

2022 We All Count! Workforce Census Results

Prepared for Peel Regional Council

April 27, 2023

worktango

Agenda

1. Introduction
2. Overall Findings

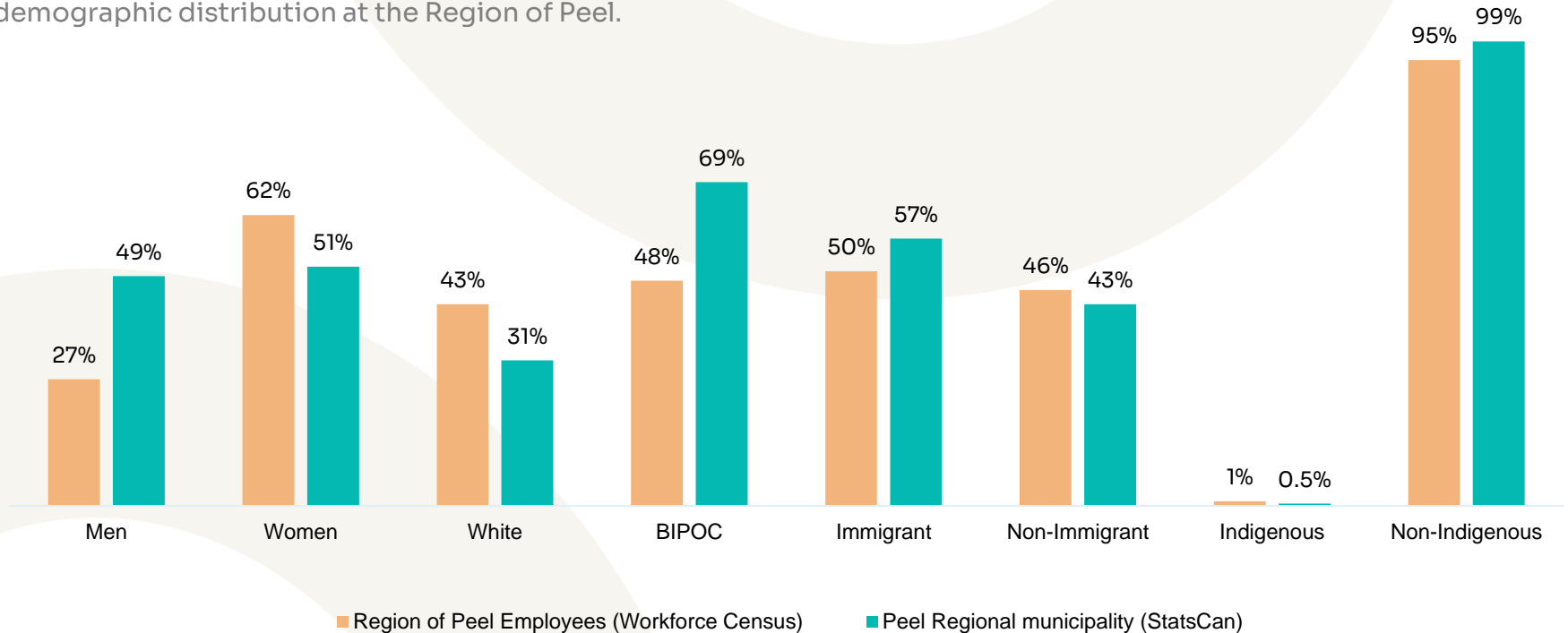
Introduction

- 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

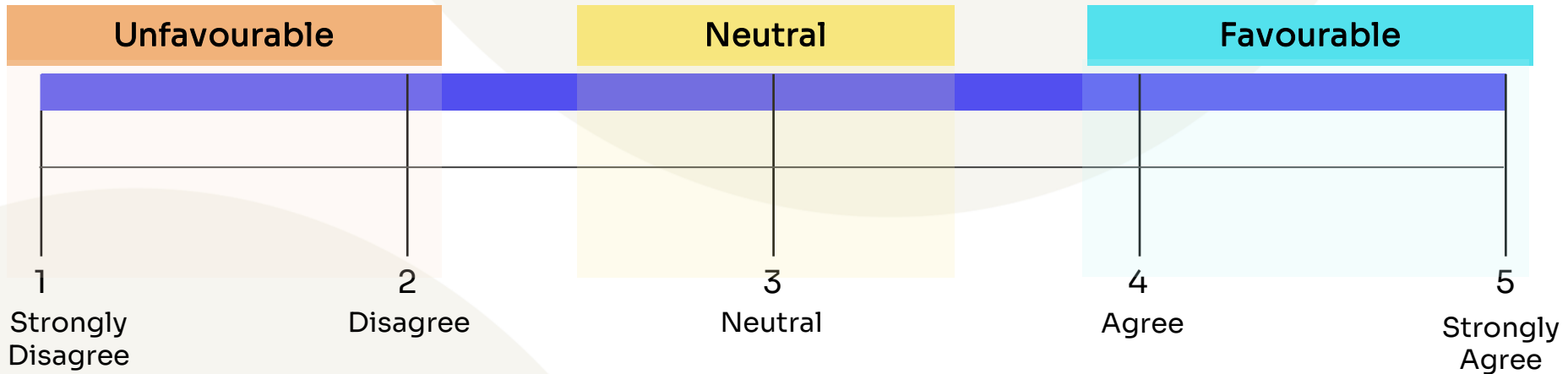
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Accommodation questions

- *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

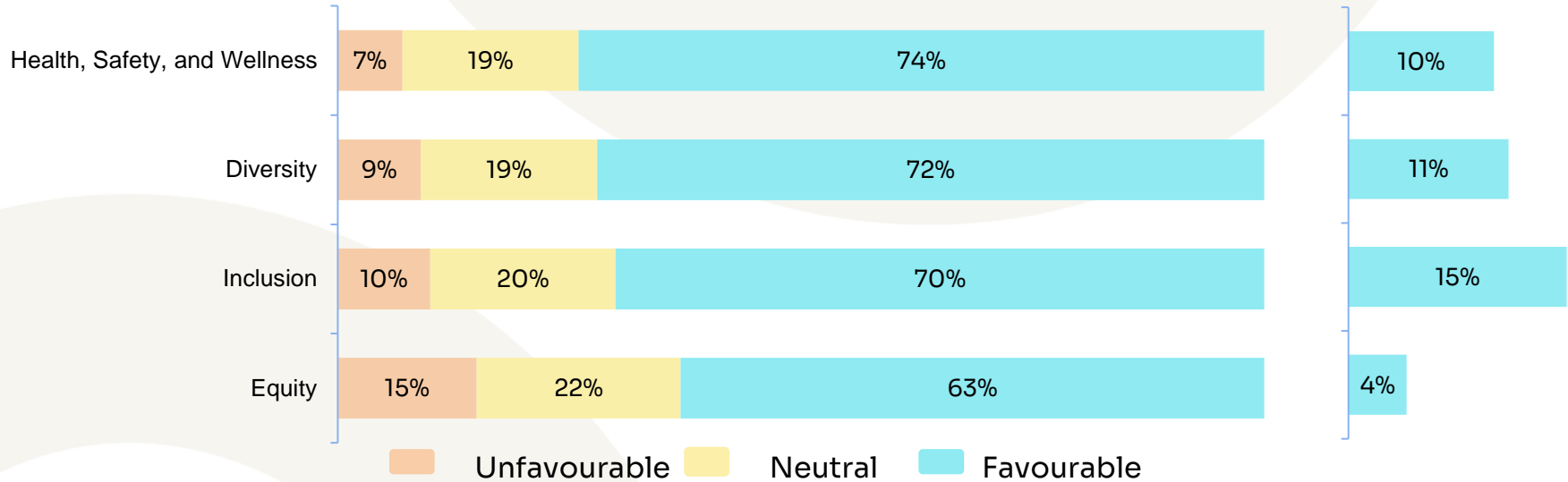
- Allows for differentiation between “agree” and “disagree” responses (i.e., audience can clearly understand the proportion of positive and negative sentiments)
- Visually presents both groupings of data (versus the average method of calculation which only displays one number and is subject to skews)
- 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.