

## Workforce Diversity

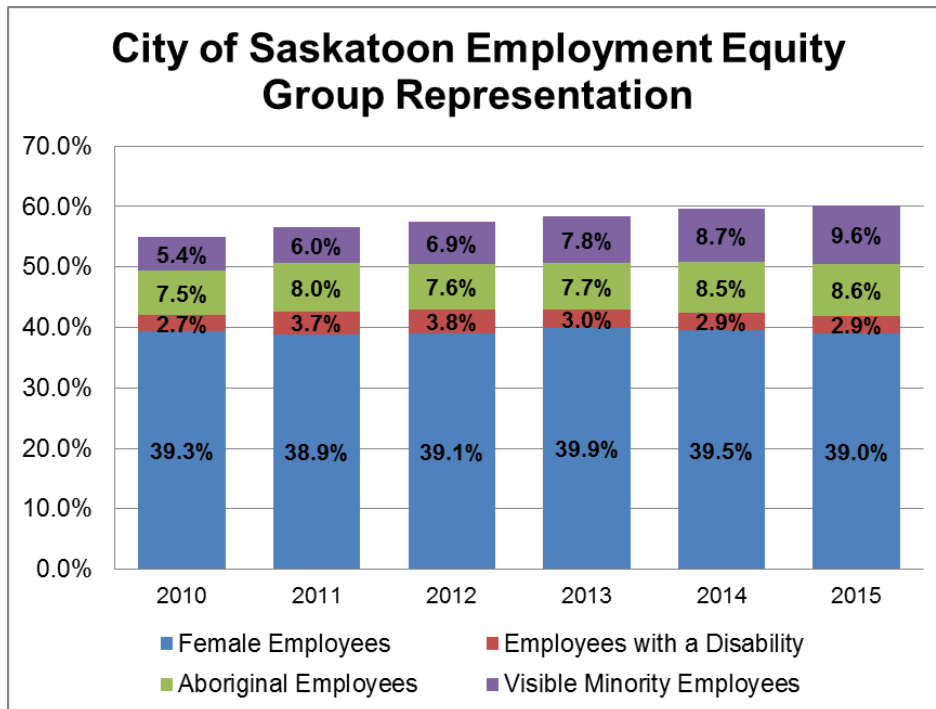
**Long-Term Target:** The City of Saskatoon's workforce represents the diversity of Saskatoon's population

**Description:** The workforce diversity target measures the percentage of City of Saskatoon employees in four groups: females, Aboriginal people, people with disabilities, and visible minorities. The City's numbers do not include fire, police association, library, or exempt staff from boards. The City of Saskatoon is a partner with the Saskatchewan Human Rights Commission (SHRC) which updated their employment equity group goals in December, 2014.

The workforce diversity target measures our success in offering an inclusive workplace that embraces diverse backgrounds under our goal for "Continuous Improvement".

### How are we doing?

In 2015, the City of Saskatoon continued to have a gap in employment of all equity groups relative to the 2014 SHRC targets. In comparison to 2014 performance, minor improvements occurred in representation of Aboriginal and visible minority groups. However, a small decline was present in the female representation group. Representation of people with disabilities remained constant.



Source: City of Saskatoon

Current benchmarks with comparative municipalities are not available.

### **What do we need to do to achieve this target?**

- Maintain a dedicated person to manage the diversity programs and policies.
- Maintain a dedicated person to manage Aboriginal affairs and build relationships with Aboriginal communities.
- Increase training opportunities for employees at all levels of the organization to increase intercultural skills.
- Invest in measurement tools such as the Inter-developmental Inventory and the Employee Engagement Survey.
- Improve workplace spaces to increase accessibility for people with disabilities.

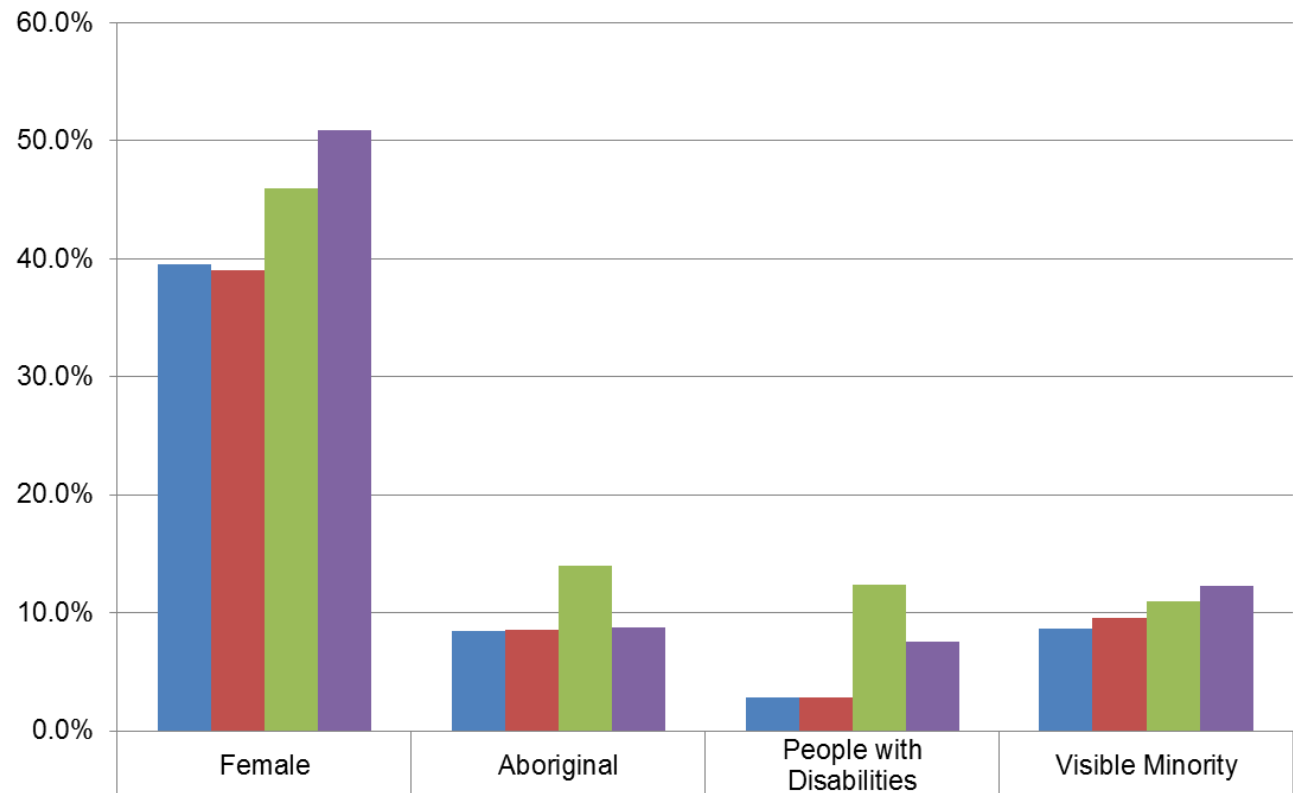
### **What are the benefits of achieving the target?**

- A representative workforce draws from a larger labour pool which can result in a variety of skills and experience, cultures and language which represent the clients that the City serves.

### **What are the risks?**

- Using the SHRC goals as the only measure of success has some shortcomings:
  - The goals were last changed in 2006 based on the Statistics Canada census survey and Saskatoon's population has changed significantly since then.
  - Stats Canada notes that "the Aboriginal people may be underrepresented in census surveys."
  - SHRC's are population numbers for ages 15 to 74 and may not reflect those who are working or want to work.
  - SHRC goals specify women in under-represented occupations but do not consider types of jobs for other equity groups.
- City of Saskatoon employment that relies on self-reported information may appear lower if people choose not to self-identify or if their situation changes over time (e.g. some people acquire a disability while employed).
- Competition is strong from other organizations who are recruiting talented employees to meet diversity targets or other employment objectives.
- Expected turnover rates will impact the ability to achieve some SHRC goals within ten years.

### City of Saskatoon Employment Equity Group Representation



|  |       |       |       |       |
|--|-------|-------|-------|-------|
| ■ 2014 City Employees                  | 39.5% | 8.5%  | 2.9%  | 8.7%  |
| ■ 2015 City Employees                  | 39.0% | 8.6%  | 2.9%  | 9.6%  |
| ■ SHRC Goal (2014)                     | 46.0% | 14.0% | 12.4% | 11.0% |
| ■ 2011 Saskatoon Population Aged 15-74 | 50.9% | 8.8%  | 7.6%  | 12.3% |

Sources: City of Saskatoon, Saskatchewan Human Rights Commission (2014), Statistics Canada

