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AUGUST 2020 | VOL. 28

# SEMAJI

THE OFFICIAL NEWSLETTER OF BCRC

BCRC is a growing, resource-based organization that strengthens community capacity by providing professional support to organizations and individuals in need.



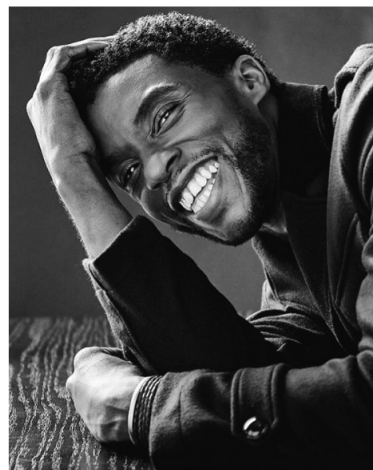
## BLACK AUGUST

Chadwick was diagnosed with stage III colon cancer in 2016, and battled with it these last 4 years as it progressed to stage IV.

A true fighter, Chadwick persevered through it all, and brought you many of the films you have come to love so much. From Marshall to Da 5 Bloods, August Wilson's Ma Rainey's Black Bottom and several more, all were filmed during and between countless surgeries and chemotherapy.

The family thanks you for your love and prayers, and asks that you continue to respect their privacy during this difficult time.

Photo Credit: @samjonespictures



Instagram: @chadwickboseman

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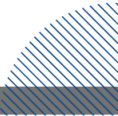



## A few words from the BIQ Project intern

By Aileen Galutira - Research Support Officer

The Black in Quebec project recently concluded its first workshop series entitled, The Hidden Iceberg: A View From the Bottom which discussed the subject of systemic racism. I started working on the Black In Quebec project, a study focused on the wellbeing of the English-Speaking Black Community of Quebec, at the end of May. As a person of color but not of African descent, I had a very limited understanding of the experiences of the Black community. I was aware that they experience discrimination and racism based solely on the color of their skin. However, as I spent more time learning about the long untold history of Black people in Quebec and the racism that they've always and still to this day face, there was a sobering realization that someone like me who has been educated in the Quebec school system has never heard or been taught anything regarding the Black community, their experiences, their contributions and their suffering. This became all the more relevant in the unjust killing of George Floyd in the US by police that reawakened the Black Lives Matter movement and expanded it on a global scale, culminating in protests in cities all over the world including right here in Montreal.

All of this to say that there is work to be done. The Black experience needs to be heard and that is the motivation behind the Black in Quebec project, to collect and analyze data pertaining to the English-speaking Black community in Quebec. This is something which the province has controversially refused to do on many occasions. One of the initiatives is to conduct focus groups with members of the English-speaking Black Community of Quebec, the goal of which is to have a better understanding of the challenges faced by the ESBC and inform how the project should proceed. Thus far, we have conducted focus groups with more than a dozen individuals, from artists to teachers, community organizers, politicians, etc. They have told us about some of the challenges which exist in a number of areas of their lives and in their communities. In order to increase community engagement, the BIQ team has also launched its very own Facebook page where we share relevant articles and posts pertaining to Black community as well as its own original material. We also occasionally post on the BCRC's Instagram account. Thus far, we have garnered a number of followers and engagements, cementing the need for the public to be informed on such matters.

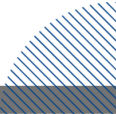


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Contributing to the ongoing public discourse on racism, the Black in Quebec team collaborated with Project Woke, a recently concluded project also under the BCRC. The collaboration was on a series of workshops named The Hidden Iceberg: A View From the Bottom. The series was composed of two workshops, the first focusing on Project Woke which was a 3 month internship program designed to teach English-speaking Black youth civic engagement and leadership skills that would help them develop the skills they need to fight injustices, and advocate for themselves in society. The interns shared their experiences and what they've learned through the project. The second workshop focused on the BIQ Project, where the team presented data on the demographic, economic and health situations of not only the ESBC but also the wider Black community in Quebec as well as Canada. Statistical software was used to filter through the data and construct tables that were relevant to the project. The tables were made into graphs and shared with the wider community through infographics and presentations currently posted on the BIQ's social media pages as well as the BCRC's newsletters. The data used was gathered from several sources such as Statistics Canada, Quebec Community Groups Network (QCGN), the Canadian Health and Social Services Network (CHSSN) and consultants of the project. Through the workshops, we aimed to give the participants tools they can use to further their understanding of systemic racism and how they can work against it. The workshops were a success, attended by over 50 people, most of whom were new to our community network.

Currently, Black In Quebec is focused on its collaboration with McGill's Human Motivation Lab headed by Dr. Richard Koestner. The collaboration consists of a study that seeks to examine how the Covid-19 pandemic and the Black Lives Matter social justice movement have impacted the well-being, motivation and personal goals of Black youth aged 18-35 in Quebec. As of yet, the team has been devising a strategy to incite participation in the survey. Eventually, Black In Quebec will also conduct its own survey on the psychosocial effects of the recent events.

Through my internship with the BCRC and involvement with the Black in Quebec project, I was able to attend multiple webinars on the subject of racism and discrimination, learn about the history of the Black Community in Quebec, have better understanding of the challenges it faces and take part in the conversation. They have informed me of the role I play in perpetuating racism and what I can do to be actively anti-racist. These racial issues are not limited to certain groups of people, they affect our society as a whole therefore, it is each and everyone of us' responsibility to do our part in dismantling them.



## Rethinking Diversity: Omission At The Quebec Human Rights Commission

By Yvonne Sam

Analysts have often referred to Quebec as a hub of diversity. Everyone is here, and everyone lives together, even if not in perfect harmony. However, the issue of race relations in Quebec continues to adhere like a barnacle to a ship's bottom. Now front and center of conversations are questions of diversity, inequality and what it means to be a visible minority. From its inception the Quebec Human Rights and Youth Rights Commission was specifically mandated to ensure that Québec's laws, by-laws, standards and institutional practices, both public and private, comply with the Charter, which prohibits discrimination based on race, colour, ethnic or national origin and religion in the exercise of human rights and freedoms. Like a reliable marriage partner, the government of Quebec made a commitment to diversity, equity and inclusivity, a mandate that the current Premier,

Philippe Couillard, promised to fulfill. While the Human Rights Commission benefits all citizens, the fact must be borne in mind that those citizens most likely to require the services under the mandate of the Human Rights Commission are the minority populations. Decisions are made daily at the Commission level that have a profound, and long lasting impact on the lives of visible minority individuals. Currently the Quebec Human Rights Tribunal consists of 13 members appointed by the government, namely a President, who is selected from among the judges of the Court of Quebec; a Vice-President; and the assessors. Within this composition, at the highest level, lies the seeds and saplings of racism, as there are no Black representatives.

Yes, we are dealing with a phenomenon more dangerous than, or as equally volatile as, the atomic bomb, housed under the guise of the Human Rights Commission. In a world where perception can be as important as reality, it is critically important that visible minorities believe that the deck is evenly stacked, and that they have as much of a chance of being judged by someone who looks like them, as someone else. In order to cultivate an arena of legitimacy in the eyes of the citizenry, the Premier has been called upon when filling existing vacancies, that thoughtful and deliberate consideration be given to racial and linguistic diversity. An unprecedented absence of Black or Anglophone commissioners in the current composition, only serves to further impair the decision making process. To juxtapose this situation and place it in its correct perspective, the judicial system also displays a glaring lack of diversity. Within Quebec's legal system of the 500 or more judges operating at different levels, only three are Black.

Why is there such a disparity between what those in power claim they want to enact and what is actually acted out? One is left with a troubling sense that the people talking the most about diversity are the ones doing the least effective work on it. Perhaps another part of the problem may lie in the belief that the true meaning of diversity has not been fully understood in circles where it matters most. This further serves to remind us that work of winning human rights is never over, and that the task of creating and maintaining diversity has fallen to those who are themselves considered "diverse". Maybe, this fact needs to be given deeper consideration as Quebec celebrates la Semaine québécoise des rencontres interculturelles 2016 - Quebec Intercultural Week.

## Opinion: Quebec systemic discrimination and racism hearings should be open

By Yvonne Sam

The Quebec inquiry on systemic discrimination and racism has yet to begin hearings, but what's already apparent is that the Couillard government does not want the exercise to be transparent. When the consultation was announced in July, all Quebecers were urged to participate, with the hearings being touted as an occasion to find tangible and permanent solutions to the issues at hand. Now we learn that Immigration Minister Kathleen Weil and the Quebec Human Rights Commission have indicated that local consultations will be held behind closed doors, hidden from the eyes of the media and the citizenry, away from the public setting that was expected by the public.

But by whom? Weil herself has proffered the defence that privacy will ensure that those testifying will feel open to relaying their experience. No way! Systemic racism concerns the denial of political, economic and social opportunities to individuals on account of their race or ethnic background. Marginalized groups who regularly deal with discrimination, mistreatment and unfair treatment are used to not being heard and, above all, not being taken seriously, and may view testifying behind closed doors as an extension of that attitude. Let us not forget that there are many who already have little faith in the government and its previous handling of racism and discrimination, and now are called upon to sit behind closed doors to discuss their sufferings and injustices. This is similar to the fox declaring that he is now a vegan so that he can oversee the hen house. The history of the beleaguered Human Rights Commission, mandated to oversee the hearings but currently embroiled in its own issues, speaks volumes in itself; if it had, over the years, done a better job of carrying out its functions, this public consultation may have not been needed. It seems as plain as falling rain that hearings behind closed doors must be for the benefit of the rights commission, as they are not helpful to the victims.

The decision to hold closed-door hearings may additionally be because the province is unwilling to stir up debate as was evoked by the Bouchard-Taylor hearings on reasonable accommodation a decade ago. Certainly, testimony has a greater impact if one can see and hear the person testifying. For those who do not feel the impact of systemic discrimination and racism, and may not even know it exists, hearing testimony as relayed by media could be educational. It is challenging to see a problem or barrier if it is not within our lived experience, or to comprehend its urgency. The hearings are a good opportunity to heighten public awareness of these issues. The second phase of the inquiry, open to the public, begins in November and features the testimony of experts and transmission of some of the issues raised by working groups that are to focus on specific areas, like education and employment. Why would only some of the issues be given priority, rather than have them all addressed? Of further concern is the fact that the government intends to release the findings along with an action plan in the spring, just months shy of the general election scheduled for October 2018. That does not leave much time for implementation of any recommendations. It is not too late for the government to clean the slate, for at the end of the day the objective is to have a better Quebec, where racism and discrimination would be sent into remission. The closed doors should be opened wide, so there is nothing to hide.

## CURRENT NEWS

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**CAUFP PRESENTS**

# NO BOUNDARIES YOUTH SUMMIT

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**CAUFP**  
CANADIAN ASSOCIATION OF URBAN FINANCIAL PROFESSIONALS



The annual **CAUFP No Boundaries Youth Summit** is the best business conference for Black, Indigenous, and People of Colour (BIPOC) university students looking to learn about career options in various industries. \$19K in scholarships and prizes also available.

**Deadline to register: September 6th**

## Free French Classes

Interested in improving your French?

The Regional Association of West Quebecers is offering:

**VIRTUAL FRENCH-SECOND LANGUAGE CLASSES**

- Classes are free of charge to members of the RAWQ
- 10-week session starting the week of September 28th to December 3rd
- Levels offered: Beginner, Beginner (Advanced), Intermediate, and Conversational French
- Classes will run for 1 hour per week at either 6:30pm or 7:30pm

Registration for the fall session will be open from Tuesday, September 2 to Friday, September 11 online at [www.westquebecers.ca](http://www.westquebecers.ca)

Space is limited, register early.

Email: [fsl@westquebecers.ca](mailto:fsl@westquebecers.ca) | Phone: (819) 682 9602

**ENGLISH SECOND as a LANGUAGE (ESL)**  
(8 weeks; 32 hours)

In this class you will...

1. Learn reading and writing skills in English
2. Be challenged with homework & practice assignments
3. Develop confidence speaking in English

ENGLISH AS A SECOND LANGUAGE

### ADULT BASIC EDUCATION 2.0 ONLINE ZOOM COURSE

The English as a Second Language (ESL) course is designed to help students whose first language is not English to improve their reading and writing skills.

The Jamaica Association is following guidelines and observing the precautions as outlined by the Canadian and Quebec governments during the COVID-19 pandemic. We also understand the importance of continuous learning. Therefore, we will continue the Adult Basic Education courses online using Zoom technology during the October to November 2020 time frame.

**1. SCHEDULE**  
Oct 6<sup>th</sup> to Nov 26<sup>th</sup>, 2020  
Tuesdays & Thursdays  
6:00 PM – 8:00 PM

**2. REGISTRATION**  
Email us your contact information and the courses you're interested in and a registration form will be sent to you.  
[jampracservices@smail.com](mailto:jampracservices@smail.com)

**3. ONLINE COURSE**  
Download ZOOM (zoom.us). Course Meeting ID will be sent to registered participants only.

**4. COST – \$10**  
The cost will be \$10 for this 8 week session from October 6th to November 26<sup>th</sup>, 2020

**5. PAYMENT**  
Email money transfer of \$10 to: [info@jam.moonreal.com](mailto:info@jam.moonreal.com)

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On behalf of the Black Community Resource Centre (BCRC), the Quebec English-speaking Communities Research Network (QUESCREN) and the Institute for Community Entrepreneurship and Development (ICED), I am pleased to invite you to join us at Event 1 of the event series called "From Vulnerability to Vitality": Building Sustainable English-Speaking Black and African Visible Minority Communities in Quebec." Our first event "Employment and Underemployment of English-Speaking Black Community in Québec: Situation and Possible Solution" takes place online, [via Zoom, on Thursday, September 17, 2020, from 11 am to 12: 30 pm.](#)

This event was made possible through the financial support of the **Secrétariat aux relations avec les Québécois d'expression anglaise** and the **Department of Canadian Heritage**.

### **About the Series**

Featuring presentations and discussions, the series will bring together representatives from the government, education and community sectors to address challenges and solutions for building sustainable minority communities. It will focus on the experience of the English-speaking Black population of Quebec as a subset of the Black Canadian socio-political and economic realities. The series will enable the sharing of experiences and tested strategies and the work of enduring educational networks that positively impact the socio-economic growth of our communities.

### **Topics will include:**

- Research outcomes based on quantitative and qualitative analyses
- Network dynamics and sustaining the vitality of the communities
- Evolution of social and institutional thinking and attitudes
- The building of social bridges and changes in social cohesion.

### **Event 1: Employment and Underemployment of English-Speaking Black Community in Québec: The situation and possible solution**

In the coming years, Canada, and many other countries, will need to deal with the economic fallout of COVID-19, which will likely leave individuals, businesses and the social economy deep in debt and psychologically disadvantaged. Visible minorities and non-visible low-income working-class subpopulations with fewer resources are at risk of being profoundly and negatively impacted by the crisis. The Black community of Quebec, the English-speaking Black community, in particular, has for long suffered the worst socio-economic and psycho-social conditions compared to other (non-indigenous) populations throughout Canada. The stress of the COVID-19 crisis will worsen these conditions leading to longer periods of unemployment, increasing difficulty to pay bills, and manage other obligations. In the wake of the "Black Lives Matter" movement, corporations around the world are proclaiming their supports to fight racism. This event will address ways the English-speaking Black and African population of Quebec faces the disadvantages of the COVID-19 crisis to reverse the long-term threat of social and economic decline.

**This event is open to public**

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Language: The activities will be offered in English.

### **Program**

- 11:00 Word of welcome by *Secrétariat aux relations avec les Québécois d'expression anglaise* and **Professor Dr. Graham Carr** President and Vice-Chancellor of Concordia University
- 11:05 – 11:25 **Clarence Bayne, John Davids and Xiaoyan Fang**: Black in Quebec: Presentation on Black Employability and Employment in Quebec (20 mins)  
Q+A (5 mins)
- 11:30 – 11:55 **Dave McKenzie**: Practical Solution to Alleviating the Problem of Underemployment in the English-speaking Black Community (20 mins)  
Q+A (5 mins)
- 11:55: Launching our journal: International Journal of Community Development and Management Studies (IJCDMS)
- 12:15: Wrap-up and Adjournment

You can register for the event [here](#) at your earliest convenience. Please RSVP by **August 24, 2020.**





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# Publish your writing

Looking for an opportunity to publish your writing, short story, article, poems, and more!

BCRC is looking for talented Black writers who wants to share their writing in our monthly newsletter SEMAJI

Articles for submission will be published in English & are accepted 7 days prior to publication. Issues are published every last day of the month.

Send articles to:

[communications@brcrmontreal.com](mailto:communications@brcrmontreal.com).

If you are submitting photos please send a jpeg with credit.

**JOB OPPORTUNITIES**

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<b>Reports to:</b> Project Coordinator	<b>Location:</b> Montreal	<ul style="list-style-type: none"> <li>Assisting the Project Coordinator in the development and organisation of intergenerational workshops, meetings and events.</li> <li>Communicating on a constant basis with the Project Coordinator, providing weekly reports as needed.</li> <li>Communicating with program participants on a weekly basis to provide program updates and inform participants of upcoming meetings and events.</li> <li>Assisting with the creation of content for the project's social media pages.</li> <li>Ensuring and maintaining effective and on-going communication with youths and groups involved directly or indirectly in the project.</li> <li>Ensure project activities are carried out in a safe and secure manner that adhere to all Covid-19 Guidelines.</li> <li>Performing other duties as assigned</li> </ul>
<b>Start Date:</b> 15th September	<b>Status:</b> Contract	
<b>Salary:</b> 18 /hr	<b>Working Hours:</b> 28hrs/wk	
<p><b>Company Description</b></p> <p>BCRC is a growing, resource-based organization that strengthens community capacity by providing professional support to organizations and individuals in need. The Centre is committed to helping visible minority youth realize their dreams, and achieve their full potential. We provide and implement professional innovative support services to individuals, communities, para-public and public organizations. We also develop and run health, education, socio-culture, and community economic development programs.</p>		<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>College or University Degree in a related field (Sociology, Psychology, Social Science, Recreational leadership, Social Work, Special Care Counselling, Community development)</li> <li>Familiarity with the Black English Speaking Community of Montreal</li> <li>Ability to engage with individuals from multiple access points (social networks, faith communities, community groups, and organizations)</li> <li>Ability to work with people of diverse backgrounds and age</li> <li>Competency in both official languages essential (English &amp; French)</li> <li>Strong writing and organizational skills</li> <li>Can work with a team and support project activities as needed</li> <li>Willingness to travel throughout the community for in person workshops or events</li> <li>Experience in recruitment of participants (an asset)</li> <li>Experience facilitating online or in person workshops (an asset)</li> <li>Experience with social media &amp; web content or blogging</li> </ul>
<p><b>Position Overview</b></p> <p><b>Reporting to the Project Coordinator</b> the Project Animator is responsible for engaging youths and seniors to participate in an intergenerational program that seeks to provide informational and social workshops to youths and seniors that are members of Montréal's English Speaking Black Community. This includes working with the Project Coordinator and the project team in the recruitment of youth and seniors, facilitating workshops and ensuring the success of the buddy system. The Project Animator will also be responsible for engaging the community at-large, creating social media content for the project and communicating with the project participants on an ongoing basis.</p> <p><b>Duties and Responsibilities</b></p> <ul style="list-style-type: none"> <li>Conducting youth outreach within the English Speaking Black Community of Montreal, recruiting 10 Black youth and 20 senior participants for the intergenerational program.</li> <li>Assisting the Project team with the planning and organization of enriching in-person and online intergenerational workshops.</li> <li>Facilitating community engagement and outreach in locations such as community centres, community organizations and online.</li> <li>Facilitating conversations during workshops and brainstorming ideas with participants.</li> <li>Collecting information and summarizing youth and seniors perspectives.</li> </ul>		



## JOB OPPORTUNITY

**Title:** Interim Director of Youth and Development (Maternity Replacement)

**Location:** Coasters office – St. Paul's River

### Description of Tasks:

- Provide youth with work experience placement programs in businesses and organizations along the LNS, and collaborate with partner organizations to provide employability and life skills training for English-speaking youth, in collaboration with the Migration Agent of Place aux Jeunes;
- Maintain a database of employer needs to link youth with employment opportunities related to their studies, past work experiences, and/or interests, and research potential funders to implement youth initiatives on the coast, in collaboration with the Migration Agent of Place aux Jeunes;
- Assist youth with the recruitment and enrollment process for education and training programs, and implement measures to encourage English-speaking youth to pursue studies in the region while adopting good habits with respect to education-life balance;
- Coordinate the H.O.M.E. cross sectoral working committee to develop & implement youth employment plan, and work in partnership with Y4Y Quebec, PERT, CEDEC and QCGN to address the challenges, needs and opportunities of English-speaking entrepreneurial youth, in collaboration with the Migration Agent of Place aux Jeunes;
- Create links with service centers to support English-speaking youth of the region with economic development, and connect youth with economic development initiatives linked to the Northern Research Center, oversee bio-development interns at the Northern Research Center, and support marketing and social media campaigns for Wellness Center & Northern Research Center, in collaboration with the Migration Agent of Place aux Jeunes;
- Organize, support and implement regional forums (Youth Forums, Job Fairs, etc.); assist and support the Nutrition North Program in the Municipality of Gros Mecatina, and the implementation of the School Science Integration Program;
- Work with the Executive Director and other Directors on application development and support the reporting of all project & program applications within the organization.

### Requirements/Qualifications:

- Minimum CEGEP or relevant work experience. Education and/or experience will be given priority
- Strong computer skills
- Must be able to work on his/her own initiative or with a team
- Organizational and planning skills
- Good oral and written communication skills
- Bilingualism is preferred; however, the candidate will be selected based on qualifications

### Salary/Duration:

35 hrs. per week at \$20 per hour + 4% vacation pay = Gross \$728 weekly  
From October 5<sup>th</sup>, 2020 to July 9<sup>th</sup>, 2021 (9 months)

**Posting date:** Tuesday, September 1<sup>st</sup> to Friday, September 18<sup>th</sup>, 2020 (3 weeks)

The **Interim Director of Youth and Development** will be selected by the Coasters Association Executive Committee. The selection of the candidate will take place from September 21<sup>st</sup> to 30<sup>th</sup>, 2020. The selected candidate will be notified by October 1<sup>st</sup>, 2020, and will begin work on Monday, October 5, 2020. For more information, please call Cornella Maurice, Executive Director at 418-379-2024 or Kimberly Buffitt, Director of Operations and Innovation at 418-379-2091. The deadline to submit your application is **Friday, September 18<sup>th</sup>, 2020**. Please forward your applications by delivery to the office, fax at (418) 379-2621 or e-mail at [coasters@globetrotter.net](mailto:coasters@globetrotter.net).

**Thank you!**

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**AIEM**  
Accueil aux immigrants  
de l'est de Montréal

Bonjour,

Nous sommes à la recherche d'un Préposé à l'accueil du bâtiment.

Nous avons besoin de votre aide pour diffuser notre offre d'emploi. Est-ce possible de partager notre offre d'emploi dans votre réseau? Cela serait grandement apprécié.

**Offre d'emploi: <https://www.arrondissement.com/tout-get-emplois/pc1/u78252?m=SP>**

Merci à l'avance!

L'équipe de l'Accueil aux immigrants de l'est de Montréal



PROVINCIAL EMPLOYMENT ROUNDTABLE (PERT)

**ABOUT YES**

Founded in 1995, YES (Youth Employment Services Foundation), is a non-profit community-based organization dedicated to enriching the community by providing English-language support services to help Quebecers find employment and start and grow businesses. Find out more about PERT [here](#).

YES is carrying out a mandate to incubate the Provincial Employment Round Table (PERT). PERT will be a new, independent non-profit organization focusing on the employability issues affecting the English-speaking communities and engaging all levels of policy-makers with a view to educate, influence, partner with and ensure adequate resources for the employability actors in our communities. On behalf of PERT's steering committee, we are putting in place the process for hiring the Executive Director. The Executive Director will start their mandate in October 2020. This will be a permanent full-time position.

**Position Summary:**

The Executive Director, reporting to the Board of PERT, will be responsible for the general supervision, direction, and management of the organization's operations.

**Responsibilities will include:**

- Ensuring the organization's activities are compliant and in furtherance of its mission
- Leading, managing, and developing the organization's employees, volunteers, and organizational culture while being committed to developing talent in members of the team.
- Developing, implementing, monitoring, and assessing the organization's programs (including their impact), sound and compliant financial management practices (including budgeting) and fundraising practices
- Developing, informing, and supporting the board and the board committees to carry out their governance functions

**We are looking for candidates with the following interests, skills, and experience:**

- Passionate about what you do, inspiring to others and exhibiting curiosity in the adventure before you
- Fully engaged, loving the pressure and thriving amongst all the action
- Knowing how to finish the job, get the best out of staff and motivate volunteers
- A degree in Public Administration or equivalent university degree and experience
- An organized individual with experience in managing a non-profit organization
- Strong government relations and public policy experience, knowledge of Quebec employability landscape
- Experience in employment and employability programming
- Knowledge of Official Language Minority Community landscape and experience working with the Quebec English-speaking community
- Strong communications skills, both written and oral; bilingual (English and French)
- Understanding of the roles of different stakeholders, and a strong ability to network and navigate a range of circles, including government relations, business community, not-for-profits and education sector
- Analytical and financial abilities, understanding of budgets and funding grants

**HOW TO APPLY:**

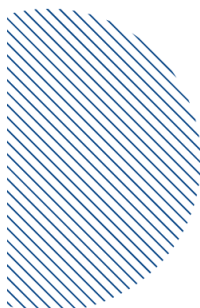
Please apply [here](#) by **September 8, 2020**.  
The position is open to both internal & external candidates  
YES & PERT are committed to equal opportunity employment.

666 Sherbrooke St. W.,  
Suite 700  
Montreal, Quebec H3A 1E7  
T: 514.878.9788  
F: 514.878.9950  
info@yesmontreal.ca  
www.yesmontreal.ca

# How do I submit articles to the Semaji newsletter?

How do I submit articles to the Semaji newsletter?  
 Articles for submission are accepted 7 days prior to publication. Issues are published every first of the month.  
 Send articles to: [communications@bcrcmontreal.com](mailto:communications@bcrcmontreal.com).  
 If you are submitting photos please send a jpeg with credit.

SEMAJI VOLUME 21 | ISSUE 8 AUGUST 2020



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