



## **DIVERSITY: A WEALTH OF CAREER OPPORTUNITIES**

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# Diversity Matters

## DEFINING DIVERSITY

Diversity has become quite the buzzword in recent years. It is especially popular in the Greater Toronto Area, an area whose inhabitants are among the most diverse in the world. The Oxford English Dictionary defines it as “the condition or quality of being diverse, different, or varied; difference, unlikeness.” But there is a diversity of ways in which one can be diverse.

## QUALITIES ATTRIBUTED TO DIVERSITY

- Ethnicity
- Gender
- Physical ability
- Size
- Age
- Sexual orientation
- Family situation
- Mental ability
- Socioeconomic status
- Religion
- Learning style
- Communication style
- Personality type

Similarly, Inclusion is a concept that is closely linked with diversity. Defined as “the action of including, the fact or condition of being included”, it refers to embracing people regardless of their differences, and fostering an environment where everyone feels represented and welcome.

## CAREERS IN DIVERSITY

A ‘career in diversity’ can take an endless variety of forms. These careers can be both in the private sector (e.g. human resources specialist) and in the public sector (e.g. an immigration officer). They can be “officially” diversity-related (e.g. Aboriginal Initiatives Officer) or unofficial (e.g. an office manager who actively promotes respect for diversity in the workplace). A career in diversity can mean bringing about change on a large scale (i.e. a health policy analyst on AIDS in Africa) or on the individual level, (e.g. a special education teacher). Essentially, careers in diversity are not only for those in official positions that require them to look after it, but can also be a career that does not directly assist people. An oncologist and a journalist that covers stories on unfair treatment of women have very different roles, but both are champions of diversity.

## IMPORTANT SKILLS FOR THOSE INTERESTED IN DIVERSITY AND INCLUSION RELATED PROFESSIONS

<b>Skill</b>	<b>Related duties</b>	<b>Why is it important?</b>
Communication	Writing e-mails and reports, active listening, speaking over the phone or publicly, meeting and working with others	A lack of correct communication practices can lead to miscommunication, confusion and unintended consequences such as perceived insensitivity, intolerance or offensiveness
Interpersonal	Collaborating with others, being part of a team, working in groups	It is becoming increasingly common to have to work with others and be able to navigate and manage differences effectively
Objectivity	Evaluating circumstances and people free from all misconceptions, personal beliefs, values, and stereotypes	Subjectivity can easily cloud one's judgement and encourage favoritism and partisanship on the one hand, mistreatment and abuse on the other
Risk-Taking	Challenging misperceptions, stereotypes, and false information; pushing the boundaries of what's comfortable and accepted; questioning the norm.	It is not always easy to be inclusive and respect diversity when others have a limited grasp of these ideals.
Sensitivity to Diversity	Be sensitive to differences in culture, religion, age, sexual orientation, and other markers of diversity as much as possible.	Being a champion of diversity and inclusion, you should lead by example. It is the best way to affect change
Knowledge of different types of diversity and related info	Learning new languages, reading about different religions and cultures, learning styles, disabilities, etc.	The more you know about others, the easier it may be to understand them. It fosters better understanding and clearer communication.
Problem Solving & Creativity	Mediating conflict, finding alternative ways to conquer roadblocks and obstacles, evaluating situations from a number of perspectives	As in any field of work, working across people's differences calls for flexibility, open-mindedness and the ability to 'think outside the box' in order to navigate difficulties
Life-Long Learning	Communicating with others and actively listening to their perspectives	Realizing that each individual is different despite the group they 'belong' to (religious, socioeconomic, etc.) and trying to understand that person's unique interpretation.

## WHAT CAN PEOPLE WITH AN INTEREST IN DIVERSITY DO?

Unlike other areas of work that may require a specific type and/or level of education and potentially have a narrow range of employment opportunities within the field, those with an interest in diversity and inclusion have such a wide range of paths they can follow to feed their passion using a variety of skills, specializations and qualifications. In fact, the more appropriate question is “what can people with an interest in diversity not do?” The following list of potential occupations demonstrates some of the possibilities along with one way in which they might support diversity. In no way is this list inclusive but it is present to highlight a few and to inspire you.

- **ACTIVIST**  
Raise awareness of diversity issues
- **ACTOR**  
> Use platform to raise awareness
- **CAREER COUNSELLOR**  
>Effectively manage client diversity
- **CASTING DIRECTOR**  
>Cast a diverse group of individuals
- **EARLY CHILDHOOD EDUCATOR**  
>Teach values of diversity
- **FITNESS INSTRUCTOR**  
>Promoting fitness to a diverse range of people with varying ages, ability and levels
- **HEALTH CARE PROFESSIONAL**  
>Increasing diversity in the facility through education and training
- **HUMAN RESOURCES SPECIALIST**  
> Hire diverse workforce
- **MANAGEMENT CONSULTANT**  
> Improve education and diversity practices in the workforce
- **MOTIVATIONAL SPEAKER**  
>Motivating people to be activist in the promotion of diversity
- **PUBLIC POLICY ANALYST**  
> Creating initiatives that foster a diverse community
- **RELIGIOUS WORKER**  
> Manage religious diversity in the workplace
- **SOCIOLOGIST**  
> Study and research the history of diversity
- **SPECIAL EDUCATION TEACHER**  
>Teaching a diverse group of students
- **WRITER**  
>Create pieces that include

a diverse profile of individuals

- WEB DEVELOPER

>Developing content that

is accessibility and promotes

diversity

Note: career profiles for all of the above jobs are available in the Career Centre and can be viewed using Career Cruising, a Canadian electronic career guide available in the Centre.

## GAINING RELEVANT EXPERIENCE

### Gaining Experience – On-Campus

UTM has a wealth of opportunities for those seeking to develop skills relevant to most of the careers above. Given the campus's strong commitment to diversity and efforts towards creating an inclusive community for every student, there is no shortage of places to get your foot in the door and start working towards success. Below is just a sample of some of these places. Some of these experiences are inherently equity and diversity oriented due to their mandate. Others are listed as they will provide key transferable skills for diversity careers.

#### *Community on Campus*

If you have an interest in working with people with intellectual disabilities, Community On Campus is a great place to start. Community on Campus Volunteers provided support to individuals who have an intellectual disability while they participate in various activities on campus. For more information for more information, please e-mail [April Forbes](#) or call (905) 828-5386.

#### *Accessibility Services*

The services are for students who have a physical, sensory, or learning disability, mental health disability, acquired brain injury, chronic health condition (be it a visible or hidden condition) and for students who have temporary disabilities (e.g. broken dominant arm). These services depend on student staff for many of its programs and services, and employs the use of invigilators, note-takers, mentors, readers, support workers.

- Outreach Assistants
  - Volunteers will participate in resource fairs and lead display booths by providing information to the UTM community about our services and programs. Volunteers will assist Accessibility Services recruit note-takers by making in-class announcements. Job shadowing training sessions will be provided.
- Support Assistants

- Volunteers will work one-on-one assisting students with disabilities in their activities on campus. These may include providing support in the classroom (ex. arranging the adjustable desk, setting up the student's laptop) or assisting students with mobility around campus.
- General Note-takers
  - Volunteers will be scheduled to attend certain lectures and take notes for our students. For this position, you do not have to be registered in the course you are auditing
- Accessibility Peer Mentor Program
  - Accessibility Services recruits volunteer Peer Mentors for the academic year. Peer mentors provide leadership, guidance, and support to students with disabilities as they make the transition to university.
- Volunteer as a Note-taker
  - Accessibility Services recruits reliable volunteers to serve as note-takers this academic year. Volunteer note-takers play an important role in supporting students with disabilities achieve their academic goals. Students who require note-taking services may have difficulties taking notes due to a documented learning, physical, sensory, mental health disability or medical condition.

For more information, please call 905-828-5422 or email [accessvolunteers.utm@utoronto.ca](mailto:accessvolunteers.utm@utoronto.ca)

### *International Education Centre (IEC)*

The University of Toronto Mississauga International Education Centre aspires to be an innovative, collaborative, and globally significant leader in the internationalization of the student experience. They have different volunteer opportunities for student on campus, such as International & New-to-Canada Student Buddy Program. Serve as a friend, guide and support for an international student, permanent resident, new immigrant, or exchange student. For more information contact, 905-569-4716 or email [international.utm@utoronto.ca](mailto:international.utm@utoronto.ca) You can also visit us in Davis 2071.

### *The Sexual Education Centre (SEC)*

The Sexual Education Centre, UTM's student organization committed to promoting positive healthy behaviors and attitudes in sexuality, requires Peer Support Volunteers to help operate the Centre and to provide information regarding sexual education, peer support, and a safe place for the University of Toronto student community. If you are enthusiastic about sexual education, we encourage you to join UTM SEC as a Peer Support Volunteer. For more information visit: <https://utmsec.weebly.com/volunteer.html>

### *UTM Women's Centre*

The UTM Women's Centre is a non-profit organization located on campus. Our mandate is to increase student awareness on issues pertaining to contemporary women at both a local and global level.

The center offers various events and educational workshops available to staff and students throughout the school year. The UTM Women's Centre is an excellent place to hear about upcoming events that relate to women's issues both on campus and in the community. For more information contact, [utmwomenscentre@gmail.com](mailto:utmwomenscentre@gmail.com)

### *UTMSU*

UTMSU serves as the body of elected representatives for all the full-time undergraduate students at UTM, and is a direct link to all sectors of the University such as faculty and administration. UTMSU members sit on administrative committees to promote the welfare and best interests of students. While promoting student involvement outside the classroom UTMSU also represents students with respect to academia, making sure students are treated fairly inside the classroom. There are plenty of opportunities for involvement, including volunteering, overseeing elections, and running for office, among others. For more information, contact [info@utmsu.ca](mailto:info@utmsu.ca).

### *The Centre for Student Engagement*

The Centre for Student Engagement at the University of Toronto Mississauga is committed to holistic learning and development. Informed by research and assessment, our campus & community based co-curricular programs, services and initiatives promote student engagement through innovative opportunities that contribute to student success.

Engaging within the community has been reported to improve students' engagement, academic outcomes and problem-solving skills. All volunteer programs within the Centre for Student Engagement (CSE) provide a Co-Curricular Record (CCR) notation when accomplished. For more information visit, [utm.utoronto.ca/utm-engage/community-engagement/volunteer-us](http://utm.utoronto.ca/utm-engage/community-engagement/volunteer-us).

### *University of Toronto Mississauga Library*

Become a UTM Library Ambassador. The UTM Library Ambassadors foster a healthy and vibrant community within the UTM Library. Our goal is to enhance the UTM academic experience by promoting mindfulness, relieving stress, encouraging creativity and peer-to-peer learning, as well as generating positive social relationships. Our events are run by students and for students, planning the drop-in de-stress events and creating educational opportunities to maximize students' experience in the Library.

### *Residence Life*

Our residence student staff and volunteers are our proudest asset and we would not be the same without them. They create community through engaging residents with various programming initiatives as well as through building relationships. Sound like something you want to be a part of? Come join our team!

There are plenty of opportunities within Student Housing & Residence life, both volunteer and paid. Explore our opportunities on the left sidebar and get involved! For more information visit, [utm.utoronto.ca/housing/residence-life/get-involved-opportunities-hiring](http://utm.utoronto.ca/housing/residence-life/get-involved-opportunities-hiring).

Another way to gain valuable skills and fulfill your sense of commitment to diversity is by joining an on-campus clubs. A few are mentioned below:

#### *Women and Gender Studies Student Alliance (WGSA)*

WGSA aims to provide an accepting space by organizing events that cater to the diverse experiences of the student population, as well as allowing them to form relationships and participate in diverse events on campus. For more information contact, [madeleine.beam@mail.utoronto.ca](mailto:madeleine.beam@mail.utoronto.ca)

#### *Amnesty International UTM*

The purpose of Amnesty UTM to promote awareness amongst the students on campus for human rights violations across the world and to promote activism against human rights violations. For more information contact, [amnestyutm@gmail.com](mailto:amnestyutm@gmail.com)

For the full list of clubs and academic societies on campus visit [ulife.utoronto.ca/organizations/list/campus/utm%26](http://ulife.utoronto.ca/organizations/list/campus/utm%26)

### Equity at the University of Toronto

U of T has a number of offices that advise the community on issues relating to equity, diversity, and human rights and also provide guidance on specific issues. One-way to gain relevant experience in terms of perusing a career in diversity would be to volunteer at some of our offices, these include:

- Anti-Racism and Cultural Diversity Office
- Community Safety Office
- Equity and Diversity Office, UTM
- Family Care Office, St. George
- LGBTQ Resources and Programs Office
- Indigenous Centre, UTM
- Sexual Harassment Office
- Status of Women Office
- Special Adviser on Equity Issues
- Special Advisor to the Principal on Equity Issues, UTSC
- AccessAbility Services, St. George, UTSC
- AccessAbility Resource Centre, UTM
- Resource Officer on Diversity, Equity and Leadership, UTM

For more information on the work these offices do and more, go to [www.equity.utoronto.ca](http://www.equity.utoronto.ca)

## Gaining Experience – Off-Campus

Do you have a cause or population that you would like to learn more about or make a positive change? There are many non-profit organizations that match your interest and take volunteers. Here are a few examples:

### *Canadian Mental Health Association* [cmha.ca/](http://cmha.ca/)

CMHA is the nationwide leader and champion for mental health who facilitates access to the resources people require to maintain and improve mental health and community integration, build resilience, and support recovery from mental illness.

### *Women's rights Canadians Women's foundation* [canadianwomen.org/](http://canadianwomen.org/)

Canadian Women's Foundation is Canada's public foundation for women and girls. They work on helping women and girl face distinct barriers that require distinct solutions ultimately improving economic and social conditions for everyone.

### *Across Boundaries* [www.acrossboundaries.ca/](http://www.acrossboundaries.ca/)

Across Boundaries provides a dynamic range of mental health support and services and works within Anti-Racism/Anti-Black racism and Anti-Oppression frameworks. These frameworks address the negative impact of racism and discrimination on mental health and well-being.

### *Youth Assistant Youth* [thepeerproject.com/](http://thepeerproject.com/)

Youth Assisting Youth is a volunteer-based peer mentoring program which individually matches mentors with similarly-aged "at-risk" or vulnerable children and adolescents aged 6-15 years old. YAY is a part of United Way.

### *Special Olympics Mississauga* [mississauga.specialolympicsontario.ca/](http://mississauga.specialolympicsontario.ca/)

The Mississauga District Community of Special Olympics Ontario has 560 registered athletes and 170 volunteers. Every facet of our community is dedicated to enriching the lives of people with intellectual disabilities.

### *Big Brothers Big Sisters of Peel* [peel.bigbrothersbigsisters.ca/](http://peel.bigbrothersbigsisters.ca/)

Big Brothers Big Sisters of Peel, a mentoring organization for children, is committed to providing caring adult relationships for children to promote their healthy development and enhance their self-esteem. Children in our programs are often living under very stressful circumstances and need a consistent adult role model and friend.

### *United Way* [unitedway.ca/](http://unitedway.ca/)

Its mission is "to improve lives and build community by engaging individuals and mobilizing collective action". The member campaigns raise money for local groups that address community issues and problems, and the national organization provides leadership, services and coordination to the members.

### *Our Place (Peel)* [ourplacepeel.org/](http://ourplacepeel.org/)

Our Place (Peel) is a registered non-profit agency founded in 1985 with a mandate to develop and operate emergency shelter and residential services for disadvantaged and homeless youth 16 to 21 years of age in the Peel Region.

*Canadian Centre for Diversity [ccdi.ca/](http://ccdi.ca/)*

The Canadian Centre for Diversity's goal is to create a Canadian society without prejudice and discrimination that celebrates diversity, difference, and inclusion through innovative programs that teach Canada's youth how to overcome fear and prejudice through information, education and involvement.

*Alzheimer's Society of Peel [alzheimer.ca/en/peel](http://alzheimer.ca/en/peel)*

The Alzheimer Society of Peel was incorporated in 1983 as a charitable non-profit Society. Since that time, our Chapter has diligently worked to support families and individuals affected by Alzheimer Disease. The Society serves the Region of Peel through our offices in Brampton and Mississauga. Our Chapter promotes public and professional awareness of Alzheimer Disease and related dementias and offers a variety of programs and services. All services and programs operate either free of charge or for a nominal fee. You do not need a diagnosis or a referral to access our services.

Below is a list of a few community directories for different Regions. They can be used as a tool to find community agencies and not-for-profit organizations that you might like to get involved with.

- Dufferin service Directory  
[mydufferin.ca/mental-health](http://mydufferin.ca/mental-health)
- Halton community directories  
[search.hipinfo.info/](http://search.hipinfo.info/)
- Toronto Community Directories  
[toronto.ca/ext/digital\\_comm/html-files/system/links.htm](http://toronto.ca/ext/digital_comm/html-files/system/links.htm)

## SAMPLE JOB POSTINGS

### Work-Study:

Media Officer, UTM Student Centre

Special Projects Coordinator, U of T Family Care Office

LGBTQ Resource Assistant, U of T Student Affairs

Assistant to Learning Disabled Students, U of T Accessibility Services

Research Assistant Centre for Addiction and Mental Health

Coordinator, Big Brother/Big Sister Mentorship Program

Psychosocial Research Assistant, Toronto General Research Institute

### Part Time:

Career Connection Assistant, Eva's Phoenix

Personal Assistant, Community Living Toronto

Charitable Representative, Public Outreach

Korean Speaking Office Representative, State Farm Insurance

Bilingual Call Centre Agent, Porter Airlines

HR Recruitment Coordinator, World Vision Canada

Farsi-speaking CAP Youth Worker, University Settlement Recreation Centre

ESL Teacher, Sky Academy

Research and Policy Analyst, World Education Services

Sign Language Instructor, Family Service Association of Toronto

Support Worker for Child with Autism, Family Service Association of Toronto

Events or Special Project Volunteer, Big Brothers Big Sisters of Peel

#### Full-Time:

Co-Coordinator of Recruitment and Retention, VON Peel

Correspondence Writer, Covenant House

Curriculum Specialist, George Brown College

Personal Support Worker, VON Peel

Senior Manager, Diversity, Heart and Stroke Foundation

#### FURTHER EDUCATION OPTIONS

The following is a list of programs that may be of interest for those interested in graduate and doctoral programs in various fields that deal with diversity. This list is by no means exhaustive and is simply a sample of the potential programs a student may take after graduating with an undergraduate degree.

#### Cultural and Multicultural Studies

Program Name	Offered by	Province	Degrees Offered
Intercultural Studies	Taylor University College and Seminary	Alberta	Master's
Cultural Mediations	Carleton University	Ontario	Doctoral and Professional
Cultural Studies and Critical Theory	McMaster University	Ontario	Master's
Immigration and Settlement Studies	Ryerson University	Ontario	Master's
Cultural Studies	Trent University	Ontario	Master's, Doctoral
Theory, Culture and Politics	Trent University	Ontario	Master's

Ethnic and Pluralism Studies	University of Toronto, St. George	Ontario	Master's, Doctoral and Professional
Religion, Culture and Global Justice	Wilfrid Laurier University	Ontario	Master's
Communication and Culture	York University	Ontario	Master's, Doctoral

### Disability Studies

Program Name	Offered by	Province	Degrees Offered
Disability Management	University of British Columbia	British Columbia	Master's
Disability Studies	University of Manitoba	Manitoba	Master's
Applied Disability Studies	Brock University	Ontario	Master's
Critical Disability Studies	York University	Ontario	Master's, Doctoral
Disability Management	University of Northern British Columbia	British Columbia	Master's

### Women's and Gender Studies

Program Name	Offered by	Province	Degrees Offered
Women's Studies	University of Lethbridge	Alberta	Master's
Women's Studies	Simon Fraser University	British Columbia	Master's And Doctoral
Gender, Race, Sexuality and Social Justice	University of British Columbia	British Columbia	Master's And Doctoral
Gender Studies	Memorial University of Newfoundland	Newfoundland & Labrador	Master's
Women and Gender Studies	Mount Saint Vincent	Nova Scotia	Master's
Women and Gender Studies	Saint Mary's University	Nova Scotia	Master's
Women and Gender Studies	University of Toronto, St. George	Ontario	Master's, Professional And Doctoral

Gender, Feminist & Women's Studies	York University	Ontario	Master's and Doctoral
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### Human Aging and Development

Program Name	Offered by	Province	Degrees Offered
Family Relations and Human Development	University of Guelph	Ontario	Master's and Doctoral
Aging, Palliative and Supportive Care Across the Life Course	University of Toronto, St. George	Ontario	Master's, Professional And Doctoral
Aging, Health and Well-Being	University of Waterloo	Ontario	Doctoral

### Religious Studies

Program Name	Offered by	Province	Degrees Offered
Global Studies	Providence College And Theological Seminary	Manitoba	Master's
Religious Studies	McMaster University	Ontario	Master's and Doctoral
Religious Education Degree	University of Toronto, St. Michael's College	Ontario	Master's
Religion, Culture and Global Justice	Wilfrid Laurier University	Ontario	Master's
Religious Studies	University of British Columbia	British Columbia	Master's and Doctoral
Religion	University of Manitoba	Manitoba	Master's and Doctoral

Religions and Cultures	Concordia University	Quebec	Master's
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Want to explore more options? Below are a few resources that may be used to find further education programs.

- [Petersons.com](http://Petersons.com)
- [GradSchools.com](http://GradSchools.com)
- [U of T, School of Graduate Studies \(sgs.utoronto.ca/Pages/default.aspx\)](http://UofT,SchoolofGraduateStudies(sgs.utoronto.ca/Pages/default.aspx))
- [Universities Canada \(universitystudy.ca/search-programs/\)](http://UniversitiesCanada(universitystudy.ca/search-programs/))

Be sure to check out the further education tab located on the Career Center website for additional resources and tips at:

[utm.utoronto.ca/careers/further-education](http://utm.utoronto.ca/careers/further-education)

#### HOW CAN THE CAREER CENTRE HELP?

The Career Centre has a wealth of information, resources and services to help you along your career path. In the Resource Library, the Career Centre has some great **books to help you plan your career**. They cover everything from exploring what is important to you in a career, writing a great resume and cover letter, preparing for different types of interviews and exploring further training and education options. Sample titles include:

- The Everything Alternative Careers Book
- Just Causes
- A View from Abroad
- Careers for Foreign Language Aficionados
- Careers for Good Samaritans and other Humanitarian Types
- Great Jobs for Foreign Language Majors
- Careers for Non-Conformists
- Careers for Culture-Lovers and Other Artsy Types

You can also visit our on-line library collection by going to the Career Centre website: <https://www.utm.utoronto.ca/careers/> Click on the Career Planning icon and then scroll down to Library Resources. Once you register, you can download a book for up to 14 days.

Want to be a Foreign Service Officer? Or how about a Diversity Human resource recruiter? The **National Occupational Classification (NOC) binders** in the Career Resource Library provide very detailed, specific and extensive information relating to hundreds of careers. From general overviews of the job, to working conditions, to sample job postings related to the field and related articles, the binders are sure to provide you with in-depth answers to many of your job-specific questions. Binders include:

- 112:** Human Resources
- 411:** Immigration /Customs
- 413:** Teacher
- 414:** ESL/Special Education Teacher
- 415:** Counsellor
- 415:** Social work
- 416:** Counselling Careers
- 416:** International Development
- 416:** International Relations
- 512:** Languages/Translator/Journalism
- 614:** Food and Hospitality

Industry Reports and Labour Market Information:

To learn more about the not for profit sector click on: <https://www.utm.utoronto.ca/careers/industry-reports> . You can also find out additional information about the Canadian labour market for that sector by visiting: <https://www.utm.utoronto.ca/careers/labour-market-information>

Career Planning by Year

Visit our Career Planning by Year page on our website for ideas about important career related activities for each year. You can visit us in the Career Centre to find out more about careers that interest you.

The UTM program plans are also a good resource to learn more about how you can use your degree and to find out how to map out your academic career path for each year while at UTM. Visit: [www.utoronto.caprogram-plans](http://www.utoronto.caprogram-plans).

Do you like information in an easy-to-read, easy-to-digest, take-home format? Take a look at our **tip sheets** on subjects like Effective Interviewing, Networking, and Preparing for Graduate School (Also available online).

The **Career Centre website** ([www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers)) also offers some very helpful resources to help you explore careers. Sign up for the **e-newsletter** to keep you updated about the latest events and resources. Sign up for **resume critiques** online, or cruise through the **online database** of jobs. Take a look at our events calendar to find out what's coming up in the next couple of weeks and sign up for **workshops, employer**

**events** and more. Explore through the careers that interest you the most by accessing **Career Cruising** on the **Career Learning Network (CLN)**.

Would you like a chance to interact with prospective employers and expand your networking circle? The Career Centre offers a number of events that help you connect with professionals and experts from all fields check CLN frequently under events and workshops. Attend the **Get Experience Fair, Graduate and Professional Schools Fair, or Get hired Job Fair** (For more information go to the career center website and check under the fairs tabs).

Are you still curious about what career path is best for you? Would you like a chance to experience working in an industry to find out if it is really the path for you? The **Extern Job Shadowing Program** can help. This job-shadowing program grants you a one- to five- day placement to shadow a career of interest. Previous extern placements have included: Translator, Family Counsellor, Teacher, Occupational Therapist, Editor/Writer.

Are you feeling lost, unsure and overwhelmed with finding out what career path you would like to choose? Our **Career Counsellors** are here to help. Book an appointment with one of our professionals who can help you discuss your career needs and ideas to explore possible career paths.

Are you graduating soon or a recent graduate? Sign up for the **Now that I am Graduating What's Next Workshop**. Attending this workshop will allow you to gain access to full-time job postings while you finish your final year of study or access full-time job postings for up to two years after you graduate. To find out more information check out the Career Centre website.

You've decided on a career or the type of job you want, but what's the next step? Our **Career Counsellors** and **Employment Strategists** can assist you in organizing your search and assisting you to develop with the marketing tools to help you successfully land the job you want. Please feel free to come and visit us in DV 3094. We can also be reached by phone at 905-828-5451, or by email at [careers@utm.utoronto.ca](mailto:careers@utm.utoronto.ca). Visit our website at [www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers)