Ontario College of Social Workers and Social Service Workers

YEAR THREE EQUITY AND INCLUSION DATA INITIATIVE FINDINGS



EQUITY & INCLUSION DATA INITIATIVE

BUILDING UNDERSTANDING THROUGH DATA:

YEAR THREE FINDINGS FROM THE EQUITY AND INCLUSION DATA INITIATIVE

The Equity and Inclusion Data Initiative continues to provide valuable information of the diversity represented within the social work and social service work professions in comparison to the Ontario public it serves. This initiative allows the College to consider year-over-year insights that support its commitment to equity, diversity and inclusion.

During the third year of the initiative, approximately **68%** of registrants voluntarily participated, providing valuable demographic information that will help inform the College's ongoing equity initiatives and evidence-based decision-making. While participation is voluntary and the findings do not represent every registrant, the data builds upon an important foundation for understanding the professions we regulate.

Explore the key findings and trends from the data collected during the 2026 renewal period below.

68%

68% of registrants chose to take part in the Equity and Inclusion Data Initiative's third year.



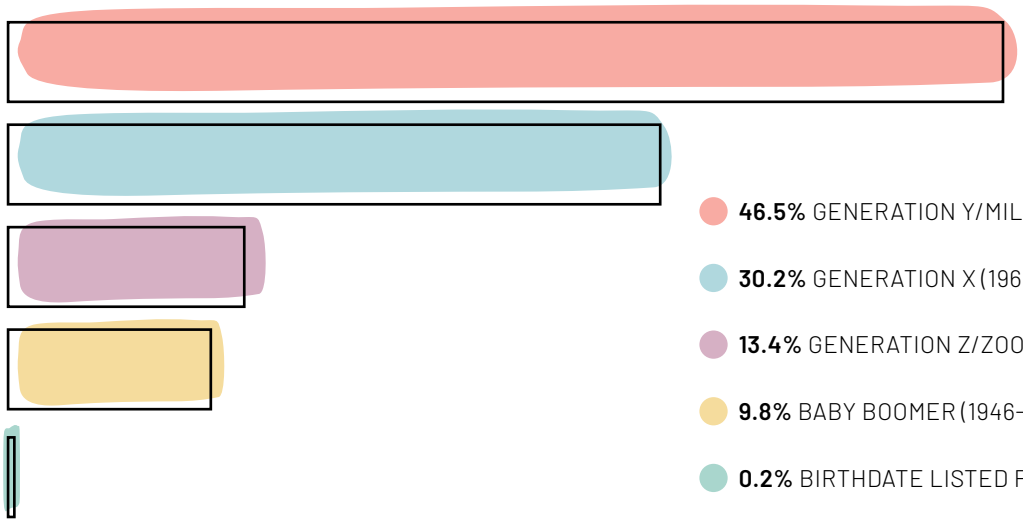
THE THIRD YEAR IN NUMBERS: WHAT THE DATA SHOWS

22,270

The number of registrants who consented to share their data with the Equity and Inclusion Data Initiative was **22,270.**

Data from Year Three of the initiative showed similar distribution of demographics as the data from years one and two. For more information, view the Equity and Inclusion Data Initiative Findings from Year One and Year Two.

AGE OF REGISTRANTS BY GENERATION



- **46.5%** GENERATION Y/MILLENNIALS (1981-1996)
- **30.2%** GENERATION X (1965-1980)
- **13.4%** GENERATION Z/ZOOMERS (1997-2012)
- **9.8%** BABY BOOMER (1946-1964)
- **0.2%** BIRTHDATE LISTED PRIOR TO 1946

INDIGENOUS IDENTITY: ONTARIO COMPARISON

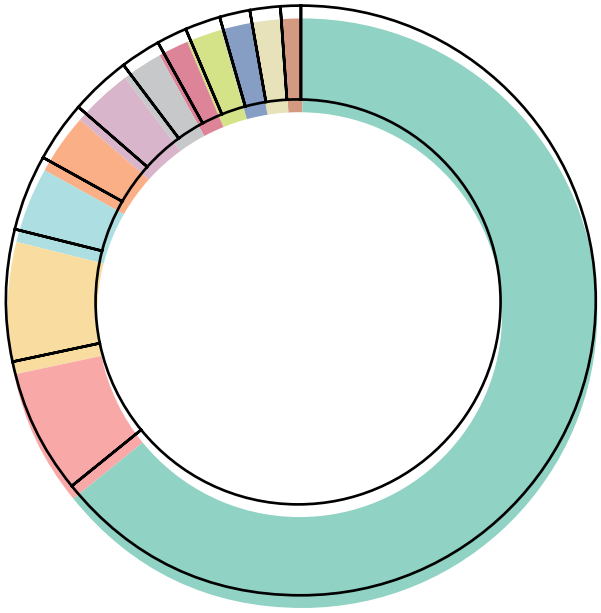
4.5%

4.5% 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



12,563	WHITE
1,641	BLACK
1,438	SOUTH ASIAN
860	EAST ASIAN
768	CARIBBEAN
710	INDIGENOUS
544	PREFER NOT TO ANSWER
482	MULTIRACIAL
422	MIDDLE EASTERN
374	SOUTHEAST ASIAN
348	LATINX
288	IDENTIFY WITH A GROUP NOT LISTED

RACIAL IDENTITY: ONTARIO COMPARISON

32.9%

32.9% of participants identify as racialized.

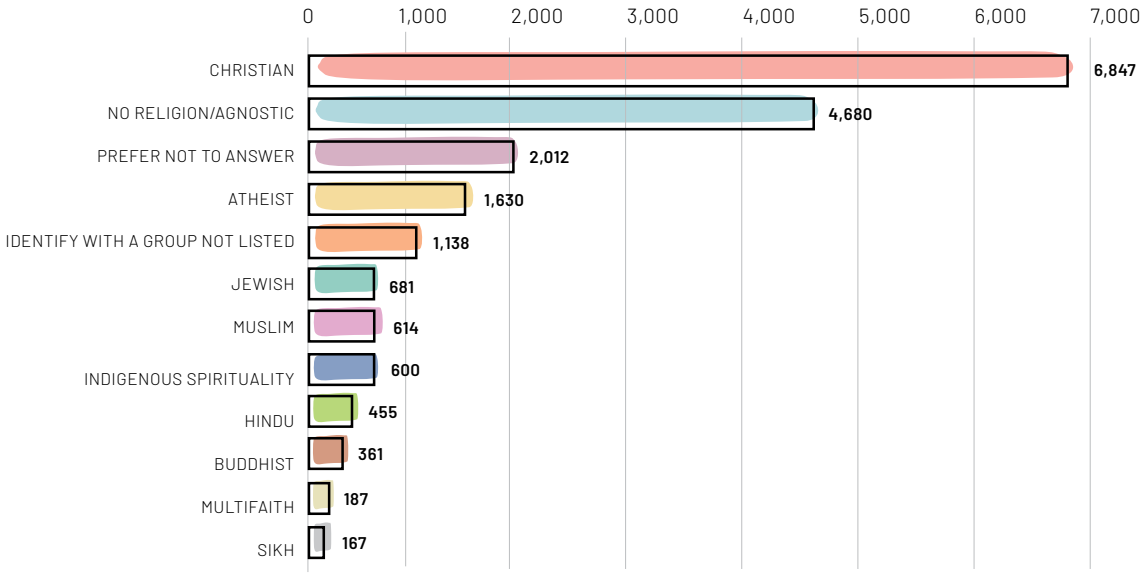
In comparison to **34.3%** of Ontarians who identify as racialized (based on the 2021 Canadian Census).

34.3%

ETHNIC IDENTITY: TOP 50

CAUCASIAN ANISHINAABE OJIBWAY JEWISH SCOTTISH ENGLISH AFRICAN POLISH SWISS GREEK CREE WHITE JAMAICAN CARIBBEAN FRENCH EASTERN EUROPEAN SOUTH ASIAN 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 ASIAN WELSH PORTUGUESE CROATIAN FILIPINO FRENCH CANADIAN TRINIDADIAN BELGIAN CANADIAN

RELIGIOUS AND SPIRITUAL AFFILIATION



LANGUAGES SPOKEN, OTHER THAN ENGLISH OR FRENCH

5,122 respondents shared that they are proficient in a language outside of English or French.

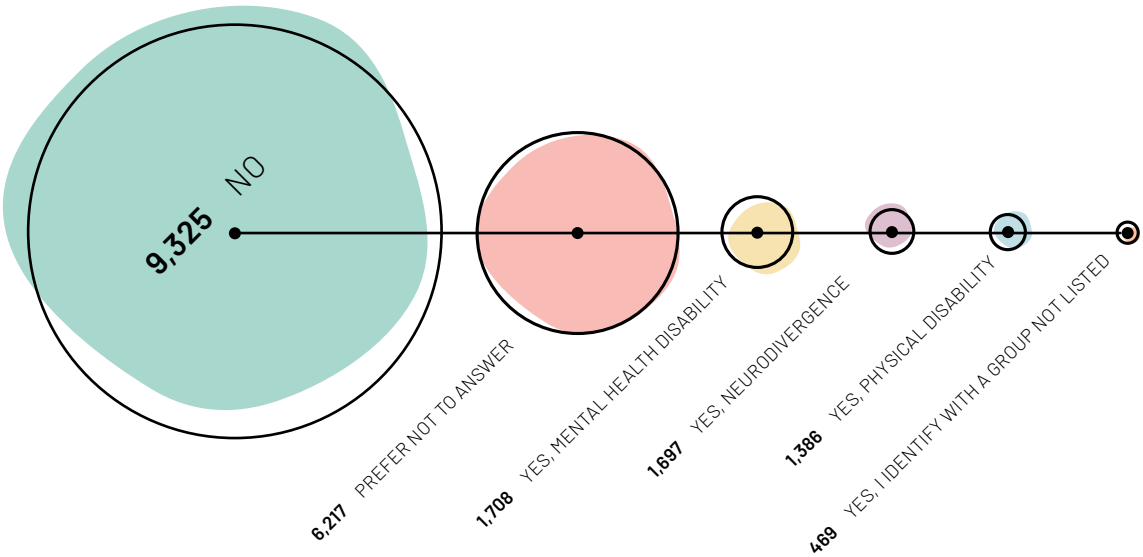
There are over **120** language proficiencies among participants. The most common languages participants are proficient in are:

Spanish	**631**	Arabic	**185**
Hindi	**606**	Farsi/Persian/Dari	**146**
Malayalam	**458**	German	**132**
Cantonese	**412**	Hebrew	**121**
Mandarin	**357**	Gujarati	**116**
Tamil	**332**	Sign Language (ASL)	**109**
Punjabi	**277**	Russian	**108**
Urdu	**252**	Yoruba	**107**
Italian	**207**	Polish	**103**
Portuguese	**186**		



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:

1,722 ATTENTION-DEFICIT HYPERACTIVITY DISORDER (ADHD)

1,408 MENTAL HEALTH CONDITION

847 CHRONIC HEALTH CONDITION

381 LEARNING DISABILITY (LD)

300 MOBILITY DISABILITY (MD)

300 AUTISM SPECTRUM DISORDER (ASD)

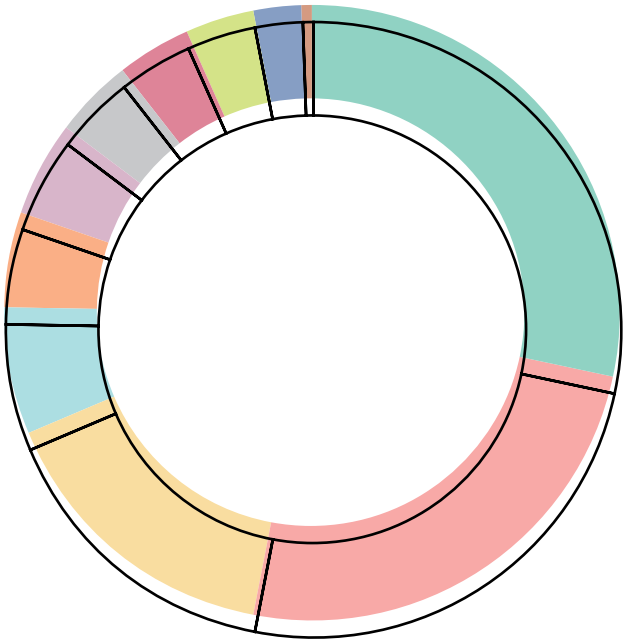
262 SENSORY DISABILITY

227 I IDENTIFY WITH A DISABILITY NOT LISTED

189 PREFER NOT TO ANSWER

140 CONCUSSION/HEAD INJURY

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



DISABILITY TYPES: ONTARIO COMPARISON

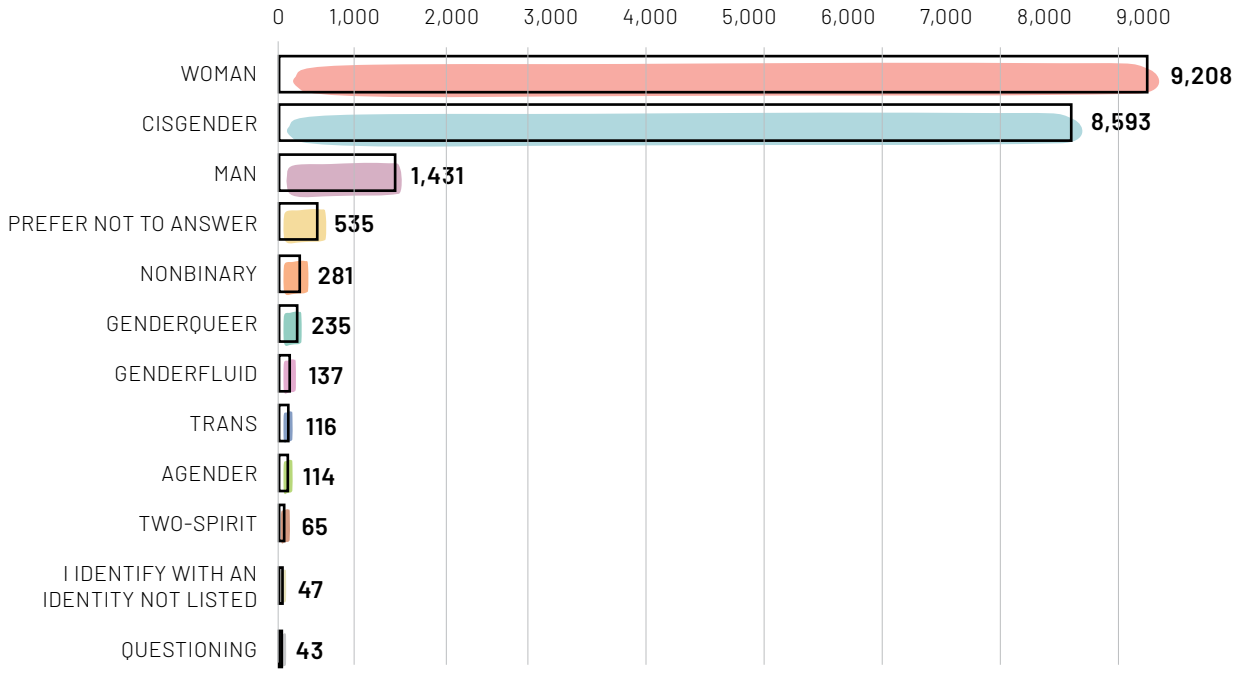
25% of participants identify as living with a disability.

25%

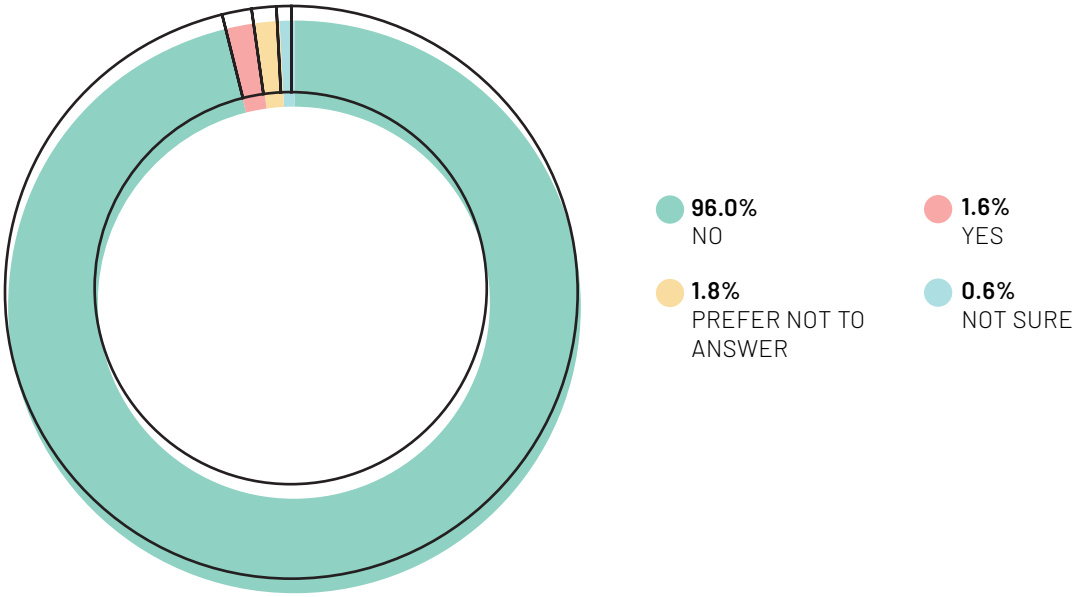
28%

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

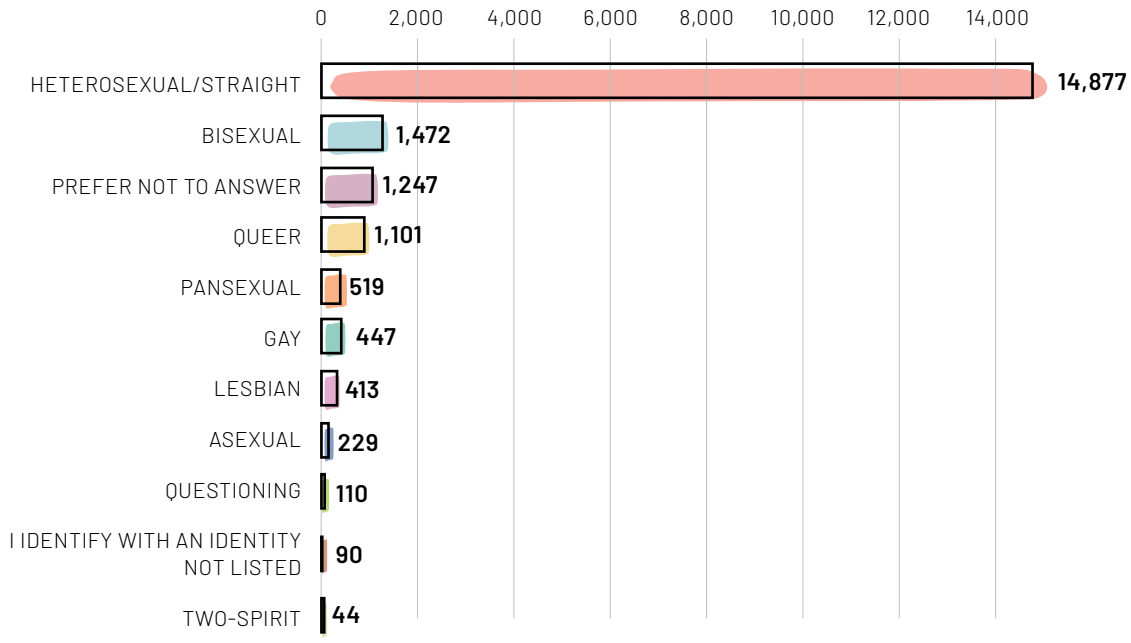
GENDER IDENTITY



TRANS IDENTITY



SEXUAL ORIENTATION



BUILDING UNDERSTANDING THROUGH DATA

As we continue building on the first three years of data, the College is engaging with educators, professional associations, government partners and other interested parties to better understand emerging trends, address systemic barriers and support meaningful equity initiatives that strengthen public protection.

