

2025 IMPACT REPORT

2023 IMPACT REPORT



We leverage our influence in total rewards to shape decisions that will contribute to reducing employment inequalities because every individual deserves consideration and dignity.

## The data speaks for itself

**approximately  
11% lower**

The employment rate for Indigenous peoples is about 11% lower than for the rest of the Canadian population.

Source: Statistics Canada, 2023

**more  
than 40%**

More than 40% of 2ELGBTQIA+ people have an annual income of less than \$20,000, compared with 26.2% of people who are not part of these communities.

Source: Statistics Canada, 2018

**40%**

40% of racialized people experience discrimination in the workplace based on their ethnicity. This rate rises to 50% for Black people.

Source: Toronto Metropolitan University, 2021

**28.5%**

In 2023, women held 28.5% of board seats, compared with 26% in 2022.

Source: Osler, 2023

## What are employment inequalities?

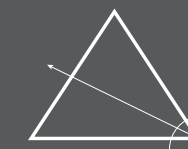
Despite the legislative framework on employment equity in Canada, many systemic forces and organizational practices in the labour market perpetuate inequalities. These inequalities can fundamentally impact people at work, particularly in terms of their financial situation, health and growth. This impact can be even more profound for those experiencing direct or indirect discrimination.

## Challenges facing organizations

Successfully integrating the principles of diversity, equity and inclusion, thereby contributing to reducing employment inequalities, is a challenge for many organizations.

Changer la dernière phrase pour : Learn more about Normandin Beaudry's EDI services by [getting in touch with us](#).

We are committed to working toward reducing employment inequalities at Normandin Beaudry, across our client base and within Canadian society.



### At Normandin Beaudry

By rolling out a diversity, equity and inclusion (DEI) action plan that includes the progressive implementation of initiatives related to training and raising awareness, recruiting and HR policies and practices.



### Across our client base

By implementing a structured approach aimed at reducing employment inequalities and providing specialized DEI support for every aspect of their total rewards offering.



### Within Canadian society

By developing an ecosystem and partnerships that contribute to reducing employment inequalities and through individual and corporate philanthropy.