

RCDSB Staff Census 2020-2021

The following report captures the data collected in the RCDSB Staff Census 2020-2021.

Methodology & Data Collection

Acting on our equity and inclusion commitments The RCDSB Staff Census (the Census) was developed to support key strategies under the RCDSB's Operational Priority for Equity & Wellbeing in RCDSB's new [2021-2025 Strategic Plan](#). The Census aligns with our commitments to equity and inclusion as described in board policies and procedures, including our [Equity and Inclusive Education Policy](#) and our [First Nations, Metis and Inuit Self-Identification](#) process. In recent years, legislation and guidelines from the Province of Ontario have been established that encourage school boards to collect identity-based information for the purposes of better understanding equity and identifying any evidence of discrimination within their systems. The RCDSB Workforce Census was heavily informed by Ontario's [Education Equity Action Plan](#), the [Ontario Human Rights Code](#), and [Ontario's Anti-Racism Act](#).

Planning and consulting prior to launching the Census, the RCDSB engaged in a planning and consultation process to inform the census questions, the privacy procedures, and the implementation strategy. Stakeholders included in the planning and consultation process included employee group representatives, RCDSB system leaders, research staff from other Ontario school boards and Ontario's [Education Equity Secretariat](#). RCDSB staff also conducted a review of our data privacy and security protocols to ensure that we are always protecting the personal information of all our employees. Our protocols were aligned to our legal responsibilities under the [Municipal Freedom of Information and Protection of Privacy Act](#). Our Census protocols and procedures were communicated to all employees via email and on our staff intranet. Engaging our employees based on guidance from employee group representatives and system leaders, the RCDSB used a variety of strategies to encourage participation in the survey. We received endorsements from employee groups and they supported communication about the Census to their members. The Census survey link was distributed via email to all employees. The data collection was performed by our third party partner [Forum Research](#) and was accessible via computer, tablet, or mobile device. RCDSB central staff made presentations to employee groups at meetings and professional development sessions. All employees were provided work time to complete the survey. In total, 1172 employees participated in the Census. The 62% response rate was high in comparison to other system-wide staff surveys sent out in recent years.

System Results

The following [Infographic](#) represents the data collected across the system. The data collected include the following results:

- 1172 participants (62% of RCDSB employees)
- Of those participants, 36% represent ETFO/ETFO OTs, 16% represent OSSTF/OSSTF OTs, 8% represent CUPE 1247, 11% represent non unionized groups including P/VPs, 22% represent ECEs/ESPs/SSCs and 7% represent CUPE 1321 and Office Managers
- 18% of our employees identify as male, 79% of our employees identify as female
- 11% of our employees identify as a person with a disability
- 85% of our employees identify as heterosexual
- 90% of our employees identify as white
- 94% of our employees were born in Canada

ETFO/ETFO OTs

The following [Infographic](#) represents the data collected across the ETFO teachers and ETFO Occasional teachers group. The data collected includes the following results:

- 419 participants
- 10% identify as male, 87% identify as female
- 11% identify as a person with a disability
- 89% identify as heterosexual
- 85.9% identify as white
- 94.8% were born in Canada

ECE/ESP/SSCs

The following [Infographic](#) represents the data collected across the ECE/ESP/SSC group. The data collected includes the following results:

- 256 participants
- 4% identify as male, 95% identify as female
- 13% identify as a person with a disability
- 82% identify as heterosexual
- 91% identify as white
- 99% were born in Canada

OSSTF and OSSTF OTs

The following [Infographic](#) represents the data collected across the OSSTF/OSSTF OT group. The data collected includes the following results:

- 189 participants
- 8% identify as male, 62% identify as female
- 12% identify as a person with a disability
- 92% identify as heterosexual
- 86% identify as white
- 95% were born in Canada

CUPE 1321 & OSSTF Office Managers

The following [Infographic](#) represents the data collected across the CUPE 1321 & OSSTF Office Managers group. The data collected includes the following results:

- 87 participants
- 15% identify as male, 84% identify as female
- 12% identify as a person with a disability
- 79% identify as heterosexual
- 89% identify as white
- 100% were born in Canada

CUPE 1247

The following [Infographic](#) represents the data collected across the CUPE 1247 group. The data collected includes the following results:

- 92 participants
- 50% identify as male, 49% identify as female
- 12% identify as a person with a disability
- 79% identify as heterosexual
- 89% identify as white
- 100% were born in Canada

Union Exempt including P/VPs

The following [Infographic](#) represents the data collected across the Union Exempt including P/VP group. The data collected includes the following results:

- 129 participants
- 26% identify as male, 74% identify as female
- 4% identify as a person with a disability
- 90% identify as heterosexual
- 99% identify as white
- 100% were born in Canada

Moving Forward

The RCDSB will be conducting the first Student Census 2021-2022 this school year. Following the collection and reporting of this data, we will begin to analyze and integrate the data sets to determine how we can better serve our students and communities and diversify our workforce.

