



THE WORKERS COMPENSATION BOARD IS A STRONG SUPPORTER OF THE UNITED WAY CAMPAIGN, AND ENCOURAGES STAFF TO GET INVOLVED IN VARIOUS ACTIVITIES, LIKE THE ANNUAL PLANE PULL. SUBMITTED PHOTO

CULTURE OF DIVERSITY AND COLLABORATION AT THE WCB

At the Workers Compensation Board of Manitoba, there is a strong commitment and value placed on creating a diverse and inclusive culture within the organization.

We are focused on building a culture that values diverse ideas, encourages collaboration, and empowers people at all levels to take initiative and feel supported to achieve their full potential.

When Analyn Chaneco, a Human Resources Assistant at the Workers Compensation Board of Manitoba, moved to Canada from the Philippines several years ago, she and her family battled challenges common among many newcomers: language barriers, job uncertainty and fears of the unknown.

"It was overwhelming to leave my comfort zone, but our life back home had its hardships," she says. "Now that I'm in Canada — and especially here at the WCB — I have this strong sense of security. I feel like I belong."

Analyn's is a story shared by other WCB staff who are new to the country.

Embracing and promoting diversity is an important part of the WCB's workplace culture, according to WCB President and CEO Winston Maharaj.

"Our workplace strives to be an environment that is safe, welcoming and inclusive," says Maharaj. "We recognize the positive outcomes that a diverse workforce offers and want to be reflective of the community we serve."

In addition to having a joint committee that's dedicated to integrating equity into the workplace, the WCB promotes diversity through many offerings to staff. Some of these include cultural awareness workshops, respectful workplace training, leadership

education and support of community agencies.

Another fundamental offering that the WCB prides itself in is their ongoing support of staff in their professional growth and development.

"We are committed to the continuous growth and development of our staff. As an organization, we are proud of the support we provide to our employees to help them contribute to their fullest potential and achieve their personal and professional career goals," says Shannon Earle, Vice President, Human Resources and Strategy. "By investing in our people, we're ultimately investing in our organization and the broader community as a whole."

The WCB offers a range of services to help staff carve out their own career paths. Developmental training programs are one offering, which help staff to further develop their skills and progress in their careers. Through the WCB's job shadowing program, staff can also take advantage of getting a realistic glimpse into a "day in the life of" another position — and the skills they may need to pursue it.

"We recognize that our people are our greatest asset, and by supporting them, we're able to more effectively serve our customers and stakeholders," says Maharaj.

Earlier this year, Lanre Ajibola, a newcomer from Nigeria, honed his skills — both professionally and culturally — as part of the WCB's internship program.

"Staff at the WCB have such a positive, warm attitude and welcomed me with open arms," he says.

Lanre's leader, Compliance Services Director

Brad Janzen, adds that providing Lanre with an internship opportunity was beneficial to his department as well. "It allowed our own staff to better understand the challenges faced by new Canadians in the workforce."

It's that type of community outreach and social responsibility that remain a fundamental part of the WCB's corporate strategic framework.

"One of our core values is compassion. We understand and care about the diverse needs of both our customers and our staff," says Maharaj.

Each year, the WCB supports a variety of organizations — through formal partnerships, outreach services and sponsorships — to help make a positive contribution to the community.

Those efforts span a range of organizations, such as Connect Employment Services, The Heart and Stroke Foundation, and the Manitoba Aboriginal Youth Achievement Awards. The WCB is also a strong supporter of the United Way campaign, and encourages staff to get involved in various United Way activities, including the annual Plane Pull, Day of Caring and sponsored executive program.

"Being recognized as one of Manitoba's top employers for the seventh year in a row acknowledges we have created a workplace where our staff can thrive and succeed," says Maharaj. "As an organization, we are proud of our people, the commitment and the passion that they bring to the job each and every day."

"We recognize that our people are our greatest asset, and by supporting them, we're able to more effectively serve our customers and stakeholders."

WCB does.



Proud to be named one of
Manitoba's Top Employers
for the last seven years.

