



The Citizen

ISSUE 5

Durham Region's Diversity Focused Newsletter

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Newcomer youth and families in Durham to benefit from Settlement Workers in Schools program



SWIS Durham

On Tuesday, Aug. 31, more than 100 people attended the launch of the new Settlement Workers in Schools (SWIS) program for Durham Region.

SWIS Durham will help newcomer youth and their families adjust as they settle in the region. The event was held in the cafeteria shared by J. Clarke Richardson Collegiate and Notre Dame Catholic Secondary School in Ajax. The Honourable Dr. Colin Carrie, MP for Oshawa and Parliamentary Secretary to the Minister of Health was on hand to announce the Government of Canada's \$1.4 million investment in SWIS Durham.

Moving to a new country can be an exciting time but it is also a stressful time as a family adjusts to its new community. Under the program, school-based settlement workers will routinely contact newcomer youth and their families to provide information and to connect them to resources in schools and the wider community.

Newcomer Peter Chen spoke about his participation in the SWIS Newcomer Orientation Week (NOW) program. NOW is a peer-led, four-day program for youth



From left to right: Negaar Daneshfar, Henry Street High School; Nikita Lekhi, Pickering High School; and Mortaza Ahmedi, Ajax High School.



Waseem Sheikh, SWIS Durham Settlement Worker; the Hon. Dr. Carrie; and local students celebrate the launch of SWIS Durham and NOW program.

geared to orienting newcomer students to high school in Canada. Peter spoke of the information he received from peer leaders and the important friendships he made in the program—all of which will help to make the first weeks of school less stressful.

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VOTE! 2010 municipal elections will be held Oct. 25

Municipal elections are being held across Ontario on Oct. 25. You will be voting for your local Mayor, Regional Councillor, Local Councillor and School Board trustees.

Municipal elections matter. This is your opportunity to have a say in what happens in your own community. Find out what the key issues are in your area, talk to local candidates, ask questions, get informed and most importantly, on Monday, Oct. 25 get out and VOTE!

For more information on the elections in your area:

Town of Ajax

<http://survey.townofajax.com/>

Township of Brock

www.townshipofbrock.ca/2010-municipal-election/2010-municipal-election/

Municipality of Clarington

www.clarington.net/htdocs/2010-election.html

City of Oshawa

www.oshawa.ca/election/default.asp

City of Pickering

www.cityofpickering.com/standard/cityhall/election/index.html

Township of Uxbridge

www.town.uxbridge.on.ca/

Town of Whitby

www.town.whitby.on.ca/index.php?page=369

Township of Scugog

www.township.scugog.on.ca/.29.php

Ajax Get Out the Vote Video



To view the video, visit:

www.youtube.com/watch?v=usedqgoZlvA

Mississaugas of Scugog Island First Nation Sunrise Ceremony and Pow Wow

News from Durham Regional Police Service

On June 17, 68 students from the Durham Regional Police—Youth In Policing Initiative attended the annual Mississaugas of Scugog Island First Nation Sunrise Ceremony and Pow Wow as part of their diversity and First Nation awareness training.

The Durham Regional Police—Youth In Policing students are challenged all summer to be leaders in diversity, which is one of the four operational priorities of our service.

*Constable Keith Richards
Diversity Coordinator
Durham Regional Police Service*



Youth In Policing students attend the Mississaugas of Scugog Island First Nation Sunrise Ceremony and Pow Wow on June 17.

Immigrants and non-immigrants get walking

Newcomers to Canada Walking Together! is a new walking program. The one hour walking group sessions are held three times a week at different locations. It is an opportunity for immigrants and non-immigrants to walk together, build friendships and socialize, and get to know their community.

The walking program is offered by the Community Development Council Durham in partnership with the Town of Ajax. The walking group is being run as a pilot with plans to expand and offer additional walking group sessions in other municipalities throughout Durham Region. This pilot project has received financial support from the Ontario Ministry of Health Promotion.

On June 3, the program was launched at the Carruthers Marsh Pavilion with over 20 people in attendance. Town of Ajax Mayor Steve Parish brought greetings at the event. The walking groups are continuing to grow, with more and more people - of all ages and backgrounds - coming out each week. From the initial evaluation, it was learned that participants are motivated to attend because it is an opportunity to learn about Canadian culture, to reduce social isolation, to network and build friendships and, of course, to be active!

All residents in Durham Region are welcome to attend the walking group. The sessions are held on a drop-in basis with no pre-registration required. Just look for the yellow t-shirts!



The walking sessions are held at:

Carruthers Marsh Pavilion
Ashbury Boulevard and Audley Road
Mondays 9 to 10 a.m.

Sportsplex Park
Taunton Road and Audley Road
Wednesdays 6 to 7 p.m.

Mclean Community Centre
95 Magill Road
Fridays 1 to 2 p.m.



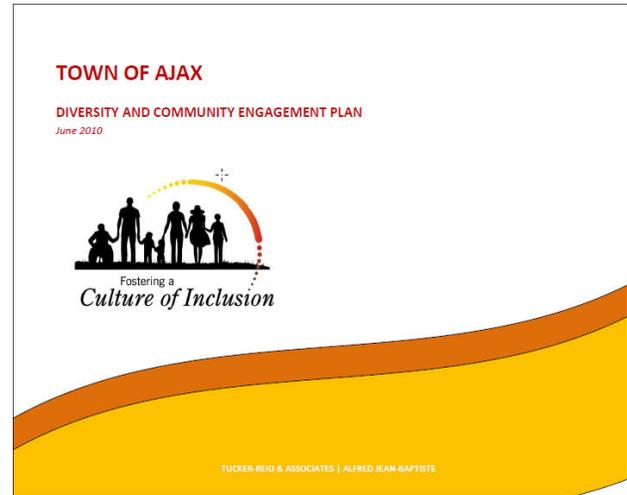
The Durham Immigration Portal continues to be a growing source of information for both service providers and newcomers. Since the launch in March, the site has averaged 1500 hits each month with visitors from over fifty different countries. If your group or association would like a portal demonstration to see how the content of the portal can help you and your clients, please contact Hilary Schuldt at hilary.schuldt@durham.ca.



Diversity and Community Engagement Plan released

The Town of Ajax's Council approved a Diversity and Community Engagement Plan in June 2010. It outlines a series of recommendations for the town to implement over the next several years in an effort to foster a culture of inclusion within one of the most diverse municipalities in Durham Region. The plan focuses on five key areas:

- Employment practices including recruitment, training, talent development for both full- and part-time staff.
- The Diversity Policy—an overarching policy included in the plan that sets out the town's vision and objectives for inclusive practices.
- Continued evaluation of programs and services.
- Broadening communication approaches to ensure all residents have access to information.
- The town should become a facilitator of neighborhood cohesion.



The plan includes recommendations offering practical and phased approaches toward achieving these five primary objectives.

Readers are encouraged to view the full plan at:

www.townofajax.com/Page4903.aspx

Council was unanimous in its support for the plan. It acknowledged the endorsement it received by those instrumental in its development during community consultations and during the open houses the town scheduled in May and June.

The Diversity and Community Engagement Plan took 10 months to complete and is considered a promising practice. The plan was showcased by a delegation from Durham Region invited to discuss this topic in Turkey. It was also showcased at the Association of Municipalities of Ontario at its 2010 Annual Forum in Windsor.

*Howie Dayton
Director of Recreation and Culture/
Project Lead for the Diversity and Community Engagement Plan
Town of Ajax*

Youth and families to benefit from SWIS

(continued from page 1)

The launch of SWIS Durham marks a significant development for SWIS province-wide. SWIS Durham will implement a unique service model that serves all eight municipalities of Durham Region. This inclusive model ensures that all families in the Durham school district have access to settlement services regardless of their location in the region.

SWIS Durham is an initiative of Community Development Council Durham (CDCD) in partnership with the Durham Catholic District School Board (DCDSB), the Durham District School Board (DDSB) and Citizenship and Immigration Canada (CIC).

*Oliver Forbes
Coordinator, SWIS Durham
Community Development Council Durham
(CDCD)*



SWIS Durham

Employment equity: Why is it important?

In reading about finding a job in Canada you may have seen the term 'employment equity' and wondered what it really means and how it may affect your own job search.

Employment equity encourages employers to develop workplaces that are free of barriers so that no person is denied employment for reasons unrelated to ability. It involves hiring/promoting the most suitably qualified candidate while ensuring that the process and the qualifications required are fair and equitable for everyone.

Employment equity focuses on the hiring, retention, and promotion of the following four designated historically disadvantaged groups: women, Aboriginal peoples, persons with disabilities, and members of visible minorities.

Government data indicates that members of these four designated groups can often experience significant discrimination in employment—such as, higher unemployment,

concentration in low status and low-paying jobs, and limited opportunities for career advancement.



Employment equity does not mean hiring or promoting members of the designated groups over better-qualified candidates. It means ensuring that employment systems do not adversely affect designated group members. This means ensuring that the application process, the required job qualifications, and the interview and hiring processes are all fair and equitable and free of systemic barriers.

In drawing from its unique pool of skills and talents, Canada has carved out a

distinct competitive advantage in the global economy. To ensure that our economy remains strong and prosperous in these difficult times, all Canadians should have the opportunity to make a significant contribution to the workforce. Employment equity improves a company's ability to compete in an economy that is becoming more global in perspective. It incorporates equality into workplace culture and enhances and generates a secure and inclusive work environment which increases productivity and improves overall employee well-being.

**"GLOBAL TALENT
IS THE NEW OIL
AND JUST LIKE
OIL, DEMAND
FAR OUTSTRIPS
SUPPLY."
-HENDRICKS &
STRUGGLES,
MAPPING GLOBAL
TALENT**

*Tracey Vaughan
Executive Director
Community Development Council Durham
(CDCD)*

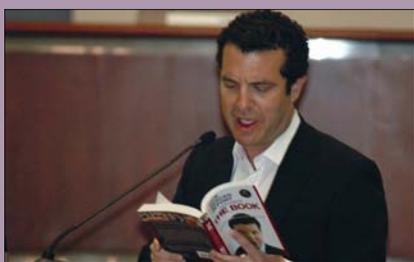
Study tour in Turkey: June 2010

The Canadian Intercultural Dialogue Centre hosted leadership from across Durham Region on a study tour of Turkey. The two-fold purpose of the tour was for Turkey to learn from Canadian expertise and experience and for representatives from Durham to deepen their understanding of Turkish expertise by interacting with a number of cities' business, social service and educational representatives. The Durham delegation included representatives from the police, planning, social services, school boards, Durham College, settlement and cultural associations, and the media. They were able to participate in this opportunity and bring knowledge back to the Durham community.



Pictured here is the Durham delegation with their Turkish counterparts.

Creating inclusive communities: Gay-Straight Alliance Conference with special guest Rick Mercer



Keynote speaker Rick Mercer.

More than 140 students from Gay-Straight Alliance (GSA) groups in Durham District School Board (DDSB) high schools met for their third annual conference at the Education Centre.

The conference keynote address was by Rick Mercer, Canada's most popular comic, author and host of the award-winning show, *The Rick Mercer Report*. Mercer provided students with a frank, inspirational and funny address that celebrated participants' courage to be true to

themselves. He praised students and staff for advocating for an open and inclusive society and commended staff, students and schools for supporting students.

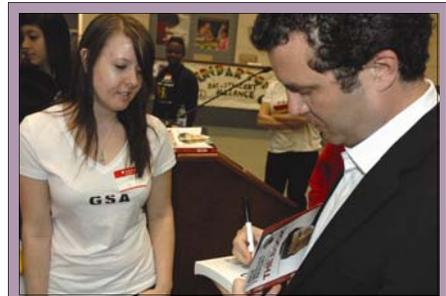
Mercer's motivation for speaking at the conference was in part a response to reading about a student who committed suicide after coming out and experiencing bullying and homophobia. While both moved and saddened by this tragedy, he reassured young people—out, or not—that, "It gets better, you can get through this". Mercer encouraged any young person experiencing difficulty to reach out to their GSA or an adult for support.

Kyle Scanlon also spoke at the conference, sharing his story of being a transsexual individual. His personal stories were captivating and appreciated by everyone. Other events during

the day were Pride Journals, a session on the media's portrayal of LGBTQ people, a panel discussion and workshops. The afternoon was filled with music, a coffee house and a fashion show by the staff and students who attended.

With thanks to Rick Mercer and all the GSA conference speakers and presenters for their efforts and generosity in supporting our students.

*Barry Bedford
Officer for Equity, Diversity
and Race Relations
Durham District School Board*



A student gets an autograph from Rick Mercer.

New culturally sensitive LGBTQ Helpline

Distress Centre Durham, along with several partner agencies, CDCD, PFLAG Canada—Durham, LGBTQ Durham Communities Involved Committee, is thrilled to announce that funding has been received from the Ontario Trillium Foundation in support of a three-year project to provide a culturally sensitive crisis prevention and response service for individuals who are lesbian, gay, bisexual, transgendered and questioning (LGBTQ) in Durham Region.

This project will see the development of:

- An LGBTQ-specific helpline.
- A guide to local resources that either meet the specific needs of the local LGBTQ community or that are determined to be LGBTQ friendly, thus supporting improved inclusion.
- The creation of safe spaces for dialogue on the issues and concerns facing the local LGBTQ community and engagement of the local voluntary sector to improve their ability to meet and address the unique needs and concerns of the local LGBTQ community.

We look forward to working with our partners toward the successful implementation of this project.

*Dan Caudle
LGBTQ Durham Communities Involved Committee*



The ever-popular wrapped Durham Regional Police cruiser with supporters before hitting the parade route at this year's Toronto Pride event.

Express yourself! National competitions for youth

The LDIPC will be hosting a workshop for local youth (ages 10 to 20) who are interested in entering the **Racism. Stop it! National Video Competition** and/or the **Mathieu Da Costa Challenge** (writing and artwork). If you or someone you know is interested in attending the free workshop from 10 a.m. to 1:30 p.m. on Saturday, Oct. 16, please email Hilary Schuldt (hilary.schuldt@durham.ca) for details. A pizza lunch is included.

Youth can win! / Vos jeunes pourraient gagner!



 Citizenship and Immigration Canada / Citoyenneté et Immigration Canada



Celebrating abilities in Durham Region: Building an inclusive community

The Province of Ontario passed the *Accessibility for Ontarians with Disabilities Act 2005* (AODA) with the goal of improving accessibility across the province. Through a set of five standards (customer service, employment, information and communication, built environment, and transportation), barriers for persons with disabilities will be removed in public and private organizations and businesses. This new law was in addition to previous legislation, the *Ontarians with Disabilities Act, 2001*.

Since the legislation came into effect there has been discussion among the regional and local municipal accessibility advisory committees (AAC'S) regarding how to educate the community about these new standards. Becoming accessible is not only good business, it is the right thing to do!



Left to right: Richard Marceau, UOIT; Don Lovisa, Durham College; Pauline Reid, Region of Durham; Hon. Lt. Governor David Onley; Her Honour Ruth Ann Onley; and Regional Chair and CEO Roger Anderson.

In order to educate a community of more than 600,000 people and local businesses about the importance of this new law and its requirements an Accessibility Expo event was planned. It showed the talents and abilities of people with disabilities by highlighting

skilled performers and presenters, such as Paralympian Goaltender Paul Rosen; and musician Justin Hines. It also provided an outlet to highlight programs and services available within our community to individuals living with a disability.

Held in June, the Accessibility Expo was a great success. Dedicated AAC volunteers helped with this day along with support from local municipalities and the Region of Durham. Regional Chair and CEO, Roger Anderson attended and proclaimed it 'Accessibility Day' in Durham Region. We were also honoured by the presence of His Honour Lt. Governor, David Onley who spoke about the achievements of accessibility in Durham Region.

Tracey Tyner Cavanagh
Accessibility Coordinator
The Regional Municipality of Durham

Seeing the potential



Left to right: Carvin Winans and John Verwey of Pickering Volkswagen.

When John first saw Carvin's application for car washer come across his desk he thought it was a joke. The resume, which outlined more than 25 years of experience in the gospel music industry, including five Grammy awards, belonged to Carvin Winans of the Winans family.

After immigrating to Canada in 2006 from Detroit to marry, Carvin first settled in North York. Soon after, Carvin and his wife moved to Ajax. When his wife was laid off from her job Carvin quickly

realized he would need to find work, and he would need to find it fast. However, after not working a typical nine-to-five job for nearly 28 years, and having no work experience besides his extensive background in music, he learned it would not be as easy as expected. After a lengthy job search, Carvin eventually came across a posting for a car washer at the Pickering Volkswagen dealership.

Quite the music buff himself, John Verwey, owner of Pickering Volkswagen was awe struck at Carvin's application. After meeting Carvin in person, he knew that he had the potential to be more than a car washer, offering him a sales position instead. John saw in Carvin something more—he was a man willing to do whatever it took to provide for his family, and a man with enough charisma and likeability to be the perfect salesman.

John's prediction came true when Carvin sold a car on his first day.

Carvin speaks fondly of John, the man who gave him a chance and who took the time to read between the lines of the standard application. Likewise, John knows from his own career experience the importance of having an employer who is willing to give someone a shot and open the door for you.

Whether a newcomer to Canada, or a long-time resident, finding a job can be difficult. Is it the responsibility of the employee to persevere, or the responsibility of the employer to read between the lines and seek out the potential? It is hard to know. What we do know is that things can turn out differently if they both do.

*Chloe McPherson
Communications Co-ordinator
The Regional Municipality of Durham*

NEXT ISSUE: We would like to thank everyone who expressed an interest in joining the Local Diversity and Immigration Partnership Council (LDIPC) and to everyone who completed the online survey. In the next issue of *The Citizen* we will be introducing the new members of the LDIPC and sharing upcoming events, projects and plans of the council.

BACK ISSUES: Visit www.durhamimmigration.ca for back issues of *The Citizen* by clicking on the Creating Community tab, and then clicking on the Diversity Newsletter heading. You can also sign up for the newsletter online. Please feel free to forward *The Citizen* to others.

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 Citizen*, please contact us:

Email: diversitynewsletter@durham.ca | Portal: www.durhamimmigration.ca



Citizenship and
Immigration Canada

