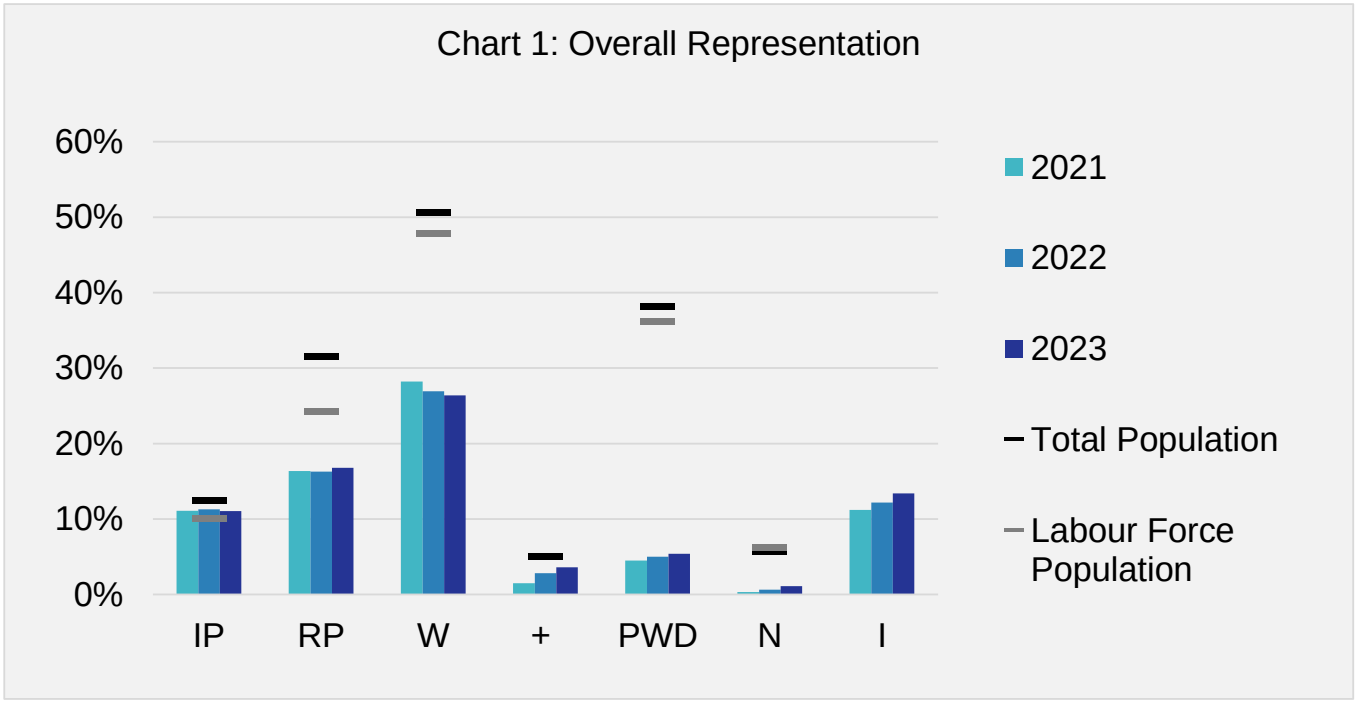
Appendix A: 2023 Workforce Diversity Report Tables and Charts

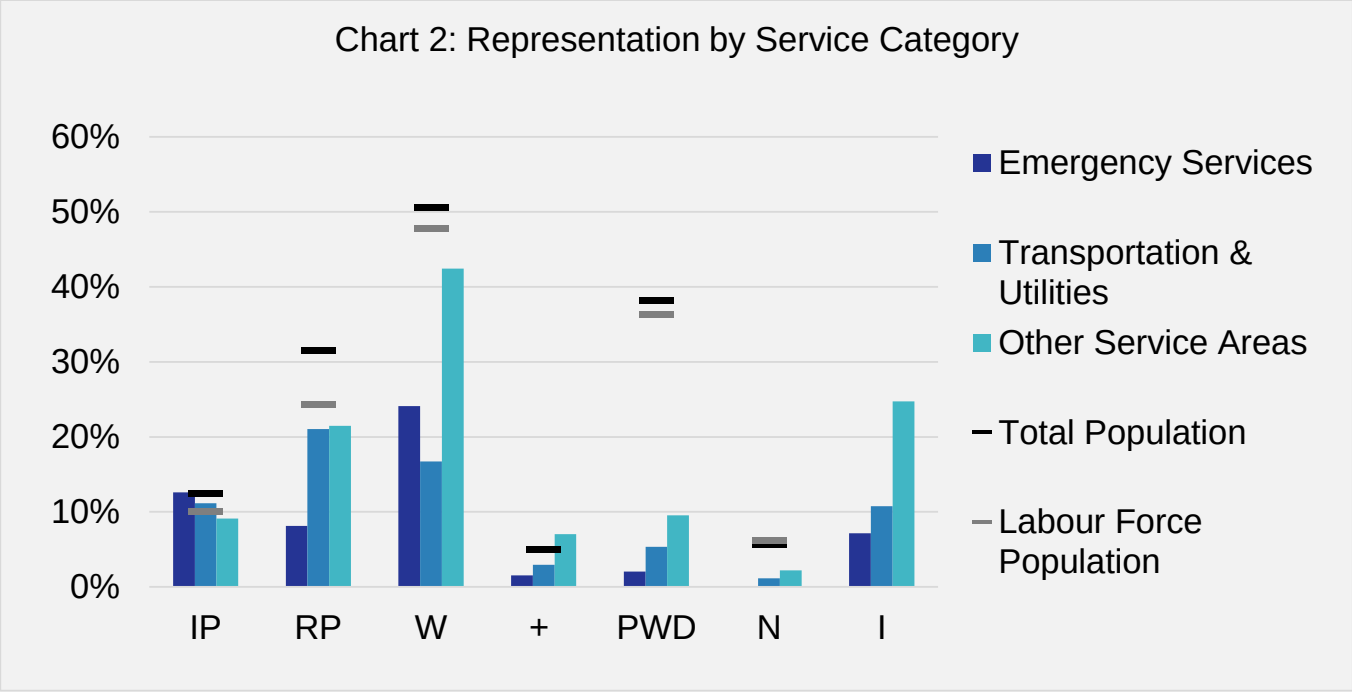
Table 1: Overall Representation		Equity Groups						
		Indigenous Peoples	**Racialized Peoples**	**Women**	**2SLGBTQQIA + Peoples**	**Persons with Disabilities**	**Newcomers**	**Intersectional**
Total Population*		**12.45%**	**31.50%**	**50.59%**	**5.00%**	**38.11%**	**5.67%**	
Labour Force Population*		**10.01%**	**24.27%**	**47.77%**		**36.23%**	**6.18%**	
City of Winnipeg Workforce	2023	11.06%	16.77%	26.37%	3.61%	5.39%	1.09%	13.41%
	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%

*2021 Statistics Canada Census, Winnipeg Census Metropolitan Area, as compiled by City of Winnipeg Economic Development & Policy. The Total Population percentage for 2SLGBTQQIA+ Peoples has been rounded up to partially account for undercounting.



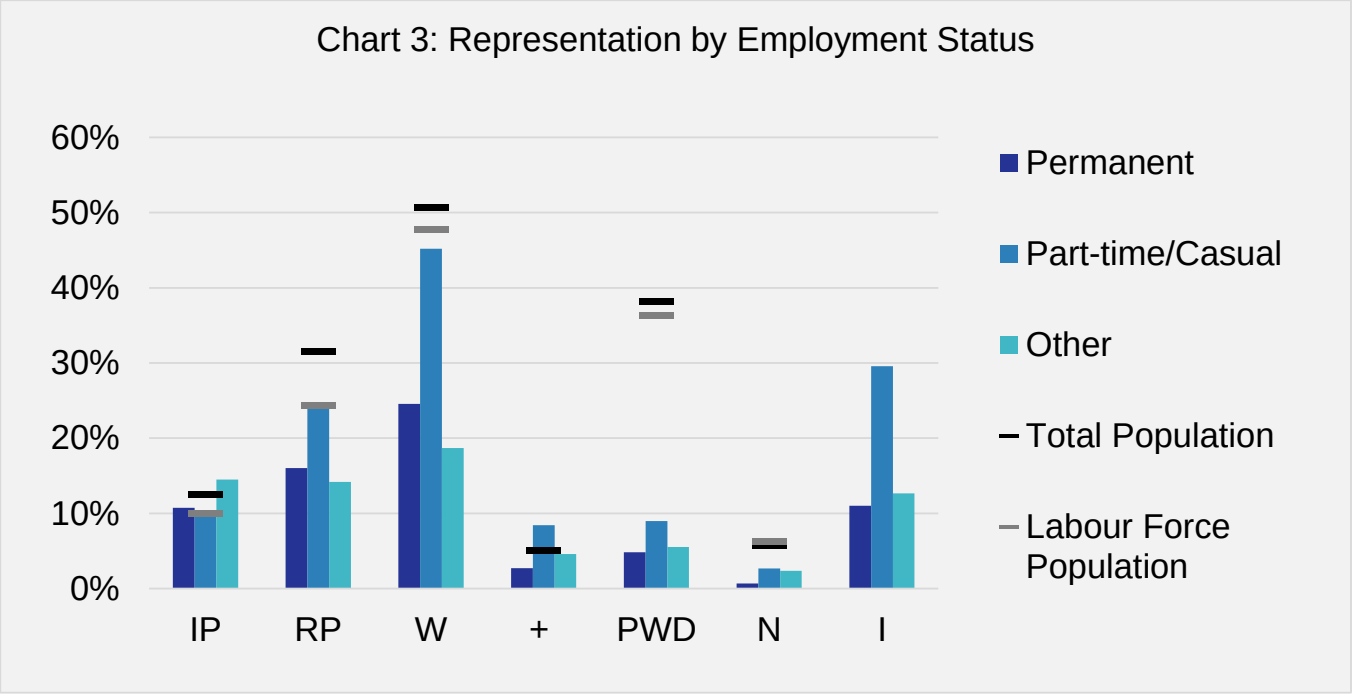
Appendix A: 2023 Workforce Diversity Report Tables and Charts

Table 2: Representation by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2023	12.59%	8.13%	24.09%	1.55%	2.05%		7.16%
	2022	12.49%	7.90%	24.13%	1.49%	1.91%		6.66%
	2021	11.79%	7.91%	25.23%	0.67%	1.48%	0.06%	6.26%
Transportation & Utilities	2023	11.14%	21.05%	16.74%	2.96%	5.35%	1.13%	10.75%
	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%
Other Service Areas	2023	9.09%	21.46%	42.42%	7.02%	9.56%	2.20%	24.72%
	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%



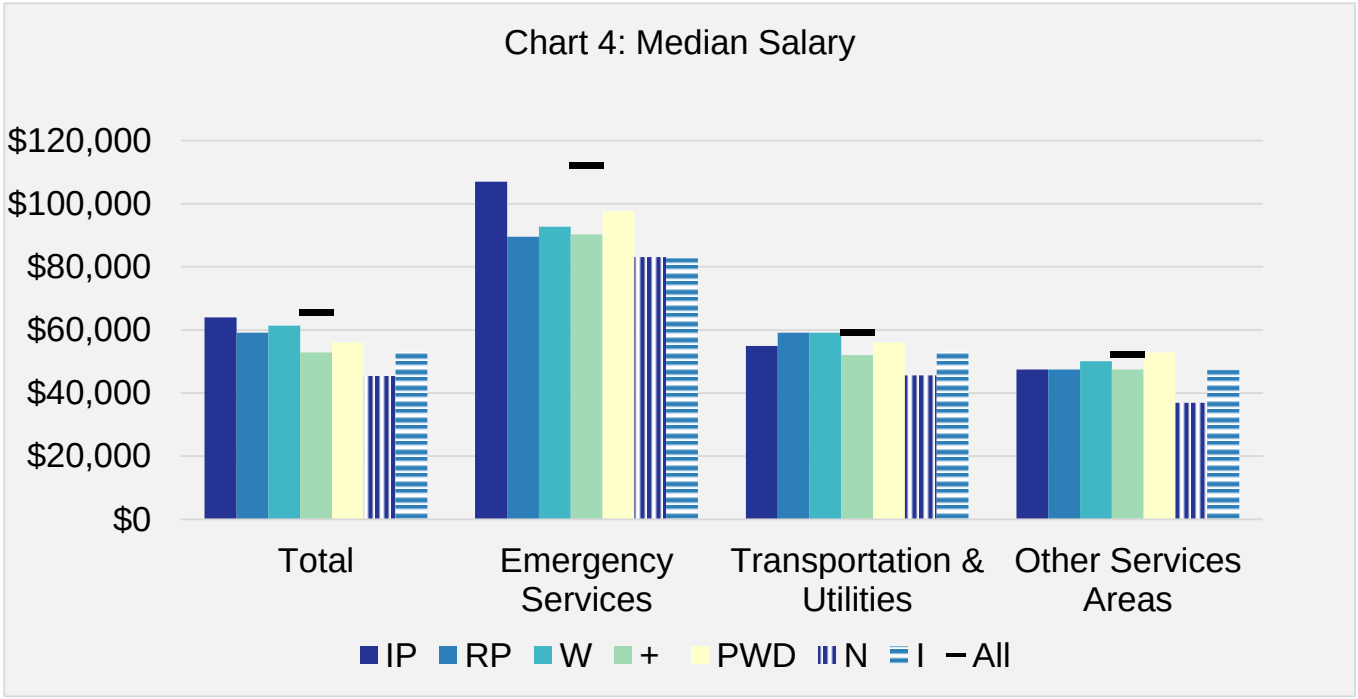
Appendix A: 2023 Workforce Diversity Report Tables and Charts

Table 3: Representation by Employment Status		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Permanent	2023	10.72%	16.02%	24.57%	2.71%	4.82%	0.66%	11.00%
	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%
Part-time/Casual	2023	10.02%	24.05%	45.19%	8.44%	8.99%	2.68%	29.57%
	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%
Other	2023	14.50%	14.17%	18.69%	4.61%	5.53%	2.35%	12.66%
	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%



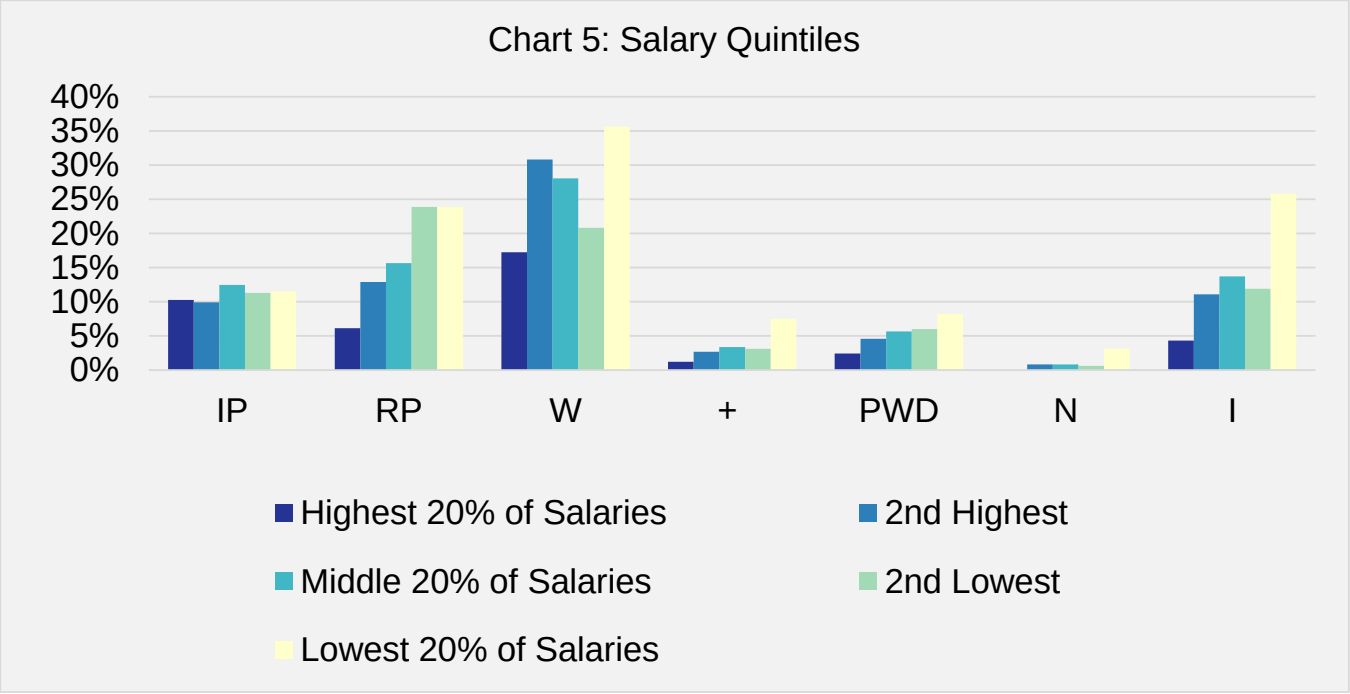
Appendix A: 2023 Workforce Diversity Report Tables and Charts

Table 4: Median Salary	All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total	**$65,380**	$63,983	$59,132	$61,365	$52,863	$56,012	$45,384	$53,138
Emergency Services	$112,130	$106,939	$89,514	$92,719	$90,238	$97,627	$83,132	$82,735
Transportation & Utilities	$59,132	$54,969	$59,132	$59,132	$51,997	$56,012	$45,583	$53,138
Other Service Areas	$51,997	$47,470	$47,470	$50,068	$47,470	$52,863	$36,882	$47,392



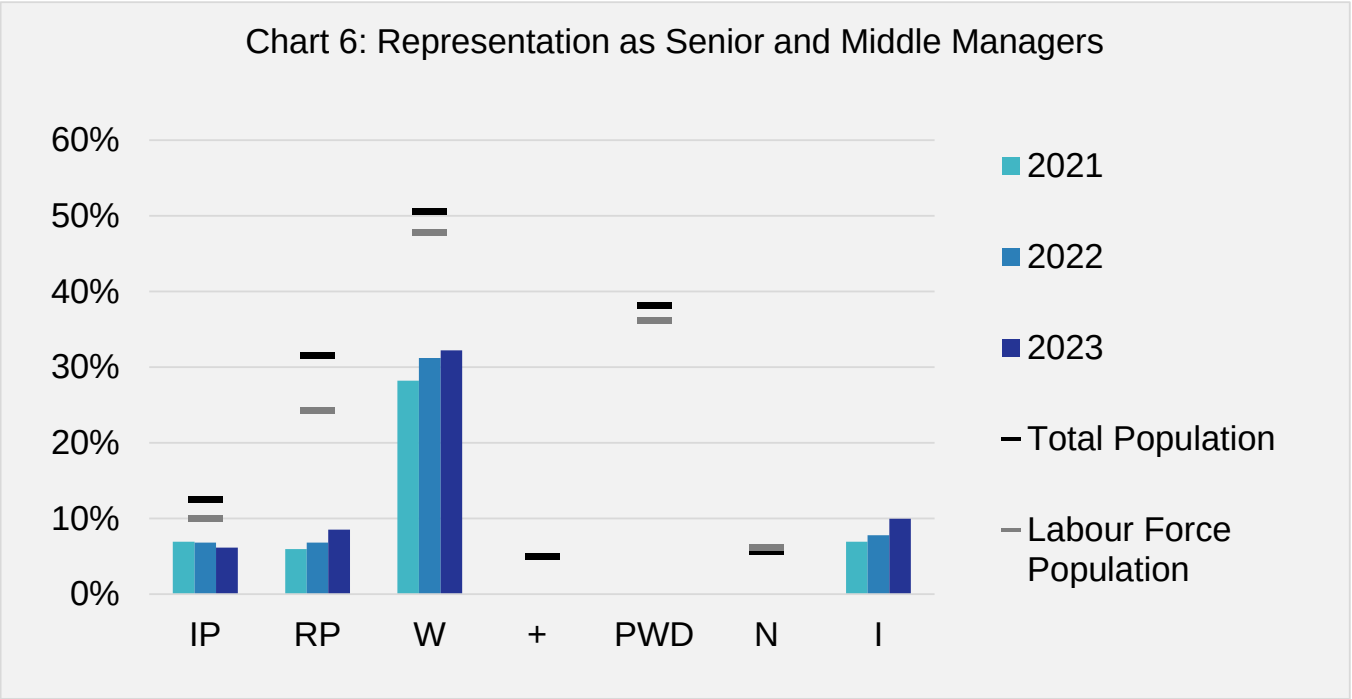
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Table 5: Quintiles of Salaries	Equity Groups						
	Indigenous Peoples	**Racialized Peoples**	**Women**	**2SLGBTQQIA + Peoples**	**Persons with Disabilities**	**Newcomers**	**Intersectional**
Highest 20% of Salaries	10.25%	6.14%	17.23%	1.23%	2.41%		4.30%
2nd Highest Salaries	9.92%	12.89%	30.81%	2.68%	4.56%	0.85%	11.10%
Middle 20% of Salaries	12.48%	15.64%	28.06%	3.39%	5.65%	0.85%	13.72%
2nd Lowest Salaries	11.32%	23.89%	20.82%	3.11%	6.01%	0.62%	11.90%
Lowest 20% of Salaries	11.53%	23.87%	35.63%	7.52%	8.20%	3.10%	25.83%



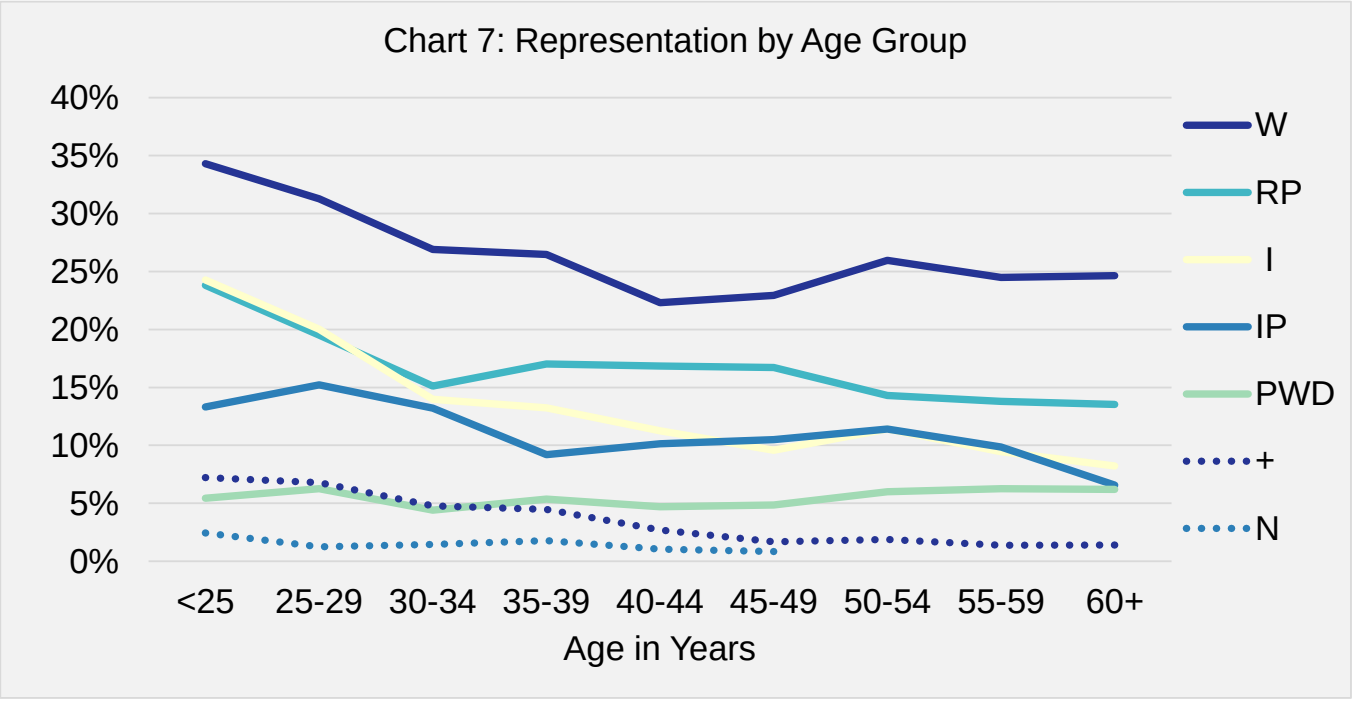
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Table 6: Management Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Senior & Middle Managers	2023	6.16%	8.53%	32.23%				9.95%
	2022	6.83%	6.83%	31.22%			0.00%	7.80%
	2021	6.93%	5.94%	28.22%			0.00%	6.93%

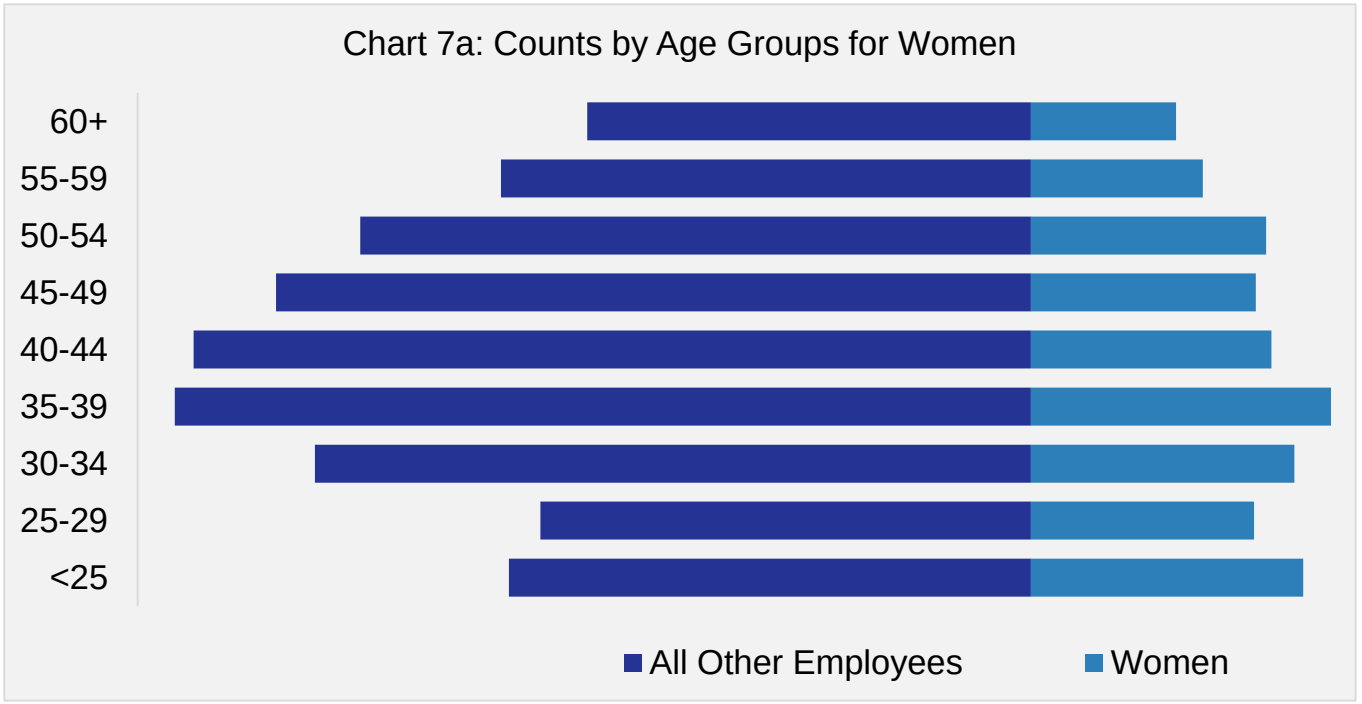


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Table 7: Representation by Age Group	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
60 years and over	791	6.57%	13.53%	24.65%	1.39%	6.19%		8.22%
55 to 59 years	943	9.86%	13.79%	24.50%	1.38%	6.26%		9.44%
50 to 54 years	1,217	11.42%	14.30%	25.97%	1.89%	6.00%		11.42%
45 to 49 years	1,316	10.49%	16.72%	22.95%	1.67%	4.86%	0.84%	9.57%
40 to 44 years	1,448	10.15%	16.85%	22.31%	2.69%	4.70%	1.04%	11.26%
35 to 39 years	1,564	9.21%	17.01%	26.47%	4.48%	5.37%	1.79%	13.24%
30 to 34 years	1,316	13.22%	15.12%	26.90%	4.79%	4.41%	1.44%	13.98%
25 to 29 years	959	15.22%	19.50%	31.28%	6.78%	6.26%	1.25%	20.02%
24 years and under	1,067	13.31%	23.81%	34.30%	7.22%	5.44%	2.44%	24.27%



Appendix A: 2023 Workforce Diversity Report Tables and Charts



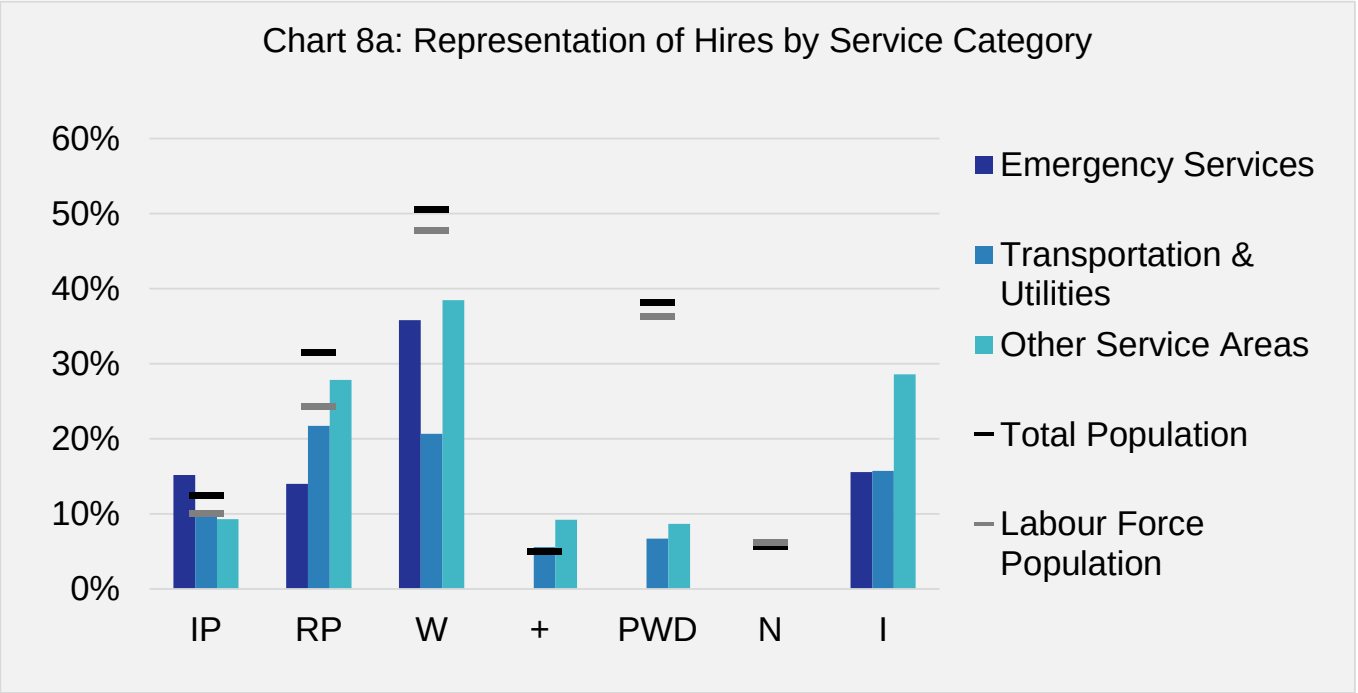
Appendix A: 2023 Workforce Diversity Report Tables and Charts

Table 8: Representation of Hires	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
2023	2,582	10.38%	23.51%	29.59%	6.74%	7.05%		21.07%
2022	2,664	12.91%	19.97%	30.26%	7.28%	6.98%		19.52%
2021	2,304	11.89%	20.40%	33.46%	2.08%	4.99%	0.82%	16.06%

Table 8a: Representation of Hires by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2023	15.18%	14.01%	35.80%				15.56%
	2022	15.70%	12.67%	33.33%	4.13%			12.12%
	2021	12.92%	15.00%	34.79%				11.46%
Transportation & Utilities	2023	10.30%	21.73%	20.69%	5.59%	6.71%		15.73%
	2022	14.31%	16.76%	19.68%	5.61%	4.90%		13.68%
	2021	13.10%	19.04%	24.45%	1.31%	4.10%		12.05%
Other Service Areas	2023	9.32%	27.87%	38.49%	9.23%	8.67%		28.61%
	2022	10.23%	26.45%	42.08%	10.42%	11.20%		29.25%
	2021	9.13%	26.51%	47.72%	3.83%	8.25%		26.07%

Table 8b: Representation of External Hires by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2023	13.24%	17.65%	36.76%				16.18%
	2022	17.49%	15.85%	27.32%				12.57%
	2021	18.07%	14.29%	24.79%				10.50%
Transportation & Utilities	2023	9.59%	29.66%	36.66%	9.72%	7.38%		28.37%
	2022	10.44%	29.04%	38.63%	11.02%	10.01%		29.33%
	2021	10.74%	31.26%	47.26%	2.39%	6.21%		27.45%
Other Service Areas	2023	8.79%	25.78%	18.33%	7.60%	6.86%		15.50%
	2022	12.37%	20.62%	21.65%	8.25%	4.64%		15.29%
	2021	12.83%	24.03%	24.44%		5.09%		12.42%

Appendix A: 2023 Workforce Diversity Report Tables and Charts



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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	2023	262	8.78%	9.54%	28.24%		6.87%		7.63%
	2022	324	7.72%	7.41%	27.47%	1.23%	4.94%		7.10%
	2021	308	9.09%	5.84%	24.35%	0.00%	2.60%		4.87%
Voluntary	2023	771	11.02%	25.94%	31.91%	5.32%	6.23%		20.10%
	2022	806	11.54%	28.29%	37.84%	4.84%	6.20%		22.08%
	2021	643	11.66%	28.46%	43.08%	0.31%	4.51%		18.97%
Involuntary	2023	211	11.37%	23.22%	33.18%	6.16%	10.43%		22.75%
	2022	270	11.11%	17.41%	25.56%	5.93%	5.93%		14.81%
	2021	269	8.55%	18.96%	25.28%	0.74%	3.72%		9.67%

