

knowing u numbers

A community approach to understanding
the early childhood education workforce

Algoma District Services Administration Board



Manitoulin-Sudbury District Services Board



City of Greater Sudbury



District of Sault Ste. Marie Social Services Administration Board





Algoma District Services Administration Board City of Greater Sudbury District of Sault Ste. Marie Social Services Administration Board Manitoulin–Sudbury District Services Board

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). Algoma District Services Administration Board, the City of Greater Sudbury, the District of Sault Ste. Marie Social Services Administration Board, and the Manitoulin-Sudbury District Services Board are four of 43 regional children's service districts that participated in the study representing over 91% of all regions in Ontario. Data from the four regions were merged in consultation with the children's service system managers. Details on the project, methodology, and province-wide results can be found [here](#). In the **Executive Report**, these four regions are part of the 'North' data region. Census data provided on the following pages allow readers to put the results into the context of regional demographics.

This report should be cited as:

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Algoma District Services Administration Board

Population and Family

Population 2021 34,436 2016 32,852 <i>Change since 2016: +4.8%</i>	Average number of children per family 1.8
Population density per sq km 0.8	One-parent families 15.4%
Median age 48.1 years <i>*See Appendix 1 for median age calculations</i>	Lone-parent families Women 11.6% Men 3.7%
Racialized population 1.6%	Marital status Married or living common-law 59.4% Not married or living common-law 40.5% Married or common-law with children 28.2%
Multi-generational households 1.7%	Language most often spoken at home English 92.5% French 4.4% Other 1.9% <i>*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.</i>
Immigrant population 6.1%	Home ownership Owner 72.5% Renter 24.6%
Indigenous identity 16.5%	Spending more than 30% on shelter costs 15.0%
Education No certificate, diploma, or degree 23.4% High school diploma or equivalent 30.0% Post secondary certificate, diploma or degree 46.6% <i>*15+ years old</i>	
Education obtained outside Canada 2.4% <i>*25-64 years old</i>	

Employment and Income

Labour force participation rate Women 44.4% Men 49.2%	Commuting duration (mins)	Total %	% Men	% Women
Unemployment rate Women 10.8% Men 13.2%	Less than 15	55.9	49.5	62.9
Prevalence of low income (LIM) 0-17 20.6% 0-5 23.2% 18-64 15.5% <i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>	15 to 29	16.6	16.6	16.5
Median employment income \$32,000	30 to 44	12.3	13.5	11.0
Median employment income in 2020 for full-year full-time workers \$64,500	45 to 59	6.5	7.1	6.0
*Median total income of household in 2020 \$70,000	60 minutes and over	8.5	12.7	3.6
*Median after-tax income of household in 2020 \$63,600 <i>*Due to the nature of the data, the median income for The ADSAB catchment area could not be calculated. The Median income is provided for the Algoma District CD which includes the Sault Ste. Marie DSSAB catchment area.</i>	Income distribution	Total %	% Men	% Women
	In bottom half of the distribution	60.0	59.1	61.0
	In bottom decile	14.2	14.3	14.1
	In second decile	14.3	13.3	15.3
	In third decile	12.0	12.0	12.1
	In fourth decile	10.1	10.1	10.2
	In fifth decile	9.4	9.4	9.4
	In top half of the distribution	40.0	40.9	39.1
	In sixth decile	9.1	9.2	9.0
	In seventh decile	9.2	9.1	9.3
	In eighth decile	7.7	8.0	7.4
	In ninth decile	8.3	8.8	7.8
	In top decile	5.7	5.9	5.5

For detailed calculations and references, please see Appendix 1.

City of Greater Sudbury

Population and Family

Population		Average number of children per family	1.7
2021	166,128		
2016	161,647	One-parent families	18.1%
<i>Change since 2016:</i>	<i>+2.80%</i>		
Population density per sq km	52.0	Lone-parent families	
		Women	13.7%
Median age	43.2 years	Men	4.4%
Racialized population	6.6%	Marital status	
Multi-generational households	1.9%	Married or living common-law	56.3%
Immigrant population	6.0%	Not married or living common-law	43.7%
Indigenous identity	11.1%	Married or common-law with children	37.4%
Education		Language most often spoken at home	
No certificate, diploma, or degree	17.2%	English	83.8%
High school diploma or equivalent	26.8%	French	10.6%
Post secondary certificate, diploma or degree	56.0%	Other	2.6%
<i>*15+ years old</i>		<i>*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.</i>	
Education obtained outside Canada	3.9%	Home ownership	
<i>*25–64 years old</i>		Owner	64.5%
		Renter	35.5%
		Spending more than 30% on shelter costs	17.2%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	57.6%	Less than 15	35.9	32.0	40.8
Men	64.8%	15 to 29	40.6	40.2	41.1
Unemployment rate		30 to 44	15.1	17.0	12.7
Women	11.0%	45 to 59	4.5	5.8	3.0
Men	9.8%	60 minutes and over	3.9	5.0	2.5
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	11.4%	In bottom half of the distribution	44.9	43.1	46.7
0-5	13.5%	In bottom decile	8.9	8.6	9.1
18-64	8.8%	In second decile	8.7	7.7	9.6
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.1	8.8	9.4
		In fourth decile	9.0	8.8	9.2
Median employment income	\$41,200	In fifth decile	9.2	9.2	9.2
Median employment income in 2020 for full-year full-time workers	\$69,000	In top half of the distribution	55.1	56.9	53.3
Median total income of household in 2020	\$84,000	In sixth decile	9.7	9.7	9.6
Median after-tax income of household in 2020	\$74,000	In seventh decile	10.7	10.9	10.4
		In eighth decile	11.6	11.9	11.2
		In ninth decile	12.6	13.2	12.0
		In top decile	10.6	11.1	10.1

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?LANG=E&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033553&HEADERlist=0&SearchText=sudbury>

District of Sault Ste. Marie

Social Services Administration Board

Population and Family

Population		Average number of children per family	1.6
2021	79,341		
2016	81,242	One-parent families	19.8%
<i>Change since 2016: -2.3%</i>		Lone-parent families	
		Women	15.3%
Population density per sq km	14.3	Men	4.6%
Median age	44.9 years	Marital status	
<i>*See Appendix 2 for median age calculations</i>		Married or living common-law	54.8%
Racialized population	4.2%	Not married or living common-law	45.2%
Multi-generational households	1.8%	Married or common-law with children	34.0%
Immigrant population	8.1%	Language most often spoken at home	
Indigenous identity	13.3%	English	95.8%
		French	0.6%
Education		Other	2.5%
No certificate, diploma, or degree	16.2%	<i>*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.</i>	
High school diploma or equivalent	30.4%	Home ownership	
Post secondary certificate, diploma or degree	53.4%	Owner	70.3%
<i>*15+ years old</i>		Renter	29.3%
Education obtained outside Canada	6.7%	Spending more than 30% on shelter costs	15.4%
<i>*25-64 years old</i>			

Employment and Income

Unemployment rate		Labour force participation rate	
Women	13.5%	Women	51.9%
Men	12.9%	Men	58.0%
Prevalence of low income (LIM)		Commuting duration (mins)	Total % % Men % Women
0-17	13.5%	Less than 15	61.0 58.1 64.4
0-5	15.3%	15 to 29	28.9 30.0 27.8
18-64	11.3%	30 to 44	6.4 7.1 5.5
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		45 to 59	1.7 2.0 1.3
*Median employment income		60 minutes and over	2.0 3.0 1.0
Sault Ste. Marie (Census agglomeration)	\$32,800	Income distribution	Total % % Men % Women
Algoma District	\$32,000	In bottom half of the distribution	52.2 50.3 54.0
*Median employment income in 2020 for full-year full-time workers		In bottom decile	10.5 10.0 10.9
Sault Ste. Marie (Census agglomeration)	\$66,000	In second decile	11.1 9.9 12.3
Algoma District	\$64,500	In third decile	10.6 10.4 10.8
*Median total income of household in 2020		In fourth decile	10.1 10.0 10.1
Sault Ste. Marie (Census agglomeration)	\$74,000	In fifth decile	9.9 9.9 9.8
Algoma District	\$70,000	In top half of the distribution	47.8 49.8 45.9
*Median after tax income of household in 2020		In sixth decile	9.9 10.1 9.8
Sault Ste. Marie (Census agglomeration)	\$66,500	In seventh decile	10.2 10.5 10.0
Algoma District	\$63,600	In eighth decile	10.3 10.9 9.8
<i>*See Appendix 2 for references and details.</i>		In ninth decile	10.0 10.5 9.5
		In top decile	7.4 7.8 6.9

For detailed calculations and references, please see appendix 2.

Manitoulin–Sudbury District Services Board

Population and Family

Population		Average number of children per family	1.7
2021	36,303	One-parent families	16.7%
2016	34,801	Lone-parent families	
Change since 2016:	+4.3%	Women	12.1%
Population density per sq km	0.8	Men	4.5%
Median age	51.6 years	Marital status	
Racialized population	1.6%	Married or living common-law	60.9%
Multi-generational households	2.4%	Not married or living common-law	39.1%
Immigrant population	4.3%	Married or common-law with children	29.5%
Indigenous identity	26.8%	Language most often spoken at home	
Education		English	88.9%
No certificate, diploma, or degree	22.7%	French	7.2%
High school diploma or equivalent	29.7%	Other	2.1%
Post secondary certificate, diploma or degree	47.5%	*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.	
*15+ years old		Home ownership	
Education obtained outside Canada	2.3%	Owner	77.7%
*25–64 years old		Renter	15.7%
		Spending more than 30% on shelter costs	13.9%

Employment and Income

Unemployment rate		Labour force participation rate	
Women	10.3%	Women	49.2%
Men	10.4%	Men	53.4%
Prevalence of low income (LIM)		Commuting duration (mins)	Total % % Men % Women
0-17	18.3%	Less than 15	47.0 42.3 52.3
0-5	20.4%	15 to 29	19.3 19.8 18.9
18-64	13.9%	30 to 44	13.3 14.0 12.5
*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution		45 to 59	9.2 9.7 8.7
*Median employment income		60 minutes and over	11.2 14.2 7.5
Manitoulin District	\$26,800	Income distribution	Total % % Men % Women
Sudbury District	\$34,000	In bottom half of the distribution	56.3 55.4 57.1
*Median employment income in 2020 for full-year full-time workers		In bottom decile	12.8 12.5 12.9
Manitoulin District	\$50,400	In second decile	11.8 11.5 12.2
Sudbury District	\$64,000	In third decile	11.1 10.9 11.2
*Median total income of household in 2020		In fourth decile	10.5 10.3 10.7
Manitoulin District	\$63,600	In fifth decile	10.1 10.1 10.0
Sudbury District	\$76,000	In top half of the distribution	43.7 44.5 42.9
*Median after tax income of household in 2020		In sixth decile	10.2 10.3 10.0
Manitoulin District	\$59,600	In seventh decile	9.7 9.8 9.7
Sudbury District	\$67,500	In eighth decile	8.9 9.1 8.6
*Due to the nature of the data, the median income for the Manitoulin Sudbury DSSAB cannot be calculated. For this reason, the median income for both the Sudbury District (CD) and Manitoulin District (CD) is provided.		In ninth decile	8.6 8.7 8.6
		In top decile	6.3 6.6 6.1

*Due to the nature of the data, the median income for the Manitoulin Sudbury DSSAB cannot be calculated. For this reason, the median income for both the Sudbury District (CD) and Manitoulin District (CD) is provided.

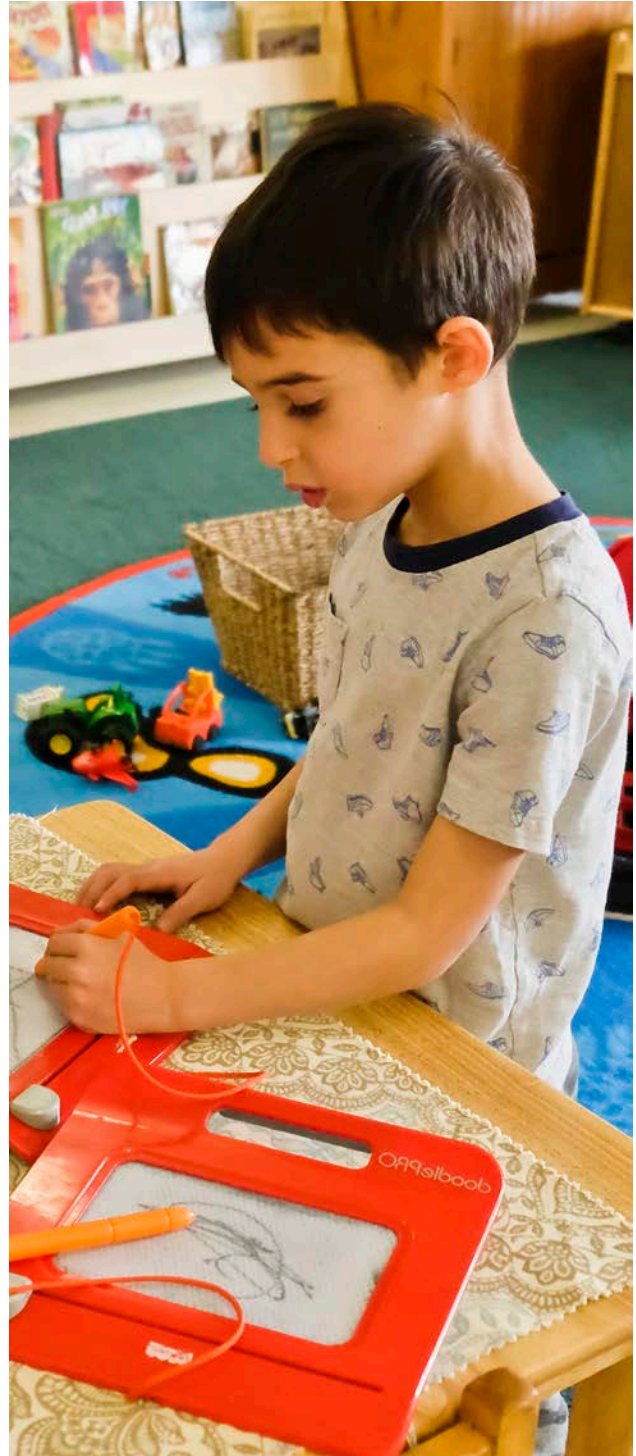
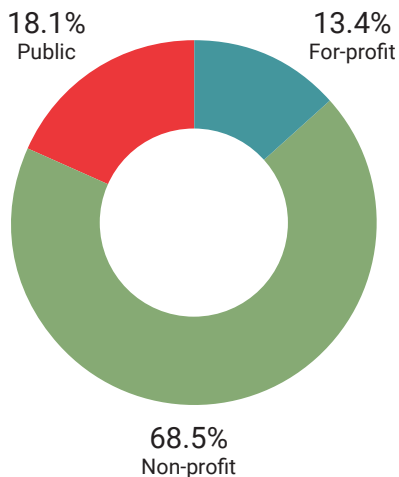
References: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=manitoulin&DGUIDlist=2021A00033551&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=sudbury&DGUIDlist=2021A00033552&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

Sample Characteristics

A total of 127 individuals working in early years services in the four regions responded to the survey (referred to as the 'workforce survey'). Of these, 62.2% are RECEs and 37.8% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (68.5%). Additionally, 32 directors responded to the survey. As the number of respondents who are licensed home child care providers in the regions is low (n=4), data are not presented here; these data are included in the [Executive](#) and [Northern Perspectives](#) Reports.

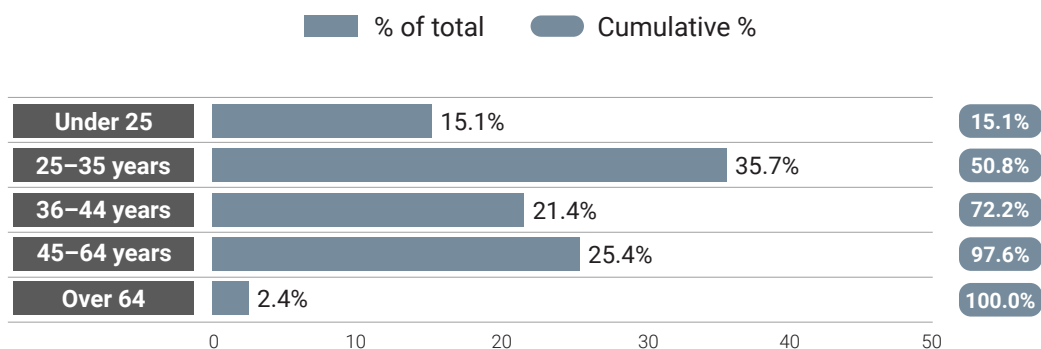
Percentage Respondents by Auspice Workforce



AGE

Approximately 72% of *workforce* respondents are under the age of 45. Director/supervisor respondents in the four regions are slightly older than the average age in the provincial sample. Across the 43 participating regions, 42.7% of directors/supervisors are under the age of 45 compared to 37.5% in Algoma, Sudbury, Manitoulin-Sudbury, and Sault Ste. Marie.

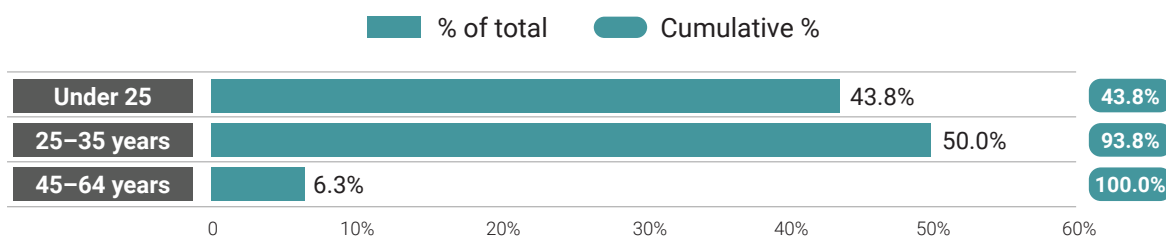
Age Distribution of Respondents *Workforce*



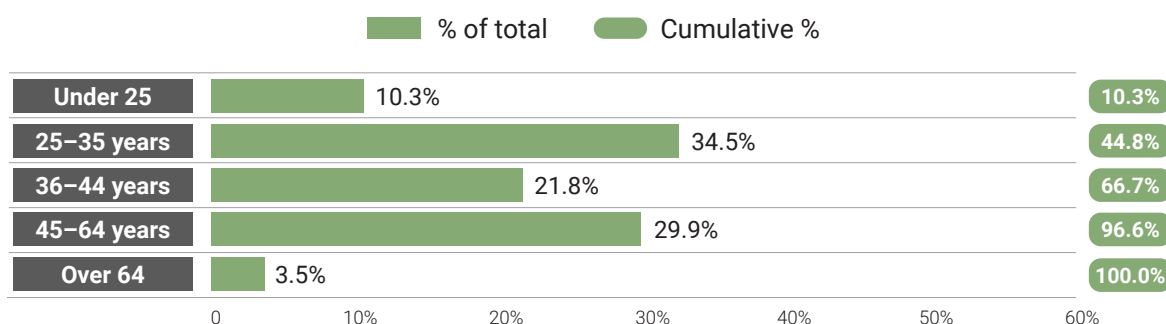
Respondents working in for-profit organizations are more likely to be younger. Almost 94% of *workforce* participants from for-profit programs are under the age of 45, with about 44% under the age of 25. By comparison, 67% in non-profit and 78% in public programs are under 45 years of age, and 10% in non-profit and 13% in public programs are under the age of 25.

Age Distribution by Auspice Workforce

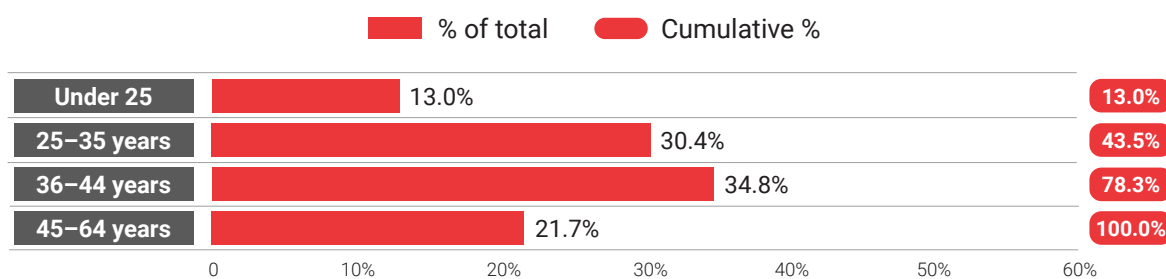
For-Profit



Non-Profit



Public



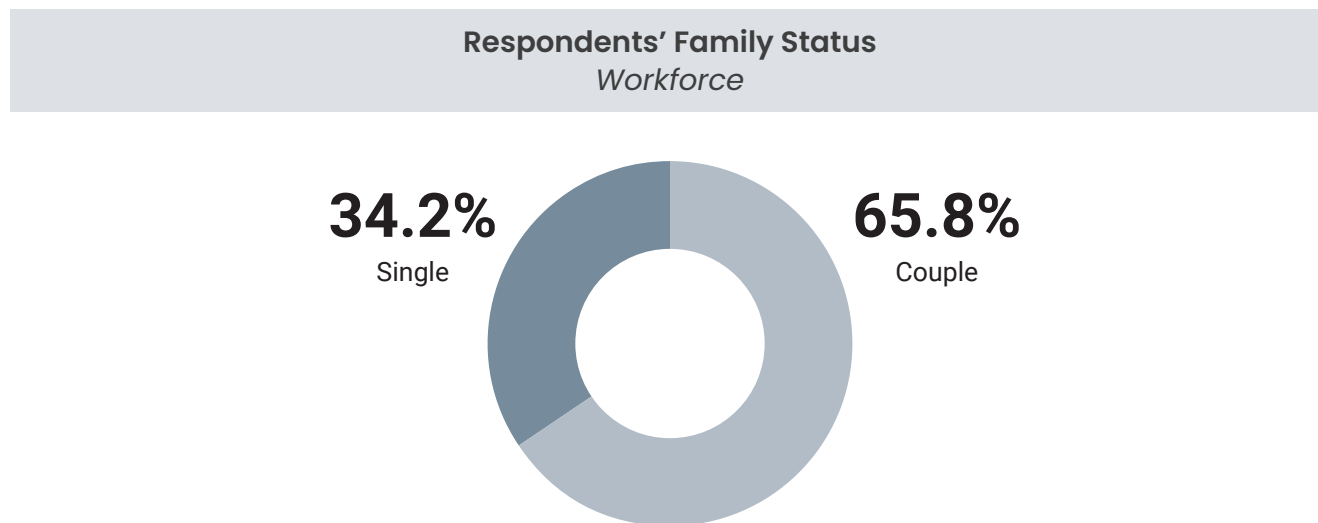
YEARS OF EXPERIENCE

Reflecting their reported ages, participants working in for-profit programs have the fewest years of experience. Non-profit programs tend to have more experienced educators.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	4.3	1.0	2.0	3.0	6.0	19.0
Non-profit	12.3	0.0	4.0	10.0	17.5	40.0
Public	11.3	0.0	5.0	8.0	17.0	30.0

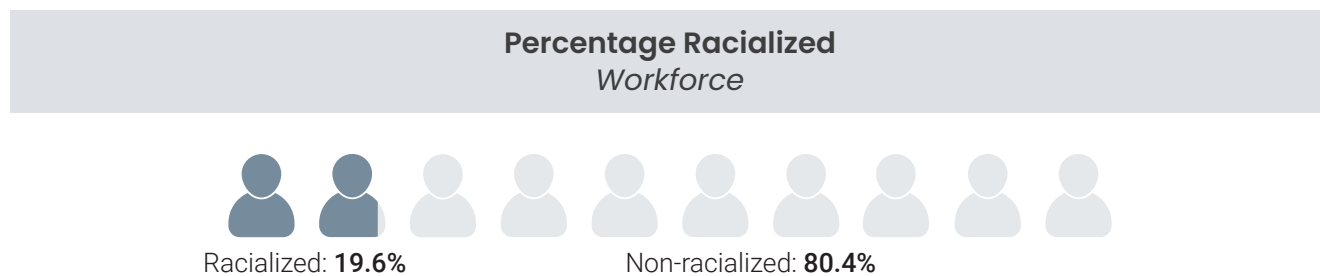
FAMILY STATUS

Approximately 34% of the *workforce* survey respondents are single.

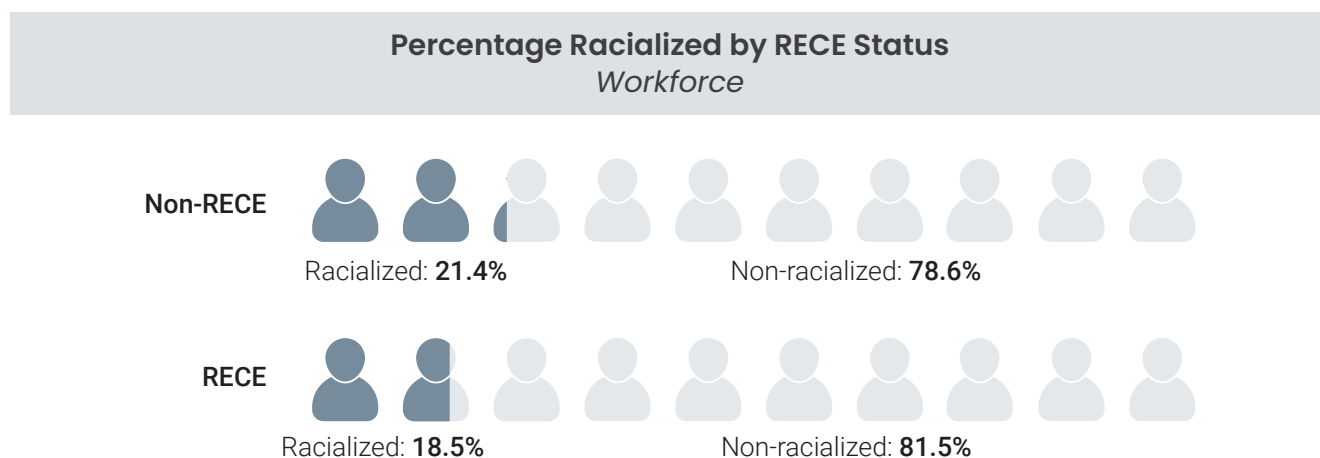


RACIALIZATION

About 20% of the *workforce* sample identify as racialized.



Rates of racialization are similar between RECEs and non-RECEs. This contrasts with province-wide results that find non-RECEs more likely to be racialized than RECEs.



Of the 32 directors/supervisors who responded to the survey, 84.4% report they are RECEs compared to 94.7% across all 43 participating regions. Of those who are RECEs, 96.4% have been registered with the College of Early Childhood Educators for less than five years.

Compensation

WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 24% of respondents report having additional employment to supplement their primary wages.

Hourly Wages by Auspice and RECE Status Workforce

Auspice	RECE status	
	Non-RECE	RECE
For-profit	\$21.90	\$23.80
Non-profit	\$22.90	\$26.70
Public	\$22.00	\$26.60
Average across auspice	\$22.50	\$26.50

Reported director/supervisor wages in the four regions are on par with those across provincial participating regions. The median director/supervisor hourly wage in the overall provincial findings is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour.

Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$33.38	\$22.00	\$28.00	\$30.00	\$38.50	\$51.00
Assistant Director	\$48.50	\$32.00	\$32.00	\$48.50	\$65.00	\$65.00
Average across position	\$35.71	\$22.00	\$28.00	\$31.50	\$44.00	\$65.00

*Assistant Directors should be interpreted with caution due to low sample size.

BENEFITS

About 88% of *workforce* respondents report having access to paid sick days. Just over three-quarters have access to paid professional development (76.2%). About 71% have extended health benefits and 55.7% have pension benefits or employer RRSP contributions. Just under 60% have paid programming time during the workday. Fewer than half of respondents have paid team meeting time during the workday (49.2%), while 51.6% have paid personal or mental health days. Parental leave top-up (10.7%) and tuition assistance (19.7%) are not common.

Percentage of Respondents with Access to Non-Mandatory Benefits *Workforce*



87.7%

Paid sick days



76.2%

Paid professional development



71.3%

Extended health benefits
(e.g., dental, physiotherapy, etc.)



70.5%

Paid bereavement leave



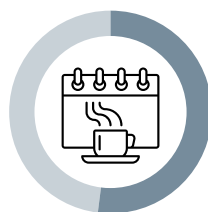
59.8%

Paid programming time during the workday



55.7%

Pension benefits or contributions to an RRSP



51.6%

Paid personal or mental health days



49.2%

Paid team meeting time during the workday



36.9%

Pay increase for obtaining a new credential or degree in early childhood education



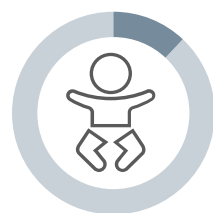
28.7%

Salary scale with regular guaranteed increases reflecting my qualifications, responsibilities, and seniority



19.7%

Tuition assistance



10.7%

Parental leave top-up

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

About 38% of *workforce* respondents report experiencing workplace discrimination. The types of discrimination vary, with bullying (59.2%) being the most common, followed by education/seniority (42.9%), and mental health (28.6%). Note that bullying may involve, or be rooted in, other forms of discrimination (e.g., racism or ageism).

Percentage of Respondents Reporting Experiences of Workplace Discrimination *Workforce*



Experiencing discrimination: **37.8%**

Not experiencing discrimination: **62.2%**

Types of Discrimination *Workforce*

Bullying	59.2%
Education/seniority	42.9%
Mental health	28.6%
Ageism	24.5%
Body prejudice	20.4%
Sexism	12.2%
Ableism	6.1%
Homophobia	6.1%
Other*	4.2%

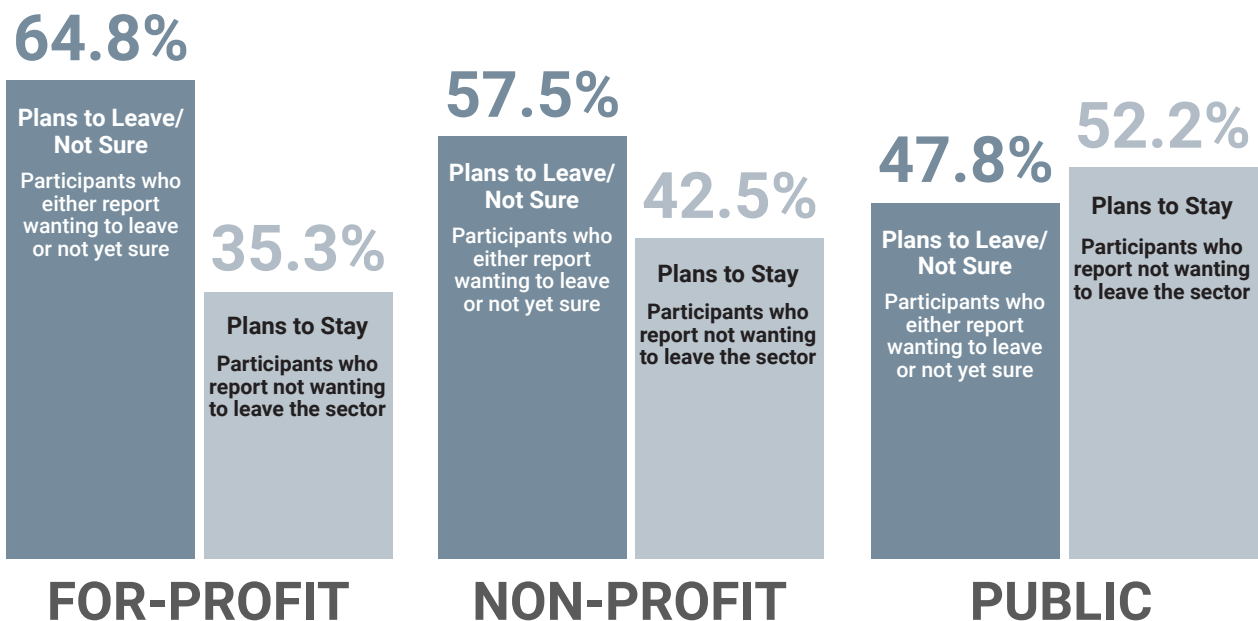
*Data combined due to suppression. Includes racism, religious belief, and immigration status.



JOB SATISFACTION

Only 43.3% of respondents from the four regions report plans to stay in the sector over the next five years (data not shown). Those who work in for-profit programs are most likely to report they plan to leave or are unsure (64.8%). Those who work in public programs are most likely to report plans to stay (52.2%). These findings have important implications for retention strategies.

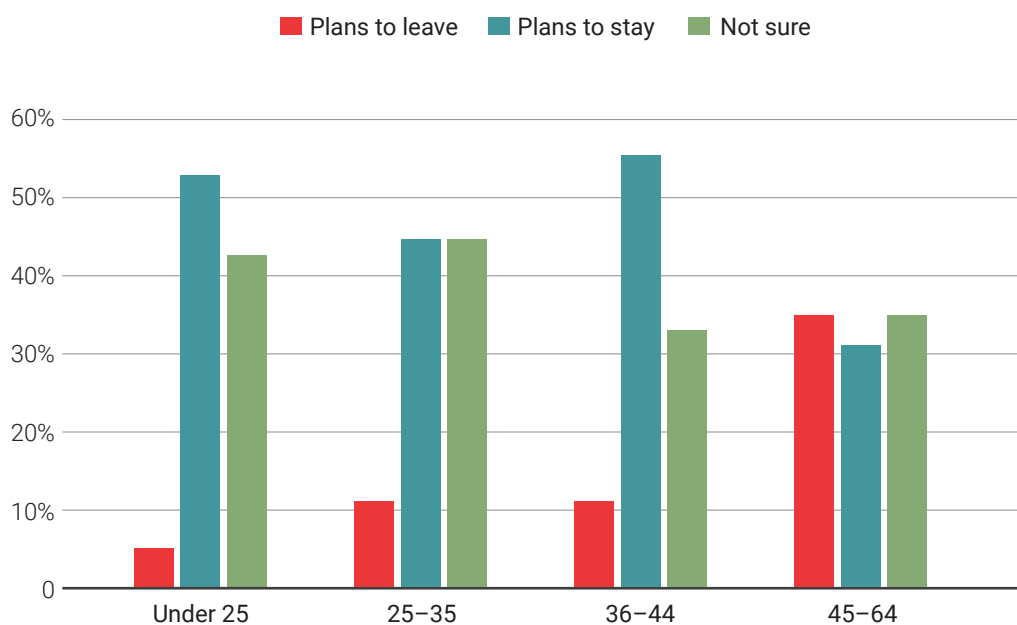
Plans to Leave the Sector by Auspice *Workforce*





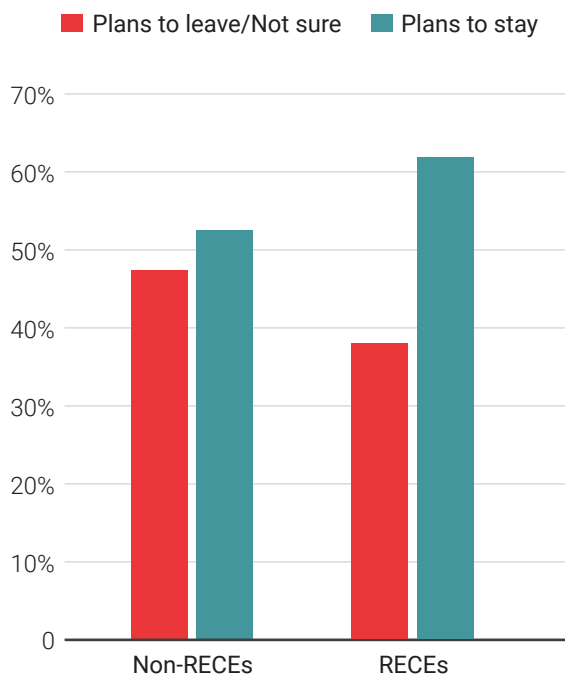
Those between the ages of 45 and 64 years are more likely to report plans to leave the sector (34.4%), with an additional 34.4% saying they are uncertain. This is of concern as this age group is likely to be the most experienced. Note that those 65+ are not included in these findings, as plans for retirement would impact results.

Plans to Leave the Sector by Age of Respondent *Workforce*



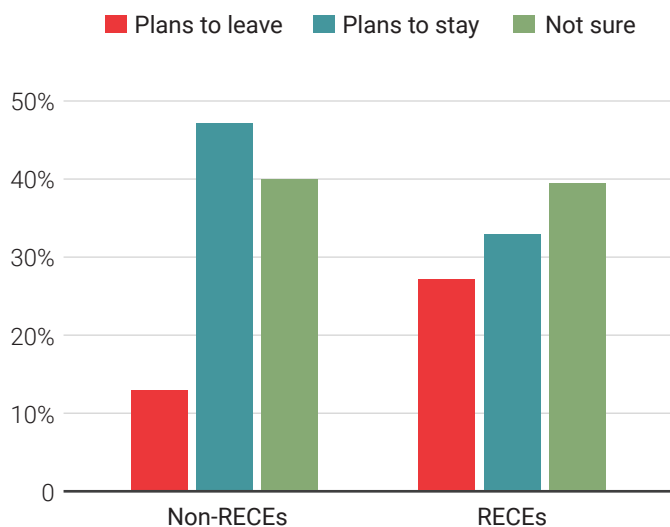
Overall, 62% of RECE respondents report plans to stay working in early childhood programming. Non-RECE respondents are less likely to report plans to stay (52.1%).

Plans to Leave the Sector by RECE Status *Workforce*



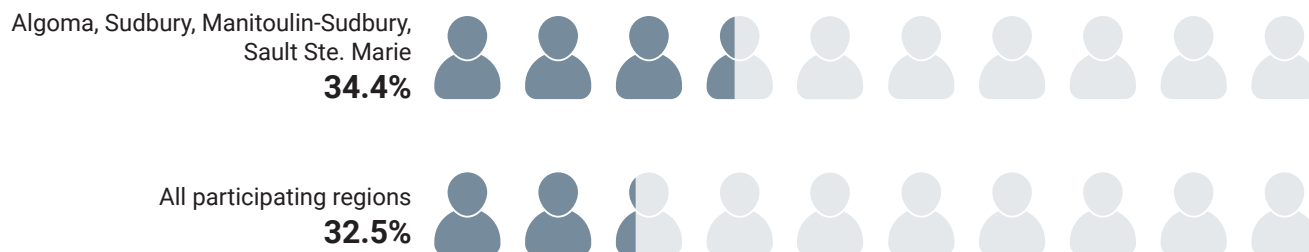
Plans to leave the sector are not associated with experiences of workplace discrimination in the four regions. This contrasts with province-wide results indicating those who experience discrimination are more likely to report plans to leave over the next five years. More detailed discussion of the link between discrimination and staff retention can be found in the [Executive Report](#).

Plans to Leave the Sector by Those Who Experience Workplace Discrimination by RECE Status Workforce



Only 34.4% of director/supervisor respondents in the four regions report they have plans to stay in the sector. This is on par with province-wide results. This has important implications for policy development and investment in retention strategies.

Percentage of Directors/Supervisors with Plans to Stay in the Sector Algoma, Sudbury, Manitoulin-Sudbury, Sault Ste. Marie Versus All Participating Regions



WORKPLACE STRESS

Those working in for-profit programs report the highest levels of stress on a scale of 1 (low stress) to 5 (high stress). In addition, RECEs report higher stress levels than non-RECEs.

Average Level of Stress by Auspice Workforce

(1=low stress; 5=high stress)

Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	3.5	3.8	3.6
Non-profit	2.9	3.6	3.3
Public	3.1	3.5	3.4
Average across auspice	3.0	3.6	3.4

Note: All averages are weighted.

Participants in the four regions generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), participants' level of satisfaction is 2.8 out of 5.

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

(1=low job satisfaction; 5=high job satisfaction)

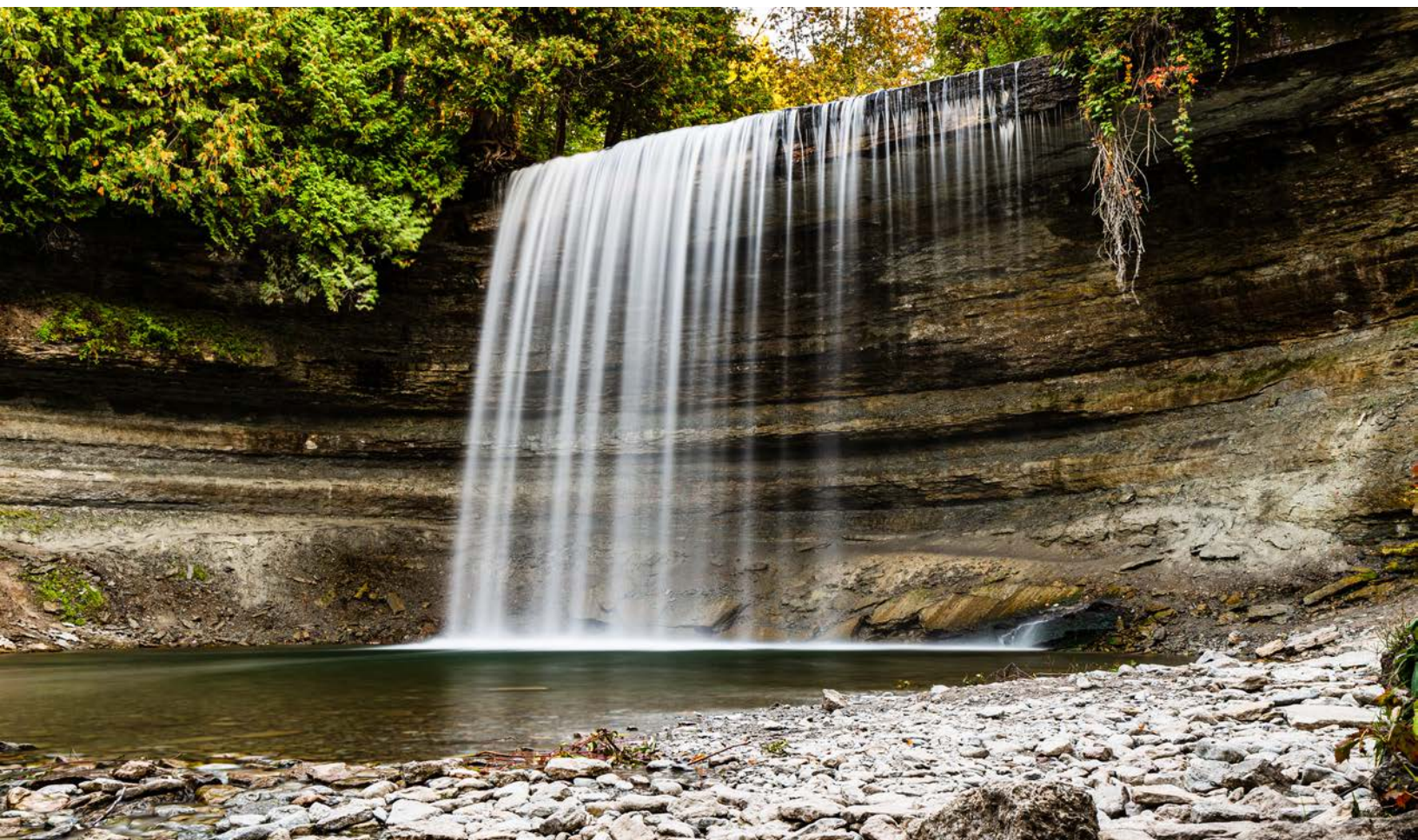
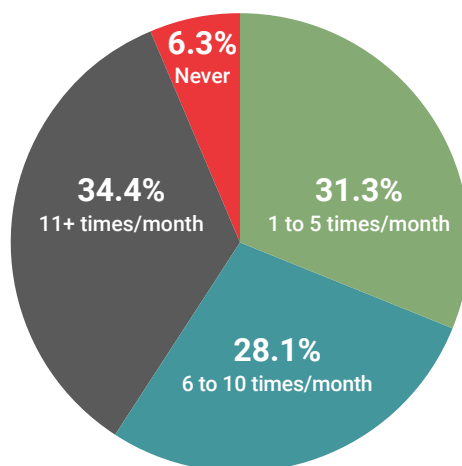
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.3	2.4	2.4
Non-profit	3.0	2.7	2.8
Public	3.0	3.0	3.0
Average across auspice	2.8	2.8	2.8

Note: All averages are weighted.

WORKPLACE STABILITY

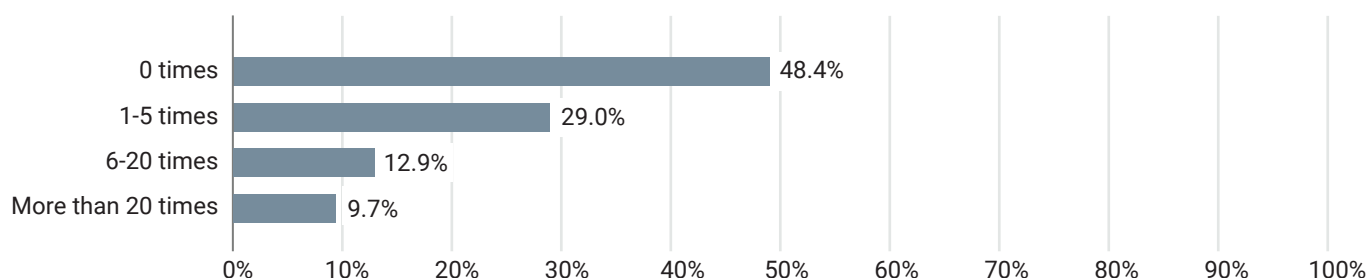
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Almost two-thirds (62.5%) of management staff report having to fill in six or more times per month to maintain ratios, with 34.4% reporting this occurs more than 11 times per month. This is on par with the overall provincial findings.

Number of Times per Month Directors/Supervisors Fill in Ratio



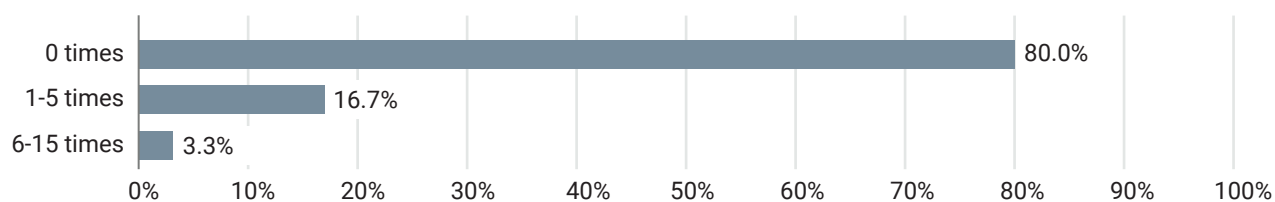
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. About 52% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is higher than the provincial sample average of 26.6%. Almost 10% report they have sent home a child with disabilities more than 20 times in the previous 12 months. Again, this is higher than the provincial sample average of 1.9%.

Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



Staffing shortages impact the ability of programs to accommodate children with disabilities. During the previous 12 months, 20% of director/supervisor respondents in the four regions report they have de-enlisted at least one child with a disability from their program. This is similar to the provincial sample average of 16.5%. Half (compared to 27.3% in provincial findings) report they have refused admission to a child with a disability. Almost 10% have denied admission to a child with disabilities more than six times in the previous 12 months (data not shown).

Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors De-enlisted Children with Disabilities Due to Staffing Shortages





About 61% of *workforce* respondents in the four regions report they would recommend a career in the early years to others who are interested, while 24.4% report they are unsure. RECEs are less likely (50.6%) to recommend the profession as a career option than non-RECEs (78.7%) (data not shown).

Percentage of Workforce Respondents Who Recommend a Career in the Early Years



Almost 89% of *workforce* respondents state they would recommend their program to a family member or friend looking for child care.

Percentage of Workforce Respondents Who Recommend Their Early Years Program to a Family Member or Friend



Note: Totals do not add up to 100 due to missing data.

Professional Development

FORMS OF PROFESSIONAL LEARNING

Respondents from the four regions report that the most common form of professional learning in the previous 12 months was online delivery (74.8%), followed by self-study (66.9%) and performance reviews (57.5%).

Although online delivery is the most common form of professional learning received in the previous 12 months, respondents report it is among the least desired format (19.7%), second only to self-study (17.3%). Respondents prefer regular opportunities for team discussions for reflective practice (39.4%), in-person workshops (37%), ongoing communities of practice (37.8%), and attending workshops (37%) and conferences (37.8%), all of which are forms of collective learning.

Forms of Professional Learning Received by Region in the Previous 12 Months and Desired Forms of Professional Learning *Workforce*



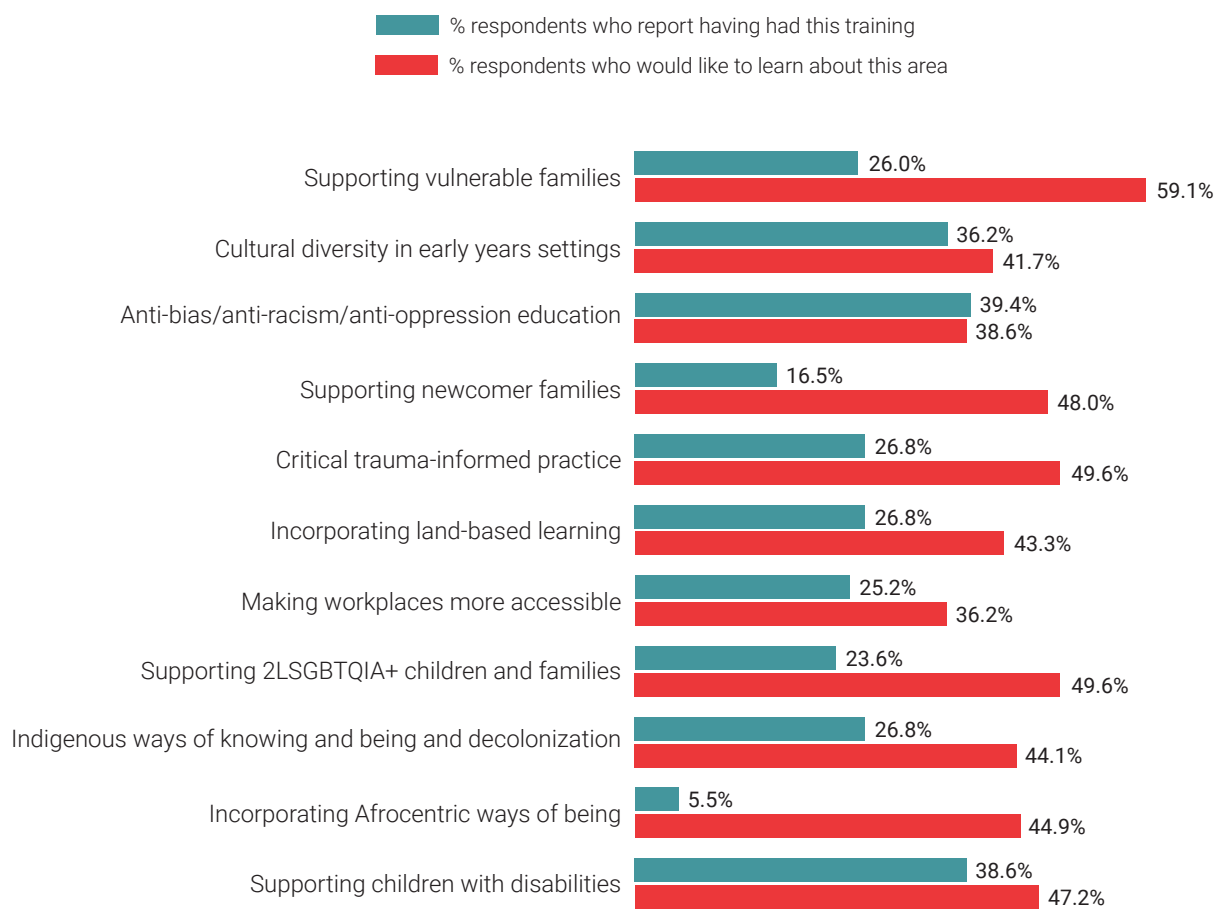
CONTENT OF PROFESSIONAL LEARNING

The percent of *workforce* respondents who have received equity, diversity, and inclusion training in the last 12 months is relatively low. Less than 40% of educators across the four regions have received training centred around anti-bias/anti-racism (39.4%), supporting children with disabilities (38.6%), and cultural diversity (36.2%). Only 5.5% of participants report having received professional learning in incorporating Afrocentric ways of being, while 16.5% report having received training in supporting newcomer families. Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable families (59.1%), critical trauma-informed practice (49.6%), and supporting 2LSGBTQIA+ (49.6%) and newcomer (48%) children and families. Participants also report wanting more professional learning centred around supporting children with disabilities (47.2%), Indigenous ways of knowing and being/decolonization (44.1%), and incorporating Afrocentric ways of being (44.9%).

Equity, Diversity, and Inclusion Learning of Respondents *Workforce*

In the previous 12 months



Appendix 1

ALGOMA DISTRICT SERVICES ADMINISTRATION BOARD DEMOGRAPHICS

To calculate demographics for the Algoma DSSAB, the areas in the Sault Ste Marie DSSAB were subtracted from the Algoma Census Division (CD).

Reference (footnote):

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=algoma&DGUIDlist=2021A00033557&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=sault%20ste%20marie&DGUIDlist=2021A00053557061&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=prince&DGUIDlist=2021A00053557066&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=rankin&DGUIDlist=2021A00053557075&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=garden%20river&DGUIDlist=2021A00053557074&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=algoma%20&DGUIDlist=2021A00053557095&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570286&DGUIDlist=2021S051235570286&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570377&DGUIDlist=2021S051235570377&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570378&DGUIDlist=2021S051235570378&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570379&DGUIDlist=2021S051235570379&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570380&DGUIDlist=2021S051235570380&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

Reference (footnote) for median age: Statistics Canada. Table 98-10-0023-01 Age (in single years), average age and median age and gender: Canada, provinces and territories, census divisions, census subdivisions and dissemination areas.

DOI: <https://doi.org/10.25318/9810002301-eng>

*Due to the nature of the data, the median income for The ADSAB catchment area could not be calculated. The Median income is provided for the Algoma District CD, which includes the Sault Ste. Marie DSSAB catchment area.

Appendix 2

DISTRICT OF SAULT STE. MARIE SOCIAL SERVICES ADMINISTRATION BOARD DEMOGRAPHICS

To calculate the demographics for the Sault Ste Marie DSSAB, data were combined for the Sault Ste. Marie Census Subdivision (CSD), Prince Census Subdivision (CSD), Rankin Location 15D Census Subdivision (CSD) (typically has no data as they do not usually participate in the Census), Garden River Census Subdivision (CSD), and Algoma Unorganized North Part minus Dissemination Areas (DA) 35570286, 35570377, 35570378, 35570379, and 35570380.

Reference (footnote):

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=sault%20ste%20marie&DGUIDlist=2021A00053557061&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=prince&DGUIDlist=2021A00053557066&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=rankin&DGUIDlist=2021A00053557075&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=garden%20river&DGUIDlist=2021A00053557074&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=algoma%20&DGUIDlist=2021A00053557095&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570286&DGUIDlist=2021S051235570286&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570377&DGUIDlist=2021S051235570377&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570378&DGUIDlist=2021S051235570378&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570379&DGUIDlist=2021S051235570379&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=35570380&DGUIDlist=2021S051235570380&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

Reference (footnote) for median age: Statistics Canada. Table 98-10-0023-01 Age (in single years), average age and median age and gender: Canada, provinces and territories, census divisions, census subdivisions and dissemination areas.

DOI: <https://doi.org/10.25318/9810002301-eng>

*Due to the nature of the data, the median income for the Sault Ste. Marie DSSAB area could not be calculated. There is no perfect geography that can be used to provide this indicator. For this reason, we have provided the median income of the Sault Ste. Marie Census agglomeration and for the Algoma District.

The Sault Ste. Marie Census agglomeration (CA) includes: the City of Sault Ste. Marie, Prince Township, Rankin Location, Garden River, MacDonald, Aberdeen, and Additional Township, and Laird Township. It is missing the portions of the Algoma Unorganized North Part CSD that belong to the DSSMSSAB area. As well, it includes Laird Township and MacDonald, Aberdeen, and Additional Township, which are part of the ADSAB catchment area. This is the closest representation to the Sault Ste. Marie DSSAB catchment area that is available for this metric.

The median income in Algoma District is also provided for reference. This includes the Sault Ste. Marie DSSAB catchment area, but also includes the many other CSDs that belong to the ADSAB catchment area.

Reference (footnote) for median employment income, median employment income in 2020 for full-year, full-time workers, median total income of household in 2020, and median after-tax income of household in 2020:

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Sault%20Ste%2E%20Marie&DGUIDlist=2021S0504590&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=algoma&DGUIDlist=2021A00033557&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>