

THE MANITOBA GOVERNMENT DIVERSITY AND INCLUSION STRATEGY

Vision

An exemplary civil service that is inclusive and reflective of the population it serves.

This strategy outlines the approach of the Manitoba government in its continued efforts to achieve diverse and inclusive workplaces in the interest of all Manitobans. This strategy builds on the successes of the previous Provincial Civil Service Diversity Strategy adopted in 2008.

Objectives

The objectives of the Manitoba Government Diversity and Inclusion Strategy are:

1. **Inviting Diversity:** To recruit from a diverse, qualified group of potential applicants to build a representative workforce, at all levels of the organization.¹
2. **Opening the Door to Diversity:** To identify and remove employment barriers to enable the full participation of all employees.
3. **Embracing Diversity:** To cultivate a culture that motivates individuals to contribute to their full potential and build a career with a high-performing Manitoba government.

This new strategy involves three major shifts in focus from the previous strategy:

- from primary focus on representation to increased promotion of inclusion within the workplace;
- increased awareness of the many diversity dimensions relevant to workplaces – every employee is part of the diversity landscape; and
- increased recognition of how diversity and inclusion positively impact performance, engagement and innovation.

¹ Progress against Objective 1 will be measured against the following representation benchmarks based on the latest available demographic data for Manitoba:

- Women: 50%
- Aboriginal persons: 16%
- Persons with a disability: 9%
- Visible minorities: 13%