



Diversity, Immigrants and the War for Talent

May 26, 2010

Clarion Resort Pinewood Park

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Objectives

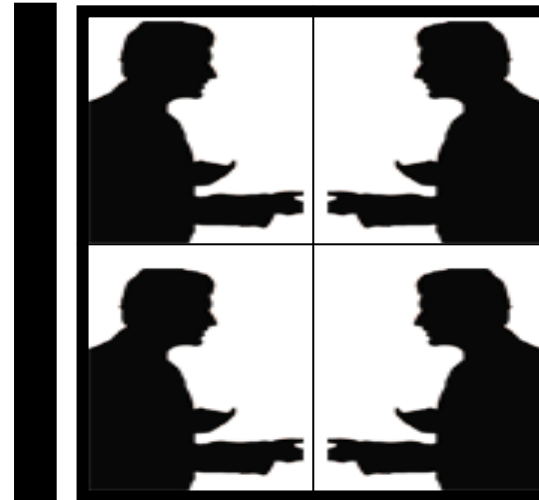


- Provide a context for the evolving state of diversity and immigrant settlement
- Outline the historical evolution of diversity over the past two decades
- Link diversity and immigrant settlement to the existing war for talent

Equality vs. Equity



- ▶ Equality = sameness
 - When we treat people equally, we ignore differences.



- ▶ Equity = fairness
 - When we treat people equitably, we recognize differences.



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Diversity



- ▶ “Acknowledging any difference that can impact on the fair or equitable treatment of people, such as gender, race, age, ethno-cultural background, sexual orientation, disability, religion, education, class, marital status, family status, etc...”

Inclusiveness...



- ▶ Inclusiveness is about creating a climate where diversity is valued.
- ▶ In an inclusive environment each person is recognized and developed, and their talents are routinely tapped in to.
- ▶ In an inclusive organization people are valued because of, not in spite of, their differences.
- ▶ An inclusive environment is equitable for all.

*Source: Dr. Janet Smith
Federal Taskforce on an Inclusive Public Service
Jan, 1999*

North Bay: Welcoming Community Goal



- ▶ To develop an **inclusive** and welcoming community: one that respects the cultural traditions of local immigrant groups, understands and values the contributions of immigrants in the community.

Create a Climate of Inclusiveness



Do we create a climate of Inclusiveness for students, parents, and community representatives at our board ?

A climate where people feel valued, respected, and included across all of their differences.

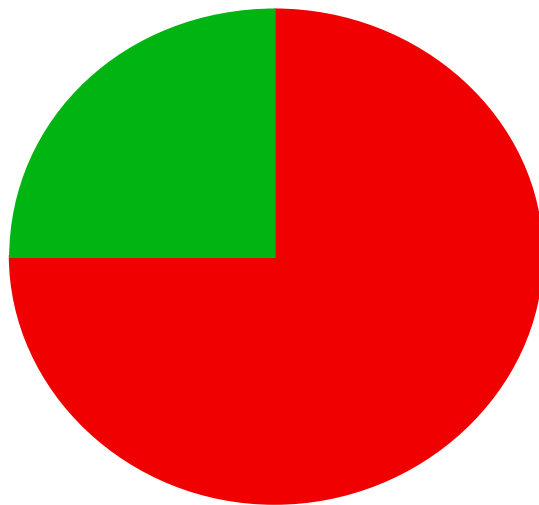
A place where talented people choose to live and work, a place where all citizens feel they have “a place at the organizational table” that matters.

Typical Client

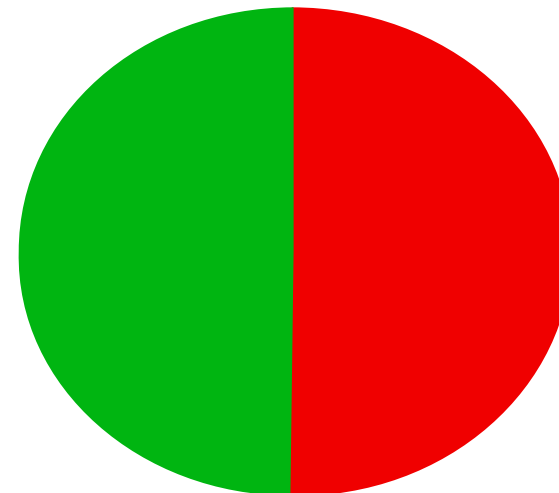


Executives Eligible for Retirement

Senior Managers Eligible for Retirement

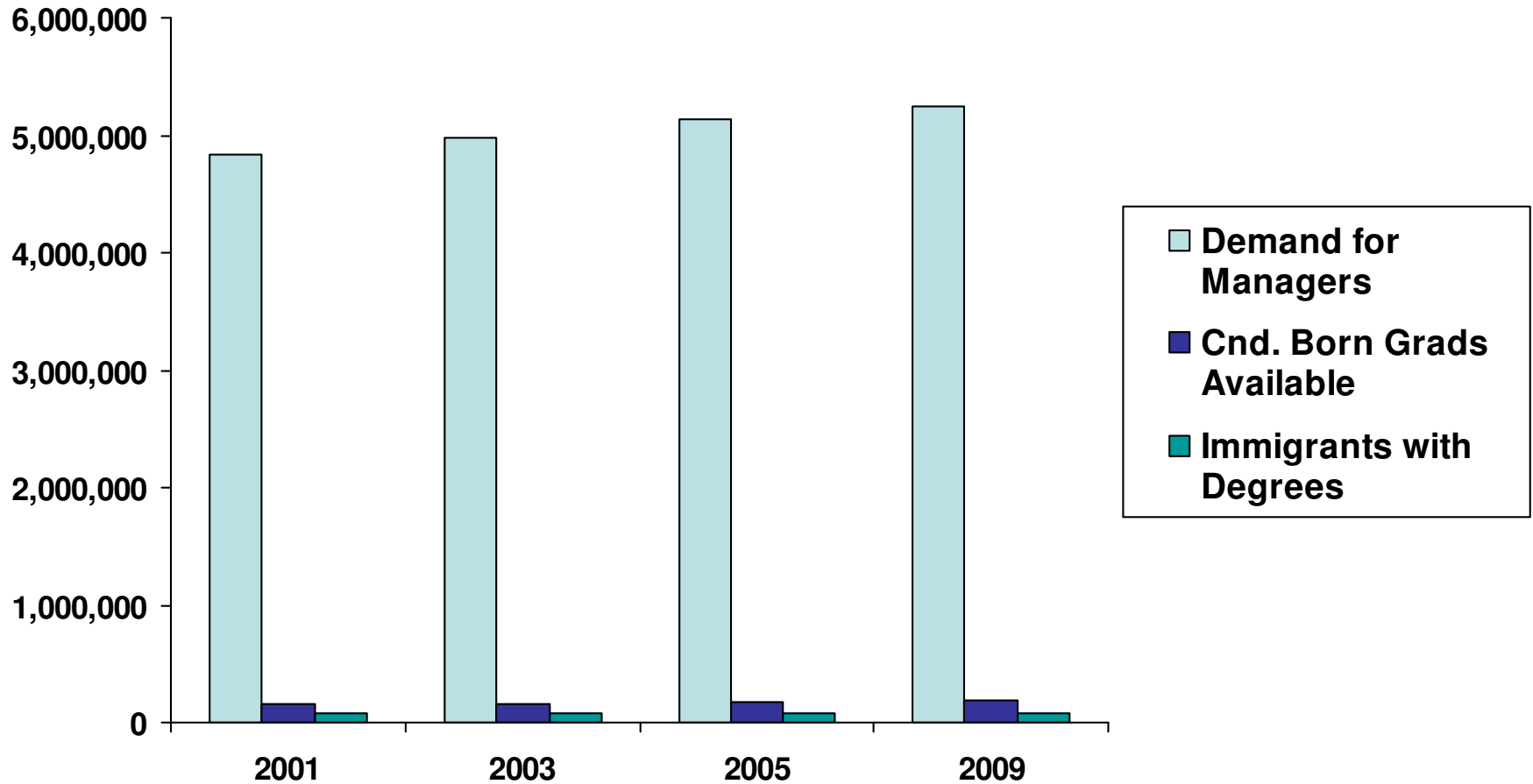


-  Eligible for Retirement 2003 - 2012
-  Available



-  % Feeder Group Eligible for Retirement 2003 - 2012
-  Available

National Demand for Managers



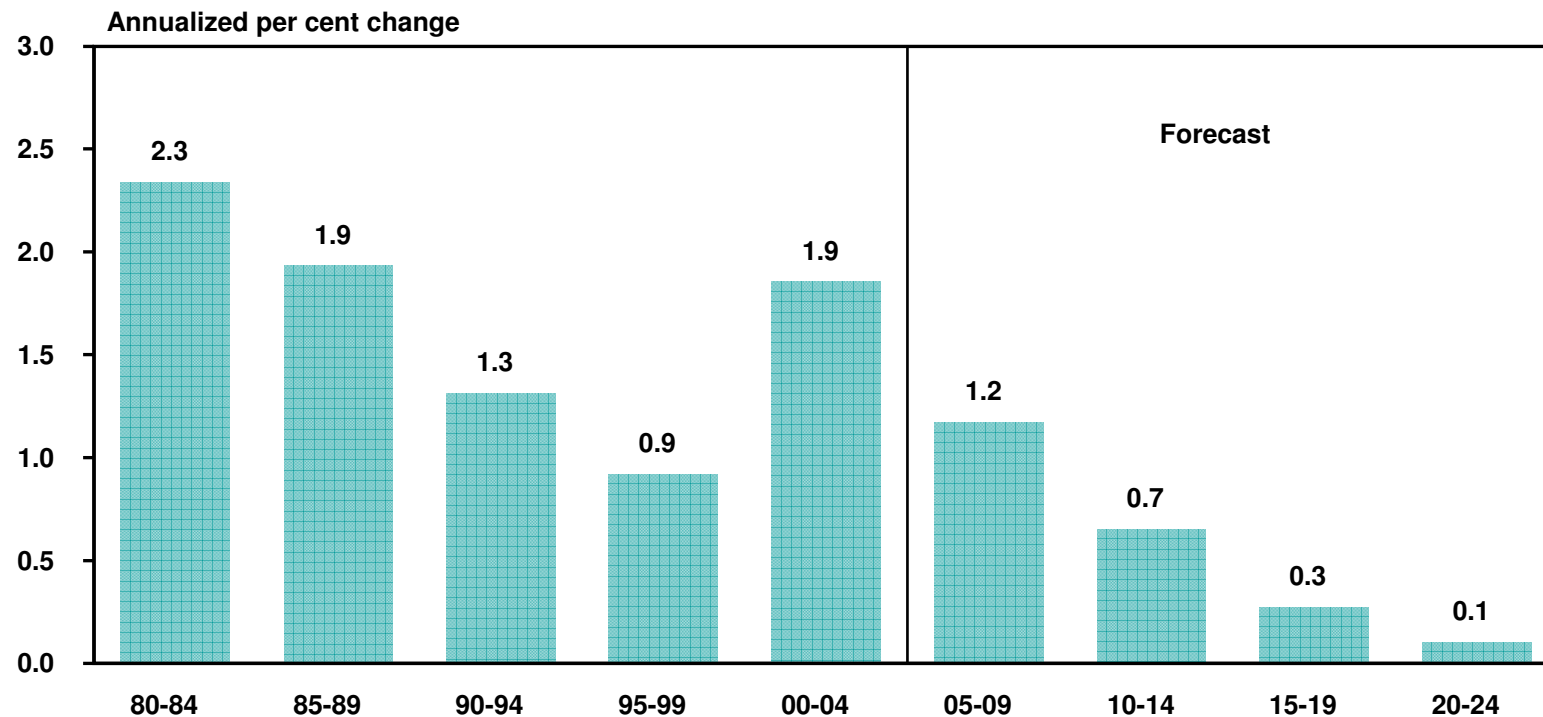
Source: Statistics Canada

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By 2015 there will be only two growing components of Canada's labour force



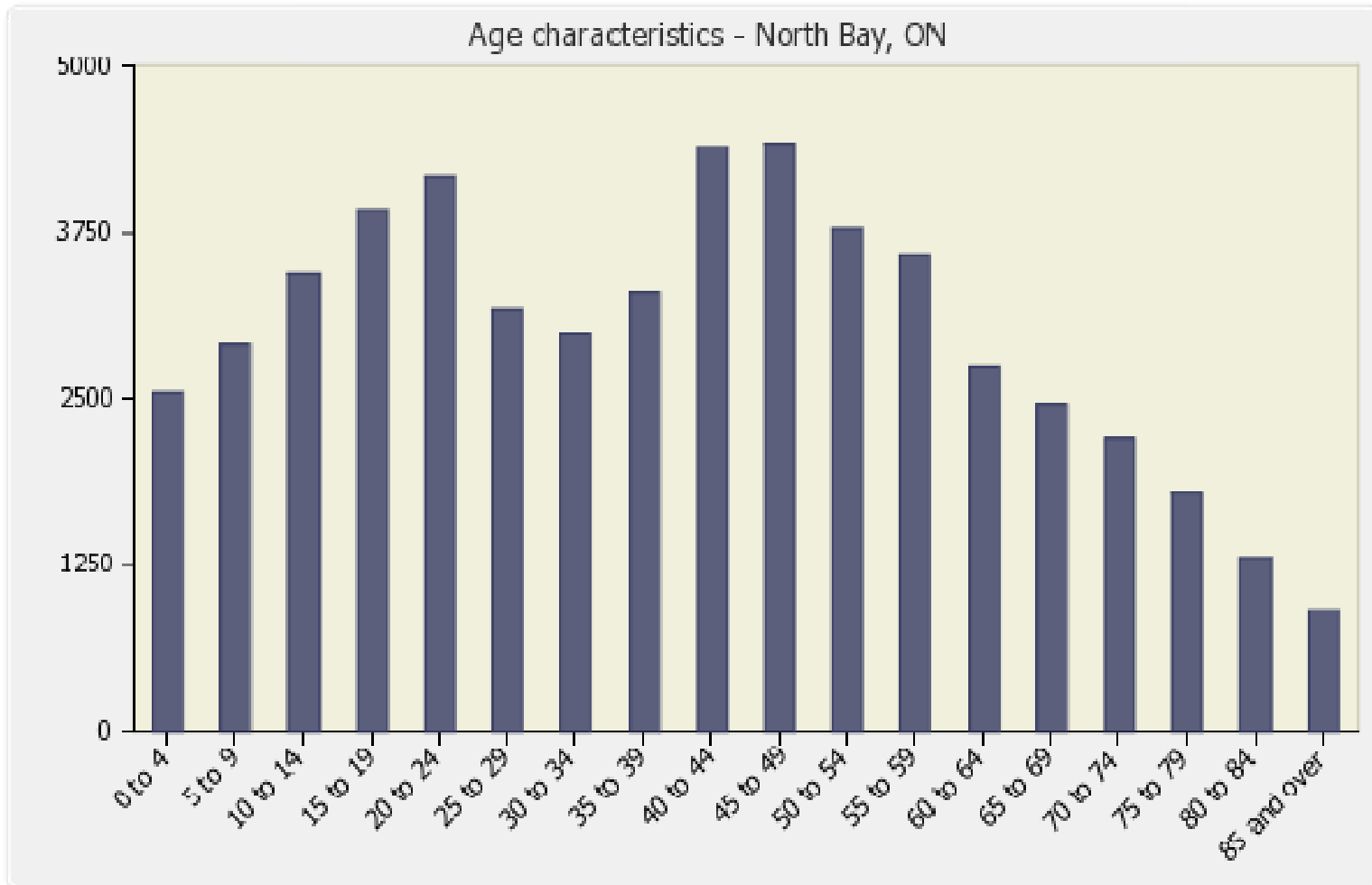
CANADIAN LABOUR FORCE GROWTH



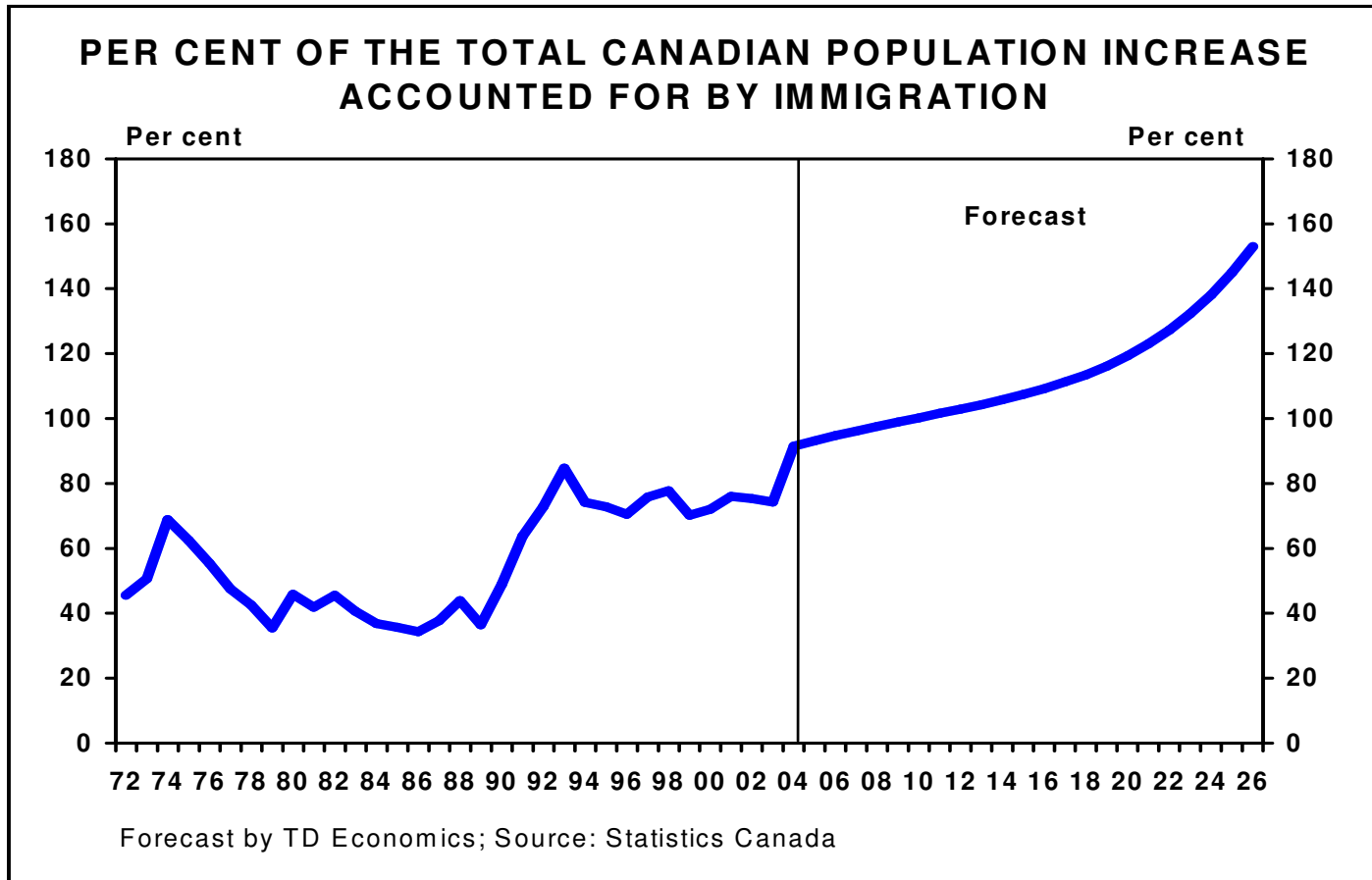
Forecast by TD Economics as at Sept. 2006

Source: Statistics Canada

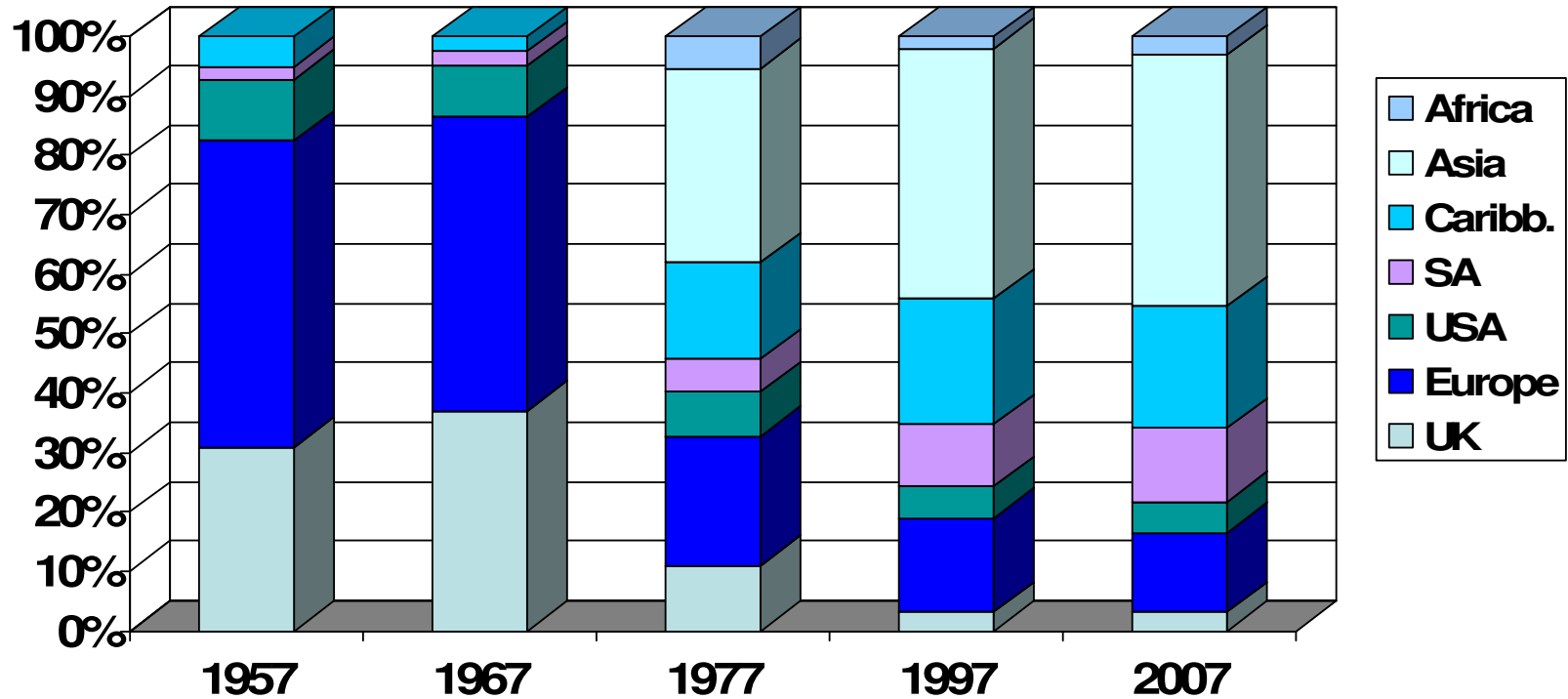
North Bay Age Demographics



Outlook: Population Growth from Immigration



Immigrants to Canada



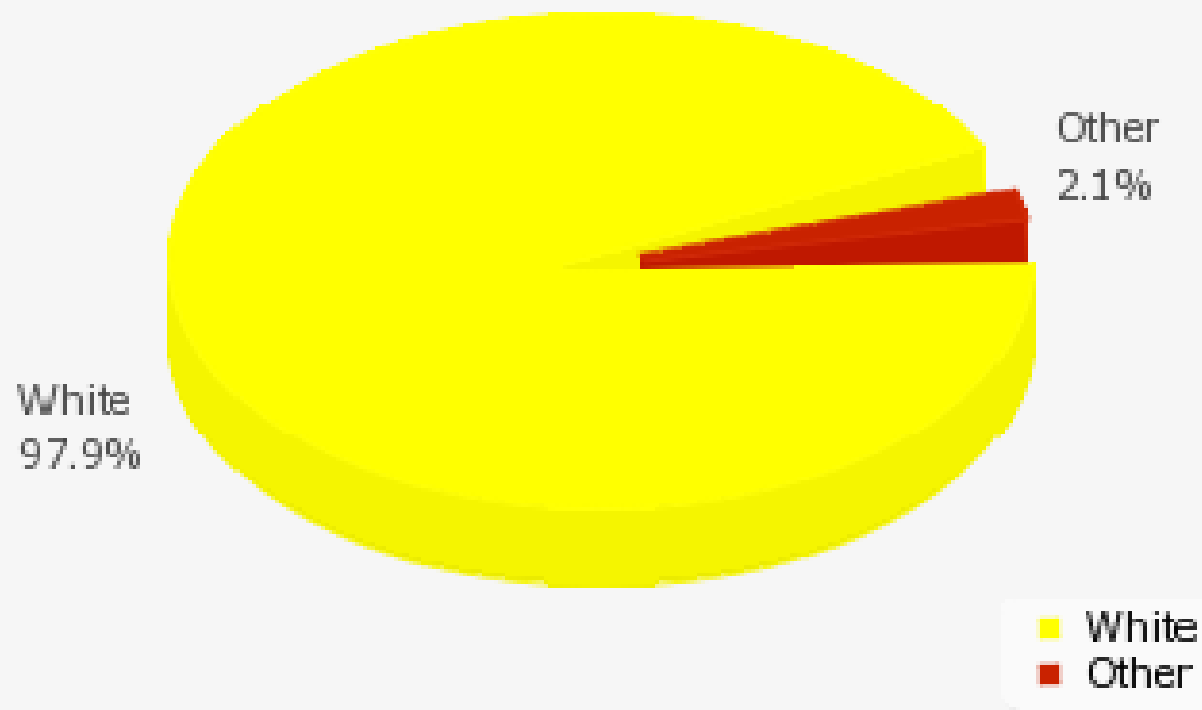
Source –Stats Canada

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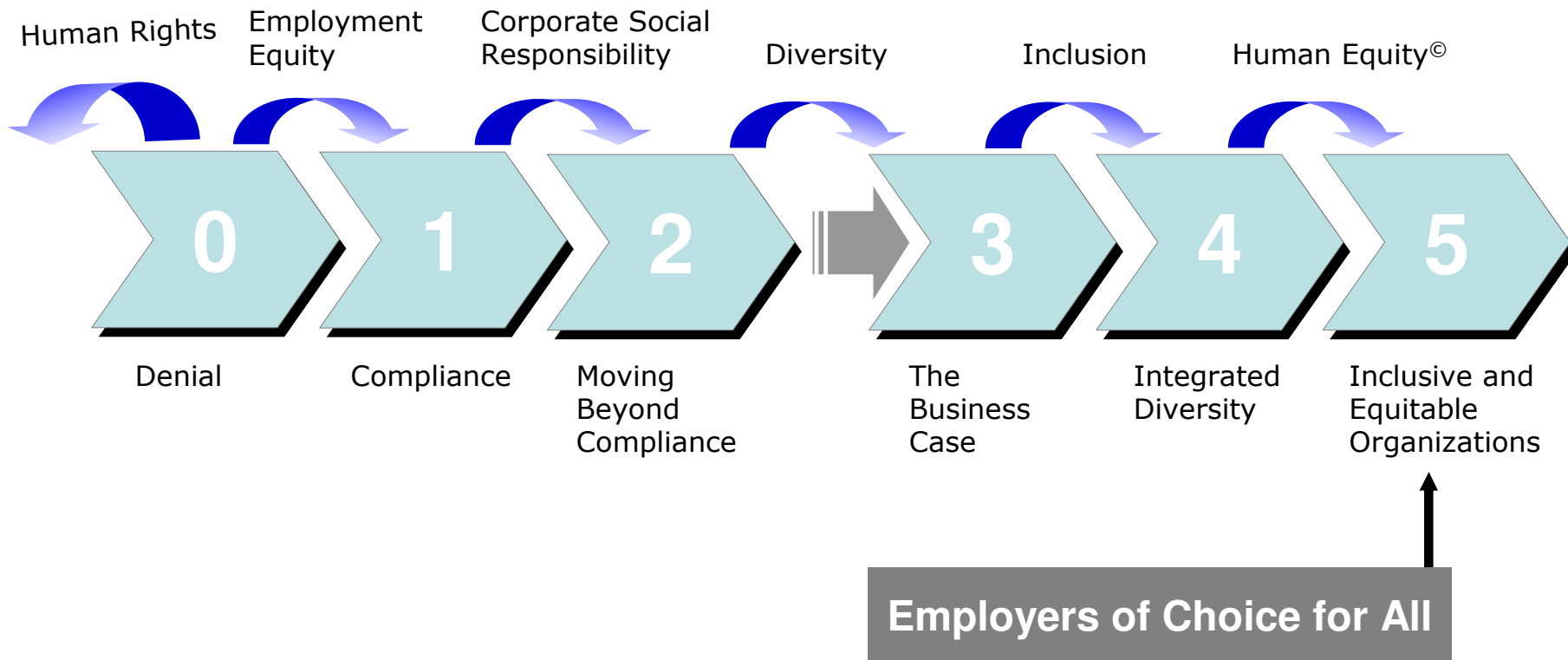
North Bay – Visible Minority



Visible Races - North Bay, ON



The Equity Continuum[©] (1995 - 2008)



Source: Wilson, T. *Diversity at Work: The Business Case for Equity*, Toronto: John Wiley&Sons, 1996

The Immigrant Settlement Business Case



- ▶ Attract and retain top talent in an environment of labour shortages
- ▶ Broaden the talent pool for recruiting new employees
- ▶ Better understand and respond to an increasingly diverse customer base
- ▶ Tap into new local markets; expand the customer base through improved cultural awareness and communications
- ▶ Achieve a competitive edge by engaging more effectively with diverse customers, clients, suppliers and partner companies globally

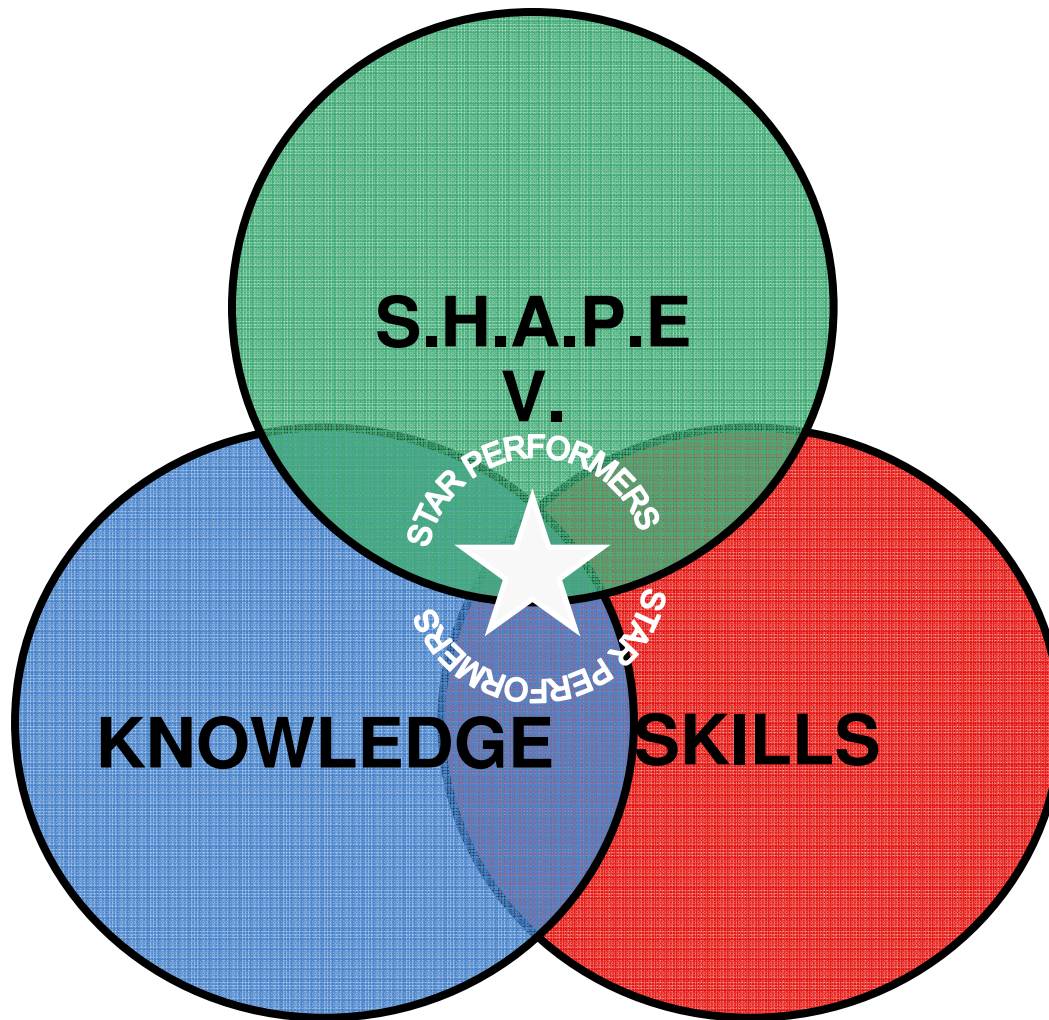
The North Bay Community Business Case



*We are in the midst of a global economic transformation. While this transformation to a knowledge-or idea-driven creative economy has been underway for more than three decades, the current financial and economic maelstrom has accentuated its importance... We must harness the full creative potential of all citizens. We must **broaden our talent base** by drawing more broadly on the creative skills of our people and workforce. Openness to outsiders, newcomers, immigrants, minorities and gays and lesbians signals a community that is open to all types of people enabling that place to attract the best and brightest from around the world.*

Ontario's Opportunities in the Creative Age
The Martin Prosperity Institute

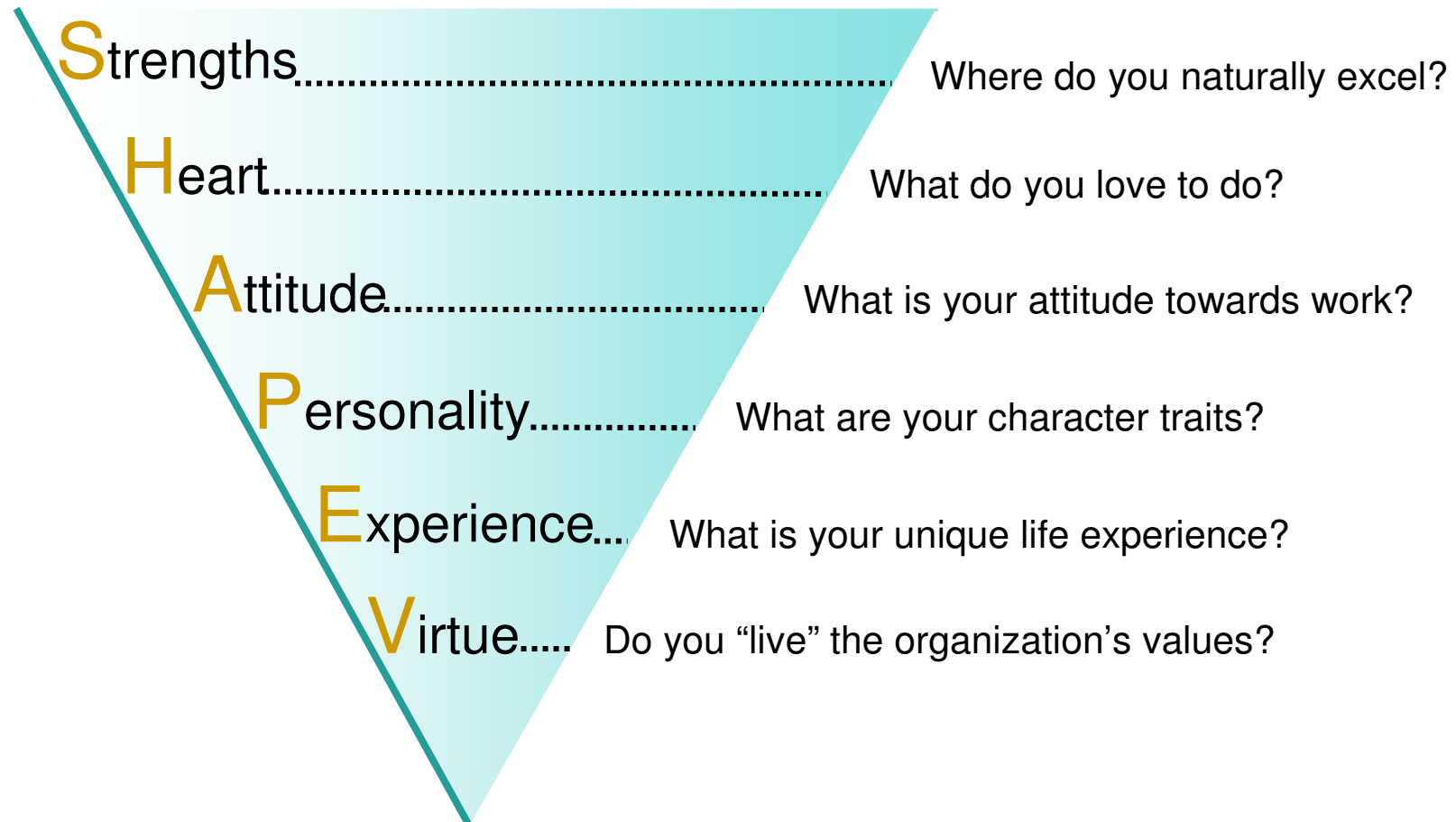
The S.H.A.P.E. Talent Model©



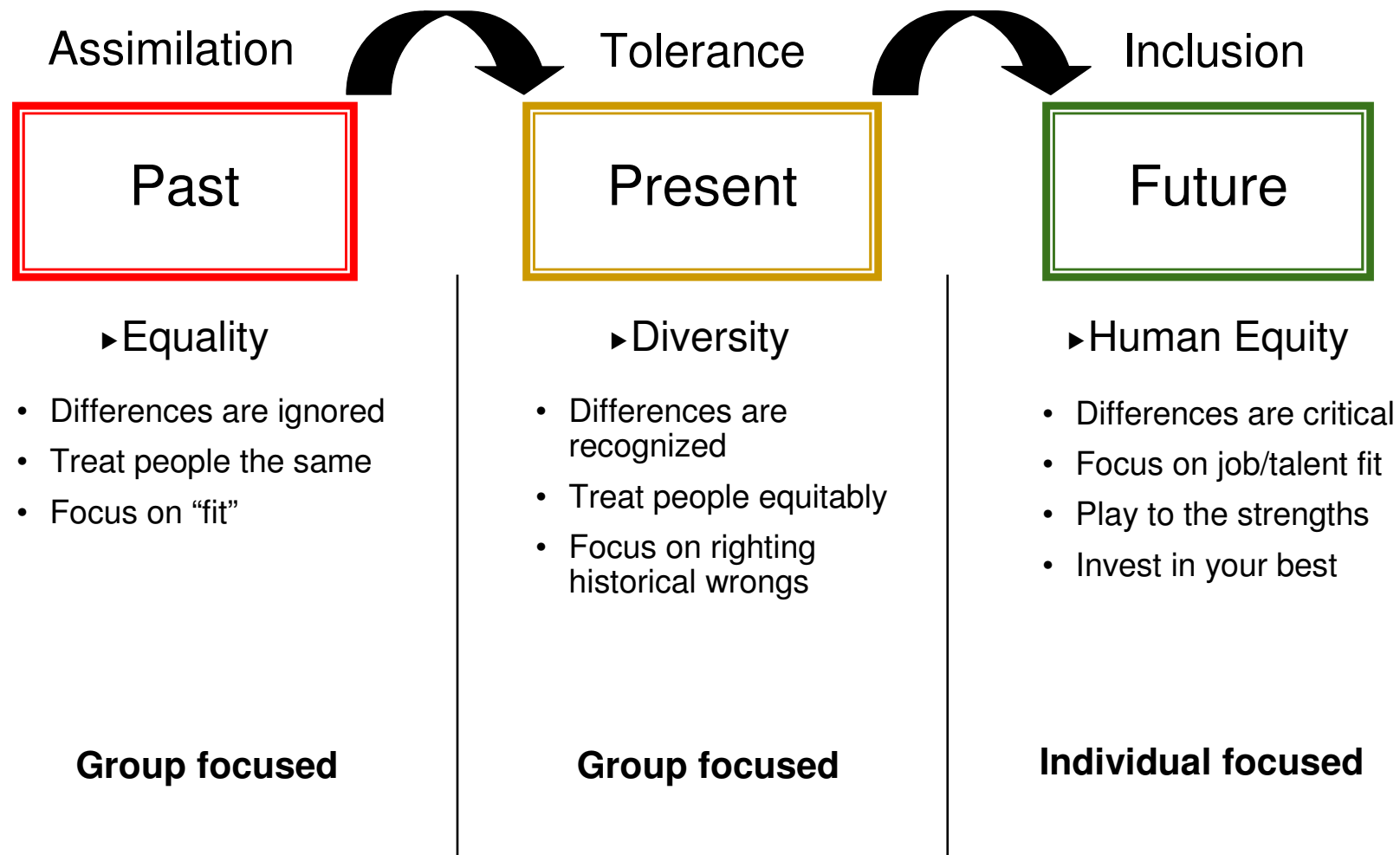
What Shape Does Talent Take?



Shape "V"



The Required Shift



TWI Profile



Mission: To create Human Equity™ strategies that maximize the diverse talents and experience of our clients' total workforce.

Approach: Our Approach to leveraging human capital is based on the book, ***Diversity at Work: The Business Case for Equity.***

Clients:

- Coca-Cola
- Ernst & Young
- The World Bank
- The Home Depot
- NASA
- Telus
- Oxfam International
- Consultants to The North American Trinity Group and the Federal Task Force on an Inclusive Work Environment
- Moderators for the Canadian Diversity Roundtable
- Measurement Partners with BMO Financial Group for Canada's Best Diversity Employers



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