

WORKPLACE Diversity UPDATE

News and resources to manage diversity and equity for strategic advantage

CASE STUDY

March 2004 Vol. 12 No. 3

Program prepares wave of aboriginal talent

An aboriginal medicine dance has been credited with inspiring an innovative education program aimed at opening the door to information technology for native Canadians and their communities.

TeKnoWave (www.teknowave.ca) is a collaboration of educators, government departments, native organizations and the corporate sector who share the initial objective of turning out 1,000 aboriginal Canadians into IT sector jobs by 2006. Beyond that target, there are no limits. But an equally important long-term goal is the economic prosperity of Canada's native communities.

TeKnoWave launched its pilot class in Ottawa last September with an enrolment of nine students. Based on the 107-year-old training model at **Willis College of Business and Technology** (www.williscollege.com), the project has been designed to develop community-driven skills specifically geared to the aboriginal population. Its next phase is planned within a year with the launch of classes on a Six Nations reserve. The program will eventually be rolled out on a national level with at least six training centres across Canada.

"The inspiration for the TeKnoWave initiative began with an event that took place three years ago in Winnipeg where I was presenting a paper at an international conference," recalls **Rima Aristocrat**, president and CEO of Willis College and the principal driving force

behind the new project. "Educators from 20 different countries gathered for an evening of entertainment, where **George Bear**, an aboriginal dancer, performed a traditional hoop medicine dance. After his dance, George spontaneously gave a speech about his lack of education and the hardships that First Nations people face in achieving higher education."

Multiple project partners

Bear's story moved Aristocrat to give him an \$18,000 scholarship. Willis College soon followed by creating a scholarship program for aboriginal students, along with additional financial student aid from private-sector sponsors in the native community. The initiative eventually won the support from the **University of Winnipeg**, the **Odawa Native Friendship Centre** in Ottawa, the **Aboriginal Human Resource Development Council of Canada (AHRDCC)**, the **Ontario Federation of Indian Friendship Centres**, and leading aboriginal IT companies, such as **Donna Cona Inc.** and **Mohawk Internet Technologies**.

The project, intended to respond directly to the skills shortage recognized by government and business, also receives funding under the federally-supported **Aboriginal Human Resource Development Agreement (AHRDA)** and individual band councils. The TeKnoWave program describes

itself as a comprehensive effort to promote the participation of aboriginal peoples in the Canadian workforce and to capture the imagination of youth by introducing them to IT careers, "setting them on a life-long learning path and broadening their employment and entrepreneurship opportunities." The one-year course consists of a provincially-approved technology diploma program, with university degree credits and internationally-recognized industry certification.

Helping meet workforce needs

Improving prospects for employment of Canada's rapidly-growing population of aboriginal youth, the project also coincides with Canada's growing need for a new labour pool. According to the latest census, 50% of Canada's aboriginal population is under 25. These young people are seeking new opportunities and role models in the knowledge-based economy, Aristocrat says. At the same time, aboriginal and First Nation communities, both urban and rural, have access to telecommunications and computers, thanks to federal 'information highway programs' and investments of their own bands.

"This unifying solution is innovative, inclusive and international in scope and makes an unprecedented contribution to the cultural, education and economic development of aboriginal youth and native communities," Aristocrat says. Strategies have been developed to promote formation of aboriginal companies, although the supply of skilled and experienced people remains inadequate, a situation TeKnoWave wants to change.

Grant Thomas, director of **Knowledge Resources Canada Inc.**,

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More diversity needed from specialty channels: CRTC

Canada's broadcast regulatory commission has issued a directive to operators of specialty channels to step up their efforts to reflect the country's cultural diversity in their programming, with particular emphasis on the aboriginal population and people with disabilities.

In its decision to renew the licenses of 22 specialty television services, the **Canadian Radio-television and Telecommunications Commission** (www.crtc.gc.ca) stresses the need for broadcasters to ensure that people with disabilities, visible minorities, women and aboriginal Canadians, designated groups covered by employment equity legislation, are properly reflected in their programming.

The commission said it expects licensees to ensure that the on-air presence of members of the four designated groups is reflective of Canadian society and that members of these groups are presented accurately and in a manner that does not perpetuate stereotypes.

Industry study nearing completion

The January announcement follows a similar call by the CRTC in 2001 which directed all conventional television licensees to more accurately reflect cultural and racial minorities, as well as aboriginal peoples, in the communities they serve. That directive led the **Canadian Association of Broadcasters (CAB)** (www.cab-acr.ca) to launch its **Task Force on Cultural Diversity** to assist the industry in assessing the state of racial diversity in private television. The initial report of the task force, considered one of the most comprehensive studies on cultural diversity ever conducted, is due for release this spring.

Progress noted

In its most recent ruling, the CRTC notes that women are generally well represented in Canadian television and that visible minorities are beginning to gain representation on the air. However, it adds that too few on-air positions are filled by aboriginal people or those with disabilities. Several interveners, it says, have called on the commission to ensure that the reflection and portrayal of Canada's diversity continues to be a

high priority.

"Broadcasters share responsibility for assisting in the development of a broadcasting system that accurately reflects Canada's ethno-cultural minorities and aboriginal peoples," it says. "This also means that broadcasters must ensure that the portrayal of such groups, through their presence and participation on-screen, is accurate, fair and non-stereotypical."

Broadcaster accountability required

The commission says it expects licensees to file corporate plans on cultural diversity, detailing the measures they will take to ensure their responsibilities to reflect diversity are "properly discharged." It adds that the specialty broadcasters are expected to support the ongoing work of the CAB's task force and to assist in implementing its recommended best practices. Most of the specialty channels, it points out, belong to corporate groups that have already filed corporate plans to promote diversity. But it says those plans should include detailed, specific initiatives toward corporate accountability, reflection of diversity in programming and in serving community interest.

This, it says, includes appointing a senior executive who will be responsible for diversity practices, ensuring that all managers receive diversity training, and setting out plans for recruitment and retention of visible minorities and aboriginal employees.

More representative news coverage

In the case of news and information programming, the CRTC says licensees should identify mechanisms to ensure people from visible minority and aboriginal groups are used as sources, "regardless of whether the issue being discussed is particularly related to a specific community." Stories about minorities and aboriginal communities should not appear solely within coverage of cultural celebrations or reporting of negative stories, it stresses, adding that reporters and journalists from visible minorities and aboriginal communities should not be assigned exclusively to covering stories of principal concern to those groups.

Regarding other programming, the commission wants broadcasters to

ensure that those responsible for casting include minority and aboriginal actors in leading and recurring roles, and that programming obtained from independent producers reflects the same goals.

Representation of disabilities

The presence, portrayal and participation of Canadians with disabilities received special note in the CRTC directive, calling it an important matter in need of thorough investigation by the broadcasting industry. It called on the CAB to file a plan within six months outlining how broadcasters can include those with disabilities in television programming.

Film producer **Don Peuramaki** told the commission "people with disabilities should not be 'out of sight' nor 'out of mind' in this critical industry, which shapes the perception of ourselves as a nation." The commission noted that some broadcasters have already expanded their definition of diversity to include people with disabilities.

"The commission notes in particular the role that broadcasters can play in helping create and reinforce positive attitudes towards persons with disabilities," it says. All broadcasters, it adds, should incorporate those with disabilities into their cultural diversity program planning, which are to be reflected in their annual reports on diversity beginning this December.

"The commission expects all specialty service licensees to take steps to ensure members of all four designated groups receive fair on-air representation and, in particular, to redress the obvious absence of persons with disabilities in on-air positions."

Requirements cover other groups

The 22 specialty service licenses approved by the CRTC and effective through August 31, 2010, included **CTV NewsNet, History Television, the Comedy Network, HGTV, Treehouse, Prime, The Score and Rogers Sportsnet**. In its ruling, the commission also called on broadcasters to increase the amount of closed-captioned broadcasts serving hearing impaired viewers, as well as voice-over descriptive audio services for visually-impaired subscribers.

Ontario funds bridge training for foreign-taught professionals

As part of its strategy to bolster the province's skilled labour pool, the Ontario government is allocating more than \$4 million for a series of 'bridge training' programs to upgrade the skills of immigrant professionals.

The provincial government has announced a number of training programs that will assist internationally-trained professionals to enter the workforce in teaching, engineering and health care. The program has been undertaken in partnership with the **Toronto Region Immigrant Employment Council** (www.triec.ca), the **Maytree Foundation** (www.maytree.com) and the federal government.

"We are committed to real, positive change by removing barriers to employment for internationally-trained professionals and skilled trades people," says **Mary Anne Chambers**, Ontario minister of training, colleges and universities. "Leveraging our diversity and building the best educated and highly skilled workforce in North America are the keys to achieving our economic potential."

The provincial training strategy includes:

- \$1 million over 18 months for more than 2,000 internationally-trained teachers to work in Ontario's school system

- \$1 million over three years in bridge training for engineering technicians and technologists

- \$645,000 over three years for an international pharmacy graduate program at the University of Toronto

- \$114,000 over two years for internationally-trained health care professionals

- \$233,000 over two years for registration of medical laboratory technologists

In addition, the province is working with the **Colleges of Ontario Network for Education and Training** and three community colleges through the \$611,000 **CON*NECT** program, which will create a new framework for the colleges to provide another choice for foreign-trained professionals and trades people to fast track their entry into the workplace.

Another \$701,000 is being allocated to **Career Bridge**, an internship program (www.careerbridge.ca)

targeted towards business and community groups throughout southern Ontario to enhance employers' ability to integrate foreign-trained immigrants into the provincial work force. Internships offered through the program provide a way for skilled immigrants to receive Canadian work experience, says **John Tory**, honorary chair of Career Bridge. "Toronto is the most multicultural city in the world and our labour market must reflect this diversity," he says.

Joseph Volpe, federal minister of human resources and skills development, welcomed the collaboration of all levels of government in the integration of skilled immigrants into the labour force, adding "we rely on skilled newcomers to help power our economy and enrich our society."

Career Bridge is a paid internship program, launched late last year and designed to overcome workplace barriers often faced by trained immigrants, that pre-screens for equivalency of international post-secondary education. Applicants for the program must have at least three years work experience outside Canada and be fluent in English.

BC schools get failing grade in aboriginal teaching

Many schools in British Columbia are failing badly in the education of aboriginal students, a new report charges, but shows improvements are possible.

The **Fraser Institute** (www.fraserinstitute.ca) says "dismal results" of a survey it conducted show that schools must be made accountable for the poor showing of their aboriginal students. In the first-ever *Report Card on Aboriginal Training in British Columbia*, it compares the grades of aboriginal students at 38 elementary schools and 49 secondary schools, both public and private, using detailed academic results obtained from the **BC Ministry of Education**.

"British Columbia's schools are, in general, failing the province's aboriginal students miserably," says **Peter Crowley**, co-author of the report and the Institute's director of school performance studies. "On every indicator of academic performance at both the elementary and secondary

levels, their results are abysmal."

In the past four school years, aboriginal students in BC failed more than 40% of province-wide reading tests, the report says. On every one of the grade 4 and grade 7 test results, the failure rate was more than double that of their non-aboriginal classmates. The likelihood that aboriginal children enrolling in grade 8 will successfully complete their studies and receive their diploma in the usual time is only slightly better than one in five. The non-aboriginal success rate is more than three times higher, the study says.

"This state of affairs is neither new, nor is it a situation about which aboriginal leaders, educators and provincial and federal government officials are unaware," Crowley points out. "We introduced this report card to provide parents with the evidence they need to hold schools accountable for their performance."

Cowley stresses that aboriginal

students are not doomed to failure, but that the current "disastrous state must no longer be ignored." The report card demonstrates that some schools have found ways to make their aboriginal students more successful. Among possible solutions, aboriginal parents must have the "unfettered right" to enroll their children in the schools of their choice and all parties must have easy-to-understand, school-by-school reports of student achievement.

"From this, we can take the message that if one school can find ways to improve the results of its aboriginal population, so can others," Crowley adds, urging a carrot-and-stick approach to resolving the problem. "Schools that perform well or show consistent improvement, are applauded...poorly performing schools and those that are deteriorating must face tough questions. Dramatic change for the better must begin now."

New minister hedges on retirement debate

Canada's recently-appointed minister of social development says she is keeping an open mind about the debate over abolishing mandatory retirement. But **Liza Frulla** says the idea of ending legislation that allows companies to retire workers at age 65 has nothing to do with government cost-cutting measures.

The possibility that the government may rescind the legislation was floated by Prime Minister **Paul Martin** within hours of taking office in December. "I don't believe in mandatory retirement," the 65-year-old Martin said.

Frulla says she is keeping an open mind on the issue, but she rejects charges by unions and other critics that

the government has raised the possibility as a way of saving on pension payouts and other benefits to senior citizens. Unions claim mandatory retirement laws help open up job opportunities for younger workers and require employers to pay pensions to older workers.

Frulla says she wants a national debate on the issue involving all levels of government, unions, the private sector and other interested parties, as well as more research on the economic impact of ending mandatory retirement. A government caucus task force is slated to complete its report on aging later this spring, she says.

... need to curb early retirement: report

A severe labour shortage in Canada will place major strains on the country's public and private pension plans unless older workers are encouraged to stay on the job, a new report warns.

The proportion of the population that will either leave or not yet have entered the workforce will increase by 26% by 2030, in part as a result of a 93% increase in the proportion of non-working elderly Canadians, according to the **Watson Wyatt Canada** report. One possible remedy, it says, is to adopt

programs that promote greater workforce participation at all ages.

"This increased dependency burden will lead to an enormous strain on the Canadian pension system," says **Ian Markham**, director of pension innovation for Watson Wyatt Canada. "In the coming decades, as the baby boom generation begins to retire and leave the workforce, Canada will need to determine how to support an aging population that produces fewer workers."

Quebec women win court equity battle

A section of the Quebec's *Pay Equity Act* which exempted employers from paying women equal wages to men, has been found unconstitutional by a provincial superior court judge.

The decision by Justice **Carole Julien** was hailed by the **Canadian Union of Public Employees** as a victory for all women in the province. The Quebec government announced that it would not challenge the court ruling that clears the way for 300,000 women working in the province's public sector to receive a second round of pay raises.

"This decision will have positive impacts on thousands of women throughout Quebec," says **Annick Desjardins**, CUPE representative. "We can now set about creating real pay equity programs."

Judge Julien ruled that a key clause of Quebec's pay equity law discriminated against some groups of female employees. The section of the

Act allowed employers who had adopted a pay equity program prior to enactment of the legislation in 1996, to be exempt from requirements that other employers had to meet. The Quebec government was among 180 employers protected by the exemption, which also covered universities, municipalities and insurance companies.

But Julien ruled that the exemption violated the *Canadian Charter of Rights and Freedoms*.

Quebec Treasury Board president **Monique Jerome-Forget** said the province wants to set a good example to other employers and will not appeal the court's decision. "As an employer, we have come up with an equitable decision," she said. But it remains uncertain how much the province will pay to increase its female workers' salaries as a result of the ruling, which Jerome-Forget hinted may affect negotiations with public sector unions.

Not over the hill

Canada's aging workforce appears to be holding its own when it comes to employment statistics.

While all major employee groups managed employment gains in 2003, **Statistics Canada** (www.statcan.ca) reports it was the third consecutive year for older workers to lead the way. Employment among men aged 55 or older rose by 88,000, or 8.3%, while employment among women in the same age group jumped by 102,000, a 14.2% increase.

Employment in Canada in 2003 showed an increase of 332,000, a modest 2.2% improvement over the previous year. On average, just over 15.7 million people were employed in Canada last year, the highest annual rate of employment on record.

The median age of retirement was nearly 62 years, compared with just under 61 in the late 1990s. Among older women, the largest gains occurred in health care, social assistance and public administration. For older men, the greatest employment growth was in education, construction and real estate.

Strongest over-all employment gains were in Alberta and Ontario, while employment increased in every province except New Brunswick.

Cirque will rehire

Montreal-based **Cirque de Soleil** has agreed to reinstate an HIV-positive gymnast after an eight-month investigation.

The **U.S. Equal Employment Opportunity Commission** upheld the merits of a complaint by **Matthew Cusick**, 32, that he was fired because of his condition. Cusick voluntarily disclosed his health condition and spent four months training with the group before he was told his contract had been terminated because he posed a health risk to fellow performers. He filed a complaint under the *Americans With Disabilities Act*, which provides protection for people with HIV.

"For the last eight months, we have tried to get Cirque de Soleil to understand the seriousness of firing someone simply because he has HIV," **Hayley Gorenberg** of the **Lambda Legal Defence and Education Fund** told the *Associated Press*.

NEW ON THE WEB

www.accessibilitydirectory.ca. The Ontario March of Dimes has developed a single site where organizations that provide assistance in making workplaces accessible can reach their clients. To be added to the Directory for Accessibility, your organization must be based in Ontario. Contact: Wei Ke. Email: WKe@dimes.on.ca.

www.enablelink.org. The Canadian Abilities Foundation (CAF) has launched a new on-line inventory of accessible facilities and services across the country. *Access Guide Canada* (AGC) makes it easier to find accessible services and resources, such as restaurants, accommodation, parks, transportation and places of worship. AGC also includes the *Directory of Disability Organizations*. For inclusion, contact: Jason Bourque. Tel: 416-923-2885, ext. 223.

NEW ON VIDEO

Dialogue: Now You're Talking. This video looks at ways to open up effective on-the-job dialogue among cultures, genders and generations. It also explores how dialogue is a critical tool in leveraging the full range of resources that employees bring to the workplace. Cost: \$525US. Order online: www.executivediversity.com/products.asp.

Human Rights Educational Videos. Intercultural & Community Development Resources is offering two video kits titled *Discrimination and the Law*, and *Understanding Gender Discrimination*. Each kit includes a half-hour video, a user's guide with tips on making presentations and facilitating discussion groups, and an audio tape of the video production. Price: \$40 each +S&H. Order online: www.icdr.com. Email: dorothy@icdr.com.

NEW TOOLS

Valuing Experience: How to Motivate and Retain Mature Workers. This research report examines the perspectives of HR executives and

professionals as they relate to mature workers. It describes innovative programs designed to meet the needs of older employees, to attack workplace stereotypes, and to encourage the transfer of valuable knowledge and skills. Topics covered include *Creating a Senior-Friendly Workplace*, and *Fixing Benefits for Longer Work Lives*. Price: \$140US. View online: www.conference-board.org/publications.

Embrace Diversity or Be Left Behind. This electronic document drives home the point that diversity is good for business. It explains that because of an aging population and severe labour shortages in nearly every sector across Canada, recruiting and retaining workers from all cultural groups is imperative. In other words, attract immigrants immediately or lose out to the competition. View online: www.hrreporter.com.

NEW IN PRINT

Creating the Multicultural Organization: A Strategy for Capturing the Power of Diversity. Consultant Taylor Cox Jr. illustrates to readers the many practical and innovative ways that top organizations, such as Alcoa, have made diversity work for them. He challenges companies to stop "counting heads" and start creating effective strategies for a more positive approach to managing diversity by securing and developing the talent they need in order to succeed. Price: \$29.95US. Order online: www.wiley.ca.

Making Cultural Diversity Work. Managing a diverse workplace can present a whole range of challenges for HR personnel. Because diversity is inevitable due to workforce demographics and human rights legislation, Dr. Nan Weiner, author of 3 books on workplace equity, explains how managing this job successfully benefits not just the employees, but the organization too. Chapters include *Improving Cross-cultural Communication*, *The Process of Achieving Inclusivity*, and *Diversity Skills for Supervisors and Managers*. Price: \$60. Order online: www.entinst.ca.

Finding Diversity. This book describes almost 300 ways to reach the candidates for a diverse workforce based on skills, specialties and levels of education. Included are websites, email lists, magazines, newspapers, job fairs, and conferences that can help in the recruitment process. Price: \$49.95US. Order online: www.shrmstore.shrm.org.

CALENDAR

March 2-4, California, The 2004 Tough Issues in the Workplace Conference. The hot topics at this year's conference include *Disabilities in the Workplace: Is this Really a Tough Issue*, *Seeing Straight: The Thinking Person's Guide to Bias Reduction*, and *GLBT: Straight Talk about Gays, Lesbians, Bi-Sexual and Transgendered in the Workplace*. Speakers include Ken Wheatley of Sony Electronics, and Sondra Thiederman, author of *Making Diversity Work: Seven Steps for Defeating Bias in the Workplace*. Fee: Non-associates: \$195US. Register: www.conference-board.org/conferences/.

March 15-20, Los Angeles, Technology & Persons with Disabilities. More than 250 sessions and over 145 exhibits mark the 19th annual international conference at the Centre on Disabilities at California State University. Workshops will feature a faculty of internationally recognized speakers and issues, such as *Exploring Features/Functionality of Accommodation for the Visually Impaired*, and *Strategies for Providing an Accessible Workplace for Blind Employees*. Keynote speaker will be Vinton G. Cerf, one of the "Fathers of the Internet". Registration fee: \$449US. Tel: 818-677-2578. Email: ctrdis@csun.edu.

March 17-18, New York, 2004 Women's Leadership Conference: Shifting the Organizational Paradigm. Topics covered at this 2-day event will include *Retaining Senior Women*, *Bridging the Racial Divide: Options for Leadership*, and *Being an Agent of Change within Your Organization*. Fee: Non-associates: \$195US. Register: www.conference-board.org.

Workers paid to care for ill family members

The federal government is now providing temporary income support for Canadians who must leave work to care for a chronically ill or dying spouse, child, parent or common-law partner.

“The Compassionate Care Benefit... will help Canadians give valuable support to a gravely ill family member,” the Honorable **Joe Volpe**, minister of **Human Resources and Skills Development** (www.hrdc-drhc.gc.ca) announced in January. “It will also allow businesses to support their employees in such difficult times.”

Workers must be eligible for employment insurance to qualify for Compassionate Care and must also submit a medical certificate from the attending physician of the ailing family member. If eligible, workers can receive up to six weeks of benefits.

“Canadians should not have to choose between their job and caring for their family during a serious medical crisis,” Volpe said.

Woman wins highest B.C. rights award

The **B.C. Human Rights Tribunal** has ordered **Grammy’s Place Restaurant and Bakery** to pay \$20,000 to **Sukhwinder Gill** after her boss sexually harassed her, fired her and spread rumours about her. The amount was the highest ever awarded by the Tribunal. Gill, a waitress in Hope, B.C., claimed she attempted suicide because of the harassment but says she may never collect the money because her former boss died of cancer last year.

Partnership a first for aboriginal group

A partnership with **Ensign Drilling** has made the **Fort Nelson First Nation** the first aboriginal community in British Columbia to own and operate an oil and gas rig. As part of the agreement, the band will pay half the cost of the \$8-million rig. This investment will create 20 direct and 50 indirect jobs, plus give Fort Nelson First Nation a 50% share in revenues. “It will benefit us greatly,” said **Liz Logan**, the band’s chief. “We plan on using the revenues from this rig to improve the welfare of my community.”

B.C. Energy Minister **Richard Neufeld** said that there were already similar deals in the works in Alberta and added that this agreement could lead to more partnerships between industry and First Nations communities in B.C.

Good help hard to find, survey says

According to a survey conducted by the **Canadian Federation of Independent Business** (www.cfib.ca), 82 percent of small businesses are experiencing hiring problems. This number represents a 68 percent increase from three years ago.

Catherine Swift, CFIB president, described the numbers as an “all-time record” since the federation began monitoring in 1989.

Of the companies surveyed, 56 percent stated that their strategy for dealing with the problem was to hire under-qualified people and hope for the best.

Agreement gives birth to diamond industry

Tahera Corporation and the Inuit of western Nunavut have reached an “historic” agreement that could result in the territory’s first diamond mine.

The *Inuit Impact Benefit Agreement* is required under the *Nunavut Land Claim* before any development of the **Jericho Diamond Mine** can proceed but as **Grant Ewing**, Tahera’s spokesman said, “It really represents the birth of the diamond industry.”

Nunavut’s first diamond mine would mean jobs, training and business opportunities for the 4,500 Inuit who live in the region.

“We believe that mining is one of the sectors we need to pursue for economic opportunities for the Inuit people,” said **Charlie Evalik**, president of the **Kitikmeot Inuit Association**, adding that the mine will also “create a lot of economic wealth for the Kitikmeot Inuit.”

Multi-cultural radio launched

CJLL, (www.chinradio.com/ottawa.asp) Ottawa’s only multicultural radio station, was launched in early December, with a promise to give a voice to the region’s rapidly growing diverse ethnic mix. The station, which was awarded its license 2 years ago, will model itself after **CHIN Radio** in Toronto that programs in 20 languages and serves 37 ethnic groups. The station is owned by **Lenny Lombardi**, son of CHIN’s founder, **Johnny Lombardi**. Programming for the Ottawa station will include Caribbean, Italian, Arabic, Chinese, Spanish, Portuguese, Greek, Vietnamese and Russian.

OSPE creates pathway to employment

The **Ontario Society of Professional Engineers** (www.ospe.on.ca) has designed a program to prepare internationally educated engineers for the employment required to obtain their professional licence.

Pathways is a combination of in-class and on-line training that focuses on English communication skills and work readiness. It is designed to help foreign-born engineers who are now living in Ontario and have English as a second language, acquire the 52 weeks of relevant work experience necessary to qualify for their Professional Engineer licence.

DIVERSITY CALENDAR

March

- Learning Disabilities Awareness Month
- 2 Ashura (Islamic, Muslim)
- 3 The Doll Festival (Japan)
- 4 Mardi Gras
- 5 Ash Wednesday (Protestant, Roman Catholic)
- 7 Purim (Jewish)
- 8 International Women’s Day
- 17 St. Patrick’s Day
- 21 International Day for the Elimination of Racial Discrimination
- Now Ruz (Baha’i, Iran)
- New Year’s Day (India)
- 25 The Annunciation (Christian)