

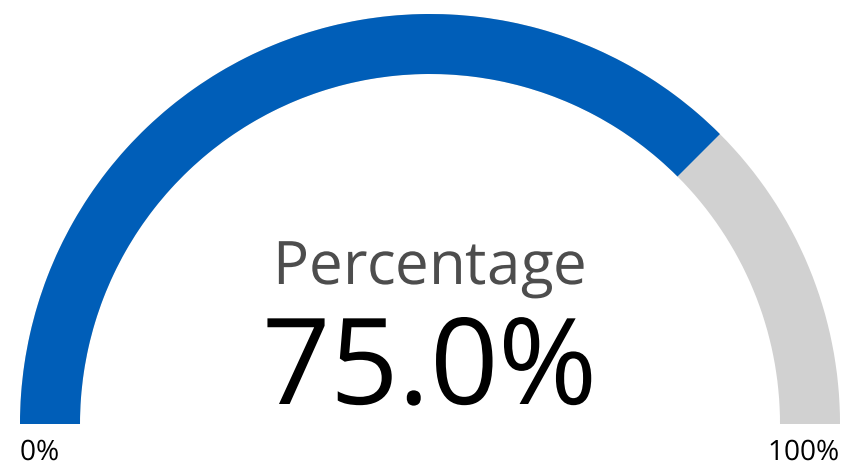
## Participation Rates

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

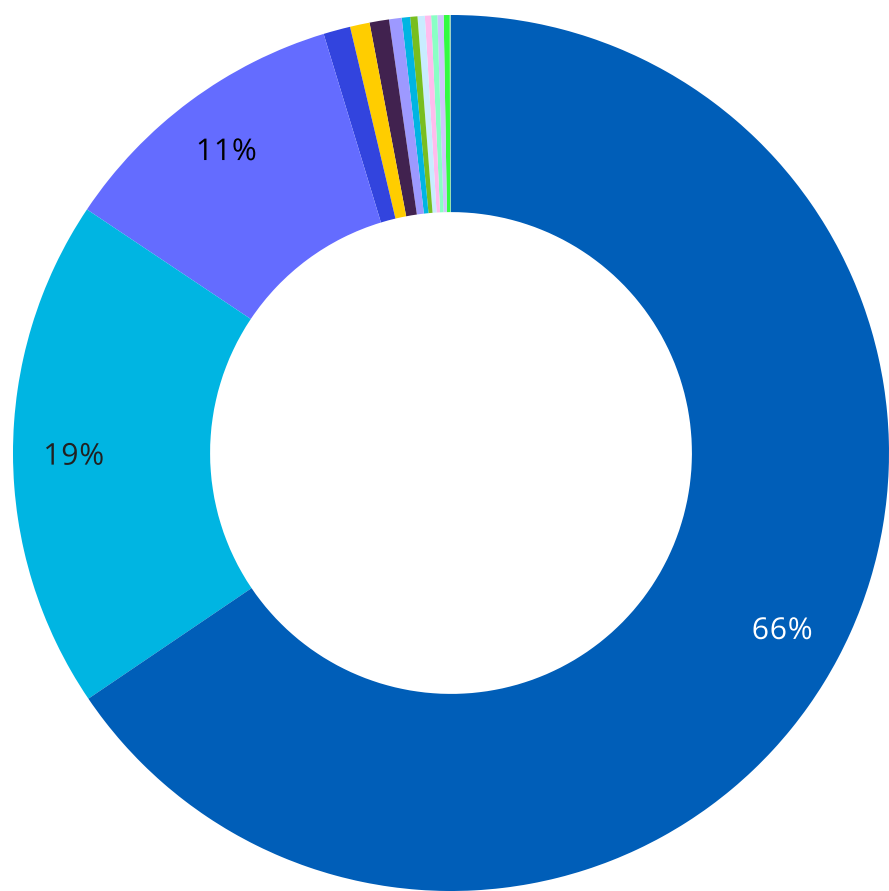


## Language(s)

### 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**.

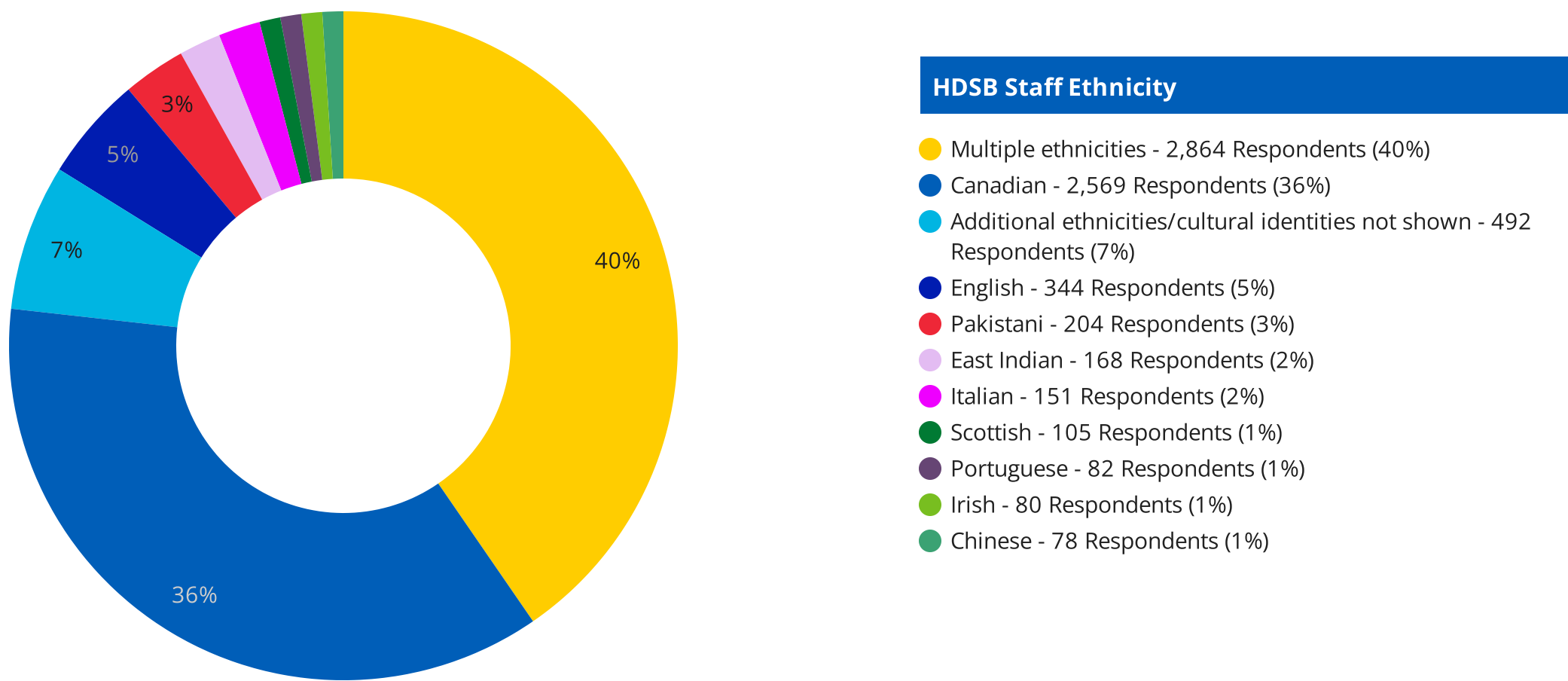


| HDSB Staff Language(s)                           |                         |
|--|-------------------------|
| English  | 5,125 Respondents (66%) |
| Multiple Languages                               | 1,460 Respondents (19%) |
| English, French                                  | 848 Respondents (11%)   |
| 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**.

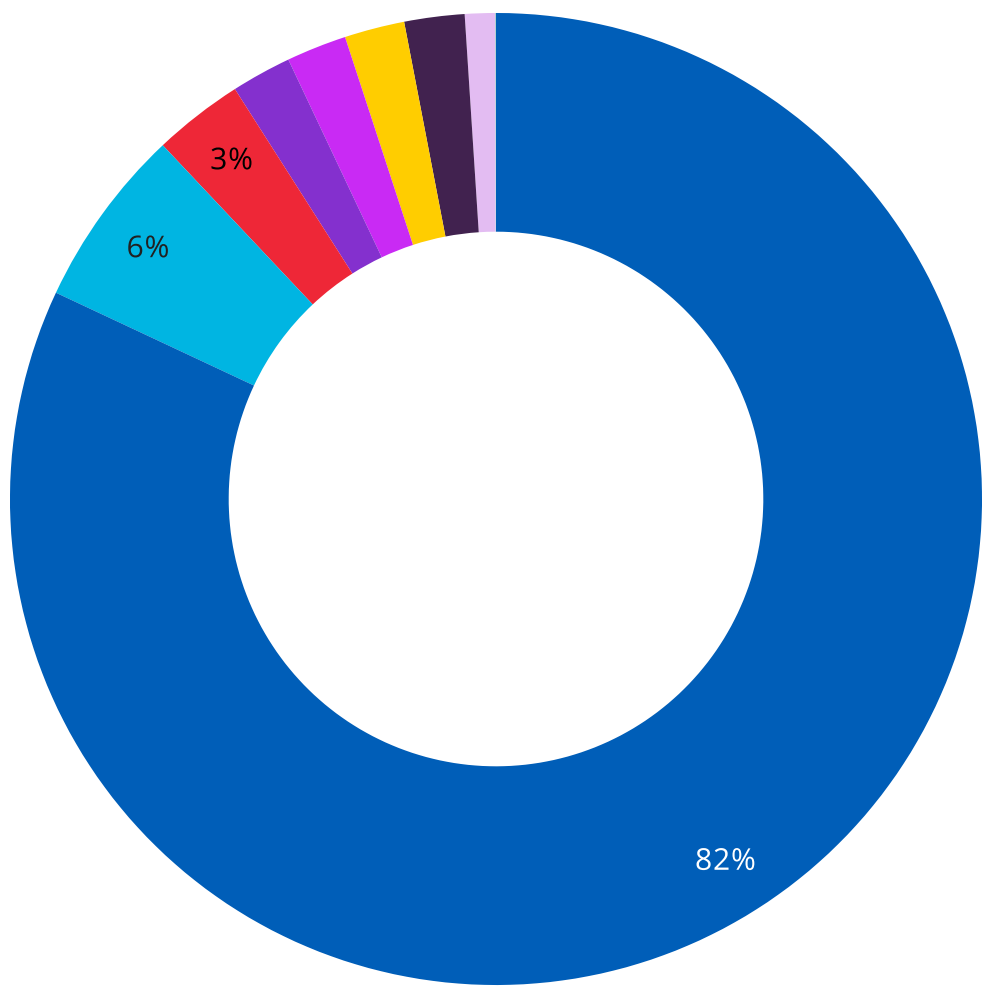


## Race

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%)

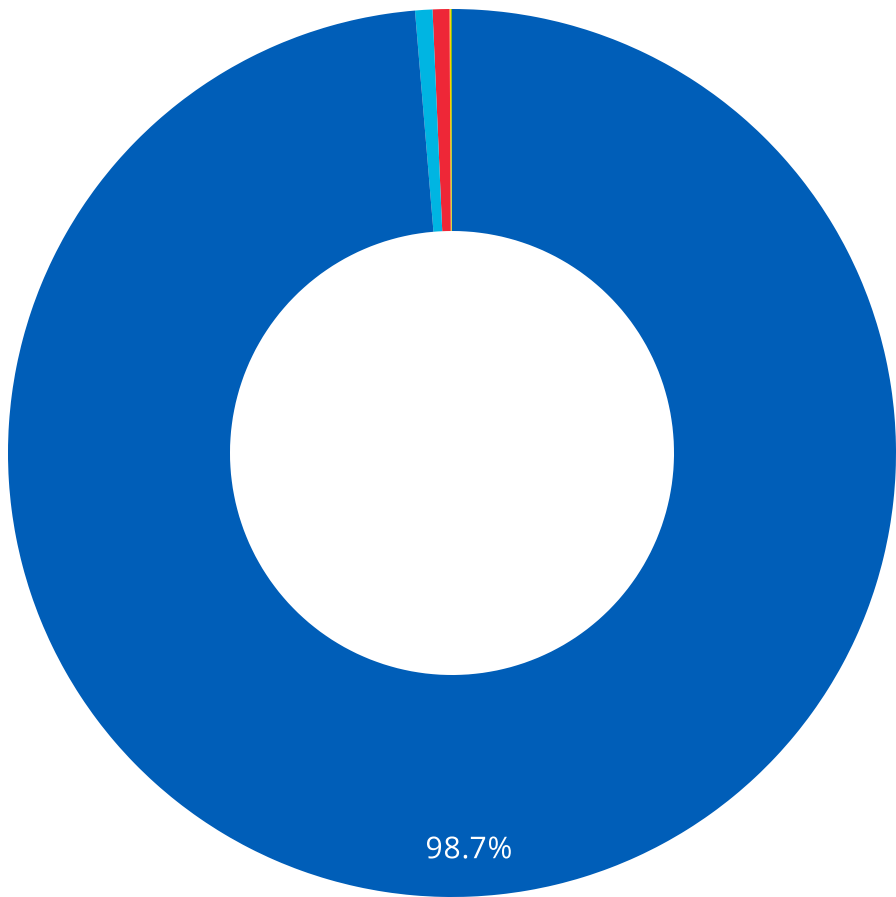
\*Analysis of the multiracial category is ongoing and will be reported in the next data release.

# 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**.

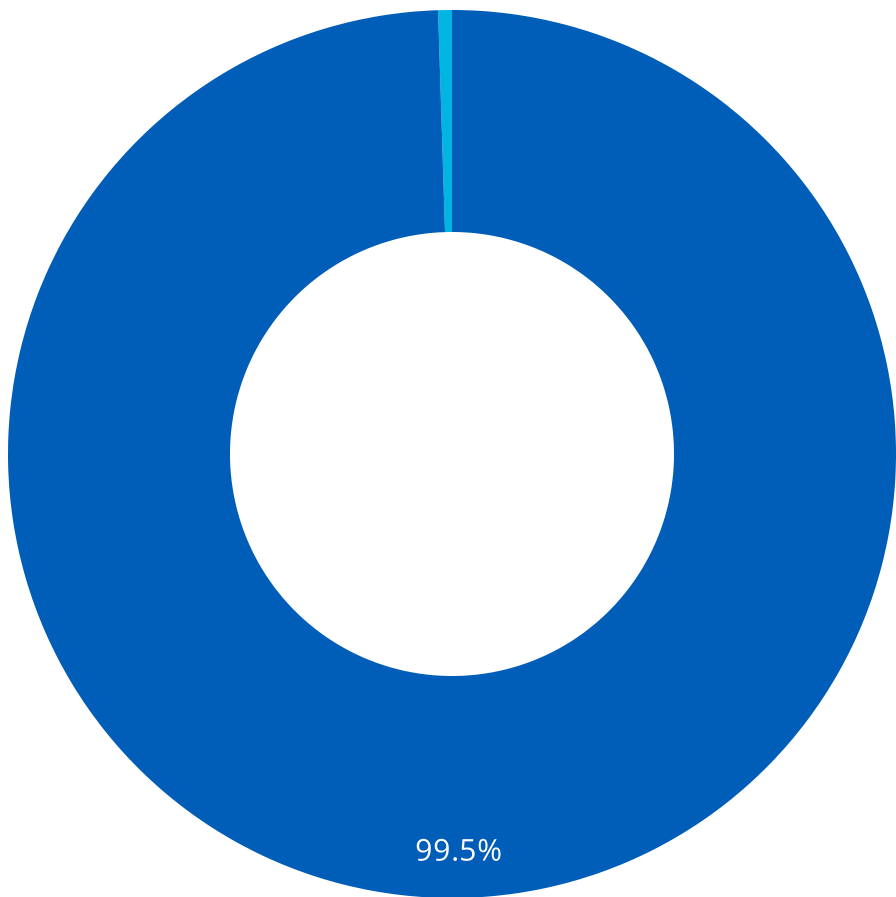
## Indigenous Identity Within Canada



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)

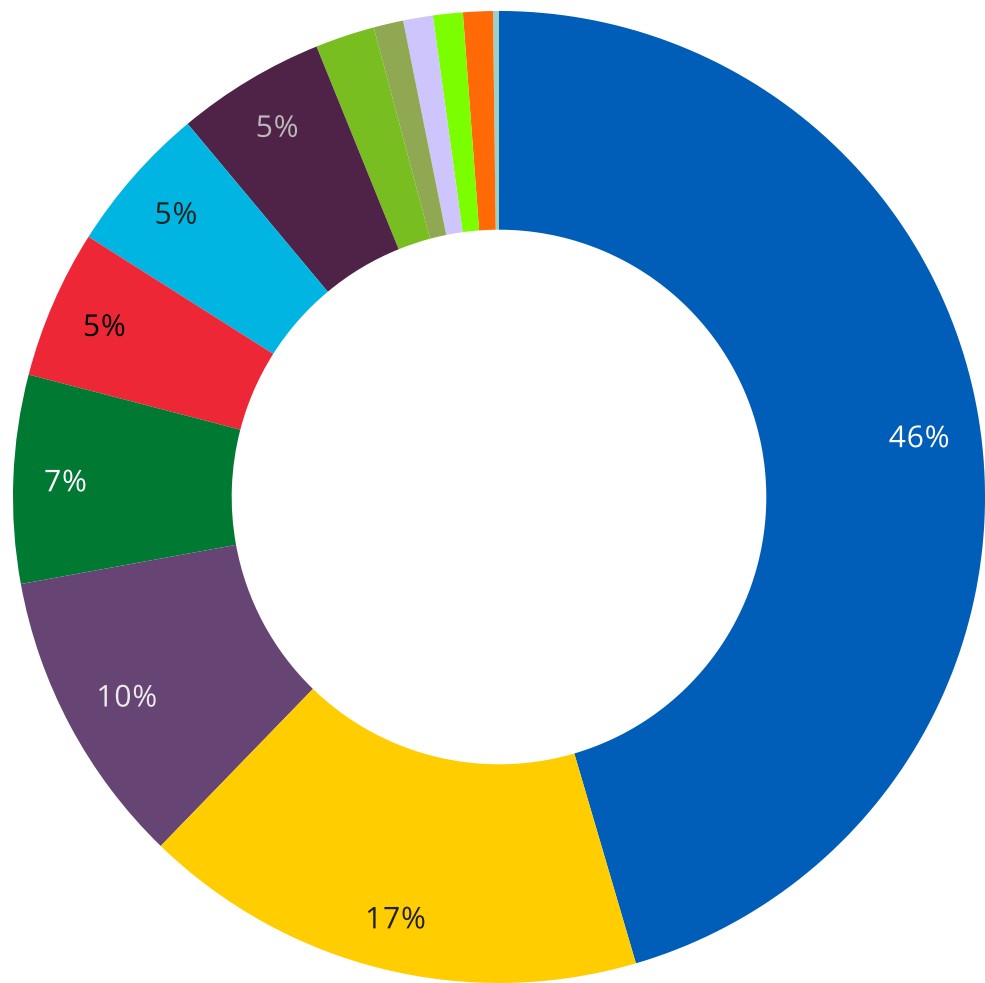
- No - 7,792 Respondents (99.5%)
- Yes - 36 Respondents (.5%)

## 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

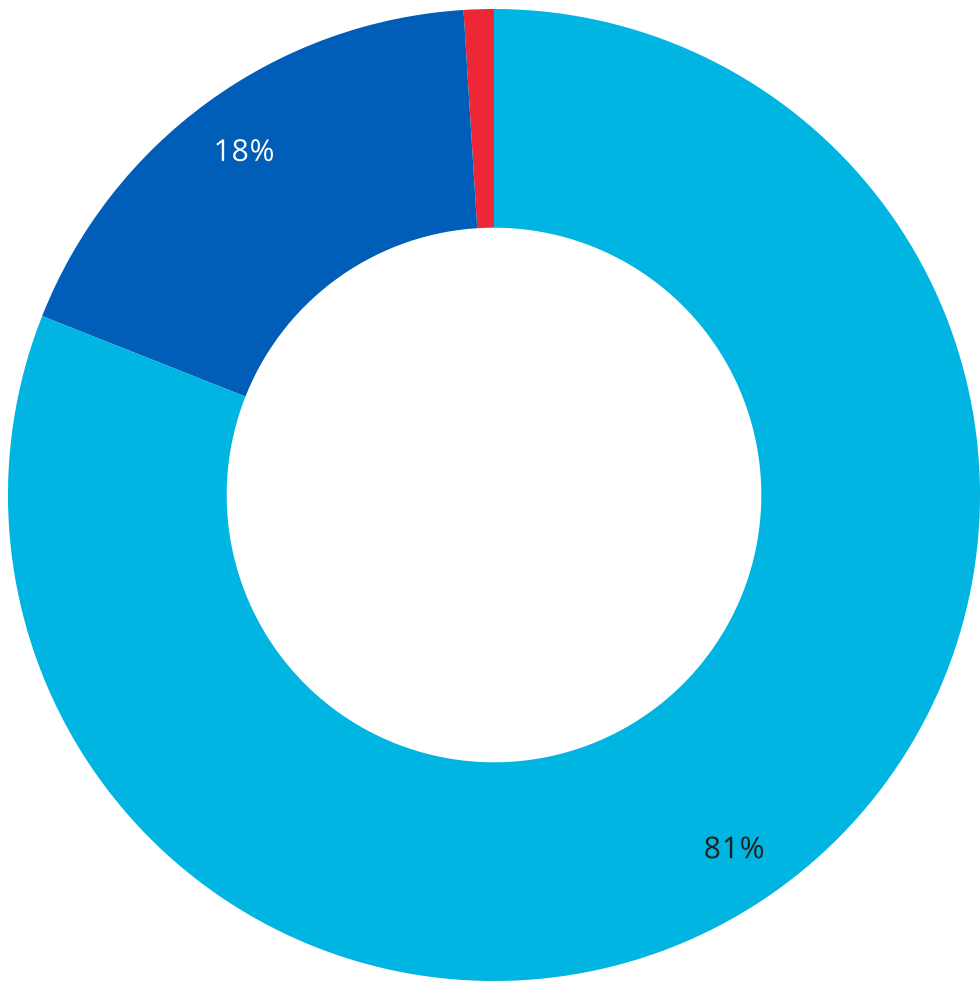


| HDSB Staff Religion/Spiritual Affiliation(s)                              |                         |
|---|-------------------------|
| Christian   | 3,550 Respondents (46%) |
| No religious or spiritual affiliation                                     | 1,275 Respondents (17%) |
| Spiritual, but not 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



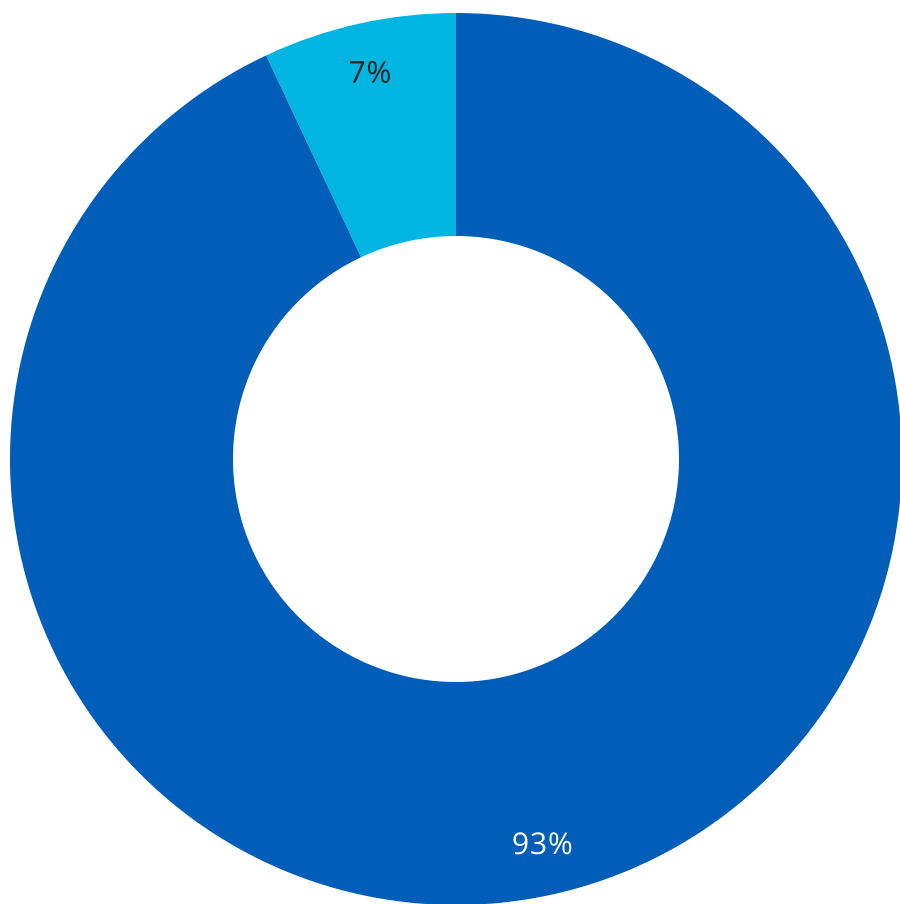
HDSB Staff Gender Identity

- Female - 6,269 Respondents (81%)
- Male - 1,389 Respodnents (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)

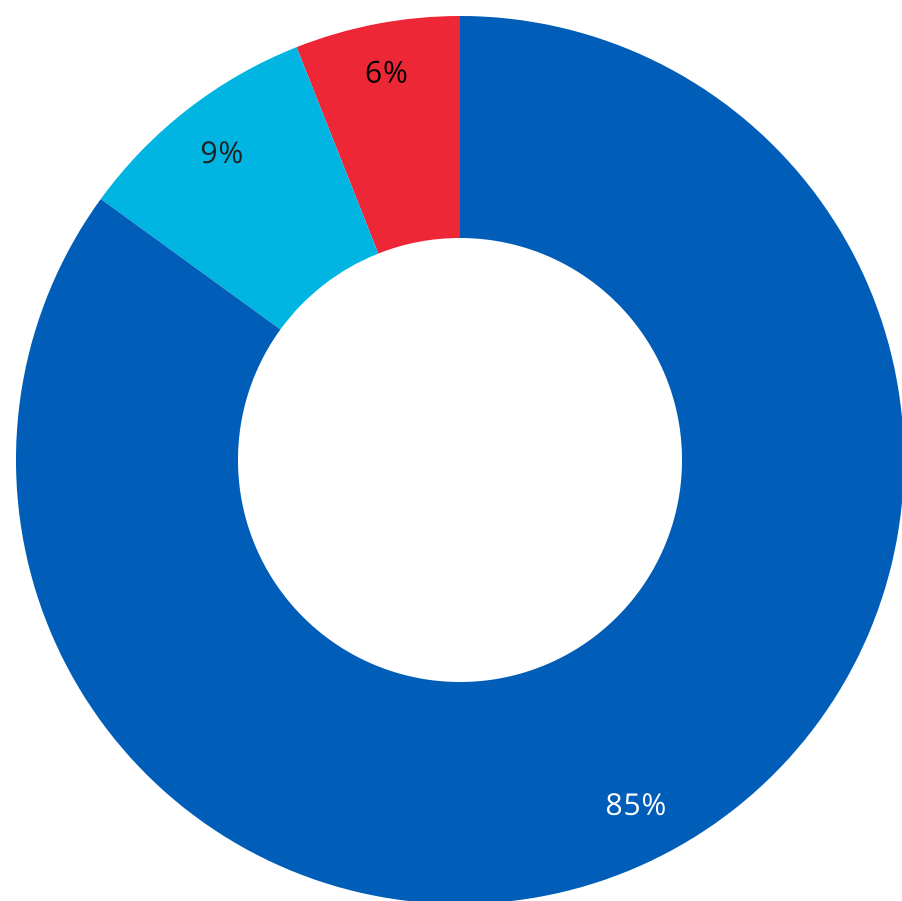
- Heterosexual (straight) - 6,652 Respondents (93%)
  - Sexual diversity\* - 533 Respondents (7%)
- \* Includes Lesbian, Gay, Bisexual, Two-Spirit, Queer, Questioning, Asexual, Pansexual, and/or additional sexual orientation(s) not specified



## 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.

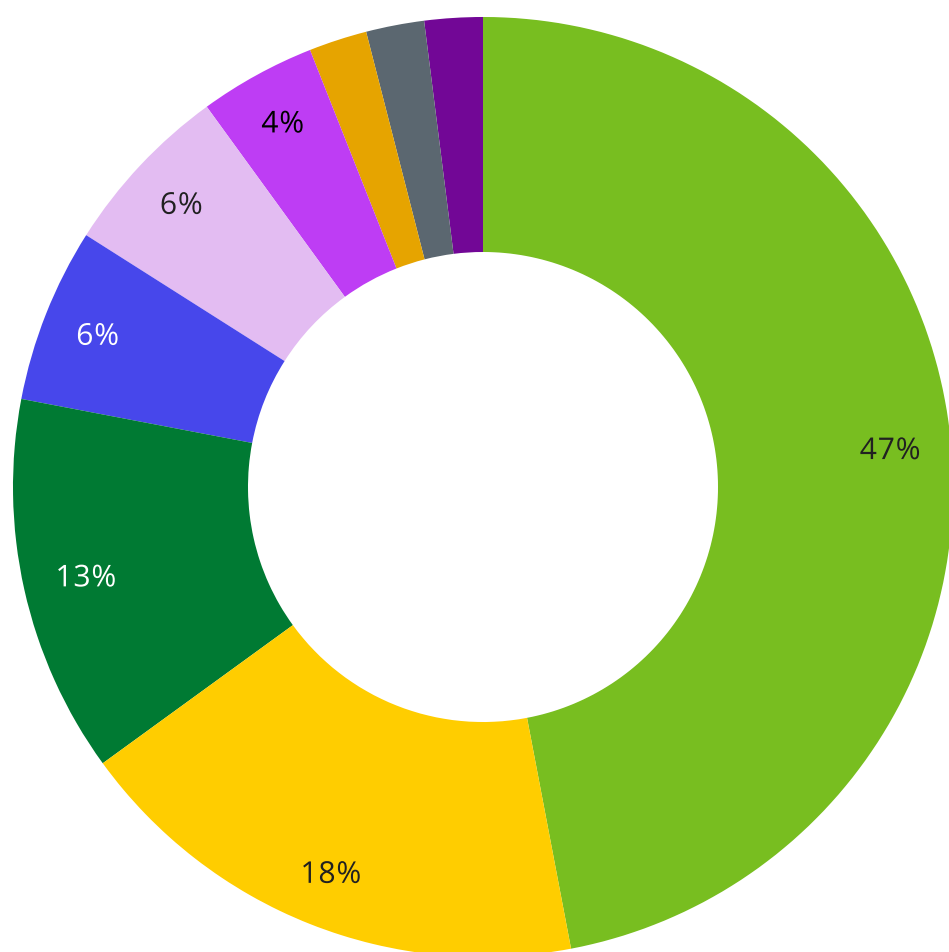
### Disability Status (Yes/No)



#### 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%)