



REGIONAL MUNICIPALITY OF PEEL
DIVERSITY, EQUITY, AND ANTI-RACISM COMMITTEE
AGENDA

Meeting #: DEAR-1/2023
Date: Thursday, April 6, 2023
Time: 9:30 AM - 11:00 AM
Location: Council Chamber, 5th Floor
Regional Administrative Headquarters
10 Peel Centre Drive, Suite A
Brampton, Ontario
Members: N. Brar, B. Crombie, C. Early, N. Iannicca, J. Kovac, R. Santos, A. Tedjo, G.S. Toor

The meeting will be live streamed on <http://www.peelregion.ca/>

1. CALL TO ORDER/ROLL CALL
2. ELECTION OF CHAIR AND VICE-CHAIR
3. INDIGENOUS LAND ACKNOWLEDGEMENT
4. DECLARATIONS OF CONFLICTS OF INTEREST
5. APPROVAL OF AGENDA
6. DELEGATIONS
 - 6.1 Ava Wells, Manager, and Allen Christensen, Consultant, Survey & Insights, WorkTango
Providing an Overview of the 2022 Organizational Workforce Census Results

(Related to 7.1)
7. REPORTS
 - 7.1 2022 We All Count Workforce Census
(For information) (Related to 6.1)
 - 7.2 Diversity, Equity, and Inclusion Journey for Community Investment Funding
(For information)
8. COMMUNICATIONS

9. **OTHER BUSINESS**
10. **CLOSED SESSION**
11. **NEXT MEETING**
Thursday June 29, 2023
9:30 a.m. – 11:00 a.m.
Council Chamber, 5th Floor
Regional Administrative Headquarters
10 Peel Centre Drive, Suite A
Brampton, Ontario
12. **ADJOURNMENT**

FOR OFFICE USE ONLY		Attention: Regional Clerk Regional Municipality of Peel 10 Peel Centre Drive, Suite A Brampton, ON L6T 4B9 Phone: 905-791-7800 ext. 4582 E-mail: council@peelregion.ca	
MEETING DATE YYYY/MM/DD 2023/04/06	MEETING NAME DEAR Committee		
DATE SUBMITTED YYYY/MM/DD 2023/03/06			
NAME OF INDIVIDUAL(S) Ava Wells and Allen Christensen			
POSITION(S)/TITLE(S) Manager, Surveys & Insights and Consultant, Survey & Insights			
NAME OF ORGANIZATION(S) WorkTango			
E-MAIL ava.wells@worktango.com / Allen.Christensen@worktango.com	TELEPHONE NUMBER 8332282646	EXTENSION 814	
INDIVIDUAL(S) OR ORGANIZATION(S) ADDRESS 639 Queen Street W, Suite 502, Toronto, ON M5B 2V7			
REASON(S) FOR DELEGATION REQUEST (SUBJECT MATTER TO BE DISCUSSED) To provide an overview of the 2022 Organizational Workforce Census results			
A formal presentation will accompany my delegation <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
Presentation format: <input checked="" type="checkbox"/> PowerPoint File (.ppt) <input type="checkbox"/> Adobe File or Equivalent (.pdf) <input type="checkbox"/> Picture File (.jpg) <input type="checkbox"/> Video File (.avi,.mpg) <input type="checkbox"/> Other <input type="text"/>			
Additional printed information/materials will be distributed with my delegation : <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Attached			
<p>Note: Delegates are requested to provide an electronic copy of all background material / presentations to the Clerk's Division if possible 72 hours, but not less than 24 hours, prior to the meeting start time. Delegation requests and/or materials received after 9:30 a.m. on the Wednesday prior to the meeting will not be provided to Members.</p> <p>Delegation requests received less than 72 hours prior to the meeting start time that relate to an item listed on the agenda will be added to the agenda only upon the approval of Council or Committee at the meeting.</p> <p>Delegates should make every effort to ensure their presentation material is prepared in an accessible format. Once the above information is received in the Clerk's Division, you will be contacted by Legislative Services staff to confirm your placement on the appropriate agenda.</p> <p>In accordance with Procedure By-law 56-2019, as amended, delegates appearing before Regional Council or Committee are requested to limit their remarks to 5 minutes and 10 minutes respectively (approximately 5/10 slides). Delegations may only appear once on the same matter within a one-year period, unless a recommendation pertaining to the same matter is included on the agenda within the one-year period and only to provide additional or new information.</p>			
<p>Please save the form to your personal device, then complete and submit via email attachment to council@peelregion.ca</p>			

Notice with Respect to the Collection of Personal Information
(Municipal Freedom of Information and Protection of Privacy Act)

Personal information contained on this form is authorized under Section 5.4 of the Region of Peel Procedure By-law 56-2019, as amended, for the purpose of contacting individuals and/or organizations requesting an opportunity to appear as a delegation before Regional Council or a Committee of Council. The completed Delegation Request Form will be redacted and published with the public agenda. The Procedure By-law is a requirement of Section 238(2) of the Municipal Act, 2001, as amended. Please note that all meetings are open to the public except where permitted to be closed to the public under legislated authority. All Regional Council and Committee meetings are live streamed via the internet and meeting videos are posted and available for viewing subsequent to those meetings. Questions about collection may be directed to the Manager of Legislative Services, 10 Peel Centre Drive, Suite A, 5th floor, Brampton, ON L6T 4B9, (905) 791-7800 ext. 4462.

Please save the form to your personal device, then complete and submit via email attachment to council@peelregion.ca

2022 We All Count! Workforce Census Results

Prepared for Region of Peel
Diversity, Equity and Anti-Racism
Committee

April 6th, 2023

worktango

Agenda

1. Introduction
2. Overall Findings

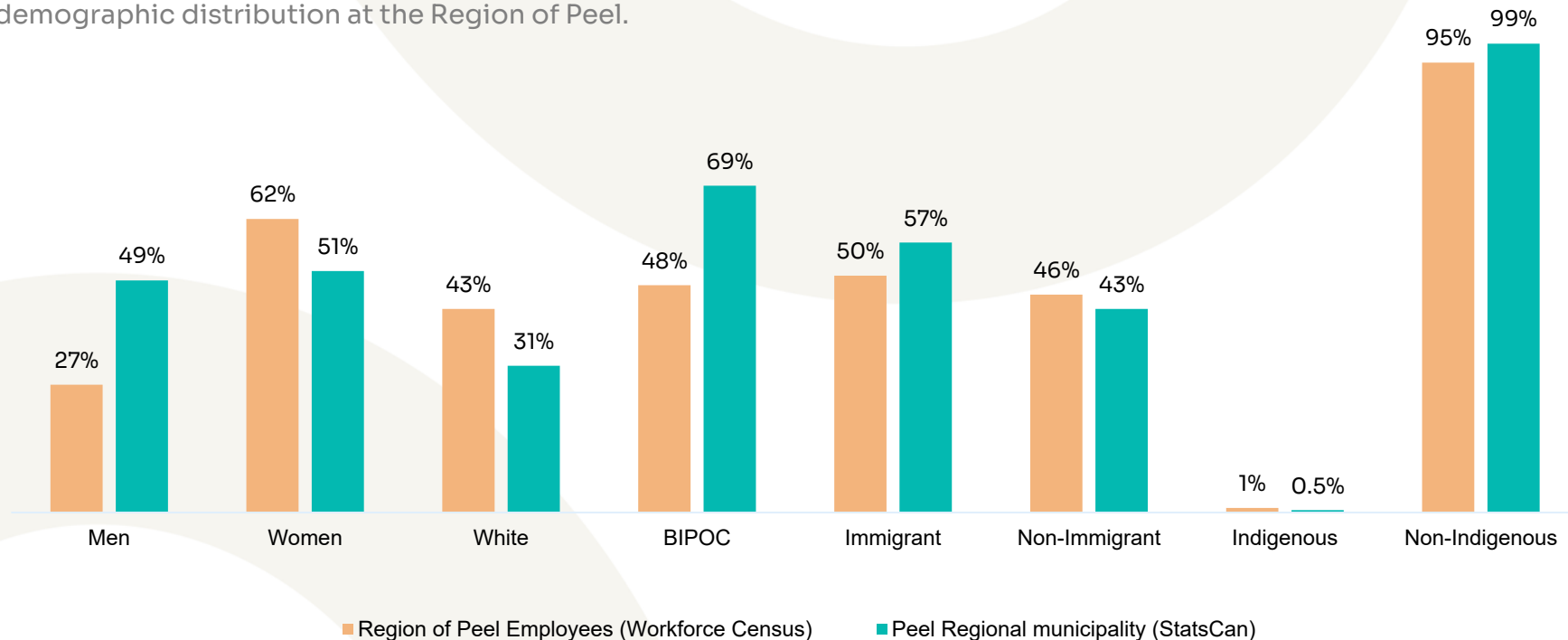
Introduction

- The We All Count workforce census was a confidential, online survey that focused on the collection of demographic data and employee sentiments (feelings) about diversity, equity, inclusion, health, safety and wellness, at the Region of Peel.
- Collecting this data is an essential step to understanding the make-up of our organization and how representative our workforce is of the community we serve. Capturing this data will allow us to develop informed, evidence-based action planning to embed diversity, equity and inclusion in everything we do.

Department	# of respondents	Response Rate (%)
Organization – wide	3366/6090	55%

StatsCan Demographic Comparison

Data was sourced from the StatsCan 2021 Census for the Peel Regional Municipality and compared to employee demographic distribution at the Region of Peel.



The representation of men, women, white, BIPOC, and immigrant employees at the Region of Peel significantly differs from the StatsCan data for the municipality of Peel.

Introduction

Survey Overview



Response Rates

55%

3366 out of 6090 employees responded

4

week survey duration (Oct 5 to Nov 2, 2022)



Methodology (Appendix I for Questions)

4

Diversity questions

6

Equity questions

8

Inclusion questions

8

Health, Safety, and Wellness questions



Diversity Demographics (Appendix II for Diversity Demographic Definitions)

15

Demographic questions

3

Ability Status questions

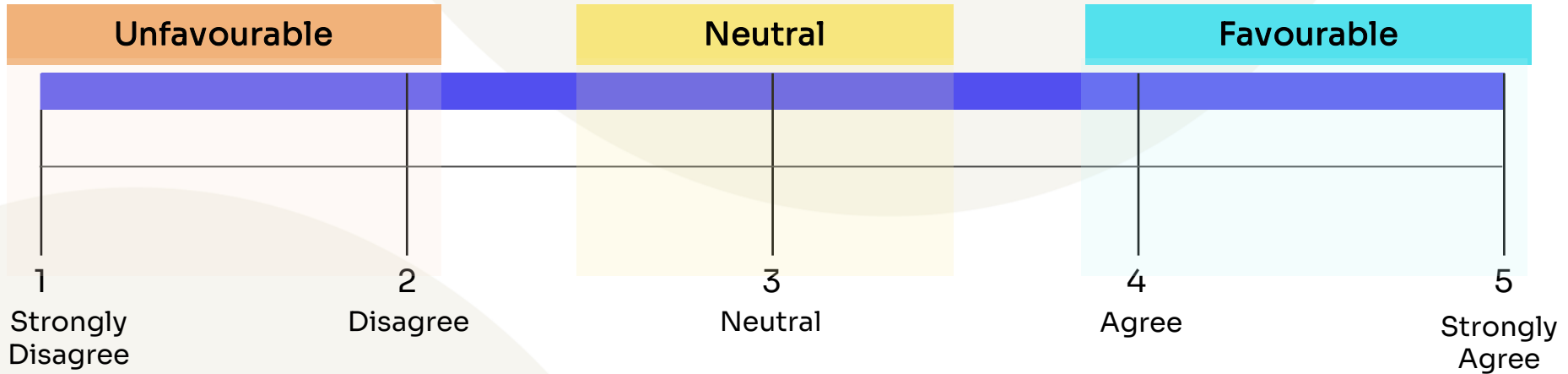
2

Accommodation questions

- *Trending compared to 2020 Workforce data is displayed, where available.
- DEI experience refers to employee perceptions about DEI and HSW in the organization
- A factor is a set of questions along a theme or topic, e.g. Diversity
- DEI factors refers to Diversity, Equity, and Inclusion
- HS&W factor refers to Health, Safety, and Wellness

Introduction

Interpreting the Data



Key Considerations for using the “top-box” method

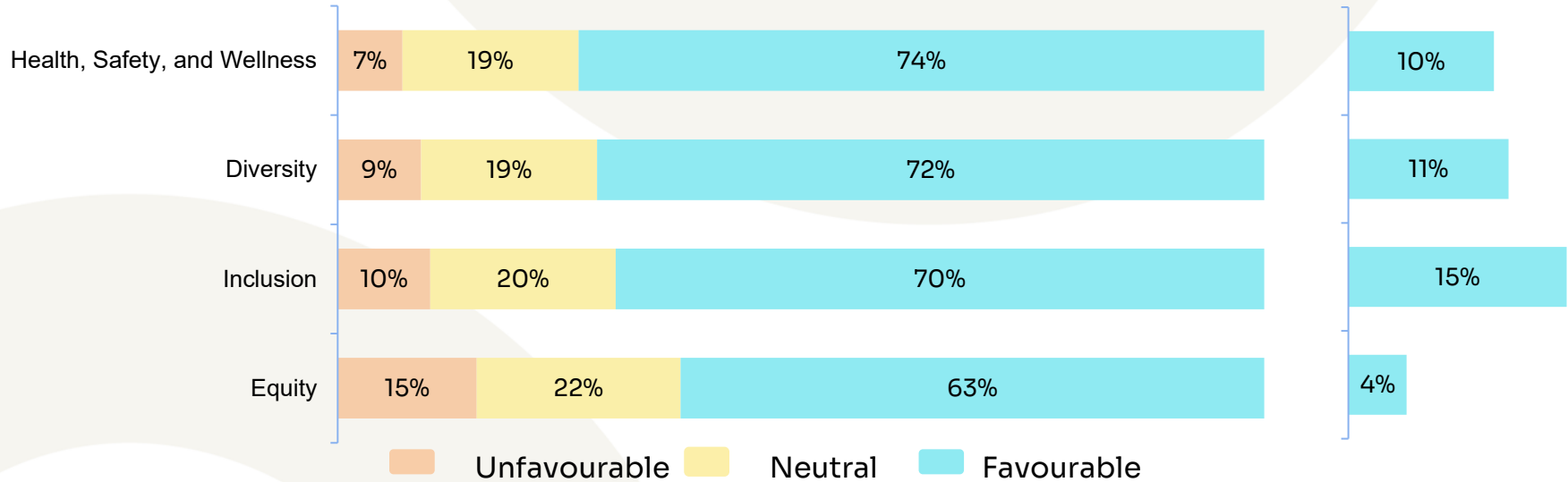
- Allows for differentiation between “agree” and “disagree” responses (i.e., audience can clearly understand the proportion of positive and negative sentiments)
- Visually presents both groupings of data (versus the average method of calculation which only displays one number and is subject to skews)
- Allows categories and questions to be stack ranked (i.e., ranked from most positive to least positive)
- For slides comparing demographic results, percentages shown reflect results in terms of % positive/favourable.
- Percentage differences of +/- 5% are considered significant differences

Overall Findings

By Factor

Disclaimer: The Diversity, Equity and Inclusion factors include some questions from 2020; along with new questions in the 2022 Workforce Census. Some new, and previous questions from 2020 have also been aligned under the new Health, Safety and Wellness factor.

Compare to: Census Survey - 2020



Overall, employees showed favourable sentiments towards the factors addressed in this survey, with 1 in 5 employees responding neutrally to all 4 factors. There was an 11, 4, and 15 percentage point increase in Diversity, Equity and Inclusion scores, respectively, compared to 2020. Equity favourable scores were significantly lower than the other three factors.

Key Insights



BIPOC employees expressed concerns with Diversity and Equity

- Employees who identified as BIPOC were less likely than those identifying as White employees to favourably rate their DEI experience, with Diversity and Equity factors scoring lowest among the four factors.
- Equity issues for BIPOC employees included feeling less favourable about opportunities for them to grow and advance in their careers.
- Employees who identified as White provided significantly more favourable scores on team diversity and believing that the workforce is diverse at all levels of the organization.



Persons identifying as having a disability experienced challenges in their DEI experience

- Scores for Equity, Inclusion, and HS&W factors from Persons who identify as having a disability were significantly lower than for those who identify as having no disability.
- Equity favourability scores were 16 percentage points lower for those individuals who identify with a disability compared to those that do not identify with a disability regarding opportunities to grow and advance careers; and 9 percentage points lower for perceiving the workload as evenly and fairly distributed among team members.



Caregivers found some aspects of the Equity factor to be challenging

- Caregivers made up about two-thirds of the Region of Peel's population with an even distribution of men and women.
- The Equity percent favourable scores for caregivers are 7 percentage points lower than for the non-caregivers group, notably around perceptions that workload is evenly and fairly distributed, that there are opportunities to grow and advance, and salary and benefits are similar to other employees.

For Information

REPORT TITLE: 2022 We All Count Workforce Census

FROM: Gary Kent, CPA, CGA, ICD.D, Chief Financial Officer and Commissioner of Corporate Services

OBJECTIVE

To provide the Diversity, Equity and Anti-Racism Committee with the results of the 2022 We All Count Workforce Census.

REPORT HIGHLIGHTS

- The 2022 Workforce Census survey was administered by external vendor, WorkTango, from October 5 to November 2, 2022
 - The 2022 organizational Workforce Census participation rate was 55.3%; approximately 5% higher than the 2020 census
 - Overall, favourable diversity, equity and inclusion (DEI) scores increased in comparison to the 2020 census
 - Key insights and considerations have been identified at both the organizational and departmental levels
 - The Region of Peel's five-year DEI Strategy and Action Plan will be completed in Q2 2023
 - Intentional DEI efforts must continue to have a deeper, lasting impact, to truly affect meaningful change, and create environments where inclusion is practiced, and everyone feels a sense of belonging
 - Ongoing updates on progress and initiatives to support DEI will be brought to the Diversity, Equity and Anti-Racism Committee
-

DISCUSSION

1. Background

Diversity, equity and inclusion (DEI) is a priority at the Region of Peel. Data is needed to effectively plan, make informed decisions, and meaningfully affect change. In 2020, the Region of Peel administered its first workforce census to better understand the demographic makeup of the organization and how DEI can impact the employee experience. To support the continuous collection of data and benchmark any changes or progress over time, the 2022 We All Count Workforce Census (WFC) was administered. This confidential, online survey focused on collection of demographic data and employee sentiments related to diversity, equity, inclusion, health, safety and wellness at the Region of Peel.

The Region of Peel acquired an external vendor, WorkTango, to administer and analyze data for both the 2020 and 2022 the WFC. In 2022, the survey was administered over a four-week period from October 5 to November 2, 2022. The overall organizational participation rate for the 2022 WFC was 55.3%, an increase of 5% from the 2020 WFC (50.4%).

2022 We All Count Workforce Census

a) Survey Overview

The WFC consisted of 46 questions and can be broken down as follows:

- Four (4) Diversity
- Six (6) Equity
- Eight (8) Inclusion
- Eight (8) Health, Safety and Wellness
- 15 Demographic
- Three (3) Ability Status
- Two (2) Accommodations

Sentiment questions were broken out into **four (4) factors**: Diversity, Equity, Inclusion and Health, Safety & Wellness.

- Questions were based on a five-point scale from “Strongly Disagree to Strongly Agree,” with the option of “Prefer not to Answer” for any question.
- Results were reported in terms of favourability.
- Where possible, trending was applied to questions that were asked in the 2020 WFC

2. Findings

Overall, organization-wide favourable scores for DEI experience increased in comparison to the 2020 WFC results, in all four factors of Diversity; Equity; Inclusion and Health, Safety and Wellness. Despite 2022 scores being higher than 2020, lower organization-wide favourable scores were found in respondents who identified as one or more of the following: non-binary, Indigenous, 2SLGBTQ+, persons with a disability.

Organization-wide favourability scores in all factors were:

- Diversity – 72% favourability, up 11% from 2020
- Inclusion – 70% favourability, up 15% from 2020
- Equity – 63% favourability, up 4% from 2020
- Health, Safety and Wellness – 74% favourability
 - This is a new factor for the 2022 WFC, but a 10 per cent increase from 2020 can be noted for questions related to discrimination and harassment which is now included in this factor.

Below are some of the key insights that were identified in the findings.

a) Diversity

Organization-wide favourable inclusion scores were 15 per cent higher than 2020. While this certainly indicates progress, the same trend noted above is present here, with lower scores being seen for employees who identified as non-binary and/or 2SLGBTQ+, persons with disabilities and Indigenous. Specifically, these groups of respondents expressed less favourable sentiments toward feeling comfortable sharing different parts of their identity at work and feeling respected by people leaders and team members.

b) Equity

Organization-wide scores indicated positive sentiments toward *people leaders having fair and reasonable expectations from team members, and access to learning and/or mentoring opportunities*. There was a slight decline in positive sentiments related to *equity in salary and benefits* across the organization.

2022 We All Count Workforce Census

Lower equity scores were found for those who identified as Black, Indigenous, or Person of Colour (BIPOC), persons with disabilities and caregivers, particularly in the areas of:

- *Growth and career advancement*
- *Access to learning opportunities*
- *Salary and benefits*
- *Job performance evaluations*

c) Inclusion

Organization-wide favourable inclusion scores were 15 per cent higher than 2020. While this certainly indicates progress, the same trend noted above is present here, with lower scores being seen for employees who identified as non-binary and/or 2SLGBTQ+, persons with disabilities and Indigenous. Specifically, these groups of respondents expressed less favourable sentiments toward feeling comfortable sharing different parts of their identity at work and feeling respected by people leaders and team members.

d) Health, Safety and Wellness

Organization-wide, *reports of harassment and discrimination* have decreased since 2020. However, when interpreting this finding, it is worthwhile to consider that a large number of employees have been working remotely since March 2020, and about 25 per cent of employees who experienced harassment and discrimination did not report it. Also of note, one in six employees who identified as having a disability reported experiencing discrimination versus one in 11 for those who do not have a disability.

The highest favourable scores were related to questions that assess *leaders and team creating a safe and welcoming environment*. However, for those who identify as Indigenous, non-binary, persons with disabilities and/or 2SLBTQ+, less favourable scores were reported, particularly towards *people leaders trying to create a safe and welcoming environment* and belief in *people leaders responding appropriately to reports of harassment and discrimination*.

3. Proposed Direction

Many initiatives to strengthen DEI in the organization have already been implemented since the 2020 WFC via the DEI Recommendations, which were divided into three phases. Phase One implementation was completed in December 2022 and included the following:

- Adding an Anti-Racism component to the Respectful Workplace Policy and Program
- Review of the investigations process to increase ease, comfort and safety of reporting and transparency for employees
- Development of an Inclusive Organizational Development Framework
 - This framework supports employees' ability to practice inclusion and demonstrate behaviours that respect diversity and inclusion
 - Introduction of Inclusion competency and DEI mandatory learning courses
- Promotion of the *Accessibility for Ontarians with Disabilities Act* refresher training to increase awareness and education of accessible and inclusive practices
- DEI Review of policies, processes and practices related to recruitment, promotion and pay
- Continued events organized by the Office of Culture and Inclusion to recognize, celebrate, and educate about various observances

2022 We All Count Workforce Census

While only inferences can be made, it is possible that some of the above initiatives contributed to the increased favourable DEI sentiments in the organization.

The Region of Peel will continue to advance DEI within the organization. Tools and resources will be developed to support the organization, particularly people leaders, to facilitate increasing DEI knowledge, encourage introspection, reflection and conversations that are foundational to advancing DEI. Work has also commenced to include a focus on community with plans influence program and service delivery to include a DEI lens.

The Region of Peel is actively developing its five-year DEI Strategy, in partnership with external vendor KPMG. This strategy and accompanying Action Plan will be completed in Q1 2023. Data from the workforce census, as well as phases two and three of the DEI Recommendations, will be incorporated into the DEI Strategy and Action Plan. A measurement framework is also in development and will align to the DEI Strategy. Some of the work identified for 2023 includes:

- Further improving psychological health and well-being for employees through recommendations identified in the Psychological Health & Safety Framework
- Infrastructure that supports diversity and inclusion through partnerships with Real Property & Asset Management
- Implementation of the recommendations from the DEI review of policies and processes related to recruitment, pay and promotion
- Creation of Employee Resource Groups to increase opportunities for employee engagement and accountability
- Implementation of a pilot Supplier Diversity program, led by Procurement
- Identification of work and insights that should be brought forward to Council via the Diversity, Equity and Anti-Racism Committee

RISK CONSIDERATIONS

Research shows that the benefits of diversity and inclusion in organizations can result in increased productivity, engagement and innovation. Results of the Region of Peel's second workforce census indicate an increase in favourability scores in Diversity, Equity, Inclusion and the harassment and discrimination subset of Health, Safety and Well-Being. Efforts to become a more diverse and inclusive workplace seem to be having a positive effect for organization culture. Results also indicate the continued gap in diverse representation at all levels of the organization, (leadership positions in particular) and that not all groups feel the same level of trust, safety and belonging in the workplace.

Intentional DEI efforts must continue in order to have a deeper, lasting impact, to truly affect meaningful change, and create environments where inclusion is practiced, and everyone feels a sense of belonging. The collection of data is integral to ensure informed decision-making and action planning that affects meaningful change. The Region of Peel will explore opportunities to collect similar data through new mechanisms.

Failure to advance DEI in an intentional way may result in loss of diverse and top talent, feelings of resentment or lack of safety, and continued inequities perpetuated through internal systems and practices. It is imperative that efforts to advance DEI continue and include a deep dive into the policies and practices that perpetuate systemic discrimination and barriers.

2022 We All Count Workforce Census

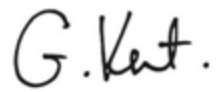
CONCLUSION

The Region of Peel has concluded its second workforce census. It is imperative that efforts to advance DEI continue in order to create a community, both internally and externally, that celebrates diversity, practices equity and inclusion and where everyone feels a sense of belonging.

APPENDICES

Appendix I – 2022 Peel Region Workforce Census Survey Executive Summary

Appendix II – 2022 Peel Region Workforce Census Survey Organizational Report



Gary Kent, CPA, CGA, ICD.D, Chief Financial Officer and Commissioner of Corporate Services

Authored By: Sharon Navarro, Specialist – Office of Culture & Inclusion

Region of Peel 2022 Workforce Census Survey Organization-wide Executive Summary

The Region of Peel's confidential 2022 Workforce Census Survey was administered across the 4-week timeframe of October 5 to November 2, 2022. There was a 55% response rate (3366 out of 6090 employees responded), an overall increase of 5% participation from the 2020 Workforce Census Survey.

The purpose of conducting this survey was to gather data that a) helps the organization understand demographically, who makes up the workforce; b) helps the organization understand how dimensions of diversity impact employee experiences. The 2022 Workforce Census Survey comprised of:

- 20 diversity demographic questions including but not limited to ability status, age, gender identity, race and religion
- 26 rating-based questions that aligned to one of four factors: Diversity, Equity, Inclusion, Health, Safety & Wellness (new for 2022)
- All four factors were comprised of some of the same questions from the 2020 workforce census, as well as new ones for 2022

The demographic data obtained may be used to interpret intersectional experiences among marginalized populations. Where possible, questions and factors were trended to the 2020 Workforce Census. Responses to the rating-based questions indicate favourable employee sentiment. Scores are represented as percentages - the larger the percentage, the greater the favourability. When comparing rating scores, differences of +/-5% are considered significant.

It is important to note that all survey questions were optional, meaning respondents could choose not to answer.

Overall Findings

The 2022 Workforce Census results provided significantly more favourable scores compared to the 2020 Workforce Census results.

From a factor standpoint:

- Diversity resulted in 72% favourability, an 11% increase from the 2020 organizational results.
- Inclusion resulted in 70% favourability, a 15% increase from the 2020 organizational results.
- Equity resulted in 63% favourability, a 4% increase from the 2020 organizational results.
- Health, Safety, & Wellness, resulted in 74% favourability
 - Harassment and Discrimination subset was a 10% increase from the 2020 organizational results.
- Respondents provided the highest favourable scores to questions that assessed *leader and team member demonstration of respect, belief in team diversity and people leaders creating a safe and welcoming environment.*
- Lowest favourable-scored questions highlighted concerns with *lack of diversity at all levels of the organization, workload inequity, and lack of opportunity for respondents to grow and advance in their careers.*

- Across all 4 factors, lower favourable scores were noted among respondents who identified themselves as one or more of the following: non-binary, Indigenous, 2SLGBTQ+, persons with disabilities.

Diversity Findings

Diversity favourable scores were significantly higher compared to the 2020 results (up 11%), with *people leader respecting diversity* receiving the highest favourable score (79%). Although favourability scores increased 12% from the 2020 Census, only 59% of respondents agree that the *Region of Peel was diverse across all levels of the organization*.

Regardless of the number of years lived in Canada, respondents who identified as immigrants provided more favourable Diversity scores than respondents who were non-immigrants. Respondents who have lived in Canada for less than 1 year had a favourable Diversity score of 92%, compared to 71% favourable for those born in Canada.

Most under-represented and majority populations were aligned in their favourable scores, with the exception of Indigenous and non-binary respondents, whose Diversity factor favourable scores were lower.

- For respondents who identified as non-binary, which represented 2% of responses, Diversity favourable scores were significantly less favourable than for respondents who identified as binary (68% vs. 73%, respectively). Lower favourable scores were reported by respondents who identified as non-binary feeling *their team is composed of people with different professional backgrounds, skills and experiences, and people who present different ideas and perspectives*.
- For respondents who identified as Indigenous, which represented <1% of responses, Diversity favourable scores were significantly less favourable than for non-indigenous respondents (62% vs. 73%, respectively). *The Region of Peel having a diverse workforce at all levels of the organization* received a lower favourable score (55%) from respondents who identified as Indigenous.

Equity Findings

Equity favourable scores were slightly higher compared to the 2020 results (up 4%), with *people leader having fair and reasonable expectations of team members* receiving the highest favourable score (72%). Favourability scores increased by 5% for respondents indicating the *same access to learning and/or mentoring opportunities as their colleagues*, compared to 2020 results. However, favourable scores for *salary and benefits equity* across the organization fell by 4%.

Lower Equity favourable scores were noted among those who identified as BIPOC, persons with disabilities, and caregivers.

- For respondents who identified as BIPOC, favourable Equity scores related to *there being opportunities to grow and advance their career, and having their salary and benefits similar to other employees in the same roles* were significantly lower than those who identified as White (62% vs. 67%, respectively).
- For respondents who identified as persons with disabilities, Equity favourable scores were significantly less favourable than for respondents who identified as persons without disabilities

(49% vs. 60%, respectively). Specifically noted, scores were lower for *having the same access to learning and/or mentoring opportunities* and *opportunities to grow and advance their career*.

- For respondents who identified as Indigenous, Equity favourable scores were significantly less favourable than for non-indigenous respondents (55% vs. 64%, respectively). Specifically noted, scores were lower for *job performance evaluations being fair* and *salary and benefits being similar to other employees in the same roles*.
- For respondents who identified as caregivers, Equity favourable scores were significantly less favourable than for non-caregiver respondents (62% vs. 69%, respectively).
- Equity favourable scores were lower among individual contributor respondents with a favourable score of 62% compared to people leader respondents at 69%.

Inclusion Findings

Inclusion favourable scores were significantly higher compared to the 2020 results (up 15%), with *unique differences being respected by team members* receiving the highest favourable score (76%). Notably, *employee growth and development equally supported by people leader* was up 17% from the 2020 survey results, and respondents *being comfortable to share the different parts of who they are at work* was up 9%.

- Inclusion favourable scores were lower among those who identified as non-binary (65%), compared to those who identified as men (74%) and those who identified as women (71%).
- Inclusion favourable scores were 9% lower for respondents who identified as 2SLGBTQ+ than for respondents who identified as heterosexual. Notably, those who identified as 2SLGBTQ+ reported lower favourable scores to *being comfortable sharing different parts of their identity at work*.
- For respondents who identified as persons with disabilities, Inclusion favourable scores were significantly less favourable than for respondents who identified as persons without disabilities (55% vs. 65%, respectively), most notably for *unique differences being respected by the people leaders and team members* and *being comfortable sharing the different parts of their identity*.
- For respondents who identified as Indigenous, Inclusion favourable scores were significantly less favourable than for non-indigenous respondents (61% vs. 71%, respectively), most notably for *feeling comfortable sharing the different parts of who they are at work*.
- Individual contributor respondents scored 8% less favourable than their people leader counterparts on *feeling comfortable sharing their identities* (69% vs. 77%, respectively).

Health, Safety, & Wellness Findings (HS&W)

Though the Health, Safety, & Wellness (HS&W) factor was not measured in 2020; trending data is provided where available, based on similar questions from the previous 2020 Workforce Census. The Harassment and Discrimination subset of questions had a significant increase in favourability scores of +10% compared to the organization's results in 2020.

For the question "*My people leader tries to create a safe and welcoming environment for everyone*" respondents expressed highly favourable sentiments, resulting in 81% favourable in 2022 compared to 72% in 2020. This favourability was consistent among both individual contributor and people leader respondents, with scores of 80% and 87%, respectively.

Those who identified as Indigenous, non-binary, persons with disabilities, and/or 2SLGBTQ+ reported less favourable scores across all questions within the Health, Safety, & Wellness factor.

- For respondents who identified as non-binary, HS&W favourable scores were significantly less favourable than for respondents who identified as binary (70% vs. 75%, respectively).
- For respondents who identified as Indigenous, HS&W favourable scores were significantly less favourable than for non-indigenous respondents (70% vs. 75%, respectively), most notably for *people leader trying to create a safe and welcoming environment*.
- For respondents who identified as 2SLGBTQ+ HS&W favourable scores were significantly less favourable than for respondents who identified as heterosexual (70% vs. 76%, respectively). Most notable were the lower favourable scores for *believing their people leader responds appropriately if someone reports harassment or discrimination*.
- For respondents who identified as persons with disabilities, HS&W favourable scores were significantly less favourable than for respondents who identified as persons without disabilities (63% vs. 71%, respectively). Most notable were the lower favourable scores for *believing their people leader responds appropriately if someone reports harassment or discrimination*.
- Eighteen and nineteen percent of respondents indicated experiencing some form of harassment inside and outside the organization, respectively, of which seven and eight percent, respectively, reported it; this finding shows a significant decrease in reported incidents since 2020.
- Fourteen percent of respondents indicated directly experiencing micro-aggressions and/or micro-assaults at work, while 19% witnessed other staff experiencing it. The majority did not report the incident(s) in either situation.
- Nine percent of respondents indicated experiencing discrimination due to parts of their identity, of which two percent reported it; this finding shows a significant decrease in incidents compared to the 2020 results.

Overall, 68% of respondents provided favourable scores when asked if they believe their *people leader will respond appropriately to reports of harassment or discrimination*.

- Those who identified as Indigenous and/or persons with disabilities had the highest scores for not reporting internal experiences of harassment, at 22% and 24%, respectively.
- Those who identified as Indigenous and as non-binary had the highest scores for not reporting experiences of discrimination, at 16% and 12%, respectively.
- Those who identified as Indigenous, non-binary, and 2SLGBTQ+ had the highest scores for not reporting experiences of microaggressions or micro-assaults, at 31%, 21%, and 15%, respectively.

Conclusion

The 2022 Workforce Census Survey aims to build an organizational understanding of how representative the workforce is compared to the community it serves, and how different dimensions of diversity impact the employee experience.

Sentiment data captured in the 2022 Workforce Census Survey will help inform evidence-based action planning for an improved DEI experience for all employees. The overall increase in favourable sentiment across the organization indicates that perceptions of Diversity, Equity, Inclusion, and Health, Safety & Wellness factors are improving. However, differences continue to exist among under-represented populations, most notably those who identified as Indigenous and as non-binary.

2022 We All Count! Workforce Census Results

Prepared for Region of Peel

April 6, 2023

worktango

Table of Contents

1. Introduction
2. Survey Overview
3. Overall Findings
4. Key Findings
5. Appendix

This document outlines the organizational findings from the 2022 Workforce Census. Interpreting data can be intimidating. You are encouraged to start your learning wherever you're most comfortable.

Let your curiosity guide you!
There's no wrong or right place to start.

Introduction

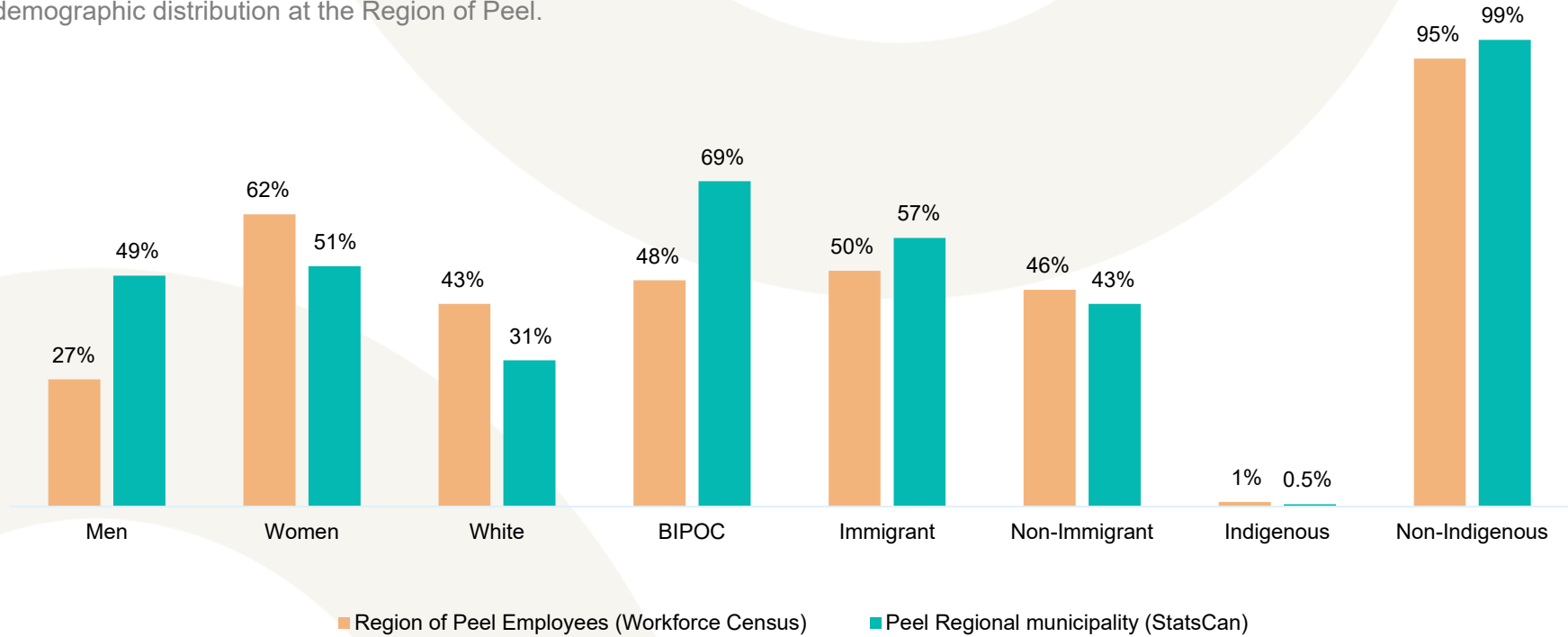
allow us to develop informed, evidence and inclusion in everything we do.

-based action planning to

Capturing this data will embed diversity, equity

Department	# of respondents	Response Rate (%)
Organization –wide	3366/6090	55%
Corporate Services	755/979	77%
Health Services	1451/3179	46%
Human Services	504/729	69%
Public Works	648/1192	54%
Prefer not to Answer	2724/6090	45%

Data was sourced from the StatsCan 2021 Census for the Peel Regional Municipality and compared to employee demographic distribution at the Region of Peel.



The representation of men, women, white, BIPOC, and immigrant employees at the Region of Peel significantly differs from the StatsCan data for the municipality of Peel.



Response Rates

55%

3366 out of 6090 employees responded

4

week survey duration (Oct 5 to Nov 2, 2022)



Methodology (Appendix I for Questions)

4

Diversity questions

6

Equity questions

8

Inclusion questions

8

Health, Safety, and Wellness questions



Diversity Demographics (Appendix II for Diversity Demographic Definitions)

15

Demographic questions

3

Ability Status questions

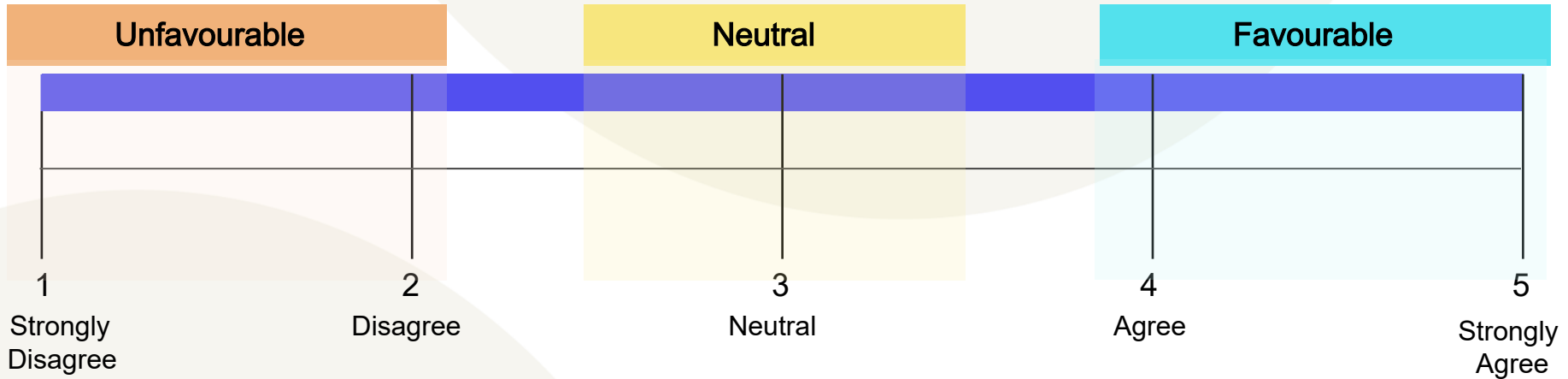
2

Accommodation questions

- *Trending compared to 2020 Workforce data is displayed, where available.
- DEI experience refers to employee perceptions about DEI and HSW in the organization
- A factor is a set of questions along a theme or topic, e.g. Diversity
- DEI factors refers to Diversity, Equity, and Inclusion
- HS&W factor refers to Health, Safety, and Wellness

7.1-14

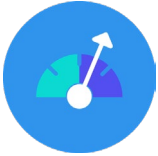
Interpreting the Data



Key Considerations for using the “top box” method

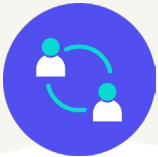
- Allows for differentiation between “agree” and “disagree” responses (i.e., audience can clearly understand the proportion of positive and negative sentiments)
- Visually presents both groupings of data (versus the average method of calculation which only displays one number and is subject to skews)
- Allows categories and questions to be stack ranked (i.e., ranked from most positive to least positive)
- For slides comparing demographic results, percentages shown reflect results in terms of % positive/favourable.
- Percentage differences of +/- 5% are considered significant differences

Key Insights



DEI experience favourable scores were higher compared to the 2020 survey

- Diversity factor (72%) – 11% higher than 2020.
- Equity factor (63%) – 4% higher than 2020.
- Inclusion factor (70%) – 15% higher than 2020.
- HS&W factor
 - > Harassment and Discrimination subset (74%) – 10% higher than 2020.
- For the 2022 survey, the Corporate Services department provided the highest favourable score for all 4 factors.



Reports of harassment and discrimination are lower than the 2020 survey

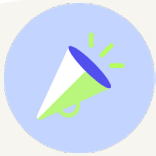
- Most respondents did not indicate facing any discrimination, nor harassment inside or outside the organization, with a marked decrease in reported incidents compared to the 2020 survey.
- 19% of employees reported witnessing other staff experience harassment, discrimination and/or micro aggressions/micro - assaults
- One in four employees who said that they experienced discrimination while working at RoP reported the incidents.
- Almost 1 in 6 employees who identify as a person with disabilities indicated experiencing discrimination (versus 1 in 11 who do not identify as a person with disabilities); and only one in three reported the incident(s).

Key Insights



Employees identifying as Non-binary rated their DEI experience significantly less favourably than those with binary gender identities

- Employees identifying as Men and Women provided higher favourable scores for all 3 DEI factors and the Health, Safety, and Wellness index than those who have a Non-binary identity.
- Those identifying as Non-binary were much less likely to be comfortable sharing different aspects of who they are at work and were less favourable that the Region of Peel has a diverse workforce at all levels of the organization.



The DEI experience of those identifying as 2SLGBTQ+ was not always aligned with those identifying as heterosexuals

- Those identifying as 2SLGBTQ+ provided lower favourable scores than employees identifying as heterosexuals, especially in the Inclusion factor.
- Only 1 in 2 employees identifying as 2SLGBTQ+ reported a favourable sentiment towards the workload being evenly and fairly distributed among team members.



BIPOC employees expressed concerns with Diversity and Equity

- Employees who identified as BIPOC were less likely than those identifying as White employees to favourably rate their DEI experience, with Diversity and Equity factors scoring lowest among the four factors.
- Equity issues for BIPOC employees included feeling less favourable about opportunities for them to grow and advance in their careers.
- Employees who identified as White provided significantly more favourable scores on team diversity and believing that the workforce is diverse at all levels of the organization.

Key Insights



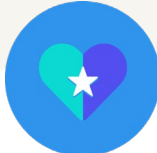
Indigenous employees had the lowest DEI scores

- People who identify as Indigenous represented 1% of respondents with the majority identifying as Women.
- Across all 4 factors favourable sentiments were 70% or below, with Equity at 55%.
- Only 4 in 10 People who identify as Indigenous had favourable sentiments towards feeling comfortable sharing who they are at work .



Persons identifying as having a disability experienced challenges in their DEI experience

- Scores for Equity, Inclusion, and HS&W factors from Persons who identify as having a disability were significantly lower than for those who identify as having no disability.
- Equity favourability scores were 16 percentage points lower for those individuals who identify with a disability compared to those that do not identify with a disability regarding opportunities to grow and advance careers; and 9 percentage points lower for perceiving the workload as evenly and fairly distributed among team members.



Newer Immigrants rated their DEI experience at the Region of Peel more favourably than non-immigrants

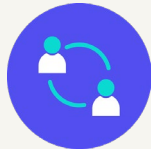
- For all 3 DEI factors as well as for the Health, Safety, and Wellness factor, Immigrants who have been in Canada for less than 5 years provided higher favourable scores than respondents born in Canada and for most other sub-populations.
- This group of newer immigrants were more likely to feel favourably that there is diversity in teams, that people leaders have fair and reasonable expectations of team members, and that their people leader treats all members of the team fairly and is responsive to their individual needs.

Key Insights



Favourable perceptions of the DEI experience tended to ebb and flow with age

- For all three DEI factors, employees in their 20's, 50's and 60's tended to have higher favourable scores than those in their 30's and 40's.
- The Health, Safety, and Wellness factor did not go through this cycle – favourable scores were consistent through ascending age brackets, though highest in the 61 - 64 age range.



People leaders' DEI experience was shaped by how they identify themselves

- People leaders who identified as BIPOC rated all 3 DEI factors lower than people leaders who identified as White with Equity having the largest gap (BIPOC 63% vs. 74% for Whites).
- People leaders who are caregivers provided less favourable Equity scores (68%) than those people leaders who are non - caregivers (77%).
- People leaders who identify as non - binary (1%) appeared to have a more negative perception of the DEI experience than those who identify as men or women.



Caregivers found some aspects of the Equity factor to be challenging

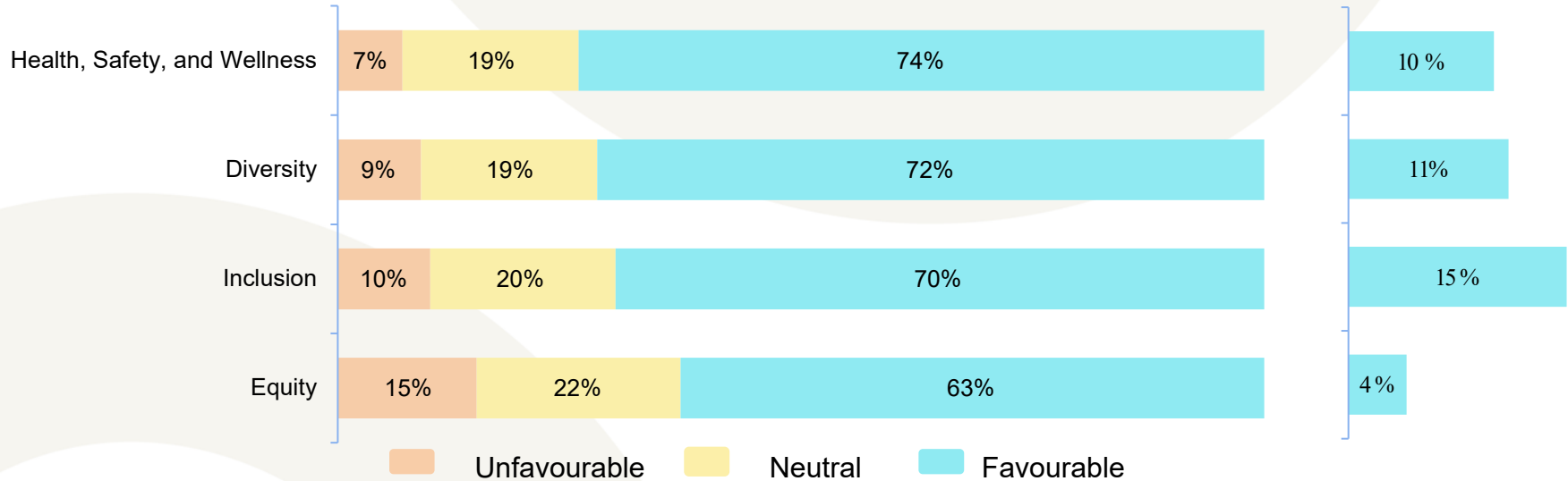
- Caregivers made up about two - thirds of the Region of Peel's population with an even distribution of men and women.
- The Equity percent favourable scores for caregivers are 7 percentage points lower than for the non - caregivers group, notably around perceptions that workload is evenly and fairly distributed, that there are opportunities to grow and advance, and salary and benefits are similar to other employees.

Appendix II

Disclaimer: The Diversity, Equity and Inclusion factors include some questions from 2020; along with new questions in the 2022 Workforce Census. Some new, and previous questions from 2020 have also been aligned under the new Health, Safety and Wellness factor.

By Factor

Compare to: Census Survey - 2020



Overall, employees showed favourable sentiments towards the factors addressed in this survey, with 1 in 5 employees responding neutrally to all 4 factors. There was an 11, 4, and 15 percentage point increase in Diversity, Equity and Inclusion scores, respectively, compared to 2020. Equity favourable scores were significantly lower than the other three factors.

By Top 5 Questions

Health, Safety, and Wellness

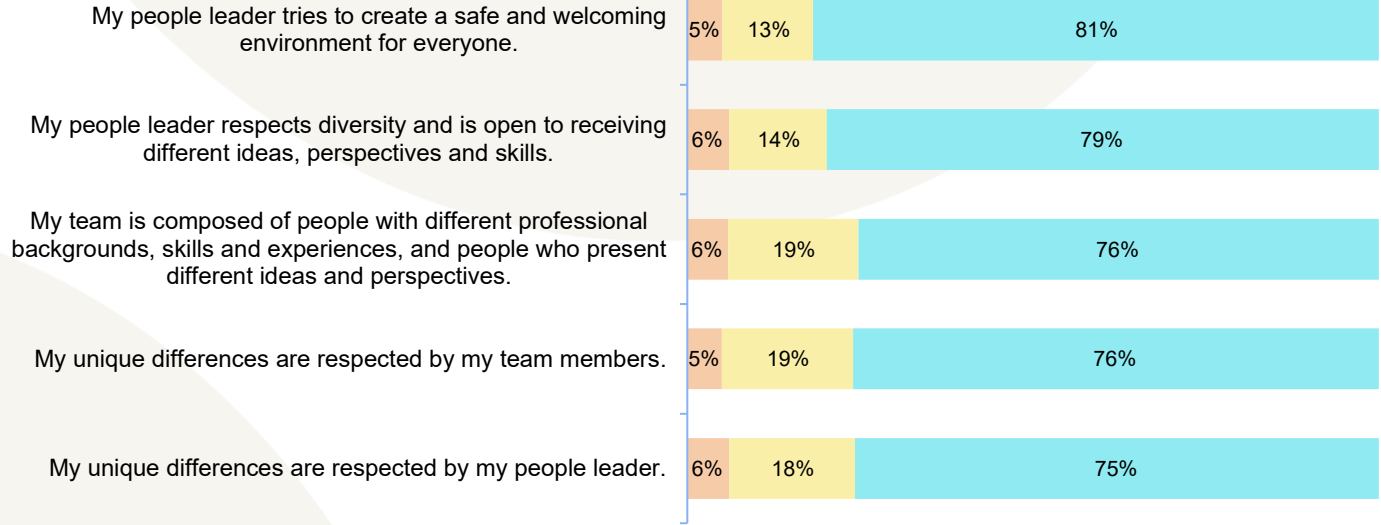
Diversity

Diversity

Inclusion

Inclusion

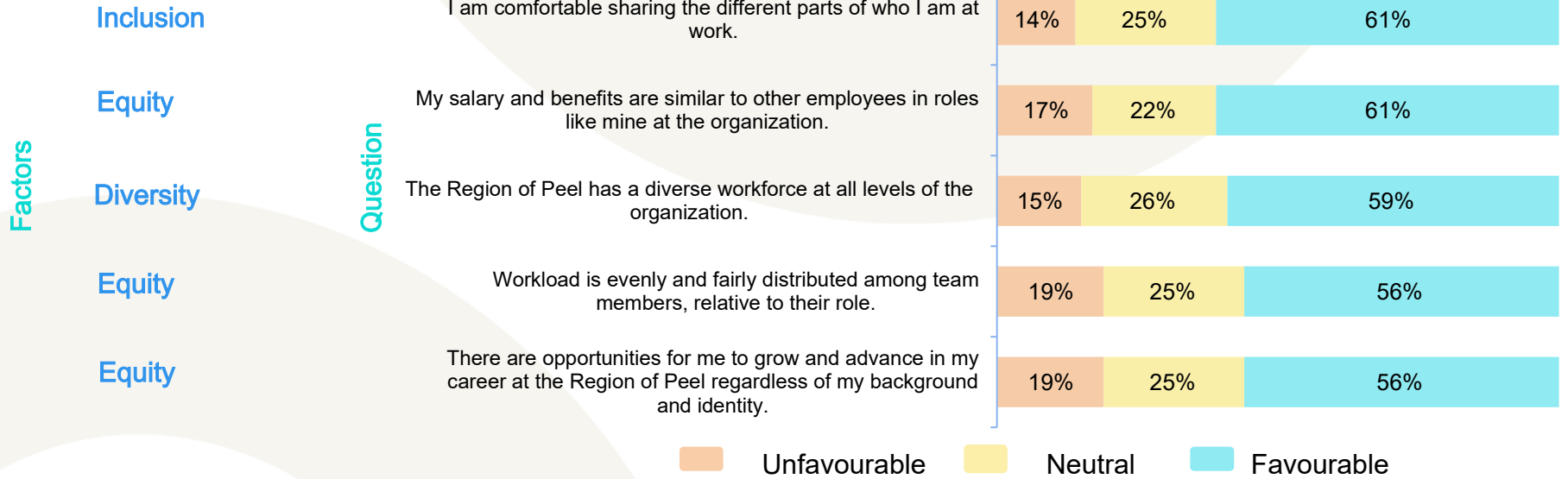
Question



Unfavourable Neutral Favourable

Highest scores were provided by respondents feeling respected in a safe, welcoming, and diverse work environment. People leaders were perceived as creating an environment that fosters inclusion.

By Bottom 5 Questions



Lowest favourable scores centered on opportunities for career advancement and an even and fair distribution of workload. This finding aligns with Equity being the lowest scoring factor across the organization.

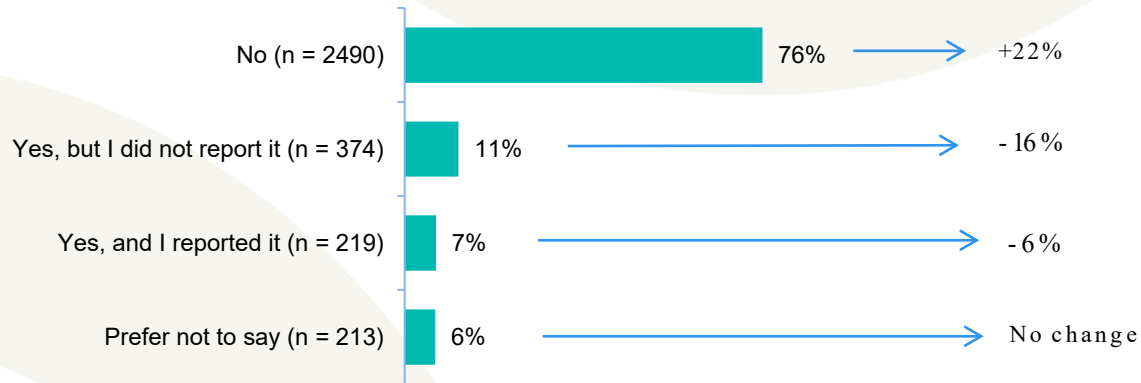


Safety Index

Health, Safety & Wellness Index

In the past 24 months working at the Region of Peel, **inside** the organization have you experienced harassment in the form of unwelcome comments or actions that were offensive, embarrassing or hurtful? (n = 3296)

Compared to:
2020 Census



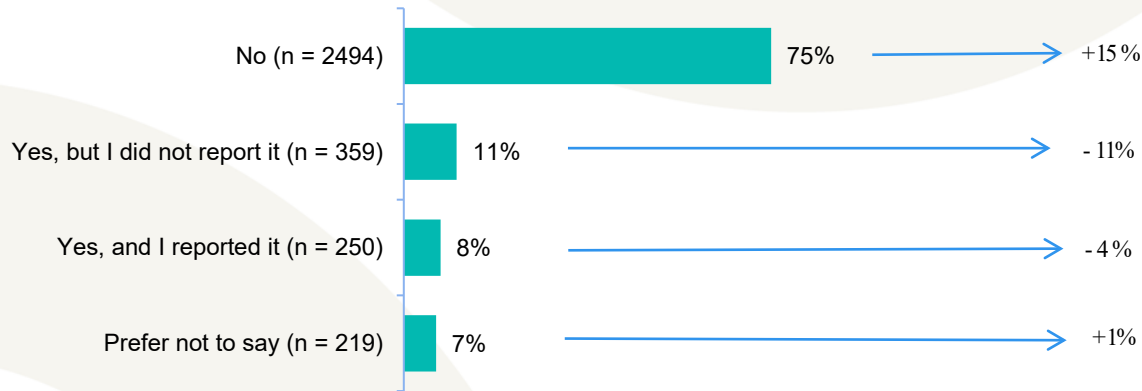
Eighteen percent of respondents have experienced some form of harassment inside the organization, of which seven percent reported it; a significant decrease in reported incidents since last measured in 2020. Seventy percent of respondents indicated not experiencing any harassment in the last 24 months

inside the organization, of which seven percent reported it; a significant decrease in reported incidents since last measured in 2020. Seventy percent of respondents indicated not experiencing any harassment in the last 24 months **inside** the organization.

Health, Safety & Wellness Index

In the past 24 months working at the Region of Peel, **outside** the organization have you experienced harassment in the form of unwelcome comments or actions that were offensive, embarrassing or hurtful? (n = 3322)

Compared to:
2020 Census

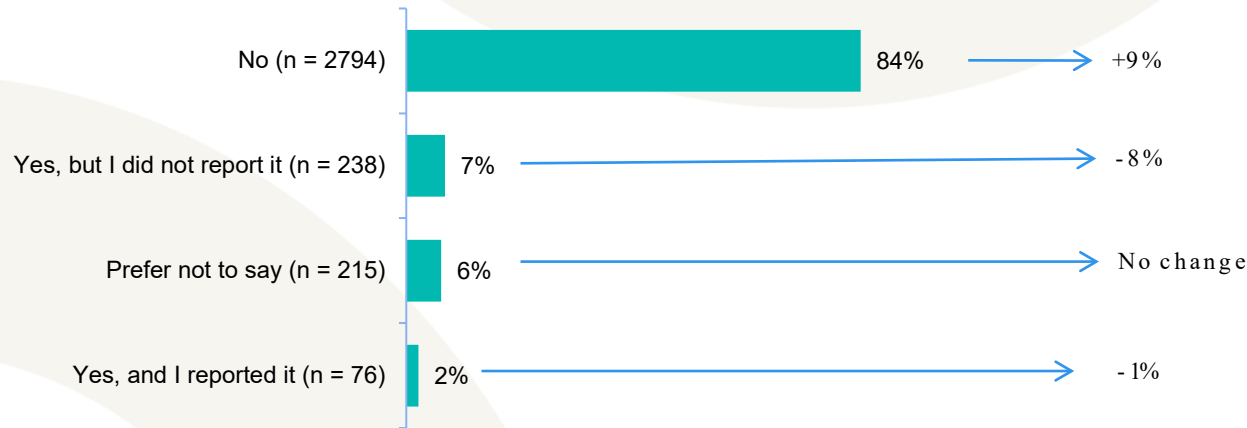


Nineteen percent of respondents indicated experiencing harassment **outside** the organization of which eight percent reported it; a significant decrease compared to the 2020 results. Seventy-five percent indicated they did not experience any harassment in the last 24 months **outside** the organization.

Health, Safety & Wellness Index (cont.)

In the past 24 months working at the Region of Peel, have you experienced discrimination (been treated negatively because of one or more parts of your identity, like gender, age, ethnicity, or sexual orientation)? (n = 3323)

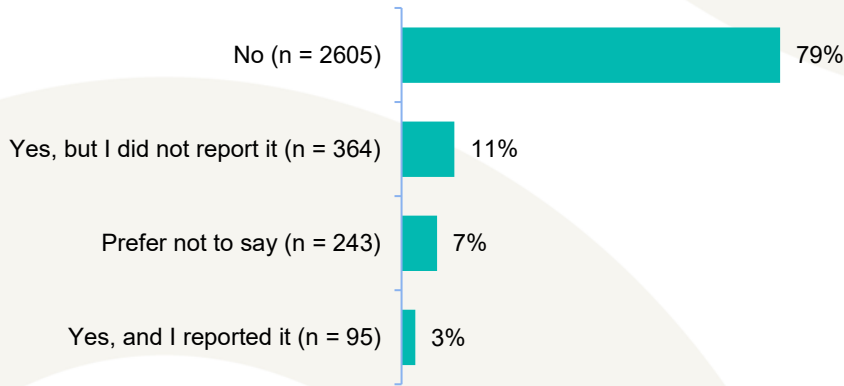
Compared to:
2020 Census



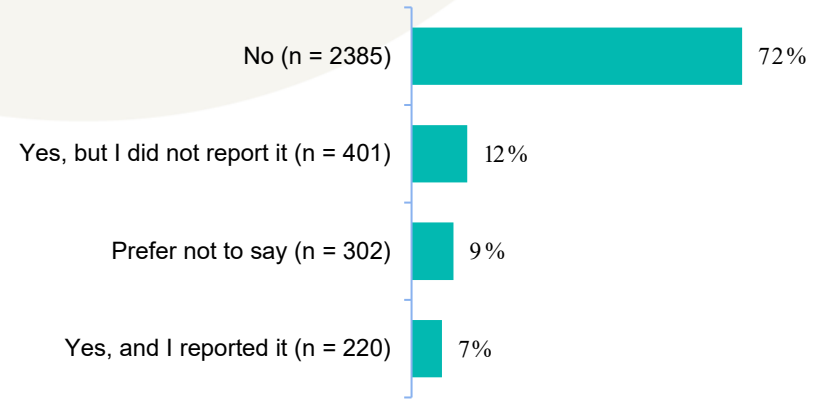
Nine percent of respondents indicated experiencing discrimination due to parts of their identity, of which two percent reported it; a significant decrease in incidents compared to the 2020 results. Eighty-four percent of respondents indicated they have not experienced discrimination due to parts of their identity in the past 24 months.

Health, Safety & Wellness Index (cont.)

In the past 24 months working at the Region of Peel, have you experienced micro-aggressions or micro-assaults at work? (n = 3307)



Have you witnessed other staff experience harassment, discrimination and/or micro-aggressions? (n = 3308)



Fourteen percent of respondents indicated directly experiencing micro-aggressions and/or micro-assaults at work, while 19% witnessed other staff experiencing it. The majority did not report the incident(s) in either situation.



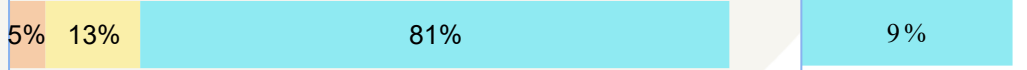
Results by Diversity Groups (for key demographics of marginalization)

Appendix II

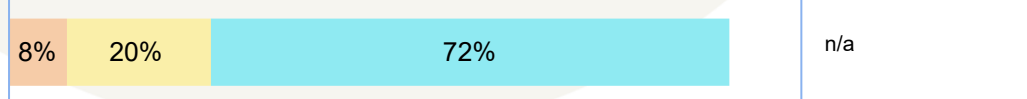
Note: Trending data is provided where available, based on similar: HSW factor is new for the 2022 Workforce Census. questions from previous 2020 Workforce Census.

Compare to:
Census Survey - 2020

My people leader tries to create a safe and welcoming environment for everyone.



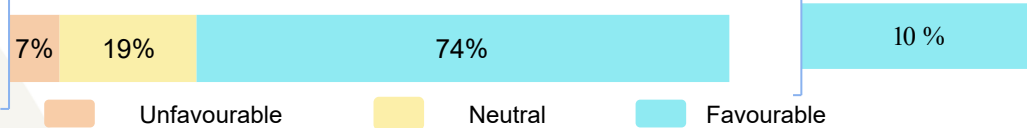
I am comfortable speaking up and standing up for others when I witness behaviour that is not respectful or inclusive.



My people leader responds appropriately if someone reports harassment or discrimination.



Health, Safety, and Wellness



Unfavourable Neutral Favourable

HS&W factor favourable scores are significantly higher compared to 2020. Employees expressed highly favourable sentiments towards people leaders creating a safe and welcoming environment, with a significant increase in favourable scores (when compared to 2020).

By Demographic

-5% Difference between non-binary (2.3% of respondents) and binary (88% of respondents)

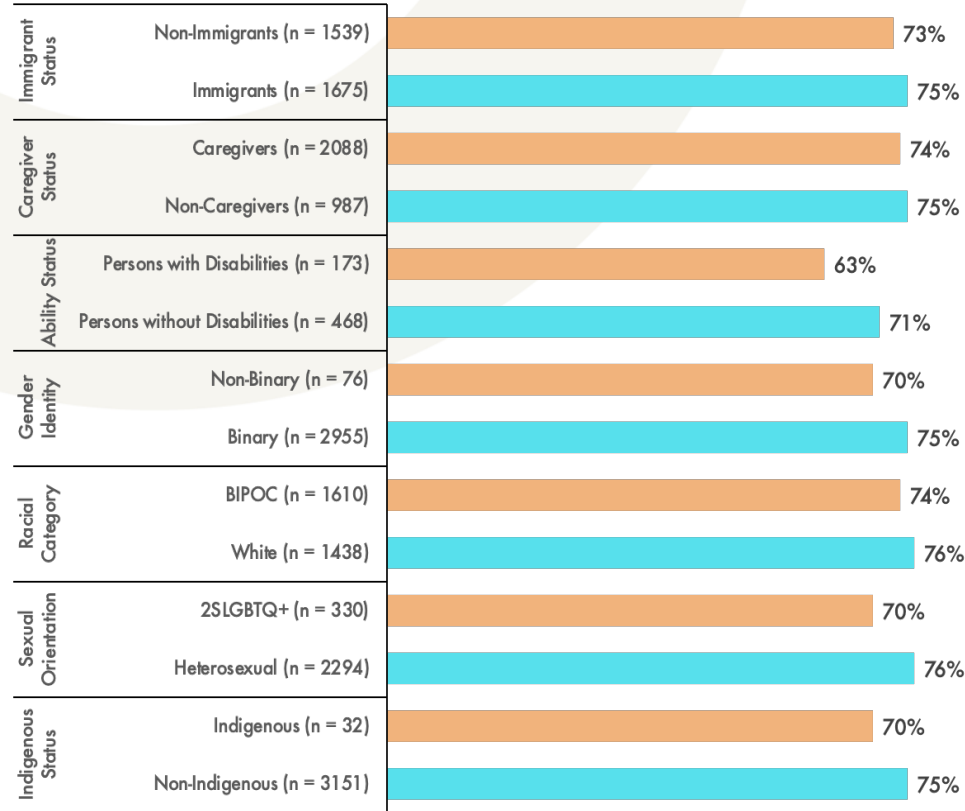
-5% Difference between Indigenous (1% of respondents) and non-Indigenous (99% of respondents)

-6% Difference between 2SLGBTQ+ (10% of respondents) and heterosexual (68% of respondents)

-8% Difference between persons with disabilities (5% of respondents) and persons without disabilities (14% of respondents)

People who identify as Indigenous, those who identify as non-binary, those who identify as persons with disabilities, and those who identify as 2SLGBTQ+ sub-populations were significantly less likely to provide favourable scores for the Health, Safety, and Wellness factor.

Employees who identify as persons with disabilities across all departments (except Corporate Services) provided less favourable scores than employees who identify as persons without disabilities.

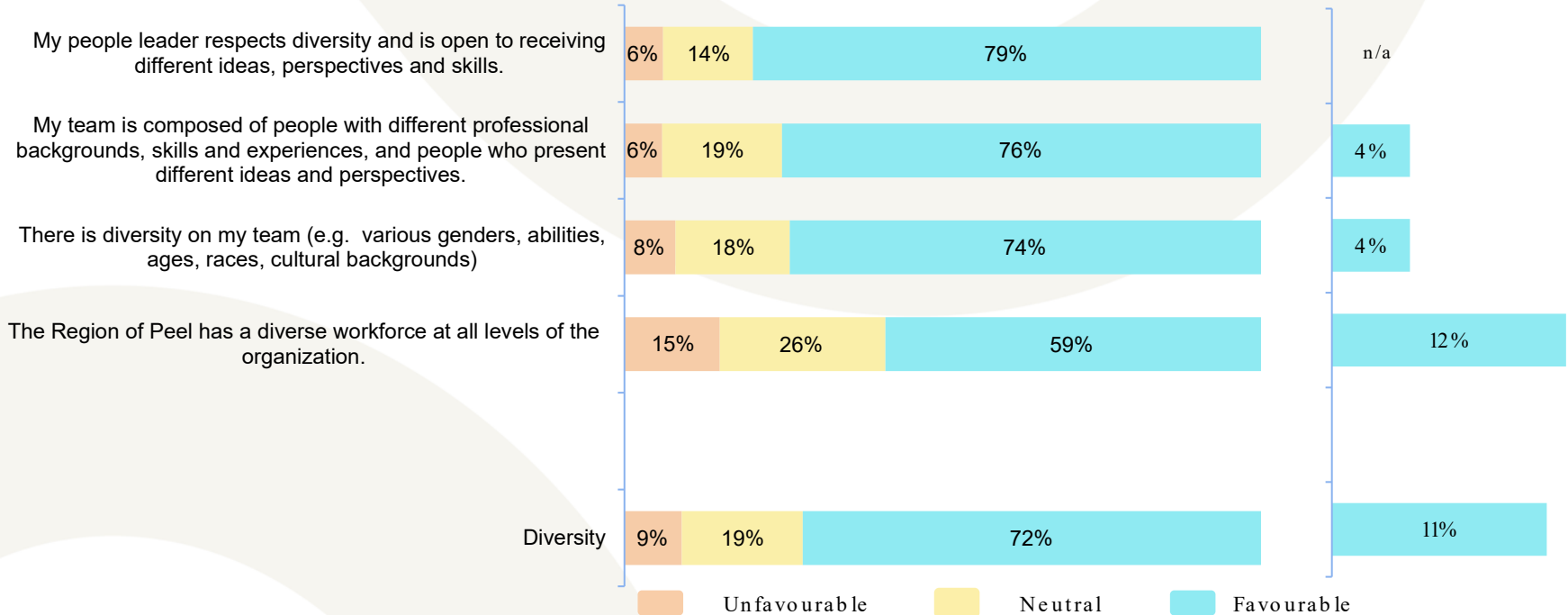


Orange bar: Marginalized population score (% Favourable)

Blue bar: Majority population score (% Favourable)

Note : Diversity factor from 2020 was based on a different set of questions, only 3 of which were part of the 2022 survey.

Compare to:
Census Survey - 2020



Diversity scores improved by 11 percentage points overall compared to the 2020 Census survey results. Though only 59% of respondents provided favourable scores for the Region of Peel being diverse at all levels of the organization in 2022, this question's scores have increased 12 percentage points since last measured in 2020.

By Demographic

- 6%

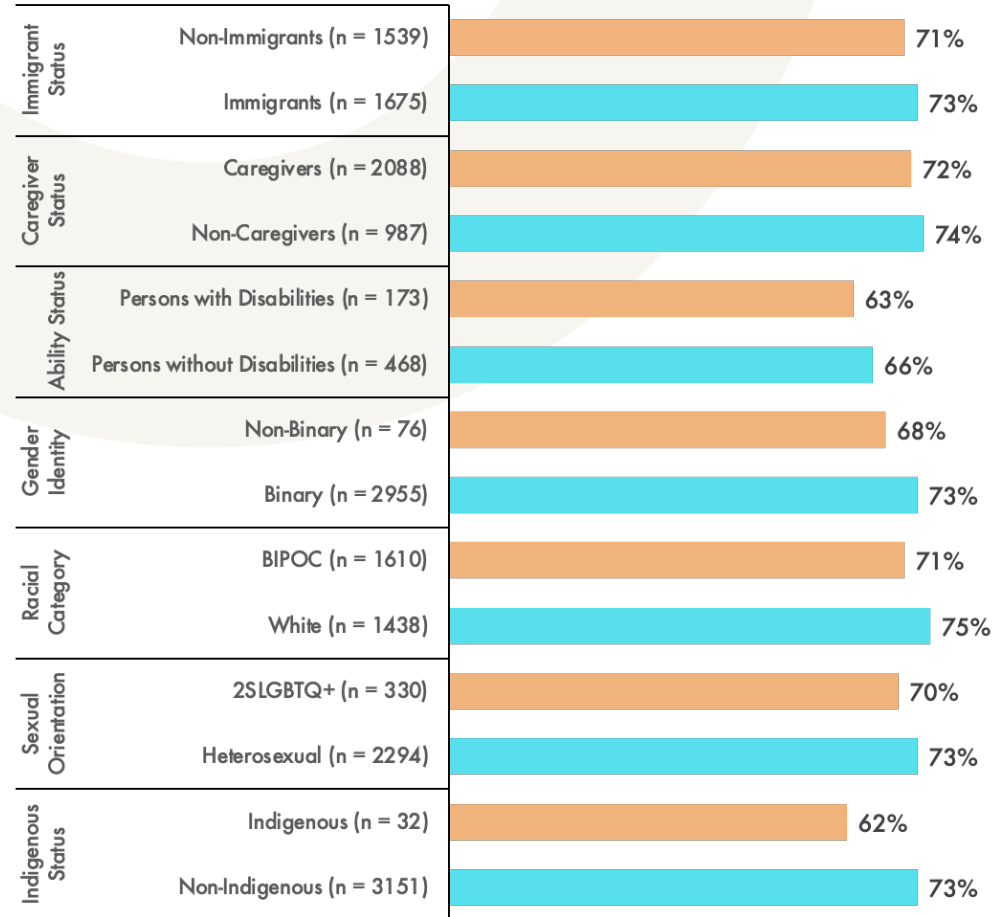
Difference between non-binary (2.3% of respondents) and binary (88% of respondents)

- 11%

Difference between Indigenous (1% of respondents) and non-Indigenous (99% of respondents)

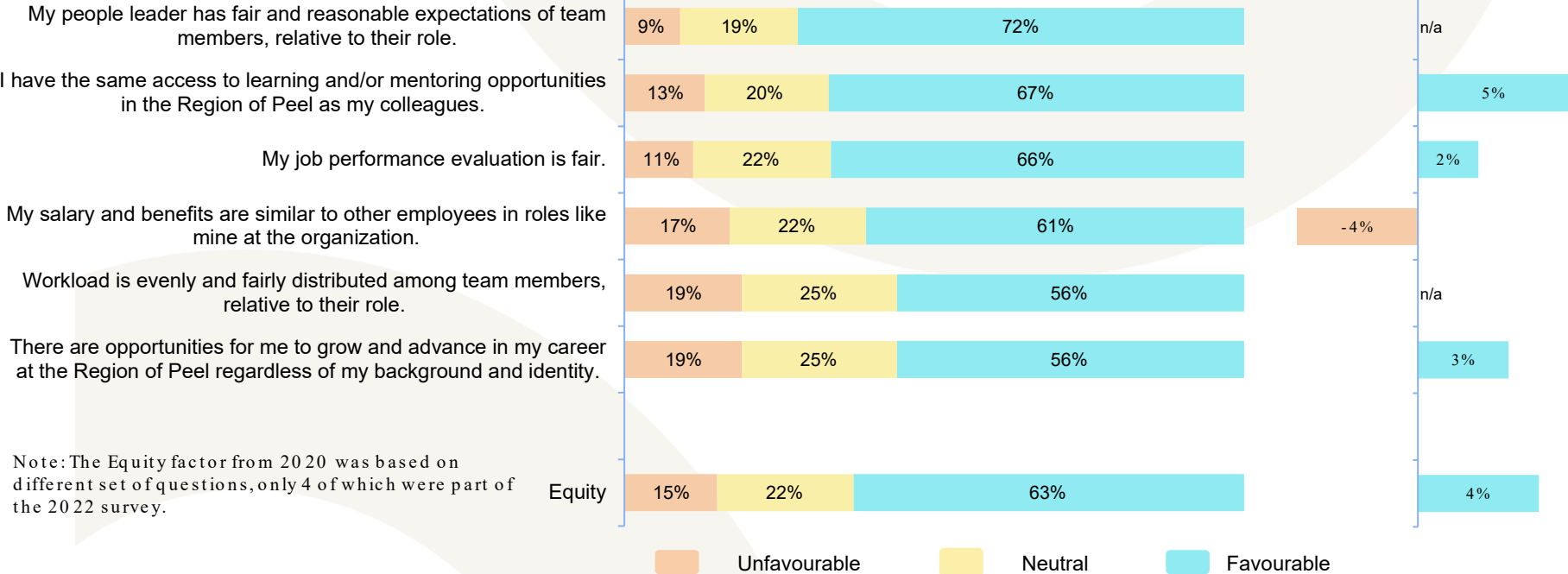
People who identify as Indigenous and those identifying as non-binary were less likely to provide favourable scores for the diversity factor. These trends may possibly be occurring at the departmental level but the populations for both groups are too small to draw conclusions.

Conversely, Immigrants provided slightly more favourable scores than non-immigrants for Diversity-related topics. This was consistent across all departments (except Human Services where immigrants and non-immigrants provided the same favourable score).



Note : Equity factor from 2020 was based on a different set of questions, only 4 of which were part of the 2022 survey.

Compare to:
Census Survey - 2020



Note: The Equity factor from 2020 was based on different set of questions, only 4 of which were part of the 2022 survey.

Equity favourable scores we're slightly higher compared to 2020. However, scores for salary and benefits equity across the organization fell by 4% percentage points.

By Demographic

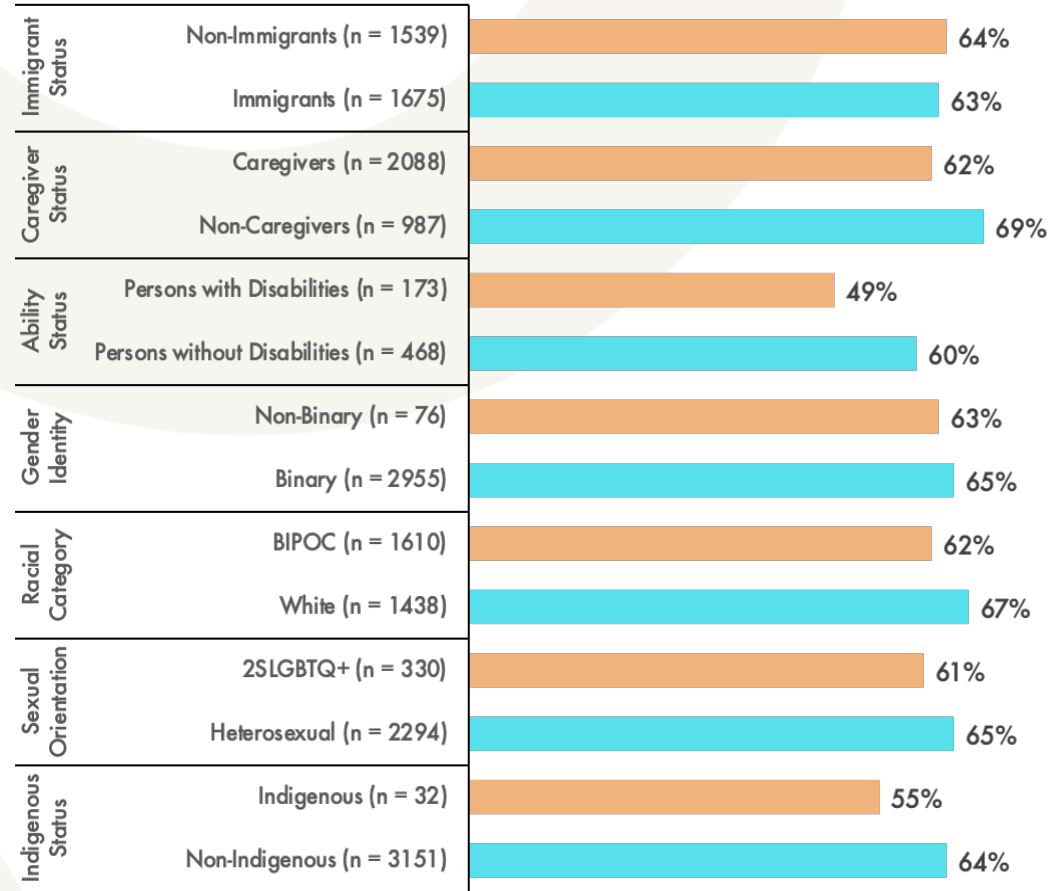
- 7% Difference between caregivers (62% of respondents) and non caregivers (29% of respondents)

- 9% Difference between Indigenous (1% of respondents) and non Indigenous (99% of respondents)

- 11% Difference between persons with disabilities (5% of respondents) and persons without disabilities (14% of respondents)

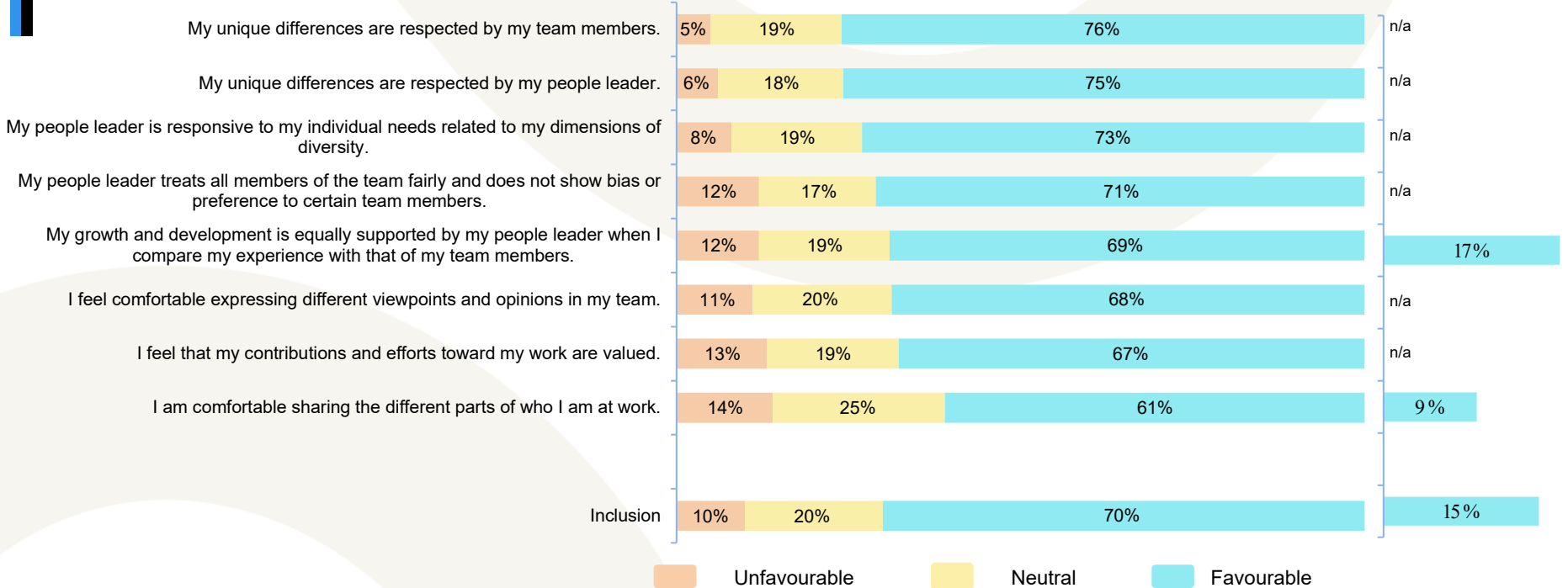
Employees who identify as persons with disabilities had the largest unfavourable difference in equity sentiment (11% less favourable than employees who identify as persons without disabilities). This finding was consistent across all departments.

Caregivers and Indigenous people sub-populations also provided significantly lower favourable scores to the Equity factor than non-caregivers and non-Indigenous people, respectively.



Note: The Inclusion factor from 2020 was based on a different set of questions, only 2 of which were part of the 2022 survey.

Compare to: Census Survey - 2020



Compared to 2020, Inclusion factor favourable scores increased 15 percentage points, with employee growth and development being equally supported by their people leader (up 17%) and employees being comfortable sharing the different parts of who they are at work (up 9%) showed substantial gains in favourable scores.

Factor Results by Demographic

By Demographic

- 7%

Difference between non-binary (2.3% of respondents) and binary (88% of respondents)

- 10%

Difference between persons with disabilities (5% of respondents) and persons without disabilities (14% of respondents)

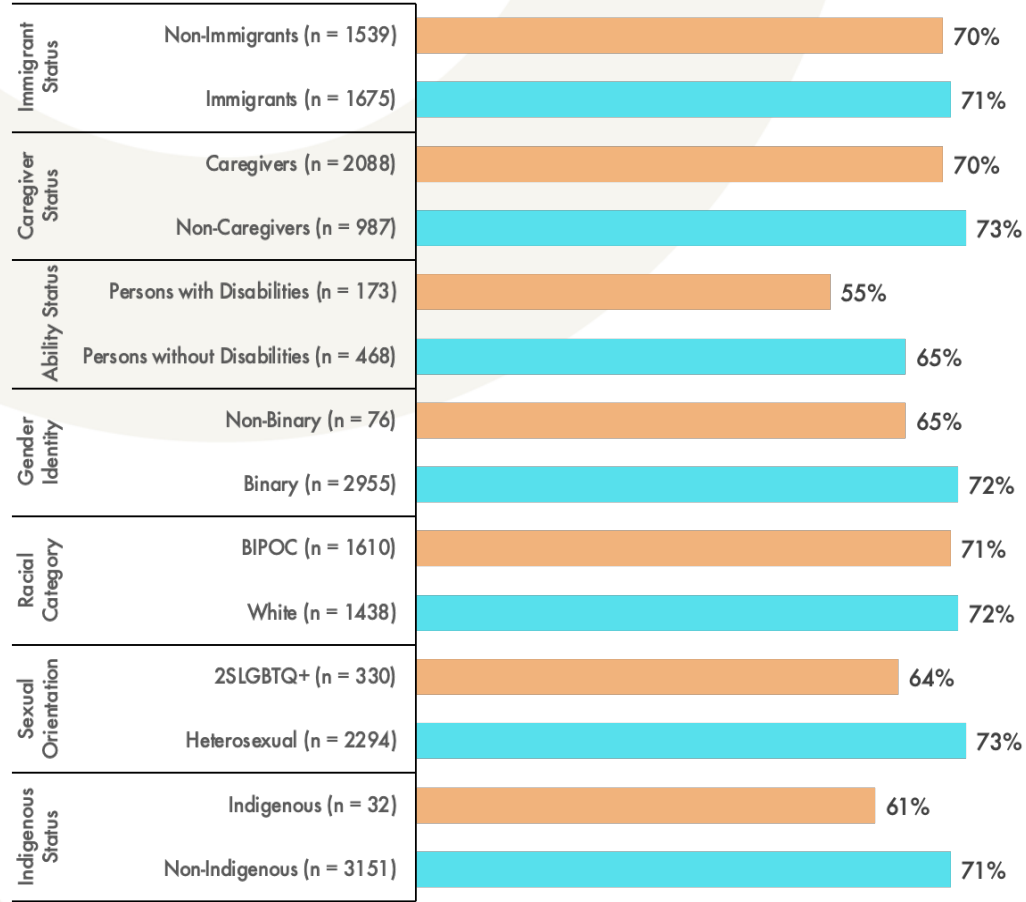
- 10%

Difference between Indigenous (1% of respondents) and non-Indigenous (99% of respondents)

- 9%

Difference between 2SLGBTQ+ (10% of respondents) and heterosexual (68% of respondents)

Those who identify as persons with disabilities, those who identify as Indigenous, those identifying as 2SLGBTQ+ and those identifying as non-binary provided significantly less favourable scores of Inclusion-related statements than their counterparts.



■ Marginalized population score (7.1-36) (% Favourable)
 ■ Majority population score (% Favourable)

- I – Categorical Definitions and Question Listing
- II - Diversity Demographic Definitions
- III - Results by Question
- IV - Detailed Demographics

Categorical Definitions

Diversity

Diversity means difference. It refers to all the characteristics that make up someone's identity. These differences can include a person's age, citizenship, cultural background, gender identity, religious beliefs, physical appearance, ability or disability, who they are attracted to, education, income, language skills, employment, marital status, and many other traits. Diversity also means difference in thought, perspective, and values.

Equity

Equity means that to be fair to everyone, some people need to be treated differently to reach the same end goal. Equity means removing barriers that prevent some groups (including under -represented and marginalized groups) from participating fully.

Inclusion

Inclusion refers to feelings of belonging and safety. If diversity means difference, then inclusion means making sure all those differences work well together.

Inclusive places make every individual or group of people feel welcomed, respected, supported, and valued. An inclusive workplace celebrates difference, makes sure everyone can participate, and puts systems in place so that everyone can reach their full potential.

Health, Safety, and Wellness

A healthy and safe workplace is one that actively works to prevent harm to worker health, including in negligent, reckless, or intentional ways, and promoting psychological well - being. For the purpose of this survey, safety means feelings of trust where concerns can be brought forward, mistakes can be made and where individuals can express themselves freely, without negative consequences.

Diversity, Equity, Inclusion, and HS&W Questions

Diversity

- The Region of Peel has a diverse workforce at all levels of the organization.
- There is diversity on my team (e.g. various genders, abilities, ages, races, cultural backgrounds)
- My team is composed of people with different professional backgrounds, skills and experiences, and people who present different ideas and perspectives.
- My people leader respects diversity and is open to receiving different ideas, perspectives and skills.

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 employees in roles like mine at the organization.
- My job performance evaluation is fair.
- Workload is evenly and fairly distributed among team members, relative to their role.
- My people leader has fair and reasonable expectations of team members, relative to their role.

Inclusion

- My unique differences are respected by my people leader.
- My unique differences are respected by my team members.
- My growth and development is equally supported by my people leader when I compare my experience with that of my team members.

Diversity, Equity, Inclusion, and HS&W Questions

Inclusion (cont.)

- I am comfortable sharing the different parts of who I am at work.
- I feel that my contributions and efforts toward my work are valued.
- I feel comfortable expressing different viewpoints and opinions in my team.
- My people leader treats all members of the team fairly and does not show bias or preference to certain team members.
- My people leader is responsive to my individual needs related to my dimensions of diversity.

Health, Safety, and Wellness (HS&W)

- In the past 24 months working at the Region of Peel, outside the organization have you experienced harassment in the form of unwelcome comments or actions that were offensive, embarrassing or hurtful (e.g. inappropriate jokes, insults, rumours, hurtful gossip, being left out on purpose) while working with the public or clients?
- In the past 24 months working at the Region of Peel, inside the organization have you experienced harassment in the form of unwelcome comments or actions that were offensive, embarrassing or hurtful (e.g. bullying, inappropriate jokes, insults, rumours, hurtful gossip, being left out on purpose)?
- In the past 24 months working at the Region of Peel, have you experienced discrimination (been treated negatively because of one or more parts of your identity, like gender, age, ethnicity, or sexual orientation)?
- In the past 24 months working at the Region of Peel, have you experienced micro -aggressions or micro -assaults at work?
- My people leader responds appropriately if someone reports harassment or discrimination.
- My people leader tries to create a safe and welcoming environment for everyone.
- Have you witnessed other staff experience harassment, discrimination and/or micro -aggressions?
- I am comfortable speaking up and standing up for others when I witness behaviour that is not respectful or inclusive.

Demographic Definitions

Caregiver Status ("Caregiver")

Includes all respondents who disclosed their caregiver status and with disability and/or elderly person(s) did not select "No"; includes child(ren), person(s)

Ability Status Persons with a disability")

Includes all respondents who disclosed their disability status as "Yes"

Gender Identity ("Non - Binary")

Includes all respondents who disclosed their gender identity and or "No" (trans status); includes bigender, two spirit, gender fluid, non (gender identity) and "Yes" (trans status) did not select "Man" or "Woman" (gender identity) - binary, questioning, third gender, and other

(Immigrant)

Includes all respondents not born in Canada. May be sub - stratified by number of years in Canada.

Racial Category ("Black or Indigenous")

Includes all respondents who disclosed their racial category and selected "Black" (inclusive of "Black - African", "Black - Caribbean", "Black - European", "Black - North American"), "Indigenous", "First Nations", "Metis" or "Inuit"

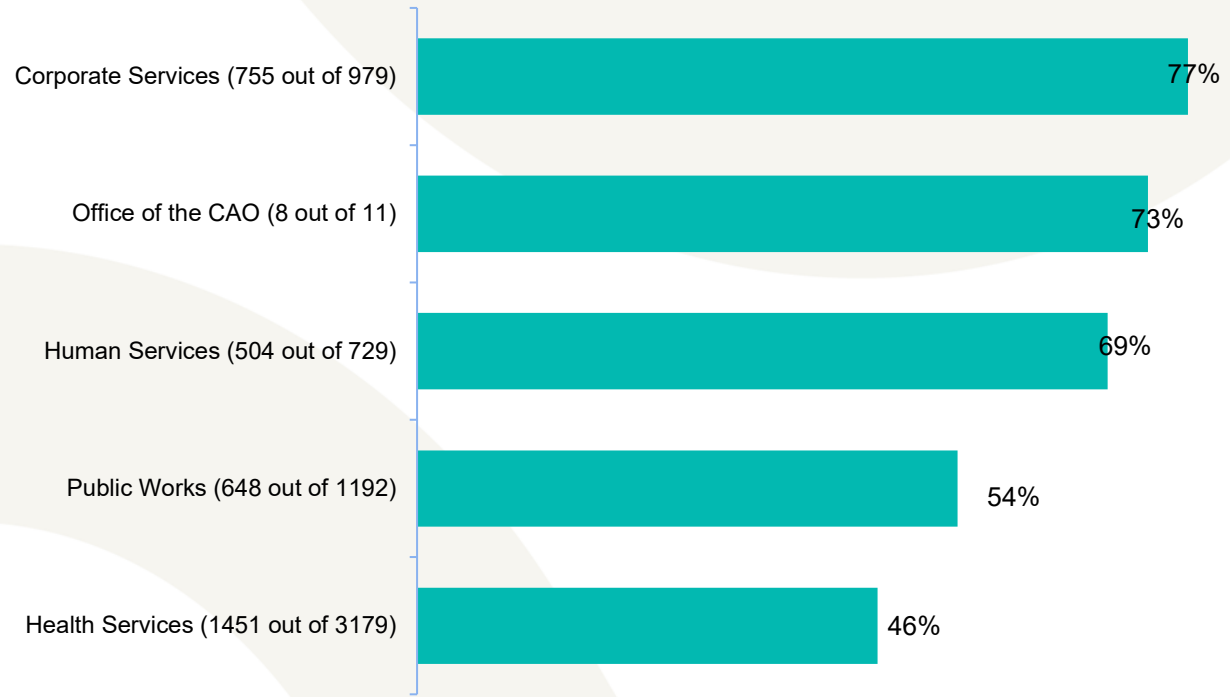
("BIPOC")

Includes all respondents who disclosed their racial category and did not select "White - European" or "White - North American"

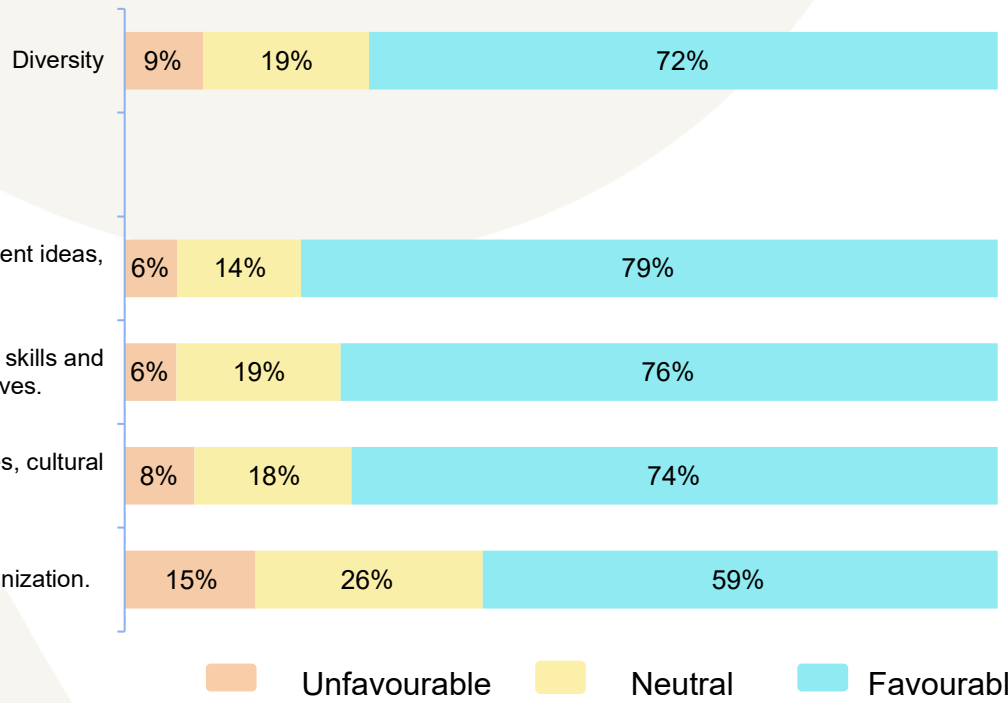
Sexual Orientation ("2SLGBTQ+")

Includes all respondents who disclosed their sexual orientation and did not select "heterosexual"; includes asexual, bisexual, fluid, gay, lesbian, pansexual, queer, questioning, and other

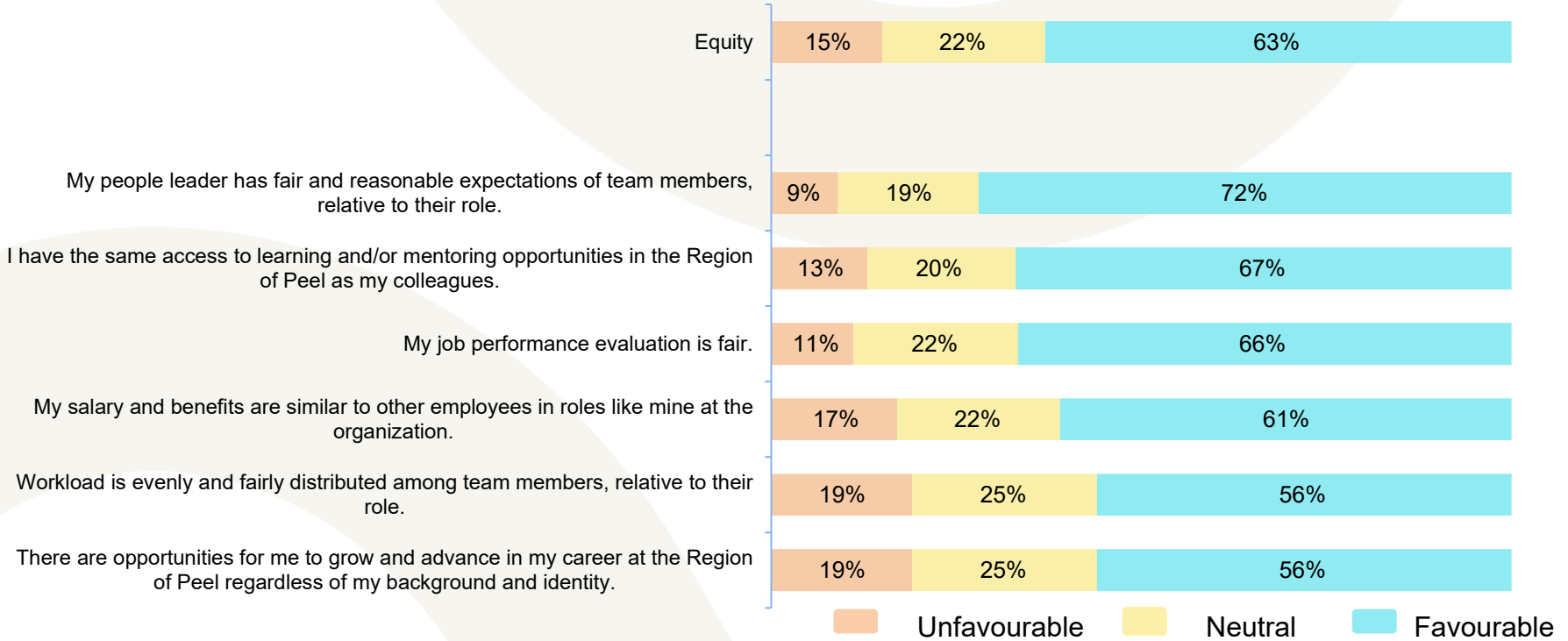
Segmented Response Rates - Department



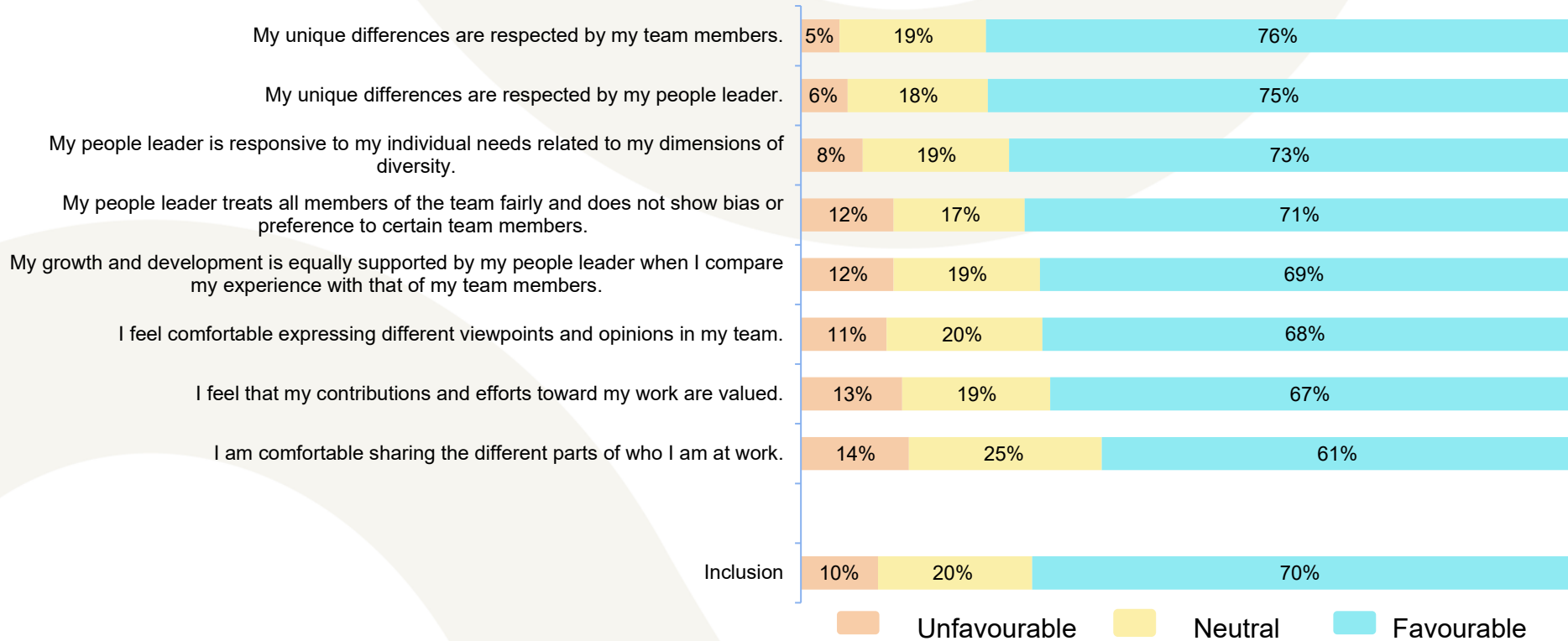
Results by Factor - Diversity



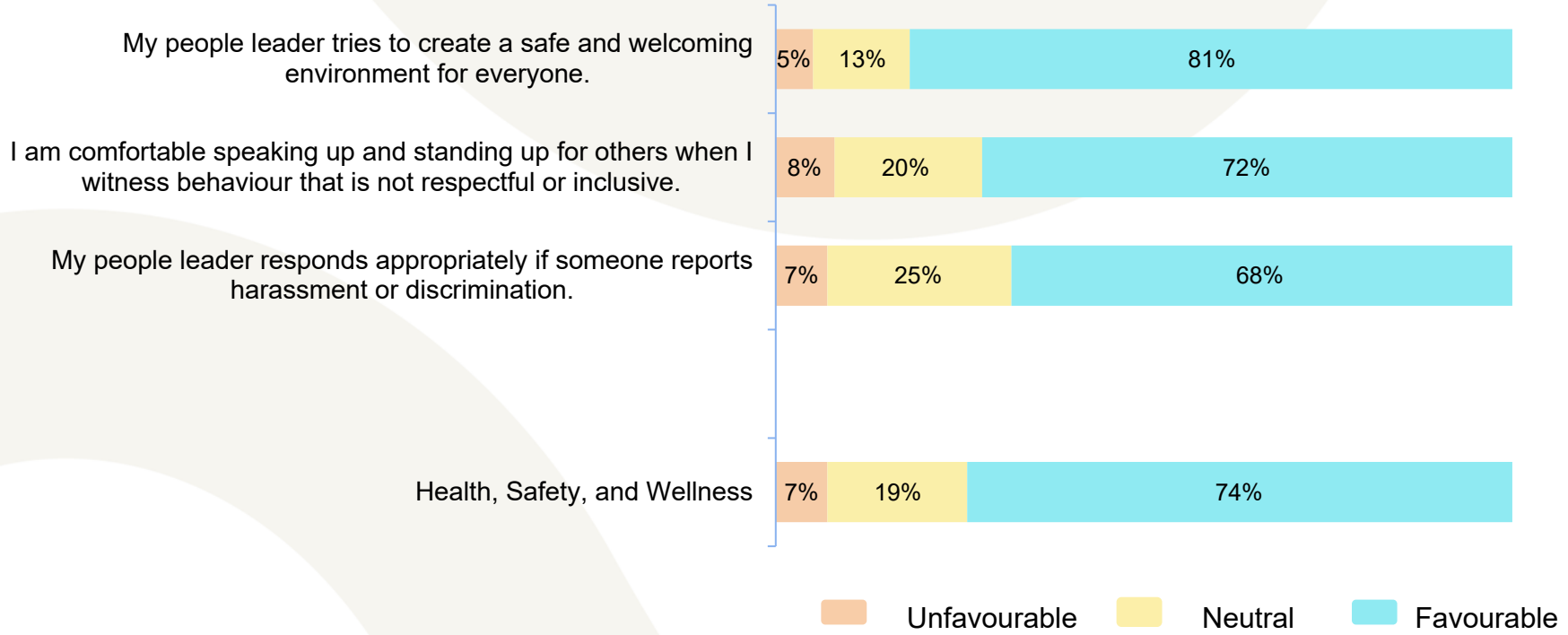
Results by Factor - Equity



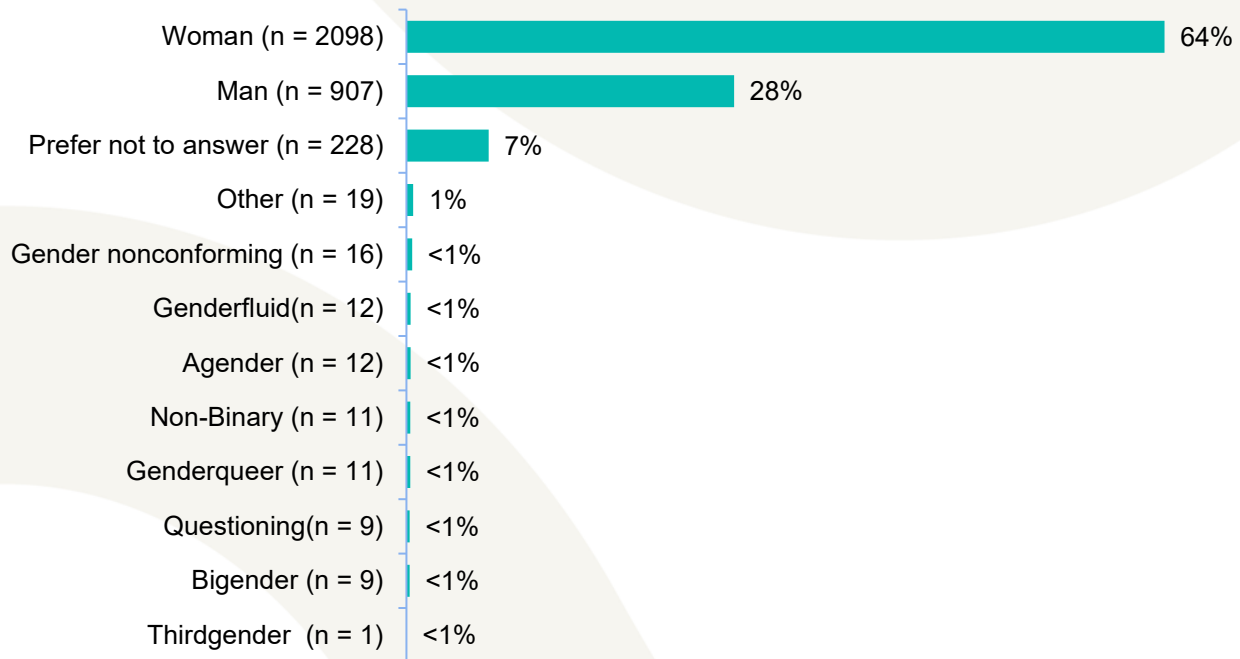
Results by Factor - Inclusion



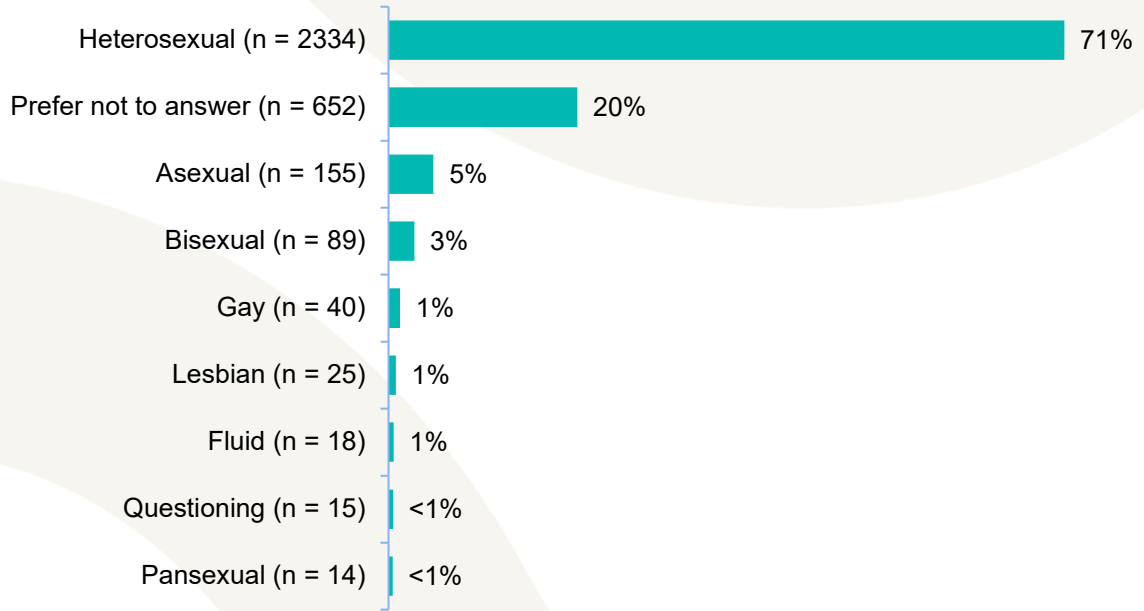
Results by Factor – Health, Safety, and Wellness



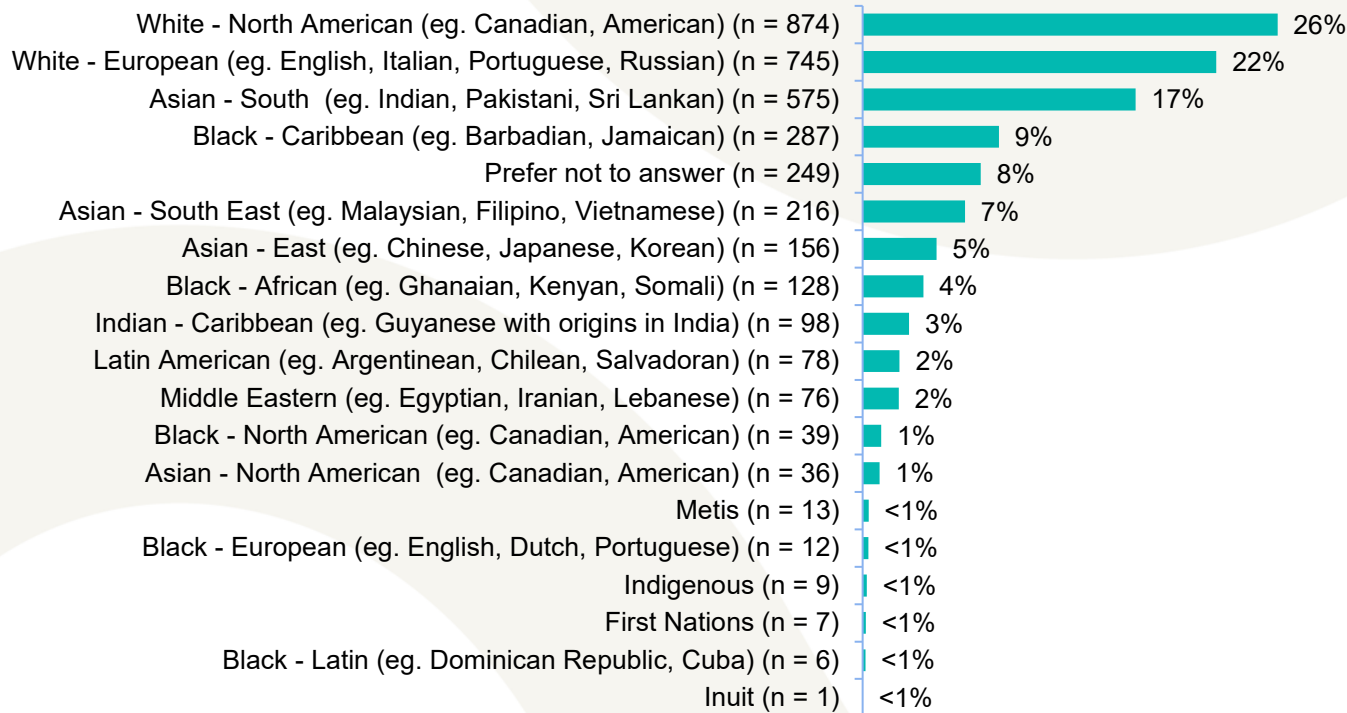
Detailed Demographics - Gender Identity



Detailed Demographics – Sexual Orientation

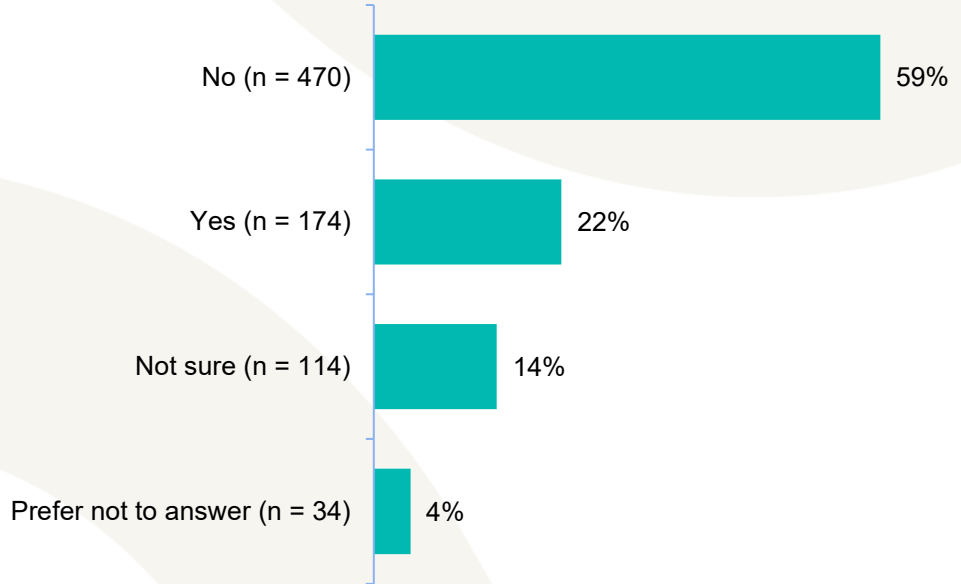


Detailed Demographics – Racial Background

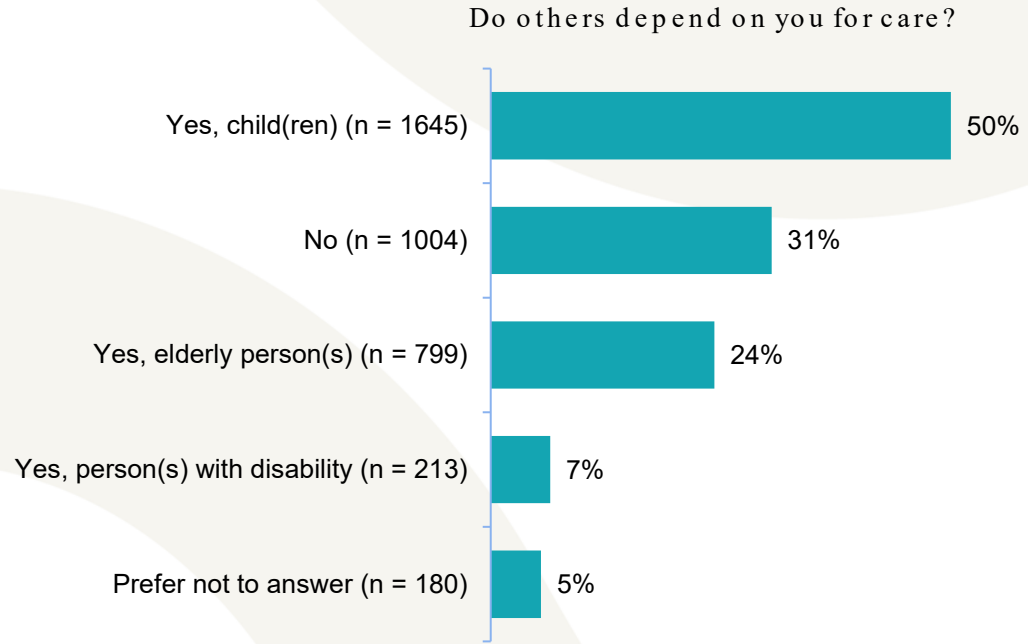


Detailed Demographics – Ability Status

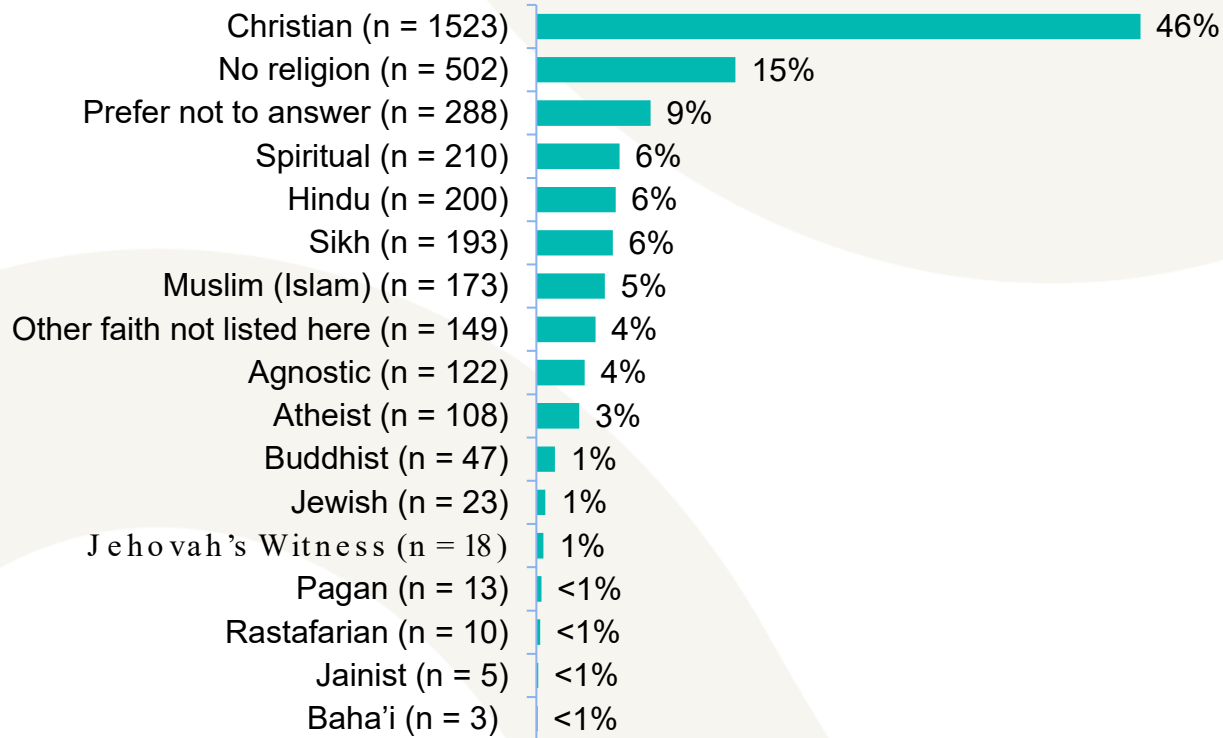
Do you identify yourself as a person with a disability or disabilities?



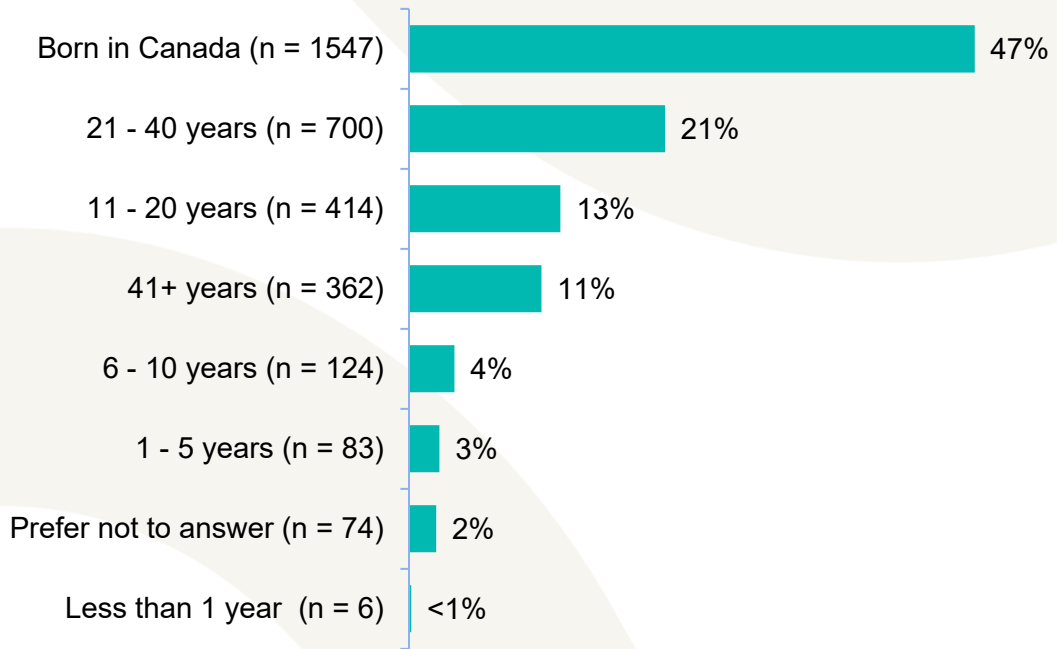
Detailed Demographics – Caregiver Status



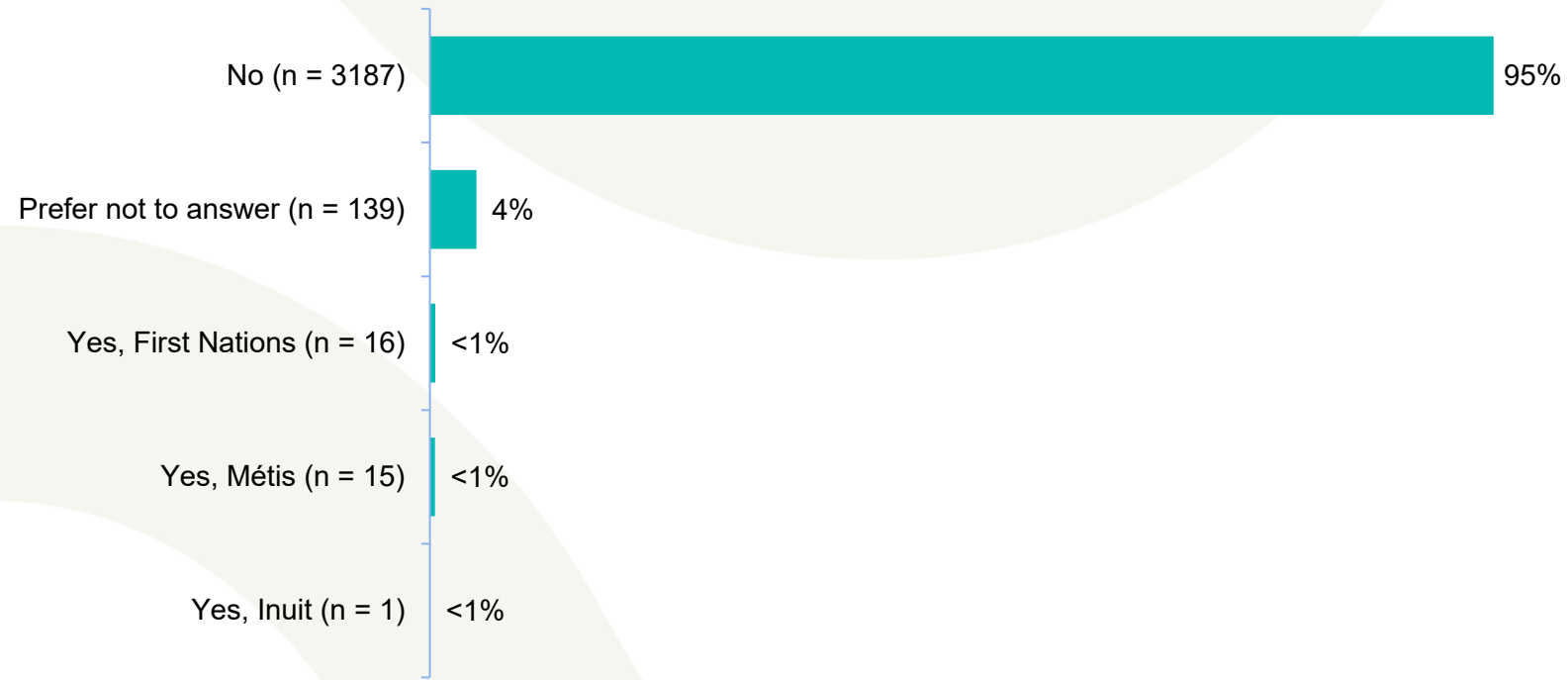
Detailed Demographics – Belief System



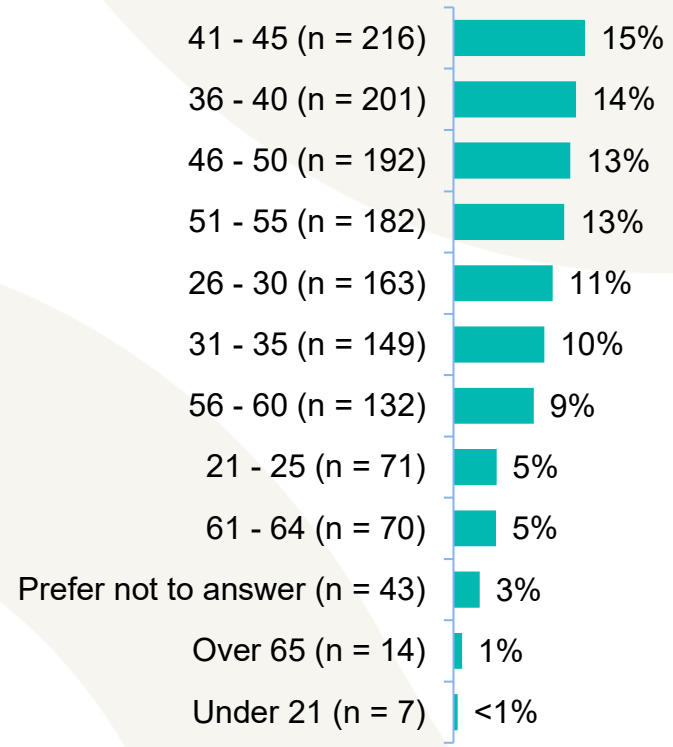
Detailed Demographics – Length of Time in Canada



Detailed Demographics – Indigenous Status



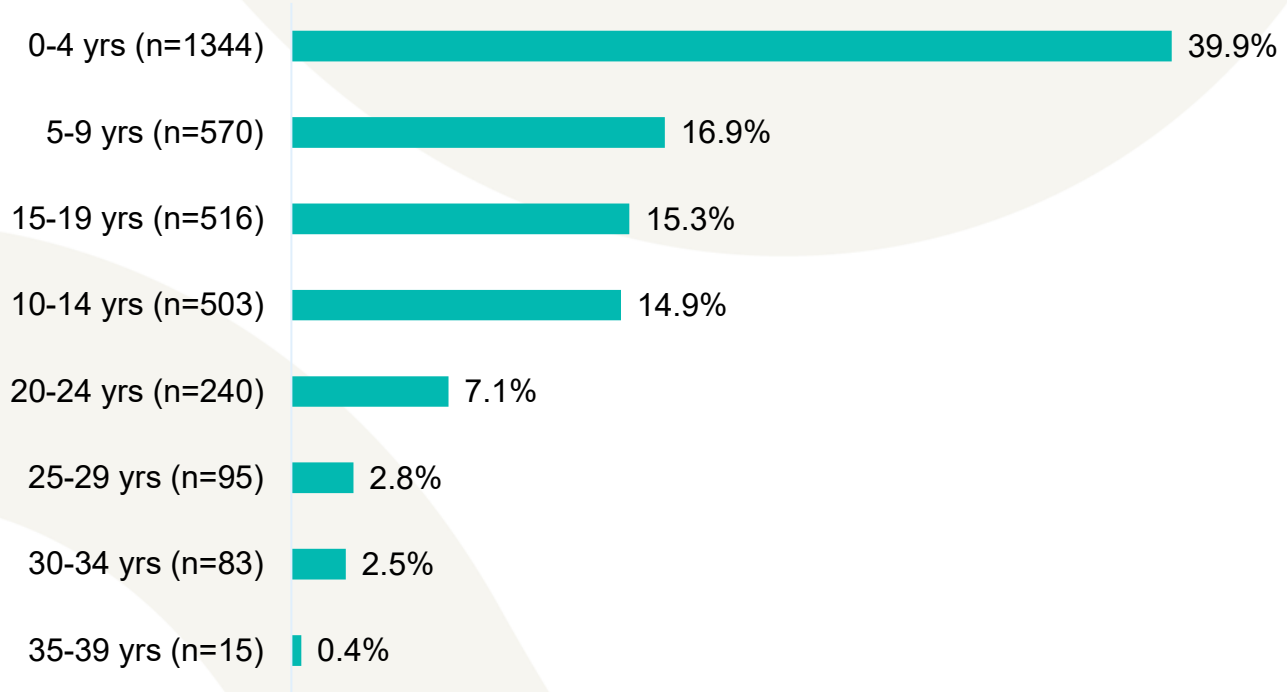
Detailed Demographics – Age Bracket



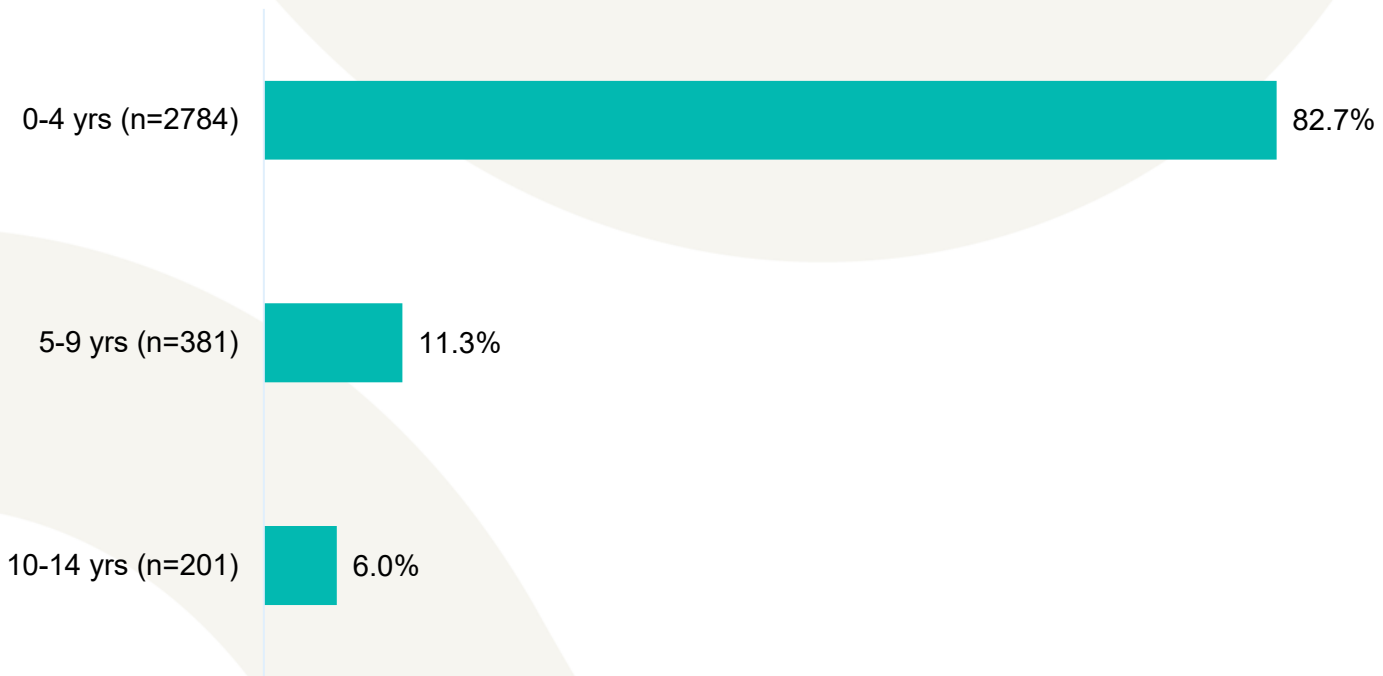
7.1-55

Detailed Demographics

– Length of Service at the Region of Peel



Detailed Demographics – Length of Service in Current Role



How to Interpret Heatmaps

Segmented Results – Caregiver Status



	overall	Yes, caregiver	No, not a caregiver	Prefer not to answer	Unknown
Responses Count	2088	987	171	88	
Diversity	72	72	74	65	72
Equity	63	62	69	51	60
Health, Safety, and Wellness	74	74	75	62	73
Inclusion	70	70	73	57	69

7.1-58

Appendix II

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 6 respondents

Segmented Results – Job Band

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

	overall	7	8	9	10	12	Unknown	All Anonymized
Responses Count		31	278	98	98	43	2764	16
Diversity	72	86	74	73	77	67	72	70
Equity	63	69	66	72	71	74	62	79
Health, Safety, and Wellness	74	87	81	83	81	87	72	92
Inclusion	70	78	74	79	80	81	69	93

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Segmented Results – Job Band Range

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Start	Top	Unknown	All Anonymized
Responses Count	309	235	2764	20	
Diversity	72	73	76	72	75
Equity	63	68	71	62	69
Health, Safety, and Wellness	74	79	86	72	88
Inclusion	70	76	79	69	80

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Segmented Results – Length of Service at Region of Peel

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

	overall	0 - 4 yrs	5 - 9 yrs	10 - 14 yrs	15 - 19 yrs	20 - 24 yrs	25 - 29 yrs	30 - 34 yrs	35 - 39 yrs
Responses Count		1332	567	497	510	238	94	83	15
Diversity	72	77	70	69	68	70	67	66	86
Equity	63	68	63	59	58	58	63	58	83
Health, Safety, and Wellness	74	78	73	69	68	75	72	75	74
Inclusion	70	75	69	66	63	69	70	71	74

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Segmented Results – Length of Service in Current Role

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	0 - 4 yrs	5 - 9 yrs	10 - 14 yrs
Responses Count	2755	378	200	
Diversity	72	73	70	66
Equity	63	64	59	58
Health, Safety, and Wellness	74	75	71	66
Inclusion	70	71	67	62

Segmented Results - Gender Identity

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Man	Woman	Non - Binary	Prefer not to answer	Unknown
Responses Count	896	2059	76	215	86	
Diversity	72	77	71	68	62	68
Equity	63	68	63	63	50	63
Health, Safety, and Wellness	74	76	74	70	65	69
Inclusion	70	74	71	65	55	62

Segmented Results – Sexual Orientation

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Heterosexual	2SLGBTQ+	Prefer not to answer	Unknown
Responses Count	2294	330	626	82	
Diversity	72	73	70	69	72
Equity	63	65	61	57	59
Health, Safety, and Wellness	74	76	70	70	69
Inclusion	70	73	64	65	62

Segmented Results – Racial Background

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	BIPOC	White	Prefer not to answer	Unknown
Responses Count	1610	1438	230	52	
Diversity	72	71	75	59	80
Equity	63	62	67	45	69
Health, Safety, and Wellness	74	74	76	61	76
Inclusion	70	71	72	52	72

Segmented Results – Ability Status

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

	overall	No	Yes	Not sure	Prefer not to answer	Unknown
Responses Count	468	173	114	34	2544	
Diversity	72	66	63	58	68	75
Equity	63	60	49	51	44	66
Health, Safety, and Wellness	74	71	63	63	68	76
Inclusion	70	65	55	57	50	73

Segmented Results – Belief System

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

	overall	Agnostic	Atheist	Buddhist	Christian	Hindu	Jehovah's Witness	Jewish	Muslim (Islam)	Sikh	Spiritual	Multiple Items Selected	No religion	Other	Prefer not to answer	Unknown	All Anonymized
Responses Count		80	85	32	1407	166	16	17	160	176	104	209	446	121	264	46	12
Diversity	72	76	72	72	74	75	87	78	71	72	67	66	73	70	62	70	65
Equity	63	73	69	64	65	63	79	82	60	62	64	56	68	56	50	62	44
Health, Safety, and Wellness	74	77	74	69	76	77	92	76	76	76	76	68	75	66	63	73	57
Inclusion	70	72	71	72	72	73	89	79	72	72	70	65	72	62	57	66	56

Segmented Results – Length of Time in Canada

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

	overall	Born in Canada	Less than 1 year	1 - 5 years	6 - 10 years	11- 20 years	21 - 40 years	41+ years	Prefer not to answer	Unknown
Responses Count	1539	6	83	124	412	692	358	69	55	
Diversity	72	71	92	82	77	79	69	72	55	69
Equity	63	64	89	78	70	66	60	61	41	63
Health, Safety, and Wellness	74	73	100	82	81	75	74	74	55	73
Inclusion	70	70	96	80	75	73	69	69	50	66

Segmented Results – Indigenous Status

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

	overall	No	Yes, Indigenous	Prefer not to answer	Unknown
Responses Count	3151	32	123	24	
Diversity	72	73	62	58	76
Equity	63	64	55	43	65
Health, Safety, and Wellness	74	75	70	55	85
Inclusion	70	71	61	47	75

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Appendix II

Segmented Results – Age Bracket

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

	overall	Under 21	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 64	Over 65	Prefer not to answer	Unknown
Responses Count		9	112	297	323	435	525	473	503	321	165	55	101	24
Diversity	72	75	77	72	74	71	71	74	70	70	77	78	66	67
Equity	63	67	67	66	67	65	63	63	60	59	65	75	50	58
Health, Safety, and Wellness	74	65	75	74	74	76	74	75	72	71	79	80	66	62
Inclusion	70	75	72	70	73	73	70	72	69	66	72	81	52	61

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Appendix II

Segmented Results – Caregiver Status

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Yes, caregiver	No, not a caregiver	Prefer not to answer	Unknown
	2088	987	171	88	
Diversity	72	72	74	65	72
Equity	63	62	69	51	60
Health, Safety, and Wellness	74	74	75	62	73
Inclusion	70	70	73	57	69

Segmented Results – People Leader by Age

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

	overall	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 64	Prefer not to answer	All Anonymized
Responses Count		14	30	61	116	114	115	64	25	16	10
Diversity	74	75	78	71	68	75	74	81	83	77	70
Equity	69	74	68	66	65	70	75	69	78	48	75
Health, Safety, and Wellness	82	82	84	79	80	83	85	82	93	75	77
Inclusion	77	73	77	78	74	79	79	79	80	59	84

Segmented Results – People Leader by Ability

Unfavourable
(bottom end of
range of results)



Favourable
(top end of range of
results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	No	Yes	Unknown	All Anonymized
Responses Count	79	22	446	17	
Diversity	74	67	66	76	69
Equity	69	61	52	72	49
Health, Safety, and Wellness	82	78	71	84	75
Inclusion	77	71	59	80	60

Segmented Results – People Leader by Gender Identity

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Woman	Man	Non - Binary	Prefer not to answer	Unknown
Responses Count	335	197	8	18	7	
Diversity	74	72	80	61	65	64
Equity	69	70	70	60	36	68
Health, Safety, and Wellness	82	83	84	63	75	74
Inclusion	77	78	80	56	57	76

Segmented Results – People Leader by Caregiver Status

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Yes, caregiver	No, not a caregiver	Prefer not to answer	Unknown
Responses Count	408	133	18	6	
Diversity	74	74	76	62	79
Equity	69	68	77	43	78
Health, Safety, and Wellness	82	82	84	67	83
Inclusion	77	77	81	59	77

Segmented Results – People Leader by Racial Background

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	BIPOC	White	All Anonymized
Responses Count	202	336	26	
Diversity	74	71	77	70
Equity	69	63	74	48
Health, Safety, and Wellness	82	81	84	71
Inclusion	77	75	80	64

Segmented Results – People Leader by Length of Time in Canada

Unfavourable
(bottom end of range of results)



Favourable
(top end of range of results)

Note : colors reflect gradient between top and bottom of range of results (i.e., coloring is relative rather than absolute); all anonymized reflects combination of elements below WorkTango's anonymity threshold of 5 respondents

Responses Count

Diversity

Equity

Health, Safety, and Wellness

Inclusion

	overall	Born in Canada	11- 20 years	21 - 40 years	41+ years	Prefer not to answer	All Anonymized
Responses Count	305	38	106	99	7	10	
Diversity	74	73	79	74	78	61	70
Equity	69	71	64	66	69	57	68
Health, Safety, and Wellness	82	84	79	82	81	67	77
Inclusion	77	78	77	77	77		67

For Information

REPORT TITLE: Diversity, Equity, and Inclusion Journey for Community Investment Funding

FROM: Sean Baird, Commissioner of Human Services

OBJECTIVE

To provide the Diversity, Equity and Anti-Racism Committee with an update on the Community Investment Programs approach to embedding equity in its granting program.

REPORT HIGHLIGHTS

- In alignment with the Regions of Peel’s commitment to address systemic discrimination the Community Investment Program is committed to applying an equity lens to ensure that the diversity of Peel not-for-profits and community are reflected in decision-making, grant opportunities, policies, and practices.
 - Key steps in the journey include community engagement; development of assessment tools, policies, procedures, and frameworks; data collection; and training.
 - The Community Investment Program will continue to work with Black, Indigenous and racialized Peel not-for-profits to continue to embed and further advance equitable access to funding.
-

DISCUSSION

1. Background

Council Mandate and support for Diversity, Equity and Inclusion (DEI)

In June 2020, Council approved a resolution (2020-448) which affirmed its commitment to “...address systemic discrimination by supporting policies, equitable funding, and programs that address the inequities faced by the black community and other marginalized groups continue to experience within Peel.”

Furthermore, in August 2021, Regional Council adopted the following statement on antiracism and discrimination: “The Region of Peel recognizes the impact of historical and ongoing racism and systemic discrimination in its communities. We are committed to learning, evolving, and owning the role we have played in preserving the systems that advantage some and disadvantage others. As a municipal leader and accountable government, we accept responsibility to expose and oppose racism and dismantle the institutional systems that perpetuate social inequities.”

Diversity, Equity, and Inclusion Journey for Community Investment Funding

Community Investment Program

Through a budget of \$8 million in 2022, the Region's Community Investment Program supports Peel not-for-profits to build stronger, more equitable communities by providing programs to the most vulnerable; supporting capacity and resources for marginalized and equity-seeking populations; and enabling upstream systems change that addresses complex social challenges.

2. Enhancing Diversity, Equity and Inclusion in Community Investment Funding

The Community Investment Program recognizes the importance of equity and is committed to applying an equity lens to its funding grants to ensure that the diversity of our local social service providers and community are reflected in decision-making, grant opportunities, policies, and practices. Through a community focused approach, in 2020, staff undertook a number of initiatives described below with key timelines, areas of focus and results for enhancing diversity, equity, and inclusion (DEI) into the Community Investment Program.

a) COVID-19 Community Investment Equity and Diversity Alignment (2020-2021)

The COVID-19 pandemic and emergency response measures from all levels of government drew attention to the disparities experienced by equity-seeking groups across Canada. From the onset of the pandemic in March 2020, the Community Investment Program pivoted to assist the not-for-profit sector to adapt their service delivery models to support Peel's most vulnerable populations. To support the immediate needs, and align to Resolution 2020-448 to address systemic discrimination, Community Investment realigned \$1.3 million to the long and medium priorities of the pandemic and to address racial and systemic discrimination. In 2020 and 2021 thirty-five and thirty-seven percent of successful applicants for the Capacity and Change Fund were Black-led, Black-mandated or Black serving Peel not-for-profits, respectively.

b) Development of a Funding Framework that incorporates Equity (2020 – 2021)

To support the integration of equity and promote the inclusion of diverse local service providers, not-for-profits and groups are reflected in the Community Investment Funding Framework, staff developed an action plan in 2020 that;

- a) Reviewed funding policies, processes and practices that may inadvertently create barriers for individuals, certain Peel not-for-profits and/or community groups applying or accessing funding;
- b) Completed an extensive national literature, environmental and jurisdictional scans on best practice equity funding assessments and auditing tools; and
- c) Conducted external, Municipal, Regional and community partner consultations.

The development of a draft Equity Audit Tool was completed in 2021 by staff to support thinking and discussion around equity within the granting streams. The intention of this tool is to begin the initial steps to applying an equity lens to funding, data capture, and inform future decision making with Community Investment Funds. The process of completing an audit is a statement to the broader community that the Region of Peel Community Investment Program both values and is committed to DEI.

Diversity, Equity, and Inclusion Journey for Community Investment Funding

c) Community and Regional Engagement (2021-2022)

Community Investment has been working and will continue to work alongside community partners and the Office of Culture and Inclusion in incorporating an equity funding lens that addresses systemic discrimination and inequities faced by the black community and other marginalized groups. In 2021 and 2022, Community Investment staff facilitated targeted consultations with the Anti-Black Racism and Systemic Discrimination Table and the Community Response Table and embedded their feedback into the action plan. Staff have also worked cross functionally with other Human Services divisions (Early Years and Child Care, Income and Social Supports, Housing and Homelessness) to share best practices on the alignment of corporate DEI strategic approaches to best support the community.

d) Changes to Granting Practices and Processes to Enhance Access and Equity (2022-2023)

The phased and intentional implementation of an equity approach to the Community Investment Program has been informed directly by consultation and direction from community partners. In 2022, staff made changes to the granting practices and processes by embedding a transparent equity statement, as well as implemented DEI training tools in all funding review committees.

A Community Investment Policy was developed in 2022 to increase transparency, equity, and accountability for all Community Investment funds. In 2023, staff will host targeted consultations with community partners to review the completed policy and equity statement for feedback before it is launched.

To increase access to funds, staff and the Corporate Communications team will refresh the Community Investment website in 2023 to include low barrier tools and aids for not-for-profits to utilize.

The Equity Audit tool has been piloted by staff over the past three years (2020-2022) to collect baseline data. The pilot is a key action for the Region to increase the numbers of Black and Indigenous agencies and equity seeking groups access to funding in Community Investment. In 2023 staff will consult with not-for-profits on implementing the tool in the decision-making process of Community Investment's balanced funding approach.

The Community Investment Program has committed to annually reporting on a corporate performance measure of overall annual funding allocated to Black, Indigenous, and racialized agencies (annual target of 10%). In 2021 and 2022 10 and 11 per cent of all Community Investment funded agencies were Black-led, Black-mandated, Black-serving, and/or Indigenous, respectively.

3. Key areas of Learning

- The Community Investment Program has a relationship-centered approach with Peel not-for-profits that prioritizes the needs and conditions of communities and the organizations serving these communities. To further advance equity and access for racialized and equity seeking community groups, staff will develop and implement a targeted community engagement plan in 2023.

Diversity, Equity, and Inclusion Journey for Community Investment Funding

- The Region currently funds diverse not-for-profits, however, gaps and opportunities to better support and fund racialized not-for-profits not currently accessing the Community Investment Program have been identified. In 2023, staff will carry out research and community consultations on developing a targeted funding approach for Black, Indigenous and grassroots community groups and/or agencies.

CONCLUSION

As part of the Region's commitment to address systemic discrimination, Community Investment has taken important steps in an ongoing journey to incorporate and improve diversity, equity, and inclusion in its granting program. Key steps in the journey include community engagement; development of assessment tools, policies, procedures and frameworks; data collection; and training. This work will continue and evolve over the coming year(s) and staff will report back to Regional Council as necessary on the progress and findings of this important work.



Sean Baird, Commissioner of Human Services

Authored By: Arlene Coventry-Bauer, Manager, Community Investment and Capacity, Social Development, Planning and Partnerships