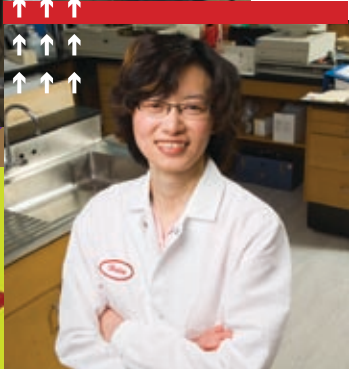


# Diversity and Employment Equity in the Manitoba Government



## People. Purpose. Progress.

The Manitoba government offers you opportunity, diversity and a rewarding career.



## The Diversity Advantage

A workplace that values and promotes diversity creates many benefits for employees, managers and the organization:

- A diverse group of employees that represents the public often leads to understanding the issues and concerns of the citizens we serve in a more complete way.
- A diverse group of employees can generate a variety of unique ideas and approaches to an issue, often leading to innovative solutions.
- A manager who values the importance of diversity can create a safe and comfortable working environment for employees. This encourages employees to be actively involved and discuss work issues and ideas with each other. This can lead to increased satisfaction levels of employees, as well as higher productivity and quality results.
- A workplace that promotes diversity is more likely to attract and retain productive employees.

## Diversity

Diversity is about encouraging each employee to be truly inclusive in the way we carry out the business of government. Diversity is about recognizing and respecting individuals' characteristics. It means valuing what makes them distinct from others, including age, language, culture, ethnicity, skills, gender, sexual orientation, religion, family status, abilities, talents and perspectives. Diversity enriches the work environment through the exchange of different perspectives and ideas from a variety of people with different backgrounds and experiences.

## Employment Equity Policy

The provincial government has an employment equity policy to ensure our civil service reflects the citizens of Manitoba. The policy designates four employment equity groups:

- women
- Aboriginal persons
- persons with a disability
- visible minorities

Detailed definitions of the four groups and more information on the policy can be found on our website (see below). Or you can contact the Civil Service Commission.

Employees are hired on the basis of merit, fairness and equity. It is important to remember that whether successful candidates are members of an equity group or not, they are chosen because they meet all the essential criteria for the job.

## Diversity Strategy

The province is strongly committed to the principles of valuing diversity and equity within the Civil Service. When we reflect the citizens we serve, we are better able to understand the needs and concerns of all Manitobans, and develop more effective policies and programs. The Provincial Civil Service Diversity Strategy is a plan that outlines Manitoba's approach to diversity and highlights the key actions needed to achieve a diverse civil service workforce.

The strategy also helps government departments share information and work together on diversity and

employment equity throughout the organization.

It is the shared responsibility of employees, managers and human resources to create a work environment that respects and values diversity in all its forms.

## For more information, contact:

### Civil Service Commission

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