



## **SCOTIABANK TRINIDAD AND TOBAGO LIMITED**

### **MEDIA RELEASE**

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#### **Scotiabank helps create positive experiences for Students with Disabilities.**

Finding a job is challenging for everyone. Add in a disability and it can become even more difficult. Furthermore, the transition from education to employment has unique considerations for Students with Disabilities (SWDs). To support this transition and help SWDs bolster their employment prospects and discover their full potential, the Diversability Employee Resource Group (ERG) at Scotiabank spearheaded Steps for Career Success for Secondary and Tertiary level students with varying types of disabilities from across the country.

The students participated in informative sessions on Resume Writing and Interview Tips, Digital Banking, Insurance, Investments and Compliance and Anti Money Laundering to name a few, aimed at clarifying their academic and career interests, gain exposure to specialized fields and develop their job search skills.

Shamla Maharaj – Lead of the Diversability ERG and a Product Delivery Analyst at Scotiabank shared her experience with the SWDs stating “It's important that you know that there are opportunities and ways to have a successful career. I've been in your shoes and I can tell you that there are organisations, like Scotiabank that are deeply committed to inclusive practices and I am proud that we are leading the way, helping you to develop the confidence and self-advocacy skills needed for success in your careers.”

Stephan Lalonde - Director, Human Resources, Scotiabank underscored the importance of the initiative, indicating “With expert, tailored career advice and guidance, these SWDs can see that there are opportunities available to them, thereby enhancing their personal development and professional preparation. While they may be concerned that others will see their disability a negative way, be judged to be a less capable candidate than those who don't have a disability and opt out, we can challenge this mindset by getting them to identify and focus on skills and abilities that they have developed. Positively positioning disability can be a game changer and at Scotiabank we value persons with diverse backgrounds and experiences.”

Michelle De Leon, a participant in the Steps for Career Success commented “I applaud Scotiabank for this initiative as there are not a lot of opportunities out there for persons with disabilities. Seeing the inclusive approach at Scotiabank is really good.” While another participant, Omar Harrinanan shared “It treated persons here as people, rather than “the disabled” and I came out with more knowledge and confidence in myself.”



Participants in Scotiabank's Steps for Career Success for Students with Disabilities with Scotiabank Executives and Diversability Employee Resource Group representatives



Some of the scenes from the Steps for Career Success for Students with Disabilities.

#### About Scotiabank

Scotiabank is a leading bank in the Americas. Guided by our purpose: "for every future", we help our customers, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets. With a team of over 90,000 employees and assets of approximately \$1.3 trillion (as at July 31, 2022), Scotiabank trades on the Toronto Stock Exchange (TSX: BNS) and New York Stock Exchange (NYSE: BNS). For more information, please visit <http://www.scotiabank.com> and follow us on Twitter @ScotiabankViews.

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