



EC2022-1229
City Manager's Quarterly Report – Q3/Q4 2022 Presentation

2022 December 14

Recommendation

That Executive Committee recommend that Council:

1. Direct Administration close out the Community Representation Framework (Attachment 10); and
2. Accept the withdrawal of the Council Innovation Fund application for Operation Social Enterprise – Urban Agriculture Pilot (Attachment 10).

Highlights

- Share information
- Showcase stories
- Improve transparency
- Increase organizational capacity



Better Every Day – Attachment 2



**From PEI to Calgary:
Why one entrepreneur
thinks Calgary is the
place to grow**



**At your service:
Students help
businesses get online**



Calgary fits the script



**Minding your own
business**

Read the full edition for more stories, videos, and information

Rethink to Thrive Strategy Update – Attachment 3

Key highlights:

- Evolving Rethink to Thrive
- Organization realignment project
- Approval of the Service Plans and Budgets
- Journey to becoming anti-racist organization
- Equity program



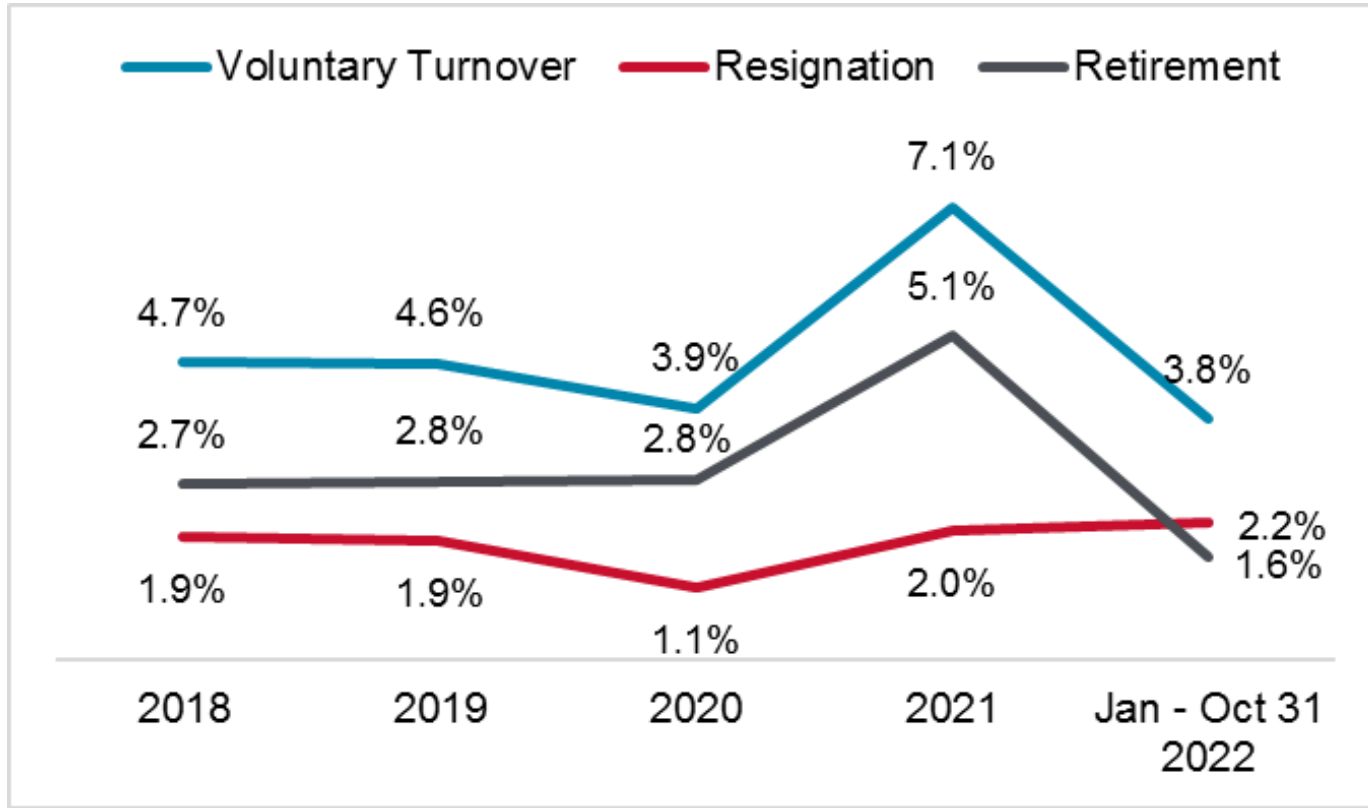
Workplace of Choice – Attachment 5

- 14,376 employees
- 12.8 average years of service
- 47.2 average age
- 31% female
- 33% from diverse Racialized communities
- 3% Indigenous
- 7% working with a disability
- 6% LGBT

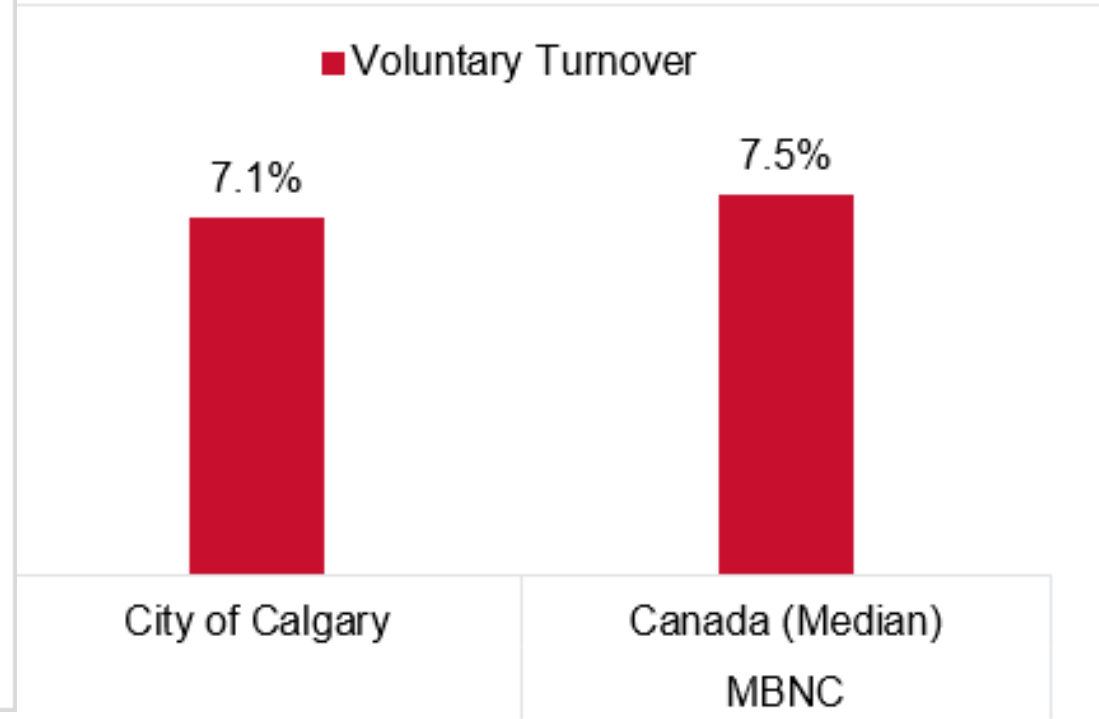




Voluntary Turnover



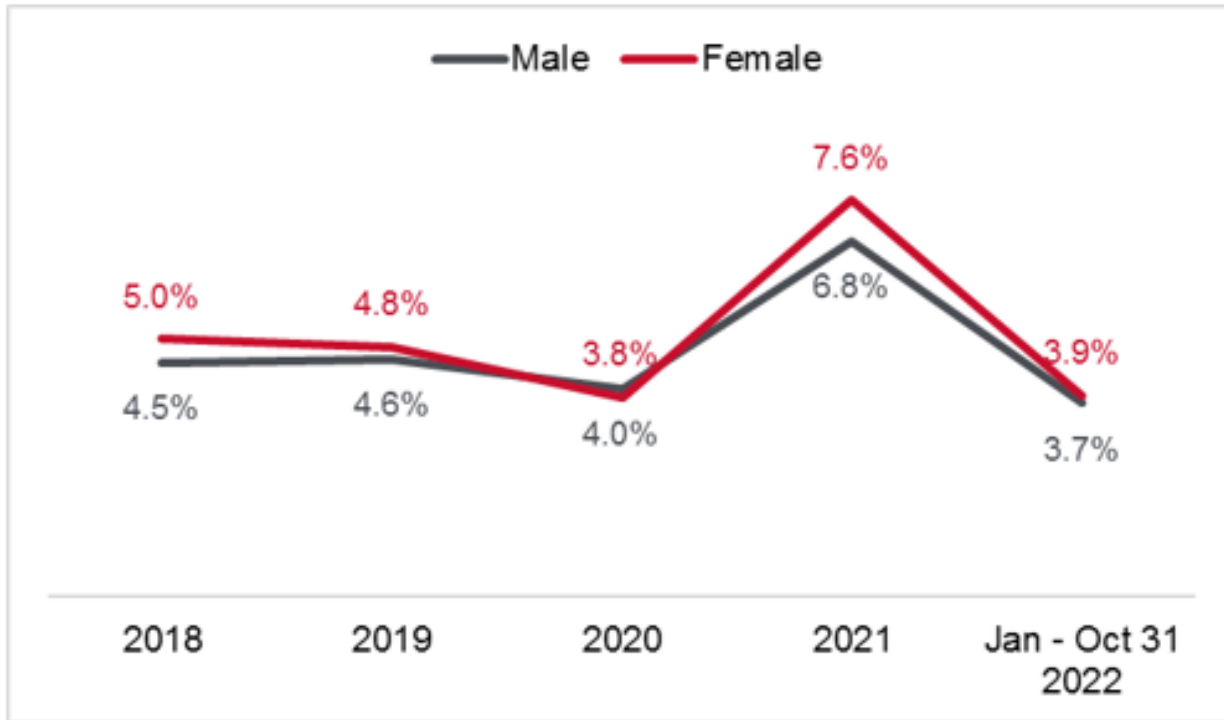
MBNCanada Benchmarking



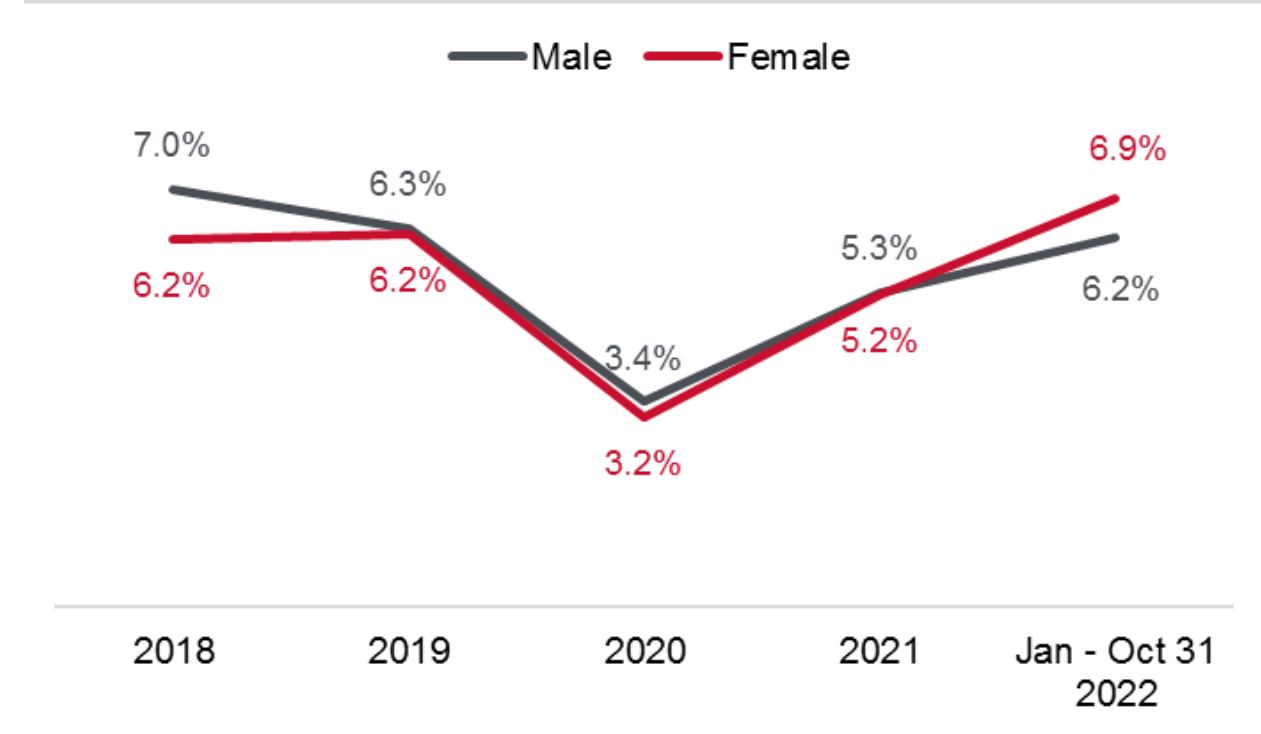


Gender Based Metrics

Voluntary Turnover Rate by Gender



Promotion Rate by Gender





Gender Based Metrics

Gender Distribution

	November 1st									
	2018		2019		2020		2021		2022	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive Leadership Team (City Manager, General Managers, Chief of Staff)	60.0%	40.0%	60.0%	40.0%	55.6%	44.4%	50.0%	50.0%	44.4%	55.6%
Senior Management Team (City Manager, General Managers, Directors)	61.9%	38.1%	60.5%	39.5%	62.5%	37.5%	57.5%	42.5%	59.1%	40.9%
Corporate Management Team (City Manager, General Managers, Directors, Managers)	59.4%	40.6%	60.6%	39.4%	61.7%	38.3%	60.8%	39.2%	59.0%	41.0%
Corporate Management Team & Leaders	57.9%	42.1%	58.7%	41.3%	59.7%	40.3%	60.8%	39.2%	59.8%	40.2%
City Administration	68.9%	31.1%	69.0%	31.0%	68.4%	31.6%	68.8%	31.2%	69.0%	31.0%



Additional Information

Attachment 4	Headcount and Full Time Equivalents
Attachment 6	Reports to Committee and Council: Q1 2023
Attachment 7	Council Motions April to November 2022
Attachment 8	Notices of Motion 2022
Attachment 9	Administrative Inquiries 2022



Omnibus Motions – Attachments 10

Report Title	Request
<p>Community Representation Framework Implementation</p>	<p>That Executive Committee recommend that Council direct Administration to close out the Community Representation Framework.</p>
<p>Council Innovation Fund - Operation Social Enterprise Urban Agriculture Pilot</p>	<p>That Executive Committee recommend that Council accept the withdrawal of the Council Innovation Fund - Operation Social Enterprise - Urban Agriculture Pilot.</p>

Recommendation

That Executive Committee recommend that Council:

1. Direct Administration close out the Community Representation Framework (Attachment 10); and
2. Accept the withdrawal of the Council Innovation Fund application for Operation Social Enterprise – Urban Agriculture Pilot (Attachment 10).