

**TABLE 1: 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	11	***NA	***NA	0	0.9%	***NA	***NA	1	10.5%	***NA	***NA	0	4.3%	4	0.0%	5	47.4%	***NA
Unaffiliated (with the exception of Executives)	330	1	0.3%	4	1.2%	14	4.2%	37	11.3%	2	0.6%	14	4.4%	205	62.1%	174	52.8%	7.0%
<b>Subtotal (unaffiliated)</b>	<b>341</b>	<b>1</b>	<b>0.3%</b>	<b>4</b>	<b>1.2%</b>	<b>14</b>	<b>4.1%</b>	<b>38</b>	<b>11.3%</b>	<b>2</b>	<b>0.6%</b>	<b>15</b>	<b>4.4%</b>	<b>209</b>	<b>61.3%</b>	<b>179</b>	<b>52.6%</b>	<b>6.8%</b>
CMG	622	11	1.8%	20	3.2%	19	3.1%	84	13.5%	3	0.5%	26	4.1%	269	43.2%	231	37.1%	9.3%
APS	257	1	0.4%	2	0.8%	10	3.9%	38	14.9%	2	0.8%	10	4.0%	102	39.7%	95	36.8%	5.5%
SCRC	2,590	9	0.3%	43	1.6%	104	4.0%	226	8.7%	18	0.7%	117	4.5%	1,148	44.3%	1,076	41.6%	6.4%
AR	213	0	0.0%	2	0.8%	0	0.0%	17	8.1%	1	0.5%	8	3.8%	93	43.7%	71	33.4%	10.0%
<b>Subtotal (unions)**</b>	<b>3,682</b>	<b>21</b>	<b>0.6%</b>	<b>66</b>	<b>1.8%</b>	<b>133</b>	<b>3.6%</b>	<b>366</b>	<b>9.9%</b>	<b>24</b>	<b>0.7%</b>	<b>161</b>	<b>4.4%</b>	<b>1,612</b>	<b>43.8%</b>	<b>1,473</b>	<b>40.0%</b>	<b>7.0%</b>
<b>Total</b>	<b>4,023</b>	<b>22</b>	<b>0.5%</b>	<b>70</b>	<b>1.8%</b>	<b>147</b>	<b>3.7%</b>	<b>404</b>	<b>10.0%</b>	<b>26</b>	<b>0.6%</b>	<b>176</b>	<b>4.4%</b>	<b>1,821</b>	<b>45.3%</b>	<b>1,653</b>	<b>41.1%</b>	<b>7.0%</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.

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

**TABLE 2: RADIO-CANADA 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	11	***NA	***NA	0	0.9%	***NA	***NA	1	9.5%	***NA	***NA	0	4.3%	3	0.0%	5	44.5%	***NA
Unaffiliated (with the exception of Executives)	309	3	1.0%	4	1.1%	20	6.5%	33	10.6%	4	1.3%	13	4.1%	197	63.8%	170	55.0%	7.0%
<b>Subtotal (unaffiliated)</b>	<b>320</b>	<b>3</b>	<b>0.9%</b>	<b>4</b>	<b>1.1%</b>	<b>20</b>	<b>6.3%</b>	<b>34</b>	<b>10.5%</b>	<b>4</b>	<b>1.3%</b>	<b>13</b>	<b>4.1%</b>	<b>200</b>	<b>62.5%</b>	<b>175</b>	<b>54.6%</b>	<b>7.1%</b>
CMG	495	14	2.8%	16	3.2%	32	6.5%	64	12.9%	7	1.4%	20	4.1%	233	47.1%	188	37.9%	10.4%
APS	229	4	1.7%	2	0.7%	22	9.6%	37	16.0%	3	1.3%	10	4.2%	95	41.5%	80	34.9%	6.3%
SCRC	1,688	8	0.5%	27	1.6%	93	5.5%	152	9.0%	20	1.2%	75	4.4%	824	48.8%	756	44.8%	6.8%
AR	211	1	0.5%	2	0.7%	2	0.9%	17	8.1%	0	0.0%	8	3.8%	90	42.7%	71	33.6%	11.3%
<b>Subtotal (unions)**</b>	<b>2,623</b>	<b>27</b>	<b>1.0%</b>	<b>46</b>	<b>1.8%</b>	<b>149</b>	<b>5.7%</b>	<b>270</b>	<b>10.3%</b>	<b>30</b>	<b>1.1%</b>	<b>112</b>	<b>4.3%</b>	<b>1,242</b>	<b>47.4%</b>	<b>1,094</b>	<b>41.7%</b>	<b>7.8%</b>
<b>Total</b>	<b>2,943</b>	<b>30</b>	<b>1.0%</b>	<b>50</b>	<b>1.7%</b>	<b>169</b>	<b>5.7%</b>	<b>304</b>	<b>10.3%</b>	<b>34</b>	<b>1.2%</b>	<b>126</b>	<b>4.3%</b>	<b>1,442</b>	<b>49.0%</b>	<b>1,269</b>	<b>43.1%</b>	<b>7.7%</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). 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.

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**TABLE 3: RADIO-CANADA 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	11	***NA	***NA	0	0.9%	***NA	***NA	1	9.5%	***NA	***NA	0	4.3%	4	0.0%	5	44.5%	***NA
Unaffiliated (with the exception of Executives)	315	3	1.0%	4	1.1%	20	6.3%	33	10.4%	5	1.6%	13	4.1%	204	64.8%	174	55.1%	8.0%
<b>Subtotal (unaffiliated)</b>	<b>326</b>	<b>3</b>	<b>0.9%</b>	<b>4</b>	<b>1.1%</b>	<b>20</b>	<b>6.1%</b>	<b>34</b>	<b>10.4%</b>	<b>5</b>	<b>1.5%</b>	<b>13</b>	<b>4.1%</b>	<b>208</b>	<b>63.8%</b>	<b>178</b>	<b>54.7%</b>	<b>8.1%</b>
CMG	488	15	3.1%	16	3.3%	36	7.4%	62	12.7%	10	2.0%	20	4.1%	223	45.7%	186	38.1%	11.9%
APS	244	3	1.2%	2	0.6%	22	9.0%	40	16.5%	4	1.6%	10	4.1%	91	37.3%	83	34.0%	8.7%
SCRC	1,676	10	0.6%	27	1.6%	109	6.5%	152	9.1%	23	1.4%	74	4.4%	818	48.8%	740	44.1%	7.4%
AR	219	2	0.9%	2	0.7%	4	1.8%	18	8.1%	2	0.9%	8	3.8%	96	43.8%	74	33.7%	10.0%
<b>Subtotal (unions)**</b>	<b>2,627</b>	<b>30</b>	<b>1.1%</b>	<b>46</b>	<b>1.8%</b>	<b>171</b>	<b>6.5%</b>	<b>272</b>	<b>10.3%</b>	<b>39</b>	<b>1.5%</b>	<b>112</b>	<b>4.3%</b>	<b>1,228</b>	<b>46.7%</b>	<b>1,082</b>	<b>41.2%</b>	<b>8.6%</b>
<b>Total</b>	<b>2,953</b>	<b>33</b>	<b>1.1%</b>	<b>50</b>	<b>1.7%</b>	<b>191</b>	<b>6.5%</b>	<b>305</b>	<b>10.3%</b>	<b>44</b>	<b>1.5%</b>	<b>126</b>	<b>4.3%</b>	<b>1,436</b>	<b>48.6%</b>	<b>1,261</b>	<b>42.7%</b>	<b>8.6%</b>

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