

Temporary Workforce Demographics

The City analyzed the demographics of its temporary workforce in 2021, using the data from the survey provided during the onboarding process. This survey provides employees the option to identify as a member of a number of equity-deserving groups. 3,447 temporary employees responded as follows:

- 625 (18 per cent) of respondents identified as racialized; 448 (13 per cent) chose not to respond
- 202 (6 per cent) of respondents identified as Indigenous; 421 (12 per cent) of respondents chose not to respond
- 1,908 (55 per cent) of respondents identified as male¹; 1,100 (32 per cent) identified as female; 67 (2 per cent) identified as a gender outside the binary; 372 (11 per cent) chose not to respond
- 284 (8 per cent) of respondents identified as LGBTQ2S+ (lesbian, gay, bisexual, transgender, queer, two spirit, and/or another referred to in the "+"); 480 (14 per cent) chose not to respond
- 99 (3 per cent) of respondents stated they had a disability (mental and/or physical); 430 chose not to respond
- 43 (1 per cent) of respondents were current or former members of the military; 390 (11 per cent) chose not to respond
- Age:
 - 116 (3 per cent) were under the age of 20
 - 1,078 (32 per cent) were between the ages of 20-29
 - 793 (24 per cent) were between the ages of 30-39
 - 435 (12 per cent) were between the ages of 40-49
 - 425 (12 per cent) were between the ages of 50-64
 - 45 (1 per cent) were 65 or over
 - 567 (16 per cent) chose not to respond

¹ For the purposes of this survey, "male" and "female" align with the genders of "man" and "woman."

Percentage of Hires who Identify as Racialized

Department	Yes	No	I prefer not to answer
City Operations	11.5%	75.9%	12.6%
Communications and Engagement	36.3%	58.2%	5.5%
Community Services	19.2%	66.2%	14.6%
Employee Services	42.4%	47.1%	10.6%
Financial and Corporate Services	36.3%	55.0%	8.8%
Integrated Infrastructure Services	33.5%	48.0%	18.4%
Office of the City Manager	21.3%	70.0%	8.8%
Urban Planning and Economy	38.7%	57.3%	4.0%
Total	18.1%	68.9%	13.0%

Percentage of Hires who Identify as Indigenous

Department	Yes	No	I prefer not to answer
City Operations	8.0%	79.8%	12.2%
Communications and Engagement	2.2%	95.6%	2.2%
Community Services	4.5%	81.7%	13.8%
Employee Services	2.4%	91.8%	5.9%
Financial and Corporate Services	3.8%	86.3%	10.0%
Integrated Infrastructure Services	1.1%	81.6%	17.3%
Office of the City Manager	3.8%	90.0%	6.3%
Urban Planning and Economy	4.0%	92.0%	4.0%
Total	5.9%	81.9%	12.2%

Percentage of Hires by Gender

Department	Female	Male	I prefer not to answer
City Operations	17.5%	69.1%	10.3%
Communications and Engagement	67.0%	30.8%	-
Community Services	45.6%	40.1%	12.6%
Employee Services	65.9%	24.7%	4.7%
Financial and Corporate Services	43.8%	47.5%	8.8%
Integrated Infrastructure Services	12.3%	68.7%	19.0%
Office of the City Manager	50.0%	43.8%	5.0%
Urban Planning and Economy	52.0%	45.3%	2.7%
Total	31.6%	55.4%	10.8%

*2.2 per cent of respondents identified as a gender outside of binary

Percentage of Hires Indicating a Disability

Department	Yes	No	I prefer not to answer
City Operations	2.8%	85.3%	12.0%
Communications and Engagement	3.3%	90.1%	6.6%
Community Services	3.2%	82.8%	14.0%
Employee Services	5.9%	87.1%	7.1%
Financial and Corporate Services	-	87.5%	12.5%
Integrated Infrastructure Services	1.7%	81.0%	17.3%
Office of the City Manager	3.8%	85.0%	11.3%
Urban Planning and Economy	1.3%	96.0%	2.7%
Total	2.9%	84.6%	12.5%

Attachment 2

Percentage of Hires Indicating they are/were a member of the Canadian Armed Forces

Department	Yes	No	I prefer not to answer
City Operations	1.6%	87.3%	11.1%
Communications and Engagement	1.1%	97.8%	1.1%
Community Services	0.9%	86.2%	12.9%
Employee Services	-	94.1%	5.9%
Financial and Corporate Services	1.3%	88.8%	10.0%
Integrated Infrastructure Services	1.7%	81.0%	17.3%
Office of the City Manager	1.3%	93.8%	5.0%
Urban Planning and Economy	-	97.3%	2.7%
Total	1.2%	87.4%	11.4%

Percentage of Hires who Identify as LGBTQ2S+

Department	Yes	No	Prefer not to answer
City Operations	5.7%	81.2%	13.1%
Communications and Engagement	8.8%	78.0%	13.2%
Community Services	12.7%	71.6%	15.8%
Employee Services	9.4%	82.4%	8.2%
Financial and Corporate Services	2.5%	85.0%	12.5%
Integrated Infrastructure Services	3.9%	75.4%	20.7%
Office of the City Manager	8.8%	85.0%	6.3%
Urban Planning and Economy	8.0%	88.0%	4.0%
Total	8.2%	77.8%	14.0%

Age Range Breakdown by Percentage of Hires

Department	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75 +	I prefer not to answer
City Operations	0.4%	8.8%	15.3%	15.1%	10.7%	7.2%	7.0%	6.8%	6.0%	5.1%	1.4%	0.1%		16.2%
Communications and Engagement		6.6%	17.6%	17.6%	12.1%	14.3%	8.8%	3.3%	5.5%	1.1%	1.1%			12.1%
Community Services	7.5%	25.6%	18.7%	10.0%	5.4%	4.2%	3.4%	2.6%	2.2%	2.4%	0.7%	0.4%	0.2%	16.9%
Employee Services		7.1%	11.8%	21.2%	15.3%	10.6%	5.9%	3.5%	3.5%	2.4%		1.2%		17.6%
Financial and Corporate Services		11.3%	11.3%	17.5%	7.5%	16.3%	3.8%	8.8%	2.5%	3.8%				17.5%
Integrated Infrastructure Services		11.7%	17.3%	19.6%	11.7%	7.8%	6.1%	0.6%	1.1%	1.7%	0.6%	0.6%		21.2%
Office of the City Manager*	25.0%	3.8%	8.8%	17.5%	15.0%	2.5%	8.8%	2.5%	1.3%	2.5%	1.3%			11.3%
Urban Planning and Economy		17.3%	24.0%	12.0%	16.0%	12.0%	4.0%	1.3%						13.3%
Total	3.4%	14.8%	16.5%	13.8%	9.2%	6.7%	5.6%	4.7%	4.0%	3.6%	1.0%	0.2%	0.1%	16.4%

* The 25 per cent of respondents in the Office of the City Manager under the age of 20 consists of Fire Cadet program participants in the Fire Rescue Services branch. This program is exclusively offered to high school students.