

## Annex C - Data

### 1. Employees that joined IRCC the past 2 fiscal years by group (Indigenous-Black-Racialized-TOTAL)

FY	Total	Indigenous	Black	Racialized
2020-2021	452	7 (1.5%)	25 (5.5%)	101 (22.3%)
2019-2020	795	15 (1.9%)	68 (8.5%)	187 (23.5%)

### 2. Employees that left IRCC the past 2 fiscal years (Indigenous-Black-Racialized-TOTAL)

FY	Total	Indigenous	Black	Racialized
2020-2021	498	18 (3.6%)	52 (10.4%)	89 (17.9%)
2019-2020	647	31 (4.8%)	44 (6.8%)	134 (20.7%)

### 3. Executive Appointments by Fiscal Year (Indigenous-Black-Racialized-TOTAL)

Fiscal Year	Type	Total	Indigenous		Black		Racialized	
2020-2021	Hire/Rehire	13	0	0.0%	0	0.0%	< 5	< 5
	Internal promotions	22	< 5	< 5	< 5	< 5	< 5	< 5
	Deployment	26	-	-	-	-	-	-
	Acting < 4 months appointment	325	7	2.2%	15	4.6%	59	< 5
	Acting > 4 months appointment	62	< 5	< 5	0	0.0%	< 5	< 5
	<b>Total</b>	<b>448</b>	<b>9</b>	<b>2.0%</b>	<b>16</b>	<b>3.6%</b>	<b>72</b>	<b>16.1%</b>
2019-2020	Hire/Rehire	13	0	0.0%	0	0.0%	< 5	< 5
	Internal promotions	17	-	-	-	-	-	-
	Deployment	16	0	0.0%	< 5	< 5	6	37.5%
	Acting < 4 months appointment	249	6	2.4%	11	4.4%	40	16.1%
	Acting > 4 months appointment	41	< 5	< 5	< 5	< 5	6	14.6%
	<b>Total</b>	<b>336</b>	<b>7</b>	<b>2.1%</b>	<b>13</b>	<b>3.9%</b>	<b>55</b>	<b>16.4%</b>