

THE NEVER ENDING ROAD TO INCLUSION

INDIGENOUS HIRING PRACTICES PRESENTATION A REAL EYE-OPENER, WRITES STEVE LEBLANC



STEVE LEBLANC
Column

It's about trust. Our relationship with our readers is built on transparency, honesty and integrity. As such, we have launched a trust initiative to tell you who we are and how and why we do what we do. This column is part of that project.

As your trusted news source here in Halton — and most other communities across southern Ontario — we're constantly striving for fairness and inclusion.

And we're fully aware that this is a never-ending endeavour.

One key step toward that goal came last month, with a presentation by Chantal Fraser of Indigenous Link. A Métis and retired military veteran, Chantal now commits herself to building bridges between different groups of people.

Among the many ways she does so is offering her insight to companies like mine, which welcomed her thoughts and suggestions on Indigenous hiring practices.

The session was, to say the least, enlightening.

Following a brief history lesson, Chantal offered a detailed blueprint on how companies can help level the playing field — for lack of a better term — for all prospective employees.

The overall takeaway was to recognize (and hopefully appreciate) that an Indigenous person might — in many cases anyway — likely approach the job search process much differently than, say, I did decades ago.

An Indigenous person may, for example, be more succinct on a resumé or not be so quick to sing their own praises during an interview.

That doesn't make them any less suitable for the job. It's simply a matter of broadening one's idea of how to go about hiring and how simple measures can go a long way toward building trust and making a company more welcoming to potential new employees.

One of the prerequisites to any meaningful progress is knowledge and a perspective beyond your own experiences.

Chantal is a champion on both counts.

She gave us some valuable food for thought and is definitely deserving of our gratitude.

Steve LeBlanc is news editor of the Metroland community newspapers in Halton. He can be reached at sleblanc@metroland.com.

We welcome your questions and value your comments. Email our trust committee at trust@metroland.com.

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SNAPSHOT



Denise Butt photo

A raccoon grabs a snack from a bird feeder on Lawlor Street. Do you have a great local photo you'd like to share? Send it to sleblanc@metroland.com, along with a brief description.

HOUSE PRICES POISED TO FALL



PETER WATSON
Column

"Property values, already slipping, are likely to fall more than 10 per cent in the coming year."

This quote is from a recent report from RBC Economics. Add this to other news on housing prices, and the new reality is Canadians' largest asset is losing value.

According to the report, the reason for the decline is a combination of ex-

tremely high prices of houses and increasing interest rates.

The Bank of Canada's prime objective is to get control over inflation. Putting the brakes on inflation with higher interest rates leaves the collateral damage of lower house prices.

The financial challenge faced by many is significant, especially for those who had a relatively small down payment and a large mortgage.

Many of those homeowners could lose all the equity in their house and even be in the unenviable position of having a mortgage greater than the value of the property.

Some might end up selling their house and walk-

ing away from home ownership while still owing money. Depending on how high interest rates go, that could end up being very expensive.

Previous generations of homeowners have been rewarded because of decades of escalating prices. Capital gains on a principal residence are tax-free, so the financial gains in many cases have been enormous.

Most investments, including houses, do experience volatile times with fluctuating prices. The value of houses people have purchased is significantly higher than any other financial decision they have made.

Financially-extended homeowners have difficult times ahead.

Peter Watson, of Watson Investments MBA, CFP®, R.F.P., CIM®, FCSI offers a weekly financial planning column, Dollars & Sense. He can be contacted through www.watsoninvestments.com.

ABOUT US

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