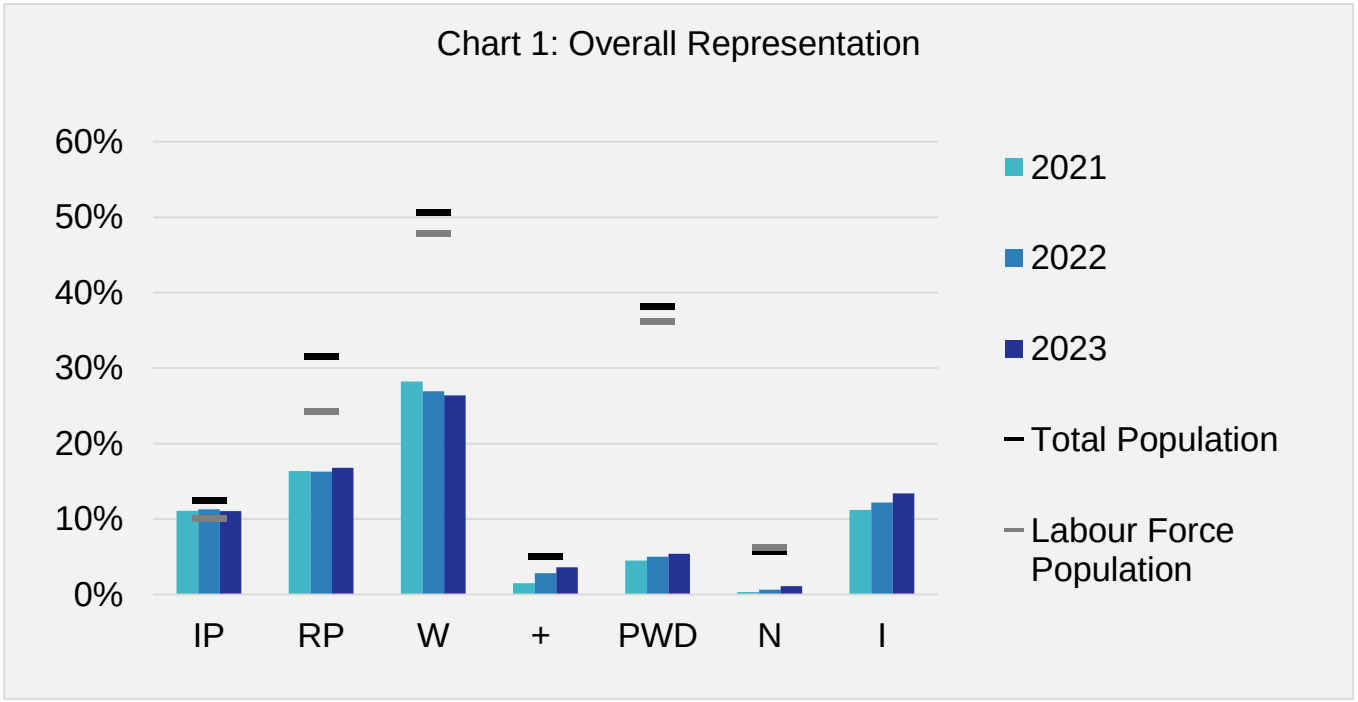
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

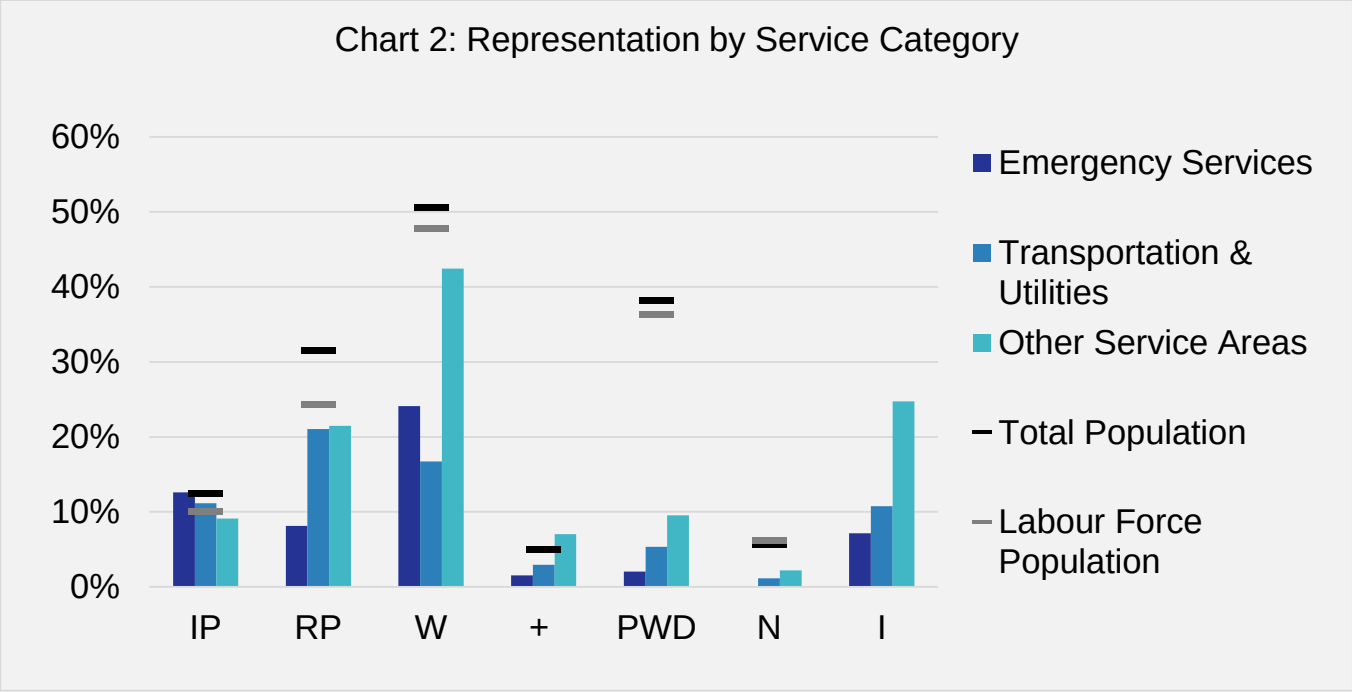
| Table 1: Overall Representation | | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | **Indigenous Peoples** | **Racialized Peoples** | **Women** | **2SLGBTQQIA + Peoples** | **Persons with Disabilities** | **Newcomers** | **Intersectional** |
| **Total Population*** | | **12.45%** | **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.



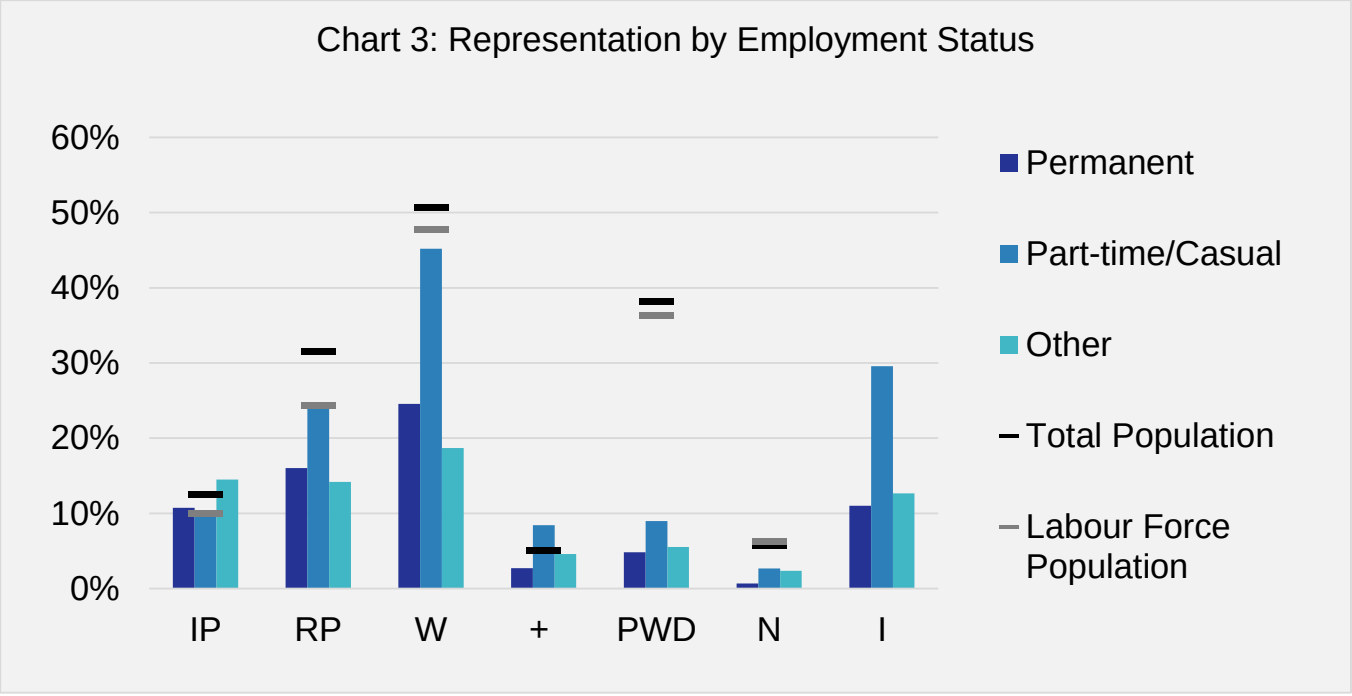
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| 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% |



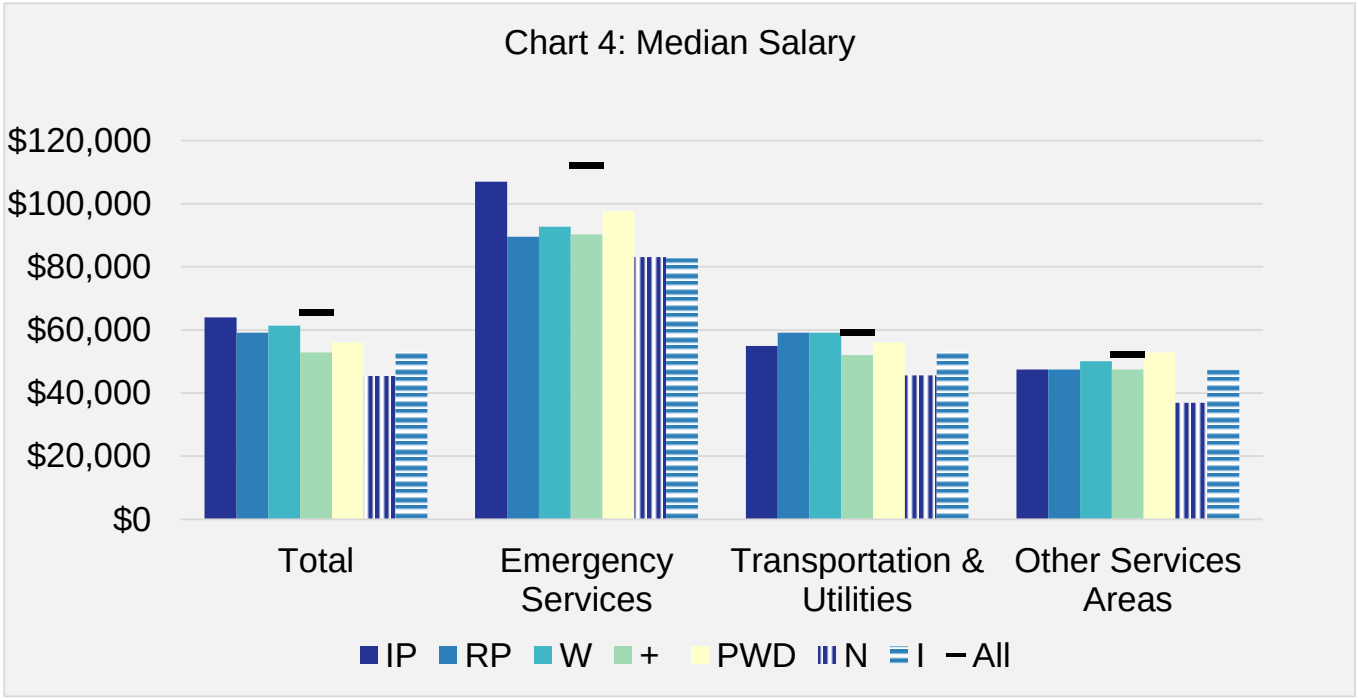
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| 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% |



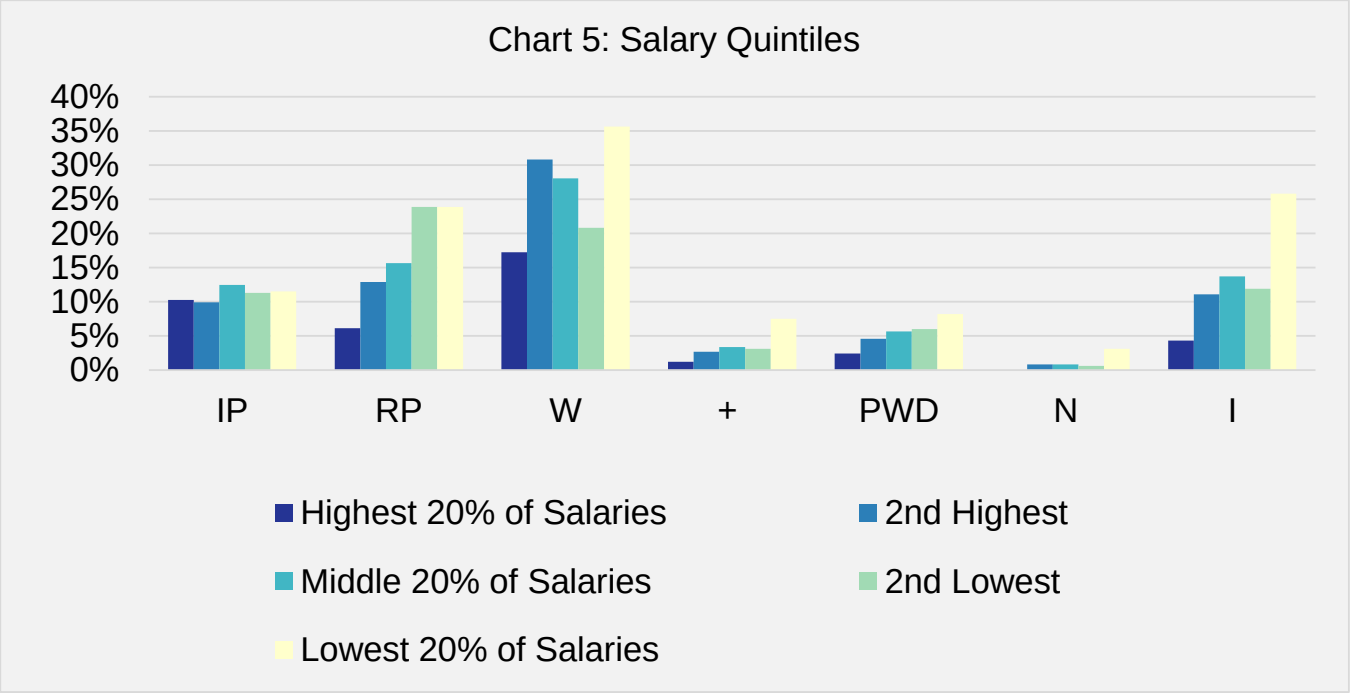
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| 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 |



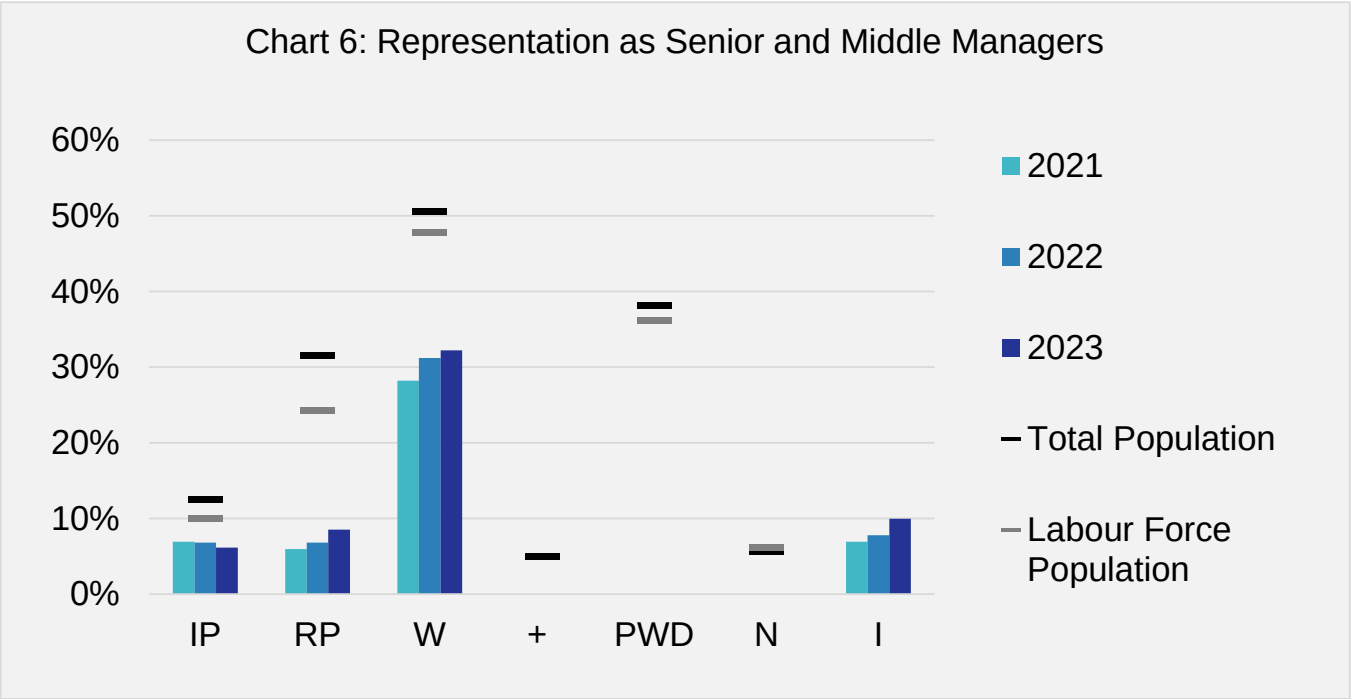
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| Table 5: Quintiles of Salaries | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|
| | **Indigenous Peoples** | **Racialized Peoples** | **Women** | **2SLGBTQQIA + Peoples** | **Persons with Disabilities** | **Newcomers** | **Intersectional** |
| Highest 20% of Salaries | 10.25% | 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% |



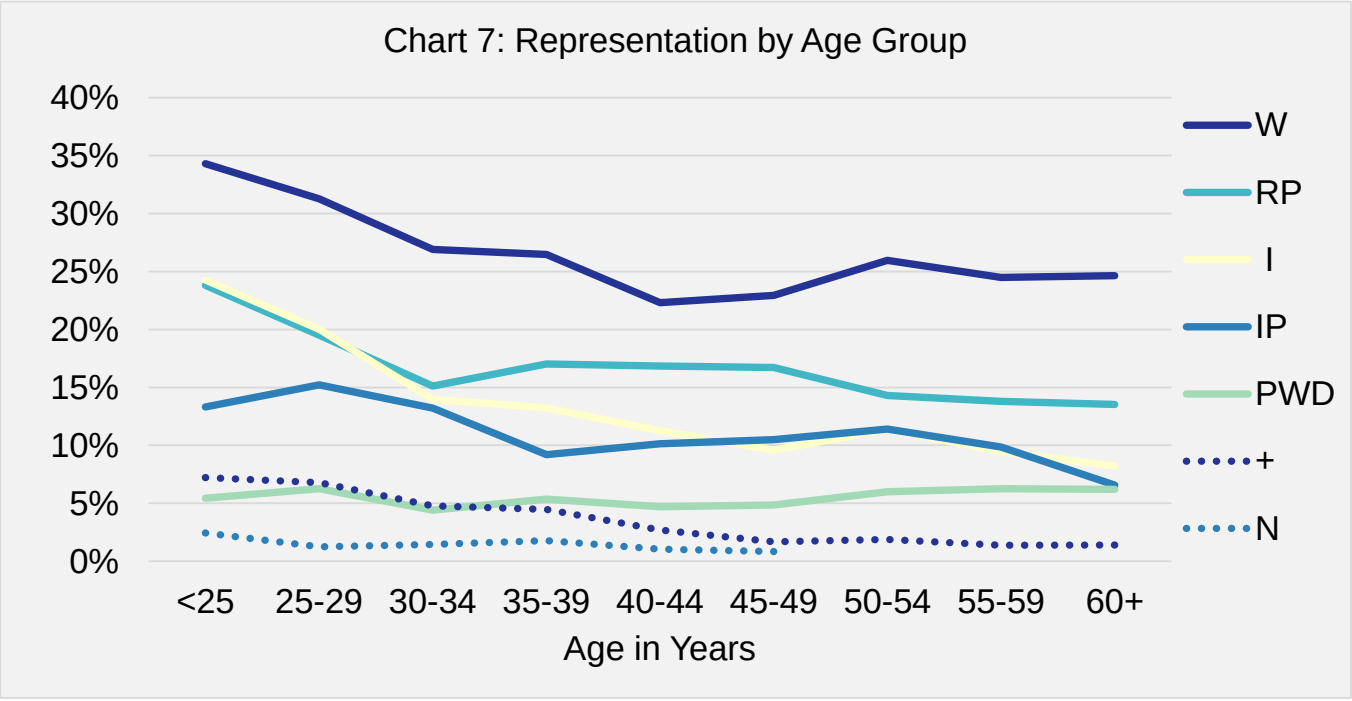
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| Table 6: Management Representation | | Equity Groups | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Indigenous Peoples | Racialized Peoples | Women | 2SLGBTQQIA + Peoples | Persons with Disabilities | Newcomers | Intersectional |
| Senior & Middle Managers | 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% |

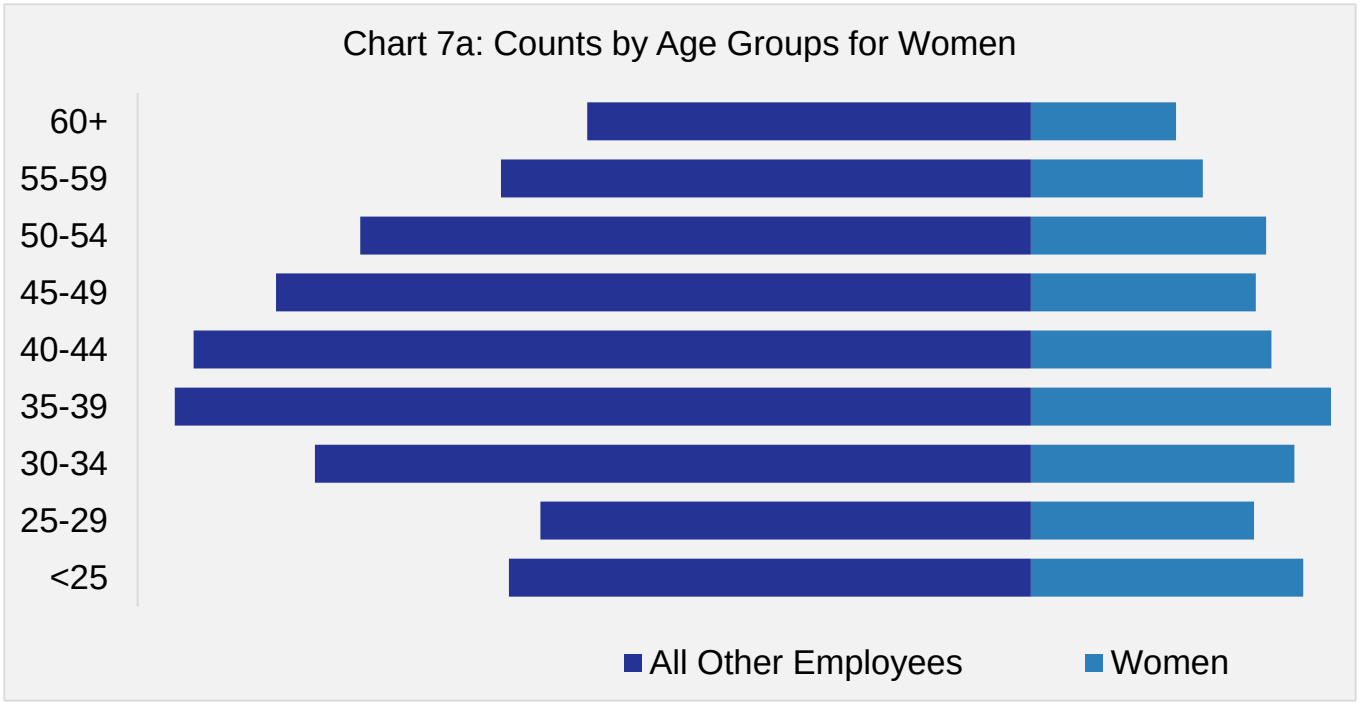


**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| 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 | 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**



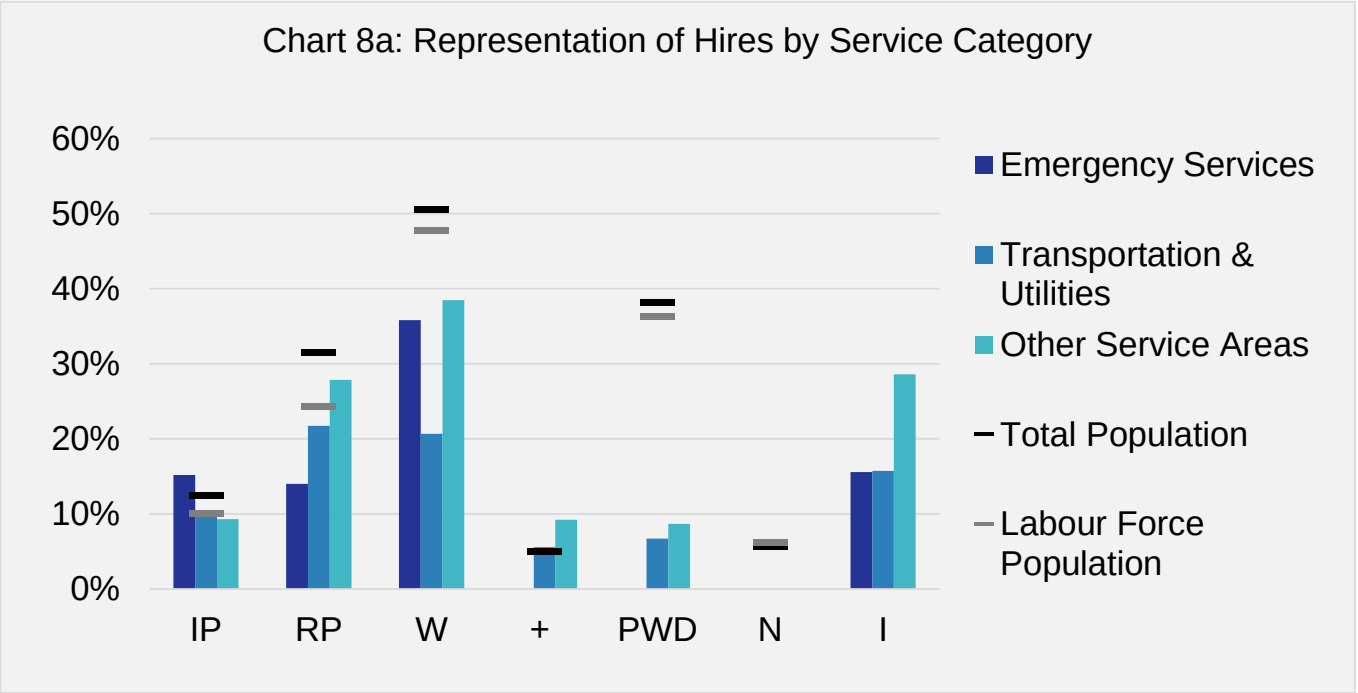
**Appendix A: 2023 Workforce Diversity Report Tables and Charts**

| 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**



**Appendix A: 2023 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 | 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% |

