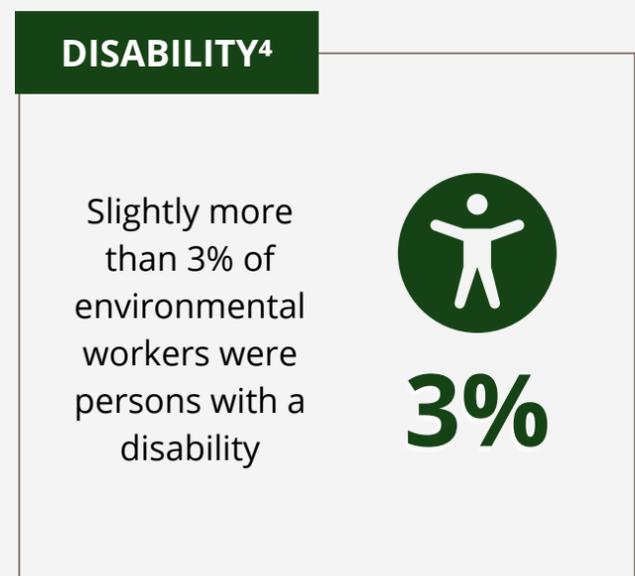
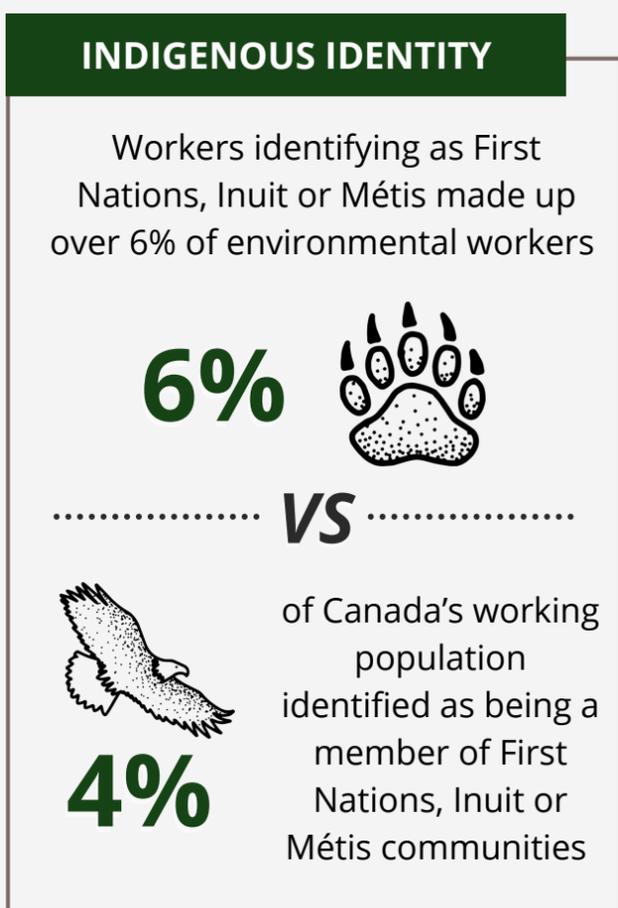
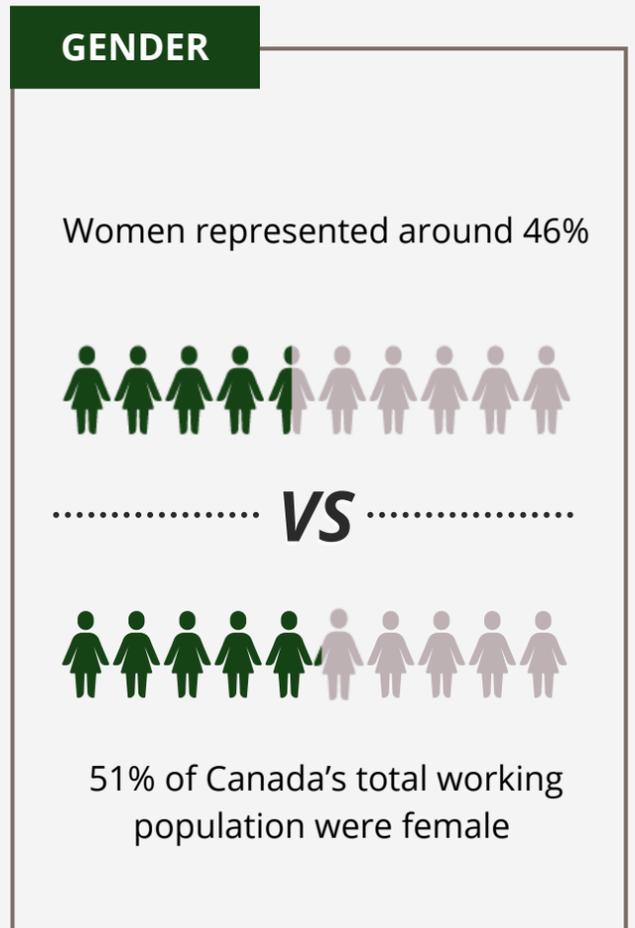
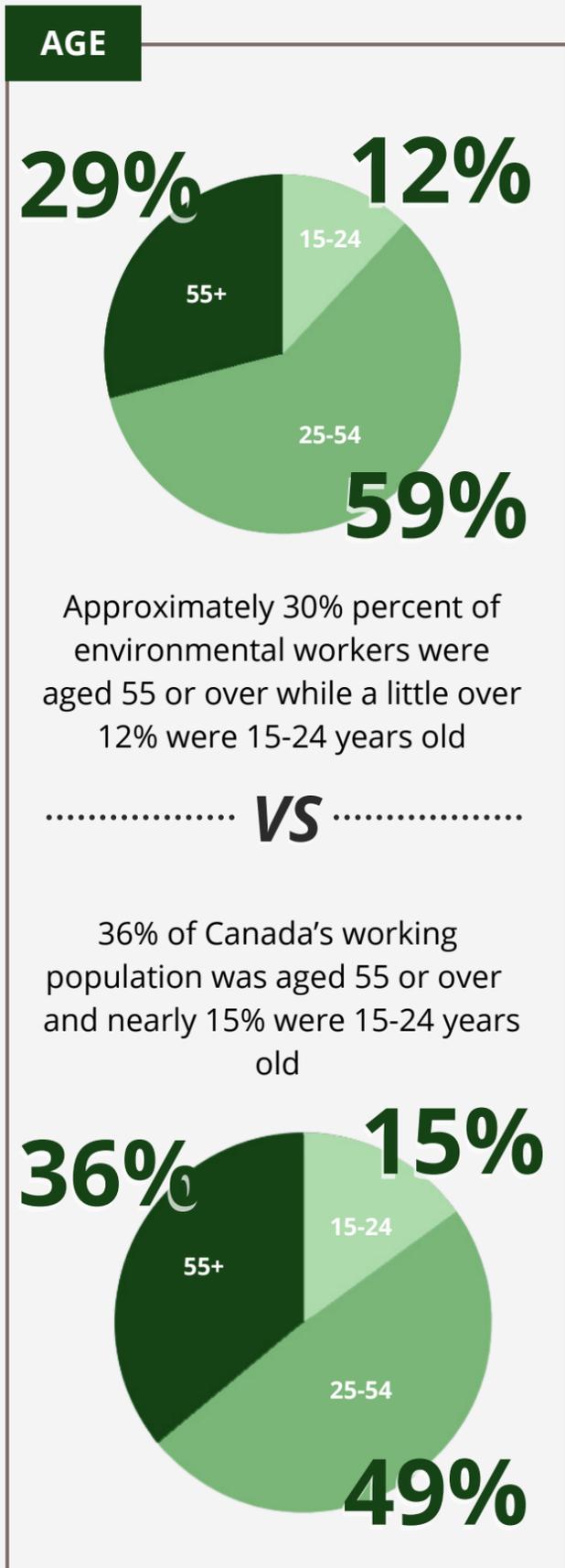


HOW DIVERSE IS YOUR GREEN TALENT?

Taking the first step in the development of an equitable and inclusive environmental workforce in Canada requires an improved understanding of the current levels of diversity across the sector. 600 employers representing over 987,500 employees across Canada took part in our survey¹ conducted from January through to March 2021. Survey respondents were asked for demographic data about their green workers which comprised 8%, or 86,000 employees across all companies surveyed.

Below is a spotlight of the diversity of our sample of green workers compared to the Canadian working population as a whole, based on the latest available Census data².



REFERENCES

[1] ECO Canada, 2021, *HR & Demographics Survey*, available at <https://eco.ca/research-and-resources/environmental-workforce-diversity-2021/>.
 [2] Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue nos. 98-400-X2016266 and 98-400-X2016286.
 [3] Visible minorities are defined as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour", Department of Justice, 1995, The Employment Equity Act.
 [4] Persons with disabilities are those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.