

Challenge: Help Employers Analyze Workplace Equity Data

By team: AAA Champion

Team members: Yifeng Liang, Hainan Xu, Yuchen Jiang, Xintong Li



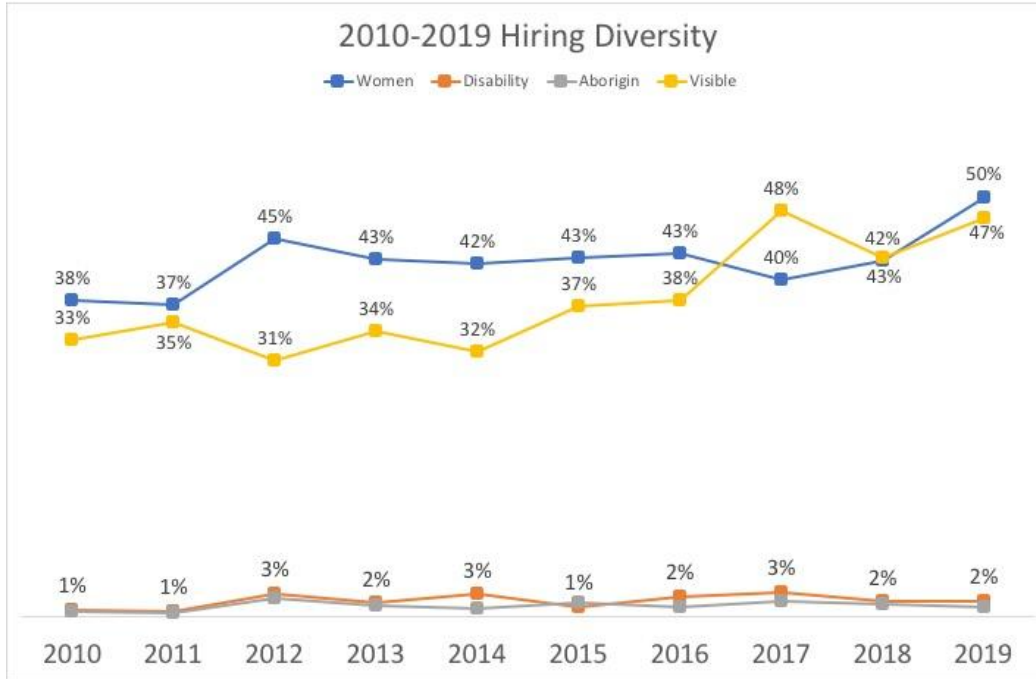


**How does diversity
in the workplace
benefit BMO's
development?**

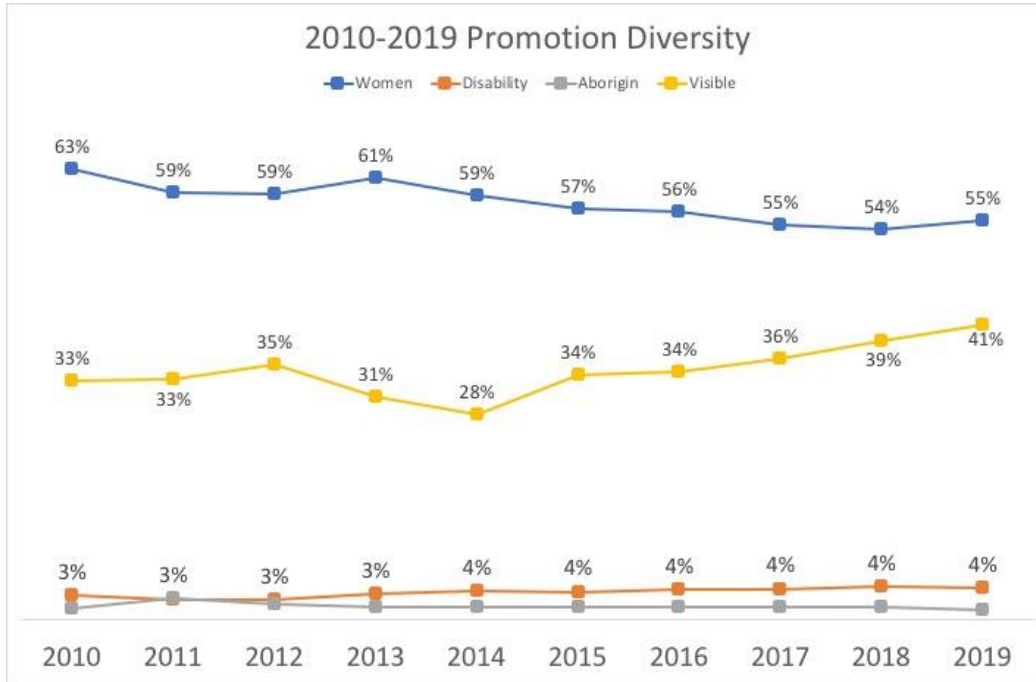


Workplace Equity Trend in BMO

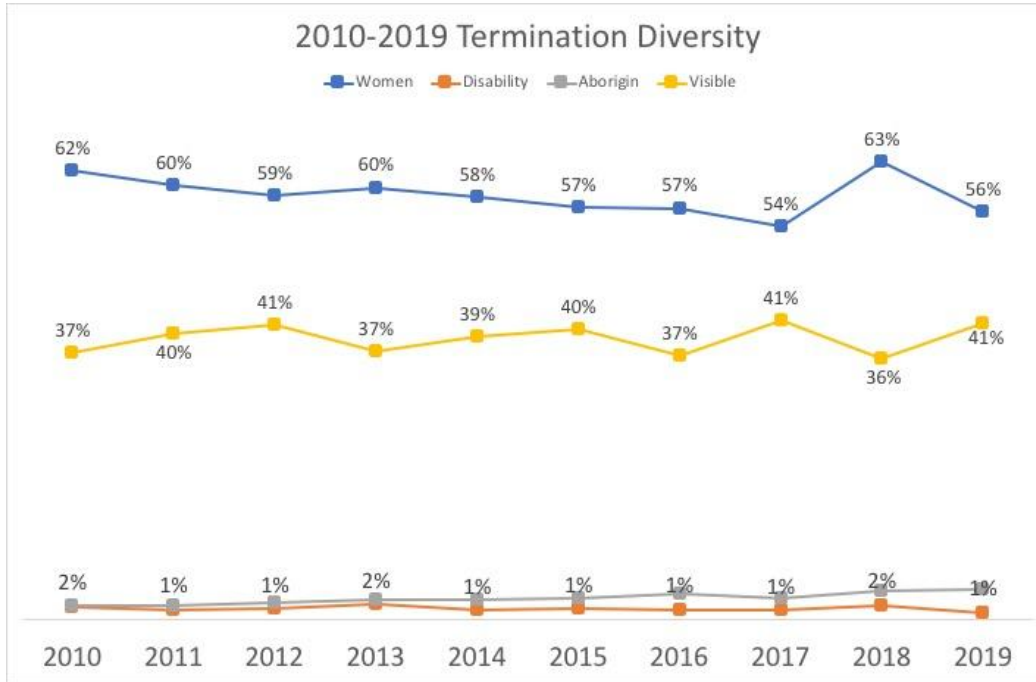
Diversity In Hiring Over A Long Term I



Diversity In Promotions Over A Long Term II



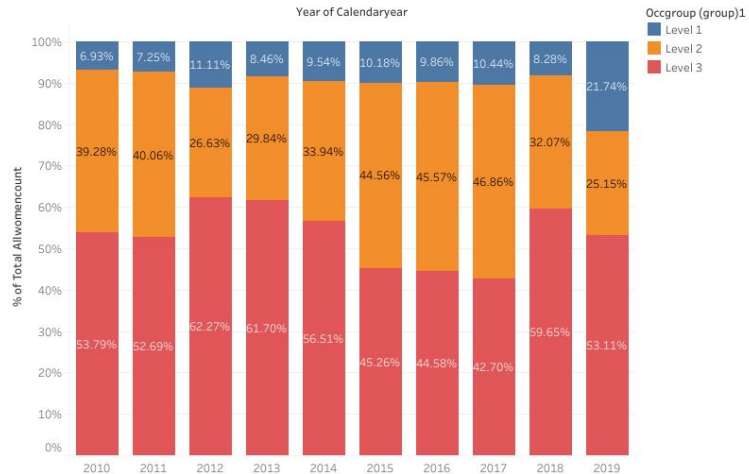
Diversity In Terminations Over A Long Term III



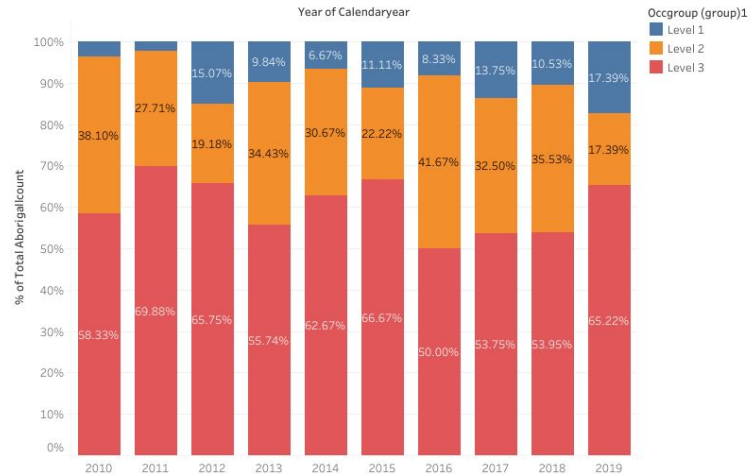


Diversity in terms of Gender and Aboriginality

2010-2019 Hiring WomenCount by Occgroup



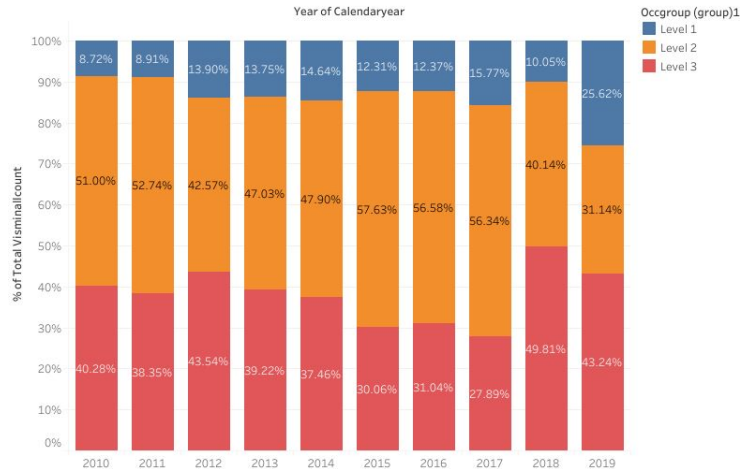
2010-2019 Hiring AboriginCount by Occgroup



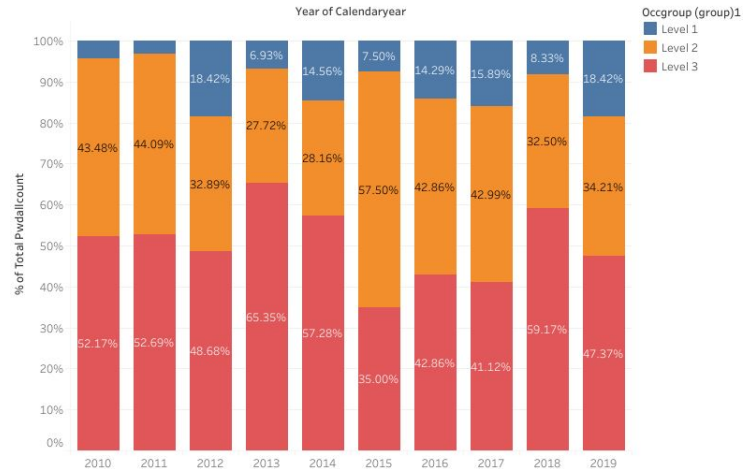


Diversity in terms of Visibility and Disability

2010-2019 Hiring VisibleCount by Occgroup



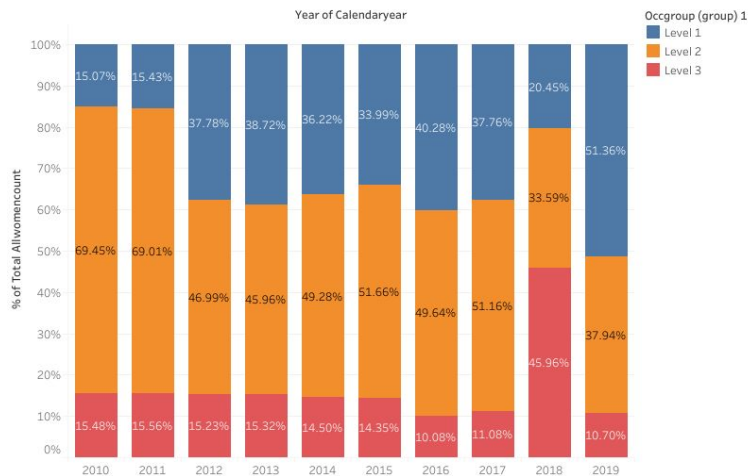
2010-2019 Hiring DisabilityCount by Occgroup



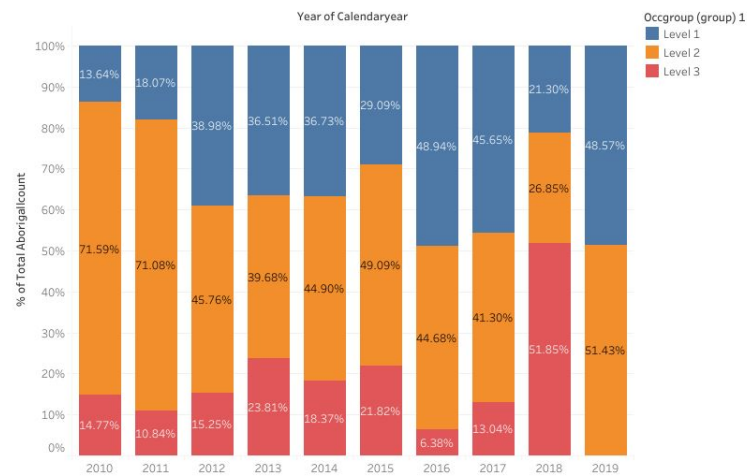


Diversity in terms of Gender and Aboriginality

2010-2019 Promotion WomenCount by Occgroup



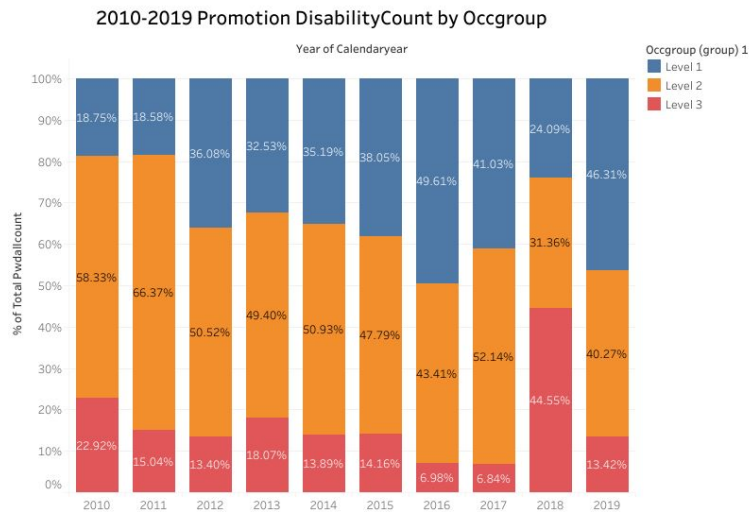
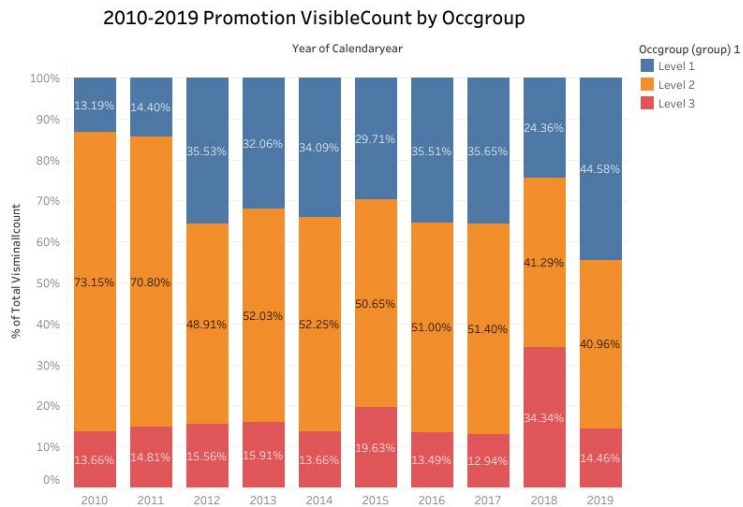
2010-2019 Promotion AboriginCount by Occgroup





Diversity In Promotions Over A Long Term III

Diversity in terms of Visibility and Disability

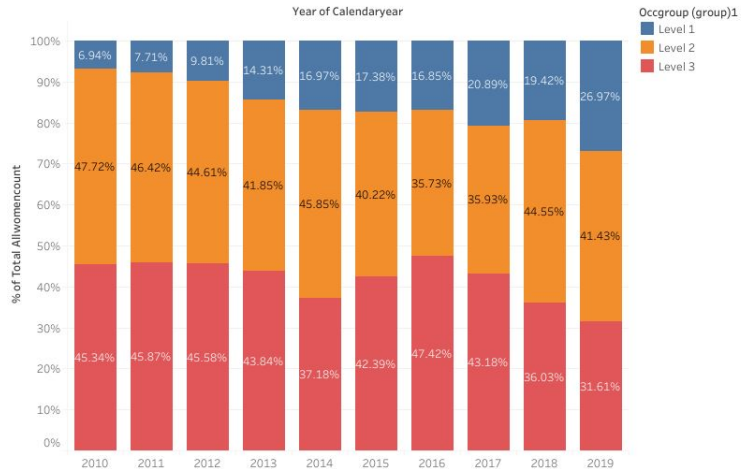




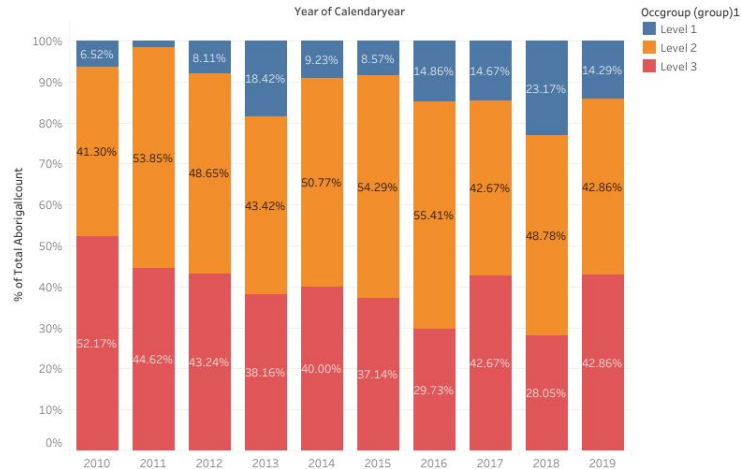
Diversity In Terminations Over A Long Term II

Diversity in terms of Gender and Aboriginality

2010-2019 Termination WomenCount by Occgroup



2010-2019 Termination AboriginCount by Occgroup

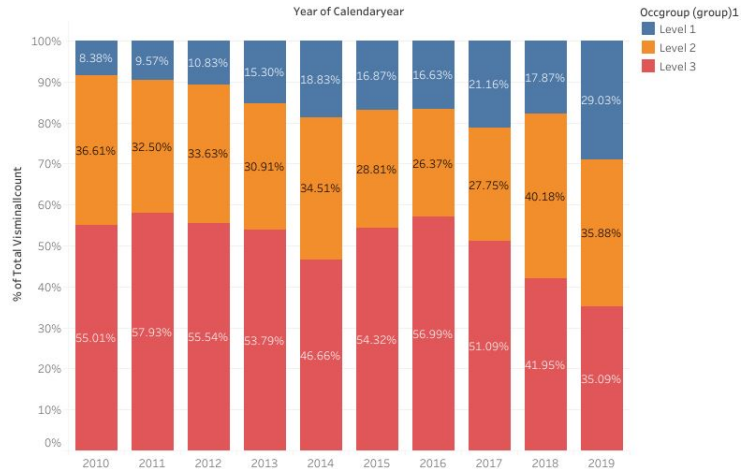




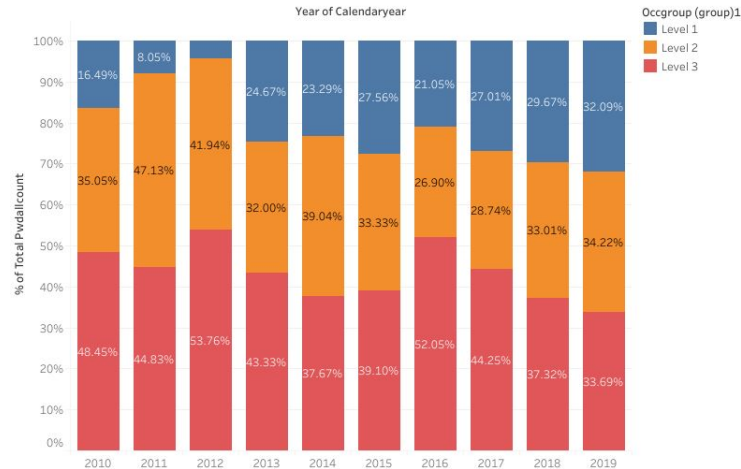
Diversity In Terminations Over A Long Term III

Diversity in terms of Visibility and Disability

2010-2019 Termination VisibleCount by Occgroup



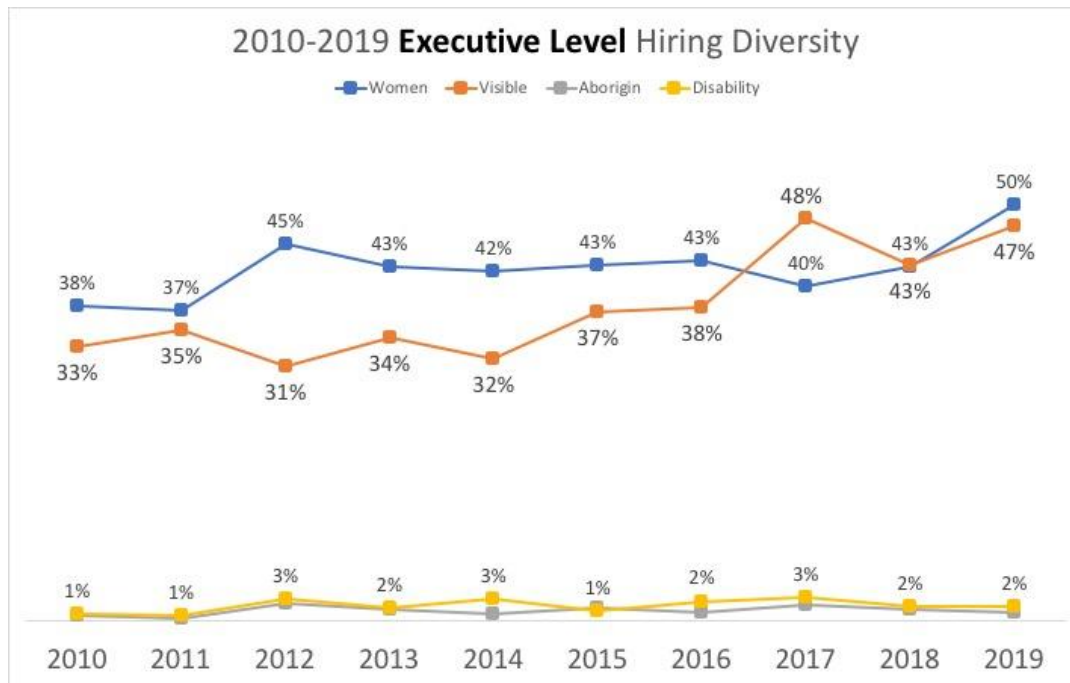
2010-2019 Termination DisabilityCount by Occgroup



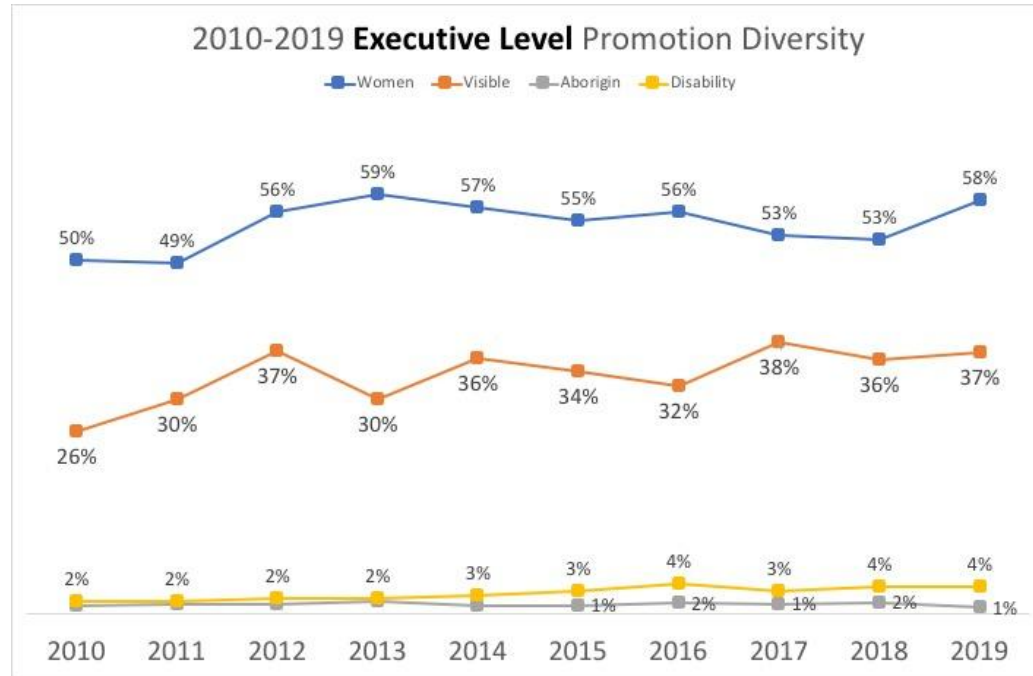


Workplace Equity Trend in BMO - Executive level

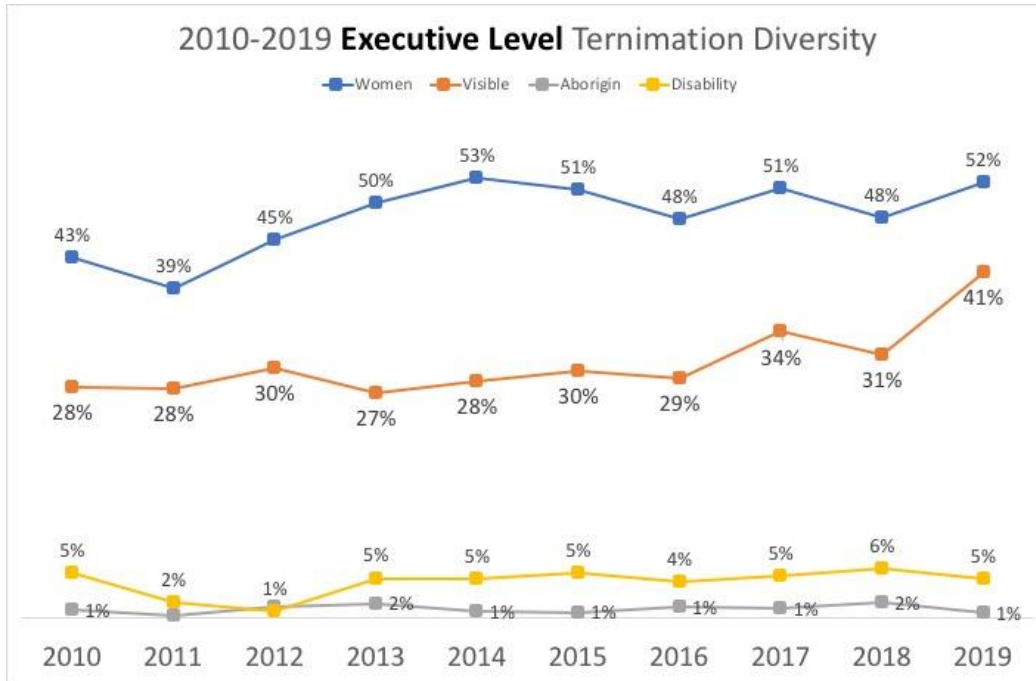
Diversity In Hiring Over A Long Term I



Diversity In Promotions Over A Long Term I



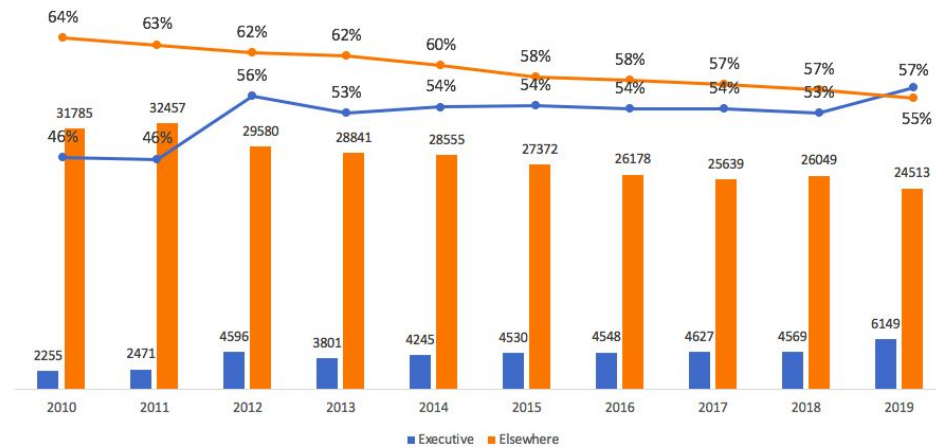
Diversity In Terminations Over A Long Term I



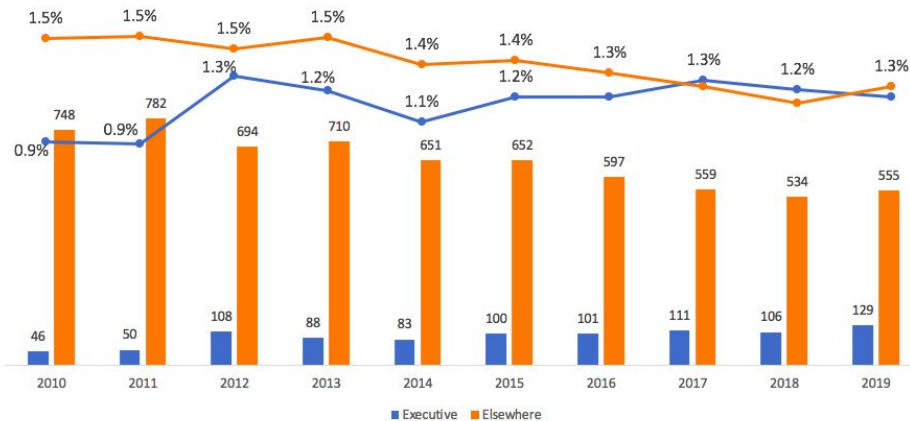


Workplace Equity Trend in BMO - Comparison: Overall vs Executive level

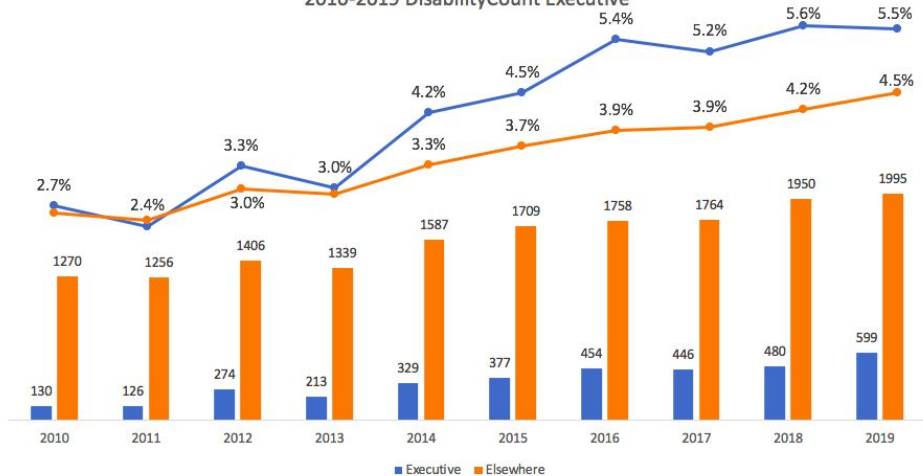
2010-2019 WomenCount Executive



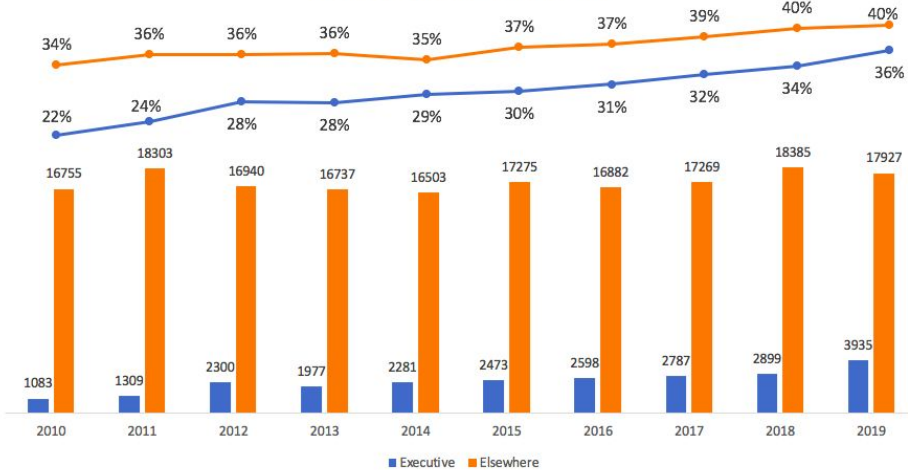
2010-2019 AboriginCount Executive

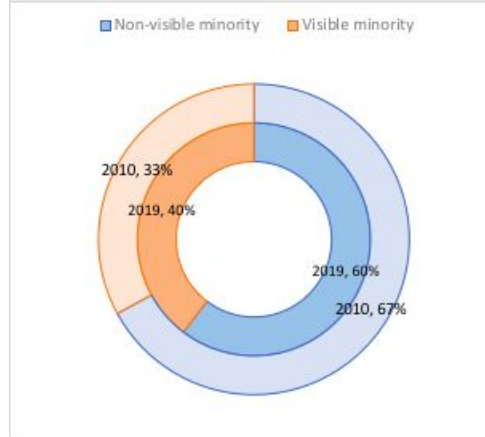
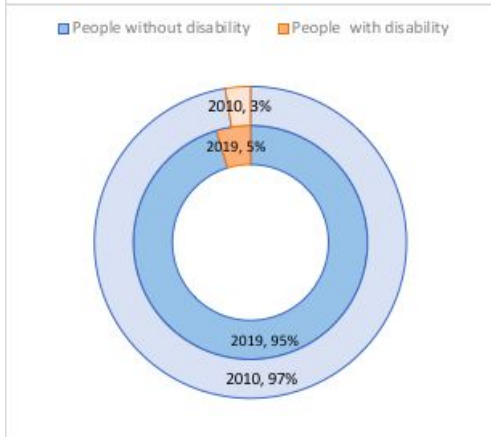
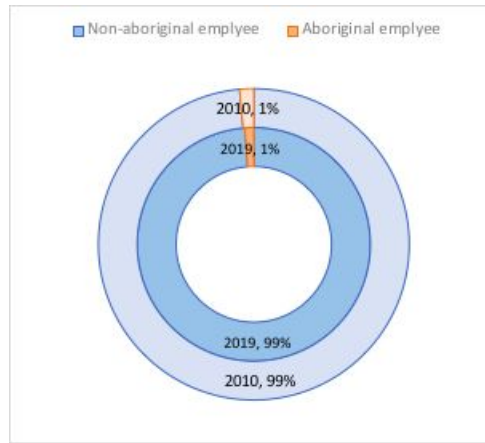
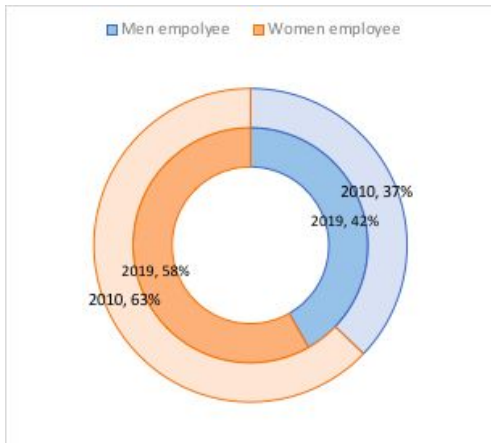


2010-2019 DisabilityCount Executive



2010-2019 VisibleCount Executive





- Women Ratio Decrease
- Aboriginal Ratio Steady
- People with disability Ratio Increase
- Visible minority Ratio Increase



Goal To Meet

2019

People of Colour in senior leadership roles – Canada 36%

Gender Equity in senior leadership roles 57%

Indigenous Peoples across our workforce in Canada 1.3%

Persons with disability across our workforce 4.5%

- Excellent success in developing **people of colour and gender** equity as on 2019.
- Next step should be focusing on developing the equity for **Indigenous people and person with disability** across our workplace to meet 2025 goal.

Zero Barriers to Inclusion 2025 Workforce Representation Goals

People of Colour in senior leadership roles – Canada	31%
Black employees in senior leadership roles – Canada	3.5%
People of Color in senior leadership roles – U.S.	30%
Black employees in senior leadership roles – U.S.	7%
Latino employees in senior leadership roles – U.S.	7%
Gender equity in senior leadership roles	40% – 60%
Indigenous Peoples across our workforce in Canada	1.6%
Persons with disabilities across our workforce	5% – 7%
LGBTQ2+ employees across our workforce	3%



Solutions

- For developing the equity for **Indigenoud people and person with disability**:
 - Establish religion holiday for **Indigenoud people**
 - Establish facility and service for **Person with disability**