

# TBS Employment Equity Report: Contrasting 2015 with 2008

Andrew Griffith



# Agenda

- Purpose
- Labour Market Availability Trend
- Representation
- Hirings, Promotions, Separation
- Age Profile
- Observations and Recommendations



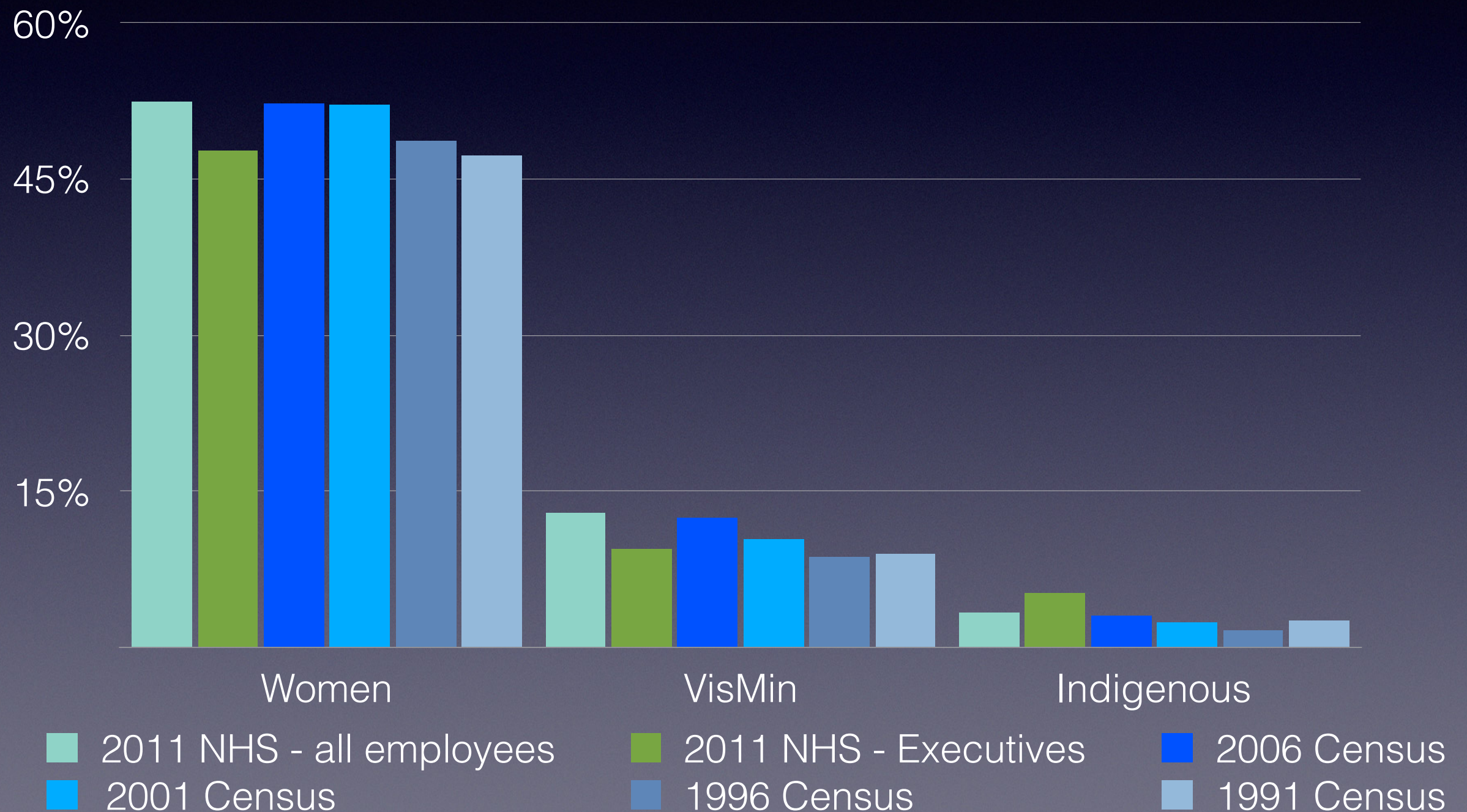
# Purpose

- Indicate progress or not towards representation
- Provide more granularity for EX
- Benchmarks: LMA or alternatives
- Identify area for improved reporting



# Labour Market Availability

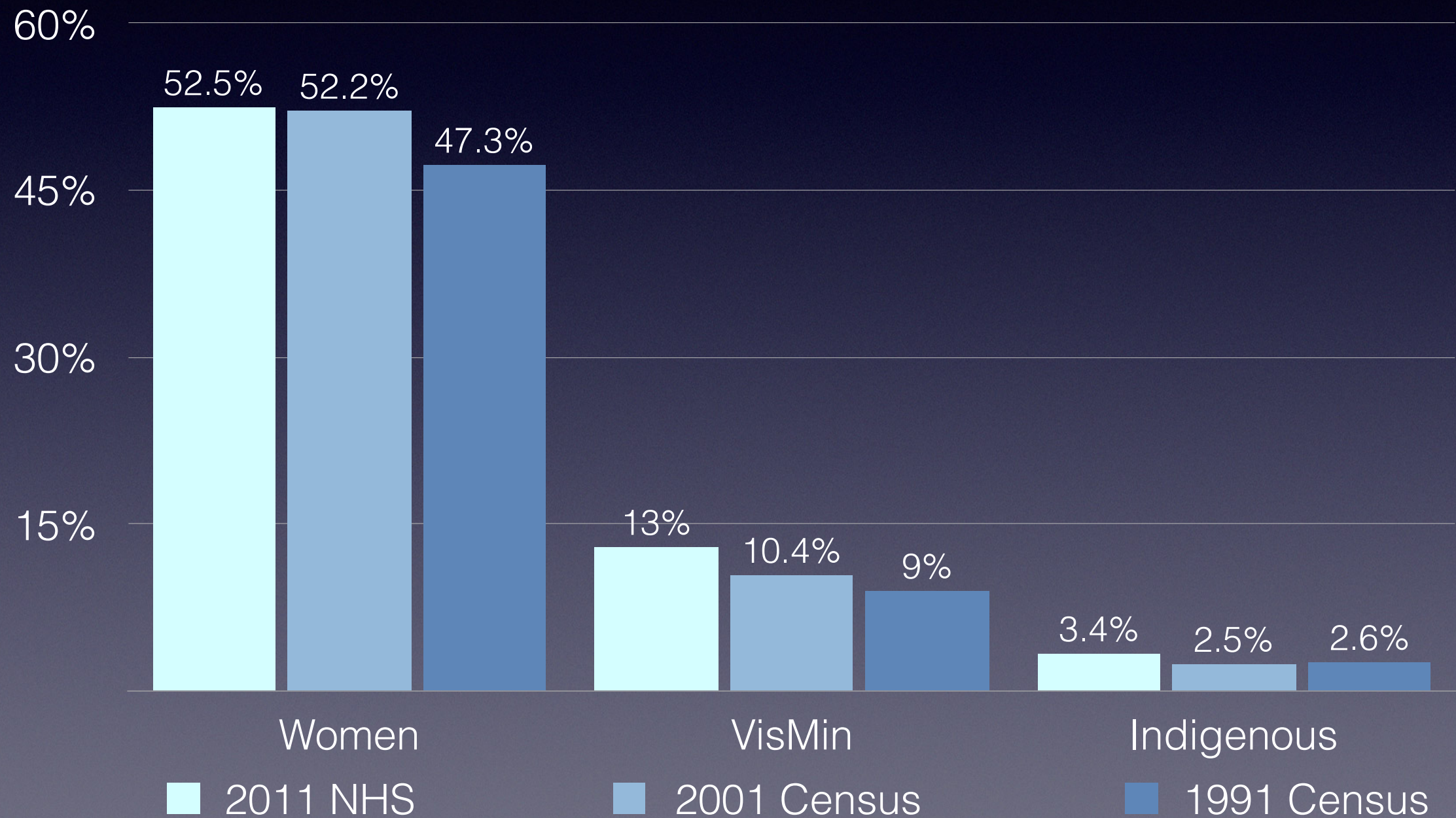
1991-2011





# Labour Market Availability

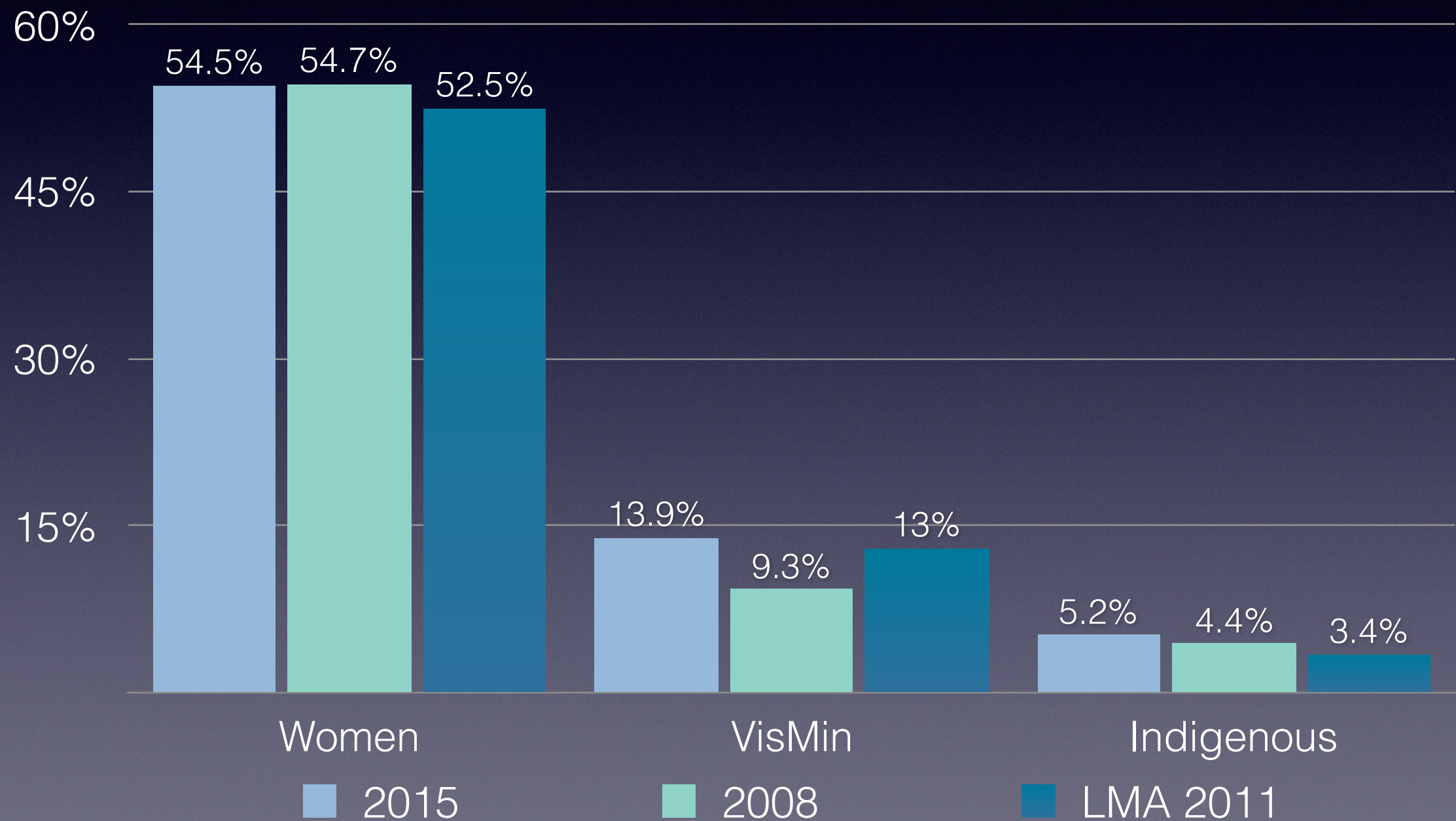
1991-2011





# Representation

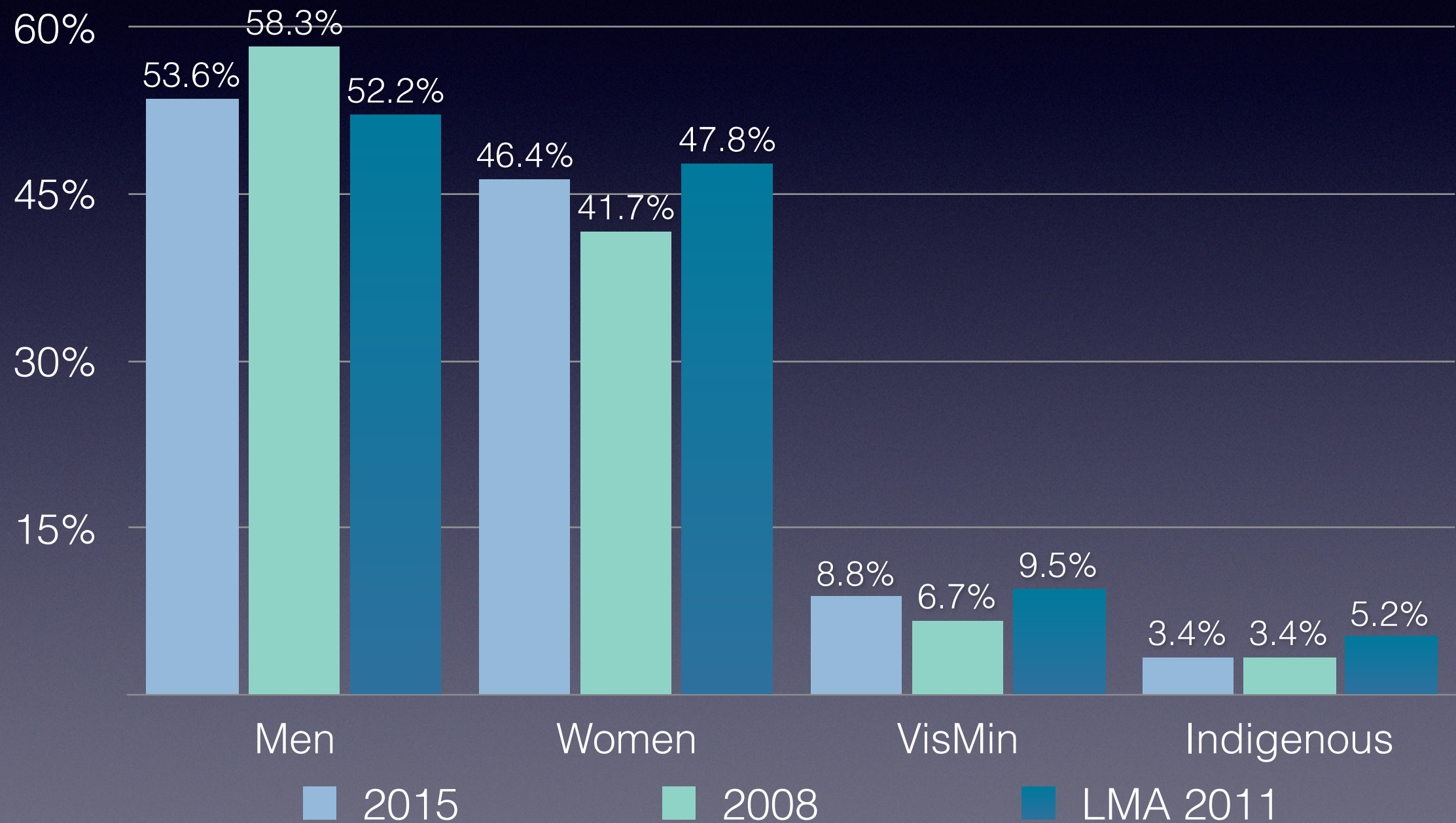
## Non-Executives 2015-2008 Comparison





# Representation

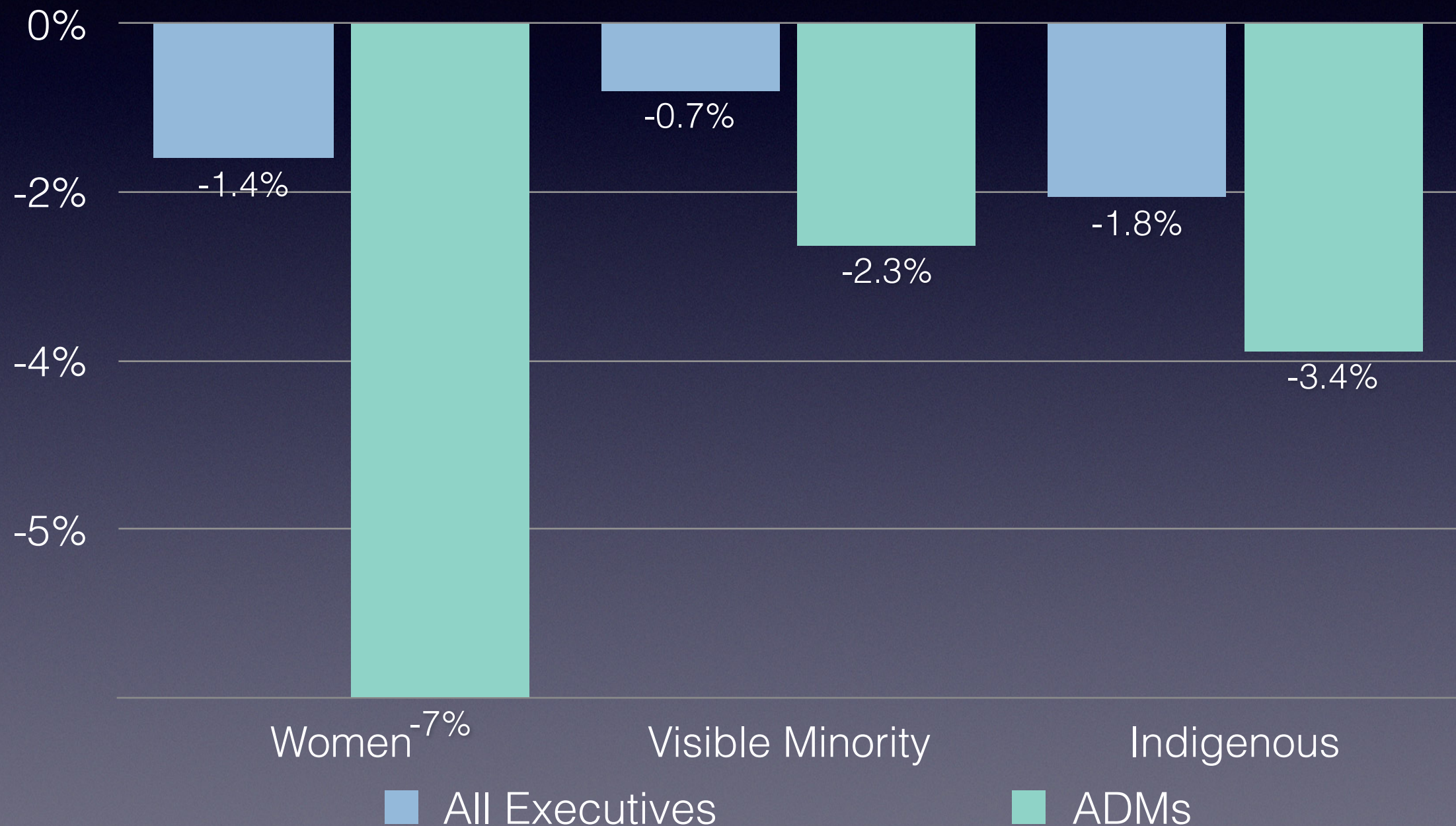
## Executives 2015-2008 Comparison





# Representation

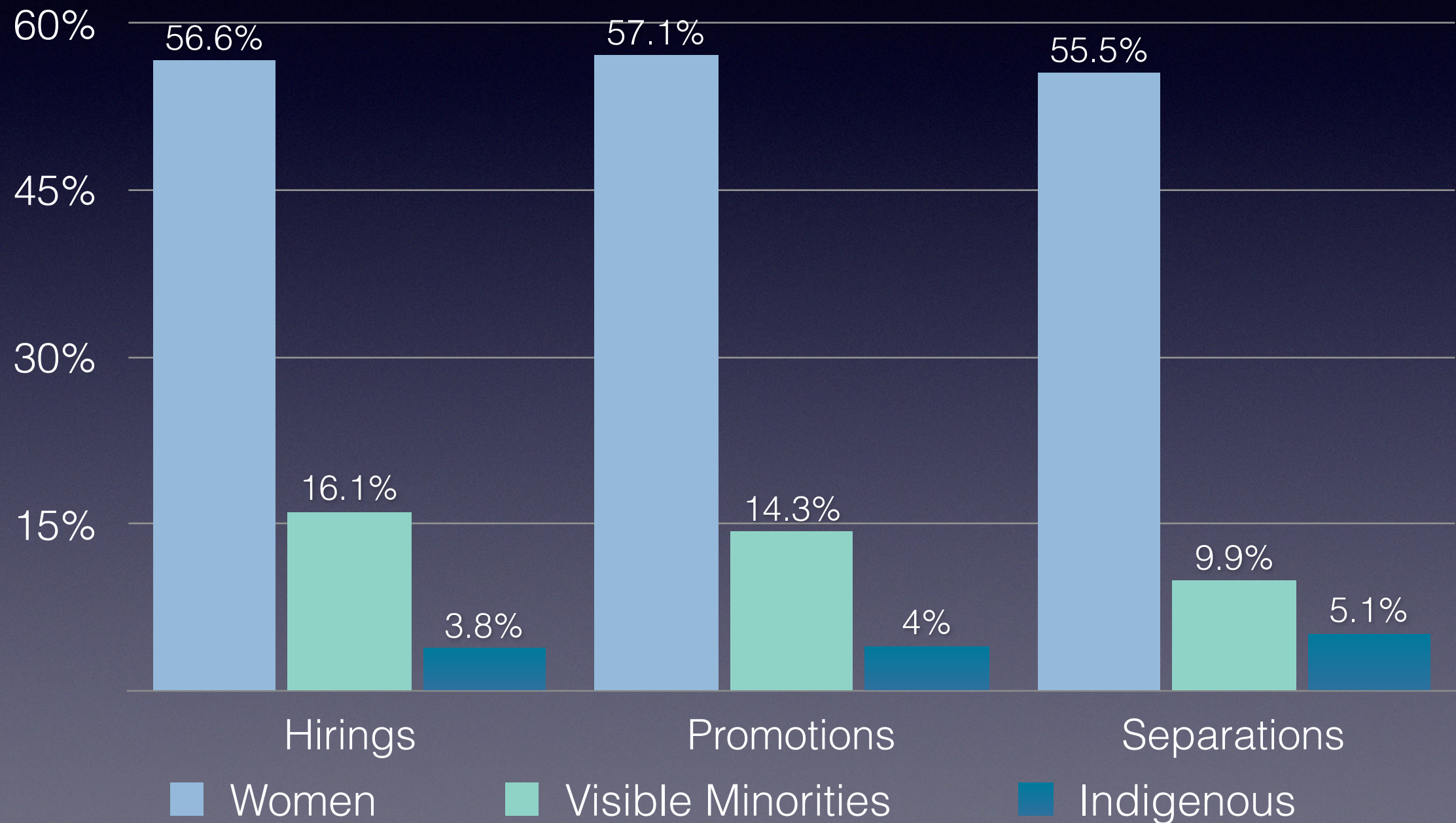
All Executives/ADMs 2015 Percentage below LMA





# Hirings, Promotions, Separations

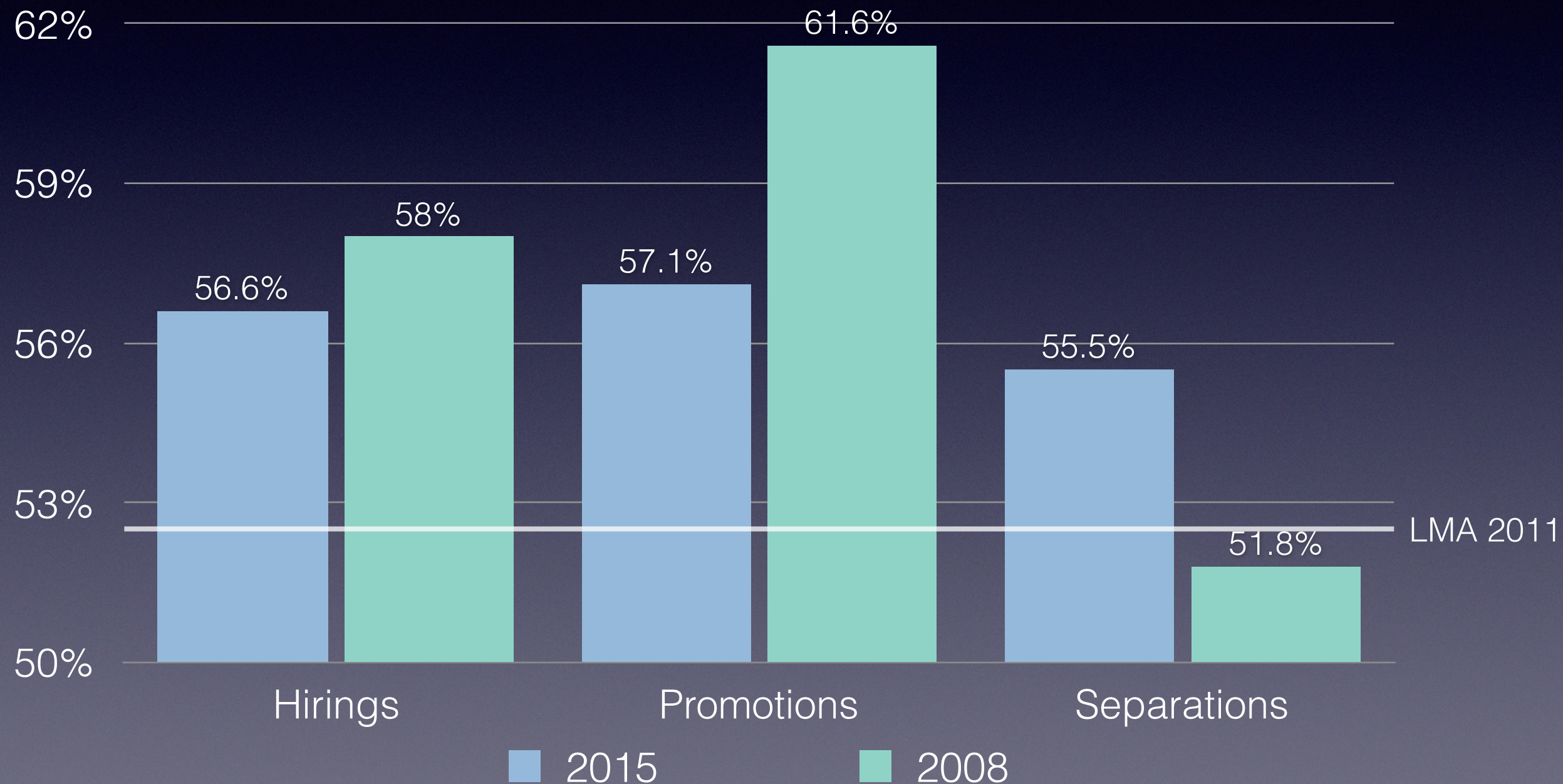
## 2015





# Hirings, Promotions, Separations

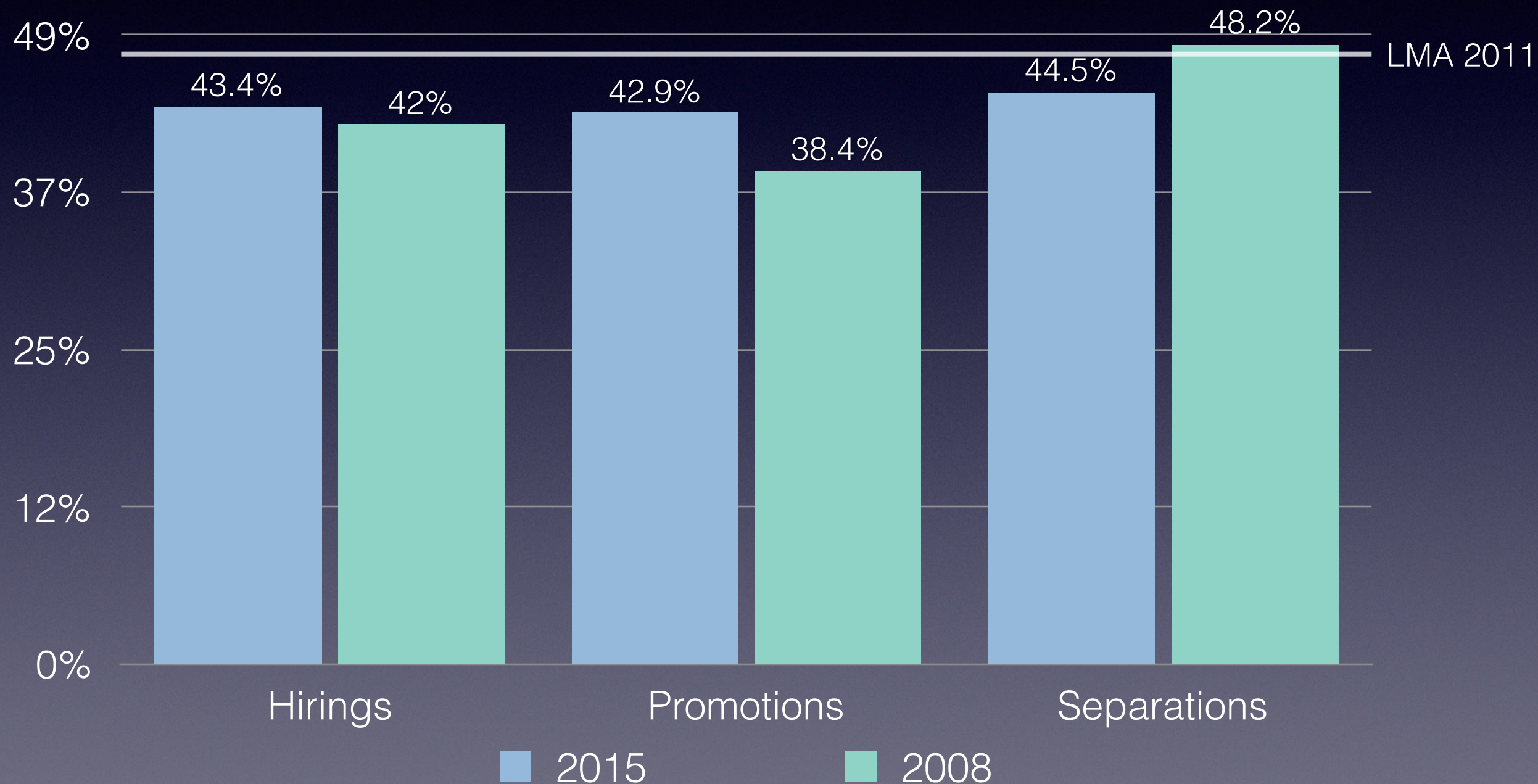
Women 2015-2008 Comparison





# Hirings, Promotions, Separations

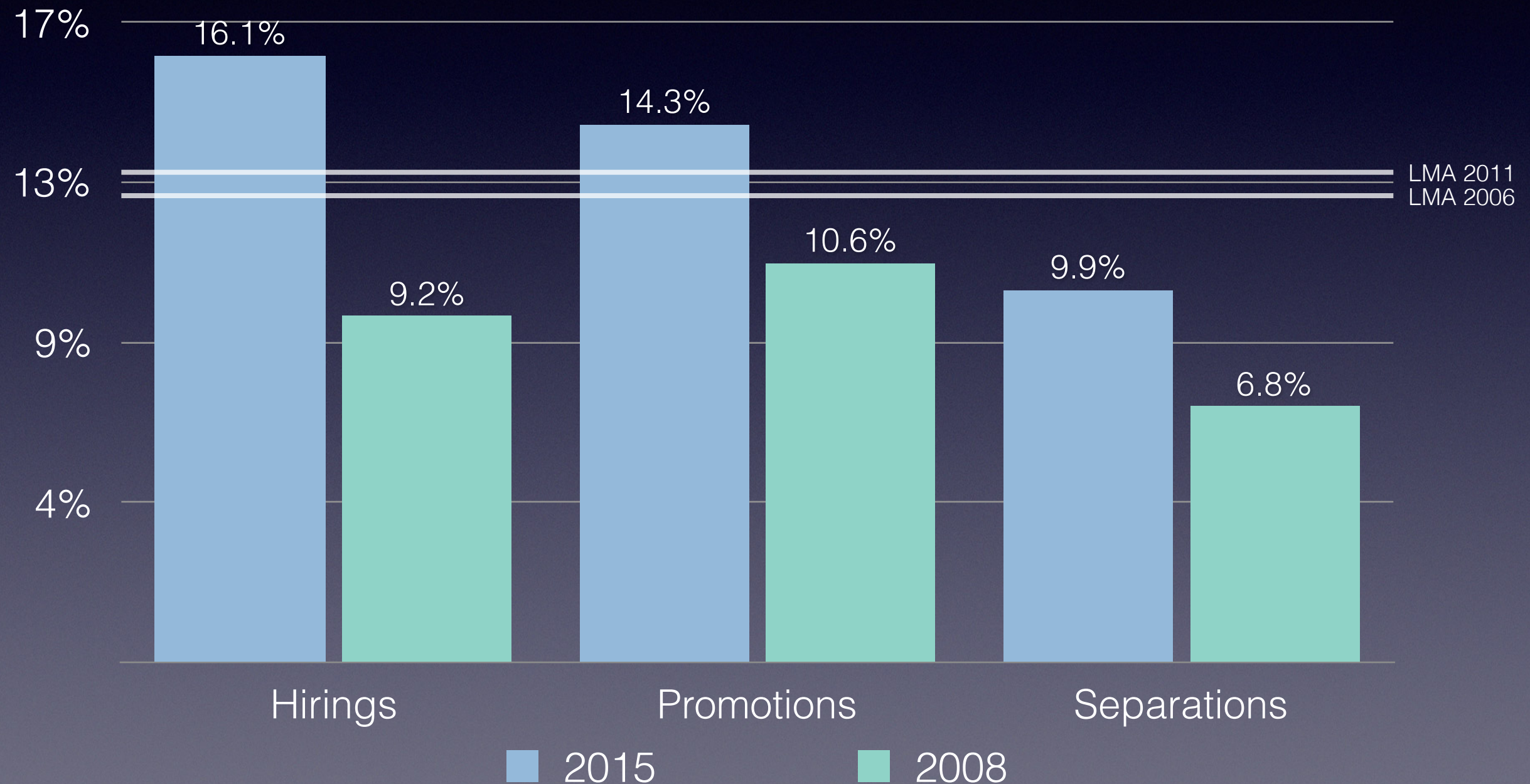
Men 2015-2008 Comparison





# Hirings, Promotions, Separations

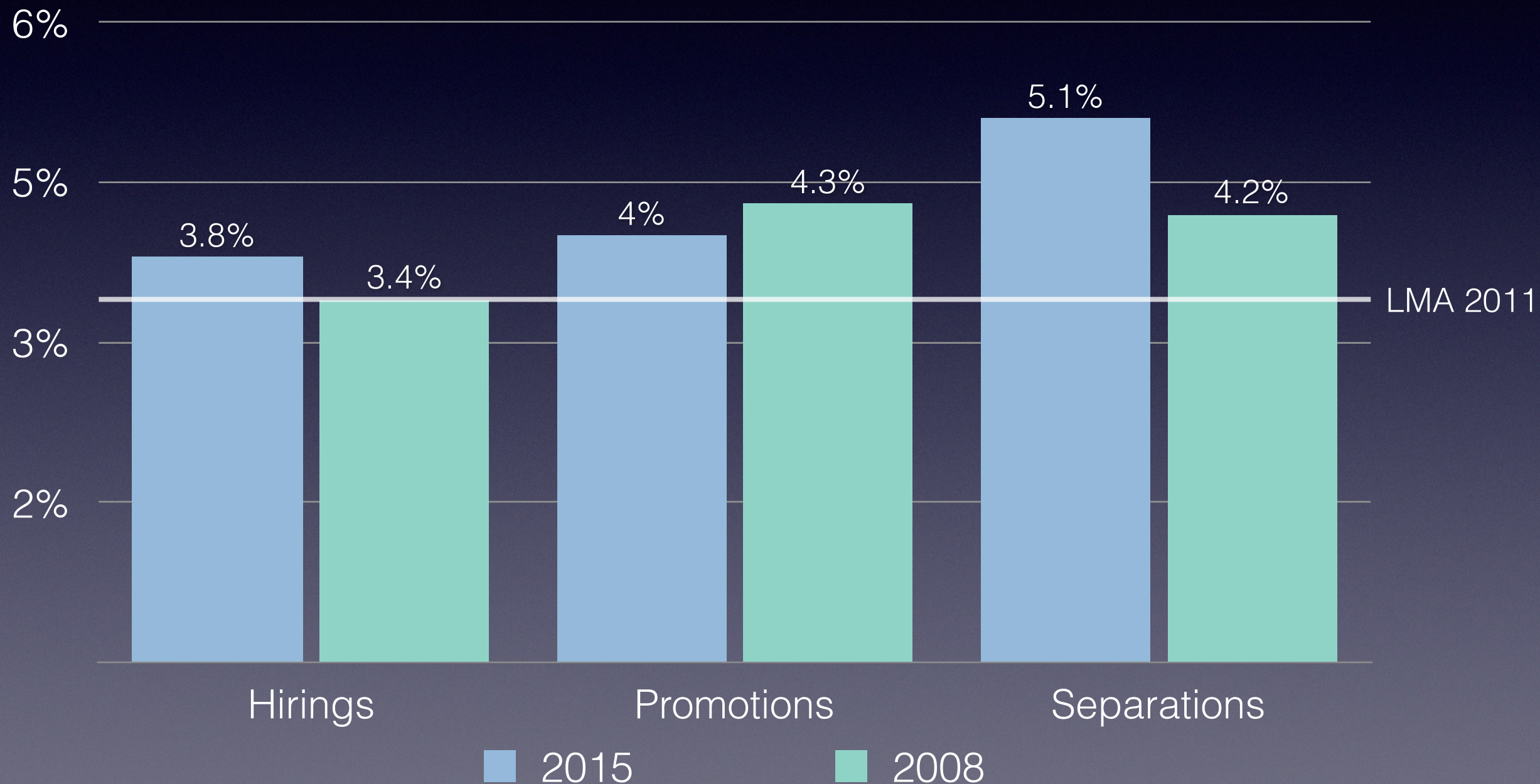
Visible Minorities 2015-2008 Comparison





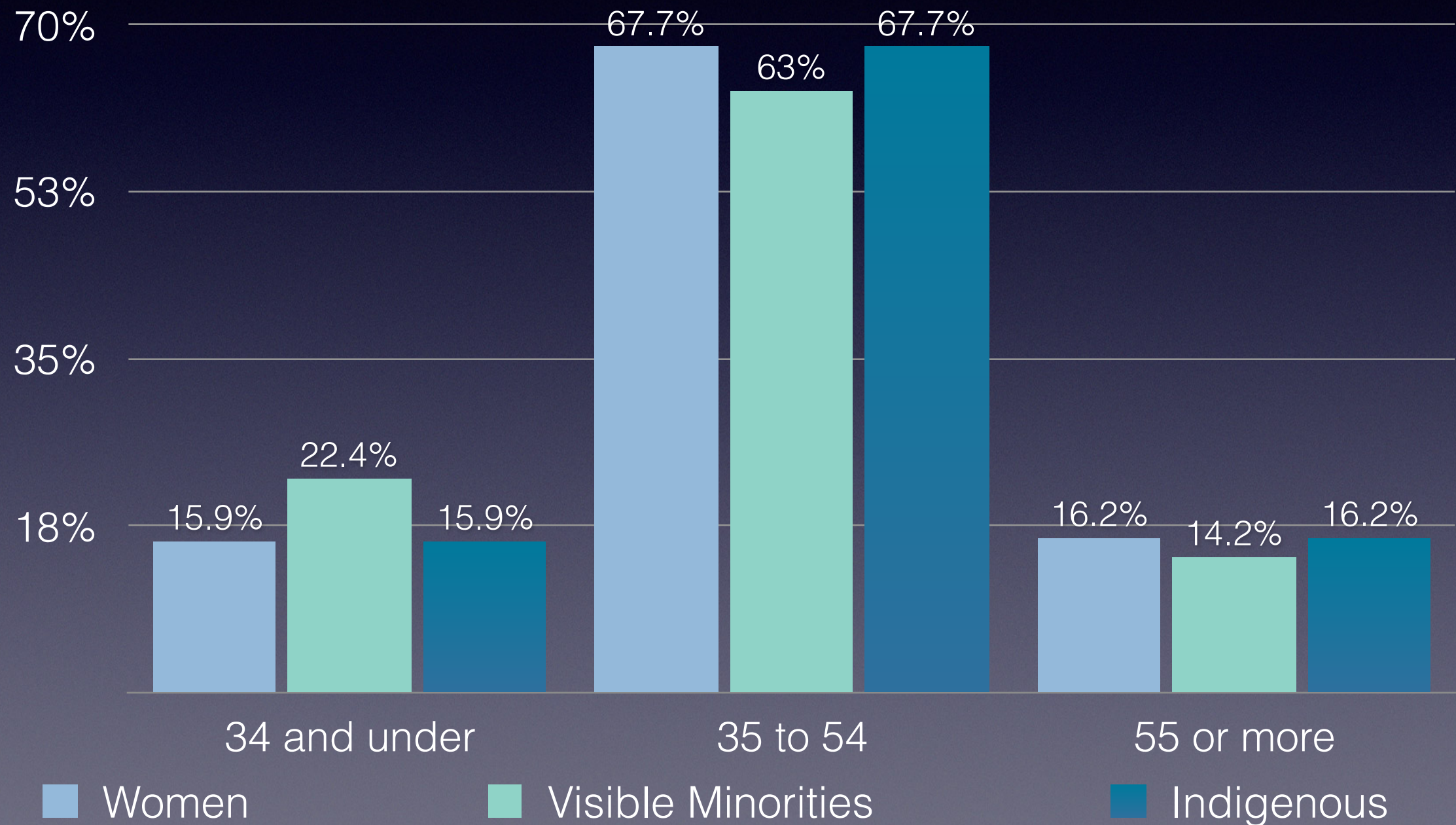
# Hirings, Promotions, Separations

Indigenous Peoples 2015-2008 Comparison





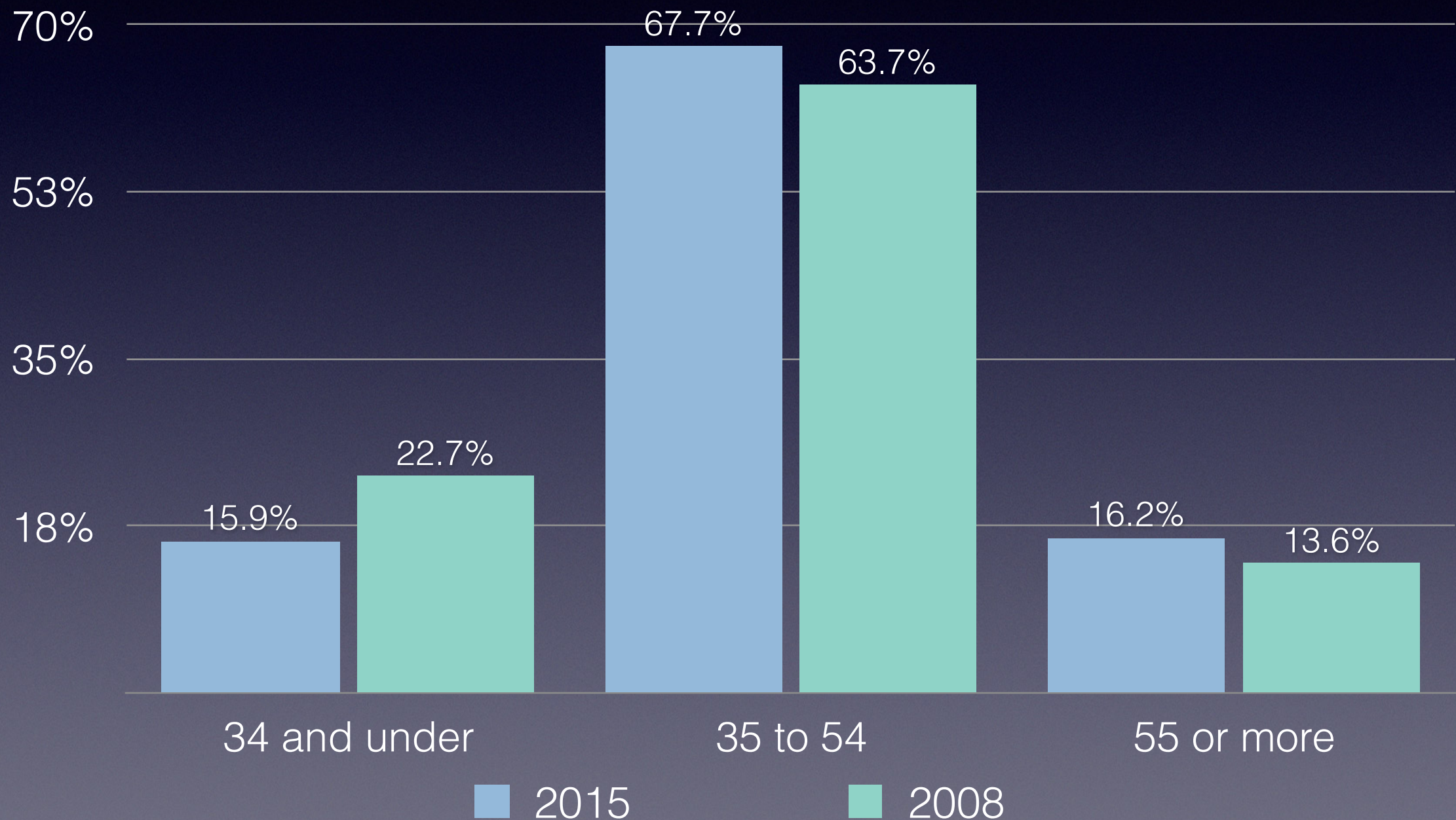
# Age Profile 2015





# Women - Age Profile

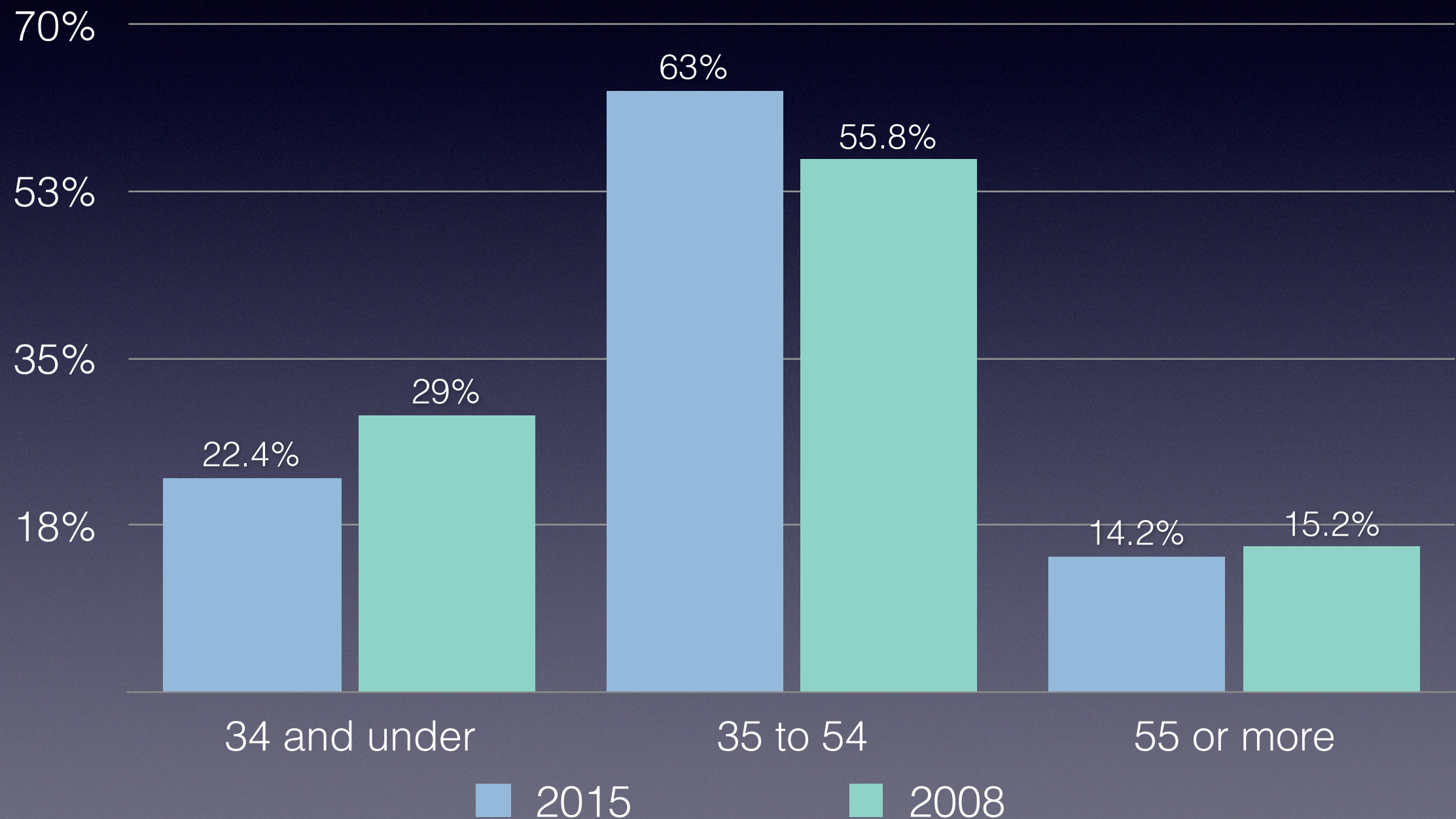
2015 — 2008 Comparison





# Visible Minority - Age Profile

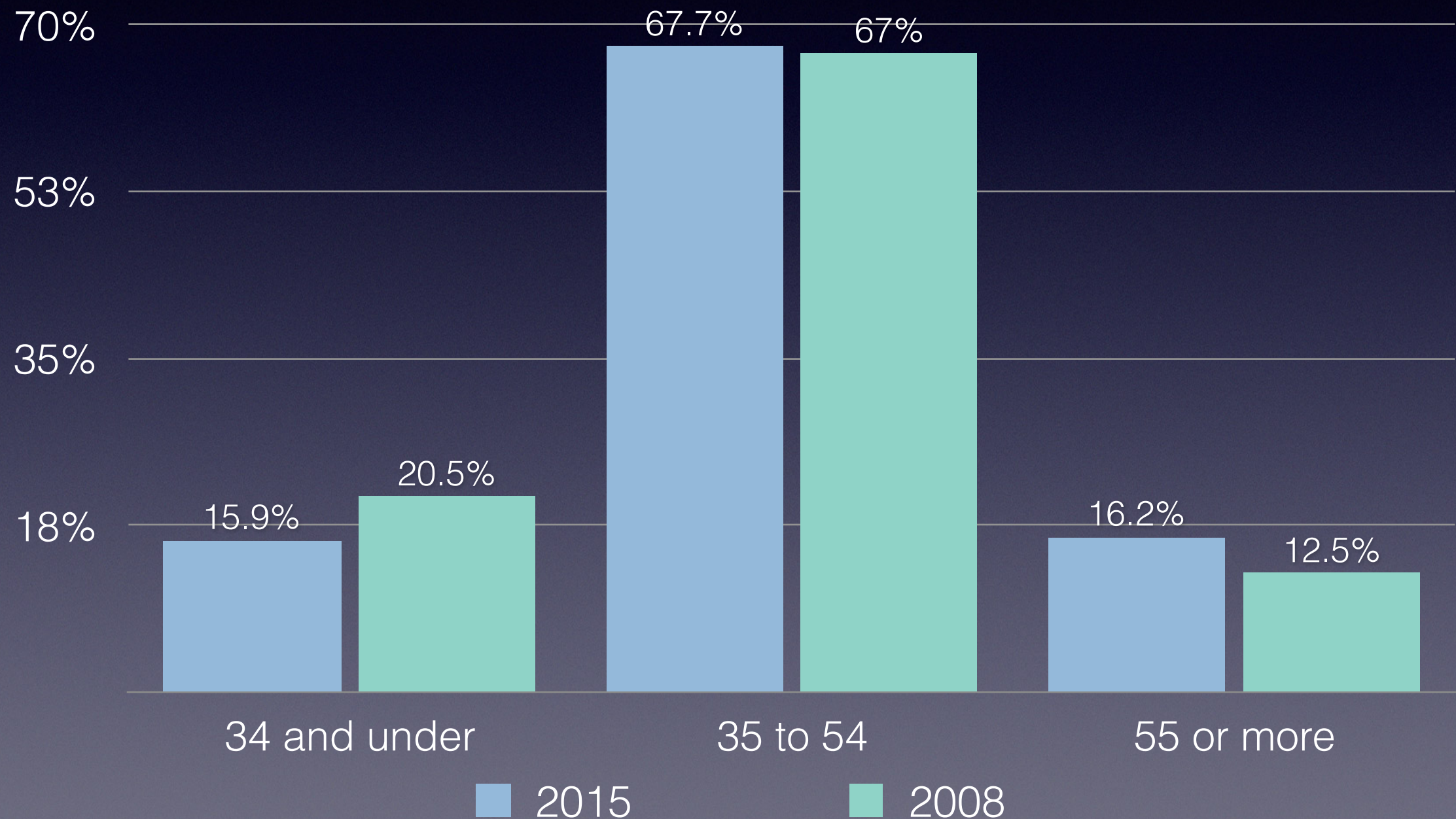
2015 — 2008 Comparison





# Indigenous - Age Profile

2015 — 2008 Comparison





# Departments — 2015

## Women

Most Diverse	Percent	Least Diverse	Percent
Parole Board of Canada	79.7	Shared Services	31.9
RCMP (civilian staff)	78.5	DFO	35.9
Veterans Affairs	73.1	National Defence	39.5
ESDC	69.5	Space Agency	42.0
PHAC	68.3	Grain Commission	43.5
Justice	67.9	Natural Resources	44.4
Canadian Heritage	67.2	Transport	45.0
School of Public Service	67.0	Finance	47.0
Public Prosecution Service	67.0	Correctional Service	47.4
CIC/IRCC	66.4	Environment	48.3



# Departments — 2015

## Visible Minorities

Most Diverse	Percent	Least Diverse	Percent
IRB	30.4	ACOA	4.4
CIC/IRCC	24.5	DFO	5.8
FedDev Ontario	24.2	National Defence	7.7
Health	21.1	Library & Archives	8.8
Statistics Canada	20.5	Correctional Service	9.5
PHAC	19.2	Parole Board	10.7
WED	19.2	Public Safety	11.5
ESDC	18.7	Canadian Heritage	11.8
Canadian Grain Commission	17.7	INAC	11.9
Justice	16.8	CED Quebec	12.0



# Departments — 2015

## Indigenous peoples

Most Diverse	Percent	Least Diverse	Percent
INAC	29.4	Space Agency	1.6
Correctional Service	9.9	Finance	2.2
Health Canada	8.3	Statistics Canada	2.3
WED	7.7	Global Affairs	2.4
Library and Archives	7.4	Natural Resources	2.7
Canadian Grain Commission	6.0	CRTC	2.8
RCMP (Civilians)	6.0	Environment	2.9
Public Prosecution Service	5.8	ACOA	3.0
Parole Board	5.3	Agriculture	3.1
Public Safety	5.0	Industry	3.1



# Progress?

- Women's representation at non-EX level appears to have plateaued
- Minimal overall EX gender gap but greater for ADMs
  - Government commitment to diversity will likely impact executives
- Greatest growth for visible minorities but remain under-represented at EX levels
- Indigenous peoples representation growing



# LMA

- Management tool to assess progress (and manage expectations)
- For women (and men) and Indigenous peoples, largely identical to their share of population
- For visible minorities, significant gap (19.2 percent compared to LMA of 13.9 percent)
- From integration perspective, alternate benchmark would be percentage who are Canadian citizens (15.0 percent)



# Reporting Improvements

- Revert to previous practice:
  - Gender breakdowns for visible minorities and Indigenous peoples
  - Breakdown between permanent and term employees
- Adopt best practices from Labour Canada
  - Include historical table/chart on representation for both non-EX and EX
  - More informative narrative — TBS is minimalist



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