

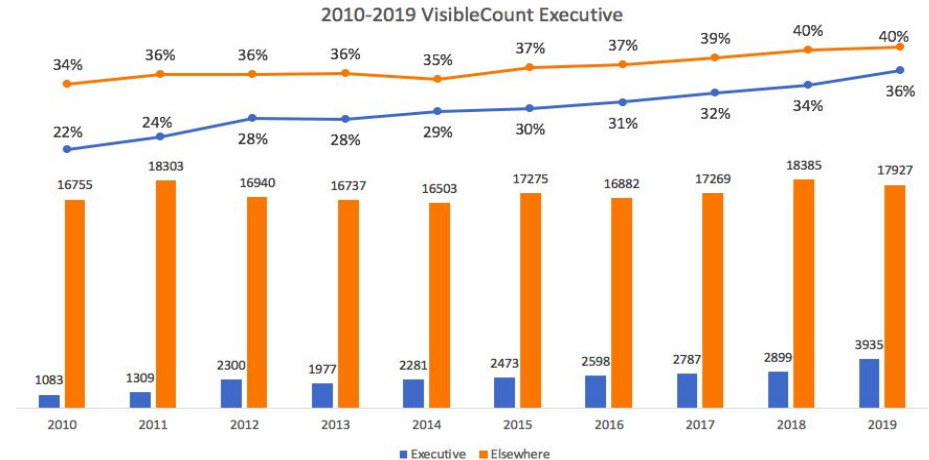
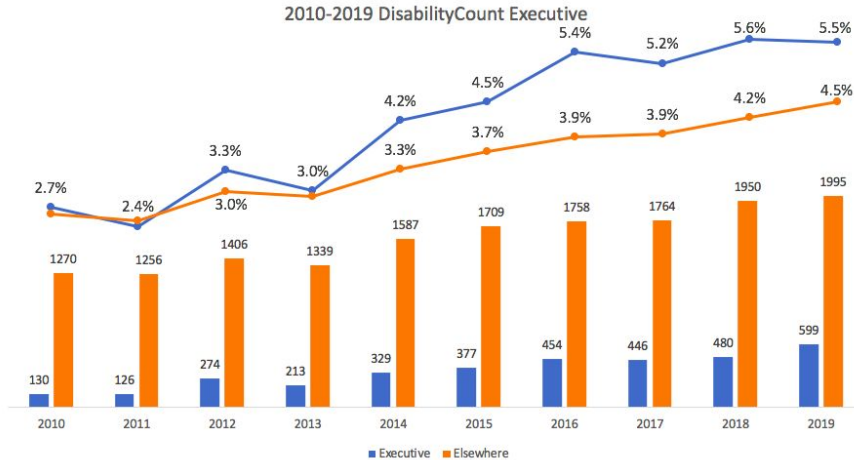
# Challenge: Help Employers Analyze Workplace Equity Data

By team: AAA Champion

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



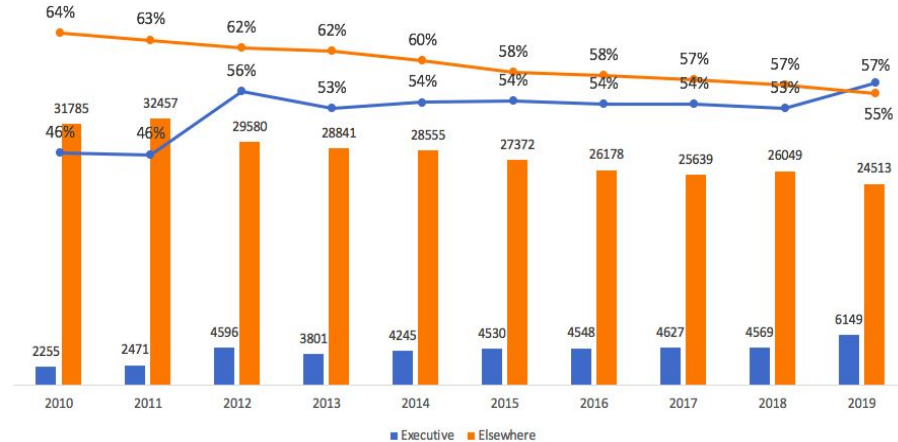
# Diversity In Executive Level (I)



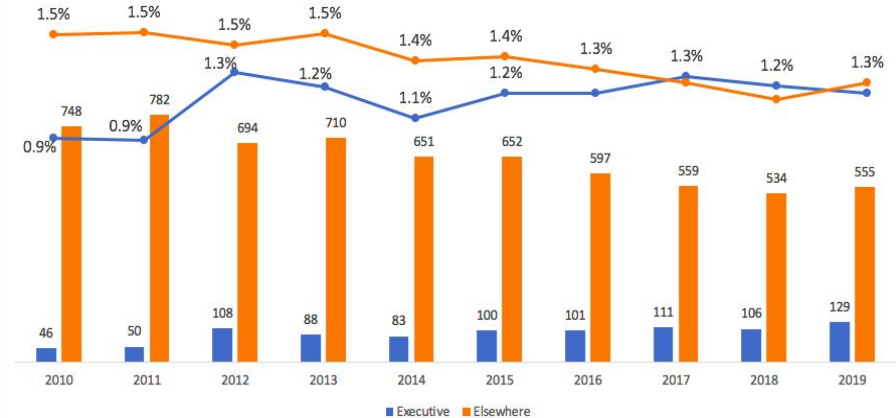
- Persons with disability in executive level has **positive** relationship with Persons with disability in elsewhere in the organization.
- Visible Minorities in executive level has **positive** relationship with Visible Minorities in elsewhere in the organization.

## Diversity In Executive Level (II)

2010-2019 WomenCount Executive



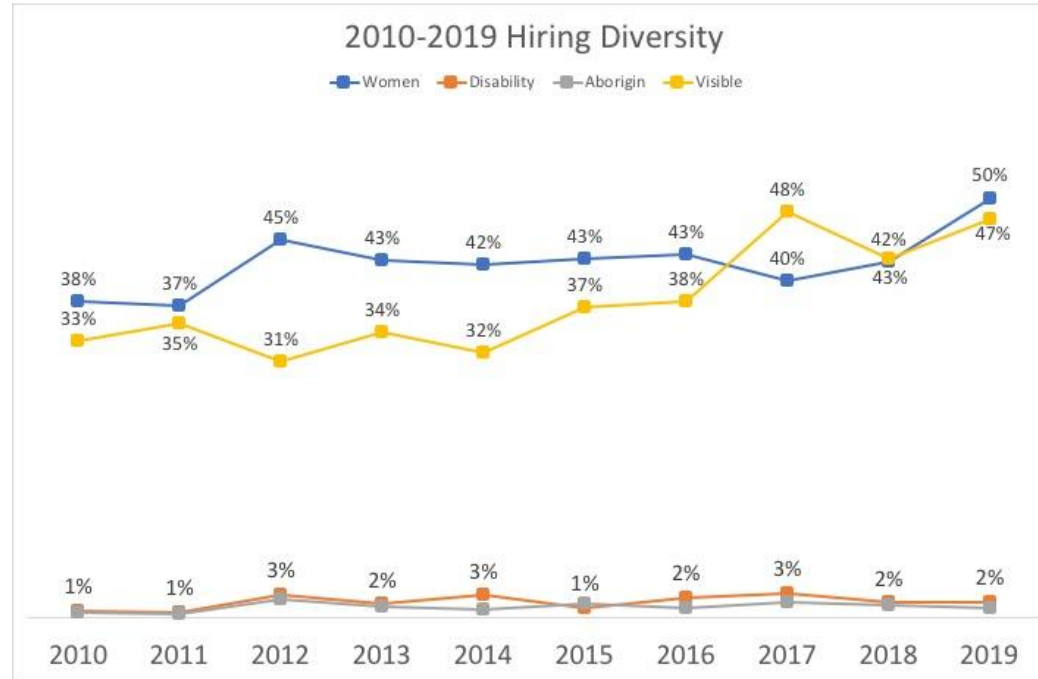
2010-2019 AboriginCount Executive



- Women in executive level and women in elsewhere in the organization become **more equal**.
- Aboriginal people in executive level and Aboriginal people in elsewhere in the organization become **more equal**.

# Diversity In Hiring Over A Long Term I

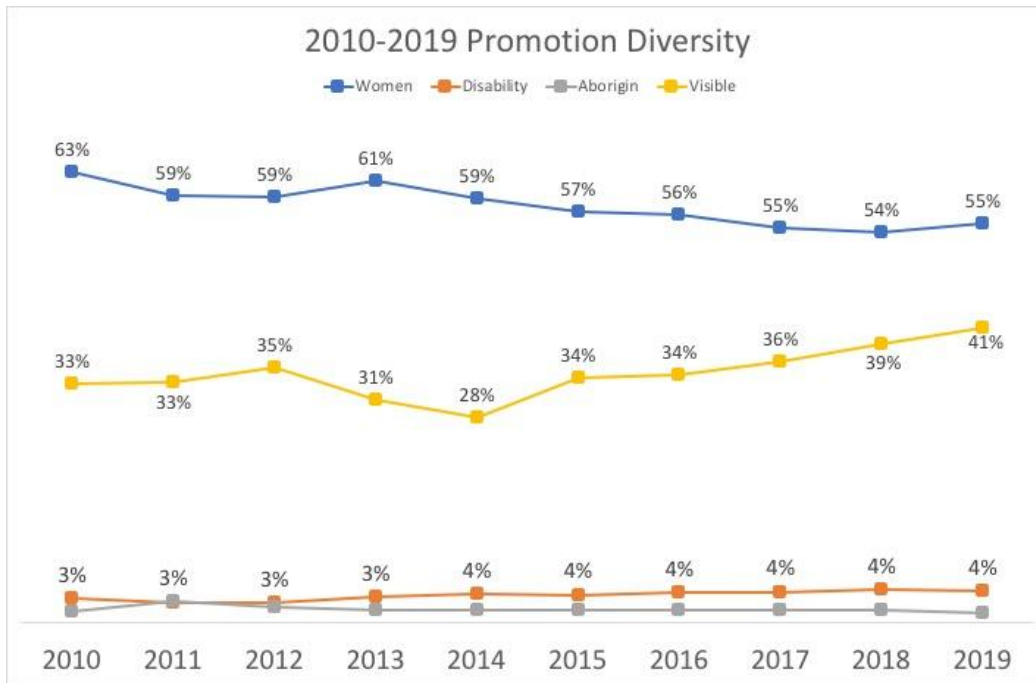
Trend for women & visible minority: **Increase**  
Trend for Disability person & Aboriginal person: **Steady**



# Diversity In Promotions Over A Long Term II

Trend for women: **Decrease**

Trend for Disability person & Aboriginal person & visible minority: **Increase**

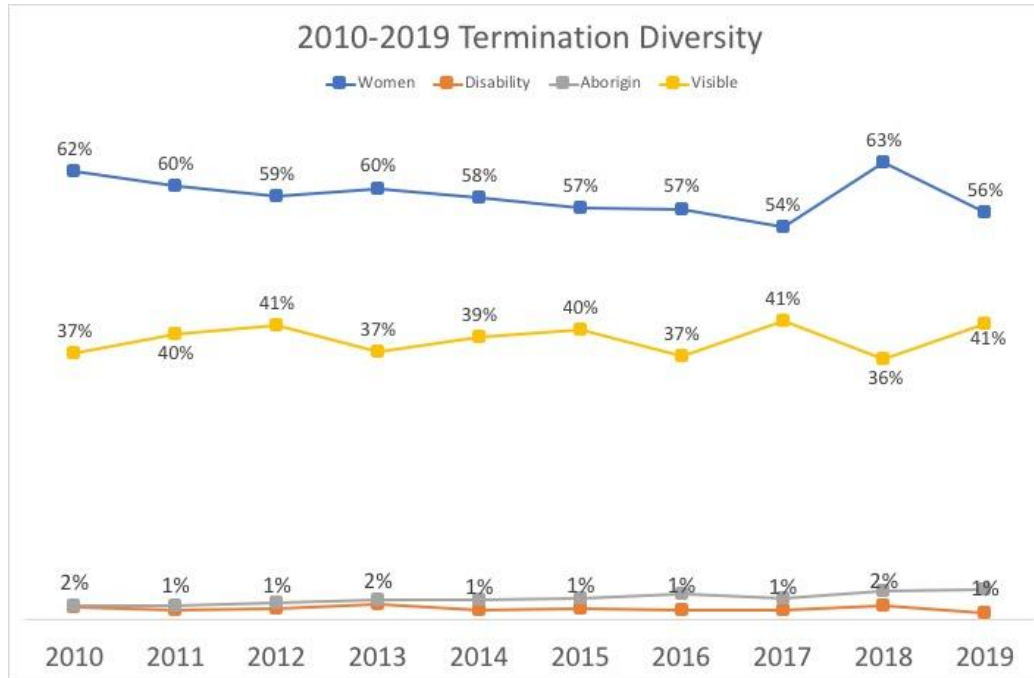


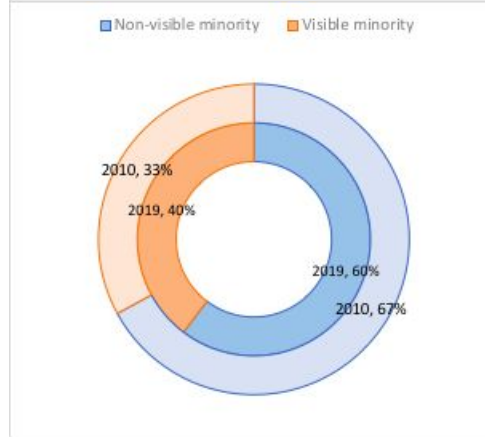
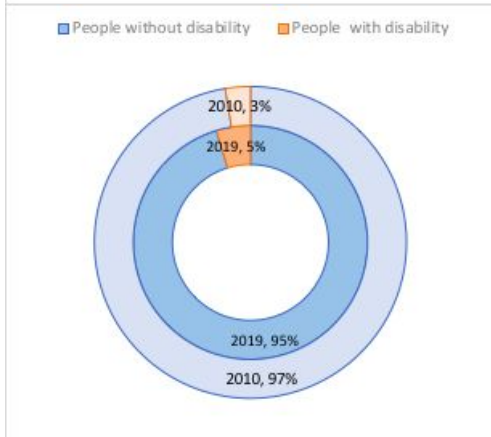
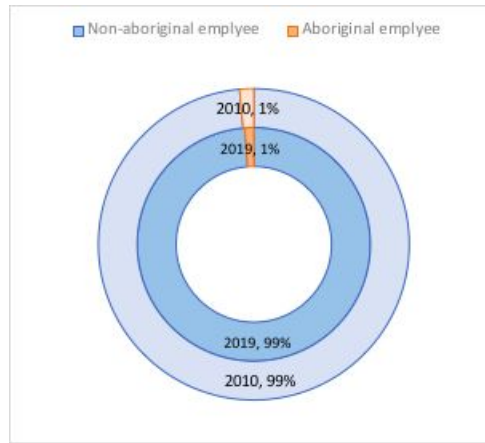
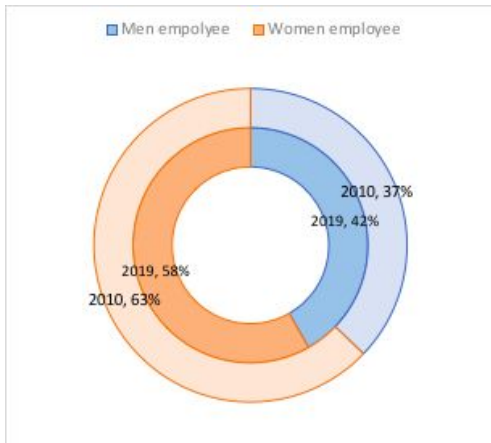
# Diversity In Terminations Over A Long Term III

Trend for women: **Decrease**

Trend for visible minority: **Increase**

Trend for Disability person & Aboriginal person: **Steady**





- 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

- **Hiring rate & Promotion rate for Indigenous people and person with disability should be increased:**
  - Establish religion holiday for **Indigenous people**
  - Establish facility and service for **Person with disability**
- **Promotion rate for women in elsewhere should be increased.**
- **Promotion rate for visible minority should be increased.**



**Thank you!**