Script:

Hello everyone, we’re team White Horse, I’m Irene Chen; I’m Christy Wang. And my teammate Shih-Chieh Lee and Jiangyuan Lin would join us at the Q&A session.

In our team, this challenge is primarily approached through 4 dimensions: Diversity in occupational levels, GDP growth and workplace diversity, intersectionality analysis, and a case study on women in transportation.

Firstly, according to the scatterplot, we found a strong positive correlation between the diversity level of the senior executive team and overall employees. A diverse senior executive team could be a reliable indicator of a company with a relatively diverse culture. Nevertheless, it is important to recognize a significant and steadily expanding difference between attainment rates among management and the average employee. Thus, even though diversity is taking place at all occupational levels, more progress is being made in management, and future policies should focus more on the diversity of basic-level employees.

Second, a better economy is generally perceived to create more workplace diversity, so we analyze the impact of GDP growth on representation rates across all 4 designated groups. However, this bias may be a result of Simpson's Paradox. In spite of a promising correlation when analyzing all groups combined, we find that the correlation among individual groups is only weakly positive, if not negligible, in terms of promoting the representation of each individual designated group. This suggests that workplace diversity is not taken for granted, but requires comprehensive effort to empower people in designated groups.

In addition, we are curious about whether intersectionality will further affect a person at work. According to the findings, aboriginal women and visible minority women are not less disadvantaged than their female colleagues from the majority group. However, data reveals the adversity women with disabilities face in the labor market, and public policies should be crafted to improve their competitiveness.

Finally, we analyze the latest *Employment Equity Act: Annual Report 2020*, and draw a time series analysis of women's hiring, promotion, and termination attrition in the transportation sector, which has one of the lowest rates in 2019. Over the past two decades, we have seen a significant decline in women's attainment rate. Several reasons may be responsible for this alarming decline, including a lack of public awareness in the transportation sector, as found in a study by FedEcpress Canada in 2020: Nearly half of women do not want a career in this field, but most don't even know much about it. We must therefore make two-sided efforts in order to achieve improvements: the companies should change their "man-dominated" image, while more information about this industry must be made available to women through advertising.