

**Cross Cultural Action Group  
Al Rashid Mosque - 9 - 11am  
January 23rd, 2018**

Minutes

- Want minutes from the other action groups → upload onto website
- EPS - calendar availability for other constables to go to and sign up for events
  - Getting popular with CSS and other agencies so they're spread thin
  - EPS is a part of the Orientation program and the approach and background on how they do it is good
    - Language accessible - simple language for newcomers to understand
    - EPS + linc are taking time to destigmatize the rep of the police
    - PIPE program - REACH as main partner, community driven
- ASSIST
  - Newcomer and refugee city-intro program
    - Learning about EPS
    - Art gallery tour
    - Winter sports
    - Linc and summer - heritage festival
  - Linc school
- Kal Tire
  - VP HR focus on diversity and inclusion
  - Initial discussions on how to engage newcomers
  - AB regional meeting
  - Dont require certification - all inhouse training
    - Technical backgrounds needed
    - Need to translate their manuals
  - Need to connect ERIEC, Bredin, Nait, Norquest for language training
  - LIP to help build a business newcomer cultural training program? Or connect them with those who already do?
- Clareview rec
  - Connect as social hub for intercultural events
  - Farmers marker training program
  - Ammernity training
  - Economic training opportunities programs
  - Skill dev and connecting them into the Canadian market
  - Adding value into what everyone is doing. Needs:
    - Networking
    - Resource connections with other organizations
- Al Rashid
  - Bridge outreach and youth outreach
    - Taste of kindness campaign
      - 140 youth members gr. 9 to uni age

- Providing survival kits for the homeless
    - Collaborating with other youth groups
  - STEM project
  - Frosty delight winter break
  - Girls fine arts program
  - Outreach
  - Daughters of islam
  - Eid Cookbook
  - Tech training program
  - Inmate spiritual rehab program?
  - Seniors home visits
- Looking for a social worker onsite, looking to care for people and issues here in Canada
- Seniors are usually the first place people go to but volunteering at school is another that needs help. McArthur school and Wellington school need volunteers for both kids and parents
    - There are settlement officers in the schools,
      - Teens looking for work without the language training
        - Core skills training
        - Employment
  - EMCN has courses on training, BIGs expanding resources, connecting youth with employers
    - Needing help finding work and establishing networks for these youth
    - IDI training? Workplace bias training?
    - Leveraging other businesses that we all work with to build something
    - Employer intercultural training, skills training, certification process?,
      - LIP Employment Certification
  - Edmonton Jobs.com - do these companies have inclusion and diversity embedded in their hiring and management systems?
    - Identity of language around continuum,
    - Social media guidelines for youth → is that a part of training that youth receive?
      - Social media as intercultural dialogue, what does it mean to foster opportunities for intercultural/cross cultural dialogue in the community
  - Employer certification - sensitivity cross-cultural training 1-day training program certification - business case to introduce a business argument - find a business person
    - Tod Roger's program left and the gap (Gavin) retaining staff, attracting staff, being aware of
  - Starting when they're receptive - Bring different languages in the school to start cultural awareness early (Sentsetsa)

Acquisition of experiences and designing channels and bridges into what volunteering opportunities exists

- Getting involved in what community is already doing
- Service opportunities
- Creating a mindset of service towards others and
- Teaching what volunteerism is// intercultural broker and priority piece
- Knowing what the community/individuals can offer and matching that with a volunteer program ---matching algorithm!!

Having the focus be on the young adults who bring in the younger and older generations

- Young adults as focus group

### **To do**

- Samim to look at what intercultural training exists
- BIGS time to go visit, all weather windows, - samim
- Calendar of events for everyone to check in on (see Niga's point from yesterday)
- Intercultural dialogue as a marketing strategy?
- Need to have bank/business reps in this meeting . the AGs aren't silos. They need to talk to each other as well
  - Think about who needs to be where regarding WG/AGs
- Which major businesses already have a diversity and inclusion policy
- Sub group to dev cultural side of the employer certification training
  - Create group that wants to work on this idea
  - Present this idea to the employment group
- Volunteering algorithm to match programs
  - Samim to talk to coding programmers
- Samim to meet up with already existed for businesses
  - Chamber of commerce to let samim know what exists
  - Check in with business associations to see if diversity and inclusion is something that keeps coming up around their tables and what they're already doing about it (if they are)
- Business student to find a literature scan on intercultural ROI
  - ROI gets you in the door
  - Org culture gives you theory on why it works
  - Who they are is the tool that defines themselves in that concept
  - Samim and Business consultant (?) to meet up and figure out what business cases have already existed for businesses
  - Mentorship is a part of training and onboarding
    - Management style
    - Expectations and communications
    - Clear speech and practice
    - 'Unwritten rules'

*Next meeting date: March 13th 9am at Al Rashid*