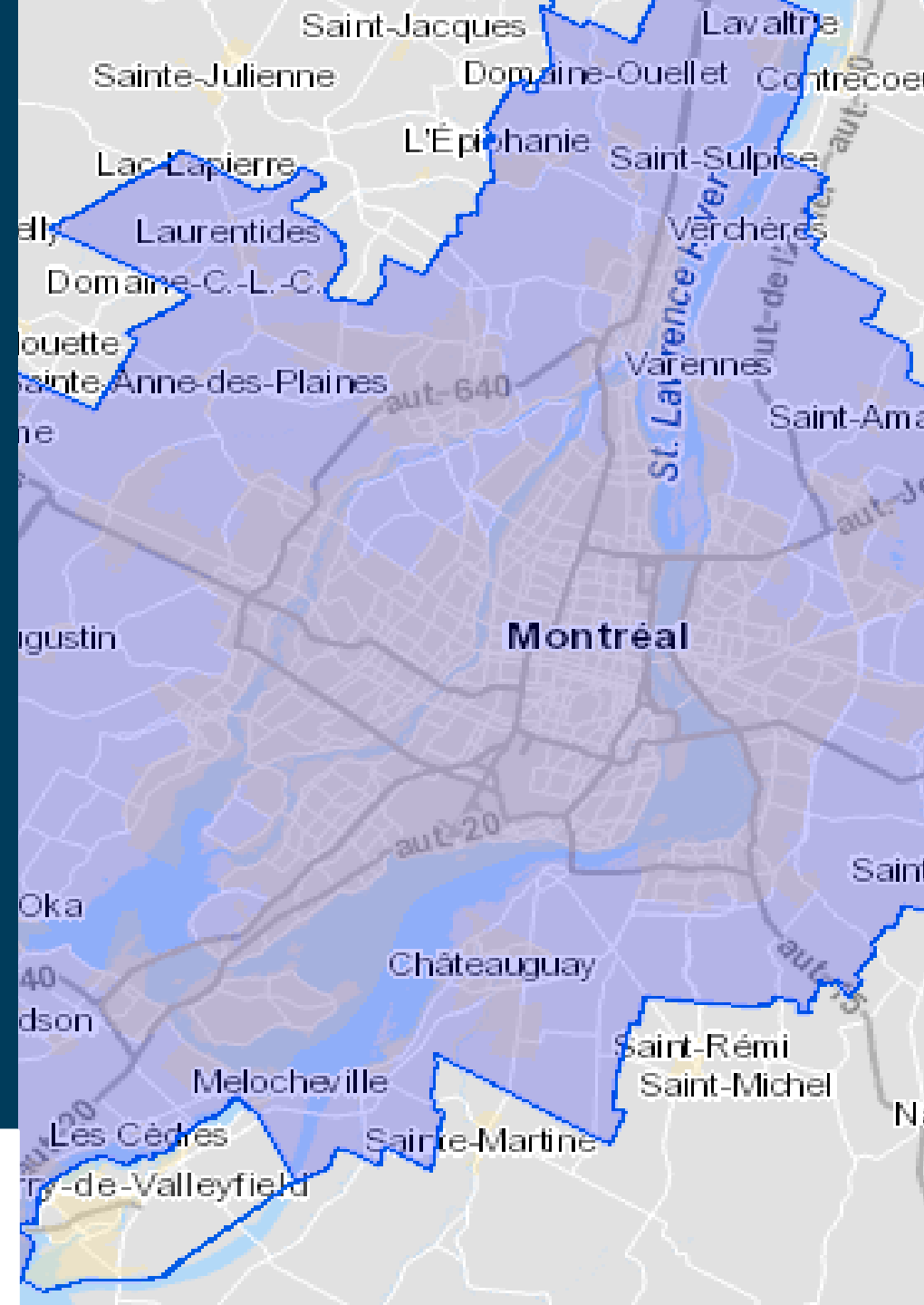


Matching Talented English-speaking Black Quebecers with Sustainable and Forward-Looking Jobs

September 17, 2020



Agenda: What we want to achieve today

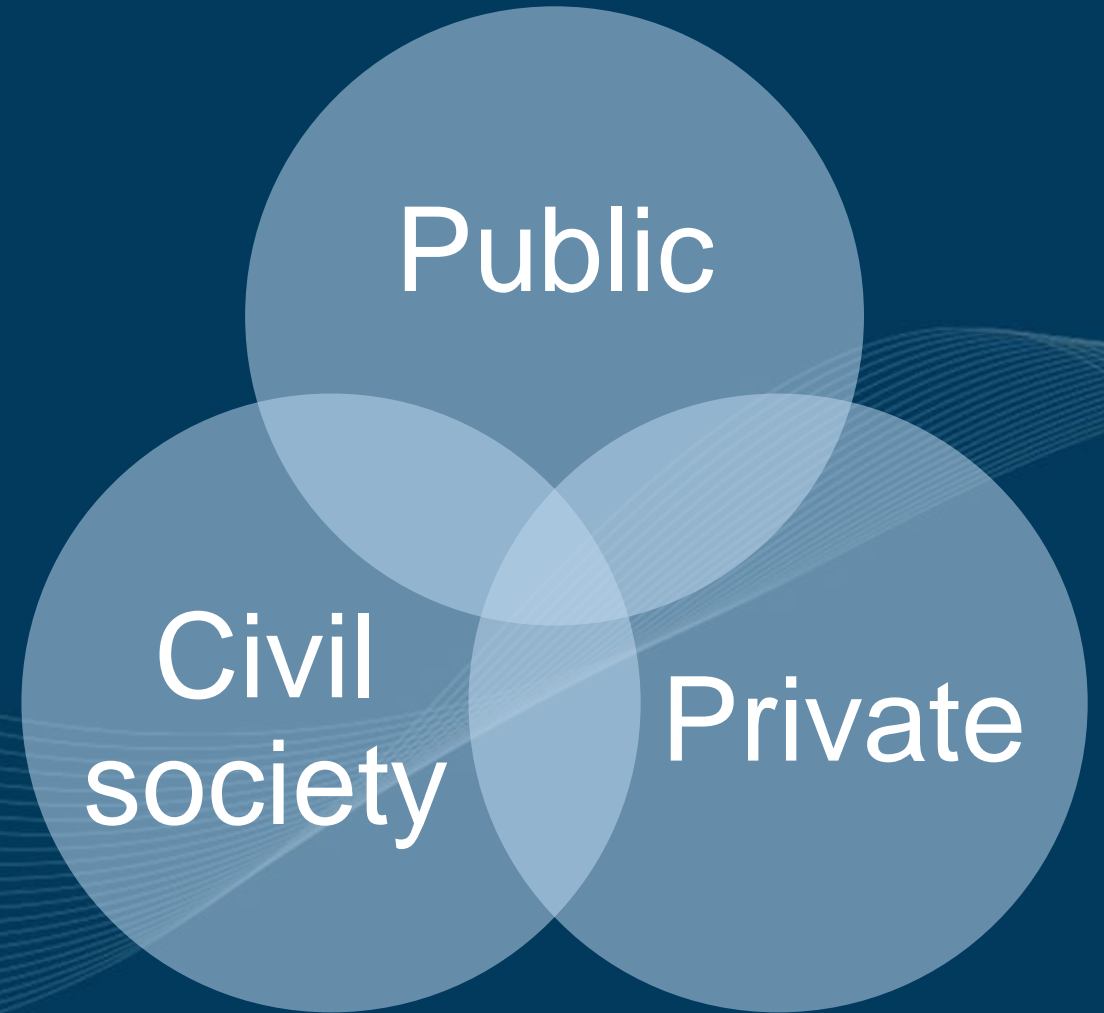
- Explore the opportunity and the CEDEC Public/Private/Civil Society model
- Explore the socioeconomic situation of the English-speaking Black Community
- Advantages of matching talent
- Discussion on actions, strategies and models
- What we have learned and what action we can take
- Create an action group to enhance employment opportunities for the community.



The opportunity:

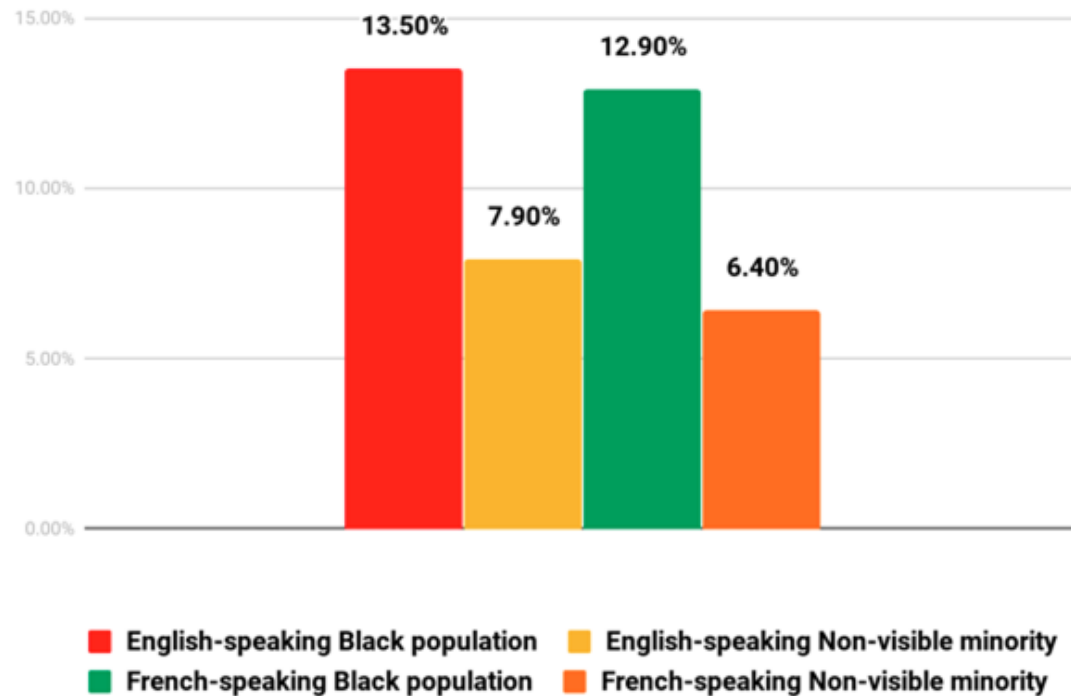
The Black English-speaking community in Montreal possesses talent that can be harnessed to generate sustainable economic benefits for both the community and employers.

“CEDEC assists communities in taking full advantage of the creative and innovative potential of collaborative public, private, and civil society relationships.”

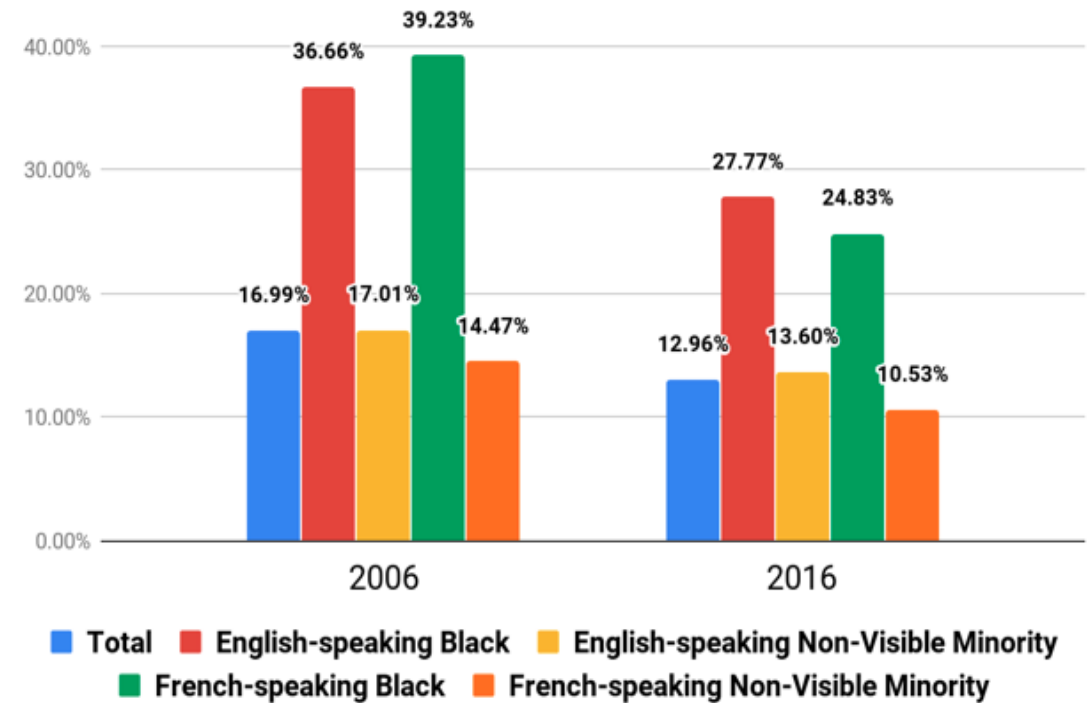


Employment and Quebec's English-speaking Black Community

Unemployment Rate for population aged 15 years and over in Quebec (2016)



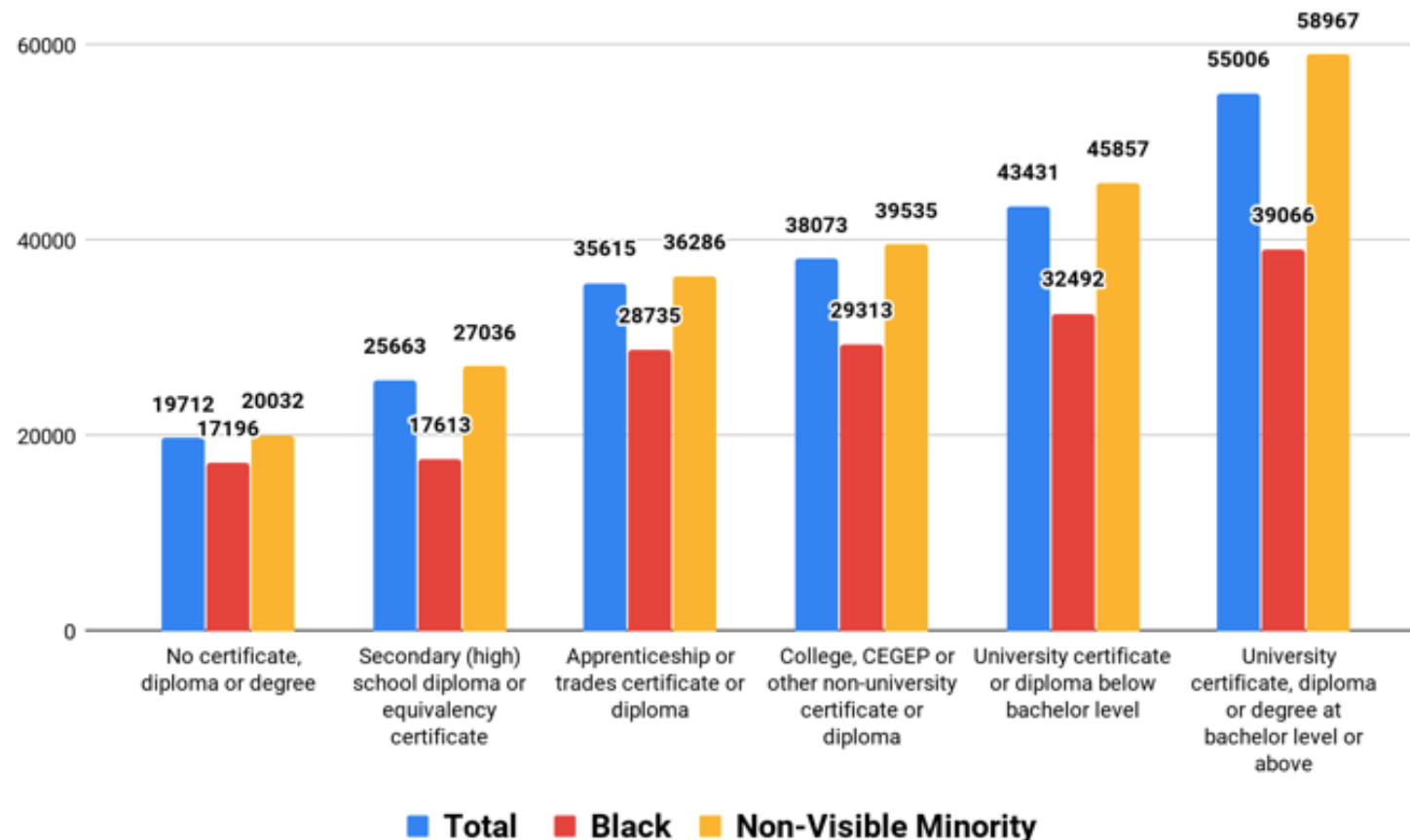
Percentage living below LICO for population aged 15 years and over in Quebec (2006 & 2016)



Source: CHSSN. Data from Statistics Canada 2006 & 2016 Census of Canada.

Educational Attainment, Salary and Quebec's ESBC

Median Income by Educational Attainment for population aged 15 years and over in Quebec (2016)



Economic Gaps

- High unemployment rate
- Growing disparity in income (avg. & med)
- Growing disparity as education increases
- Less job security
- Higher poverty rate (LICO)

Barriers, Forms of Exclusion

- Recognition
- Representation
- Racial Prejudice

Advantages of Matching Talent

- Diversity:
 - Diverse work experience and skill sets
 - Diverse Perspectives
 - Languages
- Diversity and improved performance
- Educated and willing to continue skills attainment
- Available workforce
- Well established community structure

How can we begin to address these disparities?

P.R.E.S.S.

Problem awareness	▶	Research
Root-cause analysis	▶	Informing
Empathy	▶	Listening
Strategy	▶	Formulate
Sacrifice	▶	Offer

Models of Diversification Plans

- Different Methods
- Different Actors
- Different Placements
- Example Case: Black North Initiative

Discussion

“Corporate leaders may not be able to change the world, but they can change *their* world.” *Robert Livingston - Harvard Business Review*

References

- Livingstone, Robert. “How to Promote Racial Diversity in the Workplace.” *Harvard Business Review*, Sept. 2020, pp. 1–10.
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- CEDEC (2019).Empowering African-Canadian Career Excellence. *International Journal of Community Development & Management Studies*, 3 (sup 1), 53-76, Retrieved from: <http://ijcdms.org/Volume03/v3sup1p53-76CEDEC6029.pdf>
- Bayne, Clarence S. “Community Education and Development: Perspectives on Employment, Employability, and Development of English-Speaking Black Minority of Quebec.” *International Journal of Community Development and Management Studies*, vol. Special Edition 2019, 2019, pp. 1–51. *John Molson School of Business, Concordia University*.
- Turcotte, Martin. *Results from the 2016 Census: Education and Labour Market Integration of Black Youth in Canada*. Statistics Canada- Insights on Canadian Society, 25 Feb. 2020.



Questions

Discussion questions

1. What are concrete steps your organization has taken to engage with/recruit ESBC candidates?
2. What are the best practices currently being used by your organisation/company to ensure ESBC candidates are hired?
3. What are the biggest challenges to recruiting ESBC candidates?
4. What support do you need to increase the number of ESBC candidates being hired at your organisation/company?

Thank you for your time

CEDEC



Thanks to the financial support of our government funders:

