



Canada's Best
Diversity
Employers **2008**

PRESENTED BY  BMO Financial Group

IBM Canada Ltd.

Employer Description

IBM Canada Ltd. is Canada's largest provider of computing products and services. In addition to manufacturing computer hardware (from servers to supercomputers), the company is a major software developer, providing large scale information technology consulting services to clients across Canada.

IBM Canada is a subsidiary of Armonk, New York-based IBM Corporation. Established in 1911, the publicly-traded parent company operates in over 160 countries. IBM Canada began operations in 1917.

Today, IBM Canada's state-of-the-art Markham head office is responsible for its Canadian marketing, sales and service operations. The company also maintains software development laboratories in Markham, Ottawa, Montréal and Victoria. The company also operates a semiconductor packaging plant in Bromont, Québec.

Established: 1917 **Full-Time Employees:** 18,710 **Percentage of employees who are women:** 34% **Of managers:** 28%
Employees who are visible minorities: 21% **Of managers:** 10%

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

- ▶ providing avenues for employees with disabilities to communicate and support each other, including a dedicated website, list group and "Wiki" workspace
- ▶ inviting employees with disabilities to participate in the recruitment process and help identify suitable new hires with disabilities
- ▶ requiring managers to complete diversity and inclusiveness training

Supporting Employees with Disabilities

IBM Canada encourages employees with disabilities to socialize and support each other through its People Enablement Network Group, one of the company's many diversity network groups.

The People Enablement Network Group acts a resource for employees with disabilities, where they can socialize, discuss issues related to disabilities in the workplace and keep up-to-date on assistive technologies to assist disabled people.

"IBM opened the doors to me and gave me the chance to prove to them that I can be successful and contribute to the business."

- Alvaro Guzman, IBM Inventory Control Analyst, a member of IBM's People Enablement Network Group

IBM provides members of the People Enablement Group with a variety of resource avenues, including a dedicated website, a list group, as well as a Wiki workspace where members can communicate events and other news.

The People Enablement Group also works with IBM recruitment teams to help identify talented individuals with disabilities who would be a good match for the company. Members of the group also work with IBM Learning Services to ensure that training materials adhere to accessibility standards, as well as partnering with management and other senior-level employees to help establish and foster inclusive work environments.