Agenda – Executive Policy Committee – February 18, 2020

REPORTS

Item No. 1 2018 Annual Diversity Report

COMMITTEE RECOMMENDATION:

On February 4, 2020, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and recommended to Council:

1. That the Diversity Report be received as information.

2. That the Public Service report back annually by March of each year to the Human Rights Committee of Council.

3. That the Proper Officers of the City be authorized to do all things necessary to implement the ongoing annual Diversity Report and relevant statistics.

DECISION MAKING HISTORY:

COMMITTEE RECOMMENDATION:

On February 4, 2020, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and submitted the matter to the Executive Policy Committee and Council:

ADMINISTRATIVE REPORT

Title: 2018 Annual Diversity Report

Critical Path: Human Rights Committee of Council – Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
A. Cusson	A. Cusson	N/A	M. Ruta, Interim CAO

EXECUTIVE SUMMARY

The creation of a Diversity Report allows the Public Service to create a mechanism for annual reporting and share the City of Winnipeg's progress on workplace diversity statistics.

It also allows the City to report to Council and to our Community and Stakeholder Groups on our progress toward improving the diversification of our workforce and employment equity statistics.

Per the Employment Equity Act, Employment Equity is defined as four protected groups: Women, Indigenous Persons, Visible Minorities, and Persons with Disability.

City of Winnipeg staff has been separated in to three major employee categories, due to the similar nature of the work performed. A total of 10,472 staff was employed by the City in 2018.

Emergency Services (3472 employees)
Transportation & Utilities (4164 employees)
All other City Services (2836 employees)

Employment Equity statistics are kept for the City of Winnipeg. For the year 2018, our representation in each of the categories is as follows:

1. Women represent 29.90% of the workforce. The statistics have been relatively stable the past few years and looking to trend upward for 2019.

2. Indigenous people represent 9.7% of the workforce. Our numbers have been relatively stable, trending up for the last two years.

3. Visibility minority people represent 14.98% of our workforce. We have seen steady increases the last few years that continues to trend upward for 2019.

4. Persons with disabilities represent 2.76% of our workforce. We have also seen smaller but steady increases in this area over the past few years.

Employment Equity self-declaration is optional, and therefore it is possible that captured statistics do not accurately reflect the workforce.

RECOMMENDATIONS

1. That the Diversity Report be received as information.

2. That the Public Service report back annually by March of each year to the Human Rights Committee of Council.

3. That the proper officers of the City be authorized to do all things necessary to implement the ongoing annual Diversity Report and relevant statistics.

REASON FOR THE REPORT

On September 26, 2019, Council directed the Public Service to present the annual Diversity Report to the Human Rights Committee of Council in 90 days with the following information:

1. The diversity of the City of Winnipeg workforce, including a breakdown of all staff employed by the City in each of the following four categories (Women and or persons that identify as women, Indigenous Persons, Visible Minorities, Employees with a declared disability) and adding the following details:

    i. Percentage of employees within these four categories within the City of Winnipeg workforce;

    ii. Median income;

    iii. Employment status including, full time vs part time and permanent vs temporary;

    iv. The employees department (sorted by category of like work performed)

    v. Number employed in management positions (minimum salary of 100,000 was used to generate this statistic).

2. The creation of this report will serve as an annual benchmark for tracking progress and reporting to Council and Advocacy groups on City of Winnipeg statistics.

3. The annual Diversity Report be used to track changes and progress from year to year, that the information be used to develop Diversity and Inclusion program priorities; and to ensure the City of Winnipeg workforce is reflective of the demographics of the community and populations we serve.

IMPLICATIONS OF THE RECOMMENDATIONS

Providing the 2018 Diversity Report will ensure that the City of Winnipeg is reporting on the current state of diversity for staff at the City. It will also ensure that the City has the information needed to build a foundation for the creation of a Diversity and Inclusion program.

There is limited ability to expand or start the Diversity and Inclusion Program without an FTE; however, the Human Resource Services Department is able to provide annual reporting, as required by Council, without delay.

HISTORY/DISCUSSION

On November 14, 2018, City Council passed the creation of a new Human Rights Committee of Council.

The Human Rights Committee of Council's mandate is to serve as an advisory body to the Mayor and City Council on human rights, equity, diversity, peace, and access and disability related issues and emerging trends as they affect Winnipeg communities, as well as, the adherence to, and application of, existing legislation.

Appointments to the newly created committee were approved by Council on January 31, 2019.

City of Winnipeg staff has been separated in to three major employee categories, due to the similar nature of the work performed. A total of 10,472 staff was employed by the City in 2018.

Emergency Services	(3472 employees)
Transportation & Utilities	(4164 employees)
All other City Services	(2836 employees)

Per the Employment Equity Act, Employment Equity is defined as four protected groups: Women, Indigenous Persons, Visible Minorities, and Persons with Disability. It is important to note the following:

- In the City of Winnipeg, Employment Equity self-declaration is optional, and therefore it is possible that captured statistics do not accurately reflect the workforce.
- Rates of pay for unionized positions are primarily established through collective bargaining. However, if a classification is established outside of bargaining, factors including Skill, Effort, Responsibility and Working Conditions are qualitatively considered when creating the salary scales. For CUPE, internal salary rates are only to be considered for establishing new rates of pay. WAPSO/WAPSO Exempt rates of pay are established solely through bargaining.
- Employment Equity is not a consideration in job evaluation.
- In regards to income - median is a midpoint of a range of values, equal probability to fall above or below the value.

The following is a breakdown of the current statistics for the City of Winnipeg workforce as it relates to Employment Equity and Diversity:

1. Women represent 29.90% of the workforce. Women comprise 8.25% of the workforce in Emergency Services, 7.56% of the workforce in Transportation and Utilities and 14.09% of the workforce in all other City Services and hold a median annual income of $54,446.

20.83% hold a permanent employment status, 6.43% hold a part-time or casual status and 2.65% of women fall under other employment statuses. All data, for the purposes of this report, was captured as of December 31, 2018. This data includes employees who are actively employed (A); on a paid leave of absence (P); on leave without pay (L); and laid off (S).

2. Indigenous persons represent 9.71% of the City of Winnipeg workforce. Within Emergency Services, 3.50% of the workforce declares as Indigenous, 4.02% declare as Indigenous in Transportation and Utilities and Indigenous persons comprise 2.20% of all other City services. Persons declaring as Indigenous in permanent positions are currently at 7.09%, in part-time of casual status is 1.07% and 1.56% in all other employment statuses. The annual median income for persons who have declared as Indigenous is $54,894.

3. Persons declaring as Visible Minority comprise 14.98% of the workforce. Within Emergency Services, 2.31% declare as Visible Minority, in Transportation and Utilities, 7.78% declare, and in all other City services, 4.89% declare as Visible Minority persons. The annual median income for persons who have declared as a Visible Minority person is $52,316. Persons declaring as Visible Minority in permanent positions are currently at 11.22%, in part-time of casual status is 2.25% and 1.51% in all other employment statuses.

4. Persons with a disability represent 2.76% of the workforce. Persons with a disability comprise 0.23% of the workforce in Emergency Services, 1.34% of the workforce in Transportation and Utilities and 1.19% of the workforce in all other City Services and hold a median annual income of $50,618. 1.86% hold a permanent employment status, 0.45% hold a part-time or casual status and 0.45% of persons with a disability fall under other employment statuses.

There is no distinct salary classification/grade assigned to management levels or systems in place to track position levelling and therefore a statistic could not be generated to meet this request.

The Diversity and Inclusion program is intended to provide the focused leadership needed to create and move forward the initial priorities of a developing employment based Diversity and Inclusion program. The roll-out of this program will include an assessment of current activities, identification of programming that focuses on recruitment and work experience, will create partnerships with community groups, will build working relationships with educational institutions, will work with other City departments to cooperatively move employment equity programming forward and will work with the Director of Human Resource Services to implement programming that will assist with improving the diversity of workforce.

By accepting the report, gathering information, and providing a resource to lead this important work, we are helping the City reach its goal of being a progressive and inclusive employer that values diversity and ensures our workforce is represented of our communities and population.

FINANCIAL IMPACT

Financial Impact Statement

Date: December 12, 2019

Project Name:

2018 Annual Diversity Report

Comments:

There are no financial implications associated with receiving this report as information.

(Original signed by T.Yanchishyn)
Tanis Yanchishyn
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:
Corporate Communications
City Clerk's Office
Campus Corporate Finance
Human Resource Information Systems & Research

OURWINNIPEG POLICY ALIGNMENT

Page 49. 01-3 Prosperity. Direction 1:
Support a competent, productive and healthy workforce through strategic human resource planning that promotes flexible human resource systems, invests in human resource development and is based on values of equity, diversity, innovation and accountability.

Page 50. 01-3 Prosperity. Direction 4:
Engage higher education institutions and community agencies in research, service, teaching and capacity development.

Page 51. 01-3 Prosperity. Direction 6:
Generate more opportunities to retain existing, experienced employees in the workforce.

Page 73. 03-1 Opportunity:
International newcomers are Winnipeg's largest source of population growth. International immigration to Winnipeg is steadily increasing, and newcomers now comprise about 18 percent of the city's total population. As Winnipeg enters a period of growth and change, the cultural diversity of our city is expected to increase. In order to grow sustainably, the City and its community partners will need to respond effectively to an increasingly diverse community, including recognizing the needs of people who come to Winnipeg having experienced war, genocide, colonization and displacement. As a collaborator, the City will seek to support community led initiatives aimed at fostering equity and inclusion or opposing discrimination.

Page 75. 03-1 Opportunity. Direction 03:
Work with community partner to foster an inclusive and equitable community.

- Support social inclusion and equitability in the general community and in City programs, services and activities. Support community-led initiatives aimed at fostering equity and inclusion or at opposing discrimination.

Page 77. 03-1 Opportunity. Direction 6:
Foster opportunities for Aboriginal Winnipeggers, particularly youth, to obtain meaningful employment by building on current civic practices, processes and community partnerships.

- Provide pre-employment and employment development opportunities within the civic system.
- Support community based organizations that provide employment based programs and supports for Aboriginal youth.
- Collaborate with Aboriginal community based organizations to develop a continuum of employment based services to Aboriginal youth.
- Develop and implement mentorship and retention strategies to ensure Aboriginal youth stay engaged within our civic system through programs, services and employment.

- Work collaboratively with partners to provide training and professional development.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

SUBMITTED BY

Department: Human Resource Services
Prepared by: Angie Cusson, Director, Human Resource Services
Date: December 13, 2019