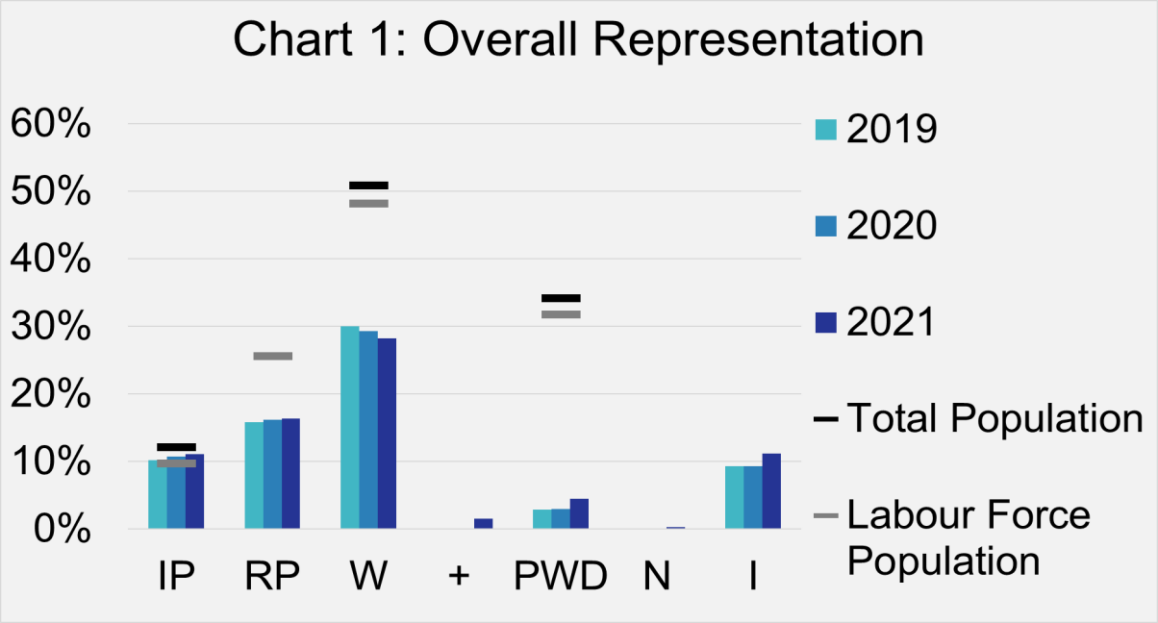
**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

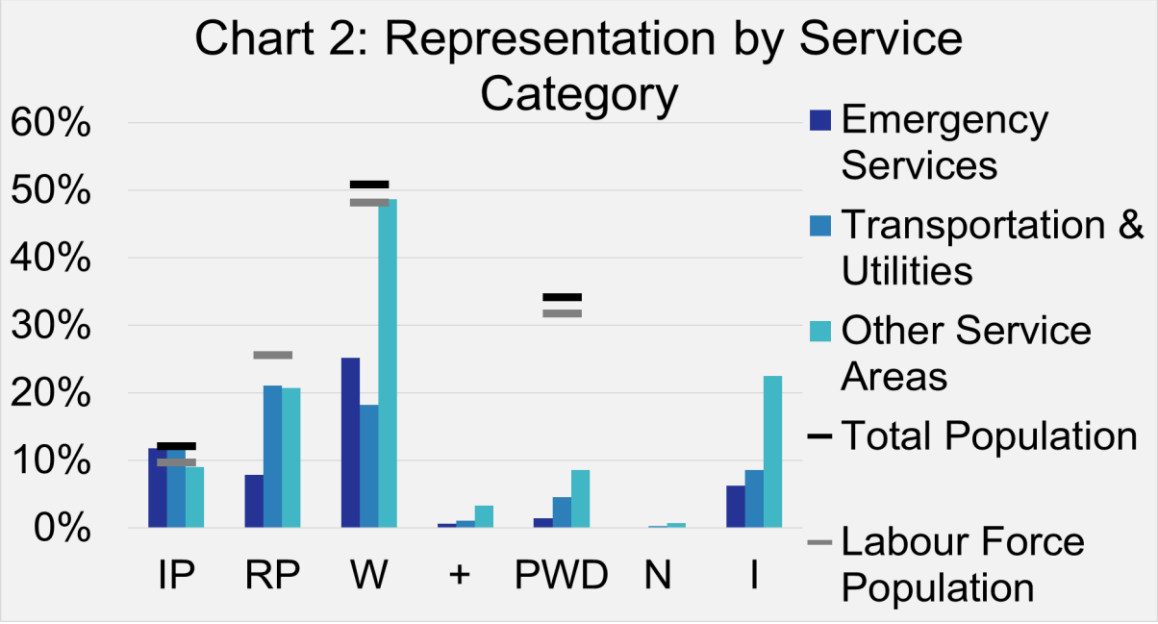
| Table 1: Overall Representation | | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| **Total Population*** | | **12.19%** | **25.65%** | **50.95%** | | **34.25%** | | |
| **Labour Force Population*** | | **9.77%** | **25.65%** | **48.27%** | | **31.78%** | | |
| City of Winnipeg Workforce | 2021 | 11.10% | 16.37% | 28.23% | 1.50% | 4.49% | 0.31% | 11.22% |
| | 2020 | 10.71% | 16.21% | 29.35% | | 2.98% | | 9.28% |
| | 2019 | 10.24% | 15.86% | 30.00% | | 2.87% | | 9.31% |

*2016 Statistics Canada Census, Winnipeg Census Metropolitan Area, as compiled by City of Winnipeg Economist



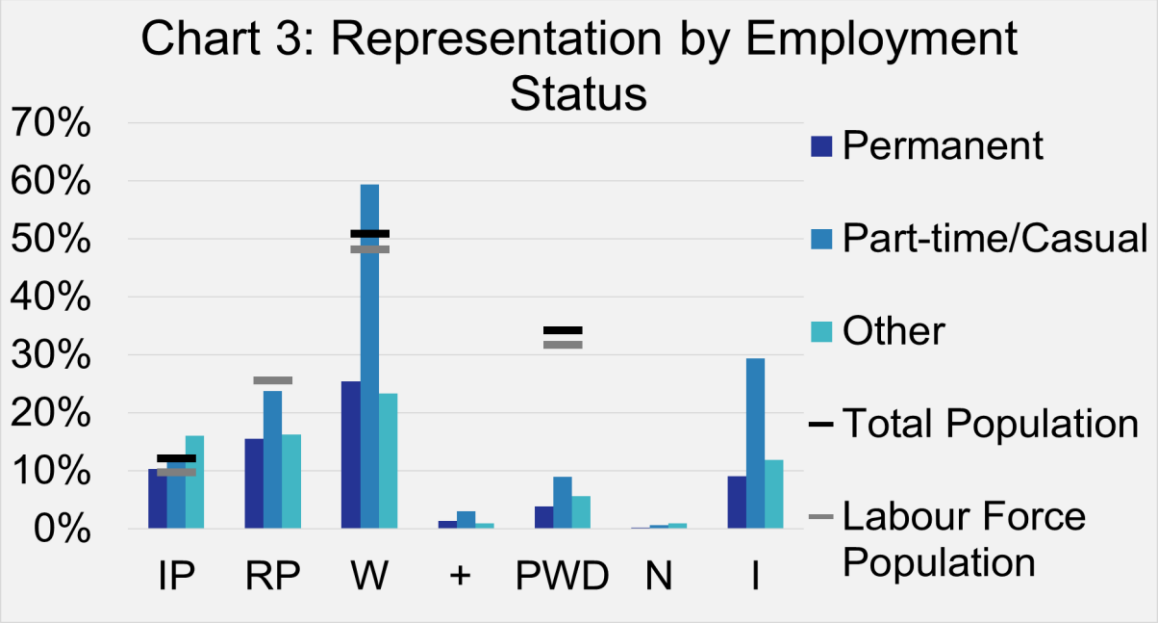
**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 2: Representation by Service Category | | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| Emergency Services | 2021 | 11.79% | 7.91% | 25.23% | 0.67% | 1.48% | 0.06% | 6.26% |
| | 2020 | 11.23% | 7.44% | 25.76% | | 0.93% | | 5.53% |
| | 2019 | 11.03% | 7.36% | 25.52% | | 0.89% | | 5.46% |
| Transportation & Utilities | 2021 | 11.79% | 21.09% | 18.24% | 1.12% | 4.59% | 0.29% | 8.57% |
| | 2020 | 11.56% | 21.22% | 18.69% | | 3.65% | | 7.15% |
| | 2019 | 10.76% | 20.42% | 18.60% | | 3.45% | | 7.03% |
| Other Service Areas | 2021 | 9.01% | 20.71% | 48.66% | 3.28% | 8.58% | 0.71% | 22.53% |
| | 2020 | 8.64% | 19.81% | 51.39% | | 4.63% | | 17.73% |
| | 2019 | 8.50% | 19.45% | 52.33% | | 4.41% | | 17.38% |



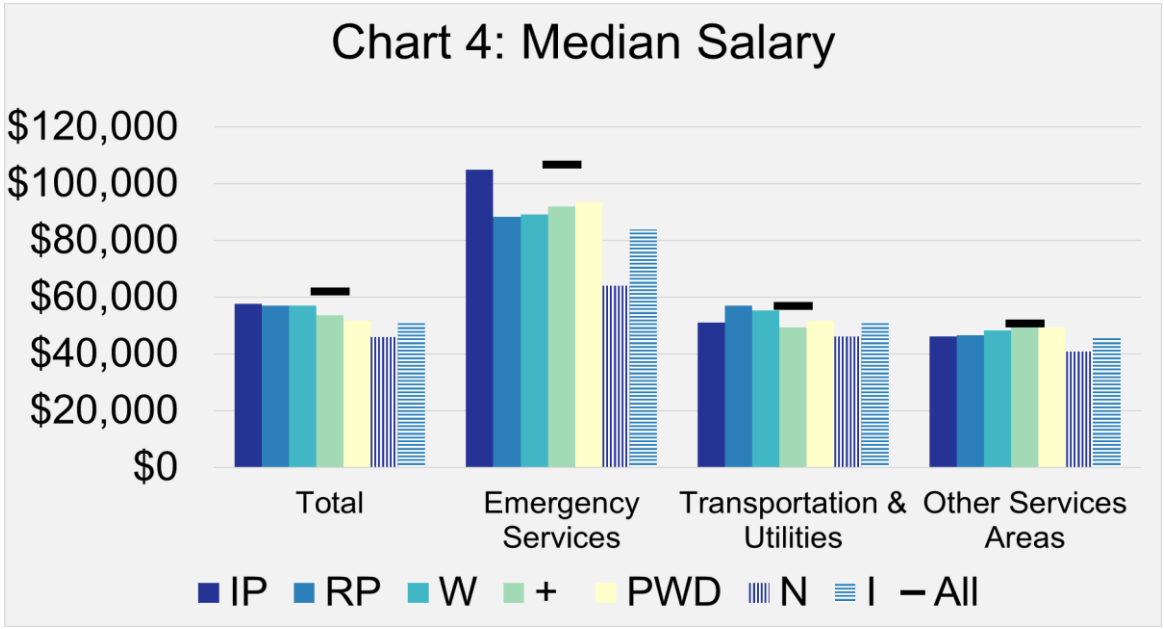
**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 3: Representation by Employment Status | | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| Permanent | 2021 | 10.30% | 15.56% | 25.43% | 1.39% | 3.84% | 0.19% | 9.11% |
| | 2020 | 9.91% | 15.51% | 26.25% | | 2.51% | | 7.59% |
| | 2019 | 9.36% | 14.96% | 26.45% | | 2.49% | | 7.42% |
| Part-time/Casual | 2021 | 12.46% | 23.81% | 59.43% | 3.09% | 8.93% | 0.66% | 29.44% |
| | 2020 | 11.79% | 22.72% | 63.99% | | 5.14% | | 23.79% |
| | 2019 | 11.52% | 23.66% | 63.39% | | 4.29% | | 23.66% |
| Other | 2021 | 16.04% | 16.32% | 23.37% | 1.01% | 5.68% | 0.92% | 11.92% |
| | 2020 | 15.70% | 15.97% | 23.19% | | 4.60% | | 9.57% |
| | 2019 | 15.17% | 14.75% | 23.22% | | 4.11% | | 8.97% |



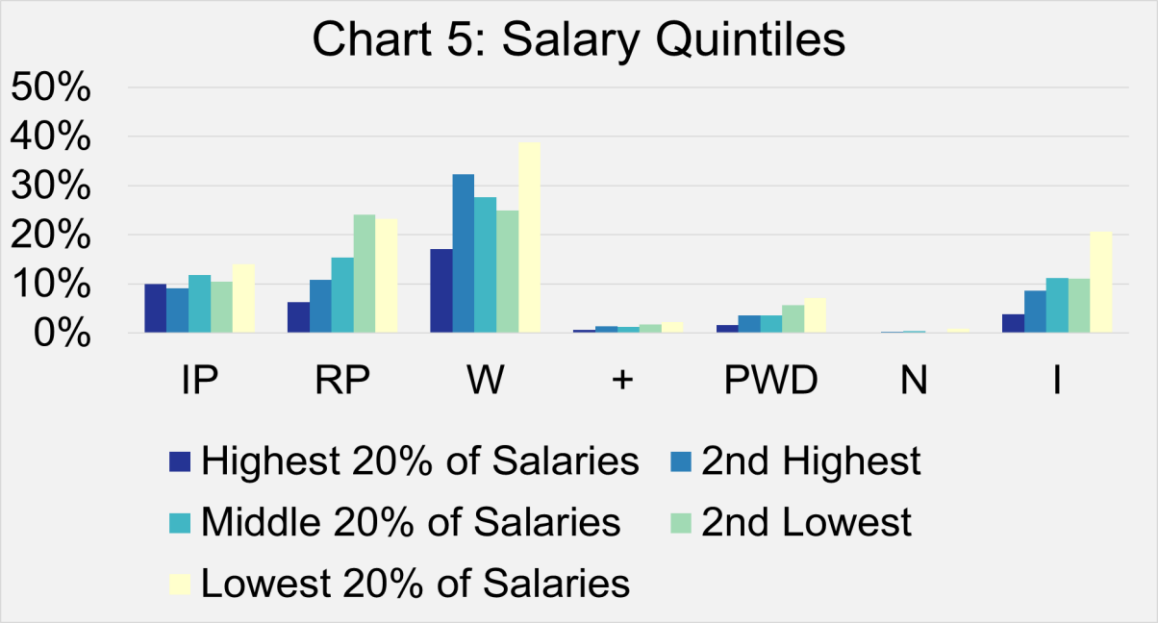
**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 4: Median Salary | All Employees | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| **Total** | **$62,116** | $57,608 | $56,975 | $57,059 | $53,724 | $51,708 | $45,955 | $51,122 |
| Emergency Services | $106,801 | $104,885 | $88,226 | $89,090 | $91,961 | $93,613 | $63,974 | $83,843 |
| Transportation & Utilities | $56,975 | $51,038 | $56,975 | $55,263 | $49,473 | $51,634 | $46,175 | $51,038 |
| Other Service Areas | $50,902 | $46,175 | $46,614 | $48,410 | $51,122 | $49,473 | $40,824 | $45,570 |



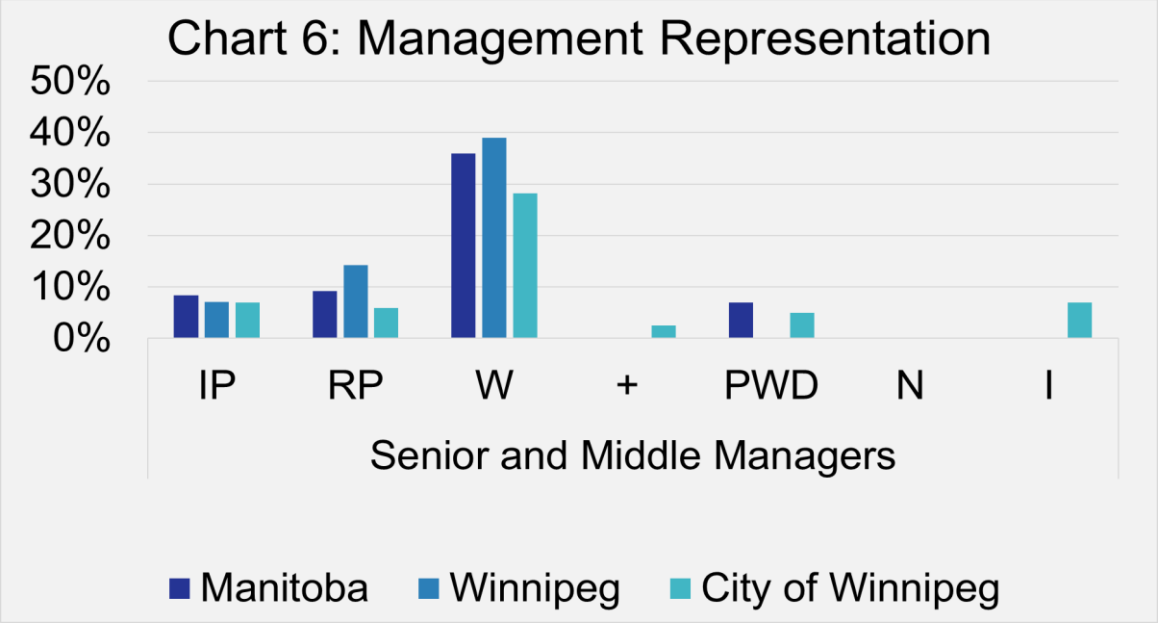
**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 5: Quintiles of Salaries | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|
| | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| Highest 20% of Salaries | 10.00% | 6.27% | 17.16% | 0.69% | 1.67% | 0.00% | 3.82% |
| 2nd Highest Salaries | 9.18% | 10.85% | 32.25% | 1.42% | 3.63% | 0.25% | 8.69% |
| Middle 20% of Salaries | 11.80% | 15.43% | 27.68% | 1.28% | 3.64% | 0.38% | 11.22% |
| 2nd Lowest Salaries | 10.51% | 24.12% | 24.96% | 1.72% | 5.74% | 0.08% | 11.14% |
| Lowest 20% of Salaries | 14.09% | 23.20% | 38.86% | 2.26% | 7.18% | 0.87% | 20.63% |



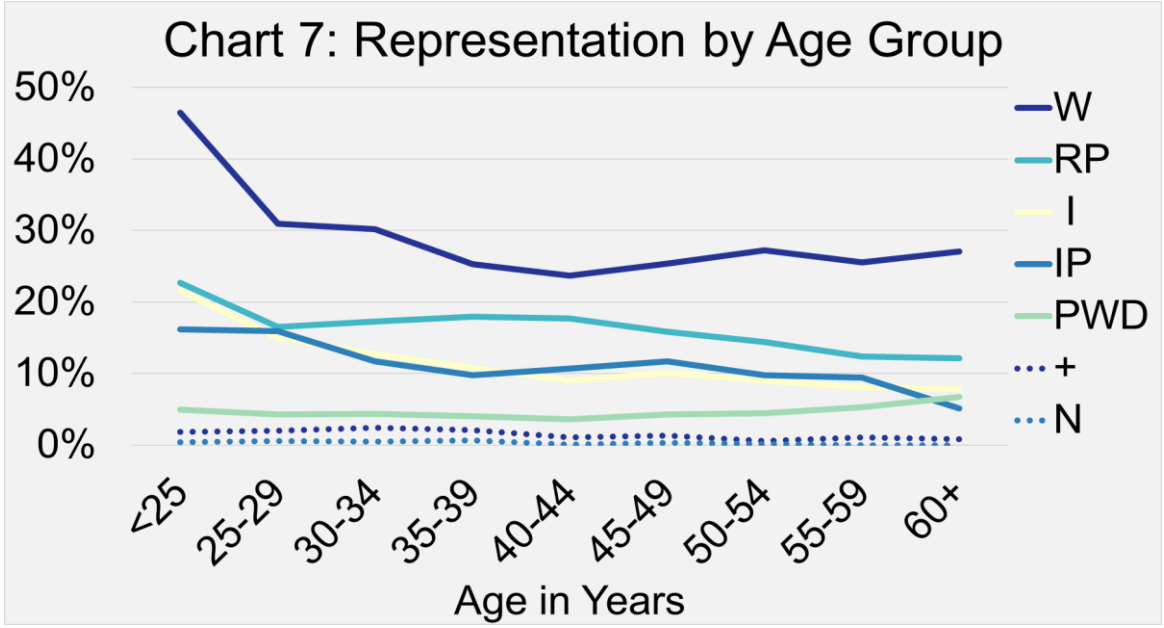
**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 6: Management Representation | | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| Senior & Middle Managers | 2021 | 6.93% | 5.94% | 28.22% | 2.48% | 4.95% | 0.00% | 6.93% |
| | 2020 | 5.58% | 6.05% | 27.44% | | 0.47% | | 3.72% |
| | 2019 | 5.12% | 6.98% | 26.05% | | 0.47% | | 3.72% |

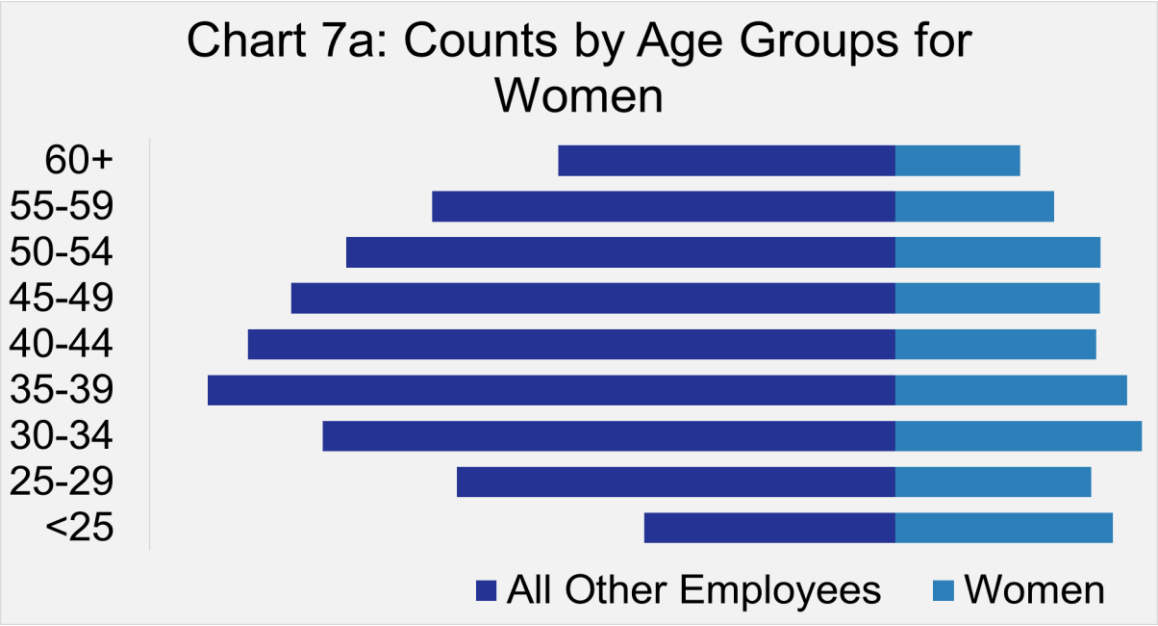


**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 7: Representation by Age Group | Count of All Employees | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| 60 years and over | 743 | 5.11% | 12.11% | 27.05% | 0.81% | 6.73% | 0.00% | 7.81% |
| 55 to 59 years | 1,001 | 9.39% | 12.39% | 25.57% | 1.10% | 5.29% | 0.00% | 8.09% |
| 50 to 54 years | 1,215 | 9.79% | 14.40% | 27.24% | 0.58% | 4.44% | 0.16% | 8.97% |
| 45 to 49 years | 1,302 | 11.67% | 15.82% | 25.35% | 1.31% | 4.22% | 0.31% | 10.06% |
| 40 to 44 years | 1,366 | 10.69% | 17.72% | 23.72% | 1.10% | 3.59% | 0.07% | 9.00% |
| 35 to 39 years | 1,481 | 9.79% | 17.96% | 25.25% | 2.09% | 3.98% | 0.68% | 10.74% |
| 30 to 34 years | 1,320 | 11.67% | 17.27% | 30.15% | 2.42% | 4.32% | 0.45% | 12.73% |
| 25 to 29 years | 1,022 | 15.95% | 16.54% | 30.92% | 1.96% | 4.31% | 0.59% | 14.97% |
| 24 years and under | 755 | 16.16% | 22.65% | 46.49% | 1.85% | 4.90% | 0.40% | 21.59% |

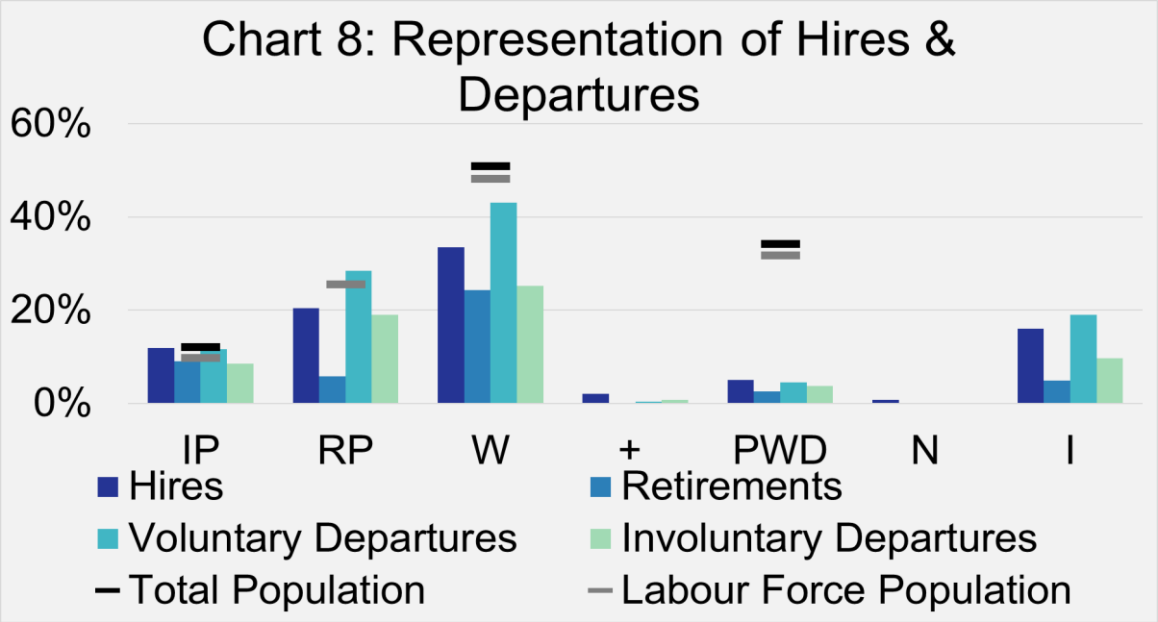


**Appendix A: 2021 Workforce Diversity Report Tables and Charts**



**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 8: Representation of Hires | Count of All Employees | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| 2021 | 2304 | 11.89% | 20.40% | 33.46% | 2.08% | 4.99% | 0.82% | 16.06% |
| 2020 | 1504 | 11.90% | 19.55% | 31.05% | | 3.06% | | 10.84% |
| 2019 | 2383 | 12.21% | 23.29% | 39.28% | | 3.69% | | 16.74% |



**Appendix A: 2021 Workforce Diversity Report Tables and Charts**

| Table 9: Representation of Departures | | Count of All Employees | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| Retirement | 2021 | 308 | 9.09% | 5.84% | 24.35% | 0.00% | 2.60% | 0.00% | 4.87% |
| | 2020 | 315 | 7.94% | 6.98% | 26.98% | | 3.17% | | 7.94% |
| | 2019 | 296 | 7.43% | 7.43% | 32.09% | | 3.38% | | 7.43% |
| Voluntary | 2021 | 643 | 11.66% | 28.46% | 43.08% | 0.31% | 4.51% | 0.00% | 18.97% |
| | 2020 | 538 | 8.74% | 25.84% | 42.94% | | 2.23% | | 15.61% |
| | 2019 | 764 | 10.73% | 26.96% | 40.84% | | 3.80% | | 16.88% |
| Involuntary | 2021 | 269 | 8.55% | 18.96% | 25.28% | 0.74% | 3.72% | 0.00% | 9.67% |
| | 2020 | 277 | 11.19% | 15.88% | 27.44% | | 1.81% | | 8.30% |
| | 2019 | 264 | 7.20% | 16.29% | 31.82% | | 5.30% | | 9.09% |