



Victoria Immigrant and  
Refugee Centre Society

Human Resources  
Solutions Project

*Promoting multicultural  
perspectives & practices to  
local employers*

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To view our full listings of programs,  
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[www.vircs.bc.ca/index.php](http://www.vircs.bc.ca/index.php)

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We welcome contributions of articles  
that related to the best practices of  
Human Resources. Submissions may  
be edited for length purposes.  
Please email submissions to  
[mary@vircs.bc.ca](mailto:mary@vircs.bc.ca)

Newsletter designed by: Melanie Matining

# Inspirations

A newsletter for employers in the Capital Regional District

## Employer's Resource Guide

The Resource Guide will serve as a tool for local employers in hiring immigrants and being culturally sensitive in the workplace, as well as on effectively engaging workers in understanding the importance of working in an inclusive space which welcomes all backgrounds.

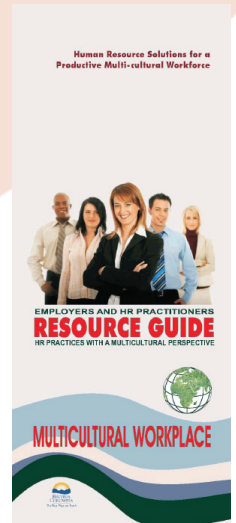
After the first two phases of the HR Solutions Project, research data surveyed that there was a great interest in many local employers to become more aware of how to be culturally sensitive for their immigrant workers and job seekers. Results reported that a majority of employers felt as though they are not connected to organizations that where assist immigrants in finding employment within the community.

The guide will also provide lists of local ethnic and immigrant associations and services and basic information about cultural norms and practices that are important to be sensitive to when working in a multicultural environment and in everyday life. Focusing on Capital Regional District, this resource aims to help employers widen the candidate search by posting and distributing job descriptions, pre-screening qualified candidates and making referrals to other appropriate agencies.

The Resource Guide is set to be launched at the Workplace Diversity Celebration & Employer's Resource Guide Launch" Event at 10:30-1:30 at Central Baptist Church (833 Pandora Ave.).

## Did you Know that...?

Talking "good about oneself" is socially unacceptable in many cultures. One has to be humble about one's knowledge, education, skills, and experience. In addition, "selling yourself" on the labour market – a North American concept/practice - is alienated and sometimes offended to some immigrants, because they perceive working as a way of living not as a way of selling one's labour/skills on the market for a living. As a result many immigrant job seekers normally do not perform well during a job interview.



## June Multicultural Calendar

- June 1 Gawai Dayak (Malaysia)  
 June 5-7 Red Earth Fair (Aboriginal, American)  
 June 6 D-Day (USA)  
 June 11 King Kamehameha Day (Hawaii)  
 June 19 Juneteenth (African American)  
 June 21 Father's Day (USA)  
 Aboriginal Day (Canada)  
 June 24 St. Jean Baptiste Day (French)  
 Dia de San Juan (Puerto Rico)  
 Inti Raymi (Peru)  
 June 27 Multiculturalism Day (Canada)

<http://www.dom.com/about/education/culture/june.jsp>

## Employer's Corner

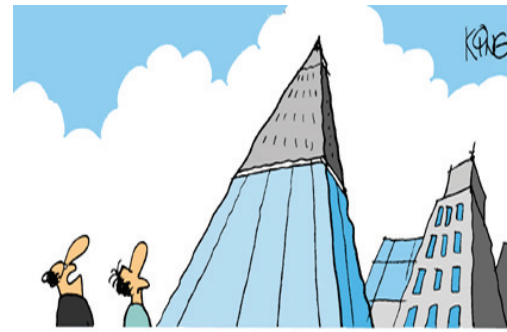
What information would you like to see in the HR Solutions Newsletter?

We would appreciate your thoughts!

Questions? Comments?

Please contact Anna at:  
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[researcher@vircs.bc.ca](mailto:researcher@vircs.bc.ca)

For more information, please visit our website: [www.vircs.bc.ca/hr\\_solutions.php](http://www.vircs.bc.ca/hr_solutions.php)



"I used to own that building, until I missed a couple of payments."

From: <http://www.jerryking.com/toons/toons/aoffice3.JPG>

## Upcoming Workshops

Managing your employees is always a challenge, regardless of labour market and economic conditions. Would you like to create a workplace where all employees are capable of working to their full potential? We can help YOU! These workshops provide you with an understanding of cultural differences and how to utilize these differences to make your business more innovative and competitive.

### Topic 1: Understanding & Appreciating a Diverse Workplace

By investing two hours of your time you will learn: how other cultures work --- different expectations; how cultural behaviours can be misinterpreted

Time:	Thursday June 4, 2009	Time: 12:00-2:00 pm
	Wednesday June 10, 2009	Time: 12:00-2:00 pm
	Thursday June 11, 2009	Time: 12:00-2:00 pm

### Topic 2: Creating a Productive Workplace Culture

In this two-hour workshop you will learn: how to improve your cross-cultural communication skills; how to develop strategies to integrate different cultural work-styles.

Time:	Wednesday June 17, 2009	Time: 12:00-2:00 pm
	Thursday June 18, 2009	Time: 12:00-2:00 pm
	Wednesday, June 24, 2009	Time: 12:00-2:00 pm

Where: Victoria Immigrant & Refugee Centre Society, HR Solutions Office at #207- 2504 Government, Victoria, BC V8T 4P7

You will receive a certificate after successful completion of two sessions. Refreshments will be provided. Registration is on a first-come, first-serve basis. The workshops are FREE for local employers.

To register online, please visit: [http://www.vircs.bc.ca/hr\\_solutions/workshop\\_register.php](http://www.vircs.bc.ca/hr_solutions/workshop_register.php)

To download the registration form, please visit: [http://www.vircs.bc.ca/hr\\_solutions/files/RegistrationForm.pdf](http://www.vircs.bc.ca/hr_solutions/files/RegistrationForm.pdf)