



Diverse Workplaces Lead to Increased Creativity and Innovation

Priti Shah, CEO of Praxis Consulting, is a facilitator, trainer, and consultant. She recently offered her “Racism Interrupted” workshop for Asper students and alumni. We followed up with Ms. Shah to learn more about the importance of inclusive workplaces.

What are the benefits of having an inclusive workplace?

Workplaces that are inclusive benefit from increased creativity, innovation and improved problem-solving coming from the diverse skills, talents and experiences of its personnel. Studies show that organizations that focus upon equity, diversity, and inclusion (EDI) report higher productivity, job satisfaction and morale while reporting lower turnover rates. From an outward perspective these workplaces are better able to understand and respond to the needs of a wider marketplace and can increase not only their client base but their vendor/supplier opportunities.

What are some actions companies can take to make their workplaces genuinely inclusive?

Organizations struggle with EDI in a number of ways. First many have not acquainted themselves with current Canadian demographics nor with their own internal statistics at

all levels of the organization. Some may believe their organization is diverse but a closer examination will show no women or BIPOC persons in leadership roles. The organization is striving for EDI without making the environment welcoming and inclusive. Persons who are underrepresented within the organization may have no opportunities for professional development, mentorship, leading important projects, promotion, celebration of their own holidays, or a voice at the table but they are on all of the marketing materials for the organization. This is tokenism.

What are some strategies to respect individual differences within the workplace and within teams?

Simple strategies like having rotating chairs at meetings, going in the round to seek out different viewpoints and sending out an agenda with questions in advance can heighten inclusion.



Photo: Priti Shah

Hire a Co-op Student and Take Advantage of Wage Subsidies

Co-op students are adaptable, innovative, tech savvy and eager to contribute to the workplace. Admission into the Asper Co-op Program is competitive, and students study a variety of majors such as Accounting, HR, Marketing, MIS, Finance, and Supply Chain Management, and are ready to work in a wide range of opportunities.

The Asper Co-op Program is now accepting postings for the upcoming work term (May - August). Post your co-op opportunity on the Asper Career Portal. To better accommodate business needs during this time, the “Continuous Placement Method” of recruitment is currently being utilized. This recruitment model allows employers to set their own schedule for application deadlines, interviews and offers. There are currently a number of [grants, tax credits and funding programs available](#) to support co-op student hiring.

Check out the co-op website for more information or contact us at aspercoop@umanitoba.ca

CAREER DEVELOPMENT CENTRE NEWS

Award Winners for Asper Co-op Student & Employer of the Year 2020



Photo: Fiona Dunn, Co-op Student of the Year 2020

Asper Co-op Student of the Year

Congratulations to Asper Co-op Student of the Year, Fiona Dunn, who is recognized for her outstanding contributions in the workplace as a Business Development Intern with Economic Development Winnipeg, and for her dedication to her community and School.

“Fiona has been an invaluable asset, executing on assigned tasks diligently and taking the lead on key projects. She was our go-to person if we wanted something written, researched, or reorganized.”

Fiona serves as a VP-Philanthropy and New Member Experience at her sorority, participated at JDC West as part of the HR team, and is an active member in UMHRA, ASCA, and the CSA serving in exec roles and as a mentor to other students.

Asper Co-op Employer of the Year

Congratulations to Asper Co-op Employer of the Year, Innovair Group, who is recognized for providing an exceptional co-op student experience. Aimy Johnson, the student nominator said “I was given the trust, encouragement and support of senior management who allowed me a scope of work I had never anticipated or expected. I was allowed the freedom to take on project management responsibilities including development of a digital marketing campaign, website enhancement, stakeholder engagement, client interviews for website testimonials and photo shoots for web content. I was able to work on these projects because the leaders strive to see their team members succeed. The organization’s greatest asset is their company culture.”

Thanks to everyone who attended “Celebrating Co-op” in February and contributed to making 2020 another successful year! With 273 co-op placements at over 100+ employer partner organizations, we had plenty to celebrate! [Check out this highlight reel](#) of what Asper Co-op looked like in 2020.



Graduate Resume Book MBA and MFin

Current students and recent graduates of the Asper MBA and MFIN programs are innovative thinkers ready to support your organization. Grad students are available for part time work, short term strategic projects, and full time career opportunities.

Connect with the CDC team directly to receive your copy of the Asper Graduate Resume Book available in early April 2021.

Asper Graduate Employment Survey

Each year the Career Development Centre gathers employment data on new Asper grads in the B.Comm. and Masters programs.

- How much are they making?
- Are they staying in Manitoba?

2020 Asper Graduate Employment Report release date: April 2021.

**EMPLOYMENT
REPORT 2020**

Asper Launches Master of Supply Chain Co-op Program

Starting in September 2021, Asper to introduce [MSCM](#) with a co-op option. For more information about the program or to become involved as a co-op employer, please contact Graduate Programs Career Consultant Katie Derksen at katie.derksen@umanitoba.ca