

Appendix B: 2025 Equity Group Tables and Charts

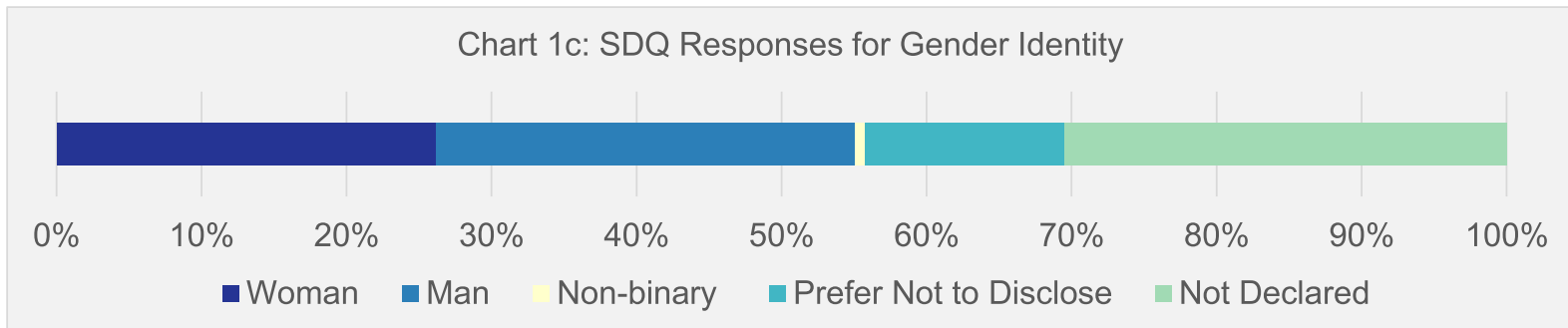
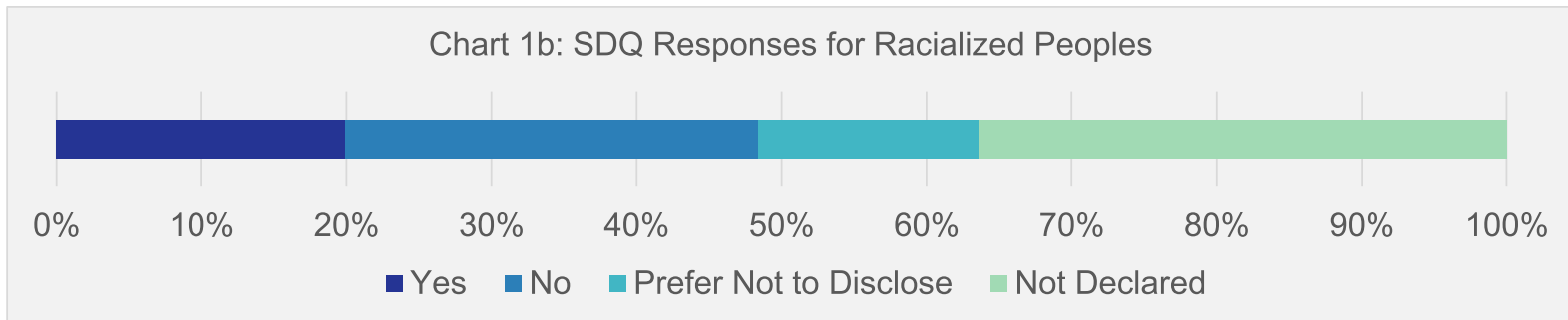
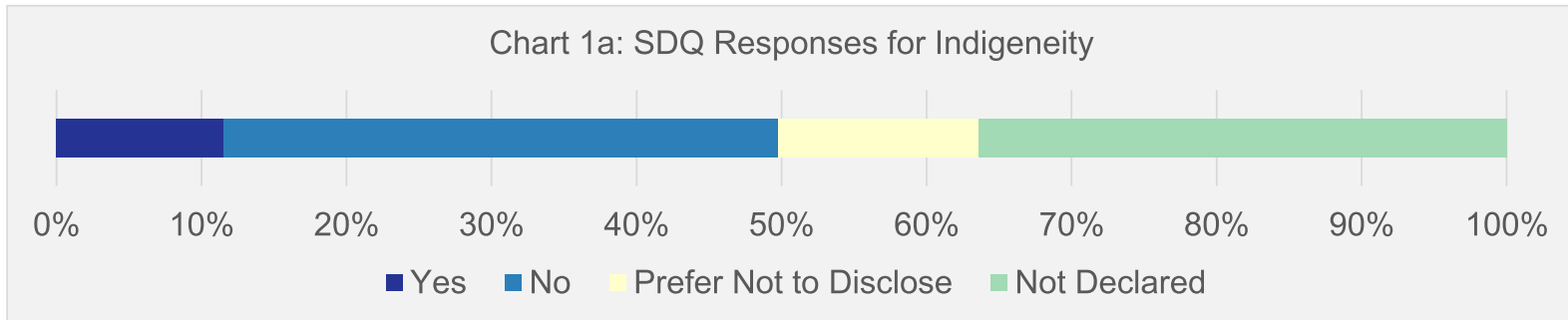
Table 1: Self-Declaration Questionnaire (SDQ) Responses		Self-Declaration Question Answer Options				
Equity Group or SDQ Question Section	Indigeneity	Yes	No		Prefer Not to Disclose	Not Declared
		11.5%	38.3%		13.8%	36.4%
	Racialized Peoples	Yes	No		Prefer Not to Disclose	Not Declared
		19.9%	28.5%		15.2%	36.4%
	Gender Identity	Woman	Man	Non-binary	Prefer Not to Disclose	Not Declared
		26.2%	28.9%	0.7%	13.7%	30.5%
	Sexual Orientation	Yes**	No***		Prefer Not to Disclose	Not Declared
		5.0%	45.4%		19.4%	30.2%
	Persons with Disabilities	Yes	No		Prefer Not to Disclose	Not Declared
		6.3%	38.3%		14.8%	40.6%
	Immigration	Newcomer	Non-Newcomer Immigrant	No	Prefer Not to Disclose	Not Declared
		2.3%	8.9%	33.2%	13.7%	41.9%

Notes

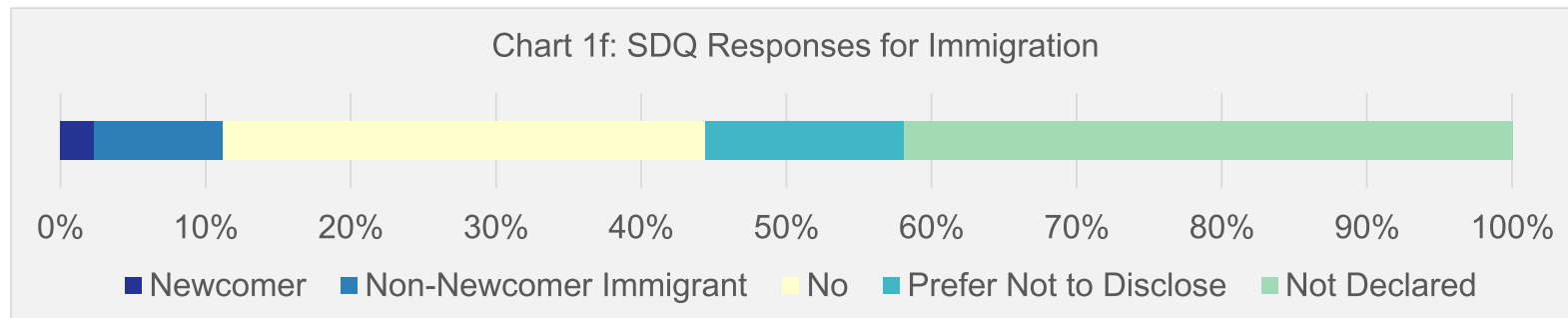
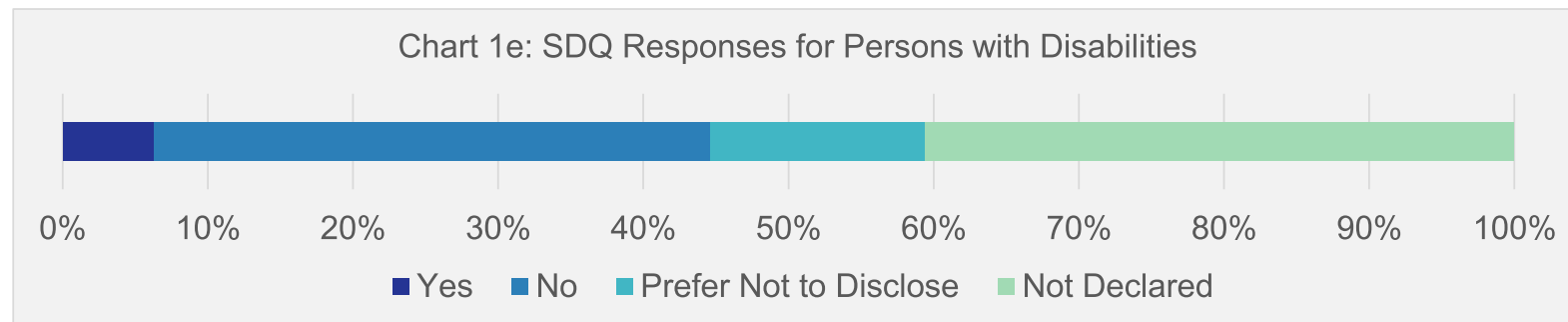
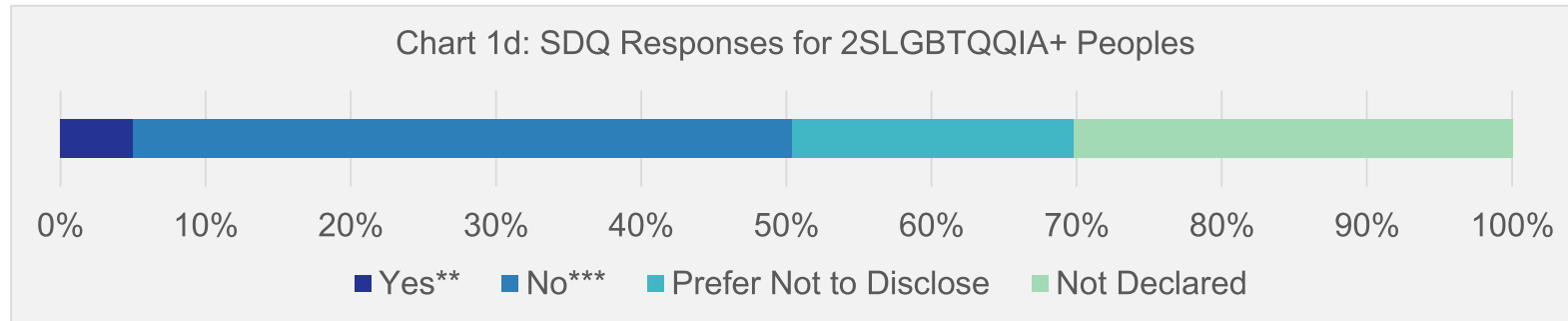
** Yes to 2SLGBTQQIA+ Equity Group

*** No to 2SLGBTQQIA+ Equity Group (Heterosexual/Straight)

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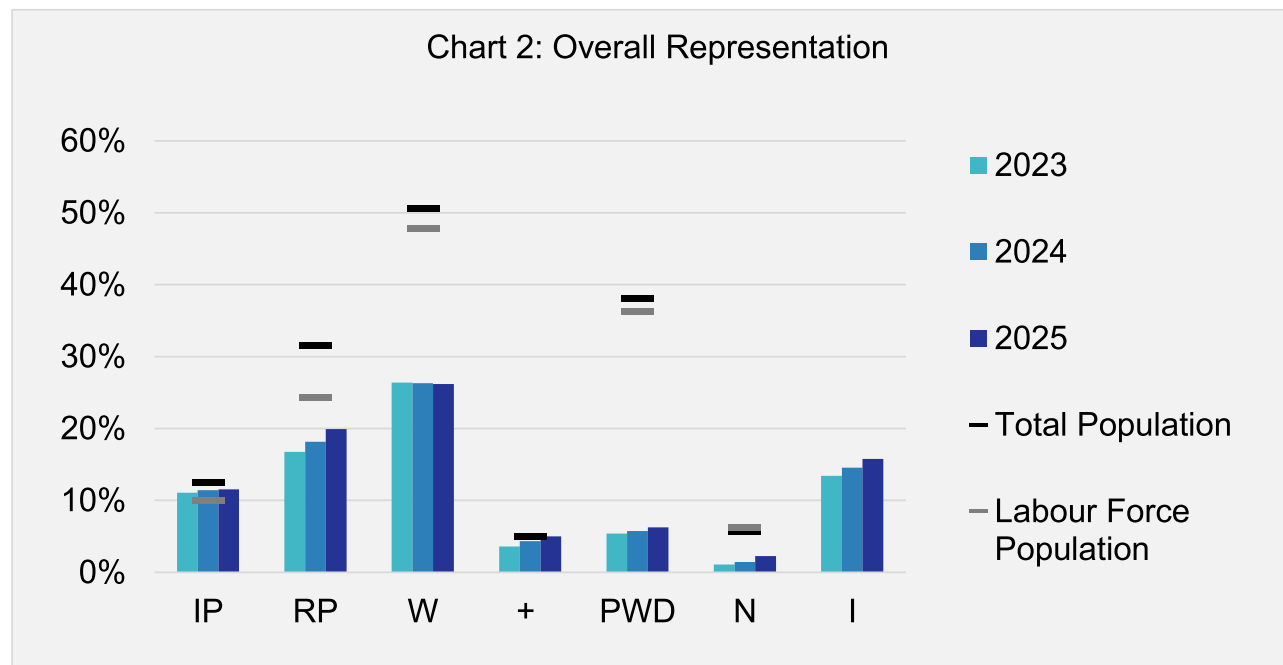
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Table 2: Overall Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total Population*		12.45%	31.50%	50.59%	5.00%	38.11%	5.67%	
Labour Force Population*		10.01%	24.27%	47.77%		36.23%	6.18%	
City of Winnipeg Workforce	2025	11.53%	19.91%	26.20%	5.00%	6.26%	2.26%	15.76%
	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%

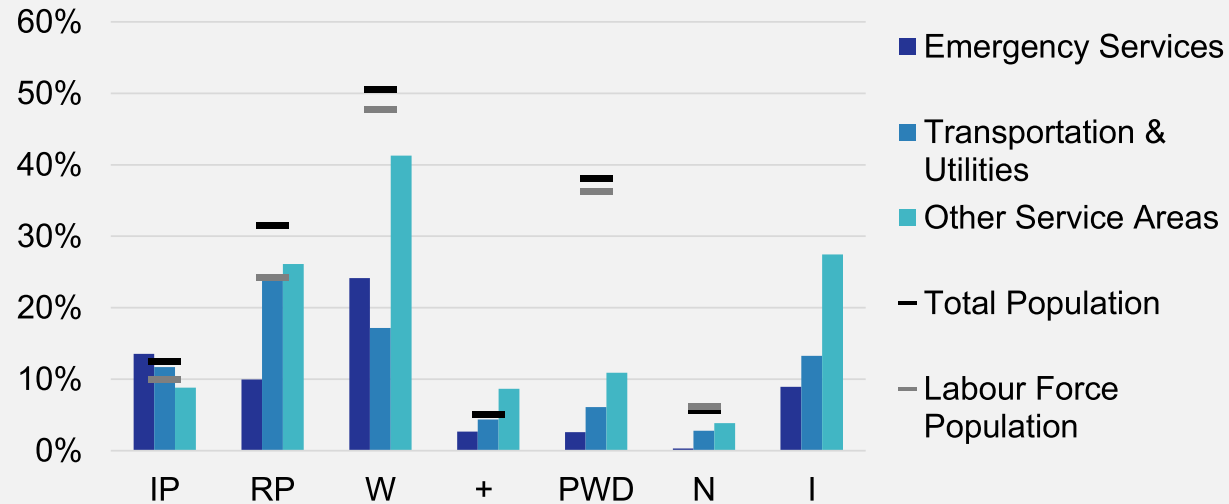
*2021 Statistics Canada Census, Winnipeg Census Metropolitan Area, as compiled by City of Winnipeg Economic Development & Policy. The Total Population percentage for 2SLGBTQQIA+ Peoples has been rounded up to partially account for undercounting.



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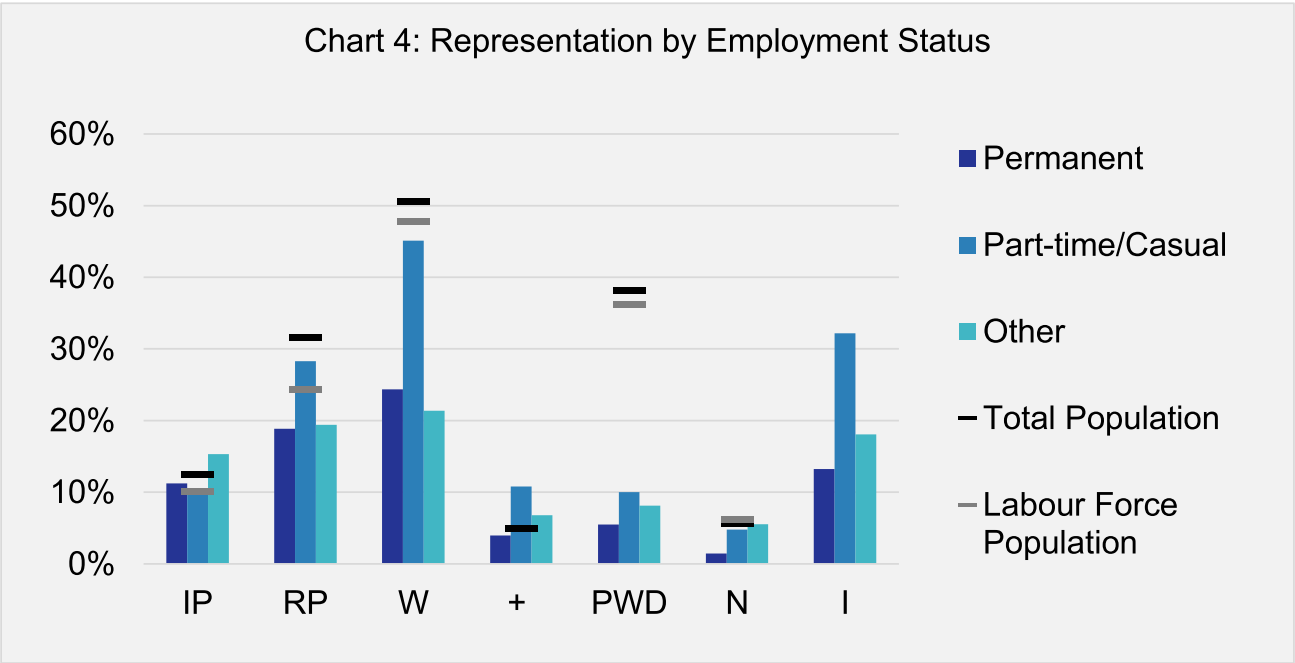
Table 3: Representation by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2025	13.55%	9.98%	24.13%	2.68%	2.60%	0.33%	8.95%
	2024	12.95%	9.02%	24.14%	2.17%	2.34%		8.03%
	2023	12.59%	8.13%	24.09%	1.55%	2.05%		7.16%
Transportation & Utilities	2025	11.71%	24.10%	17.17%	4.38%	6.10%	2.78%	13.29%
	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%
Other Service Areas	2025	8.83%	26.12%	41.27%	8.66%	10.89%	3.87%	27.46%
	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%

Chart 3: Representation by Service Category



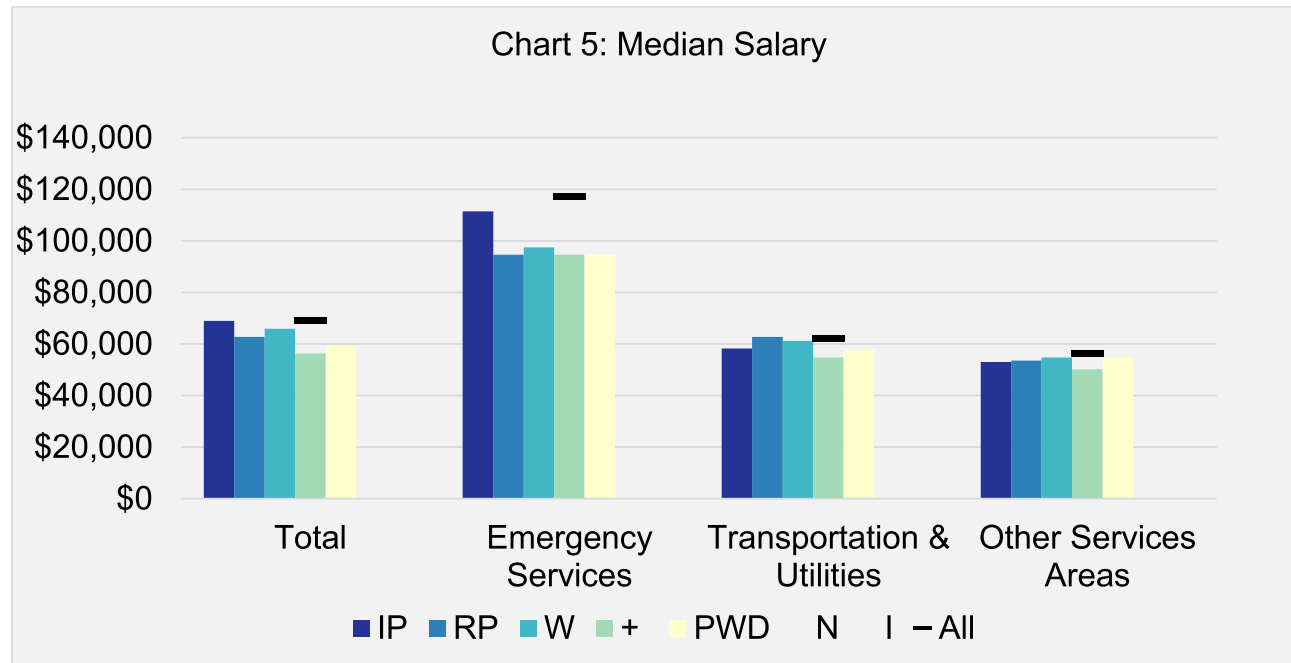
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Table 4: Representation by Employment Status		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Permanent	2025	11.24%	18.88%	24.36%	3.97%	5.49%	1.46%	13.26%
	2024	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%
Part-time/Casual	2025	9.69%	28.27%	45.11%	10.82%	10.03%	4.80%	32.20%
	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%
Other	2025	15.34%	19.40%	21.39%	6.80%	8.13%	5.56%	18.08%
	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%



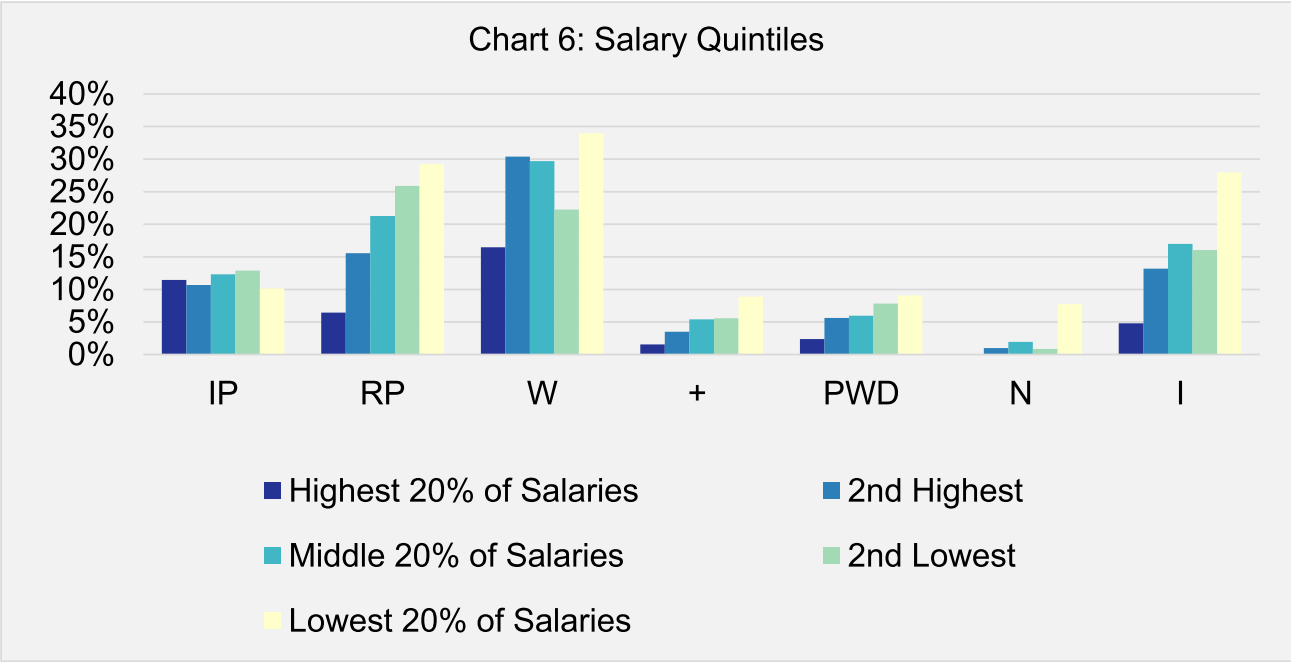
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Table 5: Median Salary	All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Total	\$68,925	\$68,925	\$62,733	\$65,890	\$56,286	\$59,378	\$45,314	\$58,100
Emergency Services	\$116,963	\$111,393	\$94,573	\$97,448	\$94,573	\$94,573	\$69,499	\$88,242
Transportation & Utilities	\$61,975	\$58,271	\$62,733	\$61,152	\$54,704	\$57,705	\$44,743	\$56,285
Other Service Areas	\$56,326	\$52,950	\$53,568	\$54,744	\$50,191	\$54,744	\$45,129	\$51,050



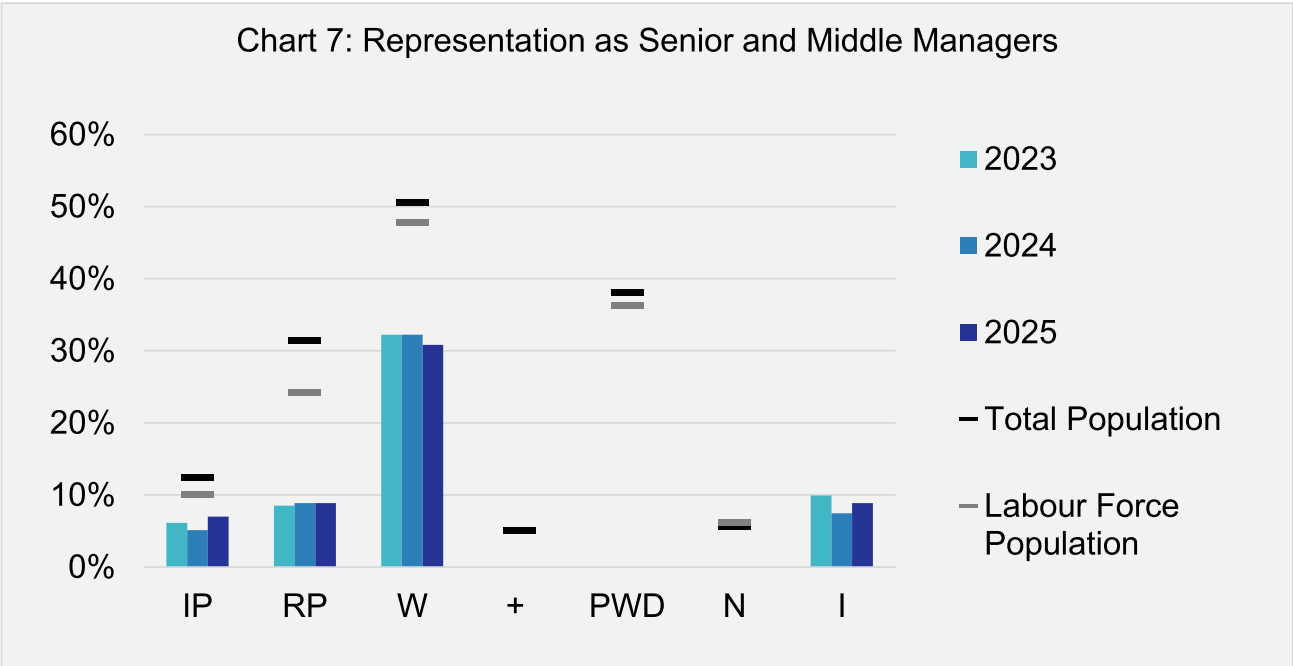
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Table 6: Quintiles of Salaries	Equity Groups						
	Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Highest 20% of Salaries	11.47%	6.42%	16.48%	1.55%	2.37%	0.05%	4.78%
2nd Highest Salaries	10.66%	15.56%	30.38%	3.51%	5.63%	0.97%	13.20%
Middle 20% of Salaries	12.30%	21.27%	29.71%	5.41%	5.94%	1.96%	16.99%
2nd Lowest Salaries	12.89%	25.89%	22.28%	5.55%	7.82%	0.84%	16.03%
Lowest 20% of Salaries	10.15%	29.21%	33.99%	8.92%	9.05%	7.73%	27.98%



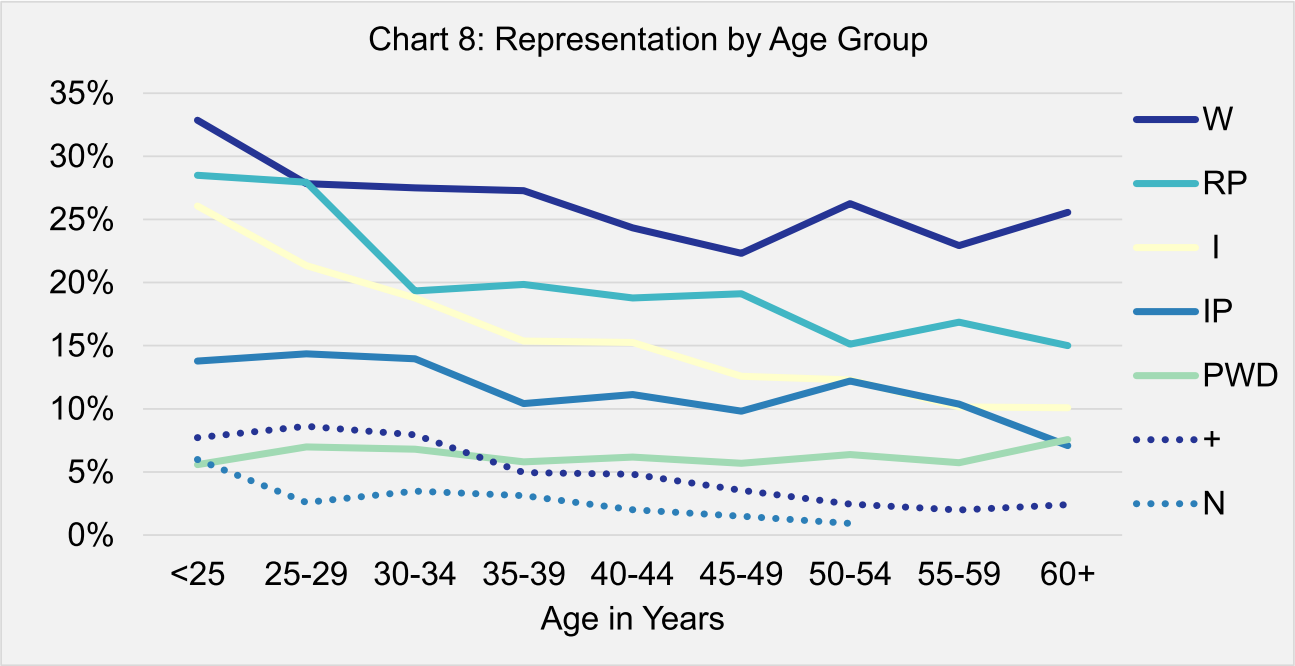
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Table 7: Management Representation		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Senior & Middle Managers	2025	7.01%	8.88%	30.84%				8.88%
	2024	5.14%	8.88%	32.24%				7.48%
	2023	6.16%	8.53%	32.23%				9.95%

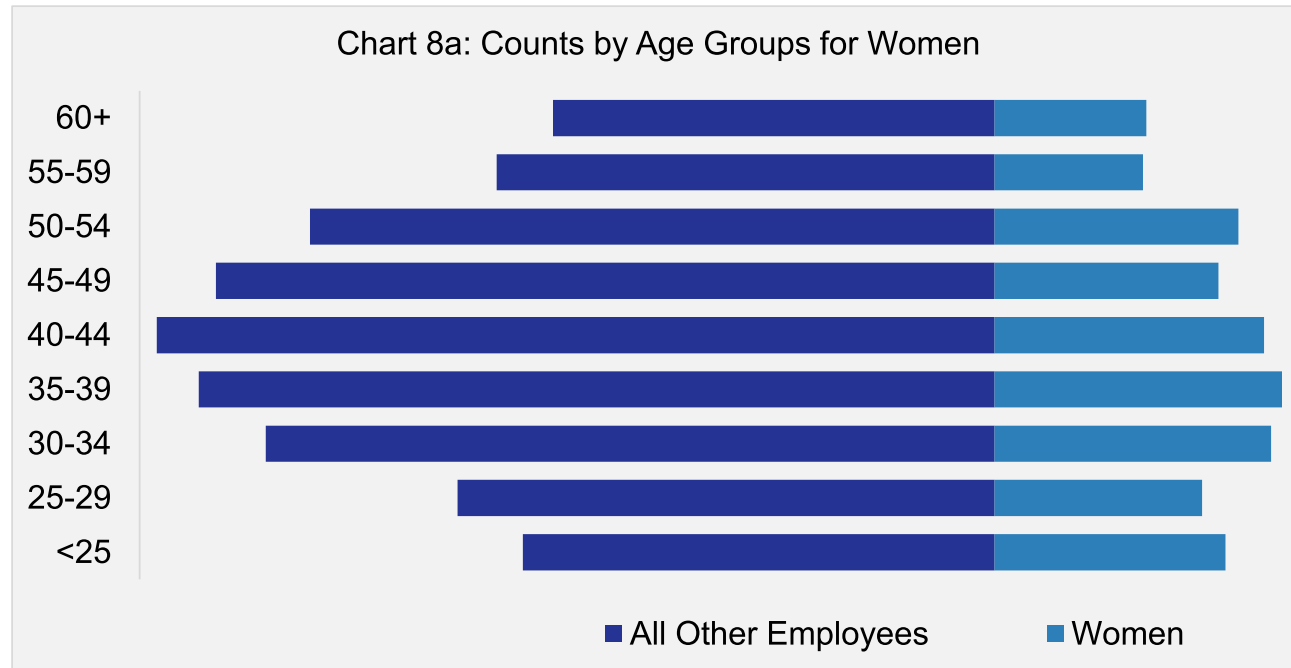


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Table 8: Representation by Age Group	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQIA + Peoples	Persons with Disabilities	Newcomers	Intersectional
60 years and over	833	7.08%	15.01%	25.57%	2.40%	7.56%		10.08%
55 to 59 years	907	10.36%	16.87%	22.93%	1.98%	5.73%		10.14%
50 to 54 years	1,303	12.20%	15.12%	26.25%	2.46%	6.37%	0.92%	12.28%
45 to 49 years	1,407	9.81%	19.12%	22.32%	3.55%	5.69%	1.49%	12.58%
40 to 44 years	1,554	11.13%	18.79%	24.32%	4.83%	6.18%	1.99%	15.25%
35 to 39 years	1,536	10.42%	19.86%	27.28%	4.95%	5.79%	3.13%	15.36%
30 to 34 years	1,411	13.96%	19.35%	27.50%	7.94%	6.80%	3.47%	18.78%
25 to 29 years	1,045	14.35%	27.94%	27.85%	8.61%	6.99%	2.58%	21.34%
24 years and under	986	13.79%	28.50%	32.86%	7.71%	5.58%	5.98%	26.06%



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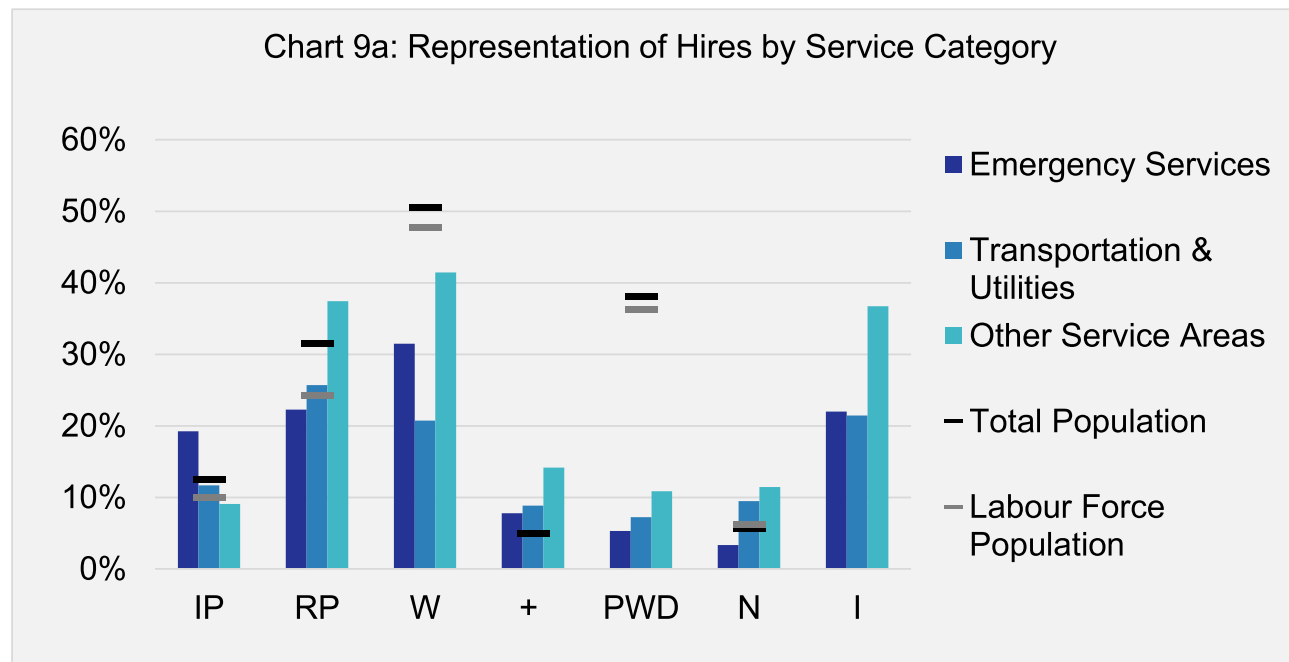
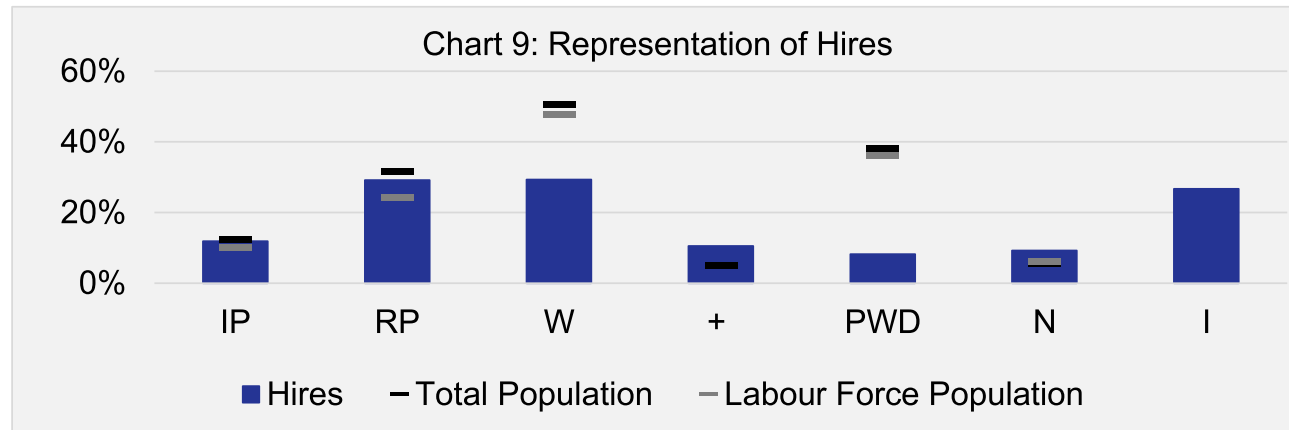
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Table 9: Representation of Hires	Count of All Employees	Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQA + Peoples	Persons with Disabilities	Newcomers	Intersectional
2025	2,475	11.88%	29.21%	29.37%	10.51%	8.20%	9.25%	26.75%
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%

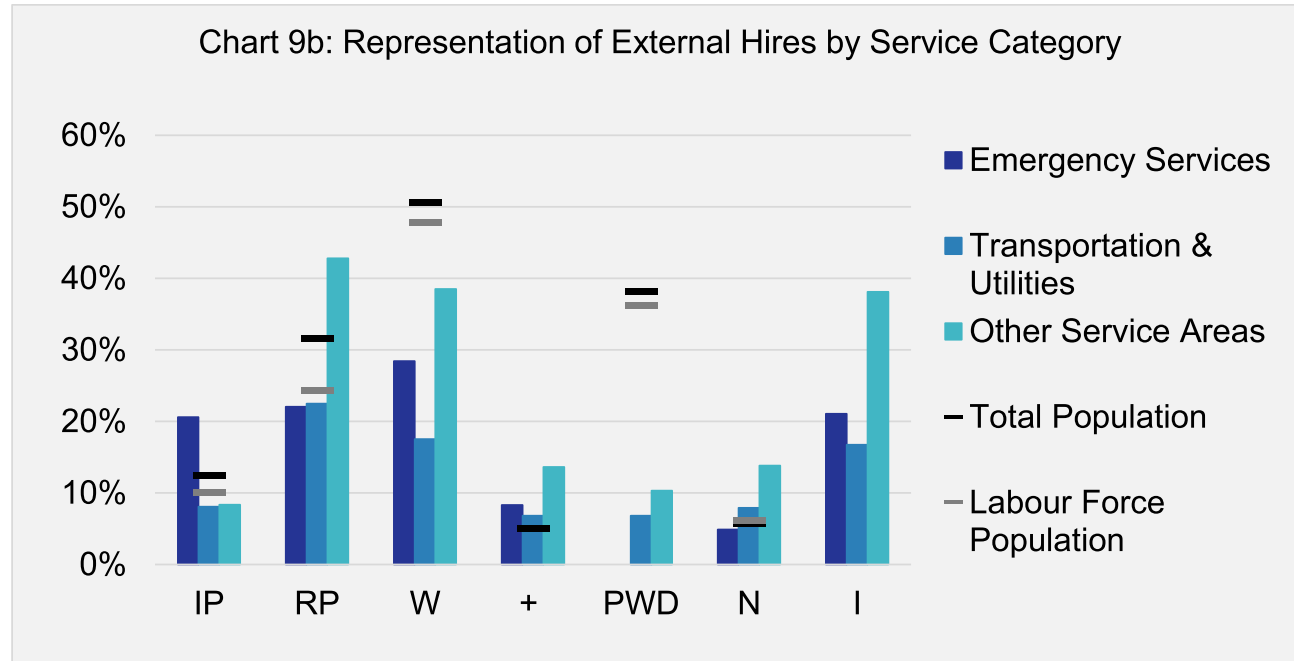
Table 9a: Representation of Hires by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2025	19.22%	22.28%	31.48%	7.80%	5.29%	3.34%	22.01%
	2024	16.91%	19.77%	35.82%	4.01%			20.63%
	2023	15.18%	14.01%	35.80%				17.12%
Transportation & Utilities	2025	11.66%	25.69%	20.72%	8.83%	7.25%	9.46%	21.43%
	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%
Other Service Areas	2025	9.09%	37.43%	41.44%	14.17%	10.86%	11.45%	36.72%
	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%

Table 9b: Representation of External Hires by Service Category		Equity Groups						
		Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Emergency Services	2025	20.59%	22.06%	28.43%	8.33%		4.90%	21.08%
	2024	15.43%	22.29%	34.29%				19.43%
	2023	13.24%	17.65%	36.76%				19.12%
Transportation & Utilities	2025	8.14%	33.24%	19.89%	9.75%	6.81%	13.89%	23.36%
	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%
Other Service Areas	2025	8.37%	42.80%	38.52%	13.62%	10.31%	13.81%	38.13%
	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%

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Table 10: Representation of Departures		Count of All Employees	Equity Groups						
			Indigenous Peoples	Racialized Peoples	Women	2SLGBTQQA + Peoples	Persons with Disabilities	Newcomers	Intersectional
Retirement	2025	262	11.07%	7.63%	27.10%		6.49%		9.16%
	2024	245	10.61%	8.16%	28.98%		6.12%		9.80%
	2023	262	8.78%	9.54%	28.24%		6.87%		7.63%
Voluntary	2025	763	11.40%	29.62%	31.19%	9.96%	7.99%	6.55%	26.87%
	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%
Involuntary	2025	259	8.88%	25.87%	30.50%	7.72%	5.79%	8.11%	25.87%
	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%

