Appendix A: 2022 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*		**12.45%**	**33.90%**	**50.59%**		**34.25%**		
Labour Force Population*		**10.01%**	**25.65%**	**47.77%**		**31.78%**		
City of Winnipeg Workforce	2022	11.29%	16.29%	26.91%	2.80%	4.99%	0.62%	12.18%
	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%

*2021 Statistics Canada Census, Winnipeg Census Metropolitan Area, as compiled by City of Winnipeg Economist (2016 Census Data in red)

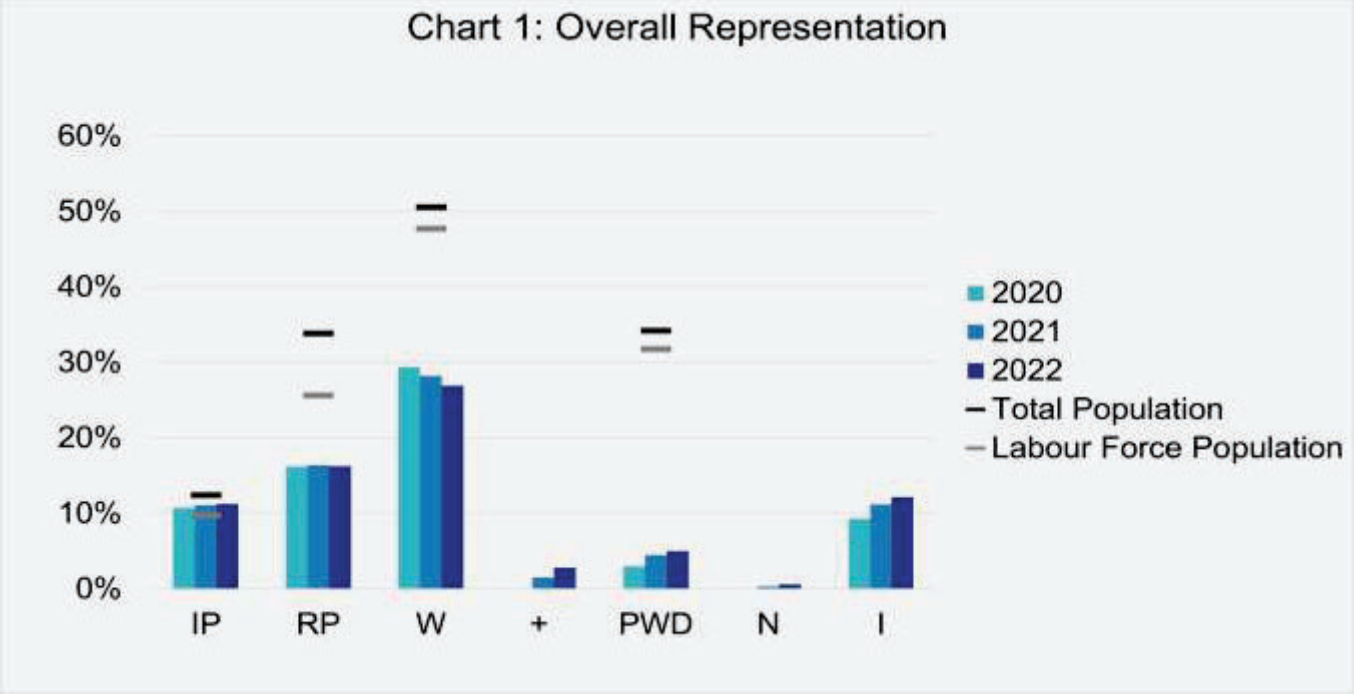

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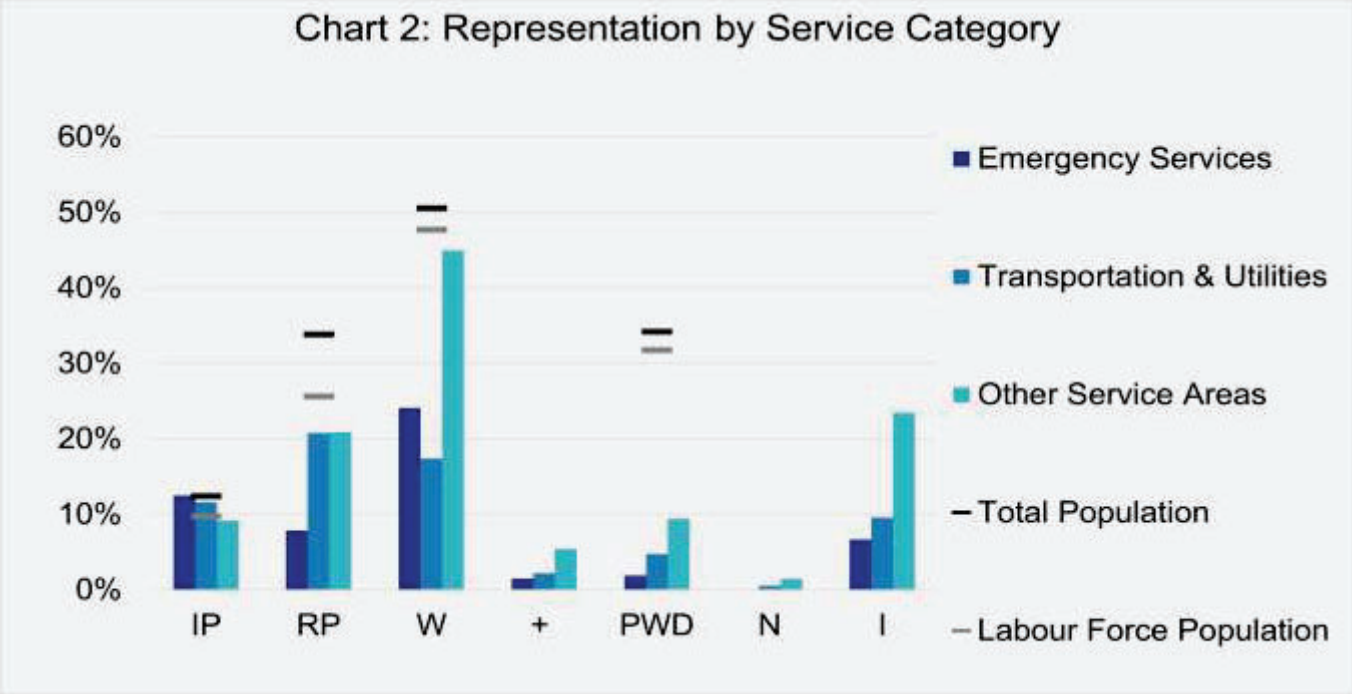
Table 2: Representation by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2022	12.49%	7.90%	24.13%	1.49%	1.91%	0.08%	6.66%
	2021	11.79%	7.91%	25.23%	0.67%	1.48%	0.06%	6.26%
	2020	11.23%	7.44%	25.76%		0.93%		5.53%
Transportation & Utilities	2022	11.60%	20.77%	17.38%	2.22%	4.81%	0.55%	9.63%
	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%
Other Service Areas	2022	9.21%	20.92%	44.99%	5.43%	9.43%	1.46%	23.50%
	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%



Appendix A: 2022 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	2022	10.80%	15.61%	24.80%	2.28%	4.42%	0.38%	10.05%
	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%
Part-time/Casual	2022	11.05%	24.63%	49.85%	6.35%	9.48%	2.05%	29.03%
	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%
Other	2022	15.24%	13.59%	21.21%	3.31%	5.05%	1.10%	12.40%
	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%

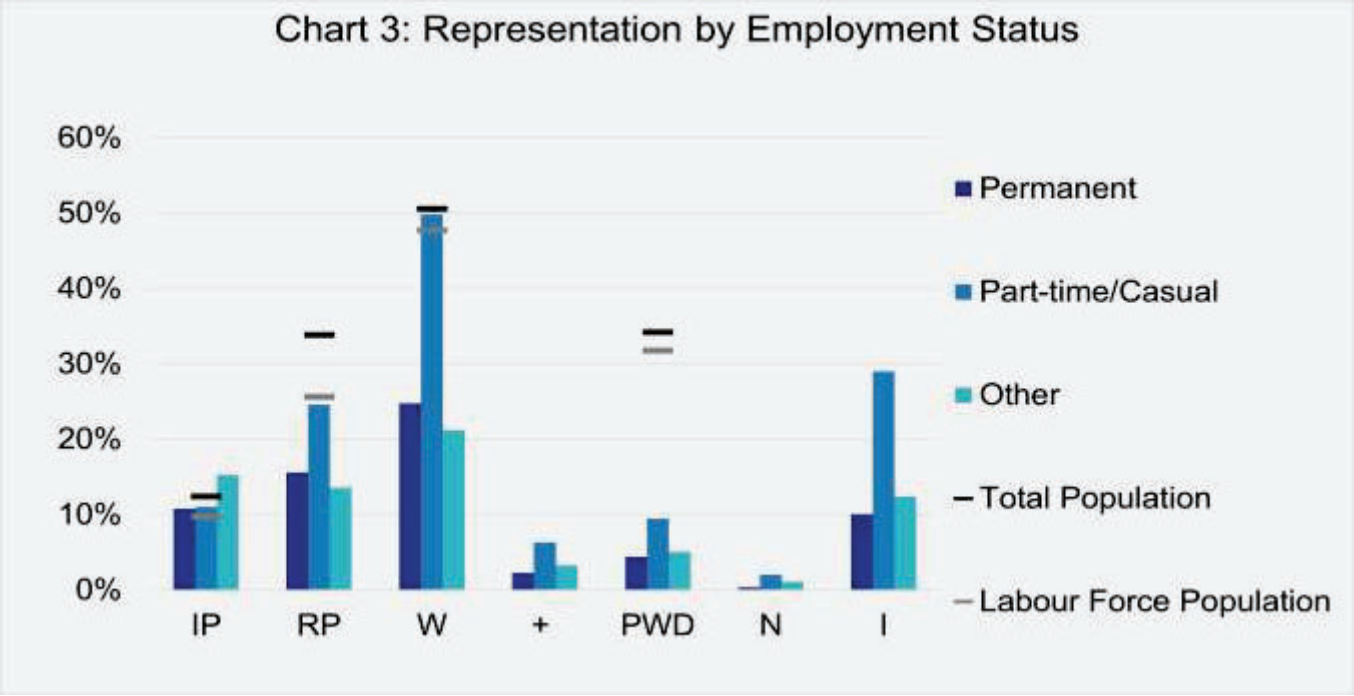


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Table 4: Median Salary	All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total	**$64,421**	$60,285	$57,972	$59,641	$53,299	$54,368	$44,339	$52,464
Emergency Services	$108,710	$106,878	$88,226	$88,953	$84,308	$96,172	$76,798	$77,693
Transportation & Utilities	$57,972	$53,211	$57,972	$57,616	$50,471	$54,368	$45,345	$51,579
Other Service Areas	$51,579	$46,518	$47,682	$51,312	$50,471	$51,579	$38,513	$46,078

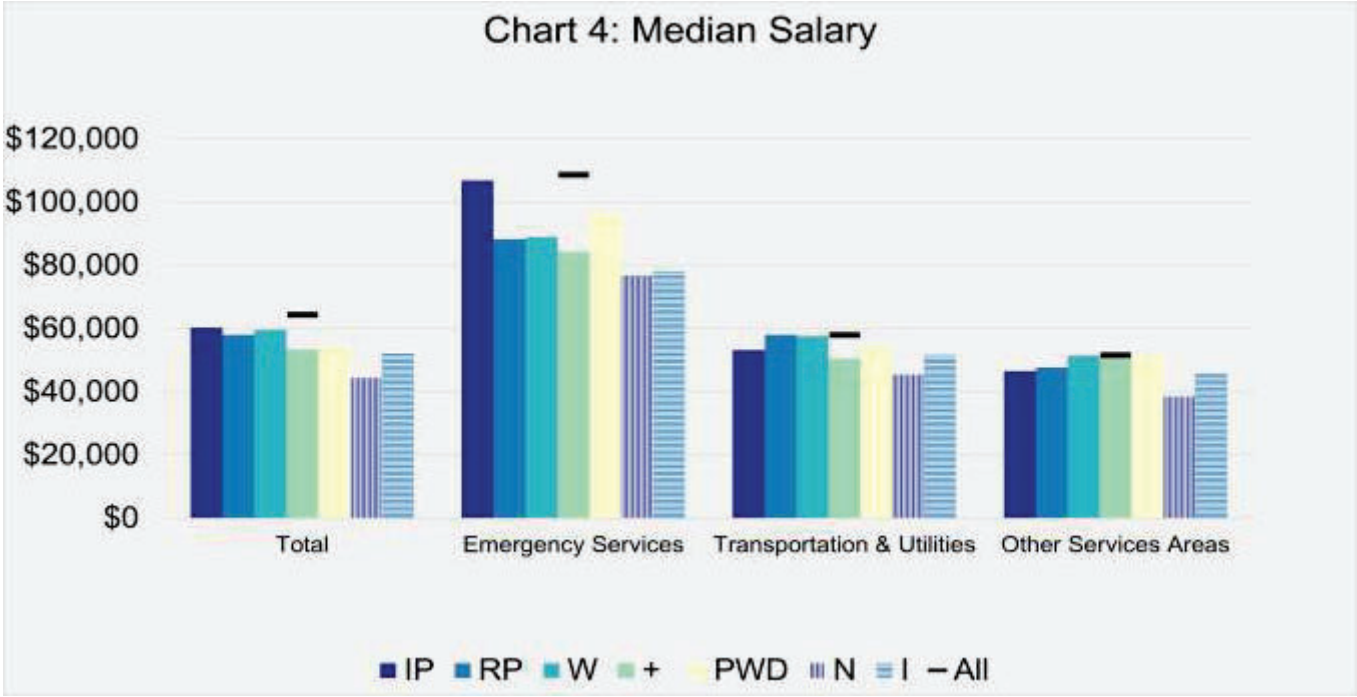

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Table 5: Quintiles of Salaries	Equity Groups						
	Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Highest 20% of Salaries	10.80%	6.32%	16.34%	1.02%	2.29%	0.00%	4.13%
2nd Highest Salaries	8.91%	11.77%	32.22%	2.42%	4.26%	0.53%	10.08%
Middle 20% of Salaries	12.68%	15.07%	25.95%	2.50%	3.96%	0.47%	11.17%
2nd Lowest Salaries	10.88%	24.04%	23.45%	2.68%	6.29%	0.13%	12.36%
Lowest 20% of Salaries	13.43%	22.78%	36.69%	5.27%	7.74%	1.99%	22.73%

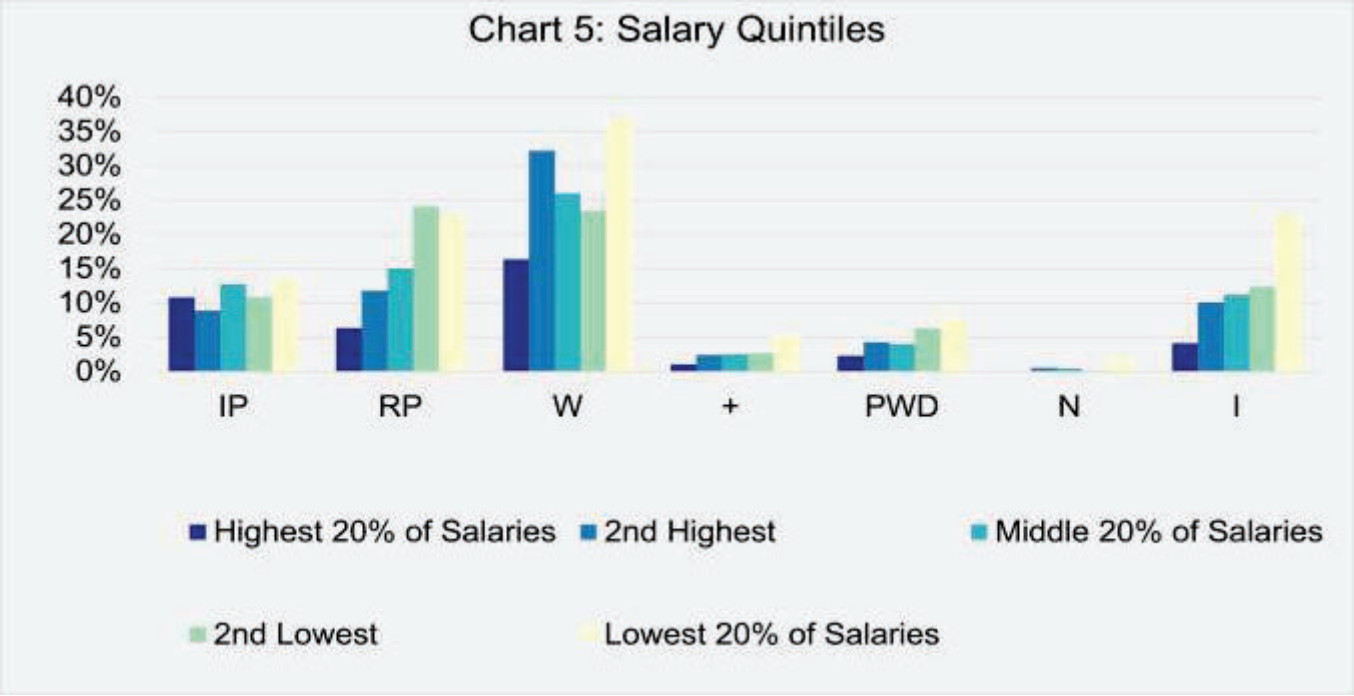

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Table 6: Management Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Senior & Middle Managers	2022	6.83%	6.83%	31.22%	2.93%	5.85%	0.00%	7.80%
	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%

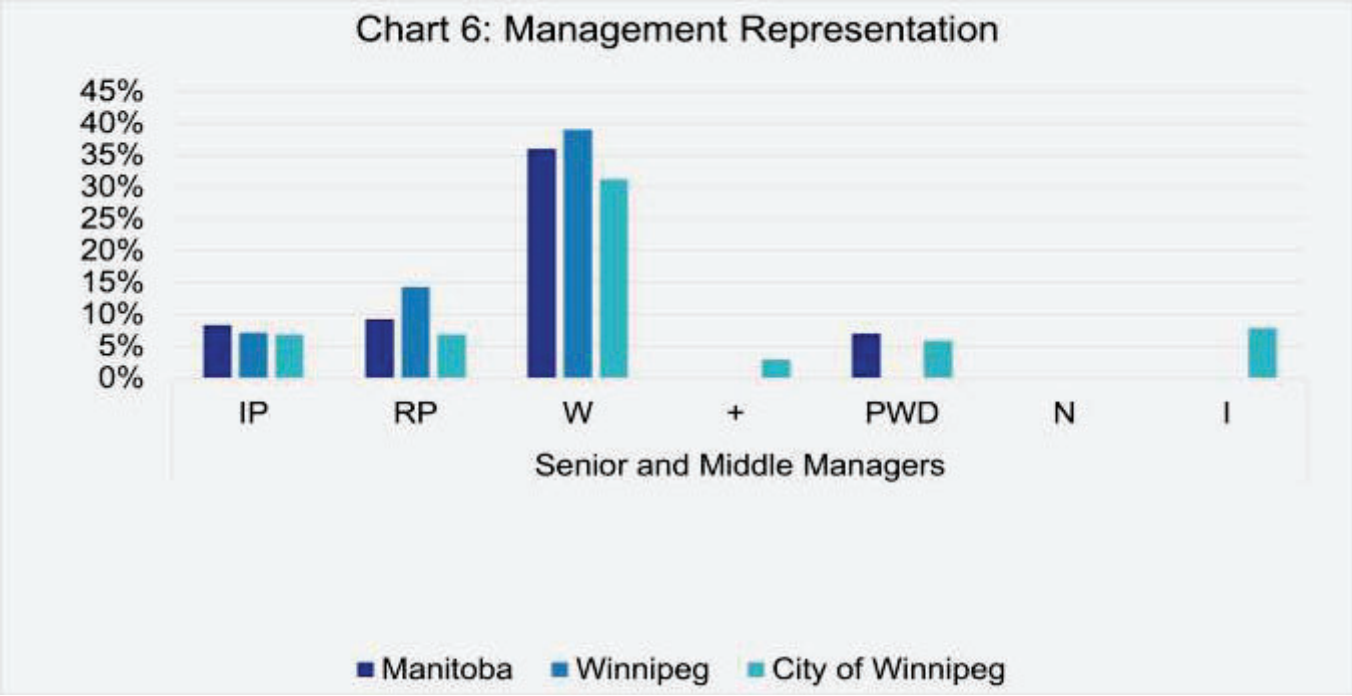

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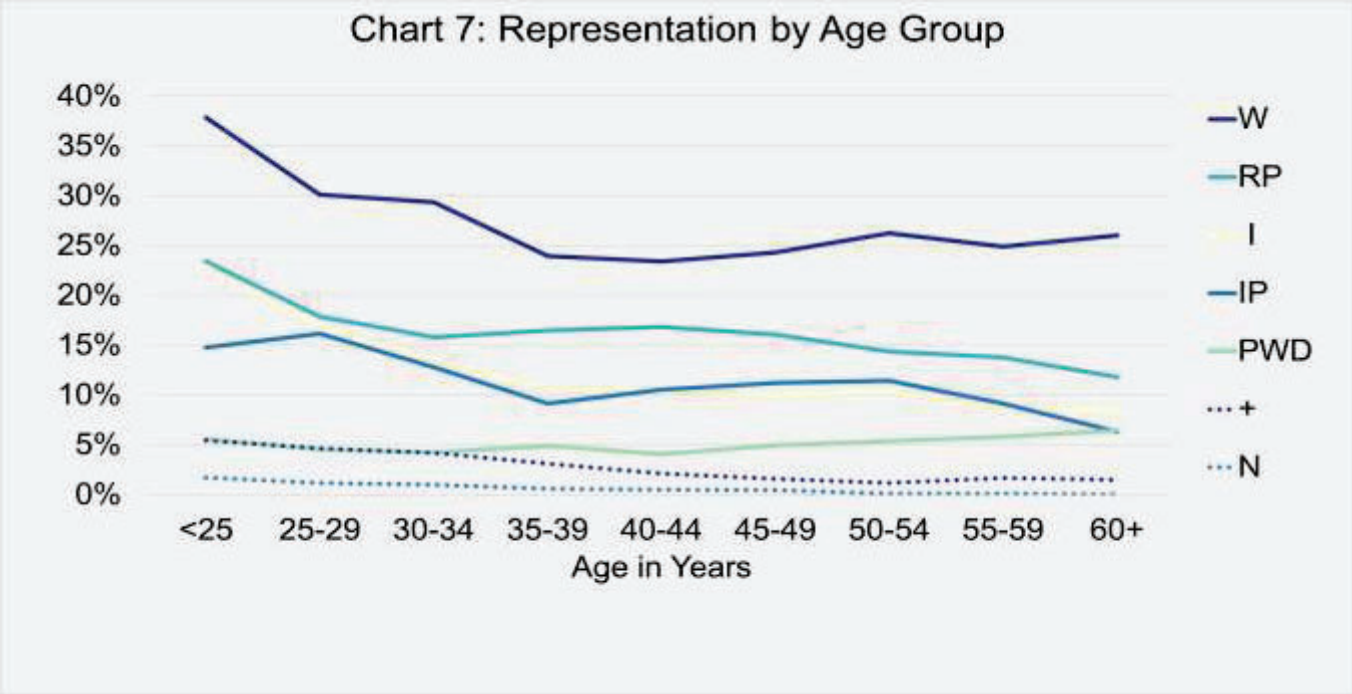
Table 7: Representation by Age Group	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
60 years and over	746	6.30%	11.80%	26.01%	1.47%	6.43%	0.00%	8.45%
55 to 59 years	964	9.13%	13.80%	24.90%	1.66%	5.81%	0.10%	8.71%
50 to 54 years	1,189	11.44%	14.38%	26.24%	1.18%	5.38%	0.08%	10.43%
45 to 49 years	1,311	11.21%	16.09%	24.33%	1.60%	4.96%	0.46%	9.99%
40 to 44 years	1,397	10.52%	16.82%	23.41%	2.15%	4.08%	0.50%	10.45%
35 to 39 years	1,486	9.15%	16.49%	23.96%	3.10%	4.91%	0.61%	10.63%
30 to 34 years	1,314	12.79%	15.83%	29.38%	4.19%	4.26%	0.99%	13.32%
25 to 29 years	1,013	16.19%	17.87%	30.11%	4.64%	4.54%	1.18%	16.98%
24 years and under	880	14.77%	23.41%	37.84%	5.45%	5.57%	1.70%	22.95%



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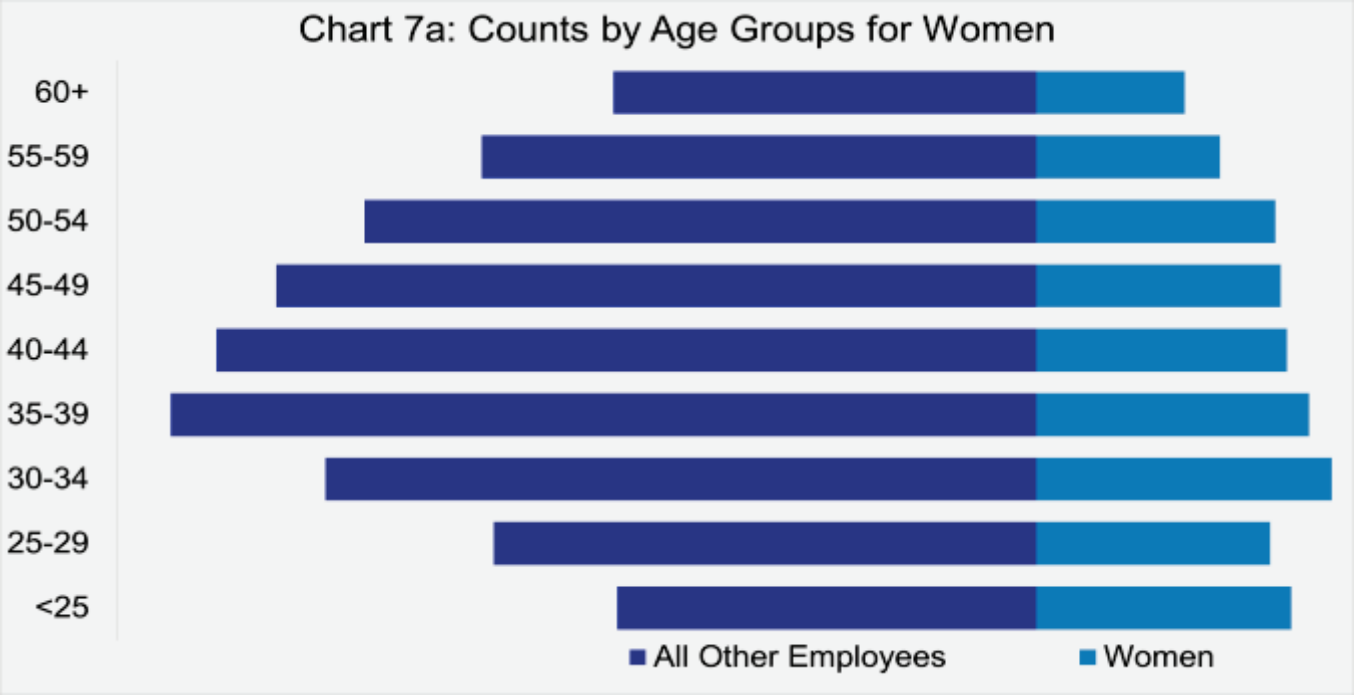

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Table 8: Representation of Hires	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
2022	2664	12.91%	19.97%	30.26%	7.28%	6.98%	0.26%	19.52%
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%

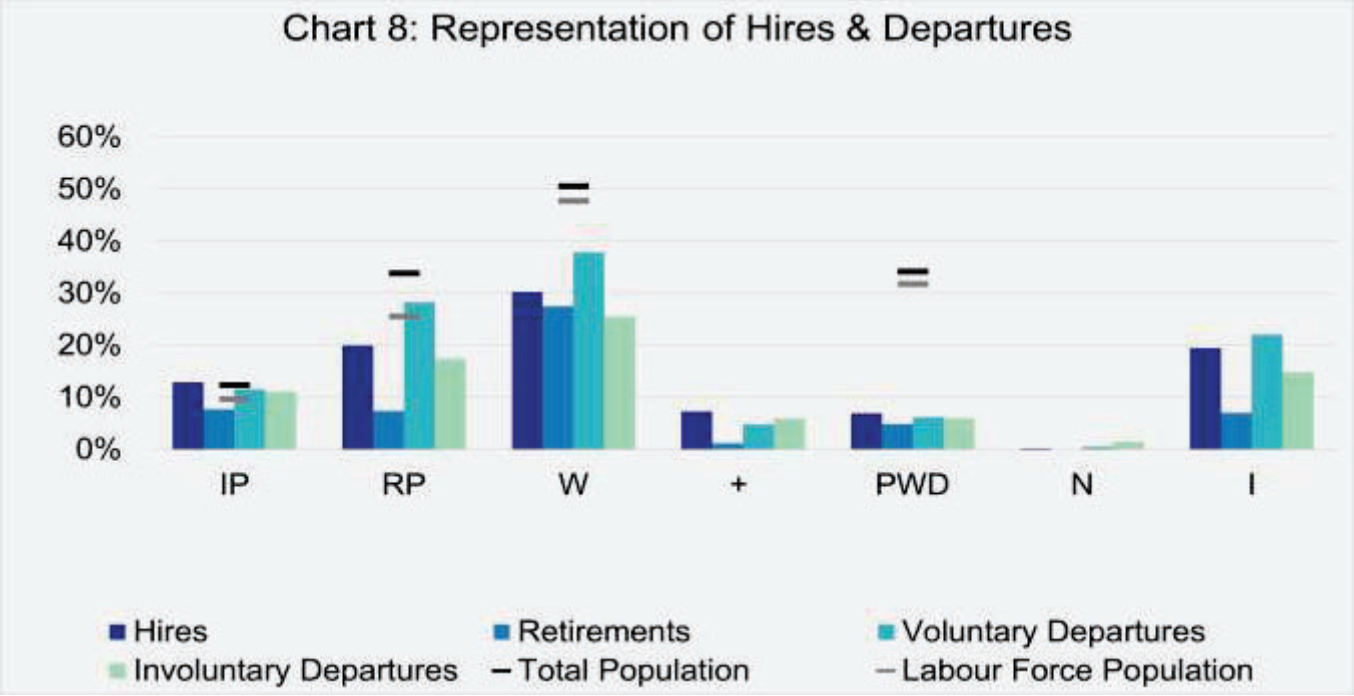

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Table 9: Representation of Departures		Count of All Employees	Equity Groups						
			Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Retirement	2022	324	7.72%	7.41%	27.47%	1.23%	4.94%	0.00%	7.10%
	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%
Voluntary	2022	806	11.54%	28.29%	37.84%	4.84%	6.20%	0.50%	22.08%
	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%
Involuntary	2022	270	11.11%	17.41%	25.56%	5.93%	5.93%	1.48%	14.81%
	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%