2023 Diversity in Tech Dashboard

tap tech+people NETWORK

We are pleased to present the results of the 2023 *Diversity in Tech* Dashboard. Benchmarking data on the representation of various demographic groups within Canada's tech sector is an important initiative to help organizations, and the sector as a whole, track progress on increasing the representation of certain equity deserving groups within the sector over time. Data on the diversity of TAP Network member companies' employee populations was collected through a confidential employee self-reporting process. This data was then reported to Mercer on a confidential basis through the Association's annual salary survey.

189 employers provided information on a range of Equity, Diversity, Inclusion and Belonging (EDIB) policies and practices currently in place within their organizations. Many organizations are taking tangible actions to support the overall commitment to EDIB in their organizations:

21% of organizations' senior leadership team have **formal accountability for EDIB** related goals or mandates; another 32% are considering this practice.

43% conduct analyses to **identify pay gaps** for equity deserving groups; another 25% are considering this practice.

38% provide **EDIB training** to leaders; another 30% are considering this practice.

55% of organizations ask employees if they have **accessibility needs** and/or accommodation requests; another 12% are considering this practice.

In addition to reporting on the current state of EDIB goals and policies:

135 employers reported **how their employees self-identified** in *one or more* of the following demographic categories: as a certain gender, as a person of colour and/or Black person, as a person with a disability, as an Indigenous person, and as 2SLGBTQQIA+. This is up from **123 employers in 2022** and **113 employers in 2021.**

As a certain gender

Categories included Man, Woman, Non-Binary or Other gender identities

Data was collected for

26,354 employees
(6.3% increase from 2022)

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62.5% self-identified as a man and
36.9% self-identified as a woman (up from 35.8% in 2022)

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Excludes 370 employees who responded as "prefer not to answer"

Job Families: Highest representation of women in the Administration (83%) and Human Resources/People & Culture (82%) job families; lowest representation in the Technology, Design & Support (26%) and Executive / Corporate (27%) job families.
Job Levels: Highest representation of women in Entry (40%) and Intermediate (41%) level jobs; lowest representation in Professional jobs at the Specialist (6.4%) and Fully Competent/Career Level (21%) levels. In Executive level jobs, 28% of employees are women which is unchanged from 2022.

The Canadian 2021 Census of Population reported 50.83% of the population as women and 0.33% as transgender or non-binary.

As a person of colour and/or Black person

Canada's Employment Equity Act defines as: persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

Data was collected for

13,366 employees
(6.4% increase from 2022)

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37.5% self-identified as a person of colour and/or Black person (down from 40.6% in 2022)

Excludes 844 employees who responded as "prefer not to answer"

Job Families: Highest proportion of employees who identified as a person of colour and/or Black person were within the Finance (43%) and New Media (40%) job families with the lowest proportion in the Executive/Corporate (19%) and Manufacturing (23%) job families.
Job Levels: The Fully Competent/Career (47%) and Entry (43%) job levels have the highest proportion of people of colour and/or Black people while jobs at the Executive level (19%) have the lowest.

The 2021 Canadian census reported 26.5% of the Canadian population as a person of color and/or Black person.

As a person with a disability
(apparent or non-apparent)

A disability exists when a physical, attitudinal, or procedural barrier prevents a person with a long-term impairment from full and equal participation in society. For example, a person with a physical or cognitive disability or a person who lives with a mental health condition.

Data was collected for
12,331 employees
(13.5% increase from 2022)

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with **4.2%** self-identifying as a person with a disability (up from 3.5% in 2022)

Excludes 685 employees who responded as "prefer not to answer"

Job Families: From the limited number of employees who identified as a person with a disability, the highest frequency was within the Human Resources / People & Culture and Administration job families.
Job Levels: From the limited number of employees who identified as a person with a disability, the highest frequency was within jobs at the Intermediate level.

Statistics Canada's 2017 Canadian Survey on Disabilities reported 15.3% of the population aged 25 to 44 years as persons with disabilities and 24.3% of the population aged 45 to 64 years.

As an Indigenous person

Indigenous identity refers to whether a person identifies with the Indigenous peoples of Canada. This includes those who identify as First Nations (Native American), Métis and/or Inuit. A person may be included in more than one of these three specific groups.

Data was collected for

11,607 employees

(1.0% decrease from 2022)

with **0.9%** self-identifying as an Indigenous person (down from 1.4% in 2022)

Excludes 405 employees who responded as "prefer not to answer"

There is insufficient data to report trends within this demographic category.

The Canadian 2021 Census of Population reported 5% of Canada's population as Indigenous peoples.

As 2SLGBTQQIA+

Two-spirit (an Indigenous term referring to a person who identifies as having both a masculine and a feminine spirit), lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual/androgynous and all other identities and sexualities.

Data was collected for

7,317 employees

(52.2% increase from 2022)

with **8.8%** self-identifying as 2SLGBTQQIA+ (down from 9.8% in 2022)

Excludes 772 employees who responded as "prefer not to answer"

Within this limited sample, the highest frequency of employees identifying as 2SLGBTQQIA+ are in the New Media job family and jobs at the Specialist level.

Statistics Canada reported 4% of the Canadian population aged 15 and older as LGBQ2+ in 2021.

Software Engineers/ Developers Job Family

Software Engineers/Developers are the largest job family within the dataset. Across the 5 levels of jobs in this family:

The representation of women in this job family is significantly lower. Only 17.8% of Software Developers self-identified as women, relative to the 36.9% representation reported across all employees. The overall representation of women in this job family increased from 16.8% from 2022.

The representation of employees self-identifying as a person of color or as 2SLGBTQQIA+ is higher in this job family relative to the representation across all employees.

The representation of employees self-identifying as a person with a disability or as an Indigenous person is lower in this job family relative to the representation across all employees.

Thank you to all TAP Network member companies that collected self-reported data from employees and reported the data in the survey.
We look forward to continuing to build on this demographic dataset in years to come and tracking progress on the representation of equity deserving groups within Canada's tech sector.