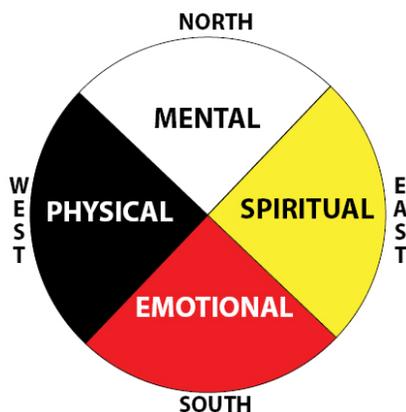


## WHY NOW IS THE RIGHT TIME TO HIRE ABORIGINAL PEOPLE

1,000 people a day are retiring in Canada! Birth rates in the last 20 years have dropped significantly. What does this mean to your business? You may be already, but for sure you will be, experiencing an employee shortage.



Time's up – it's time to consider where your future employees will come from. Some come from the 250,000 immigrants per year who call Canada home. But even this will not cover every business's hiring needs. It's only part of your solution!

Some interesting stats: Canada has more people over 65 than under 15 for the first time in history. 54% of Aboriginals are under 25 compared to 30% of the non-Aboriginals. In Saskatchewan the entire younger generation is primarily Aboriginal! These are the new hires of your future business.

That's right, if you want to ensure the work gets done, you will want to hire from a readily available populace. Now, how do you make it work for your success and their success? There are many things to consider; here are a few to think about:

- ◆ Whenever you hire an individual from any ethnic group, think about hiring more than one. There is a safety factor when we are with people like ourselves. This adds to the "we" approach.
- ◆ Understand the values of Aboriginal people:
  - "We" is critical – In Aboriginal communities, consensus, working together, sharing and helping each other is critical
  - Respect – direct eye contact is avoided – looking down is a sign of respect
  - Family – nothing is more important than looking after one's family

- Consensus – this is how Aboriginals arrive at finding a direction which goes back to the "we" focus
- Health for Aboriginals is centred around the medicine wheel – spiritual/mental/physical/emotional
- A custom for First Nations men and women is to wear braids – they are a symbol of strength, wisdom and identity

What is needed by your organization:

- ◆ Help your existing staff understand diversity and how it can make your organization a better one
- ◆ Acceptance – when newcomers join your organization provide a mentor
- ◆ Train your new hires with the wisdom and knowledge of those who are inclusive, knowledgeable and open
- ◆ Ensure everyone is included for lunches, coffees and just a walk in the park – not everyone together but individuals ensuring no one is left behind – a we approach
- ◆ Praise provided for the entire group – some do not like to be singled out – a we approach
- ◆ Speaking softly makes a bigger impact than loud voices
- ◆ Verbal communication has greater significance than written communications

Benefits of Aboriginals in your organization:

- ◆ Aboriginals are generally rooted in their community and thus will stay in the vicinity
- ◆ When individuals feel included they are more apt to stay and then to refer others
- ◆ You can attend Aboriginal events – and include your children so they too accept more diversity
- ◆ You have the workforce you need
- ◆ Reduces your costs of recruiting

The future will be difficult if you don't begin to examine how you will fill your vacancies now. Recruitment is not an overnight task to be handled off the side of your desk. Consider the information above to be only the beginning of what is needed to strengthen your organization in the future. Start today – it takes time and time is of the essence!

## Sherry's Corner



Wow, we finally had rain – it has been about 2 months since there has been any rain other than a few drops. We are thrilled – the grass has been brown and there has been so much water needed to be poured on the gardens – vegetable and flowers.

I bring this to you because of what happened at an appointment.

One individual came in complaining about it being wet, not good for the hair! Interesting! Everyone else is thrilled to see the rain and one individual sees it differently. It made me realize how important it is to recognize there is always more than one way to see a situation.

It's not right or wrong – it's just different. Sometimes it's hard for me to remember because I tend to think everyone thinks alike. How about you? Have you noticed people look at the same situation and see it differently? Please share your thoughts.

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### QUOTE

*"Seeing things from a different point of view can help us understand why other people act the way they do. We too often judge people without having all the facts."*

Sean Covey

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