

DIVERSITY WITHIN CANADA'S GREEN WORKFORCE

Diversity is wide-ranging and includes every characteristic, behaviour, value, practice, and belief in all social groups. In the workplace, diversity typically includes but is not limited to race and ethnicity, language, generations, gender identities, disabilities, and social-economic backgrounds.

The main objective of workforce diversity is to establish an inclusive workplace that respects and values the differences of each worker and supports a sense of belonging that emphasizes worker well-being, engagement, and success.¹ The aim is to develop workforce diversity as a pillar of strength rather than view it as a shortcoming. A diverse workforce can support the long-term retention of workers and reduce the costly hiring and training process, contributing to an organization's resiliency and competitiveness during disruption times.²

In 2022, ECO Canada surveyed Canadian employers about their environmental workers to develop a profile of Canada's environmental workforce across all industries, occupations, and regions to identify trends in the environmental sector and its workforce.³ The results enhance our understanding of the extent to which opportunities exist to increase diversity and encourage inclusion in environmental workplaces.

OVERALL

ECO Canada surveyed 738 companies of various industries, regions, and organization sizes and types. 295 employers provided characteristics of their green workforce.

Of the 35,817 environmental workers employed by these organizations:



5% are Indigenous persons
vs 4% of Canada's
entire labour force⁴



3% are persons
with disabilities⁵



6% are persons of a visible
minority vs. 28% of Canada's
entire labour force⁶

FOOTNOTES & REFERENCES

¹ McKinsey & Company. (2020, May 19). *Diversity wins: How Inclusion Matters*. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

² Jaron, Mike and Wei Chen (2022, June 16). *Building more resilient organizations through diversity and inclusion*. Citi Ventures, opinion. <https://www.citi.com/ventures/perspectives/opinion/resilient-organizations-diversity-inclusion.html>

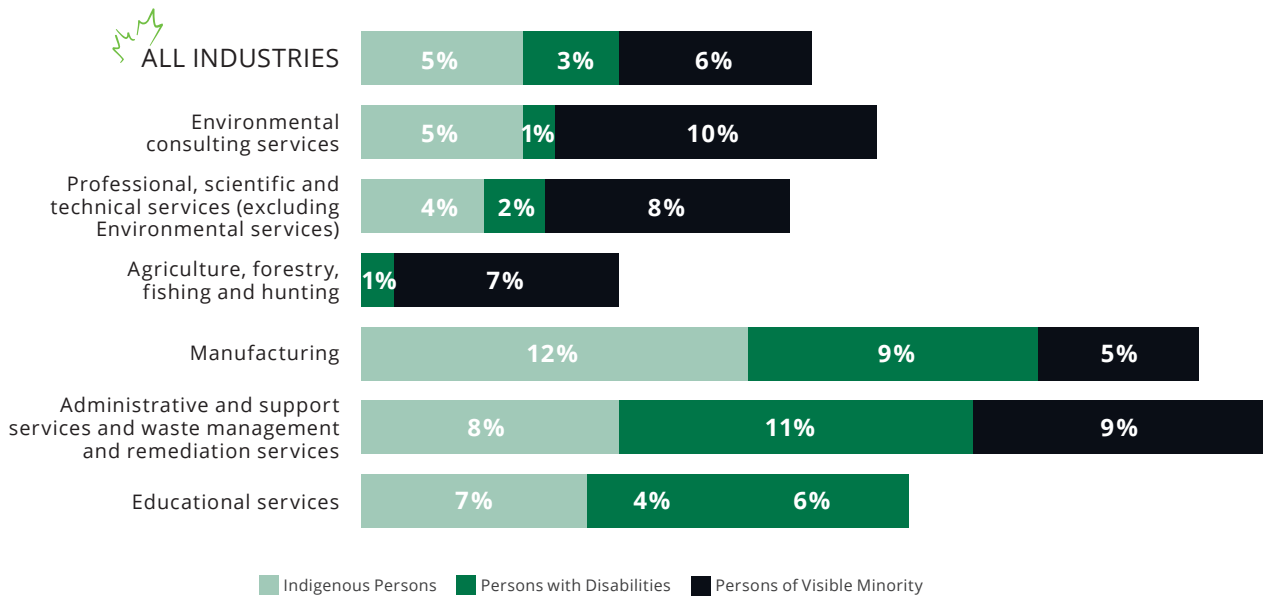
³ This survey was conducted in accordance with the Government of Canada's *Employment Equity Act* (S.C. 1995, c. 44) and *Employment Equity Regulations* (SOR/96-470). See *2022 Survey of Environmental Employers: Scope, Methodology and Respondent Profile* for further information and definition of variables.

⁴ Statistics Canada. (2022, November 30). *Labour force status by highest level of education, Indigenous identity, age and gender: Canada, provinces and territories, census metropolitan areas and census agglomerations with parts*. Table 98-10-0451-01. <https://www150.statca.gc.ca/t1/tbl1/en/tv.action?pid=9810045101>

⁵ Comparable to Canada's entire labour force status not shown as Statistics Canada's *2022 Canadian Survey on Disability (CSD)* results, which occurs every five years in conjunction with the Census of Population, is expected in late 2023. Statistics Canada. (2022, June 2). *Canadian Survey on Disability*. <https://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=3251>

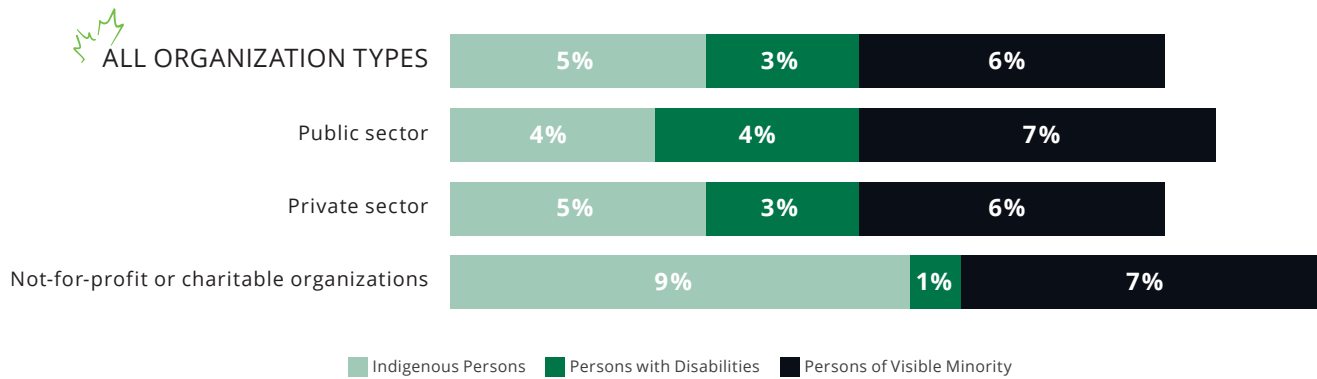
⁶ Statistics Canada. (2022, November 30). *Labour force status by visible minority, immigrant status and period of immigration, highest level of education, age, and gender: Canada, provinces and territories, census metropolitan areas and census agglomerations with parts*. Table: 98-10-0446-01. <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=9810044601>

BY INDUSTRY



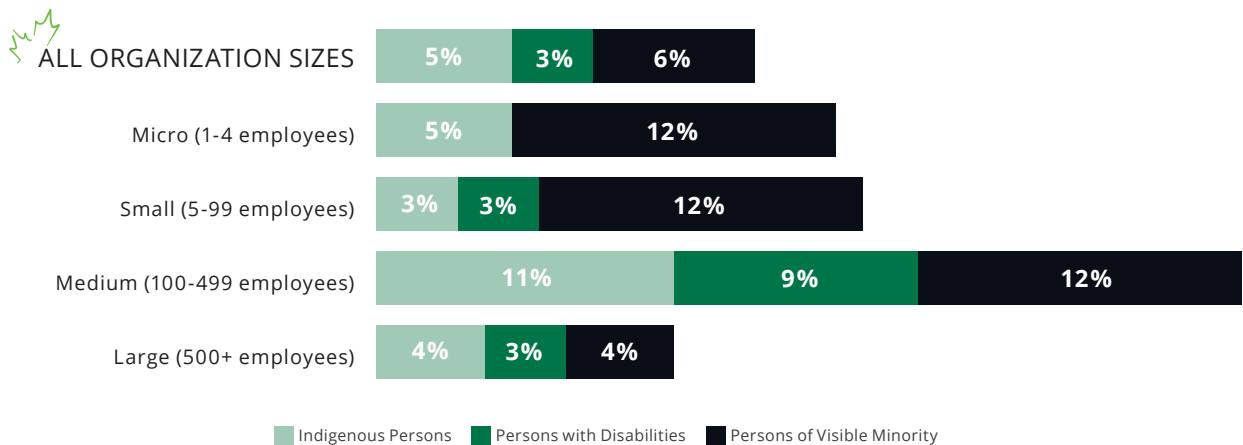
- **Manufacturing** (12%), **Administrative and support, waste management and remediation services** (8%) and **Educational services** (7%) had higher than average representation of Indigenous persons in their environmental workforces.
- Higher percentages of environmental workers with disabilities were reported in **Administrative and support, waste management and remediation services** (11%) and **Manufacturing** (9%).
- **Environmental consulting services employers** had a high percentage of environmental workers of a visible minority at 10%, above the industry average of 6%. In comparison, **manufacturing service employers** had a low percentage at 5%.
- Employers in **Agriculture, forestry, fishing and hunting** reported a very low percentage of persons with disabilities (1%) in their environmental workforce and no Indigenous persons.

BY ORGANIZATION TYPE



- Public sector (7%) and Not-for-profit or charitable organizations (7%) reported slightly higher than average percentages of persons of a visible minority in their environmental workforce.
- Not-for-profit or charitable organizations reported that 9% of their environmental workers were Indigenous persons but only 1% were persons with disabilities.

BY ORGANIZATION SIZE



- Medium-sized organizations had a high proportion of Indigenous persons, persons with disabilities, and persons of a visible minority in the environmental workforce.
- Except for large-sized organizations, micro-, small-, and medium-sized organizations had 12% of persons of a visible minority as environmental workers.

SUMMARY

To develop and sustain their organization in a tight labour market with environmental job opportunities escalating, employers want strategies to retain and develop their current employees and attract and recruit new workforce talent.⁷

A solution for employers facing increased job openings and projected worker shortages in Canada's environmental sector is diversifying their green workforce to meet current competitive labour market challenges.⁸

As an environmental thought leader, ECO Canada advances responsible, sustainable economic growth around prioritizing environmental care and best practices. ECO Canada offers programs, services, and resources to support and encourage employers to diversify their workforce and to reduce employment barriers and challenges Indigenous persons, persons with disabilities, and persons of a visible minority experience. Such programs and services include:

- *BEAHR Indigenous Training* programs centre on the guiding principle of respect for Indigenous people; respect for their distinct cultures, history, unique relationship to the land, and legal status. Customized programs meet a community's needs and priorities while developing the skills of a community member to secure environmental employment.
- *Environmental Foreign Talent Development* provides a program that brings together highly skilled immigrant workers who need more professional networks and Canadian experience with potential employers planning to diversify their workforce.
- *Environmental Employability Pathways/Canada's Youth Employment and Skills Strategy (YESS)* provide underrepresented youth (15 to 30 years) with skills to navigate the green labour market into sustained environmental employment.
- *ECO Canada's Human Resources* division has a range of customized services from candidate recruitment to strategic HR management. Including the largest online environmental job board in Canada.

FOOTNOTES & REFERENCES

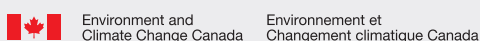
7 ECO Canada. (2021, March). *From Recession to Recovery: Environmental Workforce Needs, Trends and Challenges. Updated Labour Market Outlook to 2025*. <https://eco.ca/new-reports/updated-environmental-labour-outlook-to-2025/>

8 ECO Canada (2021, March) *National Environmental Workforce Strategy Framework to Address Environmental Talent Needs and Gaps*. <https://eco.ca/new-reports/national-environmental-workforce-strategy-framework/>



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