

# **Racial Diversity in the BC Public Service**

**2024 Technical Report Update**

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# Preamble

## Content warning

This report covers topics related to [systemic racism](#), colonialism and oppression of First Nations, Métis, Inuit and racialized people, and it may bring up difficult memories, experiences, and feelings.

The National Indian Residential School Crisis Line provides 24-hour crisis support to former Indian Residential School students and their families toll-free at [1-866-925-4419](#).

Individuals impacted by the Missing and Murdered Indigenous Women and Girls are encouraged to contact the MMIWG Crisis Line toll-free at [1-844-413-6649](#).

First Nations, Inuit and Métis seeking immediate emotional support can contact the Hope for Wellness Help Line toll-free at [1-855-242-3310](#), or by online chat at [hopeforwellness.ca](#).

The [KUU-US Crisis Line](#) provides Indigenous-specific mental health support at [1-800-588-8717](#). This service is available 24 hours a day, seven days a week, toll-free from anywhere in British Columbia.

The [B.C. Mental Health & Crisis Response Line](#) is available for emotional support, information and resources specific to mental health at [310-6789](#) (no area code needed). This service works 24 hours a day, seven days a week and is available in 140 languages.

The [Racist Incident Helpline](#) is available to people who witness or experience a racist incident. The confidential helpline at [1-833-457-5463](#) is available Monday to Friday from 9AM to 5PM and is available in over 240 languages.

## Territorial acknowledgment

This report was prepared on the ancestral territories, traditional lands and unceded territory of the Quw'utsun' people, the Lək̓ʷəŋən (Lekwungen) people, and the Snuneymuxw Nations who have kept their homelands strong. We are grateful.

## Acknowledgments

The B.C. Government remains committed to taking a distinctions-based approach to Indigenous data sovereignty and self-determination. We recognize and respect the distinct rights of First Nations, Métis, and Inuit people. We are working to address the consequences of colonial policies which have had lasting effects on all Indigenous Peoples living in the province.

## Team positionality statement

The research team for this project includes [BC Public Service](#) employees with subject matter expertise related to Indigenous employee experiences, diversity and inclusion, hiring, human

resources data, and research. Some but not all team members have lived experience as Indigenous and racialized employees. Additionally, several team members have experience advising and actively working towards more inclusive work environments for BC Public Service employees. It is important to be transparent that team member priorities and interpretations could be influenced by BC Public Service policies and procedures. However, all members are dedicated to anti-racism and deeply value the importance of a BC Public Service that reflects the community it serves and is actively and meaningfully inclusive of Indigenous and racialized employees.

## Note on use

The long-term goal of this research is to advance racial [equity](#) in the BC Public Service. This report provides updated information on racial diversity within the public service, which will drive additional data collection, inform subsequent research questions, and support changes to policies and programs.

## Report context

In 2023, the Province announced [10 anti-racism research priorities](#) from the [Anti-Racism Data Committee](#) to guide anti-racism research in the Province for the next two years. This report reflects an initial approach to the research priority “Racial diversity within the [BC Public Service](#) and [equity](#) in hiring and career development.” The report reflects data and information known up to January 2024.

It is recognized that these research questions and analyses occur within a specific social, political, and historical context that is continually evolving. As a result, findings and approaches may be less meaningful in other times, places, and social contexts. It is also recognized that there are limitations with the data and survey information, which will be addressed throughout the report.

# Executive summary

Racism and discrimination impact people every day and have negative outcomes for individuals and communities. Through the [Anti-Racism Data Act \(ARDA\)](#), work is being done to identify [systemic racism](#) in government programs and services. Under ARDA, the Province is required to release research priorities to help focus its work to identify systemic racism on areas that matter most to Indigenous Peoples and racialized communities.

In 2023, the [Anti-Racism Data Committee](#) identified “Racial equity within the [BC Public Service](#) and [equity](#) in hiring and career development” as a research priority. A public service that is representative of people in B.C. is an important step in ensuring public services that work for everyone.

The goal of this research is to advance racial equity in the BC Public Service. This research is occurring in a phased approach, with the initial phase focusing on the current levels of Indigenous and racial representation in the BC Public Service. The initial, baseline results as of January 2022 were released in the [2024 Racial Diversity in the BC Public Service](#) report, and this current report provides updated information from the most recent Work Environment Survey (January/February 2024).

## Representation in the BC Public Service

This analysis included 16 self-identified [Indigenous identity](#) and [racialized groups](#), based on a snapshot of 34,908 BC Public Service employees as of January 2024.<sup>1</sup> Information about Indigenous and racial identity was voluntarily provided by employees through workplace surveys. To protect confidentiality, results for groups with very small counts (fewer than four individuals) were either masked or combined.

Approximately 15% of employees (14.8%) did not provide Indigenous and racial identity information—either by not responding to the surveys at all or by choosing not to answer those specific questions. This non-response rate may reflect a range of factors, including concerns about privacy, experiences of discrimination, or a perceived lack of cultural and psychological safety in the workplace. Despite these limitations, the data indicates systemic barriers to equitable representation for Indigenous and racialized employees within the BC Public Service.

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<sup>1</sup> Indigenous identity groups are: First Nations, Métis, Inuit, and Indigenous (not specified further). Racial groups are: Arab, Black, Chinese, Filipino, Indigenous ethnicity, Japanese, Korean, Latin American, South Asian, Southeast Asian, West Asian, racialized (not specified further). More information on these categories can be found in the [Detailed research method](#) and [Detailed analytic approach](#) sections.

## Representation in the BC Public Service Compared to the Labour Force and Population

The representation of Indigenous and racialized individuals within the BC Public Service was compared with representation within the B.C. [labour force](#) and [population](#) based on information from the Statistics Canada 2021 Census of Population.

There are key differences between the BC Public Service and Statistics Canada approach to calculating representation rates for Indigenous and racialized individuals. In most cases, these differences mean that if these individuals were represented to the same level in the BC Public Service as in the B.C. [labour force](#) and [population](#), then the BC Public Service representation rates reported here would be expected to at least equal the representation rates in the labour force and population results and should likely exceed them.

In terms of key findings, the 2024 results show that individuals with multiple Indigenous identities continue to be underrepresented in the BC Public Service:

- First Nations and Métis employees were represented in the BC Public Service overall at a lower rate than their share of the B.C. [labour force](#) or [population](#).

The 2024 results show that individuals in many racialized groups continue to be underrepresented in the BC Public service:

- Arab, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, and West Asian employees were represented in the BC Public Service overall at a lower rate than their share of the B.C. [labour force](#) or [population](#).<sup>2</sup> Of these, Filipino and Korean employees were represented at less than half of the BC labour force and population rates.

The 2024 results show that White<sup>3,4</sup> individuals were represented in the BC Public Service overall at a rate similar to their share of the B.C. [labour force](#) and [population](#).

## Representation by Job Classification within the BC Public Service

The representation of Indigenous and racialized employees working in different types of job classifications was compared to the BC Public Service overall.

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<sup>2</sup> Representation for employees with Indigenous ethnicity could not be compared to the B.C. labour force or population because there is no available comparator for that group.

<sup>3</sup> Following guidelines used in social and medical sciences, labels for different population groups are considered proper nouns and are capitalized throughout this report. Capitalization of the term “White” in this report should not be used to legitimize beliefs about white supremacy. We acknowledge that in many contexts writers may prefer not to capitalize this term and respect this choice.

<sup>4</sup> The term “White” is used in this report to reflect the category as it appears in the Work Environment Survey (WES) and Statistics Canada census data. Race is a socially constructed concept, not a scientific taxonomy, and individuals may be racialized based on characteristics such as skin colour, ethnicity, country of origin, and geographic background. These categories reflect societal perceptions rather than objective classifications.

The 2024 results show that individuals with multiple Indigenous identities are underrepresented in more senior, decision-making positions:

- Inuit employees and employees who have an Indigenous identity but did not specify further were not represented at the [executive](#) level.
- First Nations employees and employees who have an Indigenous identity but did not specify further were underrepresented at the [management](#) level compared to the BC Public Service overall.
- Métis employee representation at the [executive](#) and [management](#) levels could not be reported separately, but Métis employees were underrepresented in the combined category of “executive and upper management” compared to the BC Public Service overall.
- First Nations and Métis employees were not overrepresented in lower-level [grid](#) roles, compared to the BC Public Service overall.<sup>5</sup>
- First Nations and Métis employees were not overrepresented, and Inuit employees were equally represented in more precarious employment positions (i.e., [auxiliary](#) roles) compared to the BC Public service overall.<sup>6</sup>
- First Nations employees and employees who have an Indigenous identity but did not specify further were underrepresented in [supervisory](#) positions compared to the BC Public service overall.

The 2024 results show that individuals in many racialized groups are underrepresented in more senior, decision-making positions and over-represented in less senior and/or more precarious employment positions (i.e., [auxiliary](#) roles):

- Arab, Filipino, Korean, Latin American, Southeast Asian, West Asian employees and employees who identified as racialized but did not specify further were not represented at the [executive](#) level.
- Arab, Chinese, Filipino, Korean, Latin American, South Asian, Southeast Asian and West Asian employees were underrepresented at the [management](#) level compared to the BC Public Service overall.
- Representation for Black and Japanese employees and employees with Indigenous ethnicity could not be reported at the [executive](#) and [management](#) levels separately, but Black and Japanese employees were underrepresented in the combined category of “executive and upper management” compared to the BC Public Service overall.
- Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, and Southeast Asian employees were overrepresented in lower-level [grid](#) roles compared to the BC Public Service overall.

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<sup>5</sup> The representation in lower-level grid roles for Inuit employees and employees who have an Indigenous identity but did not specify further could not be reported individually.

<sup>6</sup> The representation in more precarious positions for employees who have an Indigenous identity but did not specify further could not be reported individually.

- Arab, Black, Filipino, Latin American, and West Asian employees were over-represented in more precarious employment positions (i.e., [auxiliary](#) roles) compared to the BC Public service overall.<sup>7</sup>
- Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, and West Asian employees were underrepresented in [supervisory](#) positions compared to the BC Public service overall.

The 2024 results show that White individuals were overrepresented in more senior, decision-making positions and under-represented in less senior and/or more precarious employment positions. White employees were:

- Overrepresented at the [executive](#) level compared to the BC Public Service overall.
- Overrepresented at the [management](#) level compared to the BC Public Service overall.
- Overrepresented in the higher-level [grid](#) roles and under-represented at the lower-level [grid](#) roles compared to the BC Public Service overall.
- Underrepresented in more precarious employment positions (i.e., [auxiliary](#) roles) compared to the BC Public service overall.
- Overrepresented in [supervisory](#) positions compared to the BC Public service overall.

In all, the representation results indicate a pattern of underrepresentation of Indigenous and racialized employees within the [BC Public Service](#), as of 2024. They indicate potential systemic barriers that prevent employees in many [Indigenous identity](#) and [racialized groups](#) from entering and moving into positions with greater accountabilities and responsibilities, including executive positions.

## What happens next?

The overarching goal of this research is to advance racial [equity](#) in the BC Public Service. The first phase of this research focuses on racial diversity in the BC Public Service, which will inform current and future racial equity work. These results will drive additional data collection, inform subsequent research questions, and support changes to policies and programs.

For example, work is underway to improve the quality and completeness of the Indigenous identity and racial background information for BCPS employees by:

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<sup>7</sup> The representation in more precarious positions for employees who identified as racialized but did not specify further could not be reported individually.

- Revising the employee surveys currently used to collect this information to align with the Indigenous and racial identity data standards that will be released under the Anti-Racism Data Act (ARDA), and
- Starting to collect employee identity information directly within HR systems as well as using surveys.

Future phases will include more in-depth analysis and/or analysis of other hiring and career development topics related to Indigenous and racial diversity as well as racial equity. Research in subsequent phases will be prioritized on a number of factors, including importance to employees and feasibility.

# Introduction

## Anti-racism research in B.C.

[Systemic racism](#) has impacted the delivery of government programs and services for generations, and it continues to cause harm to Indigenous and racialized people in British Columbia.

[Anti-racism](#) research can help the Province to better understand these impacts and their systemic causes. To do this research in a safe and meaningful way, we need strong policy structures, access to the right and accurate data, and guidance on where to focus our efforts.

In Spring 2022, the Province passed the [Anti-Racism Data Act](#) that built a policy foundation for anti-racism research.

In 2023, the Province announced [10 anti-racism research priorities](#) to guide anti-racism research in the province for the next two years. Three priorities were identified by Indigenous Peoples<sup>8</sup> and seven by the [Anti-Racism Data Committee](#).<sup>9</sup> These priorities reflect calls to action from communities impacted by systemic racism and recommendations from the BC Human Rights Commissioner and community reports.

The Province consistently heard from Indigenous Peoples that how we do this work is as important as the work we do. Indigenous Peoples recommended researchers adopt a distinctions-based approach that supports Indigenous data sovereignty and commitment 3.14 of the [Declaration Act Action Plan](#). Other [process commitments](#) made for anti-racism research include being transparent, minimizing harms to communities while using the data to advance social justice, using an intersectional lens and involving racialized groups.

This report reflects work under the anti-racism research priority “Racial diversity within the [BC Public Service](#) and [equity](#) in hiring and career development.” The research for this priority is occurring in a phased approach. The current phase focuses on Indigenous and racial representation within the BC Public Service, and future phases will include more in-depth analysis and/or analysis of other hiring and career development topics related to Indigenous and racial diversity as well as racial equity. Research in subsequent phases will be prioritized on a number of factors, including importance to employees and feasibility.

In 2024, the [2024 Racial Diversity in the BC Public Service](#) report provided initial information about Indigenous and racial representation within the BC Public Service as of January 2022. This report provides updated representation information as of January 2024.

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<sup>8</sup> This includes Indigenous communities, Indigenous Governing Entities and organizations, like the First Nations Leadership Council. The [Freedom of Information and Protection of Privacy Act](#) defines Indigenous Governing Entity as an Indigenous entity that exercises governmental functions and includes but is not limited to an Indigenous governing body as defined in the [Declaration on the Rights of Indigenous Peoples Act](#).

<sup>9</sup> The Anti-Racism Data Committee was established by the [Anti-Racism Data Act](#). It consists of 11 members who are appointed by the minister responsible for the Act for up to 6 years. The committee helps develop research priorities and guide other work under the Act.

## Research objectives

As a government organization that operates within a constitutional monarchy, the BC Public Service was established within and by ideologies that were colonial and racist. This has led to systemic colonialization, racism and inequity that has impacted generations of Indigenous and racialized people who live in British Columbia. Through the [Declaration Act](#), the associated [Declaration Act Action Plan](#), and the [Anti-Racism Data Act](#), work is being done to decolonize and eliminate systemic racism from the BC Public Service.

This report focuses on racial diversity within the BC Public Service as one component of the “Racial diversity within the BC Public Service and equity in hiring and career development” research priority recommended by the Anti-Racism Data Committee. Racial diversity is only one aspect of equity – we need to do more work to understand the experiences of Indigenous and racialized employees and to understand and address the ways that systemic racism has shaped the BC Public Service.

The goal of this research is to provide statistics that support the advancement of racial equity in the BC Public Service. As a first step toward achieving this goal, we are examining the representation of Indigenous and racialized groups across the BC Public Service. This research begins with available data and recognizes that understanding representation is essential to driving meaningful change.

This report uses terminology of [Indigenous identity](#) groups and [racialized groups](#). This terminology is only for describing the categories in this analysis and does not impact and is not used in place of terms and their meanings under legislation, such as “Indigenous Peoples,” under the Declaration on the Rights of Indigenous Peoples Act.

Achieving equity and decolonization in the BC Public Service requires a workforce inclusive of the lived experiences and perspectives of the people we are serving. Yet, the [2024 Racial Diversity in the BC Public Service](#) report demonstrates a need for improvement in the representation of Indigenous Peoples and racialized people, particularly at [management](#) and [executive](#) levels. This report updates the baseline information reported in 2024 using data from 2022.

This information will continue to help guide the BC Public Service in recognizing the different barriers that exist for hiring and career development. Uncovering and addressing these barriers will help the BC Public Service create a public service that better reflects the population it serves and also supports all employees to reach their full potential.

## What comes next

The statistics provided in this report will drive additional data collection, inform subsequent research questions, and support changes to policies and programs.

For example, work is underway to improve the quality and completeness of the Indigenous identity and racial background information for BCPS employees by:

- Revising the employee surveys currently used to collect this information to align with the Indigenous and racial identity data standards that will be released under the Anti-Racism Data Act (ARDA), and
- Starting to collect employee identity information directly within HR systems as well as using surveys.

Future phases will include more in-depth analysis and/or analysis of other hiring and career development topics related to Indigenous and racial diversity as well as racial equity. Research in subsequent phases will be prioritized on a number of factors, including importance to employees and feasibility.

The BC Public Service is committed to removing systemic racism from its hiring and career development practices. This commitment extends to understanding how the results in this report can be used to address systemically racist and colonial practices that are barriers to Indigenous and racialized people. This work will directly involve Indigenous and racialized employees.

# About this report

This report contains methodological details and analyses on the following research topic:

- Representation of Indigenous and racialized employees in the BC Public Service.

The report is organized into the following sections:

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## Key terms

- Definitions for key terms used throughout the report, such as the different job classifications in the analyses.

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## Summary methodology

- Brief descriptions of the samples, research methods, and analytic approaches for the research question.

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## Findings

- Outcomes of the analyses for the research question ending with a summary.
- Findings for the research question, representation in the BC Public Service, are organized by key context and caveats, followed by findings for each Indigenous identity and racialized group, then by findings for groups included for additional context, and then by an overall summary.

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## Detailed methodology

- More detail about samples, research methods, and analytic approaches.
- This section has information that can be helpful to understand the findings.

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## Thank you

- Our appreciation of your time and a reiteration of our commitments and next steps.

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## Appendices

- Particularly technical details are provided here: differences in analytic approaches ([Appendix 1](#)), employee survey questions ([Appendix 2](#)), coding details ([Appendix 3](#) and [Appendix 4](#)), and representation results in table format ([Appendix 5](#)).
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# Key terms

KEY TERM	DEFINITION
<b>Indigenous identity</b>	Employees who affirmed in demographic questions that they have an Indigenous identity, whether they specified a distinctions-based identity (i.e., First Nations <sup>10</sup> , Métis, Inuit) or affirmed they are Indigenous and did not provide further detail (i.e., responded to the general Indigenous identity question and not the distinctions-based question, or provided a written response that was general or could not be mapped on to First Nations, Métis, or Inuit).
<b>Non-racialized group</b>	Employees who did not identify as belonging to any of the racialized groups listed in demographic questions. This includes those who identified solely as white and did not indicate experiences or identities associated with racialization. In the Canadian context, “non-racialized” generally refers to individuals who are not typically subject to systemic racism based on race, ancestry, or skin colour, and who have historically been considered part of the majority group.
<b>Racialized group</b>	Employees who stated in demographic questions that their background included one or more of: Arab, Black, Chinese, Filipino, Indigenous ethnicity, Japanese, Korean, Latin American, South Asian, Southeast Asian, West Asian, or indicated in a written response that they were racialized but could not be mapped on to one of the listed racialized groups. Racialized groups here include groups of people who have faced discrimination in Canada because of race, ancestry, and/or skin colour. <sup>11</sup>
<b>BC Public Service</b>	The provincial public service, which includes regular and auxiliary employees, who fall under the Public Service Act, and are in ministries that report up to a Deputy Minister.
<b>Labour force</b>	The portion of people in B.C. that were a) 15 years of age or older and b) in the labour force (either employed or unemployed), and c) in the Indigenous or racialized group at the time of the census. Rates for White people in British Columbia were estimated using available information.
<b>Population</b>	The portion of people in B.C. that were in the Indigenous or racialized group at the time of the census. Rates for White people in British Columbia were estimated using available information.
<b>Executive positions</b>	Leaders of each ministry, who are accountable for achieving their ministry’s goals. Deputy Ministers and Assistant Deputy Ministers are the most common executive positions.
<b>Management positions</b>	Includes a large range of positions, which are accountable for achieving their area’s goals. Upper management are often accountable for strategy in a subset of a ministry (e.g., a branch). Middle/lower management are often accountable for a specific team or portfolio of work. These positions are not unionized.
<b>Grid positions</b>	Includes a large range of positions, with differing accountabilities. Upper grids have greater accountabilities and are often more technical. Lower grids have accountabilities that are smaller in scope and include entry-level positions. Grid positions include professional roles and are mostly unionized (with specific exceptions).
<b>Auxiliary positions</b>	An employee with an auxiliary position has more precarious employment. These are temporary positions with an identified end-date and have fewer benefit protections than other employees. Both management and grid positions can be auxiliary; all participants in

<sup>10</sup> Includes both status and non-status First Nations people.

<sup>11</sup> These are groups have historically been categorized as “Visible Minority” groups by Statistics Canada.

hiring programs (e.g., Co-Op, Indigenous Youth Internship Program) are a type of auxiliary employee.

**Supervisory positions**

Positions where the employee directly oversees one or more staff. Employees can be a supervisor whether they are in an executive, management, or grid position.

## Anti-racism definitions

KEY TERM	DEFINITION
<b>Anti-racism</b>	The deliberate act of opposing racism and promoting a society that is thoughtful, inclusive, and just.
<b>Equity/Equitable</b>	<p>To be equitable means that something is fair and just for everybody. It may refer to many things, including programs, services, and society as a whole.</p> <p>Equity is different from equality, which means everyone is treated in the same way. Equity recognizes that we are not starting at the same place and seeks to address these imbalances.</p>
<b>Systemic racism</b>	Systemic racism occurs through inequities that are built into services, systems, and structures. These are often caused by hidden biases that disadvantage people based on their race. For many Indigenous people and racialized individuals, this results in inequitable access, poorer outcomes, and negative experiences with public services such as education, health care, child welfare, and policing.

# Summary methodology

[BC Stats](#) employees conducted all analyses involving employee-provided Indigenous and racial identity information that was collected through the [Work Environment Survey](#) (WES) and [New Job Survey](#). The WES measures the health of the work environments within the BC Public Service. The survey gathers information about the work environment, issues employees identify as important and areas needing improvement, with the goal of understanding and improving employee engagement. The New Job Survey asks new employees and existing employees who have changed jobs for feedback at critical points in their government career. Both surveys go to regular and [auxiliary](#) employees. Responses to the surveys conducted by BC Stats are confidential.

Along with other survey responses, [Indigenous identity](#) and racial identity is collected with assurances that it will be maintained by BC Stats and that individual identities are protected under the [Statistics Act](#). Although BC Stats and the BC Public Service Agency are partnered in this research, employee-specific demographic information is never shared with the Public Service Agency or other areas in the BC Public Service. Only aggregated, non-identifiable results can be shared.

## Sample

This analysis includes data on 34,908 BC Public Service employees as of January 9, 2024—nearly the entire workforce at the time of the study—primarily those in regular or auxiliary positions within ministries.<sup>12</sup> Information about Indigenous identity and racial background was not shared by 14.8% of these employees. While some employees chose not to answer these questions, most of the missing data is due to those employees who did not respond to the survey at all. The analysis also includes comparison data from the 2021 Census of Population.

For BC Public Service employees, note that the grid classification includes employees in professional positions as well as some employees who are not unionized.

## Research method

To conduct this analysis, BC Stats used a dataset that combines data from two sources.

The first source was information about Indigenous identity and racial background that employees could voluntarily provide via employee surveys.

The second source was administrative data about positions and employees provided by the Public Service Agency. BC Public Service positions were classified as: [executive, management](#) (upper and middle/lower), [grid](#) (upper and lower). Additionally, employees were also classified by auxiliary (i.e., “auxiliary” or “not auxiliary”) and [supervisory](#) (i.e., “supervisor” or “not a supervisor”) status. Note that auxiliary and supervisory classifications overlap with the executive, management, and grid

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<sup>12</sup> This research excludes those hired after January 9, 2024. The current BC Public Service population is larger than in early 2024.

classifications (i.e., an employee in a grid position can also be a supervisor and auxiliary). Also, note that job classifications for some Indigenous identity and [racialized groups](#) are combined or masked to prevent identifiability as a result of low counts (i.e., where counts include one to three people).

Overall representation in the BC Public Service was compared against publicly available Statistics Canada data on the B.C. [labour force](#)<sup>13</sup> and [population](#) from the [2021 Census of Population](#). Because these numbers are based on census results, they are impacted by known undercounting that occurs for people living on a number of reserves and settlements<sup>14</sup>. While Statistics Canada does use modelling to adjust population figures and address undercounting, the resulting rates may not adequately capture people who live on reserves and settlements in B.C.<sup>15</sup> Note that there are key differences between BC Public Service and Statistics Canada approaches that affect how these comparisons should be interpreted. These differences are discussed in detail in the [Detailed research method](#) section, the [Limitations](#) section, and [Appendix 1](#). But in most cases, these differences mean that if these individuals were represented to the same level in the BC Public Service as in the B.C. [labour force](#) and [population](#), then the BC Public Service representation rates reported here would be expected to at least equal the representation rates in the labour force and population results and should likely exceed them.

Representation by job classification was compared against the BC Public Service overall (i.e., the representation rate within a job classification for each group was compared against the “baseline” of what percentage of all jobs in the sample were within the job classification.).

## Analytic approach

This analysis focuses on representation in the BC Public Service overall and representation across different job classifications. While comparisons against benchmarks are made, the analyses in this report are descriptive and are not inferential. That is, results that are above or below benchmarks are described as being above or below but are not interpreted as statistically significant.

For comparisons against benchmarks, two approaches were taken. For comparisons against the B.C. labour force and population, these would be affected by group size. Because of this, these comparisons used ratios (representation in the BC Public Service divided by representation in the B.C. labour market or population). To help support interpretation, ratios that are “greater than” are presented as multiples and ratios that are “smaller than” are presented as percentages. For example, “X is 2 times larger than Y” and “A is 50% the size of B.”

For comparisons against the BC Public Service benchmark, these would be less affected by group size. As such, these comparisons look at the difference in percentage points. For example, the difference between 16.7% and 14.2% would be 2.5 percentage points.

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<sup>13</sup> Because the labour force data used in this report comes from the 2021 Census of Population, it does differ from rates reported elsewhere (e.g., Statistics Canada’s Labour Force Survey).

<sup>14</sup> Definitions of reserve and settlement are included under [Census subdivision \(CSD\)](#) in the Dictionary, Census of Population, 2021 from Statistics Canada.

<sup>15</sup> A more thorough assessment of undercounting of reserves and settlements is available in [Chapter 4. Data quality assessment and indicators](#) of the Indigenous Peoples Technical Report, Census of Population, 2021 from Statistics Canada.

A number of analytical decisions were required, including what groups to include in the analysis, how to handle employees with multiple backgrounds and identities, and categorizing written-in responses and job categories.

For more information about the methodology for this research question, please see the [Detailed sample](#), [Detailed research methods](#), and [Detailed analytic approach](#) sections.

# Findings

This analysis examines the representation of Indigenous and racialized employees in the [BC Public Service](#). It updates the analyses provided in the publicly-available [2024 Racial Diversity in the BC Public Service](#) report.

A brief overview of this research is available in the [Summary Methodology](#) section. More in-depth information is available in the [Detailed Methodology](#) section. The key details, comparison guides, definitions, caveats, and BC Public Service benchmark values below provide useful context for understanding the results.

## Key details

- Provides a snapshot of representation in the BC Public Service as of January 2024.
- BC Public Service employees with multiple [Indigenous identities](#) and racialized backgrounds are included in each Indigenous and [racialized grouping](#) they select.
- Findings are rounded and may not always add to 100%.
- Some job classification results were combined (e.g., “[executive](#) and [management](#)”) or masked to prevent potential identifiability due to low counts (i.e., one to three people).

## Comparison guides

When comparing the BC Public Service representation rates to the B.C. labour force and population, these are calculated as ratios to account for group size and are based on raw data, not the rounded figures in the report. For most groups, the BC Public Service rates should at least equal the B.C. [labour force](#) and [population](#) rates, due to differences in how BC Public Service and Statistics Canada handle multiple identities.

Because ratio interpretation can be difficult, BC Public Service representation rates that are:

- Greater than the comparator are presented as multiples (e.g., “BC Public Service rate is 2 times larger than the comparator rate”).
- Smaller than the comparator are presented as percentages (e.g., “BC Public Service rate is 50% the size of the comparator rate”).

When comparing job representation rates for job classifications against the BC Public Service benchmark, these are calculated as differences in percentage points as group size is accounted for.

When compared to expected BC Public Service representation:

- Negative values indicate group representation is below the BC Public Service comparator.
- Positive values indicate group representation is above the BC Public Service comparator.

# Definitions

Plain-language definitions for the following terms can be found in the [Key Terms](#) section:

- Indigenous identity
- Non-racialized group
- Racialized group
- BC Public Service
- Labour force
- Population
- Executive positions
- Management positions
- Grid positions
- Auxiliary positions
- Supervisory positions

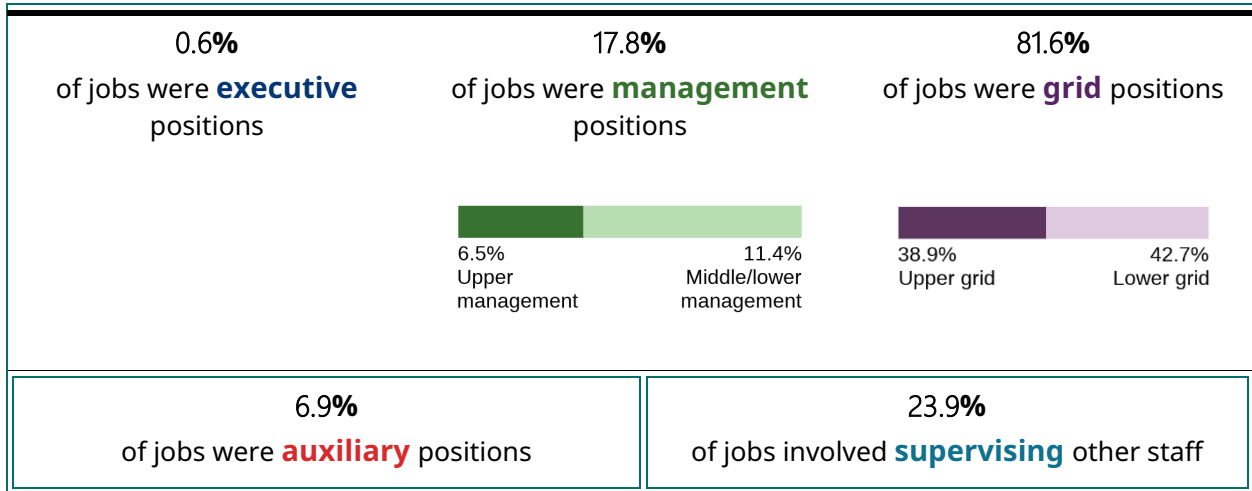
# Caveats

- The BC Public Service representation rate and the labour force and population rates differ in important ways (see the [Detailed research method](#) section, the [Limitations](#) section, and [Appendix 1](#) for more information).
- In most cases, these differences mean that if these individuals were represented to the same level in the BC Public Service as in the B.C. [labour force](#) and [population](#), then the BC Public Service representation rates reported here would be expected to at least equal the representation rates in the labour force and population results and should likely exceed them.
- Labour force and population rates for Indigenous identity groups are based on census results that are then adjusted based on underreporting of people living on reserves and settlements (see the [Detailed research method](#) section for more information).
- Comparisons between labour force results in this report and results in the [Workforce Profile](#) are not recommended, as the Workforce Profile uses a subset of the labour force.
- Some groups in the BC Public Service are particularly small in size, meaning their percentages are more likely to change greatly across time periods.

# Benchmarks: Distribution of positions within the BC Public Service<sup>16</sup>

The values below reflect the overall distribution of positions within the BC Public Service. That is, for all 34,908 employees and positions in the analysis, the percentage of positions that fall into each of the following classifications.

## In the BC Public Service...<sup>17</sup>



<sup>16</sup> This is the distribution of positions that had employees in them; it does not include positions that were vacant.

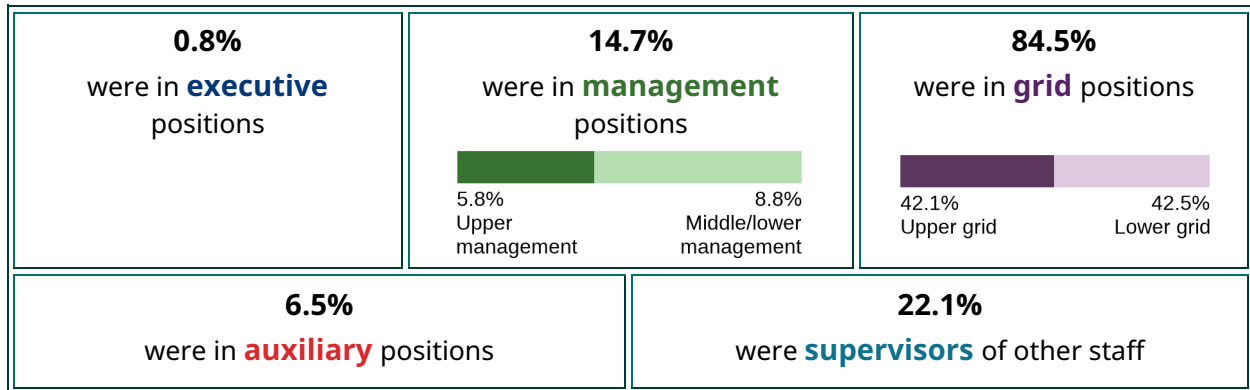
<sup>17</sup> Comparisons against these benchmarks are provided visually below and also in table format in [Appendix 7](#).

# Indigenous identities: Employees who are First Nations<sup>18</sup>

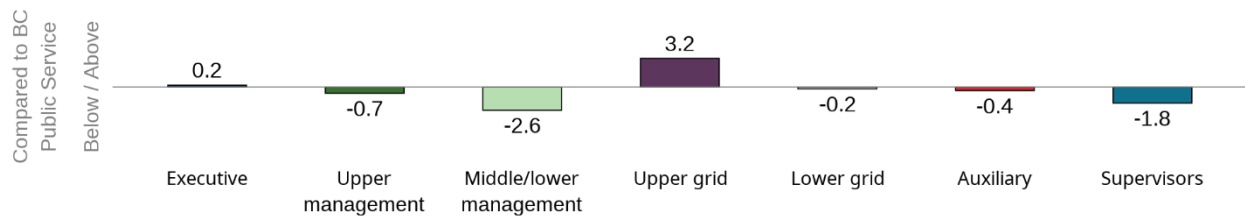
Percentage of people identifying as First Nations in the B.C. ...

...Public Service	...Labour Force	...Population
2.1%	3.0%	3.7%
The BC Public Service's representation for First Nations employees was...	70.0% of the B.C. labour force's representation	57.6% of the B.C. population's representation

For First Nations employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

First Nations employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, First Nations employees were:

- Represented at a rate above the benchmark in the executive classification;
- Represented at a rate below the benchmark across the auxiliary (i.e., relatively precarious employment), upper and middle/lower management, lower grid, and supervisory classifications;
- Represented at a rate above the benchmark in the upper grid classifications.

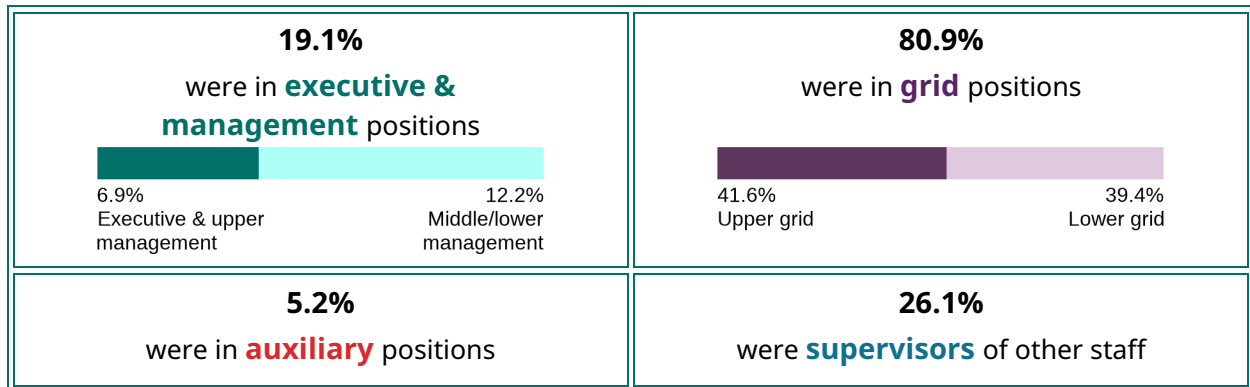
<sup>18</sup> Includes both status and non-status First Nations employees. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

# Indigenous identities: Employees who are Métis<sup>19</sup>

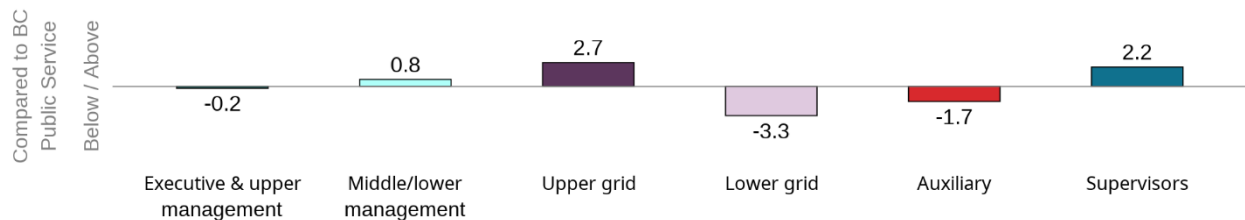
Percentage of people identifying as Métis in the B.C....

...Public Service	...Labour Force	...Population
1.8%	1.9%	2.0%
The BC Public Service's representation for Métis employees was...	95.2% of the B.C. labour force's representation	92.1% of the B.C. population's representation

For Métis employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Métis employees were represented in the BC Public Service overall at a slightly lower rate than their share in the labour force and population. By type of job, Métis employees were:

- Represented at a rate below the benchmark in the combined executive and upper management classifications;
- Represented at a rate above the benchmark in the middle/lower management, upper grid, and supervisory classifications;
- Represented at a rate below the benchmark across the auxiliary (i.e., relatively precarious employment), and lower grid classifications.

<sup>19</sup> Executive and management results were combined due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

## Indigenous identities: Employees who are Inuit<sup>20</sup>

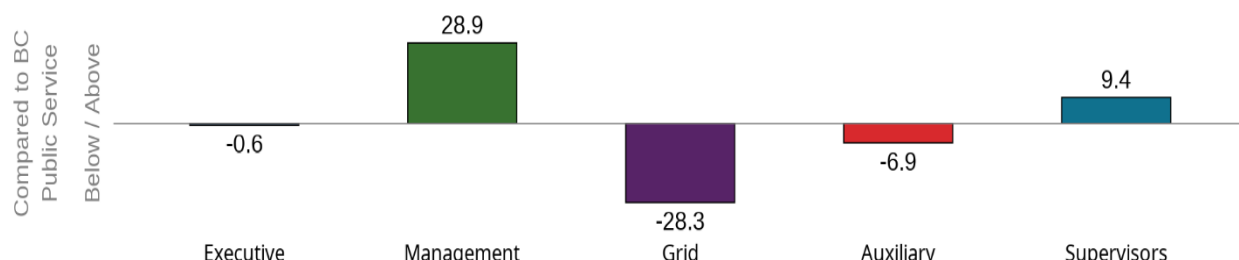
Percentage of people identifying as Inuit in the B.C....

...Public Service	...Labour Force	...Population
0.04%	0.03%	0.03%
The BC Public Service's representation for Inuit employees was...	1.5 times larger than the B.C. labour force's representation	1.2 times larger than the B.C. population's representation

For Inuit employees...

0% were in <b>executive</b> positions	46.7% were in <b>management</b> positions	53.3% were in <b>grid</b> positions
0% were in <b>auxiliary</b> positions	33.3% were <b>supervisors</b> of other staff	

Comparison to the BC Public Service benchmarks (in percentage points)



### Summary

Inuit employees were represented in the BC Public Service overall at a higher rate than their share in the labour force and population. By type of job, Inuit employees were:

- Not represented in executive or auxiliary (i.e., relatively precarious employment) classifications;
- Represented at a rate below the benchmark in the grid classifications;
- Represented at a rate above the benchmark in the management and supervisory classifications.

<sup>20</sup> Note that this is a particularly small group, so upper and middle/lower management and upper and lower grid results were masked due to small counts. As well, the small size of this group means differences are likely to be particularly large and change more easily. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

# Indigenous identities: Employees who are Indigenous (not specified further)<sup>21</sup>

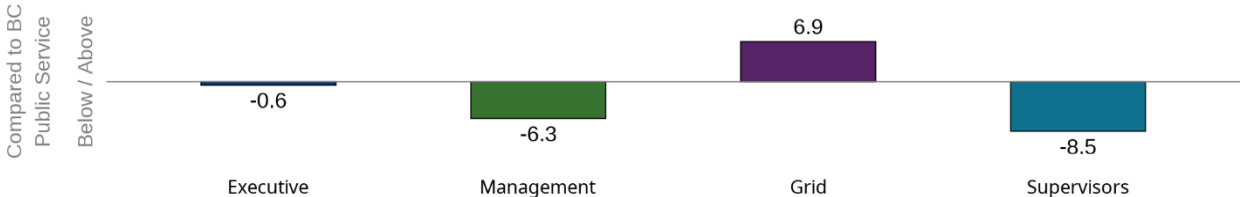
Percentage of people identifying as Indigenous (not specified further) in the B.C....

...Public Service	...Labour Force	...Population
0.3%	0.1%	0.1%
<b>The BC Public Service's representation for Indigenous (not specified further) employees was...</b>	3.8 times larger than the B.C. labour force's representation	3.2 times larger than the B.C. population's representation

For Indigenous (not specified further) employees...

<b>0%</b> were in <b>executive</b> positions	<b>11.5%</b> were in <b>management</b> positions	<b>88.5%</b> were in <b>grid</b> positions
<b>15.4%</b> were <b>supervisors</b> of other staff		

Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Indigenous (not specified further) employees were represented in the BC Public Service overall at a higher rate than their share in the labour force and population. By type of job, Indigenous (not specified further) employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in the management, and supervisory classifications;
- Represented at a rate above the benchmark in the grid classifications.

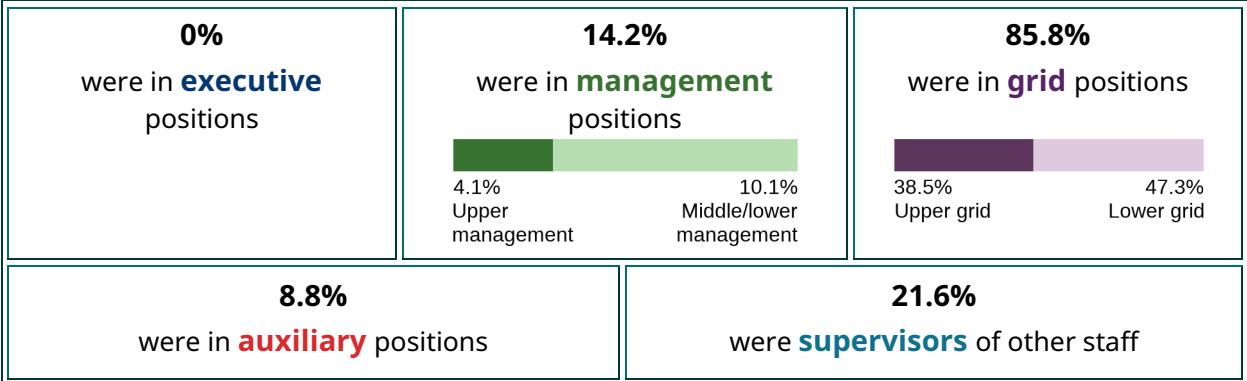
<sup>21</sup> This group does not include employees in the First Nations, Métis, and Inuit groups. As well, upper and middle/lower management, upper and lower grid, and auxiliary results were masked due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Arab<sup>22</sup>

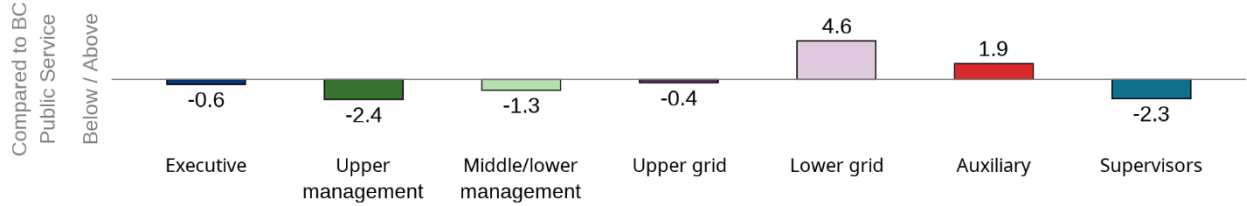
Percentage of people identifying as Arab in the B.C....

...Public Service	...Labour Force	...Population
0.4%	0.5%	0.6%
<b>The BC Public Service's representation for Arab employees was...</b>	89.1% of the B.C. labour force's representation	74.4% of the B.C. population's representation

For Arab employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Arab employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, Arab employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in the upper management, middle/lower management, upper grid, and supervisory classifications;
- Represented at a rate above the benchmark in the lower grid and auxiliary (i.e., relatively precarious employment) classifications.

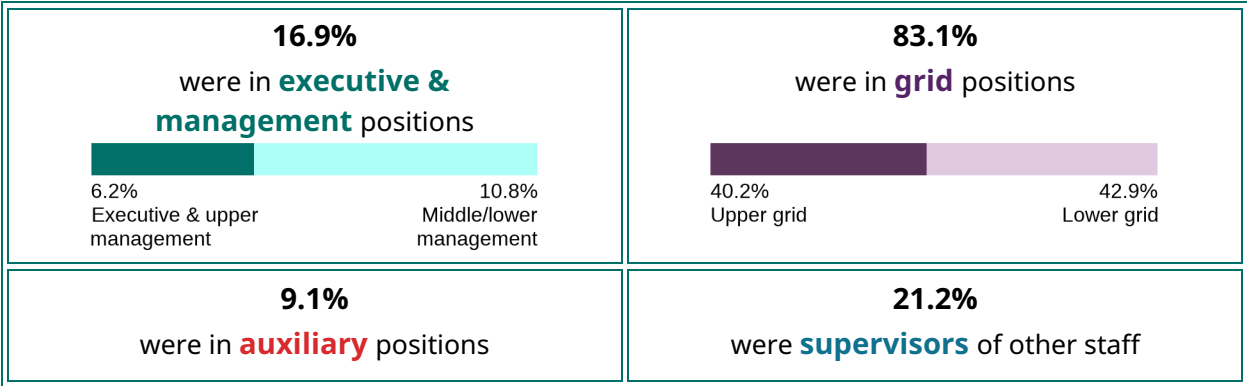
<sup>22</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Black<sup>23</sup>

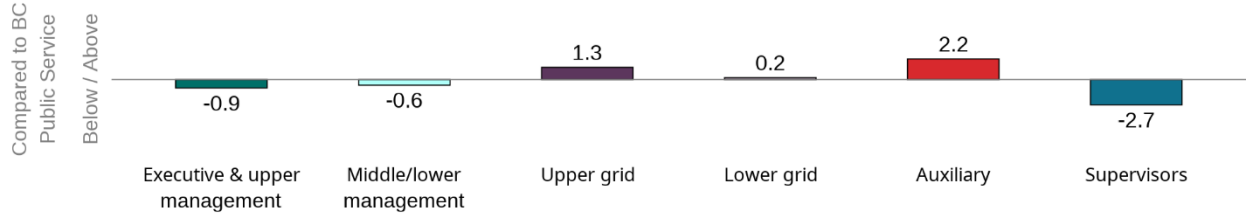
Percentage of people identifying as Black in the B.C....

...Public Service	...Labour Force	...Population
1.7%	1.3%	1.3%
The BC Public Service's representation for Black employees was...	1.3 times of the B.C. labour force's representation	1.3 times the B.C. population's representation

For Black employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Black employees were represented in the BC Public Service overall at a slightly higher rate than their share in the labour force and population. By type of job, Black employees were:

- Represented at a rate below the benchmark in the combined executive and upper management classifications;
- Represented at a rate below the benchmark in the middle/lower management, and supervisory classifications
- Represented at a rate above the benchmark in the auxiliary (i.e., relatively precarious employment), upper grid, and lower grid classifications.

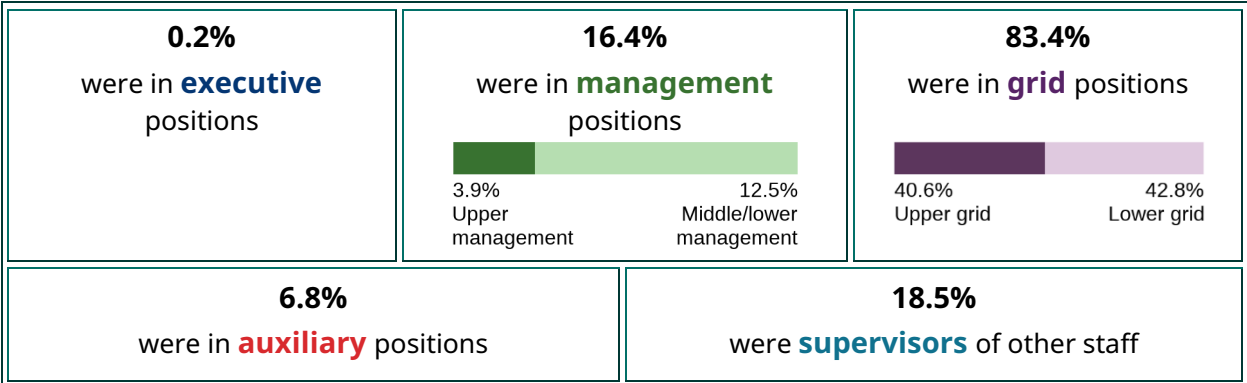
<sup>23</sup> Executive and management results were combined due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Chinese<sup>24</sup>

Percentage of people identifying as Chinese in the B.C....

...Public Service	...Labour Force	...Population
5.8%	10.2%	11.2%
<b>The BC Public Service's representation for Chinese employees was...</b>	56.8% of the B.C. labour force's representation	51.6% of the B.C. population's representation

For Chinese employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Chinese employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, Chinese employees were:

- Represented at a rate below the benchmark in the executive classification;
- Represented at a rate below the benchmark in the auxiliary (i.e., relatively precarious employment), upper management, and supervisory classifications;
- Represented at a rate above the benchmark in the middle/lower management, upper grid, and lower grid classifications.

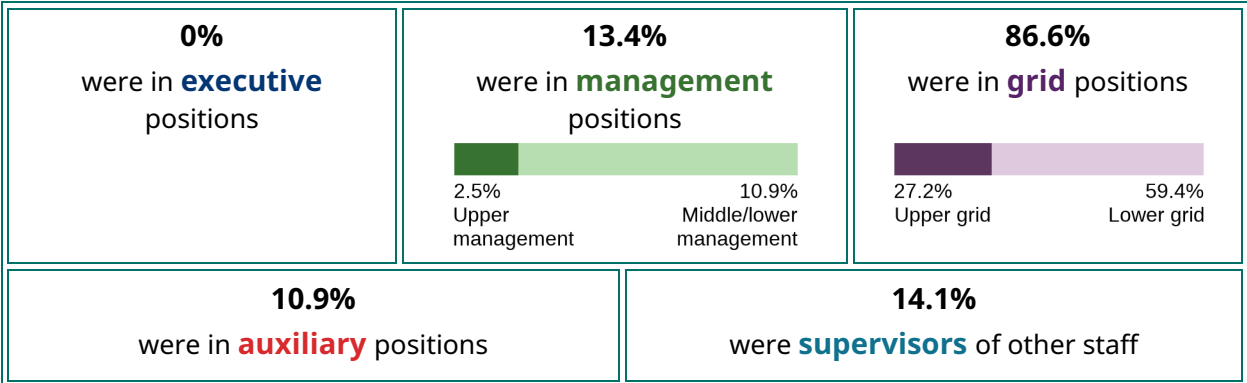
<sup>24</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Filipino<sup>25</sup>

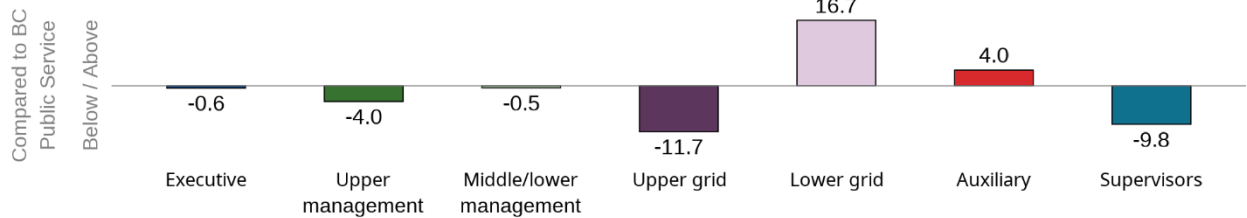
Percentage of people identifying as Filipino in the B.C....

...Public Service	...Labour Force	...Population
1.6%	4.2%	3.5%
<b>The BC Public Service's representation for Filipino employees was...</b>	37.5% of the B.C. labour force's representation	44.6% of the B.C. population's representation

For Filipino employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Filipino employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, Filipino employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in upper management, middle/lower management, upper grid, and supervisory classifications;
- Represented at a rate above the benchmark in the auxiliary (i.e., relatively precarious employment), and lower grid classifications.

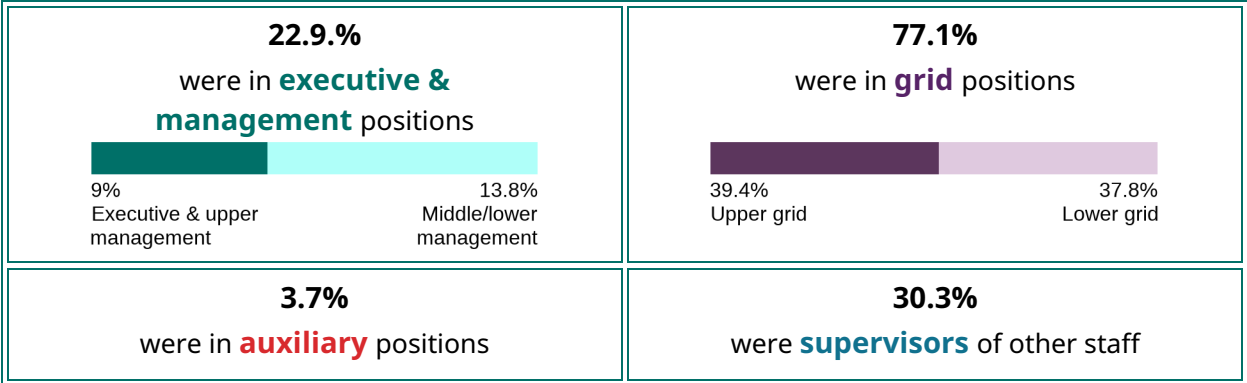
<sup>25</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees with Indigenous ethnicity<sup>26</sup>

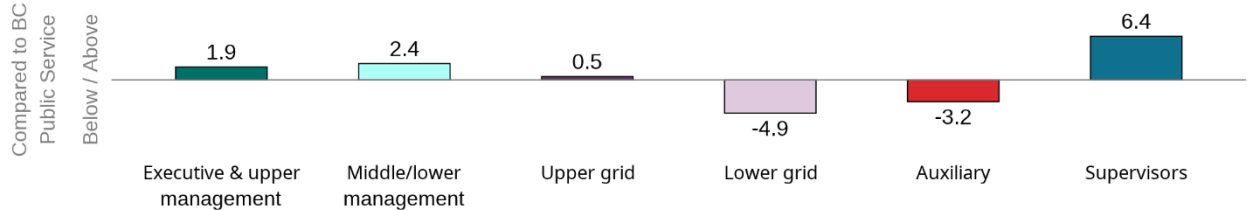
Percentage of the BC...

...Public Service	...Labour Force	...Population
0.5%	Not an available comparison	Not an available comparison

For employees with Indigenous ethnicity...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

The BC Public Service representation of employees with indigenous ethnicity cannot be compared to the labour force and population because this is not a group reported by Statistics Canada. By type of job, employees with indigenous ethnicity were:

- Represented at a rate above the benchmark in the combined executive and upper management classifications;
- Represented at a rate below the benchmark in the auxiliary (i.e., relatively precarious employment), and lower grid classifications;
- Represented at a rate above the benchmark in the middle/lower management, upper grid, and supervisory classifications.

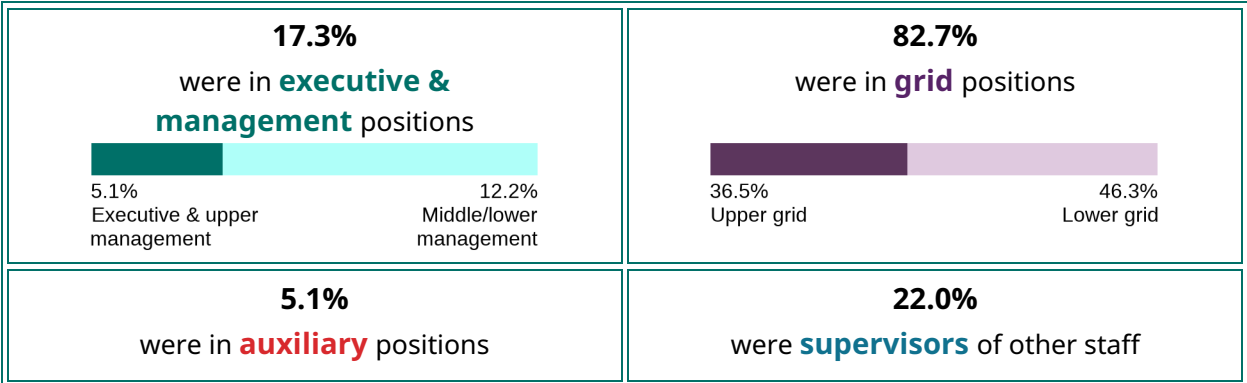
<sup>26</sup> This group is specifically those employees who stated they had an indigenous background and did not state they had an Indigenous identity (First Nations, Métis, Inuit) and so includes employees of those backgrounds (but not identities), as well as employees who are indigenous to other countries. Executive and management results were combined due to small counts. See the start of the Findings section for additional helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Japanese<sup>27</sup>

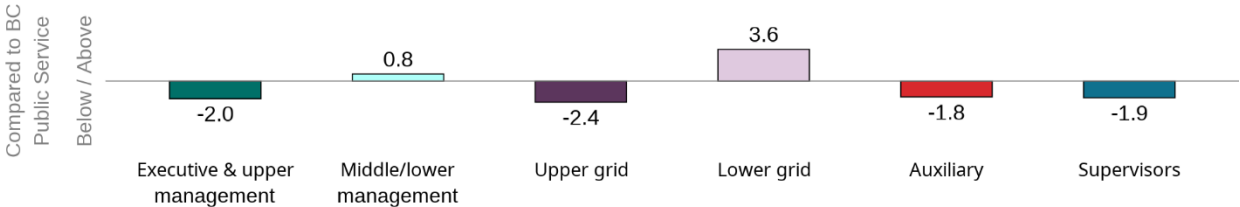
Percentage of people identifying as Japanese in the B.C....

...Public Service	...Labour Force	...Population
0.7%	0.9%	0.9%
<b>The BC Public Service's representation for Japanese employees was...</b>	84.8% of the B.C. labour force's representation	81.4% of the B.C. population's representation

For Japanese employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Japanese employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, Japanese employees were:

- Represented at a rate below the benchmark in the combined executive and upper management classifications;
- Represented at a rate below the benchmark in the auxiliary (i.e., relatively precarious employment), upper grid, and supervisory classifications;
- Represented at a rate above the benchmark in the middle/lower management and lower grid classifications.

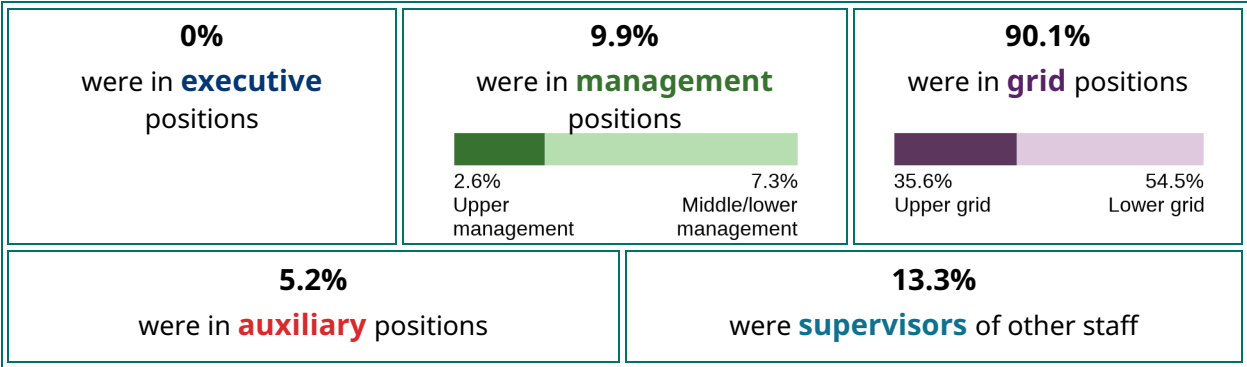
<sup>27</sup> Executive and management results were combined due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Korean<sup>28</sup>

Percentage of people identifying as Korean in the B.C....

...Public Service	...Labour Force	...Population
0.7%	1.5%	1.5%
<b>The BC Public Service's representation for Korean employees was...</b>	44.5% of the B.C. labour force's representation	45.1% of the B.C. population's representation

For Korean employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Korean employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, Korean employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in almost all other classifications;
- Represented at a rate above the benchmark in the lower grid classification.

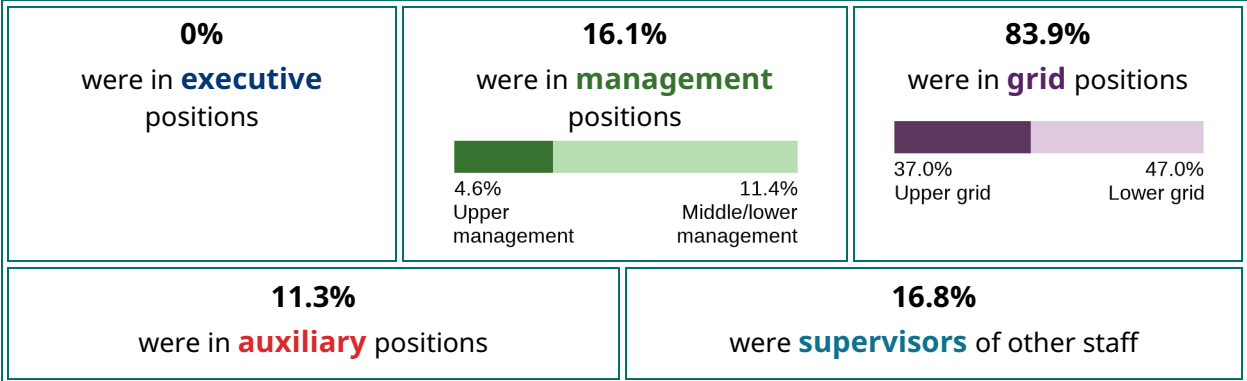
<sup>28</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Latin American<sup>29</sup>

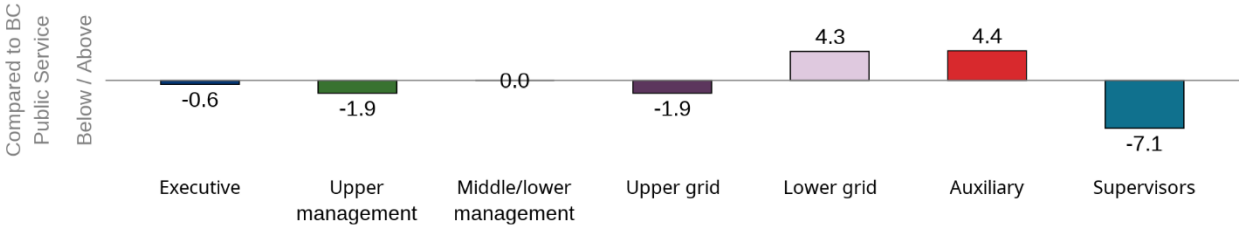
Percentage of people identifying as Latin American in the B.C....

...Public Service	...Labour Force	...Population
1.6%	1.7%	1.3%
The BC Public Service's representation for Latin American employees was...	96.2% of the B.C. labour force's representation	1.2 times larger than the B.C. population's representation

For Latin American employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Latin American employees were represented in the BC Public Service overall at a slightly lower rate than their share in the labour force and at a slightly higher rate than their share in the population. By type of job, Latin American employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in the upper management, upper grid, and supervisory classifications;
- Represented at a rate equal to the benchmark in the middle/lower management classifications;
- Represented at a rate above the benchmark in the auxiliary (i.e., relatively precarious employment), and lower grid classifications.

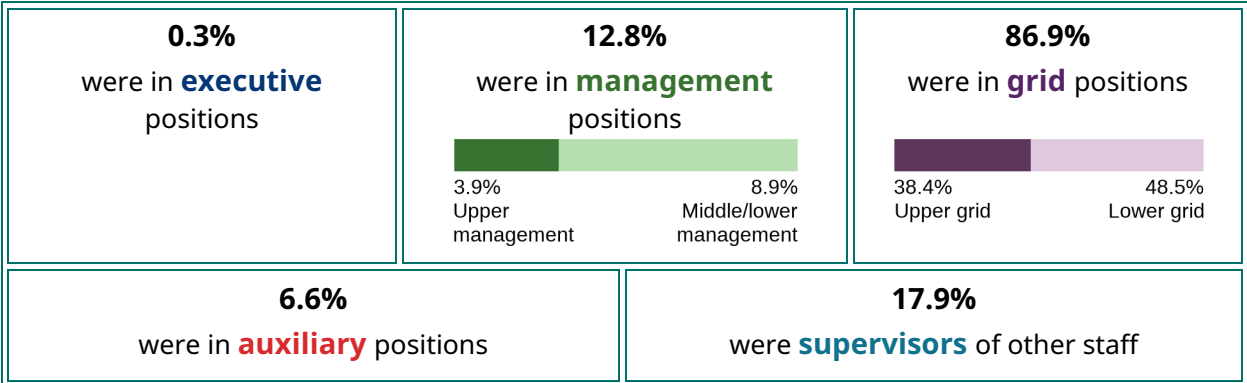
<sup>29</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are South Asian<sup>30</sup>

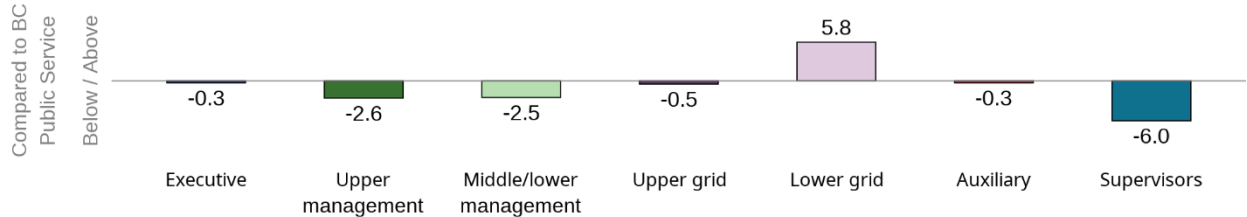
Percentage of people identifying as South Asian in the B.C....

...Public Service	...Labour Force	...Population
7.1%	10.5%	9.6%
<b>The BC Public Service's representation for South Asian employees was...</b>	68.0% of the B.C. labour force's representation	74.0% of the B.C. population's representation

For South Asian employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

South Asian employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, South Asian employees were:

- Represented at a rate below the benchmark in the executive classification;
- Represented at a rate below the benchmark in almost all other classifications;
- Represented at a rate above the benchmark in the lower grid classification.

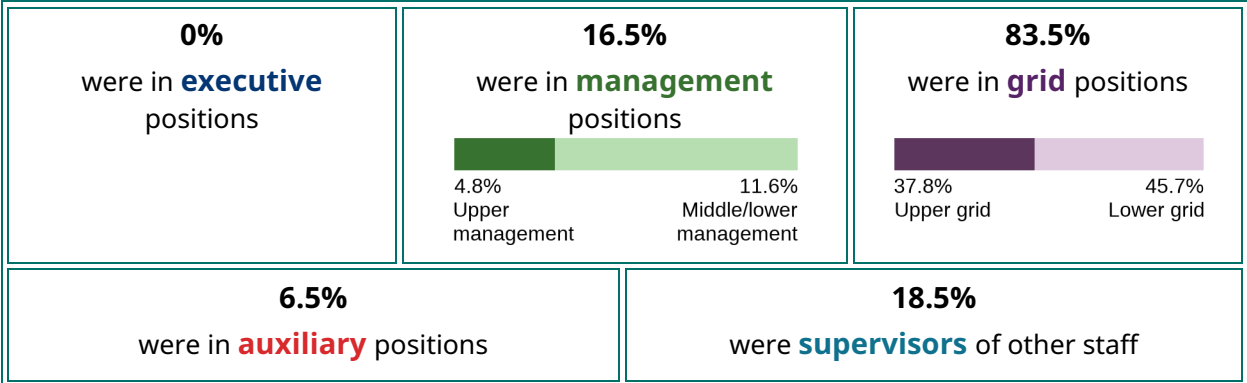
<sup>30</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are Southeast Asian<sup>31</sup>

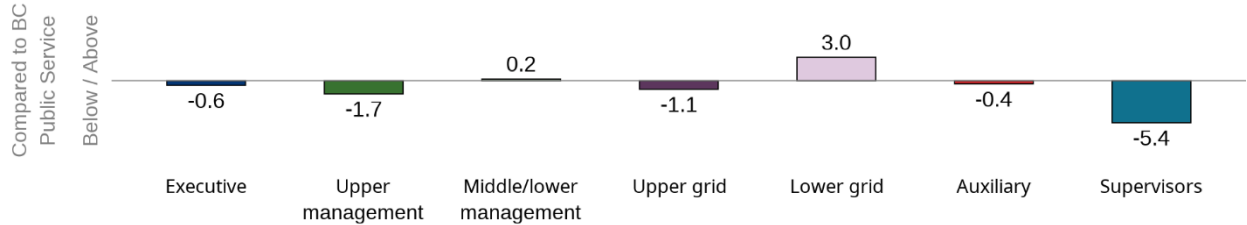
Percentage of employees identifying as Southeast Asian in the B.C....

...Public Service	...Labour Force	...Population
1.0%	1.5%	1.5%
<b>The BC Public Service's representation for Southeast Asian employees was...</b>	65.3% of the B.C. labour force's representation	69.1% of the B.C. population's representation

For Southeast Asian employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Southeast Asian employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, Southeast Asian employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in the auxiliary (i.e., relatively precarious employment), upper management, upper grid, and supervisory classifications;
- Represented at a rate above the benchmark in the middle/lower management, and lower grid classifications.

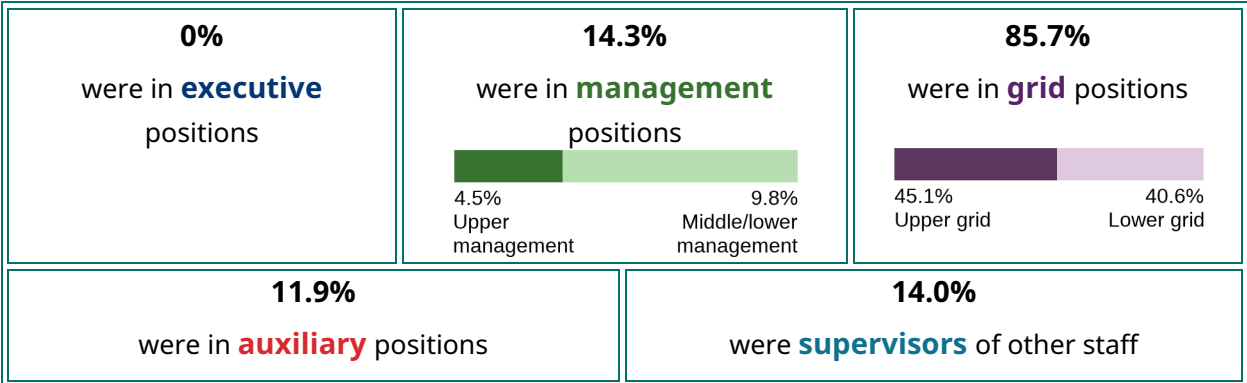
<sup>31</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are West Asian<sup>32</sup>

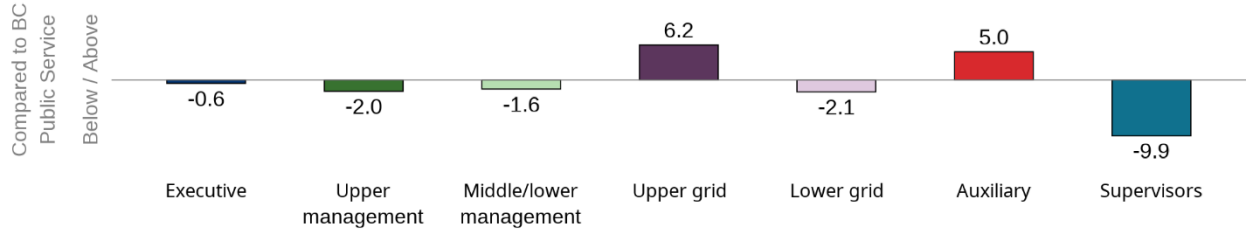
Percentage of people identifying as West Asian in the B.C...

...Public Service	...Labour Force	...Population
0.8%	1.6%	1.4%
<b>The BC Public Service's representation for West Asian employees was...</b>	52.4% of the B.C. labour force's representation	58.1% of the B.C. population's representation

For West Asian employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

West Asian employees were represented in the BC Public Service overall at a lower rate than their share in the labour force and population. By type of job, West Asian employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in the upper management, middle/lower management, lower grid, and supervisory classifications;
- Represented at a rate above the benchmark in the auxiliary (i.e., relatively precarious employment), and upper grid classifications.

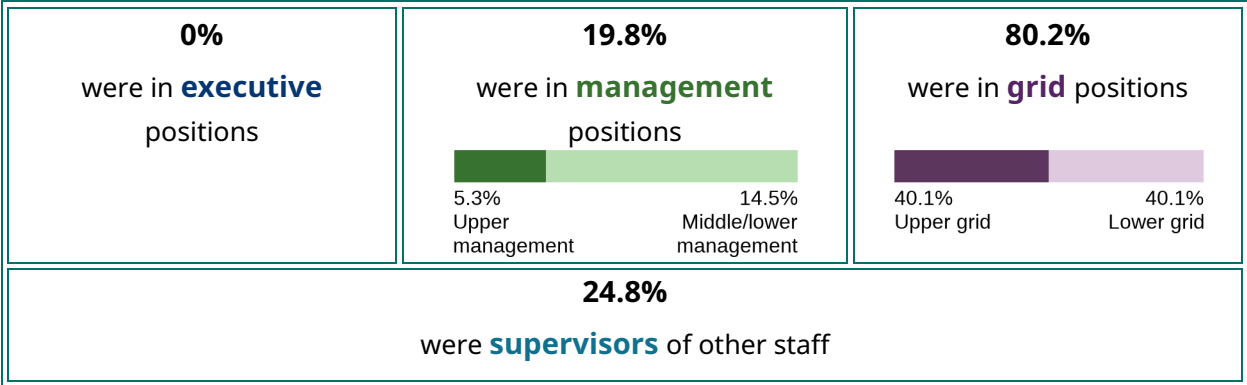
<sup>32</sup> See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

# Racialized groups: Employees who are racialized (not specified further)<sup>33</sup>

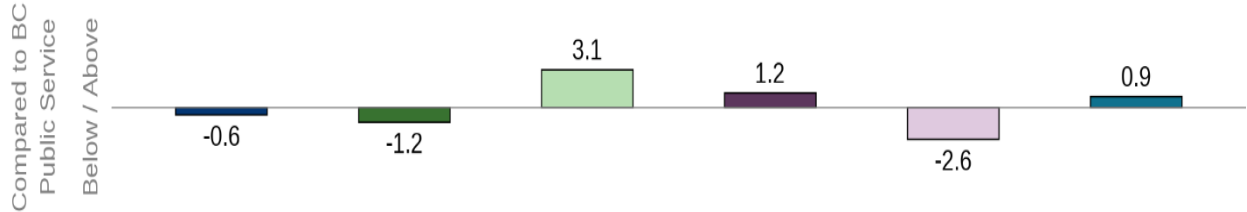
Percentage of employees identifying as racialized (not specified further) in the B.C....

...Public Service	...Labour Force	...Population
1.0%	0.4%	0.4%
<b>The BC Public Service's representation for racialized (not specified further) employees was...</b>	2.7 times larger than the B.C. labour force's representation	2.8 times larger than the B.C. population's representation

For racialized (not specified further) employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Racialized (not specified further) employees were represented in the BC Public Service overall at a higher rate than their share in the labour force and population. By type of job, Racialized (not specified further) employees were:

- Not represented in the executive classification;
- Represented at a rate below the benchmark in the upper management, and lower grid classifications;
- Represented at a rate above the benchmark in the middle/lower management, upper grid, and supervisory classifications.

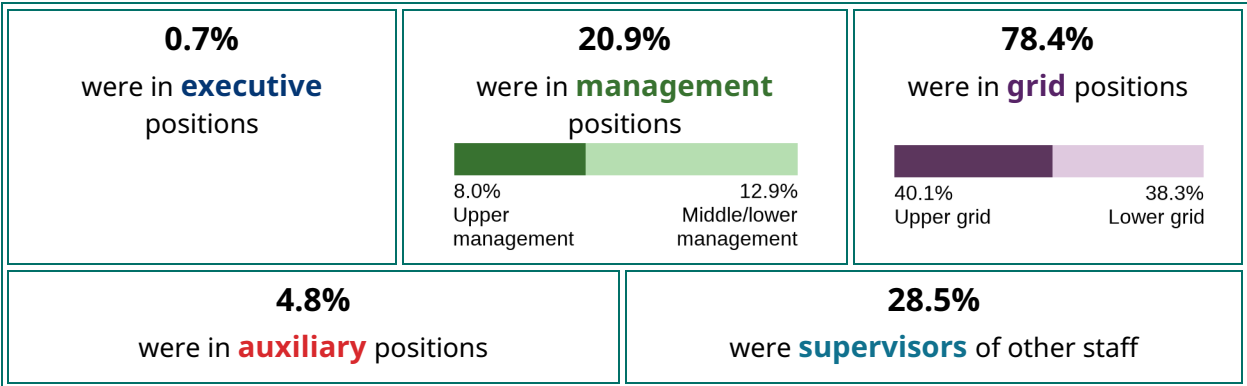
<sup>33</sup> Auxiliary results were masked due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

# Contextual groups: Employees who are White (non-racialized)<sup>34</sup>

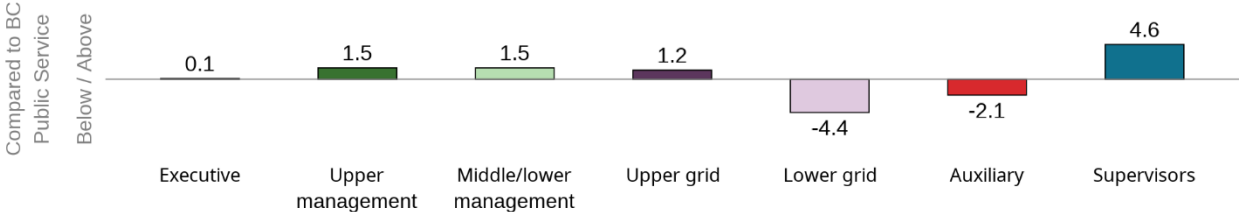
Percentage of people identifying as White in the B.C....

...Public Service	...Labour Force	...Population
60.2%	59.6% (estimate)	59.7% (estimate)
<b>The BC Public Service's representation for White employees was...</b>	1.0 times the B.C. population's representation	1.0 times the B.C. population's representation

For White employees...



Comparison to the BC Public Service benchmarks (in percentage points)



## Summary

Unlike employees in most of the **Indigenous identity** and **racialized groups** in this analysis, White employees were represented in the BC Public Service overall at a rate similar to their share in the labour force and population. By type of job, White employees were:

- Represented at a rate above the benchmark in the executive classification;
- Represented at a rate below the benchmark in the auxiliary (i.e., relatively precarious employment) and lower grid classifications;
- Represented at a rate above the benchmark in all other classifications.

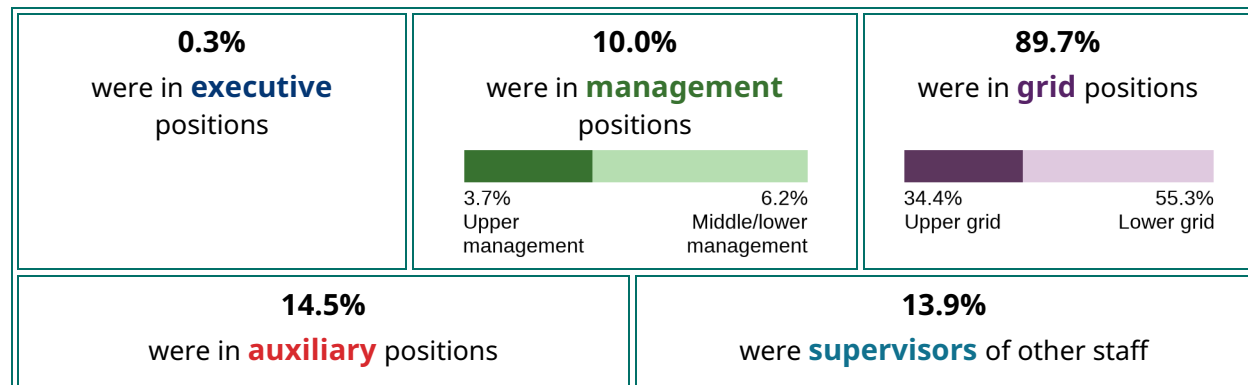
<sup>34</sup> Labour force and population rates are based on the total population, minus the racialized (i.e., “Visible Minority” as defined by Statistics Canada for the 2021 Census of Population reporting) population and the “Indigenous” population. See the start of the **Findings** section for additional helpful information on how to interpret the results on this page.

## Contextual groups: Employees with unknown backgrounds<sup>35</sup>

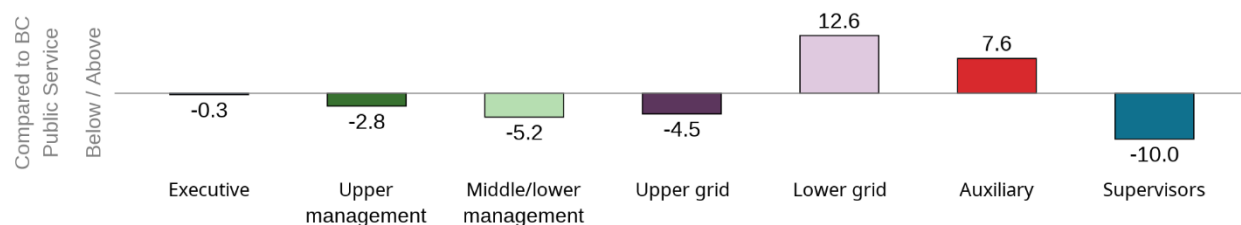
Percentage of employees without available Indigenous and racial identity information in the B.C....

...Public Service	...Labour Force	...Population
14.8%	Not an available comparison	Not an available comparison

For employees whose Indigenous identity and racial information is unknown...



Comparison to the BC Public Service benchmarks (in percentage points)



### Summary

There is no information about whether an individual is Indigenous or racialized for approximately 1 in 6 (14.8%) of BC Public Service employees in this analysis. By job, Employees whose Indigenous identity and racial information is unknown were:

- Represented at a rate below the benchmark in the executive classification;
- Represented at a rate below the benchmark in the upper management, middle/lower management, upper grid, and supervisory classifications;
- Represented at a rate above the benchmark in the auxiliary (i.e., relatively precarious employment), and lower grid classifications.

<sup>35</sup> These are employees where there is no employee-provided information about either Indigenous identity (i.e., Indigenous or non-Indigenous) or about racial background. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

This pattern of results may indicate the presence of systemic barriers that make it more difficult for lower grid and auxiliary employees to share this information (i.e., employer trustworthiness, employer making time for employees to complete surveys, etc.).

## Summary: Representation analysis

As of 2024, [Indigenous identity](#) and [racialized groups](#) remain underrepresented in the [BC Public Service](#). The data suggests systemic barriers may be limiting their entry and advancement into roles with greater accountabilities and responsibilities, including executive positions.

### B.C. labour force and population comparisons

There are key differences between the BC public Service and Statistics Canada approach to calculating representation rates for Indigenous and racialized individuals. In most cases, these differences mean that if these individuals were represented to the same level in the BC Public Service as in the B.C. [labour force](#) and [population](#), then the BC Public Service representation rates reported here would be expected to at least equal the representation rates in the labour force and population results and should likely exceed them.

The 2024 results show that individuals with multiple Indigenous identities continue to be underrepresented in the BC Public service:

- First Nations and Métis employees were represented in the BC Public Service overall at a lower rate than their share of the B.C. [labour force](#) or [population](#).

The 2024 results show that individuals in many racialized groups continue to be underrepresented in the BC Public service:

- Arab, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, and West Asian employees were represented in the BC Public Service overall at a lower rate than their share of the B.C. [labour force](#) or [population](#).<sup>36</sup> Of these, Filipino and Korean employees were represented at less than half of the BC labour force and population rates.

The 2024 results show that White individuals were represented in the BC Public Service overall at a rate similar to their share of the B.C. [labour force](#) and [population](#).

### BC Public Service job classifications

The BC Public Service has many different types of roles, which vary in level of accountability and responsibility. The representation of Indigenous and racialized employees working in different types of job classifications was compared to the BC Public Service overall.

The 2024 results show that individuals with multiple indigenous identities are underrepresented in more senior, decision-making positions:

- Inuit employees and employees who have an Indigenous identity but did not specify further were not represented at the [executive](#) level.

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<sup>36</sup> Note that representation for employees with Indigenous ethnicity could not be compared to the B.C. labour force or population because there is no available comparator for that group.

- First Nations employees and employees who have an Indigenous identity but did not specify further were underrepresented at the [management](#) level compared to the BC Public Service overall.
- Métis employee representation at the [executive](#) and [management](#) levels could not be reported separately, but Métis employees were underrepresented in the combined category of “executive and upper management” compared to the BC Public Service overall.
- First Nations and Métis employees were not overrepresented in lower-level [grid](#) roles, compared to the BC Public Service overall.<sup>37</sup>
- First Nations and Métis employees were not overrepresented, and Inuit employees were equally represented in more precarious employment positions (i.e., [auxiliary](#) roles) compared to the BC Public service overall.<sup>38</sup>
- First Nations employees and employees who have an Indigenous identity but did not specify further were underrepresented in [supervisory](#) positions.

The 2024 results show that individuals in many racialized groups are underrepresented in more senior, decision-making positions and over-represented in less senior and/or more precarious positions:

- Arab, Filipino, Korean, Latin American, Southeast Asian, West Asian employees and employees who identified as racialized but did not specify further were not represented at the [executive](#) level.
- Arab, Chinese, Filipino, Korean, Latin American, South Asian, Southeast Asian and West Asian employees were underrepresented at the [management](#) level compared to the BC Public Service overall.
- Representation for Black and Japanese employees and employees with Indigenous ethnicity could not be reported at the [executive](#) and [management](#) levels separately, but Black and Japanese employees were underrepresented in the combined category of “executive and upper management” compared to the BC Public Service overall.
- Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, and Southeast Asian employees were overrepresented in lower-level [grid](#) roles compared to the BC Public Service overall.
- Arab, Black, Filipino, Latin American, and West Asian employees were over-represented in more precarious employment positions (i.e., [auxiliary](#) roles) compared to the BC Public service overall.<sup>39</sup>
- Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, and West Asian employees were underrepresented in [supervisory](#) positions.

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<sup>37</sup> The representation in lower-level grid roles for Inuit employees and employees who have an Indigenous identity but did not specify further could not be reported individually.

<sup>38</sup> The representation in more precarious positions for employees who have an Indigenous identity but did not specify further could not be reported individually.

<sup>39</sup> The representation in more precarious positions for employees who identified as racialized but did not specify further could not be reported individually.

- Arab, Black, Filipino, Latin American, and West Asian employees were over-represented in more precarious employment positions (i.e., [auxiliary](#) roles) compared to the BC Public service overall.<sup>40</sup>
- Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, and West Asian employees were underrepresented in [supervisory](#) positions.

These patterns of results indicate systemic barriers that keep employees of multiple [Indigenous identity](#) and [racialized groups](#) from attaining roles with higher responsibility, particularly upper grid, supervisory, management and executive positions.

Note that interpretation at the management and executive levels is more complex, due to underrepresentation occurring more broadly at these levels and relatively smaller numbers of employees in these roles (especially upper management and executive), which make comparisons at these levels more uncertain.

### **Employees whose Indigenous identity and racial background are unknown**

One potential explanation for BC Public Service representation rates being lower than B.C. labour force and population rates is that many Indigenous and racialized employees may not disclose this information to the BC Public Service as an employer. This may occur if the language in the self-identity questions of the employee surveys do not align with how people describe themselves, or if there is a lack of cultural and psychological safety and trust at the workplace. As a result, many of the differences seen between actual and expected representation rates may be addressed with a more complete dataset. This is a reasonable limitation to the analysis, given that 14.8% of employees chose not to self-identify.

### **Additional factors**

It is important to note that this preliminary analysis did not include a number of other relevant pieces of information. There are many aspects of an individual's employment experience that may be affected by [systemic racism](#). For example, looking at factors related to age, years of service (i.e., length of BC Public Service career), education, and career area can help identify barriers. Many of these aspects can also be influenced by systemic barriers related to Indigenous identity and racial background.

As well, this analysis does not examine how Indigenous identity and racial background intersect with other aspects (e.g., gender, sexual orientation, disability). While this analysis is a starting point, intersectional approaches may help uncover systemic barriers that are more specific in who they affect.

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<sup>40</sup> The representation in more precarious positions for employees who identified as racialized but did not specify further could not be reported individually.

Lastly, executive positions are relatively rare in the BC Public Service, comprising only 0.6% of all BC Public Service positions (i.e., approximately 1 out of every 180 positions), so a different approach may be required to better understand representation at this level.

# Detailed methodology

The section includes many references to the groupings and categories listed under [Key terms](#).

## Detailed sample

The employee pool for this analysis is based on the employees eligible to take part in the 2024 [Work Environment Survey](#) (WES), which includes:

- Employees who were “active” in the Corporate Human Resource Information and Payroll System as of January 9, 2024.<sup>41</sup>
- Employees with “regular” or “[auxiliary](#)” types of employment.
- Of the above, employees who were in an organization with a direct report to the head of the [BC Public Service](#) (i.e., ministry employees).

This group did not include employees:<sup>42</sup>

- In agencies, boards, commissions, or Offices of the Legislature.
- In the Premier’s Office or a Minister’s Office.
- Who were not covered by the [Public Service Act](#).
- With miscellaneous or short-term appointment classifications.
- With no contact information.<sup>43</sup>

The sample for this research question includes all employees in the BC Public Service as of January 2024 as noted above. This dataset is a combination of administrative employee and position data from the Public Service Agency as well as employee-provided demographic information collected via employee research. The sample also includes employees whose [Indigenous identity](#) and racial information is unknown. The total employee count for this analysis is 34,908.

For comparisons to the B.C. [labour force](#)<sup>44</sup> and B.C. [population](#), the pool of individuals comprises everyone in-scope for the 2021 Census of Population conducted by Statistics Canada. Information about the Census of Population can be found on the [Statistics Canada website](#).

In terms of position information such as job classification, this information exists for each employee in the analysis. Although this information can have inaccuracies, due to human error and inconsistent classifications, it is deemed as largely reliable in terms of understanding positions in the BC Public Service.

<sup>41</sup> Employees who are not active include those on certain types of long-term leave (e.g., parental, pre-retirement, educational, deferred salary, and union leaves), those on long-term disability, and those on layoff.

<sup>42</sup> There are some exceptions to the following list—most exceptions are because an organization is listed as being under a ministry in the system, but is actually an independent agency and so should be considered out-of-scope (e.g., Office of the Seniors Advocate, Employment Assistance Appeals Tribunal). Rarely, ministry Strategic Human Resources teams may request unique exceptions, which can and will differ year-by-year.

<sup>43</sup> This is rare and can include very recently hired employees who are still being entered into the payroll system.

<sup>44</sup> The labour force rates used in this analysis differ from those in the 2022 Workforce Profile because the profile uses data from the 2016 Census of Population and because it focuses on the available workforce, which is a subset of the labour force.

Related to job classification, the majority of BC Public Service employees are in grid positions, which include many types of unionized positions and some excluded positions.<sup>45</sup> While most [grid](#) positions are with the BC General Employees Union, these positions also include roles that require professional designations that fall within other union or association agreements (e.g., Professional Employees Association, BC Nurses' Union, Crown Counsel Association).

In terms of Indigenous identity and racial category information, not all employees provide this information in the surveys run by [BC Stats](#).<sup>46</sup> As a result, information about Indigenous identity and racial background is unknown for 14.8% of BC Public Service employees in this analysis. There are many reasons why employees have not provided this information, so conclusions cannot be drawn about whether Indigenous or racial categories are under-counted.<sup>47</sup> However, within the 14.8% most (55.3%) of the employees whose Indigenous identity and racial category information is unknown were particularly likely to be in “lower grid” positions, meaning that representation at [management](#) and [executive](#) levels are less impacted by this unknown information.

## Detailed research method

### Main dataset

The main resource for this analysis is a dataset created by BC Stats to support the Workforce Profile analyses. The Workforce Profile dataset is itself derived of data from two other sources. One source is information provided in employee surveys, specifically demographics shared in the WES and [New Job Survey](#) conducted by BC Stats on behalf of the BC Public Service.

The second source of information for the Workforce Profiles dataset is administrative data that the Public Service Agency provides to BC Stats to help support employee surveys, survey analysis, and other analyses (e.g., the Workforce Profile, Pay Transparency analysis). The administrative data are from the Corporate Human Resource Information and Payroll System and includes position information for employees, such as job classification. The Workforce Profile dataset includes very high-level information about demographics, as well as more general job classifications.

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<sup>45</sup> Grid positions can be understood as types of positions that have been negotiated with unions, with specific accountabilities, responsibilities, and pay scales. Some grid positions are not unionized, related to working in confidential areas (see the Criteria section of the [MyHR site on excluding positions](#)).

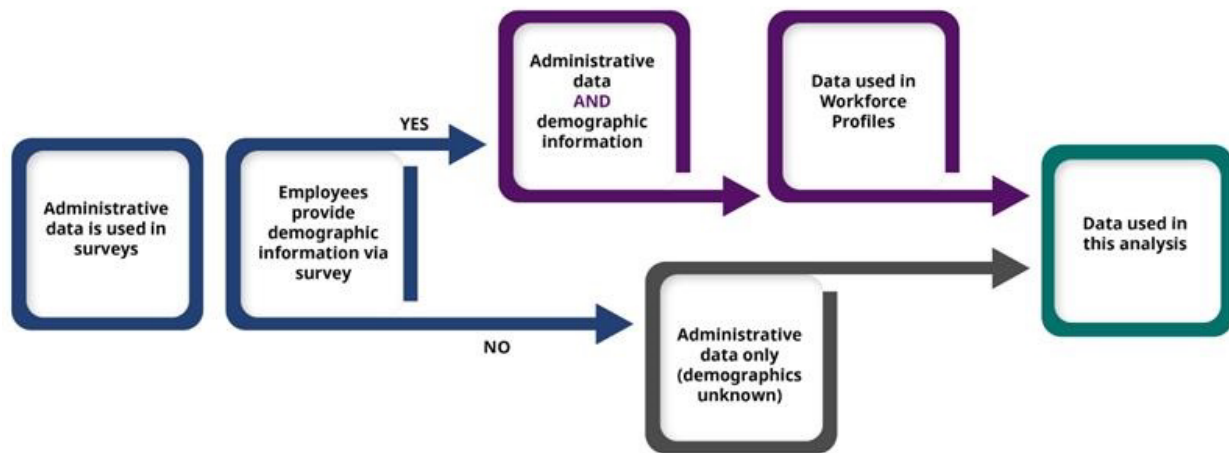
<sup>46</sup> The main source for demographic information was the 2024 WES. If demographic information was not available for that survey (i.e., employees did not respond, or chose not to answer the demographic question), BC Stats reviewed the 2022 WES, 2020 WES and the New Job Survey (April 2021-March 2023 responses) to help fill in this missing data.

<sup>47</sup> Employee surveys are voluntary. Some employees may not have had time to do a survey, some may have chosen not to complete a survey (and thus could not provide demographic information), and others may have completed a survey but specifically chose not to provide demographic information.

To support the current analysis, the following data were then added to the main Workforce Profile dataset:

- Administrative data for employees whose Indigenous identity and racial information is unknown.
- More specific job classification information for management level positions (upper management and middle/lower management).
- More specific job classification information for grid positions (upper grid, lower grid).
- Data on which employees are in supervisory positions.

The infographic below provides a general visual description of how these datasets come together.



### Detail on data sources

For information about Indigenous identity and racial background, data are from two surveys, the WES and the New Job Survey.<sup>48</sup> The WES is a biennial survey of employees in the BC Public Service, which asks about factors in the work environment that impact employee engagement (more details can be found on [BC Stats' WES sites](#)). The New Job Survey goes out to employees who are starting new positions within the BC Public Service (more details can be found on [BC Stats' New Job Survey site](#)). For this survey, demographic questions are asked of employees who are new to the BC Public Service, as it is their first opportunity to share that information.

For this analysis, responses to three demographic questions were used:

- A question on whether the employee identifies as Indigenous.
- A follow-up Indigenous identity question for those who said “yes” to the question above, where employees can identify as First Nations (status or non-status), Métis, and Inuit.<sup>49</sup>
- A question about racial background.

<sup>48</sup> Most data come from the 2024 WES. If information was not available (i.e., employees did not respond to the survey or chose to not answer the demographic question), analysts used the backfilling approach that is standard for analyses involving overall demographic profiles of the BC Public Service: 1) backfill using available information from the 2022 WES; 2) if demographic information for an employee is still not available, backfill using information from the 2020 WES; 3) if demographic information for an employee is still not available, backfill using information from the New Job Survey (for this analysis, information provided by new employees hired between April 2021 and March 2023).

<sup>49</sup> Employees can select all of these options that apply and may also provide written responses.

These three questions are provided in [Appendix 2](#). There are slight differences between years and surveys as BC Stats continuously improves on how these questions are asked, based on feedback and guidance from subject matter experts.<sup>50</sup> As well, the racial background question technically asks about ethnic identity. However, the terms racial background and racialization are used in this report to align with the language used in the research priority. To allow for a distinctions-based approach in understanding results, Indigenous identity is reported on separately from racial background in this report. However, it is important to recognize that identities are complex and intersectional, meaning that some employees will identify as Indigenous as well as belonging to a racialized group. The analysis done in this report includes Indigenous and racialized employees in all groups that they select.

For information about positions, data were pulled from the Corporate Human Resource Information and Payroll System. This is a regular data source that BC Stats receives from the Public Service Agency to help support BC Public Service employee surveys and other analyses (e.g., the Workforce Profile, the Pay Transparency report). This data source includes a number of data points related to employee positions. Key fields or variables used in this analysis, including the creation of the underlying dataset, are:

- Employee ID.
- Job classification.
- Employment type (auxiliary or regular hire).
- Supervisory status.

BC Public Service job classifications cover a large range of positions, so these were further combined into the following classifications: executive, management (upper and middle/lower), grid (upper and lower). Upper and lower (or middle/lower) groupings were done by splitting the range of positions in half, where the positions in upper management and upper grid categories have relatively greater accountabilities than employees in the middle/lower management or lower grid roles. Whether employees are auxiliary or are a supervisor is part of the administrative data and did not need to be derived or calculated. Also note that auxiliary and supervisory classifications can be combined with the other job classifications of executive, management, and grid. For example, an employee in a managerial position could be auxiliary and may not supervise any employees. Similarly, an employee in a grid position may be regular (i.e., not auxiliary) and supervise other employees.

Due to low counts (i.e., including one to three people) and the need to prevent identifiability, job classifications for some Indigenous identity and racialized groups have been combined or masked (i.e., not presented).

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<sup>50</sup> Implementing changes also occurs in waves: changes are usually suggested for WES surveys; approved changes are then implemented in other surveys (e.g., the New Job Survey).

For comparisons to the B.C. labour force and B.C. population, data come from Statistics Canada and the 2021 Census of Population. Information about the Census of Population, including questions used in the census, can be found on the [Statistics Canada website](#).

Data were pulled from Statistics Canada tables on the following topics, refining as needed to show data for B.C. and by-group:

- [Labour force figures for Indigenous identities](#)<sup>51</sup>
- [Labour force status figures for racialized groups](#)<sup>52</sup>
- [Population figures for Indigenous identities](#)
- [Population figures for racialized groups](#)<sup>53</sup>

The labour force and population data used in this report come from the 2021 Census of Population and contain their own limitations and biases. First, there is known undercounting of people who live in reserves and settlements<sup>54</sup> (i.e., people who should be included in population counts are not). While this undercounting does include people without Indigenous identity in these locations, it particularly affects the representation data of Indigenous people. While Statistics Canada uses modelling and estimates to address this undercounting, they use the national estimate in their adjustments. Because the national rate (5.85%) is much lower than the estimated rate for B.C. (10.66%), the actual labour force and population rates for Indigenous identity groups may be higher than the figures provided in this report.<sup>55</sup> More information on this data limitation and bias can be found in Statistics Canada's [Indigenous Peoples Technical Report, Census of Population, 2021](#), specifically chapter [4. Data quality assessment and indicators](#).

A second limitation is that the labour force rates calculated through the census can and do differ from other labour force data produced by Statistics Canada (i.e., the Labour Force Survey). For this report, the labour force includes people who were either employed or unemployed during the census reference period (May 2 to May 8, 2021). Aside from standard elements (i.e., currently employed, unemployed and looking for work), this definition of the labour force includes people who were self-employed, did unpaid work for family businesses, were on temporary lay-off and otherwise available to work, or had definite arrangements to start a new job and were otherwise available to work.<sup>56</sup> This definition also includes full-time students who are looking for work and are

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<sup>51</sup> This table requires customization to see the information used in this analysis. Under "Customize Table", select: "British Columbia" under Geography, all four levels under Indigenous identity, "Total" (and only Total) under Highest certificate, diploma or degree.

<sup>52</sup> Note that the table uses the Statistics Canada terminology for the 2021 Census of Population reporting ("Visible Minority").

<sup>53</sup> Note that the table uses the Statistics Canada terminology for the 2021 Census of Population reporting ("Visible Minority").

<sup>54</sup> Definitions of reserve and settlement are included under [Census subdivision \(CSD\)](#) in the Dictionary, Census of Population, 2021 from Statistics Canada.

<sup>55</sup> As noted in the [Guide to the Census of Population, 2021 Appendix 1.5](#), for reserves and settlements in B.C. undercounting was due to enumeration not being completed for reasons including natural events (e.g., evacuations due to forest fires) and health and safety considerations (e.g., COVID-19 access restrictions).

<sup>56</sup> See the Dictionary, Census of Population, 2021 definitions for [labour force status](#), [employed](#), and [unemployed](#) for more information.

available to work, which will include more people as being a part of the labour force than the definition used in other labour force metrics.<sup>57</sup>

## Limitations

Identity information for BC Public Service employees was collected through employee surveys. As with any survey question, how this information is asked for may not align with how people describe themselves. This may result in employees declining to answer the identity questions or providing open-ended responses that may be difficult to accurately assign to the categories used in this analysis.

Importantly, there are also differences in how identity data are collected and handled between the BC Public Service employee surveys and the Statistics Canada Census of Population. These differences result in difficulties directly comparing BC Public Service employee representation rates with B.C. labour force and population figures.

The first difference is in how the data are collected. In the Census of Population, respondents who state they are Indigenous do not see the census question about racial background. However, in the BC Public Service employee surveys, employees can provide information about both Indigenous identity and racial background. The BC Public Service opts to collect these data points separately to recognize that some people are both Indigenous and racialized.

The second difference is in how the data are analyzed. For this analysis, Indigenous and racialized employees who selected more than one Indigenous identity or racialized group were counted in all categories they selected (see the upcoming [Analytic](#) section for more detail). For example, the “Arab” grouping includes employees who selected Arab and nothing else, as well as employees who selected Arab and at least one other category. This means employees can be represented in more than one Indigenous identity and racial group. In contrast, the B.C. labour force and population results combine people who select multiple backgrounds into a separate group. This means everyone in that figure is in that group and no other groups.

While “White” is a category in the BC Public Service analysis, it is not a category in Statistics Canada’s reporting on Indigenous identities and racialized groups<sup>58</sup>. While an estimate of the White population can be derived from Statistics Canada sources, this derivation does differ from BC Stats. Specifically, census takers who state they are “White and Arab,” “White and West Asian,” and “White and Latin American” are not counted as being racialized, so will be included in the estimated labour force and population rates for the White demographic group. In contrast, employees who make the same selections in BC Public Service surveys (e.g., WES, New Job Survey) will be counted as Arab, West Asian, and Latin American, respectively, and would not be included in the percentage of BC Public Service employees who are White.

As a result of these differences in collection and analysis, comparisons between the BC Public Service representation rates and the B.C. labour force and population rates should be made with

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<sup>57</sup> See the Dictionary, Census of Population 2021 [Appendix 2.11](#) for a more in-depth comparison of the differences between how the labour force is calculated for the Census of Population and the Labour Force Survey.

<sup>58</sup> Note that Statistics Canada uses the term “Visible Minority” in the 2021 Census of Population reporting.

caution. In most cases, these differences mean that if these individuals were represented to the same level in the BC Public Service as in the B.C. [labour force](#) and [population](#), then the BC Public Service representation rates reported here would be expected to at least equal the representation rates in the labour force and population results and should likely exceed them, due to Indigenous identity and racialized groupings being more broadly defined. The extent to which the BC Public Service rates should exceed the labour force and population rates is unknown. This knowledge would require a detailed understanding of how many people have multiple Indigenous identities or racial backgrounds and what combinations of identities and backgrounds are seen, for both BC Public Service and Statistics Canada data. A full breakdown of the different groupings and expected differences is provided in [Appendix 1](#).

Finally, the most recent Census of Population occurred in 2021, so B.C. benchmark figures will not reflect any changes that may have occurred since 2021.

## Detailed analytic approach

This analysis consists of three sets of analyses for each Indigenous identity and racial group: representation in the BC Public Service compared to B.C. benchmarks, representation by job classification within Indigenous identity and racial groups, and representation by job classification compared to BC Public Service benchmarks.

### Analysis: Representation in the BC Public Service

The overall representation analysis consists of the following percentages:

- Percentage of BC Public Service employees ( $N = 34,908$ ).
- Percentage of the B.C. labour force (B.C. benchmark).
- Percentage of the B.C. population (B.C. benchmark).
- Comparison of the BC Public Service rate against the B.C. labour force.
- Comparison of the BC Public Service rate against the B.C. population.

The B.C. labour force and population rates are benchmarks in this analysis and come from the Statistics Canada data tables, based on the 2021 Census of Population (see the [Research Method](#) section for this research question and [Appendix 1](#) for more information).

Comparisons to these two benchmarks are ratios, where the BC Public Service percentages are divided by the B.C. labour force and population percentages.<sup>59</sup> This approach was taken, rather than the difference between rates, as differences do not account for relative size of a group. For example, a difference of 2 percentage points is very different for groups with representation rates of 2% and 4%, as compared to groups with rates of 28% and 30%. To help support interpretation, ratios that are “greater than” are presented as multiples and ratios that are “smaller than” are presented as percentages. For example, “X is 2 times larger than Y” and “A is 50% the size of B.”

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<sup>59</sup> The ratios use raw percentage calculations, not the rounded figures provided in the [Findings](#) section.

## BC Public Service Analysis: Representation by job classification

The representation by job classification analysis consists of the following percentages, for BC Public Service employees in each Indigenous identity and racial group (see [Key Terms](#) for definitions):

- Percentage in [executive](#) positions.
- Percentage in [management](#) positions (overall, upper management, and middle/lower management).
- Percentage in [grid](#) positions (overall, upper grid, lower grid).
- Percentage in [auxiliary](#) positions.
- Percentage in [supervisory](#) positions.

That is, for employees who are in an Indigenous or racial group, the analysis looks at the percentage of those employees who are in each type of position. The approach above was taken, as the number of employees within [Indigenous identity](#) and [racialized groups](#) varied widely. Using this approach helps account for these differences in group sizes, and helps standardize the results, provides a clearer picture of the types of positions employees hold, and make barriers easier to identify.

Job classification, auxiliary, and supervisory data all came from the administrative employee file. There are specific fields in this file that identify an employee's classification, whether they are auxiliary<sup>60</sup> (versus regular), and whether they supervise another employee<sup>61</sup>.

### Analysis: Representation by job classification compared to BC Public Service benchmark

The comparison to the BC Public Service benchmark included all of the rates in the classification analysis above, compared against the rates for the BC Public Service overall. The rates for the BC Public Service overall were calculated by examining all of the positions in the dataset and calculating what percentage of positions overall are in each classification. This approach was taken to allow for a comparison of actual representation rates against the benchmark.

Because the representation by classification analysis helps account for group size, comparisons against the BC Public Service benchmark are less affected by group size. As such, these comparisons look at the difference in percentage points. For example, the difference between 16.7% and 14.2% would be 2.5 percentage points.

## Analytic caveats

All comparisons to benchmarks (labour force, population, BC Public Service classifications) are descriptive, not inferential in nature. The descriptive approach was taken for these analyses as they are intended to be an update of the 2024 Racial Diversity in the BC Public Service report, which is

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<sup>60</sup> Appointment status field included "Aux".

<sup>61</sup> Supervisee field was greater than 0.

also descriptive. Results that are above or below benchmarks can be described as being different to the benchmarks but should not be interpreted as being statistically significant.

Additionally, statistical analyses were out-of-scope as they would require additional research into what approaches would be best when individuals can be counted in one or more groups, group sizes can greatly vary, and when information about groups potentially includes data for the vast majority of group members.<sup>62</sup> Particularly important is understanding the impact of these factors on the ability to identify differences that exist (known as the relative power of the analysis), and the likelihood of missing real differences (known as the likelihood of a Type II error). These factors can also impact the likelihood of misidentifying differences as significant when they are actually spurious (known as the likelihood of Type I error).

## Analytic decisions

Several decisions were required for this analysis:

- Which Indigenous identities and racial groups to include in the analysis and how to combine groups, if needed.
- How to handle situations where employees selected more than one Indigenous identity or racial background.
- How to categorize unclear responses related to Indigenous identity and racial background.
- How to categorize job classifications and how to combine categories, if needed.

It was important to provide results for more specific groups than are currently provided in the Workforce Profile. It was also important to provide results for as many different Indigenous identity and racial groups as possible, combining and masking groups as little as possible. To meet these goals, results were analyzed by the groups listed below, which are included in the demographic questions.

Indigenous identity groups:

- First Nations identity.
- Métis identity.
- Inuit identity.
- Indigenous identity (not specified further), which includes employees who did not provide a more specific response about Indigenous identity, as well as employees who provided a written Indigenous identity response that could not be classified into any of the First Nations, Métis, or Inuit identities.

Racialized groups:

- Arab.
- Black.
- Chinese.

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<sup>62</sup> In technical terms, when the sample size includes most of the population, as opposed to a relatively small portion of the population.

- Filipino.
- Indigenous ethnicity, which does not include employees who affirmed having an Indigenous identity and so includes employees with Indigenous backgrounds (but do not identify as Indigenous) as well as employees Indigenous to other countries.
- Japanese.
- Korean.
- Latin American.
- South Asian.
- Southeast Asian.
- West Asian.
- Racialized (not specified further), which includes employees who provided a response that could not be classified into a racial category.

Two additional groups were included in the analysis, to include representation of employees who are White (and not in an Indigenous identity or racial group) or where Indigenous identity and racial group is unknown. These groups help provide further context around the results:

- White (non-racialized).
- Unknown.

Most categories included at least 100 employees, though some do include fewer employees. The BC Public Service representation of Inuit employees is particularly small, meaning that the results of this group are more likely to vary substantially over time and will be more difficult to compare against the internal BC Public Service benchmarks. However, all of the Indigenous identity or racial groups were large enough to be reportable; none needed to be combined or removed from the analysis and reporting.

The second analytical decision was how to treat employees with multiple Indigenous or racialized backgrounds as it is not unusual for people to come from multiple backgrounds. One common way of treating people with complex backgrounds is to create a “multiple identity” group. This approach allows for Indigenous identity and racialized groups to be mutually exclusive, where people are counted only once and in only one group. However, this approach does presume similarity across people who come from multiple backgrounds and can undercount representation. This approach is useful for statistical analyses, where mutually exclusive group membership is often required.

Another approach is to count people in all Indigenous and racialized groups they have selected as applying to them. This approach reflects the more complex ways in which Indigenous identity and racial background occur for people. It also allowed for analysis to occur for the groups outlined above without requiring large-scale masking (i.e., not providing the results for a group), including to prevent people from being able to calculate values for masked groups by using other data sources. However, it does mean that some employees will be included in more than one group, making statistical analysis more complicated.

Ultimately, the second approach was used for this analysis: employees were included in all Indigenous identity and racial groups that they selected (with some exceptions, see below). This approach was selected based on feedback from research project members with subject matter expertise and lived experience. The rationale for this approach was because it would help prevent needing to mask results and would better reflect actual representation in the BC Public Service (e.g., how many BC Public Service employees are West Asian, not just how many BC Public Service employees are West Asian and only West Asian).

A third analytical consideration involved employees who provided written responses to describe their backgrounds. These write-in responses can often be mapped onto pre-existing groupings, though the ability to do so easily can vary. The approach taken to map these identities is outlined in [Appendix 3](#); note that this activity is complex, can have errors, and approaches taken will adapt and improve over time.<sup>63</sup>

The last analytical consideration involved the categorization of job classifications. It was deemed important to expand on the categories that are already provided in the Workforce Profile (i.e., executive, management). This resulted in the inclusion of grid positions<sup>64</sup>, as well as looking at the various levels within management and grid positions. Due to the volume of different grid classifications, it was not feasible to report out on each of these independently, as it would require widespread masking of results.

The approach taken was to split management and grid classifications into two: “upper” positions that reflect relatively greater or more responsibilities and accountabilities, and “lower” positions that reflect fewer or less stringent responsibilities and accountabilities. As noted earlier, both the upper and lower grid categories include professional positions, so the types of responsibilities and accountabilities can vary greatly within these groups. Because of this variation, lower grid positions should not be interpreted as positions with minor education and experience requirements, as professional positions included as lower grid could still require substantial education or experience. Instead, lower grid positions should be understood as having relatively fewer education and experience requirements, and fewer accountabilities, only in relation to comparative positions in the upper grid. A full listing of how positions map onto the analytical categories is provided in [Appendix 4](#).

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<sup>63</sup> For employees who stated “North American” with no other information were counted as Unknown. Unlike other geographic descriptors, “North American” was treated as Unknown due to all non-Indigenous peoples having immigrated from elsewhere, making it difficult to presume racial background.

<sup>64</sup> Grid positions can be understood as types of positions that have been negotiated with unions, with specific accountabilities, responsibilities, and pay scales. Some grid positions are not unionized, related to working in confidential areas (see the Criteria section of the [MyHR site on excluding positions](#)).

# Thank you

This report was lengthy, with many findings and methodological details, and we would like to thank you for the time spent with this report.

This report continues the research on racial diversity within the BC Public service and shows that there is still a pattern of racial inequity in Indigenous and racial representation within the [BC Public Service](#).

The BC Public Service is committed to continuing this research to reveal where systemic racism is occurring and to use this information to remove those barriers. As a result, research does not end here—it will continue into future phases.

## Phase II research

The research team is identifying which research questions to address next, with input from employees and subject matter experts. For research questions that require additional work or large-scale data collection, these may occur at later phases to allow the time needed to gather data.

Several research topics have already been identified for further consideration, including:

- Incorporation of the research question included in this report into other ongoing reporting and statistical analysis.
- Career paths of Indigenous and racialized employees (e.g., time to promotion, reasons for movement, barriers to advancement, movement between job classifications).
- Workplace experiences of Indigenous and racialized employees (e.g., inclusion, diversity practices, application of flexible work, reasons for leaving the BC Public Service).
- How hiring practices create barriers for Indigenous and racialized applicants (e.g., applicant experiences, diversity of hiring panels, barriers in job descriptions, barriers in assignments and interview practices, salary negotiations for management and executive positions).
- Indigenous-specific research topics (e.g., impacts of handling historical racist materials as part of work, effects of programs to support Indigenous employees and applicants, experiences with sharing and speaking to lived experience while at work).
- Additional intersectional analyses of any of the above topics.

# Appendices

## Appendix 1: Analytical approaches for representation calculation for Statistics Canada and BC Stats

Table 1. Table Outlining Analytical Approaches and Expected Impacts for Comparisons of Statistics Canada and BC Stats Representation Rates

INDIGENOUS IDENTITY OR RACIALIZED GROUPS	STATISTICS CANADA TABLES <sup>65</sup>	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
<b>First Nations</b> <b>Métis</b> <b>Inuit</b>	Counts for First Nations, Métis, and Inuit groups include only those who selected a single Indigenous response. Respondents who selected multiple Indigenous responses are counted separately.	Counts for First Nations, Métis, and Inuit groups include all respondents who selected that group. Respondents who selected multiple Indigenous responses are counted with each group.	BC Stats rates to equal or be greater than Statistics Canada, if all else is equal and representation is at parity, due to those with multiple Indigenous responses not being counted separately.	<ul style="list-style-type: none"> <li>Systemic barriers that prevent employees from sharing specific information about Indigenous identity (e.g., employer’s trustworthiness), meaning the stated BC Public Service rates may be lower than the actual rates and that the general category rate is higher than expected.</li> </ul>

<sup>65</sup> Statistics Canada descriptions are derived from counts and footnotes in the tables used in this analysis (links to the specific tables are included in the [Research Method](#) section for Research Question 1).

INDIGENOUS IDENTITY OR RACIALIZED GROUPS	STATISTICS CANADA TABLES <sup>65</sup>	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
<b>Indigenous identity (not specified further)</b>	Counts include respondents who do not identify as First Nations, Métis, or Inuit but report having Registered or Treaty Indian status and/or Membership in a First Nation or Indian band.	Counts include respondents who identify as Indigenous but did not select First Nations, Métis, or Inuit in the follow-up question.	Unclear as the BC Public Service and Statistics Canada approaches assess two different populations.	<ul style="list-style-type: none"> <li>• Statistics Canada definition includes factors not a part of the BC Public Service analysis.</li> <li>• Systemic barriers that prevent employees from sharing any information about Indigenous identity (e.g., employer's trustworthiness), which may or may not be offset by the people who share general identity with the employer (versus a specific identity).</li> </ul>
<b>Arab</b> <b>Black</b> <b>Chinese</b> <b>Filipino</b> <b>Japanese</b> <b>Korean</b> <b>Latin American</b> <b>Southeast Asian</b> <b>South Asian</b> <b>West Asian</b>	Counts for racial groups include only those who selected a single response. Respondents who selected multiple responses are counted separately. Counts do not include anyone who stated they have an Indigenous identity.	Counts for racial groups include all respondents who selected that group. Respondents who selected multiple responses are counted with each group. Counts can include people who also stated they have an Indigenous identity.	BC Stats rates to equal or be greater than Statistics Canada, if all else is equal and representation is at parity.	<ul style="list-style-type: none"> <li>• Systemic barriers that prevent employees from sharing specific information about racial background (e.g., employer's trustworthiness), meaning the stated BC Public Service rates may be lower than the actual rates and that the general category rate is higher than expected.</li> </ul>

INDIGENOUS IDENTITY OR RACIALIZED GROUPS	STATISTICS CANADA TABLES <sup>65</sup>	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
<b>Indigenous ethnicity</b>	Not included in Statistics Canada tables.	Counts include respondents who selected this category when answering about their ethnic background and did not also state they have an Indigenous identity in prior questions.	No comparison available.	<ul style="list-style-type: none"> <li>• This group will include people with Indigenous (First Nations, Métis, and Inuit) backgrounds but do not identify as Indigenous.</li> <li>• This group will also include people who are indigenous to other countries (e.g., Māori, Ainu, Sámi, Torres Strait Islander).</li> <li>• Systemic barriers that prevent employees from sharing specific information about this demographic (e.g., employer's trustworthiness), meaning the stated BC Public Service rate may be lower than the actual rate.</li> </ul>
<b>Racialized (not specified further)</b>	Counts include respondents who indicate they are racialized and provide responses that cannot be classified with a specific racial group.	Counts include respondents who indicate they are racialized and provide responses that cannot be classified with a specific racial group.	BC Stats rates to equal/be similar to Statistics Canada, if all else is equal and representation is at parity. The BC Public Service rate would be expected to be higher, due to barriers decreasing the likelihood of employees sharing specific information. However, this could be offset by employees who provide general information in the census providing no information to the employer.	<ul style="list-style-type: none"> <li>• Systemic barriers that prevent employees from sharing any information about Indigenous identity (e.g., employer's trustworthiness), which may or may not be offset by the people who share general identity with the employer (versus a specific identity).</li> </ul>

INDIGENOUS IDENTITY OR RACIALIZED GROUPS	STATISTICS CANADA TABLES <sup>65</sup>	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
<b>White</b>	Tables do not provide counts for White people, although Indigenous identity and racialized <sup>66</sup> categories are mutually exclusive. Though counts for White people can be inferred (population that is neither Indigenous nor racialized), some respondents in the Statistics Canada “non racialized” definition are counted as racialized in the BC Public Service analysis. <sup>67</sup>	Counts include respondents who indicate they are White and do not select either an Indigenous identity or another racial category (i.e., employees who are neither Indigenous nor in one of the racialized groups in the analysis).	BC Stats rates to be slightly lower or equal to Statistics Canada, if all else is equal and representation is at parity.	<ul style="list-style-type: none"> <li>Systemic barriers that prevent employees from sharing information about racial background (e.g., employer’s trustworthiness), meaning the stated BC Public Service rate may be lower than the actual rate.</li> </ul>
<b>Unknown</b>	Not included in Statistics Canada tables.	Counts include respondents who do not have any information about Indigenous identity or racial background in the dataset.	No comparison available.	<ul style="list-style-type: none"> <li>Systemic barriers that prevent employees from sharing additional information about racial background (e.g., employer’s trustworthiness), which generally decreases all other rates but has an unknown impact on rates for each specific group.</li> </ul>

<sup>66</sup> Note that Statistics Canada uses the term “Visible Minority” in the 2021 Census of Population reporting.

<sup>67</sup> Specifically, if respondents select “White + Arab,” “White + West Asian,” or “White + Latin American,” Statistics Canada does not include them as racialized (i.e., they are not counted as Arab, West Asian, Latin American, or as someone with multiple racialized backgrounds).

## Appendix 2: 2024 WES Indigenous identity and racial background questions<sup>68</sup>

### 2024 WES

This information is being collected to help make evidence-based decisions that promote both diversity within the BC Public Service, as well as inclusion of all BC public servants. The information is collected and protected under the BC [Freedom of Information and Protection of Privacy Act](#), and will **not** be linked with your personnel file.<sup>69</sup>

77. Do you identify as First Nations (status or non-status), Métis or Inuit?

- Yes (go to 77a)
- No (skip to 78)

77a. Which of the following Indigenous group(s) do you identify as, or otherwise belong to? *Select all that apply*

**Note:** write-in responses are optional; as well, the survey may be limited in the types of characters that can be used.

- First Nations (status or non-status); you may specify your band/Nation(s) below
- Métis; you may specify your Citizenship/Province below
- Inuit
- Other; you may specify further below

Optional: My specific band/Nation, Citizenship/Province, etc. \_\_\_\_\_

81. This question collects information related to ethnic identity, as per the *BC Human Rights Tribunal*: “Race, ancestry, colour and place of origin can be closely connected. Some or all of these grounds may be combined to define a person or group’s ethnic identity.” Note: The response options for this question are consistent with the Canadian 2021 National Census.<sup>70</sup>

Are you...? *Select all that apply*

- Arab
- Black
- Chinese
- Filipino
- Indigenous (e.g., First Nations, Métis, Inuit, Māori, Ainu, Sámi, Torres Strait Islander, etc.)
- Japanese
- Korean
- Latin American
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
- South Asian (e.g., Indian, Pakistani, Sri Lankan, etc.)
- West Asian (e.g., Iranian, Afghan, etc.)
- White

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<sup>68</sup> Differences between WES and New Job Surveys are due to different surveying cycles; usually, improvements made in WES questions drive subsequent improvements in other employee surveys, like the New Job Survey.

<sup>69</sup> This reminder preamble was shown at the top of each survey page in the demographics section.

<sup>70</sup> The question technically asks about ethnic identity, rather than racial background. However, the terms racial background and racialization are used in this report to align with the language used in the research priority (i.e., racial diversity in the BC Public Service and equity in hiring and career development).

- Other (you may specify further): \_\_\_\_\_

## Differences between years and surveys

Demographic data in this analysis mainly derives from 2024 WES responses, although some information was taken from prior WES surveys or from the New Job Survey. Survey questions are generally consistent across years, although there can be updates between years. This section focuses on how the particular survey differs from how the questions were asked in 2024 WES.

### 2022 WES

The only difference between 2022 WES and 2024 WES was in the formatting of the follow-up question about Indigenous identity. In 2024, employees who are Indigenous were able to provide more information about their identity in a separate write-in response. In 2022, the write-in options were embedded with each identity option.

80a. Which of the following Indigenous group(s) do you identify as, or otherwise belong to? *Select all that apply*

**Note:** write-in responses are optional; as well, the survey may be limited in the types of characters that can be used.

- First Nations (status or non-status); you may specify your band/Nation(s): \_\_\_\_\_
- Métis; you may specify your Citizenship/Province: \_\_\_\_\_
- Inuit
- Other; you may specify further: \_\_\_\_\_

### 2020 WES

There are a greater number of changes between 2020 WES and 2024 WES. For one, in 2020 the introductory wording about why the information is being collected was provided at the beginning of the section, but not on each page (as is the case in 2022 and 2024). The phrasing of the first question about Indigenous identity different and the formatting of the follow-up question about Indigenous identity was similar to 2022. For the race question, the wording referenced the Canadian 2016 National Census and “Japanese” came after “Korean” in the list.

82. Do you identify yourself as an Indigenous person, that is, First Nations (status or non-status), Métis or Inuit?

- Yes (go to 82a)
- No (skip to 83)

82a. Which Indigenous group(s) do you identify with, or otherwise belong to? *Select all that apply*

**Note:** write-in responses are optional; as well, the survey may be limited in the types of characters that can be used.

- First Nations (status or non-status); you may specify your band/Nation(s): \_\_\_\_\_
- Métis; you may specify your Citizenship/Province: \_\_\_\_\_
- Inuit
- Other; you may specify further: \_\_\_\_\_

83. This question collects information related to ethnic identity, as per the *BC Human Rights Tribunal*: “Race, ancestry, colour and place of origin can be closely connected. Some or all of these grounds may be combined to define a person or group’s ethnic identity.” Note: The response options for this question are consistent with the Canadian 2016 National Census.

Are you...? *Select all that apply*

- Arab
- Black
- Chinese
- Filipino
- Indigenous (e.g., First Nations, Métis, Inuit, Māori, Ainu, Sámi, Torres Strait Islander, etc.)
- Korean
- Japanese
- Latin American
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
- South Asian (e.g., Indian, Pakistani, Sri Lankan, etc.)
- West Asian (e.g., Iranian, Afghan, etc.)
- White
- Other (you may specify further): \_\_\_\_\_

### **New Job Survey (ongoing)**

The only difference between the New Job Survey and 2024 WES is in the formatting of the follow-up question about Indigenous identity. In 2024, employees who are Indigenous were able to provide more information about their identity in a separate write-in response. In the New Job Survey, the write-in options were embedded with each identity option. For a short time in a prior year, “East Indian” was erroneously included as an example of South Asian in the question about race; this has been corrected to “Indian”.

89. Which of the following Indigenous group(s) do you identify with, or otherwise belong to? *Select all that apply.*

Note: write-in responses are optional; as well, the survey may be limited in the types of characters that can be used.

- First Nations (status or non-status); you may specify your band/Nation(s): \_\_\_\_\_
- Inuit (Inuk)
- Métis; you may specify your Citizenship/Province: \_\_\_\_\_
- Other; you may specify further: \_\_\_\_\_

## Appendix 3: Open-ended racialized responses

While grouping/coding the open-ended responses received from respondents, we gained insights that identity categories are dynamic, not static, and evolve over time and across different contexts. We will continue to review these categories, consider the feedback and patterns observed, and continuously improve our coding.

The categories below reflect the coding applied in 2024. To keep our categories relevant and inclusive, we will be proactive in adding or modifying the current categories for different questions.

Table 2. Open-Ended Responses as Mapped onto Existing Indigenous Identity and Racial Background Groupings

EXISTING GROUP	OPEN-ENDED RESPONSES <sup>71</sup>
<b>First Nations</b>	First Nations
<b>Métis</b>	Métis
<b>Inuit</b>	Inuit
<b>Indigenous identity (not specified further)<sup>72</sup></b>	Indigenous
<b>Arab</b>	Arab
<b>Black</b>	Black
<b>Chinese</b>	Chinese, Cantonese, Hong Konger, Taiwanese
<b>Filipino</b>	
<b>Indigenous ethnicity</b>	
<b>Japanese</b>	Japanese
<b>Korean</b>	
<b>Latin American</b>	Brazilian, Latin American, Mexican, South American
<b>South Asian</b>	East Indian, Indian, Nepali, Punjabi, Sikh, South Asian
<b>Southeast Asian</b>	
<b>West Asian</b>	Persian
<b>Racialized (not specified further)<sup>73</sup></b>	African, Asian, Caribbean, Central Asian, East Asian, Oceania, multi-racial
<b>White</b>	Canadian, Caucasian, European, European North American, Jewish, Slavic, White
<b>Unknown</b>	North American (with no other descriptor)

<sup>71</sup> The open-ended responses listed all had at least 4 people providing that as a response; examples with fewer than 4 respondents providing them have been masked, which aligns with the general approach to masking used throughout this analysis. They also reflect categorization, as it was applied for the [2024 Workforce Profile](#) and may be changed and updated over time.

<sup>72</sup> If employees selected one of the Indigenous identity groups as well as the open-ended response, they were counted under the specific groups they selected.

<sup>73</sup> If employees selected one of the racialized groups as well as the open-ended response, they were counted under the specific groups they selected.

## Appendix 4: Categorization of Positions onto Analytical Categories

Table 3. Job Classifications with Positions<sup>74</sup>

JOB CLASSIFICATION	POSITIONS INCLUDED IN GROUP
<b>Executive</b>	Deputy Minister, Associate Deputy Minister, Assistant Deputy Minister
<b>Upper management</b>	Band 4, Band 5, Band 6
<b>Middle/lower management</b>	Band 1, Band 2, Band 3
<b>Upper grid</b> <b>(GEU grids 21-33; PEA grids 4-6; Crown Counsel grids 3-4)</b>	Administrative Officer; Administrative Officer (IPM); Administrative Officer (PO); Applied Leadership <sup>75</sup> ; Archivist; Biologist; Child Care Counsellor; Comm Program Officer (CVWS); Commercial Transport Insp; Communications Officer; Community Prog Off-IA; Conservation Officer; Correctional Services; Crown Counsel Level 3, 3B, 4; Crown Counsel Manager; Deputy Sheriff; Deputy Sheriff Sr Intel Of; Dietitian 24, 27; Economist; Education Officer; Financial Officer; Financial Officer (TMA); Financial Off (Tax Audit); Heritage Resources Officer; Information Systems; Insp Fire Commission Off; Insp Mechan Mtr Vehicles; Instructor (Corrections); Laboratory/Hlth Science Of; Lead Programmer Analyst; Legal Counsel Level 3, 3B, 4; Legal Counsel Manager; Librarian; Lic Sc Off (Geoscientist) 4, 5; Licensed Sc Off Agrologist 4, 5; Licensed Psychologist 5A, 5B, 6A, 6B; Licensed Sc Off Engineer 4, 5; Licensed Sc Off Forester 4, 5; Licensed Sc Off Other 4; LSO 4 -Designated Profssnl Eng; LSO 4 -Designtd Petroleum Geol; LSO 5 -Designated Profssnl Eng; LSO 5 -Designtd Petroleum Geol; Paralegal; Pharmacist 4, 5; Planning Officer; Policy Analyst - Economics; Policy Analyst - Finance; Policy Analyst Finance 27; Policy Analyst - Science; Policy Analyst SIH; Policy Social/Info/Health; Psychologist; Real Property Officer; Real Property Officer 4; Registrar Court of Appeal; Registrar Supreme Court; Research Officer; Salaried Physician (BCMA); Science Officer; Science Fellow Prog (MITACS); Scientific/Technical Off; Scientific/Tech Off -AIS; Scientific/Tech Off - FWF; Scientific/Tech Off - MHASI; Scientific/Tech Off - Res; Senior Application Developer; Senior Paralegal + 10%; Social Prog Off; Social Prog Off-Child Prot; Social Prog Off (CYMH); Social Prog Off-Growth; Tech Enforcement Officer; Veterinarian; Veterinary Leader; Veterinary Specialist

<sup>74</sup> Positions with an R# were automatically assigned to the corresponding grid. Some positions were manually looked up in the BC Public Service April 2023 [Salary Comparisons Chart](#) or the BC Public Service [Salary Look-up Tool](#) to determine the most likely fit. An additional 12 positions were manually looked up in June 2024: Lead Programmer Analyst; Policy Analyst Finance 27; Senior Application Developer; Real Property Officer; Building Security Officer 12; Court Clerk (TMA) 12; Equity Internship; Interim Permit Nurse; LSO 3 -Designtd Petroleum Geog; LSO Prelicensed Student B; Machine Operator 15; and TS Gardener.

<sup>75</sup> Unique circumstance, would regularly be included under Management.

JOB CLASSIFICATION	POSITIONS INCLUDED IN GROUP
<p><b>Lower grid</b> <b>(GEU grids 9-18; PEA grids 1-3; Crown Counsel grids 1-2)</b></p>	<p>Administrative Officer; Administrative Officer (IO); Articling Student; Building Maintenance Worker; Building Security Officer; Building Security Officer 12; Child Care Counsellor; Clerk; Clerk Postal; Clerk Stenographer; Comm Program Officer (CWWS); Commercial Transport Insp; Communications Officer; Community Prog Off (EAW); Community Program Officer; Conservation Officer; Coop Education Train Prgm Lv1, Lv2; Coop Education Train Prgm Lv1, Lv2; Coordinator of Volunteers; Correctional Services; Correction Serv ADLT CUST; Correctional Serv (Growth&gt;18); Correctional Services Training; Court Clerk; Court Clerk (TMA) 12; Crown Counsel Level 1, 2; Deputy Sheriff; Deputy Sheriff (ICM/PIO); Deputy Sheriff Recruit; Editor; Equity Internship; Executive Administrative Asst; Financial Officer; Financial Officer (TMA); Financial Officer; Food Production Services; Foreman; Forest Technician; Health Care Worker; Indigenous Youth Intern Prog; Information Systems; Instructor (Corrections); Interim Permit Nurse; Judicial Admin Assistant; Laboratory Assistant; Laboratory/Hlth Science Of; Law Clerk; Lead Systems Analyst; Legal Counsel Level 1, 2; Lic Sc Off (Geoscientist) 1, 2, 3; Licensed Sc Off Agrologist 1, 2, 3; Licensed Sc Off Engineer 1, 2, 3; Licensed Sc Off Forester 1, 2, 3; Licensed Sc Off Other 1, 2, 3; LSO 3 – Designtd Petroleum Geog; LSO 3 – Designated Profssnl Eng; LSO Prelicensed Student B; Machine Operator; Machine Operator 15; Nurse (ATL), 4 (C), 4 (H), 5 (H), 7, 7 (C), 7 (H), 9, 9 (C), 9 (H); Office Assistant; Paralegal; Paralegal +10%; Paralegal Growth; Paralegal Growth LSB; Park Assistant; Pharmacist 2, 3; Probation Interviewer; Programmer Analyst; Public Service Internship Prog; Real Property Officer 1, 2, 3; Research Officer; Safety Officer; Scientific/Technical Off; Scientific/Tech Off - Res; Senior Executive Assistant; Sr Judicial Admin Assistant; Social Worker Assistant; Stockworker; Supervisor; Tech Enforcement Officer; TJ Mech Light Veh &amp; Equip; TJ Mechanic Hvy Vehicle &amp; Eqpt; Training Consultant; TS Gardener; Utility Worker; Work Able Intern Prog; Work Able Intern Program; Youth Employment Program Lv 2</p>

## Appendix 5: BC Public Service representation rates

Table 4. BC Public Service Representation for Employees Identifying as First Nations

JOB CLASSIFICATION	FIRST NATIONS REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.8%	0.6%	0.2
Management (overall)	14.7%	17.8%	-3.1
Upper management	5.8%	6.5%	-0.7
Middle/lower management	8.8%	11.4%	-2.6
Grid (overall)	84.5%	81.6%	2.9
Upper grid	42.1%	38.9%	3.2
Lower grid	42.5%	42.7%	-0.2
Auxiliary	6.5%	6.9%	-0.4
Supervisors	22.1%	23.9%	-1.8

Table 5. BC Public Service Representation for Employees Identifying as Métis

JOB CLASSIFICATION	MÉTIS REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive & management (overall)	19.1%	18.4%	0.7
Executive & upper management	6.9%	7.1%	-0.2
Middle/lower management	12.2%	11.4%	0.8
Grid (overall)	80.9%	81.6%	-0.7
Upper grid	41.6%	38.9%	2.7
Lower grid	39.4%	42.7%	-3.3
Auxiliary	5.2%	6.9%	-1.7
Supervisors	26.1%	23.9%	2.2
Executive & management (overall)	19.1%	18.4%	0.7

Table 6. BC Public Service Representation for Employees Identifying as Inuit

JOB CLASSIFICATION	INUIT REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	46.7%	17.8%	28.9
Executive & management (overall)	46.7%	18.4%	28.3
Grid (overall)	53.3%	81.6%	-28.3
Upper grid	Masked	38.9%	Not applicable
Lower grid	Masked	42.7%	Not applicable
Auxiliary	0.0%	6.9%	-6.9
Supervisors	33.3%	23.9%	9.4

Table 7. BC Public Service Representation for Employees Identifying as Indigenous (Not Specified Further)

JOB CLASSIFICATION	INDIGENOUS IDENTITY REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	11.5%	17.8%	-6.3
Upper management	6.7%	6.5%	0.2
Middle/lower management	4.8%	11.4%	-6.6
Grid (overall)	88.5%	81.6%	6.9
Upper grid	Masked	38.9%	Not applicable
Lower grid	Masked	42.7%	Not applicable
Auxiliary	Masked	6.9%	Not applicable
Supervisors	15.4%	23.9%	-8.5

Table 8. BC Public Service Representation for Employees Identifying as Arab

JOB CLASSIFICATION	ARAB REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	14.2%	17.8%	-3.6
Upper management	4.1%	6.5%	-2.4
Middle/lower management	10.1%	11.4%	-1.3
Grid (overall)	85.8%	81.6%	4.2
Upper grid	38.5%	38.9%	-0.4
Lower grid	47.3%	42.7%	4.6
Auxiliary	8.8%	6.9%	1.9
Supervisors	21.6%	23.9%	-2.3

Table 9. BC Public Service Representation for Employees Identifying as Black

JOB CLASSIFICATION	BLACK REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive & management (overall)	16.9%	18.4%	-1.5
Executive & upper management	6.2%	7.1%	-0.9
Middle/lower management	10.8%	11.4%	-0.6
Grid (overall)	83.1%	81.6%	1.5
Upper grid	40.2%	38.9%	1.3
Lower grid	42.9%	42.7%	0.2
Auxiliary	9.1%	6.9%	2.2
Supervisors	21.2%	23.9%	-2.7

Table 10. BC Public Service Representation for Employees Identifying as Chinese

JOB CLASSIFICATION	CHINESE REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.2%	0.6%	-0.4
Management (overall)	16.4%	17.8%	-1.4
Upper management	3.9%	6.5%	-2.6
Middle/lower management	12.5%	11.4%	1.1
Grid (overall)	83.4%	81.6%	1.8
Upper grid	40.6%	38.9%	1.7
Lower grid	42.8%	42.7%	0.1
Auxiliary	6.8%	6.9%	-0.1

Table 11. BC Public Service Representation for Employees Identifying as Filipino

JOB CLASSIFICATION	FILIPINO REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	13.4%	17.8%	-4.4
Upper management	2.5%	6.5%	-4.0
Middle/lower management	10.9%	11.4%	-0.5
Grid (overall)	86.6%	81.6%	5.0
Upper grid	27.2%	38.9%	-11.7
Lower grid	59.4%	42.7%	16.7
Auxiliary	10.9%	6.9%	4.0
Supervisors	14.1%	23.9%	-9.8

Table 12. BC Public Service Representation for Employees Identifying as Having Indigenous Ethnicity<sup>76</sup>

JOB CLASSIFICATION	INDIGENOUS ETHNICITY REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
<b>Executive &amp; management (overall)</b>	22.9%	18.4%	4.5
<b>Executive &amp; upper management</b>	9.0%	7.1%	1.9
<b>Middle/lower management</b>	13.8%	11.4%	2.4
<b>Grid (overall)</b>	77.1%	81.6%	-4.5
<b>Upper grid</b>	39.4%	38.9%	0.5
<b>Lower grid</b>	37.8%	42.7%	-4.9
<b>Auxiliary</b>	3.7%	6.9%	-3.2
<b>Supervisors</b>	30.3%	23.9%	6.4

Table 13. BC Public Service Representation for Employees Identifying as Japanese

JOB CLASSIFICATION	JAPANESE REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
<b>Executive &amp; management (overall)</b>	17.3%	18.4%	-1.1
<b>Executive &amp; upper management</b>	5.1%	7.1%	-2.0
<b>Middle/lower management</b>	12.2%	11.4%	0.8
<b>Grid (overall)</b>	82.7%	81.6%	1.1
<b>Upper grid</b>	36.5%	38.9%	-2.4
<b>Lower grid</b>	46.3%	42.7%	3.6
<b>Auxiliary</b>	5.1%	6.9%	-1.8
<b>Supervisors</b>	22.0%	23.9%	-1.9

<sup>76</sup> This is a racial background group and does not include employees who identify as having an Indigenous identity (First Nations, Métis, or Inuit)

Table 14. BC Public Service Representation for Employees Identifying as Korean

JOB CLASSIFICATION	KOREAN REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	9.9%	17.8%	-7.9
Upper management	2.6%	6.5%	-3.9
Middle/lower management	7.3%	11.4%	-4.1
Grid (overall)	90.1%	81.6%	8.5
Upper grid	35.6%	38.9%	-3.3
Lower grid	54.5%	42.7%	11.8
Auxiliary	5.2%	6.9%	-1.7
Supervisors	13.3%	23.9%	-10.6

Table 15. BC Public Service Representation for Employees Identifying as Latin American

JOB CLASSIFICATION	LATIN AMERICAN REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	16.1%	17.8%	-1.7
Upper management	4.6%	6.5%	-1.9
Middle/lower management	11.4%	11.4%	0.0
Grid (overall)	83.9%	81.6%	2.3
Upper grid	37.0%	38.9%	-1.9
Lower grid	47.0%	42.7%	4.3
Auxiliary	11.3%	6.9%	4.4
Supervisors	16.8%	23.9%	-7.1

Table 16. BC Public Service Representation for Employees Identifying as South Asian

JOB CLASSIFICATION	SOUTH ASIAN REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.3%	0.6%	-0.3
Management (overall)	12.8%	17.8%	-5.0
Upper management	3.9%	6.5%	-2.6
Middle/lower management	8.9%	11.4%	-2.5
Grid (overall)	86.9%	81.6%	5.3
Upper grid	38.4%	38.9%	-0.5
Lower grid	48.5%	42.7%	5.8
Auxiliary	6.6%	6.9%	-0.3
Supervisors	17.9%	23.9%	-6.0

Table 17. BC Public Service Representation for Employees Identifying as Southeast Asian

JOB CLASSIFICATION	SOUTHEAST ASIAN REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	16.5%	17.8%	-1.3
Upper management	4.8%	6.5%	-1.7
Middle/lower management	11.6%	11.4%	0.2
Grid (overall)	83.5%	81.6%	1.9
Upper grid	37.8%	38.9%	-1.1
Lower grid	45.7%	42.7%	3.0
Auxiliary	6.5%	6.9%	-0.4
Supervisors	18.5%	23.9%	-5.4

Table 18. BC Public Service Representation for Employees Identifying as West Asian

JOB CLASSIFICATION	WEST ASIAN REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	14.3%	17.8%	-3.5
Upper management	4.5%	6.5%	-2.0
Middle/lower management	9.8%	11.4%	-1.6
Grid (overall)	85.7%	81.6%	4.1
Upper grid	45.1%	38.9%	6.2
Lower grid	40.6%	42.7%	-2.1
Auxiliary	11.9%	6.9%	5.0
Supervisors	14.0%	23.9%	-9.9

Table 19. BC Public Service Representation for Employees Identifying as Racialized (Not Specified Further)

JOB CLASSIFICATION	RACIALIZED REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.0%	0.6%	-0.6
Management (overall)	19.8%	17.8%	2.0
Upper management	5.3%	6.5%	-1.2
Middle/lower management	14.5%	11.4%	3.1
Grid (overall)	80.2%	81.6%	-1.4
Upper grid	40.1%	38.9%	1.2
Lower grid	40.1%	42.7%	-2.6
Auxiliary	Masked	6.9%	Not applicable
Supervisors	24.8%	23.9%	0.9

Table 20. BC Public Service Representation for Employees Identifying as White (Not Racialized)

JOB CLASSIFICATION	WHITE REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.7%	0.6%	0.1
Management (overall)	20.9%	17.8%	3.1
Upper management	8.0%	6.5%	1.5
Middle/lower management	12.9%	11.4%	1.5
Grid (overall)	78.4%	81.6%	-3.2
Upper grid	40.1%	38.9%	1.2
Lower grid	38.3%	42.7%	-4.4
Auxiliary	4.8%	6.9%	-2.1
Supervisors	28.5%	23.9%	4.6

Table 21. BC Public Service Representation of Employees with of Unknown Racial Background

JOB CLASSIFICATION	UNKNOWN REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0.3%	0.6%	-0.3
Management (overall)	10.0%	17.8%	-7.8
Upper management	3.7%	6.5%	-2.8
Middle/lower management	6.2%	11.4%	-5.2
Grid (overall)	89.7%	81.6%	8.1
Upper grid	34.4%	38.9%	-4.5
Lower grid	55.3%	42.7%	12.6
Auxiliary	14.5%	6.9%	7.6
Supervisors	13.9%	23.9%	-10.0