



Canada's Best
Diversity
Employers 2008

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Boeing Canada Technology Ltd., Winnipeg Division

Employer Description

Boeing Canada Technology Ltd., Winnipeg Division is an aerospace composite manufacturer. The division is the premier supplier of components for Boeing's new 787 Dreamliner aircraft. The impressive new aircraft offers unmatched fuel efficiency (requiring 20 percent less fuel compared to today's similarly sized airplanes), can travel at speeds similar to today's fastest wide body jets, offers greater passenger comfort, and provides more cargo revenue capacity. The key to the plane's exceptional performance are new composite materials that are integrated into as much as 50 percent of the primary structure -- including the fuselage and wings.

Boeing Canada's parent company, Chicago-based Boeing Company, is the world's leading aerospace company and the largest manufacturer of commercial jetliners and military aircraft. The publicly-traded company also provides engineering and support for all NASA Space Shuttle operations and is the United States' leading contributor in the development of the International Space Station. In Canada, Boeing has operations in Winnipeg and Montréal.

Established: 1971 **Full-Time Employees:** 1274 **Employees who are women:** 28% **Of managers:** 17% **Employees who are visible minorities:** 21% **Of managers:** 8%

Boeing Canada was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ providing Blackberrys to staff who are deaf to help in their communications with co-workers
- ▶ having a diversity team that meets biweekly to discuss diversity initiatives and plan awareness activities
- ▶ working in partnership with the Centre for Aboriginal Human Resource Development's aerospace training program to recruit Aboriginal employees

Supporting Employees who are Deaf

At Boeing, communication between deaf employees and their colleagues used to be a much more challenging process. The company's deaf employees communicated with colleagues by way of handwritten notes delivered to a hearing employee, who could then relay the message to the appropriate person. At the suggestion of the company's Winnipeg Deaf Issues Committee, a few deaf employees were provided with Blackberrys as part of a test project. The goal of the pilot project was to see if the handheld wireless devices improved communications between deaf employees and other personnel.

"Boeing is doing really well in educating employees about diversity. I'm proud to work for a company that actively promotes diversity in the workplace."

- Marty Rabu, Tooling Technician (Marty is a deaf employee, in-house ASL Instructor and diversity team member. He has worked at Boeing for the past 33 years)

Shortly after the successful pilot project, Blackberrys were provided to all deaf employees at Boeing Winnipeg. Today, managers can contact deaf employees more quickly and efficiently via email and deaf employees can now communicate directly with their colleagues without the need for an intermediary.

In addition, in an effort to accommodate the unique training needs of their deaf employees, the company recently developed a video series (filmed entirely in ASL) and curriculum designed to help them improve literacy, numeracy and computer skills. ASL interpreters are provided at all meetings, TTY phones are located throughout their facilities, and strobe lights are used in conjunction with other warning bells and signals to ensure deaf employees are aware of potential dangers (e.g. approaching vehicles, evacuation orders, etc.) Boeing also provides in-house courses in American Sign Language (ASL) to all employees free of charge.