

# 2017 Diversity Employer Award

## *Teshmont Consultants LP*



Teshmont Consultants LP is committed to continually advancing diversity within their organization. Their workplace is an exemplary model of diversity, with an employee base comprising of many ages, genders, races, and religions. Each day, Teshmont employees come to work in a fair and safe environment where differences are viewed as a source of collective strength. For employees for whom English is a second language, external and in-house language training has been provided to guide them to success. New international employees benefit from the close working relationship that Teshmont has with integration and advancement programs such as the Success Skills Centre and the IEEQ Program at the University of Manitoba.

Teshmont has supported and helped shape the IEEQ Program since its inception in 2003. The program provides a pathway for internationally-educated engineers to meet licensing requirements for professional engineering practice in Manitoba. When government support ceased for the program, Teshmont advocated for its continuance as they saw the inherent value that it brought to the lives of international engineers and their ability to find gainful employment. Teshmont has also hired a number of engineers that have completed the program.

Diversity is one of the company's core strengths and emphasis placed on the diversity of the workforce and hiring practices are a testament to that commitment. Of Teshmont employees, 30% are female and 48% are visible minorities from entry level positions to senior management, and the company is committed to continually leverage this diversity to provide value to clients. Over 23 different languages are spoken by employees, and individuals from over 20 countries are represented.

Teshmont believes that having equity within the team is one of the key factors in their success. As an equal opportunity employer, candidates are hired and promoted based on their contributions to the company and are evaluated on their individual merits. The company has strived to build a performance based culture that encourages diversity in the workplace, rewards contribution, and enables employees to succeed. The result is a welcoming environment where employees flourish and achieve their full potential.

Over the last 50 years, Teshmont has created a diverse work environment that welcomes and retains (in many cases, for decades upon decades) talented individuals from all corners of the globe, and from many walks of life. As a celebration of company diversity, teambuilding activities dedicated to rich and diversified cultural backgrounds are observed, such as an International Day where employees come together and sample cuisine from around the world. The cultural holidays and observances of a few employees are celebrated and recognized by the company as a whole.

In recognition of their commitment to advancing diversity within their organization, Engineers Geoscientists Manitoba is pleased to present the 2017 Diversity Employer Award to Teshmont Consultants LP.