



Count Yourself In Survey Findings

Date: April 12, 2017
To: The Board of Governors of Exhibition Place
From: Chief Executive Officer
Wards: All

SUMMARY

This report outlines the results of the Count Yourself In Workforce Survey (CYI survey) conducted at Exhibition Place to capture the diversity of our workforce which survey replicates a similar one administered by the City of Toronto for its employees.

In 2010, Exhibition Place administered the first CYI survey, followed by one in 2013 and most recently the Human Resources Division conducted the CYI survey of active employees (both non-union and unionized) from December 8, 2016 to December 21, 2016.

One of the differences between Exhibition Place and the City is with respect to our unionized employees and determination of that number of unionized employees for the purposes of the survey. While Exhibition Place has 135 full-time non-union employees, unlike the City, the number of unionized employees participating actively on the grounds over the full year can be a different number on any day of the week depending on the activity on the grounds. Typically, unionized workers are only on site when there are events happening. We have approximately 155 full time equivalent (FTE) unionized employees. From the 155 (FTE) unionized employees, the survey was conducted with 126 union employees.

The overall cumulative response rate (2010 – 2016) was 68% (659) out of the 975 active Exhibition Place non-union and unionized employees surveyed. The cumulative findings on representative are as follows: women 30.0%, Aboriginal Peoples 2.8%, members of visible minorities/racialized groups 26.0%, and persons with disabilities 8.20%. As proposed by the City, the 2016 CYI survey added a question on sexual orientation. Out of 261 active employees who responded to the latest survey 4.4% self-identified as either lesbian, gay, bisexual, two spirited or other.

Compared to the published demographics of Toronto, the Exhibition Place results suggest that there may be some employment barriers faced by members of visible minorities/racialized group (-22.4%), persons with disabilities (-3.4%) and women

(-22.0%). However, these findings should be interpreted with caution. For example, although responses show a greater percentage of Aboriginal Peoples (+2.01%) at Exhibition Place compared to the resident population, it is important to note that official demographic counts of Aboriginal Peoples are considered to be underestimates.

Exhibition Place will use its CYI results to help achieve our goal of building an organization that attracts, develops and retains a high quality diverse workforce that values a culture of inclusiveness and respectful behaviour. However, it is worth noting a further difference between the City and Exhibition Place. While non-union employees are hired (like the City) by the Exhibition Place Human Resources through an interview process, the unionized employees (except for the LiUNA 506 Housekeeping employees) are engaged only through a call-in from the union hall under the respective collective agreements requirements.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board receive this report for information.

FINANCIAL IMPACT

There are no financial impacts to this report.

DECISION HISTORY

The Exhibition Place 2014 - 2016 Strategic Plan had an Organizational and Staffing Goal *to update and match the hiring and training processes with the organizational requirements of the 2014 - 2016 Strategic Plan* and as a Strategy to support this goal *we will implement the City's commitment to employment equity internally and externally through assessment of all programs.*

COMMENTS

The CYI survey is a voluntary, self-reported demographic data-gathering exercise administered at Exhibition Place. Since 2010, CYI surveys has been undertaken to better capture the levels of diversity at Exhibition Place and the intent is to continue administering this survey every 3 years.

Many leading-edge corporations regularly conduct workforce demographic surveys which enable them to be pro-active in understanding and meeting the needs of their workforce. This data gives private and public organizations a competitive edge and increased relevance given the globalized context in which they operate. Organizations

are able to better respond to the needs of an increasingly diverse clientele. They are also positioned to leverage and access the best available talent by developing appropriate recruitment and retention strategies for meeting their workforce planning goals. Exhibition Place's emphasis is on developing and implementing policies.,
Recent Changes

Confidentiality

The CYI survey guarantees anonymity with staff and unions by ensuring that:

- Respondents' personal information is only be accessed by the Human Resources employee who is directly involved in the administration of the survey.
- Respondents' personal information is not shared with management, other Exhibition Place staff or Board members.
- No individual employee is identified internally or any report related to the survey.
- To protect employee confidentiality the necessary steps are taken to ensure the respect and privacy of all individual employees.
- The CYI hyperlink was sent out to all staff with desktop computers. This allowed employees to access the survey on their own time.

Changes in 2016

Building on previous surveys, on the advice of the City of Toronto a sexual orientation question was added in 2016 along with additions terms for race and ethnicity as follows:

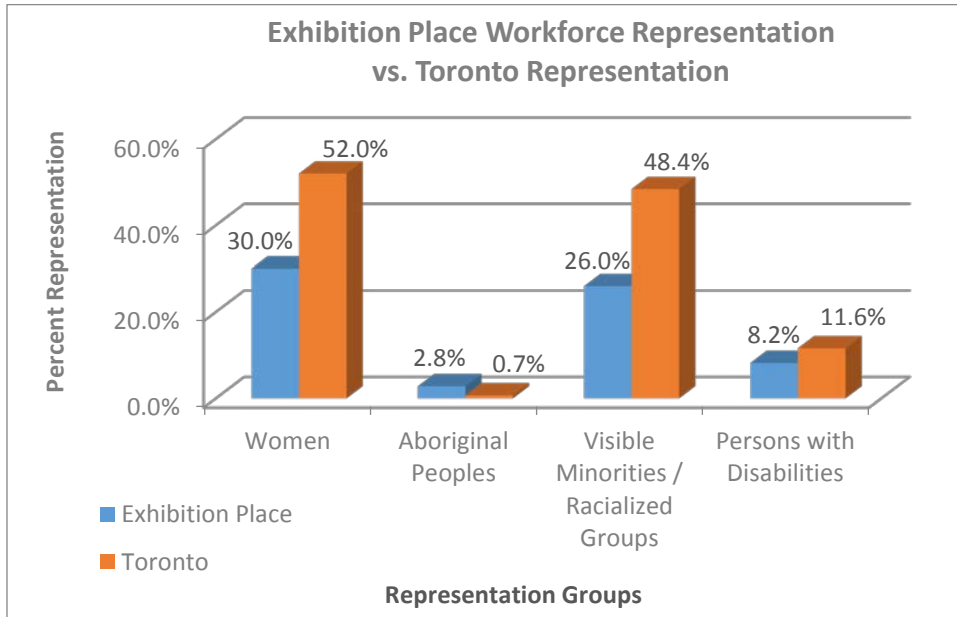
- "Transgender" and "Other" were added for gender.
- "White or Caucasian", "Central and South American" and "Pacific Islands" were added for ethnicity or race.

Survey Findings

CYI survey findings reported in two ways: cumulative findings and findings specific to the 2016 survey period. All CYI survey data has been rounded to one decimal place.

As of December 2016, the overall cumulative response rate for union and non-union employees who have filled out the CYI survey at any time since 2010 was 68.0% (659 respondents) out of the 975 active Exhibition Place employees surveyed. Figure 1 gives comparative figures for Exhibition Place representation of women, Aboriginal Peoples, members of visible minorities/racialized groups, and persons with disabilities on a cumulative basis. Tables for the findings for specific survey periods by participation and representation are found in Appendix A attached.

Figure 1:



Gender and Sexual Orientation Survey Findings

The recent 2016 CYI added “transgendered” and “other” as options for the question on gender and a question on sexual orientation and therefore, there are no cumulative results for this area. Of the 183 active employees who responded to the 2016 survey, 0.5% (1) self-identified as transgender or other and 4.4% (8) self-identified as either lesbian, gay, bisexual, two spirited or other.

CONTACT

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SIGNATURE

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ATTACHMENTS

Appendix A - Tables of Participation and Representation by Percentages for Specific Years: 2010, 2013, 2016