



Bill C 9 Names Some Hate Symbols. Why Not Communist Ones?

By Dale Jodoin
Columnist

Canada is writing a hate symbol law, but one of history's most feared symbols is missing. The Nazi Hakenkreuz is named. The Nazi SS bolts are named. Symbols tied to listed terrorist groups are named.

The Senate has now added the noose. But the hammer and sickle, a symbol tied to communist regimes from Russia to China, is not named. Why not?

That is the question Parliament should answer before Bill C 9 moves any further. Bill C 9, the Combating Hate Act, passed third reading in the House of Commons on March 25, 2026.

The Senate later added the noose, so the bill has to return to the House before it can become law. The bill is aimed at the public display of certain symbols when they are used to wilfully promote hatred against an identifiable group.

That is serious. It should be handled with care. A noose is not just rope when it is used as a threat. Nazi symbols are not just old markings when they are used to frighten Jewish Canadians or promote Nazi hatred.

Symbols can carry fear. They can carry memories. They can say something ugly without a person saying a word. So why did Parliament stop there? For many Canadians, the hammer and sickle is not harmless politics. It is not just a poster, a flag, or a shirt worn by someone trying to look rebellious. It is tied to regimes that jailed people, silenced churches, watched neighbours, punished farmers, broke families, and made ordinary citizens afraid of their own government. For some Canadian families, this is not old history. It is the reason their parents or grandparents came here.

The numbers are not small. Historians argue over the exact totals, and they should, because truth matters. But the scale is still awful. Estimates tied to Stalin's rule reach into the millions, including deaths from labour camps, forced collectivization, famine, and executions.

Millions also died in the Holodomor period. In China, estimates for the Great Leap Forward famine also reach into the tens of millions. That is not a small footnote in history. Canada already knows this.

The federal government opened the Memorial to the Victims of Communism in Ottawa in 2024, saying it honours victims of communism and recognizes Canada as a refuge from injustice and persecution. So how can the same country honour victims of communism with a national memorial, but leave the hammer and sickle out of a national hate symbol debate?

Was it missed?
Was it political caution?
Was it because some people still romanticize communist symbols?
Was it because the government did not want to upset activists who treat the hammer and sickle like fashion? These are fair questions. They are not wild claims. We do not have proof that anyone high up ordered communist symbols left out. Without proof, that should not be stated as fact. But citizens have every right to ask why it happened. The Che Guevara image raises a related problem. Some call him a freedom fighter. Some wear his face on a shirt and probably know very little about him. His image has been turned into fashion, but for many people who fled communist rule, it carries a very different meaning. It can mean prisons, executions, fear, and the loss of freedom. Does that mean every young person wearing a Che shirt should be charged? No. Ignorance is not hatred. But when that image is used to glorify communist violence, mock people who fled communist rule, or celebrate political terror, why should Parliament pretend it carries no weight? This is where common sense matters. The swastika proves why the law must be careful. Long before Nazi Germany stole it, the swastika had religious and cultural meaning. It remains important in Hindu, Jain, and Buddhist traditions. Under Nazi Germany, it became the Hakenkreuz, a symbol tied to hatred and genocide in the West. That difference matters. Canada should target the Nazi Hakenkreuz when it is used to promote hatred. It should not punish a Buddhist temple, a Hindu home, a Jain symbol, an old Chinese restaurant, a museum, a history book, or an old building where the symbol had peaceful meaning long before Hitler poisoned it. Hitler stole that symbol.

The law should not let him own it forever. Bill C 9 includes protections for legitimate purposes, including education, journalism, art, and public interest use. That matters. A reporter must be able to show a symbol in a story. A teacher must be able to show one in class.

A museum must be able to tell history properly. But protections for history do not answer the bigger question. Why were communist symbols left out?

A hate symbol law cannot play favourites with suffering. It cannot say one group's pain matters while another group's pain is too inconvenient to mention. The noose belongs in this debate. Nazi symbols belong in this debate.

Terrorist symbols belong in this debate. And yes, the hammer and sickle belong in this debate too. If Parliament is brave enough to name Nazi terror, racial terror, and terrorist symbols, then it should be brave enough to debate communist terror as well. Anything less is not courage. It is a selective memory.

Human Psychology Influences Hiring Decisions

By Nick Kossovan

If you think the hiring process is a fair, objective, or scientific evaluation of your skills and experience, you need a wake-up call. Hiring is far from a logical process or an objective checklist of qualifications; it's a chaotic, subjective blend of human psychology, risk avoidance, and pure instinct disguised as corporate procedure. Stop expecting fairness; instead, learn to influence your interviewer's psychological triggers.

Four psychological pillars influence how recruiters and hiring managers make hiring decisions.

- 1. The Risk Mitigation Mindset (Loss Aversion)**
Hiring managers don't look for superstars; they look for safety. Their hiring decisions are visible to their peers, bosses, and the leadership team. Humans are hardwired to fear loss far more than they desire gain. In psychology and economics, this is loss aversion. When a manager reviews your application, they're not imagining how you'll revolutionise the department. They are sweating over not making a catastrophic mistake. Understandably, a hiring manager's biggest fear is hiring someone who'll destroy morale, be completely incompetent, tank productivity, or jump ship at the first sign of a challenge or being held accountable, which is why employers avoid candidates with a history of job hopping or employment gaps. Making a bad hire reflects poorly on their judgment and can get them fired, which I've witnessed more than once. At its core, loss aversion isn't about you; it's about the hiring manager's survival. Hiring is like buying a used car. You're not searching for the fastest vehicle on the lot; you're cautiously looking for possible engine problems. You want a car that won't likely leave you stranded on the side of the highway. If you're serious about getting hired, stop selling your infinite potential and start proving you're a low-risk hiring investment.
- 2. The Thin-Slicing Phenomenon (First Impressions)**
You're evaluated faster than you think. Psychologists use the term "thin-slicing" to describe our subconscious ability to find patterns and make split-second judgements based on narrow windows of experience. Hiring managers and recruiters don't read your resume; they skim it. Interviewers don't assess you over 45 minutes; they make up their minds in the first 30 seconds. The remaining time is an exercise in confirmation bias, where they search for evidence to justify their initial gut reaction. In his book *Blink: The Power of Thinking Without Thinking* (2005), Malcolm Gladwell explored the power of snap judgements and the concept of "thin-slicing" to make rapid decisions, often without realizing our subconscious has reached a definitive verdict. Humans don't form judgments based on data; we tend to make rapid decisions based on initial fragments, then spend our energy defending those quick impressions. Mastering your initial presentation is critical; an immediate negative reaction from an interviewer is often impossible to overcome. View your resume and your greeting as a movie trailer: a high-impact, rapid hook designed to convince the audience that the entire production is worth their investment rather than revealing every detail. You must learn to seize control of your personal narrative from the very first moment.
- 3. The Halo and Horn Effects**
Human decision-making is notoriously lazy. Once that initial impression locks in, the halo and horn effects take complete control of the interviewer's brain. If a hiring manager likes one specific detail about you—perhaps you worked for a prestigious competitor or attended the same university—they subconsciously project competence onto your entire profile. That's the halo effect. Conversely, the horn effect is lethal. A single typo on your resume, or a nervous, rambling response to the first question, taints everything else you say. Your entire 30-year career will be viewed through the lens of that one blunder. Identify how you can contribute to an employer's profitability and lead with it before the horn effect takes hold.
- 4. Groupthink and Consensus Biases**
Often, job seekers must navigate the exhausting reality of groupthink and consensus bias. Today, nobody wants to make a corporate decision alone. HR managers love committees because they can spread the blame when a new hire goes sideways. If five people interview you, the primary goal isn't to assess your skills, experience, and fit; it's finding a candidate all five can agree on without triggering internal conflict. Social psychology research indicates that when a group evaluates an individual, its shared objective undergoes a subtle transformation. Rather than prioritizing the "best candidate for the job," the focus shifts toward achieving the safest consensus, which makes individuality a liability for any committee member to advocate for. You can't simply impress the person sitting across from you. You must arm them with punchy, easy-to-repeat bullet points they can use to sell you to their colleagues when you leave the room. Give them the ammunition they need to defend hiring you. Job seekers need to understand and accept that hiring is deeply flawed because it's a human activity, driven by fear, snap judgments, and professional liability-dodging. Your job search will only change when you cease presenting yourself as a desperate job seeker looking for a chance and start positioning yourself as a low-risk hire who'll be a positive influence on an employer's profitability. Stop targeting the hiring manager's wishlist; target their fears.

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