

Workforce Diversity and Inclusion Employee Survey Results

General Committee
May 12, 2021



Background

- Recommendation 2.2 of the *Workforce Diversity and Inclusion Strategy*
- Conducted October 16 – November 22, 2020
- Open to all employees (full and part time) and promoted through internal communications channels
- **Purpose:** to gain a better understanding of demographics of employees and their perceptions of the City as a diverse and inclusive employer

Response Rates

- **Response Rate of 47%**
- **Union vs non-union:** 44% vs 48%
- **Part-Time vs Full Time:** 20.8% vs 69%
- **Leadership** response rate of 90% and High Potential Employees 89%
- **Comparison:** Brampton (28%) pre-COVID, and Region of Peel (50%) during COVID
- 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 and reliable** 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

Key Takeaways - Demographics

- Under-representation of equity-seeking groups within the corporation and in leadership positions, when compared to 2016 Canadian Census data.
- The 30-49 age cohort makes up 47% of the City's workforce. This cohort is 50% racialized, and 43% are women. This suggests that the City is well situated to develop a more representative talent pipeline.
- Leadership in the City is predominantly non-racialized. The same is true of our high potential employees suggesting there may be systemic barriers for racialized employees in gaining access to the HiPo talent pool and leadership positions
- Women make up 41% of leadership positions 46% of the HiPo pool

Key Takeaways – Inclusivity

- While employees in the aggregate (73%) 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 experiences the corporation in the same way or feels we are as committed to diversity and inclusion at the same level.**

Key Takeaways – Inclusivity



Using the Data

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
3. 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
4. Engage in conversations with leadership and departmental teams throughout the corporation about what the data means
5. Define our future goals as an organization regarding equity, diversity and inclusion
6. Review the survey data and engage with the newly created Employee Equity Advisory Committee to seek their input, feedback, and guidance
7. Review the data with DIAC, AAC, and Black Caucus

Using the Data

Staff have begun to use the data to:

- Have conversations with leadership
- Begin a needs assessment of D&I training and Learning Plan development
- Undertake a review of hiring and promotional process
- Applying a D&I lens on succession planning to remove bias
- Partnerships: ONYX, Achev, Ready, Willing and Able
- Establish an Employee Equity Advisory Committee
- Monthly Equity Alerts to all staff
- Hired D&I Consultant and D&I Strategic Leader
- Developing a training program for HR staff who do workplace investigations to recognize and mitigate unconscious bias

Thank You
Questions?