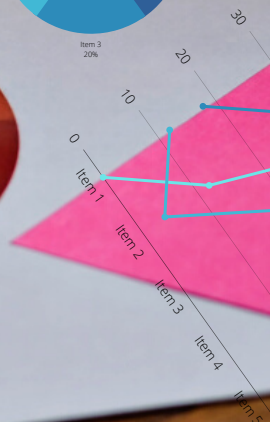
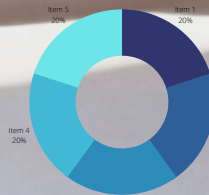
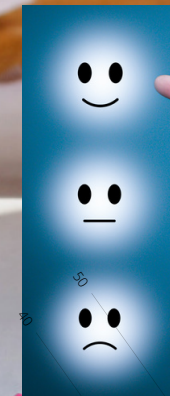
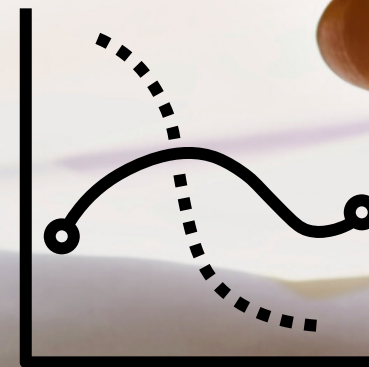




Peel's CSWB Plan 2020-2024



Disaggregated Workforce Assessment Tool



Disaggregated Workforce Assessment Tool

Introduction

- A tool to support the collection of organizational workforce data in Peel.
- Gathered information identifies regional gaps in socio-demographic data.
- Provides equity and inclusion performance organizationally and regionally.
- Sets the stage for systemic change.
- The survey can be completed by:
 - an organization that chooses to participate
 - individual employees on their own





Disaggregated Workforce Assessment Tool

Funding and Timeline

The Region of Peel provided seed funding under the Community Safety and Wellbeing Plan's Systemic Discrimination stream.

- Region of Peel's call for submission of proposal: September 2021
- Proposal submitted: September 2021
- Approval received and work initiated: October 2021
- Project completion: December 2021
- Tool Launch: March 2022





Disaggregated Workforce Assessment Tool

Process and Outcome

- RDR leads as the host organization
- Systemic Discrimination Action Table Partners collaborated:
 - Canadian Mental Health Association of Peel Dufferin
 - Convene Toronto
 - Dufferin Peel Catholic District School Board
 - Indus Community Services
 - Region of Peel
 - The Regional Diversity Roundtable
- 15 collaborative meetings were held to develop the tool.





Disaggregated Workforce Assessment Tool

Background Research

This initiative took into account organizations that have engaged in workforce census exercises and were willing to share their tools and insights:

- City of Mississauga
- Dufferin Peel Catholic District School Board (Student Census)
- Peel Children's Aid Society
- Peel District School Board
- Region of Peel





Disaggregated Workforce Assessment Tool

Initiative Alignment and Scaling

- CSWB governance structure and priority streams engaged.
- Communications and branding were developed for outreach and impact alignment.
- Tool platform: retaining respondent confidentiality for scaling.
- Broad dissemination of the tool and invitation to participate.
- Collective work profiled.





Disaggregated Workforce Assessment Tool

Next Steps

- Tool to remain open for response collection till June 30, 2022.
- Data review and analysis for participating organizations and development of the regional snapshot.
- Release of the report: winter of 2022.
- Identification of process, analysis, and systems challenges to guide modified second iteration of the tool.





Disaggregated Workforce Assessment Tool

<https://www.surveymonkey.com/r/DWAT2022>

Questions, Comments and Feedback





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E: rdr@regionaldiversityroundtable.org



THANK YOU



Disaggregated Workforce Assessment Tool