

Strong: These examples illustrate the kind of community we might become and the potential that exists for action when there is a shared perception in a country to a problem or a challenge. The assistance and leadership of strong, well run community organizations is of particular value during these critical periods.

RECOMMENDATION:

The proposed Ministry of Multiculturalism should increase and extend funding for both ethnic and racial group organizations and broadly based community organizations.

CONTINUE TO FUND RACE RELATIONS AND INTER-CULTURAL TRAINING AND PUBLIC EDUCATION PROGRAMS

Interact: The Committee received a large number of briefs dealing with the need for improved intercultural understanding and communication. Training is important if visible minorities are to interact successfully with institutions. There is also an urgent need to sensitize the majority community to the presence of ethnocultural minorities.

Cultures: There is a need for effective training programs for both the entering and receiving cultures. Employing staff who are able to function and communicate within and across two cultures is one approach that can be used.

Need: Training programs are needed for both the staff of institutions and for the minorities employed by or interacting with those institutions. The training programs should be part of a general institution or community action plan to eradicate racism. The Edmonton Chinese Community suggested recent arrivals need to know the way business is conducted and the way one approaches people and organizations. The way one acts and reacts is based on one's culture. Little resource material exists which helps newcomers understand Canadian values and traditions.

Identified: What must be emphasized is the need for training to be specifically designed for the particular target group in question. The specific informational needs, professional skills and attitude development must first of all be identified before a suitable training vehicle can be designed. (A. Ijaz, Scarborough Board of Education)

Techniques: The Committee realizes that effective, well designed training programs play a very important role in the development of a more harmonious society, but they should not be the sole strategy. Special techniques will need to be developed by educational institutions and through community efforts. Training will have to include all levels of management and approaches for dealing with racial conflicts will have to continue to be developed. The police, nurses, doctors, social workers, librarians, counsellors, church groups, government staff, volunteers, community workers, immigration employees and others must be involved in race relations training.

RECOMMENDATION

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