

Workforce Diversity and Inclusion Employee Survey Results

Presentation to DIAC
May 12, 2021



Background

- Recommendation 2.2 of the Workforce Diversity and Inclusion Strategy
- Gain a better understanding of demographics of employees and their perceptions of the City as a diverse and inclusive employer
- Conducted October 16 – November 22, 2020
- Open to all employees (full and part time)
- Promoted through regular internal communications channels
- The data should not be considered fully conclusive or representative of the diversity at the City of Mississauga. **However, the data do provide a strong baseline about diversity and perceptions of inclusivity at the City.**

Questions

- **Demographics**
 - Questions focused on age, gender, languages spoken, sexual orientation, Indigenous identity, racial and ethnic background, gender identity, spirituality, and disability.
 - Matched to positions of leadership to gain a better understanding of the demographic make-up of the City's leadership.
- **Inclusivity:**
 - Questions regarding their perceptions about inclusion at the City of Mississauga.
 - Broken down by personal identifiers

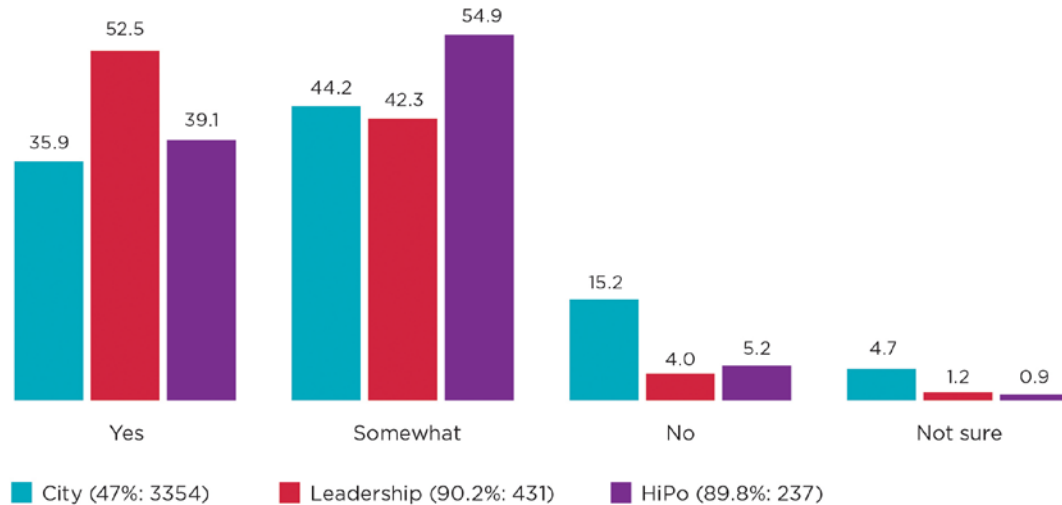
Response Rates Cont'd

- Of the 478 leadership (managers, directors, commissioners, and City Manager) employees, 431 completed the survey for a response rate of **90%**;
- Of the 264 employees identified as High Potential (HiPo), 237 responded, for an **89% response rate**.

Familiarity With D&I

Leadership Breakdown by Familiarity with Diversity Strategy - City of Mississauga Staff Respondents

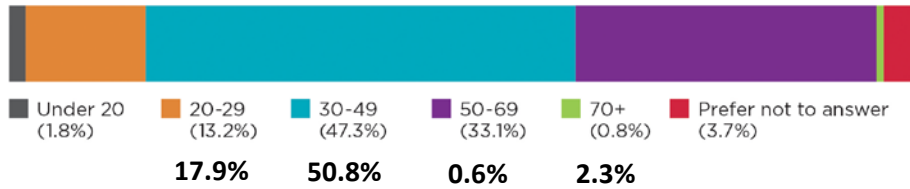
* values below are percentages



Demographics

AGE

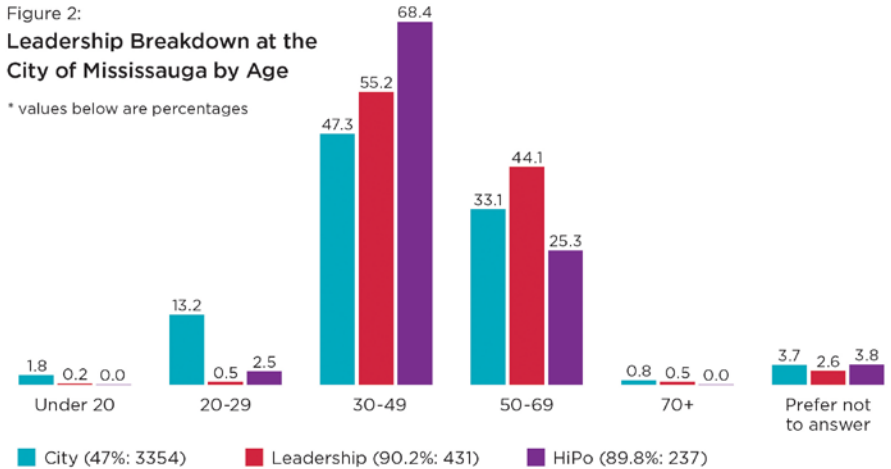
Figure 1:
Age of City of Mississauga Staff Respondents



Also Identified as
a Racialized Person

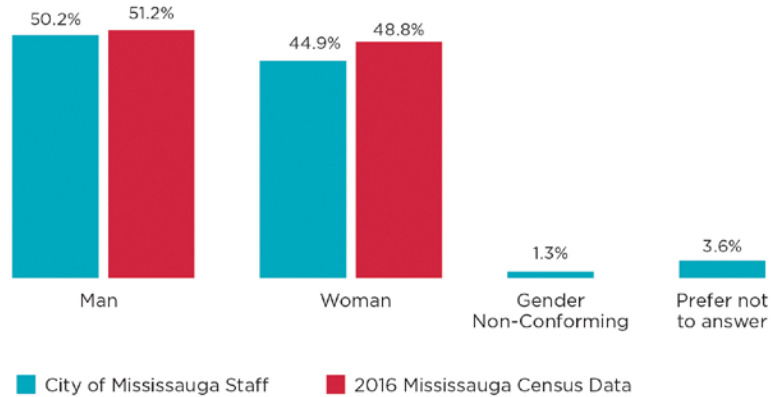
Figure 2:
Leadership Breakdown at the
City of Mississauga by Age

* values below are percentages

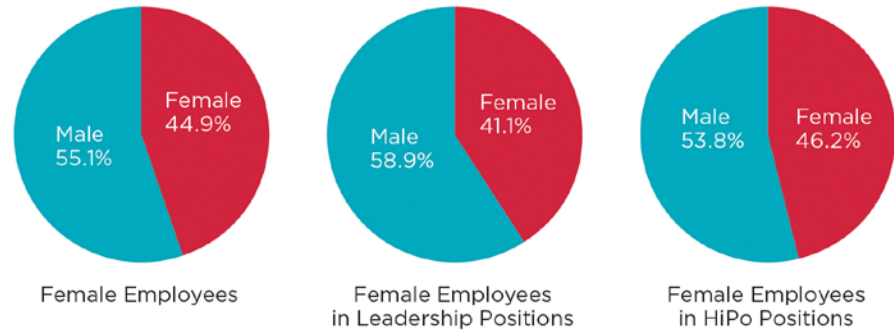


GENDER

Gender Identity - City of Mississauga Staff Respondents
versus Mississauga Census Data 2016



Female Employees in Leadership Positions



RACE/ETHNICITY

Figure 6:
Identification as a Racialized Person – City of Mississauga Staff Respondents

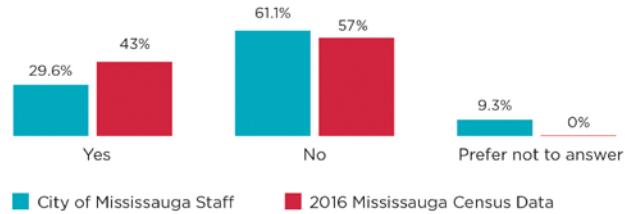
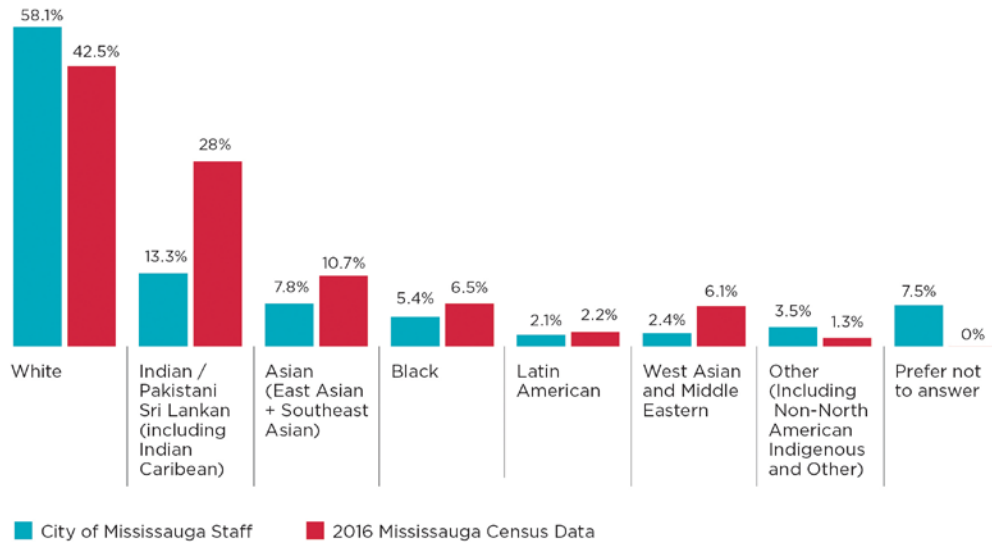


Figure 7:
Ethnic Background – City of Mississauga Staff
Respondents versus Mississauga Census Data 2016



RACE/ETHNICITY Cont'd

Figure 8:
Leadership Breakdown at City of Mississauga by Identification as Racialized

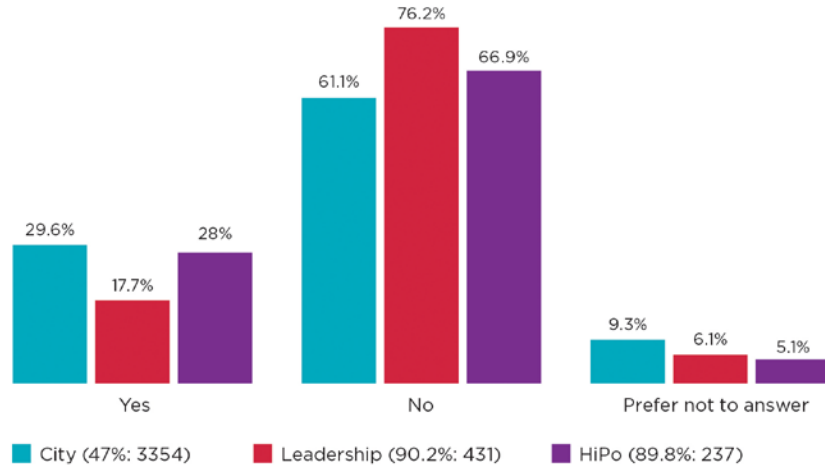
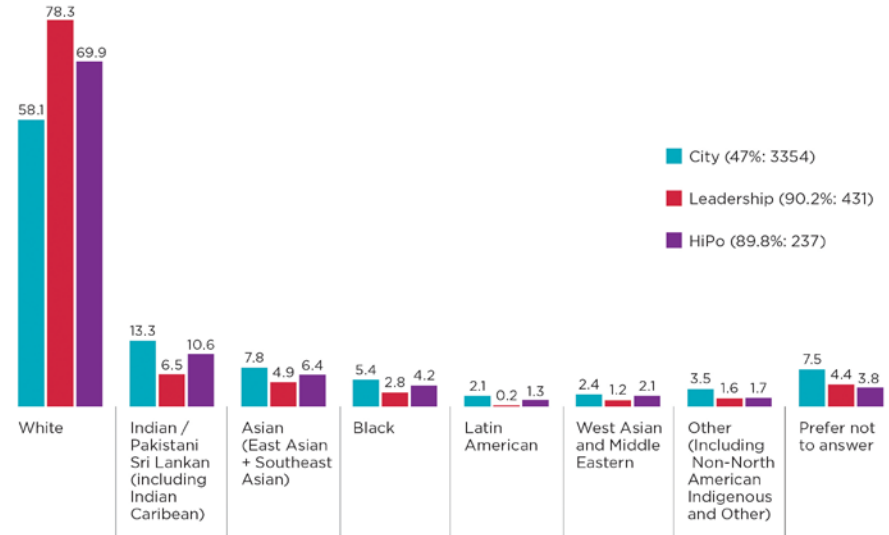
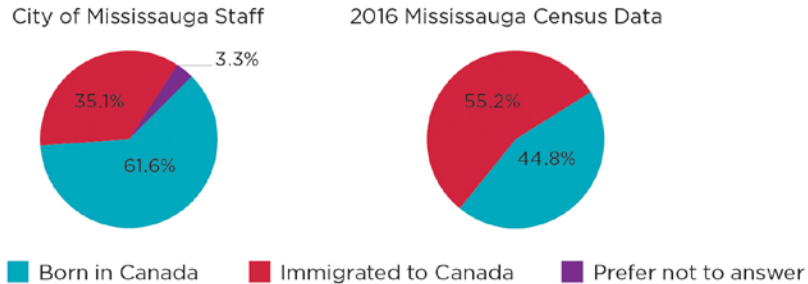


Figure 9:
Leadership Breakdown at City of Mississauga by Ethnic Background
* values below are percentages

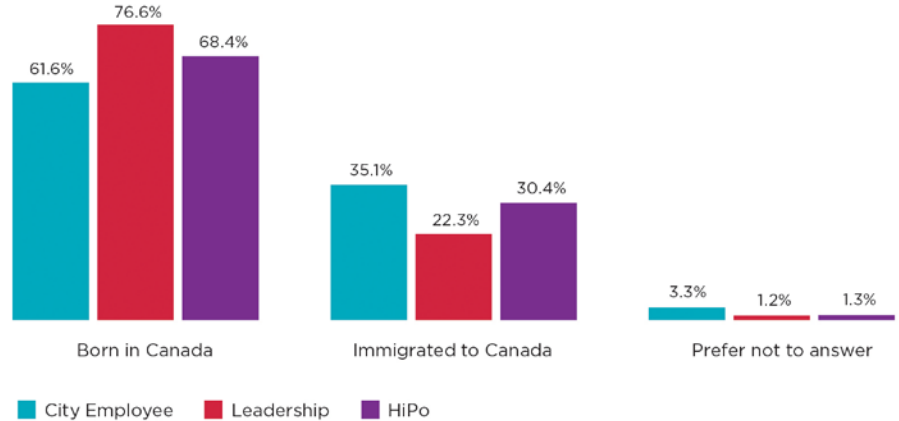


IMMIGRATION STATUS

Figure 10:
Born in Canada - City of Mississauga Staff Respondents
versus Mississauga Census Data 2016



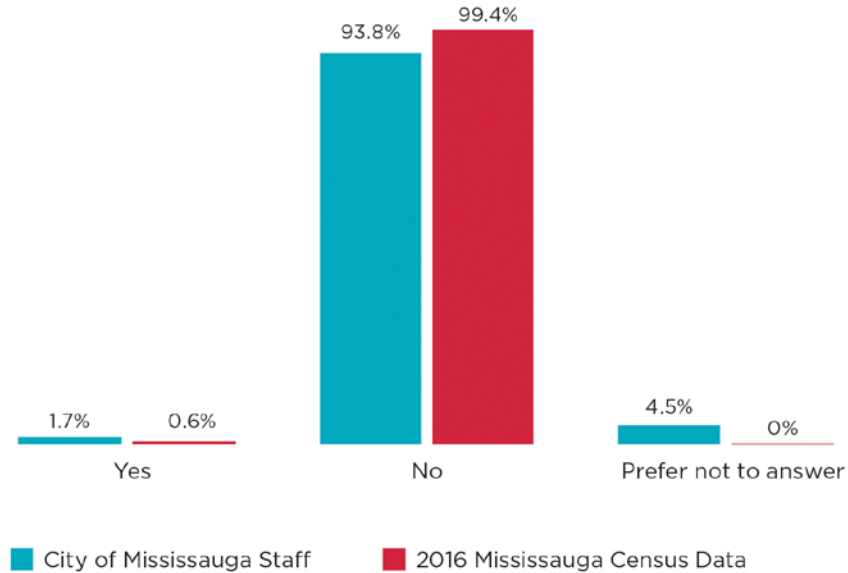
Immigration Status by Position



INDIGENOUS IDENTITY

Figure 11:

Indigenous Identity – City of Mississauga Staff
Respondents versus Mississauga Census Data 2016

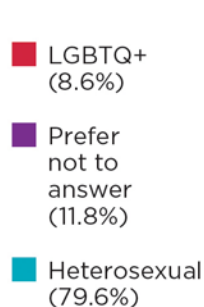


SEXUAL ORIENTATION

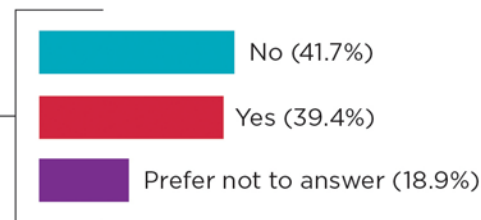
Figure 12:

Sexual Orientation – City of Mississauga Staff Respondents

With which sexual orientation do you identify?



If you selected an identity other than heterosexual, have you felt comfortable disclosing your sexual orientation in the workplace?

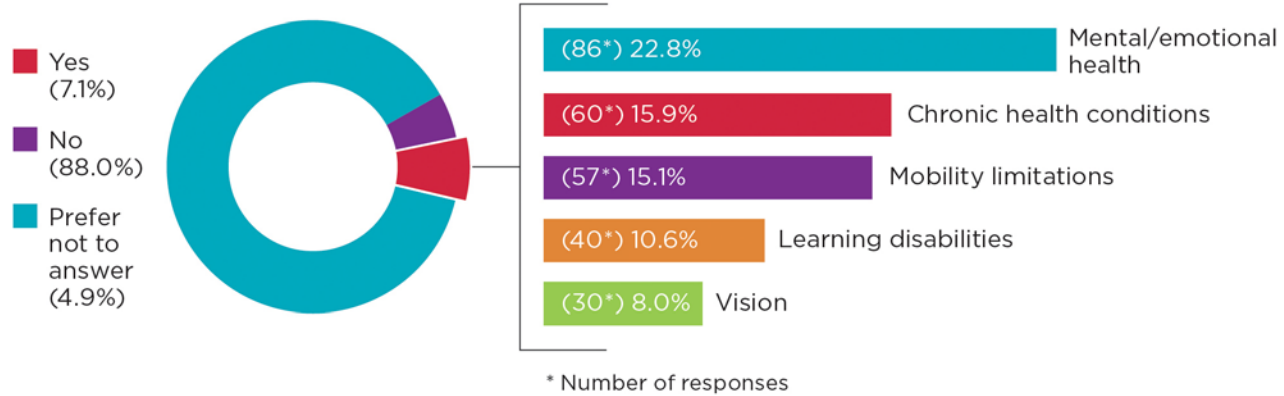


LGBTQ+ includes: Bisexual, Asexual, Gay, Queer, Lesbian, Two-spirit and I would like to specify.

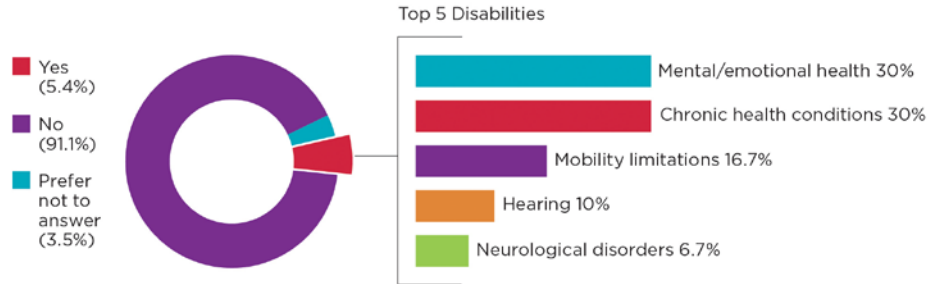
DISABILITY

Figure 13:

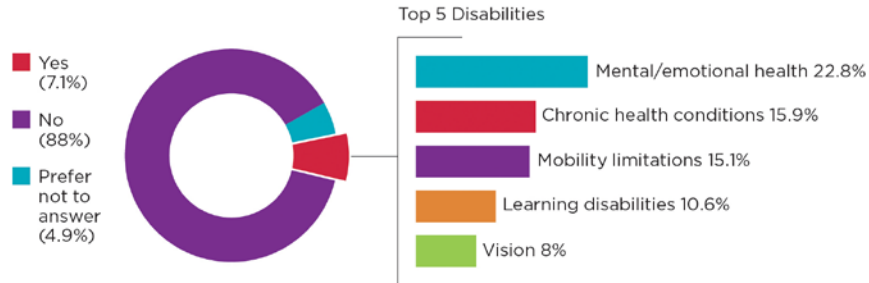
Identification as a Person with a Disability



Disability Identified by Position (Leadership)



Disability Identified by Position (City Employee)

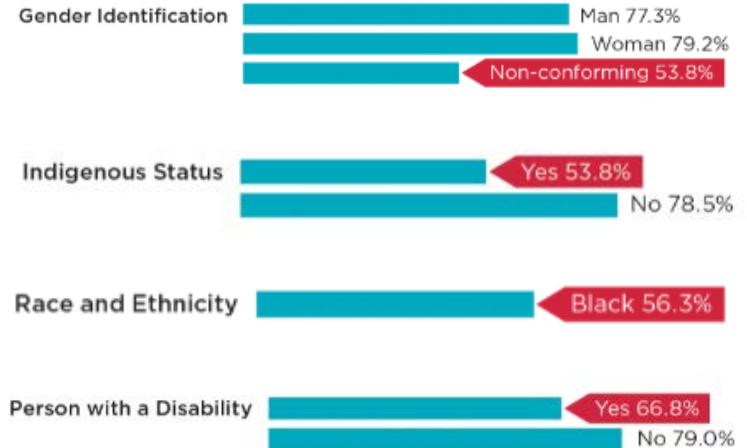
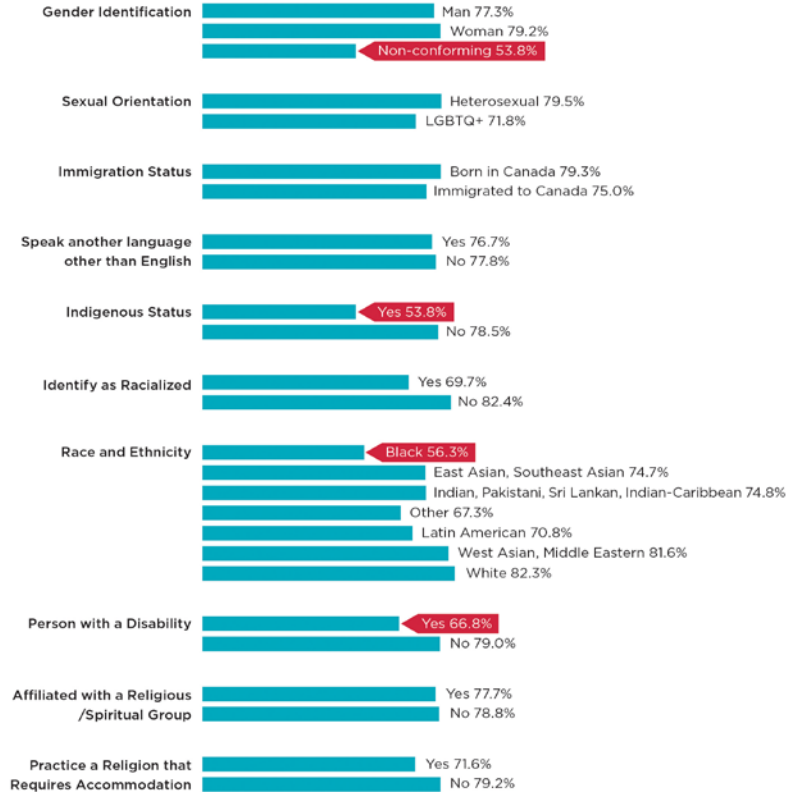


DISABILITY COMPARISON

Perceptions of Diversity and Inclusivity

DEPARTMENTAL

| Inclusivity Questions | City Manager's Office | Community Services | Corporate Services | Planning & Building | Transportation & Works | Overall City |
|--|-----------------------|--------------------|--------------------|---------------------|------------------------|--------------|
| <i>% Response</i> | 85.9% | 36.0% | 79.2% | 82.1% | 48.5% | 47.0% |
| My workplace is committed to diversity and inclusion | 76.8% | 73.9% | 76.7% | 77.3% | 68.1% | 73.0% |
| My workplace is supportive of employees... | | | | | | |
| Who are racialized persons | 77.6% | 76.4% | 78.5% | 79.8% | 73.1% | 76.0% |
| With diverse ethnic backgrounds | 77.4% | 77.3% | 79.7% | 80.3% | 73.2% | 76.7% |
| Who are people with disabilities | 77.9% | 73.6% | 77.8% | 79.1% | 71.7% | 74.2% |
| Who are immigrants to Canada | 80.2% | 78.2% | 80.9% | 82.0% | 75.9% | 78.3% |
| Who practice diverse religions | 79.8% | 77.4% | 80.9% | 82.7% | 75.3% | 77.8% |
| Of all ages | 79.2% | 78.1% | 80.9% | 79.3% | 75.8% | 78.1% |
| Of diverse gender identities | 75.8% | 75.0% | 77.3% | 79.1% | 73.7% | 75.3% |
| Of diverse sexual orientations | 78.4% | 76.3% | 77.8% | 81.2% | 73.8% | 76.1% |
| With children or elder care needs | 80.8% | 75.1% | 79.6% | 84.2% | 74.3% | 76.8% |



Key Takeaways and Next Steps

Key Takeaways

Demographics

- Equity-seeking groups within the corporation are under-represented when compared to the available labour pool in the City of Mississauga, based on 2016 Statistics Canada Census data for Mississauga, and particularly underrepresented in positions of leadership;
- The 30-49 age cohort makes up 47% of the City's workforce. Among employees aged 30-49, there is a higher proportion of racialized employees than other age-based cohorts in the City. This cohort is 50% racialized, and 43% are women. This suggests that the City is well situated to develop a more representative talent pipeline.
- The High Potential (HiPo) talent pool is comprised of predominantly White employees. Only 28% of the HiPo pool is racialized. Although, the majority of the HiPo employees are in the 30-49 cohort, the HiPo pool does not reflect the diversity of this cohort (as described above), which suggests there may be systemic barriers for racialized employees in gaining access to the HiPo talent pool.
- Women comprise 46% of the HiPo pool and 41% of leadership positions.

Key Takeaways

Inclusivity

- While employees in the aggregate believe Mississauga is committed to diversity and inclusion, the data tells a different story when it is disaggregated by race and ethnicity, whether an employee immigrated to Canada or was born here, sexual orientation, Indigenous identity, and disability. Not every employee feels the corporation is as committed to diversity and inclusion at the same level.
- The response rate from our leadership (90.2%) and HiPo (89.8%) employees was higher than the City average, indicating affinity and support for EDI initiatives.
- Familiarity with the Strategy suggests more work needs to be done to educate and inform employees about the City's equity, diversity and inclusion efforts and the Strategy in general.

Using the Data

Staff will use the Survey data in the following activities:

1. Identify current gaps and areas for improvement within the WD&I Strategy where under-representation of equity-seeking groups may exist and working to develop strategies to address these gaps and barriers.
2. Review in totality EDI work to date and assess next steps, including those that may be outside of the Strategy, including strategic partnerships (i.e. BlackNorth Initiative).
3. Build a sustainable plan for the D&I Survey moving forward, in conjunction with the Human Resources Employee Satisfaction Survey plan
4. Engage in conversations with leadership and departmental teams throughout the corporation about what the data means
5. Use the results to analyze the actions taken to date on the Diversity and Inclusion Strategy and assess what actions need to be taken in the short, medium, and long-term as a result of this data. Strategic Initiatives and Human Resources will work together to form the work plan for the next 1 to 3 years.
6. Define our future goals as an organization regarding equity, diversity and inclusion
7. Review the survey data and engage with the newly created Employee Equity Advisory Committee to seek their input, feedback, and guidance
8. Report back to LT before the end of 2021 with a revised EDI work plan and strategy based on the data collected through this Survey.

Using the Data

We have already used the data to:

- Departmental and Divisional reports shared with LT/EXLT
- HR needs assessment of D&I training and Learning Plan development
- HR review of hiring and promotional process
- HR D&I lens on succession planning to remove bias
- Partnerships – ONYX, Achev, Ready, Willing and Able
- SI Employee Equity Advisory Committee
- Monthly Equity Alerts to all staff
- Hired HR D&I Consultant and SI D&I Strategic Leader

Thank You

Questions?