

City Council**Notice of Motion**

MM22.15	ACTION			Ward: All
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Expand the Collection of Equity Data on Employees - by Councillor Michael Thompson, seconded by Councillor Jamaal Myers

** Notice of this Motion has been given.*

** This Motion is subject to referral to the General Government Committee. A two-thirds vote is required to waive referral.*

Recommendations

Councillor Michael Thompson, seconded by Councillor Jamaal Myers, recommends that:

1. City Council request the Chief People Officer, in consultation with the Chief Technology Officer, the City Solicitor and the City Clerk, to report as part of the Data for Equity Strategy in the second quarter of 2025 on how the City can best collect and appropriately use disaggregated workforce data to better understand the experiences of Indigenous, Black and equity-deserving staff and enable the delivery of more equitable and transparent human resource services throughout the employee journey.

Summary

There is an opportunity to re-imagine how disaggregated workforce data is collected, analyzed and appropriately applied across the employee journey to help the City better identify and address potential barriers faced by Indigenous, Black and equity-deserving groups, and to enable more equitable outcomes for employees.

As we evolve human resource processes and practices to better meet organizational needs, a stronger supporting data infrastructure, technologies and reporting toolset is required to enable evidence informed strategic planning and decision-making. This motion will support the City in exploring how it can leverage existing programs, expand platforms (e.g., Count Yourself In Survey) and introduce system enhancements to increase access, enable consistent collection, and support high-quality reliable analysis and reporting to capture all workforce data which can offer a more meaningful understanding and insights into the employee journey, particularly in relation to Indigenous, Black and equity-deserving applicants and employees.

Background Information (City Council)

Member Motion MM22.15