

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.