

Since we start in June 2007, we engaged ourselves in a constructive dialogue around multiculturalism in order to identify the gaps and challenges in addressing the issues of racism and the discrimination at the local level.

We implement a community action plan in our region depending on the ethno-cultural mosaic in our community Montreal in Quebec city. We implement this plan based on one problematic, how we can better prepare ourselves for the Canada of tomorrow.

We try in some activities to bring our expertise, leadership and initiative to represent the diversity of the experiences in our community.

We face some challenges, especially in the communication with different resources who can be useful for the advance and the development of our experiences.

Through a series of roundtables, workshops, exhibitions held between June 2007 to today, I will summarize some of the key challenges that we suppose to observe it and try to discuss it with the policy makers and the responsible who are focused on the objective how we can increase the sense of belonging in the mind and the heart of every Canadian:

- 1- The definition of discrimination and tolerance.
- 2- Community participation
- 3- The process of learning the diversity in schools
- 4- The representation of visible minorities in public institutions.

Lack of the representation of visible minorities in the federal public service offering related observations concerning strategies for implementing diversity policies across government departments, programs and agencies.

- 5- Employment and the labour market barriers

- 6- The neo-canadians, the immigrants and the new comers and the challenge of integration, access to health and social services.

In terms of social services a number of barriers remain for Canada's ethno-cultural minorities. Due to cultural attitudes and a lack of familiarity with the Canadian health system immigrants suffering from mental and emotional health problems tend to under-use available services. Also, for immigrants, lack of proficiency in English or French can be a barrier to accessing health services.

- 7- Youth and the generational challenges of diverse families.

the issue of economic integration, including the well-known problem of credentials recognition, discrimination in the workplace, lack of Canadian work experience, a deficit of language skills, and the absence of a social network that can facilitate finding work. Other environmental factors include the challenge of accessing affordable daycare and the challenge for children and youth of integrating into the school system.

Visible minority families are often unaware of available services or they are reluctant to use them due to different norms of family privacy or language barriers.

Suggestions:

- 1- Improve conditions and outcomes for visible minorities
- 2- The Government's approach to multiculturalism should be rethought and that what multiculturalism means in terms of specific areas of policy influence be reorganized to put visible minority issues front and centre on the national agenda.
- 3- Ability to create a society in which differences in labour market preferences and aspirations are tolerated and there is no difference in treatment.

- 4- Aware about the need for cultural competence, gender sensitivity and anti-racism within the public system.