



Culturally Speaking

2007 Multiethnic Picnic

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Cultural Diversity Resources is dedicated to building communities that value diversity, in partnership with the cities of Fargo, West Fargo, Moorhead, Dilworth, Cass & Clay Counties since 1994

Writing and photos By Gary Johnson.

On August 6th, 2007, Cultural Diversity Resources gathered together many new Americans in Fargo, Moorhead for their annual picnic. The picnic was held at Gooseberry Park in Moorhead on a hot but refreshing day. The gathering included people in their native attire, the young, the elderly, the recent immigrants as well as the established immigrants. The participants of the annual event began gathering at the park around 3:00 p. m.



When they arrived at the park it perhaps was with trepidation, however, they soon discovered someone from a different culture that

they had become acquainted with from a prior time and old friendships soon reignited. The conversations included questions and declarations about their new



lives here in America. CDR organized a soccer game and the knowledge and skill of the players was demonstrated in an enthusiastic remembrance of the player's youth. Those viewing the game looked on with a keen eye perhaps observing the articulation they would have exercised on the field if it were them playing in the contest instead of their younger peers. The multi-cultural team won in a close contest but victory was shared by all who participated both on the field and on the sidelines.

As evening drew near, the food items arrived as though from their native countries of origin. The food represented an identity from the cultures in attendance at the picnic. The atmosphere was filled with the smell of the cuisine and the sound of a reuniting of experiences from times near and afar. As the evening drew near its conclusion, the new Americans gathered their belong-



ings and prepared to leave for their new homes here in America. The farewells and salutations renewed friendships and acquaintances and "I will see you next year," could be heard as the cars were leaving the park.

CDR Would Like to Thank The Following Picnic Supporters.

Mia Clark works as a volunteer coordinator for Cultural Diversity Resources. She began her employment at CDR in August of 2007

Mia Clark is New VISTA volunteer

Writing and photo
By Gary Johnson

Mia Clark works as a volunteer coordinator for Cultural Diversity Resources. She began her employment at CDR in August of 2007. She has lived in the Fargo Moorhead community for 17 years.

Mia is very amicable and forthcoming when communicating with her auditors which serve her well when contacting prospective volunteers. Mia is an active member of a local church serving the church and its members with her own personal charity.

In the short time that Mia has served CDR, she has accomplished many things. Some of her accomplishments include:

- Assisted office manager in business to business relations with Preference Personnel of Fargo to donate professional time.
- Acquired 3.5 hours of professional time from attorney Alan Sheppard.

- Mia arranged for 8 employees of Microsoft, by way of First-Link website, to teach Microsoft Word to CDR clients. This is not a project of Microsoft Corporation.
- Enlisted Kevin Zavrol of Fargo to work with CDR personnel and clients.
- Arranged for 6 hours teaching from Catherine Chilton, a Spanish teacher, to teach a client of CDR in English grammar skills.
- Incorporated 6 Job's Daughters, a local youth organization, to escort performers at this year's Pangea event.
- Negotiated for the time of 35 Service Learning Students from Minnesota State University Moorhead that have volunteered to conduct a market survey for CDR.
- Acquired the services of 8 Service Learning Students from Concordia College. The students will assist in CDR's fund raising campaign.

Mia will serve a year as a volunteer coordinator for CDR. After her tenure at CDR, Mia hopes to use her CDR experience to find work relevant to her experiences at Cultural Diversity Resources. In addition to acquiring volunteers, she has assisted with clients, answered the phone when needed and has worked closely with



the CDR office manager.

If you would like to volunteer or feel you can assist Cultural diversity Resources feel free to contact Mia Clark at 701.526.3000 or email: office@culturaldiversityresources.org. If you would like more information about CDR please visit our website at www.culturaldiversityresources.org.

Legal Services of North Dakota Immigration Law Project

Written by
Gary Johnson

Sheree is an attorney practicing law for Legal Services of North Dakota. She is assisted by University of North Dakota



School of Law students to provide legal services for the New American clients of Cultural Diversity Resources.

Many newly arriving Americans come to this country under refugee status because they fear persecution based on race, religion, nationality, membership in a particular social group, or political opinion.

They are initially issued an I 94 card. After one year they can apply for their green card. There is no filing fee for refugees to apply for their green cards. After five years, they can apply for

citizenship.

There are obstacles, however, in becoming a U.S. citizen. It costs \$595.00 to apply for naturalization plus \$80.00 for fingerprints. When considering a large family, the fees are a substantial amount of money. There is a waiver of filing fees for low income applicants, but many new Americans are not aware of the waiver.

Another major concern, also because of language barriers, is that many new Americans can not qualify for citizenship because they can not learn the English Language well enough. It is especially difficult for older immigrants who can not write in their native culture's language making it even more difficult to learn their new homeland's language. Often women and children do learn to speak and write English because they have more time to attend classes. The men's time is occupied by working long hours to support the family.

If a person does not become a citizen after seven years they lose Social Security eligibility and are cut off from eligibility for many other benefits. Sheree said the

only way to pass the citizenship testing without learning English was to get a Medical Waiver. This is like a Doctor's excuse from a psychiatrist or other professional.

When asked what the major legal problem of new Americans is she replied that housing seems to be the biggest concern, primarily because of the document they sign at the time of renting their necessary housing. The immigrants become committed to a lease not knowing the details many times because of the language barriers.

Sheree and her associates spend many hours trying to keep their immigrant and other low income clients in safe secure environments. Sheree mentioned in her closing comments that they are short of attorneys and might have to cut back on the Outreach they are currently doing at CDR. You can contact Legal Services of North Dakota by visiting their website at— www.legalassist.org or by calling 1-800-634-5263. Interpreters are always available.

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Diversity In The Work Place

An estimated 95 % of large U.S. companies have now accepted to implement diversity initiatives in order to address not only racial and gender diversity,

How do you increase your Workplace Diversity Initiatives?

In today's complex workplace environment based on a rapidly changing demographic trend, globalization continues to push the need for workplace diversity initiatives to the lifeline of organizational strategies. The shift in the demographic trends could be attributed to large-scale migration and the declining birth rate in the Western culture. Migration diversifies and show changes by covering the gaps, especially now that the "baby boomers" are nearing retirement (Murphey, 2005). Fargo-Moorhead communities of diversity have grown significantly during the past years and such trend is expected to continue. According to Census 2000, the ethnic minority population was 2% in 1998, 4% in 1990 and almost 8% in 2000. The growing ethnically-diverse immigrants and refugees come from various continents and regions such as, Africa, Asia, Europe and Middle East. The diverse

population also comes with various needs and opportunities. An estimated 95 % of large U.S. companies have now accepted to implement diversity initiatives in order to address not only racial and gender diversity, but also legal claims alleging unfair discrimination and harassment in the workplace (Jackson and Joshi, 2004). The workforce of the twenty-first century is now characterized by more women and workers with various ethnic backgrounds, different lifestyles and intergenerational differences than in the past. As organizations progress toward horizontal organizational structures, featuring groups and teams, the global economy and markets now move labor across national and international boundaries. Effective interaction among diverse workers is becoming more critical to strengthen the organizational operations (Quinetta, 2006). Why diversity initiatives? Future skills shortage in certain professions, retiring "baby-boomers," shift in purchasing power, especially the minorities' pur-

chasing power have all contributed to leveraging diversity. Does your company have policies and strategies in place? Cultural Diversity Resources will assist your company to leverage diversity initiatives through diversity training and implementation of measures for diversity outcomes. Ability for your company to improve financial bottom line, decrease in compliances and achieve comparative advantage.

By: Pierre Atilio



Program Coordinator,
Cultural Diversity Resources organization

Pangea 2007

Writing and photos
By Gary Johnson

On November 10th, Mujeves, Unidas, LSS, Luminata Cultural Diversity Resources and the Hjemkomst Interpretive Center presented the Fargo Moorhead area with Pangea Cultivate Our Cultures event at the Hjemkomst Interpretive Center.



Saturday, the day of the event was a beautiful sunny November day. Pangea 2007 began with the White Earth Honor Guard presenting the colors. The Honor Guard consisted of Viet Nam and Iraq veterans from Minne-



sota. Native Americans serve their country in the United States Armed Forces more than any other ethnic group. The combat decorated White Earth Honor Guard represented their country with distinction on Saturday. The event began with solemn recognition, however very soon the interpretive center was alive with

song and dance.

The New Horizons—Adult Seniors Multicultural Band began the festivities with music fitting the occasion. They were followed by the Irish Dancers high stepping to Irish Folk Music, the Shimmy Sisters and the Vietnamese Singers soon followed. Other performers included The Bosnian Dancers, The Roots of Mexico, the Indian Dancers, and Black Pinto Horse told a story in dance of his Ances-



tors. The featured performers were The Sudanese Kabete Boys . Their music told the stories of the life and struggles in Africa. The music was very pleasant to listen to. Kabete Boys 's instruments were from or fashioned after those used in their native country. The music produced by the instruments relayed a vision of green savanna's dancing to the winds originating from



the horizon.

Within the confines of the musical atmosphere

were tables and displays by participants featuring their food stuffs and goods relating their cultures. Other displays included various organizations affiliated with the many diverse populations now residing in the FM area. When I sampled the food, I sat by some senior



women. They were discussing that in past years they had heard about Pangea but this was the first year they attended. I asked them what they thought of Pangea and one of the women replied rapidly what I thought of Pangea. I said, "I guess there are more than Norwegians living in the area." The women said, I think that is what they are trying to com-



municate with this event. Pangea concluded with the consoling music of Kabete Boys . Kabete Boys 's beautiful music said farewell to the diminishing light and hello to the sounds of the evening.

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what's new this month at Cultural Diversity Resources (CDR)

Program news

- CDR donated Macintosh computers received from the Fargo Public Schools to 25 low income individuals.
- Presented a seminar on the Sudanese culture to 20 employees from 'Children Family Services' at Cass County on July 19th.
- Provided diversity training for 30 FDIC employees on August 19th.
- Provided diversity training for 12 members from Agassiz Human Resources Association.
- Yoke Sim and Pierre assisted 'White Earth Reservation Veterans Association with strategic planning to develop its mission, goals, and programs on August 29th.
- Pierre provided community orientation regarding adjustment and citizenship to 700 Sudanese attending the Annual Sudanese Conference in Sioux Falls, SD.
- Tutored 41 individuals concerning computer training, job searches, literacy training and other education and development center activities.
- Assisted 23 low income individuals regarding food, bus passes etc. in July and 35 individuals in August..

Staff News

- Mia Clark started as the new AmeriCorps Vista volunteer.
- Shelonda Armstrong started her office training August 1st.

Special thanks to:

- Preference Personnel
- Hornbacher's
- Foods
- Moorhead Parks and Recreation
- Microsoft Matching Fund Program

Your contributions and support are much appreciated!



CDR Cultural Library



Resources for clients

- Pamphlets, Brochures and Organizational Materials about Small Businesses, banks, community resources, etc.
- Fargo Forum

Resources for businesses, nonprofits, service-organizations, teachers and college students

- Books about cultures, religions, leadership, women's issues, biographies, etc.
- DVDs/VHS
- Encyclopedias
- Periodicals
- Information about colleges
- Children's books
- Photos from local cultural events

Stop into our office to take a look at these great resources!
If you are interested in making a donation to CDR's Cultural Library, call (701) 526-3000.

www.culturaldiversityresources.org

303 Roberts Street
Fargo, North Dakota
58102

Phone: (701) 526-3000
Fax: (701) 526-3001

E-mail:
office@culturaldiversityresources.org

Calendar of Events

Computer Classes:

Second and fourth Tuesday of the month Starting November 12th, 2007.

Legal Services

Legal Services of North Dakota clinic. Tuesdays from 11 am to 3 pm. At CDR lower level.

Introduction to Computers

1st Monday of The Month

RSVP Gala Event Scheduled

The Retired & Senior Volunteer Program (RSVP) Southern Valley is holding its "1st" Fundraising event "Work & Play" Gala on Friday, November 9th from 5:30 - 8 PM at Olivet Lutheran Church in Fargo. For further information contact RSVP @ (701) 893-9090.

If you would like your activities included in the Culturally Speaking calendar of events, please email them to: office@culturaldiversityresources.org