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Multiculturalism at a
Crossroads:
How Much Is Too Much?

By Dale Jodoin

Immigration has always been a difficult subject. In recent weeks, news stories from Great Britain, France, and other countries have been filled with arguments over one simple but heavy question: how many immigrants is too many? At what point does a country reach a tipping point where new arrivals no longer blend into the culture but start to reshape it in ways people didn't ask for?

Canada is often held up as the shining example of multiculturalism. For decades, we've called ourselves a multicultural country. The meaning of that has usually been clear: Canada has its own culture, but we welcome newcomers to share parts of theirs with us. It's why you can eat Indian curry one night, Jamaican jerk chicken the next, and pierogis the night after. It's why Toronto is famous for being one of the most diverse cities on earth. But lately, the question has become sharper: what happens when multiculturalism starts to mean not "sharing" but "replacing"?

Accepting Some, Not All

When we talk about multiculturalism, most Canadians think of food, music, art, and language. Those are parts of culture we gladly accept. They enrich us. But culture is more than food and music. Culture also includes traditions, laws, and beliefs about family and honour. And here lies the problem.

Some cultural practices don't fit with Canadian values. Take the tragic issue of so-called "honour killings." These happen when a daughter refuses to follow family orders, such as marrying a man chosen for her in the old country. There have been cases where young women in Canada have been murdered by their own families for disobeying. The excuse given is that it's part of "their culture." But Canadians look at this with horror. Murder is murder.

India offers another example. For centuries, some groups were labelled "untouchables," a caste so low that others wouldn't go near them. That practice was based on tradition, but it created a society divided by hate. Should a country like Canada, which believes in equality, ever accept that?

Multiculturalism should never mean importing systems of hate, class division, or violence. It should mean sharing the best parts of cultures, while leaving the worst behind.

When Old Conflicts Travel

One of the biggest worries people have is that immigrants don't just bring food, festivals, or hard work. Sometimes, they bring old hatreds from their homelands. Civil wars, religious feuds, and tribal rivalries don't always stay in the past. When large groups of people from the same background arrive, they can recreate the same divisions here. Instead of adopting Canada, they demand Canada adopt them.

We see this in Europe right now. In France, large protests have broken out because of tension between immigrant groups and the native population. In Britain, debates over grooming gangs groups of men targeting young girls have shaken communities. The problem is not with all immigrants, but with certain networks that bring cultural practices which clash directly with Western laws and values.

This raises a hard question for Canadians: are we prepared for the same thing?

Why Canada, Not Their Neighbours?

There's another twist. Many of the people who come to Canada are not welcome in other countries near their homeland. Across much of the Middle East, for example, certain religious minorities are persecuted. In some cases, they are even killed. They flee to the West because it is safe. Canada gives them a new start.

But then, instead of fully embracing Canadian life, some demand Canada reshape itself around their old ways. This frustrates Canadians who feel they are being forced to change the very culture that gave these newcomers safety in the first place.

Drawing the Line

So where should Canada draw the line? That's the heart of the debate. It's not about rejecting all immigration. Most Canadians support newcomers who come to work hard, follow the law, and contribute to society. Our economy needs immigration. But Canadians are also saying clearly that some parts of other cultures don't belong here.

No country should allow practices like forced marriage, grooming gangs, caste divisions, or honour killings. Those are not "cultural differences." They are crimes. If a person insists that their "culture" gives them the right to do these things, Canada has every right to deport them. Multiculturalism doesn't mean tolerating the intolerable.

Becoming Tribal

The risk, if we ignore this, is that Canada becomes tribal. Instead of one country with many backgrounds, we end up with many countries inside one border. Each group follows its own rules. Each group defends its own grievances. That isn't unity, it's division. And division can turn violent.

Already, words are heating up. Groups accuse each other of hate. Immigrant activists sometimes claim to be victims, even when they are the ones importing practices Canadians find hateful. Native Canadians, meanwhile, feel silenced, afraid of being called racist for pointing out real problems. The truth is that multiculturalism has limits. It works when people bring their best, not their worst.

The Canadian Way

Canada's strength has always been its ability to blend. Italians brought pizza, and it became Canadian. Jamaicans brought reggae, and it's played on Canadian radios. Indians brought samosas, and they're sold in corner stores everywhere. But none of these groups demanded that Canada abandon its own laws or values. They added, they didn't replace.

That's the Canadian way.

So the debate isn't about whether immigration is good or bad. It's about what kind of immigration strengthens Canada and what kind weakens it. It's about recognizing that some parts of "culture" are actually cult-like practices of control, violence, and hate. Those must never be excused in the name of diversity.

Canada is at a crossroads. If we accept multiculturalism as "everything goes," then we risk importing the very divisions and hatreds people fled from in the first place. But if we say multiculturalism means sharing the best of each culture while keeping Canada's own identity strong, then we can continue to thrive.

No one wants to see honour killings, forced marriages, caste systems, or grooming gangs on Canadian soil. No one wants tribal conflict to replace Canadian unity. Most Canadians are ready to welcome newcomers. But they also want to know those newcomers are ready to be Canadian too.

That's the tipping point. And it's a debate Canada cannot afford to avoid.



7 Hard Truths That Will Help Your
Job Search
(Once You Accept Them)

By Nick Kossov

As a constant reminder of my place in the world above my desk, I display this quote by Ayn Rand: "You can avoid reality, but you cannot avoid the consequences of avoiding reality." I'm also partial to Jack Welch, having said, "Face reality as it is, not as it was or wish it to be."

The essence of job searching is finding your place in the world where you're accepted; therefore, it involves navigating the world (read: people) as it is, not as you wish it to be or feel

entitled to.

Avoiding job search truisms is why many job seekers experience a prolonged search.

The shortcut to shortening your job search: Stop ignoring truisms that won't change, no matter how much you complain, get frustrated and angry over, or wish weren't true. Spend 15 minutes reading LinkedIn posts and comments, and you'll see job seekers refusing to accept truisms like the following:

1. Employers don't owe job seekers anything.

"Don't believe the world owes you a living; the world owes you nothing—it was here first." - Robert Jobes Burdette

Job seekers who have the expectation, likely fueled by a sense of entitlement, that employers owe them (e.g., an easy hiring process, a chance, a job, and feedback) are the reason for all the frustration and anger in the job market. Ideally, a job seeker should have minimal expectations.

In my opinion, employers owe four things to those who apply to their job postings.

1. Don't misrepresent the work.
2. Treat candidates as if they are a customer.
3. Recognize that interviews are a two-way street.
4. Inform candidates if they're not selected.

Do all employers do the above-mentioned? Of course not. Can I do anything about this? No. Based on my experience, if you want to become an outcast and live a life filled with anxiety, frustration, and anger, try changing people.

2. Employers are risk-averse.

Hiring involves assuming a liability risk. Candidates often, without realizing it, present themselves in a way that gives employers the impression that hiring them would be risky. For the most part, hiring comes down to selecting the candidate who appears to be the least risky; hence, you can never go wrong by focusing on coming across as someone who'll be easy to manage.

3. Employers hire results, not opinions.

Every job exists to achieve results that the employer's business needs to maintain its existence. Yet, I still see resumes and LinkedIn profiles void of quantifying numbers, which begs the question, "What tangible results has this person achieved for their employers? If employers aren't reaching out to you, they probably don't see that you were valuable to your previous employers and therefore won't be to them.

Throughout your job search, communicate your numbers as proof of your impact on your previous employer's business.

- Signed up no fewer than 120 new subscribers in each quarter of 2024
- Solicited 12 new donors in the first half of 2023 for \$4.2 million in additional revenue
- In 2024, produced 40 product videos that generated over 7M impressions

4. Image is everything.

Your image is crucial to your job search success. Your image matters because it's about trust. It's your responsibility to take control of the first impression you make and your ongoing image, which reflects who you are and your qualities. Thanks to social media, we judge people more than ever by their appearance; therefore, take your appearance seriously, as it determines whether you'll be accepted or not.

5. Being likeable supersedes your skills and experience.

I've never met a hiring manager who hired a candidate they didn't like; therefore, a job seeker's most valuable asset is being likeable. A job search is a people-contact activity, so work on your personality. Bar none, the best book on how to make others like you is Dale Carnegie's How to Win Friends and Influence People; it's the psychopath's Bible, but in a good way.

6. Employers own their hiring process.

Employers own their business, and therefore, they own how they design their hiring process. Just because an employer's hiring process doesn't work for the job seeker doesn't mean it doesn't work for the employer. The hiring system isn't broken; employers are getting the candidates they need—if they weren't, they'd change their hiring process.

An aside thought: When a job seeker makes it through an employer's hiring process, do they still think it's "unfair"? Of course not! As soon as they get a job, they stop complaining on LinkedIn about how employers don't know how to hire. When you criticize employers while unemployed and stop once you're employed, you're being hypocritical.

7. Pursuing remote jobs lengthens your job search.

As remote jobs decline, serious job seekers acknowledge that there is less competition for on-site jobs than for remote ones, and that since the employer pays the salary, they have the right to decide where the work is to be performed.

Accepting job search truisms—fundamental facts—and applying them to your job search efforts, like filling your resume and LinkedIn profile with measurable achievements and letting go of any sense of entitlement, is how you become a candidate employers will say "Yes!" to.

Nick Kossov, a well-seasoned corporate veteran, offers "unsweetened" job search advice. Send Nick your job search questions to artoffindingwork@gmail.com.