City Incubator Program: Diversity Dashboard Project

Standing Policy Committee on
Innovation and Economic Development

Winnipeg

City Incubator: Diversity Dashboard

IT & HR partnering to understand diversity

- EDI has taken an important place at the table at the COW
- Human Resource Services is leading EDI work through the newly created Equity Office
- Important partnerships exist with Community Services, IRD, APM & Accessibility, CAO Office, Mayors Office, HRCC, and now IT to support our diversity efforts as a City
- Participating in the City Incubator Program with IT and HR continues to build that partnership and will help us monitor and ensure we are reaching our Diversity Goals

Tracking our progress

Intelligent management information tool

- COW employee demographics should match the Winnipeg community

- HR is partnering with departments to understand and improve demographics through department projects, targeted recruitments, and creating Employee Resource Groups to support existing staff

- The dashboard helps us understand the make up our staff and where they are located. SDQ information from all staff is key to improving our data source – slow uptake.

- Dashboard provides regularly updated data to support diversity efforts for transparency and to report on progress. Powerful tool for Directors & HR to monitor progress.

Diversity dashboard in development with international cohort

Data-driven project will help support our long-term equity, diversity, and inclusion goals

October 12, 2021



City Incubator | Open Data Policy Lab

- 10 Data Innovations from 10 Cities around the world
- Winnipeg was the only Canadian city chosen
- Program of New York University
- Program partners include Microsoft, Mastercard, Public Sector Network, Open North, and more
- Participants receive 6 months (Sep. 2021 - Mar. 2022) of dedicated support from peers and mentors

When done right, the collection, analysis, and disclosure of diversity data indeed holds the promise of being a powerful lever for progress.

Harvard Business Review
How to Best Use Data to Meet Your DE&I Goals
By Siri Chilazi and Iris Bohnet
December 3, 2020

Diversity Dashboard Canvas

- **Value Proposition:** The Dashboard will allow the City to be transparent and show commitment to ongoing, incremental progress on the priority of diversity, so that diverse employees and residents can be empowered knowing the City is making real changes to support them.
- **Methods & Deliverables:** Data from the new Self-Declaration Questionnaire (SDQ), PeopleSoft, and Statistics Canada

Diversity Dashboard Canvas

- **Resources:** Diversity Reports Working Group
- **Partners, Stakeholders & Rightsholders:**
  - City's Leadership and Department Heads
  - Privacy, Legal, Unions, Employee Resource Groups
  - Committees of Council, City Council, Mayor

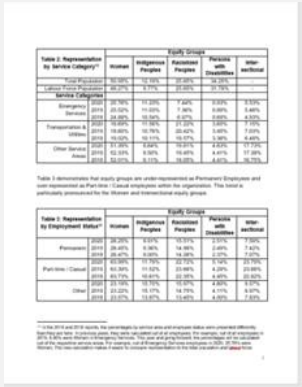
Diversity Dashboard Canvas

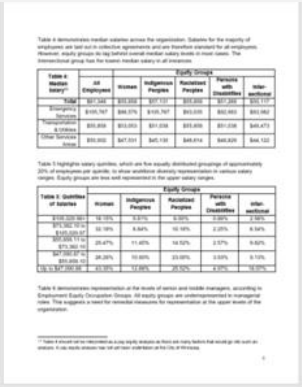
- **Risks:**
  - Inherent risks in using sensitive Human Resources data
  - Diversity is under societal scrutiny
  - Limited resources
  - Challenges with regard to the sense of accountability and responsibility

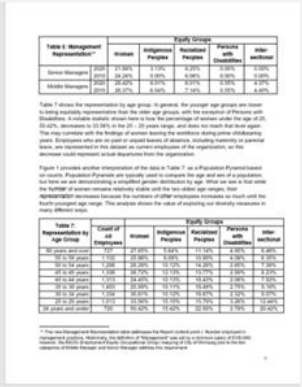
Diversity Dashboard Canvas

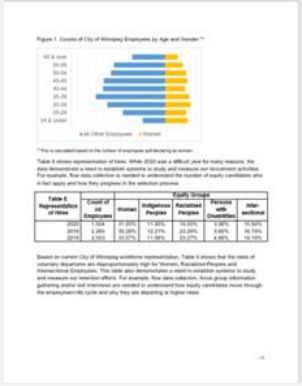
- **Open Questions:**
  - Technology?
  - Metrics?
  - Audiences?
  - Communication?

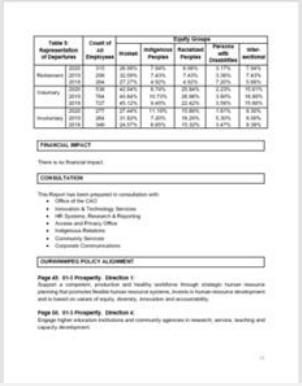
2020 Workforce Diversity Report













- **Instead of a static one-time document...**

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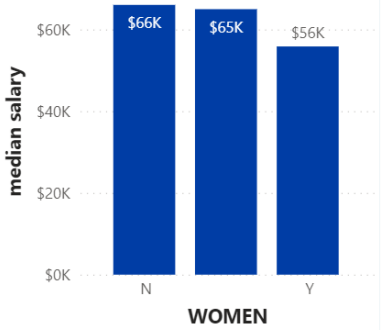
Interactive Diversity Dashboard: Overview

Diversity Overview

DEPARTMENT TYPE	Women	% Women	Indigenous Peoples	% Indigenous Peoples	Racialized Peoples	% Racialized Peoples	Persons w/ Disabilities	% Persons w/ Disabilities	Intx Peoples	% Intx Peoples	Diversity Hiring Trend
All Other City Services	1,333	51.4%	224	8.6%	514	19.8%	121	4.7%	460	17.7%	-11.8%
Transportation & Utilities	784	18.7%	485	11.6%	890	21.2%	153	3.6%	300	7.1%	1.0%
Emergency Services	890	25.8%	387	11.2%	257	7.4%	31	0.9%	191	5.5%	9.7%
Total	**3,007**	**29.3%**	**1,096**	**10.7%**	**1,661**	**16.2%**	**305**	**3.0%**	**951**	**9.3%**	**-0.9%**

Median Salary by Diversity Category



Ask a question about your data

Try one of these to get started

- top isawomans by % women
- top sal admin plans by % women
- top visibleminorities by new hires
- top union cd by indigenous peoples

Show all suggestions

Filters

Search

Filters on this page

- DEPARTMENT is (All)
- Employee Class is (All)
- Salary Category is (All)
- Age Category is (All)
- DEPARTMENT TY... is (All)

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Interactive Diversity Dashboard: Filters

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All Other City Services

- Audit
- Legal Services
- Human Resource Services
- Corporate Finance

Total

Filters on this page

- DEPARTMENT is (All)
- **Employee Class** is Permanent
- Salary Category is (All)
- Age Category is (All)
- *DEPARTMENT TY... is (All)*

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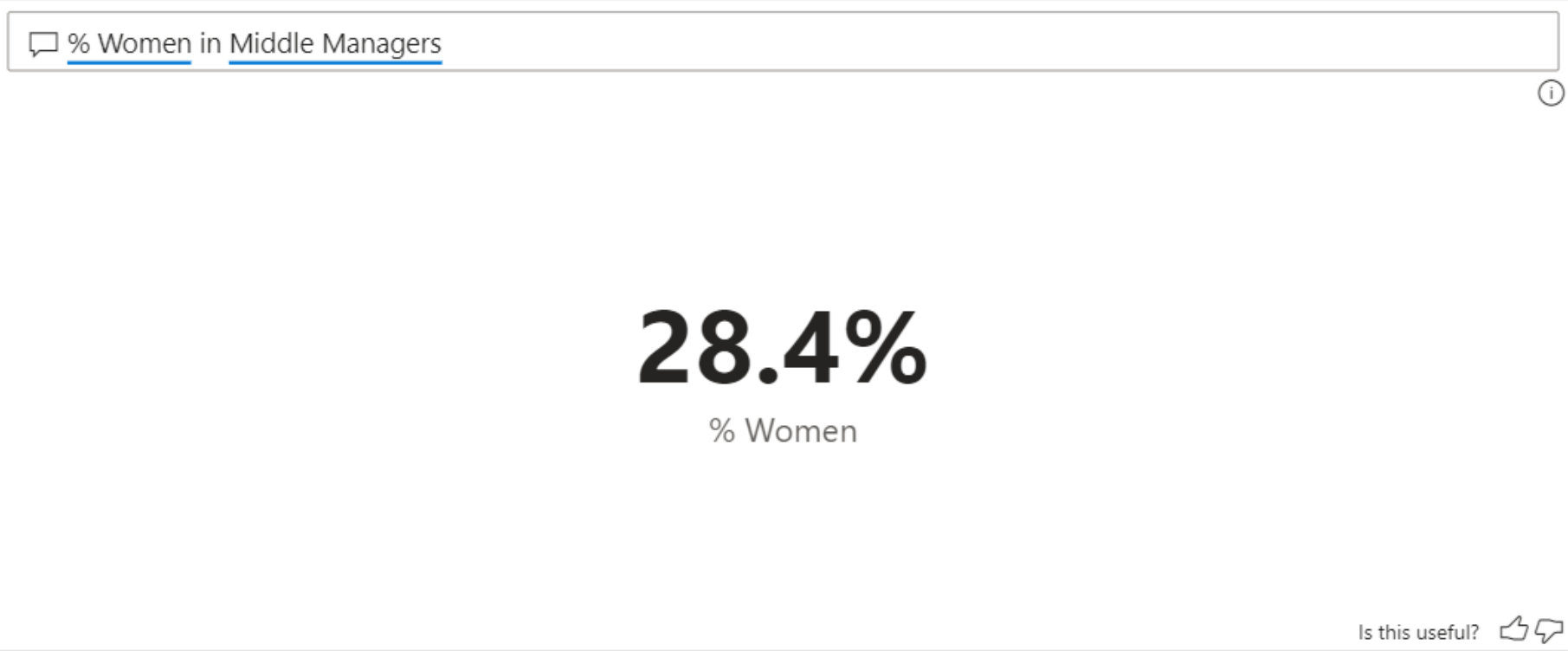
Interactive Diversity Dashboard: Text



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2020 Workforce Diversity Report Example

***Excerpt from* Appendix B: Employment Equity Occupational Group (EEOG)**	**Women**				
	CoW 2019	CoW 2020	Wpg 2016	MB 2016	Gap
Senior Managers	24.2	21.9	30.2	31.8	-9.9 to -8.3

- 24.2% of Senior Managers in CoW were Women in 2019, and
- 21.9% were Women in 2020.
- 30.2% of Senior Managers in Winnipeg were Women, and
- 31.8% of Senior Managers in Manitoba were Women according to the 2016 Census.

Interactive Diversity Dashboard: EEOG

StatCan (NOC) Baseline

Stats Can EEO Group	Employee Count	% Women	NOC Females %	% Indigenous Peoples	NOC Indigenous Peoples %	% Racialized Peoples	NOC Visible Minorities %	% I Peo
	12	50.0%						
1. Senior Managers	32	21.9%	27.4%	3.1%	2.7%	6.3%	12.2%	
2. Middle and other managers	183	28.4%	39.6%	6.0%	2.4%	6.0%	19.1%	
3. Professionals	790	42.0%	54.5%	3.7%	2.1%	20.4%	24.4%	
4. Semiprofessionals and technicians	4,038	27.3%	53.2%	11.5%	3.7%	9.9%	20.6%	
5. Supervisors	38	52.6%	54.9%	7.9%	3.5%	13.2%	25.5%	
6. Supervisors crafts and trades	362	8.6%	10.9%	12.2%	4.0%	9.7%	12.5%	
7. Administrative and senior clerical personnel	296	63.5%	82.0%	5.1%	3.2%	20.9%	17.7%	

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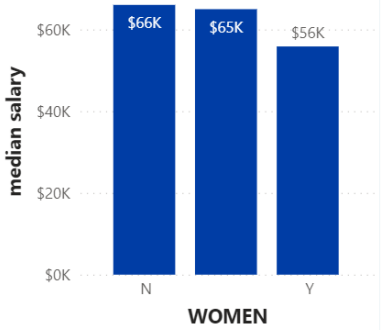

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Thank you

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