

TABLE 1: CBC/RADIO-CANADA 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	42	0	0.0%	1	1.5%	2	4.8%	6	15.2%	0	0.0%	2	4.3%	20	47.6%	18	44.0%	2	6.7%
Unaffiliated (with the exception of Executives)	1,122	9	0.8%	14	1.3%	109	9.7%	213	19.0%	17	1.5%	48	4.3%	688	61.3%	603	53.7%	59	6.4%
<b>Subtotal (unaffiliated)</b>	<b>1,164</b>	<b>9</b>	<b>0.8%</b>	<b>15</b>	<b>1.3%</b>	<b>111</b>	<b>9.5%</b>	<b>219</b>	<b>18.8%</b>	<b>17</b>	<b>1.5%</b>	<b>50</b>	<b>4.3%</b>	<b>708</b>	<b>60.8%</b>	<b>622</b>	<b>53.4%</b>	<b>61</b>	<b>6.4%</b>
CMG	3,263	86	2.6%	100	3.1%	312	9.6%	621	19.0%	79	2.4%	141	4.3%	1,463	44.8%	1,301	39.9%	120	6.3%
APS	668	4	0.6%	5	0.7%	100	15.0%	187	27.9%	8	1.2%	27	4.0%	223	33.4%	254	38.0%	27	5.1%
SCRC	2,043	10	0.5%	34	1.7%	108	5.3%	185	9.0%	18	0.9%	92	4.5%	921	45.1%	870	42.6%	69	6.5%
AR	236	0	0.0%	2	0.8%	0	0.0%	19	8.2%	1	0.4%	9	3.8%	105	44.5%	78	33.3%	11	10.2%
<b>Subtotal (unions)**</b>	<b>6,210</b>	<b>100</b>	<b>1.6%</b>	<b>141</b>	<b>2.3%</b>	<b>520</b>	<b>8.4%</b>	<b>1,012</b>	<b>16.3%</b>	<b>106</b>	<b>1.7%</b>	<b>268</b>	<b>4.3%</b>	<b>2,712</b>	<b>43.7%</b>	<b>2,504</b>	<b>40.3%</b>	<b>227</b>	<b>6.3%</b>
<b>Total</b>	<b>7,374</b>	<b>109</b>	<b>1.5%</b>	<b>156</b>	<b>2.1%</b>	<b>631</b>	<b>8.6%</b>	<b>1,231</b>	<b>16.7%</b>	<b>123</b>	<b>1.7%</b>	<b>318</b>	<b>4.3%</b>	<b>3,420</b>	<b>46.4%</b>	<b>3,125</b>	<b>42.4%</b>	<b>288</b>	<b>6.3%</b>

\*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.

TABLE 2: CBC/RADIO-CANADA DIVERSITY WORKFORCE ANALYSIS\* (Updated April 1, 2018)

Employee Group	All Employees	Indigenous Peoples				Members of Visible Minorities				Persons with Disabilities				Women				LBGTQ2+**	
		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executives	50	0	0.0%	1	1.3%	3	6.0%	8	16.6%	0	0.0%	2	4.3%	28	56.0%	21	41.7%	4	9.3%
Unaffiliated (with the exception of Executives)	1,165	8	0.7%	15	1.2%	164	14.1%	216	18.5%	29	2.5%	47	4.0%	728	62.5%	639	54.9%	71	6.8%
<b>Subtotal (unaffiliated)</b>	<b>1,215</b>	<b>8</b>	<b>0.7%</b>	<b>15</b>	<b>1.2%</b>	<b>167</b>	<b>13.7%</b>	<b>224</b>	<b>18.5%</b>	<b>29</b>	<b>2.4%</b>	<b>49</b>	<b>4.1%</b>	<b>756</b>	<b>62.2%</b>	<b>660</b>	<b>54.3%</b>	<b>75</b>	<b>6.9%</b>
CMG	3,363	127	3.8%	101	3.0%	430	12.8%	636	18.9%	123	3.7%	144	4.3%	1,630	48.5%	1,377	40.9%	157	7.1%
APS	752	6	0.8%	5	0.7%	179	23.8%	233	31.0%	14	1.9%	30	4.1%	267	35.5%	236	31.4%	30	4.5%
SCRC	2,025	16	0.8%	34	1.7%	134	6.6%	178	8.8%	23	1.1%	90	4.4%	955	47.2%	883	43.6%	84	6.9%
AR	233	2	0.9%	2	0.7%	4	1.7%	19	8.1%	1	0.4%	9	3.8%	106	45.5%	78	33.6%	15	11.7%
<b>Subtotal (unions)**</b>	<b>6,373</b>	<b>151</b>	<b>2.4%</b>	<b>142</b>	<b>2.2%</b>	<b>747</b>	<b>11.7%</b>	<b>1,065</b>	<b>16.7%</b>	<b>161</b>	<b>2.5%</b>	<b>272</b>	<b>4.3%</b>	<b>2,958</b>	<b>46.4%</b>	<b>2,574</b>	<b>40.4%</b>	<b>286</b>	<b>6.8%</b>
<b>Total</b>	<b>7,588</b>	<b>159</b>	<b>2.1%</b>	<b>157</b>	<b>2.1%</b>	<b>914</b>	<b>12.0%</b>	<b>1,290</b>	<b>17.0%</b>	<b>190</b>	<b>2.5%</b>	<b>322</b>	<b>4.2%</b>	<b>3,714</b>	<b>48.9%</b>	<b>3,234</b>	<b>42.6%</b>	<b>361</b>	<b>6.8%</b>

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\*\*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.

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TABLE 3: CBC/RADIO-CANADA DIVERSITY WORKFORCE ANALYSIS\* (Updated April 1, 2019)

Employee Group	All Employees	Indigenous Peoples				Members of Visible Minorities				Persons with Disabilities				Women				LBGTQ2+**	
		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation		Industry Availability		Representation	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executives	49	0	0.0%	1	1.3%	2	4.1%	8	16.8%	0	0.0%	2	4.3%	24	49.0%	21	42.5%	3	7.5%
Unaffiliated (with the exception of Executives)	1,223	14	1.1%	16	1.3%	177	14.5%	228	18.6%	39	3.2%	50	4.0%	770	63.0%	667	54.5%	78	6.9%
<b>Subtotal (unaffiliated)</b>	<b>1,272</b>	<b>14</b>	<b>1.1%</b>	<b>16</b>	<b>1.3%</b>	<b>179</b>	<b>14.1%</b>	<b>236</b>	<b>18.5%</b>	<b>39</b>	<b>3.1%</b>	<b>52</b>	<b>4.1%</b>	<b>794</b>	<b>62.4%</b>	<b>688</b>	<b>54.1%</b>	<b>81</b>	<b>6.9%</b>
CMG	3,291	132	4.0%	99	3.0%	453	13.8%	618	18.8%	133	4.0%	140	4.3%	1,575	47.9%	1,341	40.7%	170	7.5%
APS	792	5	0.6%	5	0.7%	180	22.7%	249	31.5%	20	2.5%	32	4.0%	268	33.8%	245	31.0%	46	6.3%
SCRC	2,005	19	0.9%	34	1.7%	152	7.6%	175	8.7%	24	1.2%	88	4.4%	949	47.3%	864	43.1%	97	7.3%
AR	238	2	0.8%	2	0.7%	6	2.5%	19	8.1%	2	0.8%	9	3.8%	110	46.2%	80	33.6%	16	9.9%
<b>Subtotal (unions)**</b>	<b>6,326</b>	<b>158</b>	<b>2.5%</b>	<b>139</b>	<b>2.2%</b>	<b>791</b>	<b>12.5%</b>	<b>1,062</b>	<b>16.8%</b>	<b>179</b>	<b>2.8%</b>	<b>269</b>	<b>4.3%</b>	<b>2,902</b>	<b>45.9%</b>	<b>2,530</b>	<b>40.0%</b>	<b>329</b>	<b>7.3%</b>
<b>Total</b>	<b>7,598</b>	<b>172</b>	<b>2.3%</b>	<b>156</b>	<b>2.0%</b>	<b>970</b>	<b>12.8%</b>	<b>1,298</b>	<b>17.1%</b>	<b>218</b>	<b>2.9%</b>	<b>321</b>	<b>4.2%</b>	<b>3,696</b>	<b>48.6%</b>	<b>3,218</b>	<b>42.3%</b>	<b>410</b>	<b>7.2%</b>

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