



## ETC

### Canada

The Toronto Region Immigrant Employment Council (TRIEC) has produced a video that explains the business case for hiring skilled immigrants. Finding Talent: Techniques for Recruiting and Selecting Skilled Immigrants showcases the hiring challenges faced by employers and the cultural biases needed to be overcome to attract and recruit internationally-trained newcomers. In addition, TRIEC has provided an online training manual that includes discussion questions, key learning outcomes and additional resources. Watch the video. A study by Ryerson University has revealed a disturbing lack of diversity at the campus. The 107-page report was commissioned after a number of racist incidents at the university in 2008. Recommendations include mandatory ESL classes for immigrant students, increased hiring of visible minority and black professors, and adoption of a mission statement declaring itself to be an “inclusive university” that values equity, diversity and inclusion. The study also recommended creating an Office of Equity, Diversity and Inclusion under a vice-president or vice-provost to investigate any future discrimination.

Citizenship and Immigration Canada has opened offices in India, China, the Philippines and Britain to fast-track the credentials recognition process for immigrants before they come to Canada. The government is providing \$15million to the Canadian Immigration Integration Project (CIIP) to “jump-start the credential recognition process before they arrive in Canada,” Immigration Minister Jason Kenney said. “It’s good for them and good for the Canadian economy.” The office in London will also serve Nordic and Arab countries.

A new academic program is being rolled out to aboriginal high schools across the country to encourage students to consider careers in radio. Industry in the Classroom: Radio Broadcasting is a joint undertaking by Astral Media and the National Aboriginal Achievement Foundation (NAAF). The initiative was developed to give First Nations, Inuit and Métis students “the tools they need to reach their full potential,” said Rob Braide, Astral Media’s senior industry relations consultant. Astral Media is investing \$700,000 in the program over 7 years.

Catalyst Canada is calling for nominations for the Catalyst Canada Honours ~ Celebrating Champions of Women in Business. The awards will pay tribute to the achievements of three champions—a CEO/Firm Leader, a Business Leader, and a Human Resources/Diversity Leader—who in their careers exemplify exceptional leadership around advancing women in their organizations, industries, and communities. The program hopes to inspire men and women leaders to step up and become champions themselves. The awards will be presented in October.

Ryerson University is undertaking a study about successful immigrants with disabilities. The research is a direct challenge to current immigration policy which looks on immigrants with disabilities as a ‘burden’ on Canadian society. The results of the project will hopefully dispel negative stereotypes and contribute to development of more inclusive policies and services. An honorarium is being offered to participants. Partners in the research are Ethnoracial People with Disabilities Coalition of Ontario (ERDCO), the Council of Canadians with Disabilities (CCD) and the Alliance for Equality of Blind Canadians (AEBEC). For further information, contact Judith Sandys at [jsandys@ryerson.ca](mailto:jsandys@ryerson.ca) or 416-979-5000, Ext. 6227.

A woman employed as a dispatcher by a Toronto trucking firm has been awarded \$25,000 by the Ontario Human Rights Tribunal in settlement of a race discrimination suit. The tribunal found that Cheryl Khan had been forced to work in a “poisoned environment” and to endure “overt racial abuse on a repeated basis.” Lynn Tompkins, the owner of Lynx Trucking Transportation, also has to pay Khan an additional \$6500 in lost wages, create an anti-harassment policy at his company and attend sensitivity training.

### India

A man from Karnataka has become the first visually impaired person in India to receive a PhD in law. Dasarath, whose vision does not exceed 10 meters, graduated from the Indian Law Institute. He currently works at the Bangalore University Law College and delivers lectures with the help of his wife and students. Dasarath, who wrote his thesis on Human Rights and Labour Laws for Persons with Disabilities, encourages persons with visual disabilities to pursue an education so that they can stand on their feet.

### United Kingdom

A hairdresser in Newcastle has been told she cannot advertise for a ‘junior stylist’ because it smacks of ageism. Michelle Hilling of U Salon defended the term, saying, “People would know you didn’t have to be a teenager to be a junior stylist. It just refers to your level of qualification” and said the Jobcentre Plus who refused the ad, “shouldn’t be interfering in terminology that has been used for years without discriminating against anyone.” The Department of Work and Pensions has defended the Jobcentre Plus decision and



said it was necessary to prevent Hilling from falling afoul of the Employment Equality Regulations, which make it illegal to discriminate against recruits on the grounds of age. Meanwhile the Department of Work and Pensions would not comment on a JobCentre Plus decision in Norfolk to refuse to accept an ad looking for a “reliable” worker. The posting for a cleaner which stated applicants ‘must be very reliable and hardworking’ was turned down in case unreliable workers sued for discrimination. The ad was eventually accepted.

The Archbishop of Canterbury has appealed to the Church of England to resolve its issues over the ordination of female and gay bishops. In an address to the General Synod in London, Dr Rowan Williams pointed to the example of the American Episcopal Church who ordained gay bishop Gene Robinson, saying, “The debate over the status and vocational possibilities of LGBT people in the Church is not helped by ignoring the existing facts, which include many regular worshippers of gay or lesbian orientation.”

### United States

The PGA Historical Center in Florida has unveiled an exhibit in honor of African-Americans golfers. PGA President Jim Remy told PGA.com, “If not for the mere color of their skin, these gentlemen would have most certainly become PGA members in their time. While we can never erase the past, we can do everything possible to advance the promise of diversity and hope for all.” A new report has revealed there are no Latina executives leading any of the 400 largest public companies in California. The survey was conducted by Hispanas Organized for Political Equality (HOPE), a not-for-profit organization that promotes the advancement of Hispanic women in the workplace.

NASCAR has introduced its 2010 Drive for Diversity class, the 7th year for the program designed to bring minorities and women into the National Association for Stock Car Auto Racing. This year’s 11 drivers who range in age from 16 to 26 will be the focus of a new reality show, Changing Lanes, that will follow the drivers as they go through the program. To date, Wendell Scott is the only African-American to win a NASCAR race. When he won in 1963, he wasn’t allowed into the winner’s circle.

Walgreens, the nation’s largest drugstore chain, has introduced a first-of-its-kind initiative focusing on supplier diversity. The Community Corner will showcase products of businesses owned by women, African Americans, Hispanic Americans, Native Americans, and Asian Americans at the 71,000 Walgreens stores throughout the year.

A report from the American Bar Association has recommended that the legal profession take steps to “prevent the systemic and shameful attrition of attorneys from underrepresented groups,” specifically women attorneys of color. But beyond race and gender, Diversity in the Legal Profession: The Next Steps recommended law schools define diversity in a more expansive way to encompass the GLBT and disability communities. The study acknowledged that the recession has dried up monies for diversity initiatives during a time when diverse corporate clients and international markets are looking for lawyer diversity.

The federal court has ordered the National Conference of Bar Examiners (NCBE) to provide a blind law school graduate with the technology-based testing accommodations she needs to take 2 exams required for the State Bar of California. The ruling will allow Stephanie Envar to use a laptop computer equipped with assistive technology software—technology that she has used on previous university and law school exams and in various jobs and internships. Anna Levine of Disability Rights Advocates, said, “I hope that our hard fought victory here will send a message to testing organizations that they need to comply with the ADA (Americans with Disabilities Act) and provide each individual test taker with a disability the accommodations that he or she needs to demonstrate his or her actual knowledge, skill and abilities.”

A recent report has shown that the Department of the Interior is the only Cabinet-level department that has fallen short in its hiring and promotion of African Americans. In 2008, only 5.7 percent of Interior’s workforce was African-American, even though black workers made up 9.2 percent of the relevant overall private sector workforce. The report, Critical Personnel Issues Affecting Black Employees in the Department of the Interior, has spurred the department to change its workforce plans and performance appraisals to reemphasize diversity. “One reality in the department is that over the next seven years, 40 percent of our workforce will change because they will retire,” said Julie Rodriguez, Interior’s deputy press secretary. “We see this as a great opportunity to recruit people with diverse backgrounds and to ensure an inclusive workforce.” **D!**

