

Window of Quebec



Strengthening Diversity and Inclusion at Workplace

Creating Awareness and Building Empathy on
Racism and Discrimination through Digital Story Telling



Window of Quebec is a project of ZMQ Global which builds knowledge, changes attitudes and develops new practices to address systemic barriers in the employment sector. Supported by Canada Heritage under Anti-Racism Action Program, the program upholds the values of diversity and inclusion; and confronts racism and discrimination at workplace using digital stories. The program works with six marginalized communities in Québec namely Indigenous, Black, Arab, Latin American, South Asian and South East Asian. This calendar attempts to capture 12 thought provoking stories collected as grass-root testimonials from the communities. These comics are the first step towards strengthening diversity and building inclusive solutions. Hope you enjoy browsing through the pages of the calendar.

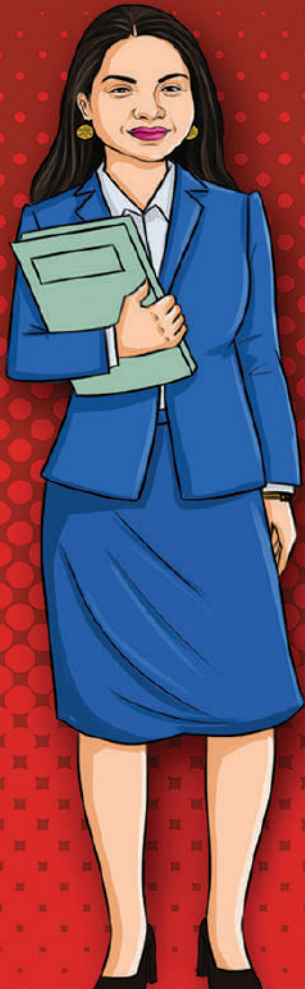
www.WindowofQuebec.com



Calendar - 2023

www.ZMQGlobal.com

Isabella @ work



Olivier Côté and Isabella Gonzales go to an office for a meeting on collaboration.



Hello, Isabella Gonzales. I am Olivier's administrative assistant.



Let's start the meeting, Isabella will be taking notes.

Yes I will be taking notes.



Charlotte, how about you also take notes, and assist Miss Gomez so we don't miss any points?

“Hi, My name is Isabella Gonzales. I immigrated to Quebec with my parents when I was 15. Now I work in an office as an administrative assistant. Would you like to know more about my experience and of many others, with discrimination at workplace?”

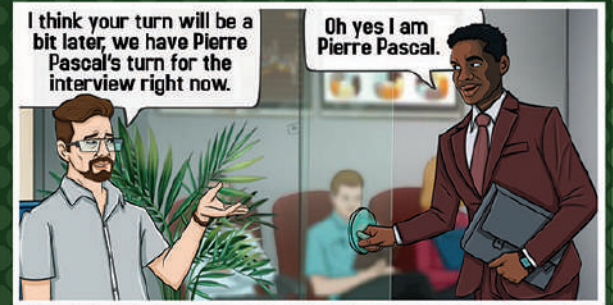


January

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
New Year's Day	Day After New Year's Day				Epiphany	
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Oh, Are You Pierre?



“Hi I am Pierre Pascal. I am born, raised and educated in Quebec. Do you want to know my struggle with finding a job or even an interview call in the same city? Do you want to know other true stories of racism and discrimination too?”

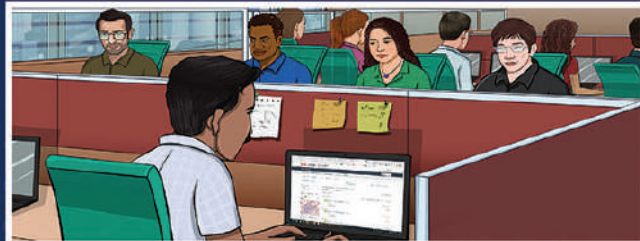


February

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				Groundhog Day		
			1	2	3	4
5	6	7	8	9	10	11
		Valentine's Day				
12	13	14	15	16	17	18
	Family Day					
19	20	21	22	23	24	25
		Yukon Heritage Day				
26	27	28				

Dr Vijay Iyer, PhD



This is an IT company with several employees. Vijay is an Indian immigrant with a PhD degree and is employed as an Assistant Manager.



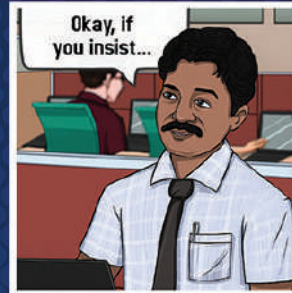
Hi Vijay, I am stuck up in an important project. You are a PhD, and I know for you this is very easy. Can you help me with it?



But I have family coming over on the weekend.



Vijay you have to spare that time over the weekend. We need this to be done before Monday.



Okay, if you insist...



“Hi. I am Vijay Iyer, PhD from India in Computer Sciences. I came to Quebec, thinking my qualifications will find me good work. However, it did not turn out to be. Do you want to hear my true story and of many others, who face discrimination at workplace in Quebec?”



Canada



March

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
			International Women's Day			
5	6	7	8	9	10	11
Daylight Savings begins	Commonwealth Day				St. Patrick's Day	
12	13	14	15	16	17	18
	First Day of Spring		Ramadan begins			
19	20	21	22	23	24	25
26	27	28	29	30	31	

Jerry's ally



“Hi I am Jerry Chu, born and raised in Quebec. Yet I face racist looks and taunts on a regular basis. Do you want to know the terrible experience that thousands others in a similar situation go through at workplace ?”

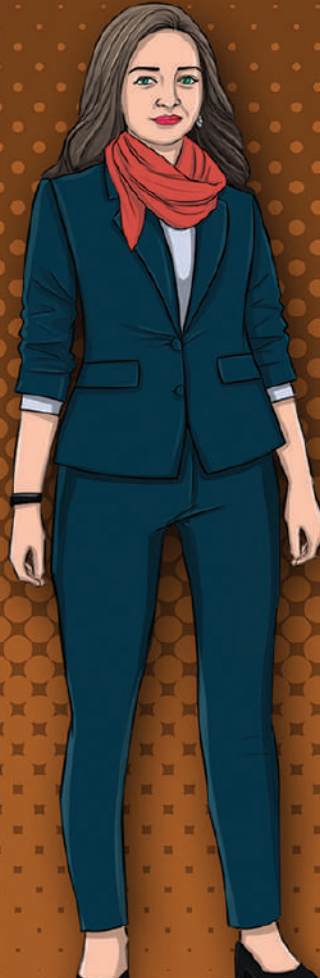


April

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	Passover Begins	5	Good Friday	8
Easter Sunday	Easter Monday					
9	10	11	12	13	14	15
16	17	18	19	20	Eid al-Fitr begins	22
	St George's Day (NL)					
23	24	25	26	27	28	29
30						

Aaliyah the Quebecker



“Hi ! My name is Aaliyah Mohammed. I am born and raised in Quebec and I am proud of that. I still wonder why am I made to feel as being an 'other' in everyday life. I am not alone, there are thousands who feel the same. Do you want to know our stories?”



May

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
Mother's Day						
14	15	16	17	18	19	20
	Victoria Day					
21	22	23	24	25	26	27
28	29	30	31			

Xtra Intelligent Malina!



“Hi! My name is Malina Wang. I am a lawyer and belong to the Inuit community. You cannot imagine how surprised most people are to know an Inuk woman can be a lawyer. But their lack of awareness and knowledge about all Indigenous communities and biases are not surprising at all. Would you like to hear my story and many more?”

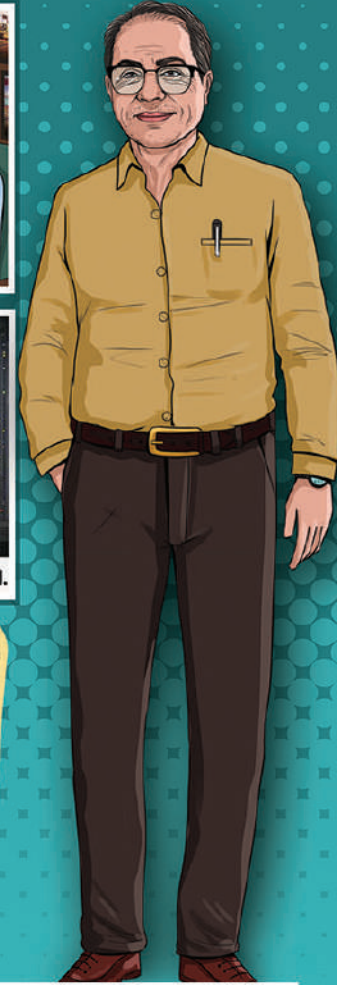


June

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
Father's Day		June Holiday (NL)	Indigenous Peoples Day (CA)			St. Jean Baptiste Day
18	19	20	21	22	23	24
25	26	27	Eid al-Adha begins	28	29	30

Where are you from Sebastián?



“ Hi My name is Sebastián. I was a University lecturer in Chile but to escape political persecution I came to Montreal in my youth. I started my life from a scratch and contributed with my hands in the building of Montreal for almost 35 years. I am still made to feel at times at my workplace that I do not belong to Montreal. Do you want to know how it feels and why? ”



July

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						Canada Day 1
2	3	4	5	6	7	8
Nunavut Day 9	Orangemen's Day (NL) 10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Sandra's Fear



During the COVID lockdown, Sandra is getting ready to go to the food bank where she's working. Last evening, they heard the news of George Floyd's murder.



Okay boys, I have to leave for important work. Samuel and Joseph, don't you both go out today, even to play with friends.



Did you watch the news?



I am shaken since then. I couldn't sleep last night.



Canada is different and thank goodness we do not have racism here in Quebec.

“Hi, my name is Sandra. I was born into a black family. I saw my mother and all the other ones be afraid when their sons came out. My ancestors have been dealing with this for centuries and now I am a mother of two black teenagers myself. It is an open secret that law enforcement in Canada is suspicious of Black youth. How long will this systemic racism continue?”



August

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			Regatta Day (NL)			
		1	2	3	4	5
6	Civic Holiday	7	8	9	10	11
12						
13					Gold Cup Parade (PEI)	
18						
19						
20	Discovery Day (Yukon)					
25						
26						
27						
28						
29						
30						
31						

Lina's Shattered Dream



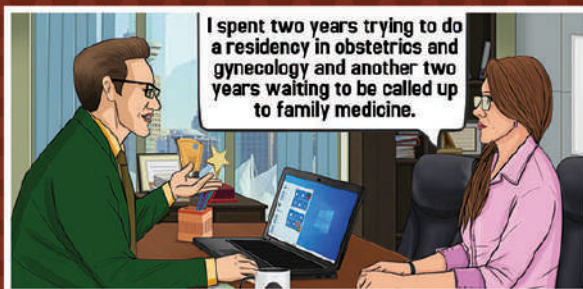
Lina Mansour is a 46 years doctor trained from Lebanon. She applies for the skilled immigration for Canada.



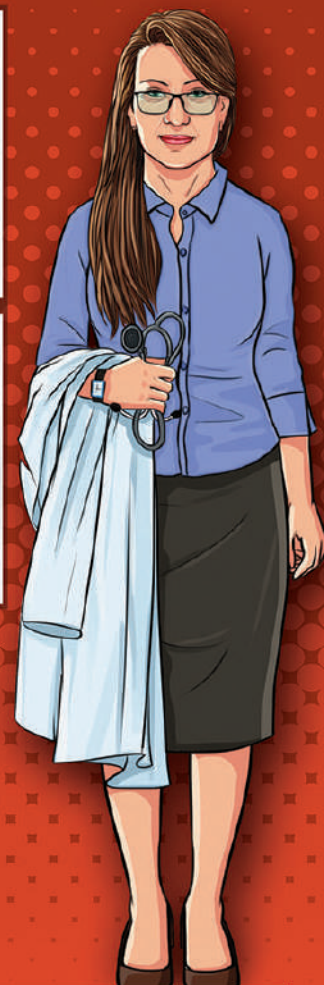
In Canada, Lina prepares her Canadian Medical Certification exams while her husband Waël is looking for a job.



Unfortunately you do not have any Canadian experience.



I spent two years trying to do a residency in obstetrics and gynecology and another two years waiting to be called up to family medicine.



“Hi, my name is Lina Mansour. When special programs for doctors were opened, I wanted to take a chance as an international medical graduate. I passed all my certification exams but after 5 years and more than \$20,000 spent, I still could not get a residency. Many others are in the same situation...Do you want to know the difficulties faced by hundreds of immigrant doctors like me?”



September

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
	Labour Day					
3	4	5	6	7	8	9
					Rosh Hashanah begins	
10	11	12	13	14	15	16
						First Day of Autumn
17	18	19	20	21	22	23
Yom Kippur begins						Truth & Reconciliation Day
24	25	26	27	28	29	30

Mei's Smart Idea



Mei works for an insurance company in Montreal



Our statistics hasn't been positive but if we focus on other forms of marketing like digital marketing, I think that it will improve our number.



Hmm...



A strong digital marketing strategy and pushing it with camaraderie as a team, we can definitely achieve great results.



Excellent suggestion Hannah. I think digital marketing is the way forward.

“Hi my name is Mei Xin. I won't lie to you, I am impacted by racism every day. It has not been once or twice, but several times, that suggestions that I give in the meeting are ignored...Do you want to know how it has impacted my confidence and my self esteem?”



Canada

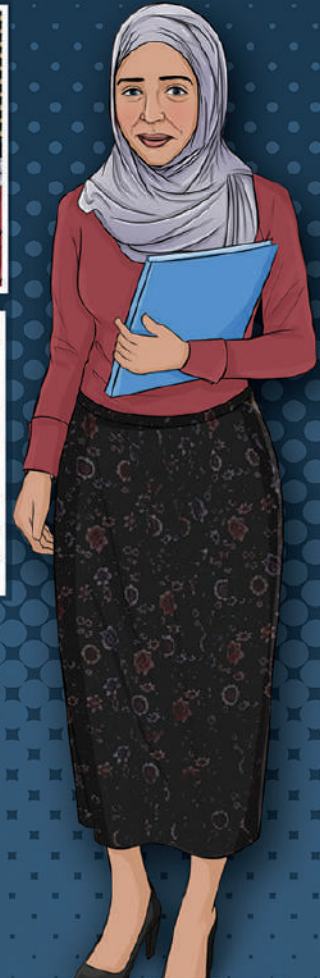


October

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	Thanksgiving Day 9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	Halloween 31				

Prejudice against Farah



“Hi, my name is Farah Rahman. I am a certified nurse and been working for almost 6 years. I have faced prejudice all through my life, in school, university and even at workplace. The racist remarks against my Hijab have become a lot more common and overt in past years. Do you want to know how has it impacted my life?”



November

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
Daylight Savings ends						Remembrance Day
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Maria's continuous struggle



“My name is Maria Kawâhkatos, I am from a Cree community. All Indigenous communities in Canada are faced with hurtful comments and deep-rooted prejudices. Do you want to know how we are still being discriminated against in Canada?”



December

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7 Hanukkah begins	8	9
10	11	12	13	14	15	16
17	18	19	20	21 First Day of Winter	22	23
Christmas Eve 24	Christmas Day 25	Boxing Day 26	27	28	29	30
New Year's Eve 31						