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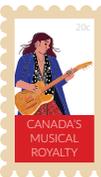
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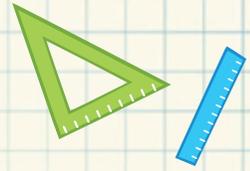
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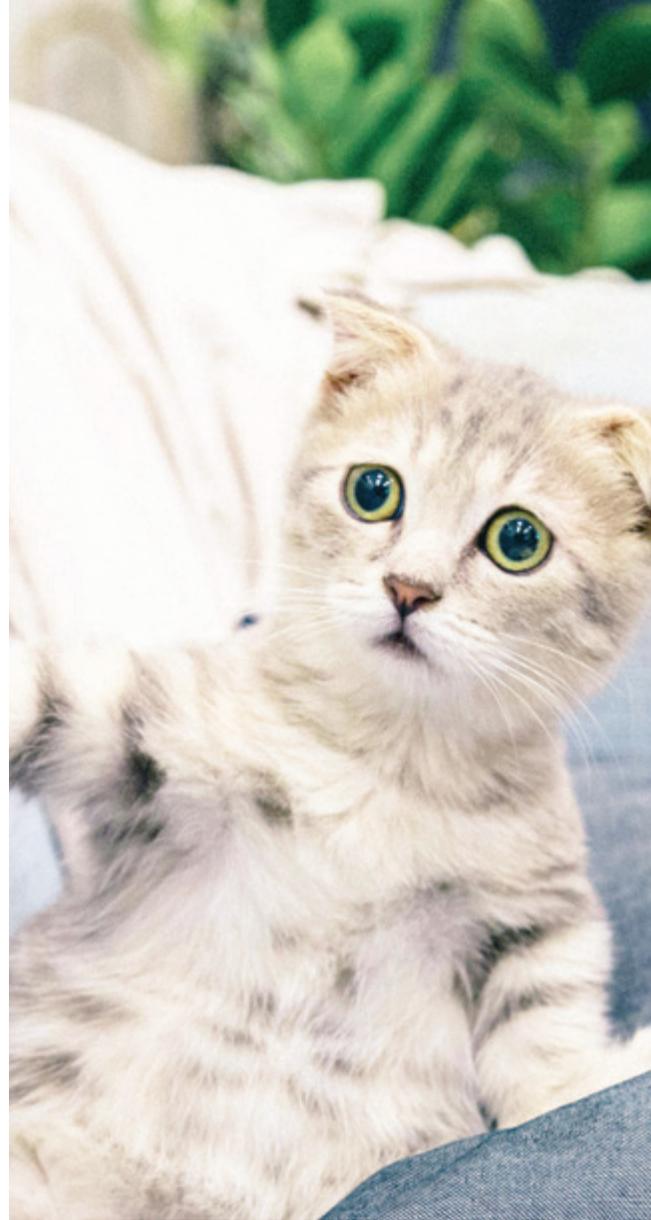


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Photo Gallery

by Marissa Cain



Ha Ling hike

Roasted Chickpea Salad

by Jennifer Puri

Chickpeas are often considered a superfood due to their high nutritional value and have been enjoyed by humans for over ten thousand years.

Grown in over fifty countries, chickpeas are a type of legume and in the same family as peanuts and kidney beans.

The high plant-based protein and fiber of chickpeas may also promote healthy ageing and assist in retaining our skin's elasticity and firmness.

Roasted chickpea salad is delicious on its own or can be served with pita bread or as a side salad.

Prep Time: 30 minutes

Cook Time: 30 minutes

Servings: 4

Ingredients:

- 1 540 ml can of chickpeas
- 2 tbsp. olive oil
- 1 tsp. paprika or hot pepper sauce
- 1 tsp. salt
- ½ tsp. ground black pepper
- 4 cups of chopped head lettuce
- 4 cups of cooked quinoa
- 1 cup Kalamata olives
- 1 cup sliced radishes
- 1 cup cucumber chopped
- 1 cup chopped tomatoes
- 1 small container of store-bought red pepper hummus

Dressing:

- ¼ cup extra virgin olive oil
- ¼ cup almond butter
- 3 tbsp. fresh squeezed lemon juice
- 2 tsp. Dijon mustard
- 2 tsp. maple syrup
- ½ tsp. salt
- ½ tsp. coarsely ground black pepper
- 5 to 6 tbsp. cold water

Directions:

- Preheat oven to 450 degrees Fahrenheit.
- Rinse, drain, and pat dry the chickpeas and place in a small bowl, then combine with the olive oil, salt, black pepper, and paprika or hot pepper sauce.
- Spread chickpeas on a foil lined baking tray and bake in the oven for about 25 to 30 minutes until brown and crisp. Remove from the oven and allow to cool.
- In a screw top jar place the olive oil, salt, pepper, Dijon mustard, lemon juice, and maple syrup, and shake until combined. Next add the almond butter and 5 to 6 tbsp. of cold water and stir until you get a smooth consistency.
- To serve divide the quinoa among the bowls and top with lettuce, olives, radish, tomatoes, cucumber, roasted chickpeas, red pepper hummus, and some dressing. Serve with pita bread if desired.

Bon Appétit!



The Art of Finding Work: Which Candidate Would You Hire? A or B?

by Nick Kossovan



Speaking from personal experience, a bad hire isn't a good look. The last thing you want is to hear, "Who the hell hired Bob?" and have your hiring judgment questioned.

The job seeker who's empathetic to the employer's side of the hiring desk, which controls the hiring process, is rare.

One of the best things you can do to enhance your job search is to practice perspective-taking, which involves seeing things from a different perspective.

It's natural for employers to find candidates who have empathy and an understanding of their challenges and pain points more attractive. Candidates like these are seen as potential allies rather than individuals only looking out for themselves. Since most job seekers approach employers with a 'what's in it for me' mindset, practicing perspective-taking sets you apart.

"If there is any one secret of success, it lies in the ability to get the other person's point of view and see things from that person's angle as well as from your own."
- Henry Ford.

Perspective-taking makes you realize that from an employer's POV hiring is fraught with risks employers want to avoid; thus, you consider what most job seekers don't: How can I present myself as the least risky hiring option?

Here's an exercise that'll help you visualize the employer's side of the hiring process.

Candidate A or B?

Imagine you're the Director of Customer Service for a regional bank with 85 branches. You're hiring a call centre manager who'll work onsite at the bank's head office, overseeing the bank's 50-seat call centre. In addition to working with the call centre agents, the successful candidate will also interact with other departments, your boss, and members of the C-suite leadership team; in other words, they'll be visible throughout the bank.

The job posting resulted in over 400 applications. The bank's ATS and HR (phone interview vetting, skill assessment testing) selected five candidates, plus an employee referral, for you to interview. You aim to shortlist the six candidates to three, whom you'll interview a second time, and then make a hiring decision. Before scheduling the interviews, which will take place between all your other ongoing responsibilities, you spend five to ten minutes with each candidate's resume and review their respective digital footprint and LinkedIn activity.

In your opinion, which candidate deserves a second interview?

Candidate A: Their resume provides quantitative numbers—evidence—of the results they've achieved. (Through enhanced agent training, reduced average handle time from 4:32 minutes to 2:43 minutes, which decreased the abandon rate from 4.6% to 2.2%.)

Candidate B: Their resume offers only opinions. ("I'm detail-oriented," "I learn fast.")

Candidate A: Looks you in the eye, has a firm handshake, smiles, and exudes confidence.

Candidate B: Doesn't look you in the eye, has a weak handshake.

Candidate A: Referred by Ariya, who's been with the bank for over 15 years and has a stellar record, having moved up from teller to credit analyst and is tracking to become a Managing Director.

Candidate B: Applied online. Based on your knowledge, they did nothing else to make their application

more visible. (e.g., reached out to you or other bank employees)

Candidate A: Well-educated, grew up as a digital native, eager and energetic. Currently manages a 35-seat call center for a mid-size credit union. They mention they called the bank's call centre several times and suggest ways to improve the caller experience.

Candidate B: Has been working in banking for over 25 years, managing the call center at their last bank for 17 years before being laid off eight months ago. They definitely have the experience to run a call centre. However, you have a nagging gut feeling that they're just looking for a place to park themselves until they can afford to retire.

Candidate A: Has a fully completed LinkedIn profile (picture, eye-catching banner) packed with quantifying numbers. It's evident how they were of value to their employers. Recently, they engaged constructively with posts and comments and published a LinkedIn article on managing Generations Y and Z call centre agents. Their Facebook, Instagram, and Twitter/X accounts aren't controversial, sharing between 'Happy Birthday' and 'Congratulations' messages, their love of fine dining, baseball, and gardening.

Candidate B: Their LinkedIn profile is incomplete. The last time they posted on LinkedIn was seven months ago, ranting about how the government's latest interest rate hike will plunge the country into a deep recession. Conspiracy theories abound on their Facebook page.

Candidate A: Notices the golf calendar on your desk, the putter and golf balls in the corner, and a photograph of Phil Mickelson putting on the green jacket at the 2010 Masters hanging on your wall. While nodding towards the picture, they say, "Evidently, you golf. Not being a golfer myself, what made you take up golf, which I understand is a frustrating sport?"

Candidate B: Doesn't proactively engage in small talk. Waits for you to start the interview.

Which of the above candidates presents the least hiring risk? Will likely succeed? Will show your boss, upper management, and employees you know how to hire for competence and fit?

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Millie, North Glenmore Park

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Reducing Household Food Waste: Planning, Shopping, and Storage

by Alberta Health Services



Food waste is food that was grown or harvested but never eaten. Some food waste at home can't be avoided, like eggshells, bones, tea bags or coffee grounds, but some food waste can. Avoidable food waste is food that is thrown out because we don't store it properly, buy too much, or cook too much. A 2022 study showed that 63% of food Canadians throw away could have been eaten. While all types of foods are wasted, the top foods that are thrown away are: vegetables and fruits, leftovers, and bread.

This article includes tips and resources to reduce your food waste at home.

Planning Your Meals

Planning meals a few days or a week ahead of time may prevent you from buying too much food. Consider what food items you already have. Check your fridge and cupboards carefully to see how much is left in containers or packages. Checking best before dates is helpful so you can use up food while it's at its freshest. Note that 'best before' dates are not the same

as expiration dates. Expiration dates are about food safety, whereas 'best before' dates are about freshness. So just because a food is past its 'best before' date doesn't mean it needs to be tossed. Then think about some meals that you like or can easily make with items you already have. Then create a list on paper or your phone of items you do not have.

Grocery Shopping

When buying fresh, consider what options are best for your family, for example, pre-washed and pre-cut fruits, vegetables and salads can be convenient, but are more expensive. However, if this means you are more likely to eat them instead of throwing out unprepared produce, then this may be an option for you. It can also be helpful to pre-wash and cut your produce for easy access during the week, so you are more likely to eat it and less likely to have waste.

Frozen and canned options are also time-savers as the preparation has already been done for you. They last a lot longer than fresh, so are less likely to go bad before

you can use them up. Buying frozen or canned produce offers year-round variety that otherwise might not be available. Try adding frozen or canned vegetables into pasta sauce, casseroles, soups, or stir-fry. Frozen or canned fruit can be added to yogurt, cereal, baking, or smoothies.

Storing Foods

Consider the order that you use some foods as some foods can keep longer in the fridge than others. Most fresh vegetables and fruits will stay fresh longer if they are unrinsed. Consider washing produce before preparing, freezing, or eating it. Some produce gives off a gas (ethylene) that speeds up ripening - apples, bananas, kiwis, tomatoes, avocados. Keep these vegetables and fruits in a loosely tied bag away from already ripe produce. Some produce will also stay fresh longer than others so consider using produce like kale, chard, carrots, and cabbage later in the week.

Since bread and baked goods are among the top foods that are thrown away, store bread and buns in a cool, dark, and dry place in the original packing. Or consider freezing if you don't think you will be able to use up the bread by the best before date. Storing bread in the fridge may make it go stale more quickly.

If you have leftovers, it's important to store them properly. Wrap leftovers or place them in a covered container. Place them in a refrigerator within two hours of preparing or cooking. Consider labelling them with a date and remember to use the oldest ones first. Leftovers like soup can be safely eaten within two to three days after cooking, while other cooked dishes containing eggs, meat, vegetables, cooked fish, or poultry can be safely eaten within three to four days of being stored at the correct temperature in the fridge. Leftovers can be frozen for longer.

Making some or all of these choices when shopping or storing food can play a part in reducing your food waste at home.

For more helpful tips on food storage and safety visit Canada.ca and search: "Storing Vegetables and Fruits" and "Food Safety".

For more ideas to reduce food waste visit ahs.ca/nutritionhandouts and search "Reduce Food Waste."

We Dream in June

by *Garth Paul Ukrainetz*

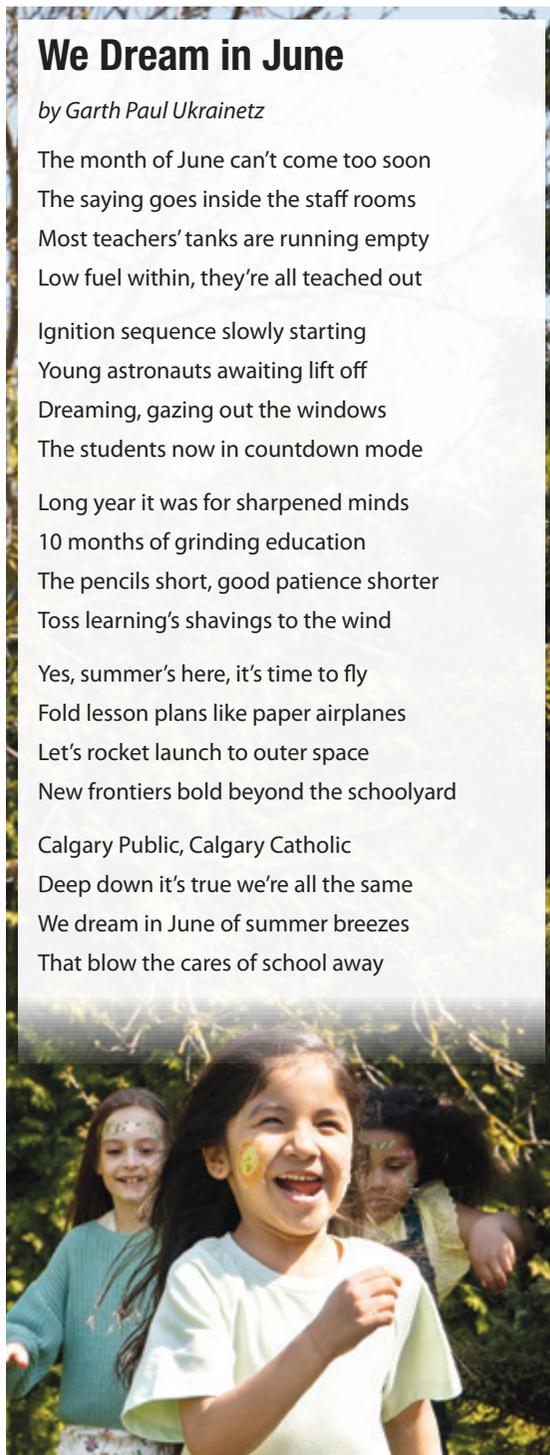
The month of June can't come too soon
The saying goes inside the staff rooms
Most teachers' tanks are running empty
Low fuel within, they're all teached out

Ignition sequence slowly starting
Young astronauts awaiting lift off
Dreaming, gazing out the windows
The students now in countdown mode

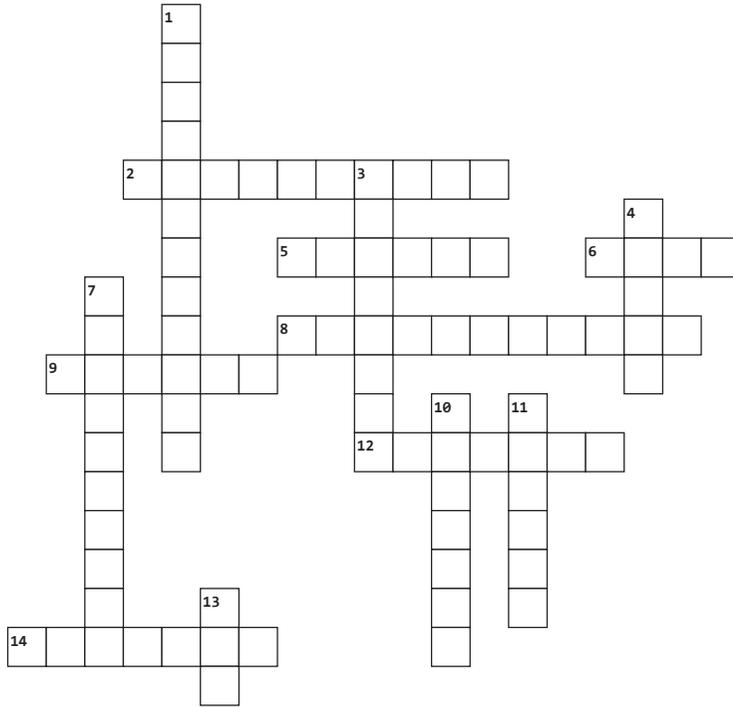
Long year it was for sharpened minds
10 months of grinding education
The pencils short, good patience shorter
Toss learning's shavings to the wind

Yes, summer's here, it's time to fly
Fold lesson plans like paper airplanes
Let's rocket launch to outer space
New frontiers bold beyond the schoolyard

Calgary Public, Calgary Catholic
Deep down it's true we're all the same
We dream in June of summer breezes
That blow the cares of school away



June Crossword



Across

2. The harvest season for this juicy, red fruit typically starts in mid-June in Canada.
5. This solstice occurs in June in the Northern Hemisphere.
6. On June 21, 1970, _____ made history by becoming the first player to win the FIFA World Cup three times.
8. Along with the rose, this fragrant plant, popular with bees and hummingbirds, is the birth flower for June.
9. The dystopian novel *Nineteen Eighty-Four* by George _____ was first published on June 8, 1949.
12. Charles Blondin crossed _____ Falls on a tightrope on June 30, 1859.
14. On June 23 in the year 930 the world's oldest parliament was established in this Nordic Island nation.

Down

1. Canadian actor Dan Aykroyd starred in this spooky comedy which premiered in June 1984.
3. Known for his role as Marty McFly in *Back to the Future*, Michael J. Fox was born in _____, Alberta on June 9, 1961.
4. Hockey Hall of Fame inductee, Cam _____, was born on June 6, 1965, in Comox, BC.
7. Famous for songs such as "Ironie" and "Hand in My Pocket", Alanis _____ celebrates her birthday on June 1.
10. Avril _____'s debut album *Let Go* was released on June 4, 2002.
11. This superhero movie, directed by Tim Burton, premiered in June 1989.
13. The first broadcast of this 24-hour news channel occurred on June 1, 1980.

Farm Stands Across Calgary Are Coming to a Neighbourhood Near You This Spring!

by The City of Calgary



Since 2017, The City has partnered with local and regional farms to offer Calgarians more options for fresh and local food through The Farm Stand Program. This program supports nine incredible farmers and vendors with over 30 farm stands to bring more fresh fruit, vegetables, and artisanal products to more Calgary communities.

Beyond increasing accessibility for Calgarians to purchase healthy, fresh and local food, the Farm Stand Program supports local and regional growers by creating more places for them to sell their produce.

When you shop at a farm stand, you get to participate in your food shopping in a new and personal way. You can ask questions about how your food was grown, get recipe ideas, get to know your farmer, connect with your neighbours and keep your dollars spent in the local economy. You also help to build a stronger local food system, which keeps us all stronger when we face various disruptions to our food systems, such as a pandemic, fuel price increases, or political instability.

Launch dates for each farm stand vary throughout May to June and most of the stands run weekly for two to five hours. We encourage all Calgarians to stop by your local farm stand, grab some delicious seasonal produce, chat with a farmer and learn more about where your food comes from.

To learn more about the program, or find a location near you, visit calgary.ca/localfood.

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Longest Day

Mark your calendars - this year's summer solstice will take place on June 20. Calgary will experience approximately 16 hours and 35 minutes of daylight. That means there is plenty of time to play, relax, and maybe even forget what bedtime is!

GAMES & PUZZLES

Guess the Year!

1. The Canadian dollar was established across Canada.
2. Canada sent its first national team to the summer Olympics in St. Louis.
3. Women get the right to vote.
4. Alberta becomes a province of Canada.
5. The first railway opens in Canada.
6. Terry Fox begins his Marathon of Hope.

SCAN THE QR CODE FOR THE ANSWERS!

Stop Apologizing Already

by Nancy Bergeron, R.Psych. | info@nancybergeron.ca

This is something that really took me some time and awareness to change. Maybe it's because I'm Canadian...sorry?! Over-apologizing can be rooted in people-pleasing, a fear of conflict, feeling like you're a burden, or that you don't have a place to express yourself freely. The good news is you can unlearn it by becoming more aware of when you say "sorry" and replacing it with more confident or accurate expressions.

Here's how to start:

1. Notice Your Patterns

Start paying attention to when you say "sorry." Is it when you:

- Ask a question?
- Express a need?
- Walk past someone?
- Take up space?

Awareness is the first step.

2. Swap "Sorry" for More Empowering Phrases

a). When you're late

Instead of: "Sorry I'm late."

Try: "Thanks for your patience." or "I appreciate you waiting for me."

b). When you didn't respond right away

Instead of: "Sorry I didn't get back to you."

Try: "Thanks for your patience while I got back to you." or "I appreciate your patience."

c). When you need something

Instead of: "Sorry to bother you, but..."

Try: "Do you have a moment?" or "Can I ask you something?" or "Are you free for a consult?"

d). When you accidentally bump into someone

Instead of: "Sorry!"

Try: "Excuse me." or "Pardon me."

e). When you disagree

Instead of: "Sorry, but I think..."



Try: "I see it differently." or "Here's another perspective..." or just be curious and ask for more information on the topic.

f). When you're expressing emotion

Instead of: "Sorry I'm crying." or "I'm sorry I'm so angry."

Try: "Thanks for being here while I process this." or "I'm feeling a lot right now." or "Wow, this is overwhelming."

3. Use Apologies Intentionally

Apologize when you genuinely hurt someone or made a mistake. That keeps apologies meaningful. For everything else, aim for assertiveness and gratitude.

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An advertisement for Lambert Bros. Paving. The background is a photograph of a paved driveway leading to a house. The text is overlaid on the image. At the top left, it says 'FREE Estimates. Call 403.899.2172'. Below that, 'Asphalt Paving | Sealcoating Crackfilling | Repairs'. In the center, 'Your Driveway Specialists!'. At the bottom left, the phone number '403.287.3252'. At the bottom right, the website 'lambertpaving.com'. The company name 'LAMBERT BROS. PAVING' is written in large, bold, red letters across the middle right.

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