AMSSA's National *Safe Harbour: Respect for All* Program

Coordinated nationally by:

Coordinated in Alberta by:

Generously supported by:

Who Is Behind *Safe Harbour*?

- The Affiliation of Multicultural Societies and Service Agencies of BC. AMSSA supports member agencies in providing immigrant settlement and multicultural services in communities throughout British Columbia.

- *Safe Harbour* has its roots in Nanaimo, BC and has expanded into 33 BC communities since 2006 and is supported by the BC Ministry of Advanced Education and Labour Market Development.

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WelcomeBC

Who Is Behind *Safe Harbour*?

Lead Organizations and Community Organizers

- *Safe Harbour* Lead Organizations and local Community Organizers are not-for-profit agencies and committees dedicated to immigrant settlement, anti-racism, and multiculturalism.

In Alberta, these agencies are:

- **Edmonton Mennonite Centre for Newcomers** – Lead Organization and Community Organizer
- **Calgary Centre for Newcomers**
- **Immigrant Settlement Services**, part of Grande Prairie Regional College
- **Centre for Immigrants and Refugees**, Central Alberta Refugee Effort in Red Deer
- **YMCA Settlement Development Program** in Fort McMurray

A Vision in Action

- Understanding diversity is a core element to building welcoming communities across Canada.

- *Safe Harbour* creates opportunities for businesses and agencies to celebrate diversity and to work together in building safer, more inclusive communities.

What is *Safe Harbour: Respect for All*?

- Provides storefront businesses, agencies, and institutions with an opportunity to become **diversity champions.**

- *Safe Harbour* locations are committed to providing **equitable treatment** for anyone who walks in the door. This also means they are prepared to act as temporary **safe refuges** for people who experience discrimination and briefly need a safe place to go.

Dimensions of Diversity

Safe Harbour: Respect for All

Respect for All Cultures

Respect for All Abilities

Respect for All Sexual Orientations

Respect for All Religions

SAFE HARBOUR

RESPECT FOR ALL

Respect for All Ethnicities

Respect for All Socioeconomic Backgrounds

Respect for All Genders

Respect for All Ages

How to become a *Safe Harbour*

To qualify, staff members simply need to:

- Participate in a free, two-hour interactive Orientation, based on the *Safe Harbour* Training Curriculum;
- Sign the Participant Commitment Form;
- Display the colourful window decal and promotional materials in their storefront;
- Share the *Safe Harbour* commitments with all managers and employees through a review of the Participant's Workbook.

Safe Harbour Orientation

- Raises awareness about the different ways marginalized groups might experience living in the community;
- Discusses stereotyping and recognizes our own biases;
- Identifies simple steps that staff can take to demonstrate respect to diverse groups and support someone who needs a *temporary* refuge from harassment.

Safe Harbour Commitments

- **Equitable treatment:** Treating all clients and customers in an equitable manner; if a concern is expressed regarding a lack of equitable treatment, staff members take steps to address the problem.

- **Providing a *Safe Harbour*:** Being a *temporary* safe place for anyone experiencing racism or hate.

- **Prepared employees:** Having all staff prepared to welcome diversity and assist those who require refuge.

Recognizing Commitment

The *Safe Harbour* window decal is a sign of an organization's commitment to better *understanding and serving* diversity in their workplace and community.

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Safe Harbour is Good Business

Many businesses recognize the need to be responsive to diversity as an opportunity to:

- Build better relationships within our increasingly diverse communities;

- Change problems into positive opportunities;

- Improve client relations and customer satisfaction.

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Safe Harbour certified businesses and agencies know that…

- The *Safe Harbour* orientation session supports management and staff to better adapt to the changing face of their community;

- *Safe Harbour* appeals to customers who want to demonstrate their support for an organization that understands and respects their needs and values;

- *Safe Harbour* can help attract employees from diverse backgrounds: immigrants, people with disabilities, the LGBTQ community, and Aboriginal youth.

Safe Harbour within the workplace aims to:

- Support an inclusive organizational culture which can help retain employees;
- Reduce interpersonal conflict;
- Enhance teamwork.

How *Safe Harbour* benefits communities

- Invites businesses, not-for-profit agencies, financial institutions, and entire municipalities to work together in building safe and inclusive communities;

- Provides an opportunity for storefronts to play a proactive role as *leaders* in their community who stand up for diversity and respond to racism and hate when it happens;

- Creates a welcoming environment for all.

Safe Harbour Locations

500 businesses, financial institutions, social service providers, community centres, libraries, and city halls in 34 B.C. communities have become *Safe Harbour* locations.

AMSSA's National *Safe Harbour: Respect for All* Program

We are expanding into communities right across Canada. AMSSA and our partners welcome you to join the *Safe Harbour* movement!

Testimonials

“At NorQuest College, we embrace and celebrate what makes each of us unique. And we share our stories and our experiences so that people gain new perspectives and appreciation on what makes us individuals. NorQuest is proud to support Safe Harbour in its venture to promote diversity, tolerance and respect for all.”

- Wayne Shillington, President and CEO, NorQuest College

“Alberta is a province that is enriched with its diverse citizens and proud of its openness and understanding of other peoples' cultures, social structures, values and faiths. Safe Harbour recognizes that diversity is an asset that makes Alberta a better place to live.”

- Aziza Kotadia, Investment Advisor with RBC Dominion Securities in Calgary

Looking Ahead…

Over the next few years, *Safe Harbour: Respect for All* will continue to expand in BC, Alberta and into two other provinces across Canada, becoming recognized as a symbol of trust in promoting diversity and supporting welcoming workplaces and communities across our country.

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For more information, please visit:

www.safeharbour.ca