



**Victoria Immigrant &  
Refugee Centre  
Society  
HR  
Solutions Project  
Mission**

*Promoting Multicultural  
Perspectives & Practices  
to local employers*

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Check out our complete  
Listing of programs at

[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 in Human  
Resources. Submission  
may be edited for  
length. Please email to  
[mary@vircs.bc.ca](mailto:mary@vircs.bc.ca)

## Upcoming Workshops - Develop a Productive Workplace

Managing your employees is always a challenge regardless of labour market and economic conditions. 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: Tuesday April 21, 2009

Time: 12:00-2:00

Thursday April 23, 2009

Time: 8:30-10:30

Wednesday April 29, 2009

Time: 12:00-2:00

### **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: Tuesday May 5, 2009

Time: 12:00-2:00

Thursday May 7, 2009

Time: 8:30-10:30

Wednesday May 13, 2009

Time: 12:00-2:00

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

#### **Notes:**

- You will receive a certificate after successful completion of two sessions
- The workshops are at NO COST for local employers.
- Refreshments will be provided. Space is limited. Registration is on a first-come, first-serve basis.
- Questions? Contact Mary Shi at 250-361-9433 ext. 244, (cell at 250-588-2163) or email [mary@vircs.bc.ca](mailto:mary@vircs.bc.ca).
- Register on line, please go to [register](#), or [click here](#) to download a registration form.

## Do you know that...

"Where are you from?" is frequently asked of people who speak English with a foreign accent in Canada. Newcomers sometimes feel uncomfortable as they can interpret the question as a rejection of "You are different; you do not belong here." A better question is: "What is your cultural heritage?"

"How old are you?" is a personal question that may be perceived as a serious violation of privacy by some Westerners. When visiting some Asian countries a Canadian may experience discomfort and wonder why someone would ask them to reveal their age. In these countries, there are many ways to address people depending on one's age. The person asking the question wants to be respectful to people who are older than they are. Failure to show one's respect with an appropriate address is considered very rude. When traveling, you may be called "older brother/sister" or "younger brother/sister" or "uncle/auntie" depending on how much older or younger you are than the person who is addressing you.

## April Multicultural Calendar

- April 1:** Farvardin or Sizdeh Bedar (Iran)
- April 3:** Ram Navami (India) - A fast is usually kept
- April 9:** Passover (Jewish)- Commemorates the Exodus
- April 10:** Good Friday (Christian)
- April 12:** Easter (Christian)
- April 13:** Songkran (Buddhist) - recognized as the New Year for Buddhists.
- April 14:** Chaul Chnam Thmey (Cambodia) - Celebrates the Cambodian New Year
- April 18:** Matsu Festival (Taiwan) - Matsu is the patron of fishermen.
- April 19:** Sechselauten (Switzerland) - spring is welcomed.
- April 21:** Yom Ha'Shoah (Jewish) - It is held every year in remembrance of the approximately six million Jews who died in the Holocaust.
- April 22:** Earth Day (International) - commemorates the effort to protect the planet
- April 24:** Martyrs Day (Armenia) - commemorates the death of 1.5 million Armenians who were massacred in 1915-1916.
- April 25:** Easter Rebellion of 1916 (Ireland)
- April 29:** Midori no hi (Japan) - to appreciate nature.
- April 30:** Koninginnedag (Netherlands) - National Dutch Day.
- Adapted from*  
<http://www.dom.com/about/education/culture/april.jsp>



**We would appreciate your thoughts!**

**What information you would like to see in this newsletter?**

**Questions? Comments?**

**Contact:** Mary at 250-361-9433 ext.244 or email [mary@vircs.bc.ca](mailto:mary@vircs.bc.ca)

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



*"Well no wonder why they're more productive than us!"*

*From <http://www.jerryking.com/toons/office/office1.htm>*

## Recruit the New Talent- The Canadian Experience Class

By Larry Taylor from *Sun Life Financial*

Challenges may exist when candidates aren't permanent residents of Canada. A new class from Citizenship and Immigration Canada has opened a window of opportunity. The federal government announced the [Canadian Experience Class](#) (CEC), which considers applicants' experience in Canada as a key selection factor.

**A major benefit of the new program:** Under the new rules, those who have left Canada, but otherwise meet the requirements as workers or graduates, will be eligible to apply for permanent residency.

**How does this help you recruit?** Avoid the frustration of a having a candidate not be eligible by ensuring that all candidates have met the following requirements:

- Temporary resident status during their qualifying period of work experience and any period of full-time study or training in Canada,
- knowledge of English or French (speaking, reading, listening and writing),
- not engaged in work or attended school without authorization,
- not remained in Canada after the time authorized to do so has expired, and
- not been found inadmissible to Canada on grounds such as health or security.

The candidate will be responsible for keeping records; such as working hours etc.

**Note:** Any periods of self-employment or unauthorized work cannot be included when calculating the period of work experience. You must have temporary resident status during the period of work experience.

**It's an exciting opportunity!** The Canadian Experience Class gives you the opportunity to be more competitive in attracting and retaining the right candidates with the right experience. In big cities across Canada, but especially in smaller centres, this new program can add stars to your team!