

TO: The Chairperson and Members of the
Human Resources Standing Committee

FROM: Superintendent of Human Resource Services

SUBJECT: **2020-2021 SIMCOE COUNTY DISTRICT SCHOOL BOARD WORKFORCE
CENSUS COMPOSITIONAL REPORT**

1. **Background**

This report links directly to the [Simcoe County District School Board's Strategic Priorities](#) under the pillars of Well-being, Community, and Equity, Diversity and Inclusion.

In compliance with legislation from June 2017, *The Anti-Racism Act* (ARA) mandates Ontario public sector organizations, which includes school boards, to collect race data and other related demographic data to close gaps, eliminate barriers, and advance the fair treatment of everyone. The 2020-2021 Simcoe County District School Board (SCDSB) Workforce Census was voluntary and anonymous. The purpose of the census is to provide organizational demographics about our workforce, inform planning of initiatives that foster workplace belonging, create an opportunity for all voices to be heard, and guide a review of policies and practices ensuring principles of equity are upheld. The 2020-2021 Workforce Census was open to all staff for 10 weeks from Monday, November 2, 2020, to Friday, January 8, 2021.

As defined in the [Anti-Racism Act, 2017](#), public service organizations, which include Ontario school boards, are required and authorized to collect personal information related to programs, services and functions. This includes the collection of personal information related to Indigenous identity, race, religion, ethnic origin and other information.

The SCDSB is required to follow the [Ontario Data Standards](#), which establish consistent, effective practices for the proper collection, use, disclosure, de-identification and management of the personal information collected. In addition to fulfilling our obligations under the ARA, the Ontario Data Standards also outline the requirements for protection of privacy, data security and reporting processes. Collecting personal information about race and ethnicity is important and necessary work within all Ontario school boards.

2. **Overall Results**

From November 2020 to January 2021, 3,718 staff participated in the census.

Please note some results below will not add to 100 percent if the type of census question was multiple select (i.e. participants were able to select more than one response option.)

Key findings from the census include:

- i. Fifty percent of staff are between 19 years of age and 44 years of age and fifty percent are between 45 years of age and 65 years of age or older.
- ii. Seventy-eight percent of staff selected cis woman/woman as their gender identity, and twenty-two percent selected cis man/man. Less than one percent selected a gender diverse identity.

- iii. Eighty-eight percent of staff identified their sexual orientation as heterosexual/straight and twelve percent as LGBTQ+.
- iv. Three percent of participants identified as Indigenous and of these participants 34 percent were First Nations, 67 percent Métis, and 2 percent as another Indigenous identity. There were no staff that identified as Inuit.
- v. The top five ethnic or cultural origins identified by staff include: Canadian (seventy-four percent), English (twenty-five percent), Scottish (fifteen percent), Irish (fifteen percent), French (seven percent) and German (six percent). There were a total of 113 ethnic or cultural origins collected through the census.
- vi. The racial backgrounds identified by staff included the following: Black (one percent), East/Southeast Asian (one percent), Indigenous (three percent), South Asian (one percent) and White (ninety-five percent). Latino, Middle Eastern and additional racial backgrounds were each identified by less than one percent of staff. There were a total of 15 racial backgrounds collected through the census.
- vii. Thirty-nine percent of staff reported they do not have a religious or spiritual affiliation. Fifty-eight percent identified as Christian, one percent as Buddhist, less than one percent identified as either Hindu, Jewish, Indigenous Spirituality or Wicca, and two percent identified as another religious or spiritual affiliation. There were a total of 38 religious or spiritual affiliations collected through the census.
- viii. The top five languages staff speak at home included: English (ninety-eight percent), French (nine percent), Italian (one percent), German (one percent), and Spanish (one percent). There were a total of 53 languages collected through the census.
- ix. Twelve percent of staff considered themselves to be a person with a condition or disability. The top three conditions or disabilities identified by these participants were mental health (thirty-seven percent), chronic medical condition (thirty-four percent) and physical, functional and/or mobility (nineteen percent).

3. Action

In collaboration with the SCDSB Equity, Diversity and Inclusion team, Research and Decision Support Services will continue to explore and analyze the data from the Workforce Census. Once the data has been fully analyzed, the results will be used to guide our focus on programs, supports and resources that foster workplace belonging and guide inclusive practices for all staff. Throughout the 2021-2022 school year, reports will be released focusing on particular themes from the Workforce Census.

4. Report Status

This report is provided for information.

Respectfully submitted by:

Brian Jeffs
Superintendent of Human Resource Services

October 13, 2021