INNOVATION

ADVANCING

INNOVATION

AND PUBLIC

PROTECTION

DATA INSIGHTS: FIRST FINDINGS FROM THE EQUITY AND INCLUSION DATA INITIATIVE

The College recognizes that advancing equity, diversity and inclusion and addressing discrimination are important parts of its public protection mandate. To make meaningful progress, we must first better understand the current landscape, including possible barriers and diversity of representation within the professions. We want to ensure we are making decisions that are guided by lived experiences and authentic representation.

Launched during the 2024 renewal period, the Equity and Inclusion Data Initiative invites registrants to share demographic information on a voluntary basis. The initiative is based on the fundamental principle that only what is measured can be effectively understood and improved.

We were extremely pleased with the participation rate in the initiative's inaugural year and are happy to share that approximately **66.5%** of registrants chose to take part in the initiative.

66.5%

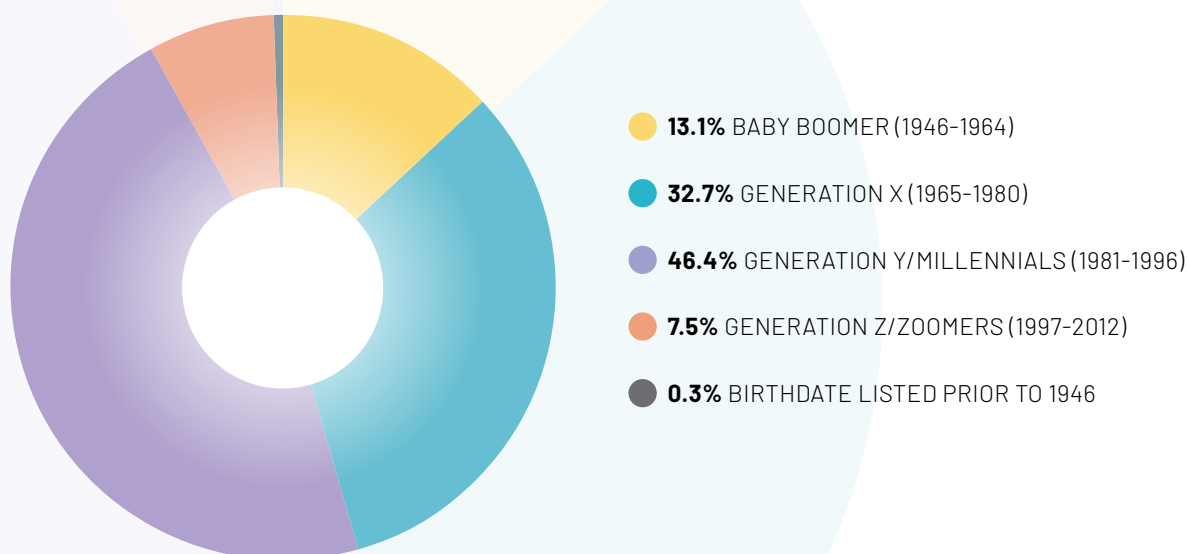**66.5%** of registrants chose to take part in the Equity and Inclusion Data Initiative's inaugural year.

The following insights highlight the key findings and trends from collected data. We acknowledge that these insights do not provide a complete or perfect picture of the demographics of all social workers and social service workers, since participation is voluntary. They serve as an important starting point in understanding the diversity within the professions.

OUR FIRST YEAR IN NUMBERS: WHAT THE DATA REVEALS

18,551

The number of registrants who consented to share their data with the Equity and Inclusion Data Initiative is **18,551**.

AGE OF REGISTRANTS BY GENERATION

- **13.1%** BABY BOOMER (1946-1964)
- **32.7%** GENERATION X (1965-1980)
- **46.4%** GENERATION Y/MILLENNIALS (1981-1996)
- **7.5%** GENERATION Z/ZOOMERS (1997-2012)
- **0.3%** BIRTHDATE LISTED PRIOR TO 1946

INDIGENOUS IDENTITY: ONTARIO COMPARISON

4.4%

4.4% of participants identify as First Nations, Métis and/or Inuit

2.9%

In comparison to the **2.9%** Indigenous population of Ontario (based on the 2021 Canadian Census).

RACIAL IDENTITY

11,560	**WHITE** (e.g. European descent, British, French, German)
1,235	**BLACK** (e.g. African, African-Canadian, Afro-Caribbean)
1,159	**SOUTH ASIAN** (e.g. Bangladeshi, Indian, Pakistani, Sri Lankan)
722	**EAST ASIAN** (e.g. Chinese, Korean, Japanese, Taiwanese)
551	**CARIBBEAN** (e.g. Afro-Caribbean, Guyanese, Indo-Caribbean, Jamaican)
358	**MIDDLE EASTERN** (e.g. Afghan, Arab, Egyptian, Iranian, Israeli, Kurdish, Lebanese)
308	**MULTIRACIAL** (Please indicate how you self-identify)
284	**LATINX** (e.g. Hispanic, Latin American)
257	**SOUTHEAST ASIAN** (e.g. Cambodian, Filipino, Indonesian, Thai, Vietnamese)

RACIAL IDENTITY: ONTARIO COMPARISON

34.4%

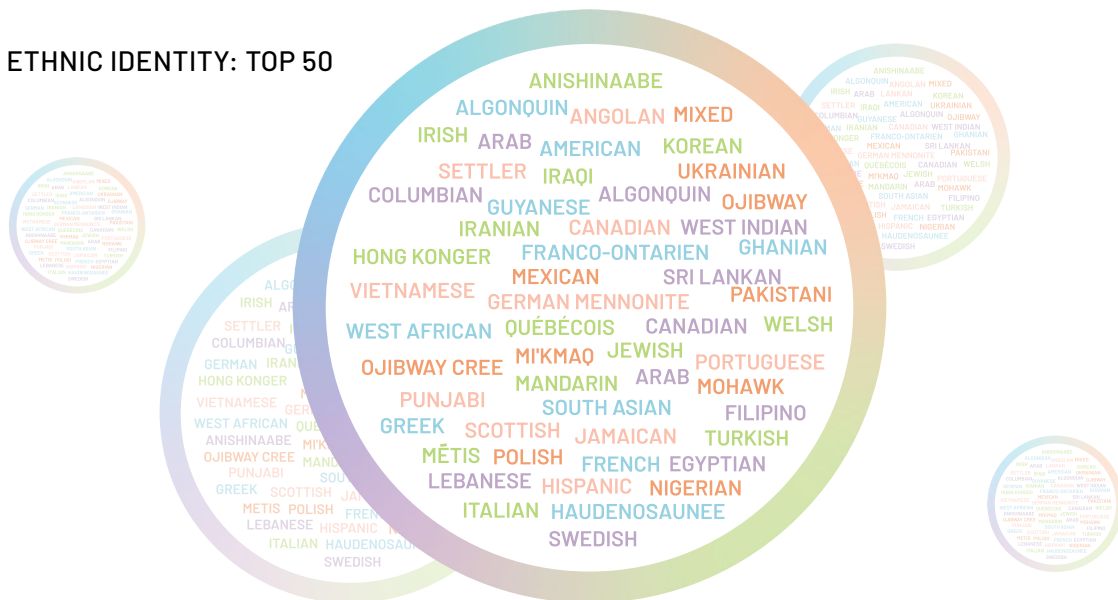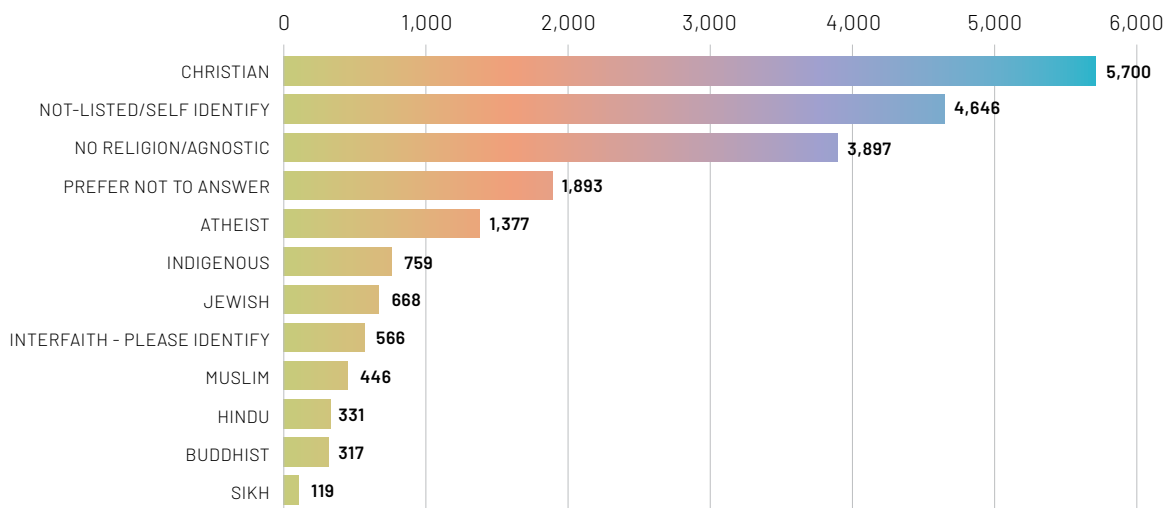**34.4%** of participants identify as racialized.

26.5%

In comparison to the **26.5%** of Ontarians who identify as racialized (based on the 2021 Canadian Census).

ETHNIC IDENTITY: TOP 50

ANISHINAABE
ALGONQUIN ANGOLAN MIXED
IRISH ARAB AMERICAN KOREAN
SETTLER IRAQI UKRAINIAN
COLUMBIAN GUYANESE ALGONQUIN OJIBWAY
IRANIAN CANADIAN WEST INDIAN
HONG KONGER FRANCO-ONTARIEN GHANIAN
VIETNAMESE MEXICAN SRI LANKAN
GERMAN MENNONITE PAKISTANI
WEST AFRICAN QUÉBÉCOIS CANADIAN WELSH
OJIBWAY CREE MI'KMAQ JEWISH PORTUGUESE
PUNJABI MANDARIN ARAB MOHAWK
GREEK SCOTTISH SOUTH ASIAN FILIPINO
MÉTIS POLISH JAMAICAN TURKISH
LEBANESE FRENCH EGYPTIAN
ITALIAN HISPANIC NIGERIAN
HAUDENOSAUNEE
SWEDISH

RELIGIOUS AND SPIRITUAL AFFILIATION

Affiliation	Value
CHRISTIAN	5,700
NOT-LISTED/SELF IDENTIFY	4,646
NO RELIGION/AGNOSTIC	3,897
PREFER NOT TO ANSWER	1,893
ATHEIST	1,377
INDIGENOUS	759
JEWISH	668
INTERFAITH - PLEASE IDENTIFY	566
MUSLIM	446
HINDU	331
BUDDHIST	317
SIKH	119

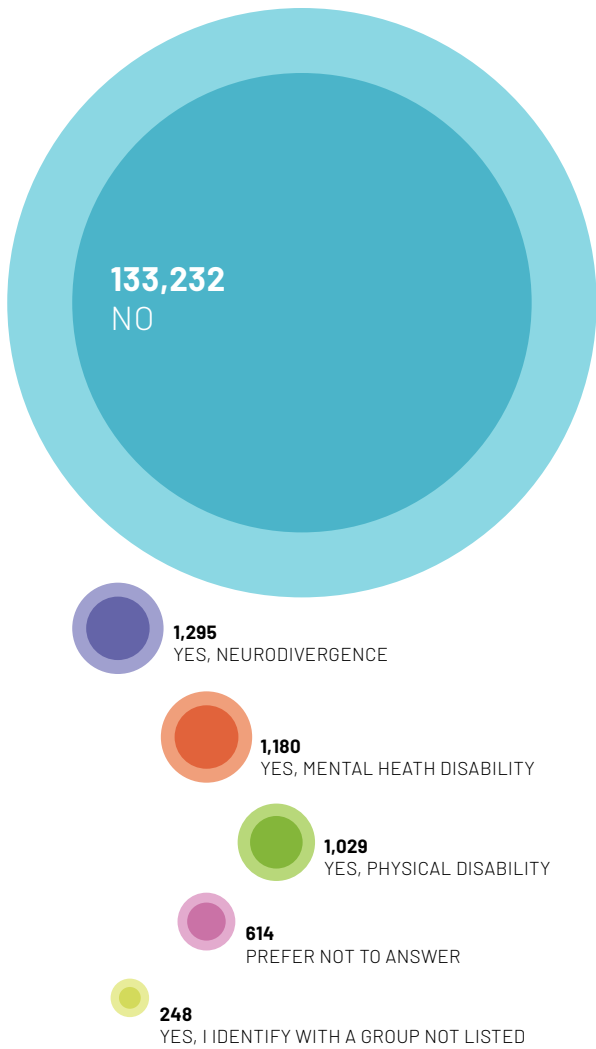## LANGUAGES SPOKEN, OTHER THAN ENGLISH OR FRENCH

4,281 respondents shared that they could conduct a conversation in a language outside of English or French.

Over **80** languages spoken were listed by participants. The most common languages spoken are:

Spanish	582
Hindi	472
Cantonese	345
Mandarin	285
Malayalam	261
Urdu	218
Italian	214
Punjabi	210
Tamil	202
Portuguese	184
Arabic	147
German	126
Hebrew	121
Farsi/Persian	106

PERSONS WITH A DISABILITY

Participants provided the following information about their disability identity.

133,232
NO

1,295
YES, NEURODIVERGENCE

1,180
YES, MENTAL HEATH DISABILITY

1,029
YES, PHYSICAL DISABILITY

614
PREFER NOT TO ANSWER

248
YES, I IDENTIFY WITH A GROUP NOT LISTED

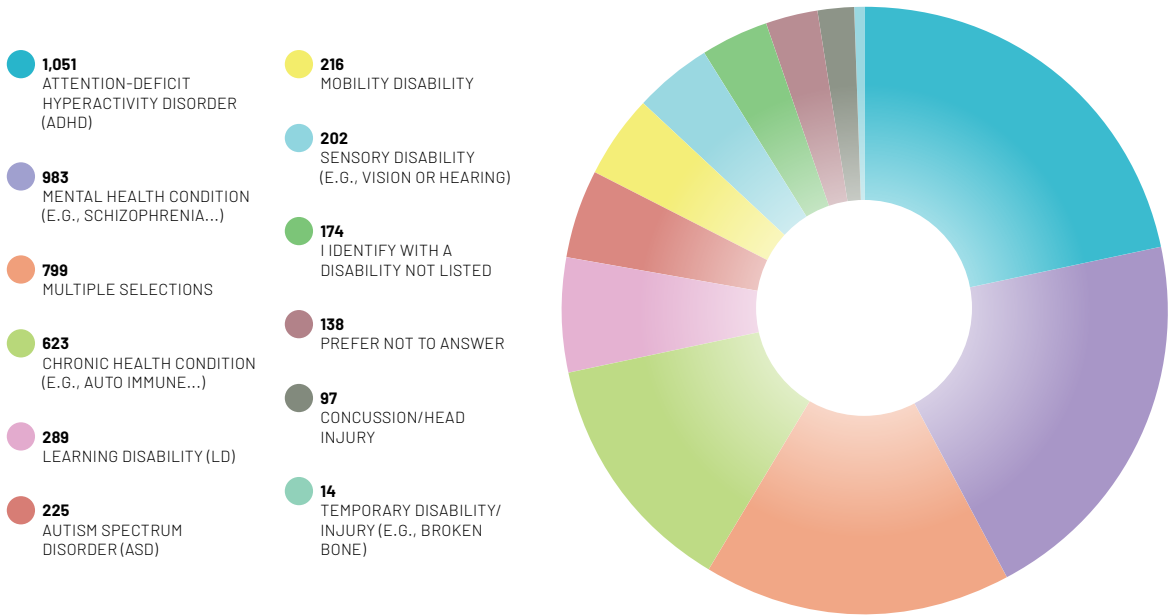## DISABILITY TYPES: ONTARIO COMPARISON

28%

21%

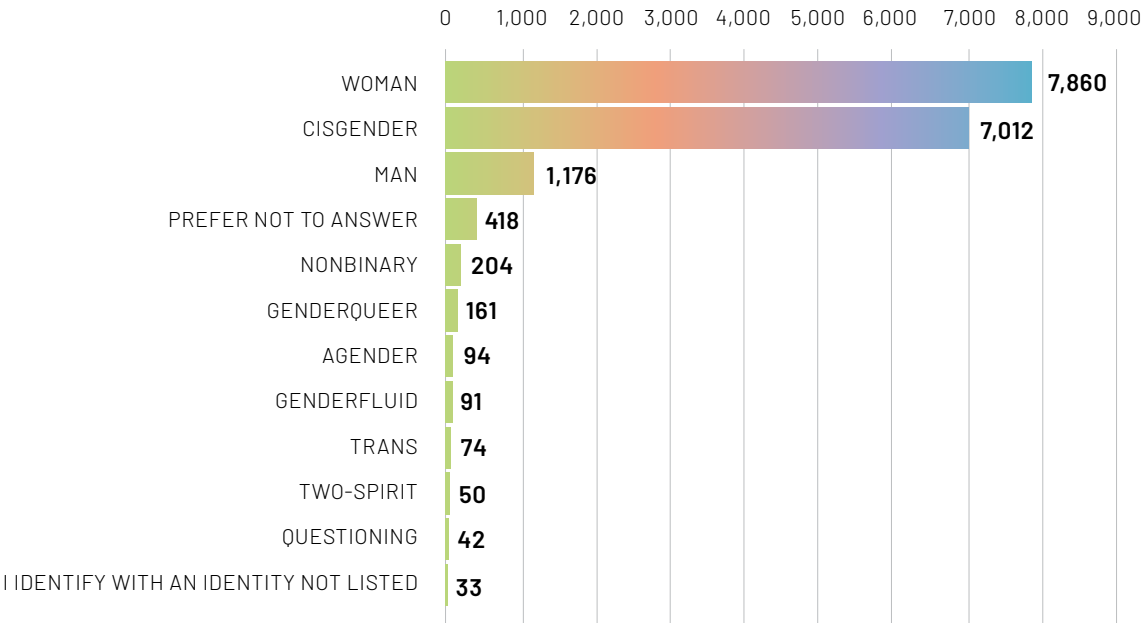**28%** of participants identify as living with a disability.

In comparison to the **21%** of Ontarians who identify as living with a disability (based on the 2022 Canadian Survey of Disabilities).
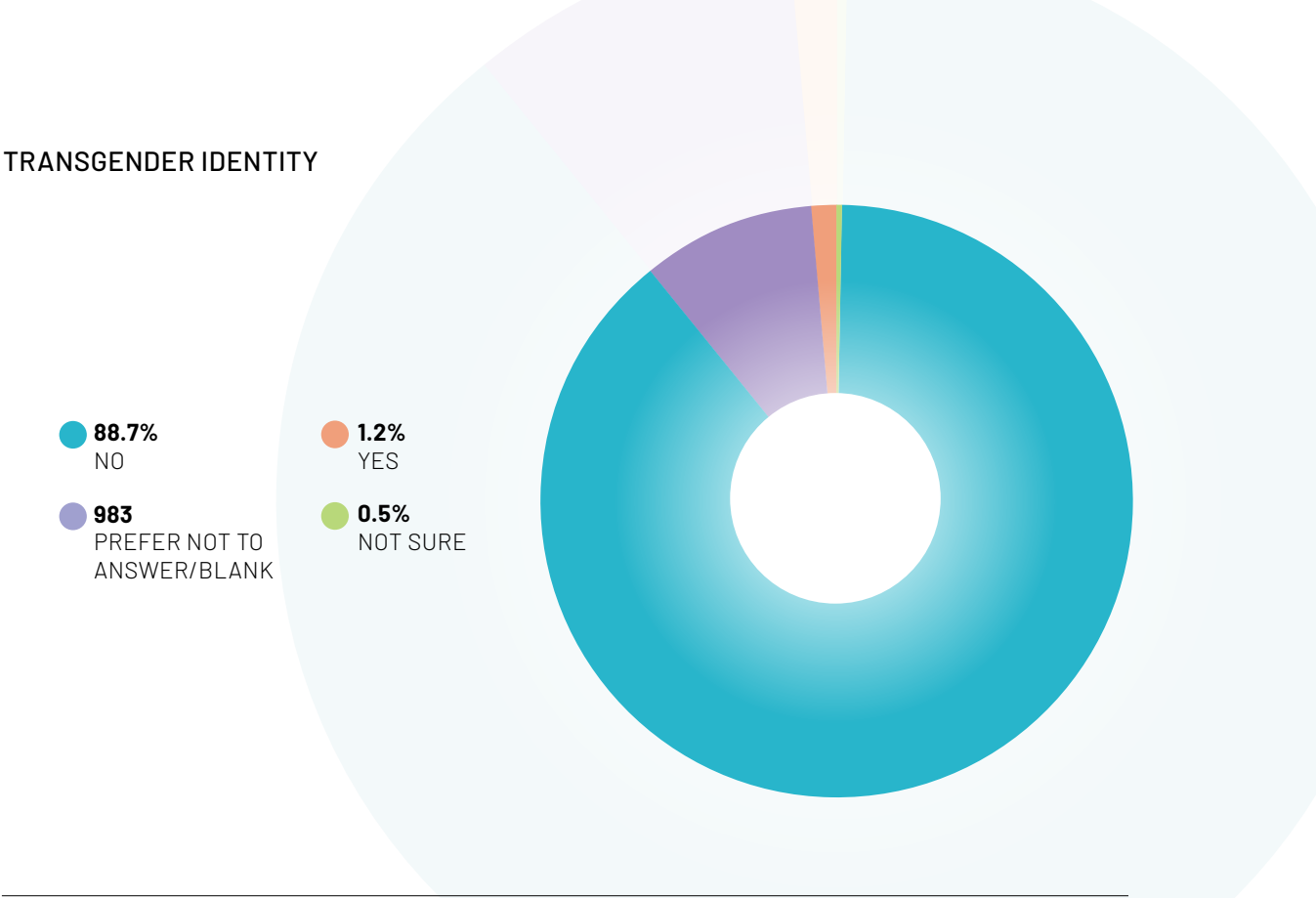
TYPES OF DISABILITIES

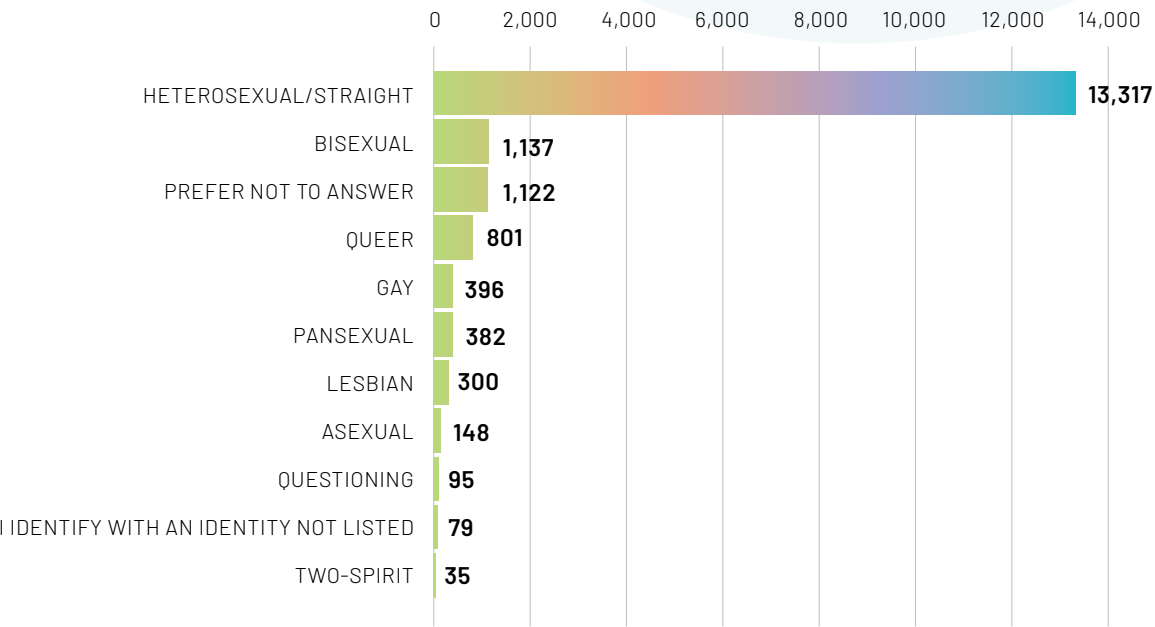Registrants who participated identified with the following types of disabilities:

1,051 ATTENTION-DEFICIT HYPERACTIVITY DISORDER (ADHD)

983 MENTAL HEALTH CONDITION (E.G., SCHIZOPHRENIA...)

799 MULTIPLE SELECTIONS

623 CHRONIC HEALTH CONDITION (E.G., AUTO IMMUNE...)

289 LEARNING DISABILITY (LD)

225 AUTISM SPECTRUM DISORDER (ASD)

216 MOBILITY DISABILITY

202 SENSORY DISABILITY (E.G., VISION OR HEARING)

174 I IDENTIFY WITH A DISABILITY NOT LISTED

138 PREFER NOT TO ANSWER

97 CONCUSSION/HEAD INJURY

14 TEMPORARY DISABILITY/ INJURY (E.G., BROKEN BONE)

GENDER IDENTITY

Gender Identity	Count
WOMAN	7,860
CISGENDER	7,012
MAN	1,176
PREFER NOT TO ANSWER	418
NONBINARY	204
GENDERQUEER	161
AGENDER	94
GENDERFLUID	91
TRANS	74
TWO-SPIRIT	50
QUESTIONING	42
I IDENTIFY WITH AN IDENTITY NOT LISTED	33

TRANSGENDER IDENTITY

- **88.7%** NO
- **1.2%** YES
- **983** PREFER NOT TO ANSWER/BLANK
- **0.5%** NOT SURE

SEXUAL ORIENTATION

HETEROSEXUAL/STRAIGHT	13,317
BISEXUAL	1,137
PREFER NOT TO ANSWER	1,122
QUEER	801
GAY	396
PANSEXUAL	382
LESBIAN	300
ASEXUAL	148
QUESTIONING	95
I IDENTIFY WITH AN IDENTITY NOT LISTED	79
TWO-SPIRIT	35

FROM INSIGHTS TO IMPACT: WHAT'S NEXT FOR THE INITIATIVE

With this initial data, we can begin to collaborate with our engagement groups to address systemic barriers and inform equity initiatives to better serve the Ontario public. Moving forward, the College will:

- Present findings to social work and social service work educators for potential trend analysis between the College's registrant base and their student population;

- Share key findings with our government partners;

- Collaborate with the professional associations, who can advocate for more diverse representation within the professions;

- Seek feedback from registrants as part of our commitment to continuous improvement; and

- Continue to collaborate with Council and the Equity, Diversity and Inclusion Committee to advance meaningful action.

We express our sincere gratitude to all registrants who chose to take part in the Equity and Inclusion Data Initiative. Your data will support the College in evidence-based decision-making and will provide valuable insights into the degree to which the diversity of the Ontario public is reflected in College registration. As we continue this journey, we remain committed to meaningful engagement and collaboration, using this data to better serve the Ontario public.