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

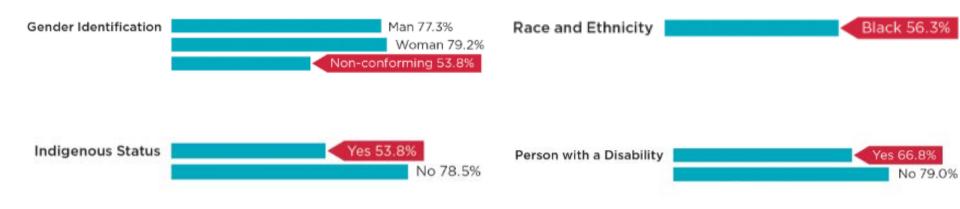
- While employees in the aggregate (73%) believe Mississauga is committed to diversity and inclusion, the data tells a different story when it is disaggregated by race and ethnicity, whether an employee immigrated to Canada or was born here, sexual orientation, Indigenous identity, and disability.
- Not every employee experiences the corporation in the same way or feels we are as committed to diversity and inclusion at the same level.





6

## Key Takeaways – Inclusivity







5.2

### **Using the Data**

- 1. Identify current gaps and areas for improvement within the WD&I Strategy where underrepresentation 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





9

#### **Thank You** Questions?