

Region of Peel Workforce Census

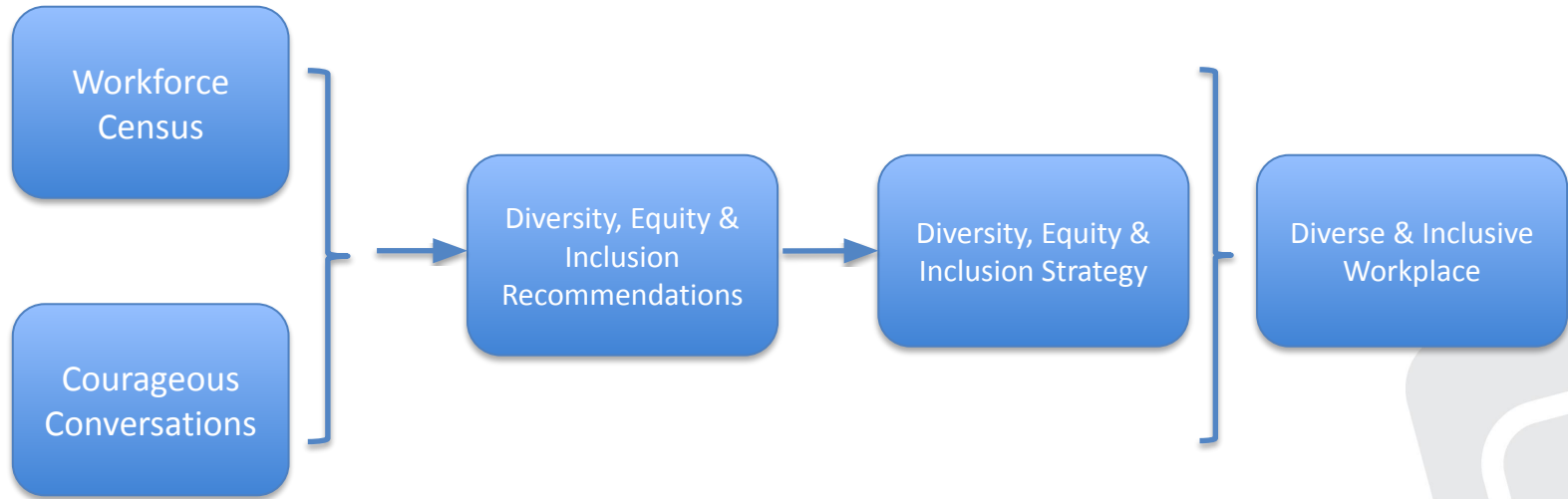
Overview, Findings, Key Takeaways

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Key Takeaways

1. Importance of data
2. Leadership buy-in
3. Governance
4. Power of conversation

Our Journey



The Objective & Methodology of our Workforce Census

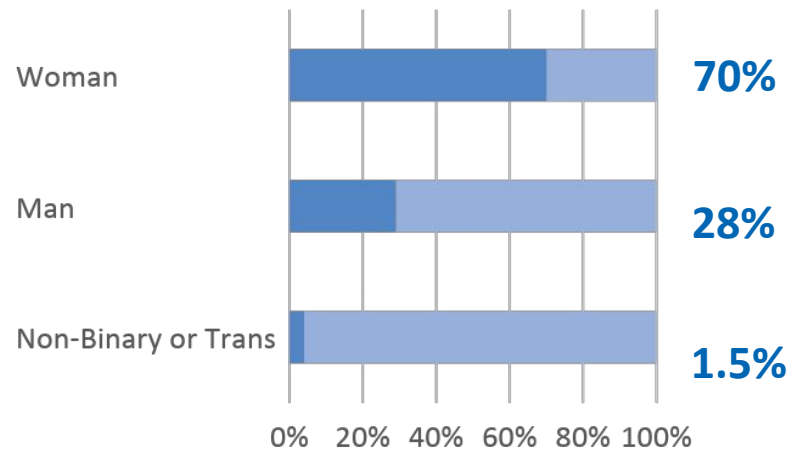
- Gather data to:
 - understand the make-up of our workforce
 - understand employee sentiments about diversity, equity and inclusion at the Region of Peel
- Conducted over a four week period (Oct/Nov 2020)
- Anonymous and administered online
- 50% response rate (approximately 3000 employees)

Demographics

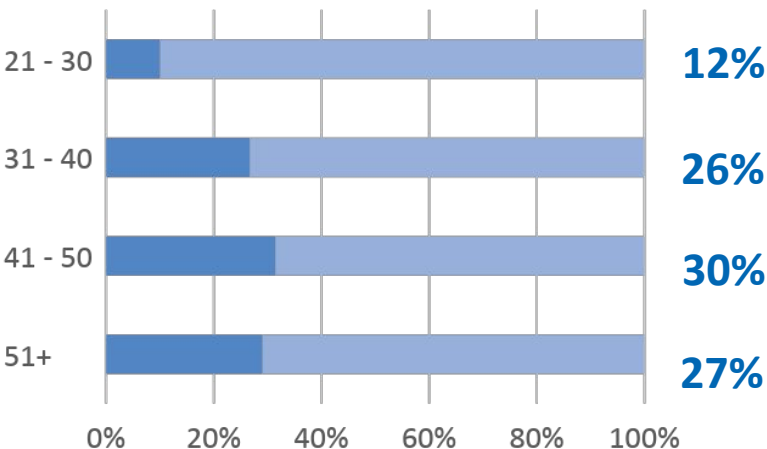


Demographics

Gender Identity



Age Bracket

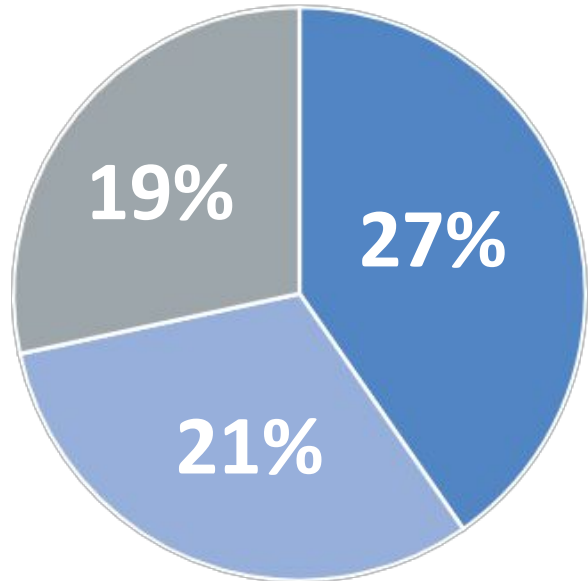


Top 5 Belief Systems	
Christian – 48%	Agnostic – 4%
No religion – 14%	Sikh – 4%
Spiritual – 7%	Muslim (Islam) – 4%
Hindu – 5%	

Demographics - People Leaders

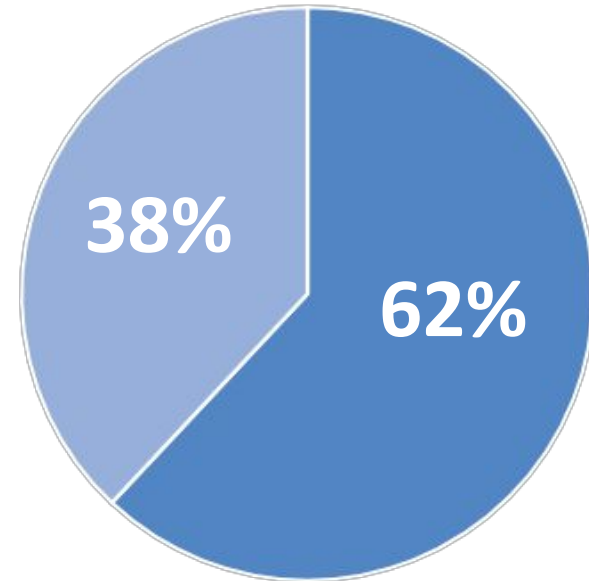


Gender



■ Man ■ Woman ■ Non-Binary or Trans

Race



■ White ■

BIPOC

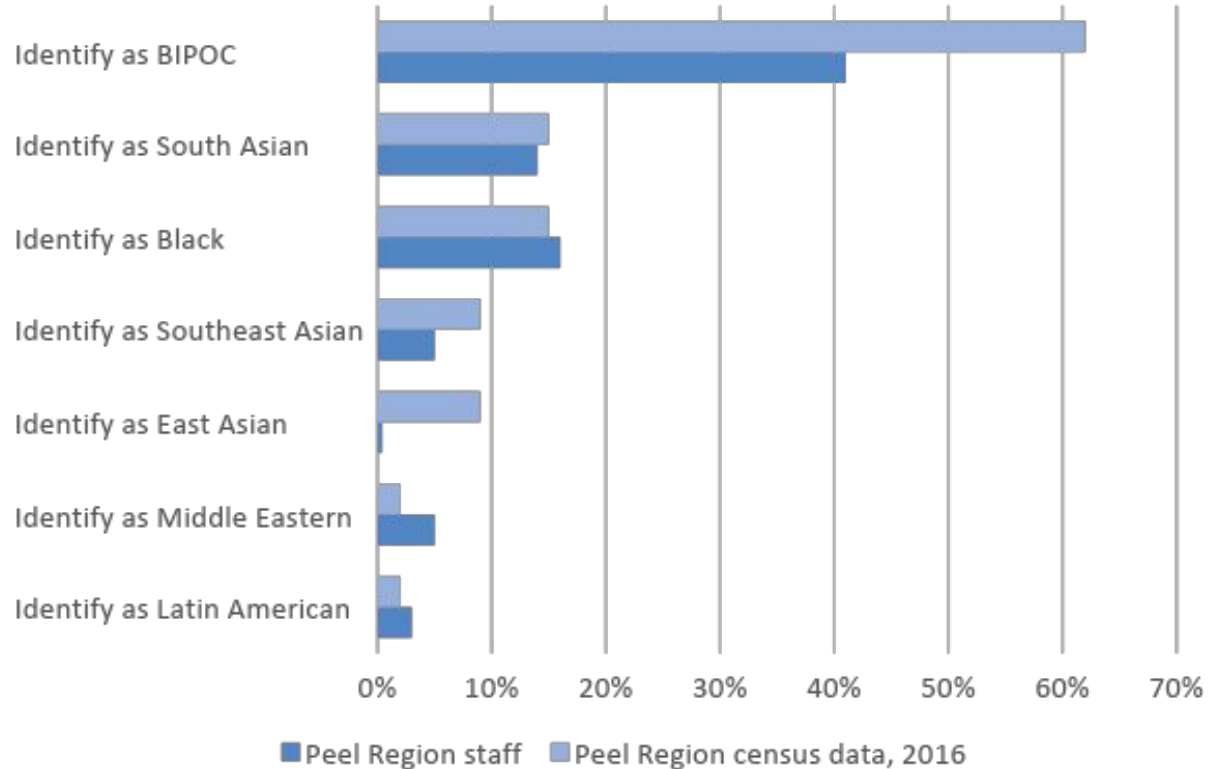
Demographics - Immigration

52%

of Peel's population
were born outside
of Canada
(2016 Stats Can)

48%

of survey
respondents were
born outside of
Canada



Employee Sentiment



Diversity, Equity, and Inclusion (DEI) Questions

The following DEI questions were asked to employees to better understand their employee experience

Diversity

- The staff is diverse at all levels of the organization (non-people leaders, supervisors, managers, directors, commissioners).
- I see myself reflected in the organization (including the many different parts of me).
- My team is made up of a diverse group of people (e.g. different genders, religions, abilities, ages, races, cultural backgrounds).
- My team members have diverse ideas, perspectives, and skills.
- My people leader thinks diversity is important.

Equity

- There are opportunities for me to grow and advance in my career at the Region of Peel regardless of my background and identity.
- I have the same access to learning and/or mentoring opportunities in the Region of Peel as my colleagues.
- My salary and benefits are similar to other respondents in roles like mine at the organization.
- My job performance evaluation is fair.
- When work has to get done that no one else is responsible for, the tasks are fairly divided.

Inclusion

- My unique differences are valued in the organization.
- I feel that my growth and development is equally supported when I compare my experience with that of my team members.
- I am comfortable sharing the different parts of who I am at work.
- My organization will respond in the right way if someone reports harassment or discrimination.
- My people leader tries to create a safe and welcoming environment for everyone.
- My people leader cares about me.
- I am included in decisions about my work.

Key Findings



Gender Identity and Racial Category



Respondents identifying as Non-Binary or Trans have a less positive DEI experience than respondents identifying as Gender Binary

- Respondents identifying as a Man or a Woman scored higher than respondents who identify as Non-Binary or Trans



Respondents identifying as a Man have greater access to advancement opportunities

- Respondents identifying as a Man move from role to role at faster rate than other genders
- For Men or Women identifying themselves as a People Leader, the roles that they identified themselves in were equal in proportion (i.e., supervisor, manager, director and commissioner roles)



Respondents identifying as Black or Indigenous Women have a significantly less positive DEI experience

- These groups report incidents of internal harassment 25% more than White Men and experiences of discrimination 26% more than White Men
- 63% of all people leaders are White, and White Men and Women have similar sentiment around DEI

Other Demographics



Black/Indigenous respondents have lower DEI sentiment compared to White respondents

- These respondents feel least positive about seeing themselves reflected across the Region of Peel



LGBTQ2S+ respondents have relatively similar DEI experience to heterosexual respondents

- LGBTQ2S+ respondents rate their overall DEI experience 3% lower than heterosexual respondents, with inclusion scoring the lowest among the three categories



Respondents who are most comfortable communicating in a language other than English have similar access to advancement opportunities as respondents who are most comfortable communicating in English

- Both sets of respondents have similar access to leadership positions: respondents who are most comfortable communicating in English represent 23% of leadership positions whereas the other respondents represent 21% of leadership positions

Other Demographics



Caregivers feel less positive about having equal advancement opportunities at Region of Peel

- Caregivers represent 73% of respondents with an equal proportion of those respondents who identify as Men and Women



Respondents identifying as having a disability have lower DEI sentiment

- Respondents represent 8% and identify as having a disability with an equal proportion of those respondents who identify as Men and Women



Newer immigrants have significantly higher DEI sentiment compared to immigrants who have been in Canada for >10 years and respondents who are born in Canada

- Around half (48%) of the Region of Peel's respondent population identified as immigrants/not born in Canada
- Immigrants who've been in Canada for less than 10 years noted the importance of diversity, fair division of work tasks, and felt the Region of Peel would respond if someone reports discrimination/harassment

Courageous Conversations



Courageous Conversations – June 2020 to March 2021

- Created safe space for Regional employees to:
 - increase knowledge and understanding about lived-experiences, obstacles and opportunities that address systemic discrimination and racism within our workplace
- 10 sessions, each focused on different dimensions of diversity
 - Black Community; First Nations, Metis, Inuit Peoples; East & South East Asian People; Religion & Faith; Accessibility & Disability; South Asian People; LGBTQ2S+ Community; Gender Bias; Ageism

Key Themes

Desire for open, personal, supportive conversations and to learn about and commemorate diverse celebrations, events and observances

Need for education and training across all levels of the organization

Policies, processes and practices need to support diversity, equity and inclusion

Diverse representation is not seen at all levels of the organization (namely leadership). Importance of diverse role models

Bias and lack of transparency with respect to recruitment, promotion and access to learning opportunities

Accountability needs to be embedded in diversity, equity and inclusion efforts

DEI Recommendations



DEI Recommendations

- Workforce census results rolled out internally January-March 2021
- Workforce DEI recommendations developed April 2021
 - Informed by WFC and CC
 - Phased-in Implementation planned 2021 – 2025
 - Five key focus areas:
 - Inclusive and Respectful Workplace
 - Career Advancement and Promotion Processes
 - Employee Education
 - Recruitment
 - Employee Engagement

DEI Recommendations

Examples of DEI recommendations in progress:

- Introduction of a Diversity Principle for recruitment
- Development of a Diversity, Equity and Inclusion Learning Framework, which includes topics such as:
 - Unconscious & Conscious Bias
 - Inclusive Leadership
 - Indigenous Culture & History
 - Anti-Black Racism
- DEI Recommendations are not exhaustive
 - Currently aligned to address the workforce
 - Will evolve to include a community focus

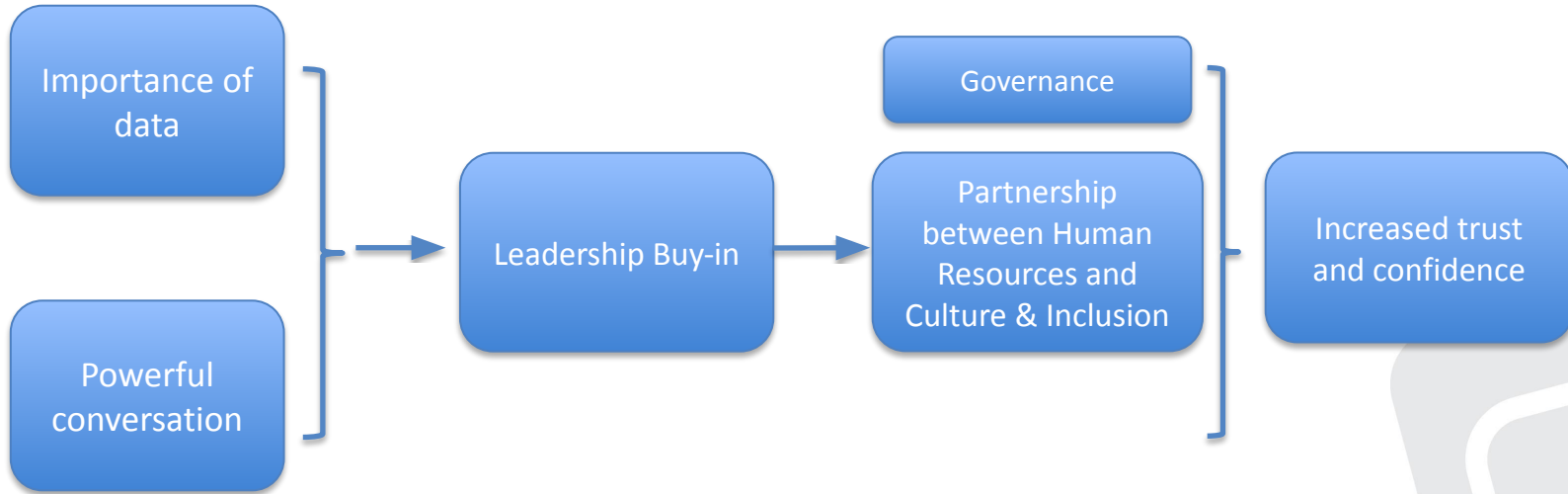
Next Steps



Next Steps

- Phased-in Implementation of DEI Recommendations
- Review of policies, practices and processes through an Employment Systems Review
- Development of Diversity, Equity and Inclusion Strategy

Key Takeaways



Thank you. Questions?

