

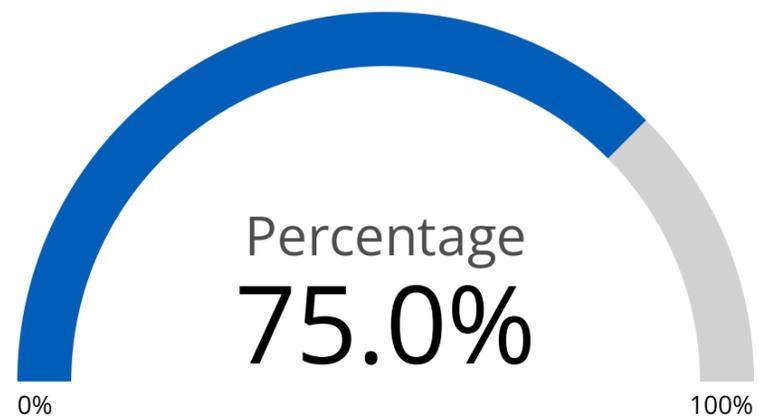
Participation Rates

Out of 10,922 employees, 8,176 employees completed the 2020 HDSB Staff Census, representing an overall participation rate of 75%.

Number of HDSB staff who completed the Census



Participation percentage

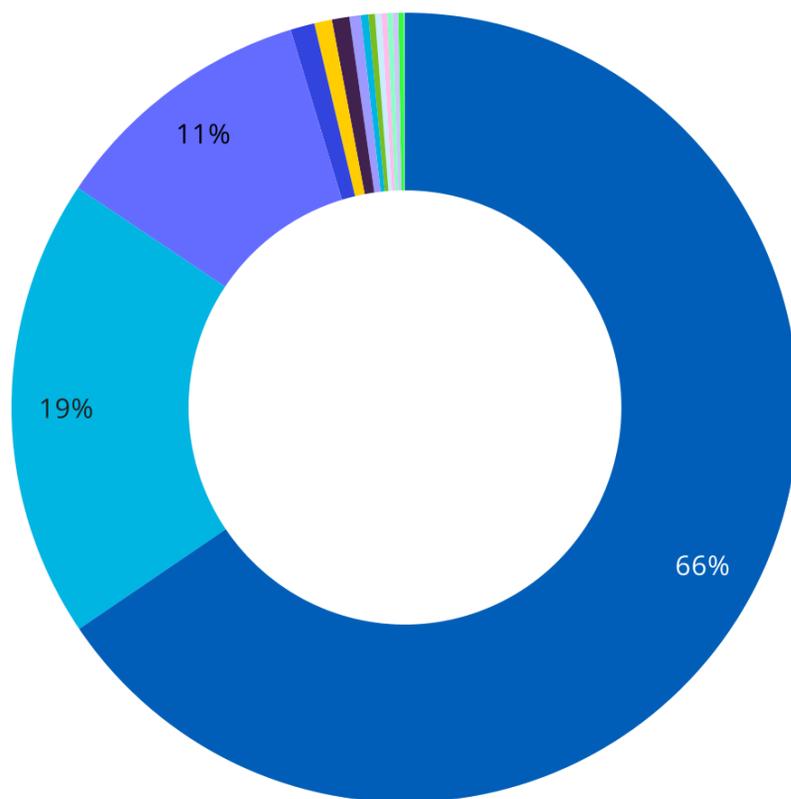


Language(s)

HDSB Staff Language(s) Breakdown

Staff were asked to indicate the languages in which they can comfortably communicate. In total, there were **over 114 languages reported** by HDSB staff. Staff reported speaking **up to five languages**, with **30% of staff being comfortable speaking multiple languages**.

The **most frequently chosen languages were: English, English/French, and a combination of multiple languages including American Sign Language**. Additional languages spoken by HDSB staff include: **Arabic, Italian, Chinese, Portuguese, Polish, Serbian, Spanish, Punjabi and Indigenous Languages**.



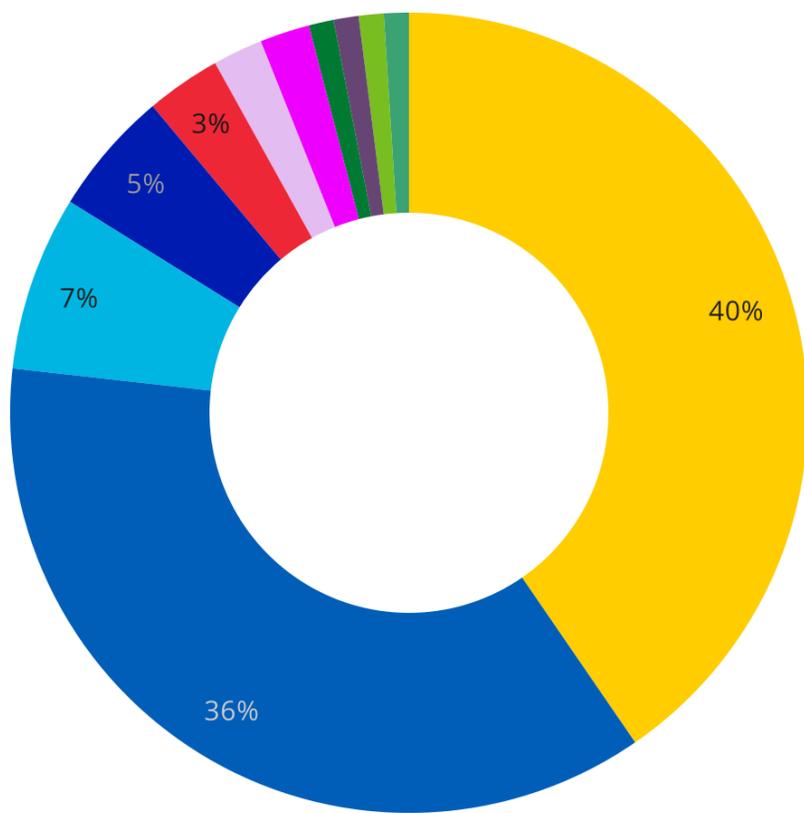
HDSB Staff Language(s)

- English - 5,125 Respondents (66%)
- Multiple Languages - 1,460 Respondents (19%)
- English, French - 848 Respondents (11%)
- Additional language(s) not listed - 97 Respondents (1%)
- Urdu - 57 Respondents (0.73%)
- American Sign Language plus additional languages - 56 Respondents (0.72%)
- Arabic - 37 Respondents (0.47%)
- Italian - 24 Respondents (0.31%)
- Chinese - 21 Respondents (0.27%)
- Portuguese - 21 Respondents (0.27%)
- Polish - 18 Respondents (0.23%)
- Serbian - 18 Respondents (0.23%)
- Spanish - 18 Respondents (0.23%)
- Punjabi - 17 Respondents (0.22%)
- Indigenous Languages plus additional languages - 4 Respondents (0.05%)

Ethnic/Cultural Background

HDSB Staff Ethnic/Cultural Background(s) Breakdown

Staff reported on their ethnic/cultural background(s) by choosing among a list of options and/or by entering their ethnicity in an open text box. Staff members reported **over 240 ethnic/cultural groups with 40% identifying with multiple ethnic/cultural identities**. The **most frequent single ethnic/cultural groups were Canadian, English, Pakistani, East Indian, Italian, Scottish, Portuguese, Irish and Chinese**.



HDSB Staff Ethnicity

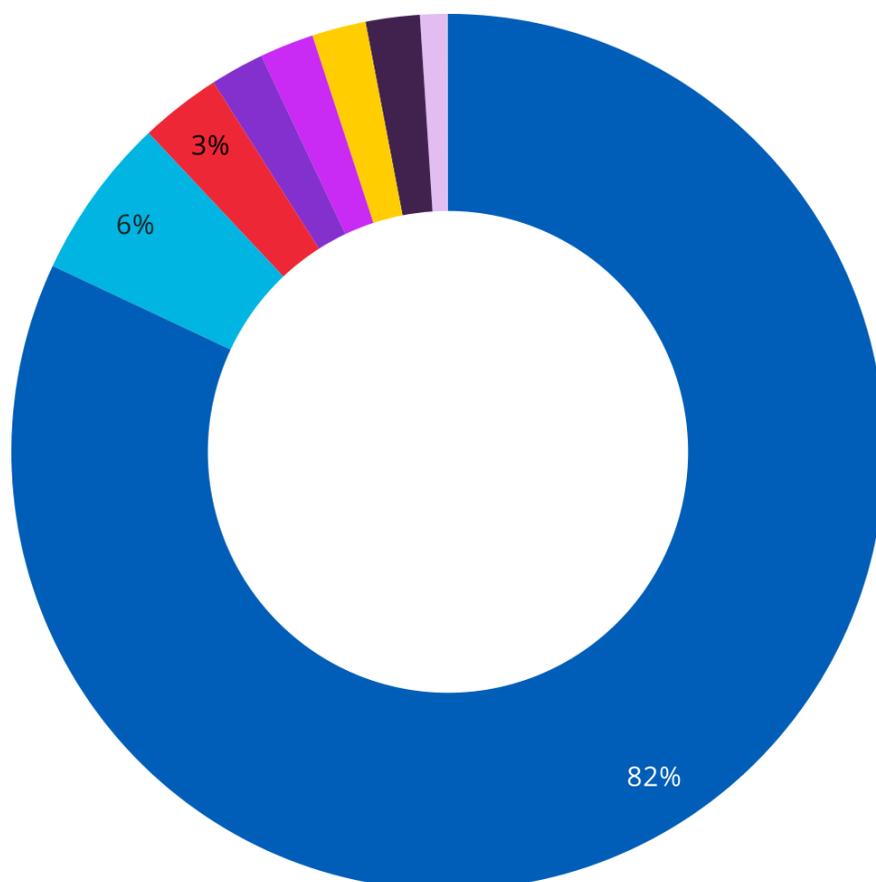
- Multiple ethnicities - 2,864 Respondents (40%)
- Canadian - 2,569 Respondents (36%)
- Additional ethnicities/cultural identities not shown - 492 Respondents (7%)
- English - 344 Respondents (5%)
- Pakistani - 204 Respondents (3%)
- East Indian - 168 Respondents (2%)
- Italian - 151 Respondents (2%)
- Scottish - 105 Respondents (1%)
- Portuguese - 82 Respondents (1%)
- Irish - 80 Respondents (1%)
- Chinese - 78 Respondents (1%)

Race

Staff reported on their racial identity by selecting from a list of options, with the choice of selecting multiple racial categories and entering additional options in an open text box. A total of **110 racial identities and their respective combinations** were identified. The racial group **White** and the **South Asian** group, were the most frequently reported options (82% and 6% respectively). The next most frequently reported groups were **East Asian, Black, Middle Eastern, Southeast Asian, Latino/Latina/Latinx, Multiracial, and Indigenous.**

Following an anti-colonial approach to data analysis and reporting, we are currently examining how to report on the multiracial identity group in the most inclusive manner, while respecting respondents' anonymity. A breakdown of multiracial identities will be reported in the next data release.

HDSB Staff Breakdown



HDSB Staff Race

- White - 6,259 Respondents (82%)
- South Asian - 470 Respondents (6%)
- East Asian - 196 Respondents (3%)
- Black - 162 Respondents (2%)
- Southeast Asian - 139 Respondents (2%)
- Middle Eastern - 152 Respondents (2%)
- Multiracial* - 181 Respondents (2%)
- Latino/Latina/Latinx - 63 Respondents (1%)
- Indigenous - 22 Respondents (<0.03%)

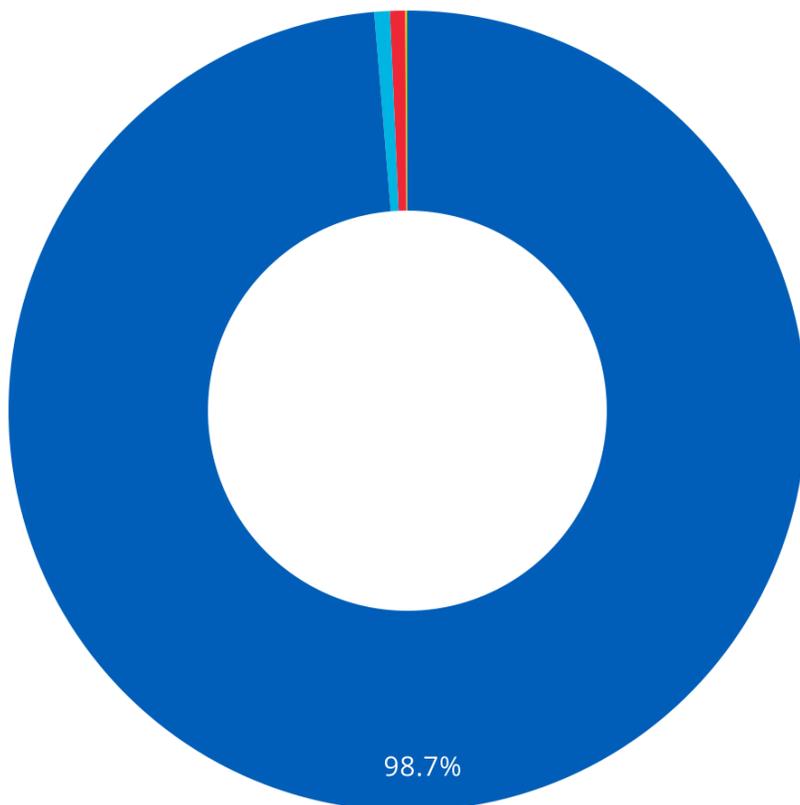
*Analysis of the multiracial category is ongoing and will be reported in the next data release.

Indigenous Identity

Staff were asked to indicate Indigenous identity on two questions. One question pertained to **indigeneity within Canada**, while the second question specified **Indigeneity outside of Canada**. In the HDSB, **1.3% of staff members identified as First Nations, Métis, Inuit and/or a combination of the three**.

With regard to Indigenous identity outside of Canada, **less than 1% of staff identified as Indigenous from outside of Canada**.

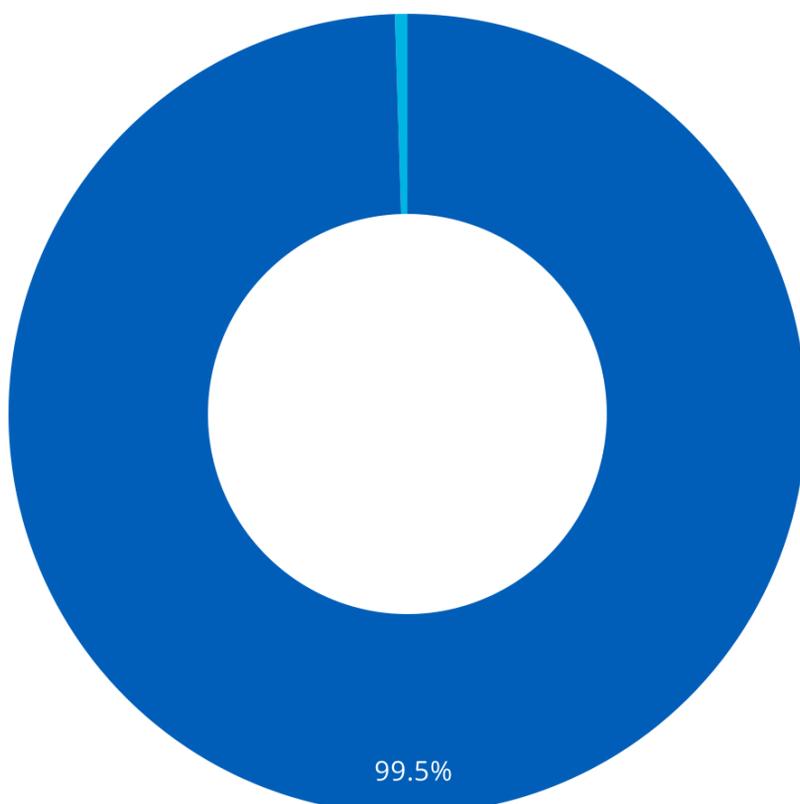
Indigenous Identity Within Canada



HDSB Staff Indigenous Identity (Within Canada)

- No - 7,785 Respondents (98.7%)
- Yes, First Nations - 50 Respondents (0.63%)
- Yes, Métis - 48 Respondents (0.61%)
- Yes, Inuit - 4 Respondents (0.05%)
- Yes, Multiple Indigeneity - 3 Respondents (0.04%)

Indigenous Identity Outside of Canada



HDSB Staff Indigenous Identity (Outside of Canada)

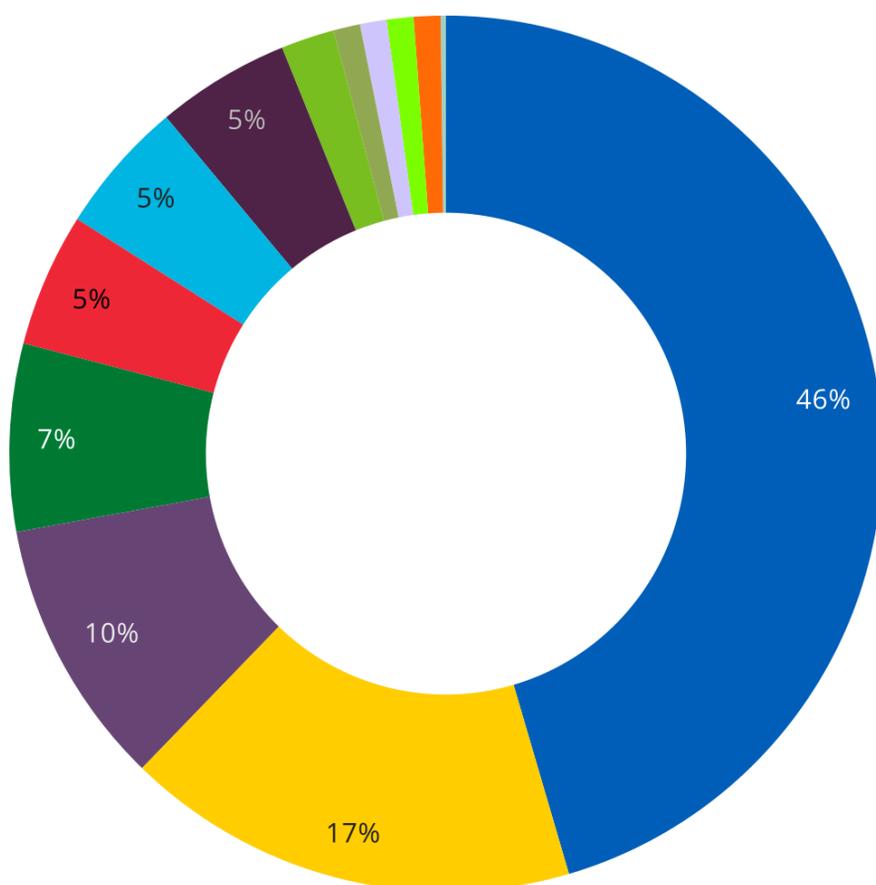
- No - 7,792 Respondents (99.5%)
- Yes - 36 Respondents (.5%)

Religion/Spiritual Affiliation(s)

Staff reported on their religion and/or spiritual affiliation by selecting from a list of options and/or entering their choice in an open text box. The **majority of staff (76%) reported one religious/spiritual affiliation**, while **16% of staff reported having No religious and/or spiritual affiliations**, while **7% reported multiple religious and/or spiritual affiliations**.

The highest reported choices were **Christian (46%)**, **No religious or spiritual affiliation(s) (17%)**, **Spiritual but not religious (10%)**, and **Multiple religions/spiritual affiliations (7%)**.

Religion/Spiritual Affiliation(s) Breakdown



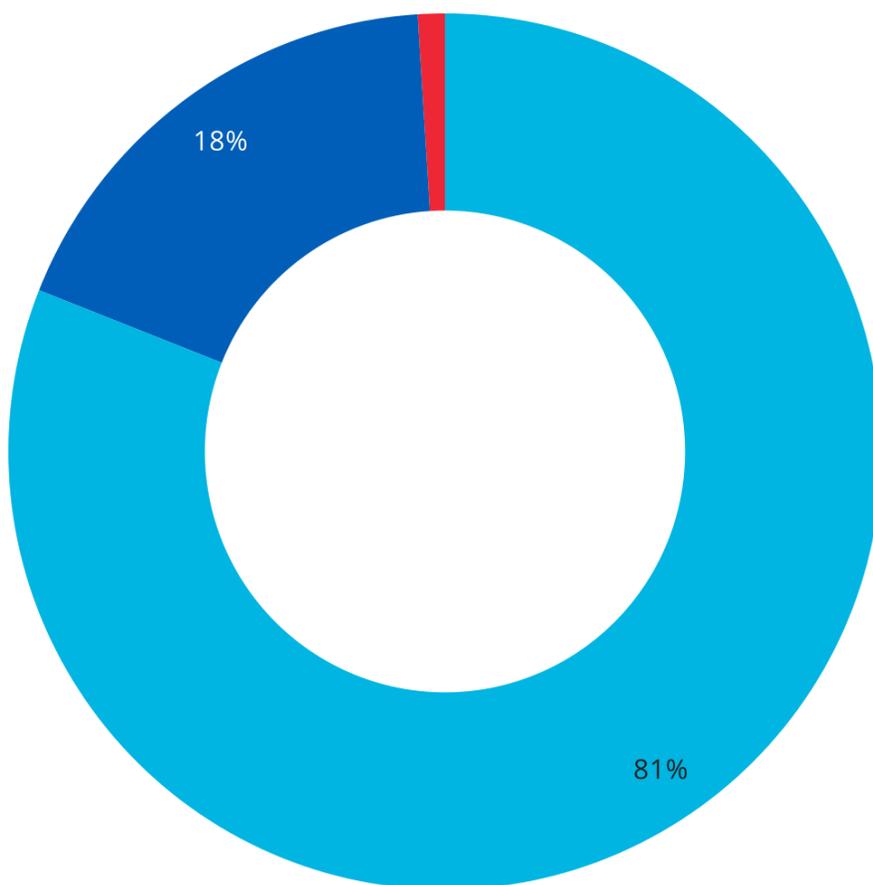
HDSB Staff Religion/Spiritual Affiliation(s)

- Christian - 3,550 Respondents (46%)
- No religious or spiritual affiliation - 1,275 Respondents (17%)
- Spiritual, but not religious - 784 Respondents (10%)
- Multiple religions/spiritual affiliations - 525 Respondents (7%)
- Muslim - 381 Respondents (5%)
- Agnostic - 389 Respondents (5%)
- Atheist - 395 Respondents (5%)
- Hindu - 136 Respondents (2%)
- Religion(s) or spiritual affiliation(s) not listed above (please specify): 37 Respondents (1%)
- Sikh - 108 Respondents (1%)
- Jewish - 39 Respondents (1%)
- Buddhist - 39 Respondents (1%)
- Indigenous Spirituality - 13 Respondents (0.2%)

Gender Identity

In the HDSB, 81% of staff members identify as Female, 18% of staff identify as Male, and 1% of staff identify a Gender Diverse which includes additional and multiple gender identities.

HDSB Staff Gender Identity Breakdown



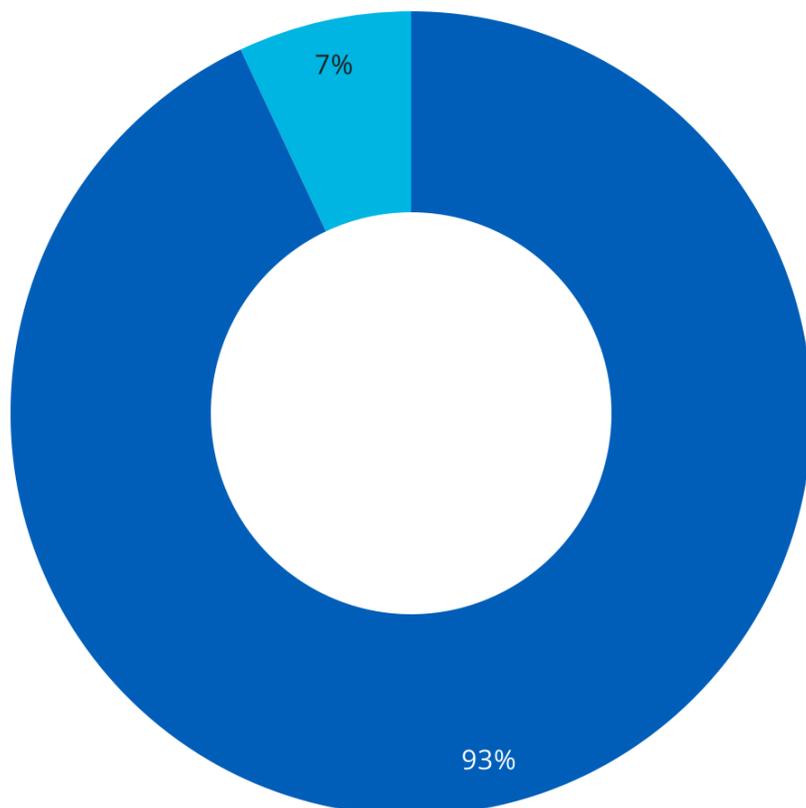
HDSB Staff Gender Identity

- Female - 6,269 Respondents (81%)
- Male - 1,389 Respondents (18%)
- Gender Diverse - 59 Respondents (1%)

Sexual Orientation(s)

Staff reported on their sexual orientation(s) by selecting from a list of options and/or by entering their choice in an open text box. **The majority of staff identify as Straight/Heterosexual (93%) while 7% identify as one and/or combination of the following: Lesbian, Gay, Bisexual, Two-Spirit, Queer, Questioning, Asexual, Pansexual, and/or additional sexual orientation(s) not specified (Sexual Diversity).**

HDSB Staff Sexual Orientation(s) Breakdown



HDSB Staff Sexual Orientation(s)

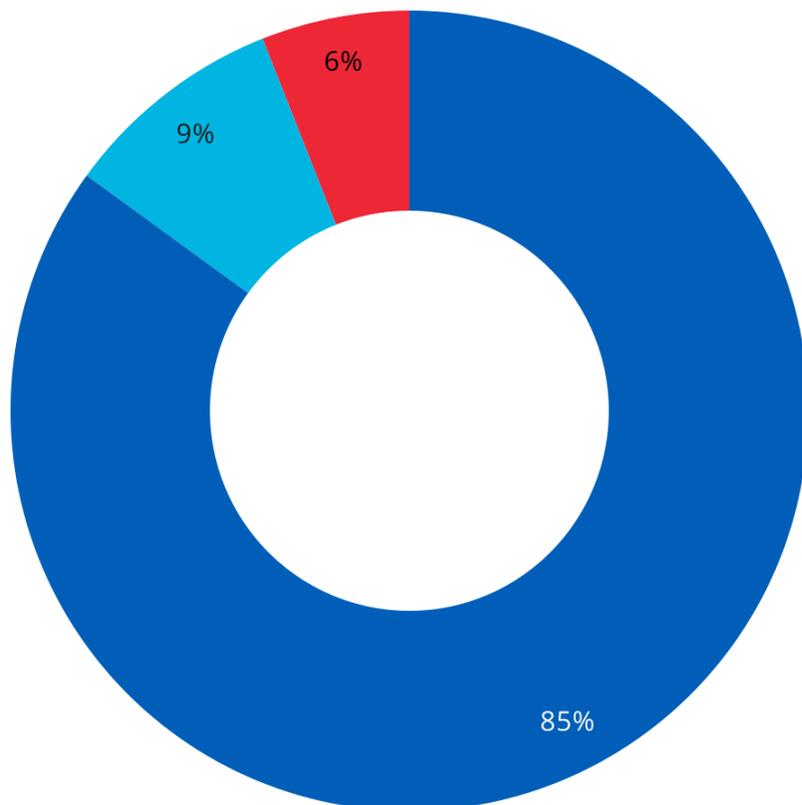
- Heterosexual (straight) - 6,652 Respondents (93%)
- Sexual diversity* - 533 Respondents (7%)

* Includes Lesbian, Gay, Bisexual, Two-Spirit, Queer, Questioning, Asexual, Pansexual, and/or additional sexual orientation(s) not specified

Disability

In the HDSB, 7% of employees reported that they consider themselves to be a person with a Disability(ies), of which 47% identified as having more than one disability. Mental health disabilities (18%), learning disabilities (13%), and physical disabilities (6%) ranked as the highest single categories. It is noteworthy that all disability types were reported by staff, albeit with varying frequencies, including pain, mobility and addictions.

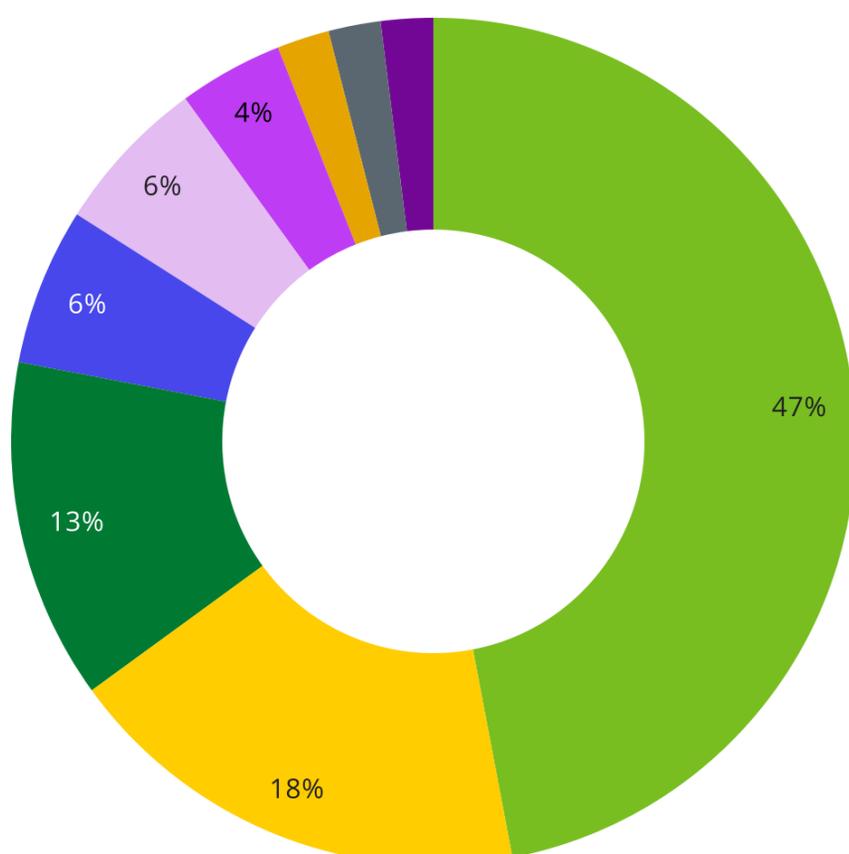
Disability Status (Yes/No)



HDSB Staff Disability (Yes/No)

- No - 27,844 Respondents (85%)
- Unsure - 2,918 Respondents (9%)
- Yes - 2,056 Respondents (6%)

Disability Type (Groups)



HDSB Staff Disability Types (Groups)

- Multiple Disabilities - 266 Respondents (47%)
- Mental health disability(ies) - 102 Respondents (18%)
- Learning disability(ies) - 71 Respondents (13%)
- Physical disability(ies) - 34 Respondents (6%)
- Deaf or hard of hearing - 31 Respondents (6%)
- Pain - 23 Respondents (4%)
- Additional Disability(ies):(Addiction(s), ASD, Developmental disability(ies), Speech Impairment) - 9 Respondents (2%)
- Mobility - 12 Respondents (2%)
- Blind or low vision - 13 Respondents (2%)