

culture: through the eyes of MISI

A large component of MISI's most recent initiative is a set of manuals produced in seven languages with the aim of bridging gaps between Canadian employers and their valued immigrant workforce.

This excerpt from Building a Safe Workplace Community – a guide to understanding cultural impacts on health and safety – exemplifies why access, information and resources are so valuable in a workplace.

Culture is defined as the values, beliefs and attitudes that distinguish one group of people from another – our learned way of living. Culture encompasses what we were taught to think, feel and do in any given situation.

Religion, language, ancestry, living conditions, political events, economic conditions, and climate form certain common elements that work together to form certain common attitudes and beliefs. These attitudes and beliefs can be defined as our culture.

Culture defines a country and the people that live in it. However, culture is not a defined measure in any individual. Culture can vary between individuals; even neighbors may have some similar cultural beliefs, but many differences due to different life experiences.

When people move to another country they move into another culture. A new culture brings different ideas, attitudes and experiences that may be slightly or even vastly different from those in the area where they came from. It is important to understand those differences.

MISI materials provide advice and guidance to employers in developing a tolerant and safe workplace community that will allow new Canadians cope and safely assimilate into their new Canadian workplace. As well, our resources provide new Canadians with strategies for adapting to and working safely in a new workplace culture.

MISI's Employer resources build awareness that different values and behaviours may affect employee safety in the workplace, explain employer, supervisor and employee responsibilities, provide suggestions on how to accommodate cultural differences and improve employee safety, provide examples of communication behaviours and tips on how to communicate with a culturally diverse workforce and provide a list of recommendations for health and safety training for new Canadians.

Our resources ultimately aim to bridge cultural differences and create a new culture – the safety culture.

for more information visit
www.safetyservicesmanitoba.ca



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