



June 2021

# Monthly Newsletter

News and Updates from Mohawk College Enterprise

## Message from the President & CEO

**Diversity is a fact; inclusion is a choice.**

I was twenty-two years old.

I had just been promoted into my first management position. It was in Toronto, so I had to move from my hometown of Stoney Creek. Naively, I thought the physical move would be the biggest change, but I was in for a culture shock.



I realized I was the youngest person on the management team. Most of my staff was at least 20 years older than me. Welcome to generational diversity.

I grew up in a white world. The first time I recall seeing a black person was when my dad, the General Manager of the Hamilton Steelers Soccer Club, brought one of the players home for dinner. I was probably around 12 years old. I remember being fascinated by the colour of his skin. The next time I saw a person of colour was in high school – and then in my office in Toronto. Welcome to racial diversity.

It was hard to make friends in Toronto. My manager advised me not to associate with my staff after hours. My peer group was, well, old. There was one manager in one of the other offices who was around my age. We started having coffee together until one day, she told me she could not have coffee with me anymore because it would negatively affect my reputation. She was gay. (I had no clue; did I mention I was naïve?) Welcome to sexual diversity.

Eighteen months later, my next career move was to Hamilton. Almost twenty-four years old and a manager in Traffic Facilities, I was responsible for collecting usage data on switching equipment in the central offices. We had our meetings in the lunchrooms where the walls were decorated with pin-up calendars. This was a very male-dominated department. This was a lack of gender diversity.

Recap:

- FACT - My peers and staff were all older than me.
- FACT – The soccer player my dad brought home was black.
- FACT – My only friend in Toronto was gay.
- FACT – My co-workers in Traffic Facilities were all men.

Diversity is a fact; inclusion is a choice.

It is what we choose to do with these facts that determine how inclusive we are. I chose to learn from my older peers. I cheered for the Hamilton Steelers. I didn't hang out anymore with my gay friend (her choice, not mine). I worked on earning the respect of my male co-workers who eventually took down the pin-up posters!

I learned a lot in my first few years as a Bell manager and I am still learning. I hope you are too.



Audie McCarthy | President & CEO

## Course Spotlight: Seasonal Series: Launching in 7 Days!



**JUNE 15 IS ALMOST HERE! Some spots left for our Dealing with Difficult Behaviours session.**

*"Dealing with conflict can be difficult. Not only is learning about different scenarios and tactics helpful, having the chance to engage with others in similar roles is also beneficial to gain growth as a leader."*

- Dealing with Difficult Behaviours Participant -

### **Dealing with Difficult Behaviours**

Tuesday, June 15, 2021, from 8:30am to 3:45pm.

Find the courage and knowledge to best deal with people and their difficult behaviours. Understand how people react to difficult behaviours and the importance of separating the behaviour from the individual.

[Register](#)

### **Mastering Effective Communications**

Tuesday, July 20, 2021, from 8:30am to 3:45pm.

Further enhance your communication skills and practices. Take a short DiSC® personality profile self-assessment and use your profile to better recognize and adjust to different communication styles.

[Register](#)

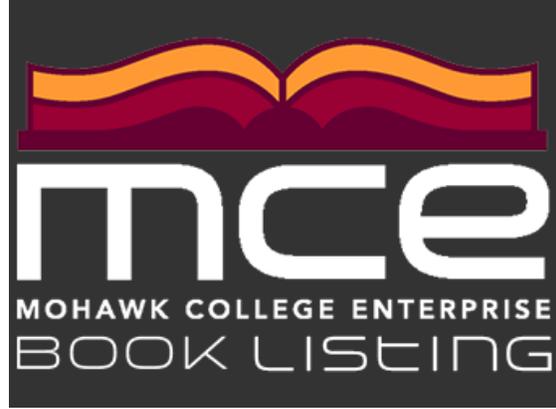
### **Time Management Mastery**

Tuesday, August 17, 2021, from 8:30am to 3:45pm.

Learn time management techniques that you can instantly apply to your role. Assess where your deficiencies lie and learn how to stop procrastination and other time-wasters.

[Register](#)

## Announcements



## Virtual Diversity and Inclusion Training: Lessons Learned

As originally shared on OMHRA's Blog and [Social Channels](#), MCE's article on Diversity & Inclusion was written with first-hand experience by [Audie McCarthy](#) and [Aisha Zafar](#).

This is a deeply personal account of lessons learned as we design our instruction to be cognizant of the diverse and inclusive nature of our participants.

The moral of Audie's and Aisha's story is clear - modeling the behaviour of diversity and inclusion in the form of personal stories keeps the content real and the audience engaged.

Enjoy! ([Link to Story](#))

## Books You Need to Read

Understanding Diversity and Inclusion comes with its own challenges. There are many different opinions, approaches, and methodologies, but none more engrossing than living it through personal experience, as told by Audie and Aisha.

We've compiled a [list of books](#) that can pique your interest in adopting a more diverse and inclusive outlook in your personal and professional life.

We feel that embedding diverse and inclusive content across all our training platforms will lead by example and promote a safe culture of acceptance. Having the ability to share additional resources will only go to serve our participants well in their pursuit of enrichment and understanding of others. Happy reading!

### For more information about our programs, contact:

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