Employment and Social Development Canada

Emploi et Développement social Canada

OFFICIAL USE ONLY
Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implem	ent Empl	oyment E	quity	
New Agreement				
Revised Agreement				
ORGA	NIZATION			
Legal Name of Organization		Parent company is	located outside	∋ Canada
Dalhousie University			Yes	✓ No
Operating Name (if different from Legal Name of Organization)		Procurement Bus	iness Number	
		Total number of en (Full-Time/Part-Time		nada ~5000
Organization's North American Industry Classification System (NAICS) Code 611310	e N°	To find your organi	zation's NAICS atcan gc ca/sul	Code Number please bjects-sujets/standard- an02I-eng.htm
Official constant of the const				
Official use only (if information above is incorrect) Procurement Business Number Total number of	employees in Canad	fa	Organization's	NAICS Code No
HEA	D OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
Henry Hicks Academic Administration Building 6299 South Street, P.O. Box 150000	Halifax Telephone Numbe		NS Fax Number	B3H 4R2
	(902) 494-6		(902) 45	
EMPLOYMENT	FEQUITY CONT	TACT		
Name (print)	Title	±		
Lisa DeLong Telephone Number	E-mail Address	man Rights a	nd Equity	
(902) 494-2704	lisa.delong	@dal.ca		
The above-named organization:	IFICATION		***************************************	
having a combined workforce of 100 or more permanent full-tim 12 weeks or more in Canada, AND	e, permanent part	-time and tempora	ry employees	having worked
 intending to bid on, or being in receipt of, a federal government Supply Arrangement, valued at \$1,000,000 or more (including a 	ipplicable taxes).			
Hereby certifies its commitment to implement or maintain employme instrument, in keeping with the Federal Contractors Program requir please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index	rements. For more	n-going basis, beyo information on ho	ond the period w to impleme	1 of the procurement nt employment equity
Important note: If an audit of the Agreement to Implement Employ the procurement instrument(s) with the Government of Canada may	ment Equity uncov y be terminated.	vers misrepresenta	tion on the pa	art of the organization
SIG	NATORY			
NOTE: The signatory must be the Chief Executive Officer OR an a contract on behalf of the organization.	uthorized person i	in an executive pos	sition with leg	al authority to sign a
Name (print) lan C. Nason	TITLE P Find	unco-s Ad	lnui ((Acting)
Telephone Number 902	E-mail Address	vason@	<u>dalica</u>	
Signature	Date Ma	414/14		
PETIIPN	INSTRUCTIONS	<u> </u>		·
	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
MPORTANT • The original copy of the signed Agreement to Implement E- at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc	mployment Equit	y form must be s	ent to the L	abour Program fax,

Canadä



Emploi et Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's Contracting Policy, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **<u>Dalhousie University</u>** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **<u>020023</u>**, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) May 23, 2018 for the following reason(s):

(Please describe) Engagement of the new encumbant in the role of University Advisor & Assistant Vice-President, Equity and Inclusion

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Carolyn Watters Position Title: Vice-President Academic and Provost

Email address: Carolyn.Watters@dal

Telephone number: 902.494.2586

Business address: PO Box 15000Halifax, Nova Scotia, Canada B3H 4R2

Signature:

Date: Mav 16/18



Labour

Authorization Form to access the Workplace Equity Information Management System (WEIMS)

https://equity.esdc.gc.ca/sgiemt-weims/emp/

The Labour Program requires documentation to:

- give access to new users an Authorization form must be completed and returned in order for access to be granted;
- authorize change of employee access: or
- enable additional employees to view and/or change data within your organization's file.

The Labour Program requires this authorization from a senior official or an individual with signing authority on behalf of your organization. This process will ensure that your employment equity-related data is only available to those who have been given access privileges.

Please be aware that it is your organization's responsibility to advise the Labour Program whenever there are changes required to your employees' access due to employees leaving the organization or changing jobs.

If you would like to know who from your organization currently has access to the Workplace Equity Information Management System (WEIMS), please contact: ee-eme@hrsdc-rhdcc.gc.ca.

Labour

Privacy Notice

The information you provide on this form is collected under the authority of sections 18 and 42 of the *Employment Equity Act* to give you access to the Workplace Equity Information Management System (WEIMS) to enable you to:

- submit an employment equity annual report under the Legislated Employment Equity Program;
- submit compliance-related documents under the Federal Contractors Program; and
- use tools to assist your organization in meeting and implementing its employment equity obligations.

Participation in WEIMS is voluntary. Refusal to provide personal information will result in you being unable to access WEIMS.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: http://www.infosource.gc.ca. *Info Source* may also be accessed online at any Service Canada Centre.



Labour

Authorization Form to access the Workplace Equity Information Management System (WEIMS)

Please complete this form and send by email in Portable Document Format (PDF) to: ee-eme@hrsdc-rhdcc.gc.ca.

	A	ı fallımdar
Please check the appropria	te box as to which program you	* 1011 WIIWÇI.
Legislated Employment Equit	y Program (LEEP) / Employer nur	mber
Federal Contractors Program	(FCP) / Agreement number:	020023
I, Carolyn Watters (full name of senior official)	, on behalf of Dalhousie U	niversity name of employer)
•		
hereby request access to WEIMS b	be given to the following person(s)	•
Person 1:		
Full Name:	Email:	
Title:	Phone Number:	
Person 2:		
Full Name:	Email:	
Full Name: Title:	Email: Phone Number:	
	Phone Number: o WEIMS that was previously grar	nted to the following
Title: I, the undersigned, revoke access to person(s): (If none, then leave blank Person 1:	Phone Number: o WEIMS that was previously grar	
Title: I, the undersigned, revoke access to person(s): (If none, then leave blank	Phone Number: o WEIMS that was previously grank.)	
Title: I, the undersigned, revoke access to person(s): (If none, then leave bland Person 1: Full Name: Arig al Shaibah	Phone Number: o WEIMS that was previously grank.)	
Title: I, the undersigned, revoke access to person(s): (If none, then leave bland Person 1: Full Name: Arig al Shaibah Person 2:	Phone Number: o WEIMS that was previously grank.) Email: arig.alshaibah@d	
Title: I, the undersigned, revoke access to person(s): (If none, then leave bland Person 1: Full Name: Arig al Shaibah Person 2: Full Name:	Phone Number: o WEIMS that was previously grank.) Email: arig.alshaibah@d	
Title: I, the undersigned, revoke access to person(s): (If none, then leave bland Person 1: Full Name: Arig al Shaibah Person 2: Full Name:	Phone Number: o WEIMS that was previously grank.) Email: arig.alshaibah@d	

Fair, sale and productive workplaces

Labour

Person with Signing Authority:

Full Name: Carolyn Watters	Email: Carolyn.Watters@dal
Title: Vice-President Academic and Provost	Phone Number: 902.494.2586
Signa	Date:
	mar/16/18
	T t

From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: March 19, 2018 9:36 AM

To: Carolyn Watters < Carolyn. Watters@Dal.Ca> Cc: 'Jacquelyn Langille' <Jacquelyn.Langille@Dal.Ca>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information -

020023

Good morning.

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until May 23, 2018.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada maurice.vakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative Join the online **workplace** Charles space for employers. Send us an email to join!

From: Jacquelyn Langille [mailto:Jacquelyn.Langille@Dal.Ca]

Sent: March-16-18 1:35 PM **To:** Yakibonge, Maurice [NC]

Subject: Government of Canada Agreement 020023

Dear Maurice:

Please see attachment for the request for an extension of the submission of the compliance assessment.

Kind regards, Jacqui for Meghan Wagstaff

Jacqui Langille | EA and Operations Manager, Provost Office | Dalhousie University | Room 108, 6299 South Street, PO Box 15000, Halifax, Nova Scotia B3H 4R2 | phone: 902.494.2586



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-01-01 to 2017-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

		Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Nova Scotia	2945	229	0	3174	Halifax	2711	219	0	2930
New Brunswick	26	4	0	30	Saint John	26	4	0	30
Total Employees in	Canada			3204	N.S. less CMA	234	10	0	244
					Total Employe	es in Canada	•		3204



Employment and Social Emploi et Développement Development Canada social Canada

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		A	All Employee	S	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	32	19	13				2	1	1	1		1
	Total	32	19	13				2	1	1	1		1
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	149	64	85	3	1	2	11	5	6	10	4	6
	Total	149	64	85	3	1	2	11	5	6	10	4	6
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1411	692	719	26	4	22	86	37	49	186	108	78
	Total	1411	692	719	26	4	22	86	37	49	186	108	78
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	244	160	84	6	3	3	16	11	5	23	16	7
	Total	244	160	84	6	3	3	16	11	5	23	16	7

Page 1 of 10 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		F	All Employee	S		original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	44	16	28	2	1	1				5	1	4
	Total	44	16	28	2	1	1				5	1	4
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	31	30	1	2	2		5	4	1	1	1	
	Total	31	30	1	2	2		5	4	1	1	1	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	435	43	392	14	1	13	24	2	22	35	8	27
	Total	435	43	392	14	1	13	24	2	22	35	8	27
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									

Page 2 of 10 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		P	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	112	107	5	2	2		2		2	2	2	
	Total	112	107	5	2	2		2		2	2	2	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	253	32	221	4	1	3	14		14	41	5	36
	Total	253	32	221	4	1	3	14		14	41	5	36
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	73	26	47	1		1	1	1		2		2
	Total	73	26	47	1		1	1	1		2		2
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	14	14								1	1	
	Total	14	14								1	1	

Page 3 of 10 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		A	All Employees	3	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	139	67	72	5	2	3	12	9	3	28	16	12
	Total	139	67	72	5	2	3	12	9	3	28	16	12
Other Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	5	1	1		1				1	1	
	Total	6	5	1	1		1				1	1	
Total Number of Employees		2945	1276	1669	66	17	49	173	70	103	336	163	173

002898

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Nova Scotia Reporting Period 2015-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Col. 3	s Women Col. 4	Total Col. 5	Aboriginal Peoples Men \(\text{V} \) Col. 6	ples Women Col. 7	Pers Total Col. 8	Persons with Disabilities tal Men Wo .8 Col. 9 Col	Women Col. 10	Members of Visible Minorities Total Men Wome Col. 11 Col. 12 Col. 1	rs of Visible Men Col. 12
Middle and Other Managers	4											
Top Range: Under \$5,000	ω											
Bottom Range: Under \$5,000	2											
	_	7	2	5	_		_					
	Total	7	2	5	1		1					
Professionals	4											ı
Top Range: Under \$5,000	ယ											
Bottom Range: Under \$5,000	2											
	1	130	54	76	1	1		4	1	3	10	0
	Total	130	54	76	1	1		4	1	3	10	0
Semi-Professionals and Technicians	4											
Top Range: Under \$5,000	ω											
Bottom Range: Under \$5,000	2											
	1	14	9	5								12
	Total	14	6	5	Ů.							2
Supervisors	4											
Top Range: Under \$5,000	ω											
Bottom Range: Under \$5,000	2											
	_	1	1									
	Total	1	1									

002899

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Nova Scotia Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		Þ	All Employees	0,	Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	21		21	1		1	2		2	1		1
	Total	21		21	1		1	2		2	1		1
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	13		13				2		2	1		1
	Total	13		13				2		2	1		1
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Nova Scotia Reporting Period 2015-01-01 to 2017-12-31

N	ν <u> </u>	19 19 141 3 1	20 28 8 8	39 39 229	Total
	_				4 ω α
	_ ' '				Total 2
	_ '				4
Women Total Men Women Col. 7 Col. 8 Col. 9 Col. 10	ol. 7	Aboriginal People: Total Men Col. 5 Col. 6	All Employees Men Women Col. 3 Col. 4	Total Col. 2	QTR

Employment and Social Emploi et Développement Development Canada social Canada

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		,	All Employee	S		original Peo	oles		ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	2	4				1		1	2	2	
	Total	6	2	4				1		1	2	2	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	4	2									
	Total	6	4	2									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4		4									
	Total	4		4									
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9		9							1		1
	Total	9		9							1		,

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Employment and Social Emploi et Développement Development Canada social Canada

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group		,	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		26	6	20				1		1	3	2	1

Form 2 B

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / New Brunswick

Reporting Period 2015-01-01 to 2017-12-31

Occupational Group			All Employee	s	Ab	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		4	1	3									

Form 3 A

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

		All Employees		Ab	original People	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2945	1276	1669	66	17	49	173	70	103	336	163	173
Total Number of Employees	2945	1276	1669	66	17	49	173	70	103	336	163	173

Canadä

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	229	88	141	3	1	2	9	2	7	30	16	14
Total Number of Employees	229	88	141	3	1	2	9	2	7	30	16	14

Form 3 A

Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick

Reporting Period 2015-01-01 to 2017-12-31

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	26	6	20				1		1	3	2	1
Total Number of Employees	26	6	20				1		1	3	2	1

Canadä

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / New Brunswick

Reporting Period 2015-01-01 to 2017-12-31

		All Employees	i	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	4	1	3									
Total Number of Employees	4	1	3									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

		All Employees		Al	original People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	1	3				1		1	1		1
Middle and Other Managers	31	9	22	1		1	2	1	1	4		4
Professionals	325	124	201	13	3	10	18	4	14	56	33	23
Semi-Professionals and Technicians	38	23	15	1		1	2		2	6	6	
Supervisors	4	3	1									
Supervisors: Crafts and Trades	2	2					1	1				
Administrative and Senior Clerical Personnel	108	17	91	6		6	6	1	5	9	1	8
Skilled Crafts and Trades Workers	19	17	2									
Clerical Personnel	72	9	63	2		2				17	2	15
Intermediate Sales and Service Personnel	8		8									
Semi-Skilled Manual Workers	3	3										
Other Sales and Service Personnel	10	4	6				1	1				
Other Manual Workers	3	2	1	1		1	_			2	2	
Total Number of Employees Hired	627	214	413	24	3	21	31	8	23	95	44	51

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	6	4	2							2	2	
Professionals	90	45	45	1	1		3	2	1	8	5	3
Semi-Professionals and Technicians	6	3	3									
Administrative and Senior Clerical Personnel	6		6				1		1	1		1
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	14	2	12				1		1			
Semi-Skilled Manual Workers	1	1										
Other Sales and Service Personnel	21	10	11							10	5	5
Total Number of Employees Hired	145	66	79	1	1		5	2	3	21	12	9

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / New Brunswick

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1	1								1	1	
Semi-Professionals and Technicians	3	1	2									
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	4		4							1		1
Total Number of Employees Hired	9	2	7							2	1	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / New Brunswick

Reporting Period 2015-01-01 to 2017-12-31

		All Employees	i	А	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Professionals	1		1									
Clerical Personnel	1		1									
Total Number of Employees Hired	3		3									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

	Employe	ees promoted (Employees pro	omoted during t	he year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		Al	original Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	5	4	1									
Middle and Other Managers	28	15	13				4		4	6	4	2
Professionals	173	76	97	2		2	6	4	2	23	14	9
Semi-Professionals and Technicians	35	20	15	1		1	3	2	1	4	4	
Supervisors	9	3	6							1		1
Administrative and Senior Clerical Personnel	74	8	66	1		1	3		3	3	1	2
Skilled Crafts and Trades Workers	6	2	4				2		2			
Clerical Personnel	35	4	31	1		1				3	1	2
Intermediate Sales and Service Personnel	8	1	7									
Semi-Skilled Manual Workers	2	2										
Other Sales and Service Personnel	2	2								1	1	
Total Number of Employees Promoted	377	137	240	5		5	18	6	12	41	25	16
Total Number of Promotions	386	141	245	6		6	18	6	12	42	25	17

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / Nova Scotia

	Employ	ees promoted ((Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Constituted Crasss		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	6	1	5									
Administrative and Senior Clerical Personnel	1		1				1		1			
Clerical Personnel	2		2									
Total Number of Employees Promoted	9	1	8				1		1			
Total Number of Promotions	9	1	8				1		1			

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / New Brunswick

	Employ	ees promoted ((Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croun		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1	1								1	1	
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Promoted	2	1	1							1	1	
Total Number of Promotions	2	1	1							1	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Nova Scotia

Reporting Period 2015-01-01 to 2017-12-31

		All Employees		Ak	original Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	1	2									
Middle and Other Managers	31	20	11	1		1	4	1	3	1		1
Professionals	199	98	101	2		2	13	7	6	16	11	5
Semi-Professionals and Technicians	31	13	18				3	1	2	2		2
Supervisors	9	4	5							1	1	
Supervisors: Crafts and Trades	4	4										
Administrative and Senior Clerical Personnel	68	10	58	2		2	9	1	8	5	1	4
Skilled Sales and Service Personnel	1		1				1		1			
Skilled Crafts and Trades Workers	10	9	1	1		1						
Clerical Personnel	52	9	43	2		2	4	1	3	6	2	4
Intermediate Sales and Service Personnel	5		5									
Semi-Skilled Manual Workers	2	2										
Other Sales and Service Personnel	20	8	12				1		1			
Other Manual Workers	6	3	3							1	1	
Total Number of Employees Terminated	441	181	260	8		8	35	11	24	32	16	16

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Nova Scotia

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
	C01. 1	C01. 2	C01. 3	C01. 4	C01. 5	C01. 0	Coi. 7	C01. 6	Coi. 9	C01. 10	C01. 11	C01. 12
Middle and Other Managers	3	3								2	2	
Professionals	33	15	18				1	1		4	3	1
Semi-Professionals and Technicians	7	4	3									
Administrative and Senior Clerical Personnel	3		3							1		1
Clerical Personnel	14	2	12									
Total Number of Employees Terminated	60	24	36				1	1		7	5	2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / New Brunswick

		All Employees	}	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	2		2									
Total Number of Employees Terminated	4	1	3									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / New Brunswick

		All Employees	i	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Clerical Personnel	1		1									
Total Number of Employees Terminated	1		1									

Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avail %	lability #	Gap #	Recruitment Area
01 : Senior Managers		33	14	42.4 %	53.1 %	18	-4	
0014 : Senior managers - health, education, social and community services and membership organizations	National	30	13	43.3 %	56.4 %	17	-4	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	2	1	50.0 %	22.8 %	0	1	National
0016 : Senior managers - construction, transportation, production and utilities	National	1	0	0.0 %	13.2 %	0	0	National
22 : Middle and Other Managers		156	90	57.7 %	54.8 %	85	5	
0111 : Financial managers	National	10	7	70.0 %	55.3 %	6	1	National
0112 : Human resources managers	National	6	4	66.7 %	64.4 %	4	0	National
0113 : Purchasing managers	National	1	0	0.0 %	31.4 %	0	0	National
1114 : Other administrative services managers	National	20	13	65.0 %	52.8 %	11	2	National
124 : Advertising, marketing and public relations managers	National	6	5	83.3 %	52.2 %	3	2	National
211 : Engineering managers	National	2	0	0.0 %	12.6 %	0	0	National
213 : Computer and information systems managers	National	13	4	30.8 %	23.4 %	3	1	National
311 : Managers in health care	National	1	1	100.0 %	74.0 %	1	0	National
421 : Administrators - post-secondary education and vocational training	National	66	36	54.5 %	63.0 %	42	-6	National
423 : Managers in social, community and correctional services	National	1	1	100.0 %	70.9 %	1	0	National
511 : Library, archive, museum and art gallery managers	National	14	11	78.6 %	74.8 %	10	1	National
1512 : Managers - publishing, motion pictures, broadcasting and performing arts	National	2	2	100.0 %	48.9 %	1	1	National
513 : Recreation, sports and fitness program and service directors	National	2	1	50.0 %	53.0 %	1	0	National
621 : Retail and wholesale trade managers	National	1	1	100.0 %	42.4 %	0	1	National
632 : Accommodation service managers	National	1	1	100.0 %	52.4 %	1	0	National
651 : Managers in customer and personal services, n.e.c.	National	1	0	0.0 %	57.0 %	1	-1	National
711 : Construction managers	National	1	0	0.0 %	9.9 %	0	0	National
714 : Facility operation and maintenance managers	National	6	2	33.3 %	19.4 %	1	1	National
821 : Managers in agriculture	National	2	1	50.0 %	25.5 %	1	0	National



Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Detailed Report

002920

Date: 2018-06-07

Women

				_	Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availability %#	oility #	Gap #	Recruitment Area
03 : Professionals		1549	800	51.6 %	47.8 %	740	60	
1111 : Financial auditors and accountants	National	9	7	77.8 %	55.1 %	51	2	National
1112 : Financial and investment analysts	National	_	0	0.0 %	50.1%	_	<u></u>	National
1114 : Other financial officers	National	<u> </u>	_	100.0 %	44.1 %	0	_	National
1121 : Human resources professionals	National	22	18	81.8 %	71.1%	16	2	National
1122 : Professional occupations in business management consulting	National	7	4	57.1 %	42.0 %	ω	_	National
1123 : Professional occupations in advertising, marketing and public relations	National	68	60	88.2 %	66.4 %	45	15	National
2112 : Chemists	National	2	_	50.0 %	40.6 %	<u> </u>	0	National
2123 : Agricultural representatives, consultants and specialists	National	<u> </u>	_	100.0 %	34.0 %	0	_	National
2131 : Civil engineers	National	2	0	0.0 %	15.3 %	0	0	National
2132 : Mechanical engineers	National	4	0	0.0 %	9.0 %	0	0	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	11.3 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	12.6 %	0	0	National
2151 : Architects	National	<u> </u>	0	0.0 %	28.9 %	0	0	National
2153 : Urban and land use planners	National	<u> </u>	0	0.0 %	42.2 %	0	0	National
2171 : Information systems analysts and consultants	National	60	23	38.3 %	28.3 %	17	6	National
2172 : Database analysts and data administrators	National	Ŋ	ω	60.0 %	35.2 %	2	_	National
2174 : Computer programmers and interactive media developers	National	11	4	36.4 %	17.9 %	2	2	National
2175 : Web designers and developers	National	7	4	57.1 %	32.9 %	2	2	National
3012 : Registered nurses and registered psychiatric nurses	National	СЛ	σı	100.0 %	92.9 %	ъ	0	National
3112 : General practitioners and family physicians	National	13	Ŋ	38.5 %	42.4 %	6	<u>.</u>	National
3114: Veterinarians	National	ω	ω	100.0 %	55.7 %	2	_	National
3124 : Allied primary health practitioners	National	<u> </u>	_	100.0 %	91.5 %	_	0	National
3131 : Pharmacists	National	<u> </u>	_	100.0 %	61.3 %	_	0	National

2018-06-07

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
4011 : University professors and lecturers	National	1052	459	43.6 %	43.3 %	456	3	National
4012 : Post-secondary teaching and research assistants	National	69	42	60.9 %	52.6 %	36	6	National
4033 : Educational counsellors	National	49	37	75.5 %	76.3 %	37	0	National
4112 : Lawyers and Quebec notaries	National	10	7	70.0 %	42.5 %	4	3	National
4151 : Psychologists	National	8	7	87.5 %	74.4 %	6	1	National
4152 : Social workers	National	3	3	100.0 %	83.3 %	2	1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	10	8	80.0 %	41.0 %	4	4	National
4163 : Business development officers and marketing researchers and consultants	National	2	2	100.0 %	50.7 %	1	1	National
4164 : Social policy researchers, consultants and program officers	National	6	4	66.7 %	67.3 %	4	0	National
4165 : Health policy researchers, consultants and program officers	National	1	1	100.0 %	73.5 %	1	0	National
4166 : Education policy researchers, consultants and program officers	National	80	68	85.0 %	71.2 %	57	11	National
5111 : Librarians	National	25	18	72.0 %	83.1 %	21	-3	National
5121 : Authors and writers	National	1	0	0.0 %	54.9 %	1	-1	National
5122 : Editors	National	1	1	100.0 %	62.7 %	1	0	National
5133 : Musicians and singers	National	3	2	66.7 %	50.9 %	2	0	National
04 : Semi-Professionals and Technicians		264	91	34.5 %	39.7 %	105	-14	
2211 : Chemical technologists and technicians	Nova Scotia	7	3	42.9 %	38.8 %	3	0	Nova Scotia
2212 : Geological and mineral technologists and technicians	Nova Scotia	8	0	0.0 %	18.2 %	1	-1	Nova Scotia
2221 : Biological technologists and technicians	Nova Scotia	13	8	61.5 %	51.9 %	7	1	Nova Scotia
2225 : Landscape and horticulture technicians and specialists	Nova Scotia	5	1	20.0 %	44.6 %	2	-1	Nova Scotia
2231 : Civil engineering technologists and technicians	Nova Scotia	1	0	0.0 %	5.2 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	3	0	0.0 %	14.5 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	9	0	0.0 %	4.2 %	0	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	14	0	0.0 %	7.7 %	1	-1	Nova Scotia



Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Avail	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
2243: Industrial instrument technicians and mechanics	Nova Scotia	5	0	0.0 %	0.0 %	0	0	Nova Scotia
2251 : Architectural technologists and technicians	Nova Scotia	2	<u> </u>	50.0 %	31.0 %	<u> </u>	0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	_	0	0.0 %	19.3 %	0	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	2	<u> </u>	50.0 %	30.0 %	_	0	Nova Scotia
2263: Inspectors in public and environmental health and occupational health and safety	Nova Scotia	œ	6	75.0 %	28.1 %	2	4	Nova Scotia
2281 : Computer network technicians	Nova Scotia	34	4	11.8 %	18.4 %	6	'n	Nova Scotia
2282 : User support technicians	Nova Scotia	47	12	25.5 %	32.1 %	15	ů	Nova Scotia
3211 : Medical laboratory technologists	New Brunswick	4	2	50.0 %	82.4 %	ယ	<u>.</u>	New Brunswick
3211 : Medical laboratory technologists	Nova Scotia	4	ω	75.0 %	91.4 %	4	۵	Nova Scotia
3213 : Animal health technologists and veterinary technicians	Nova Scotia	ω	2	66.7 %	95.8 %	ω	<u>.</u>	Nova Scotia
3217 : Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	Nova Scotia		<u> </u>	100.0 %	86.4 %	<u> </u>	0	Nova Scotia
3223 : Dental technologists, technicians and laboratory assistants	Nova Scotia	15	11	73.3 %	47.6 %	7	4	Nova Scotia
4212 : Social and community service workers	Nova Scotia	10	σı	50.0 %	75.1 %	8	ఉ	Nova Scotia
5211 : Library and public archive technicians	Nova Scotia	23	17	73.9 %	86.0 %	20	ىن	Nova Scotia
5212: Technical occupations related to museums and art galleries	Nova Scotia	_	_	100.0 %	50.0 %	_	0	Nova Scotia
5221 : Photographers	Nova Scotia	4	0	0.0 %	41.7 %	2	ĸ	Nova Scotia
5225 : Audio and video recording technicians	New Brunswick	N	0	0.0 %	15.7 %	0	0	New Brunswick
5225 : Audio and video recording technicians	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
5226: Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Nova Scotia	2	0	0.0 %	33.3 %	_	<u>.</u>	Nova Scotia
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Nova Scotia	2	_	50.0 %	48.9 %	-1	0	Nova Scotia
5241 : Graphic designers and illustrators	Nova Scotia	œ	٥ ت	62.5 %	41.4 %	ω	2	Nova Scotia
5242 : Interior designers and interior decorators	Nova Scotia	2	2	100.0 %	78.7 %	2	0	Nova Scotia
5244 : Artisans and craftspersons	Nova Scotia	_	0	0.0 %	65.0 %	-1	<u>.,</u>	Nova Scotia
5252 : Coaches	Nova Scotia	11	ω	27.3 %	61.8 %	7	4	Nova Scotia

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Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Avail	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
5254 : Program leaders and instructors in recreation, sport and fitness	Nova Scotia	5	2	40.0 %	61.0 %	ω	<u>.</u>	Nova Scotia
05 : Supervisors		45	28	62.2 %	48.7 %	22	6	
1211 : Supervisors, general office and administrative support workers	Nova Scotia	2	_	50.0 %	67.9 %	<u> </u>	0	Nova Scotia
1212 : Supervisors, finance and insurance office workers	Nova Scotia	4	4	100.0 %	79.0 %	ω	_	Nova Scotia
1213 : Supervisors, library, correspondence and related information workers	Nova Scotia	8	6	75.0 %	66.0 %	Л	_	Nova Scotia
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Nova Scotia	N	_	50.0 %	29.9 %	<u> </u>	0	Nova Scotia
6211 : Retail sales supervisors	Nova Scotia	2	2	100.0 %	75.1 %	2	0	Nova Scotia
6315 : Cleaning supervisors	Nova Scotia	21	14	66.7 %	37.9 %	∞	6	Nova Scotia
6316 : Other services supervisors	Nova Scotia	6	0	0.0 %	34.1 %	2	'n	Nova Scotia
06 : Supervisors: Crafts and Trades		31	_	3.2 %	7.7 %	2	<u>.</u>	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Nova Scotia	7	0	0.0 %	7.9 %	_	-1	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	9	0	0.0 %	9.5 %	_	۵	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	ω	0	0.0 %	5.4 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
7303 : Supervisors, printing and related occupations	Nova Scotia	_	_	100.0 %	0.0 %	0	_	Nova Scotia
8255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture services	Nova Scotia	2	0	0.0 %	16.1 %	0	0	Nova Scotia
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Nova Scotia	2	0	0.0 %	15.6 %	0	0	Nova Scotia
9215 : Supervisors, forest products processing	Nova Scotia	_	0	0.0 %	17.6 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		460	417	90.7 %	88.5 %	407	10	
1221 : Administrative officers	Halifax	147	124	84.4 %	82.2 %	121	ပ	Halifax
1221 : Administrative officers	N.S. less CMA	_	_	100.0 %	87.0 %	_	0	N.S. less CMA
1221 : Administrative officers	Saint John	4	4	100.0 %	82.9 %	ω	_	Saint John

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Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
1222 : Executive assistants	Halifax	1	1	100.0 %	85.2 %	1	0	Halifax
1223 : Human resources and recruitment officers	Halifax	13	11	84.6 %	64.8 %	8	3	Halifax
1223 : Human resources and recruitment officers	N.S. less CMA	2	2	100.0 %	87.0 %	2	0	N.S. less CMA
1224 : Property administrators	Halifax	6	4	66.7 %	45.5 %	3	1	Halifax
1225 : Purchasing agents and officers	Halifax	3	0	0.0 %	46.3 %	1	-1	Halifax
1226 : Conference and event planners	Halifax	2	1	50.0 %	88.0 %	2	-1	Halifax
1241 : Administrative assistants	Halifax	237	230	97.0 %	95.5 %	226	4	Halifax
1241 : Administrative assistants	N.S. less CMA	6	6	100.0 %	87.0 %	5	1	N.S. less CMA
1242 : Legal administrative assistants	Halifax	3	3	100.0 %	100.0 %	3	0	Halifax
1243 : Medical administrative assistants	Halifax	14	13	92.9 %	100.0 %	14	-1	Halifax
1252 : Health information management occupations	Halifax	1	0	0.0 %	91.7 %	1	-1	Halifax
1253 : Records management technicians	Halifax	1	1	100.0 %	50.0 %	1	0	Halifax
1254 : Statistical officers and related research support occupations	Halifax	1	1	100.0 %	67.9 %	1	0	Halifax
1254 : Statistical officers and related research support occupations	N.S. less CMA	1	1	100.0 %	87.0 %	1	0	N.S. less CMA
1311 : Accounting technicians and bookkeepers	Halifax	14	11	78.6 %	86.5 %	12	-1	Halifax
1311 : Accounting technicians and bookkeepers	N.S. less CMA	2	2	100.0 %	87.0 %	2	0	N.S. less CMA
1315 : Customs, ship and other brokers	Halifax	1	1	100.0 %	0.0 %	0	1	Halifax
08 : Skilled Sales and Service Personnel		2	1	50.0 %	53.1 %	1	0	
6222 : Retail and wholesale buyers	Halifax	2	1	50.0 %	53.1 %	1	0	Halifax
09 : Skilled Crafts and Trades Workers		113	5	4.4 %	2.7 %	3	2	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	8	0	0.0 %	5.1 %	0	0	Nova Scotia
7232 : Tool and die makers	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	17	0	0.0 %	1.6 %	0	0	Nova Scotia
7246 : Telecommunications installation and repair workers	Nova Scotia	4	2	50.0 %	8.6 %	0	2	Nova Scotia



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Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
7251 : Plumbers	Nova Scotia	16	0	0.0 %	2.0 %	0	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	5	0	0.0 %	0.0 %	0	0	Nova Scotia
7271 : Carpenters	Nova Scotia	19	0	0.0 %	1.6 %	0	0	Nova Scotia
7281 : Bricklayers	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	8	0	0.0 %	8.0 %	1	-1	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	10	0	0.0 %	4.3 %	0	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
7333 : Electrical mechanics	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
7381 : Printing press operators	Nova Scotia	4	3	75.0 %	0.0 %	0	3	Nova Scotia
7384 : Other trades and related occupations, n.e.c.	Nova Scotia	6	0	0.0 %	0.0 %	0	0	Nova Scotia
9241 : Power engineers and power systems operators	Nova Scotia	11	0	0.0 %	3.0 %	0	0	Nova Scotia
10 : Clerical Personnel		276	244	88.4 %	76.8 %	212	32	
1411 : General office support workers	Halifax	133	127	95.5 %	83.9 %	112	15	Halifax
1411 : General office support workers	N.S. less CMA	16	14	87.5 %	71.4 %	11	3	N.S. less CMA
1411 : General office support workers	Saint John	9	9	100.0 %	90.3 %	8	1	Saint John
1414 : Receptionists	Halifax	5	4	80.0 %	93.3 %	5	-1	Halifax
1422 : Data entry clerks	Halifax	2	2	100.0 %	74.1 %	1	1	Halifax
1422 : Data entry clerks	Saint John	1	1	100.0 %	81.4 %	1	0	Saint John
1423 : Desktop publishing operators and related occupations	Halifax	1	1	100.0 %	100.0 %	1	0	Halifax
1431 : Accounting and related clerks	Halifax	45	39	86.7 %	75.1 %	34	5	Halifax
1431 : Accounting and related clerks	N.S. less CMA	2	1	50.0 %	71.4 %	1	0	N.S. less CMA
1432 : Payroll clerks	Halifax	10	9	90.0 %	83.3 %	8	1	Halifax
1451 : Library assistants and clerks	Halifax	16	13	81.3 %	89.2 %	14	-1	Halifax
1452 : Correspondence, publication and regulatory clerks	Halifax	1	0	0.0 %	63.7 %	1	-1	Halifax



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Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Availability	oility	Gap	Recruitment Area
		#	#	%	%	#	#	
1452 : Correspondence, publication and regulatory clerks	N.S. less CMA	1	_	100.0 %	71.4 %	<u> </u>	0	N.S. less CMA
1511 : Mail, postal and related workers	Halifax	4	<u> </u>	25.0 %	57.8 %	2	<u>.,</u>	Halifax
1513 : Couriers, messengers and door-to-door distributors	Halifax	ω	0	0.0 %	21.2 %	_	<u> </u>	Halifax
1521 : Shippers and receivers	Halifax	2	2	100.0 %	19.7 %	0	2	Halifax
1522 : Storekeepers and partspersons	Halifax	ω	2	66.7 %	17.0 %	<u> </u>	<u></u>	Halifax
1524 : Purchasing and inventory control workers	Halifax	21	17	81.0 %	43.0 %	9	∞	Halifax
1524 : Purchasing and inventory control workers	N.S. less CMA	_	_	100.0 %	71.4 %	_	0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		76	50	65.8 %	63.1 %	48	2	
3411 : Dental assistants	Halifax	15	15	100.0 %	98.8 %	15	0	Halifax
3414 : Other assisting occupations in support of health services	Halifax	_	_	100.0 %	66.3 %	<u></u>	0	Halifax
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	ω	ω	100.0 %	34.8 %	<u></u>	2	Halifax
6421 : Retail salespersons	Halifax	2	_	50.0 %	62.3 %	<u></u>	0	Halifax
6541 : Security guards and related security service occupations	Halifax	18	6	33.3 %	22.2 %	4	2	Halifax
6541 : Security guards and related security service occupations	N.S. less CMA	O	2	33.3 %	72.7 %	4	ĸ	N.S. less CMA
6552 : Other customer and information services representatives	Halifax	2	_	50.0 %	61.6 %	_	0	Halifax
6563 : Pet groomers and animal care workers	Halifax	13	13	100.0 %	69.3 %	9	4	Halifax
6563 : Pet groomers and animal care workers	N.S. less CMA	15	7	46.7 %	72.7 %	1	4	N.S. less CMA
6563 : Pet groomers and animal care workers	Saint John	_	_	100.0 %	66.7 %	<u> </u>	0	Saint John
12 : Semi-Skilled Manual Workers		15	0	0.0 %	13.0 %	2	'n	
7445 : Other repairers and servicers	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
7514 : Delivery and courier service drivers	Halifax	11	0	0.0 %	7.9 %	_	<u></u>	Halifax
7514 : Delivery and courier service drivers	N.S. less CMA	_	0	0.0 %	15.9 %	0	0	N.S. less CMA
9463 : Fish and seafood plant workers	Halifax	_	0	0.0 %	18.5 %	0	0	Halifax
9473 : Binding and finishing machine operators	Halifax	_	0	0.0 %	73.7 %		<u> </u>	Halifax

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Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Ava	ailability	Gap	Recruitment Area
		#	#	%	%	#	#	
13 : Other Sales and Service Personnel		178	91	51.1 %	33.4 %	59	32	
6651 : NOC 2006 - Security Guards and Related Occupations	Halifax	2	1	50.0 %	57.4 %	1	0	Halifax
6663 : NOC 2006 - Janitors, Caretakers and Building Superintendents	Halifax	5	5	100.0 %	57.4 %	3	2	Halifax
6722 : Operators and attendants in amusement, recreation and sport	Halifax	3	1	33.3 %	43.2 %	1	0	Halifax
8731 : Light duty cleaners	Halifax	1	1	100.0 %	68.7 %	1	0	Halifax
3732 : Specialized cleaners	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
8733 : Janitors, caretakers and building superintendents	Halifax	153	73	47.7 %	29.2 %	45	28	Halifax
6733 : Janitors, caretakers and building superintendents	N.S. less CMA	13	10	76.9 %	66.4 %	9	1	N.S. less CMA
14 : Other Manual Workers		6	1	16.7 %	18.3 %	1	0	
8612 : Landscaping and grounds maintenance labourers	Halifax	6	1	16.7 %	18.3 %	1	0	Halifax
Total		3204	1833	57.2 %	53.3 %	1705	128	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Aboriginal Peoples

Employment Equity Occupational Group			:			
	Internal Location All Employees #		# %	Availability %#	ity Gap	Recruitment Area
01 : Senior Managers	ω.	33 0	0.0 %	3.1 %	1 -1	
0014 : Senior managers - health, education, social and community services and membership National organizations		30 0	0.0 %	3.2 %		National
0015 : Senior managers - trade, broadcasting and other services, n.e.c. National		2 0	0.0 %	1.7 %	0 0	0 National
0016 : Senior managers - construction, transportation, production and utilities National		1 0	0.0 %	1.3 %	0 0	0 National
02 : Middle and Other Managers	156	6 4	2.6 %	2.5 %	4 0)
0111 : Financial managers National		10 0	0.0 %	2.1 %	0 0	0 National
0112 : Human resources managers National		6 0	0.0 %	2.6 %	0 0	0 National
0113 : Purchasing managers National		1 0	0.0 %	1.9 %	0 0	0 National
0114 : Other administrative services managers National		20 0	0.0 %	3.0 %	1 -1	1 National
0124 : Advertising, marketing and public relations managers National		6 0	0.0 %	1.1 %	0 0	0 National
0211 : Engineering managers National		2 0	0.0 %	0.9 %	0 0	0 National
0213 : Computer and information systems managers National		13 0	0.0 %	1.0 %	0 0	0 National
0311 : Managers in health care National		1 0	0.0 %	2.7 %	0 0	0 National
0421 : Administrators - post-secondary education and vocational training National	nal 66	6 4	6.1 %	2.5 %	2 2	2 National
0423 : Managers in social, community and correctional services National		1 0	0.0 %	5.6 %	0 0	0 National
0511 : Library, archive, museum and art gallery managers National		14 0	0.0 %	3.3 %	0 0	0 National
0512 : Managers - publishing, motion pictures, broadcasting and performing arts National		2 0	0.0 %	2.2 %	0 0	0 National
0513 : Recreation, sports and fitness program and service directors National		2 0	0.0 %	3.6 %	0 0	0 National
0621 : Retail and wholesale trade managers National	nal	1 0	0.0 %	2.4 %	0 0	0 National
0632 : Accommodation service managers National	าลไ	0	0.0 %	3.6 %	0 0	0 National
0651 : Managers in customer and personal services, n.e.c. National	าลไ	1 0	0.0 %	2.7 %	0 0	0 National
0711 : Construction managers National	าลไ	1 0	0.0 %	2.6 %	0 0	0 National
0714 : Facility operation and maintenance managers National		6 0	0.0 %	3.3 %	0 0	0 National
0821 : Managers in agriculture National		ى -	0.0 %	1.4 %	0 0	0 National



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Aboriginal Peoples

				Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#		Gap #	Recruitment Area
03 : Professionals		1549	27	1.7 %	1.7 %	26	<u> </u>	
1111 : Financial auditors and accountants	National	9	_	11.1 %	1.3 %	0	<u> </u>	National
1112 : Financial and investment analysts	National	_	0	0.0 %	0.9 %	0	0	National
1114 : Other financial officers	National	_	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	22	0	0.0 %	2.7 %	_	4	National
1122 : Professional occupations in business management consulting	National	7	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	68	2	2.9 %	2.1 %	<u> </u>	_	National
2112 : Chemists	National	N	0	0.0 %	0.6 %	0	0	National
2123 : Agricultural representatives, consultants and specialists	National	_	0	0.0 %	1.2 %	0	0	National
2131 : Civil engineers	National	Ν	0	0.0 %	1.0 %	0	0	National
2132 : Mechanical engineers	National	4	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	0.7 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	N	0	0.0 %	0.9 %	0	0	National
2151 : Architects	National	_	0	0.0 %	0.6 %	0	0	National
2153 : Urban and land use planners	National	_	0	0.0 %	2.7 %	0	0	National
2171 : Information systems analysts and consultants	National	60	2	3.3 %	1.1 %	<u> </u>	<u> </u>	National
2172 : Database analysts and data administrators	National	5	0	0.0 %	1.3 %	0	0	National
2174 : Computer programmers and interactive media developers	National	11	0	0.0 %	1.0 %	0	0	National
2175 : Web designers and developers	National	7	0	0.0 %	1.5 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	5	0	0.0 %	2.3 %	0	0	National
3112 : General practitioners and family physicians	National	13	0	0.0 %	0.8 %	0	0	National
3114: Veterinarians	National	ω	0	0.0 %	1.6 %	0	0	National
3124 : Allied primary health practitioners	National	_	0	0.0 %	4.1 %	0	0	National
3131 : Pharmacists	National	_	0	0.0 %	1.1 %	0	0	National

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Aborion Representation # %	Aboriginal Peoples on Availability % % #		Gap #	Recruitment Area
4011 : University professors and lecturers	National	1052	12	1.1 %	1.3 %	14	'n	National
4012 : Post-secondary teaching and research assistants	National	69	0	0.0 %	1.6 %	_	<u>.</u>	National
4033 : Educational counsellors	National	49	ω	6.1 %	6.0 %	ω	0	National
4112 : Lawyers and Quebec notaries	National	10	2	20.0 %	1.6 %	0	2	National
4151 : Psychologists	National	8	0	0.0 %	1.4 %	0	0	National
4152 : Social workers	National	ω	0	0.0 %	6.3 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	10	0	0.0 %	2.7 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	Ν	0	0.0 %	2.0 %	0	0	National
4164 : Social policy researchers, consultants and program officers	National	6	0	0.0 %	6.2 %	0	0	National
4165 : Health policy researchers, consultants and program officers	National	_	0	0.0 %	4.4 %	0	0	National
4166 : Education policy researchers, consultants and program officers	National	80	ω	3.8 %	4.3 %	ω	0	National
5111 : Librarians	National	25	2	8.0 %	2.0 %	_	_	National
5121 : Authors and writers	National	_	0	0.0 %	1.9 %	0	0	National
5122 : Editors	National	_	0	0.0 %	1.6 %	0	0	National
5133 : Musicians and singers	National	ω	0	0.0 %	1.6 %	0	0	National
04 : Semi-Professionals and Technicians		264	6	2.3 %	2.3 %	6	0	
2211 : Chemical technologists and technicians	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
2212 : Geological and mineral technologists and technicians	Nova Scotia	8	0	0.0 %	0.0 %	0	0	Nova Scotia
2221 : Biological technologists and technicians	Nova Scotia	13	0	0.0 %	2.5 %	0	0	Nova Scotia
2225 : Landscape and horticulture technicians and specialists	Nova Scotia	5	0	0.0 %	0.0 %	0	0	Nova Scotia
2231 : Civil engineering technologists and technicians	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	ယ	0	0.0 %	0.0 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	9	0	0.0 %	1.6 %	0	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	14	<u> </u>	7.1 %	3.1 %	0	<u> </u>	Nova Scotia

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Aboriginal Peoples

				Aboria	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability % #		Gap #	Recruitment Area
2243 : Industrial instrument technicians and mechanics	Nova Scotia	51	0	0.0 %	0.0 %	0	0	Nova Scotia
2251 : Architectural technologists and technicians	Nova Scotia	2	<u> </u>	50.0 %	0.0 %	0	<u> </u>	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
2263: Inspectors in public and environmental health and occupational health and safety	Nova Scotia	ω	0	0.0 %	3.1 %	0	0	Nova Scotia
2281 : Computer network technicians	Nova Scotia	34	0	0.0 %	3.6 %	_	_	Nova Scotia
2282 : User support technicians	Nova Scotia	47	ω	6.4 %	3.2 %	2	_	Nova Scotia
3211 : Medical laboratory technologists	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
3211 : Medical laboratory technologists	Nova Scotia	4	0	0.0 %	3.3 %	0	0	Nova Scotia
3213 : Animal health technologists and veterinary technicians	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
3217 : Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
3223 : Dental technologists, technicians and laboratory assistants	Nova Scotia	15	_	6.7 %	0.0 %	0	<u></u>	Nova Scotia
4212 : Social and community service workers	Nova Scotia	10	0	0.0 %	4.5 %	0	0	Nova Scotia
5211 : Library and public archive technicians	Nova Scotia	23	0	0.0 %	3.3 %	1	<u>.</u>	Nova Scotia
5212 : Technical occupations related to museums and art galleries	Nova Scotia	_	0	0.0 %	6.1 %	0	0	Nova Scotia
5221 : Photographers	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
5225 : Audio and video recording technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
5225 : Audio and video recording technicians	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
5226: Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
$5227\ :$ Support occupations in motion pictures, broadcasting, photography and the performing arts	Nova Scotia	2	0	0.0 %	19.1 %	0	0	Nova Scotia
5241 : Graphic designers and illustrators	Nova Scotia	ω	0	0.0 %	2.2 %	0	0	Nova Scotia
5242 : Interior designers and interior decorators	Nova Scotia	N	0	0.0 %	0.0 %	0	0	Nova Scotia
5244 : Artisans and craftspersons	Nova Scotia	<u> </u>	0	0.0 %	6.0 %	0	0	Nova Scotia
5252 : Coaches	Nova Scotia	11	0	0.0 %	0.0 %	0	0	Nova Scotia

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			,	Aborig	Aboriginal Peoples)	
Employment Equity Occupational Group	Internal Location	All Employees #	##	# %	Availability %#	ability #	Gap	Recruitment Area
5254 : Program leaders and instructors in recreation, sport and fitness	Nova Scotia	5	0	0.0 %	4.2 %	0	0	Nova Scotia
05 : Supervisors		45	2	4.4 %	4.8 %	2	0	
1211 : Supervisors, general office and administrative support workers	Nova Scotia	2	0	0.0 %	3.8 %	0	0	Nova Scotia
1212 : Supervisors, finance and insurance office workers	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
1213 : Supervisors, library, correspondence and related information workers	Nova Scotia	8	0	0.0 %	4.0 %	0	0	Nova Scotia
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Nova Scotia	Ν	_	50.0 %	0.0 %	0	<u> </u>	Nova Scotia
6211 : Retail sales supervisors	Nova Scotia	2	0	0.0 %	2.7 %	0	0	Nova Scotia
6315 : Cleaning supervisors	Nova Scotia	21	_	4.8 %	6.9 %	_	0	Nova Scotia
6316 : Other services supervisors	Nova Scotia	0	0	0.0 %	4.1 %	0	0	Nova Scotia
06 : Supervisors: Crafts and Trades		31	2	6.5 %	2.3 %	_	_	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	Ν.	0	0.0 %	8.8 %	0	0	Nova Scotia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	9	2	22.2 %	0.0 %	0	2	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	ω	0	0.0 %	9.6 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	ω	0	0.0 %	6.9 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	<u> </u>	0	0.0 %	0.0 %	0	0	Nova Scotia
7303 : Supervisors, printing and related occupations	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
8255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture services	Nova Scotia	2	0	0.0 %	1.7 %	0	0	Nova Scotia
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
9215 : Supervisors, forest products processing	Nova Scotia	<u> </u>	0	0.0 %	0.0 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		460	15	3.3 %	2.3 %	⇉	4	
1221 : Administrative officers	Halifax	147	ω	2.0 %	1.7 %	2	_	Halifax
1221 : Administrative officers	N.S. less CMA	<u> </u>	0	0.0 %	3.3 %	0	0	N.S. less CMA
1221 : Administrative officers	Saint John	4	0	0.0 %	0.0 %	0	0	Saint John

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Workforce Analysis - Detailed Report

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Repres	Aboriç Representation	Aboriginal Peoples ion Avail	oples Availability	Gap	Recruitment Area
1999 - Expositivo appirtante	Laifax	± #	o #	000%	00%	ə #	ə #	Lalifox
		; .	. ,	1 9	· ·) (. (
1223 : Human resources and recruitment officers	Halifax	13	_	7.7 %	0.0 %	0	_	Halifax
1223 : Human resources and recruitment officers	N.S. less CMA	2	<u> </u>	50.0 %	3.3 %	0	_	N.S. less CMA
1224 : Property administrators	Halifax	O	0	0.0 %	0.0 %	0	0	Halifax
1225 : Purchasing agents and officers	Halifax	ω	0	0.0 %	0.0 %	0	0	Halifax
1226 : Conference and event planners	Halifax	2	0	0.0 %	0.0 %	0	0	Halifax
1241 : Administrative assistants	Halifax	237	∞	3.4 %	3.1 %	7	_	Halifax
1241 : Administrative assistants	N.S. less CMA	O	0	0.0 %	3.3 %	0	0	N.S. less CMA
1242 : Legal administrative assistants	Halifax	ω	0	0.0 %	0.0 %	0	0	Halifax
1243 : Medical administrative assistants	Halifax	14	2	14.3 %	0.0 %	0	2	Halifax
1252 : Health information management occupations	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
1253 : Records management technicians	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
1254 : Statistical officers and related research support occupations	Halifax	<u> </u>	0	0.0 %	0.0 %	0	0	Halifax
1254 : Statistical officers and related research support occupations	N.S. less CMA	<u> </u>	0	0.0 %	3.3 %	0	0	N.S. less CMA
1311 : Accounting technicians and bookkeepers	Halifax	14	0	0.0 %	1.8 %	0	0	Halifax
1311 : Accounting technicians and bookkeepers	N.S. less CMA	2	0	0.0 %	3.3 %	0	0	N.S. less CMA
1315 : Customs, ship and other brokers	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
08 : Skilled Sales and Service Personnel		2	0	0.0 %	0.0 %	0	0	
6222 : Retail and wholesale buyers	Halifax	2	0	0.0 %	0.0 %	0	0	Halifax
09 : Skilled Crafts and Trades Workers		113	2	1.8 %	3.0 %	ω	<u>.</u>	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	ω	0	0.0 %	6.3 %	_	<u>.</u>	Nova Scotia
7232 : Tool and die makers	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	17	_	5.9 %	5.1 %	_	0	Nova Scotia
7246 : Telecommunications installation and repair workers	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia

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Aboriginal Peoples

				^ borio	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability % #		Gap #	Recruitment Area
7251 : Plumbers	Nova Scotia	16	0	0.0 %	2.3 %	0	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	5	0	0.0 %	1.2 %	0	0	Nova Scotia
7271 : Carpenters	Nova Scotia	19	0	0.0 %	3.8 %	_	<u>.</u>	Nova Scotia
7281 : Bricklayers	Nova Scotia	Ν	0	0.0 %	0.0 %	0	0	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	8	0	0.0 %	3.4 %	0	0	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	10	_	10.0 %	2.9 %	0	_	Nova Scotia
7312 : Heavy-duty equipment mechanics	Nova Scotia	_	0	0.0 %	4.9 %	0	0	Nova Scotia
7333 : Electrical mechanics	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
7381 : Printing press operators	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
7384 : Other trades and related occupations, n.e.c.	Nova Scotia	0	0	0.0 %	0.0 %	0	0	Nova Scotia
9241 : Power engineers and power systems operators	Nova Scotia	11	0	0.0 %	2.6 %	0	0	Nova Scotia
10 : Clerical Personnel		276	4	1.4 %	1.9 %	51	<u>.</u>	
1411 : General office support workers	Halifax	133	_	0.8 %	2.1 %	ω	Ŋ	Halifax
1411 : General office support workers	N.S. less CMA	16	_	6.3 %	3.5 %	_	0	N.S. less CMA
1411 : General office support workers	Saint John	9	0	0.0 %	0.0 %	0	0	Saint John
1414: Receptionists	Halifax	5	0	0.0 %	1.4 %	0	0	Halifax
1422 : Data entry clerks	Halifax	Ν	0	0.0 %	4.1 %	0	0	Halifax
1422 : Data entry clerks	Saint John	_	0	0.0 %	0.0 %	0	0	Saint John
1423 : Desktop publishing operators and related occupations	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
1431 : Accounting and related clerks	Halifax	45	0	0.0 %	1.6 %	_	<u> </u>	Halifax
1431 : Accounting and related clerks	N.S. less CMA	N	0	0.0 %	3.5 %	0	0	N.S. less CMA
1432 : Payroll clerks	Halifax	10	0	0.0 %	0.0 %	0	0	Halifax
1451 : Library assistants and clerks	Halifax	16	0	0.0 %	0.0 %	0	0	Halifax
1452 : Correspondence, publication and regulatory clerks	Halifax	_	0	0.0 %	4.4 %	0	0	Halifax

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Workforce Analysis - Detailed Report

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Date: 2018-06-07

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborigi ntation %	Aboriginal Peoples ion Availability % % #	ility Gap	Recruitment Area	ent Area
1452 : Correspondence, publication and regulatory clerks	N.S. less CMA	1	0	0.0 %	3.5 %	0	0 N.S. less CMA	SMA
1511 : Mail, postal and related workers	Halifax	4	0	0.0 %	3.9 %	0	0 Halifax	
1513 : Couriers, messengers and door-to-door distributors	Halifax	ω	0	0.0 %	6.6 %	0	0 Halifax	
1521 : Shippers and receivers	Halifax	2	0	0.0 %	2.9 %	0	0 Halifax	
1522 : Storekeepers and partspersons	Halifax	ω	0	0.0 %	8.0 %	0	0 Halifax	
1524 : Purchasing and inventory control workers	Halifax	21	N	9.5 %	0.0 %	0	2 Halifax	
1524 : Purchasing and inventory control workers	N.S. less CMA	_	0	0.0 %	3.5 %	0	0 N.S. less CMA	SMA
11 : Intermediate Sales and Service Personnel		76	<u> </u>	1.3 %	2.4 %	2 -	-	
3411 : Dental assistants	Halifax	15	_	6.7 %	0.0 %	0	1 Halifax	
3414 : Other assisting occupations in support of health services	Halifax	_	0	0.0 %	9.6 %	0	0 Halifax	
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	ω	0	0.0 %	2.9 %	0	0 Halifax	
6421 : Retail salespersons	Halifax	2	0	0.0 %	3.2 %	0	0 Halifax	
6541 : Security guards and related security service occupations	Halifax	18	0	0.0 %	3.9 %	1	¶ Halifax	
6541 : Security guards and related security service occupations	N.S. less CMA	0	0	0.0 %	4.0 %	0	0 N.S. less CMA	SMA
6552 : Other customer and information services representatives	Halifax	2	0	0.0 %	2.1 %	0	0 Halifax	
6563 : Pet groomers and animal care workers	Halifax	13	0	0.0 %	0.0 %	0	0 Halifax	
6563 : Pet groomers and animal care workers	N.S. less CMA	15	0	0.0 %	4.0 %	<u> </u>	N.S. less CMA	SMA
6563 : Pet groomers and animal care workers	Saint John	_	0	0.0 %	0.0 %	0	0 Saint John	
12 : Semi-Skilled Manual Workers		15	0	0.0 %	2.8 %	0	0	
7445 : Other repairers and servicers	Halifax	_	0	0.0 %	0.0 %	0	0 Halifax	
7514 : Delivery and courier service drivers	Halifax	11	0	0.0 %	3.4 %	0	0 Halifax	
7514 : Delivery and courier service drivers	N.S. less CMA	_	0	0.0 %	3.7 %	0	0 N.S. less CMA	CMA
9463 : Fish and seafood plant workers	Halifax	_	0	0.0 %	0.0 %	0	0 Halifax	
9473 : Binding and finishing machine operators	Halifax	_	0	0.0 %	0.0 %	0	0 Halifax	

Workplace Equity Information Management System - Dalhousie University

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Aboriginal Peoples

				Aborio	Aboriginal Peoples	•		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Avail %	Availability 6 #	Gap #	Recruitment Area
13 : Other Sales and Service Personnel		178	51	2.8 %	5.1 %	9	4	
6651 : NOC 2006 - Security Guards and Related Occupations	Halifax	2	0	0.0 %	4.4 %	0	0	Halifax
6663 : NOC 2006 - Janitors, Caretakers and Building Superintendents	Halifax	O 1	_	20.0 %	4.4 %	0	<u> </u>	Halifax
6722 : Operators and attendants in amusement, recreation and sport	Halifax	ω	0	0.0 %	14.9 %	0	0	Halifax
6731 : Light duty cleaners	Halifax	_	0	0.0 %	3.6 %	0	0	Halifax
6732 : Specialized cleaners	Halifax	<u> </u>	0	0.0 %	0.0 %	0	0	Halifax
6733 : Janitors, caretakers and building superintendents	Halifax	153	4	2.6 %	5.1 %	8	4	Halifax
6733 : Janitors, caretakers and building superintendents	N.S. less CMA	13	0	0.0 %	4.8 %	<u> </u>	_	N.S. less CMA
14 : Other Manual Workers		O	_	16.7 %	2.3 %	0	_	
8612 : Landscaping and grounds maintenance labourers	Halifax	O	_	16.7 %	2.3 %	0	_	Halifax
Total		3204	69	2.1 %	2.2 %	70	_	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Members of Visible Minorities

			_	Viembers of	Members of Visible Minorities	ies	
Employment Equity Occupational Group	Internal Location	All Employees #	Representation #%	entation %	Availability % #	ility Gap	Recruitment Area
01 : Senior Managers		33	_	3.0 %	8.2 %	з -2	
0014 : Senior managers - health, education, social and community services and membership organizations	National	30	<u> </u>	3.3 %	7.8 %	2 -1	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	2	0	0.0 %	13.2 %	0 0	National
0016 : Senior managers - construction, transportation, production and utilities	National	_	0	0.0 %	7.9 %	0 0	National
02 : Middle and Other Managers		156	10	6.4 %	14.1 %	22 -12	
0111 : Financial managers	National	10	0	0.0 %	20.5 %	2 -2	National
0112 : Human resources managers	National	O	ω	50.0 %	12.0 %	1 2	National
0113 : Purchasing managers	National	_	0	0.0 %	15.2 %	0 0	National
0114 : Other administrative services managers	National	20	0	0.0 %	12.6 %	ය -ස	National
0124 : Advertising, marketing and public relations managers	National	O	_	16.7 %	17.5 %	1 0	National
0211 : Engineering managers	National	2	0	0.0 %	19.6 %	0 0	National
0213: Computer and information systems managers	National	13	0	0.0 %	21.2 %	ယ -	National
0311 : Managers in health care	National	<u> </u>	0	0.0 %	11.3 %	0 0	National
0421 : Administrators - post-secondary education and vocational training	National	66	4	6.1 %	14.2 %	9 -5	National
0423: Managers in social, community and correctional services	National	<u> </u>	0	0.0 %	11.3 %	0 0	National
0511 : Library, archive, museum and art gallery managers	National	14	_	7.1 %	7.1 %	1 0	National
0512 : Managers - publishing, motion pictures, broadcasting and performing arts	National	2	0	0.0 %	12.8 %	0 0	National
0513 : Recreation, sports and fitness program and service directors	National	2	0	0.0 %	7.6 %	0 0	National
0621 : Retail and wholesale trade managers	National	<u> </u>	0	0.0 %	17.0 %	0 0	National
0632 : Accommodation service managers	National	<u> </u>	0	0.0 %	14.3 %	0 0	National
0651 : Managers in customer and personal services, n.e.c.	National	<u> </u>	0	0.0 %	20.1 %	0 0	National
0711 : Construction managers	National	<u> </u>	0	0.0 %	9.3 %	0 0	National
0714 : Facility operation and maintenance managers	National	O	_	16.7 %	10.9 %	1 0	National
0821 : Managers in agriculture	National	2	0	0.0 %	2.3 %	0 0	National



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Members of Visible Minorities

			2	lembers of	Members of Visible Minorities	ities		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#		Gap #	Recruitment Area
03 : Professionals		1549	198	12.8 %	19.5 %	302	-104	
1111 : Financial auditors and accountants	National	9	0	0.0 %	27.5 %	2	ĸ	National
1112 : Financial and investment analysts	National	_	0	0.0 %	35.4 %	0	0	National
1114 : Other financial officers	National	_	0	0.0 %	21.7 %	0	0	National
1121 : Human resources professionals	National	22	ω	13.6 %	14.1 %	ω	0	National
1122 : Professional occupations in business management consulting	National	7	0	0.0 %	21.6 %	2	٨	National
1123 : Professional occupations in advertising, marketing and public relations	National	68	ω	4.4 %	16.9 %	11	å	National
2112 : Chemists	National	N	0	0.0 %	37.3 %	1	<u>.</u>	National
2123 : Agricultural representatives, consultants and specialists	National	_	0	0.0 %	6.9 %	0	0	National
2131 : Civil engineers	National	N	0	0.0 %	26.0 %	1	_	National
2132 : Mechanical engineers	National	4	0	0.0 %	28.6 %	1	_	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	34.9 %	1	<u>.</u>	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	38.2 %	1	<u>.</u>	National
2151 : Architects	National	_	0	0.0 %	23.6 %	0	0	National
2153 : Urban and land use planners	National	_	0	0.0 %	12.8 %	0	0	National
2171 : Information systems analysts and consultants	National	60	7	11.7 %	31.4 %	19	-12	National
2172 : Database analysts and data administrators	National		_	20.0 %	32.3 %	2	7	National
2174 : Computer programmers and interactive media developers	National	11	_	9.1 %	31.5 %	ω	۵	National
2175 : Web designers and developers	National	7	0	0.0 %	22.8 %	2	'n	National
3012 : Registered nurses and registered psychiatric nurses	National	O	0	0.0 %	18.3 %	1	<u>.</u>	National
3112 : General practitioners and family physicians	National	13	0	0.0 %	28.1 %	4	4	National
3114: Veterinarians	National	ယ	<u> </u>	33.3 %	11.3 %	0	<u> </u>	National
3124 : Allied primary health practitioners	National	_	0	0.0 %	15.9 %	0	0	National
3131 : Pharmacists	National	_	0	0.0 %	32.2 %	0	0	National

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Members of Visible Minorities

Employment Equity Occupational Group	Internal I ocation	All Employees	Members	Members of	Members of Visible Minorities			Recruitment Area
empodiment equity coordination of out		#	# 20	%	%		# ²	
4011 : University professors and lecturers	National	1052	155	14.7 %	19.1 %	201	46	National
4012 : Post-secondary teaching and research assistants	National	69	9	13.0 %	31.6 %	22	± 3	National
4033 : Educational counsellors	National	49	4	8.2 %	14.7 %	7	۵	National
4112 : Lawyers and Quebec notaries	National	10	_	10.0 %	12.5 %	<u></u>	0	National
4151: Psychologists	National	8	0	0.0 %	8.5 %	_	<u>.</u> .	National
4152 : Social workers	National	ω	0	0.0 %	14.2 %	0	0	National
4161: Natural and applied science policy researchers, consultants and program officers	National	10	0	0.0 %	13.6 %	_	<u> </u>	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	21.9 %	0	0	National
4164 : Social policy researchers, consultants and program officers	National	0	0	0.0 %	18.5 %	_	<u>.</u>	National
4165 : Health policy researchers, consultants and program officers	National	_	0	0.0 %	21.0 %	0	0	National
4166 : Education policy researchers, consultants and program officers	National	80	⇉	13.8 %	12.4 %	10	<u> </u>	National
5111 : Librarians	National	25	2	8.0 %	11.9 %	ω	<u>_</u>	National
5121 : Authors and writers	National	_	0	0.0 %	10.7 %	0	0	National
5122 : Editors	National	<u> </u>	0	0.0 %	13.2 %	0	0	National
5133 : Musicians and singers	National	ω	0	0.0 %	14.9 %	0	0	National
04 : Semi-Professionals and Technicians		264	25	9.5 %	4.4 %	12	13	
2211 : Chemical technologists and technicians	Nova Scotia	7	_	14.3 %	6.0 %	0	<u> </u>	Nova Scotia
2212 : Geological and mineral technologists and technicians	Nova Scotia	8	0	0.0 %	0.0 %	0	0	Nova Scotia
2221 : Biological technologists and technicians	Nova Scotia	13	ω	23.1 %	0.0 %	0	ω	Nova Scotia
2225 : Landscape and horticulture technicians and specialists	Nova Scotia	Ó	0	0.0 %	0.0 %	0	0	Nova Scotia
2231 : Civil engineering technologists and technicians	Nova Scotia	_	0	0.0 %	13.5 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	9	0	0.0 %	2.3 %	0	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	14	0	0.0 %	1.4 %	0	0	Nova Scotia

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Members of Visible Minorities

				Members of	Members of Visible Minorities	rities		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Availability %#	ability #	Gap #	Recruitment Area
2243 : Industrial instrument technicians and mechanics	Nova Scotia	5	0	0.0 %	0.0 %	0	0	Nova Scotia
2251 : Architectural technologists and technicians	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	2	0	0.0 %	5.0 %	0	0	Nova Scotia
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	8	0	0.0 %	0.0 %	0	0	Nova Scotia
2281 : Computer network technicians	Nova Scotia	34	ъ	14.7 %	4.7 %	2	ω	Nova Scotia
2282 : User support technicians	Nova Scotia	47	6	12.8 %	11.3 %	٥٦	_	Nova Scotia
3211 : Medical laboratory technologists	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
3211 : Medical laboratory technologists	Nova Scotia	4	_	25.0 %	11.2 %	0	_	Nova Scotia
3213 : Animal health technologists and veterinary technicians	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
3217 : Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
3223 : Dental technologists, technicians and laboratory assistants	Nova Scotia	15	2	13.3 %	9.5 %	_	_	Nova Scotia
4212 : Social and community service workers	Nova Scotia	10	2	20.0 %	6.7 %	_	_	Nova Scotia
5211 : Library and public archive technicians	Nova Scotia	23	ω	13.0 %	0.0 %	0	ပ	Nova Scotia
5212 : Technical occupations related to museums and art galleries	Nova Scotia	_	0	0.0 %	3.5 %	0	0	Nova Scotia
5221 : Photographers	Nova Scotia	4	_	25.0 %	5.0 %	0	_	Nova Scotia
5225 : Audio and video recording technicians	New Brunswick	N	0	0.0 %	0.0 %	0	0	New Brunswick
5225 : Audio and video recording technicians	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
$5226:\mbox{Other}$ technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
5241 : Graphic designers and illustrators	Nova Scotia	œ	0	0.0 %	5.5 %	0	0	Nova Scotia
5242 : Interior designers and interior decorators	Nova Scotia	N	0	0.0 %	0.0 %	0	0	Nova Scotia
5244 : Artisans and craftspersons	Nova Scotia	<u> </u>	0	0.0 %	3.0 %	0	0	Nova Scotia
5252 : Coaches	Nova Scotia	11	_	9.1 %	0.0 %	0	_	Nova Scotia

Workplace Equity Information Management System - Dalhousie University

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	Members of Representation	Members of Visible Minorities entation Availability	rities ability	Gap	Recruitment Area
		#	#	%	%	# '	#	
5254 : Program leaders and instructors in recreation, sport and fitness	Nova Scotia	5	0	0.0 %	5.4 %	0	0	Nova Scotia
05 : Supervisors		45	51	11.1 %	0.9 %	0	л	
1211 : Supervisors, general office and administrative support workers	Nova Scotia	Ν	0	0.0 %	5.7 %	0	0	Nova Scotia
1212 : Supervisors, finance and insurance office workers	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
1213 : Supervisors, library, correspondence and related information workers	Nova Scotia	8	_	12.5 %	0.0 %	0	_	Nova Scotia
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Nova Scotia	Ν	0	0.0 %	0.0 %	0	0	Nova Scotia
6211 : Retail sales supervisors	Nova Scotia	2	0	0.0 %	2.1 %	0	0	Nova Scotia
6315 : Cleaning supervisors	Nova Scotia	21	ω	14.3 %	0.0 %	0	ω	Nova Scotia
6316 : Other services supervisors	Nova Scotia	0	<u> </u>	16.7 %	4.1 %	0	<u> </u>	Nova Scotia
06 : Supervisors: Crafts and Trades		31	_	3.2 %	0.5 %	0	<u> </u>	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	9	<u> </u>	11.1 %	0.0 %	0	_	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	ω	0	0.0 %	2.3 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	<u> </u>	0	0.0 %	0.0 %	0	0	Nova Scotia
7303 : Supervisors, printing and related occupations	Nova Scotia	<u> </u>	0	0.0 %	0.0 %	0	0	Nova Scotia
8255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture services	Nova Scotia	2	0	0.0 %	4.2 %	0	0	Nova Scotia
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
9215 : Supervisors, forest products processing	Nova Scotia	<u> </u>	0	0.0 %	0.0 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		460	36	7.8 %	5.5 %	25	=	
1221 : Administrative officers	Halifax	147	9	6.1 %	6.2 %	9	0	Halifax
1221 : Administrative officers	N.S. less CMA	<u> </u>	0	0.0 %	1.2 %	0	0	N.S. less CMA
1221 : Administrative officers	Saint John	4	0	0.0 %	0.0 %	0	0	Saint John

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Members of Visible Minorities

				Members of	Members of Visible Minorities			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Availability %#		Gap #	Recruitment Area
1222 : Executive assistants	Halifax	1	0	0.0 %	2.1 %	0	0	Halifax
1223 : Human resources and recruitment officers	Halifax	13	0	0.0 %	8.0 %	_	<u>.</u>	Halifax
1223 : Human resources and recruitment officers	N.S. less CMA	2	0	0.0 %	1.2 %	0	0	N.S. less CMA
1224 : Property administrators	Halifax	O	0	0.0 %	10.5 %	1	<u>.</u>	Halifax
1225 : Purchasing agents and officers	Halifax	ω	<u> </u>	33.3 %	7.4 %	0	<u> </u>	Halifax
1226 : Conference and event planners	Halifax	2	<u> </u>	50.0 %	0.0 %	0	_	Halifax
1241 : Administrative assistants	Halifax	237	17	7.2 %	5.7 %	14	ω	Halifax
1241 : Administrative assistants	N.S. less CMA	O	0	0.0 %	1.2 %	0	0	N.S. less CMA
1242 : Legal administrative assistants	Halifax	ω	0	0.0 %	0.0 %	0	0	Halifax
1243 : Medical administrative assistants	Halifax	14	ω	21.4 %	0.0 %	0	ω	Halifax
1252 : Health information management occupations	Halifax	_	<u> </u>	100.0 %	0.0 %	0	<u></u>	Halifax
1253 : Records management technicians	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
1254 : Statistical officers and related research support occupations	Halifax	<u> </u>	<u> </u>	100.0 %	0.0 %	0	_	Halifax
1254 : Statistical officers and related research support occupations	N.S. less CMA	_	0	0.0 %	1.2 %	0	0	N.S. less CMA
1311 : Accounting technicians and bookkeepers	Halifax	14	ω	21.4 %	3.7 %	_	2	Halifax
1311 : Accounting technicians and bookkeepers	N.S. less CMA	N	0	0.0 %	1.2 %	0	0	N.S. less CMA
1315 : Customs, ship and other brokers	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
08 : Skilled Sales and Service Personnel		2	0	0.0 %	5.2 %	0	0	
6222 : Retail and wholesale buyers	Halifax	N	0	0.0 %	5.2 %	0	0	Halifax
09 : Skilled Crafts and Trades Workers		113	2	1.8 %	1.3 %	_	_	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	œ	0	0.0 %	4.5 %	0	0	Nova Scotia
7232 : Tool and die makers	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	17	0	0.0 %	1.3 %	0	0	Nova Scotia
7246 : Telecommunications installation and repair workers	Nova Scotia	4	0	0.0 %	2.5 %	0	0	Nova Scotia

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	Members of Representation	Members of Visible Minorities entation Availability	rities abilitv	Gap	Recruitment Area
		*	# .	%	%	# '	# '	
7251 : Plumbers	Nova Scotia	16	0	0.0 %	0.0 %	0	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	Oī	0	0.0 %	2.5 %	0	0	Nova Scotia
7271 : Carpenters	Nova Scotia	19	<u> </u>	5.3 %	1.6 %	0	_	Nova Scotia
7281 : Bricklayers	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	œ	<u> </u>	12.5 %	4.6 %	0	_	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	10	0	0.0 %	0.0 %	0	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
7333 : Electrical mechanics	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
7381 : Printing press operators	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
7384 : Other trades and related occupations, n.e.c.	Nova Scotia	0	0	0.0 %	0.0 %	0	0	Nova Scotia
9241 : Power engineers and power systems operators	Nova Scotia	11	0	0.0 %	0.0 %	0	0	Nova Scotia
10 : Clerical Personnel		276	43	15.6 %	7.5 %	21	22	
1411 : General office support workers	Halifax	133	22	16.5 %	8.4 %	⇉	=	Halifax
1411 : General office support workers	N.S. less CMA	16	<u> </u>	6.3 %	1.9 %	0	_	N.S. less CMA
1411 : General office support workers	Saint John	9	<u> </u>	11.1 %	0.0 %	0	<u> </u>	Saint John
1414: Receptionists	Halifax	Οī	<u> </u>	20.0 %	6.9 %	0	_	Halifax
1422 : Data entry clerks	Halifax	2	0	0.0 %	9.4 %	0	0	Halifax
1422 : Data entry clerks	Saint John	_	0	0.0 %	0.0 %	0	0	Saint John
1423 : Desktop publishing operators and related occupations	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
1431 : Accounting and related clerks	Halifax	45	9	20.0 %	10.5 %	Ŋ	4	Halifax
1431 : Accounting and related clerks	N.S. less CMA	2	0	0.0 %	1.9 %	0	0	N.S. less CMA
1432 : Payroll clerks	Halifax	10	ω	30.0 %	5.8 %	<u> </u>	2	Halifax
1451 : Library assistants and clerks	Halifax	16	4	25.0 %	0.0 %	0	4	Halifax
1452 : Correspondence, publication and regulatory clerks	Halifax	_	0	0.0 %	4.4 %	0	0	Halifax

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Members of Visible Minorities

			2	lembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation %	Availability % #	ility Gap	Recruitment Area
1452 · Correspondence publication and regulatory clerks	N S less CMA	<u> </u>	0	0.0 %	1.9 %	0 0	N.S. less CMA
1511 : Mail, postal and related workers	Halifax	4	0	0.0 %	3.9 %	0 0	Halifax
1513 : Couriers, messengers and door-to-door distributors	Halifax	ω	0	0.0 %	4.6 %	0 0	Halifax
1521 : Shippers and receivers	Halifax	2	0	0.0 %	4.6 %	0 0	Halifax
1522 : Storekeepers and partspersons	Halifax	ω	0	0.0 %	0.0 %	0 0	Halifax
1524 : Purchasing and inventory control workers	Halifax	21	2	9.5 %	13.1 %	3 *1	Halifax
1524 : Purchasing and inventory control workers	N.S. less CMA	<u> </u>	0	0.0 %	1.9 %	0 0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		76	2	2.6 %	4.3 %	3 -1	
3411 : Dental assistants	Halifax	15	2	13.3 %	0.0 %	0 2	Halifax
3414 : Other assisting occupations in support of health services	Halifax	_	0	0.0 %	12.5 %	0 0	Halifax
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	ω	0	0.0 %	5.5 %	0 0	Halifax
6421 : Retail salespersons	Halifax	2	0	0.0 %	7.3 %	0 0	Halifax
6541 : Security guards and related security service occupations	Halifax	18	0	0.0 %	6.2 %	1 -1	Halifax
6541 : Security guards and related security service occupations	N.S. less CMA	0	0	0.0 %	2.4 %	0 0	N.S. less CMA
6552 : Other customer and information services representatives	Halifax	2	0	0.0 %	9.7 %	0 0	Halifax
6563 : Pet groomers and animal care workers	Halifax	13	0	0.0 %	8.0 %	1 -1	Halifax
6563 : Pet groomers and animal care workers	N.S. less CMA	15	0	0.0 %	2.4 %	0 0	N.S. less CMA
6563 : Pet groomers and animal care workers	Saint John	_	0	0.0 %	0.0 %	0 0	Saint John
12 : Semi-Skilled Manual Workers		15	_	6.7 %	4.1 %	1 0	
7445 : Other repairers and servicers	Halifax	_	0	0.0 %	0.0 %	0 0	Halifax
7514 : Delivery and courier service drivers	Halifax	11	<u> </u>	9.1 %	5.4 %	1 0	Halifax
7514 : Delivery and courier service drivers	N.S. less CMA	_	0	0.0 %	1.4 %	0 0	N.S. less CMA
9463 : Fish and seafood plant workers	Halifax	_	0	0.0 %	0.0 %	0 0	Halifax
9473 : Binding and finishing machine operators	Halifax	_	0	0.0 %	0.0 %	0 0	Halifax

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Members of Visible Minorities

			_	Viembers of	Members of Visible Minorities	rities		
Employment Equity Occupational Group	Internal Location	All Employees #	Represo	Representation # %	Avail %	Availability 6 #	Gap #	Recruitment Area
13 : Other Sales and Service Personnel		178	44	24.7 %	9.8 %	17	27	
6651 : NOC 2006 - Security Guards and Related Occupations	Halifax	2	_	50.0 %	10.6 %	0	_	Halifax
6663 : NOC 2006 - Janitors, Caretakers and Building Superintendents	Halifax	(J	_	20.0 %	10.6 %	<u> </u>	0	Halifax
6722 : Operators and attendants in amusement, recreation and sport	Halifax	ω	0	0.0 %	0.0 %	0	0	Halifax
6731 : Light duty cleaners	Halifax	_	0	0.0 %	16.0 %	0	0	Halifax
6732 : Specialized cleaners	Halifax	_	0	0.0 %	16.9 %	0	0	Halifax
6733 : Janitors, caretakers and building superintendents	Halifax	153	42	27.5 %	10.5 %	16	26	Halifax
6733 : Janitors, caretakers and building superintendents	N.S. less CMA	13	0	0.0 %	2.7 %	0	0	N.S. less CMA
14 : Other Manual Workers		6	_	16.7 %	2.7 %	0	_	
8612 : Landscaping and grounds maintenance labourers	Halifax	6	_	16.7 %	2.7 %	0	_	Halifax
Total		3204	369	11.5 %	12.7 %	407	-38	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Persons with Disabilities

				Persons	Persons with Disabilities	ι ö		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#	#	Gap #	Recruitment Area
01/02 : Managers	National	189	13	6.9 %	4.3 %	8	51	National
03 : Professionals	National	1549	91	5.9 %	3.8 %	59	32	National
04 : Semi-Professionals and Technicians		264	16	6.1 %	5.2 %	14	2	
Employment Equity Occupational Group	New Brunswick	6	0	0.0 %	5.3 %	0	0	New Brunswick
Employment Equity Occupational Group	Nova Scotia	258	16	6.2 %	5.2 %	13	ω	Nova Scotia
05 : Supervisors		45	0	0.0 %	0.0 %	0	0	
Employment Equity Occupational Group	Nova Scotia	45	0	0.0 %	0.0 %	0	0	Nova Scotia
06 : Supervisors: Crafts and Trades		31	51	16.1 %	8.4 %	ω	2	
Employment Equity Occupational Group	Nova Scotia	31	ъ	16.1 %	8.4 %	ω	2	Nova Scotia
07 : Administrative and Senior Clerical Personnel		460	26	5.7 %	0.0 %	0	26	
Employment Equity Occupational Group	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
Employment Equity Occupational Group	Nova Scotia	456	26	5.7 %	0.0 %	0	26	Nova Scotia
08 : Skilled Sales and Service Personnel		2	0	0.0 %	0.0 %	0	0	
Employment Equity Occupational Group	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
09 : Skilled Crafts and Trades Workers		113	2	1.8 %	7.1 %	8	÷	
Employment Equity Occupational Group	Nova Scotia	113	2	1.8 %	7.1 %	8	-6	Nova Scotia
10 : Clerical Personnel		276	16	5.8 %	13.1 %	36	-20	
Employment Equity Occupational Group	New Brunswick	10	0	0.0 %	6.0 %	_	<u>.</u>	New Brunswick
Employment Equity Occupational Group	Nova Scotia	266	16	6.0 %	13.4 %	36	-20	Nova Scotia
11 : Intermediate Sales and Service Personnel		76	_	1.3 %	6.7 %	σı	4	
Employment Equity Occupational Group	New Brunswick	_	0	0.0 %	7.1 %	0	0	New Brunswick
Employment Equity Occupational Group	Nova Scotia	75	_	1.3 %	6.7 %	51	4	Nova Scotia
12 : Semi-Skilled Manual Workers		15	0	0.0 %	11.1%	2	ĸ	
Employment Equity Occupational Group	Nova Scotia	15	0	0.0 %	11.1 %	2	ż	Nova Scotia

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Workplace Equity Information Management System - Dalhousie University

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Persons with Disabilities

				Persons v	Persons with Disabilities	es		
Employment Equity Occupational Group	Internal Location	All Employees	Representation	tation	Availability		Gap R	Recruitment Area
		#	#	%	%	#	#	
13 : Other Sales and Service Personnel		178	13	7.3 %	10.3 %	18	-5	
Employment Equity Occupational Group	Nova Scotia	178	13	7.3 %	10.3 %	18	نات ع	Nova Scotia
14 : Other Manual Workers		O	0	0.0 %	8.4 %	_	<u>.</u>	
Employment Equity Occupational Group	Nova Scotia	O	0	0.0 %	8.4 %	_	- <u>1</u>	Nova Scotia
Total		3204	183	5.7 %	4.8 %	154	29	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



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Reasons for selecting a different analysis scope, recruitment area or recruitment location:

compared to the pool of qualified candidates at the individual occupation level, i.e., NOC. For women, aboriginal persons, and visible minorities, defaults have been changed to correspond to the appropriate recruitment area from which we recruit at Dalhousie. For EEOG's 01, 02, and 03, we recruit at the National level. For EEOG's 04, 05, 06, and 09, we recruit at the Provincial level. For all other EEOG's we recruit at the CMA. All positions are

and 03, as this more accurately reflects the recruitment area for these positions. For persons with a disability, recruitment area defaults have been changed to Provincial for all EEOG's other than 01, 02,

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

CMA	NOC (default EEOG)	14 : Other Manual Workers
СМА	NOC (default EEOG)	13 : Other Sales and Service Personnel
СМА	NOC (default EEOG)	12 : Semi-Skilled Manual Workers
СМА	NOC (default EEOG)	11 : Intermediate Sales and Service Personnel
СМА	NOC (default EEOG)	10 : Clerical Personnel
Provincial	NOC	09 : Skilled Crafts and Trades Workers
CMA (default Provincial)	NOC	08 : Skilled Sales and Service Personnel
CMA	NOC (default EEOG)	07 : Administrative and Senior Clerical Personnel
Provincial	NOC	06 : Supervisors: Crafts and Trades
Provincial (default CMA)	NOC (default EEOG)	05 : Supervisors
Provincial	NOC	04 : Semi-Professionals and Technicians
National	NOC	03 : Professionals
National	NOC (default EEOG)	02 : Middle and Other Managers
National	NOC (default EEOG)	01 : Senior Managers
Recruitment Area	Perform Analysis By	Employment Equity Occupational Group

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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	Provincial (default National)
05 : Supervisors	EEOG	Provincial (default National)
06 : Supervisors: Crafts and Trades	EEOG	Provincial (default National)
07 : Administrative and Senior Clerical Personnel	EEOG	Provincial (default National)
08 : Skilled Sales and Service Personnel	EEOG	Provincial (default National)
09 : Skilled Crafts and Trades Workers	EEOG	Provincial (default National)
10 : Clerical Personnel	EEOG	Provincial (default National)
11 : Intermediate Sales and Service Personnel	EEOG	Provincial (default National)
12 : Semi-Skilled Manual Workers	EEOG	Provincial (default National)
13 : Other Sales and Service Personnel	EEOG	Provincial (default National)
14 : Other Manual Workers	EEOG	Provincial (default National)



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Women

				Women		
Employment Equity Occupational Group	All Employees	•	sentation		ailability	Gap
	#	#	%	%	#	#
01 : Senior Managers	33	14	42.4 %	53.1 %	18	-4
02 : Middle and Other Managers	156	90	57.7 %	54.8 %	85	5
03 : Professionals	1549	800	51.6 %	47.8 %	740	60
04 : Semi-Professionals and Technicians	264	91	34.5 %	39.7 %	105	-14
05 : Supervisors	45	28	62.2 %	48.7 %	22	6
06 : Supervisors: Crafts and Trades	31	1	3.2 %	7.7 %	2	-1
07 : Administrative and Senior Clerical Personnel	460	417	90.7 %	88.5 %	407	10
08 : Skilled Sales and Service Personnel	2	1	50.0 %	53.1 %	1	0
09 : Skilled Crafts and Trades Workers	113	5	4.4 %	2.7 %	3	2
10 : Clerical Personnel	276	244	88.4 %	76.8 %	212	32
11 : Intermediate Sales and Service Personnel	76	50	65.8 %	63.1 %	48	2
12 : Semi-Skilled Manual Workers	15	0	0.0 %	13.0 %	2	-2
13 : Other Sales and Service Personnel	178	91	51.1 %	33.4 %	59	32
14 : Other Manual Workers	6	1	16.7 %	18.3 %	1	0
Total	3204	1833	57.2 %	53.3 %	1705	128



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Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability %#		Gap #
01 : Senior Managers	33	0	0.0 %	3.1 %	-	-1
02 : Middle and Other Managers	156	4	2.6 %	2.5 %	4	0
03 : Professionals	1549	27	1.7 %	1.7 %	26	_
04 : Semi-Professionals and Technicians	264	6	2.3 %	2.3 %	6	0
05 : Supervisors	45	2	4.4 %	4.8 %	2	0
06 : Supervisors: Crafts and Trades	31	2	6.5 %	2.3 %	_	<u></u>
07 : Administrative and Senior Clerical Personnel	460	15	3.3 %	2.3 %	⇉	4
08 : Skilled Sales and Service Personnel	2	0	0.0 %	0.0 %	0	0
09 : Skilled Crafts and Trades Workers	113	2	1.8 %	3.0 %	ω	<u>.</u>
10 : Clerical Personnel	276	4	1.4 %	1.9 %	51	<u>.</u>
11 : Intermediate Sales and Service Personnel	76	_	1.3 %	2.4 %	2	<u>.</u>
12 : Semi-Skilled Manual Workers	15	0	0.0 %	2.8 %	0	0
13 : Other Sales and Service Personnel	178	Οī	2.8 %	5.1 %	9	4
14 : Other Manual Workers	o	<u> </u>	16.7 %	2.3 %	0	1
Total	3204	69	2.1 %	2.2 %	70	4



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Members of Visible Minorities

			Members o	of Visible Min	orities	
Employment Equity Occupational Group	All Employees	Repres	sentation		ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	33	1	3.0 %	8.2 %	3	-2
02 : Middle and Other Managers	156	10	6.4 %	14.1 %	22	-12
03 : Professionals	1549	198	12.8 %	19.5 %	302	-104
04 : Semi-Professionals and Technicians	264	25	9.5 %	4.4 %	12	13
05 : Supervisors	45	5	11.1 %	0.9 %	0	5
06 : Supervisors: Crafts and Trades	31	1	3.2 %	0.5 %	0	1
07 : Administrative and Senior Clerical Personnel	460	36	7.8 %	5.5 %	25	11
08 : Skilled Sales and Service Personnel	2	0	0.0 %	5.2 %	0	0
09 : Skilled Crafts and Trades Workers	113	2	1.8 %	1.3 %	1	1
10 : Clerical Personnel	276	43	15.6 %	7.5 %	21	22
11 : Intermediate Sales and Service Personnel	76	2	2.6 %	4.3 %	3	-1
12 : Semi-Skilled Manual Workers	15	1	6.7 %	4.1 %	1	0
13 : Other Sales and Service Personnel	178	44	24.7 %	9.8 %	17	27
14 : Other Manual Workers	6	1	16.7 %	2.7 %	0	1
Total	3204	369	11.5 %	12.7 %	407	-38



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Persons with Disabilities

			Persons	with Disabil	ities		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	189	13	6.9 %	4.3 %	8	5	
03 : Professionals	1549	91	5.9 %	3.8 %	59	32	
04 : Semi-Professionals and Technicians	264	16	6.1 %	5.2 %	14	2	
05 : Supervisors	45	0	0.0 %	0.0 %	0	0	
06 : Supervisors: Crafts and Trades	31	5	16.1 %	8.4 %	3	2	
07 : Administrative and Senior Clerical Personnel	460	26	5.7 %	0.0 %	0	26	
08 : Skilled Sales and Service Personnel	2	0	0.0 %	0.0 %	0	0	
09 : Skilled Crafts and Trades Workers	113	2	1.8 %	7.1 %	8	-6	
10 : Clerical Personnel	276	16	5.8 %	13.1 %	36	-20	
11 : Intermediate Sales and Service Personnel	76	1	1.3 %	6.7 %	5	-4	
12 : Semi-Skilled Manual Workers	15	0	0.0 %	11.1 %	2	-2	
13 : Other Sales and Service Personnel	178	13	7.3 %	10.3 %	18	-5	
14 : Other Manual Workers	6	0	0.0 %	8.4 %	1	-1	
Total	3204	183	5.7 %	4.8 %	154	29	



Workforce Analysis - Summary Report

Date: 2018-06-07

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

For women, aboriginal persons, and visible minorities, defaults have been changed to correspond to the appropriate recruitment area from which we recruit at Dalhousie. For EEOG's 01, 02, and 03, we recruit at the National level. For EEOG's 04, 05, 06, and 09, we recruit at the Provincial level. For all other EEOG's we recruit at the CMA. All positions are compared to the pool of qualified candidates at the individual occupation level, i.e., NOC.

For persons with a disability, recruitment area defaults have been changed to Provincial for all EEOG's other than 01, 02, and 03, as this more accurately reflects the recruitment area for these positions.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	NOC (default EEOG)	National
02 : Middle and Other Managers	NOC (default EEOG)	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	NOC (default EEOG)	Provincial (default CMA)
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	NOC (default EEOG)	CMA
08 : Skilled Sales and Service Personnel	NOC	CMA (default Provincial)
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	NOC (default EEOG)	CMA
11 : Intermediate Sales and Service Personnel	NOC (default EEOG)	CMA
12 : Semi-Skilled Manual Workers	NOC (default EEOG)	CMA
13 : Other Sales and Service Personnel	NOC (default EEOG)	CMA
14 : Other Manual Workers	NOC (default EEOG)	CMA



Workforce Analysis - Summary Report

Date: 2018-06-07

WFA Defaults - Persons with Disabilities

Perform Analysis By	Recruitment Area
EEOG	National
EEOG	National
EEOG	Provincial (default National)
	EEOG EEOG EEOG EEOG EEOG EEOG EEOG EEOG



		Federal Contr	actors Program	Achievement Re	port		
		Pa	rt 1: Workforce	Analysis			
			Dalhousie Univ	ersity			
			[Date: 2017-05	5-23]			
		Data from Eiro	t/Previous Worl	rfanca Amalersia	Data from Su	bsequent/Curre	nt Workforce
		Data Hom Fits	Trievious work	dorce Analysis	2	Analysis	,, 0.1,11,01,00
		\	Ţ	↓	Ų	V	\
		Data from Fi	rst/Previous Workf	orce Analysis	Data from Subse	equent/Current Wo	rkforce Analysis
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
			F 11 4 XX7			T 11 5 337	
			Fable 1: Women evious Workforce A			Table 5: Womer t/Current Workfor	
		All Employees	Wor	•	All Employees	Working Working	
Emplo	yment Equity Occupational Group (EEOG)	ini Zinpioj ees	Representation	Availability*		Representation	Availability*
		#	#	%	#	#	%
01	Senior Managers	31	12	52.80	33	14	53.10
02	Middle & Other Managers	152	76	52.80	156		54.80
03	Professionals	1,469	740	47.50	1,549	800	47.80
04	Semi-Professionals & Technicians	273	100	40.30	264	91	39.70
05	Supervisors	41	25	46.50	45	28	48.70
06	Supervisors: Crafts & Trades	33	100	7.80	31		7.70
07	Administrative & Senior Clerical Personnel	446	402	88.50	460	417	88.50
08	Skilled Sales & Service Personnel Skilled Crafts & Trades Workers	3 110	2	53.10 2.50	2 113	1	53.10 2.70
10	Clerical Personnel	303	265	76.50	276	244	76.80
11	Intermediate Sales & Service Personnel	77	265 50	63.30	76	50	61.30
12	Semi-Skilled Manual Workers	15	0.0	13.00	15]	13.00
13	Other Sales & Service Personnel	185	94	32.60	178	91	33.40
14	Other Manual Workers	9	3	14.20	6	1	18.30
Total		3,147	1,774	53.0	3,204	1,833	53.20
		* Source:			* Source:		
		2011 National House	sehold Survey		2011 National Hou	sehold Survey	

		Federal Contra	actors Program	Achievement Re	port		
		Pa	rt 1: Workforce	Analysis			
			Dalhousie Univ	ersity			
			[Date: 2017-05	5-23]			
		D . C F:			Data from Su	bsequent/Curre	nt Workforge
		Data from Firs	t/Previous Worl	dorce Analysis	Data II om Su	Analysis	iit workioree
		Ţ	Ţ	\	Ų	V	\
		Data from Fir	rst/Previous Workf	orce Analysis	Data from Subse	equent/Current Wo	rkforce Analysis
		YYYY	ММ	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
		TH	2 Al · · ID	1	7.11	(AI ' ' ID	•
			2: Aboriginal Perious Workforce			6: Aboriginal P	
		All Employees	Aborigina	•	All Employees	Aborigina	
Emplo	yment Equity Occupational Group (EEOG)	1 1	Representation	Availability*	1 7	Representation	Availability*
		#	#	%	#	#	%
01	Senior Managers	31	0	3.00	33	0	3.10
02	Middle & Other Managers	152	4	2.40	156	4	2.50
03	Professionals	1,469	11	1.70	1,549	27	1.70
04	Semi-Professionals & Technicians	273	3	2.30	264	[6	2.30
05	Supervisors	41	1	5.00	45	2	4.80
06	Supervisors: Crafts & Trades	33	1	2.20	31	2	2.30
07	Administrative & Senior Clerical Personnel	446	11	2.30	460	15	2.30
08	Skilled Sales & Service Personnel	3	0	0.00	2	0	0.00
09	Skilled Crafts & Trades Workers	110	2	2.00	113	2	3.00
10	Clerical Personnel	303	6	2.00	276	4	1.90
11	Intermediate Sales & Service Personnel	77 15	1	2.30	76	1	2.40
12	Semi-Skilled Manual Workers Other Sales & Service Personnel	185	U 4	2.80 5.20	15 178	0	2.80 5.20
14	Other Manual Workers	185	4	1.80	1/8	3	2.30
Total	Other Ividitual Workers	3,147	44	2.2	3,204	69	2.30
1000		5,147			3,204	0)	2.20
		* Source:			* Source:		
		2011 National Hous	sehold Survey		2011 National Hou	sehold Survey	
			-				

		Federal Contr	actors Program	Achievement Re	port		
		Pa	rt 1: Workforce	Analysis			
			Dalhousie Univ	ersity			
			[Date: 2017-05	5-23]			
		D 4 C F:	t/Previous Worl	C	Data from Su	bsequent/Curre	nt Workforce
		Data Irom Firs	t/Frevious work	dorce Analysis	Data Hom Su	Analysis	ar mornionec
		\	Ţ	↓	↓	↓ ·	\
		Data from Fi	rst/Previous Workf	orce Analysis	Data from Subse	equent/Current Wo	rkforce Analysis
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
		Table 2. Me	mbers of Visible	Minorities	Table 7: Ma	embers of Visible	Minorities
			evious Workforce			t/Current Workfor	
е .	A.E. in O. T. I.C. (FEOC)	All Employees	Members of Vis		All Employees	Members of Vis	
Emplo	yment Equity Occupational Group (EEOG)	, .	Representation	Availability*		Representation	Availability*
		#	#	%	#	#	%
01	Senior Managers	31	0	8.20	33	1	8.20
02	Middle & Other Managers	152	2	14.60	156		14.10
03	Professionals	1,469	149	19.10	1,549	198	19.50
04	Semi-Professionals & Technicians	273	21	4.30	264	25	4.40
05	Supervisors	41	3	0.90	45	5	0.90
06	Supervisors: Crafts & Trades	33	0	0.50	31		0.50
07	Administrative & Senior Clerical Personnel	446	29	5.40	460	36	5.40
08	Skilled Sales & Service Personnel Skilled Crafts & Trades Workers	110	0	5.20 2.00	113	0	5.20 1.30
—	Clerical Personnel	303	25	7.30	276	43	7.40
10	Intermediate Sales & Service Personnel	77	35	4.20	76	43	4.40
12	Semi-Skilled Manual Workers	15	2 1	4.10	15	²	4.10
13	Other Sales & Service Personnel	185	24	9.70	178	44	9.80
14	Other Manual Workers	9	1	2.10	6	1	2.70
Total		3,147	267	12.3	3,204	369	12.70
		,	_		<u> </u>		
		* Source:			* Source:		
		2011 National Hous	sehold Survey		2011 National Hou	sehold Survey	

			-	Achievement Re	port		
		Pa	rt 1: Workforce	Analysis			
			Dalhousie Univ	ersity			
			[Date: 2017-0:	5-23]			
		Data from Firs	t/Previous Worl	kforce Analysis	Data from Su	bsequent/Curre	nt Workforce
		ı	1	1	ı	Analysis	-
		\	↓	1	\	↓	\
		Data from Fig	rst/Previous Workf	orce Analysis	Data from Subse	quent/Current Wo	rkforce Analysis
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
			Persons with Di			Persons with Di	
			evious Workforce			/Current Workfor	
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with		All Employees	Persons with	
		#	Representation #	Availability*	#	Representation #	Availability*
01/02	Managers	183	13	4.30	189	13	4.30
03	Professionals	1,469	67	3.80	1,549	91	3.80
04	Semi-Professionals & Technicians	273	12	4.60	264	16	5.20
05	Supervisors	41	1	0.00	45	0	0.00
06	Supervisors: Crafts & Trades	33	3	8.40	31	5	8.40
07	Administrative & Senior Clerical Personnel	446	23	0.00	460	26	0.00
08	Skilled Sales & Service Personnel	3	1	0.00	2	0	0.00
09	Skilled Crafts & Trades Workers	110	1	7.10	113	2	7.10
10	Clerical Personnel	303	24	13.10	276	16	13.10
11	Intermediate Sales & Service Personnel	77	1	6.70	76	1	6.70
12	Semi-Skilled Manual Workers	15	0	11.10	15	0	11.10
13	Other Sales & Service Personnel	185	9	10.30	178	13	10.30
Tatal	Other Manual Workers	9	155	8.40	6	102	8.40
Total		3,147	155	4.9	3,204	183	4.80
		* Source:			* Source:		
		2011 National House	sehold Survey		2011 National House	sehold Survey	
		2011 Ivational Hou.	Schold Survey		2011 National Flou.	Sonoid Saivey	

		Fee			ogram Achie v Data Analy		eport					
					e University							
					2017-05-23]							
				[Date: 2	7017-03-23 _]							
		Start	Date of Flow	/ Data	End I	Date of Flow	Data					
		YYYY	MM	DD	YYYY	MM	DD					
		2015	12	01	2017	12	01					
	Data	from Form	n 4 - Empl	ovees	Data	from Form	n 5 - Empl	ovees	Data	from Forn	n 6 - Empl	ovees
		Hi	-	v		Pron		•		Termi	_	v
	1		T	\	\		T	\	\	\	1	1
		Table 1:	Women			Table 5:	Women			Table 9:	Women	
	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	3	1	1	5	1	0	0	3	. 2	0	0
02 Middle & Other Managers	31	22	6	2	28	13	0	0	31	11	3	0
03 Professionals	326	201	91	46	174	97	6	5	199	101	33	18
04 Semi-Professionals & Technicians	41	17	6	3	35	15	0	0	32	18	7	3
05 Supervisors	4	1	0	0	9	6	0	0	9	5	0	0
06 Supervisors: Crafts & Trades	2	0	0	0	0	0	0	0	4	0	0	0
07 Administrative & Senior Clerical Personnel	109	92	6	6	75	67	1	1	69	59	3	3
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	1	1	0	0
09 Skilled Crafts & Trades Workers	19	2	1	0	6	4	0	0	10	1	0	0
10 Clerical Personnel	76	67	15	13	35	31	2	2	54	45	15	13
11 Intermediate Sales & Service Personnel	8	8	0	0	8	7	0	0	5	5	0	0
12 Semi-Skilled Manual Workers	3	0	1	0	2	0	0	0	2	0	0	0
13 Other Sales & Service Personnel	10	6	21	11	2	0	0	0	20	12	0	0
14 Other Manual Workers	3	1	0	0	0	0	0	0	6	3	0	0
Total	636	420	148	82	379	241	9	8	445	263	61	37

		Fed	leral Cont	ractors Pro	ogram Achie	vement R	eport					
			P	art 2: Flov	v Data Analy	/sis						
				Dalhousi	ie University							
				[Date: 2	2017-05-23]							
			Date of Flow			Date of Flow						
		YYYY 2015	MM	DD	YYYY 2017	MM	DD					
		2015	12	01	2017	12	01					
	Data	form Francisco	. 4 F		Data	£ F	- F FI		Dede	£ F	- (F	
	Data	from Forr Hi		oyees	Data		n 5 - Empl noted	oyees	Data		n 6 - Empl inated	loyees
	\	1	1	1	Ţ	1	1	1	1	1	1	1
	Tal	ole 2: Abor	iginal Peo	ples	Tab	le 6: Abor	iginal Peo	ples	Tab	le 10: Abo	riginal Pec	oples
	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	0	1	0	5	0	0	0	3	0	0	0
02 Middle & Other Managers	31	1	6	0	28	0	0	0	31	1	3] 0
03 Professionals	326	13	91	1	174	2	6	0	199	2	33	0
04 Semi-Professionals & Technicians	41	1	6	0	35	1	0	0	32	0	7	이
05 Supervisors	4	0	0	[0	9	0	0	0	9	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0	0	0	0	0	4	0	0	이
07 Administrative & Senior Clerical Personnel	109	6	6	0	75	1	1	0	69	2	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
09 Skilled Crafts & Trades Workers	19	0	1	0	6	0	0	0	10	1	0	0
10 Clerical Personnel	76	2	15	0	35	1	2	0	54	2	15	0
11 Intermediate Sales & Service Personnel	8	0	0	0	8	0	0	0	5	0	0	[0
12 Semi-Skilled Manual Workers	3	0		0	$\frac{2}{3}$	0	0	0	$\frac{2}{20}$	0	0	0
13 Other Sales & Service Personnel	10	0	21	0	2	0	0	0	20	0	0	0
14 Other Manual Workers	636	24	Ü	0	379	<u> </u>	0	0	445	0	61	0
Total	036		148	1	3/9		1 9	U	445	8	01	U

		Fed	leral Cont	ractors Pr	ogram Achie	evement R	eport					
			P	art 2: Flor	w Data Analy	ysis						
				Dalhous	ie University							
				[Date: 1	2017-05-23]							
				_	-							
			Date of Flow			Date of Flow						
		YYYY	MM	DD	YYYY	MM	DD					
		2015	12	01	2017	12	01					
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	Data	from Forr His	_	oyees	Data	from Forn Pron	_	loyees	Data	from Form Termi	_	oyees
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	Table	3: Persons	with Disa	bilities	Table	7: Persons	with Disa	bilities	Table	11: Person	s with Disa	abilities
	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	1	1	0	5	0	0	0	3	0	0	0
02 Middle & Other Managers	31	2	6	0		4	0	0	31	4	3	0
03 Professionals	326	18	91	3	174	6	6	0	199		33	1
04 Semi-Professionals & Technicians	41	2	6	0	35	3	0	0	32	3	7	0
05 Supervisors	4	0	0	0	9	0	0	0	9	0	0	0
06 Supervisors: Crafts & Trades	2	1	0	0	0	0	0	0	4	0	0	0
07 Administrative & Senior Clerical Personnel	109	6	6	1	75	3	1	1	69	9	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	1	1	0	0
09 Skilled Crafts & Trades Workers	19	0	1	0	6	2	0	0	10	0	0	0
10 Clerical Personnel	76	0	15	1	35	0	2	0	54	4	15	0
11 Intermediate Sales & Service Personnel	8	0	0	0	8	0	0	0	5	0	0	0
12 Semi-Skilled Manual Workers	3	0	1	0	2	0	0	0	2	0	0	0
13 Other Sales & Service Personnel	10	1	21	0	2	0	0	0	20	1	0	0
14 Other Manual Workers	3	0	0	0	· ·	0	0	0	6	0	0	0
Total	636	31	148	5	379	18	9	1	445	35	61	1

		Fed	leral Cont	ractors Pro	ogram Achie	evement R	eport					
			P	art 2: Flow	Data Analy	ysis						
				Dalhousi	e University							
				[Date: 2	2017-05-23]							
			Date of Flow			Date of Flow						
		2015	MM	DD	YYYY 2017	MM	DD					
		2015	12	01	2017	12	01					
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	Data	from Form His		oyees	Data	rom Fort Pron	n 5 - Empl 10ted	oyees	Data	from Form Termi		loyees
	J	\	\	1	1	<u> </u>	1	\	\	\	\	1
	Table 4:	Members o	of Visible N	Iinorities	Table 8:	Members o	of Visible N	Ainorities	Table 12:	Members	of Visible I	Minorities
	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	1	1	0	5	0	0	0	3	0	0	0
02 Middle & Other Managers	31	4	6	2	28	6	0	0	31	1	3	2
03 Professionals	326	57	91	8	174	24	6	0	199	16	33	4
04 Semi-Professionals & Technicians	41	6	6	0	35	4	0	0	32	2	7	0
05 Supervisors	4	0	0	0	9	1	0	0	9	1	0	0
06 Supervisors: Crafts & Trades	2	0	0	0	0	0	0	0	4	0	0	0
07 Administrative & Senior Clerical Personnel	109	9	6	1	75	3	1	0	69	5	3	1
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
09 Skilled Crafts & Trades Workers	19	0	1	0	6	0	0	0	10	0	0	0
10 Clerical Personnel	76	18	15	*	35	3	2	0	54	6	15	0
11 Intermediate Sales & Service Personnel	8	0	0	0	8	0	0	0	5	0	0	0
12 Semi-Skilled Manual Workers	3	0	1	0	2	0	0	0	2	0	0	0
13 Other Sales & Service Personnel	10	0	21	0	2	1	0	0	20	0	0	0
14 Other Manual Workers	3	2	0	10	0	0	0	0	6	1	0	0
Total	636	97	148	21	379	42	9	0	445	32	61	7

								Federal C	ontractors	Program A	chieveme	ent Repoi	t							
									P	art 3: Goal	s									
									Dalho	usie Unive	rsity									
											•									
				1	1				[Dat	e: 2017-05-	-23]				1				T	
										Doto f	or First/P	Provious (Coale							
										Data	01 111301	i Cvious (Juais							
Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	O	Р	Q	R	S	Т	U
Data s	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		J	1	↓ ↓	J	J	\	J	Ţ	↓	↓ ↓	↓	J	Ţ	↓ ↓	↓	↓ ↓	l l	Ţ	↓
											Table 1:									
					All Em	alassas				First/	Previous Sh	ort-term G	loals		11	omen				
					Ан Еш			f Terminated					1	1 Ven	r Goals	omen	1		1	
		Number	Grov	vth (New Posit	ions)	i urnover (R)	eptacement o Employees)	i terminated	Anticipated	Number	Turnover (Re		Hires		a - To					Projected
	oyment Equity pational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3	YYYY-MM-DD	1 erminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occu	pational Group (EEGG)	2015-12-01	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2015-12-01	Annually	Over 3	Years	2015	2018			Cap	A SEPTEMBRION	Years
				· ·	Years	· ·		Years			·	Years								
01	Senior Managers	# 31	% 2.1%	% 0.0%	# 0	% 9.4%	% 4.0%	# 4	# 4	# 12	% 4.0%	#	# 5	# 4	% 90.0%	% 52.8%	# -4	# -1	% 38.7%	% 48,4%
	Middle & Other Managers	152	0.9%	0.0%	0	22.1%	7.5%	34	34			17	21	20		52.8%	-4	-1	50.0%	52.0%
03	Professionals	1,469	1.8%	0.0%	0	15.4%	6.7%	293	293			148		139		47.5%	42			49.8%
04	Semi-Professionals & Tech	273	-1.1%	0.0%	0	14.5%	5.3%	43	43			16		24		40.3%	-10			39.6%
05	Supervisors	41	3.2%	0.0%	0	20.9%	0.0%	0	0	25	0.0%	0	-6	0	46.5%	46.5%	6	6	61.0%	61.0%
06	Supervisors: Crafts & Trades	33	-2.1%	0.0%	0	12.5%	0.0%	0	0	1	0.0%	0	2	0	7.8%	7.8%	-2	-2	3.0%	3.0%
07	Administrative & Sr Clerical	446	1.0%	0.0%	0	15.9%	0.0%	0	0	402	0.0%	0	-7	0	88.5%	88.5%	7	7	90.1%	90.1%
08	Skilled Sales & Service	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	2	0.0%	0	0	0	53.1%	53.1%	0	0	66.7%	66.7%
09	Skilled Crafts & Trades	110	0.9%	0.0%	0	9.0%	7.5%	25	25		7.5%	1	0	1	2.5%	2.5%	1	1	3.6%	3.6%
10	Clerical Personnel	303	-3.1%	0.0%	0	23.8%	12.2%	111	111	265	12.2%	97	64	85	76.5%	76.5%	33	21	87.5%	83.5%
11	Intermediate Sales & Service	77	-0.4%	0.0%	0	6.5%	4.6%	11	11	50		7	6	7	63.3%	63.3%	1	1	64.9%	64.9%
12	Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	0.0%	0	0	0	0.0%	0	2	0	13.0%	13.0%	-2		0.0%	0.0%
	Other Sales & Service	185	-1.3%	0.0%	0	11.0%	6.0%	33	33	94		17	-17	11	32.6%	32.6%	34	28	50.8%	47.6%
-	Other Manual Workers	2 1 4 7	-12.6%	0.0%	0	80.0%	0.0%	0	0	1 774	0.0%	0	-2	0	14.2%	14.2%	100	2	33.3%	33.3%
Total		3,147	0.6%	0.0%	0	15.9%	5.9%	8	554	,		312		0		53.0%	106	92	56.4%	46.5%
	Calculated by using the follow	ving formula:												nber of emp	oloyees fron	Previous Wo	orkforce Ana	alysis + Tota	l number of emplo	yees from Current
	Workforce Analysis) ÷ 2) x 10	JU.									Table 2:	Women								
			Won								LAUIT 4.	TT UHICH								

						Table 2: Women
Emn	oyment Equity		Won	ien		
	pational Group (EEOG)	Short-tern	n Goals	Long-te	rm Goals	Comments
Occ.	pational Group (EEOG)	#	%	#	%	
01	Senior Managers	4	0,0	3	0.0	
02	Middle & Other Managers	21	0.0	7	0.0	
03	Professionals	27	0.0	C	0.0	
04	Semi-Professionals & Tech	0	0.0	8	0.0	
05	Supervisors	0	0.0	(0.0	2015 Short term goal setting tool indicated 0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	2015 Short term goal setting tool indicated 0
07	Administrative & Sr Clerical	0	0.0	C	0.0	2015 Short term goal setting tool indicated 0
08	Skilled Sales & Service	0	0.0	C	0.0	2015 Short term goal setting tool indicated 0
09	Skilled Crafts & Trades	0	0.0	C	0.0	
10	Clerical Personnel	0	0,0	C	0.0	
11	Intermediate Sales & Service	0	0.0	C	0.0	
12	Semi-Skilled Manual	0	0,0	C	0.0	2015 Short term goal setting tool indicated 0
13	Other Sales & Service	0	0.0	C	0.0	
14	Other Manual Workers	0	0.0	0	0.0	2015 Short term goal setting tool indicated 0
Total		52		18		

							Federal C	Contractors	Program .	Achievem	ent Repoi	t							
								Pa	art 3: Goa	ls									
								Dalho	usie Unive	ersity									
									e: 2017-05										
								ĮDaι	E. 2017-03	-23]									
									Data	for First/I	Previous (Toals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C×H×3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	J	J	1	1	<u> </u>		J	J	<u> </u>	1	ļ	J	.	<u> </u>	J	<u> </u>	1	J	<u> </u>
									Tabl	e 3: Abor	iginal Peo	ples							
									First	Previous S	hort-term (loals							
		,		All En	iployees			γ		.,		,	,		nal Peoples	,	,	,	
	Number	Grov	vth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity						Employees)		Anticipated		Terminates	i Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected I	Hires Over 3 Years	YYYY-MM-DE	1	1	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-01	Annually	Over 3 Years	Years	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	Ħ	Ħ	%	9/6
01 Senior Managers	31	2.1%	0.0%	(9.4%	4.0%	4	4	(4.0%	0	1	0	3.0%	3.0%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	152	0.9%	0.0%			7.5%	34	34	4	7.5%	1	1	1	2.4%	2.4%	0	0	2.6%	2.6%
03 Professionals	1,469	1.8%	0.0%	(10.170	6.7%	293	293	11	-	2	16	13	-	1.7%	-14	-3	0.7%	1.5%
04 Semi-Professionals & Tech	273	-1.1%	0.0%	(2 110 10	5.3%	43	43		5.3%	0	3	3	7.2%	2.3%	-3	0	1.1%	2.2%
05 Supervisors	41 33	3.2%	0.0%	(20.570	0.0%	0	0		0.0%	0	1	0	5.0%	5.0%	-1	-1	2.4%	2.4%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	446	-2.1% 1.0%	0.0%		1=10.70	0.0% 0.0%	0	0	11	0.0%	0	1	0	2.2%	2.2%	0	0	3.0% 2.5%	3.0%
08 Skilled Sales & Service	440	-12.6%		`		0.0%	0	- 0	11	0.0%	1 0	-1	0	0.0%	0.0%	1	1	0.0%	0.0%
09 Skilled Crafts & Trades	110	0.9%	0.0%			7.5%	25	25		2 7.5%		0	1	2.0%	2.0%		1	1.8%	2.7%
10 Clerical Personnel	303	-3.1%			21070	12.2%	111	111		12.2%	2	2	2	2.0%	2.0%	1 0	1	2.0%	2.0%
11 Intermediate Sales & Service	77	-0.4%				4.6%	111	11	1	4.6%	1 0	1		2.3%	2.3%	-1	-1	1.3%	1.3%
12 Semi-Skilled Manual	15	0.0%	0.0%		0.570	0.0%	0	1 11	'	0.0%	l ő	0	1	2.8%	2.8%	0	1 0	0.0%	0.0%
13 Other Sales & Service	185	-1.3%		` `	11.0%	6.0%	33	33		6.0%	1	7	5	13.9%	5.2%	-6	-2	2.2%	4.3%
14 Other Manual Workers	9	-12.6%	0.0%		80.0%	0.0%	0	0	(0.0%	0	0	0	1.8%	1.8%	0	0	0.0%	0.0%
Total	3,147	0.6%	0.0%			5.9%	554	554	44		8	33	0	1.570	2.2%	-25	-6	1.4%	1.1%
† Calculated by using the follow				1							nalysis)1/3 -		-						
Calculated by using the follow Workforce Analysis) ÷ 2) x 10	ving formula:								mployees from	n Flow Data	Analysis) =	((Total nur	nber of em	ployees fron	n Previous Wo	orkforce Ana	ılysis + Tota	l number of emplo	yees from Current
					1				Tabl	e 4: Abor	iginal Peo	ples							
Employment Equity		Aborigina		_	_							-							
Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals]							Com	ments						

					Table 4: Aboriginal Peoples
E		Aboriginal P	eoples -		
Employment Equity Occupational Group (EEOG)	Short-term	ı Goals	Long-term (Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	13	0.0	4	0.0	
04 Semi-Professionals & Tech	3	0.0	1	0.0	
05 Supervisors	0	0.0	0	0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0,0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0 ક	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	4	0.0	1	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	20		6		

							Federal C	ontractors	Program A	chieveme	nt Renor	<u> </u>							
							· cucrur c		art 3: Goal		nt repor	•							
									usie Unive										
									e: 2017-05-	•									
								[Dat	C. 2017-03-	23]									
									Data f	or First/P	revious (Joals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	J	Ţ	Ţ	1	J	J	J	Ţ	V	1	Ţ	Ţ	↓	J	\	J	Ţ	↓ ↓	↓
										Persons v	•••••								
									First/	Previous Sh	ort-term G	oals							
				All En	aployees										th Disabilitie	S		1	
	Number	Grow	vth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	placement of	Hires	3 Yea	r Goals n - To					
Employment Equity					4	empnytes,								0-10					
	VVVVAIMADD	Actual	Proj	ected	Actual	Proi	ected	Anticipated Hires Over 3	VVVVAIMEDD	Terminated	Employees)	Required		- VVVV	Present	Present Gan	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2015-12-01	Actual Annually	<u> </u>	Over 3	Actual		ected Over 3	Hires Over 3 Years	2015-12-01	1	Over 3	Required Over 3 Years	YYYY	- YYYY 2018	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3 Years
	2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Hires Over 3 Years	2015-12-01	Annually	Over 3 Years	Over 3 Years	2015	2018	Availability	·	Gap	Representation	Representation in 3 Years
Occupational Group (EEOG)	2015-12-01 #	Annually	Annually %	Over 3	Annually	Annually %	Over 3 Years #	Hires Over 3 Years #	2015-12-01	Annually %	Over 3	Over 3 Years	YYYY	2018	Availability %	Present Gap	•	Representation	Representation in 3 Years
Occupational Group (EEOG) 01/02 Managers	2015-12-01 # 183	Annually % 1.5%	Annually % 0.0%	Over 3 Years	Annually % 15.7%	Annually % 6.9%	Over 3 Years #	Hires Over 3 Years #	2015-12-01 #	Annually % 6.9%	Over 3 Years #	Over 3 Years	2015	2018 % 3.8%	Availability % 3.8%	# 5	Gap	Representation % 7.1%	Representation in 3 Years %
Occupational Group (EEOG) 01/02 Managers 03 Professionals	2015-12-01 # 183 1,469	Annually % 1.5% 1.8%	Annually % 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4%	Annually % 6.9% 6.7%	Over 3 Years # 38 293	# 38 293	2015-12-01 # 13 67	Annually % 6.9% 6.7%	Over 3 Years	Over 3 Years	2015	2018 % 3.8% 4.6%	Availability % 3.8% 4.6%	·	Gap # 4 -1	% 7.1% 4.6%	Representation in 3 Years % 6.0% 4.6%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech	2015-12-01 # 183 1,469 273	Annually % 1.5% 1.8% -1.1%	Annually % 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4% 14.5%	Annually % 6.9% 6.7% 5.3%	Over 3 Years #	Hires Over 3 Years #	2015-12-01 #	Annually % 6.9% 6.7% 5.3%	Over 3 Years #	Over 3 Years	2015	2018 % 3.8% 4.6% 0.0%	% 3.8% 4.6% 0.0%	# 5	Gap	**************************************	Representation in 3 Years % 6.0% 4.6% 3.7%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors	2015-12-01 # 183 1,469 273 41	Annually % 1.5% 1.8% -1.1% 3.2%	Annually % 0.0% 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9%	Annually % 6.9% 6.7% 5.3% 0.0%	Over 3 Years # 38 293	# 38 293	2015-12-01 # 13 67	Annually % 6.9% 6.7% 5.3% 0.0%	Over 3 Years #	Over 3 Years	2015	2018 % 3.8% 4.6% 0.0% 8.4%	% 3.8% 4.6% 0.0% 8.4%	# 5	Gap # 4 -1	7.1% 4.6% 4.4% 2.4%	## Representation in 3 Years % 6.0% 4.6% 3.7% 2.4%
Occupational Group (EEOG) O1/O2 Managers O3 Professionals Semi-Professionals & Tech O5 Supervisors O6 Supervisors: Crafts & Trades	# 183 1,469 273 41 3 33	Annually % 1.5% 1.8% -1.1% 3.2% -2.1%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9% 12.5%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0%	Over 3 Years # 38 293	# 38 293	2015-12-01 # 13 67 12 1 3	Annually % 6.9% 6.7% 5.3% 0.0% 0.0%	Over 3 Years #	# -2 2 3 -1 0	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0%	% 3.8% 4.6% 0.0% 8.4% 0.0%	# 5 11 -1 1 0	# 4 -1 10 -2 3	Representation % 7.1% 4.6% 4.4% 2.4% 9.1%	## Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	2015-12-01 # 183 1,469 273 41	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9% 12.5% 15.9%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0%	Over 3 Years # 38 293	# 38 293	2015-12-01 # 13 67	Annually % 6.9% 6.7% 5.3% 0.0% 0.0%	Over 3 Years #	Over 3 Years	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 0.0%	% 3.8% 4.6% 0.0% 8.4% 0.0% 0.0%	# 5	Gap # 4 -1	Representation % 7.1% 4.6% 4.4% 9.1% 5.2%	% 6.0% 6.0% 4.6% 3.7% 2.4% 9.1% 5.2%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service	2015-12-01 # 183 1,469 273 41 3 33 446	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0% -12.6%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9% 12.5% 15.9% 40.0%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 0.0%	Over 3 Years # 38 293 43 0 0 0	# 38 293 43 0 0 0 0 0	2015-12-01 # 13 67 12 1 3	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0%	Over 3 Years #	# -2 2 3 -1 0	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 0.0% 7.1%	% 3.8% 4.6% 0.0% 8.4% 0.0% 7.1%	# 5 11 -1 1 0 23	# 4 -1 10 -2 3	Representation 96 7.1% 4.6% 4.4% 9.1% 5.2% 33.3%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades	2015-12-01 # 183 1,469 273 41 3 33 446 3 110	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0% -12.6% 0.9%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9% 12.5% 15.9% 40.0% 9.0%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 7.5%	Over 3 Years # 38 293 43 0 0 0 0 25	# 38 293 43 0 0 0 0 0 25	2015-12-01 # 13 67 12 1 3 23 1 1	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 7.5%	Over 3 Years #	# -2 2 3 -1 0 0 -23 -1 7	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 0.0% 7.1% 25.2%	% 3.8% 4.6% 0.0% 8.4% 0.0% 7.1%	5 11 -1 1 0 23 1 -7	# 4 -1 10 -2 3	Representation 9/4 7.1% 4.6% 4.4% 9.1% 5.2% 33.3% 0.9%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3% 6.4%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades	# 183 1,469 273 41 3 33 446 3 110	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0% -12.6% 0.9% -3.1%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Over 3 Years	Annually % 0 15.7% 15.4% 14.5% 0 12.5% 0 12.5% 0 19.9% 0 19.0% 0 23.8%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 12.2%	Over 3 Years # 38 293 43 0 0 0 0 25 111	# 38 293 43 0 0 0 0 0	2015-12-01 # 13 67 12 1 3	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 7.5% 12.2%	Over 3 Years #	# -2 2 3 -1 0	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 0.0% 7.1% 25.2% 17.4%	% 3.8% 4.6% 0.0% 8.4% 0.0% 7.1% 13.1% 6.7%	# 5 11 -1 1 0 23	# 4 -1 10 -2 3	Representation % 7.19% 4.69% 4.49% 2.44% 9.19% 5.29% 0.99% 7.99%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3% 6.4% 11.2%
Occupational Group (EEOG) O1/02 Managers Professionals Semi-Professionals & Tech Supervisors Supervisors: Crafts & Trades Administrative & Sr Clerical Skilled Sales & Service Skilled Crafts & Trades Clerical Personnel Intermediate Sales & Service	2015-12-01 # 183 1,469 273 41 3 33 446 3 31 110 303 2 77	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% -2.1% 0.9% -12.6% 0.9% -3.1% -0.4%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Over 3 Years	Annually % 0 15.7% 0 15.4% 0 14.5% 0 12.5% 0 12.5% 0 19.9% 0 40.0% 0 9.0% 0 23.8% 0 6.5%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 12.2% 4.6%	Over 3 Years # 38 293 43 0 0 0 0 25	# 38 293 43 0 0 0 0 0 25	2015-12-01 # 13 67 12 1 3 23 1 1	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 7.5% 12.2% 4.6%	Over 3 Years #	# -2 2 3 -1 0 0 -23 -1 7	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 0.0% 7.1% 25.2% 17.4% 38.2%	% 3.8% 4.6% 0.0% 8.4% 0.0% 7.1% 13.1% 6.7%	5 11 -1 1 0 23 1 -7	# 4 -1 10 -2 3	Representation % 7.1% 4.6% 4.4% 9.1% 5.2% 33.3% 0.9% 7.9% 1.3%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.196 5.2% 6.33% 6.4% 11.2% 6.5%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual	2015-12-01 # 183 1,469 273 41 3 33 446 3 31 110 303 2 77	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0% -12.6% 0.9% -3.1% -0.4% 0.0%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9% 12.5% 15.9% 40.0% 9.0% 12.3.8% 16.5% 13.3%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 12.2% 4.6% 0.0%	0ver3 Years # 38 293 43 0 0 0 0 25 1111 11	# 38 293 43 0 0 0 0 0 0 25 111 1 11 0 0	2015-12-01 # 13 67 12 1 3 23 1 1	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 1.22% 4.6% 0.0%	Over 3 Years #	# -2 2 3 3 -1 1 0 3 -23 -1 7 25 4 2	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 7.1% 25.2% 17.4% 38.2% 10.3%	% 3.8% 4.6% 0.0% 8.4% 0.09% 7.1% 13.19% 6.7% 11.11%	# 5 111 -1 1 0 0 23 1 -7 -16 -4 -2	# 4 -1 10 -2 3	Representation 7.1% 4.6% 4.4% 9.1% 5.2% 33.3% 0.9% 7.9% 1.3% 0.0%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3% 6.4% 6.11.2% 6.5% 0.0%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual 13 Other Sales & Service	2015-12-01 # 183 1,469 273 41 3 33 446 3 31 110 303 2 77	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0% -12.6% 0.9% -3.1% 0.0% 0.0% -1.3%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.4% 14.5% 20.9% 12.5% 40.0% 9.0% 5.59% 6.5% 6.5% 0.13.3% 11.0%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 12.2% 4.6% 0.0% 6.0%	Over 3 Years # 38 293 43 0 0 0 0 25 111	# 38 293 43 0 0 0 0 0 25	2015-12-01 # 13 67 12 1 3 23 1 1	Annually 9% 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 6.0% 4.6% 0.0% 6.0%	Over 3 Years #	# -2 2 3 -1 0 0 -23 -1 7	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 7.1% 25.2% 17.4% 38.2% 10.3% 24.2%	% 3.8% 4.6% 0.0% 8.4% 0.0% 13.1% 6.7% 6.7% 11.1% 10.3% 8.4%	5 11 -1 1 0 23 1 -7	# 4 -1 10 -2 3	Representation 96 7.1% 4.6% 4.4% 9.1% 5.2% 33.3% 0.9% 7.9% 1.3% 0.0% 4.9%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3% 6.4% 11.2% 6.5% 0.0% 8.1%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual 13 Other Sales & Service 14 Other Manual Workers	2015-12-01 # 183 1,469 273 41 3 33 446 3 31 110 303 2 77 15 185	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.10% -12.6% 0.9% -3.1% -0.4% 0.0% -1.3.6% -1.2.6%	Annually %4 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Over 3 Years	Annually % 15.7% 15.7% 14.5% 120.9% 12.5% 12.5% 12.5% 12.5% 13.3% 13.3% 11.10% 80.0%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 7.5% 4.6% 0.0% 6.0%	Over 3 Years # 38 293 43 0 0 0 0 25 1111 11 0 333	# 38 293 43 0 0 0 0 25 111 11 0 33 30 0	2015-12-01 # 13 67 12 1 3 23 1 1 24 1 0 9 0	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 7.5% 12.2% 4.6% 0.0% 6.0% 6.0%	Over 3 Years # 3 13 2 0 0 0 0 0 0 0 0 0 2 0 0 0 0 0 0 0 0	# -2 2 3 3 -1 0 -23 -1 7 7 25 4 4 2 112 1 1	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 7.1% 25.2% 17.4% 38.2% 10.3%	Availability % 3.8% 4.6% 0.0% 8.4% 0.0% 13.1% 6.7% 11.1% 6.7% 4.9% 4.9%	# 5 111 -1 1 0 0 23 1 -7 -16 -4 -2	## 4 4 -1 10 -2 23 11 -7 14 -4 -2 -1 0	Representation 7.1% 4.6% 4.4% 2.4% 9.1% 5.2% 33.3% 0.9% 7.9% 1.3% 0.0% 4.9%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3% 6.4% 11.2% 6.5% 0.0% 8.1% 0.0%
Occupational Group (EEOG) 01/02 Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual 13 Other Sales & Service	2015-12-01 # 183 1,469 273 41 3 33 446 3 30 110 303 2 77 15 185 9	Annually % 1.5% 1.8% -1.1% 3.2% -2.1% 1.0% -12.6% 0.9% -3.1% -0.4% 0.0% -1.3% -1.3% -1.6% 0.6%	Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	# 0 Over 3 Years # 0 O O O O O O O O O O O O O O O O O O	Annually % 15.7% 15.7% 14.5% 20.9% 12.5% 15.9% 20.9% 23.8% 6.5% 13.3% 1.10% 80.0% 15.9%	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 12.2% 4.6% 6.0% 6.0% 5.9%	Over 3 Years # 38 2993 433 0 0 0 0 255 1111 111 0 333 0 5554	# # 293 43 00 00 00 255 1111 111 00 333 00 5554	2015-12-01 # 13 67 12 1 3 23 1 1 24 1 0 9 0 155	Annually % 6.9% 6.7% 5.3% 0.0% 0.0% 0.0% 1.2% 1.2% 4.6% 0.0% 6.0% 0.0% 5.9%	Over3 Years # 3 13 2 0 0 0 0 0 0 0 0 0 2 2 7	# -2 2 3 3 -1 0 0 -23 -1 7 7 25 4 4 2 12 12 26	2015	2018 % 3.8% 4.6% 0.0% 8.4% 0.0% 7.1% 25.2% 17.4% 38.2% 10.3% 24.2%	% 3.8% 4.6% 0.0% 8.4% 0.0% 13.1% 6.7% 6.7% 11.1% 10.3% 8.4%	# 5 111 -1 1 0 0 23 1 -7 -16 -4 -2	# 4 -1 10 -2 3	Representation 7.1% 4.6% 4.4% 2.4% 9.1% 5.2% 33.3% 0.9% 7.9% 1.3% 0.0% 4.9%	Representation in 3 Years % 6.0% 4.6% 3.7% 2.4% 9.1% 5.2% 33.3% 6.4% 11.2% 6.5% 0.0% 8.1%

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

						Table 6: Persons with Disabilities
F	F	P	ersons with	Disabilitie	·s	
	oyment Equity pational Group (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
Occu	pational Group (EEOG)	#	%	#	%	
01/02	Managers	0	0,0	(0.0	
03	Professionals	0	0.0	(0.0	
04	Semi-Professionals & Tech	0	0.0	(0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
05	Supervisors	0	0,0	(0.0	
06	Supervisors: Crafts & Trades	0	0.0	(0.0	
07	Administrative & Sr Clerical	0	0.0	(0.0	
08	Skilled Sales & Service	0	0.0	(0.0	
09	Skilled Crafts & Trades	6	0.0	1	0.0	
10	Clerical Personnel	19	0.0		5 0.0	
11	Intermediate Sales & Service	4	0,0		0.0	
12	Semi-Skilled Manual	0	0.0	(0.0	
13	Other Sales & Service	7	0.0		2 0.0	
14	Other Manual Workers	0	0.0	(0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
Total		36		Ç	9	

]	Federal C	ontractors			ent Repor	rt							
								Pa	art 3: Goal	S									
								Dalho	ousie Unive	ersity									
								[Dat	e: 2017-05	-23]									
									Data 1	or First/F	Previous (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	V	Ţ	T T	1	↓ ↓	1	1	Ţ	V	↓ ↓	Ţ	1	1	V	J	Į.	Ţ	↓	J
									First/	Previous St	iort-term G	oals							
	Table 7: Members of Visible Minorities First/Previous Short-term Goals All Employees Members of Visible Minorities 3 Year Goals														1				
	Number	Grov	vth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R		Hires		r Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3
Occupational Group (EEOG)	2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-12-01	Annually	Over 3 Years	Years	2015	2018	Avanaminy		Сар	Representation	Years
	#	9/0	%	#	9/0	%	#	#	#	%	##	#	#	0%	%	#	#	%	0/6
01 Senior Managers	31	2.1%	0.0%	, , , ,	9.4%	4.0%	4	4	0	4.0%	0	3	2	50.0%	8.2%	-3		0.0%	6.5%
02 Middle & Other Managers	152	0.9%	0.0%	C		7.5%	34	34	2	7.5%	0	20	16	47.6%	14.6%	-20		1.3%	11.8%
03 Professionals	1,469	1.8%	0.0%	C	15.4%	6.7%	293	293	149	6.7%	30	162	116	39.5%	19.1%	-132	-46	10.1%	16.0%
04 Semi-Professionals & Tech	273	-1.1%	0.0%	0	14.5%	5.3%	43	43	21	5.3%	3	-6	0		4.3%	9	6	7.7%	6.6%
05 Supervisors	41	3.2%	0.0%	C	20.570	0.0%	0	0	3	0.0%	0	-3	0		0.9%	3	3	7.3%	7.3%
06 Supervisors: Crafts & Trades	33	-2.1%	-	0	12.570	0.0%	0	0	0	0.0%	0	0	0		0.5%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	446	1.0%	-	C	101510	0.0%	0	0	29	-	0	-5	0		5.4%	5	5	6.5%	6.5%
08 Skilled Sales & Service	3	-12.6%	-		10.070	0.0%	0	0	0	0.0%	0	0	0		5.2%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	110	0.9%	0.0%		21070	7.5%	25	25		7.5%	0	2	0		2.0%	-2		0.0%	0.0%
10 Clerical Personnel	303	-3.1%	-	1	25.070	12.2%	111	111	35	-	13	0	0		7.3%	13	0	11.6%	7.3%
11 Intermediate Sales & Service	77	-0.4%			0.570	4.6%	11	11	2	4.6%	0	1	0		4.2%	-1	-1	2.6%	2.6%
12 Semi-Skilled Manual	15	0.0%	0.0%	1	13.3%	0.0%	0	0	1	0.0%	0	0	0		4.1%	1 0	0	6.7%	6.7%
13 Other Sales & Service	185	-1.3%		0	11.0%	6.0%	33	33		-	4	-2 -1	0		9.7%	6	2	13.0%	10.8%
14 Other Manual Workers Total	3,147	-12.6% 0.6%	0.0%			0.0% 5.9%	554	554		0.0% 5.9%	47	-1 167	0		2.1% 12.3%	-120	-37	11.1% 8.5%	11.1% 7.0%
				1									- 0		12.3%	-120	-3/	0.370	7.0%
† Calculated by using the follow Calculated by using the follow Workforce Analysis) ÷ 2) x 10	ing formula:												nber of emp	oloyees from	Previous Wo	orkforce Ana	ılysis + Tota	l number of emplo	yees from Current
orkioice / marysis) · 2) x ie									Table 8: M	embers o	f Visible !	Minorities							
	Mon	bers of Vis	ible Mineri	itiae					THOIC O. IV	CHIDCIS U	· · iaioit i	· · · · · · · · · · · · · · · · · · ·							

						Table 8: Members of Visible Minorities
E	annual Facility	Mem	bers of Visi	ble Minor	ities	
	oyment Equity pational Group (EEOG)	Short-teri	n Goals	Long-te	rm Goals	Comments
Occu	pational Group (EEOG)	#	%	#	%	
01	Senior Managers	2	0.0	1	0.0	
02	Middle & Other Managers	17			0.0	
03	Professionals	115	0.0	30	0.0	
04	Semi-Professionals & Tech	0	0,0	(0.0	
05	Supervisors	0	0.0	C	0.0	
06	Supervisors: Crafts & Trades	0	0.0	C	0.0	
07	Administrative & Sr Clerical	0	0.0	C	0.0	
08	Skilled Sales & Service	0	0.0	C	0.0	
09	Skilled Crafts & Trades	0	0,0	C	0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
10	Clerical Personnel	0	0.0	C	0.0	
11	Intermediate Sales & Service	0	0.0	C	0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
12	Semi-Skilled Manual	0	0.0	C	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	C	0.0	
Total		134		35	i	

							Federal C	Contractors	Program A	chieveme	ent Repor	ıt							
								Pa	ırt 3: Goal	s									
								Dalho	usie Unive	rsity									
									e: 2017-05-	•									
								[Dat	e. 2017-03-	23]								T	
									Data for	Enbegana	nt/Curror	ot Coole							
									Data IVI	subseque	m/Curre	it Guais							
A B	С	D	E	F	G	Н	ī	J	K	L	M	N	0	P	0	R	S	T	U
-21		<u></u>	<u></u>	<u></u>							111	<u> </u>	ļ		X	1		<u> </u>	-
Data sources:	From Workforce	From Workforce	Data Entry	C v F v 3	From Flow Data Analysis &	Data	C x H x 3	F + I	From Workforce	Equivalent	KxLx3	(F x Q) -	JxP	Data Entry	From Workforce	From Workforce	(K - M + O) - ((C +	K ÷ C	(K - M + O) ÷ (C
Suita soul Cos.	Analysis	Analysis [†]	Duu 2 ,		Workforce Analysis [‡]	Entry	CATTAG		Analysis	to H	11 11 2 11 3	R + M		Data Dility	Analysis	Analysis	F) x Q)		+ F)
	<u> </u>	J.	J	J	J	J	J	J.	J	J		Ţ	J		Ţ	J	Ţ	Į	<u> </u>
	·	•	•	•	•	·	•	·	·	Table 9:	Women	•	•	•	•	•	¥	•	•
									Subseque	nt/Current	Short-tern	n Goals							
		,		All En	iployees								,		omen	,	,		
	YYY-MM-DD Actual Projected Actual Projected Hires Over 3 YYY-MM-DD Over 3 YYYY-YYYY Availability																		
Employment Equity	The second of th															Projected			
Occupational Group (EEOG)	YYYY-MM-DD Actual Projected Actual Projected Hirs Over 3 Years 2017-12-01 Annually Over 3 Years Annually Annually Projected Annually Over 3 Years 2017-12-01 Annually															Representation in 3 Years			
	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$																		
	2017-12-01 Annually Annually Over 3 Years Annually Over 3 Years Years 2017-12-01 Annually Over 3 Years 2017 2010														%				
01 Senior Managers	2017-12-01 Annually Annually Annually Years Annually Years Years 2017-12-01 Annually Years Years 2017 2020 Availability Gap Representation Years Years 2017 2020 Years Years 2017 2020 Years														51.5%				
02 Middle & Other Managers	156	0.9%	0.0%	0	22.1%	11.1%	52	52	90	11.1%	30	25	28	54.8%	54.8%	5	3	57.7%	56.4%
03 Professionals	1,549	1.8%	0.0%	0	101170	8.8%	408	408	800	8.8%	211	151	195	47.8%	47.8%	60	44		50.6%
04 Semi-Professionals & Tech	264	-1.1%	0.0%	0	2.110.10	7.6%	60	60	91	7.6%	21	35	32		39.7%	-14	-3	34.5%	
05 Supervisors	45 31	3.2%	0.0%	0	20.9% 12.5%	6.0%	8	8	28	6.0% 13.0%	5	-1	4	48.7%	48.7% 7.7%	-1	5	62.2%	60.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	460	-2.1% 1.0%	0.0%	0		13.0% 10.2%	12 140	140	417	10.2%	127	117	124	12.2% 88.5%	88.5%	10	7	3.2% 90.7%	90.0%
08 Skilled Sales & Service	2	-12.6%	-			10.270	0	0	1	0.0%	0	0	0	53.1%	53.1%	0	0	50.0%	50.0%
09 Skilled Crafts & Trades	113	0.9%	0.0%	C		9.5%	32	32	5	9.5%	1	-1	1	2.7%	2.7%	2	2	4.4%	4.4%
10 Clerical Personnel	276	-3.1%	0.0%	C	23.8%	16.9%	140	140	244	16.9%	124	92	107	76.7%	76.8%	32	15	88.4%	82.2%
11 Intermediate Sales & Service	76	-0.4%	0.0%	C	0.570	8.5%	19	19	50		13	10	12	62.0%	61.3%	3	2	65.8%	64.5%
12 Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	17.0%	8	8	0	17.0%	0	2	1	13.0%	13.0%	-2	-1	0.0%	6.7%
13 Other Sales & Service 14 Other Manual Workers	178	-1.3% -12.6%	0.0%	0	11.0% 80.0%	7.5% 20.0%	40	40	91	7.5% 20.0%	20	-12	13	32.3% 18.3%	33.4% 18.3%	32	25		47.2% 16.7%
Total	3,204		0.0%	0	15.9%	9.7%	931	931	1,833	9.7%	533	405	0	10.370	53.2%	128	97	10.770	40.6%
† Calculated by using the follow				nlovees fro											33.270	120		37.270	10.076
‡ Calculated by using the follow Workforce Analysis) ÷ 2) x 1	ving formula:								nployees fron	n Flow Data	Analysis) ÷		mber of em	oloyees from	Previous Wo	rkforce Ana	llysis + Tota	l number of emplo	oyees from Current
		Won	100							Fable 10:	women								
Employment Equity	Short-ter			rm Goals								Com	ments						
Occupational Group (EEOG)		%		%								Com	mems						
01 Senior Managers		80.0			close gap 10														
02 Middle & Other Managers		54.8			if no gap, th	en present	availability												
03 Professionals		47.8		47.8	-1 1/	2007													
04 Semi-Professionals & Tech 05 Supervisors		54.0 48.7		58.0 48.7	close gap 10	JU76													
06 Supervisors: Crafts & Trades		12.2			close gap 10	00%													
07 Administrative & Sr Clerical		88.5		88.5															
08 Skilled Sales & Service		53.1		53.1															
09 Skilled Crafts & Trades		2.7		2.7															
10 Clerical Personnel		76.7		76.8															
11 Intermediate Sales & Service		62.0		61.3		2007													
12 Semi-Skilled Manual 13 Other Sales & Service		13.0 32.3		19.0 33.4		JU76													
14 Other Manual Workers		18.3		18.3															
1. Stilet iritalisati 77 Olikela		1 10.5	NUMBER OF THE PROPERTY OF THE	4	1														

Total

]	Federal C	ontractors	Program A	chieveme	ent Repoi	rt							
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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
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						From Flow														
_		From	From			Data	Data			From	Equivalent		(F x Q) -			From	From	(K - M +		(K - M + O) ÷ (C
Data	sources:	Workforce		Data Entry	CxEx3	Analysis & Workforce	Entry	CxHx3	F + I	Workforce Analysis	to H	KxLx3	R+M	JxP	Data Entry		Workforce		K ÷ C	+ F)
		Analysis	Analysis			Analysis [‡]				Anaiysis						Analysis	Analysis	F) x Q)		
L						Allalysis														
		1	1	1	1	↓ ↓	1	1	1	↓ ↓	↓	1	1	↓ ↓	1	↓ ↓	↓ ↓	1	↓ ↓	↓ ↓
											11: Abor									
					,					Subseque	ent/Current	Short-teri	n Goals			ın .				
					All En	ployees		- 1					1	1	·····	nal Peoples		1	1	
		Varies Over 3 Availability Gap Representation																		
Emp	loyment Equity		Number Growth (New Positions) Growth (New Pos															Projected Representation in 3		
Осси	pational Group (EEOG)	YYYY-MM-DD	$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$															Years		
		2017-12-01	YYMM-D Actual Projected Actual Projected Actual Projected Hirs Over 3 YYYM-MN-D YYYM-MN-D YYYYM-MN-D YYYYM-N-MN-D YYYYM-N-D YYYYM-N-D YYYYM-N-D YYYYM-N-D YYYYM-N-D YYYYM-N-D YYYYM-N-D YYYYM-N-D YYYM-N-D YYMN-N-D YYMN-N-D YYMN-N-D YYMN-N-D YYMN-N-D YYMN-N-D YYMN-N-D YYMN-N-																	
		и	Y-3M-D Actual Project Actual Project Actual Project Actual Project Mines Wer YYY-MY-D Over 3 YYY-YYY Availability Presentation Fraction Frac														%			
01	Senior Managers		017-12-01 Annually Annually Over 3 Years Annually Over 3 Years 2017-12-01 Annually Over 3 Years 2017 2020 # % % # % % # # # # % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % % # # # % # # # % # # # % # # # # % #														3.0%			
02	Middle & Other Managers	156	0.9%	0.0%	0	22.1%	11.1%	52	52	4	11.1%	1	1	1	2.5%	2.5%		0	2.6%	2.6%
03	Professionals	1,549	1.8%	0.0%	0	15.4%	8.8%	408	408	27	8.8%	7	(7	1.7%	1.7%	1	. 1	1.7%	1.7%
04	Semi-Professionals & Tech	264	-1.1%	0.0%	0	14.5%	7.6%	60	60	6	7.6%	1	1	1	2.3%	2.3%	, c	0	2.3%	2.3%
05	Supervisors	45	3.2%	0.0%	0	20.9%	6.0%	8	8	2	6.0%	0	(0	4.8%	4.8%	0	0	4.4%	4.4%
06	Supervisors: Crafts & Trades	31	-2.1%	0.0%	0	12.5%	13.0%	12	12	2	13.0%	1	(0	2.3%	2.3%	1	. 0	6.5%	3.2%
07	Administrative & Sr Clerical	460	1.0%	0.0%	0	15.9%	10.2%	140	140	15	10.2%	5	1	3	2.3%	2.3%	4	2	3.3%	2.8%
08	Skilled Sales & Service	112	-12.6%	0.0% 0.0%	0	40.0%	9.5%	0	0	0	0.0% 9.5%	0	(0.0%	0.0%		0	0.0%	0.0%
10	Skilled Crafts & Trades Clerical Personnel	113 276	0.9%	0.0%	0	9.0% 23.8%	9.5% 16.9%	32 140	32 140	2	9.5% 16.9%	1	4	2 2	5.0% 1.9%	3.0%	-1	0	1.8%	2.7% 1.8%
11	Intermediate Sales & Service	76		0.0%		6.5%	8.5%	19	19	1	8.5%	0	1	,	2.5%	2.4%	1	-1	1.3%	1.3%
12	Semi-Skilled Manual	15		0.0%	0	13.3%	17.0%	8	8	0	17.0%	0		0	2.8%	2.8%		0	0.0%	0.0%
13	Other Sales & Service	178	-1.3%	0.0%	0	11.0%	7.5%	40	40	5	7.5%	1	5	5 4	9.0%	5.2%	-4	-1	2.8%	4.5%
14	Other Manual Workers	6	-12.6%	0.0%	0	80.0%	20.0%	4	4	1	20.0%	1	(0	2.3%	2.3%	1	0	16.7%	0.0%
Total		3,204		0.0%	0	15.9%	9.7%	931	931	69	9.7%	20		. 0		2.2%	-1	. 0	2.2%	1.5%
†	Calculated by using the follow	ing formula:	((Current nu	ımber of em	ployees fro	m Workforce	Analysis ÷	Previous n	umber of emp	loyees from V	Vorkforce A	nalysis) ^{1/3} -	· 1) x 100.							
±	Calculated by using the follow	ing formula:												mber of em	ployees fron	n Previous Wo	orkforce An	alysis + Tota	l number of emplo	yees from Current
<u> </u>	Workforce Analysis) ÷ 2) x 10	00.											•							
				ın •						Table	12: Abor	iginal Pe	oples							
Emp	loyment Equity	Short-ter	Aboriginal		rm Goals								Carr	ments						
Осси	pational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals								Com	ments						
01	Senior Managers		7.0		3.1	if no gap, th	en present	availability												
02	Middle & Other Managers		2.5		2.5	· · ·	4													
03	Professionals		1.7]	1.7															
04	Semi-Professionals & Tech		2.3]	2.3															
05	Supervisors		4.8		4.8															
06	Supervisors: Crafts & Trades		2.3		2.3															
07	Administrative & Sr Clerical		2.3		2.3															
08	Skilled Sales & Service Skilled Crafts & Trades		0.0 5.0		0.0 3.0															
10	Clerical Personnel		1.9		1.9															
11	Intermediate Sales & Service		2.5		2.4	close gap 10	00%													
12	Semi-Skilled Manual		2.8		2.8	Bir /	-													
13	Other Sales & Service		9.0		12.0	close gap 10	00%													
14	Other Manual Workers		2.3		2.3															
Total			0%																	

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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U
ſ			[<u> </u>														
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (0 + F)
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										Subseque	ent/Current	Short-tern	n Goals			81 1901				
	Table 13: Persons with Disabilities Subsequent/Current Short-term Goals All Employees Persons with Disabilities Turnover (Replacement of Terminated No. 1 Sear Goals 3 Year Goals																			
		Number	Grow	vth (New Positi	ons)		eplacement of Employees)	Terminated	Anticipated	Number		eplacement of	Hires		n - To					Projected
	oyment Equity oational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in
Occu	ational Group (EEOG)	2017-12-01	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2017-12-01	Annually	Over 3	Years	2017	2020	A CALABORA S		Gap	Representation	Years
					Years #	· ·		Years #			·	Years		H			#	#		
01/02	Managers	# 189	% 1.5%	% 0.0%	#	% 15.7%	% 10.5%	# 60	# 60	# 13	% 10.5%	# 1	# 1	# 3	4.3%	% 4.3%	# 5	# 4	% 6.9%	6.3%
03	Professionals	1,549	1.8%	0.0%	0	15.4%	8.8%	408	408	91	8.8%	24	-8	16	3.8%	3.8%	32	24	5.9%	5.49
04	Semi-Professionals & Tech	264	-1.1%	0.0%	0	14.5%	7.6%	60	60	16	7.6%	Δ	2	3	5.2%	5.2%	2	1	6.1%	5.79
05	Supervisors	45			0	20.9%	6.0%	8	8	0	6.0%	0	0	- 0	0.0%	0.0%	0	0	0.0%	0.09
06	Supervisors: Crafts & Trades	31		0.0%	0	12.5%	13.0%	12	12	5	13.0%	2	0	1	8.4%	8.4%	2	1	16.1%	12.9
07	Administrative & Sr Clerical	460	1.0%	0.0%	0	15.9%	10.2%	140	140	26	10.2%	8	-18	0	0.0%	0.0%	26	18	5.7%	3.99
07	Skilled Sales & Service	2	-12.6%	0.0%	0	40.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.09
08			0.9%	0.0%	0	9.0%	9.5%	32	32	2	9.5%	1	7	6	18.0%	7.1%	-6	-1	1.8%	6.29
	Skilled Crafts & Trades	113	0.5/0					140	140	16	16.9%	8	28	24	17.0%	13.1%	-20	-4	5.8%	11.6%
08	Skilled Crafts & Trades Clerical Personnel	113 276	-3.1%	0.0%	0	23.8%	16.9%	140	140	10	10.570								5.070	
08 09			-3.1%	-	0	23.8% 6.5%	16.9% 8.5%	140	140	1	8.5%	0	4	2	13.0%	6.7%	-4	-2	1.3%	3.9%
08 09 10	Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual	276 76 15	-3.1% -0.4%	0.0% 0.0% 0.0%						1 0	8.5% 17.0%	0	4 2	2 1	13.0% 7.0%	6.7% 11.1%	-2	-2 -1	1.3% 0.0%	
08 09 10 11	Clerical Personnel Intermediate Sales & Service	276 76	-3.1% -0.4% 0.0% -1.3%	0.0% 0.0% 0.0% 0.0%		6.5%	8.5%			1 0 13	8.5% 17.0% 7.5%	0 0 3	4 2 8	2 1 7				-2 -1	1.3% 0.0% 7.3%	6.7%
08 09 10 11 12 13 14	Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual	276 76 15 178 6	-3.1% -0.4% 0.0% -1.3% -12.6%	0.0% 0.0% 0.0% 0.0%		6.5% 13.3% 11.0% 80.0%	8.5% 17.0% 7.5% 20.0%	19 8 40 4	19 8 40 4	1 0 13 0	8.5% 17.0% 7.5% 20.0%	0 0 3 0	4 2 8 1	2 1 7 1	7.0%	11.1% 10.3% 8.4%	-2 -5 -1	-2 -1 -1 0	1.3% 0.0% 7.3% 0.0%	6.7% 9.6% 16.7%
08 09 10 11 12 13 14 Total	Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual Other Sales & Service Other Manual Workers	276 76 15 178 6 3,204	-3.1% -0.4% 0.0% -1.3% -12.6% 0.6%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0	6.5% 13.3% 11.0% 80.0% 15.9%	8.5% 17.0% 7.5% 20.0% 9.7%	19 8 40 4 931	19 8 40 4 931	1 0 13 0 183	8.5% 17.0% 7.5% 20.0% 9.7%	0 0 3 0 53	4 2 8 1 24	2 1 7 1 0	7.0% 17.0%	11.1% 10.3%	-2 -5	-2 -1 -1 0	1.3% 0.0% 7.3%	3.9% 6.7% 9.6% 16.7% 4.1%
08 09 10 11 12 13 14 Total	Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual Other Sales & Service	276 76 15 178 6 3,204 ving formula: (-3.1% -0.4% 0.0% -1.3% -12.6% 0.6%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 ployees from	6.5% 13.3% 11.0% 80.0% 15.9% m Workforce	8.5% 17.0% 7.5% 20.0% 9.7% Analysis ÷	19 8 40 4 931 Previous r	19 8 40 4 931 number of emp	1 0 13 0 183 loyees from V	8.5% 17.0% 7.5% 20.0% 9.7% Vorkforce A	nalysis) ^{1/3} -	1) x 100.	2 1 7 1 0 nber of emp	7.0% 17.0% 13.0%	11.1% 10.3% 8.4% 4.8%	-2 -5 -1 29	-2 -1 -1 0 40	1.3% 0.0% 7.3% 0.0% 5.7%	6.79 9.69 16.79 4.19
08 09 10 11 12 13 14 Total	Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual Other Sales & Service Other Manual Workers Calculated by using the follow Calculated by using the follow	276 76 15 178 6 3,204 ving formula: (-3.1% -0.4% 0.0% -1.3% -12.6% 0.6%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 ployees from	6.5% 13.3% 11.0% 80.0% 15.9% m Workforce	8.5% 17.0% 7.5% 20.0% 9.7% Analysis ÷	19 8 40 4 931 Previous r	19 8 40 4 931 number of emp	1 0 0 13 0 183 loyees from Vmployees	8.5% 17.0% 7.5% 20.0% 9.7% Vorkforce A	nalysis) ^{1/3} - Analysis) ÷	1) x 100. -((Total nun	2 1 7 1 0 nber of em	7.0% 17.0% 13.0%	11.1% 10.3% 8.4% 4.8%	-2 -5 -1 29	-2 -1 -1 0 40	1.3% 0.0% 7.3% 0.0% 5.7%	6.79 9.69 16.79 4.19

					Table 14: Persons with Disabilities
Employment Equity	Po	ersons with	Disabilities		
Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		%		%	
01/02 Managers		4.3		4.3	if no gap, then present availability
03 Professionals		3.8		3.8	
04 Semi-Professionals & Tech		5.2		5.2	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		8.4		8.4	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		18.0		21.0	close gap 100%
10 Clerical Personnel		17.0		20.0	close gap 100%
11 Intermediate Sales & Service		13.0		19.0	close gap 100%
12 Semi-Skilled Manual		7.0		19.0	close gap 100%
13 Other Sales & Service		17.0		19.0	close gap 100%
14 Other Manual Workers		13.0		8.4	
Total		0%		0.0	

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A B	С	D	Е	F	G	Н	1	J	K	L	M	N	0	Р	Q	R	S	T	U
					From Flow														
	From	From			Data	Б.			From			(F (A)			From	From	(K - M +		W. M. O. (6)
Data sources:	Workforce	Workforce	Data Entry	C x E x 3		Data Entry	СхНх3	F + I	Workforce	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry		Workforce	O) - ((C +	K ÷ C	(K - M + O) ÷ (C + F)
	Analysis	Analysis			Workforce	Linny			Analysis	1011		10 . 101			Analysis	Analysis	F) x Q)		1 1
					Analysis [‡]														
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								7	Table 15: N				S						
									Subseque	ent/Current	Short-tern	n Goals							
	Number Growth (New Positions) Employees Anticipated Turnover (Replacement of Freminated Employees) YYYY-MM-DD Actual Projected Actual Projected Turnover (Replacement of Present Gap Representation Very Server) Years Very Ministry Turnover (Replacement of Freminated Employees) YYYY-MM-DD Actual Projected Actual Projected Actual Projected Turnover (Replacement of Present Gap Representation Number Turnover (Replacement Of Present Gap Representation																		
Employment Equity	Number Growth (New Positions) Employees Anticipated Artical Projected Artical Projected Anticipated Artical Projected Anticipated Artical Projected Artical Projected Artical Projected Anticipated Artical Projected Artical Projected Artical Projected Anticipated Artical Projected Artical Pro															Projected Representation in 3			
Occupational Group (EEOG)	YYYY-MM-DD Actual Projected Actual Projected Annually Annually Over 3 Years Annually Annually Project Annually Annually Over 3 Years Projected Gap Present Representation Present Gap Projected Present Gap Projected Present Gap Projected Gap Present Representation Present Gap Projected Gap Present Representation Projected Present Gap Projected Present Gap Projected Gap Present Representation Projected Gap Present Representation Projected Gap Present Representation Projected Gap Present Representation Projected Present Gap Projected Gap Present Representation Projected Present Gap Projected Gap Projected Present Gap Projected Gap Present Representation Projected Present Gap Projected Gap Present Gap Projected Present Gap Projected Gap Projected Present Gap Projected Pres															Years			
	Translate Tran																		
	YYYY-MM-DD														%				
01 Senior Managers	2017-12-01 Annually Annually Annually Over 3 Years															9.1%			
02 Middle & Other Managers	156	0.9%	_	0	22.1%	11.1%	52	52	10		3	15	13	25.0%	14.1%	-12	-2		12.8%
03 Professionals	1,549	1.8%	0.0%		15.4%	8.8%	408		198		52	156 -7	135	33.0%	19.5%	-104	-21 10	12.8%	18.1%
04 Semi-Professionals & Tech 05 Supervisors	264	-1.1% 3.2%	-		14.5% 20.9%	7.6% 6.0%	60	60	25	7.6% 6.0%	- 6	-/	3	4.4% 0.9%	4.4% 0.9%	13	10	9.5%	8.3% 8.9%
06 Supervisors: Crafts & Trades	31	-2.1%			12.5%	13.0%	12	12	1	13.0%	0	-1	0	0.5%	0.5%	1	1	3.2%	3.2%
07 Administrative & Sr Clerical	460	1.0%		0	15.9%	10.2%	140	140	36		11	0	8	5.4%	5.4%	11	8	7.8%	7.2%
08 Skilled Sales & Service	2	-12.6%		C	40.0%		0	0	0	0.0%	0	0	0	5.2%	5.2%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	113	0.9%	_	C	9.0%	9.5%	32			9.5%	1	0	0	1.3%	1.3%	1	0	1.8%	0.9%
10 Clerical Personnel	276 76	-3.1%	_	0	23.8%	16.9%	140	140	43		22	-1	10	7.4%	7.4%	23	11		11.2%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	15	-0.4%			6.5%	8.5% 17.0%	19	19	1	8.5% 17.0%	1	1	1	8.0% 8.0%	4.4% 4.1%	-1	0	2.6%	3.9%
13 Other Sales & Service	178	-1.3%			11.0%	7.5%	40	40	44		10	-17	4	9.8%	9.8%	27	21		21.3%
14 Other Manual Workers	6	-12.6%		C	80.0%	20.0%	4	4	1	20.0%	1	0	0	2.7%	2.7%	1	0	16.7%	0.0%
Total	3,204			C	13.570	9.7%	931				107		0		12.7%	-38	31	11.5%	8.2%
† Calculated by using the follow	wing formula:	((Current n	umber of en	nployees fro	m Workforce	Analysis -	Previous r	number of emp	loyees from V	Vorkforce A	nalysis) ^{1/3} -	1) x 100.							
calculated by using the follow		(Terminated	d full-time e	mployees fr	om Flow Da	ta Analysis	+ Terminat	ed part-time er	nployees fron	n Flow Data	Analysis) ÷	((Total nun	nber of emp	oloyees from	Previous Wo	rkforce Ana	ılysis + Tota	al number of emplo	yees from Current
* Workforce Analysis) ÷ 2) x 1	00.								6 1 1 1 2 1		exe	* 4							
	Mor	abers of Vis	ible Minor	itian	T				Table 16: N	tempers o	1 VISIDIE	vimorine	S						
Employment Equity	Short-ter			rm Goals	+							Comi	nents						
Occupational Group (EEOG)		%		%															
01 Senior Managers		19.0			if no gap, th		availability												
02 Middle & Other Managers		25.0			close gap 1														
03 Professionals 04 Semi-Professionals & Tech		33.0 4.4		38.3	close gap I	JU%													
04 Semi-Professionals & Tech 05 Supervisors		0.9		0.9															
06 Supervisors: Crafts & Trades		0.5		0.5															
07 Administrative & Sr Clerical		5.4	Į.	5.2															
08 Skilled Sales & Service		5.2		1.3															
09 Skilled Crafts & Trades		1.3		7.4															
10 Clerical Personnel		7.4		4.4															
11 Intermediate Sales & Service 12 Semi-Skilled Manual		8.0		4.1 8.0	close gap II	20%													
13 Other Sales & Service		9.8		9.8															
14 Other Manual Workers		2.7		2.7															

Total

									Feder	al Contr	actors F	Program	n Achie	vement	Report									
										P	art 4: F	Results	- Wome	n										
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A	В	C	D	Е	F	G	Н	ĭ	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
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Data	a sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workf	orce Ai	nalysis									Flow	Data A	nalysis						
2000000	ployment Equity	Year			V	Vorkfore	e					Hires				P	romotio	ns			Tei	rminatio	ons	
	cupational Group EOG)		All				omen			All			/omen		All			omen		All			omen	
(**)	LOG	#	Employees #	Represe	ntation %	Availa %	ability #	Gap #	EE Result	Employees #	Ac	tual %	Expected	Difference #	Employees #	Act	tual %	Expected	Difference #	Employees #	Act	ual %	Expected	Difference #
		2015	31	12	38.7	52.8			73.3	#	#	/0	#	#	#	#	70	#	#	#	#	/0	#	#
01	Senior Managers	2017	33	14	42.4	53.10			79.9	5	4	80.0	3	1	5	1	20.0	2	-1	3	2	66.7	1	1
02	Middle & Other	2015	152		50.0	52.8					24	64.9												
	Managers	2017	156	90	57.7	54.8			105.3	37	20	4	28	13	46.4	14	-1	34	11	32.4	17	-6		
03	Professionals	2015	1,469 1,549	740 800	50.4 51.6	47.5 47.8	698 740		106.1 108.0	417	247	59.2	199	48	180	102	56.7	91	11	232	119	51.3	117	2
	Semi-Professionals &	2017	273	100	36.6	40.3	:		90.9	717	247	37.2	177	70	100	102	30.7	71	11	232	117	51.5	117	
04	Technicians	2017	264	91	34.5	39.7	105	-14	86.8	47	20	42.6	19	1	35	15	42.9	13	2	39	21	53.8	14	7
05	Supervisors	2015	41		61.0	46.5	i		131.1															
	Supervisors: Crafts &	2017	45 33		62.2 3.0	48.7 7.8			127.8 38.9	4	1	25.0	2	-1	9	6	66.7	5	1	9	5	55.6	5	0
06	Trades	2013	33		3.0	7.7		_	41.9	2	0	0.0	0		0	0	0.0	0	0	4	0	0.0	0	0
																							-	
Data	a sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100											
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			New	v Entrai	nts				G	oals														
En	aployment Equity	Year	F	low Data				erm Goal	ls		Long-ter]										
	cupational Group EOG)		All	Won			Percent of	omen	Percent of		Wor Percent of		Percent of	-				C	ommen	ts				
(E.	LOG)	<u></u>	Employees	Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		# 2017	# 7	3	% 42.9	# 4	% 75.0	% 0.0	0.0	# 3	100.0	0.0	0.0											
01	Senior Managers	2020	7	3	42.9	T	, 5.0	80.0	53.6		100.0	82.0	52.3											
02	Middle & Other	2017	31		83.9	21	123.8	0.0	0.0	7	371.4	0.0	0.0											
	Managers	2020	31		83.9			54.8	153.0	-		54.8												
03	Professionals	2017 2020	365 365	230 230	63.0	27	851.9	0.0 47.8	0.0	0	0.0	0.0 47.8	0.0 131.8	-										
	Semi-Professionals &	8	175.0	0.0																				
04	Technicians																							
05	Supervisors	2017 4 2 50.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0																						
L	Supervisors 2020 4 2 50.0 48.7 102.7 48.7 102.7																							
06	Supervisors: Crafts & 2017 -2 0 0.0 0 0.0												1											
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			Part 1:	Part 1:		Part 1:					Part 2:					Part 2:					Part 2:			
Data sc	nurces:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis		Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workf											Flow I		•						
	loyment Equity pational Group	Year			V	Vorkford	omen				1	Hires	Vomen			Pi	romotio	omen .			Te	rminatio	omen	
(EEC			All Employees	Represe	entation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	Administrative &	2015	446	402		88.5			101.8															
-	Senior Clerical Skilled Sales &	2017	460	417	90.7 66.7	88.5 53.1	407	10	102.4 125.5	115	98	85.2	102	-4	76	68	89.5	69	-1	72	62	86.1	65	-3
1 ()X 1	Service Personnel	2017	2	1	50.0	53.1	1	0	94.2	0	0	0.0	0		0	0	0.0	0	0	1	1	100.0	1	0
1 ()9 1	Skilled Crafts &	2015	110	4	3.6	2.5	:	1	145.5															
7	Trades Workers	2017	113	5	4.4	2.7		2	163.9	20	2	10.0	1	1	. 6	4	66.7	0	4	10	1	10.0	0	1
10	Clerical Personnel	2015 2017	303 276	265 244	87.5 88.4	76.5 76.8			114.3 115.1	91	80	87.9	70	10	37	33	89.2	32	1	69	58	84.1	60	-2
1, I	ntermediate Sales &	2015	77	50		63.3			102.6	7.		1 07.5	1		3,		07.2	32	ı -	0,	20	01.1	00	
\vdash	Service Personnel	2017	76			61.3			107.3	8	8	100.0	5	3	8	7	87.5	5	2	5	5	100.0	3	2
1 12 1	Semi-Skilled Manual Workers	2015	15 15		0.0	13.0 13.0			0.0		. 0	0.0	1	ļ .		0	0.0	0		2	0	0.0	0	
	VOIRCIS	2017	13	0	0.0	15.0	2	-2	0.0	4	- 0	0.0	1	-1	. 2	0	0.0	0	0		0	0.0	0	
Data sc	nurces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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			New	/ Entra	nts				G	oals														
	loyment Equity	Year	F	low Data				erm Goal	S		Long-ter							_						
Occu (EEC	ipational Group DG)		All Employees	Woi Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					· ·	Commen	ts				
		#	#	#	%	#	%	%	%	#	%	%	%											
	Administrative &	2017	119	104	87.4	0	0.0	0.0	0.0	0	0.0	0.0												
\vdash	Senior Clerical Skilled Sales &	2020 2017	119 -1	104 -1	87.4 100.0	0	0.0	88.5 0.0	98.8 0.0	0	0.0	88.5 0.0												
1 ()8 1	Service Personnel	2017	-1 -1	-1 -1	100.0	0	0.0	53.1	188.3	0	0.0	53.1	I											
	Skilled Crafts &	2017	16	5	31.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades Workers	2020	16	5		_	0.0	2.7	1157.4	_		2.7												
10	Clerical Personnel	2017 2020	59 59			0	0.0	0.0 76.7	0.0 121.5	0	0.0	0.0 76.8	I											
1. I	ntermediate Sales &	2017	11			0	0.0	0.0	0.0	0	0.0	0.0												
11 8	Service Personnel	2020	11	10	90.9			62.0	146.6			61.3												
1 17 1	emi-Skilled Manual 2017 4 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0																							
Н'	W ULKEIS	2020	4	I 0	0.0			13.0	0.0			19.0	0.0											
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A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	T	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data O Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workf	orce Ai	nalysis									Flow E	ata A	nalysis						
	loyment Equity	Year			W	Vorkforc						Hires				Pr	omotio				Ter	minatio	ons	
(EE	ipational Group OG)		All Employees				omen			All Employees			omen	T	All Employees	<u> </u>		omen	F	All Employees			omen	
	00,	#	#	Represe	entation %	Avail	ability #	Gap #	EE Result	#	# #	tual %	Expected #	Difference #	##	Acti	ial %	Expected #	Difference #	#	Actu #	al %	Expected #	Difference #
	Other Sales & Service	2015	185	94	50.8	32.6	60	34	155.9	,	,		"	"	"		,,,	7	7	· ·	7		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
1 131	Personnel	2017	178	91	51.1	33.4	59	32	153.1	31	17	54.8	10	7	2	0	0.0	1	-1	20	12	60.0	10	2
14	Other Manual Workers	2015	9	3		14.2	1	2	234.7															
		2017	3,147	1,774	16.7 56.4	18.3 53.0	1,668	106	91.1 106.4	3	1	33.3	1	0	0	0	0.0	0	0	6	3	50.0	2	1
Tota		2017	3,204	1,833	57.2	53.0		128	100.4	784	502	64.0	417	85	388	249	64.2	219	30	506	300	59.3	285	15
			/																					
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100											
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			New	v Entra	nts				G	oals														
	oloyment Equity	Year	F	low Data				rm Goal	S		Long-ter													
	upational Group		All	Wei	men		Percent of	omen	Percent of		Won Percent of	<u> </u>	Percent of					C	Commen	ts				
(EE	UG)		Employees	Ac	ual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
13	Other Sales & Service Personnel	2017	13 13		38.5 38.5	0	0.0	0.0 32.3	0.0 119.1	0	0.0	0.0 33.4	0.0											
\vdash		2020	-3			0	0.0	0.0	0.0	0	0.0	0.0												
14	Other Manual Workers	2020	-3					18.3	364.3			18.3												
Tota		2017	666		67.7	52	867.3	0.0	0.0	18	2505.6	0.0												
	•	2020	666	451	67.7			0.0	0.0			0.0	0.0		T									

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	sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - X		
•••••			Analysis L	Analysis L	J. 100	Analysis	J	J	J	L L	Analysis	J.	l J	<u> </u>	J	Analysis	J	l J	J	L L	Analysis L	L	J	L		
			•	v		cforce A		,	•	*			· · ·	v	•	· ·	Data A	•	V	•	V			*		
Em	ployment Equity	Year				Workfor	•					Hires					romotio	•			Te	rminatio	ons			
	rupational Group	1 (41	All			Abori	ginal People	S		All		Aborig	inal Peoples		All		Aborig	inal Peoples		All		Aborig	nal Peoples			
(EI	EOG)		Employees	Represe			ability	Gap	EE Result	Employees		tual	Expected	Difference	Employees		tual	Expected	Difference	Employees	Act		Expected	Difference		
	Ι	2015	# 31	# 0	0.0	3.0	# 1	# -1	% 0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01	Senior Managers	2013	33		0.0		<u> </u>	-1	0.0	5	0	0.0	0		5	0	0.0	0	0	3	0	0.0	0	0		
02	Middle & Other	2015	152		2.6			0	109.6																	
02	Managers	2017	156	-	2.6			0	102.6	37	1	2.7	1	(28	0	0.0	1	-1	34	1	2.9	1	0		
03	Professionals	2015	1,469		0.7		•			41.7	1.4	2.4			100				1	222		0.0	2			
	Semi-Professionals &	2017	1,549 273		1.7			-3	102.5 47.8	417	14	3.4	7	,	180	2	1.1	1	1	232	2	0.9	2	0		
04	Technicians	2017	264		2.3			0	98.8	47	1	2.1	1	7 7 180 2 1.1 1 1 232 2 0.9 1 0 35 1 2.9 0 1 39 0 0.0												
05	Supervisors	2015	41	1	2.4	5.0	2	-1	48.8																	
		2017	45		4.4		1	0	92.6	4	0	0.0	0	(9	0	0.0	0	0	9	0	0.0	0	0		
06	Supervisors: Crafts & Trades	2015	33		3.0 6.5			0	137.7 280.5	,	0	0.0	0			0	0.0	0	0	1	0	0.0	0	0		
	Tiudes	2017	31		0.5	2.30	1	1	280.3		U	0.0	0		7 0	0	0.0			4	0	0.0	0			
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100													
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Em	ployment Equity	Year	F	low Data				term Go		1	Long-ter															
	cupational Group	1	All	Aborigina	il Peoples			ginal People	Percent of Goal		Aborigina	Peoples	B					(Commen	ts						
(EI	EOG)		Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Met Goal	Goal	Percent of Goal Met	Goal	Percent of Goal Met													
	T	#	#	#	%	#	%	%	%	#	%	%	%													
01	Senior Managers	2017	7	0	0.0	various communication of	0.0	7.0	0.0	0	0.0	0.0	0.0													
-	Middle & Other	2020	31	- vi	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0													
02	Managers	2020 2017	31 365	0	0.0			2.5				2.5	0.0													
03	Professionals	0.0	0.0	4	350.0	0.0	0.0																			
		2020	365		3.8 4.7		((7	1.7	225.6	1	200.0	1.7	225.6 0.0													
04	Semi-Professionals & Technicians	2017	43		4.7		66.7	0.0	0.0 202.2	1	200,0	0.0 2.3	202.2													
05		2017	4	0	0.0		0.0	0.0		0	0.0	0.0														
05	Supervisors	2020	4	0	0.0			4.8	0.0			4.8														
06	Supervisors: Crafts & Trades	2017	-2 -2		0.0	and the second	0.0	0.0 2.3	0.0		0.0	0.0 2.3	0.0						,							

									Federa	l Contra	ctors Pi	rogram	Achievo	ement R	eport									
										Part 5: I	Results	- Abori	ginal Pe	eoples										
										I	Dalhous	sie Univ	ersity											
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A B		С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	О	R	S	Т	U	V	W	X	Y
			Part 1:	Part 1:		Part 1:					Part 2:					Part 2:					Part 2:			
Data sources:			Workforce Analysis	Workforce — Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equit Occupational Grou		Year				Workfor	rce ginal People					Hires	inal Peoples			I	Promotio	nal Peoples			Te	rminatio	ns nal Peoples	
(EEOG)	-		All Employees	Represen	tation		ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	ctual	Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	9/6	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative &		2015	446	11	2.5	2.3		1	107.2 141.8															
Senior Clerical	Senior Clerical 2017 460 15 3.3 2.3 11 4									115	6	5.2	3	3	76	1	1.3	2	-1	72	2	2.8	2	0
08 Skilled Sales & So Personnel	ervice	2015 2017	2	0	0.0	0.0		0	0.0		0	0.0	0				0.0	0		1	0	0.0	0	0
oo Skilled Crafts &		2015	110	2	1.8		<u> </u>	0	90.9						<u> </u>									
Trades Workers		2017	113	-	1.8			-1	59.0	20	0	0.0	1	-1	. 6	C	0.0	0	0	10	1	10.0	0	1
10 Clerical Personne	el	2015	303		2.0			0	99.0	91	2	2.2			27		2.7	1		69	2	2.0	1	1
Intermediate Sale	es &.	2017	276 77		1.4	1.9 2.3		-1 -1	76.3 56.5	91	2	2.2	2.		37	1	2.7	1		69	2	2.9	1	1
Service Personnel		2017	76		1.3		1	-1	54.8	8	0	0.0	0	C	8	C	0.0	0	O	5	0	0.0	0	0
12 Semi-Skilled Man	nual	2015	15		0.0	2.8		0	0.0															
Workers		2017	15	0	0.0	2.8	0	0	0.0	4	0	0.0	0	() 2	C	0.0	0	0	2	0	0.0	0	0
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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Occupational Grou (EEOG)	up		All Employees	Aberiginal			Abort Percent of	ginal People	Percent of Goal		Aborigina Percent of		Percent of					(Commen	ts				
(0.000)	- }	#	#	Actus	ан %	Goal #	Goal Met	Goal	Met	Goal #	Goal Met	Goal	Goal Met											
Administrative &		2017	119	5	4.2		0.0	0.0			0.0		0.0											
O7 Senior Clerical		2020	119		4.2			2.3				2.3	182.7											
08 Skilled Sales & Se	ervice	2017	-1		0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Personnel Skilled Crafts &		2020 2017	-1 16		-6.3	n	0.0	0.0	0.0		0.0	0.0	0.0											
09 Trades Workers										V	0.0	3.0	-208.3											
10 Clerical Personne	Clerical Personnel 2017 59 1 1.7 0 0.0 0.0									0	0.0	0.0												
	2020 59 1 1.7										0.0	1.9												
11 Intermediate Sale Service Personnel		2017	11	-	0.0		0.0	0.0	0.0		0.0	0.0 2.4	0.0											
Semi-Skilled Man		2017	4	0	0.0		0.0	0.0	<u> </u>		0.0	-	-											
Workers Workers		2020	4	0	0.0			2.8	0.0			2.8	0.0											

									Federa	I Contra	ctors Pr	ogram	Achievo	ement R	eport									
										Part 5: I	Results -	- Abori	ginal Pe	eoples										
										I	Dalhous	ie Univ	ersity											
											[Date: 2	2017-05	5-23]											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data so	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	loyment Equity pational Group	Year				Workfor						Hires	10.			P	romotio				Te	rminatio		
(EE			All Employees	Repres	entation	Abori	ginal Peoples ability	Gap	EE Result	All Employees	Act		nal Peoples Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		nal Peoples Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 131	Other Sales & Service	2015	185	4	2.2	5.2		-6	41.6															
	Personnel	2017	178	5	2.8 0.0	5.2 1.8		-4	54.0 0.0	31	0	0.0	2	-2	2	0	0.0	0	0	20	0	0.0	0	0
14	Other Manual Workers	2015	6	1	16.7	2.3		1	724.6	3	1	33.3	0	1	0	0	0.0	0	0	6	0	0.0	0	0
Total		2015	3,147	44		2.2	:	-25	63.6															
Total		2017	3,204	69	2.2	2.2	70	-1	97.9	784	25	3.2	17	8	388	5	1.3	5	0	506	8	1.6	7	1
Data se	nurces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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	loyment Equity	Year	F	ow Data	al Peoples			term Goz ginal Peoples]	Long-teri Aboriginal													
(EE	ipational Group OG)		All Employees	7	•		Percent of		Percent of Goal		Percent of		Percent of					(Commen	ts				
(112	,,,			Ac		Goal	Goal Met	Goal	Met	Goal	Goal Met	Goal	Goal Met											
1	Other Sales & Service	# 2017	# 13	#	%	# 	% 0.0	% 0.0	% 0.0	# 1	% 0.0	0.0	0.0											
1 131	Personnel	2020	13		0.0	4	0.0	9.0	0.0	1	0.0	12.0	0.0											
14	Other Manual Workers	2017 2020	-3 -3	1	-33.3 -33.3	0	0.0	0.0 2.3	0.0 -1449.3	0	0.0	0.0 2.3	0.0 -1449.3											
Total		2017	666	22	3.3		110.0	0.0	0.0	6	366.7	0.0	0.0 0.0											
		2020	666	22	3.3			0.0	0.0			0.0	0.0											

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								Pa	rt 6: Res	sults - P	ersons	with Di	sabilitie	S									
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j		Part 1:	Part 1:	E÷ D	Part 1:	D C		Г. П	Part 2: Flow	Part 2:				Part 2: Flow	Part 2:				Part 2: Flow	Part 2:	V÷Ux		
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Data Analysis	Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q-S	Data Analysis	Flow Data Analysis	100	U x F ÷ 100	V - X
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Employment Equity Occupational Group				Hires	ith Disabilitie			P	romotio:	ns th Disabilitie			Te	rminati	ons th Disabilities								
(EEOG)		All Employees	Repres	entation	Avail	vith Disabiliti ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Ac	tual	Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 & Managers	2015	183	13	7.1	4.3	8	5	165.2															
02 Wallagers	2017	189	13	6.9	4.3	8	5	160.0	42	3	7.1	2	1	. 33	4	12.1	2	2	37	4	10.8	3	1
03 Professionals	2015	1,469 1,549		4.6 5.9	3.8		11 32	120.0	417	21	50	16		190		2.2	0		222	1.4	6.0	1.1	
Semi-Professionals &	2017	1,349			4.6		-1	154.6 95.6	417	21	5.0	16	3	180	6	3.3	8	-2	232	14	6.0	11	3
04 Technicians	2017	264	16		5.2	14	2	116.6	47	2	4.3	2	C	35	3	8.6	2	1	39	3	7.7	2	1
05 Supervisors	2015	41			0.0		1	0.0								0.0			9		0.0		
Supervisors: Crafts &	2017	45 33			0.0 8.4		0		4	0	0.0	0		9	0	0.0	0	0	9	0	0.0	0	0
06 Trades	2017	31			8.4		2	192.0	2	1	50.0	0	1	. 0	0	0.0	0	0	4	0	0.0	0	0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Employment Equity	Year	F	low Data	ıs with			erm Goa			Long-ter													
Occupational Group (EEOG)		All Employees		oilities			ith Disabilit	es Percent of Goal		Persons with	Disabilities						(Commen	ts				
(LEOG)		Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Met Met	Goal	Percent of Goal Met	Goat	Percent of Goal Met											
0.1	#	#	#	%	#	%	%	%	#	%	%	%											
01 & Managers	2017	38		7.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
02	2020	38		7.9			4.3	183.6			4.3												
03 Professionals	2017	365 365			0	0.0	0.0 3.8	0.0 93.7	0	0.0	0.0 3.8	93.7											
Semi-Professionals &											0.0	0.0											
04 Technicians	2020	43	2	4.7			5.2	89.4			5.2	89.4											
05 Supervisors	2017	4		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Supervisors: Crafts &	2020	-2		-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades	2020	-2		-50.0			8.4	-595.2			8.4	-595.2											

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Ì		#	#	#	- %	%	# #	Gap #	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative &	2015 2017	446	23 26	5.2 5.7	0.0		23 26	0.0															
Ľ	Senior Clerical	0.0	0.0		7	6.1	0	7	76	4	5.3	4	0	72	9	12.5	4	5						
08	Skilled Sales & Service Personnel	2015	3		33.3 0.0	0.0		0	0.0		0	0.0	0		0	0	0.0	0		1	1	100.0	0	1
09	Skilled Crafts &	2015	110		0.9	7.1		-7	12.8				Ů	Š	\		. 0.0	Ů	Ĭ	1	1	100.0	Ů	
09	Trades Workers	2017	113		1.8	7.1		-6	24.9	20	0	0.0	1	-1	. 6	2	33.3	0	2	! 10	0	0.0	0	0
10	Clerical Personnel	2015	303 276		<u> </u>				60.5	91	1	1.1	10	11	27	0	0.0	2		69	4	5.0		1
Н	Intermediate Sales &	2017	77		1.3			-20 -4	44.3 19.4	91	1	1.1	12	-11	. 37	U	0.0	3	-3	69	4	5.8	3	-1
11	Service Personnel	2017	76		1.3	6.7		-4	19.6	8	0	0.0	1	-1	. 8	0	0.0	0	0	5	0	0.0	0	0
12	Semi-Skilled Manual	2015	15	 			•	-2	0.0	 														
Ш	Workers	2017	15	0	0.0	11.1	2	-2	0.0	4	0	0.0	0		2	0	0.0	0	0	2	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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	upational Group	I Can	All		oilities			vith Disabilit			Persons with	Disabilities						(Sommen	its				
(EE	OG)		Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
<u> </u>		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2017	119 119		1.7 1.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Skilled Sales &	2017	-1		100.0	0	0.0			0	0.0	4	0.0											
08	Service Personnel	2020	-1	-1	100.0			0.0	0.0			0.0	0.0											
09	Skilled Crafts & Trades Workers	2017	16			6	33.3	0.0	0.0	1	200.0	0.0	0.0											
Н		2020	16 59			19	-15.8	18.0 0.0	69.4	5	-60.0	21.0 0.0	59.5 0.0											
10	Clerical Personnel	2020	59					17.0	-29.9			20.0	-25.4	-										
11	Intermediate Sales &											0.0	0.0	-										
$\vdash\vdash$	Service Personnel Semi-Skilled Manual	2020	11	0			0.0	13.0	0.0		0.0	19.0 0.0	0.0											
12	Semi-Skilled Manual Workers	2017	4	0	0.0	***************************************	0.0	7.0		27.27.27.27.27.27.27.27.27.27.27.27.27.2	0.0	19.0	0.0	-										
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Data s	ources:		Part 1: Workforce Analysis	Part 1: — Workforce — Analysis —	E÷D x 100	Part 1: — Workforce — Analysis —	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Q Analysis	÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	oloyment Equity upational Group	Year			,	Workfore						Hires					omotio				Tei	rminatio		
(EE			All Employees	Represen	itation	Persons wit		ies Gap	EE Result	All Employees	Act		th Disabilitie Expected	Difference	All Employees	Actus		ith Disabilitie Expected	Difference	All Employees	Acti		th Disabilities Expected	Difference
		#	#	#	%	%	#	#	%	#	#	9/0	#	#	#	#	%	#	#	#	#	%	#	#
	Other Sales & Service	2015	185	9	4.9	10.3	19	-10	47.2	21	-	2.2	2		2	0	0.0			20	1	5.0		
\vdash	Personnel	2017	178	13	7.3 0.0	10.3	18	-5 -1	70.9	31	1	3.2	3	-2	2	0	0.0	0	0	20	1 [5.0	1	0
14	Other Manual Workers	2017	6	0	0.0	8.4	1	-1	0.0	3	0	0.0	0	0	0	0	0.0	0	0	6	0	0.0	0	0
Tota	1	2015	3,147	155	4.9	4.9	154	1	100.5															
		2017	3,204	183	5.7	4.8	154	29	119.0	784	36	4.6	38	-2	388	19	4.9	19	0	506	36	7.1	25	11
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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				Entran	ts				Go															
	oloyment Equity upational Group	Year		low Data Persons				erm Goa			Long-teri Persons with							C	Commen	te				
	OG)		All Employees	Disabil Actu			Percent of	Goal	Percent of Goal Met	Goal	Percent of	Goal	Percent of						Johnnen					
		#	#	#	%	#	Goal Met %	%	Wet %	#	Goal Met	%	Goal Met											
	Other Sales & Service	2017	13		0.0	7	0.0	0.0 17.0	0.0	2	0.0	0.0	0.0											
\vdash	Personnel	2017 -3 0 0 0							0.0	n	0.0	19.0 0.0	0.0											
14	Other Manual Workers	2020	-3	- 1	0.0		0.0	0.0 13.0	0.0		0.0	8.4	0.0											
Tota	l	2017	666	19	2.9	36	52.8	0.0	0.0	9	211.1	0.0	0.0											
		2020	666	19	2.9			0.0	0.0			0.0	0.0											

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06 Supervisors: Crafts & Trades	05 Supervisors		04 Technicians		03 Professionals	Managers	00 Middle & Other	OI Selliot Ividildgets	01 Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	06 Supervisors: Crafts & Trades	05 Supervisors	1 confincians	04 Semi-Professionals &	1 TOTCSSIONALS	03 Professionals	02 Middle & Other Managers	01 Senior Managers		(EEOG)	Occupational Group	Employment Faul			Data sources:	A B			
	2020	2017	2020	\$	2017	2020	2017	2020	2017	#			ty Vegr				ts & 2015 2017		201	ls & 2015	2017	2015	2015	2015	#		Tear	?				С			
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Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Dalhousie University
[Date: 2017-05-23]

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

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N	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
7	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
7	Adjusted survey results to reflect hires, promotions and terminations.
V	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
√	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
7	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
7	Ensured that any new gaps identified are addressed accordingly.
7	Maintained appropriate records in all required areas.
Other	measures:
7	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
V	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
V	Ensured ongoing senior-level support for employment equity and its implementation.
7	Established accountability mechanisms to ensure that the short-term goals would be met.
J	Communicated the goals to relevant managers as well as monitored and recorded the results.
7	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
V	Consulted employee/union representatives on communication and implementation of employment equity.
1	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
J	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
7	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
V	Other (please describe):
	Updated Employment Equity Policy to include Sexual Orientation and Gender Identity (SOGI) as a designated group Implemented Pay Equity analysis across designated groups and implemented Pay Equity adjustments for female Professors.

Operational Context

3. Developed Diversity and Inclusiveness Strategy with clear goals for Employment Equity (include)

4. Introduced 4 new Dalhousie Diversity Faculty Awards to be appointed by 2020.

Please betwe	Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Add Please	Additional Details Please provide any additional information (optional):

002985

Page 30 of 30

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Dalhousie University

Primary Location: Halifax, Nova Scotia

Number of Employees:

Halifax - 2930

Saint John, New Brunswick - 30 Nova Scotia less CMA - 244

Total number of employees: 3204

Organization Overview: 6113: Universities

Dalhousie University is a post-secondary institution offering over 180 degree programs under

13 faculties.

Key Dates – First Year Assessment

Initiated: October 27, 2015 Received: July 20, 2016 Closed: August 25, 2016 Workforce Analysis: April 20, 2016

Key Dates – Subsequent Assessment

Initiated: April 23, 2018 Extension: May 23, 2018 Received: June 27, 2018 June 7, 2018 Workforce Analysis:

Dalhousie University required assistance to submit their reports and it had to be returned with revisions before the final submission was received. The internal process for Dalhousie University was to have their submission approved by a Board during a formal committee meeting. Due to changes with the scheduling of their internal committee meetings, they were unable to obtain the required approval to submit their documents by their extension date. Given that accountability of senior management is a critical component of the employment equity process, the delay in submission was accepted.

DATA VERIFICATION



I have verified that the data provided as part of the subsequent assessment package is
consistent with that provided during the previous submission:
⊠ Yes □ No
I have verified that the data provided in the Achievement Report is consistent with that found
in Forms 1 to 6:
⊠ Yes □ No

ASSESSMENT OF REASONABLE PROGRESS

The organization had set its previous goals in number format and not by percentage.

Women

EEOG	Title	Percentage of Goal Met	Assessment Comments
1.	Senior Managers	125.0%	Goal of 4 was set – 5 hired
2.	Middle & Other Managers	176.2%	Goal of 21 was set - 37 hired
3.	Professionals	1,292.6%	Goal of 27 was set – 349 women were actually hired. This EEOG saw a growth of 597 total hires since the time of the previous assessment.
4.	Semi-Professionals & Technicians	No goal set	Gap -10
6.	Supervisors: Crafts & Trades	No goal set	Gap -2

Aboriginal Peoples

EEOG	Title	Percentage of	Assessment Comments
		Goal Met	
3.	Professionals	123.1%	Goal of 13 was set –16 hired
4.	Semi-Professionals &	66.7%	Goal of 3 set – 2 hired
	Technicians		
13	Other Sales & Service	0.0%	Goal of 4 set - 0 hired
	Personnel		

Person with Disabilities

EEOG	Title	Percentage of Goal Met	Assessment Comments
9.	Skilled Crafts & Trades Workers	33.3%	Goal of 16 set – 2 hired
10.	Clerical Personnel	0.0%	Goal of 19 set – 2 hired. Total number in this EEOG decreased from 303 to 276.
11.	Intermediate Sales & Service Personnel	0.0%	Goal of 4 set – 0 hired
13	Other Sales & Service Personnel	0.0%	Goal of 7 set – 0 hired. Total number in this EEOG decreased from 185 to 178.

Members of Visible Minorities

EEOG	Title	Percentage	Assessment Comments
		of Goal Met	
1.	Senior Managers	50.0%	Goal of 2 set – 1 hired
2.	Middle & Other Managers	70.6%	Goal of 17 set – 12 hired
3.	Professionals	77.4%	Goal of 115 set – 89 hired

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - Although this organization met only 3 of the 13 goals set, progress was made in 9 of their goals. Additionally, the goals that were achieved were all met at over 100%.
 - On the "Efforts" tab of their Achievement Report, Dalhousie University explained the following additional measures that have now been taken in order to implement better employment equity in their workforce:
 - 1. Updated Employment Equity Policy to include Sexual Orientation and Gender Identity (SOGI) as a designated group
 - 2. Implemented Pay Equity analysis across designated groups and implemented Pay Equity adjustments for female Professors.
 - 3. Developed Diversity and Inclusiveness Strategy with clear goals for Employment Equity (include)
 - 4. Introduced 4 new Dalhousie Diversity Faculty Awards to be appointed by 2020.

ASSESSMENT OF GOALS

SUMMARY OF GOALS

Women

	Workforce Analysis Results		Goals			
			Short-	Long-		
			term	term	Representation	LMA
Emp	loyment Equity Occupational Group	Present		(3		
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-4	80.0	82.0	42.4%	53.1%
04	Semi-Professionals & Technicians	-14	54.0	58.0	34.5%	39.7%
06	Supervisors: Crafts & Trades	-1	12.2	7.7	3.2%	7.7%
12	Semi-Skilled Manual Workers	-2	13.0	19.0	0.0%	13.0%

Observations:

In cases where there was no gap, Dalhousie University set a goal to maintain the current availability rate. They have also chosen to set goals at a rate higher than availability in some cases, although they were advised that they were required only to set goals at the availability rate. Some of the goals have been set in excess of availability with the objective to close gaps entirely in the long term.

In EEOG's 01 and 04 the goals have been set at above 50%. This is not advisable as setting a goal higher than 50% could result in the disproportionate clustering of women in these occupations, and could become non-inclusive of all genders.

Aboriginal Peoples

Workforce Analysis Results		Workforce Analysis Results		Go	als		
		Short-	Long-				
		term	term	Representation	LMA		
Employment Equity Occupational Group	Present		(3	Representation	LIVIA		
(EEOG)	Gap	(1 to 3	years				
		years)	or				
			more)				

#	Description	#	%	%	%	%
01	Senior Managers	-1	7.0	3.1	0.0%	3.1%
09	Skilled Crafts & Trades Workers	-1	5.0	3.0	1.8%	3.0%
10	Clerical Personnel	-1	1.9	1.9	1.4%	1.9%
11	Intermediate Sales & Service Personnel	-1	2.5	2.4	1.3%	2.4%
13	Other Sales & Service Personnel	-4	9.0	12.0	2.8%	5.2%

Observations:

Note that in cases where there was no gap, Dalhousie University set a goal to maintain the current availability rate.

Goals for EEOG 01 and 13 have been set significantly higher than availability, and the goal for EEOG 09 is slightly higher. Although admirable, setting goals in this manner could make it challenging for the organization to be able to meet their employment equity goals within 3 years.

Members of Visible Minorities

	Workforce Analysis Results		Goals			
			Short- term	Long- term	Representation	LMA
Emp	ployment Equity Occupational Group	Present		(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
01	Senior Managers	-2	19.0	8.2	3.0%	8.2%
02	Middle & Other Managers	-12	25.0	29.0	6.4%	14.1%
03	Professionals	-104	33.0	38.3	12.8%	19.5%
11	Intermediate Sales & Service Personnel	-1	8.0	4.1	2.6%	4.4%

Observations:

Note that in cases where there was no gap, Dalhousie University set a goal to maintain the current availability rate. They have also chosen to set aggressive goals, although they were advised that they were required only to set goals at availability. In some cases, goals have actually been set as double of availability which could pose great difficulty for the organization.

Person with Disabilities

	Workforce Analysis Results			als				
					Short- term	Long- term	Poprosontation	LMA
Emp	oloyment Equity Occupational Group	Present		(3	Representation	LIVIA		
	(EEOG)	Gap	(1 to 3	years				
			years)	or				
				more)				
#	Description	#	%	%	%	%		
09	Skilled Crafts & Trades Workers	-6	18.0	21.0	1.8%	7.1%		
10	Clerical Personnel	-20	17.0	20.0	5.8%	13.1%		
11	Intermediate Sales & Service Personnel	-4	13.0	19.0	1.3%	6.7%		
12	Semi-Skilled Manual Workers	-2	7.0	19.0	0.0%	11.1%		
13	Other Sales & Service Personnel	-5	17.0	19.0	7.3%	10.3%		
14	Other Manual Workers	-1	13.0	8.4	0.0%	8.4%		

Observations:

Note that in cases where there was no gap, Dalhousie University set a goal to maintain the current availability rate. They have also chosen to set their goals in excess of availability which could prevent them from being able to meet their goals.

RECOMMENDATION

I recommend that	the employer be found:
⊠in compliance	☐in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances, I recommend that the closing letter include the following:

- Dalhousie University has demonstrated through their second Compliance Assessment that only 3 out of the 13 goals from the previous assessment have been met. It is noted however that this organization is currently implementing new measures to support employment equity in the workplace.
- Although it is admirable that this organization has chosen to set goals higher than labour market availability, doing so could present a further challenge for Dalhousie University to be able to meet the goals set during this assessment. It is recommended that this organization review the goals that have been set significantly higher than availability, and revised their goals to be set at labour market availability or only slightly higher.
- To assist Dalhousie University in achieving their employment equity goals and reducing their gaps, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf. Completing an ESR should assist Dalhousie University in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Name of Analyst: Alicia Dobney

Date: July 16, 2018

From: Dobney, Alicia A

Sent: August 9, 2018 10:57 AM

To: 'ian.nason@dal.ca' <ian.nason@dal.ca>

Cc: 'Carolyn.Watters@dal.ca' <Carolyn.Watters@dal.ca>; 'meghan.wagstaff@dal.ca'

<meghan.wagstaff@dal.ca>

Subject: Government of Canada Agreement Number: 020023 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ian C. Nason:

I am writing to inform you that the subsequent compliance assessment initiated on April 23, 2018 has been completed. As a result of the assessment, Dalhousie University has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Dalhousie University's employment equity program.

- Dalhousie University has demonstrated through their second Compliance Assessment that only 3
 out of the 13 goals from the previous assessment have been met. It is noted however that this
 organization is currently implementing new measures to support employment equity in the
 workplace.
- Although it is admirable that this organization has chosen to set goals higher than labour market
 availability, doing so could present a further challenge for Dalhousie University to be able to meet
 the goals set during this assessment. It is recommended that this organization review the goals
 that have been set significantly higher than availability, and revised their goals to be set at labour
 market availability or only slightly higher.
- To assist Dalhousie University in achieving their employment equity goals and reducing their gaps, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf. Completing an ESR should assist Dalhousie University in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on April 23, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Dalhousie University will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Dalhousie University continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!