

Racial Diversity in the BC Public Service



Technical Report

Table of contents

Preamble	3
Executive summary	5
Introduction	7
Anti-racism research in B.C.	7
Research priority: racial diversity in the BC Public Service.....	7
Research objectives.....	8
What comes next.....	9
About this report	10
Key terms	11
Summary methodology	13
Research question 1: Representation in the BC Public Service.....	13
Research question 2: Indigenous Youth Internship Program.....	15
Findings	17
Research question 1: Representation in the BC Public Service.....	17
Research question 2: Indigenous Youth Internship Program.....	40
Detailed methodology	43
Research question 1: Representation in the BC Public Service.....	43
Research question 2: Indigenous Youth Internship Program.....	54
Thank you	58
Phase II research.....	58
Appendices	59
Appendix 1: Analytical approaches for representation calculation for Statistics Canada and BC Stats.....	59
Appendix 2: 2022 WES Indigenous identity and racial background questions.....	63
Appendix 3: Open-ended racialized responses.....	66
Appendix 4: Categorization of Positions onto Analytical Categories.....	67
Appendix 5: BC Public Service representation rates.....	69

Preamble

Content warning

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

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](tel:1-866-925-4419).

Individuals impacted by the issue of Missing and Murdered Indigenous Women and Girls are encouraged to contact the MMIWG Crisis Line toll-free at [1-844-413-6649](tel: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](tel: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](tel: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](tel:310-6789) (no area code needed). This service works 24 hours a day, seven days a week and is available in 140 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 population it serves and is actively 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. As a starting point, the findings in this report relate to racial diversity in the public service. These results form a baseline for future research.

Report context

This report reflects an initial approach to the research priority on racial diversity in the BC Public Service and equity in hiring and career development. The report reflects data and information known up to January 2024¹.

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.

¹ The analysis for Indigenous and racial representation in the BC Public Service reflects data from January 2022.

Executive summary

Racism and discrimination impact people every day and have negative outcomes for people. 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 diversity 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. As a starting point, this report looks at current levels of diversity across the BC Public Service. This report includes analysis on two topics:

- Indigenous and racial representation in the BC Public Service.
- Outcomes for interns in the [Indigenous Youth Internship Program](#) (IYIP).

Representation in the BC Public Service

This analysis included 16 self-identified [Indigenous identity](#) and [racialized groups](#)². This analysis is based on a snapshot of 30,696 BC Public Service employees, as of January 2022. Information about Indigenous identity and race was voluntarily provided by employees through surveys. Some results were masked to avoid identifiability (i.e., counts with one to three people).

The results indicate Indigenous and racialized individuals face systemic barriers in their pursuit of BC Public Service careers.

- As of 2022, the BC Public Service representation rates for Indigenous and racial groups were lower than the B.C. [labour force](#) and [population](#) rates for **11 of 15** groups and especially low for **5** groups.
- As of 2022, **10 of 16** Indigenous and racial groups had no representation at all at the [executive](#) level.
- As of 2022, **12 of 16** Indigenous and racial groups were underrepresented in [management](#) roles, compared to the BC Public Service overall.

² 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.

- As of 2022, **11 of 16** Indigenous and racial groups were overrepresented in lower-level [grid](#) roles, compared to the BC Public Service overall.
- As of 2022, **1 of 13** Indigenous and racial groups were overrepresented in more precarious employment positions (i.e., [auxiliary](#) roles).
- As of 2022, **11 of 16** Indigenous and racial groups were underrepresented in [supervisory](#) positions.

Information about Indigenous identity and racial background was not collected from almost 1 in 5 employees (i.e., did not respond to employee surveys at all, or responded to surveys and opted to not provide this information). Many factors may affect an employee's willingness to respond to a workplace survey, including experiences of cultural safety. However, the results indicate systemic issues with Indigenous and racial representation within and across the BC Public Service.

Outcomes for Indigenous interns

The Indigenous Youth Internship Program (IYIP) provides a 12-month internship for Indigenous youth in British Columbia, ages 19 to 29. The program was created in partnership with Indigenous leaders and Indigenous youth organizations. The program goals include encouraging Indigenous youth to consider Indigenous organizations or the BC Public Service as places to pursue a rewarding career, as well as supporting them to develop leadership skills. Interns are placed with a government ministry for nine months and with an Indigenous organization for three months. They are mentored throughout the year and have opportunities to attend workshops and conferences, take courses and receive career coaching.

Though barriers may still exist, the results indicate that IYIP helps remove barriers and helps support Indigenous people in BC Public Service careers. The IYIP program has the following results.

- Almost **1 in 4** interns returned to the BC Public Service after the program was over.
- **Over half** of the interns who returned are still employed in the BC Public Service.
 - For those still in the BC Public Service, **4 in 5** are in [management](#) or upper-level [grid](#) positions.
 - For those who have since left BC Public Service, **just over half** had a management or higher-level grid position before they exited.

What happens next?

The overarching goal of this research is to advance racial equity in the BC Public Service. These results will drive additional data collection, inform subsequent research questions, and support changes to policies and programs. The findings relating to racial diversity in the BC Public Service are a baseline for future racial equity work, while the analyses of the IYIP program is one small piece of a larger review of the program under action 4.44 of the [Declaration Act Action Plan](#).

Introduction

Anti-racism research in B.C.

[Systemic racism](#) has impacted the delivery of government programs and services for generations and 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 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 Peoples³ and seven by the [Anti-Racism Data Committee](#)⁴. 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.

To provide the data needed to start research into the 10 research priorities, in June 2023 we launched the [BC Demographic Survey](#). The survey will help support many of the research priorities. However, the data in this report uses other sources for identifying information about employees (i.e., self-disclosed information via employee surveys).

This technical report provides an update on the first phase of research under the research priority of racial diversity and [equity](#) in hiring and career development in the [BC Public Service](#), which is first investigating Indigenous and racial representation across the BC Public Service.

Research priority: racial diversity in the BC Public Service

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

³ 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](#).

⁴ The 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.

colonialization, racism and inequity that has impacted generations of Indigenous and racialized people who live in British Columbia. Through the [Declaration Act](#) and the associated [Declaration Act Action Plan](#) work is being done to decolonize the BC Public Service. Through the [Anti-Racism Data Act](#), work is being done to identify systemic racism in government programs and services to support the elimination of racism from government.

This report focuses on the research priority of racial diversity within the BC Public Service as one component of the research priority recommended by the Anti-Racism Data Committee. 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 [2022 Workforce Profile](#) shows there is still room for improvement in the representation of Indigenous Peoples and racialized people, particularly at [management](#) and [executive](#) levels.

The research for this priority is occurring in a phased approach. This report includes findings from the first phase of research (Phase I), which provides a baseline of current racial diversity in the BC Public Service and allows us to measure future changes in our composition. 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.

Research objectives

This research focuses on advancing racial equity in the BC Public Service. As a step towards this goal, we are starting with understanding how different Indigenous and racialized groups are represented across the BC Public Service. We are starting with this research because we already have the data and because understanding racial representation is a first step toward improving racial representation.

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. It is essential that the voices of Indigenous and racialized employees are centred in this research. The research in Phase I addresses two information needs related to racial diversity. Note that these objectives are referred to as research questions throughout the report (though are not technically research questions):

1. Better information about representation in the BC Public Service.
2. Information about how the [Indigenous Youth Internship Program](#) (IYIP) supports Indigenous youth.

First, although the 2022 Workforce Profile provides some information about racial diversity and representation in the BC Public Service, it is high-level and focused on categories outlined in the federal [Employment Equity Act](#) that are not distinctions-based⁵.

⁵ That is, the categories are general and use Statistics Canada's historical terminology (i.e., "Visible Minority").

To better understand the barriers that exist in hiring and career development, information on representation in more detail is needed, specifically by:

- Specific [Indigenous identity](#) and [racial groups](#).
- More specific types of job classifications and roles than what is currently found in the online [Workforce Profile](#).

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.

Second, there is a need to understand the impact of programs that are intended to close the social and economic gaps that exist between Indigenous people and others in British Columbia. The Indigenous Youth Internship Program (IYIP) is one such program that has been in place for nearly two decades, and though a comprehensive evaluation is planned to meet Declaration Act Action Plan item 4.44, little formal research has been done to measure the impact of the program. To better understand how IYIP supports Indigenous youth, information on BC Public Service career outcomes is needed, specifically:

- How many IYIP interns return to the BC Public Service after the program.
- How many of these former interns stay in the BC Public Service.
- The career paths that returning interns have in the BC Public Service (by job classification).

In all, these topics and analyses will 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 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 two research topics:

- Representation of Indigenous and racialized employees in the BC Public Service.
- Career outcomes for Indigenous Youth Internship Program (IYIP) interns.

The report is organized into the following sections:

Key terms

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

Summary methodology

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

Findings

- Outcomes of the analyses for the two research questions; each section ends with a summary.
- Findings for the first 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.

Detailed methodology

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

Thank you

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

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](#)).
-

Key terms

KEY TERM	DEFINITION
Indigenous identity	Employees who affirmed in demographic questions that they have an Indigenous identity, whether they specified a distinctions-based identity (i.e., First Nations ⁶ , 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).
Racialized group	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 racial groups. Racialized groups here include groups of people who have faced discrimination in Canada because of race, ancestry, and/or skin colour ⁷ .
BC Public Service	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.
Labour force	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 British Columbians were estimated using available information.
Population	The portion of people in B.C. that were in the Indigenous or racialized group at the time of the census. Rates for White British Columbians were estimated using available information.
Executive positions	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.
Management positions	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.
Grid positions	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).
Auxiliary positions	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 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.

⁶ Includes both status and non-status First Nations people.

⁷ These are groups have historically been categorized as “Visible Minority” groups by Statistics Canada.

Anti-racism definitions

KEY TERM	DEFINITION
Anti-racism	The deliberate act of opposing racism and promoting a society that is thoughtful, inclusive, and just.
Equity/Equitable	<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 than equality, which means everyone is treating in the same way. Equity recognizes that we are not starting at the same place and seeks to address these imbalances.</p>
Systemic racism	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

Phase I for this research includes two different research questions, each with its own sample. Samples vary from participants in a specific hiring program to all employees within the [BC Public Service](#)⁸.

[BC Stats](#) employees conducted all analyses involving employee-provided Indigenous identity and racial background 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 background information 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.

The Public Service Agency conducted the analyses involving the [Indigenous Youth Internship Program](#) (IYIP), as that analysis did not include any data collected or maintained by BC Stats. Instead, the IYIP analysis only involved administrative data about employees and positions, which are maintained by the Public Service Agency.

Research question 1: Representation in the BC Public Service

Sample

This analysis includes data on 30,696 BC Public Service employees as-of January 11, 2022. This includes almost the entirety of the BC Public Service at the time of the study⁹. These are mainly employees who work in regular or auxiliary positions within ministries. Information about Indigenous identity and racial background was not shared by 18.7% of these employees. Some of these employees will have responded to the survey but declined to answer these demographic

⁸ Throughout this report, “BC Public Service” is generally defined as the portion of public service employees who work in a ministry, with regular or auxiliary status, and who are covered by the [Public Service Act](#). Any exceptions to this approach will be identified throughout the [Methodology](#) section.

⁹ This research excludes those hired after January 11, 2022. The current BC Public Service population is larger than in early 2022.

questions; for most, it is because they did not respond to the surveys 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 classifications (i.e., an employee in a grid position can also be a supervisor and auxiliary). Also, 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](#) 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 settlements¹⁰. 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.¹¹. 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).

Note that there are key differences between BC Public Service and Statistics Canada approaches that affect how these comparisons should be interpreted.

Representation by job classification was compared against the BC Public Service overall (i.e., what percentage of all jobs in the sample were executive, auxiliary, etc.).

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.

¹⁰ Definitions of reserve and settlement are included under [Census subdivision \(CSD\)](#) in the Dictionary, Census of Population, 2021 from Statistics Canada.

¹¹ 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.

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.

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.

Research question 2: Indigenous Youth Internship Program (IYIP)

IYIP is open to First Nations, Métis, and Inuit youths (aged 19 to 29) who reside in B.C. who demonstrate leadership potential through their work, community experience, or volunteer experience. IYIP accepts applications from young professionals who have completed Grade 12 or the equivalent with a combination of work, life, community, education, and/or experience. The program provides a 12-month internship; interns are placed with a participating ministry team for nine months and then with an Indigenous organization for three months. Interns receive experience, leadership development, cultural support, mentorship, training, and connections with other interns in the cohort. Each year, the program area reaches out to ministries and Indigenous organizations for expressions of interest in hosting and supporting an Indigenous youth in the program.

IYIP is an Indigenous-led program in the BC Public Service Agency that was created in partnership with Indigenous leaders, Indigenous youth organizations, and the Ministry of Indigenous Relations and Reconciliation. The goal of the program is to help remove social and economic barriers for Indigenous people. Program success will come in many forms, including Indigenous youths: developing leadership skills, contributing to and improving the relationships between Indigenous communities or organizations and the provincial government, considering Indigenous organizations as a career path, and considering the BC Public Service as a career path. As a result, career paths in the BC Public Service reflect only a portion of the program’s effectiveness.

Sample

The analysis includes BC Public Service employment information about 406 Indigenous youths who have taken part in IYIP since 2007¹². Analyses about subsequent BC Public Service careers includes administrative data on BC Public Service positions up to December 31, 2023.

Analyses about career paths in the BC Public Service focus on former interns who later held positions within a ministry (including both regular and auxiliary). As with [Research Question 1: Representation in the BC Public Service](#), the grid positions include some positions that are not unionized, as well as professional positions.

This analysis is not disaggregated by First Nations, Métis, and Inuit identities.

Research method

To conduct this analysis, the Public Service Agency used administrative data about positions and employees. The data for this analysis included information about positions, start and end dates of employment, type of employment (e.g., regular, auxiliary), and place of employment (e.g., ministry, another organization in the payroll system). This information was used to help identify which interns returned to the BC Public Service specifically, as opposed to returned to organizations that are arm's length from the BC Public Service (e.g., agencies, commissions).

The analysis looks at BC Public Service careers up to December 31, 2023.

The analysis did not include any employee-provided Indigenous identity information. As the program is only open to Indigenous youths, interns were identified in the administrative data via a specific job code used for that program.

Analytic approach

The analysis focuses on IYIP participation, the percentage of interns who return to the BC Public Service, and the most recent position held in the BC Public Service. As with Research Question 1, it is important to note that the analyses in this report are descriptive and are not inferential. While some comparisons are made to BC Public Service benchmarks, they are described only as being above or below and are not interpreted as statistically significant.

Note that IYIP has two interpretations of success: one is interns seeing the BC Public Service as a viable career option (interpreted as a return to the BC Public Service after being an intern) and the other is having careers in Indigenous organizations. The current analysis is only able to provide information about BC Public Service careers, not subsequent careers in Indigenous organizations.

A number of analytical decisions were required, including: defining what positions to include as “returning”, what to include as part of the BC Public Service career path, and how to handle analyses with low counts.

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

¹² This sample includes interns who participated under IYIP's previous name (Aboriginal Youth Internship Program). The program accepts youths from ages 19 to 29; additional eligibility information can be found on the [IYIP site](#).

Findings

Research question 1: Representation in the BC Public Service

This analysis examines the representation of Indigenous and racialized employees in the [BC Public Service](#) (. It builds on analyses provided in the publicly-available [2022 Workforce Profile](#).

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 2022.
- 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
- Racialized group
- BC Public Service
- Labour force
- Population
- Executive positions
- Management positions
- Grid positions
- Auxiliary positions
- Supervisory positions

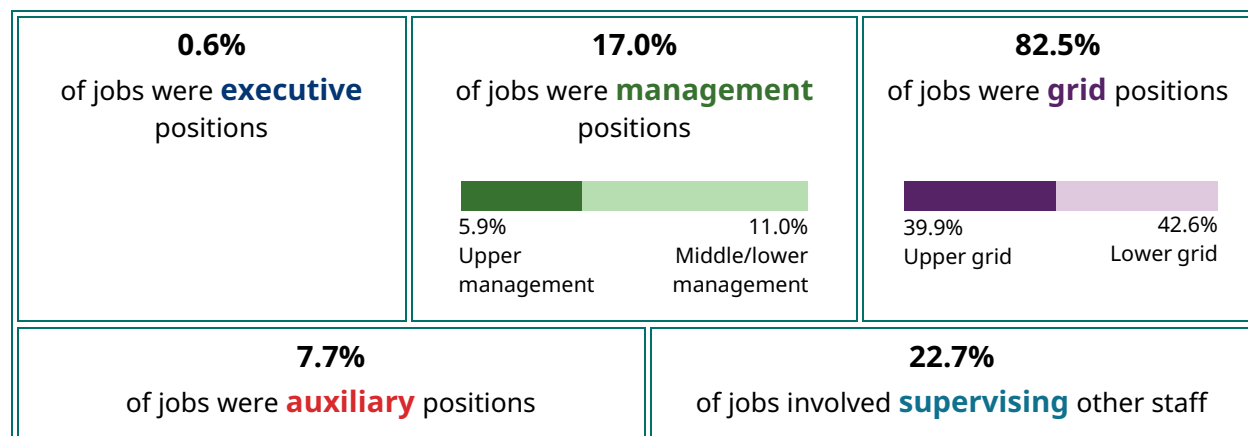
Caveats

- The BC Public Service representation rate and the labour force and population rates differ in important ways (see the [Detailed research method](#) section & [Appendix 1](#) for more information).
- 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 2022 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 across the BC Public Service¹³

The values below reflect the overall distribution of positions across the BC Public Service. That is, for all 30,696 employees and positions in the analysis, the percentage of positions that fall into each of the following classifications.

In the BC Public Service...¹⁴



¹³ This is the distribution of positions that had employees in them; it does not include positions that were vacant.

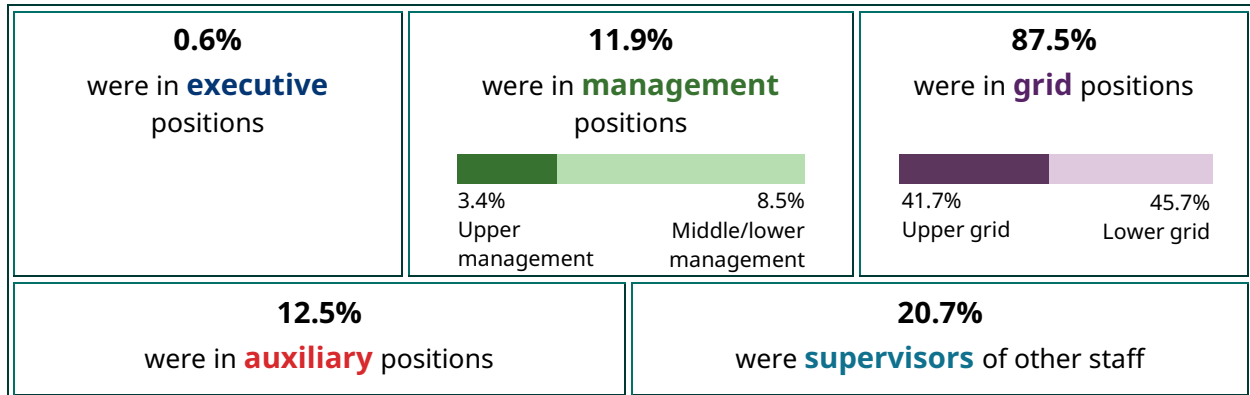
¹⁴ Comparisons against these benchmarks are provided visually below and also in table format in [Appendix 7](#).

Indigenous identities: Employees who are First Nations¹⁵

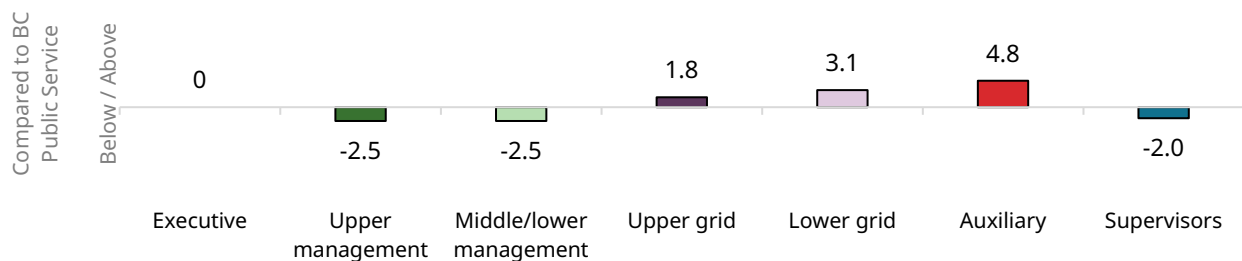
Percentage of people identifying as First Nations in the B.C. ...

...Public Service	...Labour Force	...Population
2.0%	3.0%	3.7%
The BC Public Service's representation for First Nations employees was...	67.3% of the B.C. labour force's representation	55.4% of the B.C. population's representation

For First Nations employees...



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



Summary

The BC Public Service had lower-than-expected representation of First Nations employees, compared to the labour force and population. By type of job, BC Public Service representation of First Nations employees was:

- On par with the benchmark in the executive classification;
- Below the benchmark in the management and supervisory classifications;
- Above the benchmark in the auxiliary (i.e., relatively precarious employment) and grid classifications.

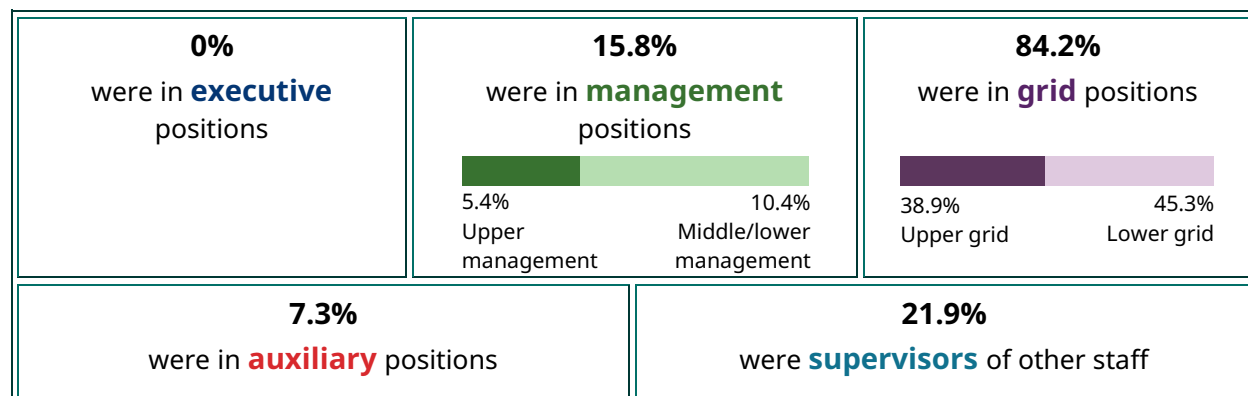
¹⁵ Includes both status and non-status First Nations employees. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Indigenous identities: Employees who are Métis¹⁶

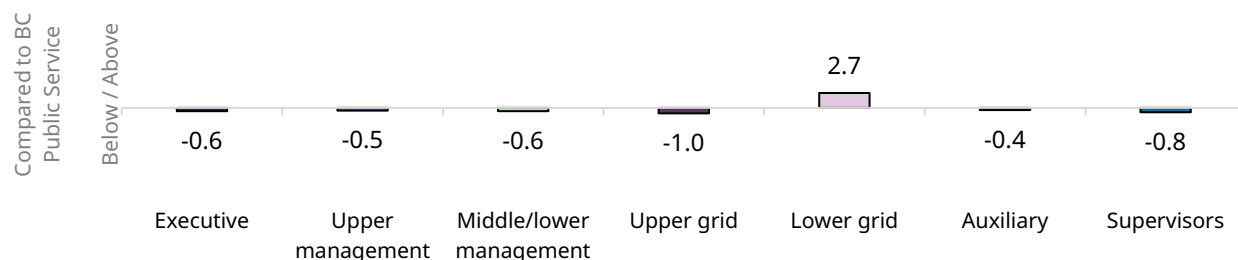
Percentage of people identifying as Métis in the B.C....

...Public Service	...Labour Force	...Population
1.8%	1.9%	2.0%
The BC Public Service's representation for Métis employees was...	94.4% of the B.C. labour force's representation	91.3% of the B.C. population's representation

For Métis employees...



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



Summary

Though close, the BC Public Service had lower-than-expected representation of Métis employees, compared to the labour force and population. By type of job, BC Public Service representation of Métis employees:

- Did not occur at all in the executive classification;
- Was below the benchmark across the auxiliary (i.e., relatively precarious employment), upper and middle/lower management, upper grid, and supervisory classifications;
- Was above the benchmark in the lower grid classification.

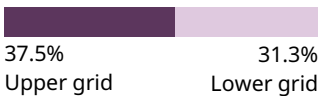
¹⁶ See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Indigenous identities: Employees who are Inuit¹⁷

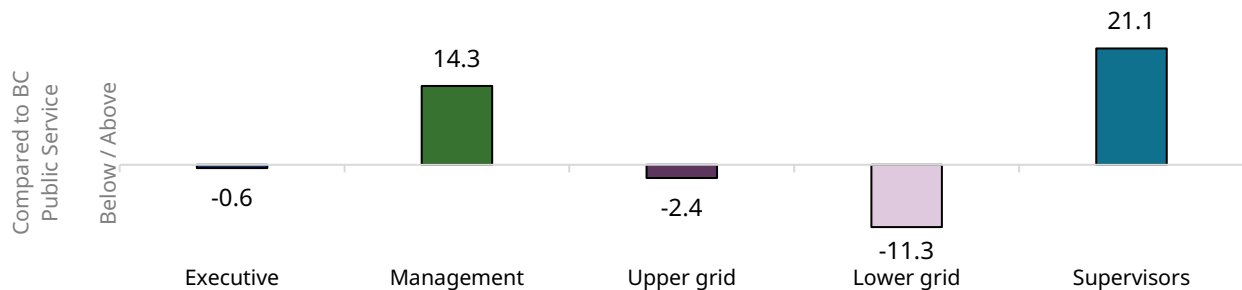
Percentage of people identifying as Inuit in the B.C....

...Public Service	...Labour Force	...Population
0.05%	0.03%	0.03%
The BC Public Service's representation for Inuit employees was...	1.8 times larger than the B.C. labour force's representation	1.5 times larger than the B.C. population's representation

For Inuit employees...

0% were in executive positions	31.3% were in management positions	68.8% were in grid positions 
43.8% were supervisors of other staff		

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



Summary

The BC Public Service had higher-than-expected representation of Inuit employees, compared to the labour force and population. By type of job, BC Public Service representation of Inuit employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in the upper and lower grid classifications;
- Was above the benchmark in the management and supervisory classifications.

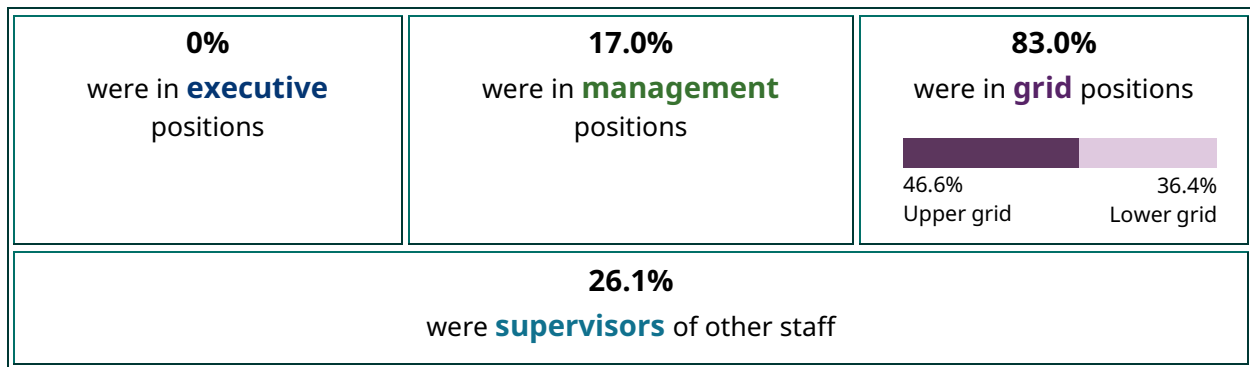
¹⁷ Note that this is a particularly small group, so auxiliary, upper management, and middle/lower management results were masked due to small counts. As well, the small size of this group means differences are likely to be particularly large and change more easily. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Indigenous identities: Employees who are Indigenous (not specified further)¹⁸

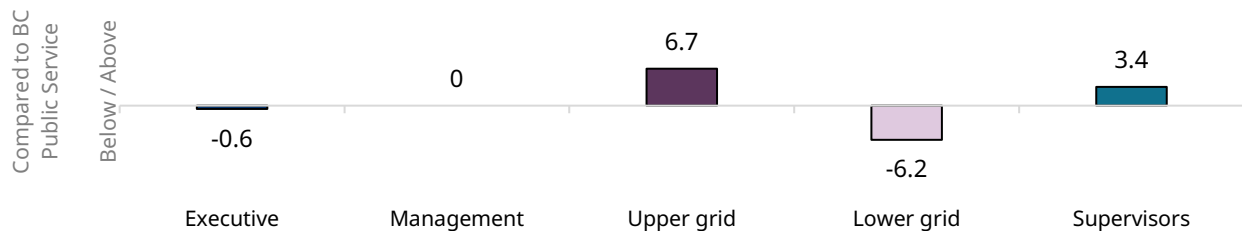
Percentage of people identifying as Indigenous (not specified further) in the B.C....

...Public Service	...Labour Force	...Population
0.3%	0.1%	0.1%
The BC Public Service's representation for Indigenous (not specified further) employees was...	3.7 times larger than the B.C. labour force's representation	3.1 times larger than the B.C. population's representation

For Indigenous (not specified further) employees...



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



Summary

The BC Public Service had higher-than-expected representation of Indigenous (not specified further) employees, compared to the labour force and population. By type of job, BC Public Service representation of Indigenous (not specified further) employees:

- Did not occur at all in the executive classification;
- Was on par at the management level;
- Was below the benchmark in the lower grid classification;
- Was above the benchmark in the upper grid and supervisory classifications.

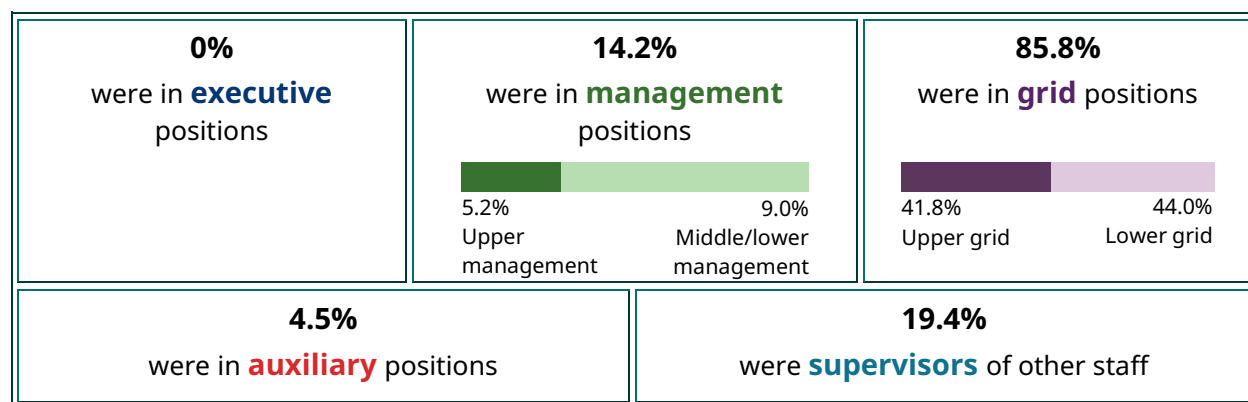
¹⁸ This group does not include employees in the First Nations, Metis, and Inuit groups. As well, auxiliary, upper management, and middle/lower management results were masked due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Racialized groups: Employees who are Arab¹⁹

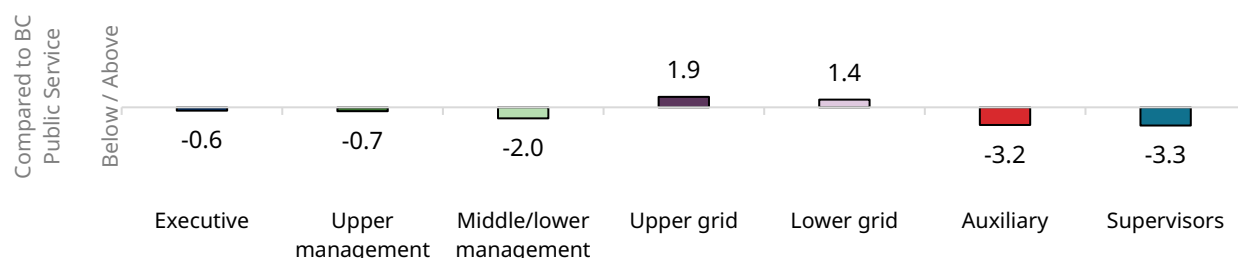
Percentage of people identifying as Arab in the B.C....

...Public Service	...Labour Force	...Population
0.4%	0.5%	0.6%
The BC Public Service's representation for Arab employees was...	91.7% of the B.C. labour force's representation	76.6% of the B.C. population's representation

For Arab employees...



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



Summary

The BC Public Service had lower-than-expected representation of Arab employees, compared to the labour force and population. By type of job, BC Public Service representation of Arab employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in the auxiliary (i.e., relatively precarious employment), management, and supervisory classifications
- Was above the benchmark in the upper and lower grid classifications.

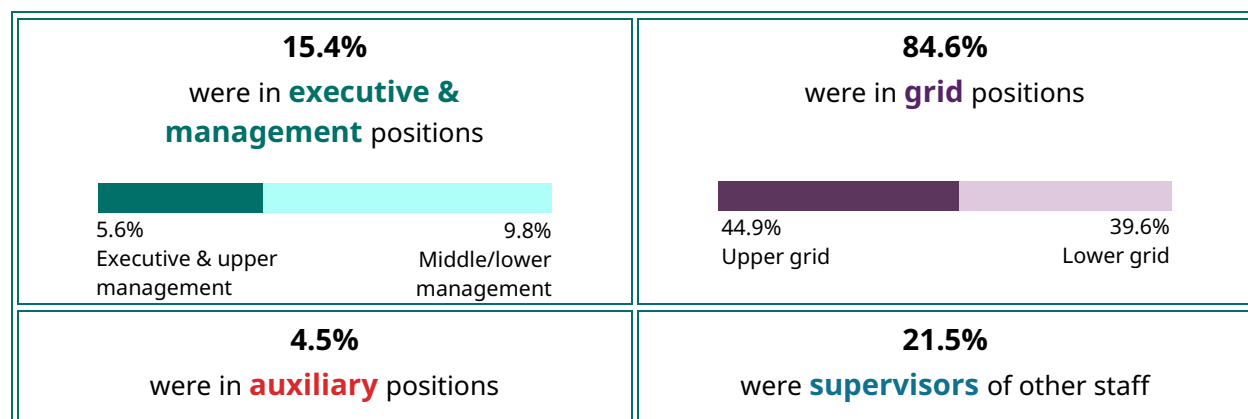
¹⁹ See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Racialized groups: Employees who are Black²⁰

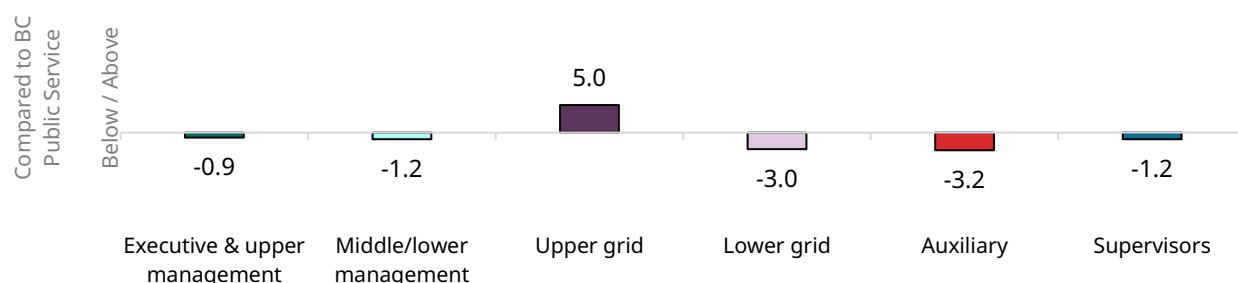
Percentage of people identifying as Black in the B.C....

...Public Service	...Labour Force	...Population
1.3%	1.3%	1.3%
The BC Public Service's representation for Black employees was...	98.5% of the B.C. labour force's representation	1.03 times the B.C. population's representation

For Black employees...



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



Summary

The BC Public Service representation for Black employees was comparable to the labour force and population, though slightly higher representation would be expected (the BC Public Service rate includes employees with multiple Indigenous and racialized backgrounds, the labour force and population rates do not). By type of job, BC Public Service representation of Black employees was:

- Below the benchmark in almost all classifications;
- Above the benchmark in the upper grid classification.

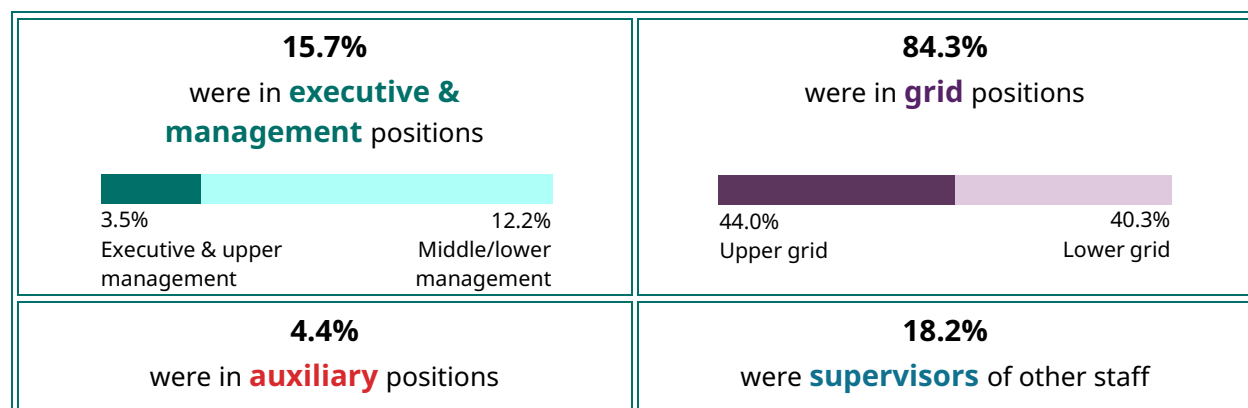
²⁰ Executive and management results were combined due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Racialized groups: Employees who are Chinese²¹

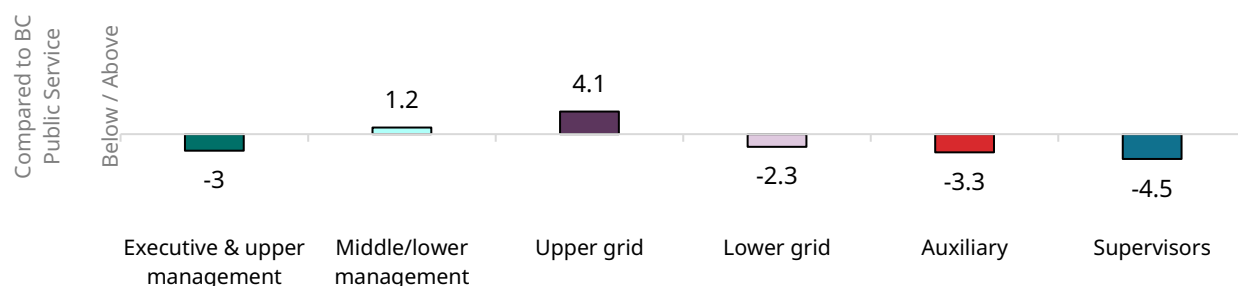
Percentage of people identifying as Chinese in the B.C....

...Public Service	...Labour Force	...Population
4.8%	10.2%	11.2%
The BC Public Service's representation for Chinese employees was...	47.7% of the B.C. labour force's representation	43.3% of the B.C. population's representation

For Chinese employees...



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



Summary

The BC Public Service had lower-than-expected representation of Chinese employees, compared to the labour force and population. By type of job, BC Public Service representation of Chinese employees was:

- Below the benchmark in the auxiliary (i.e., relatively precarious employment), combined executive and upper management, lower grid, and supervisory classifications;
- Above the benchmark in the middle/lower management and upper grid classifications.

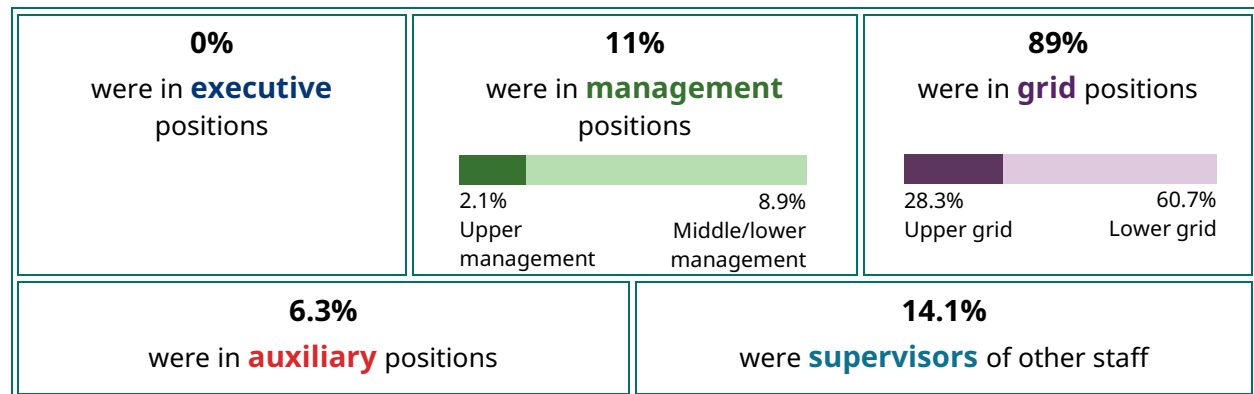
²¹ Executive and management results were combined due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Racialized groups: Employees who are Filipino²²

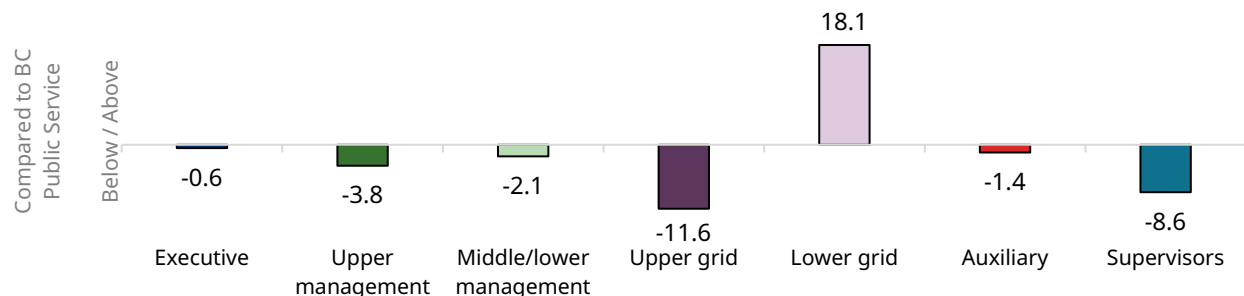
Percentage of people identifying as Filipino in the B.C....

...Public Service	...Labour Force	...Population
1.2%	4.2%	3.5%
The BC Public Service's representation for Filipino employees was...	29.5% of the B.C. labour force's representation	35.1% of the B.C. population's representation

For Filipino employees...



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



Summary

The BC Public Service had lower-than-expected representation of Filipino employees, compared to the labour force and population. By type of job, BC Public Service representation of Filipino employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in almost all other classifications;
- Was above the benchmark in the lower grid classification.

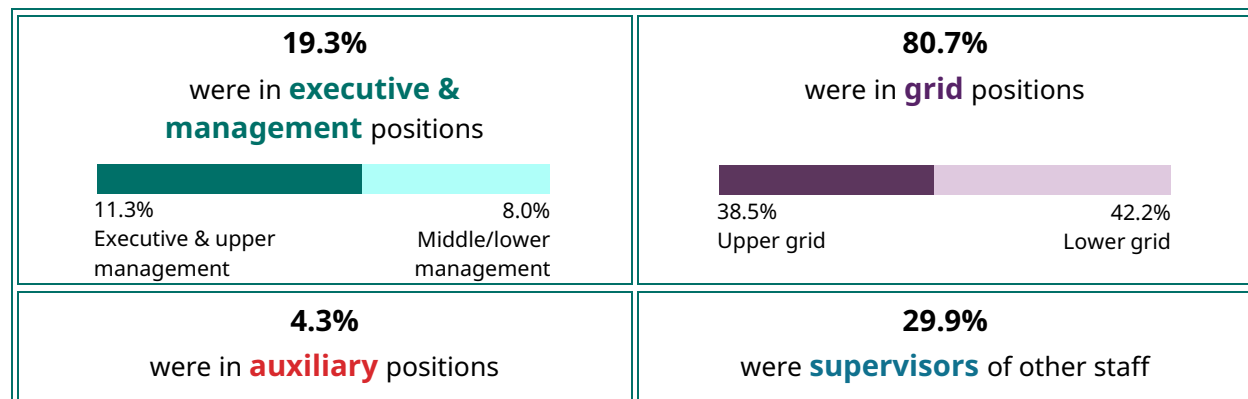
²² See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Racialized groups: Employees with indigenous ethnicity²³

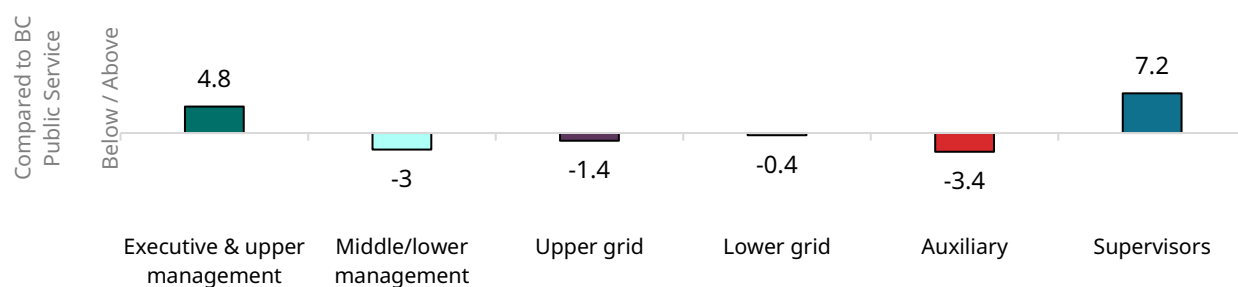
Percentage of the BC...

...Public Service	...Labour Force	...Population
0.6%	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, as this is not a group reported by Statistics Canada. By type of job, BC Public Service representation of employees with indigenous ethnicity was:

- Below the benchmark in the auxiliary (i.e., relatively precarious employment), middle/lower management, and upper and lower grid classifications;
- Above the benchmark in the combined executive and upper management and supervisory classifications.

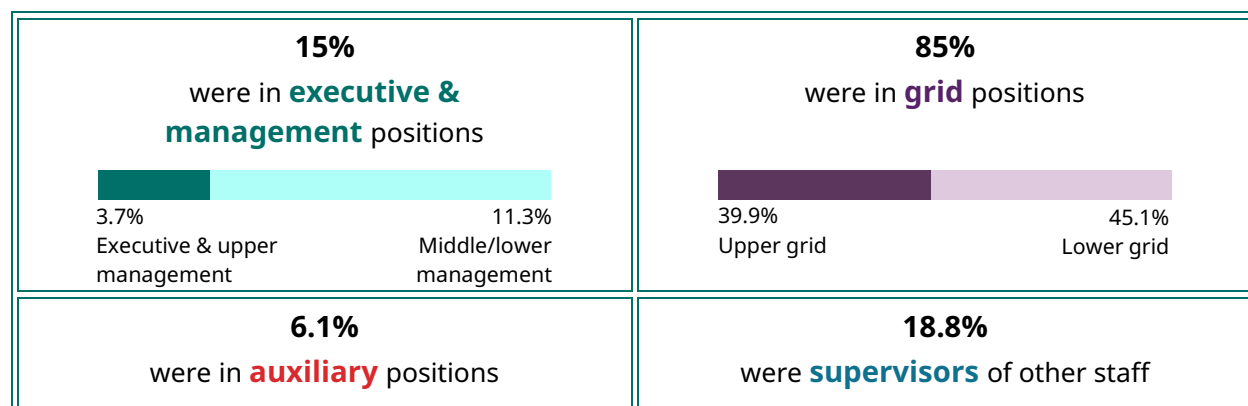
²³ This group is specifically those employees who stated they had an indigenous background and did not state they had an Indigenous identity (First Nations, Métis, Inuit) and so includes employees of those backgrounds (but not identities), as well as employees who are indigenous to other countries. Executive 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 Japanese²⁴

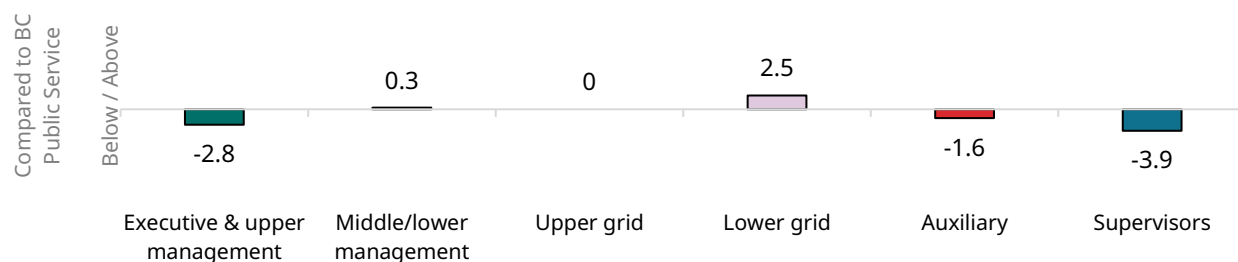
Percentage of people identifying as Japanese in the B.C....

...Public Service	...Labour Force	...Population
0.7%	0.9%	0.9%
The BC Public Service's representation for Japanese employees was...	80.5% of the B.C. labour force's representation	77.3% of the B.C. population's representation

For Japanese employees...



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



Summary

The BC Public Service had lower-than-expected representation of Japanese employees, compared to the labour force and population. By type of job, BC Public Service representation of Japanese employees was:

- On par with the benchmark in the upper grid classification;
- Below the benchmark in the auxiliary (i.e., relatively precarious employment), combined executive and upper management, and supervisory classifications;
- Above the benchmark in the middle/lower management and lower grid classifications.


²⁴ 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 Korean²⁵

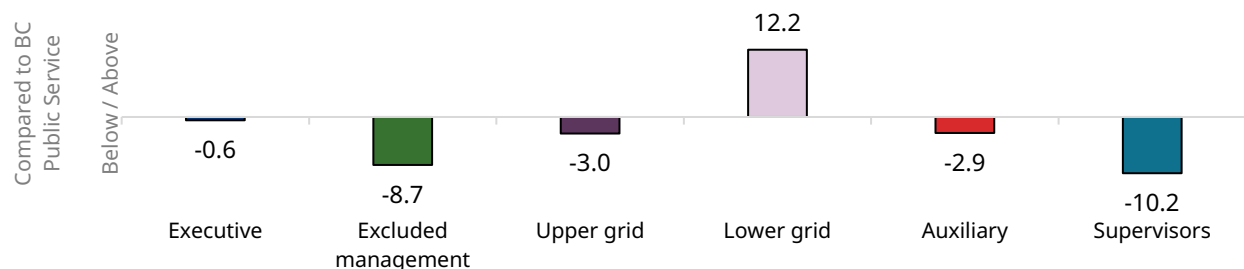
Percentage of people identifying as Korean in the B.C....

...Public Service	...Labour Force	...Population
0.5%	1.5%	1.5%
The BC Public Service's representation for Korean employees was...	36.5% of the B.C. labour force's representation	36.9% of the B.C. population's representation

For Korean employees...

0% were in executive positions	8.3% were in management positions	91.7% were in grid positions  36.9% Upper grid 54.8% Lower grid
4.8% were in auxiliary positions	12.5% were supervisors of other staff	

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



Summary

The BC Public Service had lower-than-expected representation of Korean employees, compared to the labour force and population. By type of job, BC Public Service representation of Korean employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in almost all other classifications;
- Was above the benchmark in the lower grid classification.

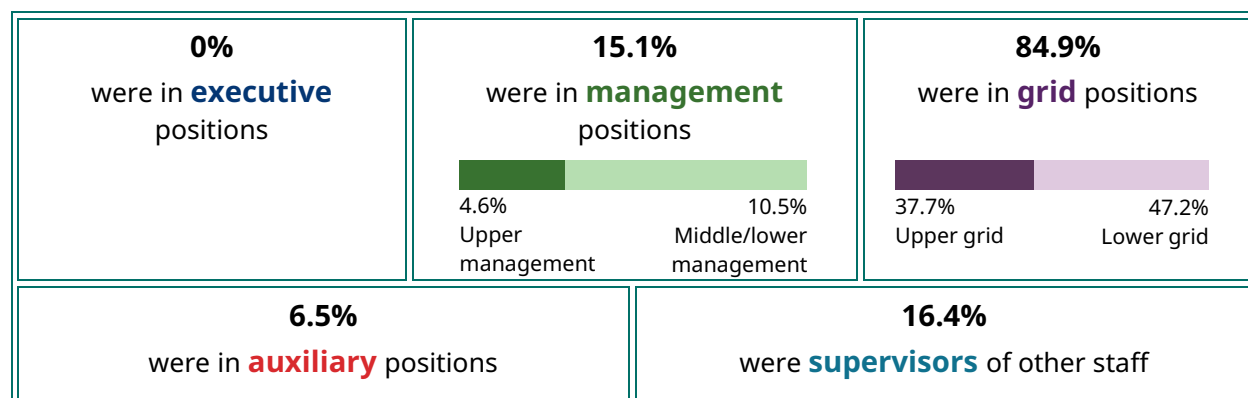
²⁵ Management results are not provided by upper and middle/lower management as a result of masking due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Racialized groups: Employees who are Latin American²⁶

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

...Public Service	...Labour Force	...Population
1.2%	1.7%	1.3%
The BC Public Service's representation for Latin American employees was...	72.5% of the B.C. labour force's representation	90.1% of the B.C. population's representation

For Latin American employees...



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



Summary

The BC Public Service had lower-than-expected representation of Latin American employees, compared to the labour force and population. By type of job, BC Public Service representation of Latin American employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in almost all other classifications;
- Was above the benchmark in the lower grid classification.

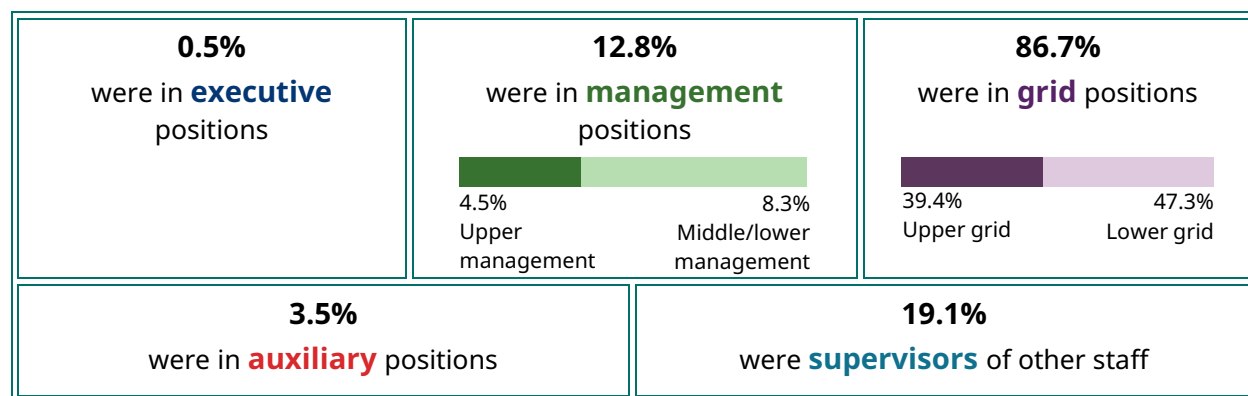
²⁶ See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Racialized groups: Employees who are South Asian²⁷

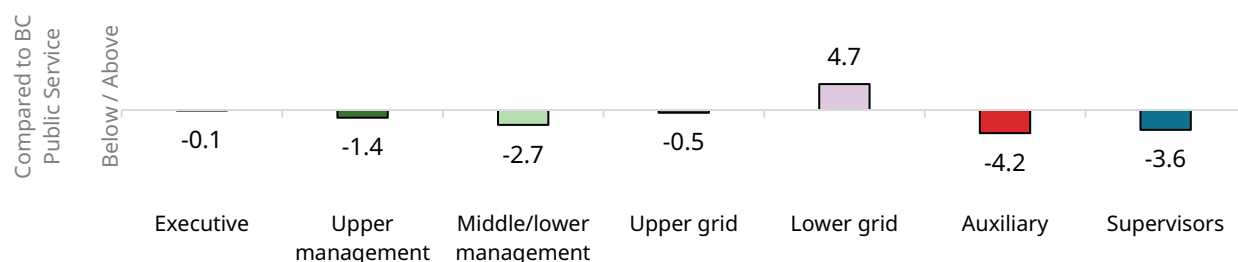
Percentage of people identifying as South Asian in the B.C....

...Public Service	...Labour Force	...Population
5.5%	10.5%	9.6%
The BC Public Service's representation for South Asian employees was...	52.1% of the B.C. labour force's representation	56.7% of the B.C. population's representation

For South Asian employees...



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



Summary

The BC Public Service had lower-than-expected representation of South Asian employees, compared to the labour force and population. By type of job, BC Public Service representation of South Asian employees was:

- Below the benchmark in almost all classifications;
- Above the benchmark in the lower grid classification.

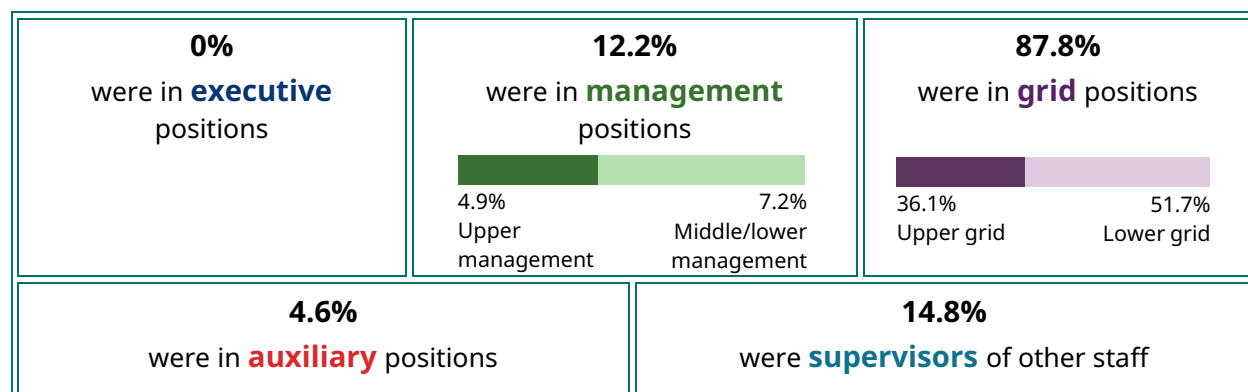
²⁷ See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Racialized groups: Employees who are Southeast Asian²⁸

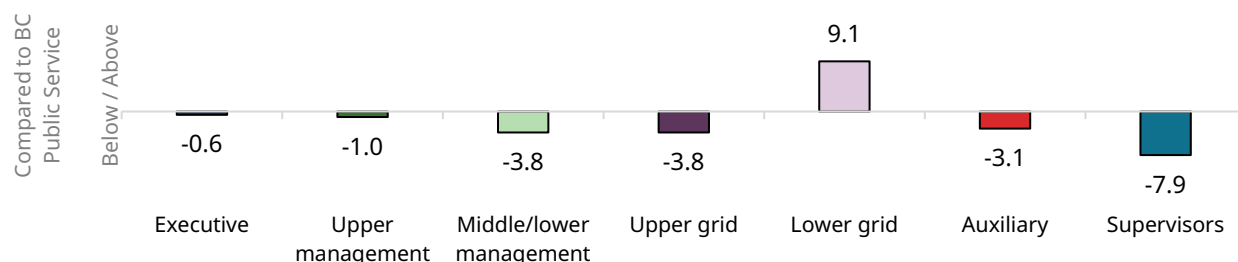
Percentage of employees identifying as Southeast Asian in the B.C....

...Public Service	...Labour Force	...Population
0.9%	1.5%	1.5%
The BC Public Service's representation for Southeast Asian employees was...	55.5% of the B.C. labour force's representation	58.7% of the B.C. population's representation

For Southeast Asian employees...



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



Summary

The BC Public Service had lower-than-expected representation of Southeast Asian employees, compared to the labour force and population. By type of job, BC Public Service representation of Southeast Asian employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in almost all other classifications;
- Was above the benchmark in the lower grid classification.

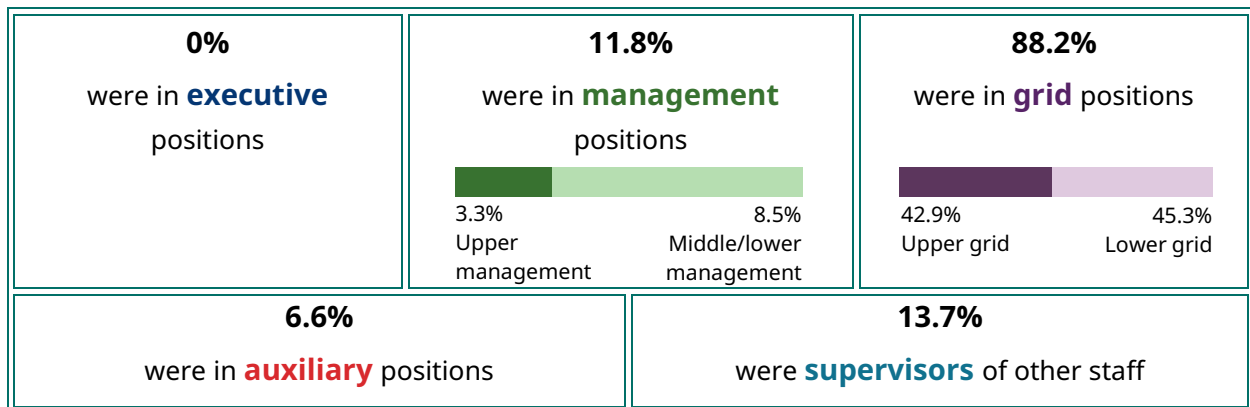
²⁸ See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Racialized groups: Employees who are West Asian²⁹

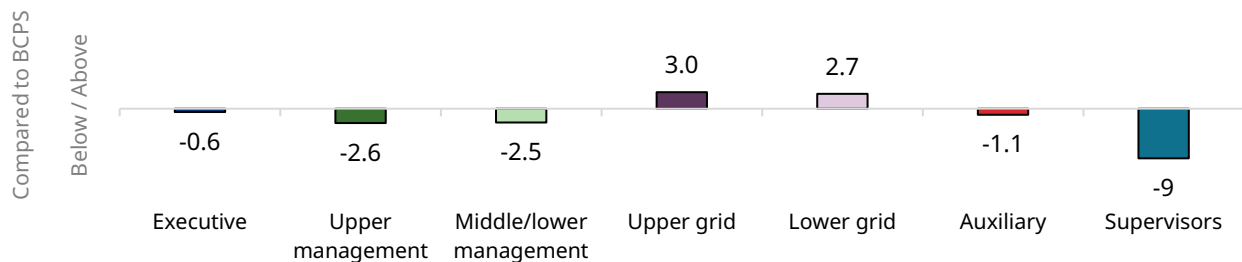
Percentage of people identifying as West Asian in the B.C...

...Public Service	...Labour Force	...Population
0.7%	1.6%	1.4%
The BC Public Service's representation for West Asian employees was...	44.2% of the B.C. labour force's representation	49.0% of the B.C. population's representation

For West Asian employees...



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



Summary

The BC Public Service had lower-than-expected representation of West Asian employees, compared to the labour force and population. By type of job, BC Public Service representation of West Asian employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in the auxiliary (i.e., relatively precarious employment), upper and middle/lower management, and supervisory classifications;
- Was above the benchmark in the upper and lower grid classifications.

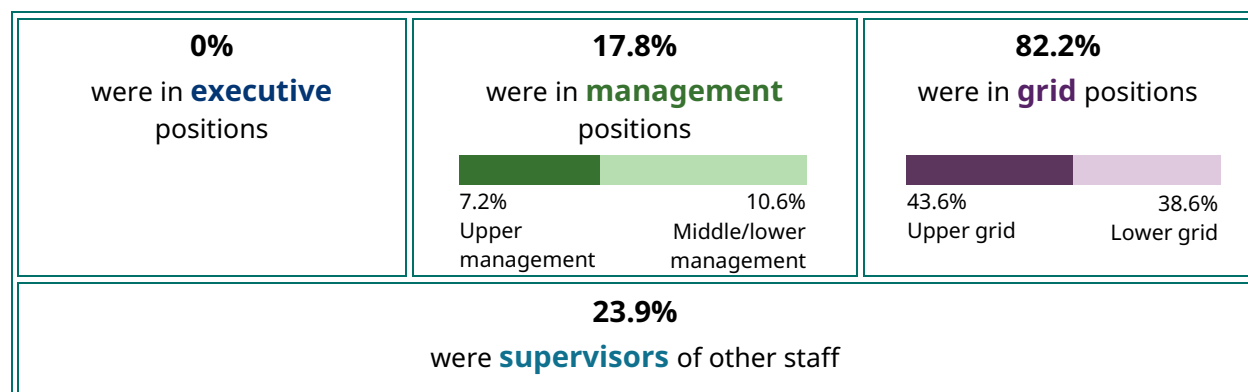
²⁹ See the start of the [Findings](#) section for helpful information on how to interpret the results on this page.

Racialized groups: Employees who are racialized (not specified further)³⁰

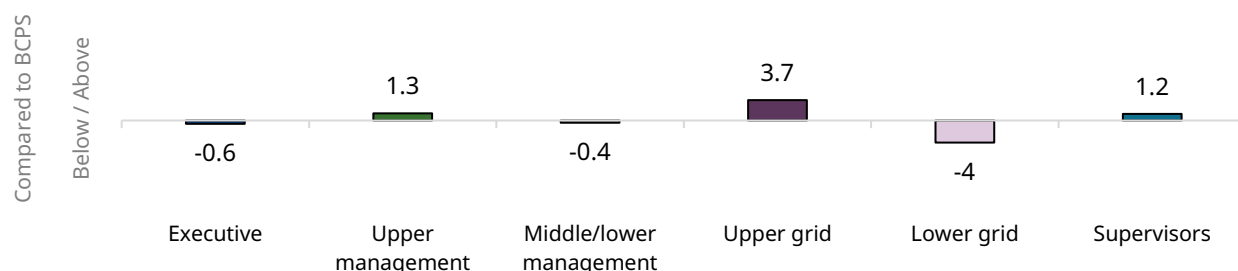
Percentage of employees identifying as racialized (not specified further) in the B.C....

...Public Service	...Labour Force	...Population
0.9%	0.4%	0.4%
The BC Public Service's representation for racialized (not specified further) employees was...	2.3 times larger than the B.C. labour force's representation	2.3 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

The BC Public Service had higher-than-expected representation of racialized (not specified further) employees, compared to the labour force and population. By type of job, BC Public Service representation of racialized (not specified further) employees:

- Did not occur at all in the executive classification;
- Was below the benchmark in the middle/lower management and lower grid classifications;
- Was above the benchmark in the upper management, upper grid, and supervisory classifications.

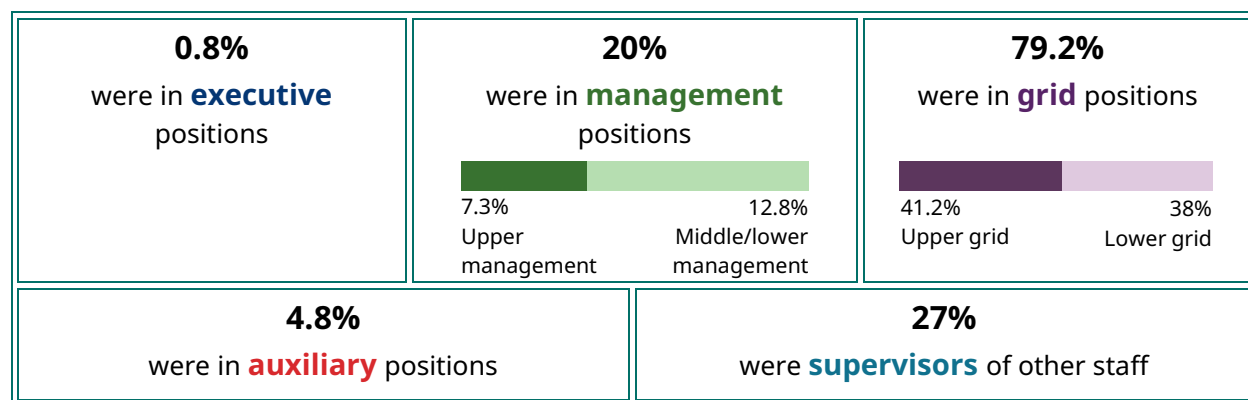
³⁰ Auxiliary results were masked due to small counts. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Contextual groups: Employees who are White (non-racialized)³¹

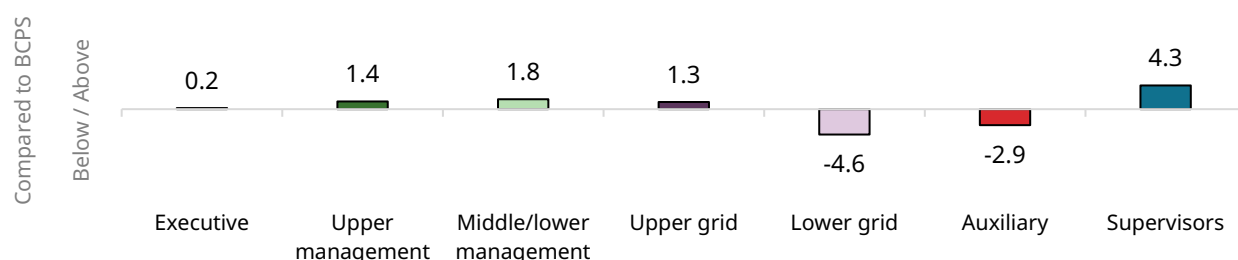
Percentage of people identifying as White in the B.C....

...Public Service	...Labour Force	...Population
60.8%	59.6% (estimate)	59.7% (estimate)
The BC Public Service's representation for White employees was...	1.02 times the B.C. population's representation	1.02 times the B.C. population's representation

For White employees...



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



Summary

Unlike most **Indigenous identity** and **racialized groups** in this analysis, the BC Public Service representation of White employees was similar to the labour force and population. Looking at representation by type of job, BC Public Service representation of White employees was:

- Below the benchmark in the auxiliary (i.e., relatively precarious employment) and lower grid classifications;
- Above the benchmark in all other classifications.

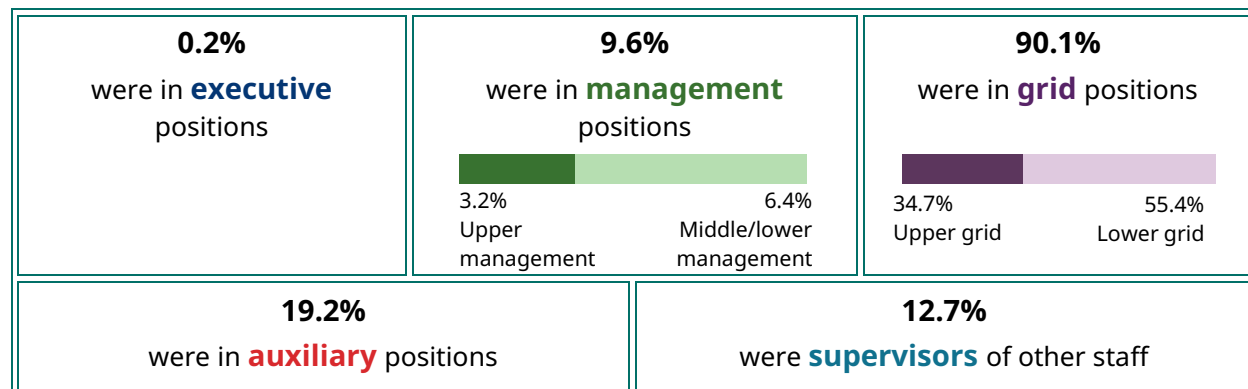
³¹ Labour force and population rates are based on the total population, minus the racialized (i.e., “Visible Minority” as defined by Statistics Canada for the 2021 Census of Population reporting) population and the “Indigenous” population. See the start of the [Findings](#) section for additional helpful information on how to interpret the results on this page.

Contextual groups: Employees with unknown backgrounds³²

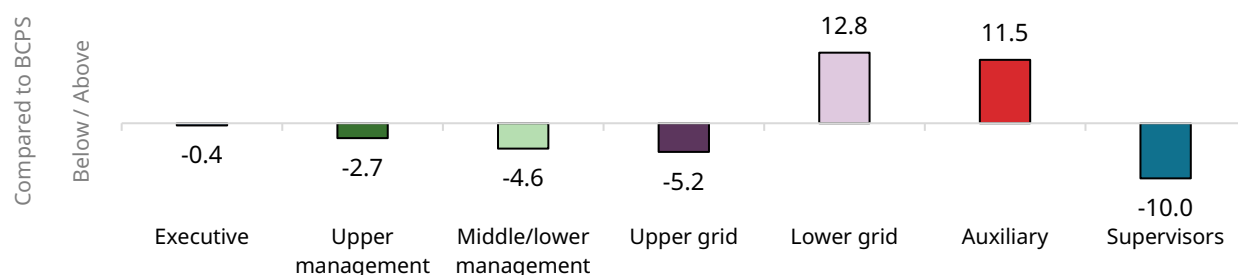
Percentage of employees without available Indigenous and racial identity information in the B.C....

...Public Service	...Labour Force	...Population
18.7%	Not an available comparison	Not an available comparison

For employees where 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 almost 1 in 5 BC Public Service employees in this analysis. While these employees were spread across all job classifications in this analysis, rates for these employees where:

- Below the benchmark in the executive, upper and middle/lower management, upper grid, and supervisory classifications;
- Above the benchmark in the auxiliary (i.e., relatively precarious employment) and lower grid classifications.

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.).

³² 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.

Summary: Representation analysis

In all, the representation results indicate a pattern of underrepresentation of Indigenous and racialized employees within the [BC Public Service](#), as of 2022. Although these are preliminary results, 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.

B.C. labour force and population comparisons

For the 15 Indigenous identity and racial groups that could be compared to the B.C. [labour force](#) and [population](#)³³:



11 of 15 groups had representation rates that were lower than the B.C. labour force and population.



5 of the above groups had representation rates that were less than half the B.C. labour force and population rates.

Because of the differences in how people with multiple identities are counted, the BC Public Service representation rates should at least match, if not be higher than, the B.C. labour force and population rates. However, only four groups had rates that were similar to or greater than the B.C. labour force and population rates. Of these groups, the results for three could be due to other factors, such as small group size resulting in large variations in representation rates over time and BC Public Service' position as an employer increasing the likelihood of employees providing general identity information³⁴.

BC Public Service job classifications

The BC Public Service has many different types of roles, which vary in level of accountability and responsibility.



11 of 16 of Indigenous identity and racialized groups had a higher proportion of employees in lower [grid](#) positions than would be expected.



12 of 16 of Indigenous identity and racialized groups had lower proportions of employees than expected in [management](#) and [executive](#) and management categories.



Only **1 of 13**³⁵ Indigenous identity and racialized groups had a higher proportion of employees than expected in relatively precarious employment (i.e., [auxiliary](#) roles).

³³ This count does not include Indigenous ethnicity, as there is no available comparator for that group.

³⁴ In that there are more barriers to sharing specific identity information with an employer (i.e., trustworthiness of the employer) as compared to sharing the information as part of the Census of Population.

³⁵ Auxiliary rates needed to be masked for three groups.



11 of 16 of Indigenous identity and racialized groups had a lower proportion of employees in supervisory positions than would be expected.



10 of 16 of Indigenous identity and racialized groups had no representation at the executive level.

These patterns of results indicate systemic barriers that keep employees of multiple Indigenous identity and racial groups from attaining roles with higher responsibility, particularly upper grid, supervisory, and management positions. Note that interpretation at the management level is more complex, due to underrepresentation occurring more broadly at that level and relatively smaller numbers of employees in these roles (especially upper management), which make comparisons between management roles more uncertain.

Although there are patterns of barriers for most job classifications, widespread barriers were not indicated in relation to relatively precarious employment (i.e., auxiliary positions), as results for almost all groups were below the BC Public Service benchmark. However, though there may not be widespread barriers, systemic barriers may exist for the one group of Indigenous employees where presence in auxiliary positions was greater than the BC Public Service benchmark.

Particularly notable was the lack of executive-level representation for 10 Indigenous identity and racial groups—not just underrepresentation, but no representation. One interpretation is that some of these groups are small enough that representation would be expected to vary between no and some representation across timepoints. However, seven groups were large enough that at least some representation would be expected in this dataset. As well, the interpretation that representation should vary across time becomes less feasible given that the pattern occurs for multiple groups.

Employees where 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 and so are represented in the “unknown” grouping. This can occur because of a lack of cultural safety on the part of the employer. 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 18.7% of employees were “unknown.”

While additional analysis and information is needed to more concretely determine the impact of “unknown” employees on representation rates, there are ways to explore the limitations of this explanation. One way to do so is to look at the overall differences between the BC Public Service representation rates and the B.C. labour force and population rates for all Indigenous identity and racialized groups. Using the unrounded rates, all of these differences were summed, including groups with similar or higher-than-anticipated representation.

This calculation resulted in the following differences as compared to the BC Public Service representation:

- 16.9 percentage point difference with the B.C. labour force.
- 16.6 percentage point difference with the B.C. population.

In order for the “unknown” group to address these differences, up to 90% of this group would need to be employees who are Indigenous or racialized³⁶. Additionally, this would still result in some underrepresentation, as the BC Public Service rates could reasonably be expected to be slightly higher as employees were counted in each Indigenous identity and racial group they selected.

Even if the “unknown” group is assumed to be almost entirely comprised of Indigenous and racialized employees, this would only exacerbate other systemic barriers. Specifically, it would either maintain or increase the following patterns that were found in the analysis: overrepresentation of Indigenous and racialized employees in lower grid positions and underrepresentation in supervisory, management, and executive positions.

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 help uncover systemic barriers that are more specific in who they affect.

Lastly, executive positions are relatively rare in the BC Public Service, comprising only 0.6% of all BC Public Service positions (i.e., 1 out of every 167 positions), so smaller Indigenous identity and racialized groups may require a different approach to better understand representation in the executive classification.

³⁶ The rate does not factor in an estimated proportion of unknown employees with multiple Indigenous and racial identities.

Research question 2: Indigenous Youth Internship Program (IYIP)

A brief overview of this research is available in the [Summary Methodology](#) section. More in-depth information is available in the [Detailed Methodology](#) section.

IYIP Interns: Overview



In all, **406** Indigenous youths have participated in IYIP since its inception in 2007.

Of these youths, **26.1%** (106) have returned to positions in the BC Public Service or in organizations that are arm’s length to the BC Public Service and use the same payroll system.

The remaining 73.9% of interns are not included in the payroll system. We do not know if these individuals wanted to work in the BC Public Service, worked with an Indigenous organization, or chose another career path.

For interns who returned, most did so within two years³⁷.



Figure 1: Feathers by Andy Everson, K’omoks First Nation

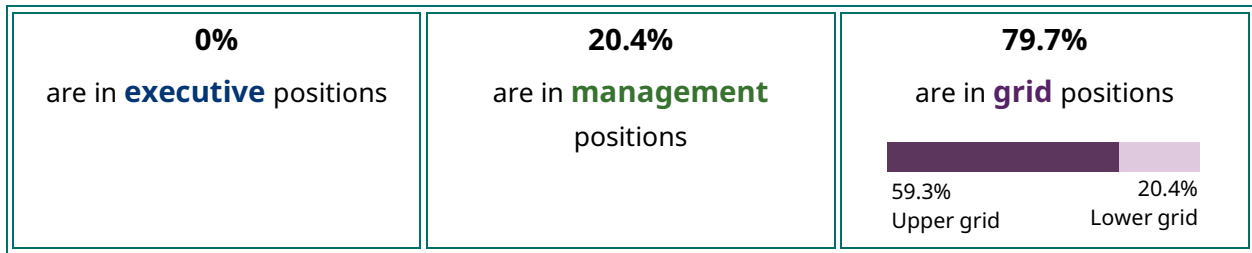
IYIP Interns: Career paths in the BC Public Service

Of 106 interns who returned, 99 (24.4% of all IYIP interns) returned to a BC Public Service position³⁸. Of the interns who returned to a BC Public Service position, 54 are still employed in the BC Public Service. The remaining 45 have since left the BC Public Service.

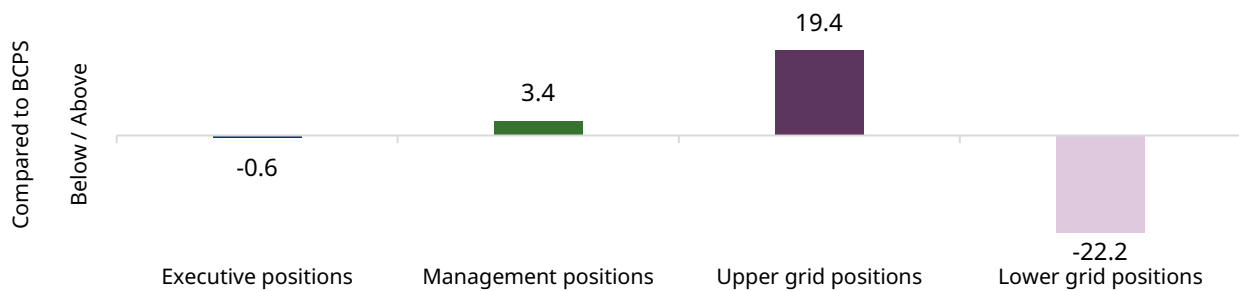


³⁷ Two years was chosen as a timeline as this is how long interns are considered as “in service” for future job applications; this changed to 5 years for existing participants as of April 1, 2019.
³⁸ A regular or auxiliary position within a ministry.

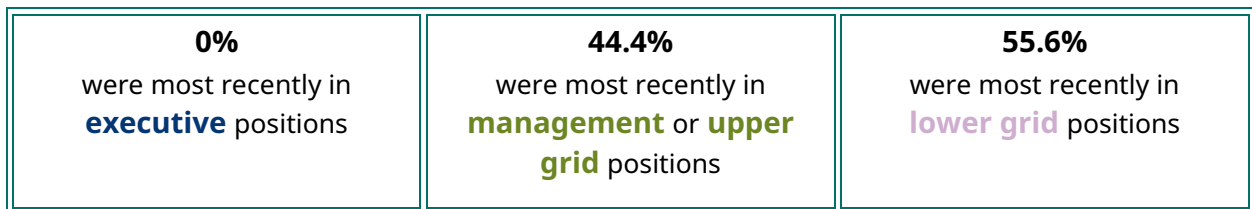
For former IYIP interns still in the BC Public Service...



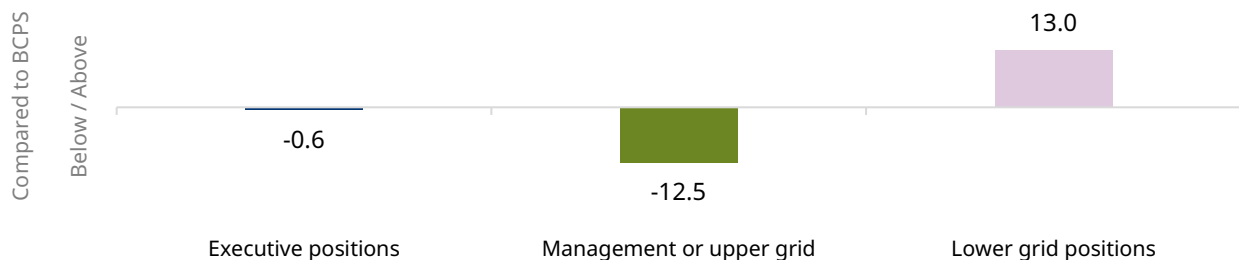
The rates below show the difference (in percentage points) between the BC Public Service representation of former IYIP interns who are currently employed in the BC Public Service and the representation we might expect, based on the [2022 BC Public Service Benchmarks](#) in the representation analysis.



For former IYIP interns who returned and then exited from the BC Public Service...



Values below show the difference (in percentage points) between the BC Public Service representation of former IYIP interns who have exited the BC Public Service and the representation we might expect, based on the [2022 BC Public Service Benchmarks](#) in the representation analysis³⁹.



³⁹ As these exits could have occurred at any point during the last 15 years, this comparison may not align with the job distribution at the time of any particular exit.

Summary: IYIP analysis

In all, almost 1 in 4 Indigenous youth who participate in IYIP have subsequent careers within the BC Public Service. Systemic barriers appear to be alleviated for some of these Indigenous employees, in that those currently in the BC Public Service have greater representation in management and upper grid positions. However, systemic barriers could still exist, as interns who returned and subsequently left the BC Public Service were more likely to be in a lower grid position. More data and analysis would be needed to understand what systemic barriers played a role in those exits (e.g., barriers to career growth), as well as to understand how many interns move into roles in Indigenous organizations, which is another indicator of success for IYIP.

Detailed methodology

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

Research question 1: Representation in the BC Public Service

Detailed sample

The employee pool for this analysis is based on the employees eligible to take part in the 2022 [Work Environment Survey](#) (WES), which includes:

- Employees who were “active”⁴⁰ in the Corporate Human Resource Information and Payroll System as of January 11, 2022.
- 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 employees⁴¹:

- 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 information⁴².

The sample for this research question includes all employees in the [2022 Workforce Profile](#) analysis. 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 (these employees are not included in the profiles). The total employee count for this analysis is 30,696.

For comparisons to the B.C. [labour force](#)⁴³ 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](#).

⁴⁰ 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.

⁴¹ 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.

⁴² This is rare and can include very recently hired employees who are still being entered into the payroll system.

⁴³ 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.

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.

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 positions⁴⁴. 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](#)⁴⁵. As a result, information about Indigenous identity and racial background is unknown for 18.7% of BC Public Service employees in this analysis. There are many reasons why employees have not provided this information⁴⁶, so conclusions cannot be drawn about whether Indigenous or racial categories are under-counted. However, most (55.4%) 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 2022 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 demographic 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.

⁴⁴ 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](#)).

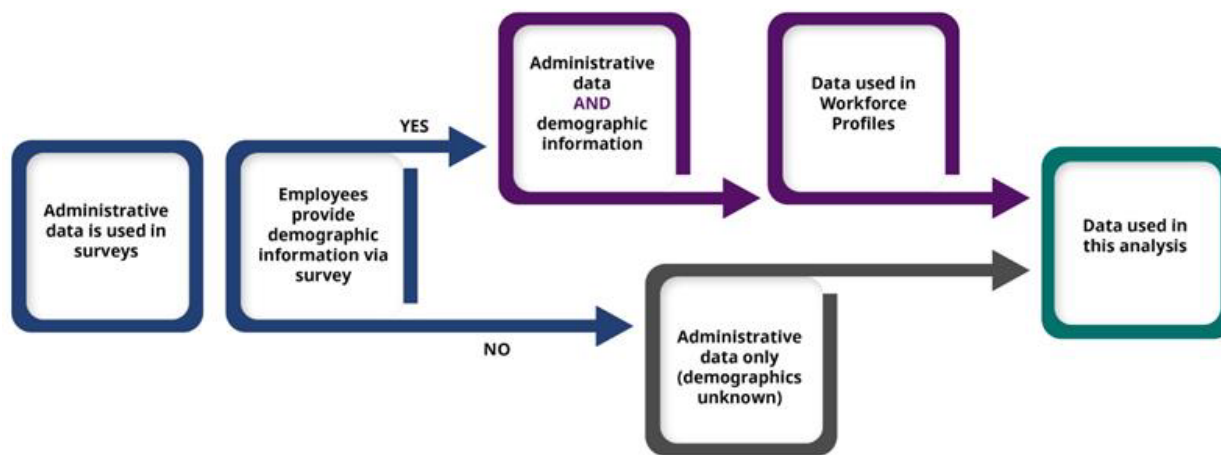
⁴⁵ The main source for demographic information was the 2022 WES. If demographic information was not available for that survey (i.e., employees did not respond, or chose not to answer the demographic question), BC Stats reviewed the 2020 WES and the New Job Survey (April 2021-March 2022 responses) to help fill in this missing data.

⁴⁶ 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.

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

- Administrative data for employees where 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 Survey⁴⁷. 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 Inuit⁴⁸.
- A question about racial background.

⁴⁷ Most data come from the 2022 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 2020 WES; 2) 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 2022).

⁴⁸ 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 experts⁴⁹. 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 2022 Workforce Profile 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).

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](#).

⁴⁹ 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).

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](#)⁵⁰
- [Labour force status figures for racialized groups](#)⁵¹
- [Population figures for Indigenous identities](#)
- [Population figures for racialized groups](#)⁵²

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 settlements⁵³ (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%)⁵⁴, the actual labour force and population rates for Indigenous identity groups may be higher than the figures provided in this report. 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 work⁵⁵. This definition also includes full-time students who are looking for work and are available to work, which will include more people as being a part of the labour force than the definition used in other labour force metrics⁵⁶.

⁵⁰ 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.

⁵¹ Note that the table uses the Statistics Canada terminology for the 2021 Census of Population reporting ("Visible Minority").

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

⁵³ Definitions of reserve and settlement are included under [Census subdivision \(CSD\)](#) in the Dictionary, Census of Population, 2021 from Statistics Canada.

⁵⁴ 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).

⁵⁵ See the Dictionary, Census of Population, 2021 definitions for [labour force status](#), [employed](#), and [unemployed](#) for more information.

⁵⁶ 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.

Limitations

In terms of limitations, the data in this analysis are from 2022, which reflects when the last Workforce Profile and WES occurred⁵⁷. As such, this analysis does not reflect BC Public Service' representation as of late 2023 and early 2024. Reproducing the analyses when more recent data become available will be useful to determine how representation is changing for Indigenous and racialized employees.

Because the identity data are dependent on employee self-reports, some error is possible in the data. As with any survey question, how this information is asked for may not align with how people describe themselves, which may result in inaccuracies interpreting open-ended responses or difficulty aligning responses with the categories used in this analysis.

Importantly, there are also differences in how identity data are handled between the BC Public Service employee surveys and Statistics Canada with the 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 racial category 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.

Third, while "White" is a specific category in the BC Public Service analysis, it is not a specific category in Statistics Canada's reporting on Indigenous identities and racialized groups⁵⁸. 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.

⁵⁷ An updated Workforce Profile is expected in late 2024.

⁵⁸ Note that Statistics Canada uses the term "Visible Minority" in the 2021 Census of Population reporting.

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 are not directly similar. In most cases, the BC Public Service results would be expected to at least equal 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 kinds of 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](#).

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 ($N = 30,696$).
- 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 percentages⁵⁹. 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.”

⁵⁹ 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 auxiliary⁶⁰ (versus regular), and whether they supervise another employee⁶¹.

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, this time 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 during the Phase I analyses as they are intended to be an extension of the existing 2022 Workforce Profile analyses, which are 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 for Phase I as they would require additional research into what approaches would be best when individuals can be counted in one or more

⁶⁰ Appointment status field included "Aux".

⁶¹ Supervisee field was greater than 0.

groups, group sizes can greatly vary, and when information about groups potentially includes data for the vast majority of group members⁶². 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.

For Phase I, it was important to provide results for more specific groups than are currently provided in the 2022 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.
- 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.

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

- 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 that 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 time⁶³.

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 2022 Workforce Profile (i.e., executive, management). This resulted in the inclusion of grid positions⁶⁴, 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](#).

⁶³ For employees who stated “North American” with no other information, they 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.

⁶⁴ 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](#)).

Research question 2: Indigenous Youth Internship Program (IYIP)

Detailed sample

The employee pool for this analysis included all participants of the [Indigenous Youth Internship Program](#) (IYIP) since its inception in 2007⁶⁵. In total, there are 406 Indigenous individuals who have participated in IYIP.

For the analysis into how many interns have returned after IYIP, the analysis included all returns where data were available. This count includes both BC Public Service positions as well as positions in arm's length organizations that are in the payroll system.

For the analysis into most recent employment in the BC Public Service, this involved a slightly smaller subset of data than the overall return analysis. Data included employment records from 2007 (the earliest IYIP internship records in the system) up until December 31, 2023. Positions were included in the analysis if:

- They existed in the Corporate Human Resource Information and Payroll System.
- They involved “regular” or “auxiliary” employment.
- They were located in an organization with a direct report to the head of the BC Public Service (i.e., position was in a ministry).

This analysis did not include positions:

- In agencies, boards, commissions, or Offices of the Legislature.
- In the Premier's Office or a Minister's Office.
- Not covered by the Public Service Act.
- That were Order in Council appointees.

As with [Research Question 1](#), job information is not always accurate, as human error and inconsistent classifications exist within this data, although it is deemed as largely reliable for the purposes of understanding positions in the BC Public Service. The analysis also does not include employment outside of a ministry (e.g., agencies, broader public sector, Indigenous organizations, etc.). Thus, the analysis, and subsequent interpretation, is limited to career growth within the BC Public Service, not how the IYIP program may support Indigenous youth in all future careers.

This analysis is not disaggregated by First Nations, Métis, and Inuit identities for two reasons:

- IYIP is open to all Indigenous youth and is not distinctions-based.
- Phase I research was based on pre-existing datasets, which did not include this information⁶⁶.

⁶⁵ This sample includes interns who participated under IYIP's previous name (Aboriginal Youth Internship Program). The program accepts youths from ages 19 to 29; additional eligibility information can be found on the [IYIP site](#).

⁶⁶ Further investigation is required to understand the relative importance of disaggregated analysis in this specific context, whether identity information is collected by the program, and if any collected information could be used for this purpose.

As a result, the analysis cannot be used to identify differential impacts of the IYIP program on subsequent careers for First Nations, Métis, and Inuit youth.

Detailed research method

Main dataset

The dataset is the Corporate Human Resource Information and Payroll System, which includes all employee personnel records (e.g., employee ID, job classification, start and end dates, type of employment, ministry). This system was queried to identify records for IYIP participants, who were identified as any individual who held a position with one of the unique job codes for IYIP⁶⁷ for at least one day with an “Active” status in the Corporate Human Resource Information and Payroll System.

IYIP participants were included in the analysis even if they did not complete the full-year IYIP term. Any who participated more than once in IYIP were only counted once.

Most recent BC Public Service positions were considered to be in scope based on the rules and exceptions outlined in the [Sample](#) section above. Subsequent employment positions were generally included in the analysis if they occurred after the IYIP position⁶⁸, were within a ministry and fell under the Public Service Act. Exceptions to this were positions in: agencies, boards, commissions and other arm’s length organizations (including Offices of the Legislature); Order in Council appointments⁶⁹; and/or in a political office (i.e., the Premier’s or a Minister’s Office).

For this subset of employees, the following information was included:

- Each position held in the BC Public Service, including: ministry, employment status (e.g., “active,” “leave,” etc.), job classification, Public Service Act status, auxiliary status, start date, and end date.
- Derived fields identifying which positions were part of IYIP, whether the position was an Order in Council, whether the employee was in IYIP before or after that position, and if there was a subsequent position that was not part of IYIP.

The dataset includes employee records up until December 31, 2023, and also includes interns who are a part of the current cohort⁷⁰.

Limitations

No additional demographic information about Indigenous identity was included in this analysis, as participation in IYIP is limited to Indigenous youth (First Nations, Métis, and Inuit) and interns were identified in the administrative data using IYIP-specific job codes. As noted in the [Sample](#) section above, this also means that results are not disaggregated by Indigenous identity.

⁶⁷ These codes would include people who participated when the program was called the Aboriginal Youth Internship Program.

⁶⁸ A small number of interns have held BC Public Service positions prior to the internship.

⁶⁹ This approach would usually exclude Deputy Ministers and Associate or Assistant Deputy Minister positions. While it didn’t affect this analysis, it is recommended that these positions be included in future analyses. Despite being Order in Council, they are meaningful career paths to investigate within the BC Public Service.

⁷⁰ Included in case they accepted a different BC Public Service position during their internship.

Additionally, the research method could not include information about careers in Indigenous organizations. As noted in the [Analytic Approach](#) section below, this is another indicator of success for IYIP.

Detailed analytic approach

Analyses

This analysis consists of the following counts and/or percentages:

- Number of overall IYIP interns.
- Number and percentage who have returned to careers in any organization in our payroll software (i.e., careers in both the BC Public Service and in other arm's length organizations such as agencies, boards, commissions, and Offices of the Legislature).

For those who had post-IYIP careers in the BC Public Service:

- Number and percentage who have returned within the two-year period following their internship, as well as those who returned outside that time period⁷¹.
- Number and percentage by most recent post-IYIP job classification, for both those who are still employed in the BC Public Service and those who returned and have since left the BC Public Service.

For this analysis, job classifications were similar to those used in the [Research Question 1 analysis](#). Specifically, job classifications were combined into:

- [Grid](#) positions (upper and lower).
- [Management](#) positions (overall only).
- [Executive](#).

As with [Research Question 1](#), the grid positions include some positions that are not unionized, as well as professional positions. However, unlike the prior research question, management positions could not be further split into upper management and middle/lower management due to small counts and requirements to mask results.

As well, the IYIP analysis focused on career paths in the BC Public Service, defined as most recent position held in the BC Public Service. This meant the focus for this analysis was on the types of positions listed above, so auxiliary and supervisory analyses were not included in the results.

Analytic caveats

As this analysis is intended to understand the career progression within the BC Public Service of IYIP participants after the program, no threshold for comparison or statistical testing was used as this program is unique to Indigenous youth. As with [Research Question 1](#), it is important to note that the analyses in this report are descriptive and are not inferential.

As well, the program area interprets IYIP as being successful if the BC Public Service is a viable career option for interns (interpreted as a return to the BC Public Service after being an intern) or if

⁷¹ Two-years was selected as this is the period of time interns are considered to be "in service" following IYIP, for the purposes of applying for BC Public Service positions.

interns go on to have careers in Indigenous organizations. Because the current analysis can only provide information about BC Public Service careers, the results should be interpreted in that context. Specifically, indicators of success could be higher if information about employment in Indigenous organizations were available.

Analytic decisions

Several decisions were required for this analysis:

- How to define what positions would be part of the BC Public Service.
- How to handle positions that are in the payroll system, but not part of the BC Public Service definition.
- How to handle analysis with low counts and when to mask or combine data.

Determining what positions to include was complex, as applying decisions across all three points of the analysis (number of IYIP positions, number of interns returning, and career paths) had unintended impact on which interns were included at each stage. As a result, different approaches were taken at each point.

For number of interns participating in IYIP, the decision was to include all positions as being in scope, even if they were in organizations that are arm's length to the BC Public Service. The rationale for this is because the interest is in understanding the BC Public Service career paths of all IYIP interns, not only those whose internship was in a ministry.

Similar rationale was applied when looking at the number of interns who have returned. In this case, returning to the wider public service (BC Public Service and arm's length organizations) indicates interest in working in this area. As well, from an employee perspective, distinctions between the BC Public Service and arm's length organizations may be much more fluid.

For the analysis on most recent position, however, counts were limited to positions where the BC Public Service as an employer has greater oversight and jurisdiction. To determine what would be included as a BC Public Service position, an approach similar to the one used for the representation question (Question 1) was taken. This approach is outlined in the [Research Method](#) section for Question 1.

In terms of low counts, the same approach was taken as with the representation analysis. Specifically, counts of 1, 2, or 3 would be masked or combined; for most calculations masking was not required. However, masking or combination was required for the analysis into most recent position in the BC Public Service, due to the variety of different job classifications that exist.

Thank you

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

The team acknowledges that this is a preliminary set of research into the topic of racial diversity in the BC Public Service and [equity](#) in hiring and career development. Although preliminary and descriptive, the results are meaningful and show:

- Where there are consistent patterns of [systemic racism](#), in terms of the racial diversity within and across the [BC Public Service](#).
- That there are ways the BC Public Service can remove systemic barriers, given the results from the Indigenous Youth Internship Program—which are positive, even though they do not include career information from Indigenous organizations.

The BC Public Service is committed to continuing this research in order to reveal where 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:

- Updated analyses of the research questions included in this report using 2024 [Work Environment Survey](#) data.
- Incorporation of the research questions 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 to 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 RACIAL GROUPS	STATISTICS CANADA TABLES ⁷²	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
First Nations Métis Inuit	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"> 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.

⁷² 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 RACIAL GROUPS	STATISTICS CANADA TABLES ⁷²	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
Indigenous identity (not specified further)	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"> • Statistics Canada definition includes factors not a part of the BC Public Service analysis. • 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).
Arab Black Chinese Filipino Japanese Korean Latin American Southeast Asian South Asian West Asian	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"> • 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.

INDIGENOUS IDENTITY OR RACIAL GROUPS	STATISTICS CANADA TABLES ⁷²	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
Indigenous ethnicity	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"> • This group will include people with Indigenous (First Nations, Métis, and Inuit) backgrounds but do not identify as Indigenous. • This group will also include people who are indigenous to other countries (e.g., Māori, Ainu, Sámi, Torres Strait Islander). • 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.
Racialized (not specified further)	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"> • 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).

INDIGENOUS IDENTITY OR RACIAL GROUPS	STATISTICS CANADA TABLES ⁷²	BC STATS ANALYSIS	EXPECTED IMPACT OF DIFFERENCES	ADDITIONAL FACTORS
White	Tables do not provide counts for White people, although Indigenous identity and racialized ⁷³ 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 ⁷⁴ .	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"> 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.
Unknown	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"> 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.

⁷³ Note that Statistics Canada uses the term “Visible Minority” in the 2021 Census of Population reporting.

⁷⁴ 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: 2022 WES Indigenous identity and racial background questions⁷⁵

2022 WES

This information is being collected to help make evidence-based decisions that promote both diversity across 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 file⁷⁶.

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

- Yes (go to 80a)
- No (skip to 81)

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: _____

84. This question collects information related to ethnic identity⁷⁷, 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.

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
- Other (you may specify further): _____

⁷⁵ 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.

⁷⁶ This reminder preamble was shown at the top of each survey page in the demographics section.

⁷⁷ 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).

2020 WES

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 (April 2021-January 2022 hires)

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

- Yes (Go to 89)
- No

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: _____

90. 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.

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., East Indian⁷⁸, Pakistani, Sri Lankan, etc.)
- West Asian (e.g., Iranian, Afghan, etc.)
- White
- Other (you may specify further): _____

⁷⁸ While this phrasing is used in the 2021 Census of Population, it was included by error in this particular instance of the New Job Survey and has since been changed to "Indian".

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 2022. 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 ⁷⁹
First Nations	First Nations
Métis	Métis
Inuit	Inuit
Indigenous identity (not specified further)⁸⁰	Indigenous
Arab	Arab
Black	Black
Chinese	Chinese
Filipino	
Indigenous ethnicity	
Japanese	Japanese
Korean	Korean
Latin American	Caribbean, Latin American, West Indian
South Asian	East Indian, Indian, Punjabi, Sikh, South Asian
Southeast Asian	Hong Konger, Taiwanese
West Asian	Middle East
Racialized (not specified further)⁸¹	African, Asian, Oceania, multi-racial, Hispanic, Jewish, Slavic
White	Caucasian, Canadian, White, European, European North American, White African
Unknown	North American (with no other descriptor)

⁷⁹ The open-ended responses listed all had at least 3 people providing that as a response; examples with fewer than 3 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 [2022 Workforce Profile](#) and may be changed and updated over time.

⁸⁰ 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.

⁸¹ 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 Positions⁸²

JOB CLASSIFICATION	POSITIONS INCLUDED IN GROUP
Executive	Deputy Minister, Associate Deputy Minister, Assistant Deputy Minister
Upper management	Band 4, Band 5, Band 6
Middle/lower management	Band 1, Band 2, Band 3
Upper grid (GEU grids 21-33; PEA grids 4-6; Crown Counsel grids 3-4)	Administrative Officer; Administrative Officer (IPM); Administrative Officer (PO); Applied Leadership ⁸³ ; Archivist; Band 2 ⁸⁴ ; 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; 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 - Science; Policy Analyst SIH; Policy Social/Info/Health; Psychologist; 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 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

⁸² 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.

⁸³ Unique circumstance, would regularly be included under Management.

⁸⁴ Unique circumstance, would regularly be included under Management.

JOB CLASSIFICATION	POSITIONS INCLUDED IN GROUP
<p>Lower grid (GEU grids 9-18; PEA grids 1-3; Crown Counsel grids 1-2)</p>	<p>Administrative Officer; Administrative Officer (IO); Articling Student; Building Maintenance Worker; Building Security Officer; Child Care Counsellor; Clerk; Clerk Postal; Clerk Stenographer; Comm Program Officer (CVWS); 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>18); Correctional Services Training; Court Clerk; Crown Counsel Level 1, 2; Deputy Sheriff; Deputy Sheriff (ICM/PIO); Deputy Sheriff Recruit; Editor; 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); 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 - Designated Profssnl Eng; Machine Operator; 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 & Equip; TJ Mechanic Hvy Vehicle & Eqpt; Training Consultant; 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	0.6%	0.6%	0
Management (overall)	11.9%	17.0%	-5.1
Upper management	3.4%	5.9%	-2.5
Middle/lower management	8.5%	11.0%	-2.5
Grid (overall)	87.5%	82.5%	5.0
Upper grid	41.7%	39.9%	1.8
Lower grid	45.7%	42.6%	3.1
Auxiliary	12.5%	7.7%	4.8
Supervisors	20.7%	22.7%	-2.0

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

JOB CLASSIFICATION	MÉTIS REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0%	0.6%	-0.6
Management (Overall)	15.8%	17.0%	-1.2
Upper management	5.4%	5.9%	-0.5
Middle/lower management	10.4%	11.0%	-0.6
Grid (overall)	84.2%	82.5%	1.7
Upper grid	38.9%	39.9%	-1.0
Lower grid	45.3%	42.6%	2.7
Auxiliary	7.3%	7.7%	-0.4
Supervisors	21.9%	22.7%	-0.8

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

JOB CLASSIFICATION	INUIT REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0%	0.6%	-0.6
Management (overall)	31.3%	17.0%	14.3
Upper management	Masked	5.9%	Not applicable
Middle/lower management	Masked	11.0%	Not applicable
Grid (overall)	68.8%	82.5%	-13.7
Upper grid	37.5%	39.9%	-2.4
Lower grid	31.3%	42.6%	-11.3
Auxiliary	Masked	7.7%	Not applicable
Supervisors	43.8%	22.7%	21.1

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%	0.6%	-0.6
Management (overall)	17.0%	17.0%	0
Upper management	Masked	5.9%	Not applicable
Middle/lower management	Masked	11.0%	Not applicable
Grid (overall)	83.0%	82.5%	0.5
Upper grid	46.6%	39.9%	6.7
Lower grid	36.4%	42.6%	-6.2
Auxiliary	Masked	7.7%	Not applicable
Supervisors	26.1%	22.7%	3.4

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

JOB CLASSIFICATION	ARAB REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0%	0.6%	-0.6
Management (overall)	14.2%	17%	-2.8
Upper management	5.2%	5.9%	-0.7
Middle/lower management	9.0%	11.0%	-2.0
Grid (overall)	85.8%	82.5%	3.3
Upper grid	41.8%	39.9%	1.9
Lower grid	44.0%	42.6%	1.4
Auxiliary	4.5%	7.7%	-3.2
Supervisors	19.4%	22.7%	-3.3

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)	15.4%	17.6%	-2.2
Executive & upper management	5.6%	6.5%	-0.9
Middle/lower management	9.8%	11.0%	-1.2
Grid (overall)	84.6%	82.5%	2.1
Upper grid	44.9%	39.9%	5.0
Lower grid	39.6%	42.6%	-3.0
Auxiliary	4.5%	7.7%	-3.2
Supervisors	21.5%	22.7%	-1.2

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

JOB CLASSIFICATION	CHINESE REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive & management (overall)	15.7%	17.6%	-1.9
Executive & upper management	3.5%	6.5%	-3.0
Middle/lower management	12.2%	11.0%	1.2
Grid (overall)	84.3%	82.5%	1.8
Upper grid	44.0%	39.9%	4.1
Lower grid	40.3%	42.6%	-2.3
Auxiliary	4.4%	7.7%	-3.3
Supervisors	18.2%	22.7%	-4.5

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

JOB CLASSIFICATION	FILIPINO REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive	0%	0.6%	-0.6
Management (overall)	11%	17.0%	-6.0
Upper management	2.1%	5.9%	-3.8
Middle/lower management	8.9%	11.0%	-2.1
Grid (overall)	89%	82.5%	6.5
Upper grid	28.3%	39.9%	-11.6
Lower grid	60.7%	42.6%	18.1
Auxiliary	6.3%	7.7%	-1.4
Supervisors	14.1%	22.7%	-8.6

Table 12. BC Public Service Representation for Employees Identifying as Having Indigenous Ethnicity⁸⁵

JOB CLASSIFICATION	INDIGENOUS ETHNICITY REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive & management (overall)	19.3%	17.6%	1.7
Executive & upper management	11.3%	6.5%	4.8
Middle/lower management	8.0%	11.0%	-3.0
Grid (overall)	80.7%	82.5%	-1.8
Upper grid	38.5%	39.9%	-1.4
Lower grid	42.2%	42.6%	-0.4
Auxiliary	4.3%	7.7%	-3.4
Supervisors	29.9%	22.7%	7.2

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

JOB CLASSIFICATION	JAPANESE REPRESENTATION RATES	BC PUBLIC SERVICE BENCHMARK RATES	DIFFERENCE
Executive & management (overall)	15%	17.6%	-2.6
Executive & upper management	3.7%	6.5%	-2.8
Middle/lower management	11.3%	11.0%	0.3
Grid (overall)	85.0%	82.5%	2.5
Upper grid	39.9%	39.9%	0
Lower grid	45.1%	42.6%	2.5
Auxiliary	6.1%	7.7%	-1.6
Supervisors	18.8%	22.7%	-3.9

⁸⁵ 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%	0.6%	-0.6
Management (overall)	8.3%	17.0%	-8.7
Upper management	Masked	5.9%	Not Applicable
Middle/lower management	Masked	11.0%	Not Applicable
Grid (overall)	91.7%	82.5%	9.2
Upper grid	36.9%	39.9%	-3.0
Lower grid	54.8%	42.6%	12.2
Auxiliary	4.8%	7.7%	-2.9
Supervisors	12.5%	22.7%	-10.2

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%	0.6%	-0.6
Management (overall)	15.1%	17.0%	-1.9
Upper management	4.6%	5.9%	-1.3
Middle/lower management	10.5%	11.0%	-0.5
Grid (overall)	84.9%	82.5%	2.4
Upper grid	37.7%	39.9%	-2.2
Lower grid	47.2%	42.6%	4.6
Auxiliary	6.5%	7.7%	-1.2
Supervisors	16.4%	22.7%	-6.3

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	0.5%	0.6%	-0.1
Management (overall)	12.8%	17.0%	-4.2
Upper management	4.5%	5.9%	-1.4
Middle/lower management	8.3%	11.0%	-2.7
Grid (overall)	86.7%	82.5%	4.2
Upper grid	39.4%	39.9%	-0.5
Lower grid	47.3%	42.6%	4.7
Auxiliary	3.5%	7.7%	-4.2
Supervisors	19.1%	22.7%	-3.6

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%	0.6%	-0.6
Management (overall)	12.2%	17.0%	-4.8
Upper management	4.9%	5.9%	-1.0
Middle/lower management	7.2%	11.0%	-3.8
Grid (overall)	87.8%	82.5%	5.3
Upper grid	36.1%	39.9%	-3.8
Lower grid	51.7%	42.6%	9.1
Auxiliary	4.6%	7.7%	-3.1
Supervisors	14.8%	22.7%	-7.9

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%	0.6%	-0.6
Management (overall)	11.8%	17.0%	-5.2
Upper management	3.3%	5.9%	-2.6
Middle/lower management	8.5%	11.0%	-2.5
Grid (overall)	88.2%	82.5%	5.7
Upper grid	42.9%	39.9%	3.0
Lower grid	45.3%	42.6%	2.7
Auxiliary	6.6%	7.7%	-1.1
Supervisors	13.7%	22.7%	-9.0

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%	0.6%	-0.6
Management (overall)	17.8%	17.0%	0.8
Upper management	7.2%	5.9%	1.3
Middle/lower management	10.6%	11.0%	-0.4
Grid (overall)	82.2%	82.5%	-0.3
Upper grid	43.6%	39.9%	3.7
Lower grid	38.6%	42.6%	-4.0
Auxiliary	Masked	7.7%	Not Applicable
Supervisors	23.9%	22.7%	1.2

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	0.8%	0.6%	0.2
Management (overall)	20.0%	17.0%	3.0
Upper management	7.3%	5.9%	1.4
Middle/lower management	12.8%	11.0%	1.8
Grid (overall)	79.2%	82.5%	-3.3
Upper grid	41.2%	39.9%	1.3
Lower grid	38.0%	42.6%	-4.6
Auxiliary	4.8%	7.7%	-2.9
Supervisors	27.0%	22.7%	4.3

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	0.2%	0.6%	-0.4
Management (overall)	9.6%	17.0%	-7.4
Upper management	3.2%	5.9%	-2.7
Middle/lower management	6.4%	11.0%	-4.6
Grid (overall)	90.1%	82.5%	7.6
Upper grid	34.7%	39.9%	-5.2
Lower grid	55.4%	42.6%	12.8
Auxiliary	19.2%	7.7%	11.5
Supervisors	12.7%	22.7%	-10.0



BRITISH
COLUMBIA