

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.

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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

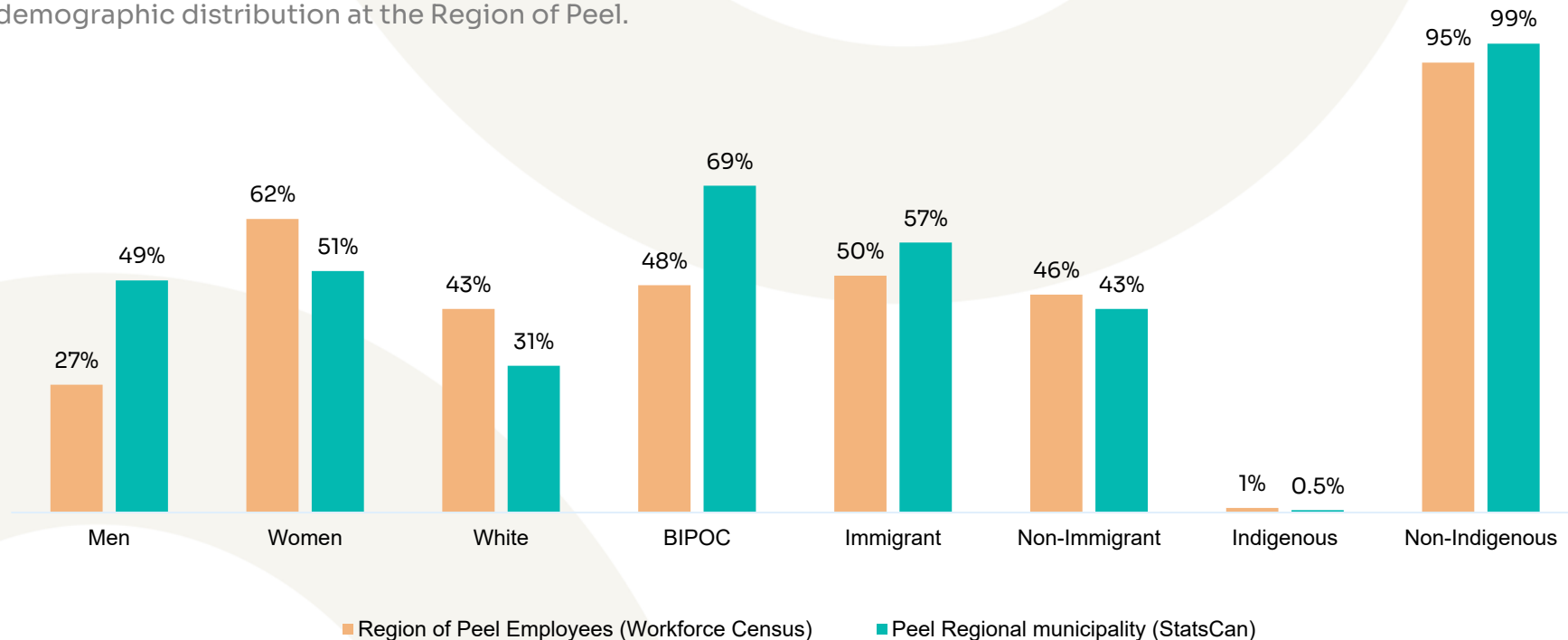
Introduction

- 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

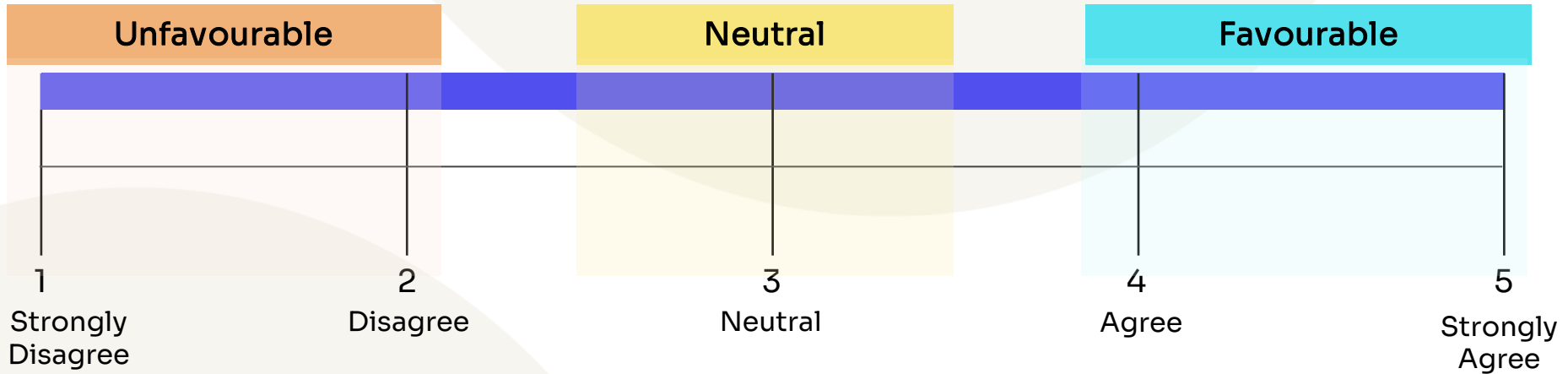
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Accommodation questions

- *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

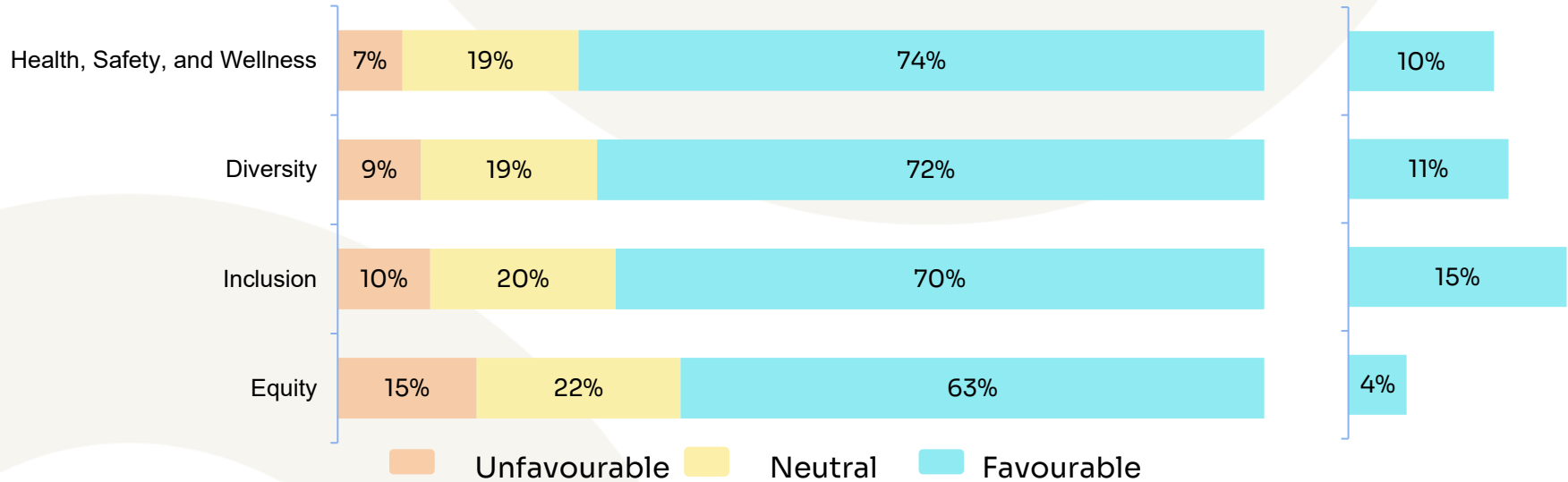
- Allows for differentiation between “agree” and “disagree” responses (i.e., audience can clearly understand the proportion of positive and negative sentiments)
- Visually presents both groupings of data (versus the average method of calculation which only displays one number and is subject to skews)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