



Employment and
Social Development Canada

Emploi et
Développement social Canada

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY

Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Dalhousie University	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 611310	Total number of employees in Canada (Full-Time/Part-Time/Temporary) ~5000 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) Henry Hicks Academic Administration Building 6299 South Street, P.O. Box 150000	City Halifax	Province NS	Postal Code B3H 4R2
	Telephone Number (902) 494-6672	Fax Number (902) 494-1179	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lisa DeLong	Title Advisor, Human Rights and Equity
Telephone Number (902) 494-2704	E-mail Address lisa.delong@dal.ca

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Ian C. Nason	Title VP Finance & Admin (Acting)
Telephone Number 902-494-2512	E-mail Address ian.nason@dal.ca
Signature [REDACTED]	Date May 14/14

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrscd-rhdcc.gc.ca


**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) **Dalhousie University** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **020023**, 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.

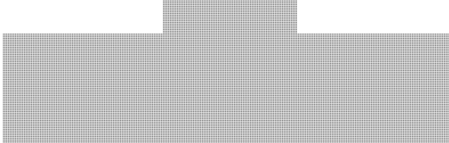
Name: **Carolyn Watters**

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: Mar 16 118



Employment and
Social Development Canada

Emploi et
Développement social Canada



Labour

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

<https://equity.esdc.gc.ca/sqiemt-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.



Fair, safe and productive workplaces

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@hrsdcc-rhdcc.gc.ca.

Please check the appropriate box as to which program you fall under:

Legislated Employment Equity Program (LEEP) / Employer number

Federal Contractors Program (FCP) / Agreement number:

020023

I, Carolyn Watters, on behalf of Dalhousie University,
(full name of senior official) (legal name of employer)

hereby request access to WEIMS be given to the following person(s):

Person 1:

Full Name:	Email:
Title:	Phone Number:

Person 2:

Full Name:	Email:
Title:	Phone Number:

I, the undersigned, revoke access to WEIMS that was previously granted to the following person(s): *(If none, then leave blank.)*

Person 1:

Full Name: Arig al Shaibah	Email: arig.alshaibah@dal.ca
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Person 2:

Full Name:	Email:
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Person 2:

Full Name:	Email:
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Person 2:


Full Name:	Email:
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Fair, safe 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
Signature: 	Date: <i>Mar 16/18</i>

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,

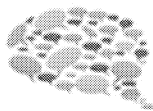
You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

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.yakibonge@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 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				Census 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 Employees in Canada				3204



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	32	19	13				2	1	1	1		1
	Total	32	19	13				2	1	1	1		1
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	112	107	5	2	2		2		2	2	2	
	Total	112	107	5	2	2		2		2	2	2	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	14								1	1	
	Total	14	14								1	1	



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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

Dalhousie University (certificate # 020023)
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	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		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	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	7	2	5	1		1							
	Total	7	2	5	1		1							
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	130	54	76	1	1		4	1	3	10	6	4	
	Total	130	54	76	1	1		4	1	3	10	6	4	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	14	9	5							2	2		
	Total	14	9	5							2	2		
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	1	1											
	Total	1	1											

Dalhousie University (certificate # 020023)
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	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1			21			1		1		2		2		1		1
	Total			21		1		1		2		2		1		1	
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1			1			1										
	Total			1		1											
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1			13			13				2		2		1		1
	Total			13		13			2		2		2		1		1
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1			2													
	Total			2													



Dalhousie University (certificate # 020023)
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	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		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	
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		1											
	Total	1	1											
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		39	20	19			1	1		16	8	8	
	Total	39	20	19			1	1		16	8	8		
Total Number of Employees		229	88	141	3	1	2	9	2	7	30	16	14	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2015-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	2	4				1		1	2	2	
	Total	6	2	4				1		1	2	2	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	4	2									
	Total	6	4	2									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4		4									
	Total	4		4									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9		9							1		1
	Total	9		9							1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2015-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		26	6	20				1		1	3	2	1



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		4	1	3									



Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Nova Scotia
Reporting Period 2015-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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



Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Nova Scotia
Reporting Period 2015-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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



Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / New Brunswick
Reporting Period 2015-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
Under \$15,000	26	6	20				1		1	3	2	1
Total Number of Employees	26	6	20				1		1	3	2	1

Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / New Brunswick
Reporting Period 2015-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
Under \$5,000	4	1	3									
Total Number of Employees	4	1	3									

Dalhousie University (certificate # 020023)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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



Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / New Brunswick

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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

Dalhousie University (certificate # 020023)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / New Brunswick

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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									



Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Nova Scotia
Reporting Period 2015-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Nova Scotia
Reporting Period 2015-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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			



Dalhousie University (certificate # 020023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / New Brunswick
Reporting Period 2015-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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	

Dalhousie University (certificate # 020023)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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

Dalhousie University (certificate # 020023)

Form 6 A

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

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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									



Dalhousie University (certificate # 020023)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / New Brunswick

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
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

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
02 : 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
0114 : Other administrative services managers	National	20	13	65.0 %	52.8 %	11	2	National
0124 : Advertising, marketing and public relations managers	National	6	5	83.3 %	52.2 %	3	2	National
0211 : Engineering managers	National	2	0	0.0 %	12.6 %	0	0	National
0213 : Computer and information systems managers	National	13	4	30.8 %	23.4 %	3	1	National
0311 : Managers in health care	National	1	1	100.0 %	74.0 %	1	0	National
0421 : Administrators - post-secondary education and vocational training	National	66	36	54.5 %	63.0 %	42	-6	National
0423 : Managers in social, community and correctional services	National	1	1	100.0 %	70.9 %	1	0	National
0511 : Library, archive, museum and art gallery managers	National	14	11	78.6 %	74.8 %	10	1	National
0512 : Managers - publishing, motion pictures, broadcasting and performing arts	National	2	2	100.0 %	48.9 %	1	1	National
0513 : Recreation, sports and fitness program and service directors	National	2	1	50.0 %	53.0 %	1	0	National
0621 : Retail and wholesale trade managers	National	1	1	100.0 %	42.4 %	0	1	National
0632 : Accommodation service managers	National	1	1	100.0 %	52.4 %	1	0	National
0651 : Managers in customer and personal services, n.e.c.	National	1	0	0.0 %	57.0 %	1	-1	National
0711 : Construction managers	National	1	0	0.0 %	9.9 %	0	0	National
0714 : Facility operation and maintenance managers	National	6	2	33.3 %	19.4 %	1	1	National
0821 : Managers in agriculture	National	2	1	50.0 %	25.5 %	1	0	National

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability #	%		
03 : Professionals		1549	800	51.6 %	740	47.8 %	60	
1111 : Financial auditors and accountants	National	9	7	77.8 %	5	55.1 %	2	National
1112 : Financial and investment analysts	National	1	0	0.0 %	1	50.1 %	-1	National
1114 : Other financial officers	National	1	1	100.0 %	0	44.1 %	1	National
1121 : Human resources professionals	National	22	18	81.8 %	16	71.1 %	2	National
1122 : Professional occupations in business management consulting	National	7	4	57.1 %	3	42.0 %	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	68	60	88.2 %	45	66.4 %	15	National
2112 : Chemists	National	2	1	50.0 %	1	40.6 %	0	National
2123 : Agricultural representatives, consultants and specialists	National	1	1	100.0 %	0	34.0 %	1	National
2131 : Civil engineers	National	2	0	0.0 %	0	15.3 %	0	National
2132 : Mechanical engineers	National	4	0	0.0 %	0	9.0 %	0	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	0	11.3 %	0	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	0	12.6 %	0	National
2151 : Architects	National	1	0	0.0 %	0	28.9 %	0	National
2153 : Urban and land use planners	National	1	0	0.0 %	0	42.2 %	0	National
2171 : Information systems analysts and consultants	National	60	23	38.3 %	17	28.3 %	6	National
2172 : Database analysts and data administrators	National	5	3	60.0 %	2	35.2 %	1	National
2174 : Computer programmers and interactive media developers	National	11	4	36.4 %	2	17.9 %	2	National
2175 : Web designers and developers	National	7	4	57.1 %	2	32.9 %	2	National
3012 : Registered nurses and registered psychiatric nurses	National	5	5	100.0 %	5	92.9 %	0	National
3112 : General practitioners and family physicians	National	13	5	38.5 %	6	42.4 %	-1	National
3114 : Veterinarians	National	3	3	100.0 %	2	55.7 %	1	National
3124 : Allied primary health practitioners	National	1	1	100.0 %	1	91.5 %	0	National
3131 : Pharmacists	National	1	1	100.0 %	1	61.3 %	0	National



Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability #	%		
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	1	50.0 %	1	31.0 %	0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	1	0	0.0 %	0	19.3 %	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	2	1	50.0 %	1	30.0 %	0	Nova Scotia
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	8	6	75.0 %	2	28.1 %	4	Nova Scotia
2281 : Computer network technicians	Nova Scotia	34	4	11.8 %	6	18.4 %	-2	Nova Scotia
2282 : User support technicians	Nova Scotia	47	12	25.5 %	15	32.1 %	-3	Nova Scotia
3211 : Medical laboratory technologists	New Brunswick	4	2	50.0 %	3	82.4 %	-1	New Brunswick
3211 : Medical laboratory technologists	Nova Scotia	4	3	75.0 %	4	91.4 %	-1	Nova Scotia
3213 : Animal health technologists and veterinary technicians	Nova Scotia	3	2	66.7 %	3	95.8 %	-1	Nova Scotia
3217 : Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	Nova Scotia	1	1	100.0 %	1	86.4 %	0	Nova Scotia
3223 : Dental technologists, technicians and laboratory assistants	Nova Scotia	15	11	73.3 %	7	47.6 %	4	Nova Scotia
4212 : Social and community service workers	Nova Scotia	10	5	50.0 %	8	75.1 %	-3	Nova Scotia
5211 : Library and public archive technicians	Nova Scotia	23	17	73.9 %	20	86.0 %	-3	Nova Scotia
5212 : Technical occupations related to museums and art galleries	Nova Scotia	1	1	100.0 %	1	50.0 %	0	Nova Scotia
5221 : Photographers	Nova Scotia	4	0	0.0 %	2	41.7 %	-2	Nova Scotia
5225 : Audio and video recording technicians	New Brunswick	2	0	0.0 %	0	15.7 %	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 %	1	33.3 %	-1	Nova Scotia
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Nova Scotia	2	1	50.0 %	1	48.9 %	0	Nova Scotia
5241 : Graphic designers and illustrators	Nova Scotia	8	5	62.5 %	3	41.4 %	2	Nova Scotia
5242 : Interior designers and interior decorators	Nova Scotia	2	2	100.0 %	2	78.7 %	0	Nova Scotia
5244 : Artisans and craftspersons	Nova Scotia	1	0	0.0 %	1	65.0 %	-1	Nova Scotia
5252 : Coaches	Nova Scotia	11	3	27.3 %	7	61.8 %	-4	Nova Scotia

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation #	Representation %	Women		Gap #	Recruitment Area
					Availability #	Availability %		
5254 : Program leaders and instructors in recreation, sport and fitness	Nova Scotia	5	2	40.0 %	3	61.0 %	-1	Nova Scotia
05 : Supervisors		45	28	62.2 %	22	48.7 %	6	
1211 : Supervisors, general office and administrative support workers	Nova Scotia	2	1	50.0 %	1	67.9 %	0	Nova Scotia
1212 : Supervisors, finance and insurance office workers	Nova Scotia	4	4	100.0 %	3	79.0 %	1	Nova Scotia
1213 : Supervisors, library, correspondence and related information workers	Nova Scotia	8	6	75.0 %	5	66.0 %	1	Nova Scotia
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Nova Scotia	2	1	50.0 %	1	29.9 %	0	Nova Scotia
6211 : Retail sales supervisors	Nova Scotia	2	2	100.0 %	2	75.1 %	0	Nova Scotia
6315 : Cleaning supervisors	Nova Scotia	21	14	66.7 %	8	37.9 %	6	Nova Scotia
6316 : Other services supervisors	Nova Scotia	6	0	0.0 %	2	34.1 %	-2	Nova Scotia
06 : Supervisors: Crafts and Trades		31	1	3.2 %	2	7.7 %	-1	
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 %	1	7.9 %	-1	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	9	0	0.0 %	1	9.5 %	-1	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	3	0	0.0 %	0	0.0 %	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	3	0	0.0 %	0	5.4 %	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	1	0	0.0 %	0	0.0 %	0	Nova Scotia
7303 : Supervisors, printing and related occupations	Nova Scotia	1	1	100.0 %	0	0.0 %	1	Nova Scotia
8255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture services	Nova Scotia	2	0	0.0 %	0	16.1 %	0	Nova Scotia
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Nova Scotia	2	0	0.0 %	0	15.6 %	0	Nova Scotia
9215 : Supervisors, forest products processing	Nova Scotia	1	0	0.0 %	0	17.6 %	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		460	417	90.7 %	407	88.5 %	10	
1221 : Administrative officers	Halifax	147	124	84.4 %	121	82.2 %	3	Halifax
1221 : Administrative officers	N.S. less CMA	1	1	100.0 %	1	87.0 %	0	N.S. less CMA
1221 : Administrative officers	Saint John	4	4	100.0 %	3	82.9 %	1	Saint John



Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Detailed Report

Date: 2018-06-07

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area	
			#	%	#	%			
1452 : Correspondence, publication and regulatory clerks	N. S. less CMA	1	1	100.0 %	1	71.4 %	1	0	N. S. less CMA
1511 : Mail, postal and related workers	Halifax	4	1	25.0 %	2	57.8 %	2	-1	Halifax
1513 : Couriers, messengers and door-to-door distributors	Halifax	3	0	0.0 %	1	21.2 %	1	-1	Halifax
1521 : Shippers and receivers	Halifax	2	2	100.0 %	0	19.7 %	0	2	Halifax
1522 : Storekeepers and partspersons	Halifax	3	2	66.7 %	1	17.0 %	1	1	Halifax
1524 : Purchasing and inventory control workers	Halifax	21	17	81.0 %	9	43.0 %	9	8	Halifax
1524 : Purchasing and inventory control workers	N. S. less CMA	1	1	100.0 %	1	71.4 %	1	0	N. S. less CMA
11 : Intermediate Sales and Service Personnel									
3411 : Dental assistants	Halifax	76	50	65.8 %	48	63.1 %	48	2	Halifax
3414 : Other assisting occupations in support of health services	Halifax	15	15	100.0 %	15	98.8 %	15	0	Halifax
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	1	1	100.0 %	1	66.3 %	1	0	Halifax
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	3	3	100.0 %	1	34.8 %	1	2	Halifax
6421 : Retail salespersons	Halifax	2	1	50.0 %	1	62.3 %	1	0	Halifax
6541 : Security guards and related security service occupations	Halifax	18	6	33.3 %	4	22.2 %	4	2	Halifax
6541 : Security guards and related security service occupations	N. S. less CMA	6	2	33.3 %	4	72.7 %	4	-2	N. S. less CMA
6552 : Other customer and information services representatives	Halifax	2	1	50.0 %	1	61.6 %	1	0	Halifax
6563 : Pet groomers and animal care workers	Halifax	13	13	100.0 %	9	69.3 %	9	4	Halifax
6563 : Pet groomers and animal care workers	N. S. less CMA	15	7	46.7 %	11	72.7 %	11	-4	N. S. less CMA
6563 : Pet groomers and animal care workers	Saint John	1	1	100.0 %	1	66.7 %	1	0	Saint John
12 : Semi-Skilled Manual Workers									
7445 : Other repairers and servicers	Halifax	15	0	0.0 %	2	13.0 %	2	-2	Halifax
7514 : Delivery and courier service drivers	Halifax	1	0	0.0 %	0	0.0 %	0	0	Halifax
7514 : Delivery and courier service drivers	Halifax	11	0	0.0 %	1	7.9 %	1	-1	Halifax
7514 : Delivery and courier service drivers	N. S. less CMA	1	0	0.0 %	0	15.9 %	0	0	N. S. less CMA
9463 : Fish and seafood plant workers	Halifax	1	0	0.0 %	0	18.5 %	0	0	Halifax
9473 : Binding and finishing machine operators	Halifax	1	0	0.0 %	1	73.7 %	1	-1	Halifax



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
6731 : Light duty cleaners	Halifax	1	1	100.0 %	68.7 %	1	0	Halifax
6732 : Specialized cleaners	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
6733 : 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 #	Aboriginal Peoples		Availability #	Gap #	Recruitment Area	
			Representation #	%				
01 : Senior Managers								
0014 : Senior managers - health, education, social and community services and membership organizations	National	30	0	0.0%	3.2%	1	-1	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	2	0	0.0%	1.7%	0	0	National
0016 : Senior managers - construction, transportation, production and utilities	National	1	0	0.0%	1.3%	0	0	National
02 : Middle and Other Managers								
0111 : Financial managers	National	156	4	2.6%	2.5%	4	0	National
0112 : Human resources managers	National	10	0	0.0%	2.1%	0	0	National
0113 : Purchasing managers	National	6	0	0.0%	2.6%	0	0	National
0114 : Other administrative services managers	National	1	0	0.0%	1.9%	0	0	National
0124 : Advertising, marketing and public relations managers	National	20	0	0.0%	3.0%	1	-1	National
0211 : Engineering managers	National	6	0	0.0%	1.1%	0	0	National
0213 : Computer and information systems managers	National	2	0	0.0%	0.9%	0	0	National
0311 : Managers in health care	National	13	0	0.0%	1.0%	0	0	National
0421 : Administrators - post-secondary education and vocational training	National	1	0	0.0%	2.7%	0	0	National
0423 : Managers in social, community and correctional services	National	66	4	6.1%	2.5%	2	2	National
0511 : Library, archive, museum and art gallery managers	National	1	0	0.0%	5.6%	0	0	National
0512 : Managers - publishing, motion pictures, broadcasting and performing arts	National	14	0	0.0%	3.3%	0	0	National
0513 : Recreation, sports and fitness program and service directors	National	2	0	0.0%	2.2%	0	0	National
0621 : Retail and wholesale trade managers	National	2	0	0.0%	3.6%	0	0	National
0632 : Accommodation service managers	National	1	0	0.0%	2.4%	0	0	National
0651 : Managers in customer and personal services, n.e.c.	National	1	0	0.0%	2.7%	0	0	National
0711 : Construction managers	National	1	0	0.0%	3.6%	0	0	National
0714 : Facility operation and maintenance managers	National	1	0	0.0%	2.6%	0	0	National
0821 : Managers in agriculture	National	6	0	0.0%	3.3%	0	0	National
	National	2	0	0.0%	1.4%	0	0	National

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
03 : Professionals		1549	27	1.7 %	26	1.7 %	1	
1111 : Financial auditors and accountants	National	9	1	11.1 %	0	1.3 %	0	1
1112 : Financial and investment analysts	National	1	0	0.0 %	0	0.9 %	0	National
1114 : Other financial officers	National	1	0	0.0 %	0	1.3 %	0	National
1121 : Human resources professionals	National	22	0	0.0 %	1	2.7 %	-1	National
1122 : Professional occupations in business management consulting	National	7	0	0.0 %	0	1.6 %	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	68	2	2.9 %	1	2.1 %	1	National
2112 : Chemists	National	2	0	0.0 %	0	0.6 %	0	National
2123 : Agricultural representatives, consultants and specialists	National	1	0	0.0 %	0	1.2 %	0	National
2131 : Civil engineers	National	2	0	0.0 %	0	1.0 %	0	National
2132 : Mechanical engineers	National	4	0	0.0 %	0	0.7 %	0	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	0	0.7 %	0	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	0	0.9 %	0	National
2151 : Architects	National	1	0	0.0 %	0	0.6 %	0	National
2153 : Urban and land use planners	National	1	0	0.0 %	0	2.7 %	0	National
2171 : Information systems analysts and consultants	National	60	2	3.3 %	1	1.1 %	1	National
2172 : Database analysts and data administrators	National	5	0	0.0 %	0	1.3 %	0	National
2174 : Computer programmers and interactive media developers	National	11	0	0.0 %	0	1.0 %	0	National
2175 : Web designers and developers	National	7	0	0.0 %	0	1.5 %	0	National
3012 : Registered nurses and registered psychiatric nurses	National	5	0	0.0 %	0	2.3 %	0	National
3112 : General practitioners and family physicians	National	13	0	0.0 %	0	0.8 %	0	National
3114 : Veterinarians	National	3	0	0.0 %	0	1.6 %	0	National
3124 : Allied primary health practitioners	National	1	0	0.0 %	0	4.1 %	0	National
3131 : Pharmacists	National	1	0	0.0 %	0	1.1 %	0	National

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
4011 : University professors and lecturers	National	1052	12	1.1 %	1.3 %	14	-2	National
4012 : Post-secondary teaching and research assistants	National	69	0	0.0 %	1.6 %	1	-1	National
4033 : Educational counsellors	National	49	3	6.1 %	6.0 %	3	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	3	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	2	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	1	0	0.0 %	4.4 %	0	0	National
4166 : Education policy researchers, consultants and program officers	National	80	3	3.8 %	4.3 %	3	0	National
5111 : Librarians	National	25	2	8.0 %	2.0 %	1	1	National
5121 : Authors and writers	National	1	0	0.0 %	1.9 %	0	0	National
5122 : Editors	National	1	0	0.0 %	1.6 %	0	0	National
5133 : Musicians and singers	National	3	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	1	0	0.0 %	0.0 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	3	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	1	7.1 %	3.1 %	0	1	Nova Scotia

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
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	1	50.0 %	0	0.0 %	1	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	1	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	8	0	0.0 %	0	3.1 %	0	Nova Scotia
2281 : Computer network technicians	Nova Scotia	34	0	0.0 %	1	3.6 %	-1	Nova Scotia
2282 : User support technicians	Nova Scotia	47	3	6.4 %	2	3.2 %	1	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 %	0	3.3 %	0	Nova Scotia
3213 : Animal health technologists and veterinary technicians	Nova Scotia	3	0	0.0 %	0	0.0 %	0	Nova Scotia
3217 : Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	Nova Scotia	1	0	0.0 %	0	0.0 %	0	Nova Scotia
3223 : Dental technologists, technicians and laboratory assistants	Nova Scotia	15	1	6.7 %	0	0.0 %	1	Nova Scotia
4212 : Social and community service workers	Nova Scotia	10	0	0.0 %	0	4.5 %	0	Nova Scotia
5211 : Library and public archive technicians	Nova Scotia	23	0	0.0 %	1	3.3 %	-1	Nova Scotia
5212 : Technical occupations related to museums and art galleries	Nova Scotia	1	0	0.0 %	0	6.1 %	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 %	0	19.1 %	0	Nova Scotia
5241 : Graphic designers and illustrators	Nova Scotia	8	0	0.0 %	0	2.2 %	0	Nova Scotia
5242 : Interior designers and interior decorators	Nova Scotia	2	0	0.0 %	0	0.0 %	0	Nova Scotia
5244 : Artisans and craftspersons	Nova Scotia	1	0	0.0 %	0	6.0 %	0	Nova Scotia
5252 : Coaches	Nova Scotia	11	0	0.0 %	0	0.0 %	0	Nova Scotia

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
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	2	1	50.0 %	0.0 %	0	1	Nova Scotia
6211 : Retail sales supervisors	Nova Scotia	2	0	0.0 %	2.7 %	0	0	Nova Scotia
6315 : Cleaning supervisors	Nova Scotia	21	1	4.8 %	6.9 %	1	0	Nova Scotia
6316 : Other services supervisors	Nova Scotia	6	0	0.0 %	4.1 %	0	0	Nova Scotia
06 : Supervisors: Crafts and Trades		31	2	6.5 %	2.3 %	1	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	2	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	3	0	0.0 %	9.6 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	3	0	0.0 %	6.9 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
7303 : Supervisors, printing and related occupations	Nova Scotia	1	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	1	0	0.0 %	0.0 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		460	15	3.3 %	2.3 %	11	4	
1221 : Administrative officers	Halifax	147	3	2.0 %	1.7 %	2	1	Halifax
1221 : Administrative officers	N.S. less CMA	1	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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			Representation #	Representation %	Availability %	Availability #		
1222 : Executive assistants	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
1223 : Human resources and recruitment officers	Halifax	13	1	7.7 %	0.0 %	0	1	Halifax
1223 : Human resources and recruitment officers	N. S. less CMA	2	1	50.0 %	3.3 %	0	1	N. S. less CMA
1224 : Property administrators	Halifax	6	0	0.0 %	0.0 %	0	0	Halifax
1225 : Purchasing agents and officers	Halifax	3	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	8	3.4 %	3.1 %	7	1	Halifax
1241 : Administrative assistants	N. S. less CMA	6	0	0.0 %	3.3 %	0	0	N. S. less CMA
1242 : Legal administrative assistants	Halifax	3	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	1	0	0.0 %	0.0 %	0	0	Halifax
1253 : Records management technicians	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
1254 : Statistical officers and related research support occupations	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
1254 : Statistical officers and related research support occupations	N. S. less CMA	1	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	1	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 %	3	-1	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	8	0	0.0 %	6.3 %	1	-1	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	1	5.9 %	5.1 %	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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
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 %	1	-1	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 %	3.4 %	0	0	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	10	1	10.0 %	2.9 %	0	1	Nova Scotia
7312 : Heavy-duty equipment mechanics	Nova Scotia	1	0	0.0 %	4.9 %	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	0	0.0 %	0.0 %	0	0	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 %	2.6 %	0	0	Nova Scotia
10 : Clerical Personnel		276	4	1.4 %	1.9 %	5	-1	
1411 : General office support workers	Halifax	133	1	0.8 %	2.1 %	3	-2	Halifax
1411 : General office support workers	N.S. less CMA	16	1	6.3 %	3.5 %	1	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	2	0	0.0 %	4.1 %	0	0	Halifax
1422 : Data entry clerks	Saint John	1	0	0.0 %	0.0 %	0	0	Saint John
1423 : Desktop publishing operators and related occupations	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
1431 : Accounting and related clerks	Halifax	45	0	0.0 %	1.6 %	1	-1	Halifax
1431 : Accounting and related clerks	N.S. less CMA	2	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	1	0	0.0 %	4.4 %	0	0	Halifax

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
1452 : Correspondence, publication and regulatory clerks	N. S. less CMA	1	0	0.0 %	0	3.5 %	0	N. S. less CMA
1511 : Mail, postal and related workers	Halifax	4	0	0.0 %	0	3.9 %	0	Halifax
1513 : Couriers, messengers and door-to-door distributors	Halifax	3	0	0.0 %	0	6.6 %	0	Halifax
1521 : Shippers and receivers	Halifax	2	0	0.0 %	0	2.9 %	0	Halifax
1522 : Storekeepers and partspersons	Halifax	3	0	0.0 %	0	8.0 %	0	Halifax
1524 : Purchasing and inventory control workers	Halifax	21	2	9.5 %	0	0.0 %	2	Halifax
1524 : Purchasing and inventory control workers	N. S. less CMA	1	0	0.0 %	0	3.5 %	0	N. S. less CMA
11 : Intermediate Sales and Service Personnel		76	1	1.3 %	2	2.4 %	-1	
3411 : Dental assistants	Halifax	15	1	6.7 %	0	0.0 %	1	Halifax
3414 : Other assisting occupations in support of health services	Halifax	1	0	0.0 %	0	9.6 %	0	Halifax
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	3	0	0.0 %	0	2.9 %	0	Halifax
6421 : Retail salespersons	Halifax	2	0	0.0 %	0	3.2 %	0	Halifax
6541 : Security guards and related security service occupations	Halifax	18	0	0.0 %	1	3.9 %	-1	Halifax
6541 : Security guards and related security service occupations	N. S. less CMA	6	0	0.0 %	0	4.0 %	0	N. S. less CMA
6552 : Other customer and information services representatives	Halifax	2	0	0.0 %	0	2.1 %	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 %	1	4.0 %	-1	N. S. less CMA
6563 : Pet groomers and animal care workers	Saint John	1	0	0.0 %	0	0.0 %	0	Saint John
12 : Semi-Skilled Manual Workers		15	0	0.0 %	0	2.8 %	0	
7445 : Other repairers and servicers	Halifax	1	0	0.0 %	0	0.0 %	0	Halifax
7514 : Delivery and courier service drivers	Halifax	11	0	0.0 %	0	3.4 %	0	Halifax
7514 : Delivery and courier service drivers	N. S. less CMA	1	0	0.0 %	0	3.7 %	0	N. S. less CMA
9463 : Fish and seafood plant workers	Halifax	1	0	0.0 %	0	0.0 %	0	Halifax
9473 : Binding and finishing machine operators	Halifax	1	0	0.0 %	0	0.0 %	0	Halifax

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	Representation %	Availability %	Availability #		Gap #
13 : Other Sales and Service Personnel		178	5	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	5	1	20.0 %	4.4 %	0	1	Halifax
6722 : Operators and attendants in amusement, recreation and sport	Halifax	3	0	0.0 %	14.9 %	0	0	Halifax
6731 : Light duty cleaners	Halifax	1	0	0.0 %	3.6 %	0	0	Halifax
6732 : Specialized cleaners	Halifax	1	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 %	1	-1	N.S. less CMA
14 : Other Manual Workers		6	1	16.7 %	2.3 %	0	1	
8612 : Landscaping and grounds maintenance labourers	Halifax	6	1	16.7 %	2.3 %	0	1	Halifax
Total		3204	69	2.1 %	2.2 %	70	-1	

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

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area	
			Representation #	%				
01 : Senior Managers								
0014 : Senior managers - health, education, social and community services and membership organizations	National	33	1	3.0 %	8.2 %	3	-2	National
0015 : Senior managers - trade, broadcasting and other services, n.e.c.	National	30	1	3.3 %	7.8 %	2	-1	National
0016 : Senior managers - construction, transportation, production and utilities	National	2	0	0.0 %	13.2 %	0	0	National
02 : Middle and Other Managers								
0111 : Financial managers	National	1	0	0.0 %	7.9 %	0	0	National
0112 : Human resources managers	National	156	10	6.4 %	14.1 %	22	-12	National
0113 : Purchasing managers	National	10	0	0.0 %	20.5 %	2	-2	National
0114 : Other administrative services managers	National	6	3	50.0 %	12.0 %	1	2	National
0124 : Advertising, marketing and public relations managers	National	1	0	0.0 %	15.2 %	0	0	National
0211 : Engineering managers	National	20	0	0.0 %	12.6 %	3	-3	National
0213 : Computer and information systems managers	National	6	1	16.7 %	17.5 %	1	0	National
0311 : Managers in health care	National	2	0	0.0 %	19.6 %	0	0	National
0421 : Administrators - post-secondary education and vocational training	National	13	0	0.0 %	21.2 %	3	-3	National
0423 : Managers in social, community and correctional services	National	1	0	0.0 %	11.3 %	0	0	National
0511 : Library, archive, museum and art gallery managers	National	1	0	0.0 %	11.3 %	0	0	National
0512 : Managers - publishing, motion pictures, broadcasting and performing arts	National	66	4	6.1 %	14.2 %	9	-5	National
0513 : Recreation, sports and fitness program and service directors	National	1	0	0.0 %	11.3 %	0	0	National
0621 : Retail and wholesale trade managers	National	14	1	7.1 %	7.1 %	1	0	National
0632 : Accommodation service managers	National	2	0	0.0 %	12.8 %	0	0	National
0651 : Managers in customer and personal services, n.e.c.	National	2	0	0.0 %	7.6 %	0	0	National
0711 : Construction managers	National	1	0	0.0 %	17.0 %	0	0	National
0714 : Facility operation and maintenance managers	National	1	0	0.0 %	14.3 %	0	0	National
0821 : Managers in agriculture	National	1	0	0.0 %	20.1 %	0	0	National
	National	6	1	16.7 %	10.9 %	1	0	National
	National	2	0	0.0 %	2.3 %	0	0	National

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	#	%		
03 : Professionals		1549	198	12.8 %	302	19.5 %	-104	
1111 : Financial auditors and accountants	National	9	0	0.0 %	2	27.5 %	-2	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0	35.4 %	0	National
1114 : Other financial officers	National	1	0	0.0 %	0	21.7 %	0	National
1121 : Human resources professionals	National	22	3	13.6 %	3	14.1 %	0	National
1122 : Professional occupations in business management consulting	National	7	0	0.0 %	2	21.6 %	-2	National
1123 : Professional occupations in advertising, marketing and public relations	National	68	3	4.4 %	11	16.9 %	-8	National
2112 : Chemists	National	2	0	0.0 %	1	37.3 %	-1	National
2123 : Agricultural representatives, consultants and specialists	National	1	0	0.0 %	0	6.9 %	0	National
2131 : Civil engineers	National	2	0	0.0 %	1	26.0 %	-1	National
2132 : Mechanical engineers	National	4	0	0.0 %	1	28.6 %	-1	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	1	34.9 %	-1	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	1	38.2 %	-1	National
2151 : Architects	National	1	0	0.0 %	0	23.6 %	0	National
2153 : Urban and land use planners	National	1	0	0.0 %	0	12.8 %	0	National
2171 : Information systems analysts and consultants	National	60	7	11.7 %	19	31.4 %	-12	National
2172 : Database analysts and data administrators	National	5	1	20.0 %	2	32.3 %	-1	National
2174 : Computer programmers and interactive media developers	National	11	1	9.1 %	3	31.5 %	-2	National
2175 : Web designers and developers	National	7	0	0.0 %	2	22.8 %	-2	National
3012 : Registered nurses and registered psychiatric nurses	National	5	0	0.0 %	1	18.3 %	-1	National
3112 : General practitioners and family physicians	National	13	0	0.0 %	4	28.1 %	-4	National
3114 : Veterinarians	National	3	1	33.3 %	0	11.3 %	1	National
3124 : Allied primary health practitioners	National	1	0	0.0 %	0	15.9 %	0	National
3131 : Pharmacists	National	1	0	0.0 %	0	32.2 %	0	National

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	Availability #	%		
4011 : University professors and lecturers	National	1052	155	14.7 %	201	19.1 %	-46	National
4012 : Post-secondary teaching and research assistants	National	69	9	13.0 %	22	31.6 %	-13	National
4033 : Educational counsellors	National	49	4	8.2 %	7	14.7 %	-3	National
4112 : Lawyers and Quebec notaries	National	10	1	10.0 %	1	12.5 %	0	National
4151 : Psychologists	National	8	0	0.0 %	1	8.5 %	-1	National
4152 : Social workers	National	3	0	0.0 %	0	14.2 %	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	10	0	0.0 %	1	13.6 %	-1	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	0	21.9 %	0	National
4164 : Social policy researchers, consultants and program officers	National	6	0	0.0 %	1	18.5 %	-1	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	0	21.0 %	0	National
4166 : Education policy researchers, consultants and program officers	National	80	11	13.8 %	10	12.4 %	1	National
5111 : Librarians	National	25	2	8.0 %	3	11.9 %	-1	National
5121 : Authors and writers	National	1	0	0.0 %	0	10.7 %	0	National
5122 : Editors	National	1	0	0.0 %	0	13.2 %	0	National
5133 : Musicians and singers	National	3	0	0.0 %	0	14.9 %	0	National
04 : Semi-Professionals and Technicians		264	25	9.5 %	12	4.4 %	13	
2211 : Chemical technologists and technicians	Nova Scotia	7	1	14.3 %	0	6.0 %	1	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	3	23.1 %	0	0.0 %	3	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	1	0	0.0 %	0	13.5 %	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	3	0	0.0 %	0	0.0 %	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	9	0	0.0 %	0	2.3 %	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	14	0	0.0 %	0	1.4 %	0	Nova Scotia

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			Representation #	%		
2243 : Industrial instrument technicians and mechanics	Nova Scotia	5	0	0.0 %	0	Nova Scotia
2251 : Architectural technologists and technicians	Nova Scotia	2	0	0.0 %	0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	1	0	0.0 %	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	2	0	0.0 %	0	Nova Scotia
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	8	0	0.0 %	0	Nova Scotia
2281 : Computer network technicians	Nova Scotia	34	5	14.7 %	2	Nova Scotia
2282 : User support technicians	Nova Scotia	47	6	12.8 %	5	Nova Scotia
3211 : Medical laboratory technologists	New Brunswick	4	0	0.0 %	0	New Brunswick
3211 : Medical laboratory technologists	Nova Scotia	4	1	25.0 %	0	Nova Scotia
3213 : Animal health technologists and veterinary technicians	Nova Scotia	3	0	0.0 %	0	Nova Scotia
3217 : Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	Nova Scotia	1	0	0.0 %	0	Nova Scotia
3223 : Dental technologists, technicians and laboratory assistants	Nova Scotia	15	2	13.3 %	1	Nova Scotia
4212 : Social and community service workers	Nova Scotia	10	2	20.0 %	1	Nova Scotia
5211 : Library and public archive technicians	Nova Scotia	23	3	13.0 %	0	Nova Scotia
5212 : Technical occupations related to museums and art galleries	Nova Scotia	1	0	0.0 %	0	Nova Scotia
5221 : Photographers	Nova Scotia	4	1	25.0 %	0	Nova Scotia
5225 : Audio and video recording technicians	New Brunswick	2	0	0.0 %	0	New Brunswick
5225 : Audio and video recording technicians	Nova Scotia	7	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	Nova Scotia
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Nova Scotia	2	0	0.0 %	0	Nova Scotia
5241 : Graphic designers and illustrators	Nova Scotia	8	0	0.0 %	0	Nova Scotia
5242 : Interior designers and interior decorators	Nova Scotia	2	0	0.0 %	0	Nova Scotia
5244 : Artisans and craftspersons	Nova Scotia	1	0	0.0 %	0	Nova Scotia
5252 : Coaches	Nova Scotia	11	1	9.1 %	0	Nova Scotia

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area	
			Representation #	%				
5254 : Program leaders and instructors in recreation, sport and fitness	Nova Scotia	5	0	0.0 %	5.4 %	0	Nova Scotia	
05 : Supervisors		45	5	11.1 %	0.9 %	0	5	
1211 : Supervisors, general office and administrative support workers	Nova Scotia	2	0	0.0 %	5.7 %	0	Nova Scotia	
1212 : Supervisors, finance and insurance office workers	Nova Scotia	4	0	0.0 %	0.0 %	0	Nova Scotia	
1213 : Supervisors, library, correspondence and related information workers	Nova Scotia	8	1	12.5 %	0.0 %	0	Nova Scotia	
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Nova Scotia	2	0	0.0 %	0.0 %	0	Nova Scotia	
6211 : Retail sales supervisors	Nova Scotia	2	0	0.0 %	2.1 %	0	Nova Scotia	
6315 : Cleaning supervisors	Nova Scotia	21	3	14.3 %	0.0 %	0	Nova Scotia	
6316 : Other services supervisors	Nova Scotia	6	1	16.7 %	4.1 %	0	Nova Scotia	
06 : Supervisors: Crafts and Trades		31	1	3.2 %	0.5 %	0	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	2	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	Nova Scotia	
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	9	1	11.1 %	0.0 %	0	Nova Scotia	
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	3	0	0.0 %	0.0 %	0	Nova Scotia	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	3	0	0.0 %	2.3 %	0	Nova Scotia	
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	1	0	0.0 %	0.0 %	0	Nova Scotia	
7303 : Supervisors, printing and related occupations	Nova Scotia	1	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	Nova Scotia	
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Nova Scotia	2	0	0.0 %	0.0 %	0	Nova Scotia	
9215 : Supervisors, forest products processing	Nova Scotia	1	0	0.0 %	0.0 %	0	Nova Scotia	
07 : Administrative and Senior Clerical Personnel		460	36	7.8 %	5.5 %	25	11	
1221 : Administrative officers	Halifax	147	9	6.1 %	6.2 %	9	0	Halifax
1221 : Administrative officers	N.S. less CMA	1	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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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
1222 : Executive assistants	Halifax	1	0	0.0 %	0	0	Halifax
1223 : Human resources and recruitment officers	Halifax	13	0	0.0 %	1	-1	Halifax
1223 : Human resources and recruitment officers	N. S. less CMA	2	0	0.0 %	0	0	N. S. less CMA
1224 : Property administrators	Halifax	6	0	0.0 %	1	-1	Halifax
1225 : Purchasing agents and officers	Halifax	3	1	33.3 %	0	1	Halifax
1226 : Conference and event planners	Halifax	2	1	50.0 %	0	1	Halifax
1241 : Administrative assistants	Halifax	237	17	7.2 %	14	3	Halifax
1241 : Administrative assistants	N. S. less CMA	6	0	0.0 %	0	0	N. S. less CMA
1242 : Legal administrative assistants	Halifax	3	0	0.0 %	0	0	Halifax
1243 : Medical administrative assistants	Halifax	14	3	21.4 %	0	3	Halifax
1252 : Health information management occupations	Halifax	1	1	100.0 %	0	1	Halifax
1253 : Records management technicians	Halifax	1	0	0.0 %	0	0	Halifax
1254 : Statistical officers and related research support occupations	Halifax	1	1	100.0 %	0	1	Halifax
1254 : Statistical officers and related research support occupations	N. S. less CMA	1	0	0.0 %	0	0	N. S. less CMA
1311 : Accounting technicians and bookkeepers	Halifax	14	3	21.4 %	1	2	Halifax
1311 : Accounting technicians and bookkeepers	N. S. less CMA	2	0	0.0 %	0	0	N. S. less CMA
1315 : Customs, ship and other brokers	Halifax	1	0	0.0 %	0	0	Halifax
08 : Skilled Sales and Service Personnel		2	0	0.0 %	0	0	
6222 : Retail and wholesale buyers	Halifax	2	0	0.0 %	0	0	Halifax
09 : Skilled Crafts and Trades Workers		113	2	1.8 %	1	1	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	8	0	0.0 %	0	0	Nova Scotia
7232 : Tool and die makers	Nova Scotia	1	0	0.0 %	0	0	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	17	0	0.0 %	0	0	Nova Scotia
7246 : Telecommunications installation and repair workers	Nova Scotia	4	0	0.0 %	0	0	Nova Scotia

Workforce Analysis - Detailed Report

Date: 2018-06-07

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
7251 : Plumbers	Nova Scotia	16	0	0.0 %	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	5	0	0.0 %	0	Nova Scotia
7271 : Carpenters	Nova Scotia	19	1	5.3 %	0	Nova Scotia
7281 : Bricklayers	Nova Scotia	2	0	0.0 %	0	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	8	1	12.5 %	0	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	10	0	0.0 %	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Nova Scotia	1	0	0.0 %	0	Nova Scotia
7333 : Electrical mechanics	Nova Scotia	1	0	0.0 %	0	Nova Scotia
7381 : Printing press operators	Nova Scotia	4	0	0.0 %	0	Nova Scotia
7384 : Other trades and related occupations, n.e.c.	Nova Scotia	6	0	0.0 %	0	Nova Scotia
9241 : Power engineers and power systems operators	Nova Scotia	11	0	0.0 %	0	Nova Scotia
10 : Clerical Personnel		276	43	15.6 %	21	22
1411 : General office support workers	Halifax	133	22	16.5 %	11	Halifax
1411 : General office support workers	N.S. less CMA	16	1	6.3 %	0	N.S. less CMA
1411 : General office support workers	Saint John	9	1	11.1 %	0	Saint John
1414 : Receptionists	Halifax	5	1	20.0 %	0	Halifax
1422 : Data entry clerks	Halifax	2	0	0.0 %	0	Halifax
1422 : Data entry clerks	Saint John	1	0	0.0 %	0	Saint John
1423 : Desktop publishing operators and related occupations	Halifax	1	0	0.0 %	0	Halifax
1431 : Accounting and related clerks	Halifax	45	9	20.0 %	5	Halifax
1431 : Accounting and related clerks	N.S. less CMA	2	0	0.0 %	0	N.S. less CMA
1432 : Payroll clerks	Halifax	10	3	30.0 %	1	Halifax
1451 : Library assistants and clerks	Halifax	16	4	25.0 %	0	Halifax
1452 : Correspondence, publication and regulatory clerks	Halifax	1	0	0.0 %	0	Halifax

Workplace Equity Information Management System - Dalhousie University

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	#	%		
1452 : Correspondence, publication and regulatory clerks	N. S. less CMA	1	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	3	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	3	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	1	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	1	0	0.0 %	12.5 %	0	0	Halifax
6411 : Sales and account representatives - wholesale trade (non-technical)	Halifax	3	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	6	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	1	0	0.0 %	0.0 %	0	0	Saint John
12 : Semi-Skilled Manual Workers		15	1	6.7 %	4.1 %	1	0	
7445 : Other repairers and servicers	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
7514 : Delivery and courier service drivers	Halifax	11	1	9.1 %	5.4 %	1	0	Halifax
7514 : Delivery and courier service drivers	N. S. less CMA	1	0	0.0 %	1.4 %	0	0	N. S. less CMA
9463 : Fish and seafood plant workers	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
9473 : Binding and finishing machine operators	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax

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Date: 2018-06-07

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
13 : Other Sales and Service Personnel		178	44	24.7 %	9.8 %	17	27
6651 : NOC 2006 - Security Guards and Related Occupations	Halifax	2	1	50.0 %	10.6 %	0	1
6663 : NOC 2006 - Janitors, Caretakers and Building Superintendents	Halifax	5	1	20.0 %	10.6 %	1	0
6722 : Operators and attendants in amusement, recreation and sport	Halifax	3	0	0.0 %	0.0 %	0	0
6731 : Light duty cleaners	Halifax	1	0	0.0 %	16.0 %	0	0
6732 : Specialized cleaners	Halifax	1	0	0.0 %	16.9 %	0	0
6733 : Janitors, caretakers and building superintendents	Halifax	153	42	27.5 %	10.5 %	16	26
6733 : Janitors, caretakers and building superintendents	N. S. less CMA	13	0	0.0 %	2.7 %	0	0
14 : Other Manual Workers		6	1	16.7 %	2.7 %	0	1
8612 : Landscaping and grounds maintenance labourers	Halifax	6	1	16.7 %	2.7 %	0	1
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

Workforce Analysis - Detailed Report

Date: 2018-06-07

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
01/02 : Managers	National	189	13	6.9 %	4.3 %	8	5	National
	National	1549	91	5.9 %	3.8 %	59	32	National
03 : Professionals	National	264	16	6.1 %	5.2 %	14	2	
		6	0	0.0 %	5.3 %	0	0	New Brunswick
04 : Semi-Professionals and Technicians	New Brunswick	258	16	6.2 %	5.2 %	13	3	Nova Scotia
	Nova Scotia	45	0	0.0 %	0.0 %	0	0	
05 : Supervisors	Nova Scotia	45	0	0.0 %	0.0 %	0	0	
	Nova Scotia	31	5	16.1 %	8.4 %	3	2	Nova Scotia
06 : Supervisors: Crafts and Trades	Nova Scotia	31	5	16.1 %	8.4 %	3	2	Nova Scotia
	Nova Scotia	460	26	5.7 %	0.0 %	0	26	
07 : Administrative and Senior Clerical Personnel	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
	Nova Scotia	456	26	5.7 %	0.0 %	0	26	Nova Scotia
08 : Skilled Sales and Service Personnel	Nova Scotia	2	0	0.0 %	0.0 %	0	0	
	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
09 : Skilled Crafts and Trades Workers	Nova Scotia	113	2	1.8 %	7.1 %	8	-6	
	Nova Scotia	113	2	1.8 %	7.1 %	8	-6	Nova Scotia
10 : Clerical Personnel	Nova Scotia	276	16	5.8 %	13.1 %	36	-20	
	New Brunswick	10	0	0.0 %	6.0 %	1	-1	New Brunswick
Employment Equity Occupational Group	Nova Scotia	266	16	6.0 %	13.4 %	36	-20	Nova Scotia
	Nova Scotia	76	1	1.3 %	6.7 %	5	-4	
11 : Intermediate Sales and Service Personnel	New Brunswick	1	0	0.0 %	7.1 %	0	0	New Brunswick
	Nova Scotia	75	1	1.3 %	6.7 %	5	-4	Nova Scotia
Employment Equity Occupational Group	Nova Scotia	15	0	0.0 %	11.1 %	2	-2	
	Nova Scotia	15	0	0.0 %	11.1 %	2	-2	Nova Scotia

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
13 : Other Sales and Service Personnel Employment Equity Occupational Group	Nova Scotia	178	13	7.3 %	18	-5	
		178	13	7.3 %	18	-5	Nova Scotia
14 : Other Manual Workers Employment Equity Occupational Group	Nova Scotia	6	0	0.0 %	1	-1	
		6	0	0.0 %	1	-1	Nova Scotia
Total		3204	183	5.7 %	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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Date: 2018-06-07

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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



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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)



Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Summary Report

Date: 2018-06-07

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.

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Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Representation %	Availability %	Availability #	Gap #
01 : Senior Managers	33	0.0 %	0.0 %	3.1 %	1	-1
02 : Middle and Other Managers	156	4.0 %	2.6 %	2.5 %	4	0
03 : Professionals	1549	27.0 %	1.7 %	1.7 %	26	1
04 : Semi-Professionals and Technicians	264	6.0 %	2.3 %	2.3 %	6	0
05 : Supervisors	45	2.0 %	4.4 %	4.8 %	2	0
06 : Supervisors: Crafts and Trades	31	2.0 %	6.5 %	2.3 %	1	1
07 : Administrative and Senior Clerical Personnel	460	15.0 %	3.3 %	2.3 %	11	4
08 : Skilled Sales and Service Personnel	2	0.0 %	0.0 %	0.0 %	0	0
09 : Skilled Crafts and Trades Workers	113	2.0 %	1.8 %	3.0 %	3	-1
10 : Clerical Personnel	276	4.0 %	1.4 %	1.9 %	5	-1
11 : Intermediate Sales and Service Personnel	76	1.0 %	1.3 %	2.4 %	2	-1
12 : Semi-Skilled Manual Workers	15	0.0 %	0.0 %	2.8 %	0	0
13 : Other Sales and Service Personnel	178	5.0 %	2.8 %	5.1 %	9	-4
14 : Other Manual Workers	6	1.0 %	16.7 %	2.3 %	0	1
Total	3204	69	2.1 %	2.2 %	70	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Dalhousie University

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Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Dalhousie University

Workforce Analysis - Summary Report

Date: 2018-06-07

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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

Total may not equal sum of components due to rounding.



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

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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)

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Dalhousie University

[Date: 2017-05-23]

		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		↓	↓	↓	↓	↓	↓
		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
		Table 1: Women			Table 5: Women		
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			Subsequent/Current Workforce Analysis		
		All Employees	Women		All Employees	Women	
			Representation	Availability*		Representation	Availability*
		#	#	%	#	#	%
01	Senior Managers	31	12	52.80	33	14	53.10
02	Middle & Other Managers	152	76	52.80	156	90	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	1	7.80	31	1	7.70
07	Administrative & Senior Clerical Personnel	446	402	88.50	460	417	88.50
08	Skilled Sales & Service Personnel	3	2	53.10	2	1	53.10
09	Skilled Crafts & Trades Workers	110	4	2.50	113	5	2.70
10	Clerical Personnel	303	265	76.50	276	244	76.80
11	Intermediate Sales & Service Personnel	77	50	63.30	76	50	61.30
12	Semi-Skilled Manual Workers	15	0	13.00	15	0	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 Household Survey			2011 National Household Survey		

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Dalhousie University

[Date: 2017-05-23]

		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		↓	↓	↓	↓	↓	↓
		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples			Table 6: Aboriginal Peoples		
		First/Previous Workforce Analysis			Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples	
			Representation	Availability*		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	1	2.30	76	1	2.40
12	Semi-Skilled Manual Workers	15	0	2.80	15	0	2.80
13	Other Sales & Service Personnel	185	4	5.20	178	5	5.20
14	Other Manual Workers	9	0	1.80	6	1	2.30
Total		3,147	44	2.2	3,204	69	2.20
		* Source:			* Source:		
		2011 National Household Survey			2011 National Household Survey		

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Dalhousie University

[Date: 2017-05-23]

		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		↓	↓	↓	↓	↓	↓
		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities			Table 7: Members of Visible Minorities		
		First/Previous Workforce Analysis			Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities		All Employees	Members of Visible Minorities	
			Representation	Availability*		Representation	Availability*
	#	#	%	#	#	%	
01	Senior Managers	31	0	8.20	33	1	8.20
02	Middle & Other Managers	152	2	14.60	156	10	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	1	0.50
07	Administrative & Senior Clerical Personnel	446	29	5.40	460	36	5.40
08	Skilled Sales & Service Personnel	3	0	5.20	2	0	5.20
09	Skilled Crafts & Trades Workers	110	0	2.00	113	2	1.30
10	Clerical Personnel	303	35	7.30	276	43	7.40
11	Intermediate Sales & Service Personnel	77	2	4.20	76	2	4.40
12	Semi-Skilled Manual Workers	15	1	4.10	15	1	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
		* Source:			* Source:		
		2011 National Household Survey			2011 National Household Survey		

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Dalhousie University

[Date: 2017-05-23]

		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		↓	↓	↓	↓	↓	↓
		Data from First/Previous Workforce Analysis			Data from Subsequent/Current Workforce Analysis		
		YYYY	MM	DD	YYYY	MM	DD
		2015	12	01	2017	12	01
		Table 4: Persons with Disabilities			Table 8: Persons with Disabilities		
		First/Previous Workforce Analysis			Subsequent/Current Workforce Analysis		
Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities	
			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
14	Other Manual Workers	9	0	8.40	6	0	8.40
Total		3,147	155	4.9	3,204	183	4.80
		* Source:			* Source:		
		2011 National Household Survey			2011 National Household Survey		

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Dalhousie University

[Date: 2017-05-23]

		Start Date of Flow Data			End Date of Flow Data								
		YYYY	MM	DD	YYYY	MM	DD						
		2015	12	01	2017	12	01						
		Data from Form 4 - Employees Hired				Data from Form 5 - Employees Promoted				Data from Form 6 - Employees Terminated			
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
		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
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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Dalhousie University

[Date: 2017-05-23]

		Start Date of Flow Data			End Date of Flow Data								
		YYYY	MM	DD	YYYY	MM	DD						
		2015	12	01	2017	12	01						
		Data from Form 4 - Employees Hired				Data from Form 5 - Employees Promoted				Data from Form 6 - Employees Terminated			
		↓ ↓ ↓ ↓				↓ ↓ ↓ ↓				↓ ↓ ↓ ↓			
		Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
		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
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	0
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	0
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	1	0	2	0	0	0	2	0	0	0
13	Other Sales & Service Personnel	10	0	21	0	2	0	0	0	20	0	0	0
14	Other Manual Workers	3	1	0	0	0	0	0	0	6	0	0	0
Total		636	24	148	1	379	5	9	0	445	8	61	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Dalhousie University

[Date: 2017-05-23]

		Start Date of Flow Data			End Date of Flow Data								
		YYYY	MM	DD	YYYY	MM	DD						
		2015	12	01	2017	12	01						
		Data from Form 4 - Employees Hired				Data from Form 5 - Employees Promoted				Data from Form 6 - Employees Terminated			
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
		Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
		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
02	Middle & Other Managers	31	2	6	0	28	4	0	0	31	4	3	0
03	Professionals	326	18	91	3	174	6	6	0	199	13	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	0	6	0	0	0
Total		636	31	148	5	379	18	9	1	445	35	61	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Dalhousie University

[Date: 2017-05-23]

		Start Date of Flow Data			End Date of Flow Data								
		YYYY	MM	DD	YYYY	MM	DD						
		2015	12	01	2017	12	01						
		Data from Form 4 - Employees Hired				Data from Form 5 - Employees Promoted				Data from Form 6 - Employees Terminated			
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
		Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible 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
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	0	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 Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To								
		2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-01	Annually	Over 3 Years	2015	2018									
		#	%	%	#	%	%	#	#	%	#	#	%	%								
01	Senior Managers	31	2.1%	0.0%	0	9.4%	4.0%	4	4	12	4.0%	1	5	4	90.0%	52.8%	-4	-1	38.7%	48.4%		
02	Middle & Other Managers	152	0.9%	0.0%	0	22.1%	7.5%	34	34	76	7.5%	17	21	20	60.0%	52.8%	-4	-1	50.0%	52.0%		
03	Professionals	1,469	1.8%	0.0%	0	15.4%	6.7%	293	293	740	6.7%	148	106	139	47.5%	47.5%	42	33	50.4%	49.8%		
04	Semi-Professionals & Tech	273	-1.1%	0.0%	0	14.5%	5.3%	43	43	100	5.3%	16	26	24	55.0%	40.3%	-10	-2	36.6%	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	4	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	4.6%	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	-2	0.0%	0.0%		
13	Other Sales & Service	185	-1.3%	0.0%	0	11.0%	6.0%	33	33	94	6.0%	17	-17	11	32.6%	32.6%	34	28	50.8%	47.6%		
14	Other Manual Workers	9	-12.6%	0.0%	0	80.0%	0.0%	0	0	3	0.0%	0	-2	0	14.2%	14.2%	2	2	33.3%	33.3%		
Total		3,147	0.6%	0.0%	0	15.9%	5.9%	554	554	1,774	5.9%	312	206	0	53.0%	106	92	56.4%	46.5%			

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ 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 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	4	0.0	3	0.0	
02	Middle & Other Managers	21	0.0	7	0.0	
03	Professionals	27	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	8	0.0	
05	Supervisors	0	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	0	0.0	2015 Short term goal setting tool indicated 0
08	Skilled Sales & Service	0	0.0	0	0.0	2015 Short term goal setting tool indicated 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	
12	Semi-Skilled Manual	0	0.0	0	0.0	2015 Short term goal setting tool indicated 0
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	2015 Short term goal setting tool indicated 0
Total		52		18		

Federal Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		All Employees										First/Previous Short-term Goals										Aboriginal Peoples				
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To												
		2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-01	Annually	Over 3 Years	2015	2018													
		#	%	%	#	%	%	#	#	%	#	#	%	%												
01	Senior Managers	31	2.1%	0.0%	0	9.4%	4.0%	4	4	0	4.0%	0	1	0	3.0%	3.0%	-1	-1	0.0%	0.0%						
02	Middle & Other Managers	152	0.9%	0.0%	0	22.1%	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%	0	15.4%	6.7%	293	293	11	6.7%	2	16	13	4.5%	1.7%	-14	-3	0.7%	1.5%						
04	Semi-Professionals & Tech	273	-1.1%	0.0%	0	14.5%	5.3%	43	43	3	5.3%	0	3	3	7.2%	2.3%	-3	0	1.1%	2.2%						
05	Supervisors	41	3.2%	0.0%	0	20.9%	0.0%	0	0	1	0.0%	0	1	0	5.0%	5.0%	-1	-1	2.4%	2.4%						
06	Supervisors: Crafts & Trades	33	-2.1%	0.0%	0	12.5%	0.0%	0	0	1	0.0%	0	0	0	2.2%	2.2%	0	0	3.0%	3.0%						
07	Administrative & Sr Clerical	446	1.0%	0.0%	0	15.9%	0.0%	0	0	11	0.0%	0	-1	0	2.3%	2.3%	1	1	2.5%	2.5%						
08	Skilled Sales & Service	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
09	Skilled Crafts & Trades	110	0.9%	0.0%	0	9.0%	7.5%	25	25	2	7.5%	0	0	1	2.0%	2.0%	0	1	1.8%	2.7%						
10	Clerical Personnel	303	-3.1%	0.0%	0	23.8%	12.2%	111	111	6	12.2%	2	2	2	2.0%	2.0%	0	0	2.0%	2.0%						
11	Intermediate Sales & Service	77	-0.4%	0.0%	0	6.5%	4.6%	11	11	1	4.6%	0	1	0	2.3%	2.3%	-1	-1	1.3%	1.3%						
12	Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	0.0%	0	0	0	0.0%	0	0	0	2.8%	2.8%	0	0	0.0%	0.0%						
13	Other Sales & Service	185	-1.3%	0.0%	0	11.0%	6.0%	33	33	4	6.0%	1	7	5	13.9%	5.2%	-6	-2	2.2%	4.3%						
14	Other Manual Workers	9	-12.6%	0.0%	0	80.0%	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%	0	15.9%	5.9%	554	554	44	5.9%	8	33	0		2.2%	-25	-6	1.4%	1.1%						

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ 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 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
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	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 Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees	First/Previous Short-term Goals														Persons with Disabilities					
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To YYYY - YYYY	2015						2018
		2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2015-12-01	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	183	1.5%	0.0%	0	15.7%	6.9%	38	38	13	6.9%	3	-2	1	3.8%	3.8%	5	4	7.1%	6.0%		
03 Professionals	1,469	1.8%	0.0%	0	15.4%	6.7%	293	293	67	6.7%	13	2	13	4.6%	4.6%	11	-1	4.6%	4.6%		
04 Semi-Professionals & Tech	273	-1.1%	0.0%	0	14.5%	5.3%	43	43	12	5.3%	2	3	0	0.0%	0.0%	-1	10	4.4%	3.7%		
05 Supervisors	41	3.2%	0.0%	0	20.9%	0.0%	0	0	1	0.0%	0	-1	0	8.4%	8.4%	1	-2	2.4%	2.4%		
06 Supervisors: Crafts & Trades	33	-2.1%	0.0%	0	12.5%	0.0%	0	0	3	0.0%	0	0	0	0.0%	0.0%	0	3	9.1%	9.1%		
07 Administrative & Sr Clerical	446	1.0%	0.0%	0	15.9%	0.0%	0	0	23	0.0%	0	-23	0	0.0%	0.0%	23	23	5.2%	5.2%		
08 Skilled Sales & Service	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	1	0.0%	0	-1	0	7.1%	7.1%	1	1	33.3%	33.3%		
09 Skilled Crafts & Trades	110	0.9%	0.0%	0	9.0%	7.5%	25	25	1	7.5%	0	7	6	25.2%	13.1%	-7	-7	0.9%	6.4%		
10 Clerical Personnel	303	-3.1%	0.0%	0	23.8%	12.2%	111	111	24	12.2%	9	25	19	17.4%	6.7%	-16	14	7.9%	11.2%		
11 Intermediate Sales & Service	77	-0.4%	0.0%	0	6.5%	4.6%	11	11	1	4.6%	0	4	4	38.2%	11.1%	-4	-4	1.3%	6.5%		
12 Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	0.0%	0	0	0	0.0%	0	2	0	10.3%	10.3%	-2	-2	0.0%	0.0%		
13 Other Sales & Service	185	-1.3%	0.0%	0	11.0%	6.0%	33	33	9	6.0%	2	12	8	24.2%	8.4%	-10	-1	4.9%	8.1%		
14 Other Manual Workers	9	-12.6%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	1	0	4.9%	4.9%	-1	0	0.0%	0.0%		
Total	3,147	0.6%	0.0%	0	15.9%	5.9%	554	554	155	5.9%	27	26	0	4.9%	4.9%	1	38	4.9%	4.1%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
‡ 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

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
05 Supervisors	0	0.0	0	0.0	
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	6	0.0	1	0.0	
10 Clerical Personnel	19	0.0	5	0.0	
11 Intermediate Sales & Service	4	0.0	1	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	7	0.0	2	0.0	
14 Other Manual Workers	0	0.0	0	0.0	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
Total	36		9		

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Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		All Employees										First/Previous Short-term Goals											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To									
		2015-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-01	Annually	Over 3 Years	2015	2018										
		#	%	%	#	%	%	#	#	%	#	#	%	%									
01	Senior Managers	31	2.1%	0.0%	0	9.4%	4.0%	4	4	0	4.0%	0	3	2	50.0%	8.2%	-3	-1	0.0%	6.5%			
02	Middle & Other Managers	152	0.9%	0.0%	0	22.1%	7.5%	34	34	2	7.5%	0	20	16	47.6%	14.6%	-20	-4	1.3%	11.8%			
03	Professionals	1,469	1.8%	0.0%	0	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%	0	20.9%	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%	0.0%	0	12.5%	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%	0.0%	0	15.9%	0.0%	0	0	29	0.0%	0	-5	0		5.4%	5	5	6.5%	6.5%			
08	Skilled Sales & Service	3	-12.6%	0.0%	0	40.0%	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%	0	9.0%	7.5%	25	25	0	7.5%	0	2	0		2.0%	-2	-2	0.0%	0.0%			
10	Clerical Personnel	303	-3.1%	0.0%	0	23.8%	12.2%	111	111	35	12.2%	13	0	0		7.3%	13	0	11.6%	7.3%			
11	Intermediate Sales & Service	77	-0.4%	0.0%	0	6.5%	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%	0	13.3%	0.0%	0	0	1	0.0%	0	0	0		4.1%	0	0	6.7%	6.7%			
13	Other Sales & Service	185	-1.3%	0.0%	0	11.0%	6.0%	33	33	24	6.0%	4	-2	0		9.7%	6	2	13.0%	10.8%			
14	Other Manual Workers	9	-12.6%	0.0%	0	80.0%	0.0%	0	0	1	0.0%	0	-1	0		2.1%	1	1	11.1%	11.1%			
Total		3,147	0.6%	0.0%	0	15.9%	5.9%	554	554	267	5.9%	47	167	0		12.3%	-120	-37	8.5%	7.0%			

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.
 ‡ 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	2	0.0	1	0.0	
02	Middle & Other Managers	17	0.0	4	0.0	
03	Professionals	115	0.0	30	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
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	goal not set, see Hiring Projections scenario 2016-2020 approved June 2016
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	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	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		134		35		

Federal Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees								Women											
		Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY					
		2017-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-01	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	33	2.1%	0.0%	0	9.4%	8.0%	8	8	14	8.0%	3	7	6	80.0%	53.1%	-4	-1	42.4%	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	15.4%	8.8%	408	408	800	8.8%	211	151	195	47.8%	47.8%	60	44	51.6%	50.6%	
04	Semi-Professionals & Tech	264	-1.1%	0.0%	0	14.5%	7.6%	60	60	91	7.6%	21	35	32	54.0%	39.7%	-14	-3	34.5%	38.6%	
05	Supervisors	45	3.2%	0.0%	0	20.9%	6.0%	8	8	28	6.0%	5	-1	4	48.7%	48.7%	6	5	62.2%	60.0%	
06	Supervisors: Crafts & Trades	31	-2.1%	0.0%	0	12.5%	13.0%	12	12	1	13.0%	0	1	1	12.2%	7.7%	-1	0	3.2%	6.5%	
07	Administrative & Sr Clerical	460	1.0%	0.0%	0	15.9%	10.2%	140	140	417	10.2%	127	117	124	88.5%	88.5%	10	7	90.7%	90.0%	
08	Skilled Sales & Service	2	-12.6%	0.0%	0	40.0%		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%	0	9.0%	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%	0	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%	0	6.5%	8.5%	19	19	50	8.5%	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	178	-1.3%	0.0%	0	11.0%	7.5%	40	40	91	7.5%	20	-12	13	32.3%	33.4%	32	25	51.1%	47.2%	
14	Other Manual Workers	6	-12.6%	0.0%	0	80.0%	20.0%	4	4	1	20.0%	1	1	1	18.3%	18.3%	0	0	16.7%	16.7%	
Total		3,204	0.6%	0.0%	0	15.9%	9.7%	931	931	1,833	9.7%	533	405	0		53.2%	128	97	57.2%	40.6%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.
 ‡ 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 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	80.0	82.0	close gap 100%
02	Middle & Other Managers	54.8	54.8	if no gap, then present availability
03	Professionals	47.8	47.8	
04	Semi-Professionals & Tech	54.0	58.0	close gap 100%
05	Supervisors	48.7	48.7	
06	Supervisors: Crafts & Trades	12.2	7.7	close gap 100%
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	
12	Semi-Skilled Manual	13.0	19.0	close gap 100%
13	Other Sales & Service	32.3	33.4	
14	Other Manual Workers	18.3	18.3	
Total		0%	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Aboriginal Peoples													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually	Over 3 Years		From - To	From - To					
		2017-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-01	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020							
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01	Senior Managers	33	2.1%	0.0%	0	9.4%	8.0%	8	8	0	8.0%	0	1	1	7.0%	3.1%	-1	0	0.0%	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	0	2.6%	2.6%		
03	Professionals	1,549	1.8%	0.0%	0	15.4%	8.8%	408	408	27	8.8%	7	6	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%	0	0	2.3%	2.3%		
05	Supervisors	45	3.2%	0.0%	0	20.9%	6.0%	8	8	2	6.0%	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	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	2	-12.6%	0.0%	0	40.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
09	Skilled Crafts & Trades	113	0.9%	0.0%	0	9.0%	9.5%	32	32	2	9.5%	1	2	2	5.0%	3.0%	-1	0	1.8%	2.7%		
10	Clerical Personnel	276	-3.1%	0.0%	0	23.8%	16.9%	140	140	4	16.9%	2	3	3	1.9%	1.9%	-1	0	1.4%	1.8%		
11	Intermediate Sales & Service	76	-0.4%	0.0%	0	6.5%	8.5%	19	19	1	8.5%	0	1	0	2.5%	2.4%	-1	-1	1.3%	1.3%		
12	Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	17.0%	8	8	0	17.0%	0	0	0	2.8%	2.8%	0	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	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	0	2.3%	2.3%	1	0	16.7%	0.0%		
Total		3,204	0.6%	0.0%	0	15.9%	9.7%	931	931	69	9.7%	20	21	0		2.2%	-1	0	2.2%	1.5%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	7.0	3.1	if no gap, then present availability
02	Middle & Other Managers	2.5	2.5	
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	0.0	0.0	
09	Skilled Crafts & Trades	5.0	3.0	
10	Clerical Personnel	1.9	1.9	
11	Intermediate Sales & Service	2.5	2.4	close gap 100%
12	Semi-Skilled Manual	2.8	2.8	
13	Other Sales & Service	9.0	12.0	close gap 100%
14	Other Manual Workers	2.3	2.3	
Total		0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	2017					
	2017-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-01	Annually	Over 3 Years	2017	2020							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	189	1.5%	0.0%	0	15.7%	10.5%	60	60	13	10.5%	4	-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%	5.4%
04 Semi-Professionals & Tech	264	-1.1%	0.0%	0	14.5%	7.6%	60	60	16	7.6%	4	2	3	5.2%	5.2%	2	1	6.1%	5.7%
05 Supervisors	45	3.2%	0.0%	0	20.9%	6.0%	8	8	0	6.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	31	-2.1%	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%	3.9%
08 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%	0.0%
09 Skilled Crafts & Trades	113	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%	6.2%
10 Clerical Personnel	276	-3.1%	0.0%	0	23.8%	16.9%	140	140	16	16.9%	8	28	24	17.0%	13.1%	-20	-4	5.8%	11.6%
11 Intermediate Sales & Service	76	-0.4%	0.0%	0	6.5%	8.5%	19	19	1	8.5%	0	4	2	13.0%	6.7%	-4	-2	1.3%	3.9%
12 Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	17.0%	8	8	0	17.0%	0	2	1	7.0%	11.1%	-2	-1	0.0%	6.7%
13 Other Sales & Service	178	-1.3%	0.0%	0	11.0%	7.5%	40	40	13	7.5%	3	8	7	17.0%	10.3%	-5	-1	7.3%	9.6%
14 Other Manual Workers	6	-12.6%	0.0%	0	80.0%	20.0%	4	4	0	20.0%	0	1	1	13.0%	8.4%	-1	0	0.0%	16.7%
Total	3,204	0.6%	0.0%	0	15.9%	9.7%	931	931	183	9.7%	53	24	0	4.8%	4.8%	29	40	5.7%	4.1%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ 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 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	

Federal Contractors Program Achievement Report

Part 3: Goals

Dalhousie University

[Date: 2017-05-23]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	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	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees										Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020						
		2017-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-01	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%			
01	Senior Managers	33	2.1%	0.0%	0	9.4%	8.0%	8	8	1	8.0%	0	2	2	19.0%	8.2%	-2	0	3.0%	9.1%				
02	Middle & Other Managers	156	0.9%	0.0%	0	22.1%	11.1%	52	52	10	11.1%	3	15	13	25.0%	14.1%	-12	-2	6.4%	12.8%				
03	Professionals	1,549	1.8%	0.0%	0	15.4%	8.8%	408	408	198	8.8%	52	156	135	33.0%	19.5%	-104	-21	12.8%	18.1%				
04	Semi-Professionals & Tech	264	-1.1%	0.0%	0	14.5%	7.6%	60	60	25	7.6%	6	-7	3	4.4%	4.4%	13	10	9.5%	8.3%				
05	Supervisors	45	3.2%	0.0%	0	20.9%	6.0%	8	8	5	6.0%	1	-4	0	0.9%	0.9%	5	4	11.1%	8.9%				
06	Supervisors: Crafts & Trades	31	-2.1%	0.0%	0	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%	0.0%	0	15.9%	10.2%	140	140	36	10.2%	11	0	8	5.4%	5.4%	11	8	7.8%	7.2%				
08	Skilled Sales & Service	2	-12.6%	0.0%	0	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%	0.0%	0	9.0%	9.5%	32	32	2	9.5%	1	0	0	1.3%	1.3%	1	0	1.8%	0.9%				
10	Clerical Personnel	276	-3.1%	0.0%	0	23.8%	16.9%	140	140	43	16.9%	22	-1	10	7.4%	7.4%	23	11	15.6%	11.2%				
11	Intermediate Sales & Service	76	-0.4%	0.0%	0	6.5%	8.5%	19	19	2	8.5%	1	2	2	8.0%	4.4%	-1	0	2.6%	3.9%				
12	Semi-Skilled Manual	15	0.0%	0.0%	0	13.3%	17.0%	8	8	1	17.0%	1	1	1	8.0%	4.1%	0	0	6.7%	6.7%				
13	Other Sales & Service	178	-1.3%	0.0%	0	11.0%	7.5%	40	40	44	7.5%	10	-17	4	9.8%	9.8%	27	21	24.7%	21.3%				
14	Other Manual Workers	6	-12.6%	0.0%	0	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	0.6%	0.0%	0	15.9%	9.7%	931	931	369	9.7%	107	145	0		12.7%	-38	31	11.5%	8.2%				

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.
 ‡ 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	19.0	8.2	if no gap, then present availability
02	Middle & Other Managers	25.0	29.0	close gap 100%
03	Professionals	33.0	38.3	close gap 100%
04	Semi-Professionals & Tech	4.4	4.4	
05	Supervisors	0.9	0.9	
06	Supervisors: Crafts & Trades	0.5	0.5	
07	Administrative & Sr Clerical	5.4	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	8.0	4.1	
12	Semi-Skilled Manual	8.0	8.0	close gap 100%
13	Other Sales & Service	9.8	9.8	
14	Other Manual Workers	2.7	2.7	
Total		0%	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E+D}{\times 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{\div 100}$	E - H	$\frac{E+H}{\times 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L+K}{\times 100}$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference
01 Senior Managers	2015	31	12	38.7	52.8	16	-4	73.3																	
	2017	33	14	42.4	53.10	17.52	-4	79.9	5	4	80.0	3	1	5	1	20.0	2	-1	3	2	66.7	1	1		
02 Middle & Other Managers	2015	152	76	50.0	52.8	80	-4	94.7																	
	2017	156	90	57.7	54.8	85	5	105.3	37	24	64.9	20	4	28	13	46.4	14	-1	34	11	32.4	17	-6		
03 Professionals	2015	1,469	740	50.4	47.5	698	42	106.1																	
	2017	1,549	800	51.6	47.8	740	60	108.0	417	247	59.2	199	48	180	102	56.7	91	11	232	119	51.3	117	2		
04 Semi-Professionals & Technicians	2015	273	100	36.6	40.3	110	-10	90.9																	
	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	25	61.0	46.5	19	6	131.1																	
	2017	45	28	62.2	48.7	22	6	127.8	4	1	25.0	2	-1	9	6	66.7	5	1	9	5	55.6	5	0		
06 Supervisors: Crafts & Trades	2015	33	1	3.0	7.8	3	-2	38.9																	
	2017	31	1	3.2	7.7	2	-1	41.9	2	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E+D}{\times 100}$	Part 3: Goals	$\frac{E+G}{\times 100}$	Part 3: Goals	$F \div 1 \times 100$	Part 3: Goals	$\frac{E+K}{\times 100}$	Part 3: Goals	$F \div M \times 100$													
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓													

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	7	3	42.9	4	75.0	0.0	0.0	3	100.0	0.0	0.0		
	2020	7	3	42.9			80.0	53.6			82.0	52.3		
02 Middle & Other Managers	2017	31	26	83.9	21	123.8	0.0	0.0	7	371.4	0.0	0.0		
	2020	31	26	83.9			54.8	153.0			54.8	153.0		
03 Professionals	2017	365	230	63.0	27	851.9	0.0	0.0	0	0.0	0.0	0.0		
	2020	365	230	63.0			47.8	131.8			47.8	131.8		
04 Semi-Professionals & Technicians	2017	43	14	32.6	0	0.0	0.0	0.0	8	175.0	0.0	0.0		
	2020	43	14	32.6			54.0	60.3			58.0	56.1		
05 Supervisors	2017	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	2	50.0			48.7	102.7			48.7	102.7		
06 Supervisors: Crafts & Trades	2017	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-2	0	0.0			12.2	0.0			7.7	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{\div 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	%	%	#	#	%	#	Actual	Expected	Difference	#	%	Expected	Difference	#	Actual	Expected	Difference	#	%	Expected
07 Administrative & Senior Clerical	2015	446	402	90.1	88.5	395	7	101.8																
	2017	460	417	90.7	88.5	407	10	102.4	115	98	85.2	102	-4	76	68	89.5	69	-1	72	62	86.1	65	-3	
08 Skilled Sales & Service Personnel	2015	3	2	66.7	53.1	2	0	125.5																
	2017	2	1	50.0	53.1	1	0	94.2	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0	
09 Skilled Crafts & Trades Workers	2015	110	4	3.6	2.5	3	1	145.5																
	2017	113	5	4.4	2.7	3	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	303	265	87.5	76.5	232	33	114.3																
	2017	276	244	88.4	76.8	212	32	115.1	91	80	87.9	70	10	37	33	89.2	32	1	69	58	84.1	60	-2	
11 Intermediate Sales & Service Personnel	2015	77	50	64.9	63.3	49	1	102.6																
	2017	76	50	65.8	61.3	47	3	107.3	8	8	100.0	5	3	8	7	87.5	5	2	5	5	100.0	3	2	
12 Semi-Skilled Manual Workers	2015	15	0	0.0	13.0	2	-2	0.0																
	2017	15	0	0.0	13.0	2	-2	0.0	4	0	0.0	1	-1	2	0	0.0	0	0	2	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E \div D \times 100}{}$	Part 3: Goals	$\frac{E \div G \times 100}{}$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$\frac{E \div K \times 100}{}$	Part 3: Goals	$F \div M \times 100$												
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓												

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2017	119	104	87.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	119	104	87.4			88.5	98.8			88.5	98.8		
08 Skilled Sales & Service Personnel	2017	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	-1	100.0			53.1	188.3			53.1	188.3		
09 Skilled Crafts & Trades Workers	2017	16	5	31.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	16	5	31.3			2.7	1157.4			2.7	1157.4		
10 Clerical Personnel	2017	59	55	93.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	59	55	93.2			76.7	121.5			76.8	121.4		
11 Intermediate Sales & Service Personnel	2017	11	10	90.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	11	10	90.9			62.0	146.6			61.3	148.3		
12 Semi-Skilled Manual Workers	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			13.0	0.0			19.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{100}$	Part 1: Workforce Analysis	$\frac{D \times G}{100}$	E - H	$\frac{E + H}{100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{100}$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X		
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EOG)		Year	Workforce Analysis										Flow Data Analysis													
			Workforce										Hires				Promotions				Terminations					
			All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
				Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
13	Other Sales & Service Personnel	2015	185	94	50.8	32.6	60	34	155.9																	
		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	33.3	14.2	1	2	234.7																	
		2017	6	1	16.7	18.3	1	0	91.1	3	1	33.3	1	0	0	0	0.0	0	0	6	3	50.0	2	1		
Total		2015	3,147	1,774	56.4	53.0	1,668	106	106.4																	
		2017	3,204	1,833	57.2	53.2	1,705	128	107.5	784	502	64.0	417	85	388	249	64.2	219	30	506	300	59.3	285	15		
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$													
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓													
Employment Equity Occupational Group (EOG)		Year	New Entrants				Goals								Comments											
			Flow Data				Short-term Goals				Long-term Goals															
			All Employees	Women			Women				Women															
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
#	#	#	%	#	%	#	%	#	%	#	%															
13	Other Sales & Service Personnel	2017	13	5	38.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0													
		2020	13	5	38.5			32.3	119.1			33.4	115.2													
14	Other Manual Workers	2017	-3	-2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0													
		2020	-3	-2	66.7			18.3	364.3			18.3	364.3													
Total		2017	666	451	67.7	52	867.3	0.0	0.0	18	2505.6	0.0	0.0													
		2020	666	451	67.7			0.0	0.0			0.0	0.0													

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{+ 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#							
01 Senior Managers	2015	31	0	0.0	3.0	1	-1	0.0																
	2017	33	0	0.0	3.10	1.02	-1	0.0	5	0	0.0	0	0	5	0	0.0	0	0	3	0	0.0	0	0	
02 Middle & Other Managers	2015	152	4	2.6	2.4	4	0	109.6																
	2017	156	4	2.6	2.50	4	0	102.6	37	1	2.7	1	0	28	0	0.0	1	-1	34	1	2.9	1	0	
03 Professionals	2015	1,469	11	0.7	1.7	25	-14	44.0																
	2017	1,549	27	1.7	1.70	26	1	102.5	417	14	3.4	7	7	180	2	1.1	1	1	232	2	0.9	2	0	
04 Semi-Professionals & Technicians	2015	273	3	1.1	2.3	6	-3	47.8																
	2017	264	6	2.3	2.30	6	0	98.8	47	1	2.1	1	0	35	1	2.9	0	1	39	0	0.0	0	0	
05 Supervisors	2015	41	1	2.4	5.0	2	-1	48.8																
	2017	45	2	4.4	4.80	2	0	92.6	4	0	0.0	0	0	9	0	0.0	0	0	9	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	33	1	3.0	2.2	1	0	137.7																
	2017	31	2	6.5	2.30	1	1	280.5	2	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E + D}{x 100}$	Part 3: Goals	$\frac{E + G}{x 100}$	Part 3: Goals	F ÷ I x 100	Part 3: Goals	$\frac{E + K}{x 100}$	Part 3: Goals	F ÷ M x 100												
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓												

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2017	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	7	0	0.0			7.0	0.0			3.1	0.0		
02 Middle & Other Managers	2017	31	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	31	0	0.0			2.5	0.0			2.5	0.0		
03 Professionals	2017	365	14	3.8	13	107.7	0.0	0.0	4	350.0	0.0	0.0		
	2020	365	14	3.8			1.7	225.6			1.7	225.6		
04 Semi-Professionals & Technicians	2017	43	2	4.7	3	66.7	0.0	0.0	1	200.0	0.0	0.0		
	2020	43	2	4.7			2.3	202.2			2.3	202.2		
05 Supervisors	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			4.8	0.0			4.8	0.0		
06 Supervisors: Crafts & Trades	2017	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-2	0	0.0			2.3	0.0			2.3	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{+ 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
07 Administrative & Senior Clerical	2015	446	11	2.5	2.3	10	1	107.2																	
	2017	460	15	3.3	2.3	11	4	141.8	115	6	5.2	3	3	76	1	1.3	2	-1	72	2	2.8	2	0		
08 Skilled Sales & Service Personnel	2015	3	0	0.0	0.0	0	0	0.0																	
	2017	2	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0		
09 Skilled Crafts & Trades Workers	2015	110	2	1.8	2.0	2	0	90.9																	
	2017	113	2	1.8	3.0	3	-1	59.0	20	0	0.0	1	-1	6	0	0.0	0	0	10	1	10.0	0	1		
10 Clerical Personnel	2015	303	6	2.0	2.0	6	0	99.0																	
	2017	276	4	1.4	1.9	5	-1	76.3	91	2	2.2	2	0	37	1	2.7	1	0	69	2	2.9	1	1		
11 Intermediate Sales & Service Personnel	2015	77	1	1.3	2.3	2	-1	56.5																	
	2017	76	1	1.3	2.4	2	-1	54.8	8	0	0.0	0	0	8	0	0.0	0	0	5	0	0.0	0	0		
12 Semi-Skilled Manual Workers	2015	15	0	0.0	2.8	0	0	0.0																	
	2017	15	0	0.0	2.8	0	0	0.0	4	0	0.0	0	0	2	0	0.0	0	0	2	0	0.0	0	0		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E + D}{x 100}$	Part 3: Goals	$\frac{E + G}{x 100}$	Part 3: Goals	F ÷ I x 100	Part 3: Goals	$\frac{E + K}{x 100}$	Part 3: Goals	F ÷ M x 100													
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓													

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2017	119	5	4.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	119	5	4.2			2.3	182.7			2.3	182.7		
08 Skilled Sales & Service Personnel	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	16	-1	-6.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	16	-1	-6.3			5.0	-125.0			3.0	-208.3		
10 Clerical Personnel	2017	59	1	1.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	59	1	1.7			1.9	89.2			1.9	89.2		
11 Intermediate Sales & Service Personnel	2017	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	11	0	0.0			2.5	0.0			2.4	0.0		
12 Semi-Skilled Manual Workers	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			2.8	0.0			2.8	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{+ 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	#	%	%	%	#	#	%	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2015	185	4	2.2	5.2	10	-6	41.6																
	2017	178	5	2.8	5.2	9	-4	54.0	31	0	0.0	2	-2	2	0	0.0	0	0	20	0	0.0	0	0	
14 Other Manual Workers	2015	9	0	0.0	1.8	0	0	0.0																
	2017	6	1	16.7	2.3	0	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	1.4	2.2	69	-25	63.6																
	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 sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E + D}{x 100}$	Part 3: Goals	$\frac{E + G}{x 100}$	Part 3: Goals	F ÷ I x 100	Part 3: Goals	$\frac{E + K}{x 100}$	Part 3: Goals	F ÷ M x 100												
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓												

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2017	13	0	0.0	4	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2020	13	0	0.0			9.0	0.0			12.0	0.0		
14 Other Manual Workers	2017	-3	1	-33.3	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	-3	1	-33.3			2.3	-1449.3			2.3	-1449.3		
Total	2017	666	22	3.3	20	110.0	0.0	0.0	0.0	6	366.7	0.0	0.0	
	2020	666	22	3.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{\div 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	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	$\frac{V + U}{x 100}$	$\frac{U \times F}{\div 100}$	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	
#	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	
01 & 02 Managers	2015	183	13	7.1	4.3	8	5	165.2															
	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	67	4.6	3.8	56	11	120.0															
	2017	1,549	91	5.9	3.8	59	32	154.6	417	21	5.0	16	5	180	6	3.3	8	-2	232	14	6.0	11	3
04 Semi-Professionals & Technicians	2015	273	12	4.4	4.6	13	-1	95.6															
	2017	264	16	6.1	5.2	14	2	116.6	47	2	4.3	2	0	35	3	8.6	2	1	39	3	7.7	2	1
05 Supervisors	2015	41	1	2.4	0.0	0	1	0.0															
	2017	45	0	0.0	0.0	0	0	0.0	4	0	0.0	0	0	9	0	0.0	0	0	9	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	33	3	9.1	8.4	3	0	108.2															
	2017	31	5	16.1	8.4	3	2	192.0	2	1	50.0	0	1	0	0	0.0	0	0	4	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E + D}{x 100}$	Part 3: Goals	$\frac{E + G}{x 100}$	Part 3: Goals	F ÷ I x 100	Part 3: Goals	$\frac{E + K}{x 100}$	Part 3: Goals	F ÷ M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2017	38	3	7.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	38	3	7.9			4.3	183.6			4.3	183.6		
03 Professionals	2017	365	13	3.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	365	13	3.6			3.8	93.7			3.8	93.7		
04 Semi-Professionals & Technicians	2017	43	2	4.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	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	0.0		
	2020	4	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	-2	1	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-2	1	-50.0			8.4	-595.2			8.4	-595.2		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{\div 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	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	$\frac{V + U}{x 100}$	$\frac{U \times F}{\div 100}$	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	%	%	#	%	%	%	#	%	%	#	%	%	#	%	
07 Administrative & Senior Clerical	2015	446	23	5.2	0.0	0	23	0.0																
	2017	460	26	5.7	0.0	0	26	0.0	115	7	6.1	0	7	76	4	5.3	4	0	72	9	12.5	4	5	
08 Skilled Sales & Service Personnel	2015	3	1	33.3	0.0	0	1	0.0																
	2017	2	0	0.0	0.0	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 & Trades Workers	2015	110	1	0.9	7.1	8	-7	12.8																
	2017	113	2	1.8	7.1	8	-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	24	7.9	13.1	40	-16	60.5																
	2017	276	16	5.8	13.1	36	-20	44.3	91	1	1.1	12	-11	37	0	0.0	3	-3	69	4	5.8	5	-1	
11 Intermediate Sales & Service Personnel	2015	77	1	1.3	6.7	5	-4	19.4																
	2017	76	1	1.3	6.7	5	-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 Workers	2015	15	0	0.0	11.1	2	-2	0.0																
	2017	15	0	0.0	11.1	2	-2	0.0	4	0	0.0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E + D}{x 100}$	Part 3: Goals	$\frac{E + G}{x 100}$	Part 3: Goals	F ÷ I x 100	Part 3: Goals	$\frac{E + K}{x 100}$	Part 3: Goals	F ÷ M x 100												
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓												

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	#	%	%	#	%	%			
07 Administrative & Senior Clerical	2017	119	2	1.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	119	2	1.7										
08 Skilled Sales & Service Personnel	2017	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	-1	100.0										
09 Skilled Crafts & Trades Workers	2017	16	2	12.5	6	33.3	0.0	0.0	1	200.0	0.0	0.0		
	2020	16	2	12.5			18.0	69.4			21.0	59.5		
10 Clerical Personnel	2017	59	-3	-5.1	19	-15.8	0.0	0.0	5	-60.0	0.0	0.0		
	2020	59	-3	-5.1			17.0	-29.9			20.0	-25.4		
11 Intermediate Sales & Service Personnel	2017	11	0	0.0	4	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	11	0	0.0			13.0	0.0			19.0	0.0		
12 Semi-Skilled Manual Workers	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			7.0	0.0			19.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Dalhousie University

[Date: 2017-05-23]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$\frac{E + D}{x 100}$	Part 1: Workforce Analysis	$\frac{D \times G}{\div 100}$	E - H	$\frac{E + H}{x 100}$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{L + K}{x 100}$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference					
#	#	%	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	#	%		
13 Other Sales & Service Personnel	2015	185	9	4.9	10.3	19	-10	47.2															
	2017	178	13	7.3	10.3	18	-5	70.9	31	1	3.2	3	-2	2	0	0.0	0	0	20	1	5.0	1	0
14 Other Manual Workers	2015	9	0	0.0	8.4	1	-1	0.0															
	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
Total	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 sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\frac{E + D}{x 100}$	Part 3: Goals	$\frac{E + G}{x 100}$	Part 3: Goals	$F \div 1 \times 100$	Part 3: Goals	$\frac{E + K}{x 100}$	Part 3: Goals	$F \div M \times 100$											
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓											

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	%	%	%	%	%	%	%	%			
13 Other Sales & Service Personnel	2017	13	0	0.0	7	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2020	13	0	0.0			17.0	0.0			19.0	0.0		
14 Other Manual Workers	2017	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-3	0	0.0			13.0	0.0			8.4	0.0		
Total	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		

**Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities**

Dalhousie University

[Date: 2017-05-23]

002983

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Comments													
		All Employees				Visible Minorities				All Employees				Visible Minorities				All Employees				Visible Minorities																	
Year	#	#	%	Availability %	#	Gap #	EE Result %	#	#	%	Expected #	Differences #	#	Actual #	%	Expected #	Differences #	#	Actual #	%	Expected #	Differences #	#	Actual #	%	Expected #	Differences #												
																												Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Other Sales & Service Personnel	2015	185	24	13.0	9.7	18	6	133.7	31	0	0.0	3	-3	2	1	50.0	0	1	20	0	0.0	3	-3	13	1	7.7	0	0.0	0	0.0	9.8	78.5	0	0.0	0	0.0	9.8	78.5	
Other Sales & Service Personnel	2017	178	44	24.7	9.8	17	27	252.2	31	0	0.0	3	-3	2	1	50.0	0	1	20	0	0.0	3	-3	13	1	7.7	0	0.0	0	0.0	9.8	78.5	0	0.0	0	0.0	9.8	78.5	
Other Manual Workers	2015	9	1	11.1	2.1	0	1	529.1	3	12	400.0	0	12	0	0.0	0	0	0	6	1	16.7	1	0	6	1	16.7	1	11	-366.7	0	0.0	2.7	-13580.2	0	0.0	2.7	-13580.2		
Other Manual Workers	2017	6	1	16.7	2.7	0	1	617.3	3	12	400.0	0	12	0	0.0	0	0	0	6	1	16.7	1	0	6	1	16.7	1	11	-366.7	0	0.0	2.7	-13580.2	0	0.0	2.7	-13580.2		
Total	2015	3,147	267	8.5	12.3	387	-120	69.0	784	118	15.1	100	18	388	42	10.8	33	9	506	39	7.7	43	-4	35	345.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total	2017	3,204	369	11.5	12.7	407	-38	90.7	784	118	15.1	100	18	388	42	10.8	33	9	506	39	7.7	43	-4	35	345.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Visible Minorities	Actual	Goal	Visible Minorities	Percent of Goal Met	Goal	Percent of Goal Met	Visible Minorities	Percent of Goal Met	Goal	Percent of Goal Met	
Other Sales & Service Personnel	2017	13	1	7.7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
Other Sales & Service Personnel	2020	13	1	7.7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
Other Manual Workers	2017	-3	11	-366.7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
Other Manual Workers	2020	-3	11	-366.7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
Total	2017	666	12	18.2	134	90.3	35	345.7	0.0	0.0	0.0	0.0	0.0	
Total	2020	666	12	18.2	134	90.3	35	345.7	0.0	0.0	0.0	0.0	0.0	

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.

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- 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.
- Adjusted survey results to reflect hires, promotions and terminations.
- 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).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

Other measures:

- 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.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.
- 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.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

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.

Operational Context

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.

Additional Details

Please provide any additional information (optional):

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
Workforce Analysis:	June 7, 2018

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

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 of Goal Met	Assessment Comments
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 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		Representation	LMA
Employment Equity Occupational Group (EEOG)	Present Gap	Short-term	Long-term			
		(1 to 3 years)	(3 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
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 Federal Contractors Program (FCP) under the Employment Equity Act.

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 under-represented; 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.

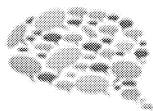
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

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!