

# Region of Peel Workforce Census

## Overview and Findings

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# Agenda

1. Objective & Methodology of our Workforce Census
2. Demographics
3. Key Findings
4. Courageous Conversations
5. Next Steps

# The Objective & Methodology of our Workforce Census

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

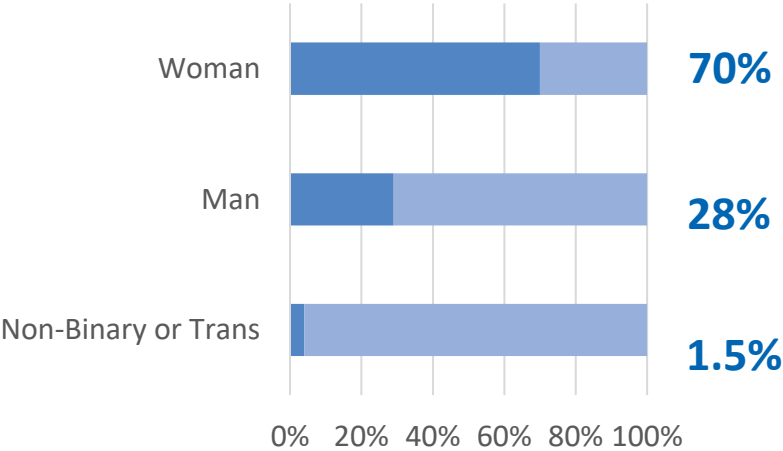
# Demographics



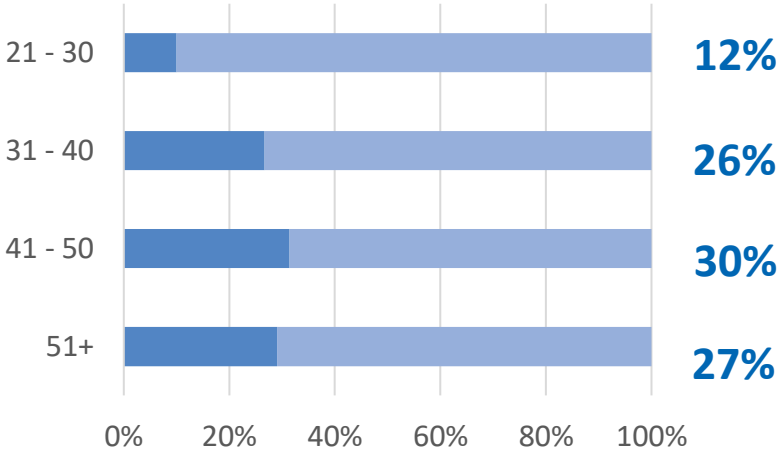
10.1-4

# Demographics

## Gender Identity



## Age



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



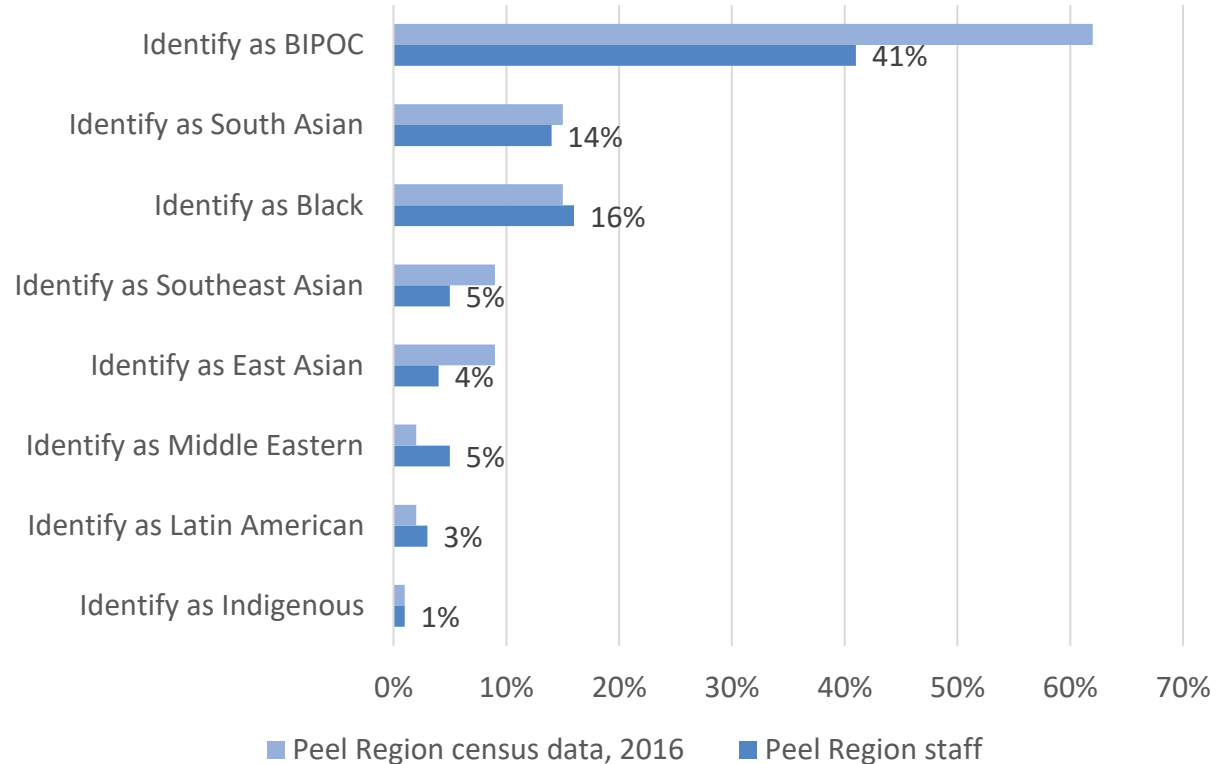
# Population Demographics

**52%**

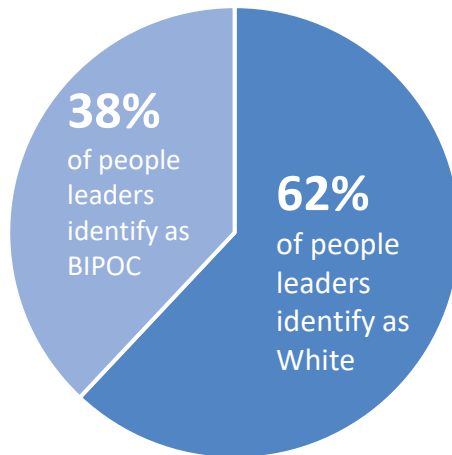
of Peel's population  
were born outside  
of Canada  
(2016 Stats Can)

**47%**

of survey  
respondents were  
born outside of  
Canada



# Demographics - People Leaders



Gender	% of Respondents Identified	% Identified as People Leader
Women	70%	21%
Men	28%	27%
Non-Binary or Trans	1.5%	19%



# Diversity, Equity, and Inclusion (DEI) Questions

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

## Diversity

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

## Equity

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

## Inclusion

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



# Key Findings



# Gender Identity and Racial Category



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



Respondents identifying as a Man have greater access to advancement opportunities



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

# Other Demographics



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



LGBTQ2S+ respondents have relatively similar DEI experience to heterosexual respondents



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

# Other Demographics



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



Respondents identifying as having a disability have lower DEI sentiment



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

# Courageous Conversations

10.1-13



# Courageous Conversations – June 2020 to March 2021

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

# Key Themes

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

Need for education and training across all levels of the organization

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

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

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

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

# Anti-racism and Systemic Discrimination Position Statement





# ROP Position Statement

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. To achieve Community for Life, we will enact sustainable change for our employees and residents through our policies and practices that demonstrate respect and dignity for all, enabling people in Peel to achieve their fullest life.

# DEI Recommendations



# DEI Recommendations

- DEI recommendations for the Workforce were developed April 2021
  - Informed by WFC and CC
  - Phased-in Implementation planned 2021 - 2025
  - Five key focus areas:
    - Inclusive and Respectful Workplace
    - Career Advancement and Promotion Processes
    - Employee Education
    - Recruitment
    - Employee Engagement

# DEI Recommendations

## Examples of DEI recommendations in progress:

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



# Next Steps

10.1-21



# Next Steps

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

## Thank you. Questions?

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