



STUDENT NEWSLETTER

The Inclusive Workplace: Empowering Students with Disabilities

In this article, the CDC sits down for a conversation with Sarah Hiebert, U of M's Senior Accessibility Coordinator, to uncover insights for students with disabilities navigating co-op programs and workplaces. Discover essential accommodations and strategies tailored to enhance success.

Q: Students may hesitate to request accommodations during the interview process. What strategies can you offer to students to communicate their accommodation needs effectively to potential employers?

While it's understandable to feel apprehensive about requesting accommodations during interviews, it's important to remember that these reasonable accommodations simply level the playing field, allowing candidates with disabilities to express themselves authentically and showcase their abilities. Moreover, it's a legal requirement under the Accessibility for Manitobans Act for employers to provide reasonable accommodations. When making such requests, be clear about your needs and notify the employer well in advance.

Q: Disclosing a disability in the workplace is a personal decision for students. What factors should you consider when deciding whether and how to disclose your disability to employers and colleagues? Are there best practices for ensuring a positive and supportive response from the workplace?

You should first consider whether you require an accommodation to perform the job successfully. Other factors can influence disclosure choices beyond requesting accommodations. Some disability types are more visible than others,



some may lead to "forced" disclosure due to flares and the need for time off, so disclosing earlier can be helpful. How much your disability factors into your personal identity can factor in as well – if disclosing makes you feel like your more authentic self, there is value in sharing that information.

Some best practices for disclosure are to stay positive and focus the conversation on the barrier rather than on your disability, and avoid over-sharing. You don't need to specify a diagnosis or share medical details. Preparing a disclosure script in advance and practicing the conversation with a friend or family member can be helpful.

Q: As students transition from academic settings to workplaces, they may encounter varying levels of awareness about disabilities. How can students actively advocate for more inclusive environments within organizations? Are there specific resources or initiatives they can leverage to encourage employers to create a more accessible workplace?

I think that fostering a workplace culture that values diversity and inclusion is everyone's responsibility, and it really benefits all of us. I would encourage all students to seek out job opportunities with employers who demonstrate that they value inclusion. Within the workplace environment, all employees can increase awareness by recognizing and challenging ableism and bias.

Accessing Asper Co-op

Students with disabilities considering the Asper co-op program may have concerns regarding accessibility. The Asper Co-op Program advisors are fully equipped to address your individual needs, ensuring your experience is welcoming and inclusive. They can offer flexible scheduling for co-op terms and accommodate any specific considerations related to admission requirements for students with disabilities. They can also collaborate with employers to adapt work hours, provide hybrid work arrangements, and specialized equipment to ensure student success.

International Student Career Success Series

The International Student Career Success Series is BACK! Supercharge your career journey in Canada and obtain co-curricular record in a dynamic, immersive setting!

Are you curious about strategies to futureproof your career in Canada and sharpen your professional networking and interview skills? Then this program is for you! As a newcomer or international student, adapting to the Canadian workplace culture can be a unique experience. Over the course of 5 weeks, this series will equip you with valuable insights and essential business etiquette and networking skills to thrive in Canadian workplaces!

What is Co-Curricular Record (CCR)?

An official university document recognizing your participation in approved activities that contribute to your holistic development. It's a testament to your commitment to personal and professional growth.

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It has been a great experience to understand Canadian workplace culture, hiring practices, and most importantly, how to strategically search for job opportunities. Apart from the many learnings, my key takeaway was the elevator pitch, which helped me prepare and introduce myself in a professional setting.

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Fiona Colaco

MBA student and 2023 program participant.

Anticipated schedule:

The program is set for Summer 2024, and specific dates and times will be finalized soon. Once you submit the registration form, you'll receive timely notifications regarding the program schedule.

REGISTER NOW

Complete the [registration form](#) to secure your spot for the next cohort!

Nominated by Agriculture and Agri-food Canada, Johhan Ong, an Asper finance major, is **2023's Co-op Student of the Year!**

Johhan excelled in his co-op roles fostering strong student-employer relationships while further developing his skills and career. Johhan maximized his co-op experience by getting involved in the workplace's charity initiatives which aligns with Asper Co-op's emphasis on integrating UN Sustainable Development Goals into business practices.

Read about all co-op awards [here](#).

Integrating Sustainable Development Goals in the Workplace: An In-Demand Skill

In 2015, the United Nations established the 2030 Agenda for Sustainable Development, comprising 17 goals to tackle global challenges. This global initiative reflects a collective commitment to address pressing issues such as poverty, inequality, and climate change.

Embracing Sustainable Development Goals (SDGs) in the workplace is crucial, as it aligns businesses with global efforts for sustainability and social responsibility. Regardless of industry or discipline, integrating SDGs brings benefits like cost reduction, innovation, and reputation enhancement.

At Celebrating Co-op, our student panel focused on practical applications, ranging from addressing disparities to accessing opportunities to tackling financial inequalities. The panel shed light on effective strategies for students to integrate SDGs seamlessly into their workplace practices, emphasizing their pivotal role in fostering positive change and advancing sustainability within their respective organizations.

For students, incorporating SDGs in the workplace fosters personal growth and contributes to a more sustainable future for all. It's about shaping a workplace culture where social and environmental responsibility are integral to success. Possessing knowledge of EDI and sustainability is quickly becoming a coveted power skill for employers.

Co-op Student of the Year



Photo: Johhan Ong