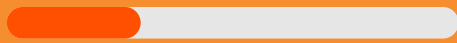


## IBPOC Network

# Stats At A Glance



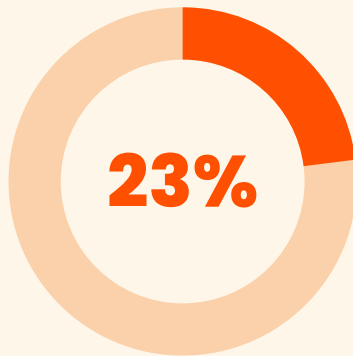
The average tenure of visible minorities in the sector was **3.2 years**



Compared to the **10.8 year average** across survey respondents

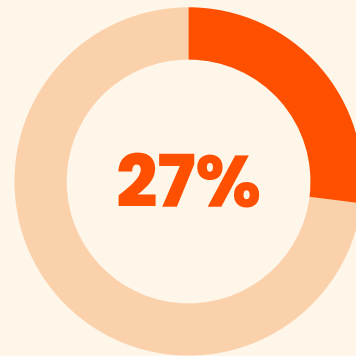
IBPOC professionals experience the **lowest average number of promotions** over their tenure compared to any other demographic group

Folks who identify as Indigenous, Black, a Person of Colour, or racialized are currently under-represented in this sector



of people in this sector identify as IBPOC

compared to



of the Canadian labour force identify as IBPOC

**\$45,000 - \$69,999**

\*Statistics from CMA ([Workplace Diversity Survey](#)) and 2021 Census

“[IBPOC professionals] have a notable presence in the middle salary bands (\$45,000 - \$69,999), but their representation appears to decrease as the salary bands increase, suggesting potential barriers to achieving higher income levels.”

Looking to support your racialized staff?

Head to [museum.bc.ca/ibpocnetwork](https://museum.bc.ca/ibpocnetwork) to find resources, training, and peer support events.