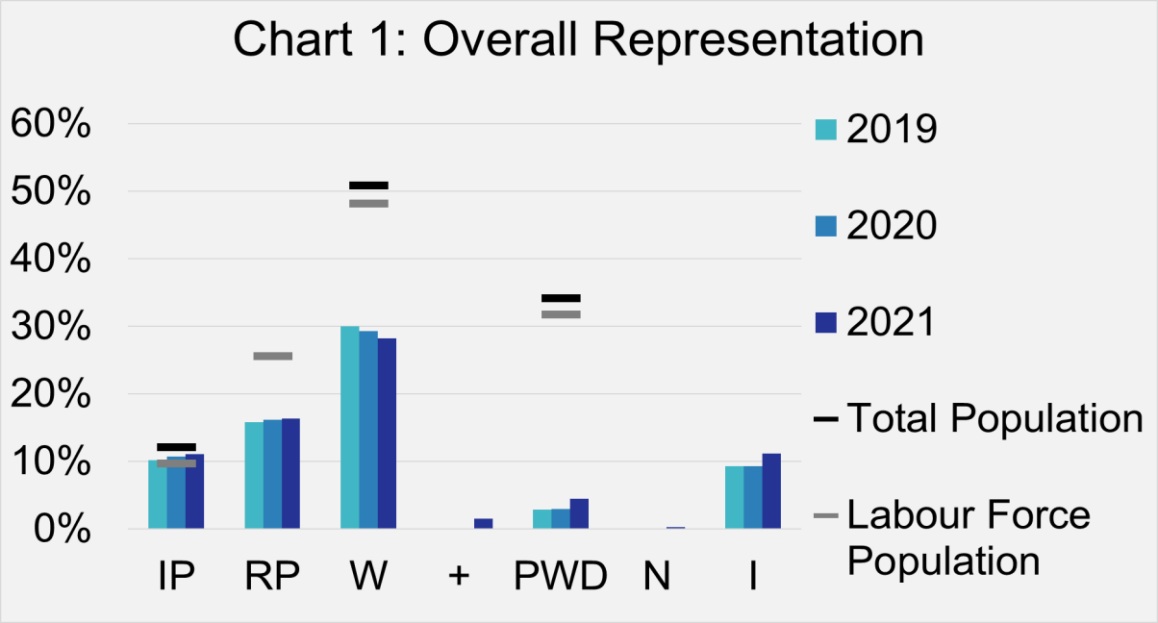
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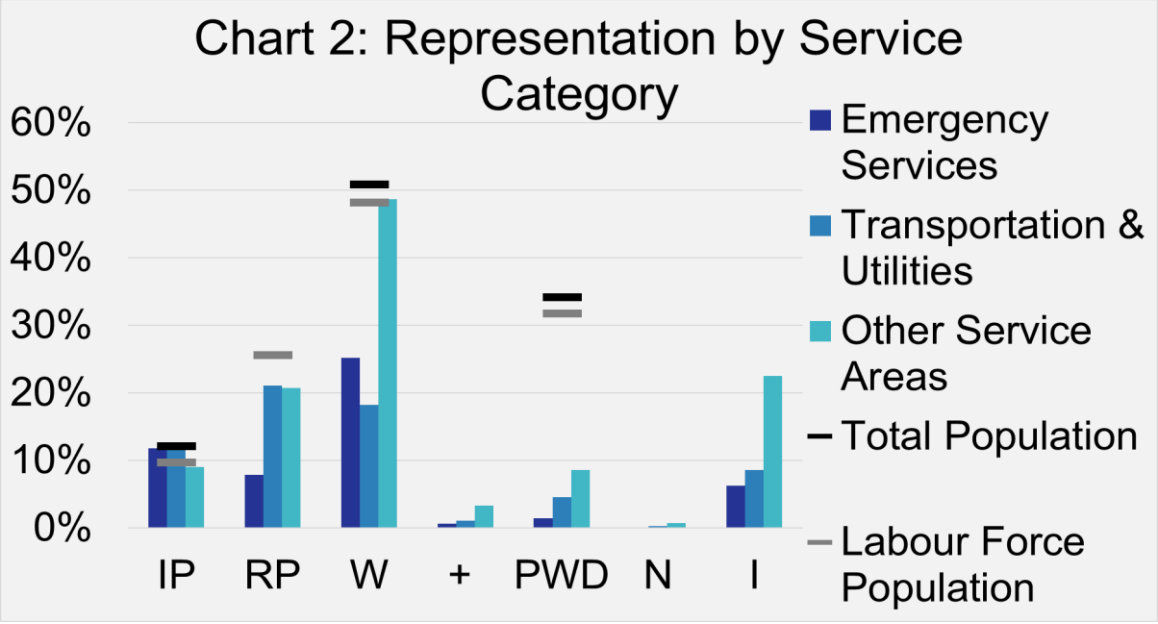
Table 1: Overall Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total Population*		**12.19%**	**25.65%**	**50.95%**		**34.25%**		
Labour Force Population*		**9.77%**	**25.65%**	**48.27%**		**31.78%**		
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



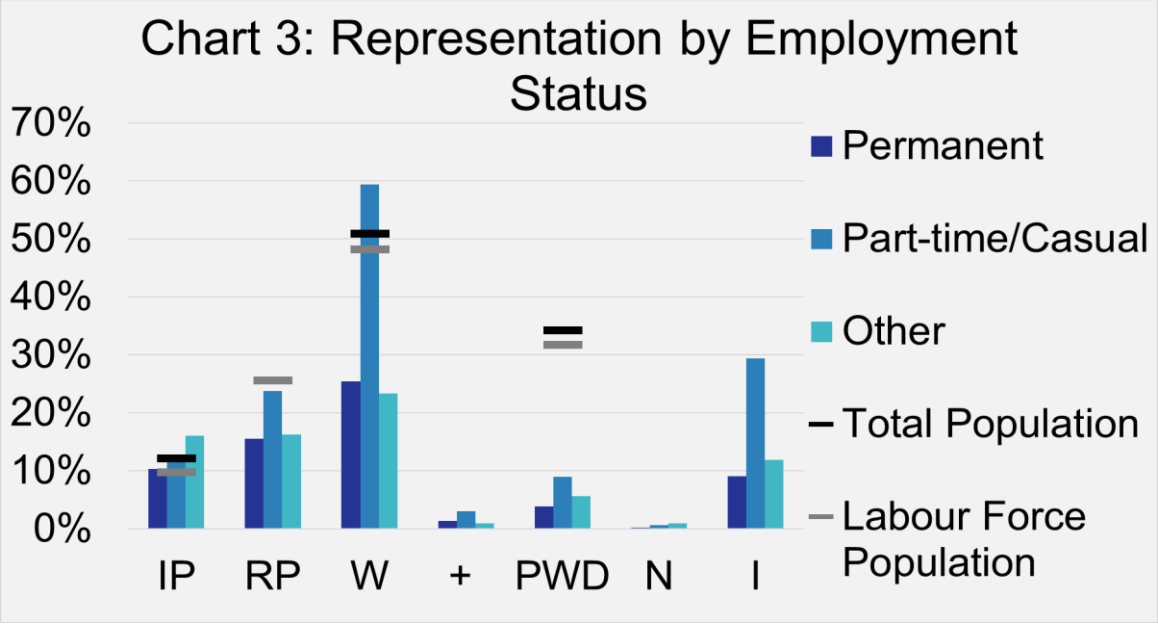
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Table 2: Representation by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2021	11.79%	7.91%	25.23%	0.67%	1.48%	0.06%	6.26%
	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%



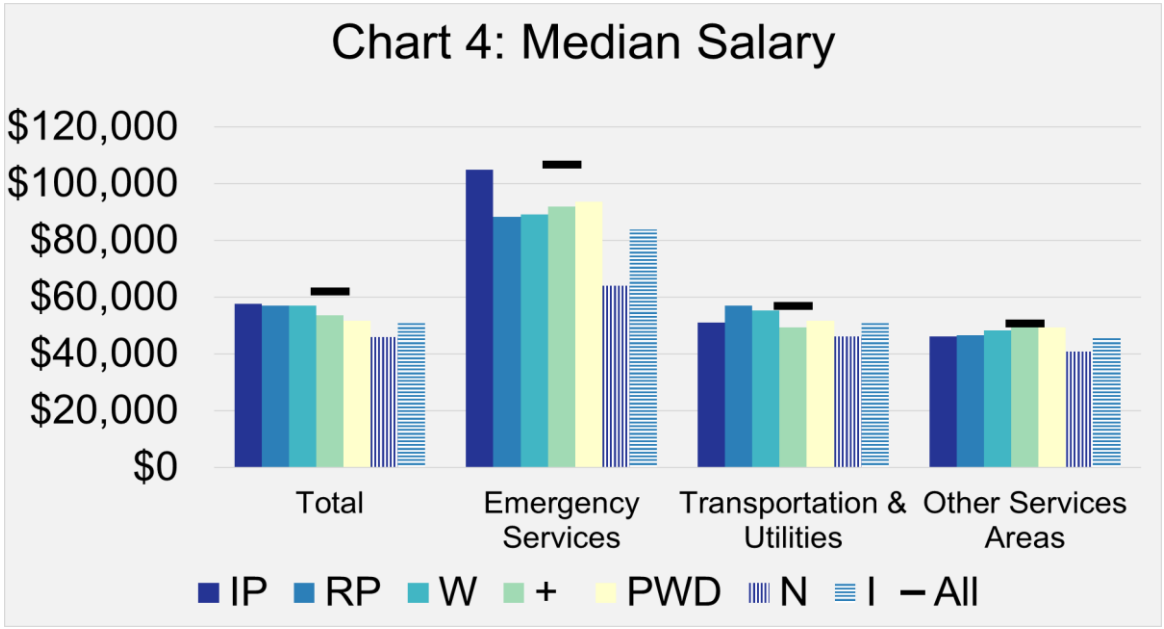
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Table 3: Representation by Employment Status		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Permanent	2021	10.30%	15.56%	25.43%	1.39%	3.84%	0.19%	9.11%
	2020	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%



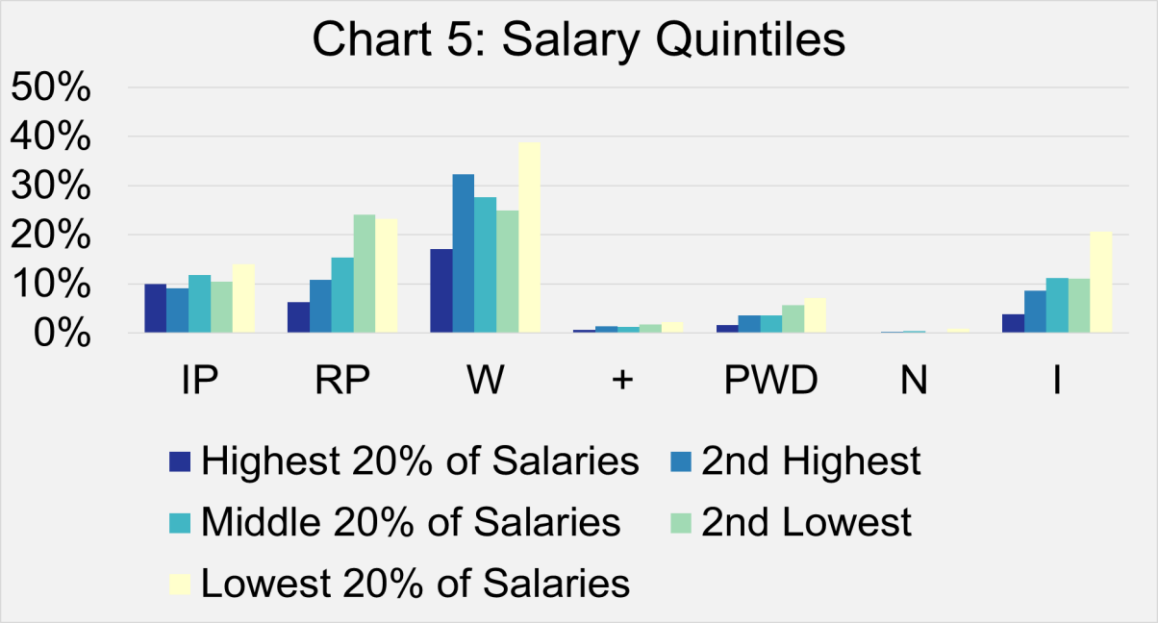
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Table 4: Median Salary	All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total	**$62,116**	$57,608	$56,975	$57,059	$53,724	$51,708	$45,955	$51,122
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



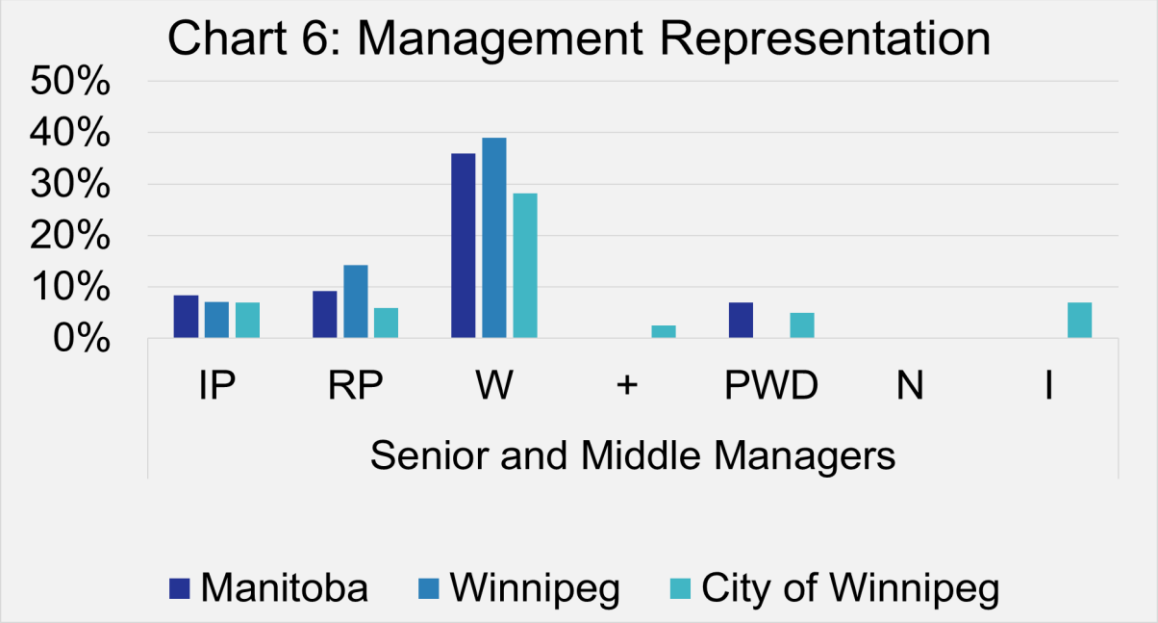
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Table 5: Quintiles of Salaries	Equity Groups						
	Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Highest 20% of Salaries	10.00%	6.27%	17.16%	0.69%	1.67%	0.00%	3.82%
2nd Highest 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%



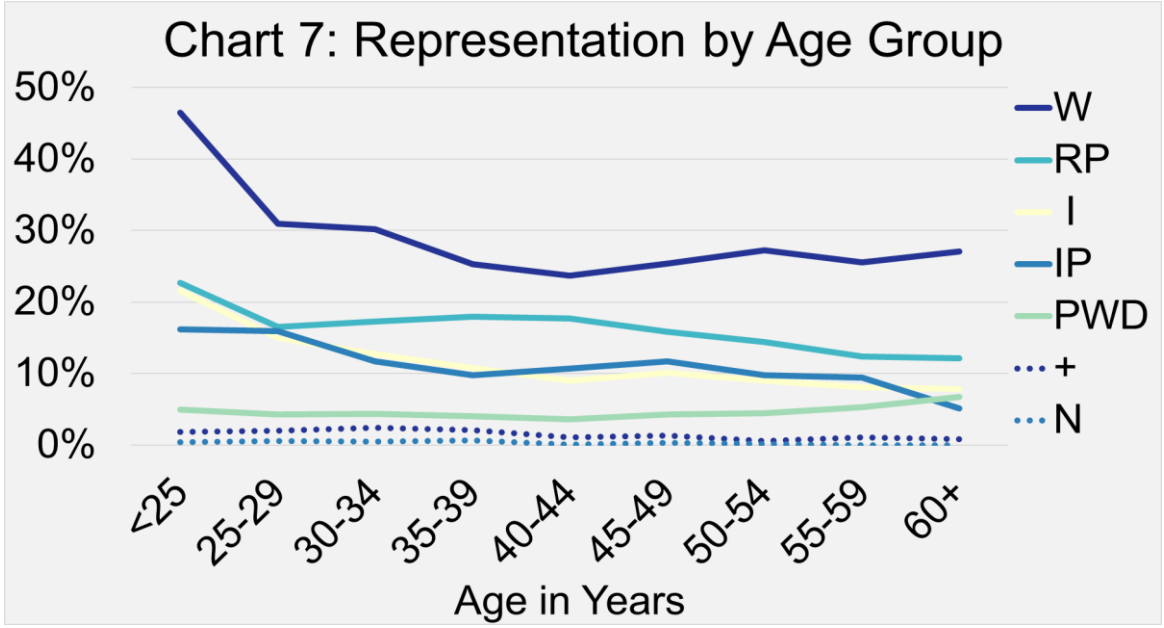
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Table 6: Management Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Senior & Middle Managers	2021	6.93%	5.94%	28.22%	2.48%	4.95%	0.00%	6.93%
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

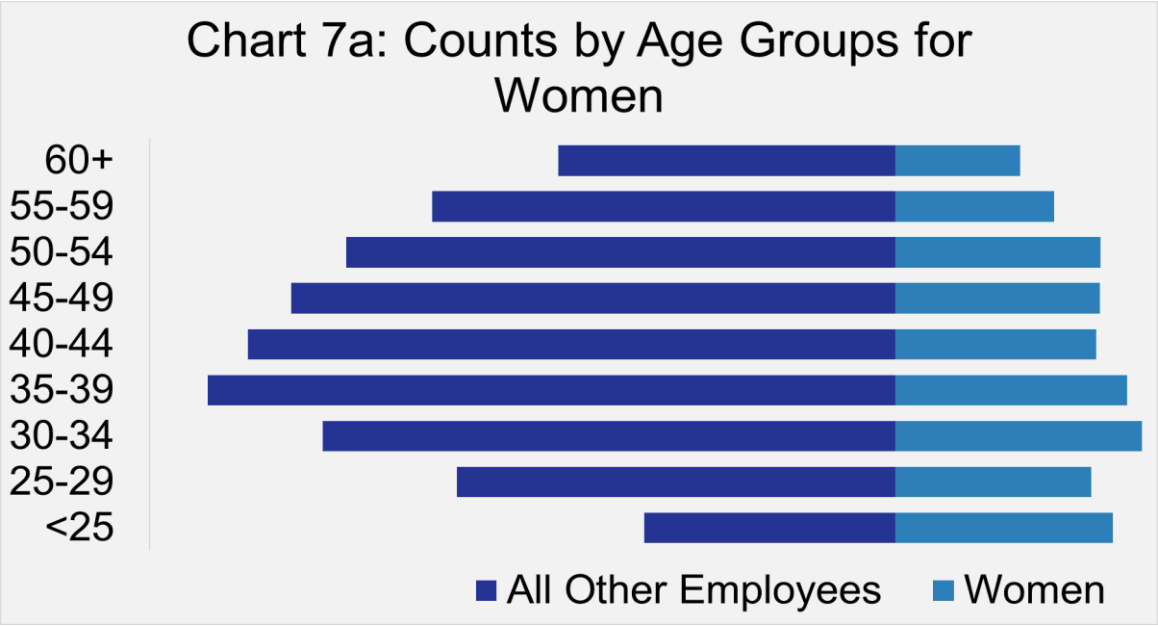


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Table 7: Representation by Age Group	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
60 years and over	743	5.11%	12.11%	27.05%	0.81%	6.73%	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%

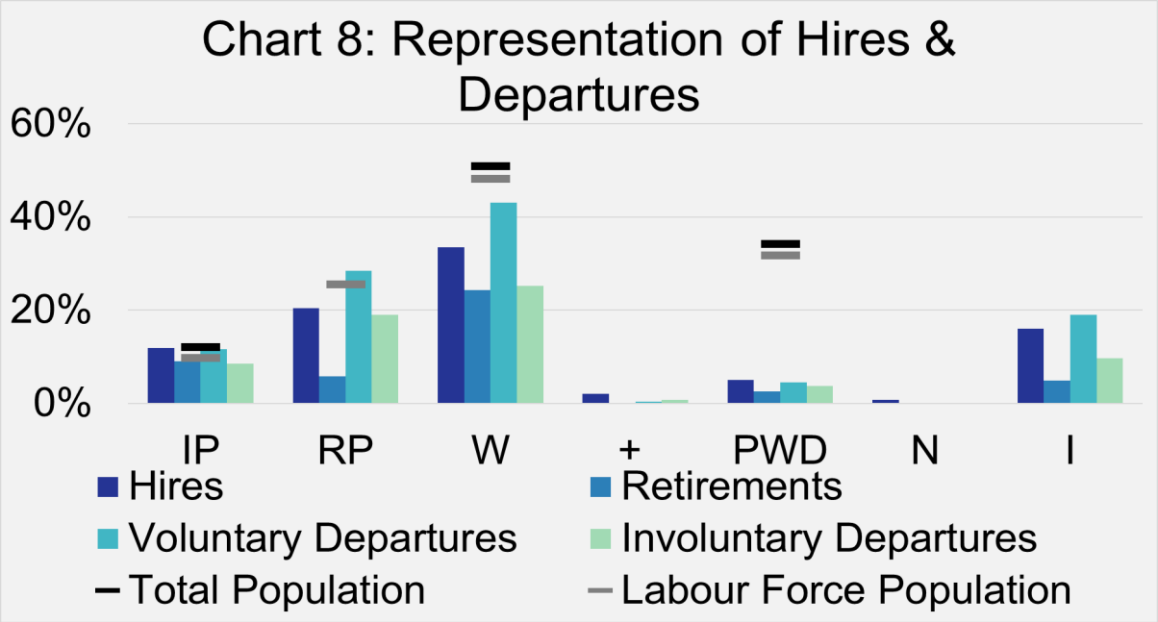


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Table 8: Representation of Hires	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
2021	2304	11.89%	20.40%	33.46%	2.08%	4.99%	0.82%	16.06%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



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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%