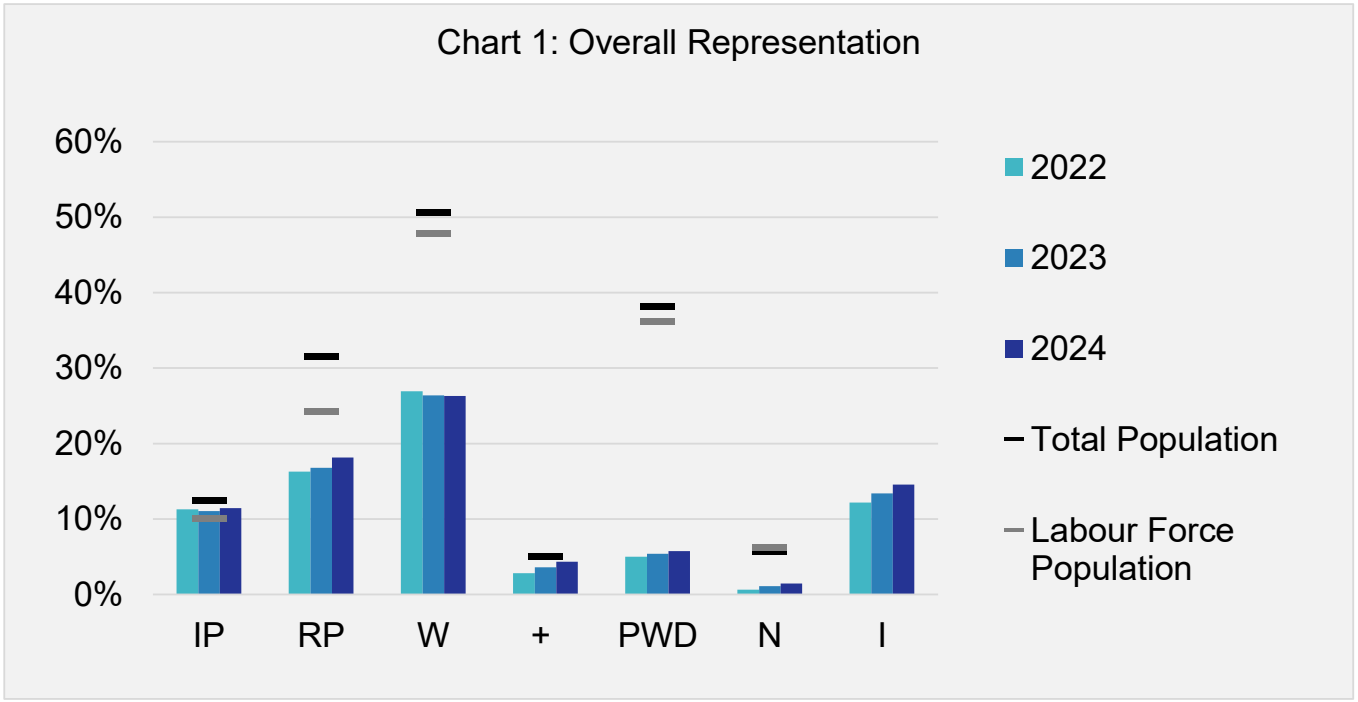
Appendix B: 2024 Equity Group Tables and Charts

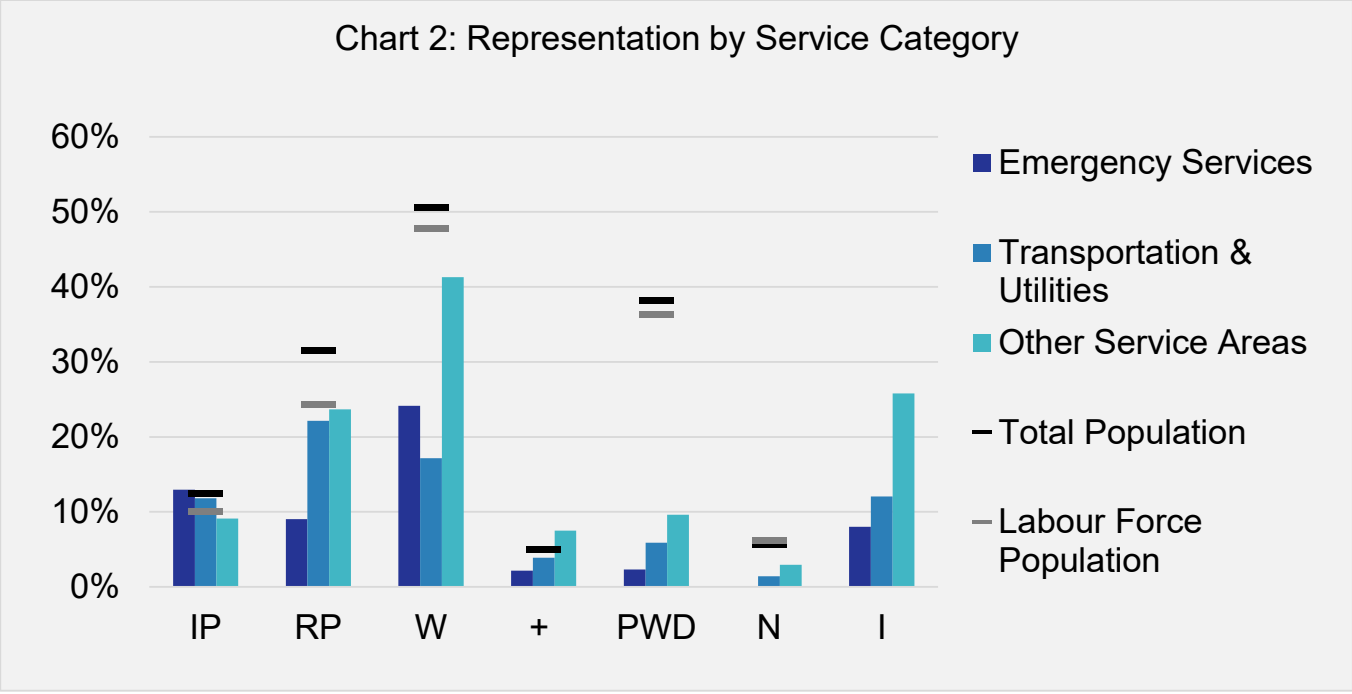
Table 1: Overall Representation		Equity Groups						
		Indigenous Peoples	**Racialized Peoples**	**Women**	**2SLGBTQQIA + Peoples**	**Persons with Disabilities**	**Newcomers**	**Intersectional**
Total Population*		**12.45%**	**31.50%**	**50.59%**	**5.00%**	**38.11%**	**5.67%**	
Labour Force Population*		**10.01%**	**24.27%**	**47.77%**		**36.23%**	**6.18%**	
City of Winnipeg Workforce	2024	11.43%	18.15%	26.32%	4.33%	5.74%	1.44%	14.56%
	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 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.



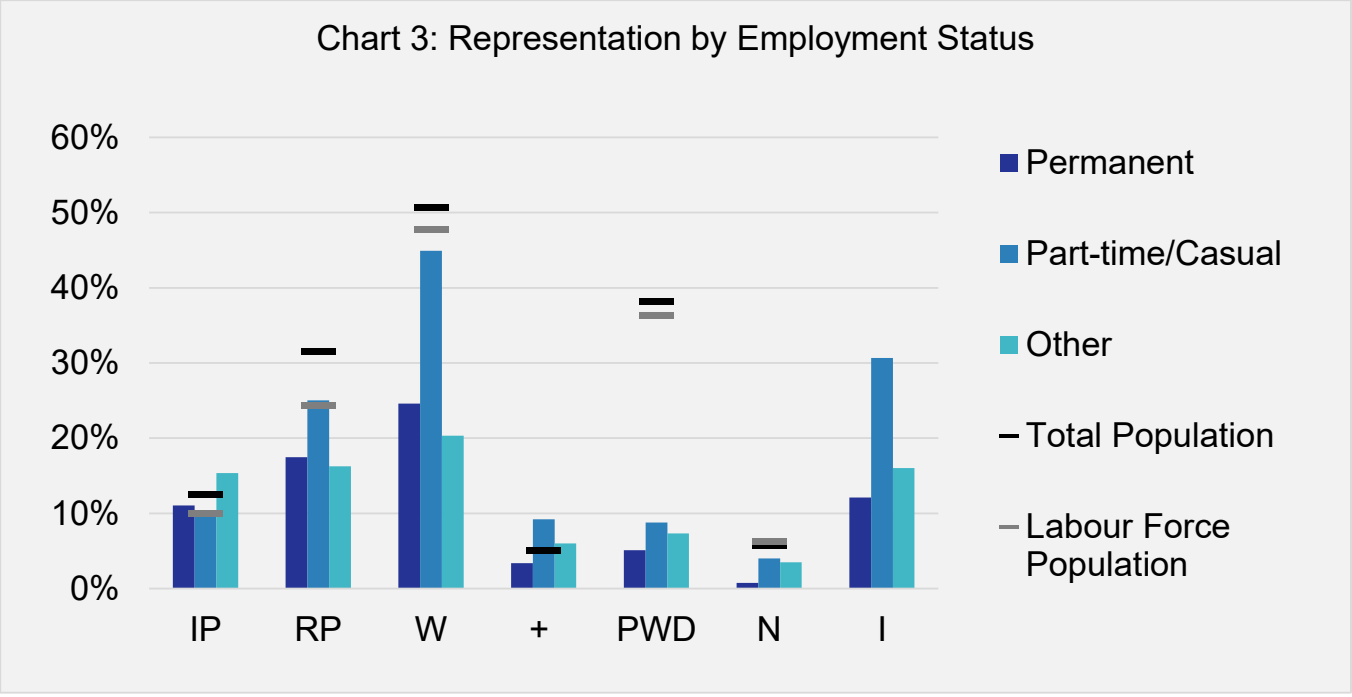
Appendix B: 2024 Equity Group Tables and Charts

Table 2: Representation by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2024	12.95%	9.02%	24.14%	2.17%	2.34%		8.03%
	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%
Transportation & Utilities	2024	11.82%	22.14%	17.15%	3.89%	5.89%	1.41%	12.04%
	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%
Other Service Areas	2024	9.09%	23.67%	41.30%	7.49%	9.62%	2.95%	25.77%
	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%



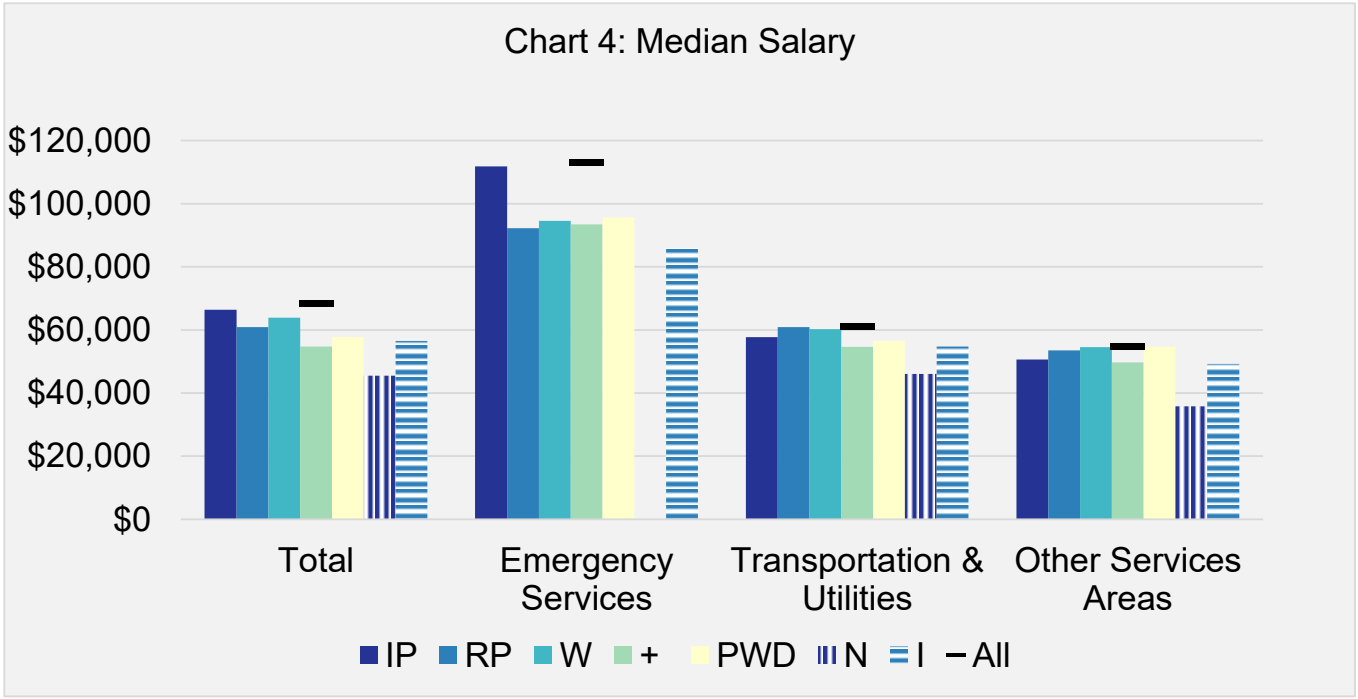
Appendix B: 2024 Equity Group Tables and Charts

Table 3: Representation by Employment Status		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Permanent	2024	11.05%	17.47%	24.61%	3.40%	5.09%	0.77%	12.11%
	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%
Part-time/Casual	2024	10.08%	25.02%	44.92%	9.22%	8.80%	4.01%	30.66%
	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%
Other	2024	15.37%	16.26%	20.33%	6.02%	7.32%	3.50%	16.02%
	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%



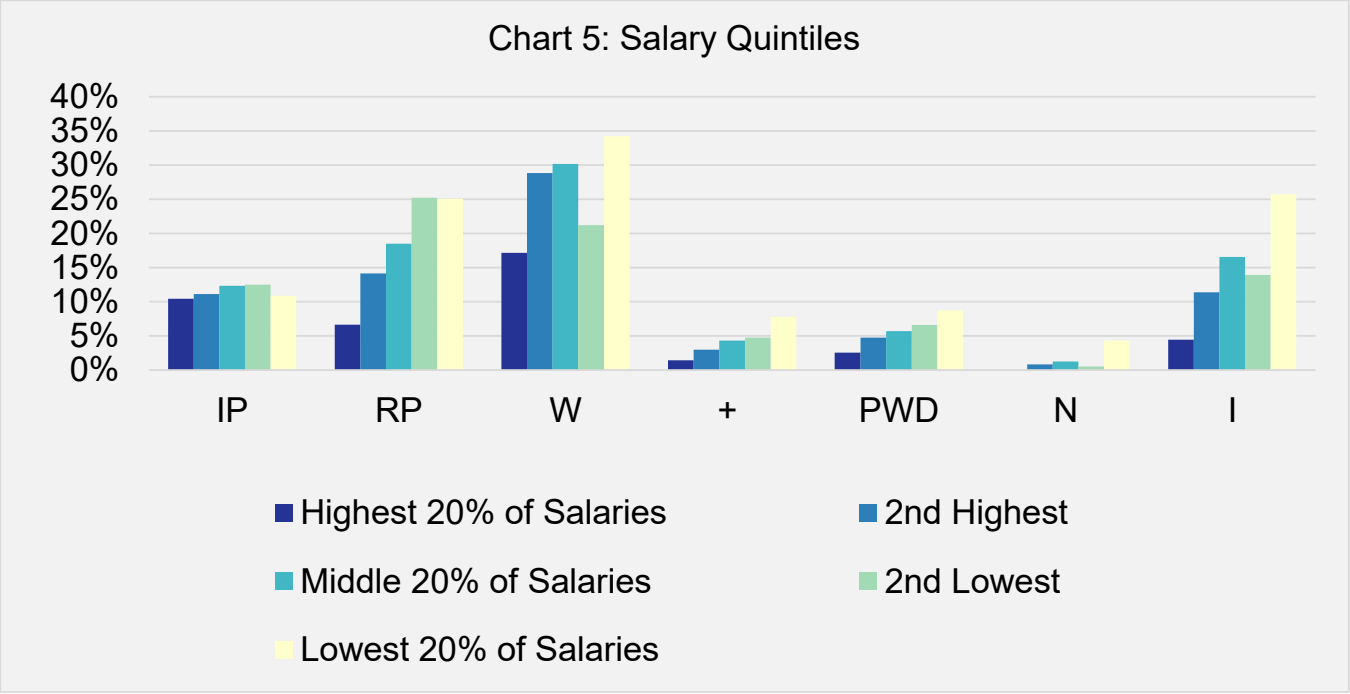
Appendix B: 2024 Equity Group Tables and Charts

Table 4: Median Salary	All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total	**$68,435**	$66,408	$60,906	$63,868	$54,744	$57,705	$45,499	$56,476
Emergency Services	$112,864	$111,789	$92,252	$94,573	$93,413	$95,666		$85,868
Transportation & Utilities	$60,906	$57,705	$60,906	$60,259	$54,646	$56,476	$46,066	$54,744
Other Service Areas	$54,744	$50,608	$53,568	$54,521	$49,675	$54,744	$35,847	$49,270



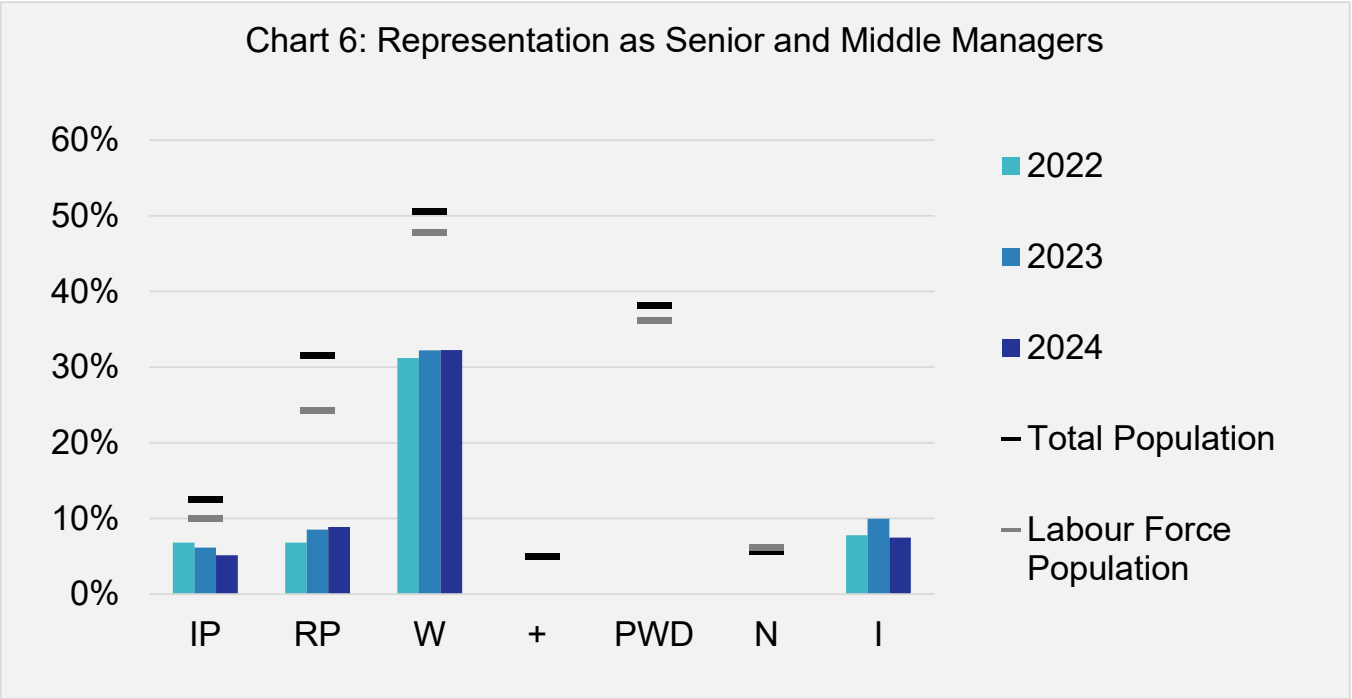
Appendix B: 2024 Equity Group Tables and Charts

Table 5: Quintiles of Salaries	Equity Groups						
	Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Highest 20% of Salaries	10.46%	6.65%	17.16%	1.43%	2.57%		4.47%
2nd Highest Salaries	11.13%	14.16%	28.81%	2.99%	4.75%	0.81%	11.40%
Middle 20% of Salaries	12.33%	18.50%	30.18%	4.33%	5.68%	1.24%	16.55%
2nd Lowest Salaries	12.49%	25.20%	21.19%	4.74%	6.61%	0.52%	13.93%
Lowest 20% of Salaries	10.85%	25.10%	34.23%	7.81%	8.75%	4.33%	25.74%



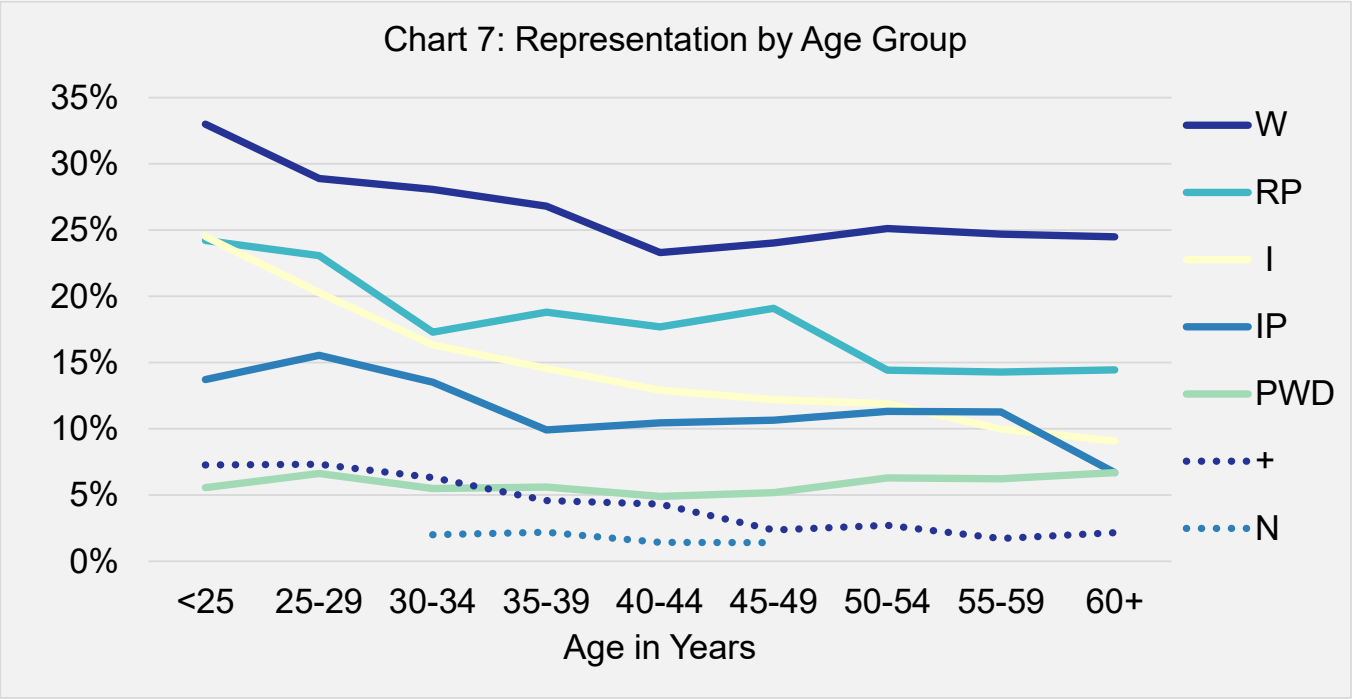
Appendix B: 2024 Equity Group Tables and Charts

Table 6: Management Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Senior & Middle Managers	2024	5.14%	8.88%	32.24%				7.48%
	2023	6.16%	8.53%	32.23%				9.95%
	2022	6.83%	6.83%	31.22%			0.00%	7.80%

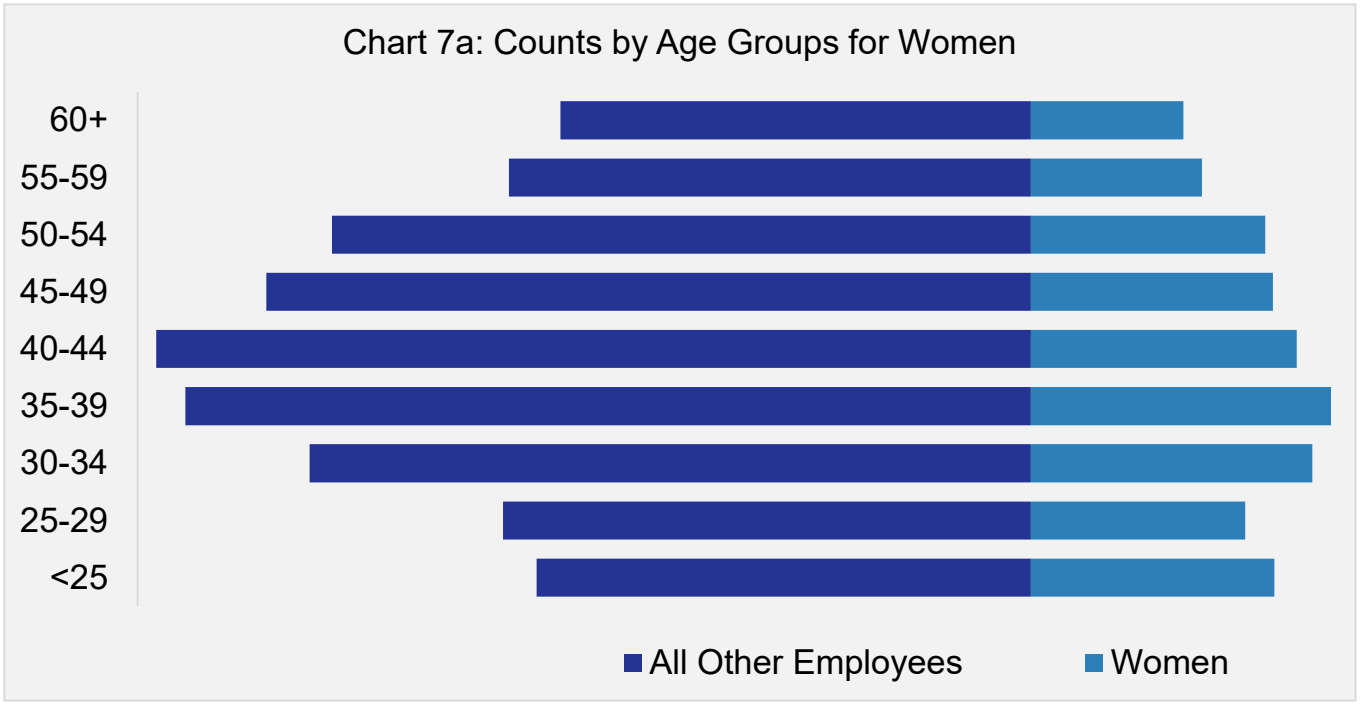


Appendix B: 2024 Equity Group Tables and Charts

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	837	6.69%	14.46%	24.49%	2.15%	6.69%		9.08%
55 to 59 years	931	11.28%	14.29%	24.70%	1.72%	6.23%		9.99%
50 to 54 years	1,254	11.32%	14.43%	25.12%	2.71%	6.30%		11.88%
45 to 49 years	1,352	10.65%	19.08%	24.04%	2.37%	5.18%	1.41%	12.20%
40 to 44 years	1,532	10.44%	17.69%	23.30%	4.31%	4.90%	1.44%	12.92%
35 to 39 years	1,552	9.92%	18.81%	26.80%	4.57%	5.61%	2.19%	14.56%
30 to 34 years	1,347	13.51%	17.30%	28.06%	6.31%	5.49%	2.00%	16.33%
25 to 29 years	997	15.55%	23.07%	28.89%	7.32%	6.62%		20.26%
24 years and under	991	13.72%	24.22%	33.00%	7.27%	5.55%	3.43%	24.52%



Appendix B: 2024 Equity Group Tables and Charts



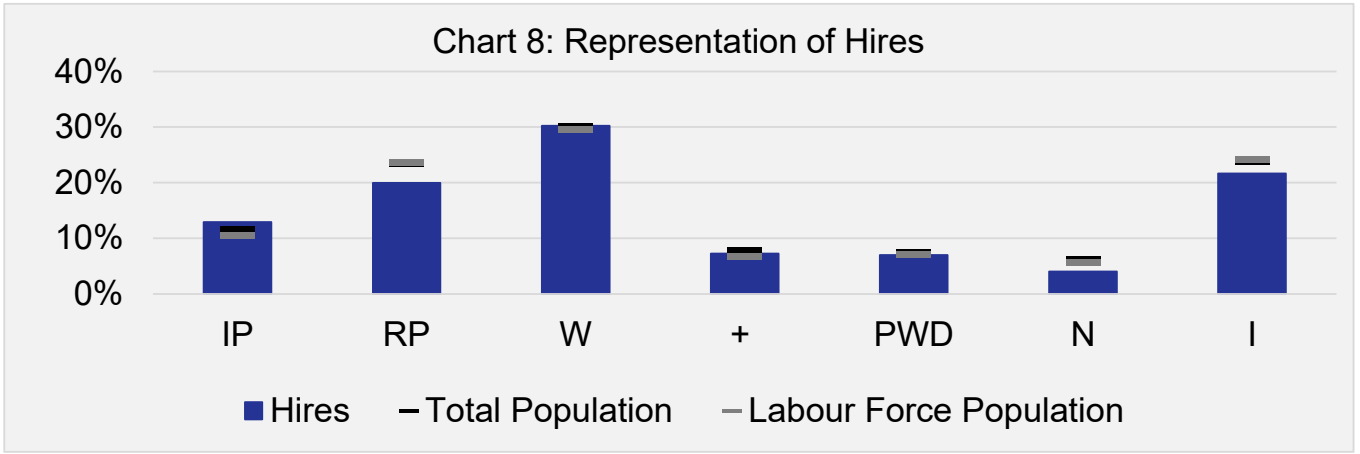
Appendix B: 2024 Equity Group Tables and Charts

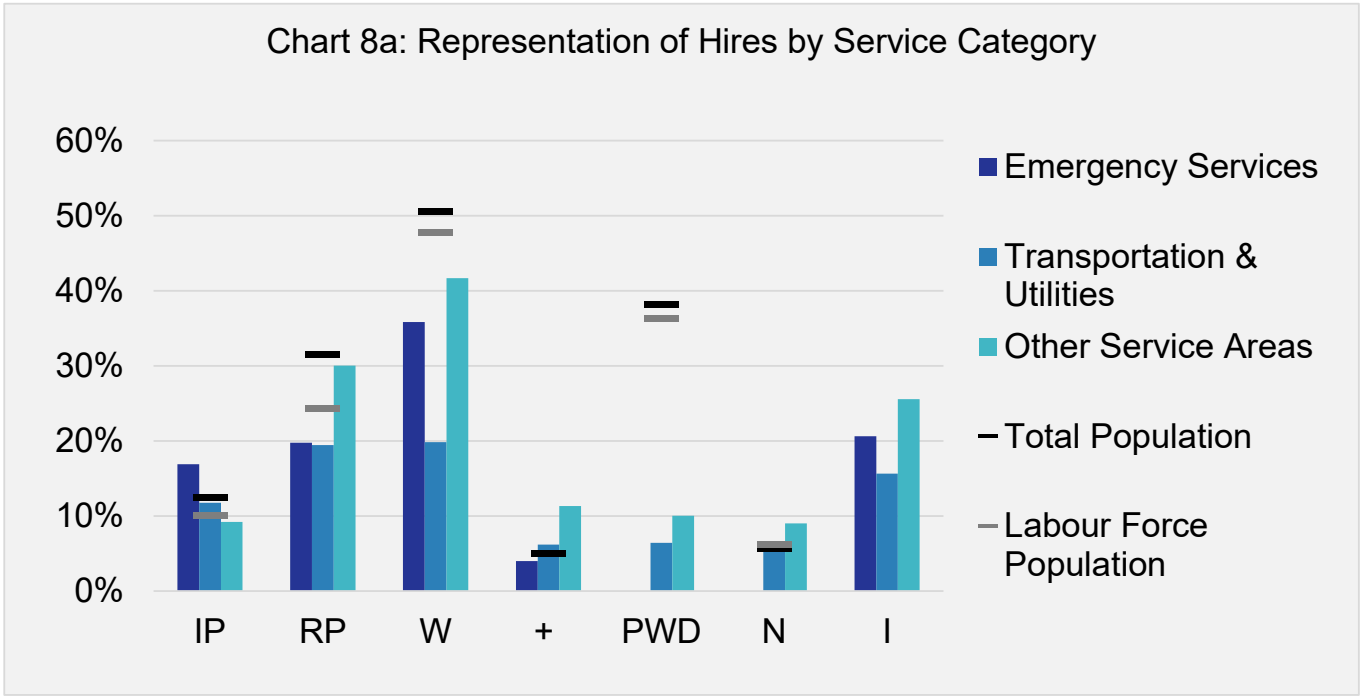
Table 8: Representation of Hires	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
2024	2,595	11.52%	23.39%	30.02%	7.78%	7.44%	6.20%	23.74%
2023	2,582	10.38%	23.51%	29.59%	6.74%	7.05%	5.69%	24.21%
2022	2,664	12.91%	19.97%	30.26%	7.28%	6.98%	4.02%	21.66%

Table 8a: Representation of Hires by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2024	16.91%	19.77%	35.82%	4.01%			20.63%
	2023	15.18%	14.01%	35.80%				17.12%
	2022	15.70%	12.67%	33.33%	4.13%			12.40%
Transportation & Utilities	2024	11.77%	19.44%	19.83%	6.20%	6.43%	5.19%	15.65%
	2023	10.30%	21.73%	20.69%	5.59%	6.71%	4.79%	18.29%
	2022	14.31%	16.76%	19.68%	5.61%	4.90%	2.61%	15.26%
Other Service Areas	2024	9.21%	30.05%	41.68%	11.31%	10.05%	9.01%	25.55%
	2023	9.32%	27.87%	38.49%	9.23%	8.67%	7.55%	32.81%
	2022	10.23%	26.45%	42.08%	10.42%	11.20%	6.66%	32.72%

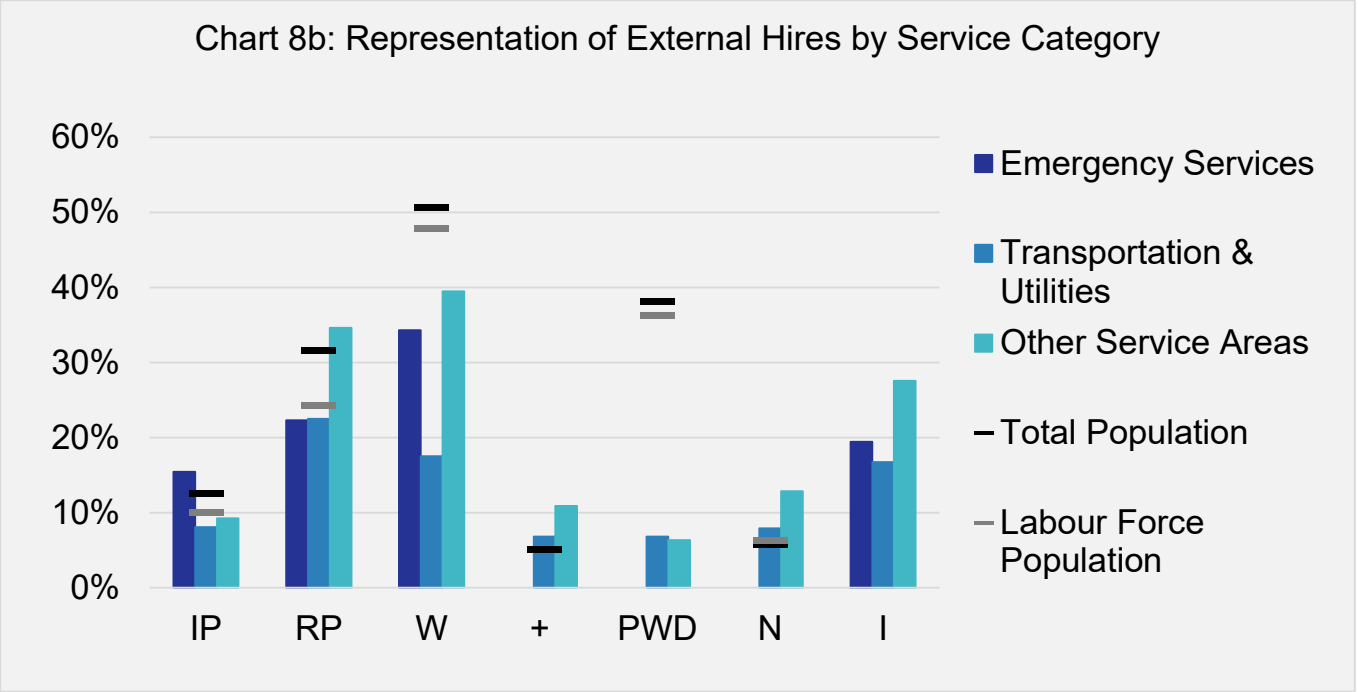
Table 8b: Representation of External Hires by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2024	15.43%	22.29%	34.29%				19.43%
	2023	13.24%	17.65%	36.76%				19.12%
	2022	17.49%	15.85%	27.32%				13.11%
Transportation & Utilities	2024	8.06%	22.48%	17.52%	6.82%	6.82%	7.91%	16.74%
	2023	8.79%	25.78%	18.33%	7.60%	6.86%	7.60%	19.97%
	2022	12.37%	20.62%	21.65%	8.25%	4.64%	3.95%	17.70%
Other Service Areas	2024	9.24%	34.60%	39.49%	10.87%	6.34%	12.86%	27.54%
	2023	9.59%	29.66%	36.66%	9.72%	7.38%	9.33%	33.68%
	2022	10.44%	29.04%	38.63%	11.02%	10.01%	8.73%	34.05%

Appendix B: 2024 Equity Group Tables and Charts





Appendix B: 2024 Equity Group Tables and Charts



Appendix B: 2024 Equity Group Tables and Charts

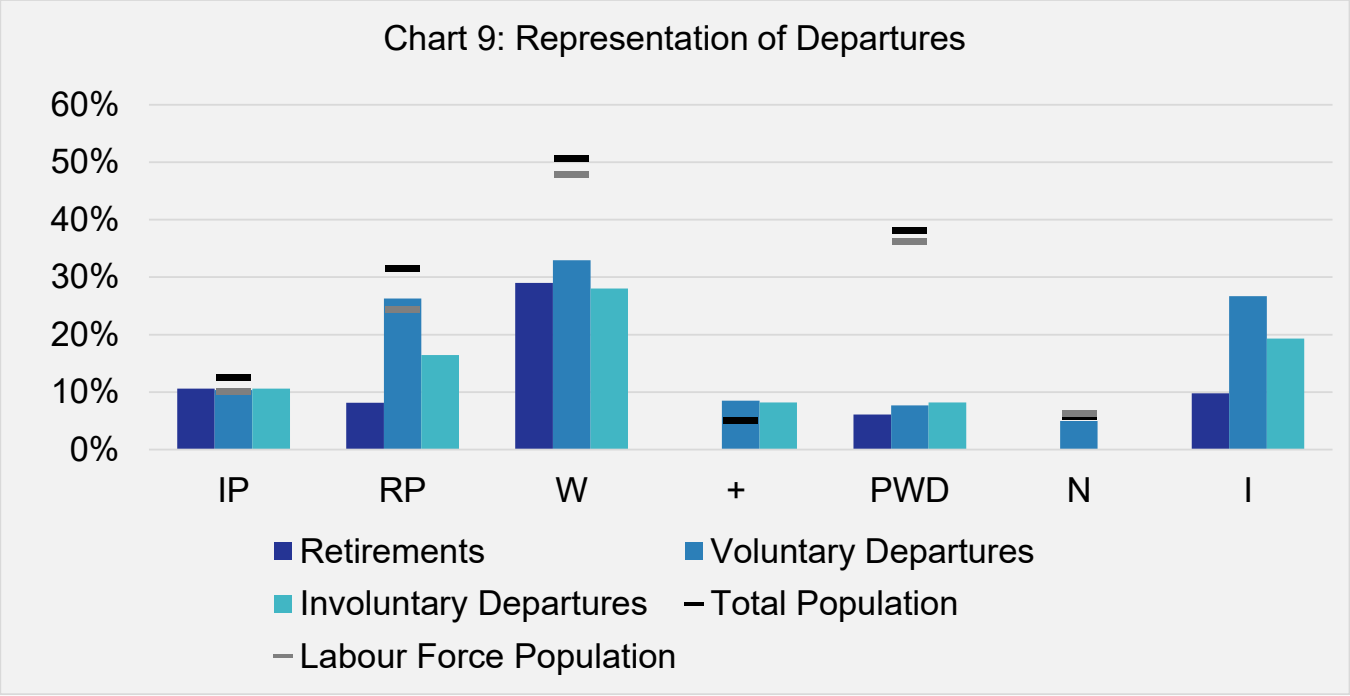



Table 9: Representation of Departures		Count of All Employees	Equity Groups						
			Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Retirement	2024	245	10.61%	8.16%	28.98%		6.12%	0.00%	9.80%
	2023	262	8.78%	9.54%	28.24%		6.87%	0.00%	7.63%
	2022	324	7.72%	7.41%	27.47%	1.23%	4.94%	0.00%	7.10%
Voluntary	2024	765	10.33%	26.27%	32.94%	8.50%	7.71%	4.97%	26.67%
	2023	771	11.02%	25.94%	31.91%	5.32%	6.23%	4.28%	21.79%
	2022	806	11.54%	28.29%	37.84%	4.84%	6.20%	2.85%	23.33%
Involuntary	2024	207	10.63%	16.43%	28.02%	8.21%	8.21%		19.32%
	2023	211	11.37%	23.22%	33.18%	6.16%	10.43%		24.64%
	2022	270	11.11%	17.41%	25.56%	5.93%	5.93%	4.44%	17.04%