

The DGC
Census **2023**

**Our
Members,
Our
Vision.**



DIRECTORS GUILD OF CANADA
LA GUILDE CANADIENNE DES RÉALISATEURS



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This report is organized into an overview and five main sections – Ethnic Representation, Gender & Gender Identity, Sexual Orientation, Persons with Disabilities and Age. The overview contains the key chart, or charts, from each of the sections that follow.

Introduction & Methodology

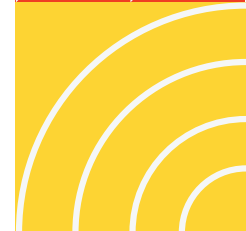
In early 2021, the DGC BIPOC Members Committee brought forward its first major proposal to the Guild's National Executive Board: a full national census of the DGC membership collecting data on a broad range of demographic characteristics including age, ethnic group, gender, gender identity, sexual orientation and disability status, among others. The proposed goal of this initiative was to better understand representation within the membership and guide the development of new diversity, equity and inclusion-focused programs within the Guild.

As part of the DGC's ongoing efforts in the areas of transparency and reporting, the Guild is happy to share the 2nd annual update to the DGC Census.

The questionnaire, developed in 2021 in collaboration with the research firm Nordicity, is made up of 21 questions focusing on characteristics like age, ethnicity, sexual orientation, disability and gender & gender identity. In addition to statistics stemming directly from our questionnaire, new income data and crosstabs are presented in this report derived from a combination of completed questionnaires and information from our DGC membership database. This methodology is the first of its kind in the Canadian film & television industry, allowing us to examine direct financial data cross-referenced with ethnicity, gender, job category and other factors.

Through May 31st, we encouraged our members to participate in the DGC Census to further our understanding of the Guild's makeup to better meet the needs of our members and continue to actively pursue work in the areas of diversity, equity, inclusion, belonging and trust building.

The census continues to be open to all members in Good Standing and on Honourable Withdrawal.



Overview

	All Respondents			New Respondents		
	Total	%	% of Total	Total	%	% of Total
Sent	7544	-	-	3864	-	-
Responded	5168	68.5%	-	1152	29.8%	-
Opt Out or Private Browser	327	6.3%	4.3%	116	10.1%	3.0%
Complete	4646	89.9%	61.6%	967	83.9%	25.0%

Increase of Participants

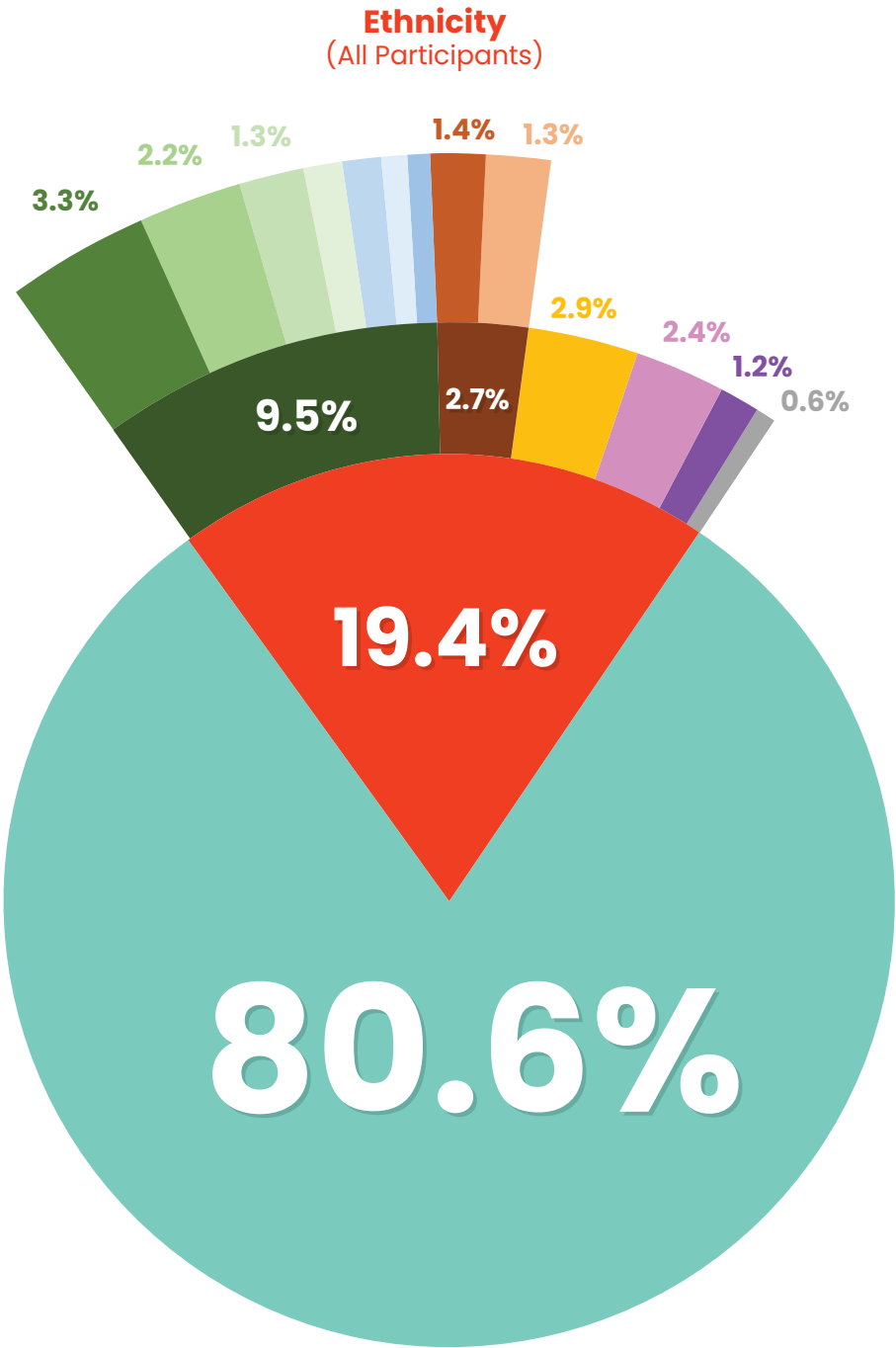
A total of 1,152 new questionnaire responses were submitted, bringing the total number of participants since the inception of the census to 5,168, or 65.5% of our total membership, with 4,646 completing the questionnaire. This represents a completion rate of 89.9%.

Ethnicity

The results demonstrate that over 80.6% of the participating members identified as Caucasian, while 19.4% respondents identified as BIPOC and represented an impressive breadth of ethnic diversity within the Guild's membership.

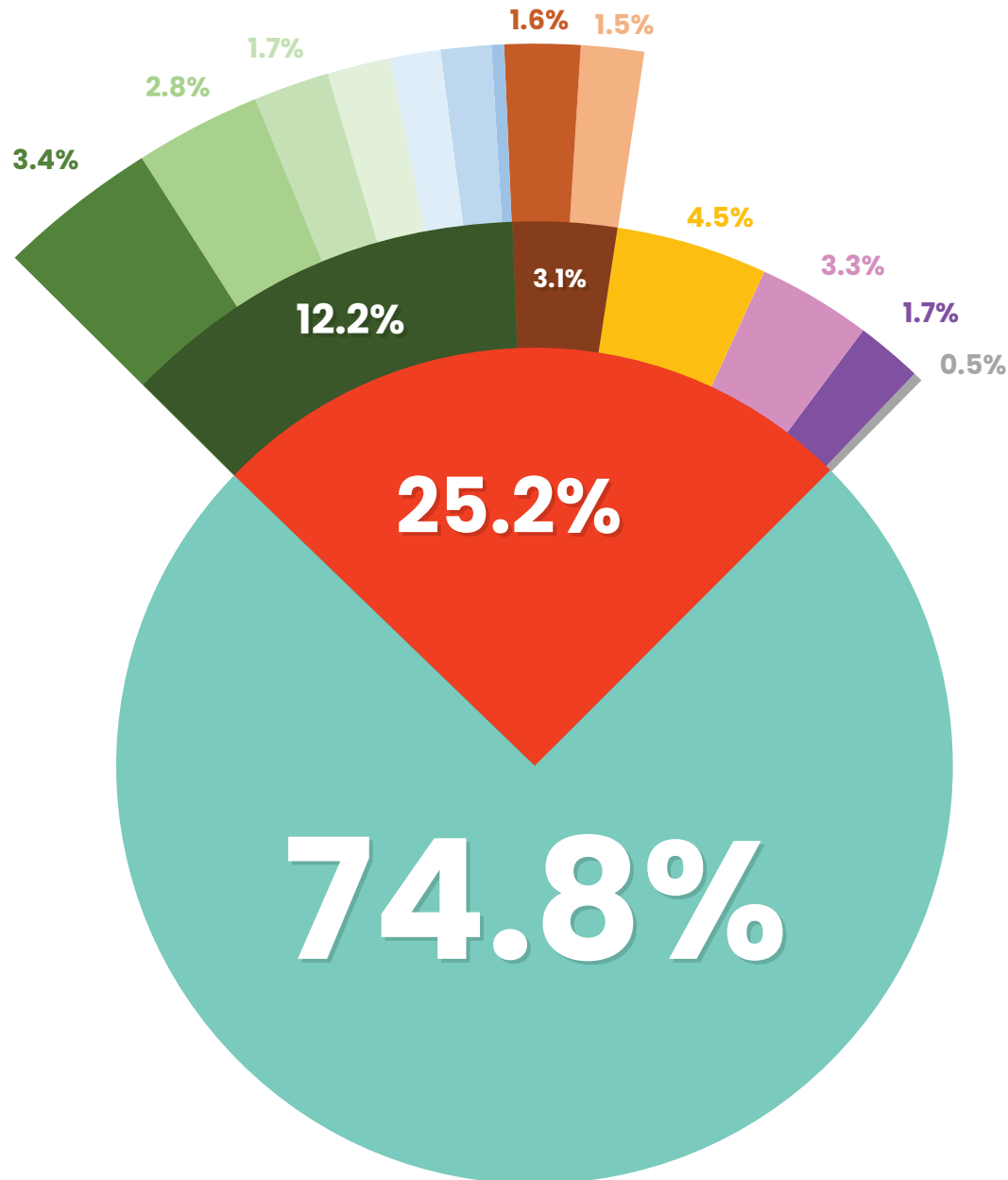
The groupings in this chart were selected to match those listed in the Government of Canada Census of Population.

Caucasian - 80.6%	Arab - 1.2%
BIPOC - 19.4%	Latin American - 2.4%
Asian - 9.5%	Indigenous - 2.7%
Chinese - 3.3%	Métis - 1.4%
South Asian - 2.2%	First Nations - 1.3%
Filipino/Filipina - 1.3%	Inuk (Inuit) - <0.0%
West Asian - 0.8%	Japanese - 0.4%
Black - 2.9%	Southeast Asian - 0.7%
Not Included - 0.6%	Korean - 0.7%





Ethnicity (New Respondents)



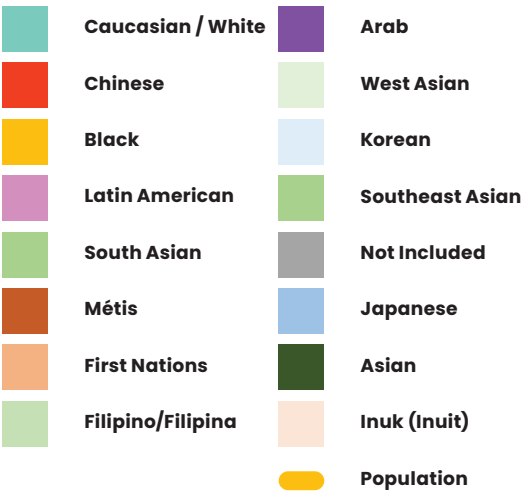
Of the new census participants, 74.8% identify as White/Caucasian while 25.2% identify as BIPOC. These results underline a greater member interest in contributing to the data we collect as an organization as well as increased BIPOC representation among those entering the Guild.

While Caucasian members are still overrepresented in the Guild's makeup, the growth in BIPOC representation among new respondents has made the Guild's overall membership more reflective of the Canadian population, currently standing at approximately 26.5% for all BIPOC-identifying groups combined (2021 Canadian Census).

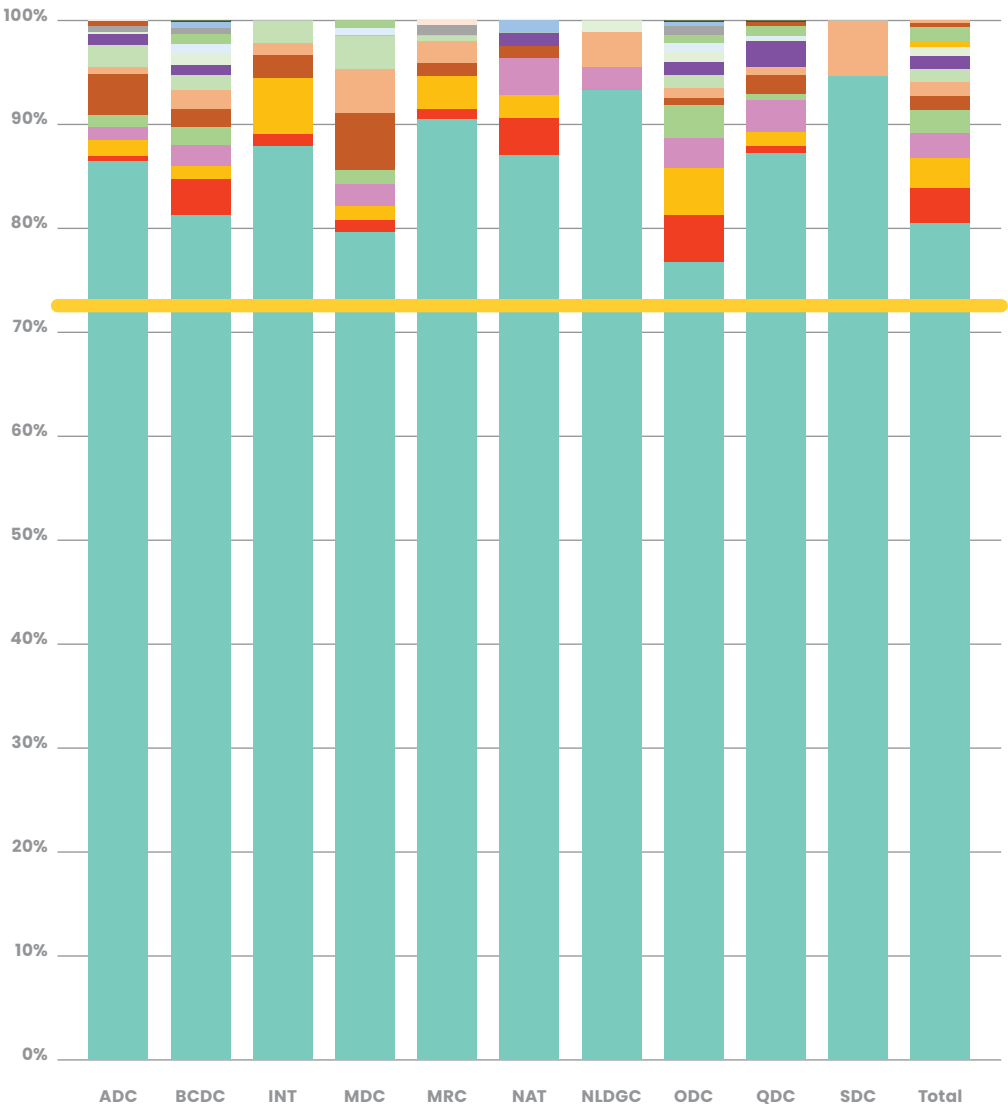
Caucasian - 74.8%	Arab - 1.7%
BIPOC - 25.2%	Latin American - 3.3%
Asian - 12.2%	Indigenous - 3.1%
Chinese - 3.4%	Métis - 1.6%
South Asian - 2.8%	First Nations - 1.5%
Filipino/Filipina - 1.7%	Inuk (Inuit) - <0.0%
West Asian - 1.3%	Japanese - 0.4%
Black - 4.5%	Southeast Asian - 0.9%
Not Included - 0.5%	Korean - 1.3%

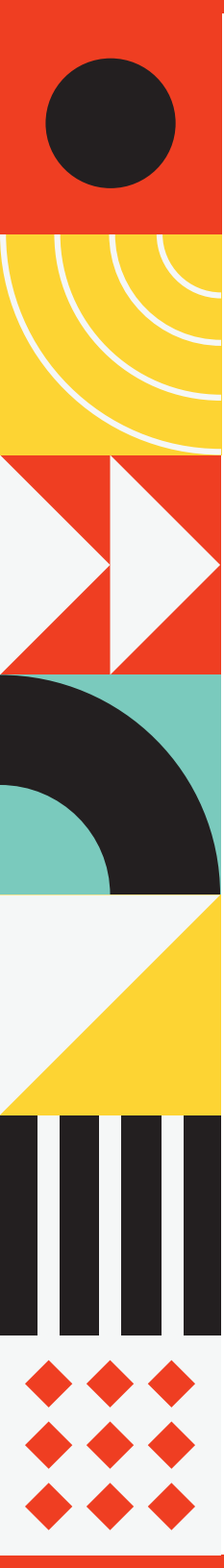
Ethnicity by District Council

The yellow line represents the national average for the ratio of Caucasian to BIPOC members. No District Council has attained BIPOC representation equal to the Canadian population.

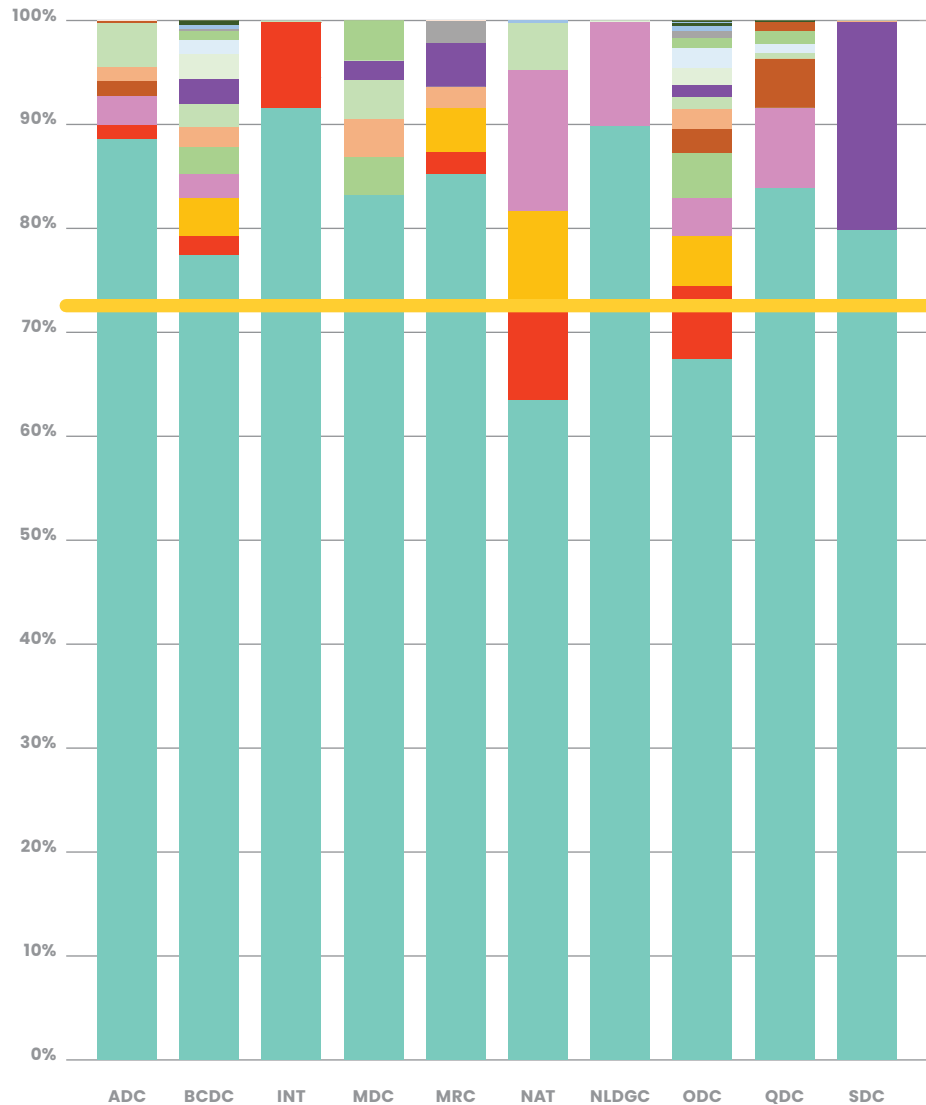


Ethnicity by District Council
(All Participants)



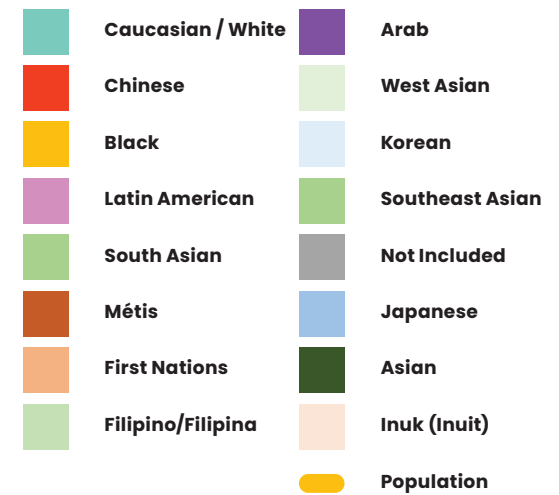


Ethnicity by District Council (New Respondents)



Ethnicity by District Council

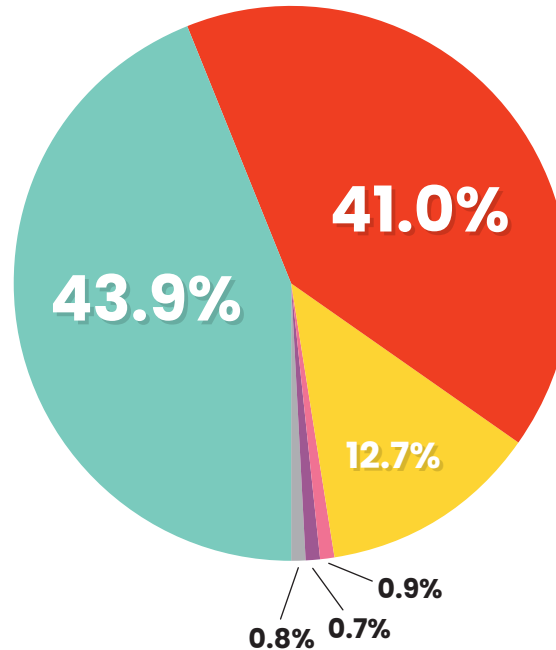
The yellow line represents the national average for the ratio of Caucasian to BIPOC members. As seen in the accompanying chart, BIPOC representation among the new respondents in the National membership (mostly those living abroad) and the Ontario District Council exceeded the Canadian average.



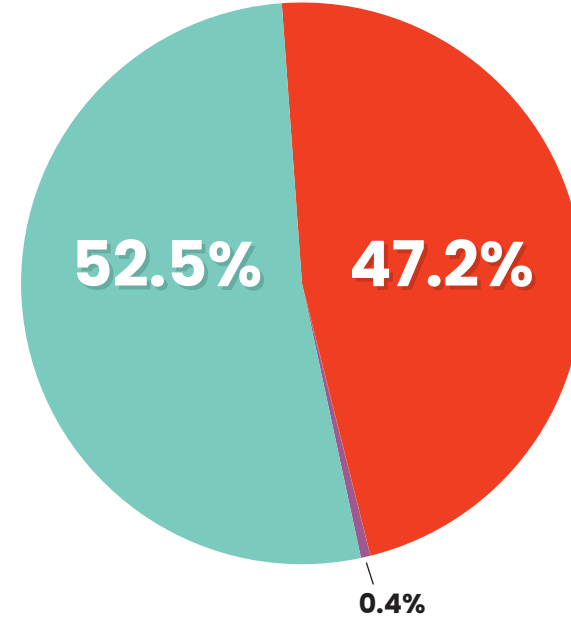
Gender (All Participants)

In analyzing gender identity, we compared our new census data to existing records from our own membership database. In both cases, men are overrepresented in the Guild. It's important to also underline that a large number of participants, mostly male, chose not to identify their gender at all.

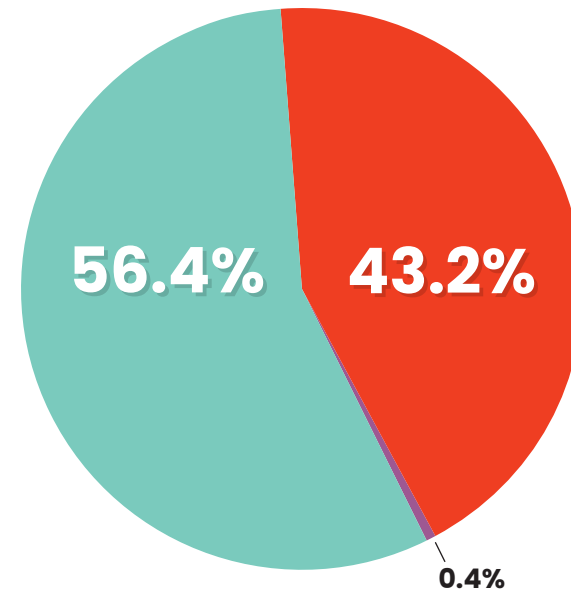
Census Responses
(All Participants)

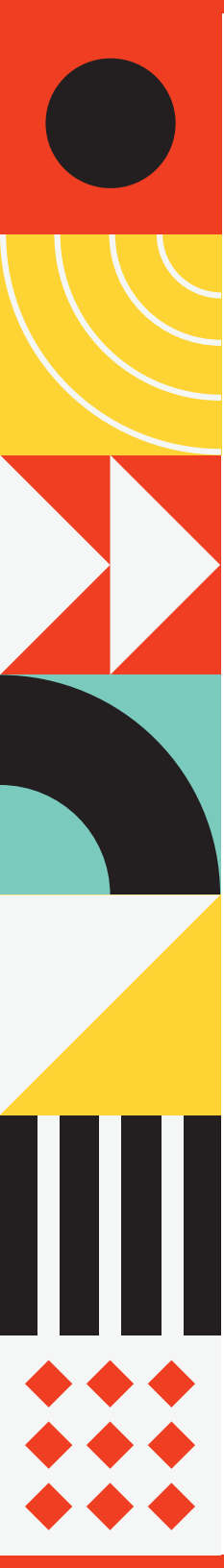


Membership Records
(Census Respondents Only – All Participants)

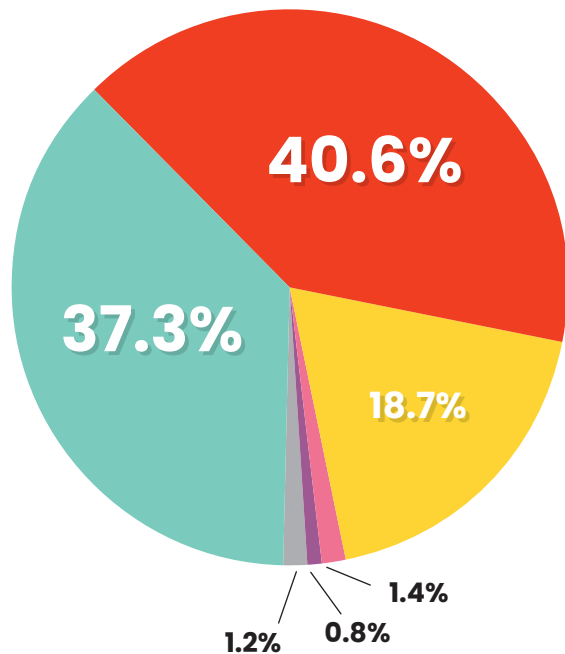


Membership Records
(All)

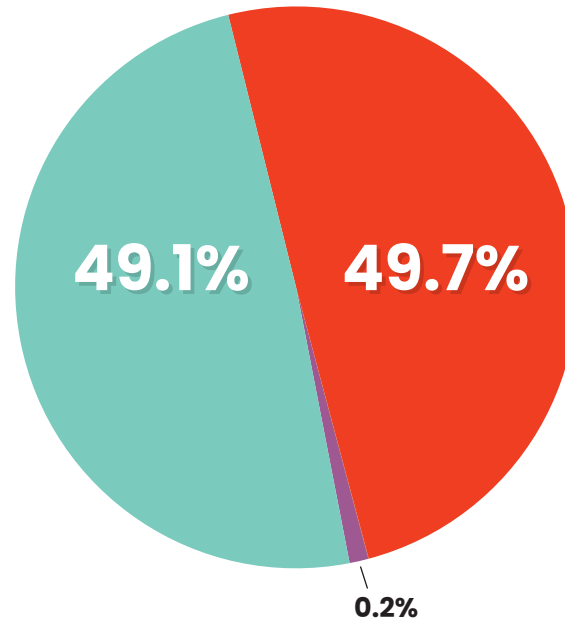




Census Responses
(New Respondent Only)



Membership Records
(New Respondent Only)



Gender

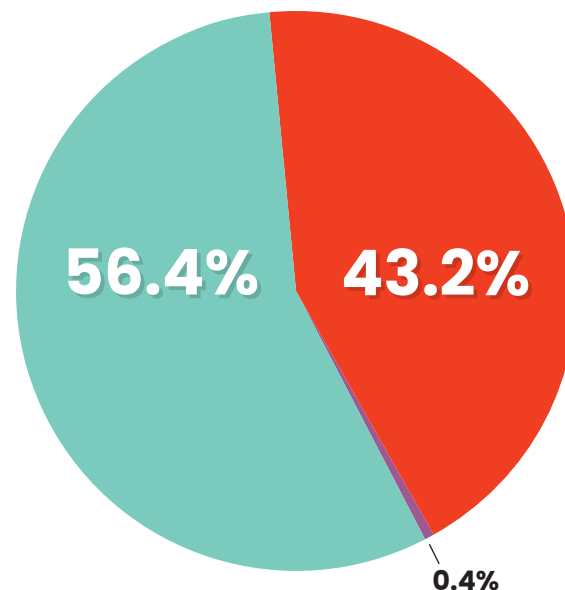
(New Respondents)

Our latest assessment of gender identity appears to demonstrate a continuation of a major trend illuminated in the 2022 census: men were much less likely to disclose their gender, than other groups.

Among 2023 respondents, 18.7% refused to disclose their gender identity and within that group 57.7% are marked as men in our database. This same phenomenon was observed in the 2022 report.

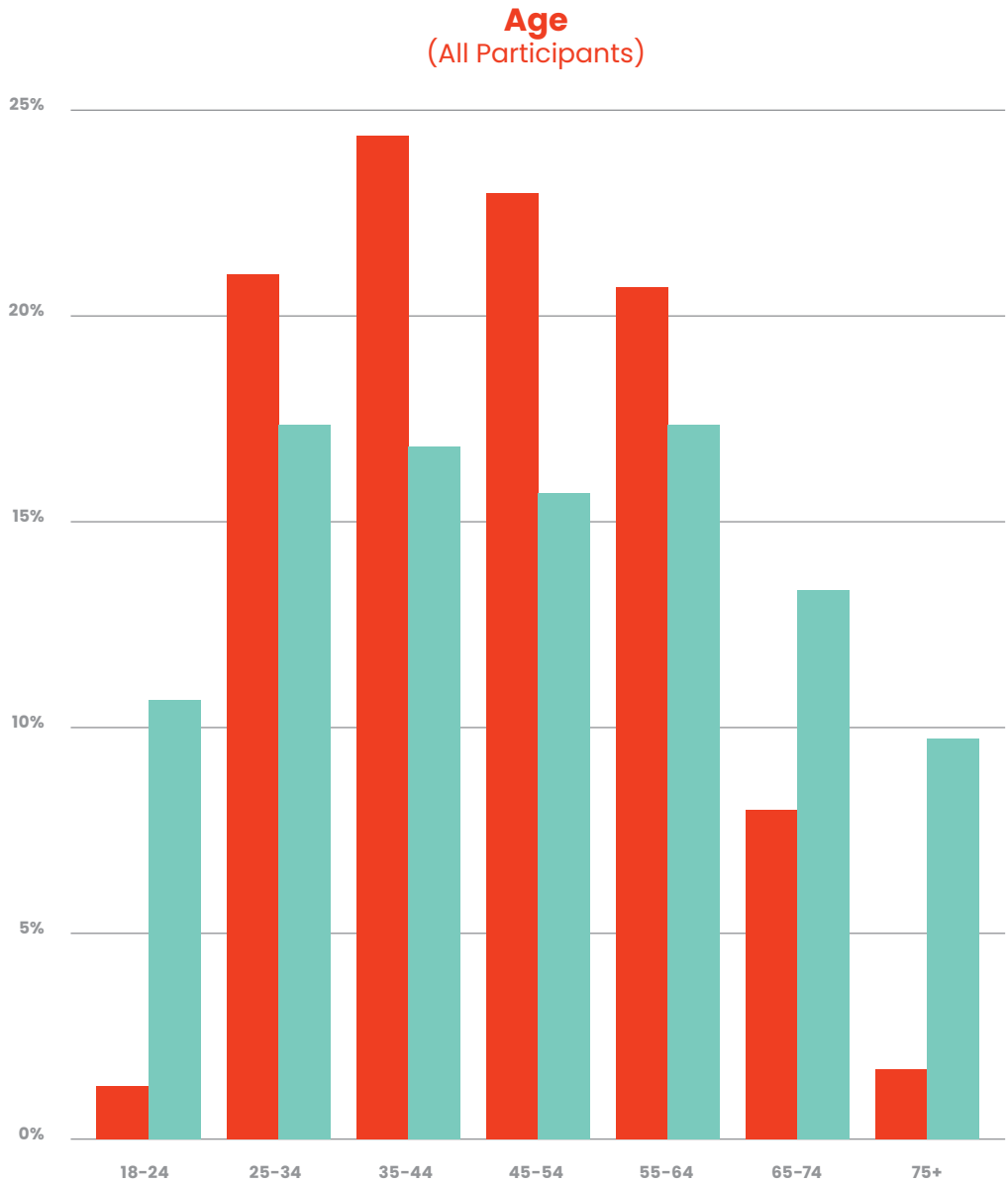
The overall census results continue to suggest men are underrepresented, but we can see this is clearly not the case when cross-referencing census data with our membership records.

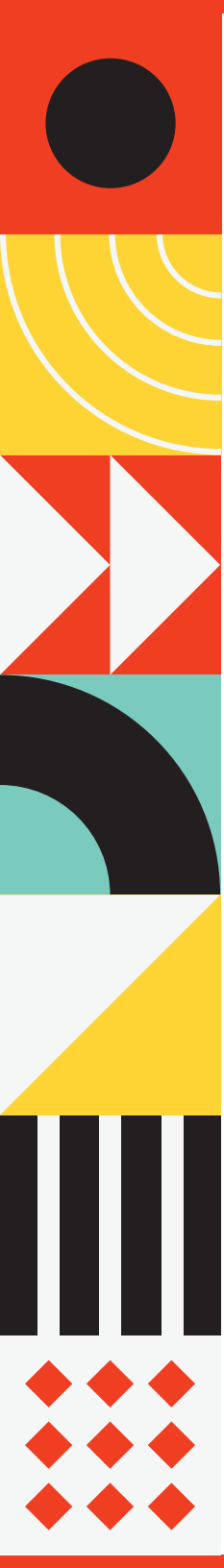
Membership Records
(All)



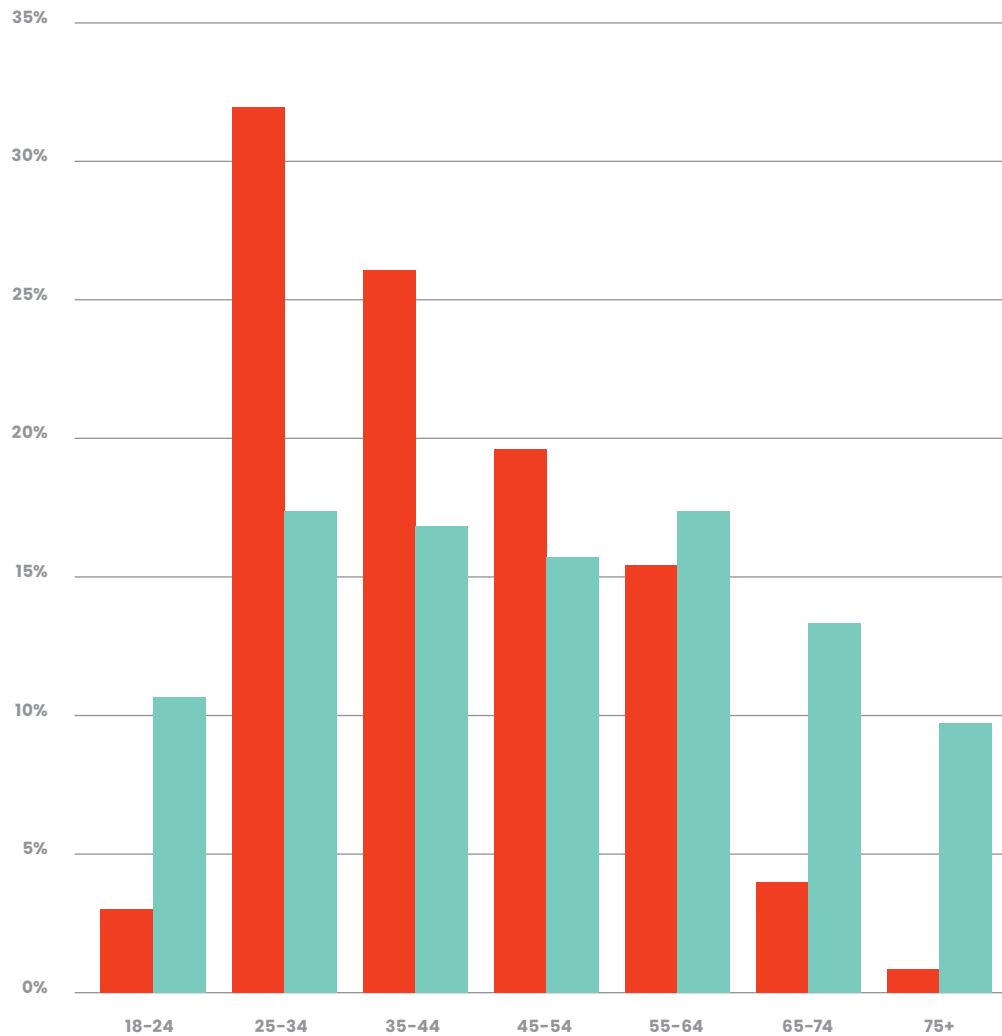
Age

The red bars represented the Guild's members within a specific age range, while the blue represent the percentage of the Canadian population in the same age groups.





Age (New Respondents)

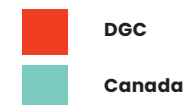


Age

The latest results demonstrate additional responses across multiple age groups, but a disproportionate number of new respondents were between the ages of 25 and 44 with a total of 58.1% in that age range.

This reflects both the fact that a significant number of new respondents only became members in the last two years and a general concentration of the membership at peak working years.

New members are typically younger; thus, they are overrepresented among the 1,152 respondents who filled out the census this year. Conversely, under 1% of all 1,152 new respondents are over the age of 65.



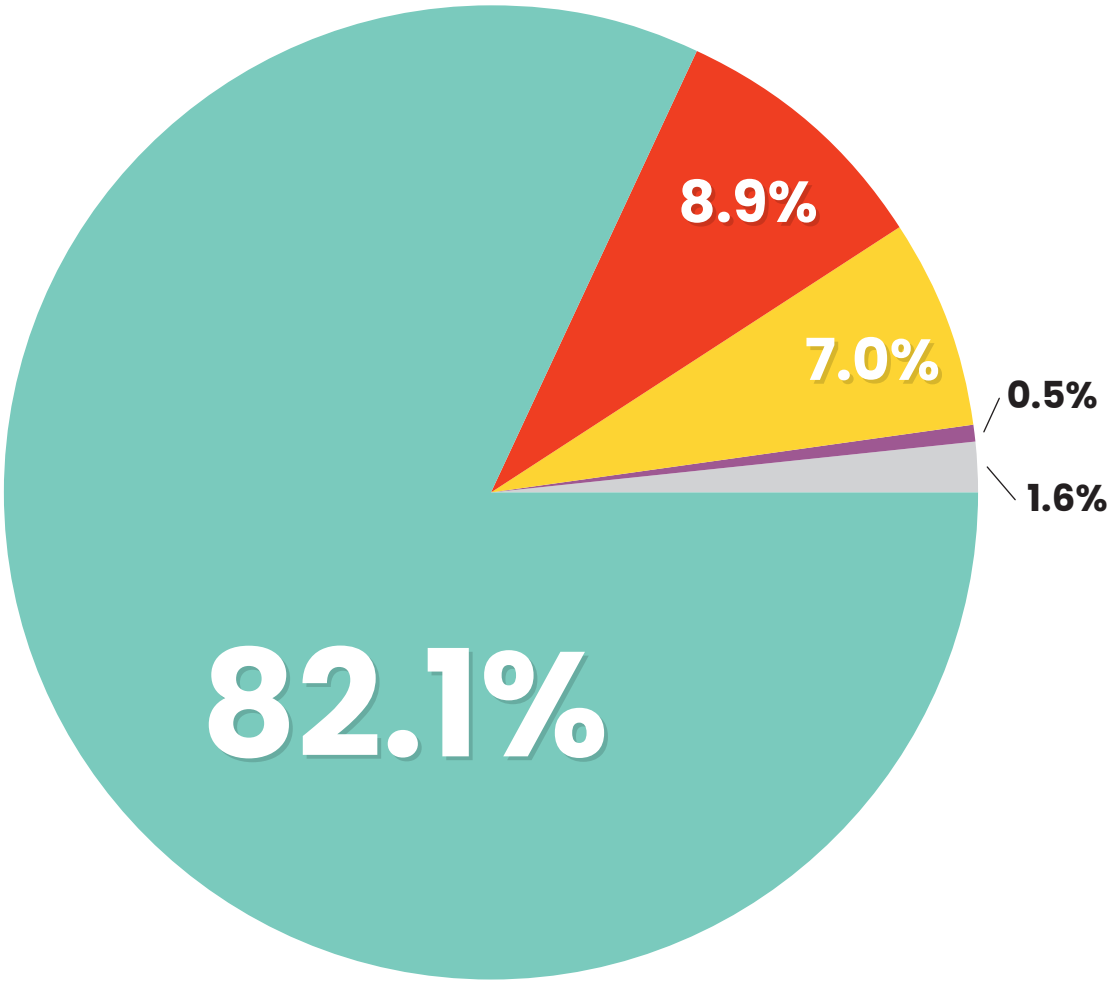
Sexual Orientation

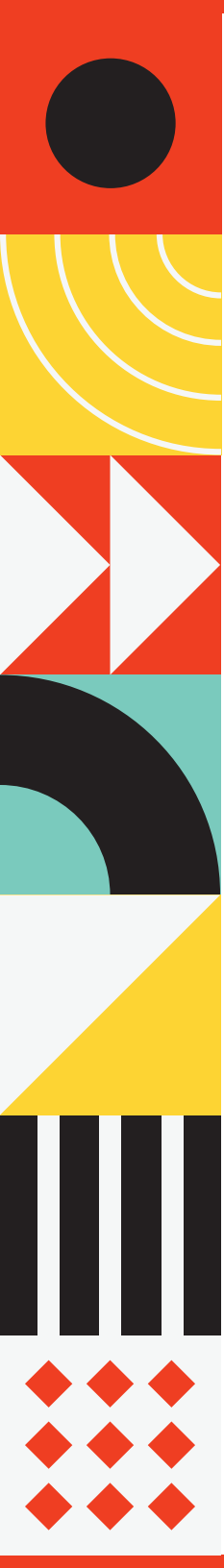
Straight or heterosexual-identifying members continue to be the highest representation in the Guild's members at 82.1% of all respondents.

8.9% of all respondents identify as bisexual or pansexual, 7.0% identify as homosexual, gay or lesbian, 1.5% preferred to self-describe and 0.5% identify as asexual. Altogether, 17.9% of our membership identifies as LGBTQ+ compared to 16.7% in the 2022 Census, representing a consistent trend.

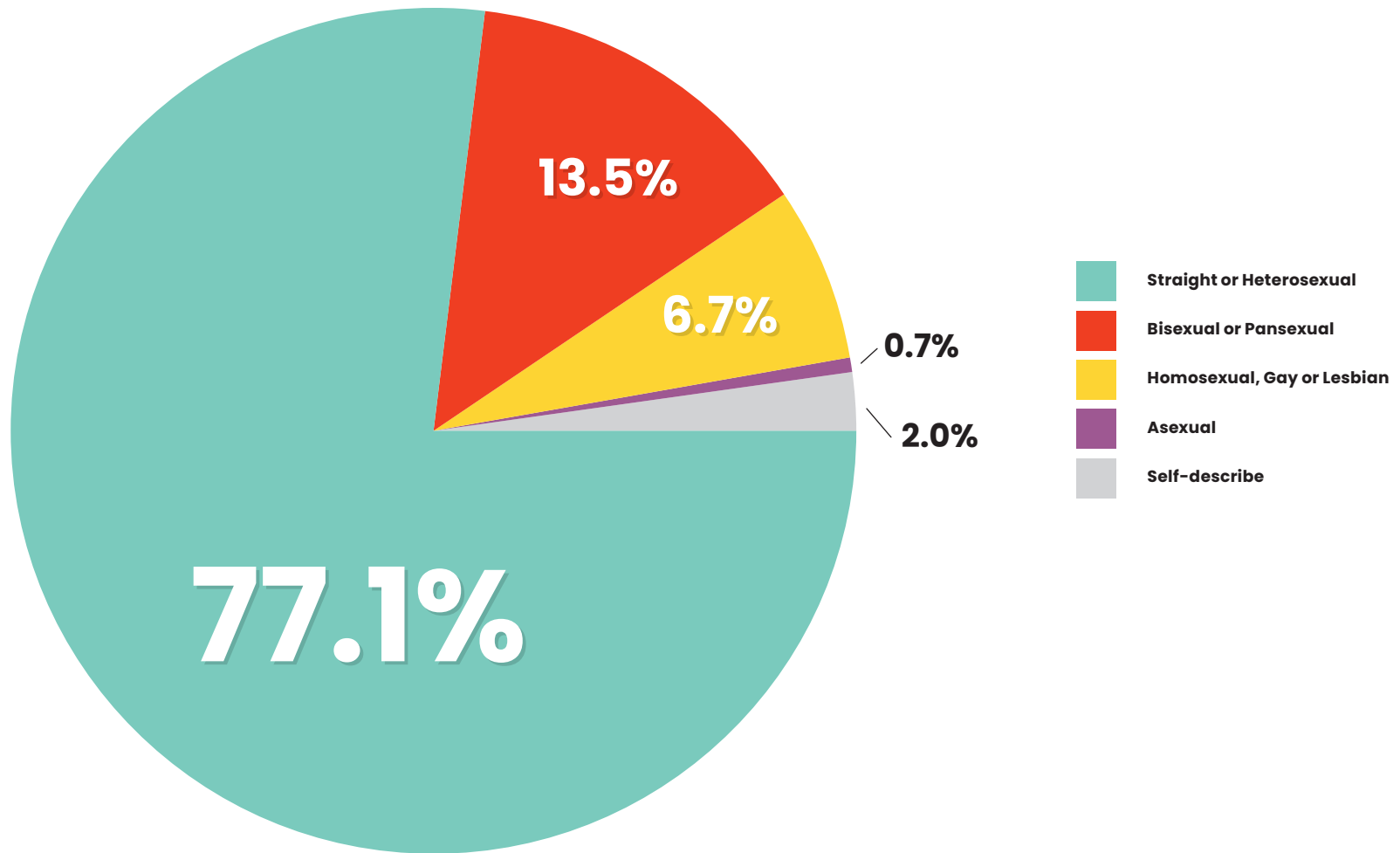
- Straight or Heterosexual
- Bisexual or Pansexual
- Homosexual, Gay or Lesbian
- Asexual
- Self-describe

Sexual Orientation
(All Participants)





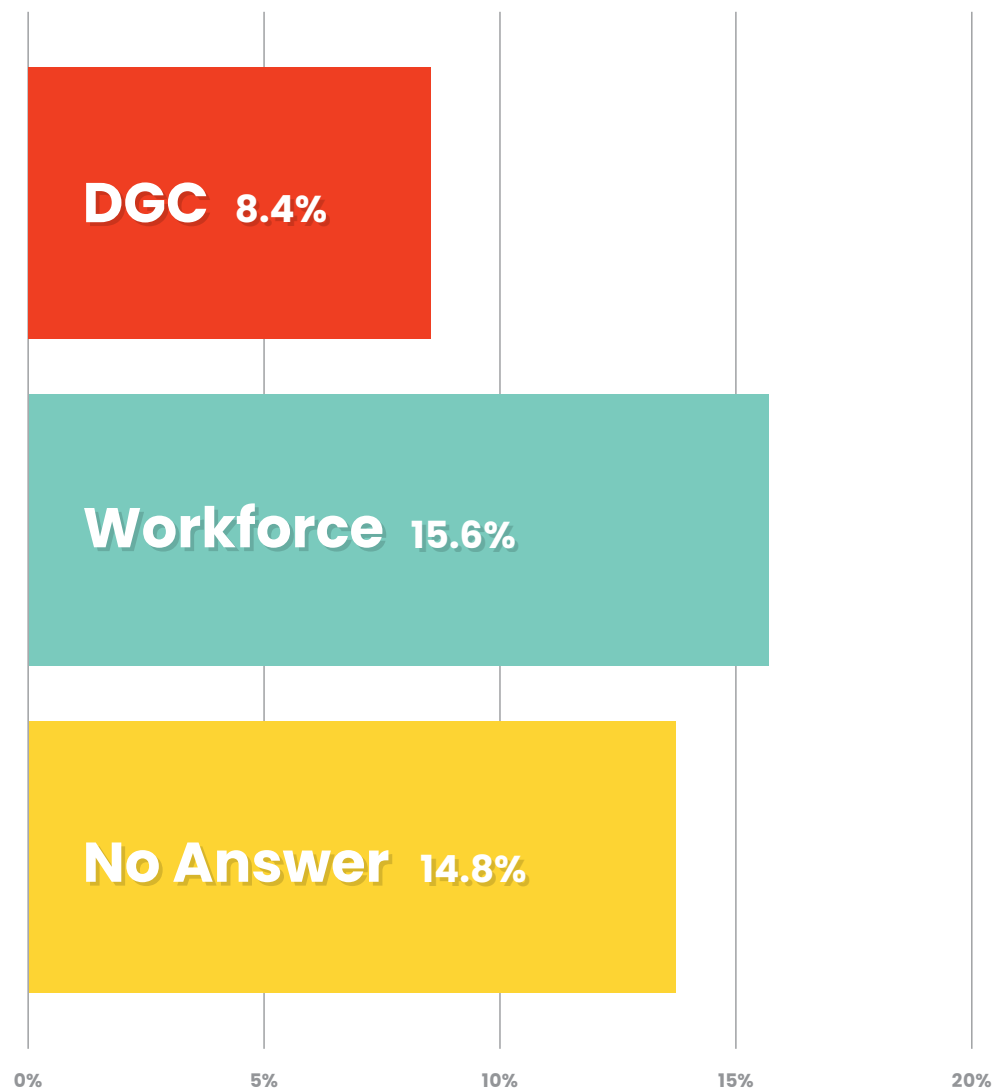
Sexual Orientation
(New Respondents)



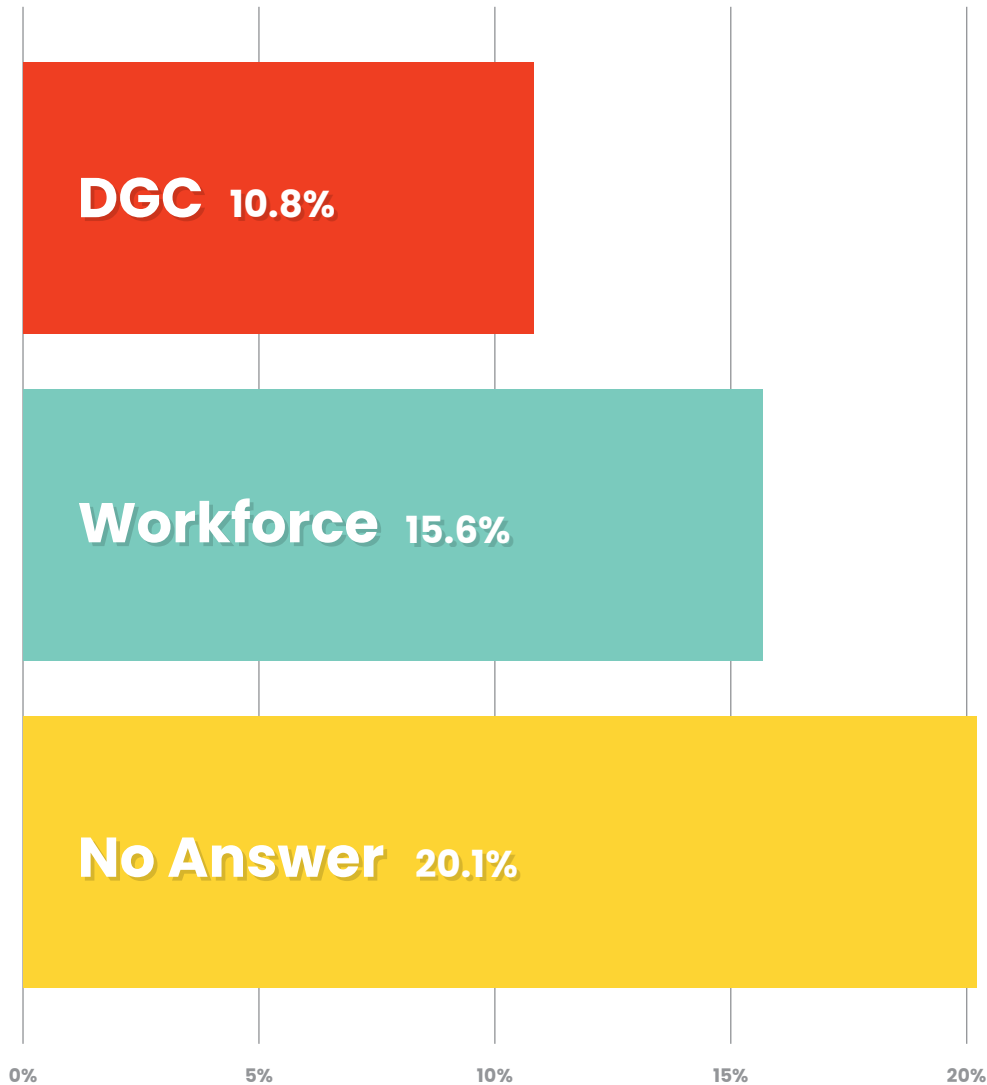
Persons with Disabilities

Disability and accessibility continue to be an area where the Guild must strive to better understand our members' experiences and to address their needs. When examining the results of all 5,168 participants since the inception of the survey, 8.4% identify as living with a disability but close to 15% of members chose not to answer this question.

Persons with Disabilities (All Participants)



Persons with Disabilities (New Respondents)



The non-answer rate for new participants is 20.1% – compared to 12.0% in last year's report – underlining that a significant portion of the Guild's members may still sense hesitation when it comes to disclosing their experiences with disabilities.

When considering this margin and the rate of non-participation in the census, it is safe to assume that the percentage of members living with a disability is much higher than the rate determined from our results.

Income

Statistics based on a combination of census questionnaires and DGC membership data show that members who identify as men continue to be the highest earning in the Guild, collecting an average total income per year of \$85,872.51 compared to \$77,748.12 for women. Both men and women had income far in excess of that earned by members identifying as non-binary, gender non-conforming or those who preferred to self-describe.

White/Caucasian members also have a higher total income per year than other groups with a mean of \$82,814.92 and a median of \$67,607.12. Average total income per year was higher for Caucasian members than for Black members (\$73,021.17) and Indigenous members of the Guild (\$63,913.96) who brought home the lowest total income per year when calculated based on ethnic origin.

Ethnicity (Average Total Income Per Year)

Caucasian / White	\$82,814.92
Asian	\$81,119.41
Black	\$73,021.17
BIPOC (Other)	\$71,530.21
Indigenous	\$63,913.96

Gender Identity (Average Total Income Per Year)

I identify as a man	\$85,872.51
I identify as a woman	\$77,748.12
Gender Non-Conforming, Non-Binary, Prefer to Self Describe	\$54,356.44



With this report, the DGC both upholds and broadens its mandate in building trust across communities, understanding our members' needs and continuing to foster a more inclusive Guild. Data, accountability and transparency have been a core driving force in the Guild's efforts towards diversity, equity and inclusion and remains a guiding principle in all our work.



– **Warren P. Sonoda,**

DGC National President



Section One

Ethnic Representation

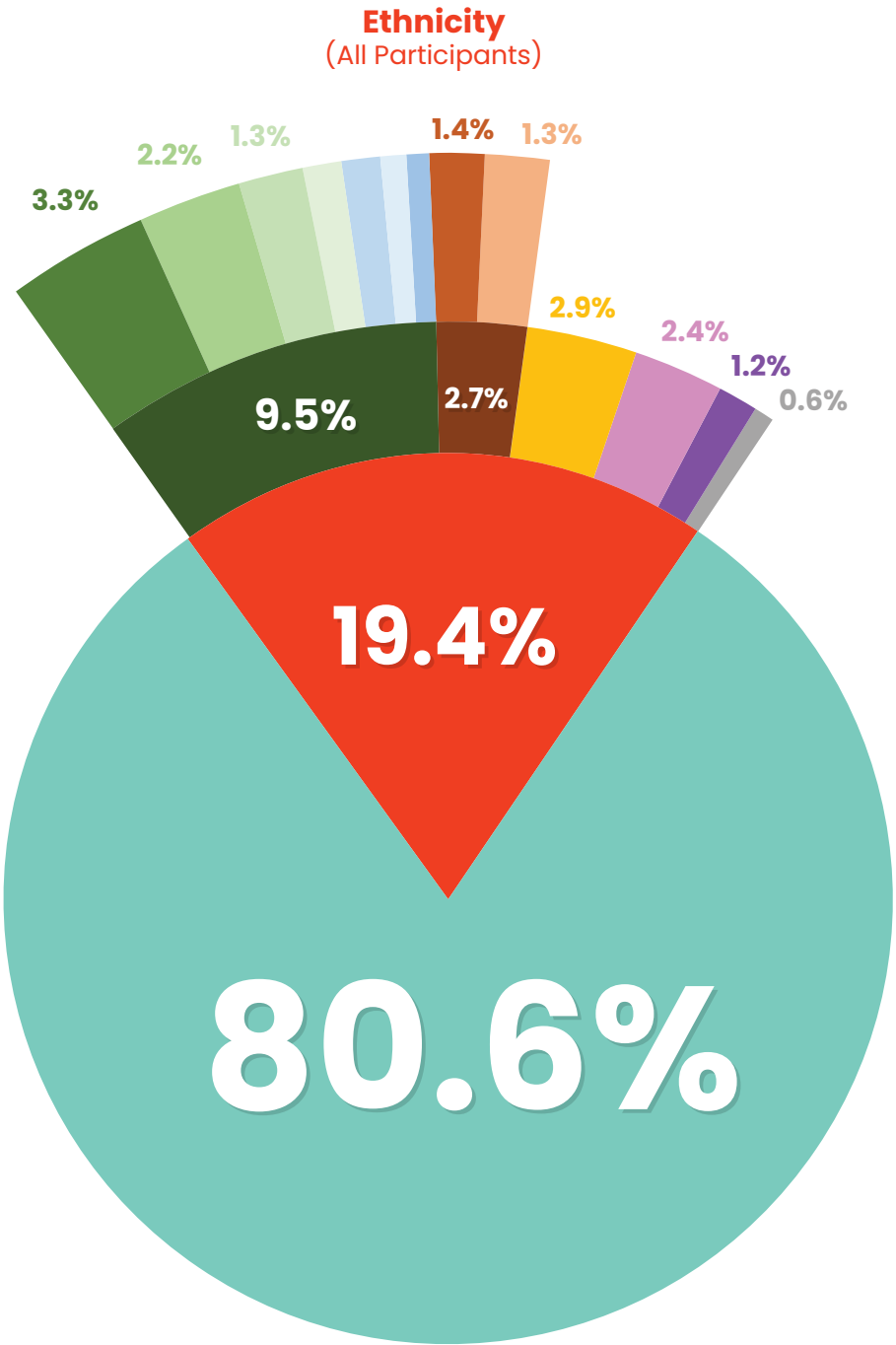


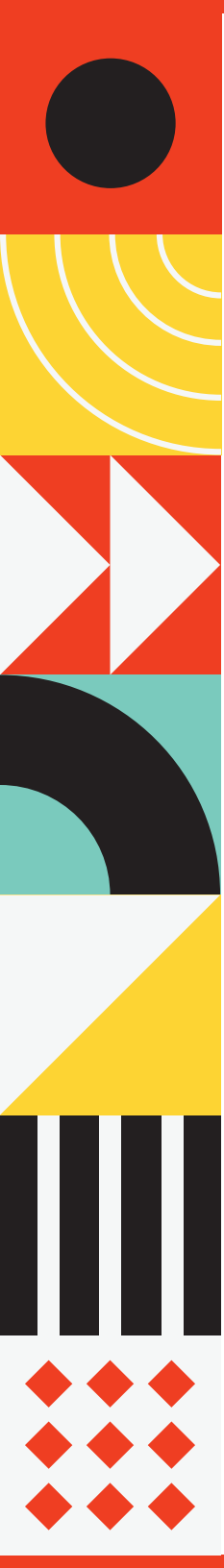
BIPOC communities make up around 26-27% of the Canadian population. The census results show, as we expected, that these communities are significantly underrepresented in the DGC (19.4%).

The complete results demonstrate continued lack of diversity among the participating members. Out of the 5,168 completed questionnaires, 80.6% of the participants identify as Caucasian with Asian groupings (9.5%) having the second highest percentage, followed by Black (2.9%) and Indigenous (2.7%) members of the Guild.

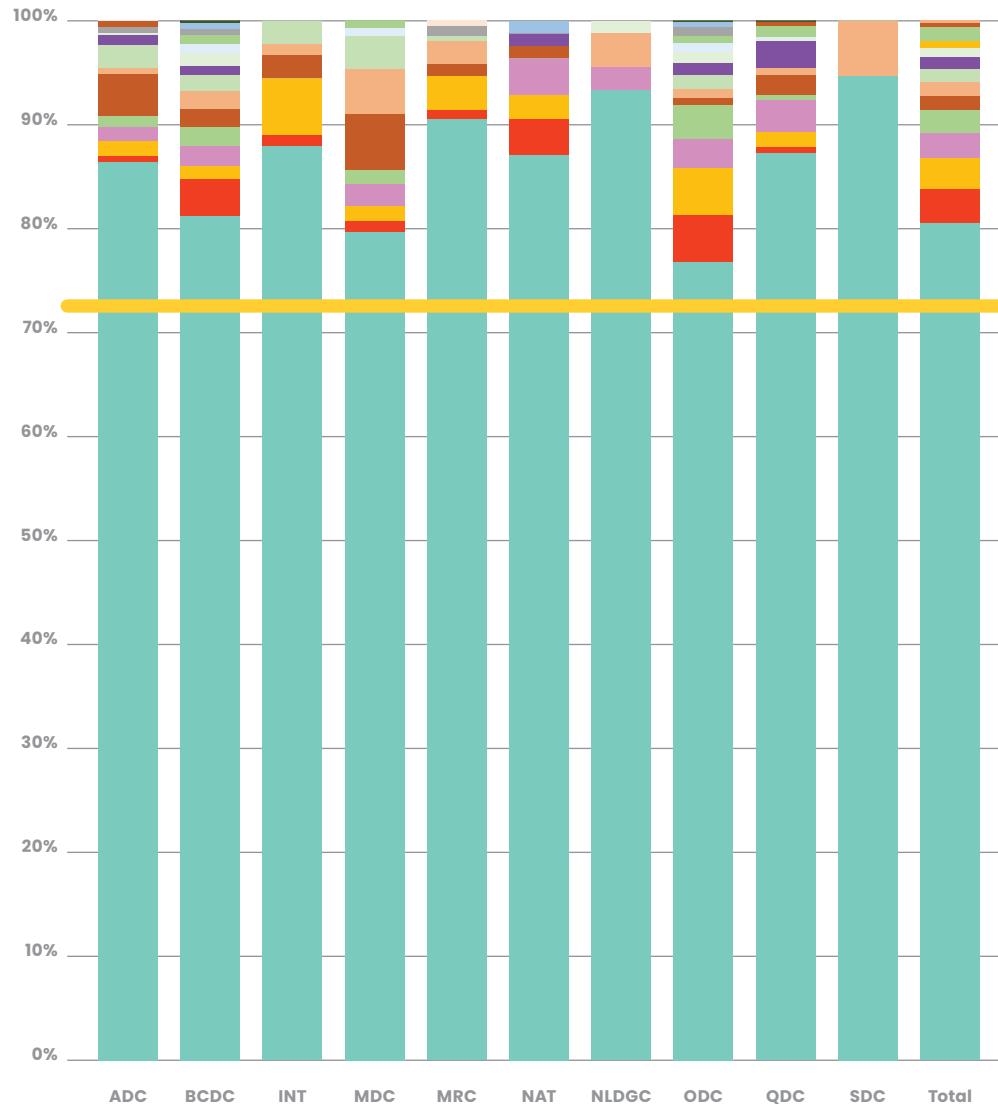
The groupings in this chart were selected to match those listed in the Government of Canada Census of Population.

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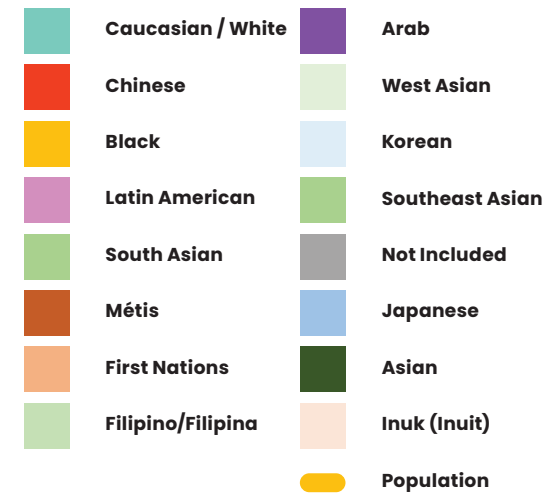


Ethnicity by District Council (All Participants)

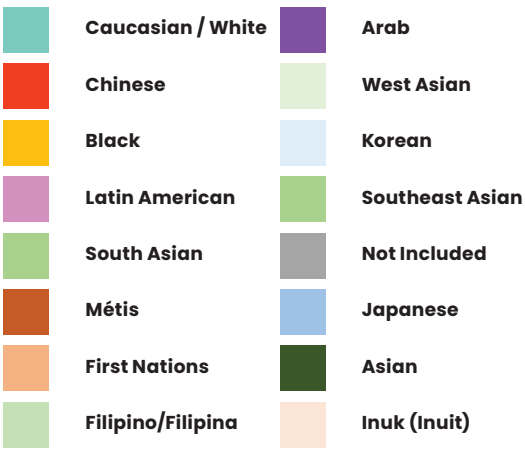


Ethnicity by District Council

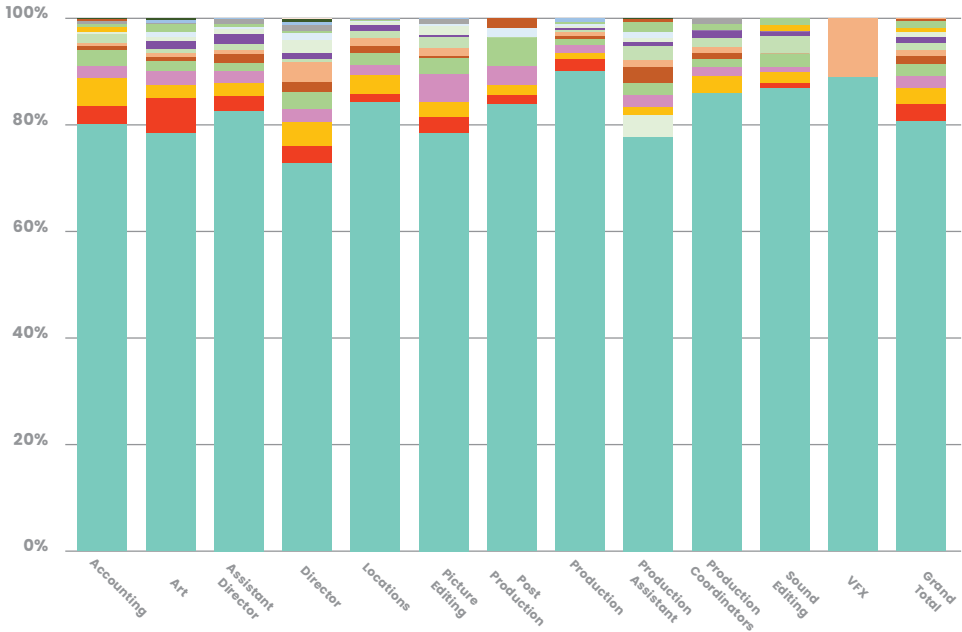
The yellow line represents the national average for the ratio of Caucasian to BIPOC members. No District Council has attained BIPOC representation equal to the Canadian population.



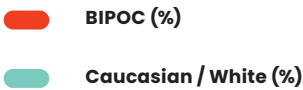
Underrepresentation exists among all caucuses. In this year's report, Directors have the highest participation of members from BIPOC communities at 27.3% and the Production caucus has the lowest at 10.1%.



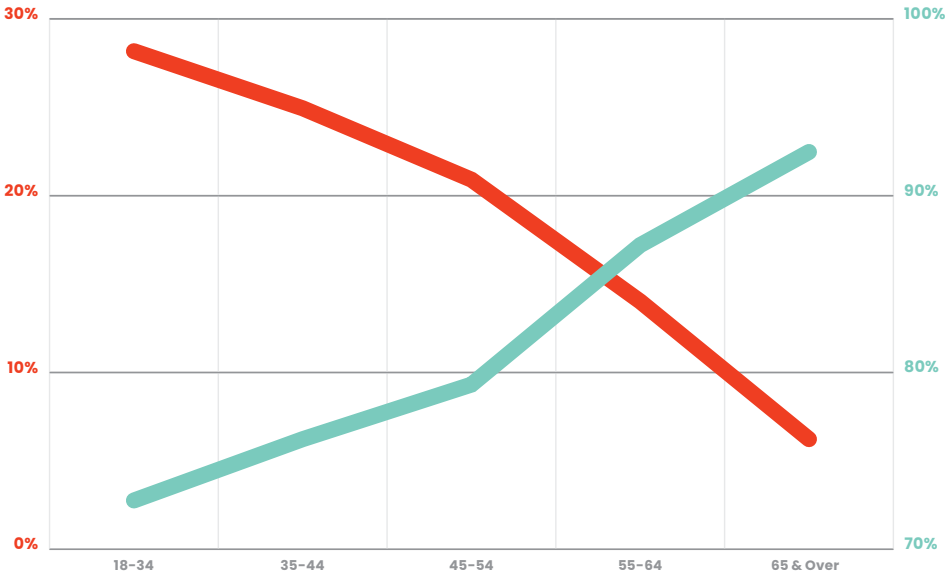
Ethnicity - Caucus (All Participants)

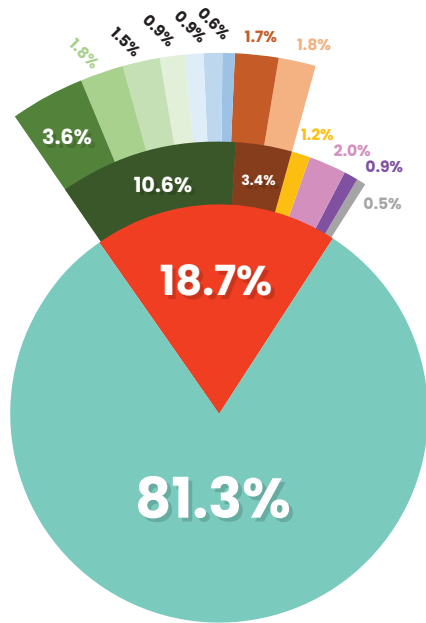


Based on the total responses collected from participants since the inception the survey, the highest representation of BIPOC members is in the ages ranging from 18 to 34 and 35 to 44, nearly 30% of BIPOC members are in those age groups. While recognizing that White/Caucasian members are the most represented members in the Guild, the results also show that over 80% of White/Caucasian members are over the age of 55.

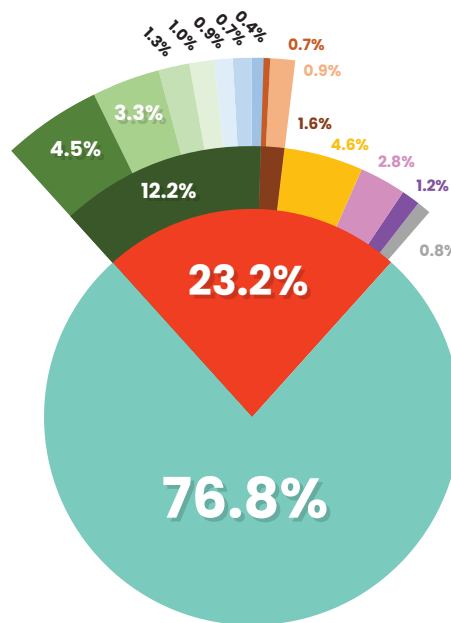


Ethnicity by Age (All Participants)

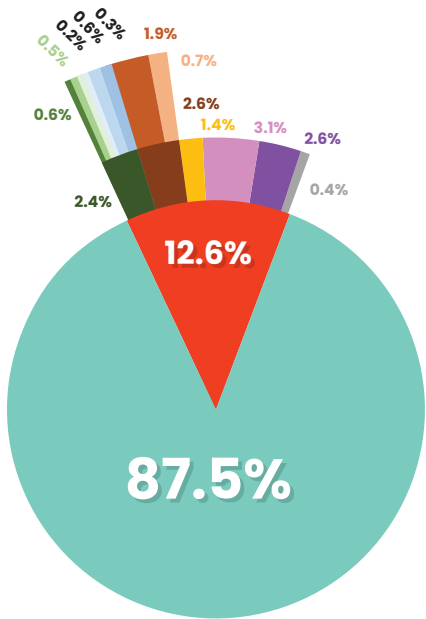




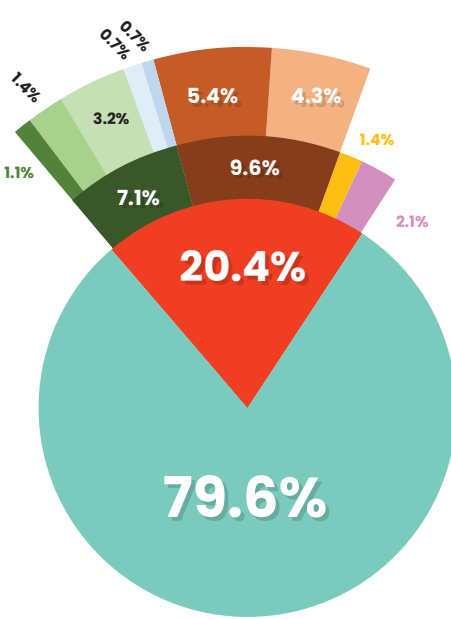
British Columbia



Ontario

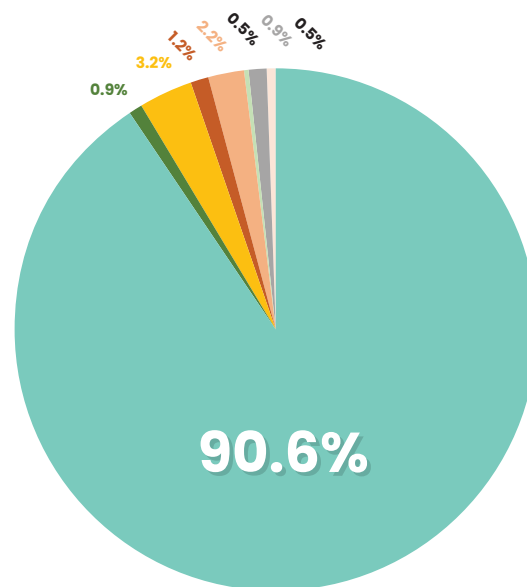


Quebec

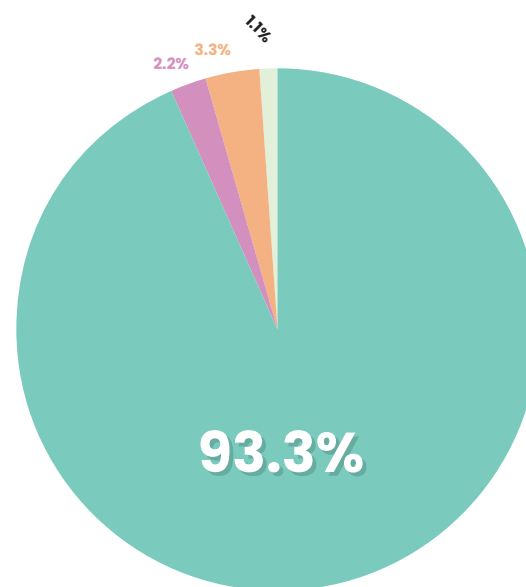


Manitoba

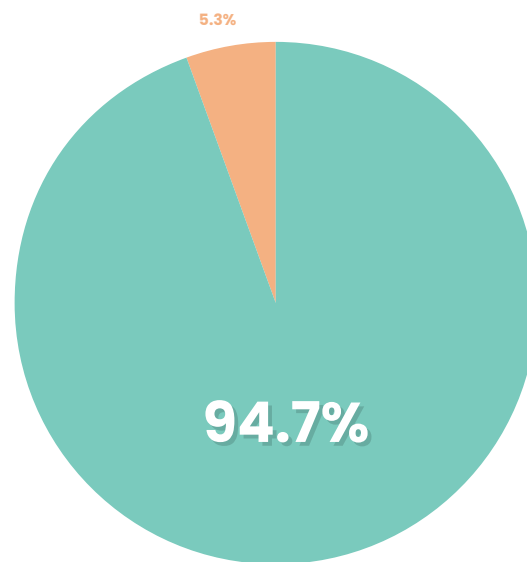




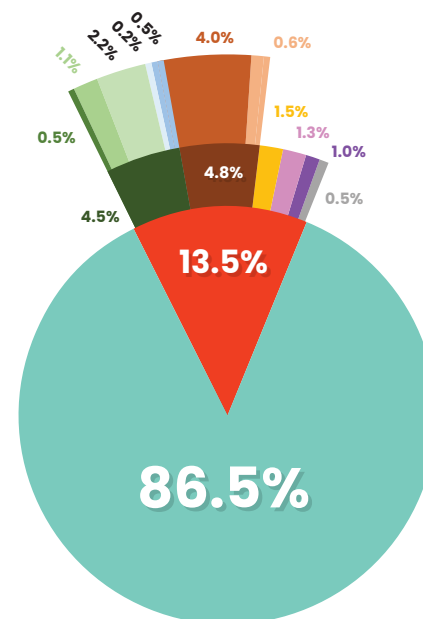
Maritimes



Newfoundland



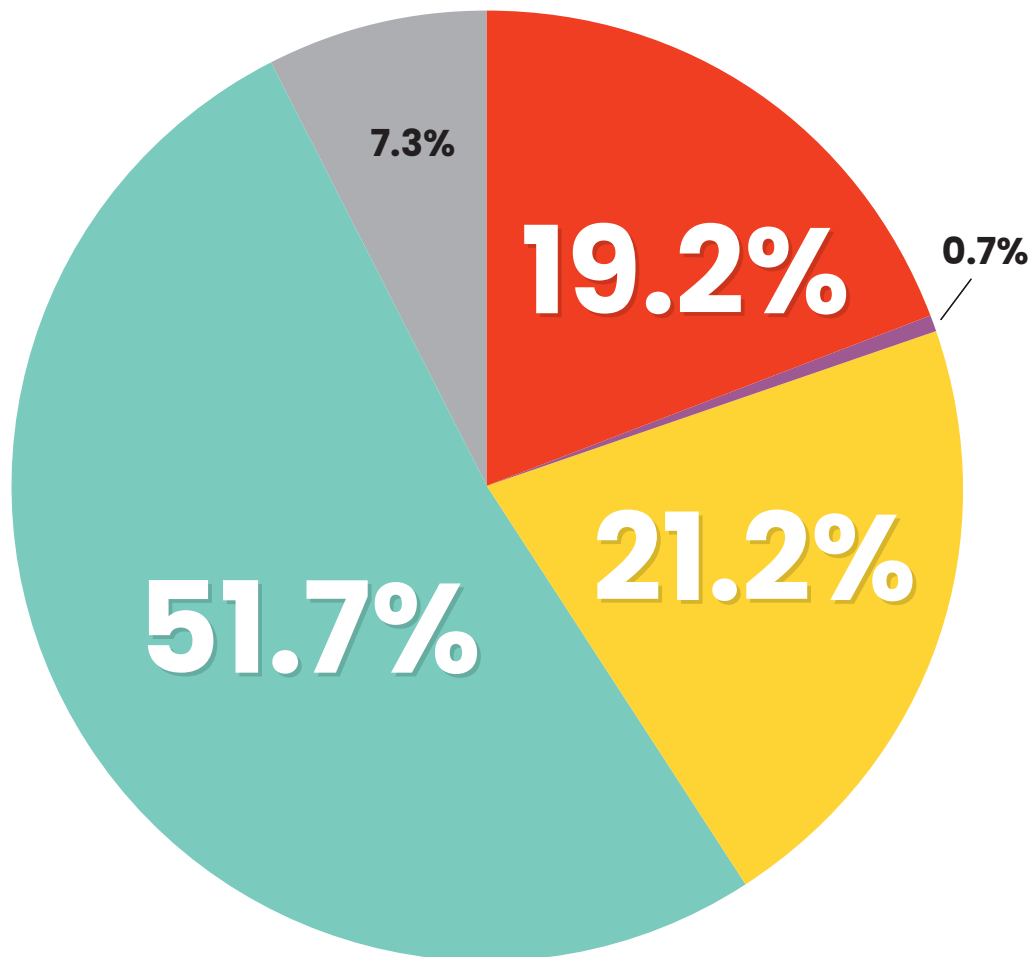
Saskatchewan



Alberta

Black Membership

Black Membership
(All Participants)



While 2.9% of total census participants identified as Black, the results have shown that the largest share of Black participants are of Caribbean heritage, specifically. Knowing that the term 'Black' may include many identities, it was important for this census to capture as much information as possible on the ethnic identities that fall within this racialized group, as it allows us to better understand the vast spectrum of representation and to focus our efforts on how to reach under served communities

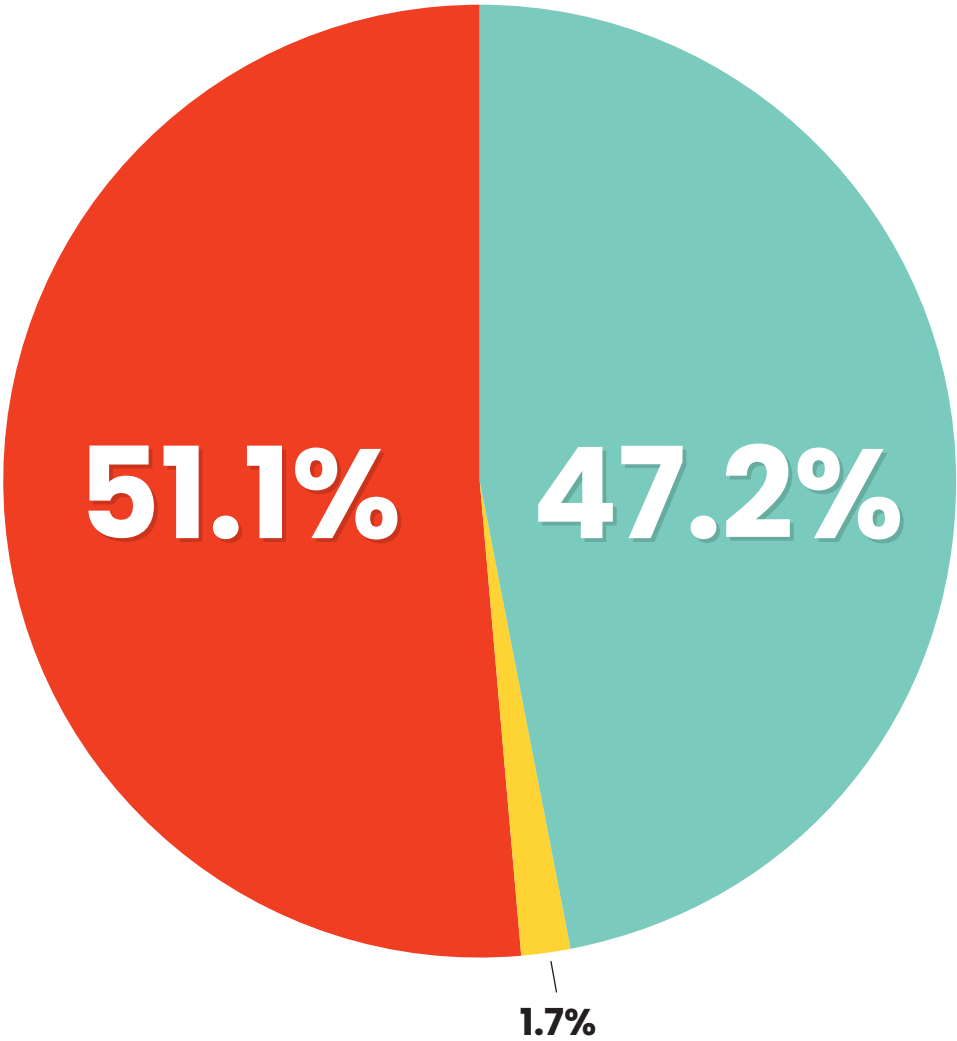
- I am a descendent of enslaved peoples from Canada or the United States
- I, or my family, immigrated to Canada from the Caribbean
- I, or my family, immigrated to Canada from Africa, either directly or via another country
- I do not know my ancestors' origin prior to living in Canada
- Prefer not to answer
- Prefer to self-describe

Indigenous Membership

2.7% percent of the census participants identified as Indigenous, with 1.4% of respondents being Metis and 1.3% being First Nations. The largest share of Indigenous members work in the Director and Production Assistant caucuses.

- Métis
- Inuk (Inuit)
- First Nations

Indigenous Membership
(All Participants)



Section Two

Gender & Gender Identity



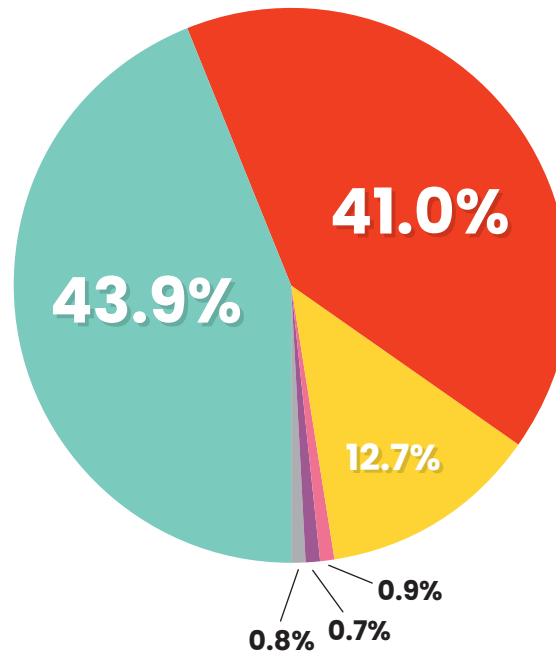
Gender (All Participants)

In assessing gender representation within the Guild, we drew on information contained in the DGC membership database in addition to data collected through the DGC Census. Membership records provide the most complete and accurate picture of the representation of women in Guild.

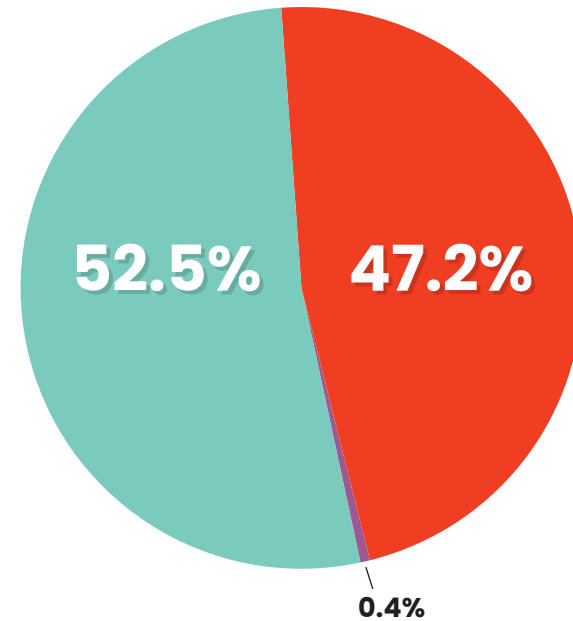
Membership records show the Guild as a whole as composed of 43.2% women and 56.4% men, while cross-referencing membership records with census data reveals that members who completed our census questionnaire were identified in database records as 47.2% women and 52.5% men. This gap between those answering the questionnaire and the membership at large indicates the underrepresentation of women within the Guild is understated if we rely solely on census data in our analysis.

Even those who completed the rest of the census were more likely to refuse to disclose their gender or gender identity. In total, 12.7% of participants refused to answer.

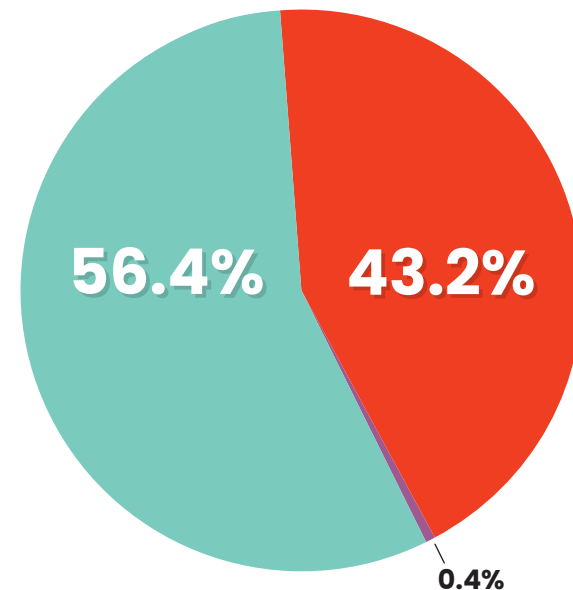
Census Responses

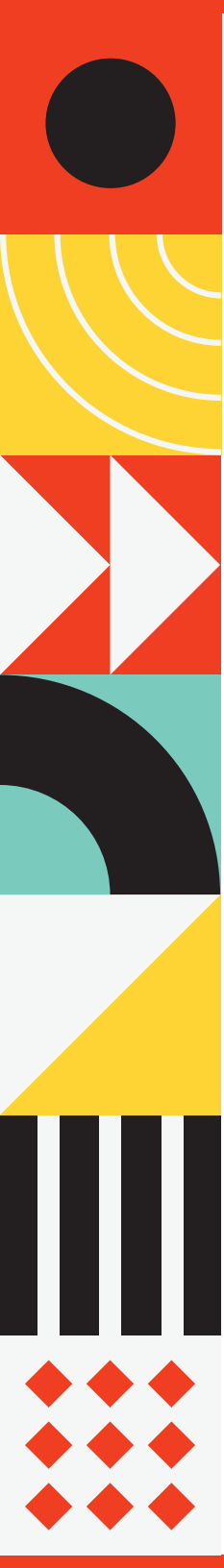


**Membership Records
(Census Respondents Only)**

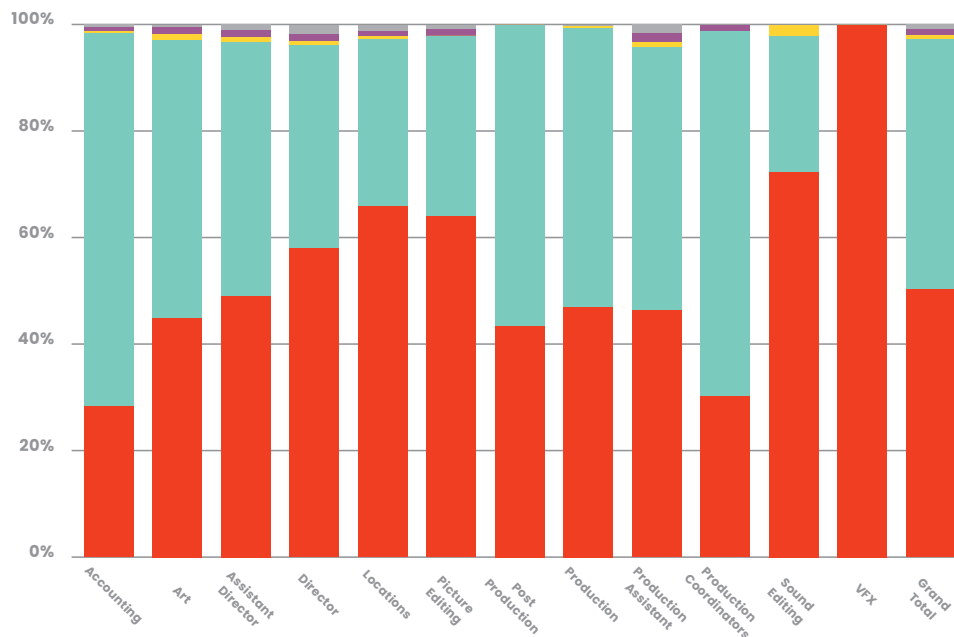


**Membership Records
(All)**

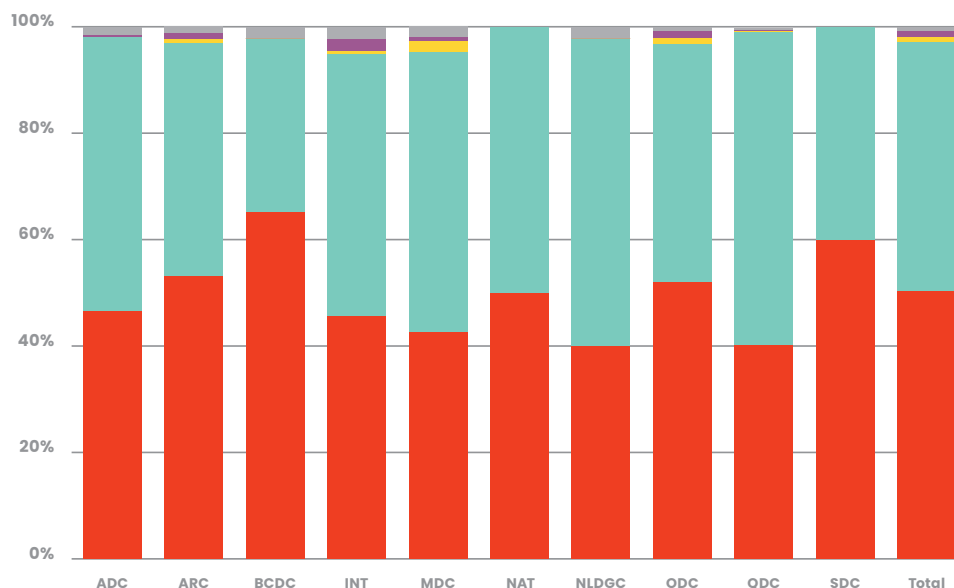




Gender - Caucus (All Participants)



Gender by District Council (All Participants)



The availability of sex/gender data in the DGC membership database is an excellent tool to test the accuracy of our methodology. The gender and gender identity data collected suggests that selection bias – respondents self-selecting as to whether they participate in the questionnaire – presents a significant challenge and that members of historically underrepresented groups may be more enthusiastic in their willingness to participate. This indicates both a need for further study and continued efforts to encourage all members to participate in voluntary self-identification.

-  I identify as a woman
-  I identify as a man
-  I identify as gender non-conforming
-  I identify as non-binary
-  Not Included

Section Three

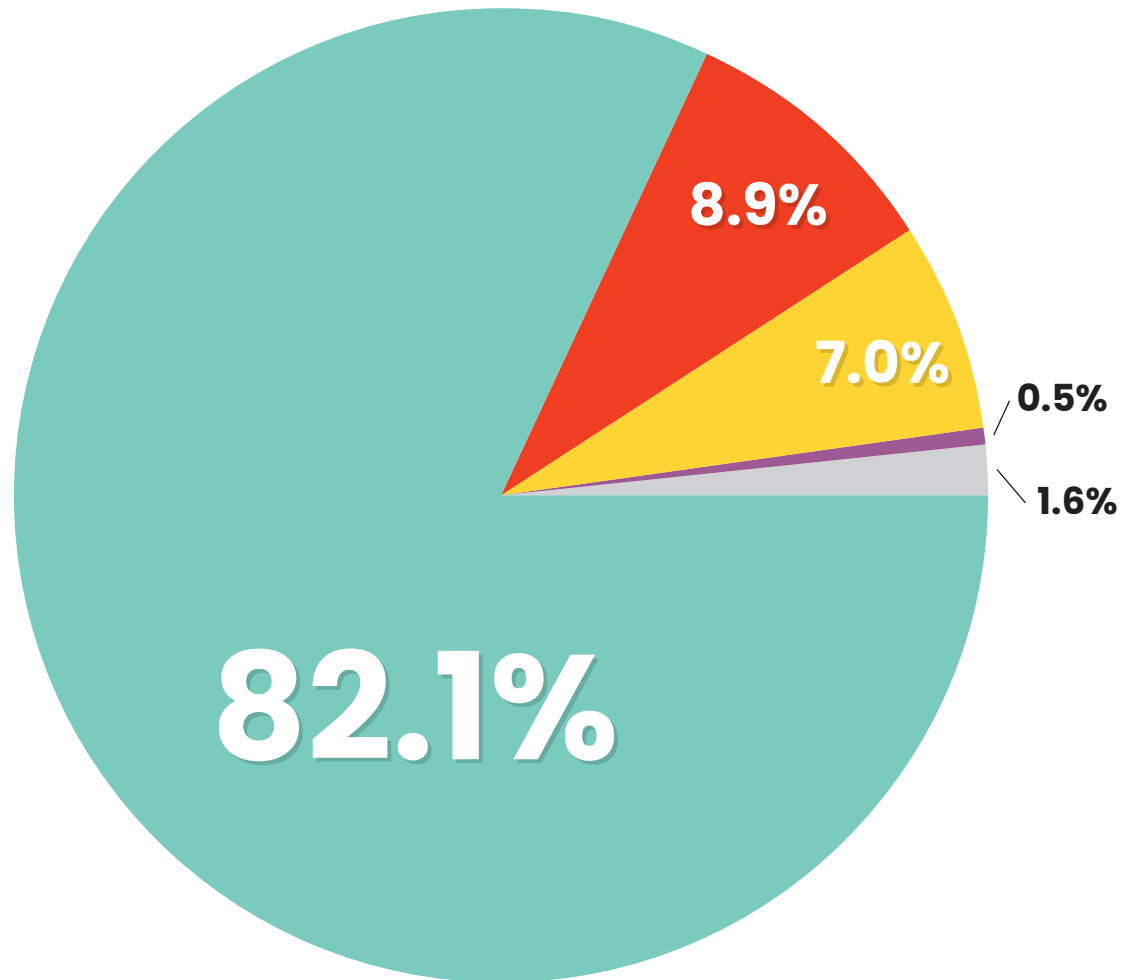
Sexual Orientation



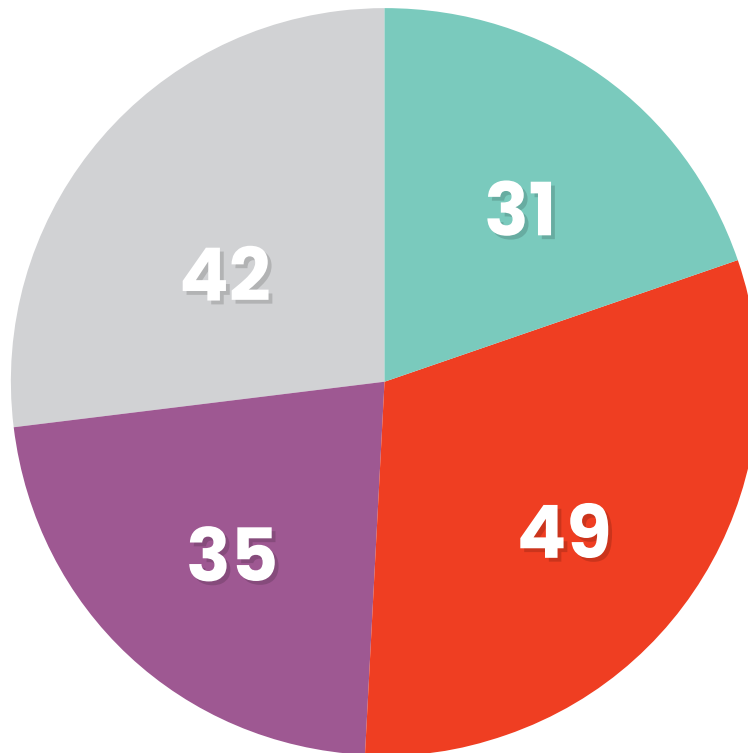
LGBTQ+ communities are well-represented in the Guild membership, making up a much larger share than the public at large. While reliable statistics on LGBTQ+ representation are difficult to obtain, Statistics Canada estimates 4% of Canadians identify as belonging to one or more LGBTQ+ groups, rising to 6.7% among Canadians aged 15–24 years old. As you can see, representation of the LGBTQ+ community far out strips such levels in the Guild.



Sexual Orientation
(All Participants)



Gender Identity (All Members)



Overall, 0.66% of census respondents identified as transgender with an additional 1.1% identifying as non-binary and 0.78% as gender non-conforming. These choices accounted for 156 total members who identify as trans, non-binary, gender non-conforming or said their gender identity was not included in the options offered. Of note, while 6 members identified as trans men, none identified as trans women. This gap justifies further investigation as to whether specific obstacles exist – whether they be direct or systemic – for trans women in the industry.

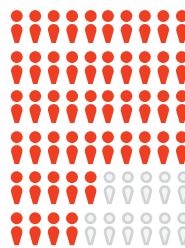
Transgender Members



Transgender
Men



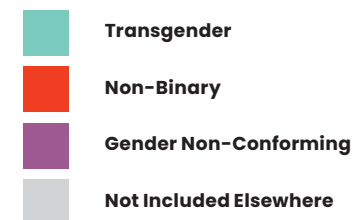
Transgender
Women



Non-Binary



Gender
Non-Conforming



Section Four

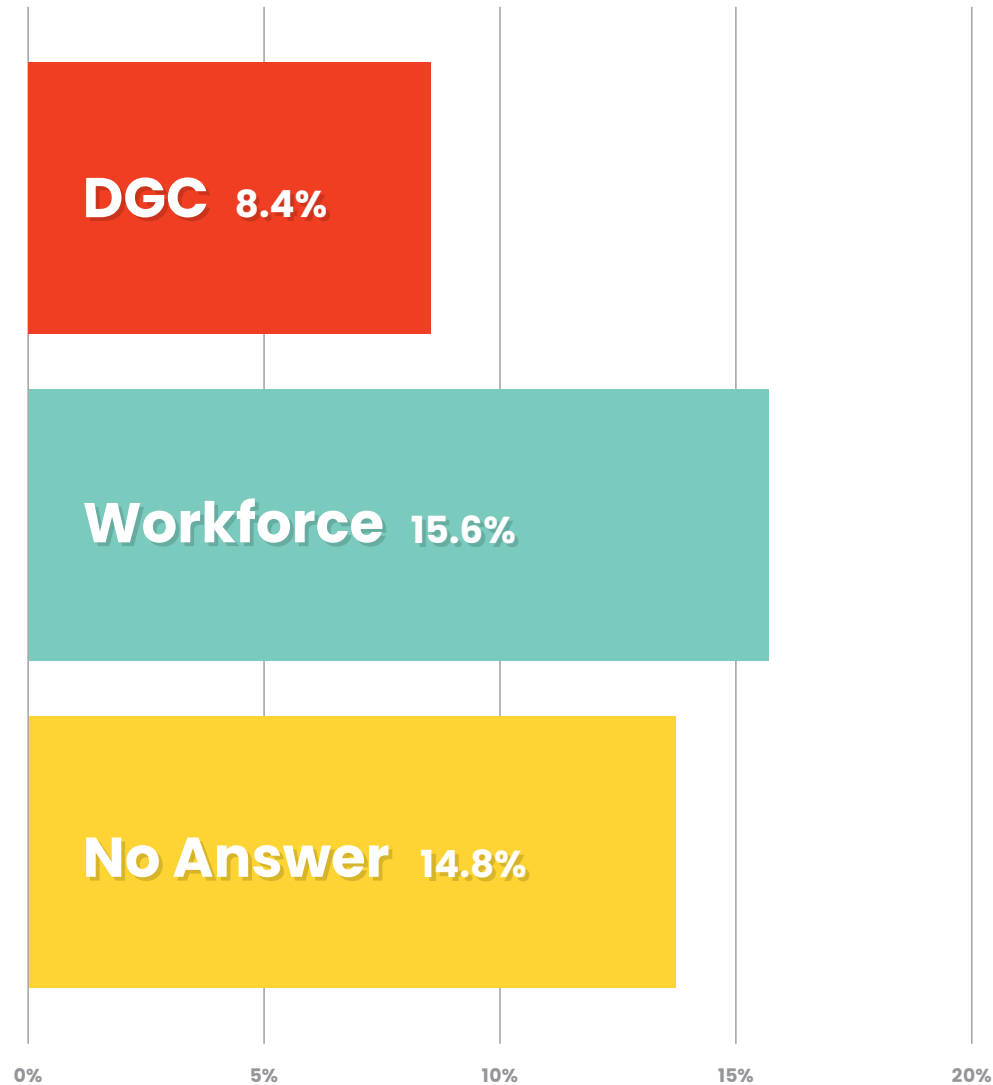
Persons with Disabilities



Persons with Disabilities

At first glance, it looks as if the DGC has about half as many members with disabilities as the Canadian workforce, but 14.8% of members chose not to answer this question. This is an area that requires deeper investigation from the Guild.

Persons with Disabilities (All Participants)



Section Five

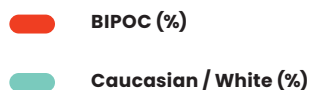
Age



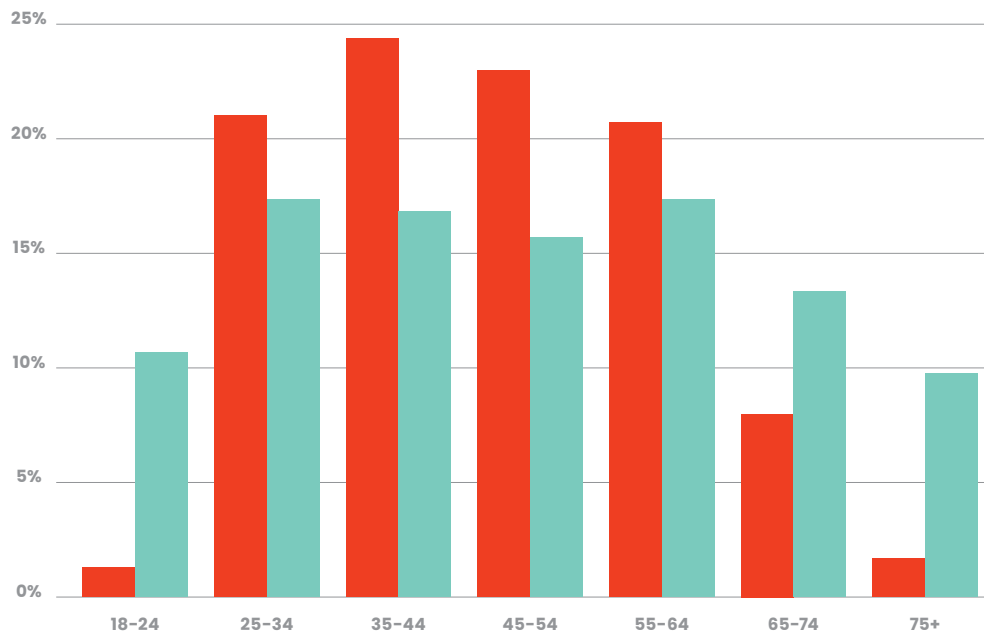


Perhaps surprisingly, the Guild is generally representative of the general population in terms of age.

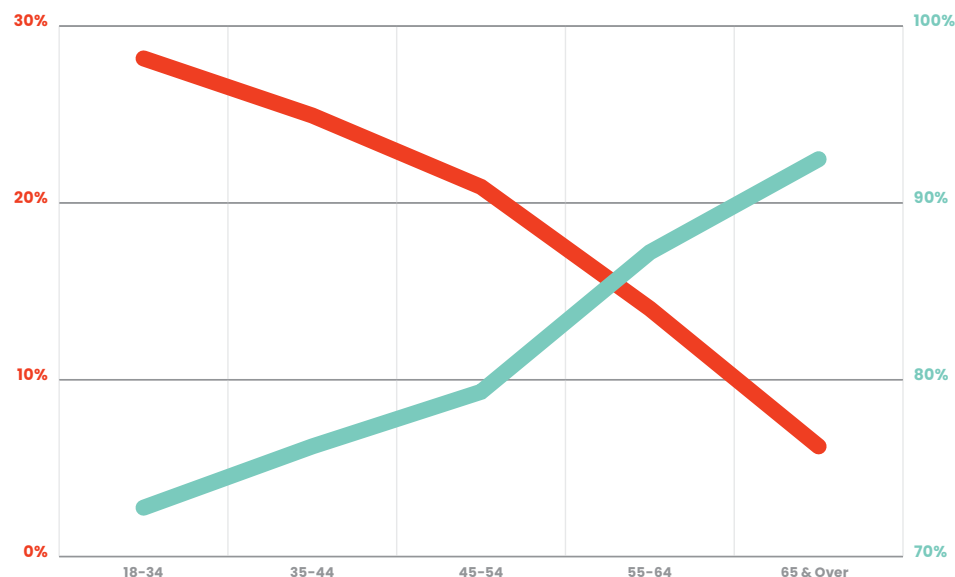
Compared to the adult population of Canada, the census results demonstrate that the Guild has fewer members under 25 (as many will require the credits or days to join) and fewer members over 65 (as some may retire), but our membership is in keeping with the general population in the 25–65 prime working age years.



Age (All Participants)



Ethnicity by Age (All Participants)



Section Six

Income



Income

As stated above, men continue to be the highest earning group in the Guild, collecting an average total income per year of \$85,872.51 compared to \$77,748.12 for women. Both men and women had income far in excess of that earned by members identifying as non-binary, gender non-conforming or those who preferred to self-describe.

White/Caucasian members also have a higher total income per year than other group with a mean of \$82,814.92 as compared to \$73,021.17 for Black members and \$63,913.96 for Indigenous members of the Guild.

Ethnicity (Average Total Income Per Year)

Caucasian / White	\$82,814.92
Asian	\$81,119.41
Black	\$73,021.17
BIPOC (Other)	\$71,530.21
Indigenous	\$63,913.96

Gender Identity (Average Total Income Per Year)

I identify as a man	\$85,872.51
I identify as a woman	\$77,748.12
Gender Non-Conforming, Non-Binary, Prefer to Self Describe	\$54,356.44

Appendix I: Ethnicity & Gender by District Council & Caucus (Crosstabs)

The highest priority for the DGC in initiating this census is the privacy of our members. As such, in District Councils where the total number of members of any given ethnicity, working in any given caucus, is less than five (5), this information is not disclosed publicly as such information may be used to identify the individual respondents.

Where a given crosstabulation can be provided, but one or more combination of ethnicity and caucus includes less than five members, the data for that individual cell is redacted and replaced with an asterisk (*).

1. Ethnicity

DGC Census privacy standards limit our ability to provide crosstabulations to Ontario, British Columbia and Quebec, and – in some cases – limit the groupings for which we can provide data within these District Councils as well.

Spreadsheets:



Fig. 1



Fig. 2



Fig. 3

2. Gender

DGC Census privacy standards prevents us from providing crosstabulations in Newfoundland & Labrador and Saskatchewan, and – in some cases – limit the groupings for which we can provide data within these District Councils as well.

Spreadsheets:



Fig. 4



Fig. 5



Fig. 6



Fig. 7



Fig. 8



Fig. 9

Appendix II: A Comparison of Certain Variables with the Canada Census (2021)

This information is intended to provide some context for readers of the DGC Census report and compares the results of that census to comparable populations in the Canada Census of 2021. The purpose of this comparison is to see how DGC membership compares proportionally to the Canadian population writ large. However, there are some methodological issues between the two data sets as they use different terminology and criteria. In some cases, such as ‘Sexual Orientation’ and ‘Age,’ the data is not directly comparable. Nonetheless, there is some utility in attempting to compare the data between the two sets whenever possible. Notes for each variable are included below to highlight any challenges that exist between direct comparison.





1. Ethnicity

The Canadian Census of 2021 presents data in many tables, and the most similar one that allows for comparison with the DGC Census “Ethnicity” response is that for “Ethnic Origin.”

Unfortunately, for comparison’s sake between the two data sources, we must eliminate “Caucasian/White,” “First Nations,” “Metis,” and “Inuit” from the backgrounds compared as the Canadian Census does not include them in the “Ethnic Origin” data set. As such, the data comparison between the DGC Census and Canada Census (2021) for ethnicity/visible minority population is as follows:

Spreadsheets:  **Fig. 10**

The percentage of visible minorities in the DGC by sub-group is broadly reflective of Canadian society, however there are some exceptions, most notably that South Asian members are underrepresented by a very wide margin. Just three groups are overrepresented in the DGC membership: Japanese, Korean, and Latin American.

Source:

<https://www12.statcan.gc.ca/census-recensement/2021/dppd/prof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Geo2=P&Code2=01&SearchText=Canada&SearchType=Begin&SearchPR=01&BI=Visible%20minority&TABID=1&type=1>

Regarding First Nations, Inuit, and Metis membership in the DGC versus the Canadian population, a comparison can be made, but using a different data table in the latter. In this case, for the Canada Census of 2021, we must use the “Indigenous Population” table in the Canada Census 2021 data.

Spreadsheets:  **Fig. 11**

Most notably, First Nations (excluding Inuit and Metis) are underrepresented in the DGC membership. There are not enough members to meaningfully compare Inuit and Metis membership, however both appear broadly in line with the Canadian population.

Source:

<https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Geo2=P&Code2=01&SearchText=Canada&SearchType=Begin&SearchPR=01&BI=Ethnic%20origin&TABID=1&type=1>

2. Gender Identity

With relation to gender identity, it is only comparable to compare the proportion of “Male” and “Female” respondents in the DGC Census to Canada Census of 2021. Unfortunately, the Canada Census of 2021 did not record responses for three categories of gender identity accounted for in the DGC Census: Gender Non-Conforming; Gender Non-Binary; and Prefer to Self Describe.

Spreadsheets:  **Fig. 12**

According to the DGC Census data, the DGC membership is more than 50 percent male (50.3%), which is more than the Canadian population as measured in the Canada Census of 2021, and female members were similarly underrepresented.

Source:

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Geo2=PR&Code2=01&SearchText=01&SearchType=Begin&SearchPR=01&BI=All&TABID=3&type=1>

3. Sexual Orientation

Comparison of the sexual orientation data between the DGC Census and the Canada Census of 2021 is, unfortunately, not possible. The data available for comparison in the 2021 Canada Census that relates to “Same Sex Couples” which of course is far too vague, only counts “Couples” and has none of the other categories that were included in the DGC Census (i.e.: “Asexual,” “Bisexual” or “Pansexual,” etc.).

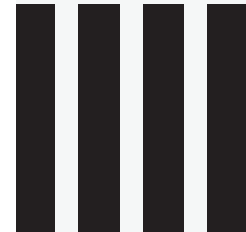
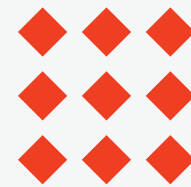
4. Age

Age is a demographic that is not directly comparable between the DGC Census and the Canada Census of 2021 because DGC members are members of the workforce, whereas not all members of the Canadian population are.

Spreadsheets:  **Fig. 13**

Source:

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Geo2=PR&Code2=01&SearchText=01&SearchType=Begin&SearchPR=01&BI=All&TABID=3&type=1>





Appendix III: Gender, Ethnicity and District Council Income Breakdowns by Job Category

These breakdowns provide further elaboration on the overall income statistics provided in the DGC Census. Privacy standards once again apply, this in any case where the total number of members less than five (5), this information is not disclosed publicly as such information may be used to identify the individual respondents.

Average Yearly Income by Gender and Job Category

Spreadsheets:  **Fig. 14**

Average Yearly Income by Ethnicity and Job Category

Spreadsheets:  **Fig. 15**

Average Yearly Income by District Council and Job Category

Spreadsheets:  **Fig. 16**

Spreadsheets:



Fig. 1



Fig. 2

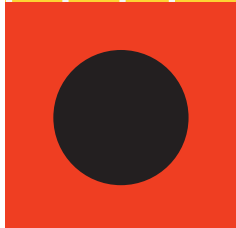
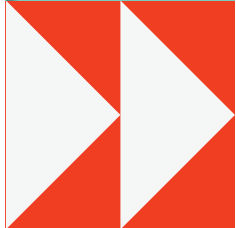
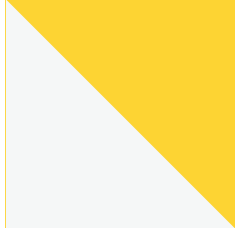
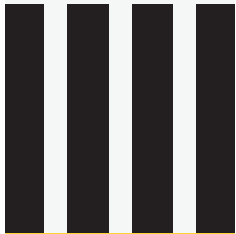
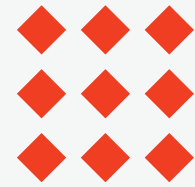


Fig. 3

BCDC	Accounting	Art	Assistant Director	Directors	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
Caucasian / White			84.17%	72.64%	89.90%			89.52%	75.90%				81.33%
BIPOC			15.83%	27.36%	10.10%			10.48%	24.10%				18.67%
Asian			9.17%	11.53%	5.09%			7.12%	12.72%				9.74%
Indigenous			2.76%	6.49%	*			*	4.15%				3.44%
Grand Total			100%	100%	100%			100%	100%				100%
Prefer not to answer			10.61%	10.88%	8.95%			8.82%	11.06%				10.32%

Ontario	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
Caucasian / White	75%	73%	80%	67%	79%	76%	84%	88%		*	86%	*	77%
BIPOC	25%	27%	20%	33%	21%	24%	16%	12%		*	14%	*	23%
Asian	12%	16%	9%	14%	8%	11%	9%	5%		*	8%	*	11%
Black	7%	4%	4%	8%	6%	3%	2%	2%		*	2%	*	5%
Grant Total	100%	100%	100%	100%	100%	100%	100%	100%		*	100%	*	100%
Prefer not to answer	14.1%	13.7%	11.9%	17.4%	15.6%	12.5%	6.7%	12.1%		0.0%	14.4%	0.0%	13.6%

Quebec	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
Caucasian / White	87.5%	90.2%	85.3%	84.0%	88.9%	*		93.1%					87.5%
BIPOC	12.5%	9.8%	14.7%	16.0%	11.1%	0.0%		*					12.5%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%		93.1%					100.0%
Prefer not to answer	17.6%	19.1%	9.6%	15.3%	15.1%	0.0%		12.1%					14.2%



Spreadsheets:

 Fig. 4

 Fig. 5

 Fig. 6

 Fig. 7

 Fig. 8

 Fig. 9

Alberta	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
F	80.77%	*	42.31%	26.32%	19.35%	*		*	59.15%	73.81%			50.85%
M	19.23%	88.89%	57.69%	73.68%	80.65%	*		83.33%	40.85%	26.19%			49.15%

BC	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
F			45.34%	34.55%	34.88%			45.59%	49.58%				43.36%
M			54.66%	65.45%	65.12%			54.41%	50.42%				56.64%

BC	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
F			45.34%	34.55%	34.88%			45.59%	49.58%				43.36%
M			54.66%	65.45%	65.12%			54.41%	50.42%				56.64%

Ontario	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
F	70.67%	54.43%	40.09%	39.86%	22.18%	34.25%	58.33%	54.78%			26.92%	0.00%	45.52%
M	29.33%	45.57%	59.91%	60.14%	77.82%	65.75%	41.67%	45.22%			73.08%	100.00%	54.48%

Quebec	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
F	64.71%	55.06%	65.82%	37.29%	67.92%	*		48.48%					59.05%
M	35.29%	44.94%	34.18%	62.71%	32.08%	*		51.52%					40.95%

Maritimes	Accounting	Art	Assistant Director	Director	Locations	Picture Editing	Post Production	Production	Production Assistant	Production Coordinators	Sound Editing	VFX	Grand Total
F	88.24%	26.67%	64.71%	56.25%	*	*		*	37.50%	66.67%			52.50%
M	11.76%	73.33%	35.29%	43.75%	84.62%	*		*	62.50%	33.33%			47.50%

Spreadsheets:  Fig. 10

	DGC (%)	CANADA (%)	DIFFERENCE
South Asian	2.2	7.1	-4.9
Chinese	3.3	4.7	-1.4
Black	2.9	4.3	-1.4
Filipino	1.3	2.6	-1.3
Arab	1.2	1.9	-0.7
Latin American	2.4	1.6	0.8
Southeast Asian	0.7	1.1	-0.4
West Asian	0.8	1	-0.2
Korean	0.7	0.6	0.1
Japanese	0.4	0.3	0.1
Visible Minority Not Included Elsewhere		0.5	
Multiple visible minorities		0.9	

Spreadsheets:  Fig. 11

	DGC (%)	CANADA (%)	DIFFERENCE
First Nations (North American Indian)	1.3	2.9	-1.6
Métis	1.4	1.7	-0.3
Inuk (Inuit)	0.0	0.2	-0.2

Spreadsheets:  Fig. 12

	DGC (%)	CANADA (%)	DIFFERENCE
Male	50.3	49.3	1.0
Female	47.0	50.7	-3.8
Gender Non-Conforming	0.8		
Gender Non-Binary	1.1		
Prefer to Self Describe	0.9		

Spreadsheets:  Fig. 13

AGE	CANADA COUNT	PERCENTAGE	DGC COUNT	PERCENTAGE
18 - 25	3,477,825	11.68	96	1.9
26 - 35	4,970,295	16.70	1156	22.4
36 - 45	4,871,535	16.37	1271	24.6
46 - 55	4,705,370	15.81	1182	22.9
56 - 65	5,196,280	17.46	1017	19.7
66 - 75	3,871,220	13.01	382	7.4
75+	2,674,605	8.99	65	1.3
TOTAL	29,767,130	100	5169	100

Spreadsheets:

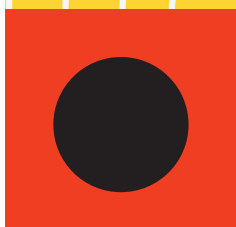
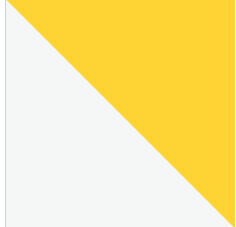
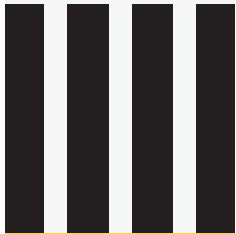
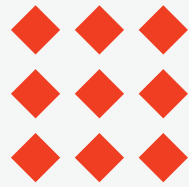
 Fig. 14

Gender Identity	I identify as a man	I identify as a woman	I identify as gender non-conforming	I identify as non-binary	I prefer to self-describe:
1AA	\$ 80,244.31	\$ 67,192.82		*	*
1AAG	*	\$ 54,285.83			
1AAP	*	\$ 34,898.90			
1AD	\$ 77,121.70	\$ 60,136.54	*		
1ALM		*			
1AR	\$ 58,431.00	\$ 52,456.56	*	*	*
1PE	\$ 67,993.49	\$ 68,948.87		*	*
1SE	\$ 45,859.16	\$ 61,744.18			
1VFXE	*				
2AA	\$ 47,132.89	\$ 40,606.45		*	*
2AD	\$ 56,670.67	\$ 48,871.57	*	*	\$ 41,075.03
2AR	\$ 32,648.14	\$ 36,659.01	*	*	
2UD	\$ 57,459.69	*			
3AA	\$ 21,732.24	\$ 23,246.34			
3AD	\$ 23,056.62	\$ 27,828.08	\$ 32,423.86	*	\$ 4,733.88
4AD	\$ 9,810.82	\$ 14,785.42	*	*	*
AAD - BKC	\$ 14,421.32	\$ 12,721.57	*	*	*
AADC	*	*			
AC	*	\$ 29,944.68			
ADC	\$ 47,636.07	\$ 61,133.22			
ADT	*	*			
ALM	\$ 44,391.31	\$ 39,267.33	*	*	\$ 27,209.80
ANIDIR	*	*			
APC	\$ 24,765.77	\$ 40,004.02		*	
APE	\$ 17,414.09	\$ 28,460.00			
APE 11.35	*	*			
APM	\$ 53,282.98	\$ 63,861.60		*	
ART	\$ 65,852.58	\$ 60,895.35	*	*	
ART (HOD)	*	\$ 39,770.63		*	
AT		*			
AUD	\$ 128,784.82	\$ 120,785.27	*	*	
COM-ART	*	\$ 16,258.33			
DIR	\$ 124,238.44	\$ 103,310.63	*	*	*
DRFT	*	*			
KEY AAD	\$ 3,362.53	\$ 1,989.82		*	
LM	\$ 76,048.18	\$ 74,653.20	*	*	*
LPA	\$ 30,041.49	\$ 25,946.28		*	*
LPA (4hr)	*				
LS	\$ 25,977.73	\$ 29,142.57	*		*
LSP	\$ 6,252.83	\$ 4,961.14	*	*	*

Spreadsheets:

 Fig. 14

ME	*				
OPA	\$ 13,057.75	\$ 21,732.39		*	
OTHER	\$ 72,032.21	\$ 66,598.80		*	
PA	\$ 20,925.20	\$ 20,429.13	\$ 9,674.60	\$ 27,904.75	\$ 8,152.41
PA - ART		*			*
PC	\$ 49,020.02	\$ 38,065.31			*
PD	\$ 142,476.37	\$ 88,789.52	*	*	
PE	\$ 77,765.29	\$ 102,734.27		*	*
PM	\$ 117,782.79	\$ 110,039.14	*		*
PPA		\$ 52,882.40			
PPC	*	\$ 52,027.92			
PPPA	\$ 33,414.83	\$ 28,708.65			
PPS	\$ 132,784.71	\$ 105,786.28			
SART		*			
SD	\$ 53,765.01	*			
SE	\$ 69,502.14	\$ 56,898.55	*		
SetPA	\$ 18,141.15	\$ 19,006.93	\$ 29,011.39	\$ 15,840.41	\$ 9,892.15
SND	*	*			
SPE	\$ 52,169.22	*			*
SSE	\$ 76,364.53	\$ 39,463.76	*		
TAA	*	\$ 21,857.52			
TAAD	\$ 21,794.41	\$ 22,687.73	*	*	
TAD	\$ 12,899.92	\$ 13,754.70	*	*	*
TAL	\$ 26,504.18	\$ 26,051.63		*	*
TALM	*				
TAPE	*	*			
TASE	*	*		*	
TLM	\$ 12,656.14	*			
TPC	\$ 22,119.78	\$ 24,863.65			*
UM	\$ 47,337.17	\$ 52,649.32	*		
VFXE	\$ 7,970.47	*			
VFXS	\$ 71,242.71				



Spreadsheets:

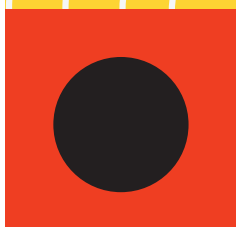
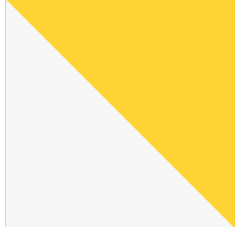
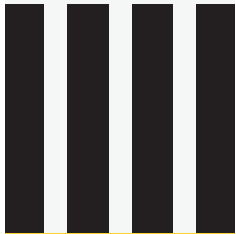
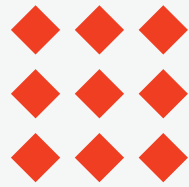
 Fig. 15

Ethnicity	Caucasian / White	Asian	Black	BIPOC (Other)	Indigenous
1AA	\$ 66,366.18	\$ 97,928.90	\$ 30,879.77	\$ 94,563.79	*
1AAG	\$ 60,548.41	*		*	
1AAP	\$ 36,165.57			*	
1AD	\$ 73,240.93	\$ 73,297.60	*	\$ 48,820.10	\$ 80,569.53
1ALM	*				
1AR	\$ 53,283.32	\$ 67,903.99	\$ 59,886.40	\$ 54,475.89	*
1PE	\$ 71,874.14	\$ 54,301.25	*	\$ 65,546.68	*
1SE	\$ 45,583.67	*		*	*
1VFXE				*	
2AA	\$ 44,654.68	\$ 39,367.66	\$ 41,049.73	\$ 42,540.83	
2AD	\$ 53,033.30	\$ 59,150.49	*	\$ 42,394.15	*
2AR	\$ 32,942.15	\$ 40,104.43	\$ 37,864.60	\$ 34,265.43	*
2UD	\$ 78,412.84	*	*	*	
3AA	\$ 23,295.29	\$ 18,603.74	*	\$ 22,477.32	
3AD	\$ 24,215.60	\$ 36,359.48	\$ 22,065.75	*	\$ 27,524.89
4AD	\$ 13,302.55	\$ 11,471.09	\$ 12,039.14	\$ 12,761.57	\$ 2,905.12
AAD - BKC	\$ 14,236.12	*	*	\$ 12,594.14	*
AADC	*				
AC	\$ 34,635.69			*	
ADC	\$ 56,895.60	\$ 68,220.67	*	\$ 53,930.72	*
ADT	*	*			
ALM	\$ 42,035.49	\$ 37,831.47	\$ 64,497.17	\$ 37,665.92	\$ 35,857.02
ANIDIR	*				
APC	\$ 34,236.04	*	*	\$ 34,537.48	
APE	\$ 20,093.79	\$ 39,764.92	*	\$ 13,638.34	
APE 11.35	*		*	*	
APM	\$ 58,544.64	*		*	*
ART	\$ 61,255.93	\$ 56,612.73	*	\$ 61,366.62	
ART (HOD)	\$ 50,483.50	*		*	
AT	*				
AUD	\$ 118,849.79	\$ 84,516.00	*	\$ 139,702.52	
COM-ART	\$ 16,416.67			*	
DIR	\$ 111,614.89	\$ 136,514.52	\$ 93,797.58	\$ 100,510.27	\$ 84,877.02
DRFT	\$ 15,191.27	*		*	
KEY AAD	\$ 2,433.41	*		*	
LM	\$ 77,762.85	*	\$ 60,530.75	\$ 58,902.54	*

Spreadsheets:

 Fig. 15

LPA	\$	29,172.09	\$ 38,423.60	\$ 27,550.82	\$ 32,151.11	\$ 4,687.03
LPA (4hr)		*				
LS	\$	27,427.34	\$ 23,541.41	*	\$ 20,364.50	*
LSP	\$	5,096.12	*	*	*	
ME		*				
OPA	\$	16,778.21	*	*	\$ 14,232.46	
OTHER	\$	74,702.08	\$ 37,551.14	*	*	*
PA	\$	20,710.32	\$ 20,873.65	\$ 11,551.43	\$ 19,266.57	\$ 24,354.00
PA - ART		*				
PC	\$	39,628.83			*	*
PD	\$	116,682.74	\$ 70,957.75	*	\$ 190,057.79	*
PE	\$	80,839.71	\$ 98,142.68	*	\$ 112,353.23	*
PM	\$	114,196.38	\$ 104,233.19	*	\$ 92,746.47	*
PPA	\$	50,900.21	*			
PPC	\$	45,968.48	*			
PPPA	\$	32,404.91	*	*	*	
PPS	\$	118,226.62	\$ 142,913.60	*	*	
SART		*				
SD	\$	48,774.54	*		*	
SE	\$	71,514.26	*	*	\$ 57,720.95	
SetPA	\$	17,412.60	\$ 19,901.47	\$ 20,219.03	\$ 23,854.38	*
SND		*				
SPE	\$	35,998.57				
SSE	\$	68,764.65		*		
TAA	\$	21,496.90	*	*	*	
TAAD	\$	18,507.91	\$ 27,170.25	*	\$ 23,739.20	
TAD	\$	14,805.88	\$ 15,625.97	*	\$ 4,712.05	*
TAL	\$	25,318.91	\$ 33,985.24		\$ 18,213.05	
TALM		*				
TAPE		*	*			*
TASE		*	*	*		*
TLM	\$	11,461.74				*
TPC	\$	27,682.02			*	*
UM	\$	51,180.36	\$ 43,766.40		\$ 59,984.63	*
VFXE	\$	14,455.98	*			
VFXS	\$	71,242.71				



Spreadsheets:

 Fig. 16

District Council	ADC	BCDC	MDC	MRC	NLDGC	ODC	QDC	SDC
1AA	\$ 53,395.46		\$ 41,555.73	*	*	\$ 81,068.34	\$ 50,973.71	*
1AAG	*			*	*	*	*	
1AAP				\$ 48,814.76		*	\$ 33,823.30	
1AD	\$ 67,969.93	\$ 81,598.85	\$ 56,318.02	\$ 66,742.17	\$ 43,581.39	\$ 74,933.03	\$ 51,456.46	*
1ALM							*	
1AR	*			\$ 43,374.28	\$ 29,427.26	\$ 59,576.69	\$ 29,041.67	
1PE			*	*	*	\$ 68,555.94		
1SE						\$ 51,910.59		
1VFXE						*		
2AA	\$ 33,300.61		*	\$ 31,453.13		\$ 45,072.77	\$ 50,047.29	
2AD	\$ 51,018.77	\$ 48,480.28	\$ 29,630.80	\$ 50,336.71	\$ 53,154.35	\$ 60,267.32	\$ 45,417.02	
2AR	*			*	*	\$ 35,953.36		
2UD	*	*				\$ 48,662.38	*	
3AA						\$ 22,600.98	*	
3AD	\$ 22,161.76	\$ 25,300.97	\$ 14,196.94	*	*	\$ 28,636.05	\$ 22,051.68	
4AD	*	*		*		\$ 13,136.55		
AAD - BKC		\$ 13,461.85				*		
AADC						*	*	
AC	\$ 33,141.31		*			*		
ADC				*		\$ 64,550.65	\$ 52,232.46	
ADT	*						*	
ALM	\$ 30,371.76	\$ 45,980.87	\$ 26,071.88	\$ 23,855.84	*	\$ 46,328.65	\$ 38,063.76	
ANIDIR			*			*		
APC	\$ 39,265.31		\$ 30,395.83	\$ 34,191.85	\$ 27,989.06			
APE			*	*	*	\$ 23,705.28		
APE 11.35						*		
APM	\$ 58,866.46	*	*	*	*	\$ 62,996.63	*	
ART				\$ 39,130.60	*	\$ 64,668.21	\$ 63,180.35	
ART (HOD)	*			*		\$ 47,797.64	*	
AT	*							
AUD	\$ 143,262.80		\$ 78,144.10	\$ 113,967.83		\$ 133,471.19	\$ 97,374.31	*
COM-ART							\$ 19,752.94	
DIR	\$ 76,915.86	\$ 93,929.19	\$ 151,435.49	\$ 31,568.77	*	\$ 126,986.46	\$ 96,550.43	\$ 40,850.00
DRFT							\$ 13,560.87	
KEY AAD		\$ 3,243.63						
LM	\$ 55,595.25	\$ 79,019.40	\$ 36,241.95	\$ 36,071.44	*	\$ 77,209.73	\$ 70,857.89	

Spreadsheets:



LPA	*	*	\$ 9,882.56	*		\$ 34,400.76		
LPA (4hr)						*		
LS	\$ 38,312.91	\$ 30,271.16	\$ 11,088.09			\$ 26,356.21	\$ 6,690.71	
LSP						\$ 6,361.66		
ME						*		
OPA		\$ 16,733.84		*				
OTHER	*	*	*	\$ 12,526.67	*	\$ 109,726.14	*	
PA	\$ 27,086.01	\$ 20,537.48	\$ 10,090.84	\$ 7,587.81	\$ 11,449.69	*		
PA - ART				*	*			
PC	\$ 46,074.99	*	\$ 50,959.49	\$ 41,171.09	\$ 28,700.96	*		*
PD	*			*	*	\$ 115,298.89	\$ 109,276.66	
PE	*		*	*	*	\$ 83,034.05		
PM	\$ 127,252.82	\$ 116,895.60	\$ 63,500.33	*	*	\$ 118,634.70	\$ 111,022.26	
PPA						\$ 40,698.03		
PPC						\$ 48,695.23		
PPPA						\$ 29,177.21		
PPS						\$ 118,138.27		
SART							*	
SD						*	\$ 40,224.18	
SE			*		*	\$ 70,928.52		
SetPA	*	*	\$ 3,753.29	\$ 10,533.20		\$ 19,434.65		
SND						*		
SPE	*			*		\$ 32,008.08		
SSE						\$ 70,987.91		
TAA				*		\$ 21,994.09	*	
TAAD						\$ 21,093.59		
TAD	\$ 9,420.68	\$ 13,536.79	*	*	*		\$ 8,920.46	
TAL	\$ 14,145.18	\$ 24,284.93						
TALM	*							
TAPE			*			*		
TASE						\$ 19,587.31		
TLM	\$ 13,269.88		*					
TPC	\$ 27,305.46			*				
UM	\$ 31,471.04	\$ 57,206.93		*	*	\$ 37,227.56		
VFXE						\$ 12,651.58		
VFXS						\$ 71,242.71		

