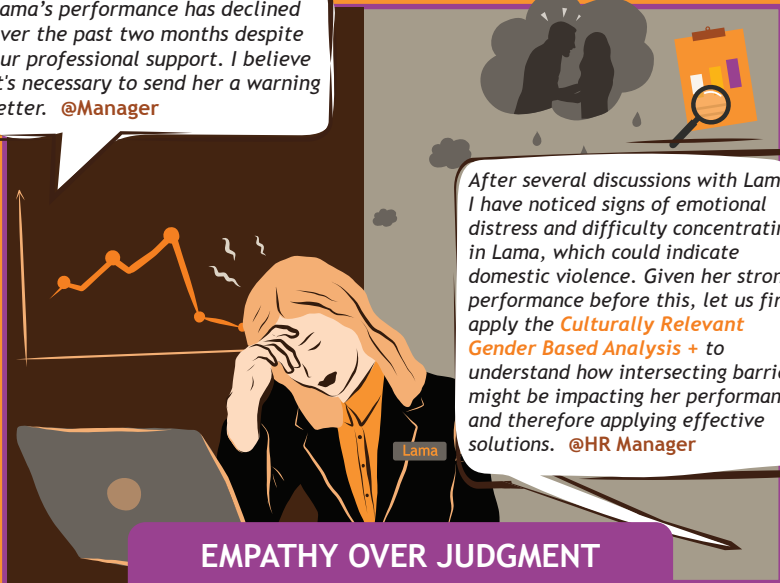


Reimagining Her Employment Journey

These captions highlight moments from newcomer women entering the workforce, seeking not just jobs but a place where they truly belong and can build their career dreams. This graphic aims to shed light on the barriers they encounter, raising awareness for both employers and the community.

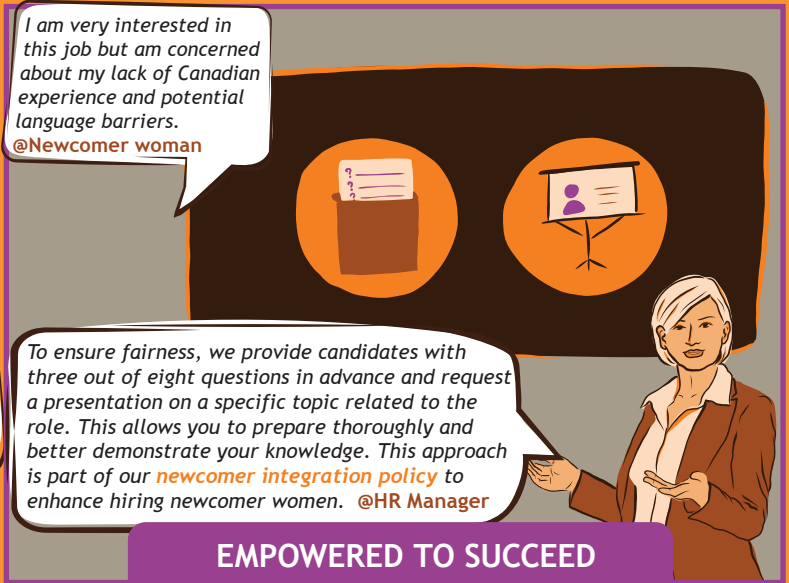
Lama's performance has declined over the past two months despite our professional support. I believe it's necessary to send her a warning letter. @Manager



After several discussions with Lama, I have noticed signs of emotional distress and difficulty concentrating in Lama, which could indicate domestic violence. Given her strong performance before this, let us first apply the **Culturally Relevant Gender Based Analysis +** to understand how intersecting barriers might be impacting her performance and therefore applying effective solutions. @HR Manager

EMPATHY OVER JUDGMENT

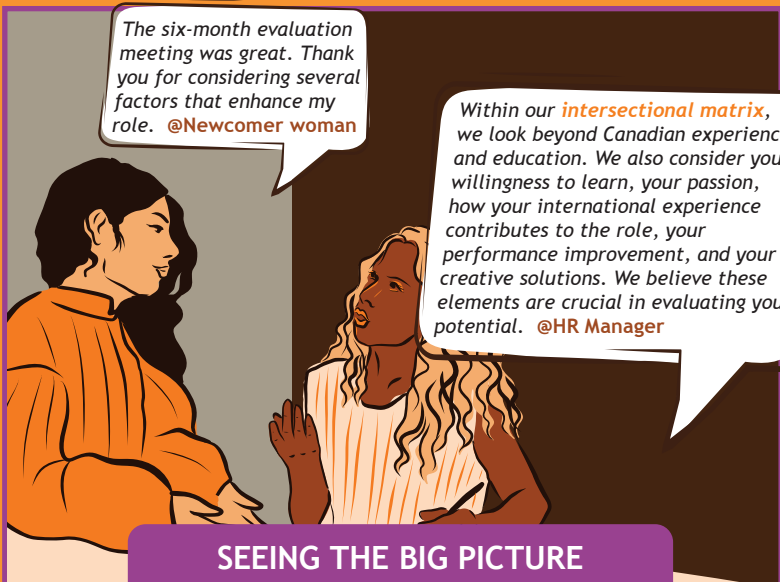
I am very interested in this job but am concerned about my lack of Canadian experience and potential language barriers. @Newcomer woman



To ensure fairness, we provide candidates with three out of eight questions in advance and request a presentation on a specific topic related to the role. This allows you to prepare thoroughly and better demonstrate your knowledge. This approach is part of our **newcomer integration policy** to enhance hiring newcomer women. @HR Manager

EMPOWERED TO SUCCEED

The six-month evaluation meeting was great. Thank you for considering several factors that enhance my role. @Newcomer woman



Within our **intersectional matrix**, we look beyond Canadian experience and education. We also consider your willingness to learn, your passion, how your international experience contributes to the role, your performance improvement, and your creative solutions. We believe these elements are crucial in evaluating your potential. @HR Manager

SEEING THE BIG PICTURE

Due to my fasting and spiritual practices this month, can I start and finish work later while still working my full hours?



Yes, it is allowed. We have updated our policies to support cultural and religious needs, allowing for adjustments during observances. Following our HR training on **addressing institutional racism**, we have decided to review our policies. @Manager

RESPECTING INDIVIDUAL NEEDS

She excels in communication and program development; however, she has some weaknesses in team management that need to be addressed. @Manager

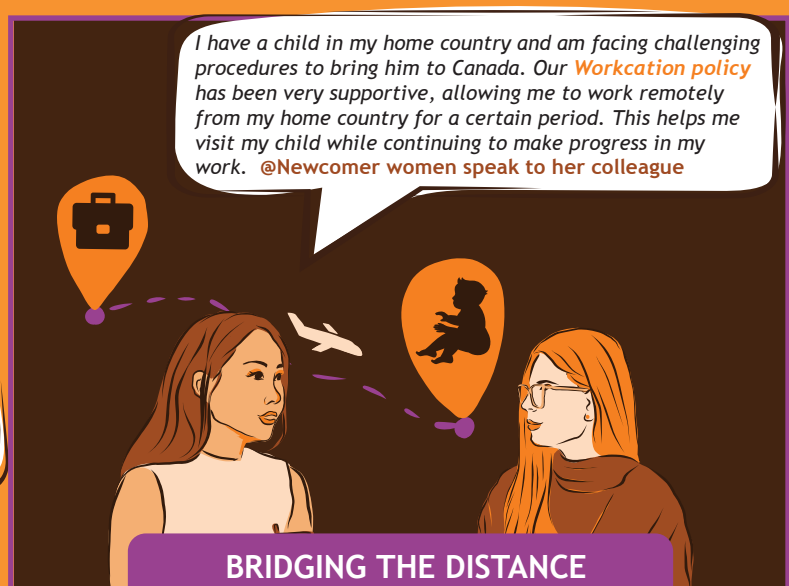


Professional Development

Despite some areas for improvement in team management, we are committed to supporting her growth through our **professional development plan tailored for integrating newcomers**. Her eagerness to learn is a strong asset, and we believe she will thrive with the right support. @HR Manager

INVESTING IN GROWTH

I have a child in my home country and am facing challenging procedures to bring him to Canada. Our **Workcation policy** has been very supportive, allowing me to work remotely from my home country for a certain period. This helps me visit my child while continuing to make progress in my work. @Newcomer women speak to her colleague



BRIDGING THE DISTANCE

Inspired by many newcomer women's stories and:

- CCMW. (2024). *ASPIRE Study Report*. Squarespace. Retrieved from [ASPIRE Study Report](#) (squarespace.com)
- Native Women's Association of Canada. (2020). *A culturally relevant gender-based analysis* [PDF]. NWAC. Retrieved from [A-Culturally-Relevant-Gender-Based-Analysis.pdf](#) (nwac.ca)
- Oxfam Canada. (2019). *A feminist approach to women's economic empowerment: How Canada can lead on addressing the neglected areas of WEE*. Georgetown Institute for Women, Peace and Security. [a-feminist-approach-to-womens-economic-empowerment_FINAL.pdf](#) (oxfam.ca)
- CRIEC. (2021). *Employer playbook: Immigrant inclusion*. Retrieved from https://www.criec.ca/wp-content/uploads/2021/05/Employer-Playbook_ImmInclusion-FINAL.pdf