



**DURHAM CATHOLIC  
DISTRICT SCHOOL BOARD**  
*Learning and Living in Faith*

## Memorandum

To: Board of Trustees  
From: Gerard Winn, Director of Education  
Date: September 23, 2024  
Subject: **2024 DCDSB Workforce Census**  
Origin: Kayode Akomolafe, Human Rights and Equity Advisor

### Purpose

This report provides information to the Board of Trustees regarding the Workforce Census planned to be conducted from October 11 to 25, 2024.

### Background

In October 2019, DCDSB conducted a Workforce Census that gathered demographic information about its employees, with a view to understanding the diversity within its workforce and increasing equity in opportunities. To assess the implementation of recommendations of the 2019 Workforce Census report, DCDSB is planning a Workforce Census for October 11 – 25, 2024.

Data obtained from the Workforce Census will assist the board in making evidence-based and informed decisions about supports and resource allocation, and promote the closing of representation gaps among marginalized groups in DCDSB.

### About the Workforce Census

The DCDSB Workforce Census offers staff an opportunity to share information about their identities related to the [protected grounds of the Ontario Human Rights Code \(OHRC\)](#). Staff will be provided time during work hours to complete the survey. Participation in the Workforce Census is completely voluntary, anonymous, and confidential, to encourage employee participation.

### Next Steps

Information about the Workforce Census will be shared with employees through internal communication channels.

Memorandum | Page 2 of 2  
DCDSB 2024 Workforce Census

A detailed report with the findings from the Workforce Census will be shared in January 2025.

GW/KA