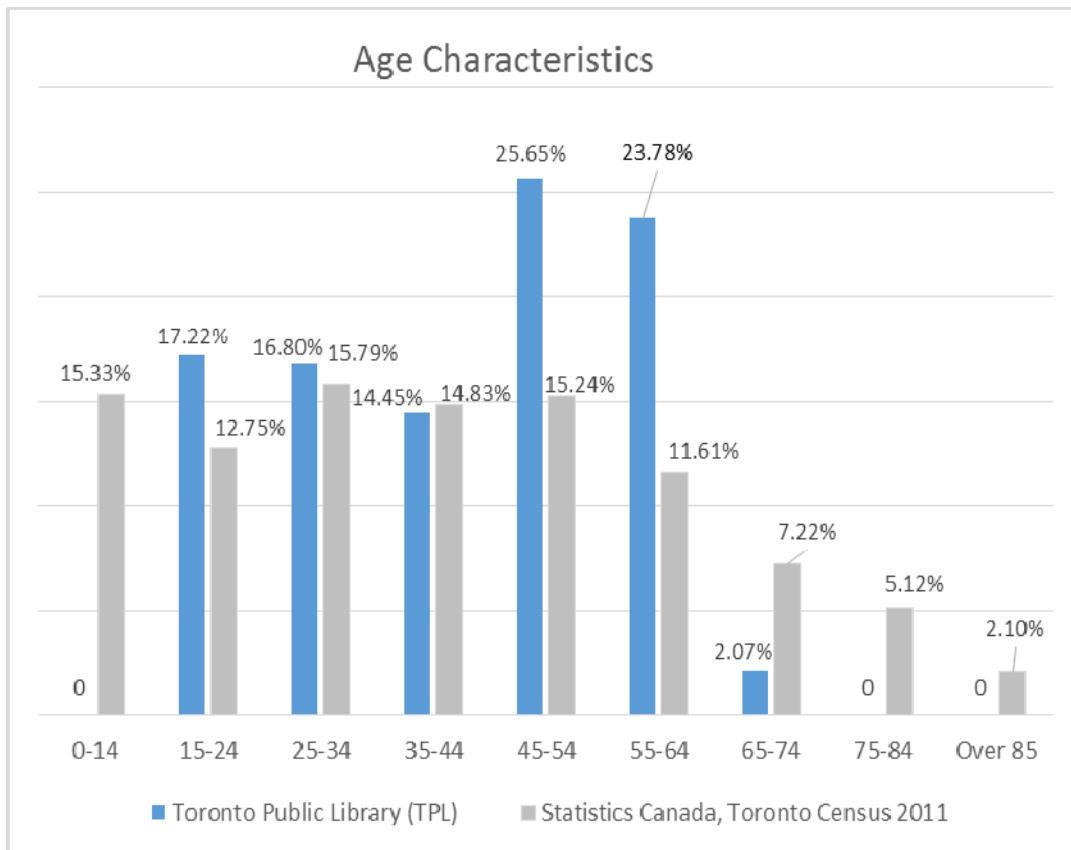Attachment 1

Results of TPL Diversity Workforce Survey

PREAMBLE

NOTE: Statistics Canada information used in this report is taken from both 2006 and 2011. It represents the most current census data available from that agency for certain categories in this report.
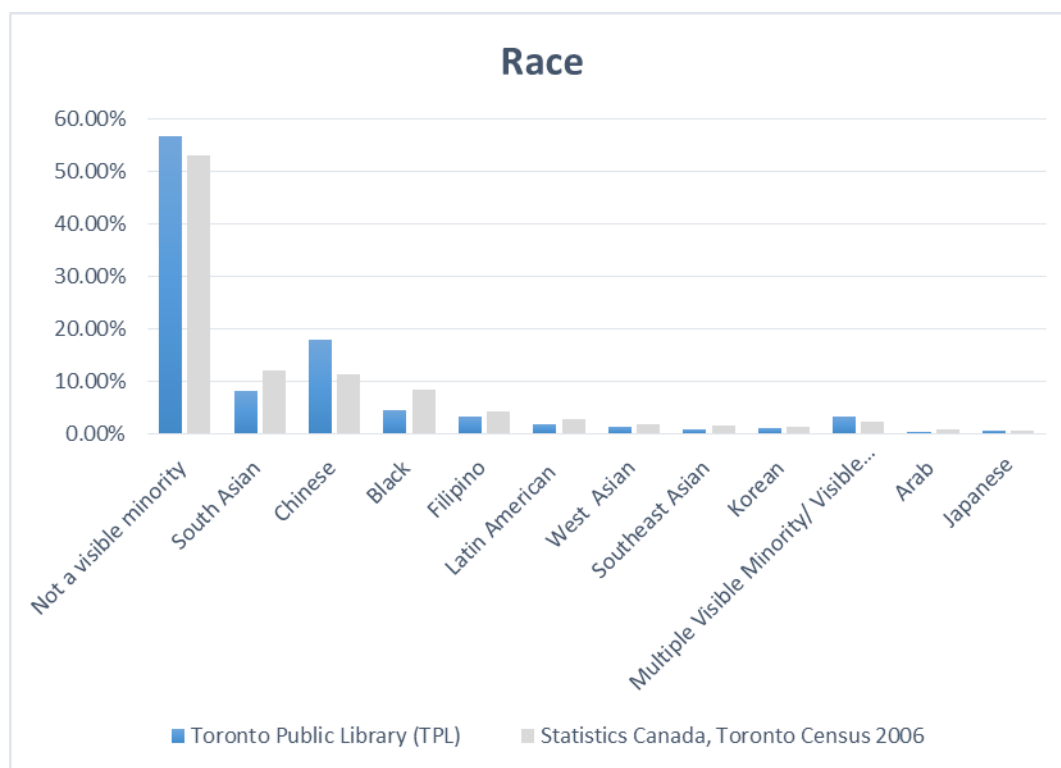
AGE CHARACTERISTICS

Age 100%	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2011
0-14	NA	15.33%
15-24	17.22%	12.75%
25-34	16.8%	15.79%
35-44	14.45%	14.83%
45-54	25.65%	15.24%
55-64	23.78%	11.61%
65-74	2.07%	7.22%
75-84	NA	5.12%
Over 85	NA	2.10%

Race	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2006
Not a visible minority	56.73%	53.05%
South Asian	8.16%	12.05%
Chinese	17.84%	11.42%
Black	4.55%	8.41%
Filipino	3.33%	4.14%
Latin American	1.74%	2.68%
West Asian	1.32%	1.72%
Southeast Asian	0.91%	1.50%
Korean	1.13%	1.38%
Multiple Visible Minority/ Visible minority, n.i.e.	3.27%	2.27%
Arab	0.46%	0.90%
Japanese	0.56%	0.48%

*Note: "**n.i.e.**" refers to "*not included elsewhere*" in the classification.

Definitions:
Visible minorities: persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour
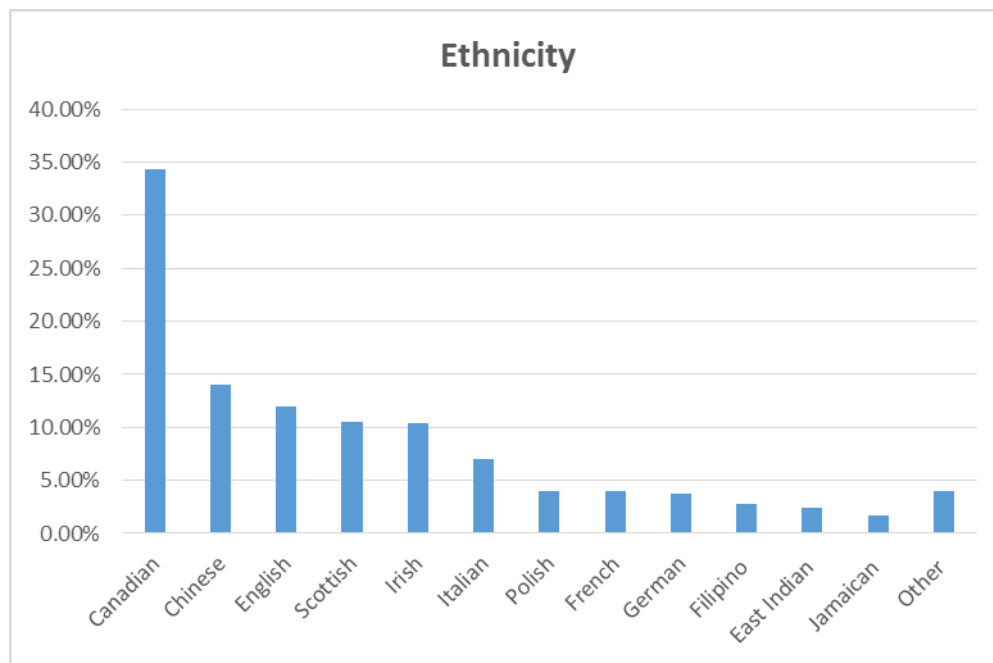*Race*: skin colour, root of origin/ancestry, identity or ethnic background
Note: The above definitions are taken from Statistics Canada

ETHNICITY

Ethnicity	Toronto Public Library (TPL)
Canadian	34.29%
Chinese	14.00%
English	12.00%
Scottish	10.52%
Irish	10.42%
Italian	7.00%
Polish	4.00%
French	4.00%
German	3.75%
Filipino	2.72%
East Indian	2.42%
Jamaican	1.68%
Other	4.00%

**Note: Some staff identified themselves in more than one (1) ethnicity category. Therefore, this chart exceeds 100%
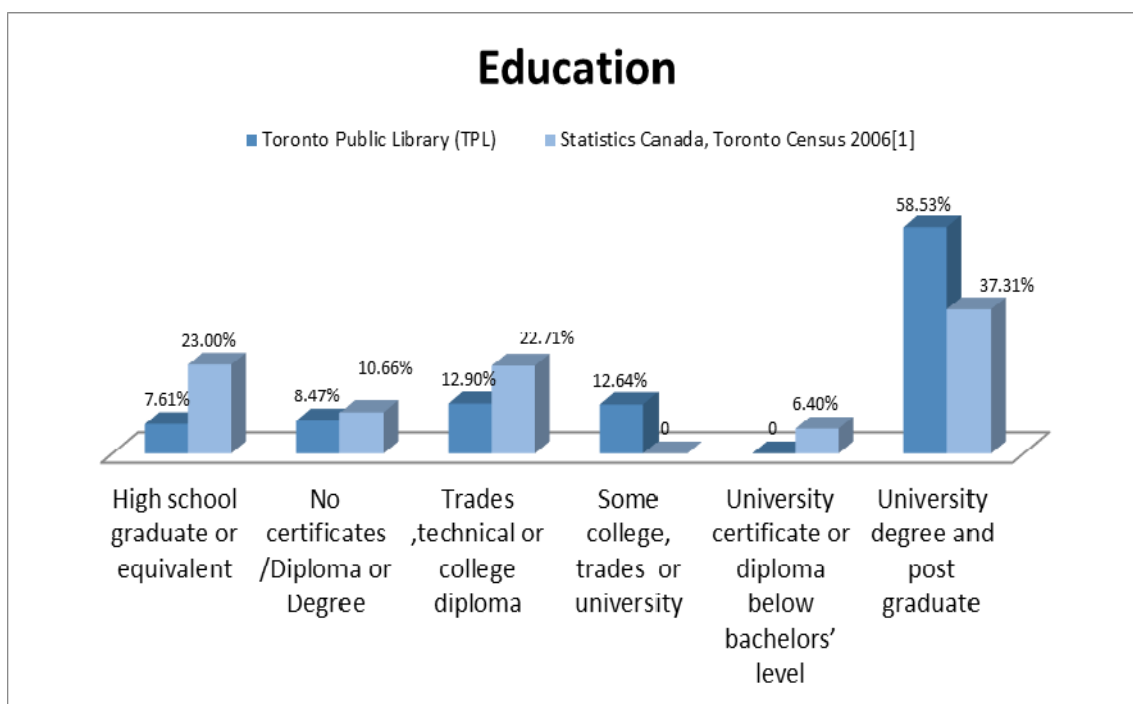

Definitions:
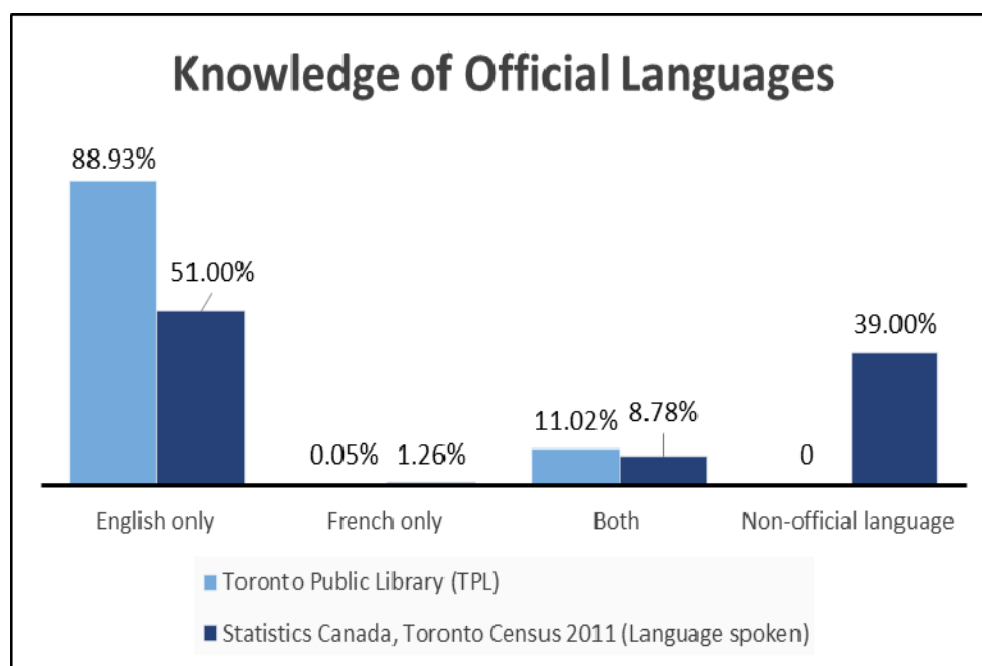Ethnicity: Cultural origins of the respondent's ancestors

Education	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2006
High school graduate or equivalent	7.61%	23.0%
No certificates /Diploma or Degree	8.47%	10.66%
Trades ,technical or college diploma	12.90%	22.71%
Some college, trades or university	12.64%	NA
University certificate or diploma below bachelors' level	NA	6.4%
University degree and post graduate	58.53%	37.31%

KNOWLEDGE OF OFFICIAL LANGUAGES

Languages	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2011 (language spoken)
English only	88.93%	51%
French only	0.053%	1.26%
Both	11.02%	8.78%
Non-official language	NA	39%

Note: This graph reports on the two (2) official languages: French and English

Results of Diversity Survey

Sexual Orientation	Toronto Public Library (TPL)
Heterosexual	74.06%
Bi-sexual	1.39%
Gay	1.68%
Lesbian	1.14%
Questioning	0.59%
Two-Spirited	0.30%
Prefer not to answer	20.84%

SEXUAL ORIENTATION ('PREFER NOT TO ANSWER' DISTRIBUTED TO OTHER CATEGORIES)

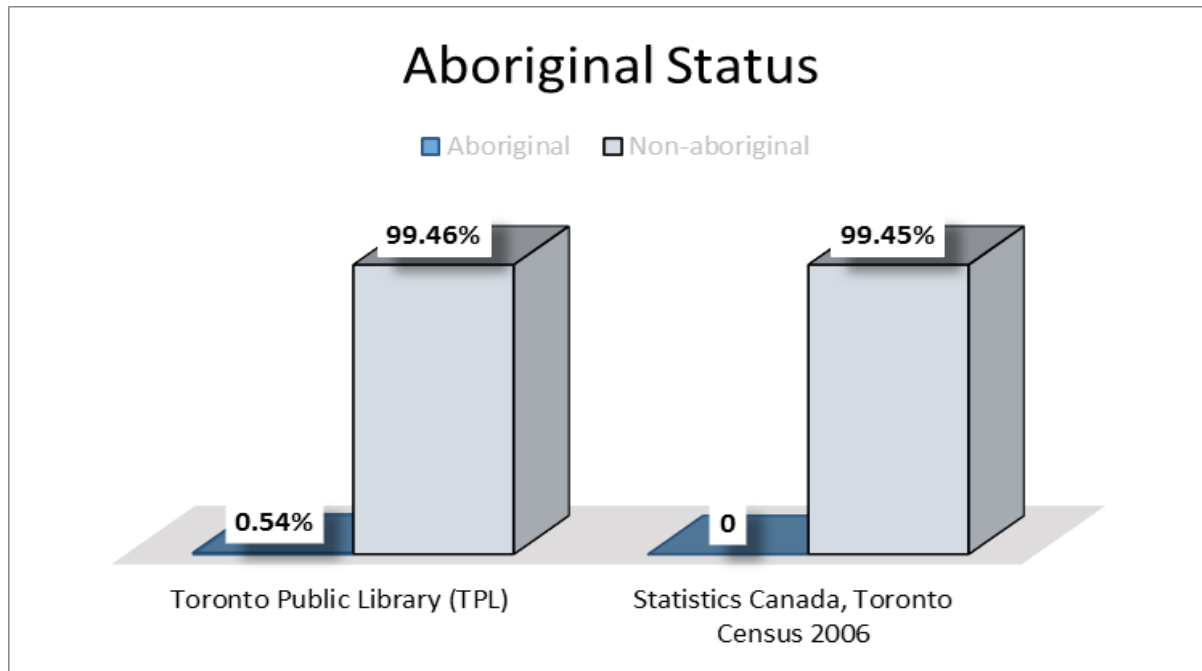| Sexual Orientation	Toronto Public Library (TPL)
Heterosexual	93.56%
Bi-sexual	1.75%
Gay	2.12%
Lesbian	1.44%
Questioning	0.75%
Two-Spirited	0.38%

Definitions:
Questioning: Uncertainty about one's gender identity or sexual orientation
Two-Spirited: Based on a belief one is born with both male and female spirits
*Unavailable comparable statistics on Sexual Orientation (Statistics Canada)

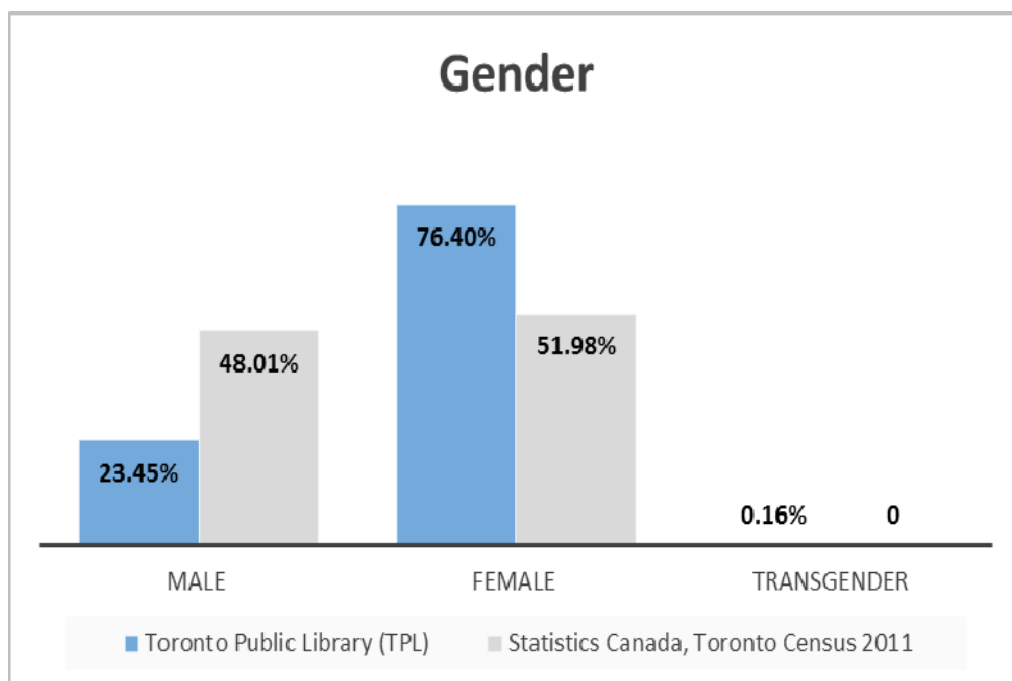| Aboriginals 100%	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2006
Aboriginal	0.54%	0. 50%
Non-aboriginal	99.46%	99.45%

Definitions:
Aboriginals: North American Indian, Inuit (Inuk) and Métis peoples of Canada

Gender	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2011
Male	23.45%	48.01%
Female	76.40%	51.98
Transgender	0.16%	NA

RELIGION/CREED CHARACTERISTICS

Religion	Toronto Public Library (TPL)
Christian	42.21%
Islam	3.26%
Hinduism	2.67%
Buddhism	2.52%
Judaism	2.32%
Sikhism	0.2%
Other (Rasta, Atheist, Wiccan,)	6.03%
No formal religion	24.27%
Prefer not to answer	16.51%

RELIGION/CREED CHARACTERISTIC ('PREFER NOT TO ANSWER' DISTRIBUTED TO OTHER CATEGORIES)

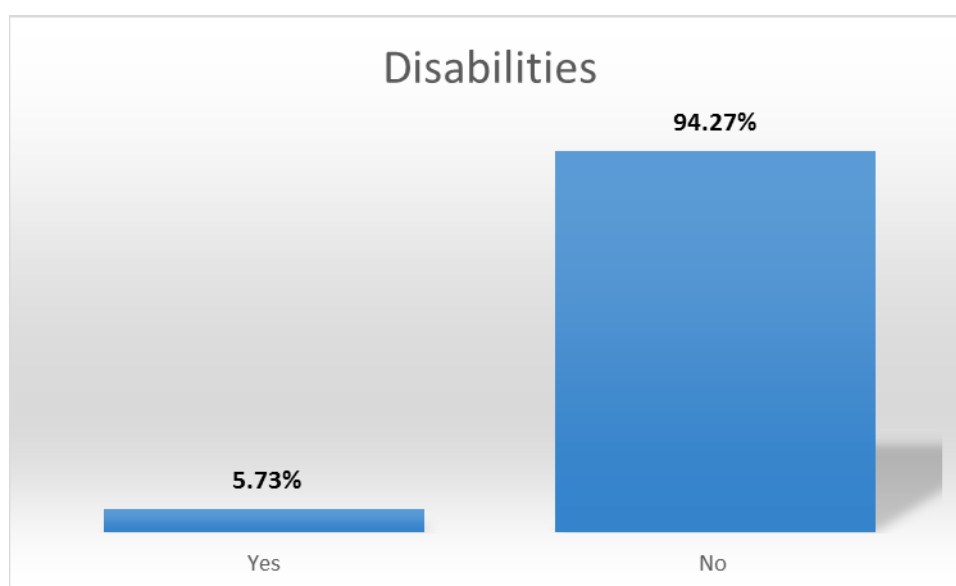| Religion	Toronto Public Library (TPL)
Christian	50.55%
Islam	3.90%
Hinduism	3.20%
Buddhism	3.02%
Judaism	2.79%
Sikhism	0.24%
Other (Rasta, Atheist, Wiccan,)	7.22%
No formal religion	29.08%

Unavailable comparable statistics on Religion (Census Canada)

DISABILITIES

Disabilities	Toronto Public Library (TPL)
Yes	5.05%
No	83.06%
Prefer not to answer	11.89%

DISABILITIES ('PREFER NOT TO ANSWER' DISTRIBUTED TO OTHER CATEGORIES)

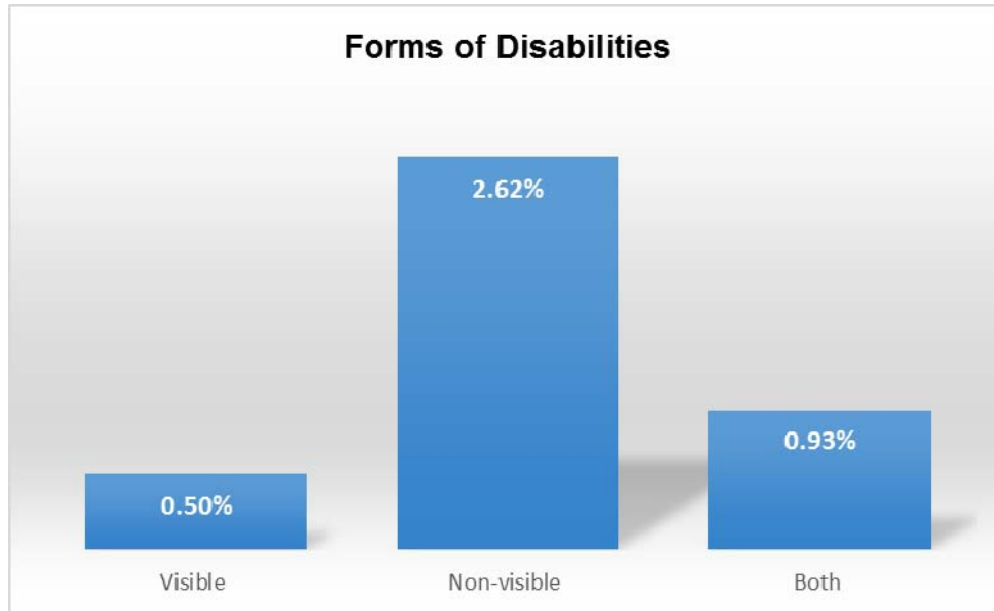| Disabilities	Toronto Public Library (TPL)
Yes	5.73%
No	94.27%

Unavailable comparable statistics on Disabilities (Statistics Canada)*

Forms of Disabilities	Toronto Public Library (TPL)
Visible	0.50%
Non-visible	2.62%
Both	0.93%

* Above data illustrates 5.05% of TPL respondents who provided Forms of Disabilities

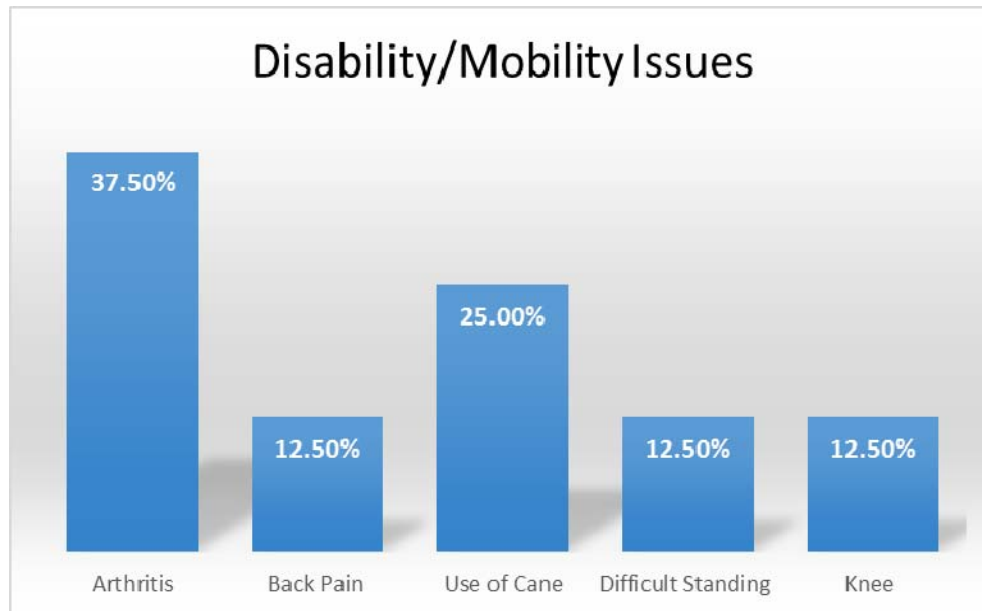*Unavailable comparable statistics on Forms of Disabilities (Statistics Canada)*

DISABILITY/ MOBILITY ISSUES

Mobility	Toronto Public Library (TPL)
Arthritis	25.00%
Back Pain	8.33%
Use of Cane	16.67%
Difficult Standing	8.33%
Knee	8.33%
Prefer not to answer	33.33%

DISABILITY/ MOBILITY ISSUES ('PREFER NOT TO ANSWER' DISTRIBUTED TO OTHER CATEGORIES)

Mobility	Toronto Public Library (TPL)
Arthritis	37.50%
Back Pain	12.50%
Use of Cane	25.00%
Difficult Standing	12.50%
Knee	12.50%

*Note: These charts represents the % of staff who responded under "forms of Disability" refer to page 13
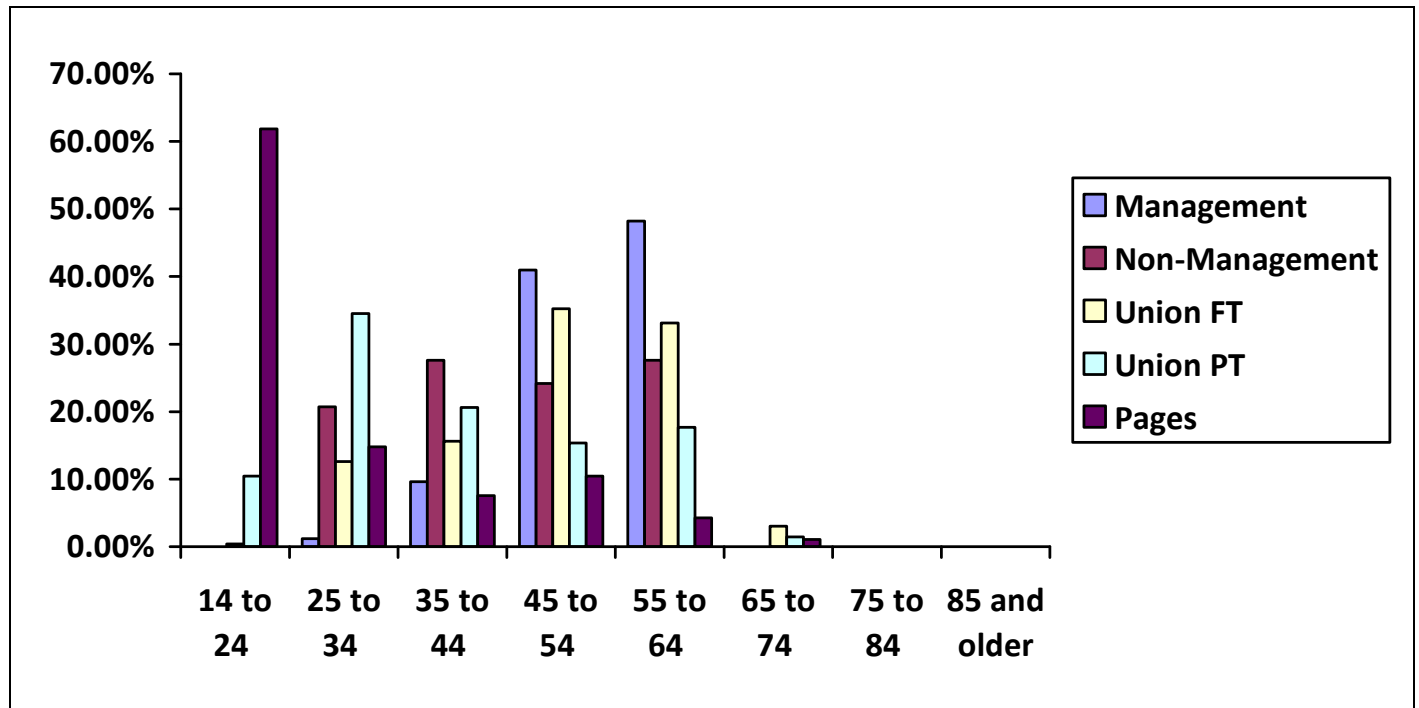

Unavailable comparable statistics on Mobilities (Statistics Canada)

TPL Age by Job Status

TPL Age (Years)	Management	Non-Management	Union FT	Union PT	Pages
14 to 24	0.00%	0.00%	0.42%	10.44%	61.88%
25 to 34	1.21%	20.69%	12.61%	34.49%	14.76%
35 to 44	9.63%	27.59%	15.60%	20.58%	7.56%
45 to 54	40.96%	24.14%	35.21%	15.36%	10.47%
55 to 64	48.19%	27.59%	33.12%	17.68%	4.27%
65 to 74	0.00%	0.00%	3.02%	1.45%	1.06%
75 to 84	0.00%	0.00%	0.00%	0.00%	0.00%
85 and older	0.00%	0.00%	0.00%	0.00%	0.00%

TPL Age by Job Status

Race By Employment Category							
Jobs	Black	Chinese	White	South Asian / Southeast Asian	Other Visible Minorities	Other (no identification)	Prefer not to answer	Total
Management	1.16%	6.98%	80.23%	1.16%	2.33%	1.16%	6.98%	100.00%
Non-Union	0.00%	26.67%	46.67%	0.00%	10.00%	10.00%	6.67%	100.00%
Supervisors	5.14%	13.08%	55.14%	6.54%	5.14%	3.27%	11.68%	100.00%
Librarians	2.68%	8.54%	62.93%	2.93%	4.15%	3.41%	15.37%	100.00%
Assistants	3.84%	16.32%	45.12%	7.84%	7.52%	5.76%	13.60%	100.00%
Page	6.19%	21.56%	35.09%	13.99%	9.63%	5.73%	7.80%	100.00%
Support *	2.86%	20.48%	40.95%	8.10%	9.52%	4.76%	13.33%	100.00%
Grand Total	3.98%	15.71%	48.73%	7.66%	7.06%	4.77%	12.08%	100.00%

* Includes union positions in support departments, at various classification levels, but excluding supervisory positions.