

EQUITY & INCLUSION

DATA INITIATIVE

DATA INSIGHTS:

YEAR TWO FINDINGS FROM THE EQUITY AND INCLUSION DATA INITIATIVE

The College recognizes that advancing equity, diversity and inclusion and addressing discrimination are important components of its public protection mandate. To create meaningful change, we must first better understand the current landscape, including possible barriers and diversity of representation within the social work and social service work professions. Our goal is to ensure that we are making decisions that are guided by lived experiences and authentic representation.

The [Equity and Inclusion Data Initiative](#) invites registrants to share demographic information on a voluntary basis. This initiative is based on the fundamental principle that only what is measured can be effectively understood and improved. Our aim is to use the data insights gained to help us action our commitment to equity, diversity and inclusion.

We were extremely pleased with the participation rate in the initiative's second year and are happy to share that approximately 66% of registrants chose to take part.

66%

66% of registrants chose to take part in the Equity and Inclusion Data Initiative's second year.



The following insights highlight the key findings and trends from the 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 in the initiative is voluntary. However, these insights do serve as an important starting point in understanding the diversity within the professions.

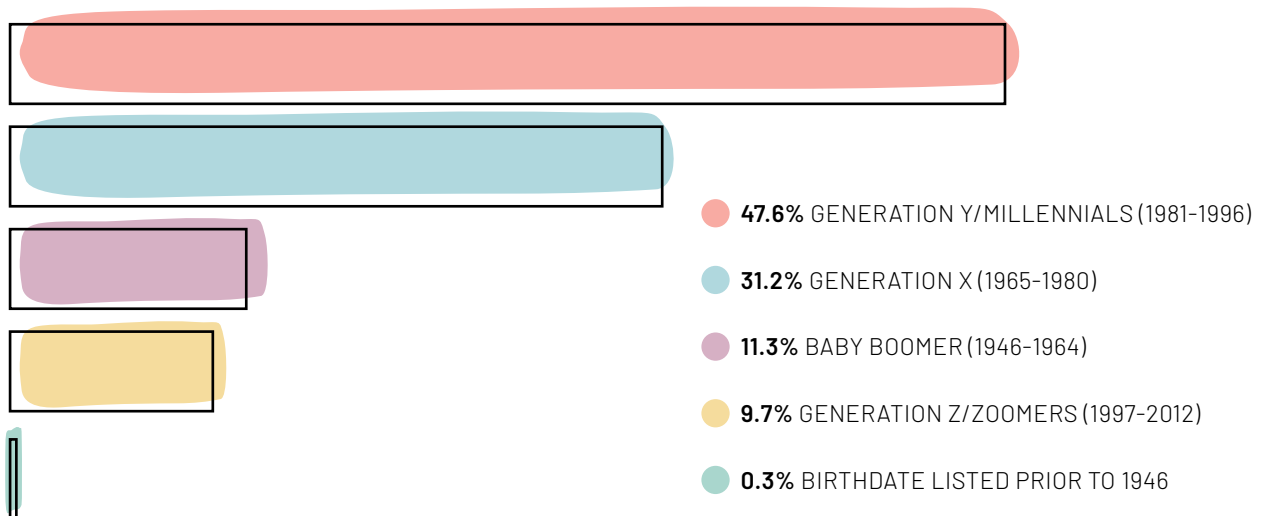
OUR SECOND YEAR IN NUMBERS: WHAT THE DATA REVEALS

19,056

19,056 registrants consented to share their data with the Equity and Inclusion Data Initiative.

Data from the second year of the initiative showed a similar distribution of demographics as the data from its inaugural year. For more information, view the [2024 Equity and Inclusion Data Initiative Findings](#).

AGE OF REGISTRANTS BY GENERATION



INDIGENOUS IDENTITY: ONTARIO COMPARISON

4.6%

4.6% of participants identify as First Nations, Métis and/or Inuit.

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

2.9%

RACIAL IDENTITY



- 11,663 WHITE
- 1,366 BLACK
- 1,286 SOUTH ASIAN
- 766 EAST ASIAN
- 620 INDIGENOUS
- 586 CARIBBEAN
- 409 MIDDLE EASTERN
- 327 MULTIRACIAL
- 325 PREFER NOT TO ANSWER
- 305 LATINX
- 297 SOUTHEAST ASIAN
- 195 IDENTIFY WITH A GROUP NOT LISTED

RACIAL IDENTITY: ONTARIO COMPARISON

32.3%

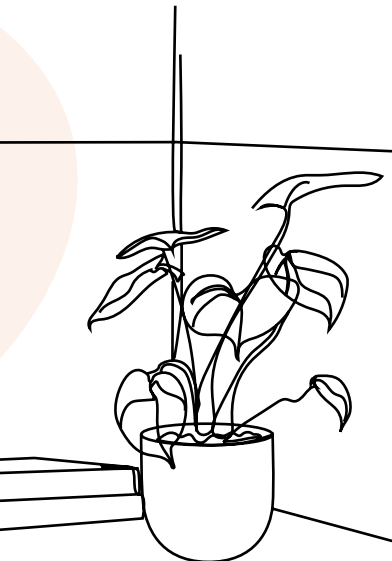
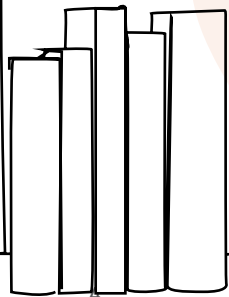
32.3% of participants identify as racialized.

In comparison to 34.3% of Ontarians who identify as racialized (based on the 2021 Canadian Census).

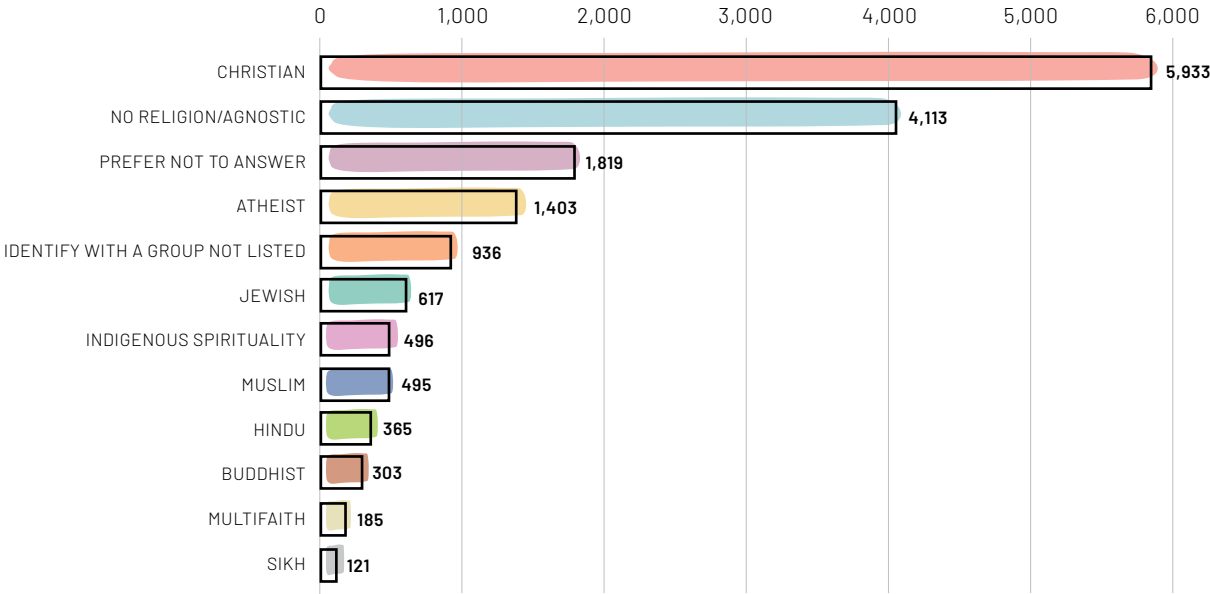
34.3%

ETHNIC IDENTITY: TOP 50

CAUCASIAN ANISHINAABE OJIBWAY JEWISH SCOTTISH
 ENGLISH GREEK AFRICAN POLISH SWISS
 CREE JAMAICAN CARIBBEAN FRENCH WHITE
 EASTERN EUROPEAN SOUTHASIAN UKRAINIAN
 ITALIAN SWEDISH AUSTRIAN NIGERIAN BRITISH
 FINNISH DANISH BLACK IRISH RUSSIAN INDIAN
 GUYANESE HUNGARIAN DUTCH NORWEGIAN
 PAKISTANI GERMAN MÉTIS AMERICAN EUROPEAN
 SPANISH LEBANESE CHINESE EAST INDIAN
 WELSH PORTUGUESE CROATIAN FILIPINO
 FRENCH CANADIAN TRINIDADIAN BELGIAN CANADIAN



RELIGIOUS AND SPIRITUAL AFFILIATION

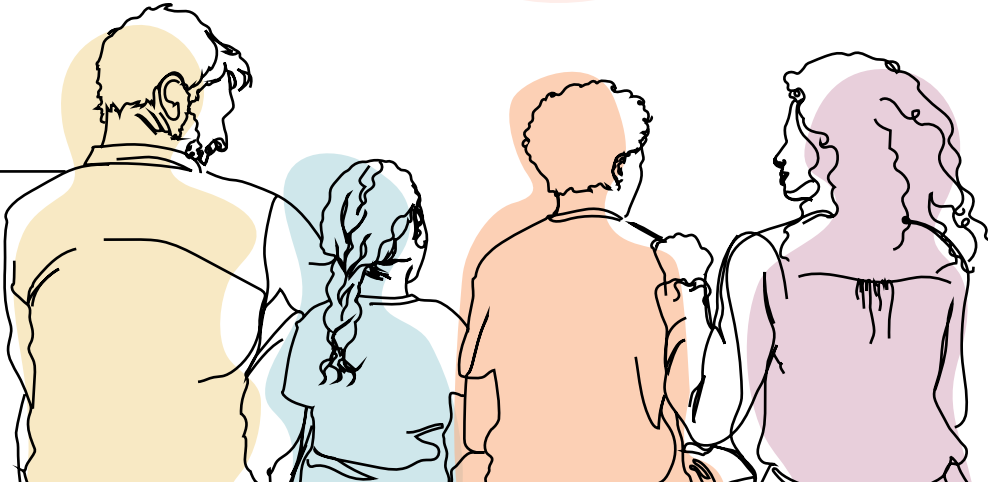


LANGUAGES SPOKEN, OTHER THAN ENGLISH OR FRENCH

4,551 respondents shared that they are proficient in a language outside of English or French.

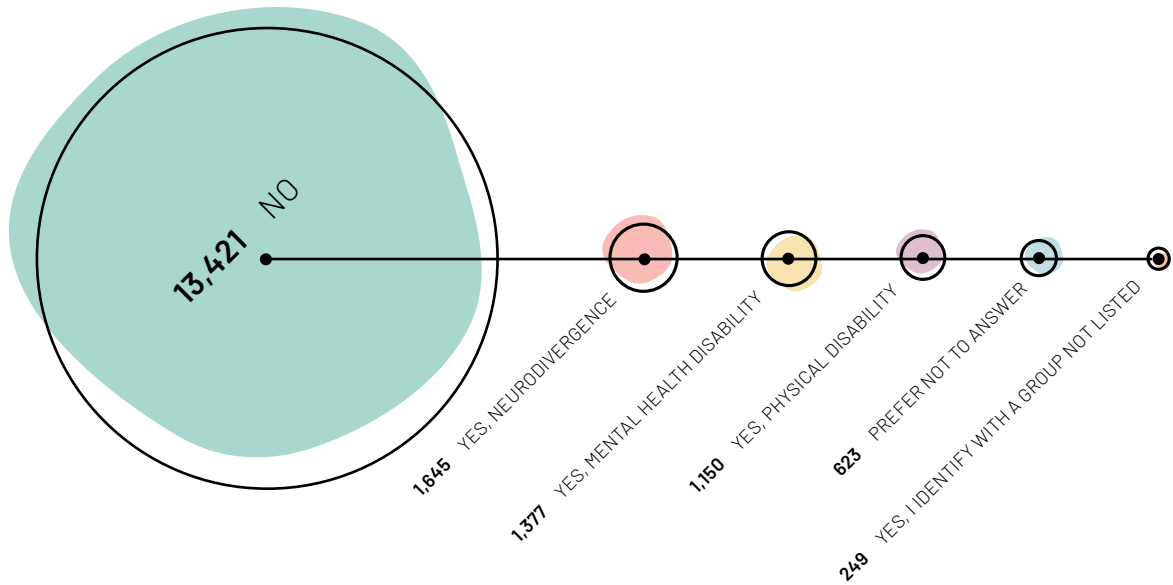
There are over **200** language proficiencies among participants. The most common languages participants are proficient in are:

Spanish	509	Urdu	181
Hindi	429	Punjabi	176
Cantonese	328	Portuguese	159
Malayalam	296	Arabic	139
Mandarin	247	Hebrew	105
Tamil	233	Farsi/Persian	104
Italian	184	German	103



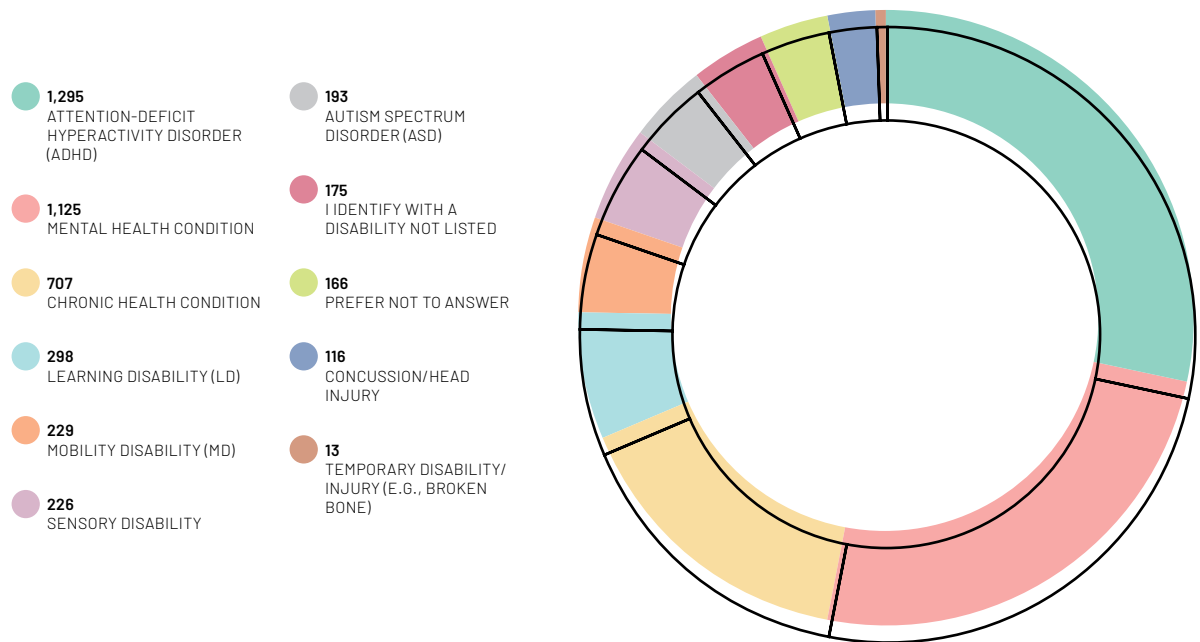
PERSONS WITH A DISABILITY

Participants provided the following information about their disability identity:



TYPES OF DISABILITIES

Registrants who participated identified with the following types of disabilities:



DISABILITY TYPES: ONTARIO COMPARISON

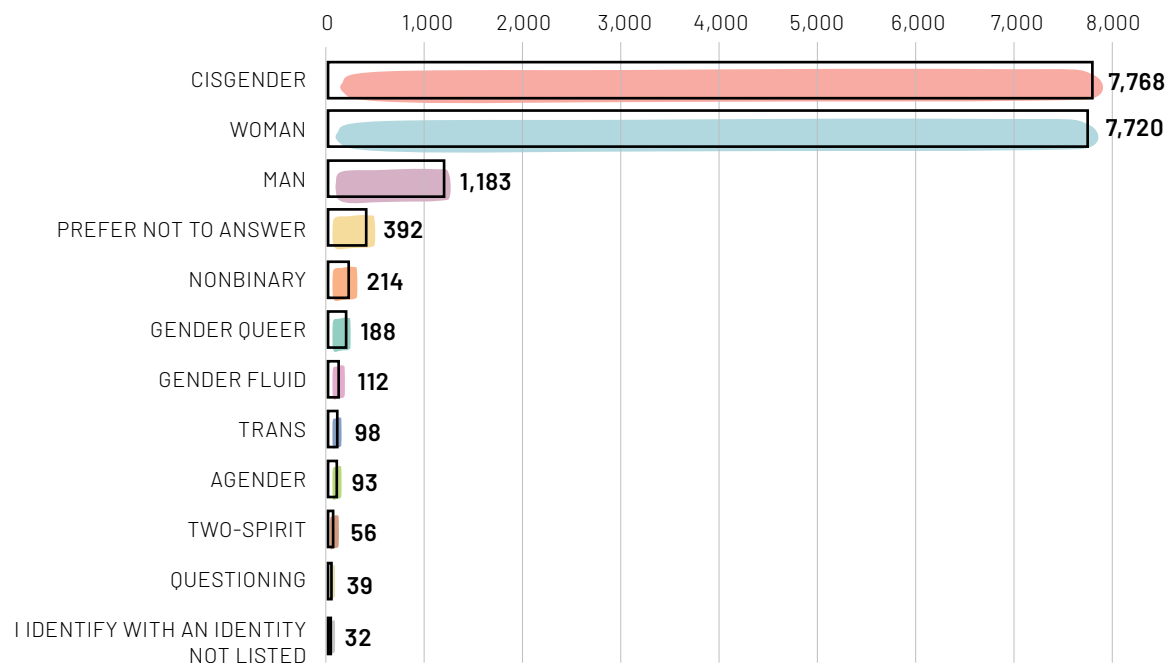
23.9% of participants identify as living with a disability.

23.9%

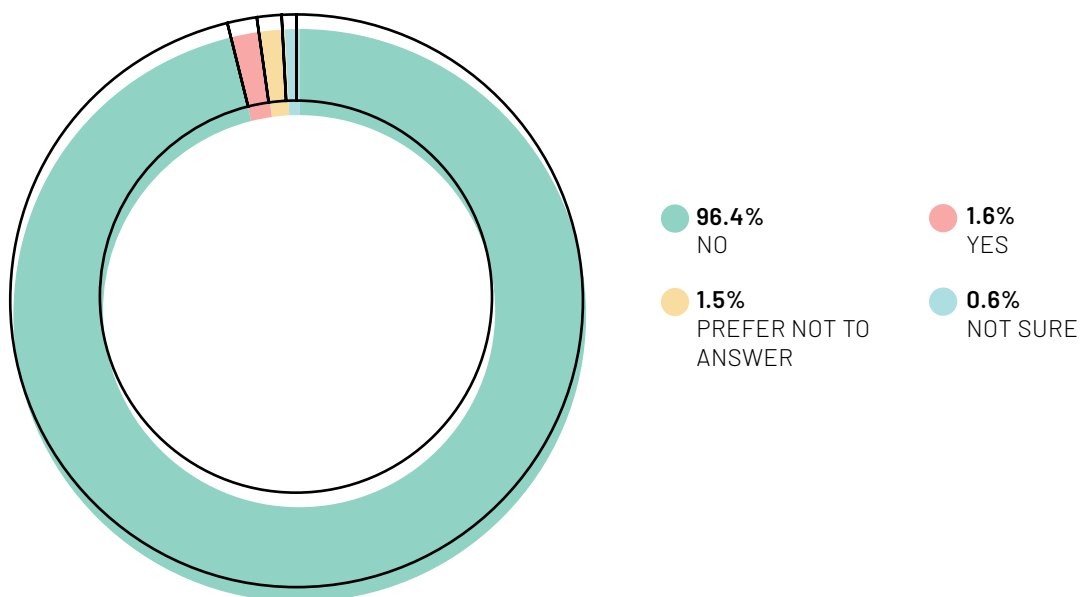
28%

In comparison to the **28%** of Ontarians who identify as living with a disability (based on the 2022 Canadian Survey of Disabilities).

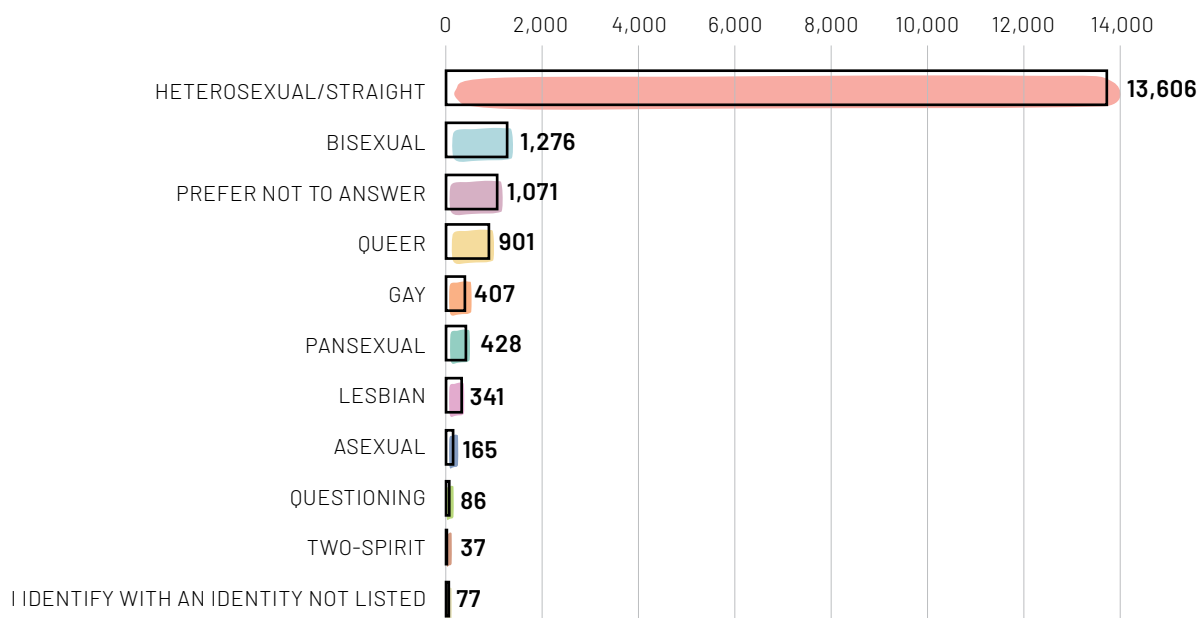
GENDER IDENTITY



TRANS IDENTITY



SEXUAL ORIENTATION



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

With this initial data from the first two years of the initiative, we are beginning to collaborate with our engagement groups to address systemic barriers and inform equity initiatives to better serve the Ontario public. The College is currently working on:

- Presenting findings to social work and social service work educators for potential trend analysis between the College's registrant base and their student population;
- Sharing key findings with our government partners;
- Collaborating with the professional associations, who can advocate for more diverse representation within the professions;
- Implementing feedback received from registrants as part of our commitment to continuous improvement; and
- Continuing 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.

