

Workforce Diversity

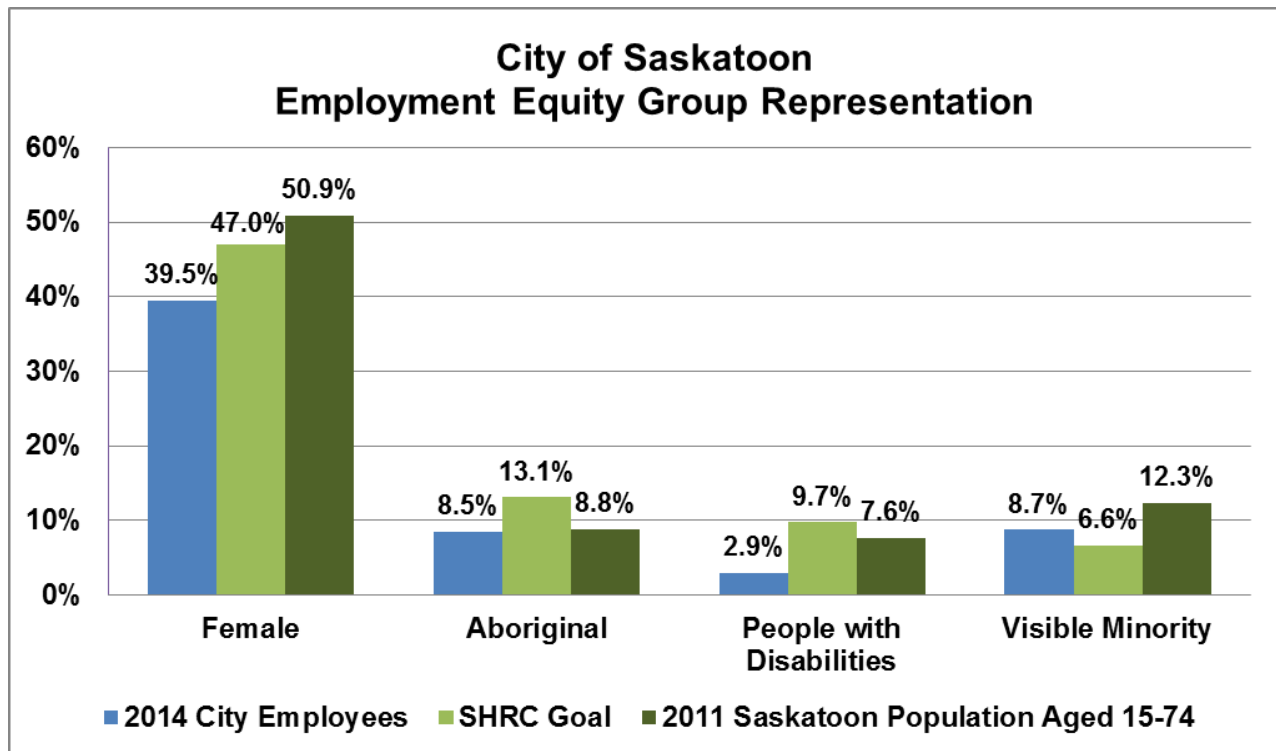
Proposed Long-Term Target: The City of Saskatoon's workforce represents the diversity of Saskatoon's population

Description: The workforce diversity target will measure 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 Saskatchewan Human Rights Commission (SHRC) has identified targets based on 2006 populations in the provincial labour force.

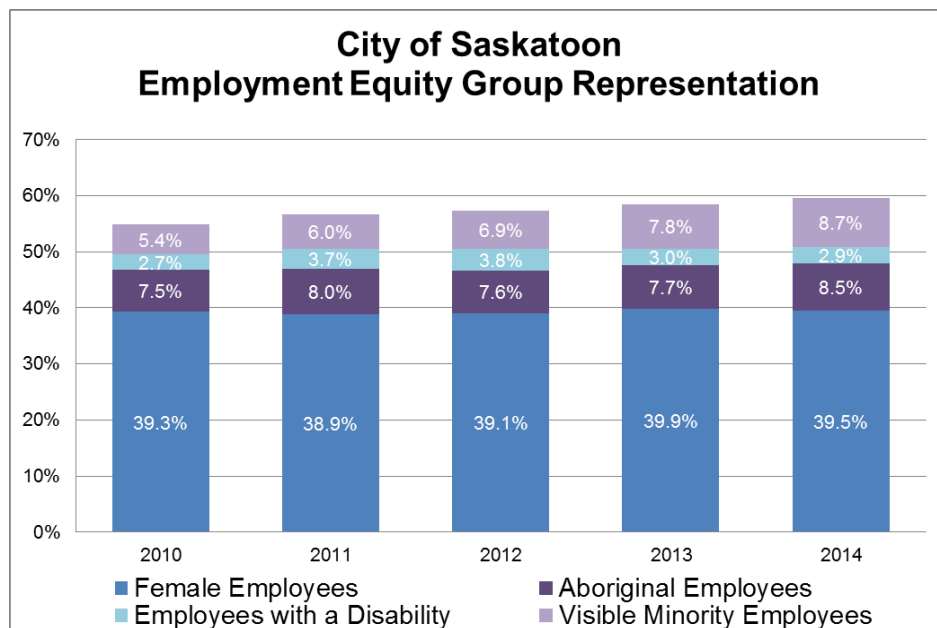
The workforce diversity target measures our success in offering an inclusive workplace that embraces diverse backgrounds under our goal for "Continuous Improvement".

How are we doing?

In 2014, the City of Saskatoon had a gap in employment of females, Aboriginal people, and people with disabilities relative to SHRC targets.

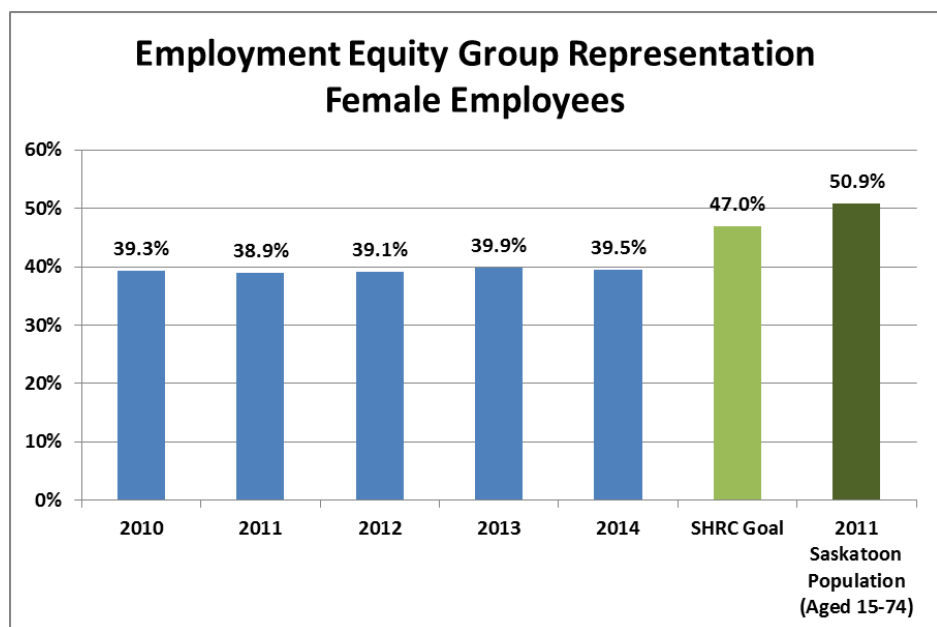


Sources: City of Saskatoon, Saskatchewan Human Rights Commission, Statistics Canada



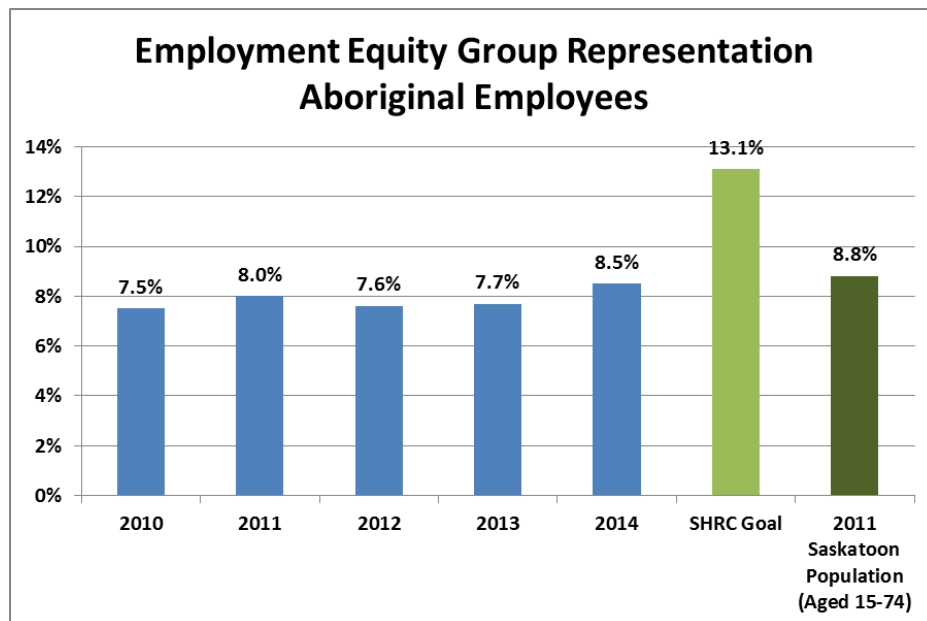
Overall, the percentage of City of Saskatoon employees who are members of Equity Groups has been increasing.

Source: City of Saskatoon



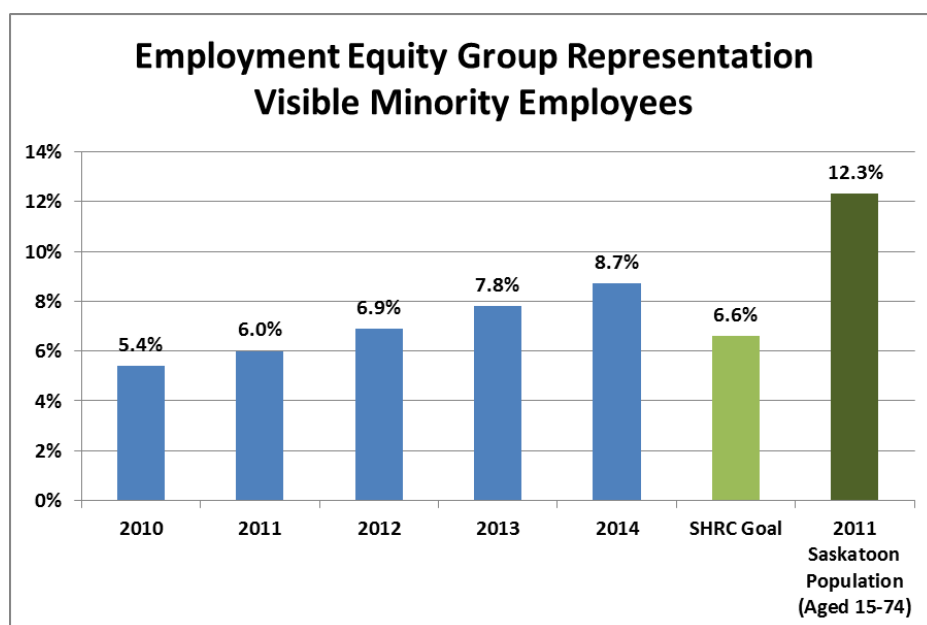
Over the last five years, the proportion of female employees has remained relatively constant at 39.5%. Most of the City's female employees work in traditional female jobs and are under-represented in the management and trades positions. The SHRC goal is for females working in underrepresented occupations.

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



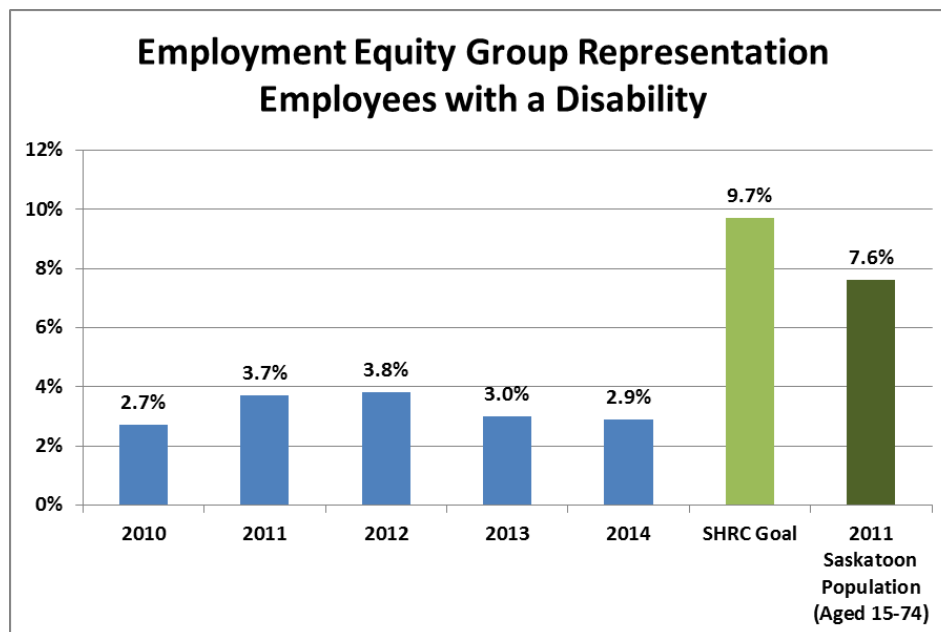
Over the last five years, the percentage of the City of Saskatoon's Aboriginal employees has increased. Most Aboriginal employees work in labour and service positions with many of these being seasonal jobs.

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



The City has surpassed the SHRC target for visible minority employees. Immigration has brought many more skilled visible minority people to Saskatoon since the SHRC goals were set based on 2006 populations.

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



The proportion of self-declared employees with a disability employed by the City increased in 2011 and 2012 but subsequently decreased to close to the 2010 level.

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

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.