



Workplace Diversity

- Assessments
- Consulting
- Training
- Resources

Natcon Discussion Summary: Beyond the Sticky Floor

1. What does a diverse workforce look like to you?

Diversity of thought

Diversity not always obvious

Different ages, ethnicity, gender, visible minorities though all levels of the organization

Different educational levels

Race, skills, qualifications, age, gender, personality types, ethnic background, religions

Workforce that reflects people in community

Open minded and good awareness

Diversity with skills, areas of expertise

Diversity in terms of special needs, cultures, religions, sexuality, age, etc...

Differences that are respected

More than just the 4 groups (employment equity)

One where everyone could participate equally

Beyond visual

Inclusive of sexual orientation, physical disabilities (visual/non-visual)

More broad

Employees at all levels coming from different countries, cultures, backgrounds outside and within Canada

Combination of different generations

Equal opportunities regarding cultural background

Representative of age, gender, background at all levels, as a reflection of the community/location

Celebrations, inclusion, accommodation

Race, gender, ethnicity, disability/ability

Sexual orientation

2. In your opinion, what is the most challenging issue in the Canadian workplace that may be preventing visible minorities and/or immigrants from advancing in their careers?

Fear of the unknown – higher competency

Too much emphasis on Canadian work experience

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April 2010

Assessing qualifications and equivalences
Language
Literacy
Cultural
Accommodating workplace for the physically handicapped
Discrimination (racial)
Not effective networks
Being understood – language; able to communicate
Interpersonal communication
Recognition of foreign credentials
Reduce bureaucracy
Lack of Canadian work experience
Fierce competition for limited jobs
Candidates not knowledgeable about strategies to adapt to culture
Established networks
English communication levels
Lack of knowledge of awareness of cultural differences
Lack of understanding of work culture
How to use soft skills in new ways based on new culture
Managers hire people who are like themselves
Lack of support in work environment to help with adjustment
Language barriers
Lack of foreign credential recognition
Discrimination/misunderstanding of diversity initiatives
Lack of support
Lack of training; specifically those geared towards visible minorities and immigrants
Language
Culture of the organization
Lingo – how to get in
Prior to immigration, applicants should be exposed to this particular issue and be able to address it as part of the immigration process
Lack of role models
Getting in, recognition of credentials/ experience
Racism
Different development and promotion
Knowledge of opportunities & cultural differences
Changing employer perception/ lack of knowledge of foreign credentials

3. How could you address or help remove those barriers in your organization?

Supportive environment
Open communication
Awareness
Creating effective networks, mentoring
Focusing on abilities vs credentials
Learning and training opportunities
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Transparency
Cultural diversity training
Success stories, ie. Canadian immigrants
Diversity awareness
Mentorships
PLAR
Assessments for previous training
Encourage sense of community within the organization
Adopting a structured "buddy"/ training system
Organ emails about various holidays, cultural days, etc...
Diversity training
Training and awareness sessions on cultures and diversity initiatives
Encourage respect and participation
Practice
Education
Proving results
Effective communication and feedback
Be a buddy and mentor
Raise awareness of issue
Breaking habits of quotas
Leadership & responsibility
Getting involved
Mentoring
Job sharing