

Council Compensation Review Committee Recruitment Campaign Summary

The City Clerk's Office led a recruitment campaign to promote the opportunity for Calgarians to apply to serve as Public Members on the Council Compensation Review Committee ("CCRC"). The recruitment campaign to fill five (5) vacant positions on the CCRC took place from 2023 November 16 to 2023 December 18.

The CCRC campaign promoted the opportunity through the Boards, Commissions and Committees (BCCs) community newsletter and through strong-performing channels from previous campaigns, such as LinkedIn, Facebook, Instagram, and X (formerly Twitter). Targeted social media focused on reaching candidates with experience in municipal government, human resources, compensation, business and law.

A total of 105 applications were received from candidates interested in serving on the CCRC.

Demographic Survey Results

In line with the 2019 Council-approved Gender Equity, Diversity, and Inclusion (GEDI) Strategy (now called Equity, Diversity, Inclusion and Belonging [EDIB]), standard questions and response categories were established for collecting demographic information from applicants. The information collected through the voluntary demographic survey will help the City Clerk's Office to keep track of the diversity of applicants to BCCs and to assess the effectiveness of recruitment practices over time.

Based on the results of the survey, a majority of the applicants to the CCRC:

- Are aged between 35 – 44;
- Earn between \$90,000 - \$150,000;
- Are born outside of Canada; and
- Are men.

However, the following should also be highlighted:

- **41% of the total applicants identify as persons of colour or visible minority.**
This percentage is higher than the Government of Alberta's estimate that 39% of the City of Calgary's total population account for visible minorities.
- **3% of the total applicants identify as Aboriginal, Indigenous, First Nations, Métis, or Inuk.**
At 3.2%, this number is representative of the Aboriginal population within the City of Calgary.*
- **8% of the total applicants identify as lesbian, gay, bisexual, pansexual, two-spirit person, or person with any queer sexual orientation.**
This is higher than the 2.7% estimated number of individuals who self-identify as lesbian, gay and bisexual adults living in Calgary.**

The results of the demographic survey are presented on the next page.

* Source: [Government of Alberta's regional dashboard on Demographics & Population](#)

** Source: [SDLGBTN](#)



