

May 2009
Issue 3

Profits  HR Diversity



Victoria Immigrant and
Refugee Centre Society

Human Resources
Solutions Project

*Promoting multicultural
perspectives & practices to
local employers*

3rd Floor, 637 Bay St.
Victoria, BC V8T 5L2

Phone: (250) 361-9433
Fax: (250) 361-1914

For more information,
please email us at
mary@vircs.bc.ca

To view our full listings of programs,
please visit:
www.vircs.bc.ca/index.php

Project Manager
Viet Tran

Lead Researcher
Mary Shi

Workshop Facilitator
Roy Leaman

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

Newsletter designed by: Melanie Matining

Inspirations

A newsletter for employers in the Capital Regional District

Workplace Diversity Celebration

VIRCS HR Solutions is proud to present the Workplace Diversity Celebration on May 29, 2009. The event aims to provide dynamic opportunities for multicultural workers, local employers, HR practitioners, and community organizations. Garnering in more than 100 potential participants, the fair will showcase numerous employers, their businesses, and career opportunities within their company. This events will be an excellent avenue to connect with community members seeking employments, as well as a way to promote businesses and organizations.

This event will also be a launch for an Employer's Resource Guide developed by the VIRCS HR Solutions Project. Much like past HR Solutions workshops, the manual will help guide employers in being inclusive to the diverse backgrounds of members in their work force, promoting multicultural perspectives and practices.

VIRCS Workplace Diversity Celebration
Friday May 29, 2009 | 10:30 am - 1:30 pm
Central Baptist Church - Main Hall
833 Pandora Ave, Victoria BC

Did you Know that...?

Multicultural job seekers may be easily misconceived as lacking confidence or hiding something during a job interview as they avoid "eye contact". Actually, in many cultures, looking directly at the other person's eyes during a conversation is considered rude. Direct eye contact is considered also to be a sign of disrespect for seniors and a challenge to the authority of people in power.

Immigrants and former refugees – especially those who have bitter experiences with government officials, authority, and police in their former countries -- tend to distrust and distance themselves from police, government officials and others whom they perceive as people-in-power.



Funded in whole or part through the Canada-British
Columbian Labour Market Development Agreement

May Multicultural Calendar

- May 1 Vappu Day (Finland)
Santa Cruzen Day (Philippines)
- May 2 Dos de Mayo (Spain)
- May 3 Fiesta de las Cruces (Peru)
- May 4 Kokumin-no-kyujitsu (Japan)
- May 5 Cinco de Mayo (Mexico/USA)
Kodomo no hi (Japan)
Children's Day (Korea)
- May 8 Wesak (Buddhism)
Parents Day (Korea)
- May 9 Joan of Arc Day (France)
- May 10 Golden Spike Day (Asian-American)
Mother's Day (USA, Canada)
- May 13 Our Lady of Fatima (Portugal)
- May 21 Sheep Festival (Cameroon)
- May 25 Memorial Day (USA)
African Freedom Liberation Day (Africa, USA)
- May 27 Children's Day (Nigeria)
- May 28 Dragon Boat Festival (China)
- May 29 Shavu'ot (Jewish)

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

Employer's Corner

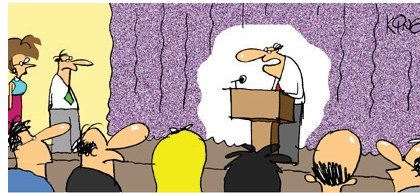
What information would you like to see in the HR Solutions Newsletter?

We would appreciate your thoughts!

Questions? Comments?

Please contact Mary at:
(250) 361-9433 ext. 244
mary@vircs.bc.ca

For more information, please visit our website: www.vircs.bc.ca/hr_solutions.php



"I've called this meeting to inform you that I'm resigning my position as CEO. I've landed a sweet role on a very popular TV sitcom."

From <http://www.jerryking.com/toons/office/office4.htm>

Upcoming Workshops

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.

***Please note new timeslots for June!

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: Wednesday April 29, 2009	Time: 12:00-2:00 pm
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: Tuesday May 5, 2009	Time: 12:00-2:00 pm
Thursday May 7, 2009	Time: 8:30-10:30 am
Wednesday May 13, 2009	Time: 12:00-2:00 pm
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

To download the registration form, please visit: http://www.vircs.bc.ca/hr_solutions/files/RegistrationForm.pdf