.S. organizations how to integrate internationally-trained professions into your workplace, how to build cross-cultural competence, how to develop and implement a diversity strategy.

For complete conference details, www.federatedpress.com. E: info@federatedpress.com. T: 1.800.363.0722.

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HRPA DIVERSITY CONFERENCE, 2008: NEW CHALLENGES, NEW ANSWERS

November 20, 2008. Toronto, ON

Creating a diversity plan that addresses both your organization's internal and external needs is no easy feat. Organizations that foster a culture of inclusiveness are better equipped to deal with the challenges of the war for talent. This one-day conference provides the information and resources required to build a strategic diversity plan.

Register online: www.hrpa.ca/HRPA/Events/diversityconference.htm

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Call for Papers/ Presentations

CHALLENGES AND OPPORTUNITIES OF DIVERSITY: CANADA AND INDIA

International Conference on Managing Diversity

organized by **APURVA SOCIETY***, JODHPUR, RAJASTHAN, INDIA under the Conference Grant Program of Canadian Government

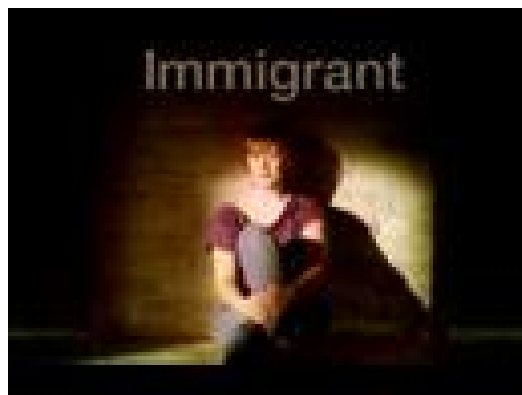
25 to 26 November, 2008

Click [HERE](#) for additional information and submission guidelines



RECOMMENDED VIDEO

[Watch](#) this video



In [QuickList Diversity Video](#) 00:33

