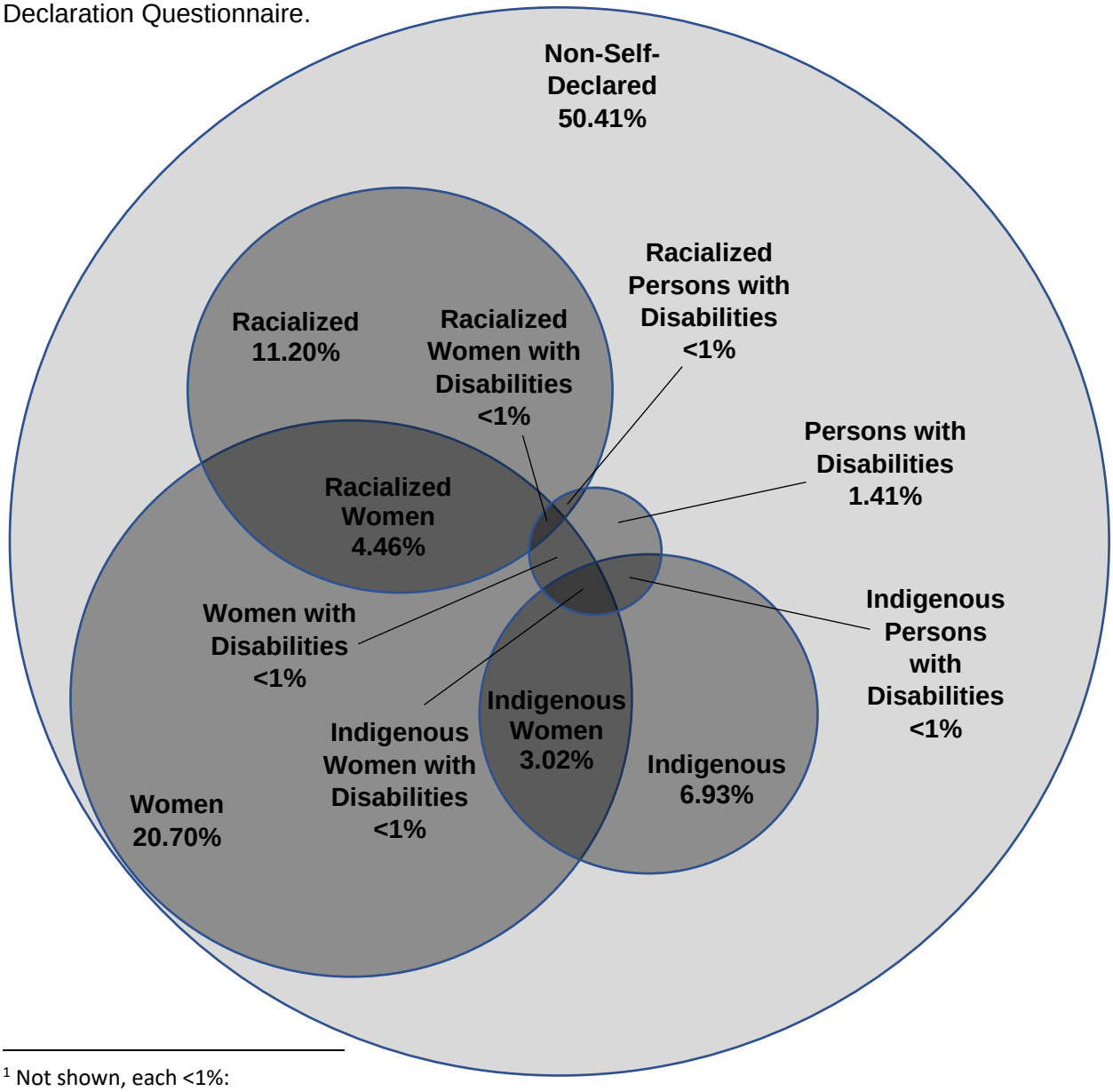
Appendix A – Intersectionality Diagram

The largest, outer circle in the diagram below represents the full City of Winnipeg workforce. The other circles represent the four equity groups and the amount they overlap with each other (their intersectionality).[1]

The lightest grey area represents the portion of the workforce who have not self-declared in any equity group. The second-lightest shade of grey represents the portion of the workforce who have self-declared in any *one* equity group.

The darkest grey areas represent the portion of the workforce who are intersectional, that is, those who have self-declared in more than one equity group, based on our current groups. Note that future Workforce Diversity Reports will expand on this understanding of intersectionality by considering more equity groups as defined in the upcoming 2021 City of Winnipeg Self-Declaration Questionnaire.



[1] Not shown, each <1%:
Indigenous Racialized, Indigenous Racialized Women, Indigenous Racialized with Disabilities