



being human services

February 2022

Newsletter

# Focus On diversity

As integration service and development professionals, Being Human Services facilitates welcoming, inclusive, and productive workplaces.

*Being Human Services is offering free one-to-one consulting to small businesses looking to explore and start implementing Diversity, Equity, and Inclusion initiatives and/or Newcomer workplace best practices.*

## Helping You Explore Workplace Readiness

Being Human Services (BHS) is providing a welcoming environment for local employers to learn and talk about **Diversity, Equity, and Inclusion (DEI)** topics and why they matter with our [Diversity: An Employer Advantage](#) program. Through in person roundtable sessions and webinars, business owners and employees have the chance to hear from local newcomer experiences as well as engage in open conversation with other employers. The learning opportunities help empower participants to recognize DEI situations and engage in healthy workplace conversations. As part of the program,

employers are also invited to take advantage of free one-to-one consultations with the BHS Diversity and HR team members. Taking that next step of exploring and starting to implement DEI initiatives or Newcomer workplace best practices can be a daunting task. So, working with the BHS team helps puts fears to rest as you are guided through the process with our newly developed questionnaire tool. The tool explores workplace readiness through 11 standard HR phases of the hiring process. [Contact](#) BHS to set up a free consultation and let us help along your diversity journey.



## Newcomer Employment Services: March Intake

Being Human Services spring session intake for our [Workplace Integration for Newcomers](#) (WIN) program starts on **March 21, 2022**. WIN is a 12-week part-time training program that assists new Canadians with employment readiness and language supports to develop connections to Canadian workplaces. Newcomers learn about a variety of topics including job search support, resume development, work experience, basic computer skills, occupation-specific language, Canadian workplace culture, job placement and on-line job search. Classes run Monday - Thursday from 1pm - 3pm. [Contact](#) BHS for more information or to enroll.





# Diversity Tools and Resources for Employers

*A variety of learning opportunities has been developed and is available on the BHS website. Click the website links below in each section.*

## YouTube Video Series

BHS [Diversity: An Employer Advantage](#) program is funded by the Government of Alberta. Its objective is to educate small businesses and employers in SE Alberta in Newcomer knowledge and build confidence in supporting and responding to their needs in the workplace. Our webinar has now been divided into five short video modules ranging from 7 min. to 11 min. that can be watched anytime. Videos can be viewed online at our [YouTube Playlist](#) page. Enjoy!

## Assessment Questionnaire

As a next step to our webinar and videos, BHS has developed a tool to begin exploring workplace readiness in relation to Newcomer workforce and Human Resources practices. Our questionnaire can help small business owners and employers to confidently hire and retain new employees. By using the questions in each section as a guide, assessing and adjusting current HR processes and best practices can begin. Visit the [Learning & Tools Page](#) on our website to download this free tool.

## Website & Blog Links

Looking for more information regarding DEI and the workplace? Visit the [Resources Page](#) on our website to access curated content under four convenient sections.  
**Local:** Medicine Hat companies supporting Newcomer initiatives.  
**Informative:** Articles and blogs on DEI ideas & business considerations.  
**Government:** Reports and policies on hiring & retaining Newcomers.  
**Human Resources:** Recruiting and hiring strategies and employment rules for all types of Newcomers.

## NALOXONE TRAINING:

You could save a life.



Being Human Services staff recently participated in Naloxone training as part of the Community Based naloxone (CBN) Program put on by Alberta Health Services. The program provides education in responding to an opioid poisoning as well as free kits to members of the public. For more information, please visit [www.albertahealthservices.ca/naloxone](http://www.albertahealthservices.ca/naloxone)



## Diversity And Employment

BHS has a long history of providing high quality training and job placement services through Government of Alberta contracts. While we continue to do this, we recognize the need to work with the local business community to develop job placement opportunities for our clients. If you are a business that would benefit from hiring team members that are vetted through a streamlined process, please contact us today. Together we can create win-win situations for both Medicine Hat Newcomers and you the Employer. BHS's tag line comes to mind as we are here to help people & organizations to **"Be Better and Do Better"**.

**February** is Black History Month which celebrates achievements by African Americans and a time for recognizing their central role in North American history.

**March** is Women's History Month which honors the vital role of women in North American history.

**April** is Celebrate Diversity Month which celebrates the differences and similarities we all have by which we can gain a deeper understanding of each other.

**May** is Asian Heritage month which celebrates the contributions of the Asian community to our country, province, and community.

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"I'm made from the body parts of 20 different men and women of various ages, races, and ethnicity. If it's diversity you want, I'm your guy!"



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