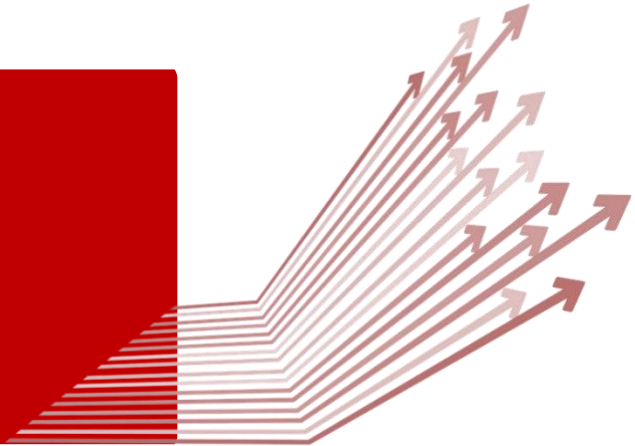


WORKFORCE CENSUS 2024



Employment Gender Identity
Racial Identity Disability Location
Indigenous Identity Age
Religious and Spiritual Identity
Retirement Inclusion

NUMBER PARTICIPATING: 1,093

Of the 1,593 staff that were invited to participate, 1,093 responded to the survey for a
response rate of 69%.

INTRODUCTION

The **DSB1 Workforce Census** is an important initiative undertaken by the **District School Board Ontario North East (DSB1)**. We recognize the importance of fostering an inclusive and equitable environment for all staff members. This census aims to illuminate the rich tapestry of our workforce, celebrating diversity, and ensuring that every individual feels valued and respected.

Key Objectives:

- **Self-Identification:** The census invites all employees to voluntarily self-identify across various dimensions, including but not limited to racial identity, gender, disability, and Indigenous identity. By doing so, we create a picture of our workforce.
- **Equity and Inclusion:** Armed with this data, the DSB1 can proactively address barriers and inequities. We strive to create a workplace where everyone thrives, regardless of background or circumstance.
- **Policy and Decision-Making:** The census data informs policy development, resource allocation, and decision-making. It empowers us to support and embrace the unique needs of our diverse staff.
- **Celebrating Strengths:** Beyond challenges, the census celebrates our collective strengths. It highlights the talents, experiences, and perspectives that enrich our educational community.

Confidentiality and Trust:

Participation in the DSB1 Workforce Census is entirely confidential. Staff members can rest assured that their information will be safeguarded. The census is a tool for positive change, and trust is at its core.

Together, We Thrive:

By participating in the census, each staff member contributes to a more inclusive and vibrant DSB1. Let us embrace our differences, learn from one another, and build a stronger educational landscape.

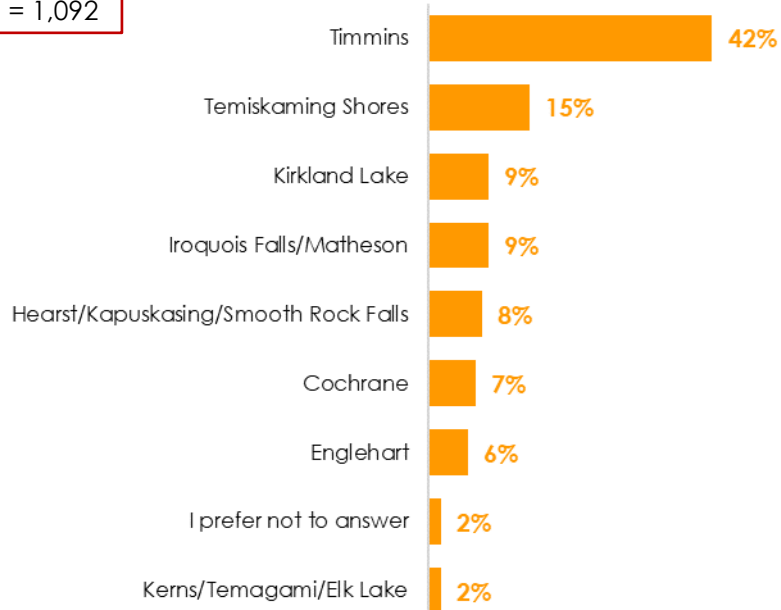
The DSB1 Workforce Census is an ongoing effort, and its impact extends far beyond numbers. It shapes our culture, policies, and collective commitment to excellence.

This report provides an overview of the data collected from the DSB1 Workforce Census. Out of the 1,593 staff members who were invited to participate, 1,093 responded to the survey, resulting in a **response rate of 69%**.

LOCATION | EMPLOYMENT

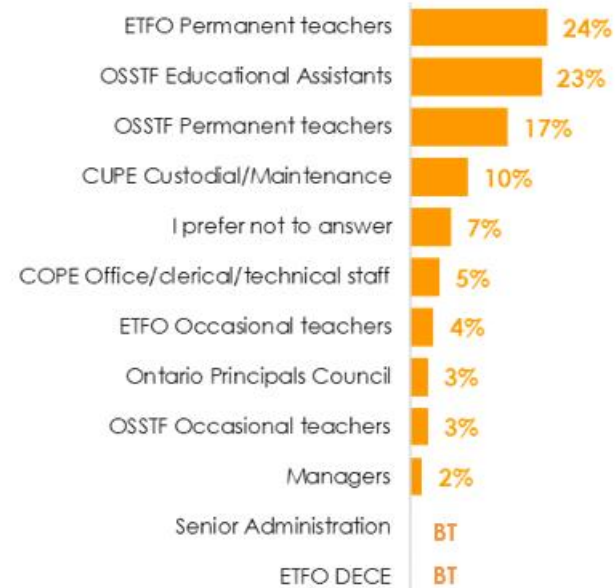
In what city/community, do you live?

n = 1,092



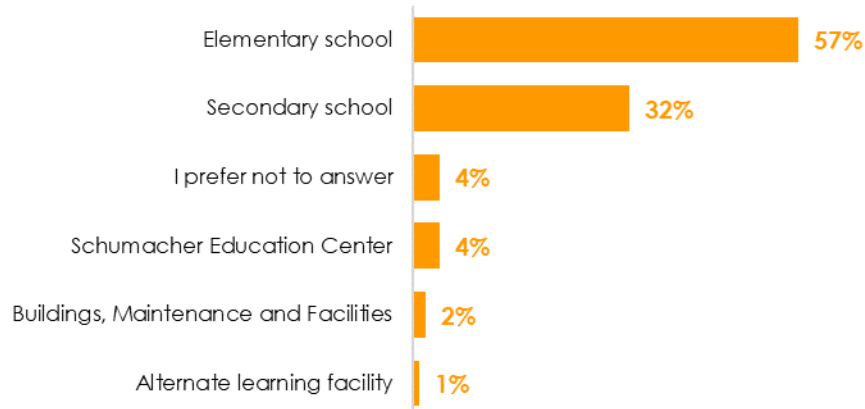
Federation, Union, or Association (For Primary Job Responsibility)

n = 1,077



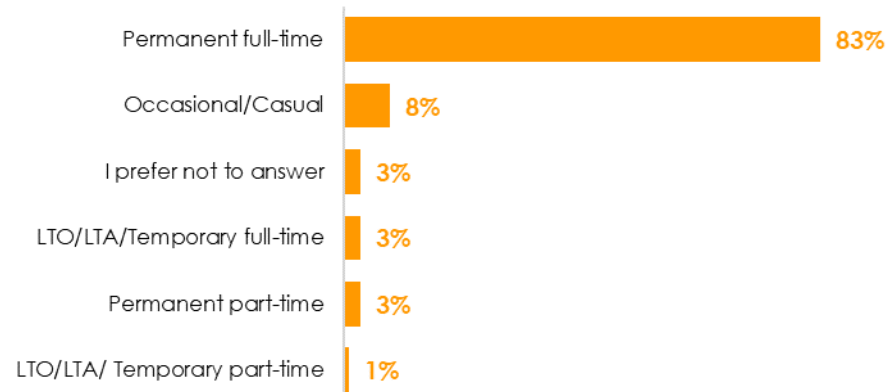
Primary Work Location

n = 1,088



Primary Employment Status

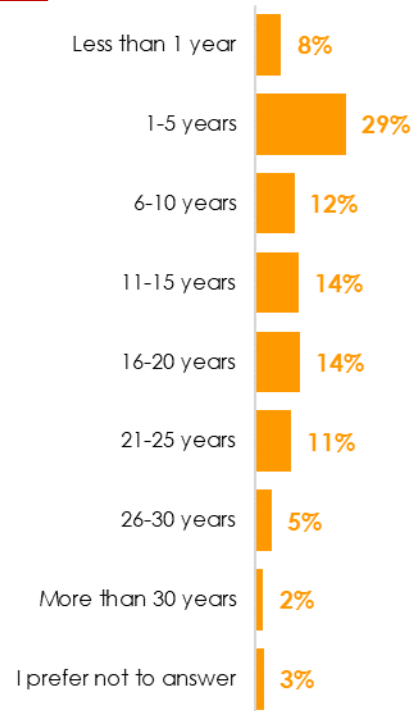
n = 1,084



EXPERIENCE | AGE | RETIREMENT

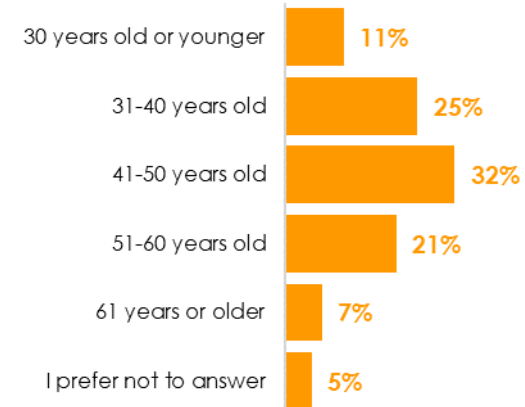
Years of Experience as an Employee of DSB1

n = 1,082



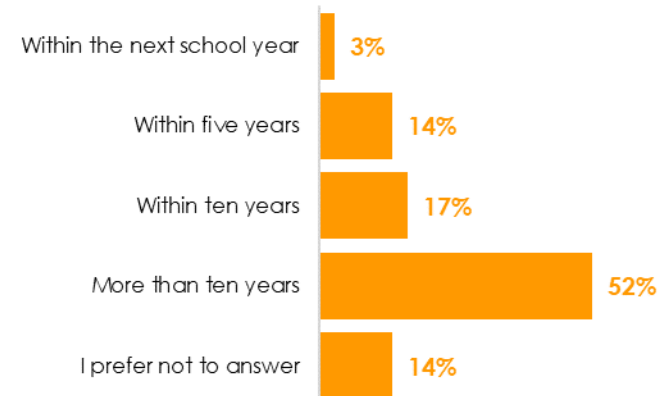
Age Group

n = 1,079



Retirement Plans

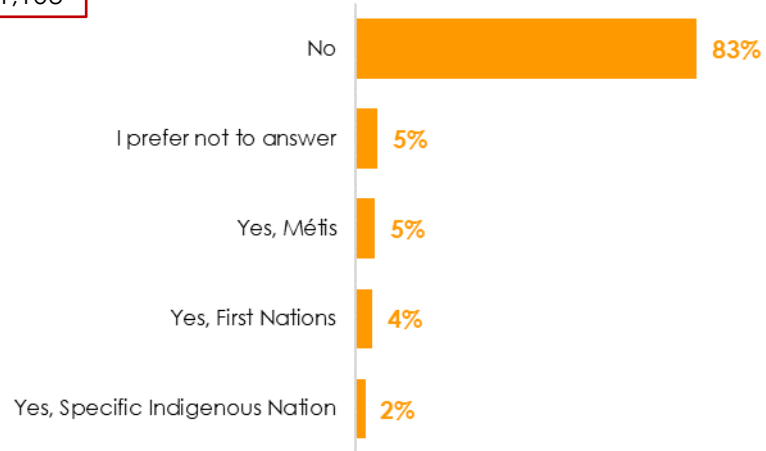
n = 1,051



IDENTITY

Indigenous Identity

n = 1,103

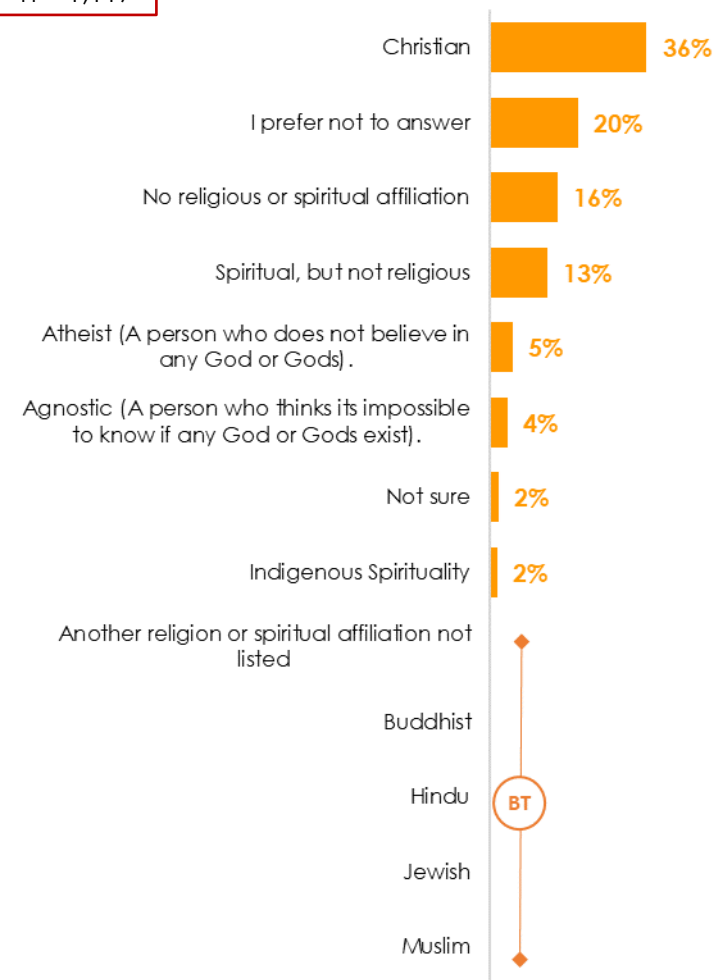


Specific Indigenous Nation - Responses (n<10)

Attawapiskat First Nation	Kashechewan Cree First Nation
Chapleau Cree First Nation	Maniwaki First Nation (Quebec)
Matatchewan First Nation	Matachewan First Nation
Timiskaming First Nation	Mattawa/ North Bay
Algonquin	Mohawk- unregistered
Cree	Nipissing First Nation
Anishinaabe	Ojibway
Brunswick House	Ojibway, Walpole Island First Nation
Chippewas of Rama First Nation	Painted Feather Woodland Métis
Chippewas of The Thames First Nation	Taino
Fort Albany	Treaty 9

Religious and Spiritual Identity

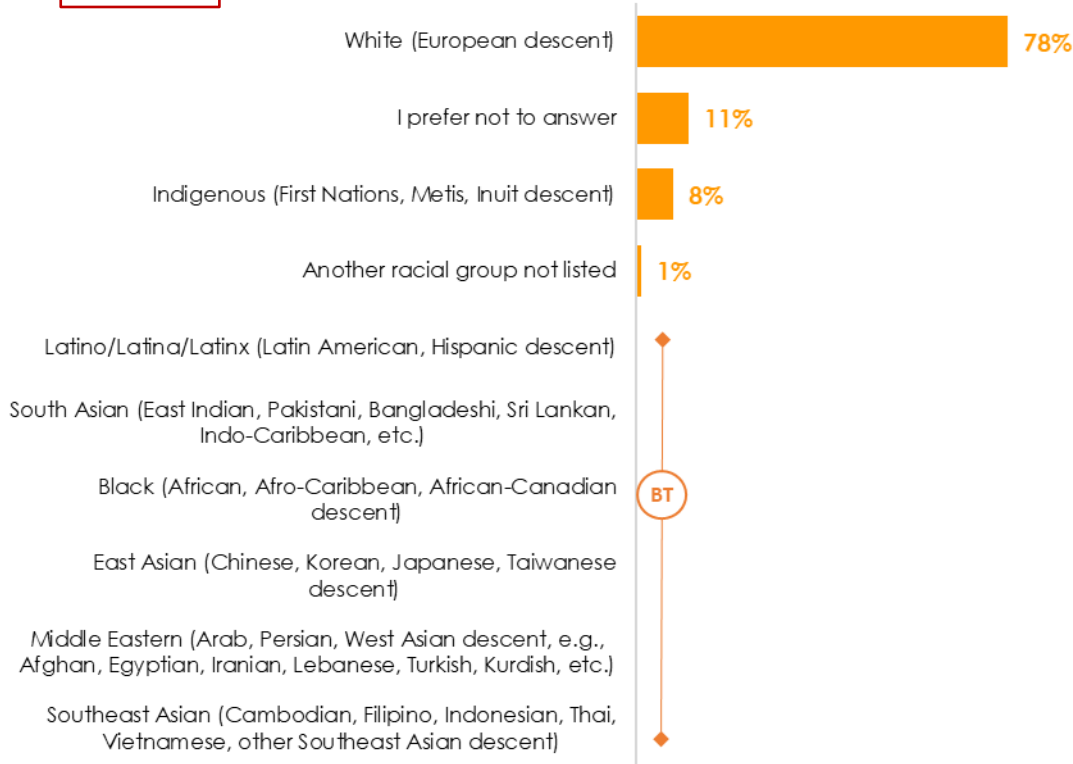
n = 1,117



IDENTITY

Racial Identity

n = 1,126



Notes: Sexual Orientation

*Bisexual (A person who is sexually attracted to people of their sex and people of a different sex.)

**Pansexual (Referring to a person who experiences sexual or romantic attraction for people, without being limited by sex or gender identity.)

***Lesbian (A woman who is emotionally or sexually attracted almost exclusively to women.)

****Asexual (Referring to a person that experiences no sexual attraction to others.)

^Gay (A person emotionally or sexually attracted almost exclusively to people of their sex.)

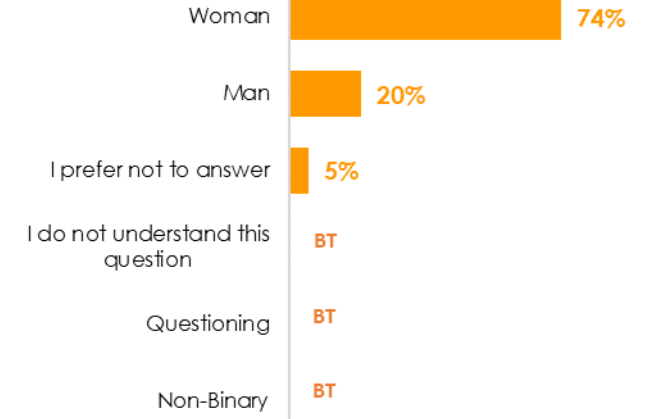
Not sure

^^Queer (The term "queer" has been re-appropriated by LGBT communities in an attempt to transform it from an insult into a symbol of self-determination and freedom. It refers to ideas, practices, persons or identities that go against the standards that form the heteronormative social model.)

^^^Questioning (Refers to a person who is unsure about their own sexual orientation.)

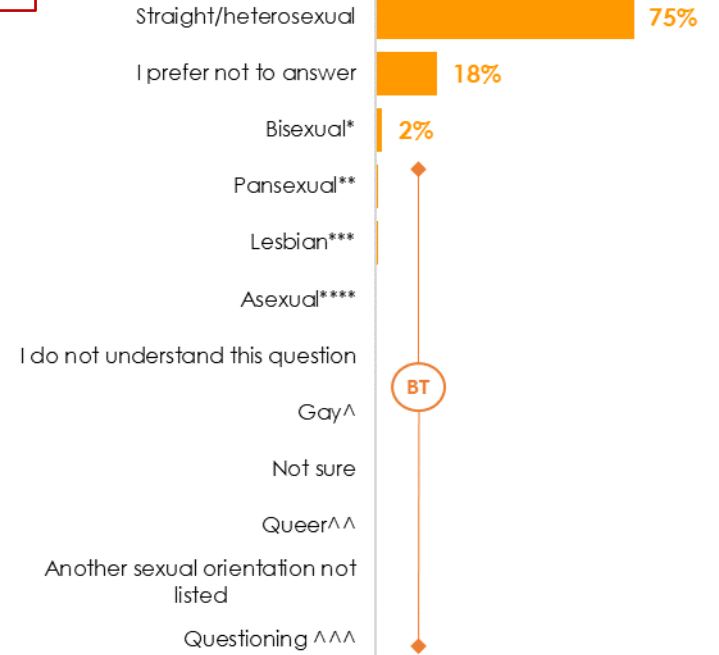
Gender Identity

n = 1,073



Sexual Orientation

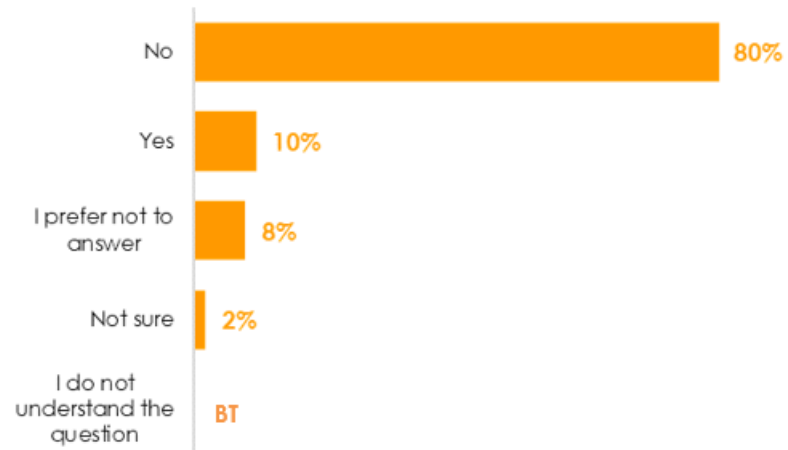
n = 1,070



DISABILITY

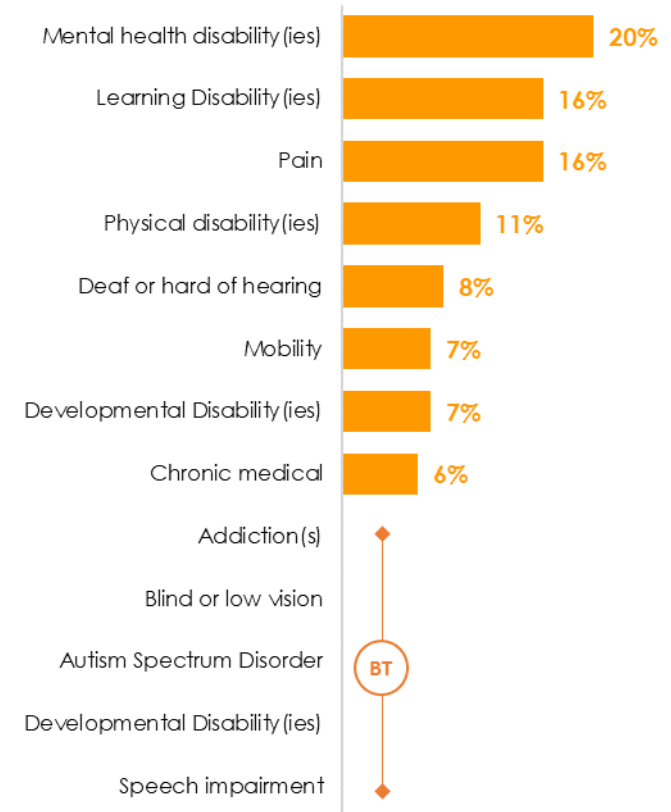
Disability

n = 1,064



Nature of Disability

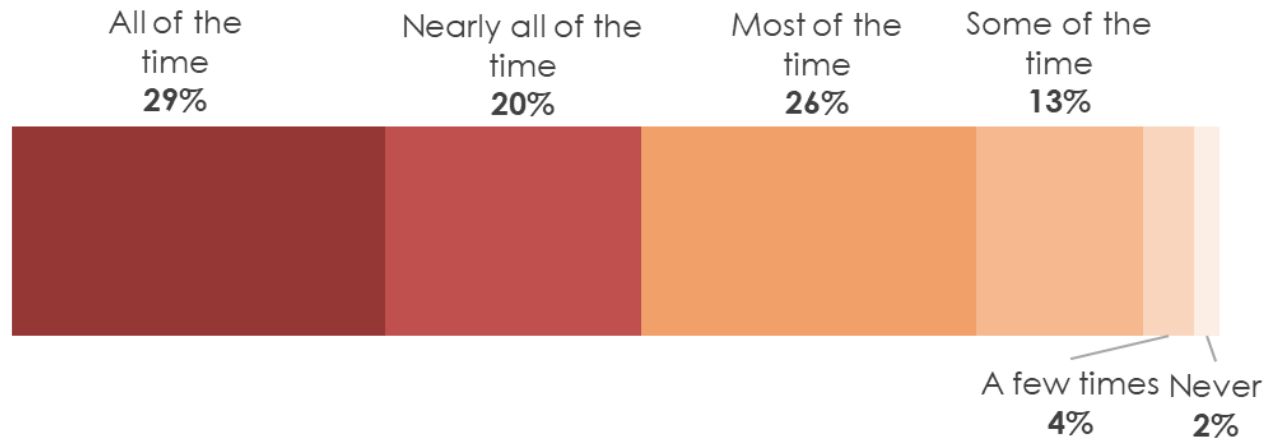
n = 180



INCLUSION

Indicate the extent you feel included in the workplace as a DSB1 employee.

n = 1,061



KEY FINDINGS SUMMARY

- ❖ 42% of staff live in Timmins.
- ❖ Most staff (41%) were ETFO Permanent Teachers (24%) or OSSTF Permanent Teachers (17%). OSSTF Educational Assistants accounted for 23% of participating staff.
- ❖ Elementary schools are the primary work location (57%).
- ❖ The majority of staff were Permanent full-time employees (83%).
- ❖ More than one third of staff have worked for the board 5 or fewer years (37%) and another 32% have been with the board for more than 15 years.
- ❖ The age range of most staff is between 30 and 59 years of age (78%).
- ❖ The Retirement Plans for 52% of the staff were more than 10 years away.
- ❖ 11% of participants identified as Indigenous, specifically "Yes Métis" (5%), "Yes, First Nations" (4%), and 2% indicated a specific Indigenous Nation.
- ❖ 36% staff indicated their Religious and Spiritual Identity to be Christian (36%), 20% preferred not to answer, and 16% indicated "No religious or spiritual affiliation".
- ❖ 78% of participating staff identified as White, 11% preferred not to answer, and 8% Indigenous.
- ❖ Over three quarters of staff identified as a Woman (74%) and 20% as a Man.
- ❖ 75% indicated their sexual orientation to be Straight/heterosexual, and 18% preferred not to answer.
- ❖ 10% of participants indicated that "Yes" they have a disability. Of these staff members, 20% indicated their disability to be related to mental health, 16% indicated learning disability(ies), and 16% indicated pain.
- ❖ The majority of staff feel included in the workplace as a DSB1 employee (75%), "All of the time" (29%), "Nearly all of the time" (20%), "Most of the time" (26%)