

CANADIAN SCHOOL Counsellor[®] MAGAZINE

BLOOD AND GLORY:

THE LURE OF ISIS



SANG ET GLOIRE

L'ATTRAIT DE L'EI

DE-RADICALIZING RETURNEES:

THE LONG AND SHORT VIEW

INTRODUCING:

ALLY (PAGE 37)

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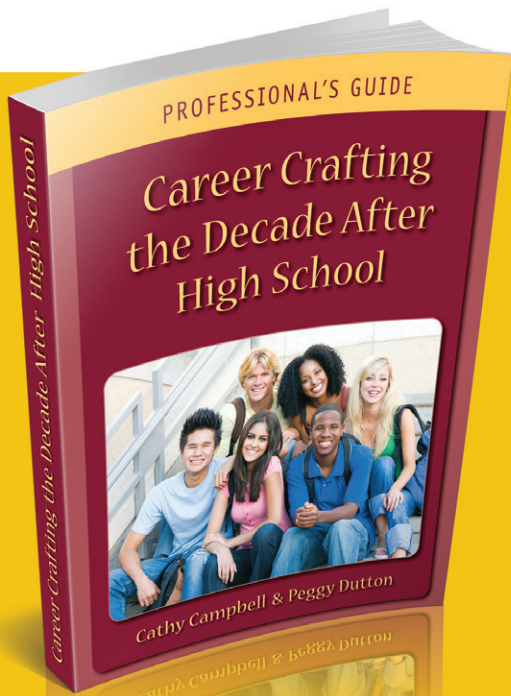


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CAREER CRAFTING THE DECADE AFTER HIGH SCHOOL: PROFESSIONAL'S GUIDE (2015)

Backed by current scholarship and based on a study of the experiences of young people in the decade after graduating from high school, *Career Crafting* offers a powerful and insightful portrait of the early career journeys that young adults undertake, told in their own words.

Authors Cathy Campbell and Peggy Dutton dispel the "Career Myth" that those in their late teens and 20s should follow a linear, predictable route from high school to post-secondary training, and then on to permanent, full-time jobs. They argue that the unrealistic expectations of the Career Myth create anxiety for young adults, which, in turn leads them to make poorly thought out career decisions or to procrastinate for fear of making the wrong choice.

Straightforward and accessible, this newly updated book provides practical advice and effective tools that school counsellors and other professionals can use to help reduce young adults' anxiety and to assist them to take action in the face of uncertainty. Eight Career Crafting Techniques are introduced that integrate chaos-friendly approaches to career counselling that emphasize the fluidity of young people's career journeys with more traditional ones.

The book is available in print, ebook or for free download as a pdf. Learn more at www.ceric.ca/dahs. ♣ CSC

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Everyone Makes a Mark

Anti-bullying strategy materializes Students share ideas for inclusive environment

By: Chris Bolster

Courtesy of the Powell River Peak

Besides wearing pink T-shirts, students at Brooks Secondary School in Powell River, B.C. will also be working together to create a vision of what makes a school safe and inclusive.

Pink Shirt Day was commemorated across Canada, not only in schools but also in workplaces, as a way to raise awareness around the issue, which has drawn increased attention over the past decade.

Although anti-bullying day is once a year, the counsellors at Brooks were quick to point out that efforts to teach students necessary skills happens throughout the school year at all grade levels. Teaching takes many forms—in curriculum, through presentations and workshops, and with various groups on campus, like the student council and the gay, straight, transgender alliance club.

Much attention is placed on technology that allows for cyberbullying to occur and Tony Marciniak, one of two counsellors at Brooks, said there are virtually no students at the high school without a cell phone. While those phones help teens connect, they also allow conflict to transfer from the school hallways to online making it more covert and harder to monitor, he added.

Marciniak noted that as reports and awareness of bullying have increased, the culture of silence around the issue has lessened, which has helped counsellors and administrators play a larger role. Much of the conflicts that happen on social media can be solved through mediation, Allison Burt, Brooks counsellor, added.


“We could spend all our time learning the ins and outs of the technology,” said Burt, “but we are better served by teaching kids the coping and problem solving skills, so that they know what to do when they encounter it.”

Marciniak added that students who are more self-assured are less likely to bully because they don’t need to. Counsellors work with both victims and bullies because both need support, Burt added.

Students will be working on building a safe and inclusive environment at school during pink shirt day.

All classes will be tasked with thinking about and working together to determine what makes a safe and inclusive environment and a large wall display will be created with ideas.

For those who have faced bullying at school or online, the counsellors are available to speak with students who have concerns. If students wish to report something that happened and yet remain anonymous, they are encouraged to use the ministry of education erase bullying online reporting tool which sends notification to School District 47’s safe schools coordinator.

“There are lots of avenues for parents and kids to access support,” said Burt. 



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Government of Canada to Provide Funding for Animal-Assisted Intervention for Young Offenders in Prince George

Minister of Justice Peter MacKay announced almost \$32,000 in funding to support the Prince George Youth Custody Services' Animal-Assisted Intervention program for youth in custody who have experienced trauma and suffer from associated mental health and addiction issues.

This project is supported by the *Youth Justice Initiative*, which promotes a fair and effective youth justice system, responds to emerging youth justice issues, and enables greater citizen and community participation in the youth justice system, thereby promoting a holistic approach to helping youth.

Quick Facts

» The Prince George Youth Custody Services will pilot an animal-assisted intervention project for young offenders at the custody

centre who have experienced trauma and suffer from associated mental health and addiction issues.

» Through the use of therapeutic dogs and an experienced handler, this intervention will enhance the capacity of youth in custody to build empathy and to improve overall emotional well-being.

» The funding is being provided over four years as follows:

- \$10,650 for fiscal year 2014-15
- \$10,650 for fiscal year 2015-16
- \$10,650 for fiscal year 2016-17

» Funding for this project is provided by the *Youth Justice Fund*, which supports a broad range of projects with youth involved in the justice system. Current funding priorities include youth with mental health issues and/or cognitive impairments.

» The Youth Justice Fund provides grants and contributions to projects that encourage a more effective youth justice system, respond to emerging youth justice issues, and enable greater citizen and community participation in the youth justice system.

Quotes

"Protecting Canadians is a priority for our Government. We make our streets and communities safer by working with our partners and investing in innovative projects such as the Animal-Assisted Intervention program to help youth and reduce recidivism. Animal-assistance programs are well known to help people cope with many different illnesses and challenges. Projects such as this improve the lives of youth in trouble with the law and increase the youth justice system's ability to rehabilitate and reintegrate young offenders."

Peter MacKay, Minister of Justice and Attorney General of Canada

"By collaborating with partners such as the Government of British Columbia and the Prince George Youth Custody Services, our Government is helping young offenders in custody in Prince George get the help they need to deal with mental health and addictions issues. The Animal-Assisted Intervention program will provide support



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to these young people to overcome these obstacles and change their violent behaviour. With the right support, these youth have a much better chance of success at rehabilitating and reintegrating into Canadian society."

Richard Harris, Member of Parliament for Cariboo-Prince George 🍁 **CSC**

Saskatoon Youth Group Uses Ice Cream to Create Their Own Summer Jobs

The Scoop plans to increase youth employment through sweet treats
 Courtesy of CBC News

For years, kids in Saskatoon's Street Force Youth Centre program have struggled to get summer jobs.



Now they're taking matters into their own hands.

Starting this summer, Street Force will be running its own ice cream stand, staffed by the teens in the program.

Chris Randall, who has worked as director of Street Force for years, said he often sees his teens hit serious barriers when they try to get summer jobs.

"Sometimes they didn't know how to get into the workforce because that wasn't modeled for them by friends and family," said Randall. "Other times there just wasn't consideration from managers, given their background and the neighbourhood they came from."

Street Force is a drop-in centre located on 20th Street in Saskatoon's inner-city. It runs a daily after-school program and also offers workshops at schools in the neighbourhood.

After giving it some thought, Randall decided that setting up an ice cream stand, staffed by kids in the program, was the best solution to the problem he could think of.

"One of the biggest indicators of (inner-city teens) staying in school and finishing school by 17-18 years old is having a summer job," he said. "Just providing that opportunity for them, and also feeling like they're successful in their lives plays a big role in that."

The kids in the program say a chance to beef up their resume, with people they're familiar with, is a good thing.

Street Force is confident that this great idea will work.

"We know that (the teens) are responsible, and we can really mentor them and build them over the summer," said youth worker and The Scoop manager Emma Ganton. "We really don't have those preconceived notions about them, because we know them."


Raising money

Of course, freezers, ice cream and building supplies don't come for free. So, the group started an online fundraising campaign to pay for it all.

So far, the campaign has raised more than \$3,000, almost reaching the total goal of \$4,500. A neighbourhood hardware store has also donated all the lumber for the project, and a local architect has donated his time to draw up blueprints for the new building.


The stand will be set up on 20th Street West and Avenue B, on the parking lot formerly occupied by the Barry Hotel.

The project hopes to have everything set up by the first Saturday in June. Full-time hours will start Canada Day weekend. 🍁 **CSC**











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Wilderness Program Teaches At-Risk Youth Nature Skills to Prevent Relapse

Courtesy of CBC news

'Once we leave the trucks behind, everything changes,' says wilderness program director. It's a sentiment that Thoreau would approve.

The Wilderness Youth Challenge Program takes youth from the streets into the woods to learn to become more self-sufficient.

The charity tries to prevent youth from relapsing into dangerous behaviours and has been taking small batches of teens into the wilderness since 2006.

"We take youth that are referred to us by people working with them — probation officers, medical people, students, teachers, student youth leaders. They refer youth to us, we take them out for 10 days into the backcountry," said Lee Eskdale, the program's executive director.

There, the campers spend four days learning wilderness skills, first aid, and predator awareness from the leaders before being sent off on their own for a four-day solo camping experience.

During the solo camping portion, program workers are nearby should anyone get into trouble.

The entire experience is designed to make campers self-sufficient, and to take confidence in their ability to make good decisions on their own.

One year after participating, Eskdale says that two out of every five campers — or more than 30 teens — have managed to avoid relapsing into past harmful behaviours.

But so far, only one of those camping trips has been for girls.

Eskdale says they've had difficulty enlisting female volunteers with the necessary youth management and outdoors skills needed to chaperone the girls' groups.

Enter Morinville sheriff Christine Suessmilch, who worked for 20 years as a park ranger and conservation officer in both B.C. and Alberta. Today, Suessmilch works with high-risk young offenders at the Edmonton Law Courts.

"I figured my background experience would be able to add to this program," Suessmilch said.

Suessmilch found out about the program from Eskdale directly, but it doesn't end there.

"I just happened to be talking about (the camp) in the women's lunch/changeroom and we have some highly-motivated brand new recruits females — and it piqued their interest to the point (too)," she said.

"We never see the good side. We're in uniform, they're coming in; it's a tense, high-emotional time. It's not a good place."

But out in nature, "we're going to be looking at each other at face value for who we really are and working together throughout this program," she said.

The Wilderness Youth Challenge Program is now accepting applications from youths who want to participate in one of the camps this summer. They are also still interested in finding other volunteers who want to follow in Suessmilch's footsteps as a leader.

The program, which is free for the young participants, will also be holding a special fundraising trip called "Call of the Wild" from June 30 to July 5. [csc](#)

Holy Trinity SD Looks to Expand Capacity For School Counsellors

Counsellors play an essential role in any school.

By: Nathan Liewicki

Courtesy of the Moose Jaw Times Herald

In Saskatchewan's Holy Trinity Catholic School Division (HTCSD), 2014-15 marks the first year each of its schools has had a counsellor, and it's been a little taxing, says Ward Strueby, superintendent of curriculum, instruction and assessment.

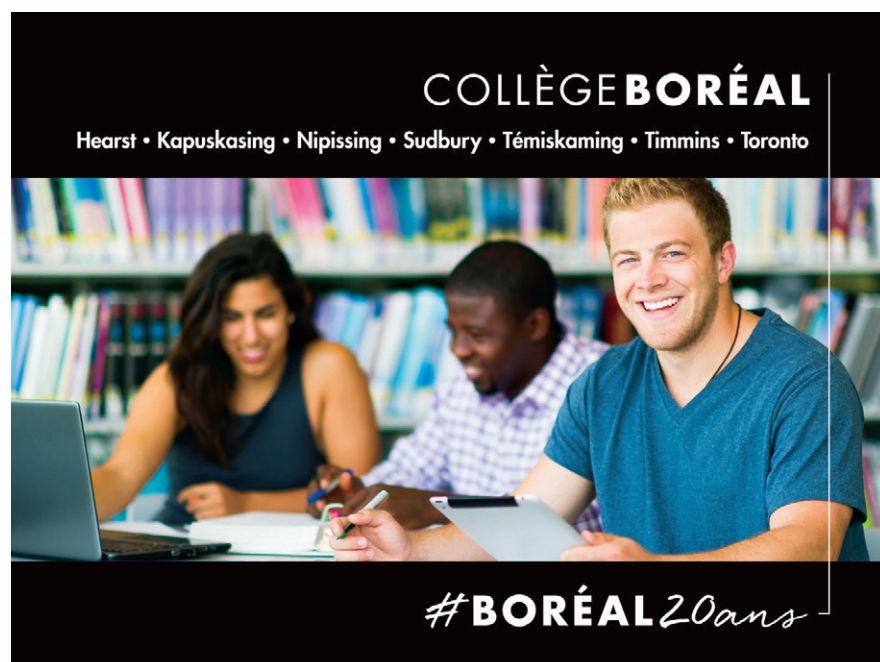
"We have 111 students that have been receiving support. What that's telling me right now is that if the trend continues, and I'm signing five or six referrals every single day, we are not going to have the capacity for our counsellors in our schools," he said while delivering the division's Student Support Services Accountability Report at Monday's board meeting.

Strueby noted that the division is moving more toward providing classroom supports, group supports and providing individual one-on-one support when needed.

"If we continue to provide one-on-one (supports), we can't maintain the capacity we are at, and we're not building capacity for the schools," he said.

In addition to the number of students receiving support in the current school year, Strueby explained that there have been 184 reasons why students have been referred to counseling. Highest among those reasons are anxiety/depression (44) and self-regulation (43), such as defiance, physical aggression and anger.

Other reasons HTCSD students have been referred to counseling include family issues (30), social skills (22) and academic reasons (15). [csc](#)



THE UNIVERSAL FUNNY BONE



USING HUMOUR TO BUILD BRIDGES

By: Laurie Nealin

None other than the Mayo Clinic describes laughter as the best medicine, or at least a great way to relieve stress.

Humour can lighten your mood while also bringing positive physical changes. A good laugh, the venerable clinic tells us, increases your oxygen intake, stimulates your heart, lungs and muscles, and increases the endorphins -- the feel-good hormones -- released by your brain. Over the long term, laughing can help you cope more easily with challenging situations and connect with people.¹ Knowing that, it makes sense that humour has been recognized as one of the most powerful resources educators can use to increase students' motivation and learning. Research has also shown that humour provides relief and balance in difficult discussions, and that its healing power can bring people together.

Among the researchers who have delved into this topic are those who advocate for humour to be included as subject matter in teacher education so future educators understand what type of humour is appropriate in the classroom.



Cathy Rocke, a Ph.D. in peace and conflict studies and assistant professor at the University of Manitoba, recently studied how humour was used in cultural education workshops for her article -- The Use of Humor to Help Bridge Cultural Divides: An Exploration of a Workplace Cultural Awareness Workshop (published in the journal *Social Work with Groups*).² In the article, she describes how workshop facilitators used specific types of humour -- both to put participants at ease and to challenge ill-informed or intolerant statements.

Humour, Rocke says, "melted the bridges of difference," creating greater cultural awareness and understanding among diverse groups. Photo courtesy of Cathy Rocke.

Know the difference

Asked to relate what she learned to a high school setting, Rocke says, "Educators need to be trained in types of humour that reach across versus those that are hurtful."

She emphasizes that it is important to understand the differences in humour before using it to bridge cultural divides. Based on her research, anecdotal and self-deprecating humour and gentle teasing proved to be very effective in that way. (See sidebar)

"It goes back to understanding the complexity of humour. Educators need to figure out ways they might be able to use it. I use humour, anecdotes and jokes in teaching and it makes students more open to having conversations. Humour helps relationships, the human connection.

"Some people are more comfortable with humour based on their background. When someone is being genuinely humorous and reaching across, as a recipient you can feel that. Even though we are suggesting people use humour, if it doesn't come to you naturally, it might not be something you should use."



Drew Hayden Taylor is definitely someone who is comfortable with humour. He built cultural bridges and a career on humour. <http://www.drewhaydentaylor.com>

Taylor, who is half Ojibway and half Caucasian, considers himself a contemporary storyteller. He shares his perspective on the Native journey in a variety of genres including theatre, television, books, dramas and documentaries.

"I'm often referred to as the blue-eyed Ojibway and talk about what it was like growing up in one culture but looking like another culture, and how that influenced a lot of my writing," says Taylor, who splits his time between Curve Lake First Nation, just north of Peterborough, Ont., and Toronto.

"Native humour has been filtered through 500 years of colonization. It's like Black humour, Jewish humour in that it has two functions. One, it's sort of a protective, uncomfortable, barbed protection against the cruelty of the world. As a result, Native humour is very politically incorrect. On the other hand, because we are dealing with difficulties within our own communities, this political incorrectness to non-Native people often serves as a social commentary and a sort of balm to the injuries of colonization."

Photo courtesy of Drew H. Taylor.

It's all chicken

Taylor speaks at schools and educator conferences about his success as a writer, and about Native literature, theatre, humour and identity. Having lectured in some 17 countries, he affirms that true humour is universal, that everyone and every culture has a funny bone.

"What makes Native people laugh will make non-Native people laugh, and vice versa. Both drama and humour deal with the human psyche, the human condition. The best metaphor I can use is it's like cooking with chicken. Every culture has their own unique chicken dishes -- tandoori chicken, chicken cacciatore -- it's all chicken, but it's the spices you use that provide its cultural uniqueness. It's the same with humour. I've told jokes that are Native in origin all over the world and they have gotten a humongous laugh.

"I have no problem poking fun, teasing, focussing on certain issues in my writing, and sometimes shining a light on it can be very uncomfortable. I deal with stereotypes. I take possession of those stereotypes and that takes the power away from them."

Taylor subscribes to the old adage *humour should amuse, not abuse*.

The Laugh Track

One of the best ways to understand a people is to know what makes them laugh. – Vine Deloria Jr., author, academic and activist from the Sioux tribe

Anecdotal humour - a brief retelling of an amusing incident based on a real-life experience. The story is often, but not always, about oneself and involves self-deprecation*.

Self-deprecating humour - when somebody makes themselves the object of humour. This kind of humour shows modesty and illustrates that particular challenges, experiences and situations can be common to people of various backgrounds. When people are very comfortable with who they are, self-deprecating humour comes across as very genuine.

Gentle teasing - humorous remarks made to a person about their quirks or imperfections. Unlike sarcasm, teasing is not intended to insult or offend. Teasing has historically been a parental discipline technique used in Aboriginal cultures to get better behaviour from children, and to nudge another person to change a particular behaviour.

I have visited 150 Native communities across North America and been teased in all of them. Teasing is a sign of acceptance because it is impolite to tease a stranger, at least to their face. There is even a term for that kind of teasing -- permitted disrespect. -- Drew Hayden Taylor

*Not to be confused with *self-deprecation* which involves belittling, undervaluing or disparaging oneself.



In his essay, Whacking the Indigenous funny bone - Political correctness vs. Native humour, round one (included in his book *Me Funny*), Taylor talks about a person's sphere of knowledge or sphere of influence, noting that whatever you personally have experienced you can comment on, humorously or not.

"My sphere of influence deals with the Native community and I can tell Native jokes, but most people do not have authorization to make those jokes because they don't know that community. So, when you wonder what you can make fun of and what you can't, it depends on what you have authority and authenticity to comment on."

To get most any point across, Taylor believes that humour trumps anger. "If someone is up on a soapbox screaming at the evils of the world, chances are you will turn and walk away," he says.

"But, if you couch those same issues in humour, it makes it much more palatable. People will be much more likely to stay and listen and interact." ♣ csc

Other research on this topic:

A review of humour in educational settings: Four decades of research - *Communication Education*, 2011 <http://www.tandfonline.com/doi/full/10.1080/03634523.2010.496867#preview>

After the Laughter - *Educational Philosophy and Theory*, 2014 <http://www.tandfonline.com/doi/abs/10.1080/00131857.2012.721729#preview>

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T H E C O U N S E L L O R ' S

C O U N S E L L O R ' S



As far as I'm concerned, the role of guidance counsellor (or high school counsellor if that's what you prefer to call it) is the best job in education. I love the camaraderie that comes with working with my colleagues and the unique things we can accomplish as a team for the 1700 students at our school.

That said, I have struggled to come to terms with something I call *The Counsellor's Curse*. Despite my 26 years of experience in education (six of those years in Guidance), I marvel at the fact that very few people believe me when I speak.

This wasn't a problem in the classroom. When I was pontificating about major historical events, championing the merits of the world's religions, and demonstrating how brilliant philosophers shaped our society with the power of their ideas, my audience would gobble it up. In fact, in 20 years of teaching, I can only think of one or two

parent comments that may have been characterized as negative. And (perhaps this is delusion - I hope its not egomania), I would be surprised if someone could find more than a few students who I taught that would say, "I didn't learn a thing in his class."

This is certainly not the case in Student Services. While students and parents will solicit my opinion on a regular basis, my perspective is almost always challenged and is very often rejected. That's the curse my friends: a lot of people think we don't know what we're talking about!

It's our job to share a dose of reality with those who are reluctant to hear it. We have to tell the student who is barely scraping by in Science that a career in health care probably isn't in the cards. We have to tell parents that their child's work ethic is so severely lacking that they are closing doors that would otherwise be open.

The thing is: *we're not wrong to say the things we are saying.* Grades tell the story of a student's performance (or lack thereof) and parents need to hear that doors are closing when their child doesn't keep up with their course work.

Here's the problem: when we say these things, they call us dream killers. We are the messengers of doom and gloom. We are the people who interpret the data, read the signs, and make the calculations that can make or break a person's dreams. It's our job to be realists. The thanks we get: an almost wholesale rejection of our willingness to communicate grim reality in as clear and compassionate a way as possible.

To make matters a little worse, every once in a while we get it wrong – or should I say we get it right because the people we share the truth with want to prove us wrong. We tell some kids that their marks

“While we should always be mindful of what we are saying and how we are saying it, sometimes people don't hear our message in the spirit in which it is delivered.”

are not good enough to get into a certain program and they dramatically alter their work ethic, undergo a major metamorphosis, and get into that elusive school. Some parents

will hear us speak about 'doors closing' and will become so actively involved in their child's education that a renewed effort is seen in the classroom and those closed doors begin to open. Both situations will lead to conversations at cocktail parties (do people still go to cocktail parties?) that make us sound like we are utterly incompetent.

Former students will say, "When I was in high school, they told me I would never amount to anything." Their parents will say, "My kid was told they didn't stand a chance of graduating high school. Now look where they are!"

And even though that is not what we said, *that is how they felt about what we said.*

While we should always be mindful of what we are saying and how we are saying it, sometimes people don't hear our message in the spirit in which it is delivered.

This is the price we pay for having the best job in education. Some students think we are dream killers. Some parents think we arbitrarily place obstacles in front of their kids. And all we can do is stand and deliver the truth, hoping they will prove us wrong. It's a curse – but a curse that I am happy to live with. 🍀 CSC

» BIO

Sean Dolan taught for 20 years before moving into Guidance and Career Education six years ago. He is currently working as a high school guidance counsellor at St. Marcellinus Secondary School in Mississauga, Ontario.



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WHAT'S TREADING IN AUTOMOTIVE

ENDLESS CAREER OPPORTUNITIES FOR PASSIONATE, YOUNG PROFESSIONALS

By: The Automotive Industries Association of Canada

When you think of the automotive service and repair industry, what comes to mind? Do you think of men in coveralls, covered in grease? Chances are your students do too, which may lead them to discount an industry with endless career options and professional growth opportunities available to them.

We wear business suits, not just jumpsuits.

The automotive aftermarket industry is composed of companies that manufacture, distribute and install automotive replacement parts, accessories, tools, and equipment. It consists of a complex and remarkably efficient supply chain that works to ensure that the right part is available to the installer at the right time and at the

right price. When you consider that today's vehicles are like computers on wheels, it is all the more impressive that Canadian car owners can bring their cars in for repairs in the morning and pick them up at the end of the day.

Though the front-line automotive repair technicians play an important role in keeping Canadians safe on the road, they are only a piece of the puzzle. The automotive aftermarket generates more than \$19 billion annually and employs over 400,000 Canadians in communities from coast-to-coast-to-coast. These individuals work in a variety of professional roles in engineering, marketing and sales, communications and PR, accounting, human resources, and executive administration to name a few.



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TIVE AFTERMARKET CAREERS?

The industry is currently facing labour shortages and has a plethora of trade jobs waiting to be filled, but it is also looking for creative, innovative and driven people to ensure that the supply chain works like a well-oiled machine day in and day out, all year round.

We use computers, not just wrenches.

Gone are the days of grease monkeys – today's vehicles are increasingly complex and require technology and in-depth know-how to repair.

With more stringent environmental regulations and consumer demand for new technology, vehicle manufacturers are always striving to use new materials, new on-board technologies, and new

efficient systems to create the best and safest driving experience. These advanced parts and systems then also require technologically advanced tools and repair methods to keep them running safely and efficiently.

Unlike most industries, the automotive aftermarket has the advantage of holding a window into its future. Most Canadians bring their new vehicles to their dealership for maintenance and repairs; however, once a vehicle reaches four or five years of age, it is more likely to become business for the aftermarket. This means that the service and repair industry can monitor new car sales and know exactly how many and what type of vehicles will be filling service bays in the years to come. We can also prepare for these



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vehicles by investing in the latest and greatest tools, developing new and improved parts, and training staff to diagnose and repair problems.

We welcome and recognize competent women, not just men.

Move over boys! Energetic, passionate, and professional women are taking the automotive service and repair industry by storm – occupying positions from automotive technicians to CEOs of multi-million dollar companies.

“Canadians want to drive their cars safely and efficiently for as long as possible. So regardless of the ups and downs in the economy, there will always be jobs in the automotive aftermarket, offering more job security to employees than most industries.”

Traditionally the industry has had a reputation for being an old boys club. Today, an array of impressive women are breaking down barriers and changing the face of the industry. In the past year alone, two women have joined the board of directors of the Automotive Industries Association (AIA) of Canada, the national trade association representing the automotive aftermarket industry in Canada; a female won the AIA Distinguished Service Award for exemplary dedication to the growth of the industry; nearly one hundred women attended the inaugural AIA Women’s Leadership

Conference, and almost 20% of the students who participated in the 7th annual Student Aftermarket Day in Barrie, Ontario were young women.

If you have young female students looking to leave their mark, this industry is the place to be.

We have a bright future, not just a successful past.

According to the 2014 Outlook Study, produced for AIA by DesRosiers Automotive Consultants Inc., new vehicle sales hit a record high in Canada in 2013 with 1.74 million new vehicles being sold across the country. This may not sound like good news for the aftermarket since most of these vehicles are being serviced by dealer networks, but it is...

The average age of vehicles in Canada is 9.3 years, indicating that Canadian consumers are keeping their vehicles longer. And to keep these cars running safely and efficiently, they require regular maintenance and repairs. If the owners of these 1.74 million new cars keep their vehicles for up to, or more than nine years, they will be driving a lot of business to the aftermarket in the next decade.

Though the technology used to build and run today’s cars is drastically different than that used even ten years ago, one thing remains constant – Canadians want to drive their cars safely and efficiently for as long as possible. So regardless of the ups and downs in the economy, there will always be jobs in the automotive aftermarket, offering more job security to employees than most industries.

We help you work your way to the top, not just stay in one place.

Due to the competitiveness of the automotive service and repair industry, companies do all they can to get an edge, including investing in their employees. They encourage networking, promote professional development opportunities, and take a chance on driven employees willing to go the extra mile.

It is not uncommon to meet "industry-lifers" in the automotive aftermarket. Some started at the bottom of the food chain and worked their way up and others were drawn into the industry from other sectors, but either way, it is an industry that is able to keep bright minds and hard workers in its grasp. Why? Companies are dedicated to the success of their own.

In 2007, two young manufacturing executives and members of AIA created the Young Executive Society (YES) to provide executives, under the age of 45, with a forum to express their views and recommendations on the current state of the industry to ensure its future growth and prosperity. YES also provides a networking and mentoring environment for young executives in the automotive aftermarket industry to enhance and develop their executive skills so that they can become stronger leaders of the industry.

Whether your students want to own their own repair shops, manage teams of employees, or become presidents or CEOs of large companies, the opportunities are available to them.

We want your students to find their fit, not just a job.

There is so much more to the automotive aftermarket than meets the eye, and we're always looking for motivated, innovative, and passionate people to step up to the plate. Consider recommending the industry to the following students:

- » The consummate professional looking to take the business world by storm
- » The young woman eager to make her mark
- » The car enthusiast
- » The creative future engineer
- » The slick salesperson
- » The genius marketer or spin doctor

We don't just offer jobs; we offer limitless ways to grow into new and challenging roles in a supportive and dedicated environment.

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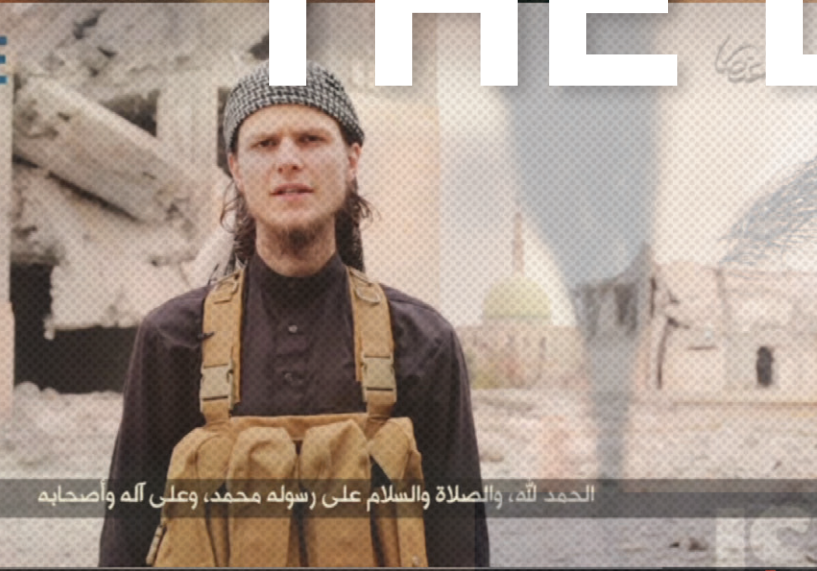
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SANG ET GLOIRE

L'ATTRAIT

F ISIS

By: Alison Zenisek



Cormack: Keep those drones off us! Need to buy time for the EMP to charge up!



DE L'EI

Par: Alison Zenisek

Andre Poulin's recruitment video for ISIS begins like a slick tourism advertisement for Canada, but ends with him lying dead in a trench in Syria. Online he was known as "Uncle Umar" and spoke of his desire to be a "martyr, God willing." In the video the bearded young man in camouflage speaks earnestly to his audience, an automatic weapon propped on his shoulder and the now familiar black flag behind. "I watched hockey. I went to the cottage in the summertime... I was like your everyday regular Canadian before Islam." Originally from Timmons, Ontario, he journeyed to Syria in 2012 to join the extremist militants of the Islamic State. The video was released by the Al-Hayat Media Center, a propaganda machine and affiliate of the Islamic State. ISIS is using his story to spread their brand of extremism and violence to the English speakers in the West. In the video, scenes of fighting at the airport at Aleppo are shown as the narrator explains that it is where Andre Poulin fought and died.

La vidéo de recrutement d'André Poulin pour l'EI commence comme une astucieuse publicité de tourisme pour le Canada, mais se termine par son cadavre allongé dans une tranchée en Syrie. Il était connu en ligne comme "Oncle Umar" et il parlait de son désir d'être un "martyr, selon la volonté de Dieu". Dans la vidéo, le jeune homme avec une barbe et des vêtements de camouflage parle avec sincérité à son auditoire, une arme automatique sur l'épaule et le fameux drapeau noir en arrière-plan. "Je regardais le hockey. J'allais au chalet en été... J'étais comme le Canadien régulier de tous les jours avant l'Islam." Originaire de Timmons en Ontario, il a gagné la Syrie en 2012 pour se joindre aux militants extrémistes de l'État islamique. La vidéo a été publiée par l'Al-Hayat Media Center, une machine de propagande affiliée à l'État islamique. L'EI utilise son histoire pour diffuser sa marque d'extrémisme et de violence auprès des anglophones de l'ouest. Dans la vidéo, des scènes de combat à l'aéroport d'Aleppo sont montrées alors que le narrateur explique que c'est l'endroit où André Poulain s'est battu et est mort.



Foreign fighters in the ranks of the Islamic State may number in the thousands and primarily include radicalized Muslim youth, as well as new converts to Islam like Poulin. Their countries of origin include Australia, Great Britain, Canada and the U.S. ISIS is a transnational ideology that preaches a single world order. If it were not for social media the ranks of ISIS would be thin, but their sophisticated use of social media creates a pipeline for young dispossessed radicals eager to join the fight. ISIS's dramatic conquest of regions stretching from eastern Syria throughout northern Iraq and their declaration of a new caliphate has captivated the imagination of many young men. Parents and those working closely with youth may recoil in horror and ask why? The better question may be how.

The internet has given militants direct access to teenagers through American social media companies. The culture of video games, in which many of this generation have been immersed, glorifies extreme violence. ISIS has also become much smarter at marketing. There is a broad message spreading via the Internet where it finds fertile minds to recruit to their particularly dark brand of Jihadi extremism. They use sharing sites from the relatively older YouTube and Facebook to the current and more hip sites like Twitter, WhatsApp, and SoundCloud.

The "Jihadi infomercials" created by their media department are psychologically astute and present a limited time offer encouraging potential recruits to act now. ISIS has evolved into a group that are masters at packaging a fantasy world. Some of their videos cut scenes from the actual video game series, "Call of Duty." Al Hayat produce carefully composed, well edited videos that capture the nobility and urgency of their fight juxtaposed with images of the battle. They are offering opportunities for young people to feel powerful, find meaning, and to take refuge in a group mentality. The fantasy provides

Le nombre de combattants étrangers dans les rangs de l'État islamique peut se chiffrer dans les milliers et il inclut en premier lieu de jeunes musulmans radicalisés ainsi que de nouveaux convertis à l'islam comme Poulin. Leurs pays d'origine incluent l'Australie, l'Angleterre, le Canada et les États-Unis. L'EI est une idéologie transnationale qui prône un ordre mondial unique. Sans les médias sociaux, les rangs de l'EI seraient moins nombreux, mais leur utilisation sophistiquée de ces médias sociaux crée un pipeline pour les jeunes radicaux déshérités qui sont empressés de se joindre au combat. La conquête dramatique par l'EI des régions s'étendant de l'est de la Syrie jusqu'au nord de l'Irak et sa déclaration d'un nouveau califat ont captivé l'imagination de plusieurs jeunes gens. Les parents et ceux qui travaillent étroitement avec les jeunes peuvent être horrifiés et demander pourquoi. Peut-être que la question plus à propos serait "comment".

L'Internet a donné aux militants un accès direct aux adolescents par les sociétés américaines de média sociaux. La culture des jeux vidéo, dans lesquels plusieurs de cette génération se sont immergés, glorifie la violence extrême. L'EI est également devenu beaucoup plus intelligente avec son marketing. Il y a un message général qui se répand par Internet et qui trouve des cerveaux fertiles à recruter pour leur sombre marque particulière d'extrémisme jihadiste. Ils utilisent des sites de partage comme YouTube et Facebook ainsi que les sites plus récents et à la mode comme Twitter, WhatsApp et SoundCloud.

Les "publireportages jihadistes" créés par leur département des médias sont psychologiquement astucieux et présentent une offre à durée limitée encourageant les recrues potentielles à agir immédiatement. L'EI s'est transformé en un groupe qui est maître dans l'art de la présentation d'un monde fantastique. Certaines de leurs vidéos reprennent des scènes de la série du jeu vidéo "Call of

“There is a broad message spreading via the Internet where it finds fertile minds to recruit to their particularly dark brand of Jihadi extremism.”

“L'EI est également devenu beaucoup plus intelligente avec son marketing. Il y a un message général qui se répand par Internet et qui trouve des cerveaux fertiles à recruter pour leur sombre marque particulière d'extrémisme jihadiste.”

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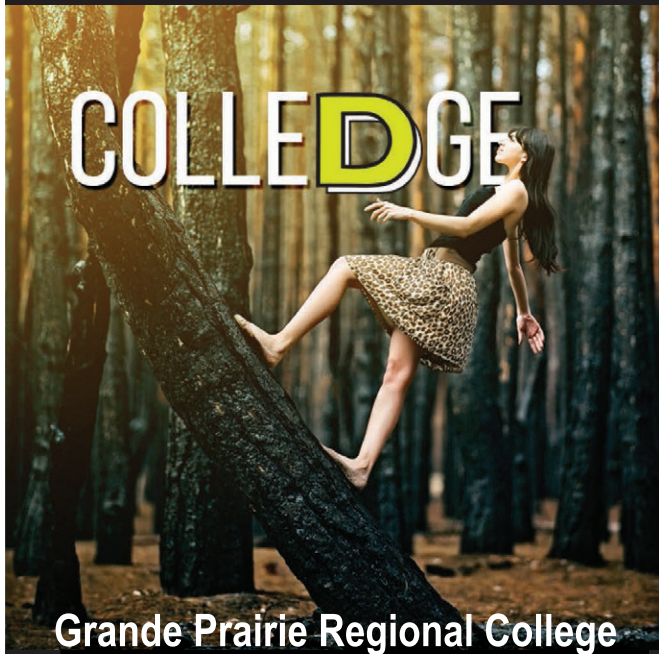


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disillusioned, disaffected youth a way to do something meaningful with their lives. In reality ISIS has demonstrated results: they've captured cities, flaunted weaponry, and demonstrated a ruthless form of ideology. It allows them to say, "Look, we're the real deal." They are not only offering a message, but also a physical place where the ancient dream of a transnational empire can be lived out. The only real obstacle for young people is actually getting there geographically, and that doesn't seem to be slowing them down any. The fighters in these videos portray themselves as "enlightened." They have gone from reading about it at home to fighting on site for the Islamic Caliphate, which appeals to many young men. They believe Poulin's propaganda, that "there is a role for everyone."

In light of these realities it is imperative to look for the vulnerabilities that these youth have in common. Unfortunately, there is no readily discernable way to identify when a person is vulnerable to being recruited by terrorist organizations. There is also no single pathway to terrorism, even within specific groups, let alone across them. There is evidence that many different kinds of people become involved for reasons that are just as varied. How do these young fighters go from wanting to fight for Allah and the caliphate to committing horrendous atrocities against civilians? Engagement in these acts occurs through a process of small steps whereby people become desensitized to human suffering. The psychological process of perceiving the victim as 'other' is at work. Sooner or later the flagrant disregard of human rights will cause ISIS to implode, but not before reaping an unimaginable amount of human suffering and death.

According to some experts in terrorism the psychological process underlying radicalization is remarkably universal. John Horgan, the director of the Center for Terrorism and Security Studies at the University of Massachusetts at Lowell, believes that we are so focused on the ideology that we miss the fact that the neo-Nazis and the Jihadists

Duty". Al Hayat produit des vidéos habilement composées et bien réalisées qui capturent la noblesse et l'urgence de leur combat associées à des images de la bataille. Ils offrent des opportunités aux jeunes gens de se sentir puissant, de trouver un sens et de se réfugier dans la mentalité d'un groupe. L'imaginaire fournit à la jeunesse désillusionnée et mécontente un moyen de faire quelque chose qui ait un sens pour son existence. En réalité, l'EI a montré des résultats : ils ont capturé des villes, ils ont fait étalage d'armement et ils ont démontré une forme d'idéologie sans pitié. Cela leur permet de dire "regardez, nous sommes la bonne affaire". Ils offrent non seulement un message, mais également un endroit physique où l'ancien rêve d'un empire transnational peut se réaliser. Le seul obstacle réel pour les jeunes est de s'y rendre, mais cela ne semble aucunement les ralentir. Les combattants dans ces vidéos se décrivent eux-mêmes comme "clairvoyants". En commençant par des lectures à ce sujet chez eux, ils sont passés au combat sur place pour le califat islamique ce qui plait à plusieurs jeunes hommes. Ils croient à la propagande de Poulin, qu'il y a "un rôle pour chacun".

À la lumière de ces réalités, il est impératif de rechercher les vulnérabilités communes à ces jeunes. Malheureusement, il n'y a pas de moyen perceptible d'identifier quand une personne est vulnérable au recrutement par des organisations terroristes. Il n'y a pas de chemin unique qui conduit au terrorisme même parmi des groupes spécifiques et encore moins entre eux. Il apparaît que plusieurs types différents de personnes s'impliquent pour des motifs aussi variés. Comment ces jeunes combattants passent-ils du combat pour Allah et le califat à l'exécution d'abominables atrocités contre des civils? La perpétration de ces actes suit un processus de petites étapes où les gens deviennent insensibles à la souffrance humaine. Le processus psychologique de perception de la victime comme "autre" est au travail. Tôt ou tard, le mépris flagrant des droits de la personne causera l'implosion de l'EI, mais pas avant d'avoir causé une quantité inimaginable de souffrances humaines et de morts.

Selon certains experts du terrorisme, le processus psychologique qui sous-tend la radicalisation est remarquablement universel. John Horgan, le directeur du Center for Terrorism and Security Studies de l'université du Massachusetts à Lowell, croit que nous sommes tellement concentrés sur l'idéologie que nous ne voyons pas le fait que les néonazis et les jihadistes ont beaucoup en commun. Dans son livre "The Psychology of Terrorism", il affirme que les similitudes entre comment ils se sont engagés, impliqués et détachés du terrorisme surpassent de loin les différences. La longue histoire mouvementée en Europe de l'extrémisme de droite et d'autres variétés de militantisme contribue à un riche laboratoire continental pour le contre-extrémisme et la déradicalisation. Des décennies d'étude de ces groupes extrêmes fournissent de bonnes leçons au moment où les gouvernements font des pieds et des mains pour contenir la menace au-delà de simplement resserrer la sécurité.

Une des leçons apprises est que les anciens extrémistes ont plus d'autorité et de crédibilité que les programmes gouvernementaux lorsqu'ils communiquent avec les jeunes à propos des dangers de se joindre à l'EI. Ils sont les seuls à avoir une expérience directe pour affirmer que "la Syrie n'est pas un jeu vidéo, ce n'est pas ce qui vous a été promis". L'imaginaire doit être remplacé par la réalité. Présenter un discours contraire et des choix tangibles qui s'adressent aux préoccupations de la jeunesse musulmane lui fournit une alternative

have a lot in common. In his book, "The Psychology of Terrorism," he asserts that the similarities on how they become engaged, involved, and disengaged in terrorism by far exceed the differences. Europe's long and checkered history of far-right extremism and other varieties of militancy make for a continent rich laboratory for counter extremism and de-radicalization. Decades of studying these extreme groups yield valuable lessons at a time when governments are scrambling to contain the threat, beyond merely tightening security.

One lesson learned is that former extremists have more authority and credibility than government programs when communicating with youth about the dangers of joining ISIS. Only they have the first-hand experience to say, "Syria is no video game, it's not what you've been promised." Fantasy needs to be replaced with reality. Presenting a counter narrative and tangible choices that address the concerns of Muslim youth provide an alternative to violence. Extremist groups are masters at controlling information and misrepresenting reality and this tactic needs to be challenged.

A pioneering program in Denmark treats onetime fighters not as terrorists, but rather as juvenile delinquents. Closely monitored by authorities around Europe, the program provides counselling, help with readmission to school, and consistent meetings with parents. Though once used on far-right extremists, it is now being used on Islamic radicals returning from the Middle East. There is evidence that many radicalized youth, including Andre Poulin, have had disrupted childhoods and early brushes with law enforcement.

Are there other psychological similarities that these young adults share? Although ISIS does attract the socially and economically dispossessed, many adherents come from middle and upper middle class backgrounds and are educated. Arie Kruglanski, a University of Maryland psychologist and terrorism expert, believes that what is shared among these youth is a mindset that sees the world in sharp definition. These extreme ideologies have a twofold appeal. One is that they interpret the world dichotomously with no shades of gray. Their thinking is coherent and they view the world as black or white, right or wrong. The second appeal for these youth is that they see ISIS as an opportunity to contribute uniquely within the context of a greater purpose. The desire to belong and the hunger for meaning are universal, and particularly so for youth who do not have the knowledge or experience needed to discern when an ideology is toxic.

This particular world view is very attractive to youth who do not have a strong sense of identity and long for greater significance. These militants often abandon their own lands and culture and go off to embrace an ideology they do not know much about. Psychologically speaking they have a very strong need for cognitive closure. This characteristic leads them to an overwhelming desire for order, structure, and certainty in their lives in order to relieve what is a deep and nagging existential doubt. Everyone feels this way given certain situations or in stressful times, but those with a deep chronic need for this certainty will inevitably be drawn to ideologies that most provide it. What then follows is the desire to prove themselves to their brothers in arms, and show their devotion to the cause.

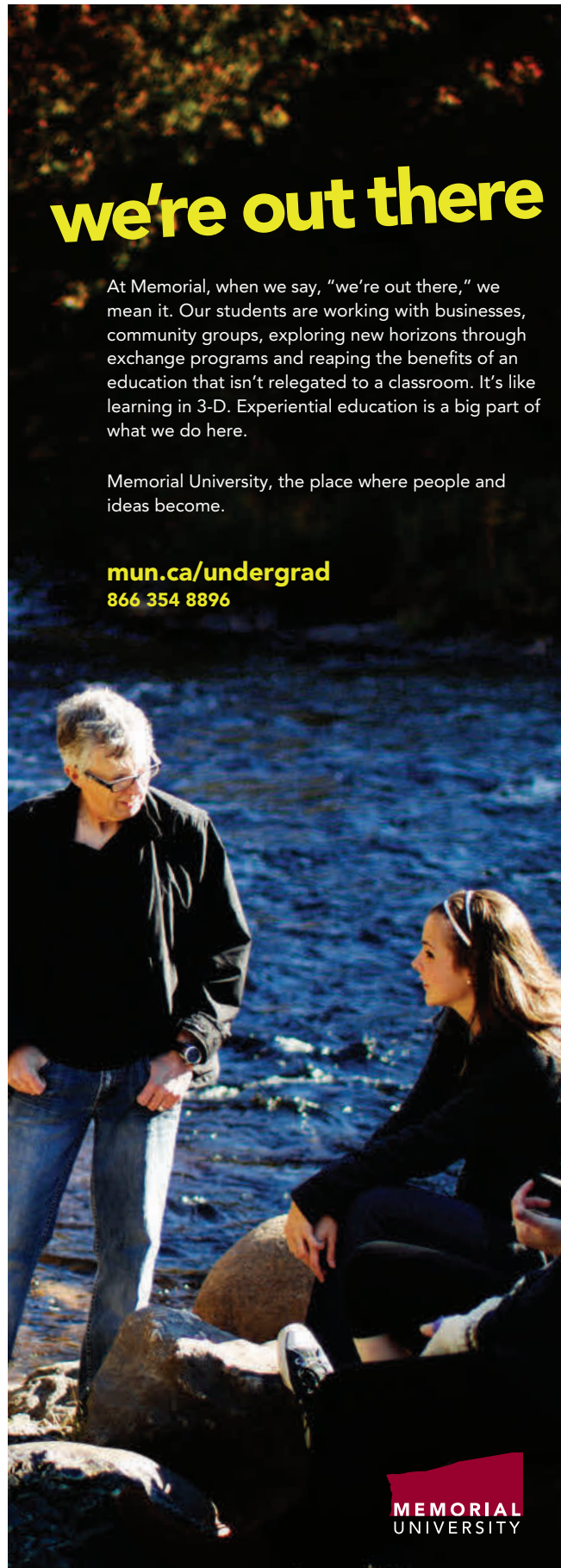
Another researcher, psychologist Peter Suedfield, has come to conclusions related to Kruglanski's findings on the need among radicalized youth for cognitive closure. Suedfield has investigated a trait which he has termed "integrated complexity." This trait can be analyzed by examining an individual's writing or public speeches. It quite literally

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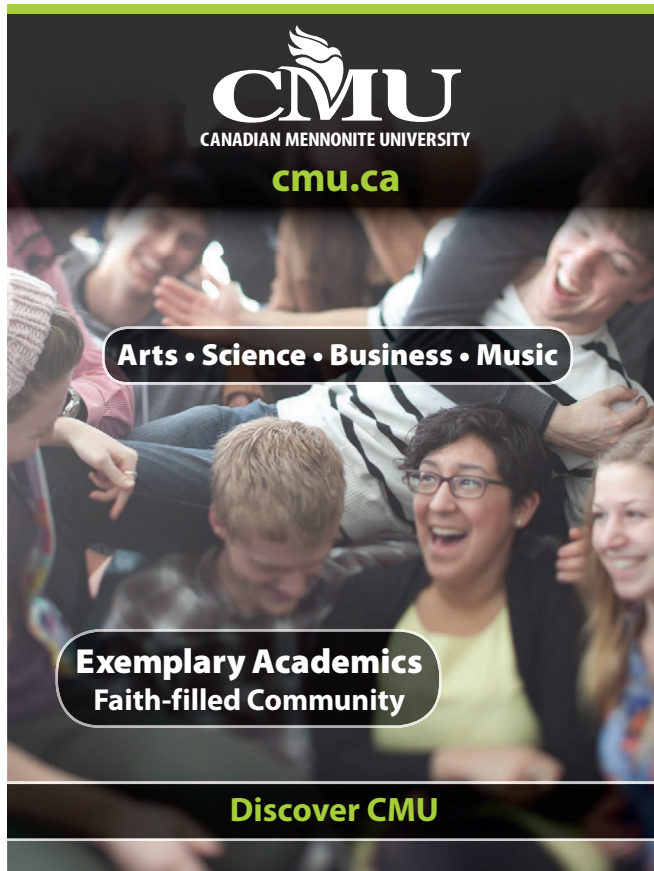
measures complexity of thought. It investigates a person's ability to see that there can always be a variety of views on a particular issue, rather than believing an issue can only have one correct viewpoint. His work has shown that in global conflict, a decrease in integrative complexity on the part of warring parties predicts that violent conflict will soon follow. Through analyzing speeches of Osama bin Laden, Suedfield has shown how his integrative complexity decreased markedly before he executed two of Al Qaeda's attacks. He was a purist in his ideology, a trait suggesting his need for closure.

Recently an even more disturbing reality has come to the attention of the press. Young girls are running away to join and support their "brothers" in the fight and to have their children in order to spread Islam. Unfortunately, this brand of Islamic extremism will never win the Nobel Peace Prize for its enlightened treatment of women. Women in the Caliphate have been beaten, tortured, raped, given in forced marriages, and sold into slavery. Women and girls appear to make up about 10% of those leaving Europe, North America, and Australia to link up with jihadi groups, including the Islamic State. France has the highest number of female jihadi recruits, with 63 already in the Caliphate and at least another 60 believed to be considering the move. Five suspects, including a sister and brother, were recently arrested in France and charged with belonging to a group that specialised in recruiting young women. According to the London-based Institute for Strategic Dialogue, an independent think-tank that specializes in geo-strategic, social and security issues, the number of women from western countries living within ISIS controlled territory is estimated at 550.

à la violence. Les groupes extrémistes sont maîtres du contrôle de l'information et de la déformation de la réalité et cette tactique doit être contestée.

Un programme novateur du Danemark traite les combattants ponctuels non comme des terroristes, mais plutôt comme des délinquants juvéniles. Suivi de près par les autorités européennes, le programme fournit de l'aide psychopédagogique, de l'aide à la réadmission à l'école et des rencontres régulières avec les parents. Alors qu'il fut jadis utilisé pour les extrémistes de droite, il est maintenant appliqué pour les islamistes radicaux qui reviennent du Moyen-Orient. Il apparaît que plusieurs jeunes radicaux, incluant André Poulin, ont eu une enfance perturbée et des démêlés précoces avec les forces de l'ordre.

Y a-t-il d'autres aspects psychologiques similaires que ces jeunes adultes partagent ? Bien que l'EI attire ceux qui sont socialement et économiquement défavorisés, plusieurs adhérents proviennent de la classe moyenne et moyenne supérieure et ils sont éduqués. Arie Kruglanski, un psychologue et expert en terrorisme de l'université du Maryland, croit que ces jeunes partagent un état d'esprit qui voit le monde par définition nette. Ces idéologies extrêmes possèdent un attrait à deux volets. Le premier est qu'elles interprètent le monde de manière dichotomique, sans nuances. Leur pensée est cohérente et ils voient le monde en noir ou blanc, bien ou mauvais. Le second attrait pour ces jeunes est qu'ils voient l'EI comme une opportunité de contribuer de façon unique à l'intérieur du contexte d'une grande cause. Le désir d'appartenance et la soif d'un sens de la vie sont universels plus particulièrement pour la jeunesse qui ne possède pas la connaissance ou l'expérience requise pour voir qu'une idéologie est toxique.

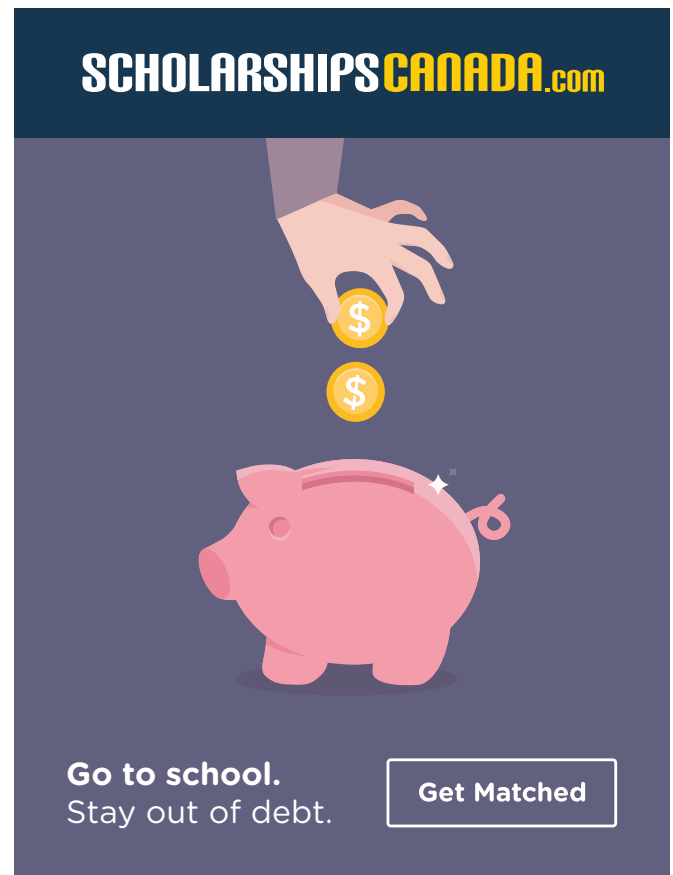


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Amarnath Amarasingam, an expert on foreign fighters and a postdoctoral fellow at Dalhousie University, told Global News he noticed the number of females joining the group started to jump in late 2013, "once the Islamic State was kind of in its full bloom" and again in 2014 "when the caliphate was established." He observed: "It's very easy for a young girl in Canada to set up a Twitter account, gain this kind of access to fighters overseas and be in direct

Cette vision particulière du monde est très attrayante pour la jeunesse qui ne possède pas un sentiment identitaire profond et qui désire trouver plus de sens à la vie. Ces militants abandonnent souvent leur patrie et leur culture pour embrasser une idéologie qu'ils connaissent peu. Psychologiquement, ils ont un fort besoin d'obtenir des réponses précises, absentes d'ambiguïtés, en lien avec leurs questionnements. Cette caractéristique les conduit à un désir irrésistible pour de l'ordre, de la structure et de la certitude dans leur vie afin de soulager ce qui est un doute existentiel profond et tenace. Tout le monde se sent de cette façon dans certaines situations ou dans des moments stressants, mais ceux qui possèdent un besoin chronique profond de cette certitude seront inévitablement attirés par des idéologies qui la fournissent. Ce qui s'en suit est le désir de faire leurs preuves à leurs frères d'armes et montrer leur dévotion à la cause.

Un autre chercheur, le psychologue Peter Suedfield, a conclu, en association avec les conclusions de Kruglanski, sur le besoin chez les jeunes radicaux d'obtenir des réponses précises, absentes d'ambiguïtés, en lien avec leurs questionnements. Suedfield a examiné un trait qu'il a nommé "complexité intégrée". Ce trait peut être analysé en examinant l'écriture d'une personne ou ses discours publics. Cela mesure littéralement la complexité de la pensée. C'est l'examen de l'habileté d'une personne à voir qu'il existe toujours une variété de points de vue pour un problème particulier plutôt que de croire qu'un problème ne peut être considéré que d'un seul point de vue correct. Ses travaux ont montré que dans un conflit généralisé, une décroissance de la complexité intégrative de la part des belligérants prédit qu'un conflit violent suivra sous peu. En analysant les discours

Étudiante : Marie-Lou Fournel-Laberge

Photographe : Étienne Ranger

SON SUCCÈS, C'EST NOTRE MÉTIER.

Institution de référence de la francophonie en Ontario, La Cité place la réussite de l'étudiant au premier plan. La qualité des programmes, la passion des professeurs et les équipements à la fine pointe de la technologie offrent une formation d'exception avec un taux de placement de 83% chez les finissants.

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“ Pour les parents et ceux qui travaillent avec les jeunes, la connaissance du processus de radicalisation et la vigilance sont un impératif. Le temps est un facteur essentiel quand leurs vies peuvent être mises en danger par ces “joueurs de flûte” du califat.

“ For those who parent and work with youth, knowledge of the process of radicalization and vigilance are an imperative. Time is of the essence when their very lives can be put at risk by these “pied pipers” of the Caliphate.”

communication with them very quickly. They are masters of deception, especially online as they can pretend to be someone they're not, promising the earth and creating false but attractive pictures for the young person involved." The female recruits identified by researchers at the International Centre for the Study of Radicalisation at Kings College London are generally between 16 and 24 years old. Many are university graduates, and have left behind caring families in their home countries. At least 40 women have left Germany to join Isis in Syria and Iraq in what appears to be a growing trend of teenagers becoming radicalised and travelling to the Middle East without their parents' permission. More recently it has been reported that ISIS has been recruiting child soldiers by force from regions in and around the Caliphate.

For those who parent and work with youth, knowledge of the process of radicalization and vigilance are an imperative. Time is of the essence when their very lives can be put at risk by these “pied pipers” of the Caliphate. Fantasies and lies need to be confronted with the truth and internet use curtailed. Our youth are too precious to risk to this monstrous movement. We must all work at making our adolescents feel valued and loved. Peer counselling may be an option, or any responsibility that makes them feel that they can make a difference right here at home. We do have the knowledge and experience to confront the lies of this enemy who steals hearts, minds, and lives from under their black flag. ♣ CSC

d'Osama bin Laden, Suedfield a montré comment sa complexité intégrative a décliné significativement avant qu'il n'exécute deux des attaques d'Al Qaeda. Il était un puriste dans son idéologie, un trait qui suggère son besoin de conclure.

Récemment, une réalité encore plus troublante a attiré l'attention de la presse. De jeunes filles s'enfuient pour rejoindre et aider leurs “frères” dans le combat et pour concevoir leurs enfants afin de répandre l'islam. Malheureusement, cette forme d'extrémisme islamique n'obtiendra jamais le prix Nobel de la paix pour son traitement éclairé des femmes. Les femmes du califat ont été battues, torturées, violées, forcées de se marier et vendues comme esclaves. Les femmes et les filles semblent représenter 10% du nombre de personnes qui quittent l'Europe, l'Amérique du Nord et l'Australie pour rejoindre les groupes jihadistes incluant l'État islamique. La France affiche le plus grand nombre de recrues jihadistes féminines avec 63 déjà dans le califat et au moins 60 autres qui penseraient s'y rendre. Cinq suspects incluant une soeur et un frère ont récemment été arrêtés en France et accusés d'appartenir à un groupe spécialisé pour le recrutement de jeunes femmes. Selon l'Institute for Strategic Dialogue de Londres, un laboratoire d'idées spécialiste des problèmes géostratégiques, sociaux et de sécurité, le nombre de femmes des pays de l'ouest qui vivent dans les territoires contrôlés par l'EI est estimé à 550.

Amarnath Amarasingam, expert des combattants étrangers et stagiaire postdoctoral à l'université de Dalhousie, a dit à Global News qu'il a noté que le nombre de femmes qui rejoignent le groupe a commencé à augmenter à la fin de 2013, “quand l'État islamique était en quelque sorte en pleine expansion” et encore en 2014 “quand le califat a été établi”. Il a observé : “Il est très facile pour une jeune fille du Canada d'ouvrir un compte Twitter, d'avoir ce genre d'accès aux combattants d'outre-mer et d'être en

communication directe avec ces derniers très rapidement. Ils sont des maîtres de la supercherie, spécialement en ligne où ils peuvent prétendre être quelqu'un d'autre, promettre la terre et créer une vision fautive, mais attrayante pour la jeune personne impliquée.” Les femmes recrutées identifiées par des chercheurs de l'International Centre for the Study of Radicalisation au Kings College de Londres sont généralement âgées de 16 à 24 ans. Plusieurs sont des diplômées universitaires et ont laissé derrière, dans leur pays d'origine, des familles aimantes. Au moins 40 femmes ont quitté l'Allemagne pour se joindre à l'EI en Syrie et en Irak ce qui en fait une tendance à la hausse du nombre d'adolescents qui se radicalisent et qui voyagent vers le Moyen-Orient sans la permission de leurs parents. Plus récemment, il a été rapporté que l'EI a commencé à recruter par la force des enfants soldats dans des régions du califat et autour.

Pour les parents et ceux qui travaillent avec les jeunes, la connaissance du processus de radicalisation et la vigilance sont un impératif. Le temps est un facteur essentiel quand leurs vies peuvent être mises en danger par ces “joueurs de flûte” du califat. L'imaginaire et les mensonges doivent être confrontés à la vérité et l'utilisation d'Internet doit être restreinte. Nos jeunes sont trop précieux pour être mis en danger par ce monstrueux mouvement. Nous devons tous travailler à ce que nos adolescents se sentent valorisés et aimés. Le counseling par les pairs peut être une option ou toute responsabilité qui les fait sentir qu'ils peuvent faire une différence ici, à la maison. Nous avons la connaissance et l'expérience pour confronter les mensonges de cet ennemi qui vole des coeurs, des esprits et des vies sous le couvert de leur drapeau noir. ♣ CSC

MORE THAN GLITZ AND GLAMOUR

What happens when the party's over?

Part two of a two-part series

By: Laurie Nealin



Once volunteers dedicated to outfitting disadvantaged students head-to-toe for their high school grad celebrations get their projects up and running smoothly, they often ask themselves, 'how else can we help?'

Inspired by these kids who have succeeded despite the odds, they want to do even more to boost the grads' chances for ongoing success after the party's over.

Consulting high school counsellors and social workers who had referred students for graduation garb reveals other gaps these non-profits can fill.

Financial assistance, mentoring and simply helping to open doors top their lists, and folks from several of the "Cinderella" organizations across Canada have stepped up to add those valued extras.

Perhaps the biggest steps beyond outfitting graduating students have been taken by The Princess Shop (theprincessshop.ca) in Saskatoon which even added a paid position to coordinate its programs and volunteer efforts.

"After high school, some of these young women will lose the supports they had up to that point so our programming helps with that," explains executive director Karen Robson.

The Princess Shop's Fairy Godmother Program matches its graduates with mentors who help the young women develop self-awareness, self-confidence and life skills to accomplish their goals. It's guidance the women might not get elsewhere as they transition from teenager to adult.

"Each year, about 20 girls sign up for this program. The matches can last for years," Robson says.

Its Next Chapter Program offers other supports for Princess graduates, such as work placements, skill development and a financial literacy program.

On the scholarship front, an aesthetics school's donation of full scholarships got the ball rolling and other businesses followed suit, sponsoring scholarships for post-secondary study in other fields.

Vancouver's Cinderella Project (thecinderellaproject.com) also offers its participants on-going resources that help make the challenges ahead a little less daunting -- assistance in building their resumes, exploring post-secondary opportunities and mapping out a plan.

A little assistance can go a very long way, notes Heather MacKenzie, co-founder of the project that serves 80 Vancouver schools and is now extending its reach to B.C.'s Sunshine Coast.

Cinderellas and Cinderellas are eligible for scholarships and bursaries which are granted based on dreams rather than marks. The organization might give funds for a toolkit for a woman wanting to enter a vocational trades program, for a laptop that a disabled person needs for distance learning, cooking tools for an aspiring culinary school student or a full scholarship and tools for a hairstylist program.

"We source out opportunities within our networks to be able to help these kids. We recognize that even though a person might really want to be an architect, the fact is a 17-year-old with a young child really needs something she can do right now to make the income that can be a stepping stone to the next level," MacKenzie says of the program's practical approach.

In Toronto, The Corsage Project (corsageproject.ca) believes that post-secondary education is the single most important resource towards stability, opportunity and success in life. The Project, which serves schools in that city's core, offers financial assistance towards post-secondary education costs with several \$500 awards and, in partnership with the Children's Aid Foundation and corporate sponsors, \$5,000 scholarships.


If you missed Part 1 of our series, you can learn more about the services that Canada's fairy godmothers (and fathers) provide in our February 2015 issue: <http://www.marketzone.ca/ebooks/csc/2015/csc-q0115-e-mag/>

After the ball

Some remarkable things have happened after the ball for the young people who are alumni of Canada’s “Cinderella” organizations.

Corsage Project co-chair Joanne Sallay happened to cross paths with a former Corsage girl – one who had been in the care of Children’s Aid – many years after her graduation. By that time, the young woman had also graduated from university. She made a point of showing Sallay the photos she had saved for so many years -- pictures of her prom in which she was wearing the dress provided by The Corsage Project. Today, she is employed full-time, volunteers with the Children’s Aid Foundation and is a strong advocate for the work that Corsage does.

In Vancouver, MacKenzie tells of a young woman who benefitted from their program in 1999, the year it started. The teenager and her mother had come to Canada as refugees from Russia and lived in a basement with a dirt floor, no heat nor light. The mother, who had been a housekeeper in rundown hotels, developed cancer. To keep them afloat financially, the teen worked two jobs but somehow kept up her studies. When she was accepted into the Cinderella Project to be outfitted for her graduation prom, her mother was suspicious there were strings attached to the generous gift from a volunteer-run group. Eventually, they agreed to participate. That young woman now has a good job in a high-tech field and children of her own. Every year since her graduation she has returned to Boutique Day as a Cinderella Project volunteer.

At The Princess Shop’s annual Glass Slipper Benefit in Saskatoon, attendees hear first-hand an after-the-ball success story. Eva’s story was one of the most powerful. One of seven siblings in a single-parent family that sometimes found themselves homeless and in a shelter, Eva moved back and forth among the western provinces. Still, she managed to earn her high school degree on schedule and became the first in her family to be accepted into university. Today, Eva is a university student actively involved in educating others about issues affecting women. Her connection with The Princess Shop has continued through its Fairy Godmother Program. 



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DE-RADICALIZING RETURNEES: THE LONG AND SHORT VIEW

By: Alison Zenisek

Militarily, Western and Arab governments are ramping up men, muscle, and machine in their determined effort to cripple ISIS and reverse its successes. Al-Qaeda had self-proclaimed leaders in Afghanistan and Pakistan, but they do not seem to have full control over the disparate groups which operate semi-autonomously. ISIS operates with a much tighter command and control structure with charismatic leaders demanding obedience. Killing the top rung of its commanders, including their self-proclaimed leader al-Baghdadi, would be nothing less than a coup for the West. An unintended consequence of such a defeat might be that thousands of foreign fighters, upon finding themselves leaderless, would begin to flood home. In Canada, Bill C-41 attempts to sensor online conversations and broaden the capacities of the RCMP and CSIS, but has no strategy to strengthen communities politically, create alternate narratives for vulnerable youth, or set up de-radicalization programs. Many say the bill is a political quick-fix. This article will explore which principles and programs work in the battle to de-radicalize young adults.

DÉRADICALISER CEUX QUI REVIENNENT : LA VISION LONGUE ET COURTE

Par: Alison Zenisek

Du côté militaire, les gouvernements de l'ouest et des pays arabes réunissent des hommes, du muscle et des machines par un effort déterminé pour neutraliser l'EI et renverser ses succès. Al-Qaeda avait des chefs autoproclamés en Afghanistan et au Pakistan, mais ils ne semblent pas avoir le plein contrôle des groupes disparates qui opèrent de façon semi-autonome. L'EI opère avec un commandement bien plus serré et une structure de contrôle avec des chefs charismatiques qui demandent l'obéissance. L'assassinat de ses commandants du haut de l'échelle incluant leur chef autoproclamé al-Baghdadi ne serait rien de moins qu'un exploit pour l'ouest. Une conséquence involontaire d'une telle défaite serait sans doute que des milliers de combattants étrangers se retrouvant sans chefs commenceraient à retourner chez eux. Au Canada, la loi C-41 tente de censurer les conversations en ligne et élargir les capacités de la GRC et du SCRS, mais ne possède pas de stratégie pour renforcer politiquement les communautés, pour créer un discours alternatif pour la jeunesse vulnérable ni pour mettre sur pied des programmes de dé-radicalisation. Plusieurs croient que cette loi est une solution politique rapide. Cet article explore les principes et les programmes qui fonctionnent dans la bataille pour déradicaliser les jeunes adultes.

A defeated ISIS leadership and the consequential wave of returning fighters would pose a grave threat to Western countries and their youth. Research and investment in preventative methods would paralyze the looming feedback loop and halt the further radicalization of returning fighters and new recruits. Preventative actions would necessitate a better understanding of the appeal of this brutal ideology. Ignoring the need of a sociological approach, while at the same time setting punitive laws in place, will do little to de-fang the enemy within our gates. Vulnerable youth often seek for an identity online. Second generation African and Middle Eastern youth who have felt isolated in the Canadian community are particularly vulnerable to these medieval and barbaric interpretations of Islam. Religious leaders are vital in helping youth understand the difference between the Koran's teaching and propaganda. Community members can provide a counter narrative to the glorification of violence as a redemptive force.

“ Intelligence agencies work with the government to reintegrate jihadists back into society. Following a risk assessment, the individual is offered counselling, mentorship, and assistance in finding employment or continuing their education.

reasoning. A hard hitting counter-narrative assault against the propaganda of the Islamic State is needed to expose its lies and dispel myths about its cause. Information on how to identify the warning signs of radicalization in family and friends would make a difference. Some of these signs include a new and intense interest in religion, high levels of activity on jihadist websites, change in appearance, and withdrawal from existing relationships.

Additionally, one of the least recognized and most effective antidotes for the radicalization of our youth is simple: keep them in school! It is impossible to police ideas. Nothing empowers young men and women like a quality post-secondary education. Young men who

Ideally, both the Canadian government and the communities at risk should be the source of the counter-narrative against violent radicalization. The message needed is not propaganda, but rather the delivery of truth. Nations in the West have been debating how to best protect their youth from the recruitment efforts of ISIS that inspire loyalty to the jihadi cause. The lone wolf attacks are but the latest method of terror that put the public at risk. Many in Canada believe the notion that increasing the power of the police and intelligence, restricting speech and monitoring the social media, is the answer. A comprehensive strategy that mirrors the resilience of a democracy is called for here and we have sufficient resources in this country to meet the challenge. ISIS uses a meticulous argument to justify its atrocities and human rights violations. What is missing online and in the world is a clarion response to their diabolical

are already marginalized and have lost faith in civil society are the ones most at risk to Islamic State-type ideas. Two experiences tend to show up with some consistency in the lives extremists: many have spent time in the penal system, have dropped out of school early, or both. The Muslim communities that have the fewest radicalized youth also have the lowest school dropout rates. The approach of building up local schools, keeping second generation immigrant youth engaged in the community through education, training, and employment has a solid history of success.


Homegrown radicals have become an imminent threat for European countries and their police organization. Europol estimates that up to 5000 radicalized young adults have left to fight in Iraq and Syria. European countries are under pressure to find solutions that work and to take steps to stem the tide of citizens who want to travel abroad to fight with ISIS. Many of these countries have set up de-radicalization programs that focus both on preventing individuals from adopting violent ideologies as well as re-establishing returning fighters back into civil society. European countries credit these programs for reducing the domestic terrorism is often perpetrated by home grown jihadists.

In 2006 the United Kingdom set up the Channel program, which was designed to identify and mentor citizens at risk of being drawn into extremism before they ever engage in terrorism. Fighters returning from the Middle East can also access the program. The Channel was created after the London bombings that were carried out by home grown terrorists. In England it is mandatory for all returning militants to participate in the de-radicalization program. After Belgium, Denmark has the highest number of jihadi citizens fighting abroad. The Danish government offers returning militants rehabilitation programs instead of automatically bringing criminal charges against them. Intelligence agencies work with the government to reintegrate jihadists back into society. Following a risk assessment, the individual is offered counselling, mentorship, and assistance in finding employment or continuing their education.

In the United States the White House has outlined a de-radicalization initiative to prevent violent extremism in country. The three main prongs of the strategy are:

- » Building awareness about radicalization and recruitment.
- » Countering extremist narratives by encouraging civil led counter narratives.
- » Emphasizing community led intervention to disrupt the radicalization process.

In September, the Department of Justice introduced its program to counter extremist recruitment using the community resources: mental health professionals, social workers, religious leaders, and law enforcement. A glaring omission in these strategies is a rehabilitation program for domestic and returning radicals.

The Canadian government has also been slow to establish de-radicalization programs. Experience has shown that as part of the government's terrorist policy the legal prosecution of returning ISIS fighters must be balanced with their rehabilitation. The United States and Canada can learn much from the wide range of de-radicalization programs in Europe. Time is short and there is much at stake. Developing such programs would meet our human rights obligations and secure a viable future for youth at risk. 

Un leadership EI vaincu et la vague consécutive de combattants revenant seraient une grande menace pour les pays de l'ouest et leur jeunesse. La recherche et l'investissement pour des méthodes préventives paralyseraient l'imminente boucle de rétroaction et stopperaient la radicalisation des combattants de retour et des nouvelles recrues. Les actions préventives nécessiteraient une meilleure compréhension de l'attrait de cette idéologie brutale. Ignorer le besoin d'une approche sociologique et mettre en place des lois punitives fera peu pour dégriffer l'ennemi à l'intérieur de nos portes. La jeunesse vulnérable recherche souvent une identité en ligne. Les jeunes Africains et ceux du Moyen-Orient qui se sentent isolés dans la communauté canadienne sont particulièrement vulnérables à ces interprétations médiévales et barbares de l'Islam. Les chefs religieux ont une importance vitale pour aider la jeunesse à comprendre la différence entre l'enseignement du Coran et la propagande. Les membres de la communauté peuvent fournir un discours d'opposition à la glorification de la violence comme force rédemptrice.

Idéalement, le gouvernement canadien et les communautés à risque devraient être la source du discours d'opposition à la radicalisation violente. Le message requis n'est pas de la propagande, mais plutôt l'énoncé de la vérité. Les nations de l'ouest ont discuté de la meilleure façon de protéger leur jeunesse contre les efforts de recrutement de l'EI qui inspire la loyauté à la cause jihadiste. Les attaques en loup solitaire sont la dernière méthode de terreur qui met le public à risque. Plusieurs Canadiens croient que la notion d'accroître le pouvoir de la police et du renseignement, de restreindre la parole et de surveiller les médias sociaux soit la solution. Une stratégie globale qui reflète la résilience d'une démocratie est nécessaire ici et nous avons suffisamment de ressources dans ce pays pour faire face au défi. L'EI utilise une argumentation méticuleuse pour justifier ses atrocités et ses violations des droits de la personne. Ce qui manque en ligne et dans le monde est une réponse claironnante contre leur raisonnement diabolique. L'assaut par un contre discours qui frappe fort contre la propagande de l'État islamique est requis pour exposer ses mensonges et dissiper les mythes à propos de sa cause. L'information à propos de comment identifier les signes précurseurs de la radicalisation dans la famille et les amis ferait une différence. Certains de ces signes incluent un nouvel intérêt intense pour la religion, un haut niveau d'activité sur les sites Web jihadistes, le changement de l'apparence et l'abandon des relations existantes.

De plus, un des antidotes les moins reconnus et des plus efficaces contre la radicalisation de nos jeunes est fort simple : gardez-les à l'école. Il est impossible de surveiller les idées. Rien ne rend plus fort les jeunes hommes et femmes que la qualité d'une éducation postsecondaire. Les jeunes hommes qui sont déjà marginalisés et qui ont perdu la foi dans la société civile sont ceux qui sont les plus à risque devant les idées du type de l'État islamique. Deux expériences ont tendance à apparaître avec une certaine consistance dans la vie d'extrémistes : plusieurs ont passé du temps dans le système pénal, ont décroché de l'école ou les deux. Les communautés musulmanes qui ont le moins de jeunes radicalisés ont également le plus faible taux de décrochage scolaire. L'approche qui consiste à construire des écoles locales, à garder les jeunes immigrants de seconde génération impliqués dans la communauté par l'éducation, à la formation et à l'emploi possède une solide histoire de succès.

Les radicaux d'origine intérieure sont devenus une menace imminente pour les pays européens et leurs forces policières. Europol estime qu'au moins 5000 jeunes adultes radicalisés sont partis pour se battre en Irak et en Syrie. Les pays européens sont sous pression pour trouver des solutions qui fonctionnent et pour prendre des mesures pour endiguer la marée de citoyens qui veulent partir à l'étranger pour combattre avec l'EI. Plusieurs de ces pays ont mis en place des programmes de déradicalisation qui se concentrent sur la prévention que des individus adoptent des idéologies violentes ainsi que la réintégration dans la société civile des combattants qui reviennent. Les pays européens créditent ces programmes pour la réduction du terrorisme domestique qui est souvent perpétré par des jihadistes d'origine interne.

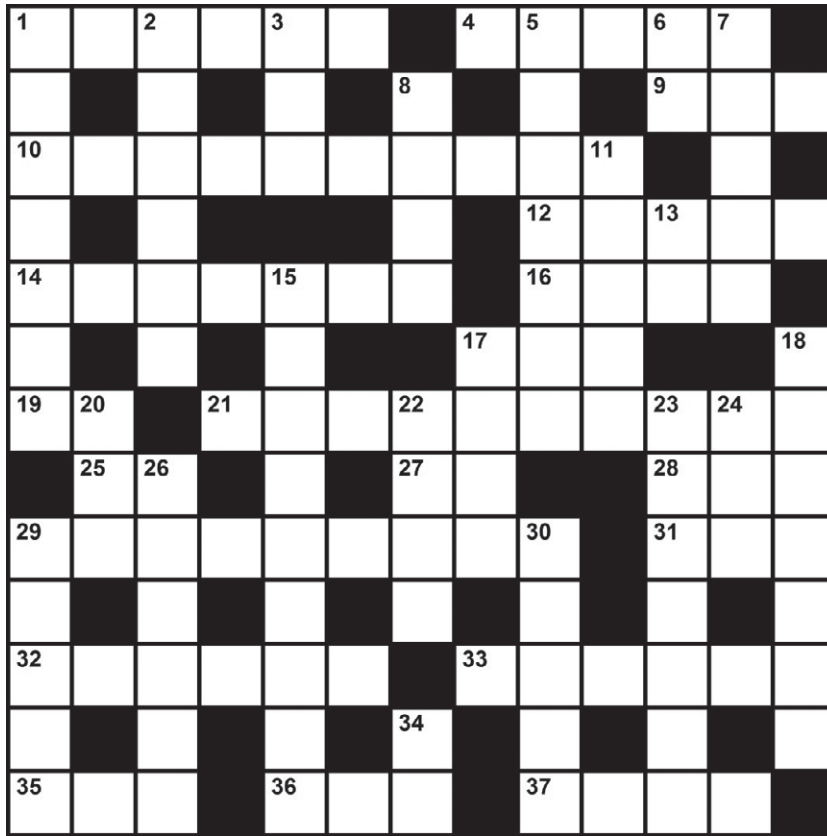
En 2006, l'Angleterre a mis sur pied le programme Channel qui a été conçu pour identifier et accompagner des citoyens qui risquent d'être entraînés dans l'extrémisme avant même qu'ils ne s'engagent dans le terrorisme. Les combattants qui reviennent du Moyen-Orient ont également accès au programme. Le Channel a été créé après les attentats à la bombe de Londres exécutés par des terroristes d'origine interne. En Angleterre, il est obligatoire pour tous les militants qui reviennent de participer au programme de déradicalisation. Après la Belgique, le Danemark possède le plus grand nombre de citoyens jihadistes qui combattent à l'étranger. Le gouvernement danois offre aux militants qui reviennent des programmes de réhabilitation plutôt que de porter automatiquement des accusations criminelles contre eux. Les agences du renseignement travaillent avec le gouvernement pour réintégrer les jihadistes dans la société. Après une évaluation du risque, l'individu se voit offrir du counselling, du mentorat et de l'aide pour trouver de l'emploi ou poursuivre ses études.

Aux États-Unis, la Maison-Blanche a exposé les grandes lignes d'une initiative de déradicalisation pour prévenir l'extrémisme violent dans le pays. Les trois volets principaux de la stratégie sont :

- ▶ Sensibiliser les gens à propos de la radicalisation et du recrutement.
- ▶ Contrer le discours extrémiste en encourageant un contre-discours civil.
- ▶ Insister sur l'intervention pilotée par la communauté pour interrompre le processus de radicalisation.

En septembre, le département de la justice a introduit son programme pour contrer le recrutement extrémiste en utilisant les ressources communautaires : professionnels de la santé mentale, travailleurs sociaux, chefs religieux et force de l'ordre. Une omission manifeste de ces stratégies est l'absence d'un programme de réhabilitation pour les radicaux d'origine interne et ceux qui reviennent.

Le gouvernement canadien est également lent à établir des programmes de déradicalisation. L'expérience a démontré que la poursuite judiciaire contre les combattants EI qui reviennent et qui fait partie de la politique antiterroriste du gouvernement doit s'équilibrer avec leur réhabilitation. Les États-Unis et le Canada peuvent apprendre beaucoup de la vaste gamme des programmes de déradicalisation en Europe. Le temps est court et les enjeux sont de taille. Développer de tels programmes satisferait nos obligations envers les droits de la personne et assurerait un futur viable pour nos jeunes à risque. ✦ CSC



Crossword answers on page 38

Across

- 1 Government funded program to support reintegration and rehabilitation for youth involved in the justice system (2 words)
- 4 What counselors build with their students
- 9 Dry, as in some humor
- 10 Project that helps disadvantaged students by providing new clothing outfits
- 12 Come clean about
- 14 A counselor earns this from students
- 16 Diplomatic handling of a troublesome situation
- 17 Energy
- 19 Politician
- 21 Pride in oneself (2 words)
- 25 Morning time
- 27 Top grades
- 28 Counselors can provide a road-___ to a fulfilling career
- 29 Possibilities for future success
- 31 Student-focused org.
- 32 Anonymous app reportedly causing trouble in schools
- 33 Development
- 35 Wouldn't say something, concealed
- 36 Christian organization bringing hope to kids in trouble, abbr.
- 37 Grade an essay, say

Down

- 1 Good form and manners
- 2 Having integrity
- 3 Questionnaire datum
- 5 Makes a connection with, ___ to
- 6 Vancouver is in the ___ of Canada
- 7 Personality feature
- 8 Come together
- 11 Change to meet changing circumstances and cultures
- 13 Event host, for short
- 15 Acting as a role model, in conduct
- 17 Word used loosely for an annoying person
- 18 Understanding, a key counselor quality
- 20 ___ for the course
- 22 ___ time is important to develop rapport with students
- 23 Increase the abilities and confidence of someone
- 24 Bother, with "at"
- 26 Bullied verbally
- 29 Soul is its original definition
- 30 Play a guitar
- 34 Canadian province, for short



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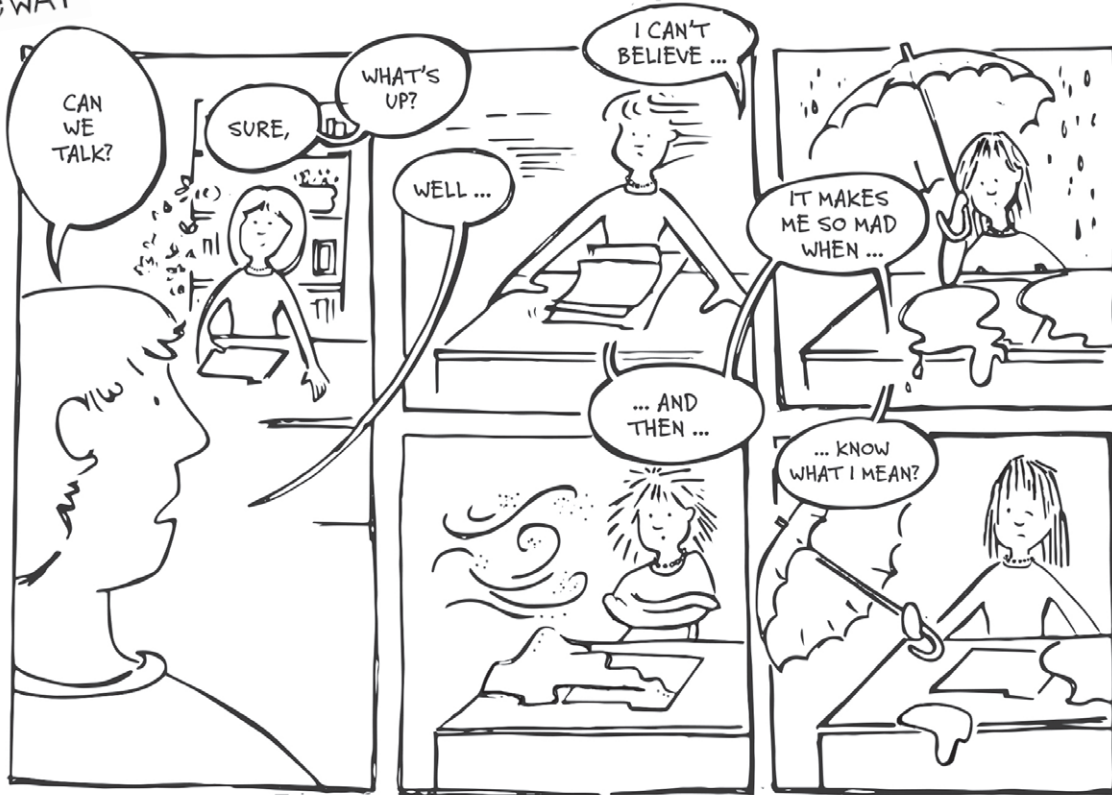
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