

Culturally Speaking

Cultural Diversity Resources

January 2007

Volume 2, Issue 1

February 1, 2007 Will Change Someone's Life; ~Forever~ Read How Here.

February 1, 2007, the Cultural Diversity Resources Office will be overtaken by the financial business community of Fargo-Moorhead.

Park Company Real Estate will be on-site to talk to prospective first time home buyers.

Alerus Financial will be on-site to talk to individuals about personal banking and home loans.

Wells Fargo Bank's Spanish Banking Coordinator will be on-site to answer your personal banking questions.

The SBA: SCORE will be on-site to talk about how to

start your own business.

The Village Family Services will be on-site to talk about credit counseling options to achieve your dream of home or business ownership.

New York Life will be on-site to talk about long-term and retirement planning.

Are you tired of renting? Worried about retirement? Dream of your own business? No money? Talk to the professionals who know how to help you get what you want.



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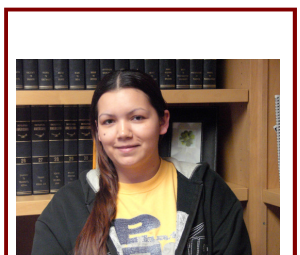
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Welcome Kristen Benais ~ CDR Program Assistant

Kristen Benais was hired by Cultural Diversity Resources on October 30, 2006 as a Program Assistant. She officially took over her duties on December 3, 2006, when CDR had to say goodbye to another of our AmeriCorps VISTA Volunteers,

Elizabeth Albrecht, CDR Marketing Coordinator. Kristen is a mother of three children, and attends Minnesota State Community and Technical College pursuing a degree in Practical Nursing. Kristen hopes to become an LPN and live and work

in the Fargo-Moorhead area. Kristen came to CDR from Minnesota CEP as an office assistant and quickly proved her talents and skills in research and document creation. Kristen's position as the Multi-Ethnic Media Program Assistant con't pg 3



Welcome
Kristen Benais
CDR Program
Assistant

The Chinese New Year Celebration

The Chinese New Year is determined by the New Moon between January 21st and February 20th.

It is a time for feasting and visiting family and friends. The New Year Celebration is based on bringing luck, health, happiness and wealth until the next year.

Ritual homage is offered to ancestors, then gods and then the youth paying respect to their living relatives. New clothes are worn, greetings of Kung-hsi fa-tsai (Congratulations and Prosperity) are shared with friends and family and old grudges are

put aside.

Married daughters return to the homes of their parents. If she is newly married her husband must come with her bearing gifts for her family.

People prepare offerings of food to the Kitchen God and his entourage to welcome them back from their trip to the Jade Emperor's Court. This signifies the end of spiritual surveillance.

By the fifth day nearly the end of the New Year celebration has been reached and all

offerings are removed and life returns to normal.

The ninth and final day of the Chinese New Year is celebrated as the birthday of the Jade Emperor, who is believed to have been born just after midnight on the ninth day. Numerous offerings are set out in the temples on this day.

2007 is the Year of the Boar and begins on February 18th.



There are many barriers to overcome when moving from

one country to another. Language is the hardest, but, there are others such as: employment skills and achieving personal and professional goals.

Many individuals arriving in the United States arrive with hopes and dreams of a better life in what many call "the Land of Plenty".

Imagine yourself sitting in an International Airport, somewhere in the world, knowing it is the last time you will ever *live* in that country. You find out you are traveling to the United States, a place where anything and everything wonderful can happen. It's

Education and Development Program

exhilarating and frightening at the same time. Many of the refugees and immigrants arriving in the United States go through this before ever leaving their home country. When they arrive they are picked up at the airport, taken to their new home and the process of beginning a new life begins.

Cultural Diversity Resources has established the Education and Development Program to assist each individual in achieving those dreams they carried with them from their home country. Some come to the E & D Center simply to learn computer skills, others want to learn how to purchase their own home, and others want to become entrepreneurs and own their own business.

Cultural Diversity Resources' Education and Development center is designed to

provide Computer Literacy, Goal Planning, Job Search Assistance, Small Business Education, Single-Family Home Ownership and so much more.

These things would not be possible without the assistance of Lutheran Social Services, the Small Business Administration, the IRS, the Public School Systems'—Adult Education Centers, Employers, Teachers, Friends—It really does take a village to raise one individual. Raise them out of the cycle of poverty, raise them out of the depths of despair for dreams unrealized, raise them into the true "Land of Plenty".

If you know individuals who have a dream to achieve the CDR Education and Development Center is open to everyone.

Diversity Training and Strategic Assessment

Cultural Diversity Resources offers Diversity Training to large and small companies. Twelve years ago, Cultural Diversity Resources was established as a regional diversity initiative serving the greater Fargo-Moorhead area, with two goals in mind:

To increase the understanding and value of diversity in our community, and; to eliminate the barriers to community participa-

tion experienced by the diverse population.

These two goals are the basis to the Diversity Training provided by Cultural Diversity Resources.

Understanding diversity is one of the first steps to engaging in the global economy. But, how can you engage in the global economy if you haven't been able to understand the individuals you employ? It's not

easy to say "I don't understand" or it's even easier to profess that we do understand, when in reality we wish we understand more.

There are 10 reasons a company's diversity initiative fails:

1. Failure to establish specific goals.
2. Failure to engage resistors and key managers in the organization.





Diversity Training and Strategic Assessment

3. Failure to specify short and long-term goals.
4. Failure to keep the real client in mind.
5. Failure to identify the real diversity needs of your organization.
6. Failure to be honest about what needs to be done and why.
7. Failure to provide realistic options when ideas don't work.
8. Failure to resolve issues; instead applying "quick fixes".
9. Failure to see the organization as it is; rather than how you wish it were.
10. Failure to measure or evaluate the plan after implementation.

Cultural Diversity Resources continues to offer professional diversity training and organizational strategic assessment to regional businesses.

We customize cultural presentations and training based on your company needs.

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Cultural Diversity Resources 2007

2007 is bringing a lot of activity to the Cultural Diversity Resources location. Ethnic Women's Learning Circles (Sudanese, Somali, and Native American), The Education and Development Program, the New Multi-Ethnic Leadership program unveils, 5 new Community Connectors join Cultural Diversity Resources, Celine Hein joins CDR as an intern from Concordia assisting with public relations, Charles Abdulahi also joins CDR as an intern from Concordia working in software maintenance, computer literacy instruction and website design. Alex Weigel, an electrical engineer / computer scientist from North Dakota State University has accepted the part-time position as the Technical Specialist maintaining the CDR network, providing technical assistance to ethnic non-profits and providing computer maintenance to low-income, minority and refugee individuals.

Yes, 2007 is going to be exciting and very, very busy at CDR. Volunteer opportunities are always available for individuals, groups, or employees of companies promoting civic engagement. If you would like more information on volunteer opportunities contact: Donna at 701-526-3000 or email: office@culturaldiversityresources.org or visit the FirstLink website.

Kristen Benais con't.

involves scheduling programming on CableOne channel 12 and Moorhead Community Access Television. Kristen researches different organizations who have films of interest to the diverse populations of this area. In November (Native American Month), Cultural Diversity Resources aired "All My Relatives", a film produced by Mary John of Daughters of the Earth and "The Good Life", a film about the Minne-

sota wild rice harvest, also produced in part by Mary John and available for purchase at www.redeyevideo.com.

We have two goals for the Multi-Ethnic Media Program: 1)to promote intercultural understanding and harmony; and 2) to provide community orientation to New Americans and immigrants.

Kristen is available Monday through

Thursday, 9:00 a.m. to 2:30 p.m. and Fridays 9:00 a.m. to 12:30 p.m. Please feel free to contact her with any ideas, suggestions or feedback regarding the programming and/or if you own the rights to video's you would like to see aired.

Kristen can be reached at:

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Visit us on the Web
www.culturaldiversityresources.org

● Benefiting Our Community,
You and Your Business!!!

Cultural Diversity Resources: a regional diversity initiative serving the Fargo / Moorhead Metropolitan area in Cass and Clay Counties since 1994.

Mission: To build communities that value diversity.

Vision: To strengthen the bonds in the community and support everyone by eliminating fear, misinformation and barriers that keep individuals apart.

Goals: To increase the understanding and value of diversity in our community.

To eliminate the barriers to community participation experienced by the diverse population.

Calendar of Events

Keyboarding for Beginners -

Level 1 ~ Mondays at 2:00 p.m. and Thursdays at 11:45 a.m. 1 hour sessions.

Level 2 ~ Tuesdays at 2:00 p.m. and Fridays at 11:45 a.m. 1 hour sessions.

Level 3 ~ Wednesdays at 2:00 p.m. 1 Hour Session.

UND Law Clinic: Every Wednesday 10 a.m. to 4 p.m. Free legal advice and representation. CDR Lower Level.

Moccasins Beading Class: Wednesday Evenings - 6:00 p.m. Cultural Diversity Resources lower level. Open to Native American Women and Young Girls only.

January 4 -7, 2007: Traditional Winter Camp Gathering. Listening to traditional stories from Elders that can be only shared in the winter when the snow is on the ground. For more information contact Earl or Kathy Hoagland at (218) 935-2392.

January 16 -17, 2007: *MarketPlace for Entrepreneurs* returns to the FargoDome. Visit Marketplace.com for more informa-

tion.

January 20, 2007 - Self-Sufficiency Surplus clothing give away from 9:00 a.m. to 5:00 p.m. at Pioneer Manor 201 11th St N, Fargo. Survey available at CDR.

February 1, 2007— “A Financial Affair”: Making the Most of the Earned Income Tax Credit. Cultural Diversity Resources Noon to 4 p.m. Meet Mayor Voxland of Moorhead, Cory Fong, ND State Tax Commissioner and the financial community.

If you would like your activities included in the Culturally Speaking calendar of events please email them to:

office@culturaldiversityresources.org

**January Ethnic Public
Access Programming:**

January 3: 6:30 p.m.:
ECHO: Avian Influenza

January 8: 10:30 a.m.: Welcome Refugee Guide to Resettlement: Spanish Version

January 10 6:30 p.m.: Welcome Refugee Guide to Resettlement: Spanish Version

January 15: 10:30 a.m.: Welcome Refugee Guide to Resettlement: Somali Version

January 17: 6:30 p.m. : Welcome Refugee Guide to Resettlement: Somali Version.

January 22: 10:30 a.m.: Welcome Refugee Guide to Resettlement: Vietnamese Version.

January 24: 6:30 p.m.: Welcome Refugee Guide to Resettlement: Vietnamese Version

January 29: 10:30 a.m.: Welcome Refugee Guide to Resettlement: Bosnian

January 31: 6:30 p.m.: Welcome Refugee Guide to Resettlement: Bosnian

If you have feedback, ideas, suggestions or own the rights to tapes you would like to see aired please contact Kristen Benais, Program Assistant at:

kristen@culturaldiversityresources.org