
To: Mayor and Members of Council

From: Claudia Storto, City Solicitor and Director, People Services
Joseph Silva, Treasurer (Senior Corporate Sponsor- Survey initiative)

Prepared by: Kinya Baker, Manager, Diversity, Equity, Inclusion, and Accessibility

Date: February 20, 2025

Re: Staff Identity and Inclusion Survey Report

The City of Markham conducted a **Staff Identity and Inclusion Survey** to gain insights into workforce composition and employees' experiences of inclusion within the organization. This initiative supports the objectives of the **Diversity Action Plan (2022-2027)** and aligns with the City's commitment to fostering a diverse, equitable, and inclusive workplace.

The survey was undertaken with the expertise of Dr. Shaheen Azmi of Azmi Consulting and Metrics@Work, in collaboration with City staff comprised of a project and advisory team. The process was supported by a robust engagement and communications plan to encourage participation across all employment categories. The survey was open to all employees, including full-time, part-time, seasonal, and casual staff, and was designed to ensure confidentiality and data security.

Key Benefits of the Survey:

- **Understanding Workforce Composition:** The survey provides a comprehensive baseline of the City's workforce demographics, enabling data-driven decision-making on representation, equity, and inclusion.
- **Assessing Workplace Inclusion:** Employee feedback offers valuable insights into perceptions of inclusivity within the organization, helping to identify areas for continuous improvement.
- **Supporting Evidence-Based Action:** The findings will inform policies and initiatives aimed at enhancing employee engagement, strengthening inclusion efforts, and ensuring equitable opportunities across all employment levels.
- **Alignment with Legislative and Strategic Commitments:** The survey results support the City's obligations under the Ontario Human Rights Code and contribute to the fulfillment of key priorities outlined in the Diversity Action Plan.

The full survey results and findings will be presented to Council on February 25, 2025.

Insights gathered from the survey will guide the City's ongoing efforts to foster an inclusive and representative workplace.



MEMORANDUM

PREPARED BY

Kinya Baker,
Manager, Diversity, Equity, Inclusion, and Accessibility

REVIEWED BY

Claudia Storto
City Solicitor and Director, People Services

Joseph Silva
Treasurer
(Senior Corporate Sponsor- Survey initiative)