



A South Asian  
invitation  
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# The Source

forum of diversity

Since 1999

Vol 18 No 15 | February 20–March 6, 2018

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Photo courtesy of SFU Public Square



## Room for diversity in a changing workplace

by RAMAN KANG

**The 2018 Community Summit, *Brave New Work*, invites audiences to consider how society can be successful in a changing world (Feb. 26–Mar. 7).**

"This year's Community Summit, *Brave New Work*, asks a critical question: 'How can we thrive in the changing world of work?'" says Janet Webber, executive director at SFU Public Square, a community engagement program at Simon Fraser University (SFU).

### Brave New Work

The Community Summit, a week-long event, is meant to

make audiences aware of various current issues in the world of work, prompt to action and work together to find solutions for a better future.

"We hope to appeal to a broad base of attendees, inviting as many people into the conversations as possible, with the goal to bring increased and focused attention to the issue over the Summit week," says Webber.

This year, *Brave New Work* encourages audiences, from as many sectors as possible, to discuss the topic of how technological growth is changing what we do and how we do it.

"One of the biggest challenges in responding to this new world

of work is creating a shared understanding of the issues. This is why knowledge mobilization is vitally important," she says.

According to Webber, in order to thrive in this new world of work, individuals, businesses, governments and educational institutions must collaborate.

The summit's organizers hope to provide an environment where everyone will feel welcomed, valued and heard.

### The future of jobs

"We need to be looking at how to retrain people whose jobs may be shifting as technology leaps across different parts of our economy," says Sarah Doyle, di-

rector of Policy and Research at the Brookfield Institute for Innovation and Entrepreneurship, an institute that aims to advance the growth of the innovation economy in Canada through research, piloting work and bringing together stakeholders from different sectors.

Representing the Brookfield Institute at *Brave New Work*, Doyle will be talking about the future of work in Canada.

"I'm excited about what our colleagues at SFU are doing, this topic deserves attention," says Doyle. She explains having conversations about economic growth, innovation and inclusion. See "Changing Workplace" page 6 ▶

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of Mother  
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migration and  
fitting in  
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# Cultural Spotlight

## Sharing food, sharing history

by JAKE MCGRAIL

Later this month, the Vancouver Heritage Foundation will be hosting Heritage Week 2018, an annual series of events that honours and shares the rich history of our city. One of the upcoming events is Sunday Morning at Punjabi Market, which will be an opportunity to learn about the history of South Asians in Vancouver, take a tour of the Punjabi Market and eat some good food.

Taking place on Feb. 25, the event will begin with a conversation and talkback at All India Sweets & Restaurant, a long-time social hub and landmark within the Punjabi Market. Naveen Girn, cultural researcher and co-founder of the South Asian Canadian Histories Association, will be one of the speakers.

### Sharing stories

"This event is an opportunity for storytelling," says Girn, "and for learning about the history of an area that sometimes gets forgotten. Specifically, it will be about how the market emerged – around 40 years ago – from a light sprinkling of South Asian shops to a major focal point for the community."

A walking tour will showcase some of the important shops and stories of the market. For Girn, who has fond memories of visiting the market with family and friends when he was younger, this is a way to help keep these stories alive.

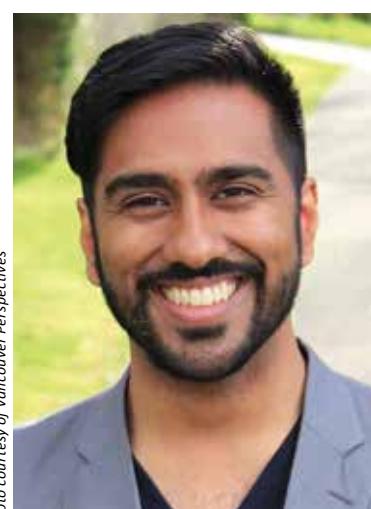
"It's important for people to share these stories because it's an opportunity for people to learn," he says. "And at the same time events like this also keep memories alive. It's important for people to understand the history of the market, and why it's important for the community."

And Girn doesn't believe the history and stories of the Punjabi Market should be restricted to only one community.

"Even if one has never come to the Punjabi Market, the talk will be a great opportunity to learn about the cultures in Vancouver, learn about the city as it has changed over time. If we can find connections between different communities, that empathy can be a way of build-



▲ Steve Ram, owner of All India Sweets & Restaurant.



▲ Naveen Girn, co-founder of the South Asian Canadian Histories Association.

ing a greater sense of home for everyone," he says.

### A special place

For Steve Ram, owner of All India Sweets & Restaurant, Feb. 25, 2018 will be a day where he can share the history and meaning of a place and community that has always had a place in his heart.

"[Going to the Punjabi Market] was an experience," says Ram. "You'd go and you'd think 'wow, look at this part of Vancouver.' It was an amazing experience for both the people living here and the people visiting. As a kid, I used to love going to All India, never knowing that one day I'd own it."

Ram has owned All India for eight years, continuing the rich legacy of the establishment. In some ways the restaurant is one of the defining features of the Punjabi Market; a few years ago, when the Vancouver Heritage Foundation selected the market as one of the sites for the Places

That Matter project, it was All India that accepted the plaque on behalf of the market. Ram says that unfortunately though, the market is not the same as it once was.

"The Punjabi Market is quite diminished from what it was, say ten years ago," says Ram. "Costs is one of the reasons: Vancouver real estate is not cheap. Some people have retired, some have moved, some couldn't afford the rent... it's a bit of dying market, but the history is still there."

Ram says that despite the shrinkage, the spirit of the community is still very much alive, and he was reminded of that recently when All India had to relocate. When he announced the original building was to be torn down, Ram was overwhelmed by the reaction from the community.

"The amount of support and the amount of people who cared was just amazing," he says. "It's what makes what we do fun."

One thing that Ram says he learned quickly after he bought All India is that the restaurant is not just a business. Its meaning to the community, and its meaning to so many individual people is what Ram hopes to share not only with this Heritage Week event, but also with every dish he serves.

"When we got into this we bought a business; we didn't know how meaningful the place was within the community and the market. We didn't start this, but we have the honour and privilege to continue its legacy," he says.

For more information, visit [www.vancouverheritagefoundation.org](http://www.vancouverheritagefoundation.org)

### Erratum

In "Empowering women and girls in science" by Yusheng Cai (Vol 18 No 14), the following quote was mistakenly attributed to Priscilla Shumba. It is actually from António Guterres, U.N. Secretary-General.

"As a trained engineer and former teacher, I know that these stereotypes are flat wrong. They deny women and girls the chance to realize their potential – and deprive the world of the ingenuity and innovation of half the population."

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# Contesting culture at Stanley Park

by COLLEEN ADDISON

**Rena Soutar wants Vancouver's Indigenous peoples to feel at home in our public spaces.**

Vancouver has a rich cultural heritage. Minorities, though, don't always feel welcome in city spaces such as Stanley Park, says Rena Soutar. She is aiming to change that.

"There's no such thing as a culturally neutral space," explains Soutar, the new reconciliation

designed to support the villages that were there."

In order to rectify some of the difficulties in the past, Soutar and her fellow park board employees are working with representatives of the Musqueam, Squamish and Tsleil-Waututh peoples. Soutar's role as reconciliation planner involves looking at how Indigenous peoples feel in the park and at how the park board regards these people.

"People haven't traditionally looked at how organizations

**In a space that expresses the dominant culture, it naturally makes marginalized people feel unwelcome.**

*Rena Soutar, reconciliation planner for Vancouver Board of Parks and Recreation*

planner for Vancouver Board of Parks and Recreation. This is especially true of places like Stanley Park. "Our taxes paid for it, and we hope that we're going into a place where everyone feels welcome. But we've built spaces for everybody, which means we're not representing anybody. In a space that expresses the dominant culture, it naturally makes marginalized people feel unwelcome."

Soutar, along with Geordie Howe, the park board's cultural archaeologist, will discuss culture in Stanley Park on February 27 in a presentation given as part of the Vancouver Heritage Foundation's evening lectures series and held at the University Women's Club at Hycroft Manor. The presentation, *Stanley Park: Digging Deeper and Rethinking Cultural Heritage*, explores the ways in which Vancouver's park board is opening itself up to minority Indigenous peoples.

#### Colonial systems

Like many, Soutar believes Stanley Park is a key example of a public space that represents dominant white culture.

"The architecture is from another tradition entirely and all of the activities that we do inside the park don't come from here," Soutar says. "We're not playing traditional Aboriginal games. We're not gathering and skinning fish. So culturally it's not built to look as if any other people were here. That's not a complete picture of Vancouver."

Stanley Park is famous as an untouched preserve of nature, but in fact, the reality is very different.

"[Indigenous peoples] were summarily ousted from the park. There were several villages, and by the time they were removed they were a little bit multicultural. There's a lot of archaeological evidence of all the millennia of occupation. It was a pretty lively place," says Soutar.

Calling Stanley Park untouched denies the past of these peoples, a past that continues to make itself felt.

"It's not an accident that there are tons of berries and lots of useful trees," says Soutar. "These were cultivated and encouraged. [The park] was basically one big garden that was

like the park board treat the Musqueam, Squamish and Tsleil-Waututh territory we're on," she says. "And also the urban population of First Nations, Métis and Inuit ancestry. What is it about our systems that make us colonial?"

#### Indigenous perspectives

Soutar has long been involved with Indigenous peoples in British Columbia. Her previous work included a stint with the 2010 Olympic and Paralympic Games, for which she sourced Aboriginal artwork. She is also the author of *Songhees*, a book about the Coast Salish people whose traditional territory includes parts of Vancouver Island, San Juan and the Gulf Islands.

"It's a cultural 101," she says. "It's a view for outsiders of who these people are, their resilience and where they intend to go – how they're trying to steer their children so that they have a strong future rooted in tradition."



**Rena Soutar, the new reconciliation planner for Vancouver Board of Parks and Recreation.**

Soutar has her own outsider perspective on Vancouver's indigenous communities.

"I myself am First Nations, but I'm not local. My ancestors are from Haida Gwaii. I'm a visitor here just like everyone else," she says, laughing.

This stranger status has been useful in her current position.

"Having to figure out what my indigenizing means in the work that I do has been really helpful," says Soutar.

For more information, please visit [www.uvcvancouver.ca](http://www.uvcvancouver.ca)



# Left Bank

Drastic measures needed to fix B.C. housing crisis

## All eyes on NDP's provincial budget

It's budget week in B.C., and the expectations on the NDP provincial government couldn't be higher. Under the Liberals, housing costs grew out of control in a wildly overheated real estate market. The result was windfall profits for the former government's corporate donors, and increased precarity for renters and middle and low-income people.

All eyes are on Premier John Horgan, Finance Minister Carole James and Housing Minister Selina Robinson as they introduce the budget in the legislature.

The government has already telegraphed a number of important steps in the right direction: anti-speculation measures designed to cool the demand side that has seen the housing market turned into an international casino; a series of revisions to tenancy law that will give rent-

ficient public and social housing. The federal government effectively abandoned the field back during the austerity years of Finance Minister Paul Martin in the 1990s. Trudeau recently announced a new "national housing strategy," but it's still heavy on market solutions and it's unclear how much truly social and affordable housing it will help deliver. Much of the federal plan depends on matching funding from the provinces.

With so much riding on how the provincial NDP tackles the housing question, activists from numerous groups came together on Feb. 18 to hold a rally at Vancouver's Jack Poole Plaza in hopes of putting some last minute pressure on the NDP to take stronger measures in the budget. The rally organizers issued an ambitious call to action: "Unregulated global capital and



▲ Premier John Horgan.

ers stronger protections against so-called renovictions and de-movictions; additional money for child care spaces; and new initiatives to build more temporary modular housing and permanent social housing.

All good steps, but more drastic and systemic measures are needed. To see the bigger picture, we need to understand that for the past four decades there has been a sustained attack on the idea of using progressive taxation against the rich and corporations to fund a broad and expanding range of important public services.

This philosophy of shrinking the public sector's share of the economy, of diminishing our expectations, is called neoliberalism and the tepid nature of most proposals even from the NDP shows we're still in its grasp.

B.C. is a fantastically rich corner of the world. There's no excuse for the fact that we allow homelessness and inequality to worsen amidst such plenty. In a recent op-ed in the Vancouver Sun, Alex Hemingway of the Canadian Centre for Policy Alternatives put things in perspective: "B.C.'s economy generates \$276 billion annually. If we dedicated the same share of our economy to public spending this fiscal year as we did in 2000, we could make additional investments of more than \$6 billion per year."

Nowhere is the gaping hole in public investment more evident than in housing. All levels of government bear responsibility for leaving almost everything to the market and failing to build suf-

widespread real estate speculation have driven up housing prices and driven out long-time residents. Empty houses dot our landscapes while homelessness levels continue to climb. Whistleblowers pointing to corruption emerge almost daily. Enough is enough. All of this has to change."

Where can this overdue change start? One important way that the government could raise more revenue for necessary public investments in housing would be to implement a progressive property tax. If applied at the right levels and combined with anti-speculation measures like new taxes for flipping properties, this could both generate revenue for social housing, and other non-market housing, and cool speculative activity in the market.

In the municipal by-election, both OneCity and Jean Swanson's campaign promoted versions of a progressive property tax. Swanson called hers a "Mansion Tax," and even held a rally outside the \$75 million dollar home of billionaire Chip Wilson on Vancouver's west side to highlight the need to make the rich pay more of their fair share. The BCGEU, one of the province's largest public unions, is advocating a land value tax.

All these proposals point in the right direction, and hopefully the B.C. government will have the courage to implement some variation of a progressive property tax sooner rather than later. B.C. can't afford to wait to fix this housing crisis. □



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## Public Service Announcement: March 1 – 15, 2018 Free Community Activities

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Need help to prepare your tax return? Volunteers can help you prepare your income tax and benefit return if you have modest income and a simple tax situation. Must be a Permanent Resident and filing for 2017 only. Please call for more information and eligibility. Registration is required. Language support available. [Phone line opens on March 5.](#)

- ⌚ March 12, 14, 16, 19, 21, 23, 24, 26, 28, 10:00 am – 2:00 pm
- 📍 MOSAIC Head Office, 5575 Boundary Road, Vancouver
- ☎ Katherine 604 254 9626

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**MOSAIC** is a multilingual non-profit organization dedicated to addressing issues that affect immigrants and refugees in the course of their settlement and integration into Canadian society.

# Mother languages: a key role in identity and connection

by VINH NGUYEN

**A worldwide observance, International Mother Language Day (IMLD) has been held annually held on Feb. 21 since 2000. According to the United Nations, languages have complex implications for identity, communication, social integration, education and development. This year's theme IMLD is *Linguistic diversity and multilingualism: keystones of sustainable and peace.***

Kwantlen Polytechnic University (KPU) will hold a mother languages celebration on Feb. 21, 2018 at the Melville Centre on KPU's Richmond Campus. The International Mother Language Day celebration will include traditional songs, poetry, readings and dance, showcasing French,

German, Halkomelem, Italian, Japanese, Korean, Mandarin, Punjabi, Spanish, Vietnamese and more. Beverages and snacks will be provided.

For Duong Tran, a junior UX/graphic designer in Vancouver, the importance of her mother language – Vietnamese – and why it reminds her of her birth place is crucial.

"It reminds me of my origin and defines me as a Vietnamese," Tran says. "It also helps me understand my community better."

## Identity, history and language connections

Mother languages connect people to their cultural heritage, their history and their identity. For Joshua Kim, Tran and Julia Choi, their native tongue helped them explore various aspects of their identities.

Kim, a KPU student in his second year studying psychology, was born in Canada but moved to South Korea with his family when he was 6 years old, inher-

Korean [the subject] used when he taught me how to think the way I do, such as liberal values, being individualistic, being responsible to my own actions

more than two people," Kim says. "From eating in a restaurant or drinking in a bar to singing along songs with the artist in a four-hour live show in the area

**“ [The Vietnamese language] reminds me of my origin and defines me as a Vietnamese.**

Duong Tran, a junior UX/graphic designer from Vietnam

iting both Canadian and Korean cultures.

The Korean language played an important role in Kim's daily life in South Korea, which also brought him life philosophies he never thought about before.

"[Korean] is especially important since it is the language that my high school teacher of

and questioning everything, including the things I think I know," says Kim. "I guess there's some obsession in my love for Korean."

Kim also says he has a strong sense of the history underlying the Korean language.

"I would say, in case of the Korean letter system [*Hangul*], it has philosophical value," he says. "Hangul was developed under King Sejong's order during the Joseon dynasty era to standardize the writing system for Korean [as a spoken language], which was complicated and varied through regions. Since it was easier to learn, Hangul allowed for educationally neglected classes to communicate with ease."

When it comes to the presence and bonding in the Korean community, Kim says Koreans have fostered and nurtured the mother language.

The strength of the Korean culture comes when there are

na, there is a tight bond in every Korean's heart."

## Language is heritage

For many people, their first language connects them with a heritage unique to them.

Choi, a student at Simon Fraser University (SFU) whose first languages are both English and Cantonese, embraces the diversity of international experiences and local Hong Kong heritage with its various traditions.

"The native culture in Hong Kong has a foundation for Kung Fu, movies, Chinese traditions, British background and the sense of independence," she says.

KPU's International Mother Language Day Celebration, geared at marking the importance of cultural identity and multilingualism, is open to all. ☀

For more details, please visit [www.kpu.ca/arts/language-cultures/imld](http://www.kpu.ca/arts/language-cultures/imld)



▲ Mother languages speak of identity.

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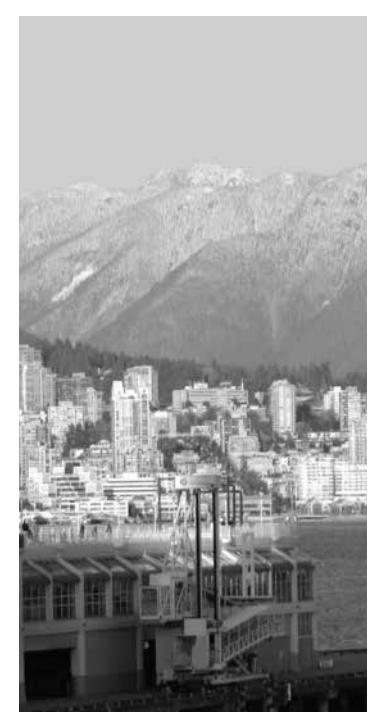
► "Verbatim" from page 1 weather to be among the first to ski. It must be said that November 2017 had an ample supply of moisture; it is not uncommon for rain to occur on the ski hills of the west coast in fall, but fall 2017 was particularly wet with 27 days of precipitation out of 30.

My friends living in Vancouver use their ski passes just as they would a membership to the gym. Annual pass pricing is very enticing, and the passes are the most economical solution to enjoy the ski areas if you are a regular. Here, skiing is a hobby. We ski with family or friends on weekends, or after a day's work in the evening.

Three ski areas share the market in Vancouver. Cypress, which is the largest in terms of kilometres of runs; Grouse Mountain, the most developed for tourists and accessible by public bus; Mount Seymour to the east, which is smaller and very family-oriented. All three offer night skiing until 10 p.m., allowing you to enjoy the slopes under the stars and to enjoy the views above the lights of the city – that's what I especially liked. As far as scenery goes, I found the perfect postcard picture image of skiing: ocean, mountains and snow-plastered firs. As for the quality of the snow, the month of December was uneven with a snow line that sometimes rose high enough to bring heavy wet snow or even downpours. Fortunately the weather smartened up by the end of January with enough snow and cold to delight the ski tips!

Still in search of "champagne powder" I took my skis on new adventures to the edge of BC and into Alberta, to the Rocky Mountain resorts, where it is

rumoured the snow is always fresher. That's where the term "champagne powder" comes from. Western Canada is chock-full of resorts where choosing a downhill line is a memorable experience, including black diamonds and bowls, which are ungroomed and unmarked sections of the ski area. Each downhill run is unique because you can follow the line that you want, with the possibility of spicing up your route with more or less dense tree runs.



▲ Lonsdale.

Whether in BC or Alberta, you will find typical Canadian kindness, and it is not uncommon to share more than a chairlift while riding up the hill, as you talk about this and that with your fellow riders. That's also the pleasure of skiing in Canada. ☀

Translation by Barry Brisebois

# Filipina Vancouverite wins design contest for Brain Awareness Week

by MASHA RADEMAKERS

**Marianne Claire Bacani designed a prizewinning sticker for Brain Awareness Week 2018. Brain Awareness Week will be celebrated March 12–18.**

The director for Neuroethics Canada wasn't expecting that her design would be a winner.

"[I was] so surprised and honoured to be picked as a design hobbyist to be the winner of this contest," says Bacani.

#### Global sticker design contest

Every year, the New York based Dana Foundation organizes Brain Awareness Week (BAW), a global campaign aiming to increase public awareness of the progress and benefits of brain research.

The Dana Foundation, a private philanthropic organization, works together with partner organizations worldwide to raise awareness about the newest developments in brain research. The foundation launched a sticker design contest to use as a new "face" for its yearly event. As an event director, Bacani is organizing the event this year at UBC and was so committed to the cause that she decided to join the contest using the latest tools at her disposal.

"Growing up in the nineties, I enjoyed drawing and playing around with Microsoft Paint to pass time. Now that there are

more sophisticated programs, designing is more interesting, and still my favorite outlet for creativity and relaxation," she says.

It was an exciting month for Bacani. Her design was published on the social media page of the Dana Foundation, where people from around the world could vote.

"Out of the top five, my designs received the most votes. That feels very special," she says.

#### A boon for the Filipino community

Bacani, who studied psychology at the University of British Columbia, knows about the importance of keeping the brain healthy.

"I immigrated to Canada from the Philippines as a second year university student. Right away and because everyone has a different background here, especially at the university, integrating was not that difficult. There were lots of opportunities provided to new Canadian students," she says.

The strong presence of the Filipino community made it easier for Bacani and her family to adjust during their first months as immigrants in Vancouver.

"We could still eat our own food and celebrate important cultural days with our own community. It is great that it is possible to have so much cultural diversity within the city. Adjusting to the Canadian culture was not too challenging because I felt very accepted," she says.



▲ Marianne Claire Bacani, director for Neuroethics Canada.

*Photo courtesy of Vision Photo*

► "Changing Workplace" from page 1  
sion with people from across sectors and across the country is critical.

One of the themes the Toronto-based Brookfield Institute will focus on is the future of work and skills.

"We recognize how important innovation is as a driver for Canada's economy and for well-being, but at the same time recognize the disruption that technological change, in particular, can bring about," says Doyle.

She explains that focusing on the support workers need to transition through this change is essential and for some, this will require new approaches to training. Doyle says in order to reflect the diversity of Canada within the workforce, there needs to be more attention paid to broadening access to education programs and training opportunities, including digital skill development.

"While the number of programs for teaching digital litera-

cy and coding is growing, access to these programs, and in some cases to an internet connection, remains uneven across Canada's population," she adds.

A report published by the Brookfield Institute in 2016, *The Talented Mr. Robot: The impact of automation on Canada's workforce*, explains that about



▲ Sarah Doyle, director of Policy and Research at the Brookfield Institute of Innovation and Entrepreneurship.

*Photo courtesy of the Brookfield Institute*

42 per cent of Canada's labour force is likely to be impacted by automation in the near future.

That doesn't mean all of these jobs are going to be lost but it does mean many of them may change, which is why retraining is important.

"I think we need to pay particular attention to sub segments of the population that may be disproportionately impacted by these changes. There is a need for policy and program solutions that respond both to the changing talent needs of employers, and to Canada's goal of building an inclusive innovation economy," says Doyle.

#### Workplace language training necessary for success

"Stats show immigrants earn less than the local-born professional person. We advocate for the immigrant that's perceived as a lower class employee," says Queenie Choo, CEO of SUCCESS, an organization committed to

showing employers the advantages of having diversity and inclusion in the workplace.

In order to increase diversity Choo says companies need to look into "inclusive hiring practices." She adds there needs to be blind recruitment processes to overcome any biases.

"Companies should be looking at skill sets, establishing diversity and inclusion committees, using diverse recruitment teams," she says.

According to Choo, who came to Canada 36 years ago, one of the biggest challenges facing immigrants is the language barrier in Canada.

"We want to advocate for language training, particularly workplace language training. Language is a basic means to reach out to people," she says.

Choo explains many immigrants have the skills but "they need to acquire the professional lingo."

According to Choo, the future of diversity in the workplace is a

Bacani's winning design for Brain Awareness Week will be featured on all branding material of the global event.

"Winning wouldn't be possible without the votes and support from people; that's why I want to thank everyone who voted and participated in the campaign!" she says.

#### Upcoming talk

Celebrating its 10th anniversary this year, Neuroethics has a special program in store for Brain Awareness Week.

"Experts in brain science will give talks throughout Vancouver to discuss interesting insights related to brain research. It will be an engaging week between the public and the academic community, and people can learn about the latest developments about, for example, medical aid in dying," says Bacani.

Neuroethics Canada organizes the Annual Distinguished Neuroethics Lecture, where Professor Jennifer Chandler LLM (Bertram Loeb Research Chair and Professor, Faculty of Law, University of Ottawa), among other guest speakers, will talk about medical aid in dying in Canada. The lecture is open to the public and will take place in downtown Vancouver on March 13. ☈

For more information, please visit [www.neuroethics.med.ubc.ca](http://www.neuroethics.med.ubc.ca)

journey that should start at the top.

Diversity, says Choo, is not a lip service.

"It should be very much driven by senior leadership, and then permeate towards the rest of the staff. We've got to give the opportunities [in order] to give people a chance to excel," she says.

Among other topics, *Brave New Work* will be focusing on is diversity, equity and inclusion in the future of work.

Panelists Iglika Ivanova, senior economist for the Canadian Centre for Policy Alternatives, and Patrick MacKenzie, CEO of Immigrant Employment Council of British Columbia, will discuss how organizations can make workplaces more inclusive and diverse through hiring practices, policies and procedures as work practices change. ☈

For more information, please visit [www.sfu.ca/publicsquare/2018-summit.html](http://www.sfu.ca/publicsquare/2018-summit.html)



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with the Vancouver Symphony Orchestra  
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Come hear an electrifying performance of vintage jazz as The Hot Sardines swing on the Orpheum stage with the Vancouver Symphony Orchestra under the baton of maestro William Rowson.

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Design a fantastic resume and cover letter, fine tune your interview techniques, learn valuable skills to succeed in the Canadian workplace, gain insight into the job market, access special services for skilled workers – all at NO COST. The Progressive Intercultural Community Services (PICS) Society, Vancouver Branch, has been helping immigrants and newcomers to Canada for over 14 years!

Our Group Job Search Workshops are a flexible, 5 module rotating program, running weekly, with 16 sessions each month. This includes basic computer orientation, with instruction on using Word and Excel, and accessing the Internet. Workshops are held within a culturally diverse environment, led by qualified facilitators.

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PICS Vancouver also offers one-on-one employment assistance, paid on-the-job work experience through our Wage Subsidy program, and a one-stop Career Centre with a broad range of job hunting resources. Funding for all programs is provided by the Ministry of Social Development, Employment and Labour Market Services Division.

Please call 604-324-7733, go to [www.pics.bc.ca](http://www.pics.bc.ca), or visit us at 200-8161 Main St., Vancouver, to find out how we can best help you.



## The Source is looking for volunteers

If you have an interest in the arts, cultural or current issues, we want to hear from you.

**The Source / La Source Newspaper, Vancouver's only bi-lingual English-French publication, is searching for outstanding writers to join its English writing team. We're looking for journalists – or budding reporters – who have what it takes to seek out and produce articles with multicultural twists.**

Email [monique.kroeger@gmail.com](mailto:monique.kroeger@gmail.com)



Photo by Richard Reader

## A taste of Japan in Canada with iaido

by ISHA DALAYA

**When it comes to Japanese martial arts, most people have heard of kendo or aikido. Less known, iaido is nevertheless interesting and beautiful to its practitioners. The Source met two iaido experts who also happen to be husband and wife: Martin and Judith Farncombe, respectively 4th dan and 5th dan in iaido, as well as one of their students.**

When asked who introduced iaido to the other one, they laughed. They had actually both been practicing iaido before knowing each other and they met at their regular dojo back in London.

"I was looking for the men's changing room but I took a wrong turn and saw Judith, which ended up being a very good turn," Martin says, laughing.

After running their own iaido club for 12 years in London, England, the Farncombes moved to British Columbia 18 months ago and currently teach iaido at the Nikkei Japanese Cultural Centre at SFU in Burnaby. Judith, who has been practicing iaido for more than 30 years, took it up when she was living in England.

"I mainly started martial arts because I wanted to feel safe and when I discovered iaido, I thought it was the most beautiful thing I had ever seen," says Judith.

Although not a practical form of self-defence, iaido does teach mental habits that can avert an attack as well as enable better coping mechanisms, says Martin.

### Iaido vs. kendo

Iaido consists of a series of solo forms practiced using a katana – a Japanese sword used by Samurai. It is said to build character through physical and mental self-discipline. It differs from kendo, which is practiced against real opponents and uses bamboo sticks rather than swords.

"Canada has a longer tradition in kendo and it is more popular, but kendo does not teach you to handle a real sword or the spiritual side of handling a sword," explains Martin.

Iaido, he says, is an individual practice similar to shadowboxing.

"Otherwise, you would kill each other," adds Judith.

Good iaido looks easy, but it is not.

"There are about 60 forms in our repertoire that you can learn in less than six months, but you could spend a lifetime

studying just one of them," says Martin.

Iaido embodies minimalism in the Japanese style. To Judith, that's the beauty of it.

"[It is like doing] zen meditation while moving," she says.

### A martial art open to all

Sanjay Sharma, one of the Farncombe's first students in Canada, turned to iaido for its spiritual side rather than the physical.

"Iaido is very much linked to the Japanese concept of *bushido* [samurai way of life], which develops your moral character," he explains.

Sharma, who is a software engineer finds that iaido has a positive impact on all the aspects of his life.

"Especially stress control," he says.

Although there are no rules stating that iaido is more for men, you generally see few women practicing it.

"It is only in the last 150 years that women have started taking up iaido. Iaido requires great elegance and control and women are generally better at this than men," says Martin.

As for their students, the Farncombes were surprised to see that Japanese people were not very interested in learning this particular Japanese martial art. Most of their students are immigrants but not from Japan.

"We only had a Japanese student once," says Judith.



▲ Judith Farncombe, 5th dan, iaido instructor.

Students can borrow a *bokken* [wooden sword] at the beginning but in time it is better that they get their own sword.

"[It] is surprisingly easy to find around here," says Sharma.

Despite being a bit of a niche, iaido is becoming increasingly popular. Last summer Judith was involved in the first iaido seminar in British Columbia.

"Hopefully, it will soon be a bi-annual event," she says. ☈

For more information, please visit [www.centre.nikkeiplace.org](http://www.centre.nikkeiplace.org).

# Debuting author explores the in-between worlds of newcomers

by SUSAN HANCOCK

**Djamila Ibrahim, launches *things are good now*, nine fiction short stories that explore the lives of people affected by immigration.**

Ibrahim emigrated from Ethiopia with her parents and five siblings when she was a teenager. Her experience taught her what it means to "fit into the in-between worlds," where a person feels connected by place, language and culture.

## Starting over

"I don't quite fit in Ethiopian society because in a sense I'm no longer from that place, but I'm

have their dreams shattered with the pain and loss of their son's death.

"The notion of losing a child is universal, but it's also specific to a group of people and a real-life occurrence," says Ibrahim.

## A writer's gameplay

Ibrahim loves video games. She basically wrote her book while playing *Starcraft 2*, breaking fatigue and writer's block by racking war with other galaxies.

"Playing video games is like having a cup of coffee," said Ibrahim. "When I feel sluggish or I'm losing focus, I go kill some aliens until I feel revived."

She also enjoys reading science fiction between writing

**“ Identity is an important part of my characters' development.**

*Djamila Ibrahim, author*

also from that place," she says. "I feel deeply Canadian, but I also have a connection to Ethiopia through my language, culture and food."

Ibrahim has been writing for only five years. She is inspired by other authors of African descent who have written stories about their own lived experiences.

"There are a lot of writers of colour that I feel closer to in terms of the subjects they tackle and their lived experiences," says Ibrahim.

In her book, *things are good now*, Ibrahim shares her struggles immigrating to Canada, as well as the lived experiences of others who have sought a better life. Her stories also remind us of the joy, love and kindness that weaves through each newcomer's journey as they reclaim and establish roots in a new country.

"I tried to express what it must have been like for my parents, or people like my parents of similar background and age, who immigrated to a new country," says Ibrahim. "The challenge of starting over is complicated because there are often language and

sessions. For Ibrahim, sci-fi allows her to escape her tendency as a writer to evaluate the technical structure of a story.

"Science fiction is great because it's so different from what I'm writing," says Ibrahim.

## Exploring a changing world

Ibrahim is now working on a novel. The characters are based on one of her short stories 'Heading Somewhere,' a love story between Sarah and Omar who are pushed into the tides of global migration.

"Our understanding of the world has changed because of immigration," says Ibrahim. "I want to explore what it means to be part of this changing world in my next book."



▲ Cover of *things are good now*.

Finding balance in her stories is always important to Ibrahim. She wants to express the multi-dimensional elements of character, not just that they are immigrants.

"Identity is an important part of my characters' development," says Ibrahim. "Before they were immigrants, they were also mothers, wives, brothers, sisters and friends. All of these pieces come together to form who they are and their relationships with each other."



▲ Djamila Ibrahim, author of *things are good now*, a collection of short stories.

cultural barriers, as well as religious differences."

As in the real world, Ibrahim's protagonists are often deeply flawed. She creates characters who view the world through their own reality. For example in the story 'You Made Me Do This,' a grieving mother struggles to come to terms with the violent death of her teenage son. The family immigrated to Canada looking for a better life only to

Ibrahim will be visiting Vancouver Feb. 28 as part of Incite, an event presented in partnership with the Vancouver Library and Vancouver's Writers Festival. [www.writersfest.bc.ca](http://www.writersfest.bc.ca)



MOSAIC Settlement Services  
604 254 9626 ext 1010  
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[www.mosaicbc.org/sip](http://www.mosaicbc.org/sip)

## Public Service Announcement: March 1 – 15, 2018 Free Community Activities

### SENIORS CLUB ACTIVITIES

Activities at MOSAIC 5575 Boundary Road, Vancouver

**English Conversation Circle (Healthy Living for Seniors) \*\***

When: Thursdays, until March 15, 10:00 am – 12:00 pm

**Basic Computer Class**

When: Thursdays, until March 15, 10:00 am – 12:00 pm

**Knitting Circle**

When: Tuesdays, until March 20, 1:00 pm – 3:00 pm

Activities at MOSAIC 5902 Kingsway, Burnaby

**English Conversation Circle (Upper Beginner)**

When: Mondays, until March 12, 9:30 am - 11:30 am

Activities at Brentwood Community Resource Centre, 2055 Rosser Avenue, Burnaby

**English Conversation Circle (Beginner)**

When: Wednesdays, until March 7, 9:30 am - 11:30 am

**English Conversation Circle**

When: Fridays, until March 16, 1:00 pm – 3:00 pm

**Wai Dan Gong**

When: Fridays, until March 23, 9:00 am – 10:00 am

**Tai Chi**

When: Fridays, until March 23, 10:30 am - 12:00 pm

Contact: Eliza 604 292 3907 or [echan@mosaicbc.org](mailto:echan@mosaicbc.org)

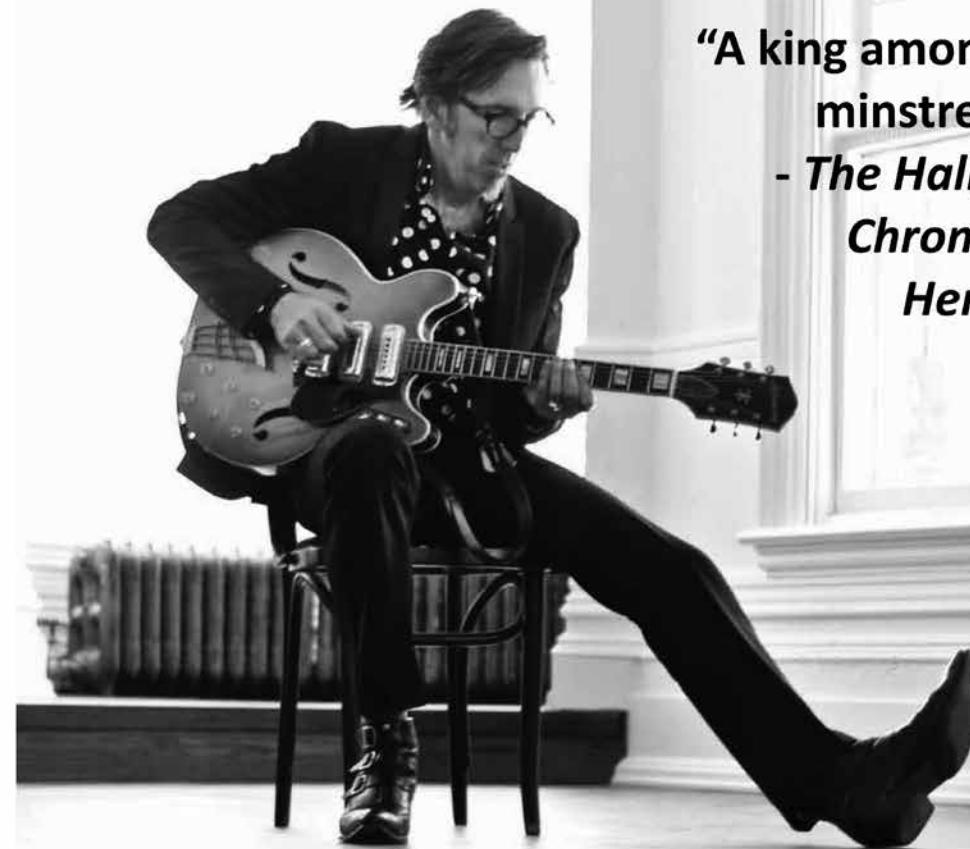
Jennifer 604 254 9626 ext 1157 or [jng@mosaicbc.org](mailto:jng@mosaicbc.org)

\*\*Daisy 604 254 9626 ext 1005 or [daisyau@mosaicbc.org](mailto:daisyau@mosaicbc.org)

*MOSAIC is a multilingual non-profit organization dedicated to addressing issues that affect immigrants and refugees in the course of their settlement and integration into Canadian society.*

## THE ROGUE FOLK CLUB PRESENTS

# The Stephen Fearing Trio



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- The Halifax Chronicle Herald

**Friday, February 23rd at the St. James Hall  
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Info: 604-736-3022 - Tickets: Highlife, Tapestry or**

**[www.roguefolk.com](http://www.roguefolk.com)**



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# Exploring Sami culture in a positive way

by ALLYSON MCGRANE

**With her first-ever Canadian performance, Norwegian-Sami artist Stina Therese Lorås Hessaa brings her world premiere to this year's Coastal First Nations Dance Festival from Feb. 27-Mar. 4.**

Known as a dancer, performer, playwright and theatre director, 41-year-old Hessaa comes to Vancouver from Trondheim, Norway. Her work has toured stages and festivals in countries all around the world, including India and Bangladesh. She will participate in the Indigenous Dance Artist Panel and perform twice on the festival stage at the Museum of Anthropology (MOA).

"I like making new things," Hessaa exclaims. "It's exciting for me."

Having never been to Canada before, Hessaa is looking forward to meeting new people. She is keen to see festival performances by other Indigenous performance groups and wants to meet other Indigenous people at the event. She will be the festival's first-ever Norwegian-Sami artist, allowing for the showcasing of Indigenous stories, song and dance from the Pacific to Scandinavia.

#### Ongoing journey of learning about heritage

Hessaa learned about her Sami heritage as an adult about six

years ago when discussing a project about refugees with her 80-year-old grandmother. Her family has roots in the northern tundra of Norway which was largely destroyed by the German forces at the end of World War II, she says. Before the war, 95 percent of people in the region identified as Sami; after the end of the war, hardly anyone did.

There came a period of assimilation where Hessaa's grandmother, who had spoken Sami during her early childhood, began to attend school and was not permitted to speak her own language. There was so much shame in her Sami heritage that her grandmother didn't tell anyone about it until she was 80 years old.

When Hessaa finally learned of her Sami heritage, she went on a journey of her own by creating several plays and performances inspired by her discovery including her most recent work, Heritage, which is still touring in her home country. It was a process that expanded to include the Norwegian-Sami artist's whole family. Her mother, as a painter, has begun to explore Sami themes. And her two older children are learning of their heritage along with Hessaa while her two younger children will grow up knowing of their Sami roots.

"The journey of learning I was Sami includes shame and a sense of worthlessness," Hessaa



Photo by Sigbjørn Hessaa

▲ Stina Therese Lorås Hessaa in southern Norway with a professional copy of one of the few Sami drums still in existence.

says. "I needed to work through this myself by learning about both the positive and negative aspects of my heritage."

#### A story to tell

Hessaa has created a new piece explicitly for Vancouver audiences.

"It is not about assimilation. It is just about Sami culture," she says. "I feel it is aimed at young people and it even has a touch of the #metoo movement. I want it to be relevant. I've come to the

point where I can work with the positive parts of my culture."

Hessaa will be weaving together various elements of theatre, dance, storytelling and sound to create her newest work. She will also be performing the traditional Sami singing form known as joik, which has been compared to the chanting of some North American Indigenous cultures. Before her trip to Vancouver, she is going to take exams in joik - yet another step in her cultural journey.

The Norwegian-Sami artist looks forward to the challenge of creating a new piece. Her choreography can be very technical but she also aims to be expressive. With training that began in ballet, Hessaa's interpretation of her own culture is about telling a story.

"I have a story I want to tell. I try to find the best way to tell it," she says. ☀

For more information, please visit [www.damelahamid.ca](http://www.damelahamid.ca).

**29<sup>e</sup> ÉDITION**

# Festival du BOIS

MARCH  
23 | 24 | 25  
PARC MACKIN  
COQUITLAM BC

GET YOUR FRENCH CANADIAN ON

 A poster for the 29th edition of Festival du Bois. The title "Festival du BOIS" is written in a large, stylized font. The word "BOIS" is in red plaid. Below the title, the dates "MARCH 23 | 24 | 25" and location "PARC MACKIN COQUITLAM BC" are listed. To the left, there's a graphic of crossed knitting needles with the text "GET YOUR FRENCH CANADIAN ON". In the center, a woman with curly hair is smiling and playing a violin. Musical notes are floating around her. At the bottom, the text "Maillardville's Music Festival" is written in a script font, followed by "QUEBÉCOIS CELTIC WORLD FOLK" in a bold sans-serif font. The website "www.festivaldubois.ca" is at the bottom. The poster features a warm, sunlit background with a forest silhouette.

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Info: 604-736-3022 - Tickets: Highlife, Tapestry or [www.roguefolk.com](http://www.roguefolk.com)

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The Source logo, featuring a stylized 'S' shape.

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February 20–March 6, 2018

by SIMON YEE

The days are getting longer, and the weather a bit warmer; spring is just around the corner. Soon you will be able to frolic outside while the cherry blossoms are in bloom, the warm spring sun shines down on you and the allergies return. But, there's one more month of winter left, and it's not that warm out yet, so why not check out some of these indoor events and festivals happening now around town.

\* \* \*

**Onegin**

*Feb. 21–March 3  
Surrey Arts Centre  
[www.surrey.ca/culture-recreation/24157.aspx](http://www.surrey.ca/culture-recreation/24157.aspx)*

Inspired by a poem and opera from the 1800s in which handsome rogue Evgeni Onegin visits the Larin family estate (his romantic charms stirring passions long forgotten by its residents), *Onegin* creators Amiel Gladstone and Veda Hille have turned the story into a hit musical that's a rock concert, back kitchen party and love poem. The seven-member cast, sharing the stage with three musicians, begins with a wild opening number where they tell the audience "We hope to please, we hope to charm, we hope to break you open." This play will run until March 3 at the Surrey Arts Centre. Visit the website for tickets and more information.

\* \* \*

**Ballet BC: Romeo and Juliet**  
*Feb. 22–24 (Preview Feb. 21)  
Queen Elizabeth Theatre,  
Vancouver  
[www.balletbc.com](http://www.balletbc.com)*

A first for Ballet BC's repertoire, English playwright William Shakespeare's classic story *Romeo and Juliet* has inspired many artists with its tragic tale of "star-crossed lovers." Compelling in its timelessness, the work captures audiences with its deeply human story and enduring themes of love, fate and family. Reflecting on the divisions that persist in today's world and featuring choreography by international dancer Medhi Walerski, Ballet BC will offer a fresh and thought-provoking retelling of the classic that profoundly resonates today. For tickets and showtimes, check out the website.

\* \* \*

**Vancouver Badass Film Festival**  
*Feb. 23–25  
Rio Theatre, Vancouver  
[www.vbaff.com](http://www.vbaff.com)*

The Rio Theatre on Broadway will host the Fourth Annual Vancouver Badass Film Festival, which features the best in new extreme genre film from around the world. The festival highlights new films from maverick film legends old and new, showcasing a variety of international and Canadian horror, neo noir, wild action and avant-garde films. Festivities include interactive sessions with visionary filmmakers and cast, an awards gala and unforgettable spectacle and parties. Please visit the website, for tickets and showtimes.

\* \* \*

**Vancouver International Humanitarian Law Conference: Enforcing Humanity**  
*Feb. 24, 12:30 p.m.*

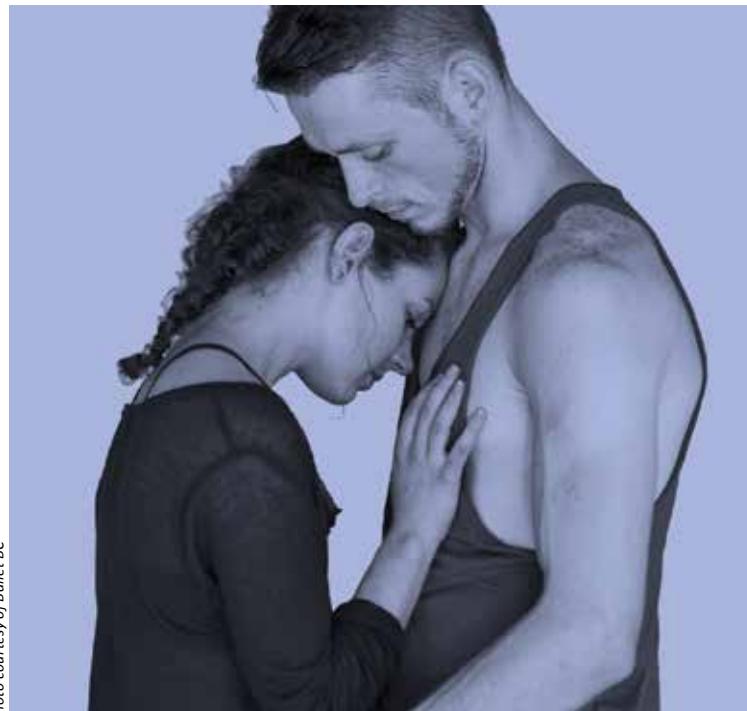


Photo courtesy of Ballet BC

▲ A fresh retelling of Romeo and Juliet by Ballet BC.

**Peter A. Allard School of Law at UBC, University Endowment Lands**  
*[www.id2.ca/RC-Humanitarian-Law-feb2018/](http://www.id2.ca/RC-Humanitarian-Law-feb2018/)*

International Humanitarian Law (IHL) limits and prevents human suffering in armed conflict. Attend the IHL conference as they examine the challenges of enforcing IHL in a fast-changing world. Conference sessions include an introduction to international humanitarian law, an overview of the forms of justice, enforcement of IHL and real stories from real people impacted by war. Speakers include Canadian Red Cross advisor Jonathan Somer, Allard law professor James Stewart and Innocence Lost Director Fazineh Keita. To register, please visit the website.

\* \* \*

**Vancouver International Wine Festival**  
*Feb. 24–March 4  
Vancouver Convention Centre  
[www.vanwinefest.ca](http://www.vanwinefest.ca)*

The Vancouver International Wine Festival, Canada's premier food and wine event, returns to the city for the 40th time to celebrate the finest wines throughout the world. This year's event celebrates wine from the two Iberian countries: Portugal and Spain, featuring 58 winemakers and 22 events from the Iberian peninsula. There will be educational wine seminars, lunch minglers, gala dinners and, of course, wine tastings! For a complete list of events and winemakers in attendance, check out the festival website.

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**2018 Vancouver International Dance Festival**  
*March 1–24  
Various venues throughout Vancouver  
[www.vidf.ca](http://www.vidf.ca)*

The Vancouver International Dance Festival returns to the city with a diverse and dynamic roster of internationally celebrated artists and local favourites, presenting three weeks of endlessly enriching performances, workshops and a host of dance activities this March at various venues throughout Vancouver. Catch the Shen Wei Dance Arts at the Vancouver Playhouse, Goh Ballet at the Roundhouse, or Amber Funk Barton at the Scotiabank Dance Centre. Please visit the festival website for a complete list of shows.

day human relationships? This audience-interactive play puts real, tough current issues on the stage about the blockages we all face moving towards Reconciliation. It asks the "What now?" question in regards to Reconciliation and compels audiences to think about Reconciliation not as a "thing of the past," but something that permeates many aspects of all of our lives. For tickets and more information, check out the website.

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**Fire Flowers**  
*March 3, 7:30 p.m.  
St. John's Shaughnessy Anglican Church, Vancouver  
[www.elektra.ca](http://www.elektra.ca)*

The resilience of the human spirit is celebrated in a compelling program by one of Canada's most renowned choirs, the Elektra Women's Choir. Named for a work for choir and marimba by choral composer Timothy Corlis, the concert includes a world premiere by composer Carol Barnett, sonorous polyphony by Ferrarese noblewoman Leonora d'Este (1515–1575) and a rich program of other living composers. For tickets and more information, check out the choir's website.

\* \* \*

**The Velveteen Rabbit**  
*March 3–25  
Waterfront Theatre at Granville Island, Vancouver  
[www.carouseltheatre.ca](http://www.carouseltheatre.ca)*

Take your young children to the Waterfront Theatre for the Carousel Theatre's adaptation of *The Velveteen Rabbit*, by the British-American author Margery Williams running this March. This charming tale celebrates boundless imagination and the power of believing. With a dash of magic, three actors transform their play space into a children's nursery with a rocking horse, a cavalcade of mechanical toys, a kind-hearted fairy and a toy rabbit who is transformed by one little boy's love. Please visit the theatre's website for tickets and more information.

\* \* \*

**Living, Building, Thinking: Art & Expressionism**  
*March 3–May 21  
Vancouver Art Gallery  
[www.vanartgallery.bc.ca](http://www.vanartgallery.bc.ca)*

Expressionism is invariably associated with the period of art and social activism in Germany between 1905 and 1937, encompassing visual art, literature, philosophy, theatre, film, photography and architecture. In the context of an expanded view on the subject, the Vancouver Art Gallery's upcoming exhibit *Living, Building, Thinking* offers a rich and thought-provoking perspective on the relationships between artists and societies, and the ever-changing responses and visual expressions that circulate through shared hopes and aspirations for social awareness and change.



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