

TABLE 1: CBC DIVERSITY WORKFORCE ANALYSIS* (Updated April 1, 2015)

Employee Group	All Employees	Indigenous Peoples				Members of Visible Minorities				Persons with Disabilities				Women			LGBTQ2+**	
		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability	Representation	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Executives	11	****NA	****NA	0	2.0%	****NA	****NA	2	22.4%	****NA	****NA	0	4.3%	5	0.0%	5	46.3%	****NA
Unaffiliated (with the exception of Executives)	422	5	1.2%	5	1.1%	57	13.5%	114	26.9%	9	2.1%	18	4.3%	247	58.5%	219	52.0%	7.6%
Subtotal (unaffiliated)	433	5	1.2%	5	1.1%	57	13.2%	116	26.8%	9	2.1%	18	4.3%	252	58.2%	224	51.8%	7.8%
CMG	3,483	77	2.2%	99	2.8%	319	9.2%	689	19.8%	77	2.2%	149	4.3%	1,590	45.7%	1,346	38.6%	6.2%
APS	255	1	0.4%	2	0.6%	62	24.3%	102	39.8%	5	2.0%	10	3.9%	91	35.7%	109	42.7%	5.8%
SCRC	113	9	8.0%	3	2.3%	12	10.6%	8	7.5%	2	1.8%	5	4.2%	67	59.3%	57	50.4%	20.7%
AR	26	0	0.0%	0	0.9%	0	0.0%	2	8.7%	0	0.0%	1	3.8%	14	53.8%	8	31.2%	11.1%
Subtotal (unions)***	3,877	87	2.2%	104	2.7%	393	10.1%	801	20.7%	84	2.2%	165	4.3%	1,762	45.4%	1,520	39.2%	6.6%
Total	4,310	92	2.1%	108	2.5%	450	10.4%	917	21.3%	93	2.2%	183	4.3%	2,014	46.7%	1,744	40.5%	6.8%

*Includes all employees in roles of 13+ weeks. Employees on leave are excluded. The "Industry Availability" represents the Canadian Labour Force availability, based on the 2011 Statistics Canada National Household Survey (for Indigenous peoples, members of visible minorities and women) and 2012 Canadian Survey on Disability (for persons with disabilities).

**LGBTQ2+: Lesbian, gay, bisexual, transgender, queer, two-spirit and other gender and sexual diversity. The Canadian Labour Force availability for this group is not available from Statistics Canada and is therefore not reported.

***CMG: Canadian Media Guild. APS: Association of Professionals and Supervisors. SCRC: Syndicat des communications de Radio-Canada. AR: Association des réalisateurs de Radio-Canada.

****NA: Information is not available to ensure confidentiality of employee responses to diversity self-identification.

TABLE 2: CBC DIVERSITY WORKFORCE ANALYSIS* (Updated April 1, 2018)

Employee Group	All Employees	Indigenous Peoples				Members of Visible Minorities				Persons with Disabilities				Women			LGBTQ2+**	
		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability	Representation	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Executives	10	****NA	****NA	0	2.2%	****NA	****NA	2	23.1%	****NA	****NA	0	4.3%	7	0.0%	5	45.3%	****NA
Unaffiliated (with the exception of Executives)	373	2	0.5%	4	1.1%	77	20.6%	93	24.9%	10	2.7%	15	4.0%	229	61.4%	204	54.8%	6.7%
Subtotal (unaffiliated)	383	2	0.5%	4	1.1%	79	20.6%	95	24.8%	10	2.6%	15	4.0%	236	61.6%	209	54.6%	6.9%
CMG	2555	102	4.0%	80	3.1%	334	13.1%	484	18.9%	103	4.0%	107	4.2%	1298	50.8%	1066	41.7%	7.0%
APS	174	1	0.6%	1	0.7%	66	37.9%	73	41.8%	5	2.9%	7	3.9%	71	40.8%	59	33.7%	5.1%
SCRC	86	6	7.0%	2	2.6%	14	16.3%	6	6.7%	0	0.0%	3	4.0%	53	61.6%	43	50.5%	18.4%
AR	22	1	4.5%	0	0.8%	2	9.1%	2	8.4%	1	4.5%	1	3.8%	16	72.7%	7	32.6%	15.4%
Subtotal (unions)***	2837	110	3.9%	84	3.0%	416	14.7%	564	19.9%	109	3.8%	118	4.2%	1438	50.7%	1175	41.4%	7.2%
Total	3220	112	3.5%	88	2.7%	495	15.4%	659	20.5%	119	3.7%	134	4.2%	1674	52.0%	1384	43.0%	7.2%

*Includes all employees in roles of 13+ weeks. Employees on leave are excluded. The "Industry Availability" represents the Canadian Labour Force availability, based on the 2011 Statistics Canada National Household Survey (for Indigenous peoples, members of visible minorities and women) and 2012 Canadian Survey on Disability (for persons with disabilities). Colours indicate how our results are trending in relation to those reported in Table 1 : the results in green indicate an increase, those in red a decrease and those in yellow an identical result.

**LGBTQ2+: Lesbian, gay, bisexual, transgender, queer, two-spirit and other gender and sexual diversity. The Canadian Labour Force availability for this group is not available from Statistics Canada and is therefore not reported.

***CMG: Canadian Media Guild. APS: Association of Professionals and Supervisors. SCRC: Syndicat des communications de Radio-Canada. AR: Association des réalisateurs de Radio-Canada.

****NA: Information is not available to ensure confidentiality of employee responses to diversity self-identification.

TABLE 3: CBC DIVERSITY WORKFORCE ANALYSIS* (Updated April 1, 2019)

Employee Group	All Employees	Indigenous Peoples				Members of Visible Minorities				Persons with Disabilities				Women			LGBTQ2+**	
		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability	Representation	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Executives	9	****NA	****NA	0	2.4%	****NA	****NA	2	22.6%	****NA	****NA	0	4.3%	6	0.0%	4	47.8%	****NA
Unaffiliated (with the exception of Executives)	386	4	1.0%	4	1.1%	81	21.0%	95	24.6%	13	3.4%	16	4.0%	251	65.0%	209	54.2%	7.2%
Subtotal (unaffiliated)	395	4	1.0%	5	1.2%	83	21.0%	97	24.5%	13	3.3%	16	4.0%	257	65.1%	213	54.0%	7.0%
CMG	2,497	106	4.2%	78	3.1%	345	13.8%	470	18.8%	107	4.3%	104	4.2%	1,264	50.6%	1,037	41.5%	7.2%
APS	187	2	1.1%	1	0.7%	63	33.7%	82	43.9%	7	3.7%	7	3.9%	76	40.6%	63	33.7%	9.9%
SCRC	87	8	9.2%	2	2.5%	12	13.8%	6	6.7%	1	1.1%	4	4.1%	53	60.9%	44	50.6%	13.0%
AR	19	0	0.0%	0	0.8%	2	10.5%	2	8.5%	0	0.0%	1	3.8%	14	73.7%	6	32.2%	0.0%
Subtotal (unions)***	2,790	116	4.2%	81	2.9%	422	15.1%	559	20.0%	115	4.1%	116	4.2%	1,407	50.4%	1,150	41.2%	7.6%
Total	3,185	120	3.8%	86	2.7%	505	15.9%	656	20.6%	128	4.0%	132	4.1%	1,664	52.2%	1,363	42.8%	7.5%

*Includes all employees in roles of 13+ weeks. Employees on leave are excluded. The "Industry Availability" represents the Canadian Labour Force availability, based on the 2011 Statistics Canada National Household Survey (for Indigenous peoples, members of visible minorities and women) and 2012 Canadian Survey on Disability (for persons with disabilities). Colours indicate how our results are trending in relation to those reported in Table 2 : the results in green indicate an increase, those in red a decrease and those in yellow an identical result.

**LGBTQ2+: Lesbian, gay, bisexual, transgender, queer, two-spirit and other gender and sexual diversity. The Canadian Labour Force availability for this group is not available from Statistics Canada and is therefore not reported.

***CMG: Canadian Media Guild. APS: Association of Professionals and Supervisors. SCRC: Syndicat des communications de Radio-Canada. AR: Association des réalisateurs de Radio-Canada.

****NA: Information is not available to ensure confidentiality of employee responses to diversity self-identification.