

Employment Equity Comparator Data

Employment Equity Demographics*	Self-identify as a Woman (%)	Self-identify as Indigenous (%)	Self-identify as Visible Minority/Racialized (%)	Self-identify as a Person with a Disability (%)*****
City of Hamilton Staff Survey (2020)	53.7	2.4	10.9	5.9
City of Hamilton Staff Survey (2021)	48.8	2.2	12.0	5.6
City of Hamilton Staff Survey (2022)	47.7	2.2	12.4	5.5
City of Hamilton Staff Survey (2023) as of October 24, 2023	49.9	2.1	15.4	5.0
City of Hamilton Applicant Pool (2020)	40.8	1.7	20.6	2.5
City of Hamilton Applicant Pool (2021)	52.4	2.0	29.1	3.6
City of Hamilton Applicant Pool (2022)	54.4	2.1	29.6	4.2
City of Hamilton Applicant Pool (2023) at October 24, 2023	49.8	2.3	32.3	4.4
City of Hamilton New Hires (2020)	54.5	1.7	23.6	1.1
City of Hamilton New Hires (2021)	64.0	2.0	26.0	4.0
City of Hamilton New Hires (2022)	81.7	2.0	27.4	5.6
City of Hamilton New Hires (2023) at October 24, 2023	53.2	1.2	21.2	5.2
Statistics Canada - Hamilton Population (2016)**	51.1	2.3	19.0	29.1*****
Statistics Canada - Hamilton Population (2021)**	50.8	2.2	25.1	39.1*****
Statistics Canada - Hamilton Labour Market Availability (2016)**	48.3	2.0	17.6	n/a
Statistics Canada - Hamilton Labour Market Availability (2021)**	48.0	2.0	24.7	35.8*****
Statistics Canada - Canadian Labour Market Availability (2016)***	48.2	4.0	21.3	9.1
Statistics Canada - Canadian Labour Market Availability (2021)***	47.9	4.2	27.2	33.6
Federally Regulated Private Sector Results (2017)****	39.4	2.3	23.8	3.4
Benchmark Comparator Notes:				
* Sample sizes vary for each comparator				
** Based on total population, including children and others not seeking work				
*** Refers to the number of people in the workforce from which employers can hire.				
**** Captures workers and employers whose labour rights and responsibilities are defined by the Canada Labour Code				
***** Definition of Disability differs between benchmark comparators				
*****Using the proxy measure for "disability" from the Census - "Activity Limitation"				