



The Citizen

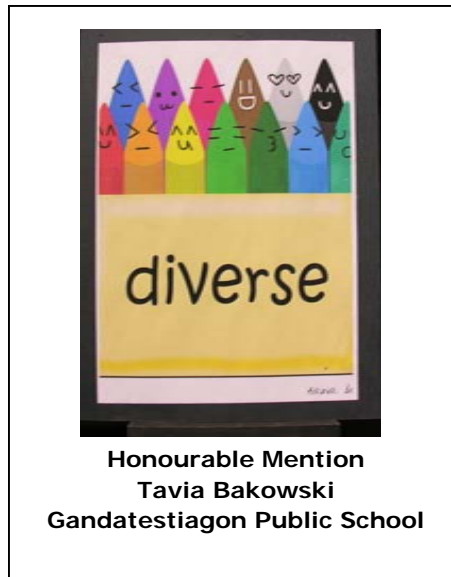
Durham Region's Diversity Focused Newsletter

ISSUE 2

OCTOBER 2009

"In Your Words & Expressions" My perfect world is.....

The Pickering Advisory Committee on Race Relations & Equity is pleased to partner with the Durham District School Board and the Durham Catholic District School Board to present a creative arts contest for students across Durham Region entitled "In Your Words & Expressions". The contest invites students from grades 2 to 12 to submit a written or visual arts piece to the statement "My perfect world is...". Entries are to speak to issues of race relations, equity and diversity.



Honourable Mention
Tavia Bakowski
Gandatestiagon Public School

"As Chair of the Committee, we are once again excited to launch this annual contest. It has proven to be a wonderful way to engage Durham youth in the creative arts while understanding their personal experiences about diversity and race relations. In past years, the municipality and the committee have been pleased to recognize many participating students and schools and we look for to this year's entries", said Councillor David Pickles, Pickering City Councillor – Ward 3 and Chair, Pickering Advisory Committee on Race Relations & Equity.

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Warm wishes from the office of the Ontario's Fairness Commissioner—Jean Augustine

A year ago this month, I had the pleasure of coming to Durham Region and speaking to a large group of community leaders and service providers at Heydenshore Pavilion in Whitby. You had come together to discuss diversity and immigration and what that means to Durham Region. I heard you speak the language of inclusion, equity, fairness and civic engagement. Those are the sounds of people doing the work of building a nation where all residents can live up to their potential and utilize the talents they possess. I understand that the Durham community has moved forward since our meeting last October and is working hard to build the part of the nation you call home. I wish you all the best, as you shape a Durham Region built on the principles of inclusion, equity and fairness.



*The Honourable Jean Augustine
Fairness Commissioner*

Office of the Fairness Commissioner Government of Ontario

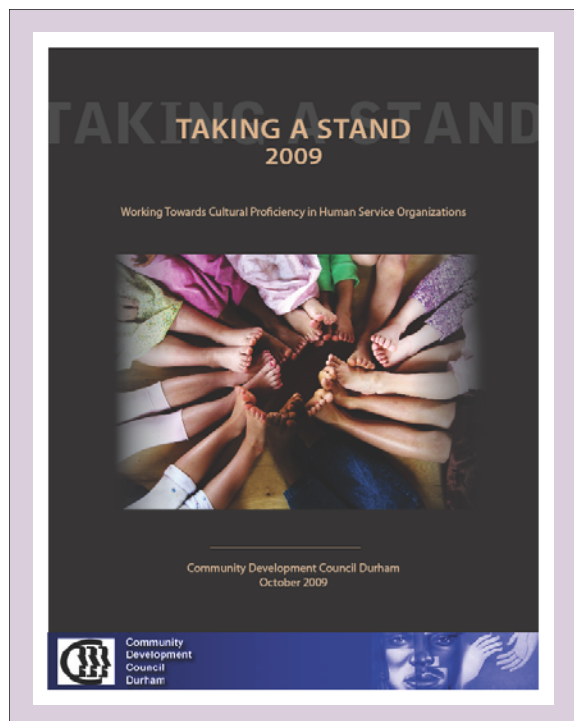
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Taking A Stand 2009

TAKING A STAND (2009) of the Community Development Council Durham is an inter-active pilot project designed to help organizations and community groups in working towards becoming a leader in the promotion of inclusion and equity for all diverse communities throughout our region. The project is intended to support agencies in planning for a diversity and equity change process to improve organizational operations and program/ service delivery.

On October 14, approximately 20 agencies took part in a training program that provided a set of tools to identify several initial priority areas for action, and resources to support continual reflection and change. TAKING A STAND is not a one-off training event, whereby participants learn the most recent 'tricks-of-the-trade' or the latest information on the topic. This initiative is designed to spark organizational change process within local agencies. On November 25, participants will re-join to discuss their plans to date, the opportunities and challenges for organizational change, and next steps.



CDCD is planning on offering this opportunity on a yearly basis, and looking for ways to provide in-depth support in making our communities welcoming and inclusive for all.

*Tracey Vaughan
Executive Director
Community Development Council Durham*

Annual Pride Week celebration



On June 26, Durham Region Police Service participated in the 2009 Toronto Pride Parade. Over 40 officers and civilians marched along side other GTA police services, along with Fire Service, EMS and Labour. Also in attendance were several Region of Durham employees as well as community partners.

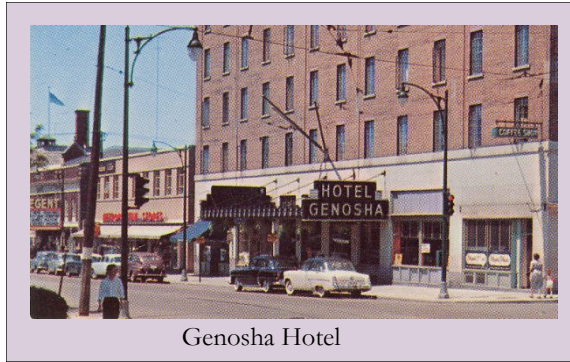
The DRPS works to ensure that the Police Service is reflective of the population and proud to be an inclusive employer.

*Constable Keith Richards
Diversity Coordinator
Durham Regional Police Service*

New project—Lead the Way on Accessibility

Earlier this year, Oshawa City Council passed a motion that requires any building project receiving financial assistance through a Community Improvement Plan or other mechanism, to include an Accessibility Plan. This is a progressive move and one that has been challenging to implement. Two projects have received funding from the City and have been through the process of developing an Accessibility Plan. With the help of the Oshawa Accessibility Advisory Committee (OAAC) (both the Built Environment sub-committee and the OAAC full committee), as well as a collaborative effort with City

staff and Councillor April Cullen, both the Dundurn student housing project and



Genosha Hotel

the Genosha redevelopment project participated and developed plans that have been approved by Council.

OAAC members have expressed excitement at the opportunity to "get inside" a building to ensure accessibility for all residents and visitors. This was considered and provided for

in the design and layout of the buildings. The Committee regularly reviews site plans as part of the planning process, but these reviews are limited to the outside of buildings. Many hours of meetings resulted in compromises on all sides and the process was enlightening for everyone involved. In the end, both projects successfully addressed accessibility issues within the buildings, and the teams on all sides are pleased with the results. Oshawa is proud to be a leader in this area and we appreciate the cooperation of the developers, the OAAC, Oshawa Council and City staff.

*Councillor April Cullen
City of Oshawa*

My perfect world

(con't from front cover)

Since the committee first introduced the student contest in 2004, they have received nearly 1,000 submissions from over 50 schools. The entries have provided a window into the minds of Durham's young people – the issues and triumphs they face today and their dreams for their future.

In January 2010, a distinguished panel of judges will review the submissions and select the winning entries for each of the age categories represented. The Pickering Advisory Committee on Race Relations & Equity will showcase the winning entries in the lobby of the Pickering Civic Complex and on the City's website at www.cityofpickering.com during the month of March 2010. The first place entries will also be featured in the Ajax-Pickering News Advertiser in April 2010.

Students of the winning entries will also be invited to share their works at the 2010 Race Relations Forum hosted by the Pickering Advisory Committee on Race Relations & Equity. This annual event is to commemorate March 21st; The International Day for the Elimination of Racial Discrimination. Deadline to participate is December 1, 2009. For full contest guidelines or to view winning entries from previous years, visit our website at www.cityofpickering.com.



Preceptoring in the context of diversity

A unique partnership supporting diversity is evident in the long-term care homes owned and operated by The Regional Municipality of Durham. Fairview Lodge in Whitby, Hillside Estates and Hillside Terraces in Oshawa, have established service agreements with Ryerson University's Internationally Educated Dietitian's Pre-registration Program (IDPP). The IDPP is currently offered by Ryerson University's G. Raymond Chang School of Continuing Education in partnership with Ryerson's School of Nutrition and Dietitians of Canada. It is funded by the Government of Ontario and the Government of Canada.

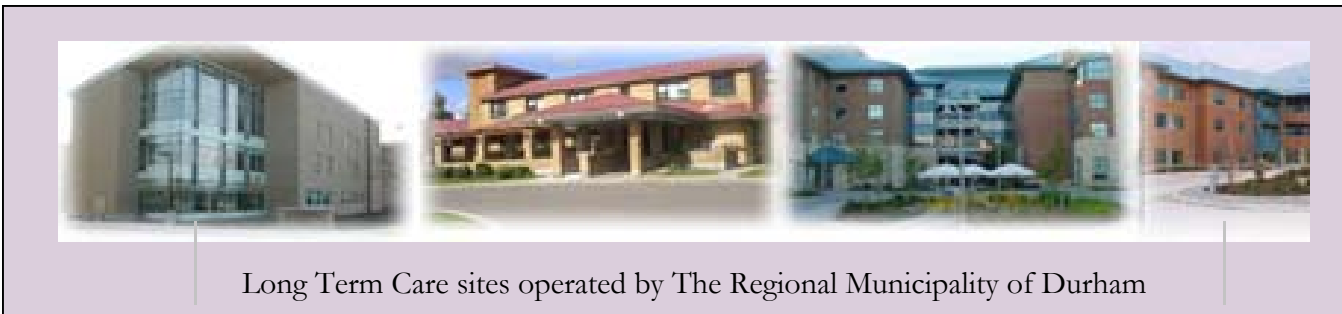
The IDPP provides an opportunity for internationally educated Dietitians to meet numerous professional requirements in order to practice as Registered Dietitians in Canada.

Elna Coetsee trained and worked as a Dietitian in South Africa and Saudi Arabia before emigrating to Canada. Hillside Estates is preceptoring Elna during a six week clinical nutrition practicum. "This partnership offers mutual benefits to our long-term care homes and to the IDPP candidates," according to Catherine Pazzano RD, Acting Assistant Administrator at Hillside Estates. "We benefit by having

opportunities to promote long-term care career choices for Dietitians, mentorship and broadening our cultural perspective with regard to food, nutrition and healthcare practices globally. Our IDPP candidates gain clinical nutrition and food service administrative knowledge with a special focus on long term care."

"THIS PARTNERSHIP OFFERS MUTUAL BENEFITS TO OUR LONG-TERM CARE HOMES AND TO THE IDPP CANDIDATES,"

Catherine Pazzano
Assistant Administrator (Acting)
Region of Durham Hillside Estates



Message from the Council

The Interim Local Diversity and Immigration Partnership Council continues to work towards bringing the hard work going on in the Durham Community to all its residents. Municipalities, libraries, recreation, clubs, organizations and agencies are working hard to create the kind of Durham Region where we all want to live and work. This edition of the citizen highlights some of that work. The first edition of The Citizen, Durham Diversity Newsletter was published in June 2009. There was an overwhelming response from the community with inquiries and requests for print copies. We look forward to hearing from you regarding this edition.

Launch Date March 2010

The Community Immigration Portal Project is well underway and promises to improve the local settlement and integration experiences of newcomers, their families and new business in Durham Region. Funded through the Ministry of Citizenship and Immigration, the portal will contribute to building an inclusive community by providing a one-stop shop of e-information about living, working, learning, doing business and settling in Durham Region. Timing of this project could not have been better. Throughout 2008, the Community Development Council of Durham, the Durham Region Local Training Board and the Regional Municipality of

Durham conducted extensive community consultations in preparation for the forming of the Local Diversity and Immigration Partnership Council. Repeatedly, consultations revealed that more and better access to information is required. The message was clear— information needs to be local, relevant and easy to navigate. With that in mind, six teams of content developers have been assembled representing over 60 organizations, agencies, municipalities, business, education and newcomers.

Hilary Schuldt
Project Manager
The Regional Municipality of Durham



Pictured above: representatives of the content development teams.

Social & Enterprise Development Innovation (SEDI)

Sept 19, 2009 over 40 newcomer youth attended a workshop designed specifically for youth on Financial Literacy and Entrepreneurship held at Durham Region Headquarters. This workshop was part of a larger initiative designed to start a conversation about youth, financial literacy and entrepreneurship. In August, over

"THIS WAS THE FIRST OF MANY WORKSHOPS THAT WILL BE HELD IN DURHAM REGION"

25 community leaders came together to discuss how their organization can promote financial literacy and entrepreneurship. Later that month, over 40 individuals who deliver services to youth received training to deliver this workshop in the community. The group that attended on Sept. 19 was the first of many workshops that will be held in Durham Region. As part of the work of the Local Diversity and Immigration Partnership Council, the Community Development Council of Durham and The Regional Municipality of

Durham received funding from Social and Enterprise Development Innovations funded through the Ministry of Small Business and Consumer Services. To find out who can deliver this workshop in your area contact Vicki Kerr at 905 686-2661 ext. 100 or email Vicki at vkerr@cdcd.org.



2009 Youth in Policing

Durham Regional Police bid farewell to 48 Youth in Policing students from across the Region at a graduation ceremony at Notre Dame Catholic Secondary School in Ajax. The ceremony was attended by Chief Mike Ewles, members of the Police Services Board, representatives from the Ministry of Children and Youth Services and proud family and friends.

The students, who range in age from 14-18, spent the summer with Durham Region Police Services gaining valuable leadership skills and learning about policing. Over the summer they attended several police units, took part in the Harmony Movement, created a Jr. Leadership Camp, mentored children at Eastview Boys and Girls Club and participated in a Native Canadian experience with the Mississaugas of Scugog Island.

The program, which is funded by the Ministry of Children and Youth Services, is now in its fourth year and is steadily growing. The objectives of the program include strengthening the relations between police and young people, giving young people the chance to see what policing is all about and providing them with the leadership skills to mentor others about their experiences. The students are encouraged to act as ambassadors and even consider a future career in policing.

During the graduation, many of the students spoke about their time at Durham Region Police Services and how much they have grown from the experience. Chief Mike Ewles says he sees the leadership potential that has developed in all of the students and encourages them to continue giving back to their communities.

Cst. Keith Richards
Diversity Coordinator
Durham Regional Police Services



Graduation Ceremony at Notre Dame Catholic Secondary School



Radar and traffic safety



K-9 exercise

Youth Bill of Rights (Proposed)

NEWCOMER YOUTH BILL OF RIGHTS

PROPOSED BY OCASI
SYNC PROJECT
RESEARCH
PARTICIPANTS



The Ontario Council of Agencies Serving Immigrants (OCASI) recently completed the Services for Youth in Newcomer Communities (SYNC) project. The goal of the project was to train immigrant and refugee youth in community based research methodology. The youth and youth settlement workers then carried out focus groups and key informants interviews:

- To identify what immigrant and refugee youth say are settlement challenges that impact them the most;
- To outline what the youth see as ways to address some of the identified challenges;
- To state what attributes make an effective youth settlement program;
- To provide selected examples of programs that they identified as having some of the stipulated attributes.

The identified challenges and recommendations of what future youth settlement services should look like, as well as some selected programs that youth saw as having identified attributes for an effective youth settlement program are outlined in the [Newcomer Youth Settlement Guide for Service Providers \(PDF\)](#).

One of the highlights of the SYNC research is a proposed newcomer youth Bill of Rights. Youth asserted that organizations that receive government funding for youth settlement programs should commit to following the principles set out in the Bill of Rights.

- [Youth Bill of Rights \(PDF\)](#)

Tracey Vaughan
Executive Director
Community Development Council Durham

Hurry — It's not too late!

The Cultural Diversity and Equity Project – Ensuring Accessibility to Appropriate Healthcare for All — this initiative intends to address the health issues of marginalized populations throughout the Central East Local Health Integrated Network (LHIN).

If you would like to contribute to this dialogue, click on the link below. The deadline is November 3, 2009.

<http://www.centraleastlhinc.on.ca/Page.aspx?id=13808>

In the words of newcomers.....



My name is Fanny Suarez Mendez. I am from Tabasco, Mexico. I immigrated to Canada in May 2007. When I was asked to write an article about my experience transitioning in Canada, I was very happy to be given the opportunity to give back to the community. One word to describe my success so far in transitioning to this country is *attitude*.

Once I had arrived in this country, it was very important for me that I did not stop the daily activities that I had done back home. I wanted to continue to be active, learn the culture, adapt to the environment, and the weather.

In November 2007, I moved to

Oshawa and quickly settled in my new environment. The Oshawa Public library was a great resource for me as a newcomer as various information was readily available specifically for newcomers. I took advantage of existing programs and services including enrolling in an ESL program, workshops to assist in resume writing and interviews, and most importantly, programs ensuring that my academic achievements in attaining my Bachelor of Business and Administration are authentic and recognized in Canada.

In November 2008, I had an excellent job opportunity as a Multicultural Outreach Assistant at the Oshawa Public Library. It was a great fit for me as I had the opportunity to showcase my experience and skills that I have attained in Mexico. The position involved coordinating, developing, and maintaining strong relationships with customer throughout the Durham Region and in promoting public awareness of various services targeted to newcomers. This included promoting free workshops, ESL classes, and activities offered in

the Durham region. I have learned there are many barriers being a newcomer but having the right attitude and surrounding yourself with positive people helps tremendously in setting the foundation of becoming a successful person in Canada.

To help with my transition I:

- Enrolled at an ESL program
- Enrolled and completed a marketing course at University of Ontario
- Worked as a Multicultural Outreach Assistant
- Launched a Hispanic group called "*Hola-Oshawa*" (www.hola-oshawa.ca)
- Was nominated as an Individual Director for the Multicultural Council of Oshawa/ Durham
- Taught computer classes for the Hispanic people

One of the most important things that you should do when you have already established yourself is to try to always give back to the community. Having a positive attitude is the key to success.

Fanny Suarez Mendez

Local Diversity and Immigration Partnership Council

We look forward to hearing your stories and feedback. If you would like to subscribe or **contribute** to the "**The Citizen**" Newsletter, please contact :

Email: diversitynewsletter@durham.ca

Website: (portal pending)

Blog: (coming soon)

Facebook: (coming soon)

