

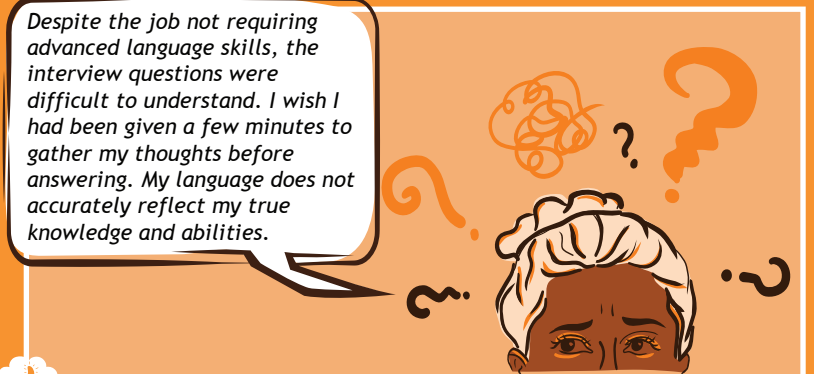


What She Wishes Her Employer Knew

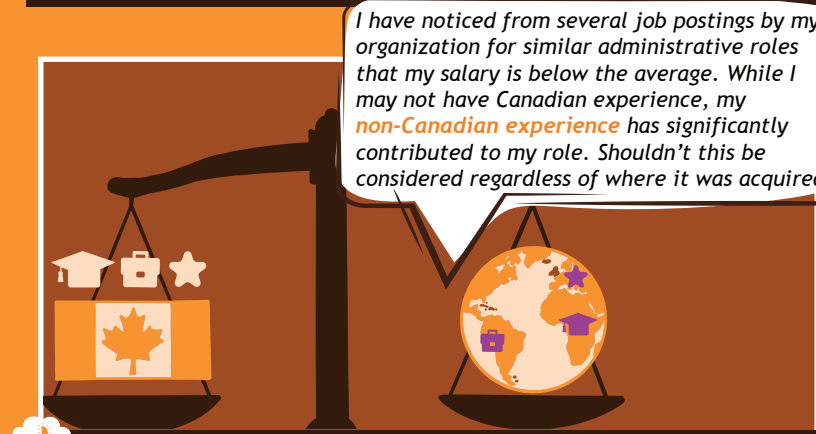
These captions highlight moments from newcomer women entering the workforce, seeking not just jobs but a place where they truly belong and can build their career dreams. This graphic aims to shed light on the barriers they encounter, raising awareness for both employers and the community.



Many newcomer women lack the networks needed to secure jobs in NB. Providing equal opportunities and a fair interviewing process can help promote **merit over networking** and ensure a more equitable job market.



To get the best answers from newcomer candidates who are improving their language skills, enhancing the **cross-cultural interviewing process** is crucial. Techniques such as using plain language, short sentences, allowing a few minutes before answering analytical questions, and providing a few questions in advance can help ensure clarity, equity, and fairness.



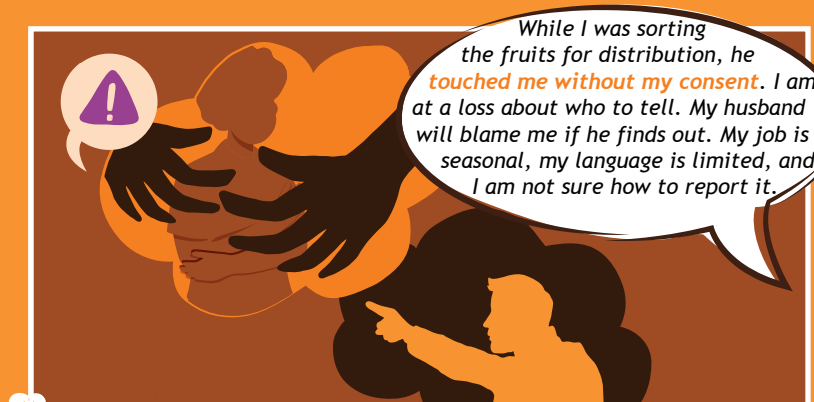
Non-Canadian experience offers valuable perspectives that can enhance the workplace and drive innovation. Emphasizing skills and knowledge over location of employment is key, and aligning salary standards with these attributes ensures fair compensation for diverse experiences.



Applying diversity, equality, and inclusion (DEI) policies is crucial, but ensuring these policies result in **genuine inclusion** is essential for employee retention. Studies show that employees who feel included are more likely to stay. Measuring and promoting inclusion creates an environment where employees feel valued and engaged.



We all need support and flexibility in our work. For many newcomer women, having **flexible work arrangements** is crucial for managing challenges like childcare, which is a major barrier to job stability and retention.



Employers are encouraged to establish a **confidential reporting system** for addressing sexual violence, harassment, and gender-based violence (GBV) in the workplace. This system should offer employees a safe, private, and accessible way to report incidents, ensuring they feel secure and supported without fear of retaliation or breach of confidentiality.

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*. 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