

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Caisse Centrale Desjardins	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
Organization's North American Industry Classification System (NAICS) Code N° 52	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 327 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02l-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.) 1170 rue Peel, Office 600	City Montreal	Province QC	Postal Code H3B 0B1
	Telephone Number 514-281-7070	Fax Number	

EMPLOYMENT EQUITY CONTACT	
Name (print) Mylene Rochon	Title Development Advisor
Telephone Number 514-281-7000 32350	E-mail Address mylene.a.rochon@desjardins.com

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). 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>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) Natalie Soucy	Title VP Sale, Business Services
Telephone Number 514-281-7004	E-mail Address natalie.soucy@ccd.desjardins.com
	Date 2014-01-22

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@hrsdc-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) **Fédération des caisses Desjardins du Québec** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050490**, 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) September 1, 2018, for the following reason(s):

(Please describe) **On January 1, 2017, the Fédération des caisses Desjardins du Québec (FCDQ) merged with Caisse centrale Desjardins (CCD), through absorption. All of the Caisse centrale's activities and employees were retained by the Fédération. This merger resulted in the transfer of the CCD's legal obligations to the FCDQ. The contract between the CCD and the Government of Canada was still in effect at the time of the merger, so the Government of Canada's agreement with the CCD is transferred to the FCDQ.**

The FCDQ's workforce profile is very different from that of the CCD: approximately 27,000 employees (350 for the CCD), hundreds of different professions and teams based in many locations across Canada. Given the very large gap in the workforce profile, it was agreed with the Workplace Equity Division, Labour Program (Government of Canada) to revise the reporting schedule. The FCDQ will first have to comply with the initial assessment (information gathering, workforce analysis and goal setting requirements). Our organization will first need to conduct a survey of all FCDQ employees (27,000). This step, which will be carried out in collaboration between the Human Resources teams, managers and employees, will require approximately six months of work.

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: **Marc-André Malboeuf**
Development

Position Title: **Vice President HR Solutions**

Email address: **marc-andre.malboeuf@desjardins.com**

Telephone number: **514-281-7000 ext. 5555285**

Business address: **1 Complexe Desjardins, South Tower, 37th Floor, P.O. Box 7, Montreal, H5B 1B2**

Signature:



Date: **19/02/2018**

From: Yakibonge, Maurice [NC]
Sent: February 20, 2018 2:47 PM
To: 'marc-andre.malboeuf@desjardins.com' <marc-andre.malboeuf@desjardins.com>
Cc: 'Lisanne Tremblay' <lisanne.tremblay@desjardins.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

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 **August 31, 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

Gestionnaire des opérations p. i., Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Lisanne Tremblay [<mailto:lisanne.tremblay@desjardins.com>]
Sent: February-19-18 12:04 PM
To: Yakibonge, Maurice [NC]
Subject: Government of Canada Agreement 050490 / Fédération des caisses Desjardins

Hello Mr. Yakibonge,

You will find attached the extension request form completed and signed by my Vice-President, Mr. Marc-André Malboeuf, VP Development of HR Solutions.

Please do not hesitate to contact me if you have any questions.

I look forward to hearing from you,



Lisanne Tremblay
Conseillère en développement

Montréal

Développement organisationnel et Expérience
employé
Ressources humaines
et Communications

514 281-7000, poste 5559546
1 866 866-7000, poste 5559546

Faites bonne impression et imprimez seulement au besoin!

Ce courriel est confidentiel, peut être protégé par le secret professionnel et est adressé exclusivement au destinataire. Il est

strictement interdit à toute autre personne de diffuser, distribuer ou reproduire ce message. Si vous l'avez reçu par erreur, veuillez immédiatement le détruire et aviser l'expéditeur. Merci.



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) **Fédération des caisses Desjardins du Québec** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050490**, 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) October 31 for the following reason(s):

(Please describe)

In April 2018, we began activities to collect data about our workforce. The response rate now stands at 40%.

We have identified a strategy and specific actions to improve this response rate, including a major "diversity and inclusion" communication campaign that will be launched in mid-August. This campaign follows the adoption of the global "Diversity and Inclusion" strategy by members of the Desjardins Group Management Committee (the Chair and those reporting to the Chair) on June 12. Launching this communication campaign in the middle of the summer would not have the desired impact on all of our employees and managers. That is why we are planning a launch in mid-August.

Through this campaign, employees will be asked to complete the self-identification questionnaire once again. We also have a mitigation plan with a polling firm if our communication campaign does not bring the expected results. We are confident that we will reach the 80% response rate required by mid-October and could therefore send you the first compliance assessment on October 31, 2018.

Please rest assured that we are making every effort to achieve the 80% response rate with our 27,000 employees.

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: **Marc-André Malboeuf**

Position Title: **Vice President HR Solutions Development**

Email address: **marc-andre.malboeuf@desjardins.com**

Telephone number: **514-281-7000 ext. 5555285**

Business address: **1 Complexe Desjardins, South Tower, 37th Floor, P.O. Box 7, Montreal, H5B 1B2**

Signature:



Date: **June 22, 2018**

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: July 11, 2018 7:26 AM
To: 'marc-andre.malboeuf@desjardins.com' <marc-andre.malboeuf@desjardins.com>
Cc: 'Lisanne Tremblay' <lisanne.tremblay@desjardins.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information - 050490

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 **October 31, 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

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, 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!

Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Women

Employment Equity Occupational Group	Internal location	All employees #	Women			Difference #	Place of recruitment	
			Representation #	Availability %	Availability #			
01: Senior Management	National	92	24	26.1 %	27.6 %	25	-1	National
02: Middle management and other directors	National	1931	971	50.3 %	39.4 %	761	210	National
03: Professionals		11589	5768	49.8 %	41.5 %	4809	959	
1111: Auditors and Accountants	National	1150	795	69.1 %	56.0 %	644	151	National
1112: Financial and investment analysts	National	771	433	56.2 %	44.9 %	346	87	National
1113: Securities Agents, Investment Agents and Traders	National	131	34	26.0 %	31.5 %	41	-7	National
1114: Other financial agents	National	968	416	43.0 %	45.6 %	441	-25	National
1121: Human Resources Professionals	National	276	218	79.0 %	73.2 %	202	16	National
1122: Business Management Consulting Professionals	National	2440	1408	57.7 %	42.7 %	1042	366	National
1123: Advertising, marketing and public relations professionals	National	563	374	66.4 %	66.6 %	375	-1	National
2161: Mathematicians, Statisticians and Actuaries	National	206	86	41.7 %	45.4 %	94	-8	National
2171 : IT Analysts and Consultants	National	2934	984	33.5 %	27.7 %	813	171	National
2174: Programmers and Interactive Media Developers	National	876	175	20.0 %	16.6 %	145	30	National
4021: College teachers and other vocational instructors	National	817	551	67.4 %	53.8 %	440	111	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	129	84	65.1 %	43.9 %	57	27	National
4162: Economists, Researchers and Policy Analysts	National	122	56	45.9 %	43.8 %	53	3	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	93	71	76.3 %	51.3 %	48	23	National
4164: Social Policy Researchers, Consultants and Program Officers	National	40	25	62.5 %	66.4 %	27	-2	National
4169: Other social science professionals, n.e.c.	National	10	6	60.0 %	58.7 %	6	0	National
5124: NOC 2006 - Public Relations and Communications Professionals	National	63	52	82.5 %	55.0 %	35	17	National
04: Semi-professional and technical staff		265	208	78.5 %	67.9 %	180	28	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	3	0	0.0 %	11.0 %	0	0	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	4	0	0.0 %	8.4 %	0	0	Quebec
4211 : Paralegals and related occupations	Alberta	3	2	66.7 %	92.2 %	3	-1	Alberta



Workplace equity information management system - Fédération des caisses Desjardins du Québec

Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
4211 : Paralegals and related occupations	British Columbia	1	1	100.0 %	88.8 %	1	0	British Columbia
4211 : Paralegals and related occupations	Ontario	55	51	92.7 %	82.5 %	45	6	Ontario
4211 : Paralegals and related occupations	Quebec	86	69	80.2 %	86.5 %	74	-5	Quebec
5212: Technical Occupations in Museums and Art Galleries	Quebec	12	8	66.7 %	54.2 %	7	1	Quebec
5241 : Graphic designers and illustrators	Ontario	10	8	80.0 %	50.0 %	5	3	Ontario
5241 : Graphic designers and illustrators	Quebec	91	69	75.8 %	48.7 %	44	25	Quebec
05: Supervisors		49	16	32.7 %	51.3 %	25	-9	
Employment Equity Occupational Group	Montreal	25	12	48.0 %	50.5 %	13	-1	Montreal
Employment Equity Occupational Group	Qc minus CMAs	1	0	0.0 %	59.1 %	1	-1	Qc minus CMAs
Employment Equity Occupational Group	Quebec	18	4	22.2 %	51.5 %	9	-5	Quebec
Employment Equity Occupational Group	Saguenay	1	0	0.0 %	57.0 %	1	-1	Saguenay
Employment Equity Occupational Group	Toronto	4	0	0.0 %	52.0 %	2	-2	Toronto
07: Administrative and Senior Clerical Staff		5722	3825	66.8 %	80.4 %	4600	-775	
Employment Equity Occupational Group	Calgary	137	79	57.7 %	81.2 %	111	-32	Calgary
Employment Equity Occupational Group	Edmonton	27	15	55.6 %	84.2 %	23	-8	Edmonton
Employment Equity Occupational Group	Hamilton	143	82	57.3 %	82.6 %	118	-36	Hamilton
Employment Equity Occupational Group	London	26	4	15.4 %	82.8 %	22	-18	London
Employment Equity Occupational Group	Moncton	1	1	100.0 %	81.6 %	1	0	Moncton
Employment Equity Occupational Group	Montreal	1407	933	66.3 %	80.9 %	1138	-205	Montreal
Employment Equity Occupational Group	NB minus CMA	1	0	0.0 %	85.7 %	1	-1	NB minus CMA
Employment Equity Occupational Group	NS minus CMA	4	1	25.0 %	86.8 %	3	-2	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	6	5	83.3 %	86.8 %	5	0	Ont. minus CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	201	108	53.7 %	76.8 %	154	-46	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	162	128	79.0 %	87.6 %	142	-14	Qc minus CMAs

Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Women

Employment Equity Occupational Group	Internal location	All employees #	Women			Difference #	Place of recruitment	
			Representation #	%	Availability %			
Employment Equity Occupational Group	Quebec	1711	1257	73.5 %	80.4 %	-119	Quebec	
Employment Equity Occupational Group	Saguenay	27	24	88.9 %	84.4 %	1	Saguenay	
Employment Equity Occupational Group	Saint John	6	0	0.0 %	84.3 %	-5	Saint John	
Employment Equity Occupational Group	Sherbrooke	10	8	80.0 %	82.3 %	0	Sherbrooke	
Employment Equity Occupational Group	Toronto	1722	1093	63.5 %	79.1 %	-269	Toronto	
Employment Equity Occupational Group	Trois-Rivières	88	54	61.4 %	82.2 %	-18	Trois-Rivières	
Employment Equity Occupational Group	Vancouver	40	32	80.0 %	78.9 %	0	Vancouver	
Employment Equity Occupational Group	Winnipeg	3	1	33.3 %	82.0 %	-1	Winnipeg	
08: Specialized sales and service personnel		3220	2081	64.6 %	60.1 %	146		
6231: Insurance agents and brokers	Alberta	14	8	57.1 %	63.4 %	-1	Alberta	
6231: Insurance agents and brokers	British Columbia	6	4	66.7 %	62.8 %	0	British Columbia	
6231: Insurance agents and brokers	Manitoba	10	6	60.0 %	61.9 %	0	Manitoba	
6231: Insurance agents and brokers	New Brunswick	2	0	0.0 %	62.7 %	-1	New Brunswick	
6231: Insurance agents and brokers	Nova Scotia	3	3	100.0 %	60.4 %	1	Nova Scotia	
6231: Insurance agents and brokers	Ontario	176	126	71.6 %	55.7 %	28	Ontario	
6231: Insurance agents and brokers	Quebec	2919	1886	64.6 %	60.2 %	129	Quebec	
6235: Financial Sales Representatives	Quebec	90	48	53.3 %	62.0 %	-8	Quebec	
09: Skilled workers and artisans		5	3	60.0 %	7.8 %	3		
7384: Other Skilled Trades and Related Occupations, n.e.c.	Quebec	5	3	60.0 %	7.8 %	3	Quebec	
10 : Office staff		3555	2818	79.3 %	61.6 %	628		
Employment Equity Occupational Group	Calgary	3	3	100.0 %	70.7 %	2	1	Calgary
Employment Equity Occupational Group	Halifax	3	2	66.7 %	69.7 %	2	0	Halifax
Employment Equity Occupational Group	Hamilton	34	27	79.4 %	70.0 %	24	3	Hamilton
Employment Equity Occupational Group	London	6	6	100.0 %	69.9 %	4	2	London



Workplace equity information management system - Fédération des caisses Desjardins du Québec

Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	1667	1250	75.0 %	61.6 %	1027	223	Montreal
Employment Equity Occupational Group	NS minus CMA	1	1	100.0 %	72.3 %	1	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	10	9	90.0 %	73.9 %	7	2	Ont. minus CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	18	15	83.3 %	65.7 %	12	3	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	237	198	83.5 %	64.6 %	153	45	Qc minus CMAs
Employment Equity Occupational Group	Quebec	986	828	84.0 %	58.6 %	578	250	Quebec
Employment Equity Occupational Group	Saguenay	70	66	94.3 %	62.4 %	44	22	Saguenay
Employment Equity Occupational Group	Saint John	1	1	100.0 %	70.5 %	1	0	Saint John
Employment Equity Occupational Group	Sherbrooke	33	32	97.0 %	61.0 %	20	12	Sherbrooke
Employment Equity Occupational Group	Toronto	412	326	79.1 %	65.5 %	270	56	Toronto
Employment Equity Occupational Group	Trois-Rivières	59	46	78.0 %	63.1 %	37	9	Trois-Rivières
Employment Equity Occupational Group	Vancouver	3	3	100.0 %	70.6 %	2	1	Vancouver
Employment Equity Occupational Group	Winnipeg	12	5	41.7 %	68.3 %	8	-3	Winnipeg
11: Intermediate sales and service personnel		176	140	79.5 %	66.0 %	116	24	
Employment Equity Occupational Group	Montreal	54	34	63.0 %	63.2 %	34	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	3	3	100.0 %	62.8 %	2	1	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	50	44	88.0 %	71.7 %	36	8	Qc minus CMAs
Employment Equity Occupational Group	Quebec	47	44	93.6 %	62.6 %	29	15	Quebec
Employment Equity Occupational Group	Saguenay	2	1	50.0 %	68.7 %	1	0	Saguenay
Employment Equity Occupational Group	Sherbrooke	3	3	100.0 %	65.5 %	2	1	Sherbrooke
Employment Equity Occupational Group	Trois-Rivières	16	10	62.5 %	68.4 %	11	-1	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	66.3 %	1	0	Winnipeg
13: Other sales and service personnel		3	0	0.0 %	49.7 %	1	-1	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	50.0 %	1	-1	Montreal



Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Women

Employment Equity Occupational Group	Location	All employees	Representation		Women		Differen ce #	Place of recruitment
			#	%	Availability	#		
	internal	#	#	%	%	#	#	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	49.1 %	0	0	Quebec
Total		26607	15854	59.6 %	55.0 %	14642	1212	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal			Difference #	Place of recruitment
			Representation #	%	Availability %		
01: Senior Management	National	92	0	0.0 %	3.2 %	3	National
02: Middle management and other directors	National	1931	9	0.5 %	2.7 %	52	National
03: Professionals		11589	50	0.4 %	1.6 %	185	
1111: Auditors and Accountants	National	1150	6	0.5 %	1.4 %	16	National
1112: Financial and investment analysts	National	771	1	0.1 %	0.8 %	6	National
1113: Securities Agents, Investment Agents and Traders	National	131	0	0.0 %	1.2 %	2	National
1114: Other financial agents	National	968	5	0.5 %	1.6 %	15	National
1121: Human Resources Professionals	National	276	1	0.4 %	3.1 %	9	National
1122: Business Management Consulting Professionals	National	2440	11	0.5 %	1.6 %	39	National
1123: Advertising, marketing and public relations professionals	National	563	3	0.5 %	2.1 %	12	National
2161: Mathematicians, Statisticians and Actuaries	National	206	0	0.0 %	1.0 %	2	National
2171 : IT Analysts and Consultants	National	2934	14	0.5 %	1.3 %	38	National
2174: Programmers and Interactive Media Developers	National	876	2	0.2 %	1.1 %	10	National
4021: College teachers and other vocational instructors	National	817	2	0.2 %	3.0 %	25	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	129	2	1.6 %	1.9 %	2	National
4162: Economists, Researchers and Policy Analysts	National	122	0	0.0 %	1.8 %	2	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	93	2	2.2 %	2.0 %	2	National
4164: Social Policy Researchers, Consultants and Program Officers	National	40	0	0.0 %	6.3 %	3	National
4169: Other social science professionals, n.e.c.	National	10	0	0.0 %	6.3 %	1	National
5124: NOC 2006 - Public Relations and Communications Professionals	National	63	1	1.6 %	2.4 %	2	National
04: Semi-professional and technical staff		265	1	0.4 %	1.8 %	5	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	3	0	0.0 %	1.7 %	0	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	4	0	0.0 %	1.6 %	0	Quebec
4211 : Paralegals and related occupations	Alberta	3	0	0.0 %	3.4 %	0	Alberta



Default Workforce Analysis System - Detailed Report

Date: 2019-03-20

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ ence#	Place of recruitment
			Representation #	%			
4211 : Paralegals and related occupations	British Columbia	1	0	0.0 %	2.8 %	0	British Columbia
4211 : Paralegals and related occupations	Ontario	55	0	0.0 %	1.9 %	1	Ontario
4211 : Paralegals and related occupations	Quebec	86	0	0.0 %	1.1 %	1	Quebec
5212: Technical Occupations in Museums and Art Galleries	Quebec	12	0	0.0 %	5.2 %	1	Quebec
5241 : Graphic designers and illustrators	Ontario	10	0	0.0 %	1.4 %	0	Ontario
5241 : Graphic designers and illustrators	Quebec	91	1	1.1 %	2.0 %	2	Quebec
05: Supervisors		49	0	0.0 %	1.4 %	1	
Employment Equity Occupational Group	Montreal	25	0	0.0 %	0.8 %	0	Montreal
Employment Equity Occupational Group	Qc minus CMAs	1	0	0.0 %	3.7 %	0	Qc minus CMAs
Employment Equity Occupational Group	Quebec	18	0	0.0 %	2.0 %	0	Quebec
Employment Equity Occupational Group	Saguenay	1	0	0.0 %	4.7 %	0	Saguenay
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.9 %	0	Toronto
07: Administrative and Senior Clerical Staff		5722	28	0.5 %	1.3 %	74	
Employment Equity Occupational Group	Calgary	137	0	0.0 %	2.9 %	4	Calgary
Employment Equity Occupational Group	Edmonton	27	0	0.0 %	4.7 %	1	Edmonton
Employment Equity Occupational Group	Hamilton	143	0	0.0 %	1.3 %	2	Hamilton
Employment Equity Occupational Group	London	26	0	0.0 %	1.6 %	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.8 %	0	Moncton
Employment Equity Occupational Group	Montreal	1407	4	0.3 %	0.8 %	11	Montreal
Employment Equity Occupational Group	NB minus CMA	1	0	0.0 %	3.3 %	0	NB minus CMA
Employment Equity Occupational Group	NS minus CMA	4	0	0.0 %	5.0 %	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	6	1	16.7 %	5.7 %	0	Ont. minus CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	201	3	1.5 %	3.4 %	7	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	162	0	0.0 %	3.8 %	6	Qc minus CMAs

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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal			Difference #	Place of recruitment	
			Representation #	%	Availability %			
Employment Equity Occupational Group	Quebec	1711	11	0.6 %	1.4 %	24	-13	Quebec
Employment Equity Occupational Group	Saguenay	27	0	0.0 %	4.1 %	1	-1	Saguenay
Employment Equity Occupational Group	Saint John	6	0	0.0 %	1.4 %	0	0	Saint John
Employment Equity Occupational Group	Sherbrooke	10	0	0.0 %	0.7 %	0	0	Sherbrooke
Employment Equity Occupational Group	Toronto	1722	9	0.5 %	0.8 %	14	-5	Toronto
Employment Equity Occupational Group	Trois-Rivières	88	0	0.0 %	1.2 %	1	-1	Trois-Rivières
Employment Equity Occupational Group	Vancouver	40	0	0.0 %	2.1 %	1	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	9.2 %	0	0	Winnipeg
08: Specialized sales and service personnel		3220	15	0.5 %	1.3 %	42	-27	
6231: Insurance agents and brokers	Alberta	14	0	0.0 %	3.5 %	0	0	Alberta
6231: Insurance agents and brokers	British Columbia	6	0	0.0 %	3.0 %	0	0	British Columbia
6231: Insurance agents and brokers	Manitoba	10	1	10.0 %	6.8 %	1	0	Manitoba
6231: Insurance agents and brokers	New Brunswick	2	0	0.0 %	2.4 %	0	0	New Brunswick
6231: Insurance agents and brokers	Nova Scotia	3	0	0.0 %	3.3 %	0	0	Nova Scotia
6231: Insurance agents and brokers	Ontario	176	0	0.0 %	1.4 %	2	-2	Ontario
6231: Insurance agents and brokers	Quebec	2919	14	0.5 %	1.2 %	35	-21	Quebec
6235: Financial Sales Representatives	Quebec	90	0	0.0 %	0.9 %	1	-1	Quebec
09: Skilled workers and artisans		5	1	20.0 %	2.7 %	0	1	
7384: Other Skilled Trades and Related Occupations, n.e.c.	Quebec	5	1	20.0 %	2.7 %	0	1	Quebec
10 : Office staff		3555	16	0.5 %	1.5 %	53	-37	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	3	0	0.0 %	3.9 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	34	0	0.0 %	1.9 %	1	-1	Hamilton
Employment Equity Occupational Group	London	6	0	0.0 %	2.2 %	0	0	London



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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	1667	7	0.4 %	1.0 %	17	-10	Montreal
Employment Equity Occupational Group	NS minus CMA	1	0	0.0 %	5.6 %	0	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	10	0	0.0 %	6.4 %	1	-1	Ont. minus CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	18	0	0.0 %	3.5 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	237	0	0.0 %	4.4 %	10	-10	Qc minus CMAs
Employment Equity Occupational Group	Quebec	986	3	0.3 %	1.6 %	16	-13	Quebec
Employment Equity Occupational Group	Saguenay	70	1	1.4 %	3.6 %	3	-2	Saguenay
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.2 %	0	0	Saint John
Employment Equity Occupational Group	Sherbrooke	33	0	0.0 %	0.4 %	0	0	Sherbrooke
Employment Equity Occupational Group	Toronto	412	5	1.2 %	0.8 %	3	2	Toronto
Employment Equity Occupational Group	Trois-Rivières	59	0	0.0 %	1.5 %	1	-1	Trois-Rivières
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.7 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	12	0	0.0 %	11.4 %	1	-1	Winnipeg
11: Intermediate sales and service personnel		176	2	1.1 %	2.2 %	4	-2	
Employment Equity Occupational Group	Montreal	54	1	1.9 %	0.8 %	0	1	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	3.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	50	1	2.0 %	4.2 %	2	-1	Qc minus CMAs
Employment Equity Occupational Group	Quebec	47	0	0.0 %	1.6 %	1	-1	Quebec
Employment Equity Occupational Group	Saguenay	2	0	0.0 %	4.0 %	0	0	Saguenay
Employment Equity Occupational Group	Sherbrooke	3	0	0.0 %	1.5 %	0	0	Sherbrooke
Employment Equity Occupational Group	Trois-Rivières	16	0	0.0 %	1.3 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	10.6 %	0	0	Winnipeg
13: Other sales and service personnel		3	0	0.0 %	1.3 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	1.0 %	0	0	Montreal



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Aboriginal

Employment Equity Occupational Group	Location	All employees	Aboriginal				Difference	Place of recruitment
			Representation	Availability				
	internal	#	#	%	%	#	#	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	1.8 %	0	0	Quebec
Total		26607	122	0.5 %	1.6 %	419	-297	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior Management	National	92	1	1.1 %	11.5 %	11	-10	National
02: Middle management and other directors	National	1931	127	6.6 %	17.6 %	340	-213	National
03: Professionals		11589	1161	10.0 %	30.0 %	3477	-2316	
1111: Auditors and Accountants	National	1150	102	8.9 %	32.3 %	371	-269	National
1112: Financial and investment analysts	National	771	105	13.6 %	37.8 %	291	-186	National
1113: Securities Agents, Investment Agents and Traders	National	131	6	4.6 %	31.2 %	41	-35	National
1114: Other financial agents	National	968	104	10.7 %	26.5 %	257	-153	National
1121: Human Resources Professionals	National	276	15	5.4 %	16.7 %	46	-31	National
1122: Business Management Consulting Professionals	National	2440	208	8.5 %	26.4 %	644	-436	National
1123: Advertising, marketing and public relations professionals	National	563	39	6.9 %	18.8 %	106	-67	National
2161: Mathematicians, Statisticians and Actuaries	National	206	20	9.7 %	32.9 %	68	-48	National
2171 : IT Analysts and Consultants	National	2934	315	10.7 %	38.6 %	1133	-818	National
2174: Programmers and Interactive Media Developers	National	876	126	14.4 %	34.2 %	300	-174	National
4021: College teachers and other vocational instructors	National	817	66	8.1 %	14.9 %	122	-56	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	129	20	15.5 %	14.2 %	18	2	National
4162: Economists, Researchers and Policy Analysts	National	122	21	17.2 %	30.4 %	37	-16	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	93	10	10.8 %	25.7 %	24	-14	National
4164: Social Policy Researchers, Consultants and Program Officers	National	40	0	0.0 %	21.6 %	9	-9	National
4169: Other social science professionals, n.e.c.	National	10	0	0.0 %	10.9 %	1	-1	National
5124: NOC 2006 - Public Relations and Communications Professionals	National	63	4	6.3 %	23.2 %	15	-11	National
04: Semi-professional and technical staff		265	18	6.8 %	14.5 %	38	-20	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	3	1	33.3 %	30.6 %	1	0	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	4	0	0.0 %	11.4 %	0	0	Quebec
4211 : Paralegals and related occupations	Alberta	3	1	33.3 %	12.3 %	0	1	Alberta



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
4211 : Paralegals and related occupations	British Columbia	1	0	0.0 %	26.1 %	0	0	British Columbia
4211 : Paralegals and related occupations	Ontario	55	7	12.7 %	23.9 %	13	-6	Ontario
4211 : Paralegals and related occupations	Quebec	86	2	2.3 %	10.5 %	9	-7	Quebec
5212: Technical Occupations in Museums and Art Galleries	Quebec	12	1	8.3 %	5.2 %	1	0	Quebec
5241 : Graphic designers and illustrators	Ontario	10	2	20.0 %	28.6 %	3	-1	Ontario
5241: Graphic Designers and Illustrators	Quebec	91	4	4.4 %	11.9 %	11	-7	Quebec
05: Supervisors		49	1	2.0 %	15.9 %	8	-7	
Employment Equity Occupational Group	Montreal	25	0	0.0 %	20.4 %	5	-5	Montreal
Employment Equity Occupational Group	Qc minus CMAs	1	0	0.0 %	1.1 %	0	0	Qc minus CMAs
Employment Equity Occupational Group	Quebec	18	0	0.0 %	3.2 %	1	-1	Quebec
Employment Equity Occupational Group	Saguenay	1	0	0.0 %	1.3 %	0	0	Saguenay
Employment Equity Occupational Group	Toronto	4	1	25.0 %	51.5 %	2	-1	Toronto
07: Administrative and Senior Clerical Staff		5722	614	10.7 %	18.5 %	1059	-445	
Employment Equity Occupational Group	Calgary	137	25	18.2 %	20.6 %	28	-3	Calgary
Employment Equity Occupational Group	Edmonton	27	2	7.4 %	16.9 %	5	-3	Edmonton
Employment Equity Occupational Group	Hamilton	143	18	12.6 %	11.3 %	16	2	Hamilton
Employment Equity Occupational Group	London	26	2	7.7 %	8.8 %	2	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.4 %	0	0	Moncton
Employment Equity Occupational Group	Montreal	1407	150	10.7 %	14.6 %	205	-55	Montreal
Employment Equity Occupational Group	NB minus CMA	1	0	0.0 %	1.2 %	0	0	NB minus CMA
Employment Equity Occupational Group	NS minus CMA	4	0	0.0 %	1.5 %	0	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	6	1	16.7 %	1.9 %	0	1	Ont. minus CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	201	32	15.9 %	14.1 %	28	4	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	162	0	0.0 %	0.8 %	1	-1	Qc minus CMAs

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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
Employment Equity Occupational Group	Quebec	1711	31	1.8 %	3.3 %	56	-25	Quebec
Employment Equity Occupational Group	Saguenay	27	0	0.0 %	0.8 %	0	0	Saguenay
Employment Equity Occupational Group	Saint John	6	0	0.0 %	2.8 %	0	0	Saint John
Employment Equity Occupational Group	Sherbrooke	10	1	10.0 %	2.5 %	0	1	Sherbrooke
Employment Equity Occupational Group	Toronto	1722	340	19.7 %	40.6 %	699	-359	Toronto
Employment Equity Occupational Group	Trois-Rivières	88	6	6.8 %	1.4 %	1	5	Trois-Rivières
Employment Equity Occupational Group	Vancouver	40	5	12.5 %	39.9 %	16	-11	Vancouver
Employment Equity Occupational Group	Winnipeg	3	1	33.3 %	15.9 %	0	1	Winnipeg
08: Specialized sales and service personnel		3220	439	13.6 %	10.9 %	351	88	
6231: Insurance agents and brokers	Alberta	14	1	7.1 %	17.7 %	2	-1	Alberta
6231: Insurance agents and brokers	British Columbia	6	2	33.3 %	36.4 %	2	0	British Columbia
6231: Insurance agents and brokers	Manitoba	10	4	40.0 %	14.2 %	1	3	Manitoba
6231: Insurance agents and brokers	New Brunswick	2	0	0.0 %	1.5 %	0	0	New Brunswick
6231: Insurance agents and brokers	Nova Scotia	3	0	0.0 %	5.6 %	0	0	Nova Scotia
6231: Insurance agents and brokers	Ontario	176	22	12.5 %	26.7 %	47	-25	Ontario
6231: Insurance agents and brokers	Quebec	2919	384	13.2 %	9.6 %	280	104	Quebec
6235: Financial Sales Representatives	Quebec	90	26	28.9 %	20.4 %	18	8	Quebec
09: Skilled workers and artisans		5	0	0.0 %	2.9 %	0	0	
7384: Other Skilled Trades and Related Occupations, n.e.c.	Quebec	5	0	0.0 %	2.9 %	0	0	Quebec
10 : Office staff		3555	390	11.0 %	17.3 %	615	-225	
Employment Equity Occupational Group	Calgary	3	1	33.3 %	30.6 %	1	0	Calgary
Employment Equity Occupational Group	Halifax	3	0	0.0 %	8.1 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	34	6	17.6 %	12.6 %	4	2	Hamilton
Employment Equity Occupational Group	London	6	0	0.0 %	11.2 %	1	-1	London



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
Employment Equity Occupational Group	Montreal	1667	239	14.3 %	20.4 %	340	-101	Montreal
Employment Equity Occupational Group	NS minus CMA	1	0	0.0 %	1.9 %	0	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	10	3	30.0 %	1.9 %	0	3	Ont. minus CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	18	1	5.6 %	18.2 %	3	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	237	15	6.3 %	1.0 %	2	13	Qc minus CMAs
Employment Equity Occupational Group	Quebec	986	29	2.9 %	4.1 %	40	-11	Quebec
Employment Equity Occupational Group	Saguenay	70	0	0.0 %	1.6 %	1	-1	Saguenay
Employment Equity Occupational Group	Saint John	1	0	0.0 %	3.1 %	0	0	Saint John
Employment Equity Occupational Group	Sherbrooke	33	0	0.0 %	4.1 %	1	-1	Sherbrooke
Employment Equity Occupational Group	Toronto	412	82	19.9 %	52.2 %	215	-133	Toronto
Employment Equity Occupational Group	Trois-Rivières	59	7	11.9 %	3.1 %	2	5	Trois-Rivières
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	46.7 %	1	0	Vancouver
Employment Equity Occupational Group	Winnipeg	12	6	50.0 %	23.3 %	3	3	Winnipeg
11: Intermediate sales and service personnel		176	18	10.2 %	11.3 %	20	-2	
Employment Equity Occupational Group	Montreal	54	11	20.4 %	26.6 %	14	-3	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	25.9 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Qc minus CMAs	50	5	10.0 %	1.5 %	1	4	Qc minus CMAs
Employment Equity Occupational Group	Quebec	47	1	2.1 %	6.4 %	3	-2	Quebec
Employment Equity Occupational Group	Saguenay	2	0	0.0 %	1.6 %	0	0	Saguenay
Employment Equity Occupational Group	Sherbrooke	3	0	0.0 %	6.1 %	0	0	Sherbrooke
Employment Equity Occupational Group	Trois-Rivières	16	1	6.3 %	3.1 %	0	1	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	31.4 %	0	0	Winnipeg
13: Other sales and service personnel		3	0	0.0 %	21.4 %	1	-1	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	28.3 %	1	-1	Montreal



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities			Difference #	Place of recruitment
			Representation #	Availability %	Availability %		
Employment Equity Occupational Group	Quebec	1	0	0.0 %	7.7 %	0	Quebec
Total		26607	2769	10.4 %	22.2 %	5920	-3151

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



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Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	Availability #		
01/02 : Executives	National	2023	8	0.4 %	5.0 %	101	-93	National
03: Professionals	National	11589	57	0.5 %	8.9 %	1031	-974	National
04: Semi-professional and technical staff	National	265	0	0.0 %	7.6 %	20	-20	National
05: Supervisors	National	49	0	0.0 %	27.5 %	13	-13	National
07: Administrative and Senior Clerical Staff	National	5722	51	0.9 %	10.0 %	572	-521	National
08: Specialized sales and service personnel	National	3220	16	0.5 %	8.0 %	258	-242	National
09: Skilled workers and artisans	National	5	0	0.0 %	7.8 %	0	0	National
10 : Office staff	National	3555	23	0.6 %	9.3 %	331	-308	National
11: Intermediate sales and service personnel	National	176	0	0.0 %	10.8 %	19	-19	National
13: Other sales and service personnel	National	3	0	0.0 %	10.7 %	0	0	National
Total		26607	155	0.6 %	8.8 %	2345	-2190	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2017 Canadian Disability Survey and internal employer data.



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Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



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Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Personnel 08: Specialized Sales and Service Personnel 09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1112: Intermediate Sales and Service Personnel 13: Other Sales and Service Personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	



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Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence #
		#	%	%	#	
01: Senior Management	92	24	26.1 %	27.6 %	25	-1
02: Middle management and other directors	1931	971	50.3 %	39.4 %	761	210
03: Professionals	11589	5768	49.8 %	41.5 %	4809	959
04: Semi-professional and technical staff	265	208	78.5 %	67.9 %	180	28
05: Supervisors	49	16	32.7 %	51.3 %	25	-9
07: Administrative and Senior Clerical Staff	5722	3825	66.8 %	80.4 %	4600	-775
08: Specialized sales and service personnel	3220	2081	64.6 %	60.1 %	1935	146
09: Skilled workers and artisans	5	3	60.0 %	7.8 %	0	3
10 : Office staff	3555	2818	79.3 %	61.6 %	2190	628
11: Intermediate sales and service personnel	176	140	79.5 %	66.0 %	116	24
13: Other sales and service personnel	3	0	0.0 %	49.7 %	1	-1
Total	26607	15854	59.6 %	55.0 %	14642	1212

The total does not necessarily equal the sum of the components due to rounding.



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Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	92	0	0.0 %	3.2 %	3	-3
02: Middle management and other directors	1931	9	0.5 %	2.7 %	52	-43
03: Professionals	11589	50	0.4 %	1.6 %	185	-135
04: Semi-professional and technical staff	265	1	0.4 %	1.8 %	5	-4
05: Supervisors	49	0	0.0 %	1.4 %	1	-1
07: Administrative and Senior Clerical Staff	5722	28	0.5 %	1.3 %	74	-46
08: Specialized sales and service personnel	3220	15	0.5 %	1.3 %	42	-27
09: Skilled workers and artisans	5	1	20.0 %	2.7 %	0	1
10 : Office staff	3555	16	0.5 %	1.5 %	53	-37
11: Intermediate sales and service personnel	176	2	1.1 %	2.2 %	4	-2
13: Other sales and service personnel	3	0	0.0 %	1.3 %	0	0
Total	26607	122	0.5 %	1.6 %	419	-297

The total does not necessarily equal the sum of the components due to rounding.

Default Workforce Analysis System - Summary Report

Date: 2019-03-20

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Difference #
		Representation #	Availability %	Representation %	Availability %	
01: Senior Management	92	1	1.1 %	11.5 %	11	-10
02: Middle management and other directors	1931	127	6.6 %	17.6 %	340	-213
03: Professionals	11589	1161	10.0 %	30.0 %	3477	-2316
04: Semi-professional and technical staff	265	18	6.8 %	14.5 %	38	-20
05: Supervisors	49	1	2.0 %	15.9 %	8	-7
07: Administrative and Senior Clerical Staff	5722	614	10.7 %	18.5 %	1059	-445
08: Specialized sales and service personnel	3220	439	13.6 %	10.9 %	351	88
09: Skilled workers and artisans	5	0	0.0 %	2.9 %	0	0
10 : Office staff	3555	390	11.0 %	17.3 %	615	-225
11: Intermediate sales and service personnel	176	18	10.2 %	11.3 %	20	-2
13: Other sales and service personnel	3	0	0.0 %	21.4 %	1	-1
Total	26607	2769	10.4 %	22.2 %	5920	-3151

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2019-03-20

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities				Difference #
		Representation #	Availability %	Availability %	Availability #	
01/02 : Executives	2023	8	0.4 %	5.0 %	101	-93
03: Professionals	11589	57	0.5 %	8.9 %	1031	-974
04: Semi-professional and technical staff	265	0	0.0 %	7.6 %	20	-20
05: Supervisors	49	0	0.0 %	27.5 %	13	-13
07: Administrative and Senior Clerical Staff	5722	51	0.9 %	10.0 %	572	-521
08: Specialized sales and service personnel	3220	16	0.5 %	8.0 %	258	-242
09: Skilled workers and artisans	5	0	0.0 %	7.8 %	0	0
10 : Office staff	3555	23	0.6 %	9.3 %	331	-308
11: Intermediate sales and service personnel	176	0	0.0 %	10.8 %	19	-19
13: Other sales and service personnel	3	0	0.0 %	10.7 %	0	0
Total	26607	155	0.6 %	8.8 %	2345	-2190

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2019-03-20

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2019-03-20

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Personnel 08: Specialized Sales and Service Personnel 09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1112: Intermediate Sales and Service Personnel 13: Other Sales and Service Personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
20	03	2019

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	92	24	27.6
02	Middle & Other Managers	1,931	971	39.4
03	Professionals	11,589	5,768	41.5
04	Semi-Professionals & Technicians	265	208	67.9
05	Supervisors	49	16	51.3
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5,722	3,825	80.4
08	Skilled Sales & Service Personnel	3,220	2,081	60.1
09	Skilled Crafts & Trades Workers	5	3	7.8
10	Clerical Personnel	3,555	2,818	61.6
11	Intermediate Sales & Service Personnel	176	140	66.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	3	0	49.7
14	Other Manual Workers	0	0	0.0
Total		26,607	15,854	55.0

Table 5: Women

Subsequent/Current Workforce Analysis

All Employees		Women	
	Representation	Availability*	
#	#	%	
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	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	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
0	0	0.0	0.0

*** Source:**
2016 Census

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
0	0	0

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
	#	#	%
01 Senior Managers	92	0	3.2
02 Middle & Other Managers	1,931	9	2.7
03 Professionals	11,589	50	1.6
04 Semi-Professionals & Technicians	265	1	1.8
05 Supervisors	49	0	1.4
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	5,722	28	1.3
08 Skilled Sales & Service Personnel	3,220	15	1.3
09 Skilled Crafts & Trades Workers	5	1	2.7
10 Clerical Personnel	3,555	16	1.5
11 Intermediate Sales & Service Personnel	176	2	2.2
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	3	0	1.3
14 Other Manual Workers	0	0	0.0
Total	26,607	122	1.6

* Source:

2016 Census

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

All Employees	Aboriginal Peoples	
	Representation	Availability*
#	#	%
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
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

* Source:

0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fédération des caisses Desjardins du Québec

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Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
20	03	2019

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	92	1	11.5
02	Middle & Other Managers	1,931	127	17.6
03	Professionals	11,589	1,161	30.0
04	Semi-Professionals & Technicians	265	18	14.5
05	Supervisors	49	1	15.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5,722	614	18.5
08	Skilled Sales & Service Personnel	3,220	439	10.9
09	Skilled Crafts & Trades Workers	5	0	2.9
10	Clerical Personnel	3,555	390	17.3
11	Intermediate Sales & Service Personnel	176	18	11.3
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	3	0	21.4
14	Other Manual Workers	0	0	0.0
Total		26,607	2,769	22.2

* Source:
2016 Census

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees	Members of Visible Minorities	
	Representation	Availability*
#	#	%
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
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
0	0	0.0

* Source:
0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
0	0	0

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	2,023	8	5.0
03	Professionals	11,589	57	8.9
04	Semi-Professionals & Technicians	265	0	7.6
05	Supervisors	49	0	27.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5,722	51	10.0
08	Skilled Sales & Service Personnel	3,220	16	8.0
09	Skilled Crafts & Trades Workers	5	0	7.8
10	Clerical Personnel	3,555	23	9.3
11	Intermediate Sales & Service Personnel	176	0	10.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	3	0	10.7
14	Other Manual Workers	0	0	0.0
Total		26,607	155	8.8

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

All Employees	Persons with Disabilities	
	Representation	Availability*
#	#	%
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
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

*** Source:**
2017 Canadian Survey on Disability

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Start Date of Flow Data		
20	03	2019
-	-	-

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	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	
	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	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Start Date of Flow Data		
20	03	2019
-	-	-

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	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	
	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	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

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Part 2: Flow Data Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Start Date of Flow Data		
20	03	2019
-	-	-

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	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	
	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	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fédération des caisses Desjardins du Québec

20-03-2019

Start Date of Flow Data		
20	03	2019
-	-	-

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	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	
	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	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Fédération des caisses Desjardins du Québec

20-03-2019

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										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	From - To	Present Availability		Present Gap	Projected Gap					
		20-03-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	20-03-2019	Annually	Over 3 Years	2019	2022	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years				
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%				
01	Senior Managers	92	-100.0%		0	0.0%		0	0	24	0.0%	0	1	0	27.6%	-1	-1	26.1%	26.1%			
02	Middle & Other Managers	1,931	-100.0%		0	0.0%		0	0	971	0.0%	0	-210	0	39.4%	210	210	50.3%	50.3%			
03	Professionals	11,589	-100.0%		0	0.0%		0	0	5,768	0.0%	0	-959	0	41.5%	959	959	49.8%	49.8%			
04	Semi-Professionals & Tech	265	-100.0%		0	0.0%		0	0	208	0.0%	0	-28	0	67.9%	28	28	78.5%	78.5%			
05	Supervisors	49	-100.0%		0	0.0%		0	0	16	0.0%	0	9	0	51.3%	-9	-9	32.7%	32.7%			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	5,722	-100.0%		0	0.0%		0	0	3,825	0.0%	0	775	0	80.4%	-775	-775	66.8%	66.8%			
08	Skilled Sales & Service	3,220	-100.0%		0	0.0%		0	0	2,081	0.0%	0	-146	0	60.1%	146	146	64.6%	64.6%			
09	Skilled Crafts & Trades	5	-100.0%		0	0.0%		0	0	3	0.0%	0	-3	0	7.8%	3	3	60.0%	60.0%			
10	Clerical Personnel	3,555	-100.0%		0	0.0%		0	0	2,818	0.0%	0	-628	0	61.6%	628	628	79.3%	79.3%			
11	Intermediate Sales & Service	176	-100.0%		0	0.0%		0	0	140	0.0%	0	-24	0	66.0%	24	24	79.5%	79.5%			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	3	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	49.7%	-1	-1	0.0%	0.0%			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		26,607	-100.0%		0	0.0%		0	0	15,854	0.0%	0	-1,220	0	55.0%	1,220	1,220	59.6%	59.6%			

† 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	27.6	27.6	
02	Middle & Other Managers	0.0	0.0	
03	Professionals	0.0	0.0	
04	Semi-Professionals & Tech	0.0	0.0	
05	Supervisors	50.0	50.0	
06	Supervisors: Crafts & Trades	0.0	0.0	
07	Administrative & Sr Clerical	0.0	70.0	There will be no growth in these occupations over the next three years. We plan to fill vacancies with women.
08	Skilled Sales & Service	0.0	0.0	
09	Skilled Crafts & Trades	0.0	0.0	
10	Clerical Personnel	0.0	0.0	
11	Intermediate Sales & Service	0.0	0.0	
12	Semi-Skilled Manual	0.0	0.0	
13	Other Sales & Service	49.7	49.7	
14	Other Manual Workers	0.0	0.0	
Total		0.0	0.0	

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Part 3: Goals

Fédération des caisses Desjardins du Québec

20-03-2019

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

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	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	From - To					
	20-03-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	20-03-2019	Annually	Over 3 Years	#	%	%	#	%	%	#	%	
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	%	%	%	
01 Senior Managers	92	-100.0%		0	0.0%		0	0	0	0.0%	0	3	0	3.2%	3.2%	-3	-3	0.0%	0.0%
02 Middle & Other Managers	1,931	-100.0%		0	0.0%		0	0	9	0.0%	0	43	0	2.7%	2.7%	-43	-43	0.5%	0.5%
03 Professionals	11,589	-100.0%		0	0.0%		0	0	50	0.0%	0	135	0	1.6%	1.6%	-135	-135	0.4%	0.4%
04 Semi-Professionals & Tech	265	-100.0%		0	0.0%		0	0	1	0.0%	0	4	0	1.8%	1.8%	-4	-4	0.4%	0.4%
05 Supervisors	49	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	1.4%	1.4%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	5,722	-100.0%		0	0.0%		0	0	28	0.0%	0	46	0	1.3%	1.3%	-46	-46	0.5%	0.5%
08 Skilled Sales & Service	3,220	-100.0%		0	0.0%		0	0	15	0.0%	0	27	0	1.3%	1.3%	-27	-27	0.5%	0.5%
09 Skilled Crafts & Trades	5	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	2.7%	2.7%	1	1	20.0%	20.0%
10 Clerical Personnel	3,555	-100.0%		0	0.0%		0	0	16	0.0%	0	37	0	1.5%	1.5%	-37	-37	0.5%	0.5%
11 Intermediate Sales & Service	176	-100.0%		0	0.0%		0	0	2	0.0%	0	2	0	2.2%	2.2%	-2	-2	1.1%	1.1%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.3%	1.3%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	26,607	-100.0%		0	0.0%		0	0	122	0.0%	0	304	0	1.6%	1.6%	-304	-304	0.5%	0.5%

[†] 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 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	3.2	3.2	
02 Middle & Other Managers	2.7	2.7	When appointing new middle managers, our focus is to prioritize women and members of visible minority groups.
03 Professionals	1.6	1.6	When appointing new professionals, our focus is to prioritize women and members of visible minority groups.
04 Semi-Professionals & Tech	1.8	1.8	
05 Supervisors	1.4	1.4	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	1.3	1.3	
08 Skilled Sales & Service	1.3	1.3	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	1.5	1.5	
11 Intermediate Sales & Service	2.2	2.2	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

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Fédération des caisses Desjardins du Québec

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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 (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	From - To	Present Availability		Present Gap	Projected Gap					
		20-03-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	20-03-2019	Annually	Over 3 Years	0	3	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years				
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%				
01/02	Managers	2,023	-100.0%		0	0.0%		0	0	8	0.0%	0	93	0	5.0%	-93	-93	0.4%	0.4%			
03	Professionals	11,589	-100.0%		0	0.0%		0	0	57	0.0%	0	974	0	8.9%	-974	-974	0.5%	0.5%			
04	Semi-Professionals & Tech	265	-100.0%		0	0.0%		0	0	0	0.0%	0	20	0	7.6%	-20	-20	0.0%	0.0%			
05	Supervisors	49	-100.0%		0	0.0%		0	0	0	0.0%	0	13	0	27.5%	-13	-13	0.0%	0.0%			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	5,722	-100.0%		0	0.0%		0	0	51	0.0%	0	521	0	10.0%	-521	-521	0.9%	0.9%			
08	Skilled Sales & Service	3,220	-100.0%		0	0.0%		0	0	16	0.0%	0	242	0	8.0%	-242	-242	0.5%	0.5%			
09	Skilled Crafts & Trades	5	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%			
10	Clerical Personnel	3,555	-100.0%		0	0.0%		0	0	23	0.0%	0	308	0	9.3%	-308	-308	0.6%	0.6%			
11	Intermediate Sales & Service	176	-100.0%		0	0.0%		0	0	0	0.0%	0	19	0	10.8%	-19	-19	0.0%	0.0%			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.7%	0	0	0.0%	0.0%			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		26,607	-100.0%		0	0.0%		0	0	155	0.0%	0	2,186	0	8.8%	-2,186	-2,186	0.6%	0.6%			

[†] 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 (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers		5.0		5.0	When appointing new senior managers, our focus is to prioritize women and members of visible minority groups + overcome self-identification challenges.
03	Professionals		8.9		8.9	Idem
04	Semi-Professionals & Tech		7.6		7.6	Idem
05	Supervisors		27.5		27.5	Idem
06	Supervisors: Crafts & Trades		0.0		0.0	Idem
07	Administrative & Sr Clerical		10.0		10.0	Idem
08	Skilled Sales & Service		8.0		8.0	Idem
09	Skilled Crafts & Trades		0.0		0.0	Idem
10	Clerical Personnel		9.3		9.3	Idem
11	Intermediate Sales & Service		10.8		10.8	Idem
12	Semi-Skilled Manual		0.0		0.0	Idem
13	Other Sales & Service		0.0		0.0	Idem
14	Other Manual Workers		0.0		0.0	Idem
Total			0.0		0.0	

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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 (EEOG)		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	From - To	Present Gap		Projected Gap						
		20-03-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	20-03-2019	Annually	Over 3 Years	0	3									
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01	Senior Managers	92	-100.0%		0	0.0%		0	0	1	0.0%	0	10	0		11.5%	-10	-10	1.1%	1.1%		
02	Middle & Other Managers	1,931	-100.0%		0	0.0%		0	0	127	0.0%	0	213	0		17.6%	-213	-213	6.6%	6.6%		
03	Professionals	11,589	-100.0%		0	0.0%		0	0	1,161	0.0%	0	2,316	0		30.0%	-2,316	-2,316	10.0%	10.0%		
04	Semi-Professionals & Tech	265	-100.0%		0	0.0%		0	0	18	0.0%	0	20	0		14.5%	-20	-20	6.8%	6.8%		
05	Supervisors	49	-100.0%		0	0.0%		0	0	1	0.0%	0	7	0		15.9%	-7	-7	2.0%	2.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	5,722	-100.0%		0	0.0%		0	0	614	0.0%	0	445	0		18.5%	-445	-445	10.7%	10.7%		
08	Skilled Sales & Service	3,220	-100.0%		0	0.0%		0	0	439	0.0%	0	-88	0		10.9%	88	88	13.6%	13.6%		
09	Skilled Crafts & Trades	5	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%		
10	Clerical Personnel	3,555	-100.0%		0	0.0%		0	0	390	0.0%	0	225	0		17.3%	-225	-225	11.0%	11.0%		
11	Intermediate Sales & Service	176	-100.0%		0	0.0%		0	0	18	0.0%	0	2	0		11.3%	-2	-2	10.2%	10.2%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	3	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0		21.4%	-1	-1	0.0%	0.0%		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total		26,607	-100.0%		0	0.0%		0	0	2,769	0.0%	0	3,138	0		22.2%	-3,138	-3,138	10.4%	10.4%		

[†] 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		11.5		11.5	
02	Middle & Other Managers		17.6		17.6	
03	Professionals		30.0		30.0	
04	Semi-Professionals & Tech		14.5		14.5	
05	Supervisors		15.9		15.9	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		18.5		18.5	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		17.3		17.3	
11	Intermediate Sales & Service		11.3		11.3	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		21.4		21.4	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	

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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 (EOG)	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	From - To					
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

† 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 10: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

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Part 3: Goals

Fédération des caisses Desjardins du Québec

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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 (EEOG)		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	From - To		From - To						
		-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	-	Annually	Over 3 Years	0	3								
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
03	Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	

† 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 (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	

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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 (EOG)	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	From - To					
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	-	Annually	Over 3 Years	#	0	3	%	%	%	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!

[†] 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 (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

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Part 3: Goals

Fédération des caisses Desjardins du Québec

20-03-2019

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 (EEOG)	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	From - To					
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	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							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
01 Senior Managers	0	92	24	26.1	27.6	25	-1	94.5																	
	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	0.0	0	0
02 Middle & Other Managers	0	1,931	971	50.3	39.4	761	210	127.6																	
	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	0.0	0	0
03 Professionals	0	11,589	5,768	49.8	41.5	4,809	959	119.9																	
	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	0.0	0	0
04 Semi-Professionals & Technicians	0	265	208	78.5	67.9	180	28	115.6																	
	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	0.0	0	0
05 Supervisors	0	49	16	32.7	51.3	25	-9	63.7																	
	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	0.0	0	0
06 Supervisors: Crafts & Trades	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	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	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	27.6	0.0	0	0.0	27.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X

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						
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
07 Administrative & Senior Clerical	0	5,722	3,825	66.8	80.4	4,600	-775	83.1																
	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	0	0
08 Skilled Sales & Service Personnel	0	3,220	2,081	64.6	60.1	1,935	146	107.5																
	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	0	0
09 Skilled Crafts & Trades Workers	0	5	3	60.0	7.8	0	3	769.2																
	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	0	0
10 Clerical Personnel	0	3,555	2,818	79.3	61.6	2,190	628	128.7																
	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	0	0
11 Intermediate Sales & Service Personnel	0	176	140	79.5	66.0	116	24	120.5																
	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	0	0
12 Semi-Skilled Manual Workers	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	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	70.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fédération des caisses Desjardins du Québec

20-03-2019

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#					
13 Other Sales & Service Personnel	0	3	0	0.0	49.7	1	-1	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	0	0.0	0	0
14 Other Manual Workers	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	0	26,607	15,854	59.6	55.0	14,634	1,220	108.3																	
	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	0.0	0	0

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	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	49.7	0.0		0	0.0	49.7	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0		0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
Total	0	0	0	0.0	0	0.0	0.0	0.0		0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

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	0	92	0	0.0	3.2	3	-3	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	0.0	0	0
02 Middle & Other Managers	0	1,931	9	0.5	2.7	52	-43	17.3																
	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	0	0
03 Professionals	0	11,589	50	0.4	1.6	185	-135	27.0																
	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	0.0	0	0
04 Semi-Professionals & Technicians	0	265	1	0.4	1.8	5	-4	21.0																
	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	0.0	0	0
05 Supervisors	0	49	0	0.0	1.4	1	-1	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	0.0	0	0
06 Supervisors: Crafts & Trades	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	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	0	0	0	0.0	0	0.0	3.2	0.0	0	0.0	3.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	2.7	0.0	0	0.0	2.7	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	1.6	0.0	0	0.0	1.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	1.8	0.0	0	0.0	1.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	1.4	0.0	0	0.0	1.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	0	5,722	28	0.5	1.3	74	-46	37.6																
	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	0	0
08 Skilled Sales & Service Personnel	0	3,220	15	0.5	1.3	42	-27	35.8																
	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	0	0
09 Skilled Crafts & Trades Workers	0	5	1	20.0	2.7	0	1	740.7																
	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	0	0
10 Clerical Personnel	0	3,555	16	0.5	1.5	53	-37	30.0																
	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	0.0	0	0
11 Intermediate Sales & Service Personnel	0	176	2	1.1	2.2	4	-2	51.7																
	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	0	0
12 Semi-Skilled Manual Workers	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	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	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			
#	#	%	#	%	%	#	%	%	#	%	%			
07 Administrative & Senior Clerical	0	0	0	0.0	0	0.0	1.3	0.0	0	0.0	1.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	1.3	0.0	0	0.0	1.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	0	0	0	0.0	0	0.0	1.5	0.0	0	0.0	1.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	2.2	0.0	0	0.0	2.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

Fédération des caisses Desjardins du Québec

20-03-2019

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	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 (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			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	0	3	0	0.0	1.3	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	0	0	0.0	0	0
14 Other Manual Workers	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	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	0	26,607	122	0.5	1.6	426	-304	28.7																
	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	0	0

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	$F \div M \times 100$
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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	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X

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							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01&02 Managers	0	2,023	8	0.4	5.0	101	-93	7.9																	
	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	0	0	0
03 Professionals	0	11,589	57	0.5	8.9	1,031	-974	5.5																	
	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	0	0	0
04 Semi-Professionals & Technicians	0	265	0	0.0	7.6	20	-20	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	0.0	0	0	0
05 Supervisors	0	49	0	0.0	27.5	13	-13	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	0.0	0	0	0
06 Supervisors: Crafts & Trades	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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
#	#	%	%	%	%	%	%	%	%	%			
01&02 Managers	0	0	0	0.0	0	0.0	5.0	0.0	0	0.0	5.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	0	0	0	0.0	0	0.0	8.9	0.0	0	0.0	8.9	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	7.6	0.0	0	0.0	7.6	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	0	0	0	0.0	0	0.0	27.5	0.0	0	0.0	27.5	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X

Employment Equity Occupational Group (EOG)	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						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
07	Administrative & Senior Clerical	0	5,722	51	0.9	10.0	572	-521	8.9															
		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
08	Skilled Sales & Service Personnel	0	3,220	16	0.5	8.0	258	-242	6.2															
		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
09	Skilled Crafts & Trades Workers	0	5	0	0.0	7.8	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	0	0	0
10	Clerical Personnel	0	3,555	23	0.6	9.3	331	-308	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
11	Intermediate Sales & Service Personnel	0	176	0	0.0	10.8	19	-19	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	0
12	Semi-Skilled Manual Workers	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	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	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	0	0	0.0	0	0.0	10.0	0.0	0	0.0	10.0	0.0		
		3	0	0.0			0.0	0.0			0.0	0.0		
08	Skilled Sales & Service Personnel	0	0	0.0	0	0.0	8.0	0.0	0	0.0	8.0	0.0		
		3	0	0.0			0.0	0.0			0.0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		3	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	0	0	0.0	0	0.0	9.3	0.0	0	0.0	9.3	0.0		
		3	0	0.0			0.0	0.0			0.0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0.0	0	0.0	10.8	0.0	0	0.0	10.8	0.0		
		3	0	0.0			0.0	0.0			0.0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		3	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fédération des caisses Desjardins du Québec

20-03-2019

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	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	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	0	3	0	0.0	10.7	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	0	0	0	0.0	0	0
14 Other Manual Workers	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	0	26,607	155	0.6	8.8	2,341	-2,186	6.6																	
	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	0.0	0	0

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	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	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	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	3	0	0	0.0										
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	3	0	0	0.0										
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	3	0	0	0.0										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	0	92	1	1.1	11.5	11	-10	9.5																
	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	0	0
02 Middle & Other Managers	0	1,931	127	6.6	17.6	340	-213	37.4																
	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	0	0
03 Professionals	0	11,589	1,161	10.0	30.0	3,477	-2,316	33.4																
	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	0	0
04 Semi-Professionals & Technicians	0	265	18	6.8	14.5	38	-20	46.8																
	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	0	0
05 Supervisors	0	49	1	2.0	15.9	8	-7	12.8																
	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	0	0
06 Supervisors: Crafts & Trades	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	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	11.5	0.0	0	0.0	11.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	17.6	0.0	0	0.0	17.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	30.0	0.0	0	0.0	30.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	14.5	0.0	0	0.0	14.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	15.9	0.0	0	0.0	15.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fédération des caisses Desjardins du Québec

20-03-2019

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	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	0	5,722	614	10.7	18.5	1,059	-445	58.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	0	3,220	439	13.6	10.9	351	88	125.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	0	5	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	0	3,555	390	11.0	17.3	615	-225	63.4	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	0	176	18	10.2	11.3	20	-2	90.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	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	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			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	0	0	0	0.0	0	0.0	18.5	0.0	0	0.0	18.5	0.0		
08 Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	0	0	0	0.0	0	0.0	17.3	0.0	0	0.0	17.3	0.0		
11 Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	11.3	0.0	0	0.0	11.3	0.0		
12 Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fédération des caisses Desjardins du Québec

20-03-2019

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
13 Other Sales & Service Personnel	0	3	0	0.0	21.4	1	-1	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	0.0	0	0
14 Other Manual Workers	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	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	0	26,607	2,769	10.4	22.2	5,907	-3,138	46.9																
	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	0	0

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	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			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	0	0	0	0.0	0	0.0	21.4	0.0	0	0.0	21.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Fédération des caisses Desjardins du Québec
20-03-2019

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):

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):

See the Diversity and Inclusion Plan 2018-2020 attached to the email.

SELF-IDENTIFICATION QUESTIONNAIRE - DIVERSITY

Background:

Since 2006, Desjardins has committed to implementing a voluntary equal employment opportunity program (provincial) to promote equitable representation of the following groups: Aboriginal peoples, visible minorities, ethnic minorities and persons with disabilities.

The self-identification questionnaire is integrated into our human resources multi-function system (HRMS). This gives employees the opportunity to access, complete and update the questionnaire independently. This decision was made in order to:

- eliminate the need to process paper forms and manual data entry by the human resources team;
- comply with the Desjardins Group's sustainable development guidelines (paperless challenge); and
- be able to provide current portraits of the diversity of our workforce.

During our work for the Employment Equity Program, we made sure that our self-identification questionnaire¹ covered all of the questions in the sample template provided by the Workplace Equity Division, Labour Program. Since the differences between our questionnaire and the template were not significant² we decided to use our internal tools for the self-assessment exercise.

Workforce survey results:

Number of employees surveyed	28,231
Number of self-identification questionnaires not completed	4,870
Number of self-identification questionnaires completed	23,361
Response rate	83%

¹ See Appendix 1

² See Appendix 2

Employment Equity Program

Fédération des caisses Desjardins du Québec (FCDQ) - 050490

APPENDIX 1: Self-identification questionnaire integrated in Desjardins' human resources multi-function system

Diversity Edit Worker Additional Data Event

Custom Object Diversity

Diversity : self-identification

Desjardins Group is committed to creating an inclusive workplace where everyone can fully express their individuality. We are proud of the many faces that make up Desjardins.

To get an accurate picture of diversity at Desjardins, please answer these 4 questions.

Your answers will remain anonymous, and only the people responsible for the diversity and inclusion program will process the data collected.

When you're finished, click Submit.

Diversity

Are you an Aboriginal person of Canada? *

Are you a member of a visible minority? *

Are you a member of an ethnic minority? *

Are you a person with a disability? *

Diversité

Événement de modification des données supplémentaires sur le travailleur

Objet personnalisé Diversité

Diversité : auto-identification

Le Mouvement Desjardins s'est engagé à créer des milieux inclusifs où chacun peut vivre pleinement son individualité. Soyons fiers des multiples visages qui forment notre grand Mouvement coopératif!

Pour nous aider à connaître le portrait de la diversité de nos employés, veuillez répondre à ces quatre questions sur la diversité.

Vos réponses seront traitées en toute confidentialité. Seules les personnes responsables du programme de Diversité et Inclusion traiteront les données recueillies.

Lorsque vous aurez terminé, appuyez sur le bouton Soumettre.

Diversité

Êtes-vous un Autochtone du Canada? *

Faites-vous partie d'une minorité visible? *

Faites-vous partie d'une minorité ethnique? *

Êtes-vous une personne handicapée? *

Diversité

Événement de modification des données supplémentaires sur le travailleur

Objet personnalisé : Diversité

Diversité : auto-identification

Le Mouvement Desjardins s'est engagé à créer des milieux inclusifs où chacun peut vivre pleinement son individualité. Soyons fiers des multiples visages qui forment notre grand Mouvement coopératif.

Pour nous aider à connaître le portrait de la diversité,
vos réponses seront traitées en toute confidentialité.
Lorsque vous aurez terminé, appuyez sur le bouton

Oui / Yes
 Non / No
 Ne souhaite pas déclarer /
Préfer not to answer
 Sélectionnez une réponse /
Select an answer

à ces quatre questions sur la diversité.
Le programme de Diversité et Inclusion traiterait les données recueillies.

Diversité

Êtes-vous un Autochtone du Canada? * Recherche

Faites-vous partie d'une minorité visible? * X Sélectionnez une réponse /
Select an answer

Faites-vous partie d'une minorité ethnique? * X Sélectionnez une réponse /
Select an answer

Êtes-vous une personne handicapée? * X Sélectionnez une réponse /
Select an answer

Diversity Edit Worker Additional Data Event:

Custom Object : Diversity

Diversity : self-identification

Desjardins Group is committed to creating an inclusive workplace where everyone can fully express their individuality. We are proud of the many faces that make up Desjardins.

To get an accurate picture of diversity at Desjardins,
Your answers will remain anonymous and confidential.
When you're finished, click Submit.

Oui / Yes
 Non / No
 Ne souhaite pas déclarer /
Préfer not to answer
 Sélectionnez une réponse /
Select an answer

and inclusion program will process the data collected.

Diversity

Are you an Aboriginal person of Canada? * Recherche

Are you a member of a visible minority? * X Sélectionnez une réponse /
Select an answer

Are you a member of an ethnic minority? * X Sélectionnez une réponse /
Select an answer

Are you a person with a disability? * X Sélectionnez une réponse /
Select an answer

Définitions

Question 1 - Êtes-vous un Autochtone du Canada ?

Les **autochtones**, c'est-à-dire les Indiens, les Inuit et les Métis.

[Retourner au début](#)

Question 2 - Faites-vous partie d'une minorité visible ?

Les **minorités visibles**, c'est-à-dire les personnes autres que les Autochtones qui ne sont pas de race blanche ou qui n'ont pas la peau blanche.

Voici une liste non exhaustive d'exemples de minorités visibles :

- Les Noirs
- Les Latino-Américains qui n'ont pas la peau blanche (y compris les Autochtones de l'Amérique centrale et de l'Amérique du Sud)
- Les Asiatiques orientaux (p. ex. : Chinois, Japonais ou Coréens)
- Les Asiatiques du Sud ou des Indes orientales (p. ex. : Indiens, Pakistanaï, Bangladaï ou Indiens orientaux originaires de la Guyane, de la Trinité ou de l'Afrique orientale)
- Les Asiatiques du Sud-Est (p. ex. : Birmanais, Cambodgiens, Philippins, Laotiens, Thaïlandais ou Vietnamiens)
- Les Asiatiques occidentaux, les Nord-Africains ou les Arabes qui n'ont pas la peau blanche (p. ex. : Iraniens, Libanais, Égyptiens ou Libyens)
- Les personnes d'origine mixte (p. ex. : dont l'un des parents est membre d'une minorité visible)

[Retourner au début](#)

Question 3 - Faites-vous partie d'une minorité ethnique ?

Les **minorités ethniques**, c'est-à-dire les personnes autres que les Autochtones et les personnes d'une minorité visible, dont la langue maternelle n'est ni le français ni l'anglais.

[Retourner au début](#)

Question 4 - Êtes-vous une personne handicapée ?

Les **personnes handicapées** sont des personnes qui ont une déficience durable ou récurrente soit de leurs capacités physiques, mentales ou sensorielles, soit d'ordre psychiatrique ou en matière d'apprentissage, et qui considèrent qu'elles ont des aptitudes réduites pour exercer un emploi ou qui pensent qu'elles risquent d'être classées dans cette catégorie par leur employeur ou par d'éventuels employeurs en raison d'une telle déficience. Ce groupe comprend également les personnes dont les limitations fonctionnelles liées à leur déficience font l'objet de mesures d'adaptation pour leur emploi ou dans leur lieu de travail (notamment par le biais d'aides techniques, de modifications apportées à l'équipement ou d'autres modalités de travail).

Voici une liste non exhaustive d'exemples de déficiences :

- Coordination ou dextérité (p. ex. : Difficulté à utiliser ses mains ou ses bras, comme pour saisir des objets ou utiliser un clavier)
- Mobilité (p. ex. : Difficulté à se déplacer d'un bureau à l'autre, à marcher sur de longues distances ou à utiliser les escaliers)
- Cécité ou déficience visuelle (p. ex. : Incapacité ou difficulté à voir, glaucome, excluant les personnes qui voient bien avec des lunettes ou des verres de contact)
- Parole (p. ex. : Incapacité ou difficulté à parler et à se faire comprendre)
- Surdité ou déficience auditive (p. ex. : Incapacité ou difficulté à entendre)
- Autres déficiences (p. ex. : Difficulté d'apprentissage, de développement ou déficience d'un autre type)

Employment Equity Program

Fédération des caisses Desjardins du Québec (FCDQ) - 050490

APPENDIX 2: Comparison between the two questionnaires

Government's self-identification questionnaire	Information available in our human resources multi-function system
Privacy notice	Yes (see image)
Name	Yes
Section, Division	Yes
Position	Yes
Employee number	Yes
Employment status	Yes
Gender	Yes
Aboriginal peoples	Yes (see image)
Visible minorities	Yes (see image)
Persons with disabilities	Yes (see image)
Additional data for accommodation purposes	No
Voluntary employee participation	Yes (see image)
Participation in groups/committees	No
Employee comments	No

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Fédération des caisses Desjardins du Québec

Primary Location: Montréal (Québec)

Number of Employees: 26607

- | | | | |
|-----------------|-------|-----------------------------|-----|
| • Ontario | 4005 | • Manitoba | 33 |
| • Québec | 22224 | • British Columbia | 70 |
| • Nova Scotia | 1 | • Alberta | 247 |
| • New Brunswick | 13 | • Newfoundland and Labrador | 1 |

Organization Overview:

NAICS 5239 – Other Financial Investment Activities

Fédération des caisses Desjardins du Québec operates personal and business services, wealth management and life and health insurance, and property and casualty insurance. The organisation supports the Desjardins caisses in Québec.

Key Dates – First Year Assessment

Initiated: 2018-03-10
 Received: 2019-03-20
 Workforce Analysis: 2019-03-20

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	26607	100
Number of questionnaires returned:	23361	88
Number of completed questionnaires returned:	23361	88

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.

- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations:

- Note that the organization surveyed the entire workforce including temporary employees.

WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations: None

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	26.1	27.6
05	Supervisors	-9	50.0	50.0	32.7	51.3
07	Admin & Senior Clerical Personnel	-775	-	-	66.8	80.4

13	Other Sales & Service Personnel	-1	49.7	49.7	0.0	49.7
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Observations:

- Goals for EEOG 07 are not required given that the current availability is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-3	3.2	3.2	0.0	3.2
02	Middle & Other Managers	-43	2.7	2.7	0.5	2.7
03	Professionals	-135	1.6	1.6	0.4	1.6
04	Semi-Professionals & Technicians	-4	1.8	1.8	0.4	1.8
05	Supervisors	-1	1.4	1.4	0.0	1.4
07	Admin & Senior Clerical Personnel	-46	1.3	1.3	0.5	1.3
08	Skilled Sales & Service Personnel	-27	1.3	1.3	0.5	1.3
10	Clerical Personnel	-37	1.5	1.5	0.5	1.5
11	Intermediate Sales & Service Personnel	-2	2.2	2.2	1.1	2.2

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-10	11.5	11.5	1.1	11.5
02	Middle & Other Managers	-213	17.6	17.6	6.6	17.6
03	Professionals	-2316	30.0	30.0	10.0	30.0
04	Semi-Professionals & Technicians	-20	14.5	14.5	6.8	14.5
05	Supervisors	-7	15.9	15.9	2.0	15.9
07	Admin & Senior Clerical Personnel	-445	18.5	18.5	10.7	18.5
10	Clerical Personnel	-225	17.3	17.3	11.0	17.3

11	Intermediate Sales & Service Personnel	-2	11.3	11.3	10.2	11.3
13	Other Sales & Service Personnel	-1	21.4	21.4	0.0	21.4

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
1/2	Managers	-93	5.0	5.0	0.4	5.0
03	Professionals	-974	8.9	8.9	0.5	8.9
04	Semi-Professionals & Technicians	-20	7.6	7.6	0.0	7.6
05	Supervisors	-13	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-521	10.0	10.0	0.9	10.0
08	Skilled Sales & Service Personnel	-242	8.0	8.0	0.5	8.0
10	Clerical Personnel	-308	9.3	9.3	0.6	9.3
11	Intermediate Sales & Service Personnel	-19	10.8	10.8	0.0	10.8

Observations: None

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, considering their unique circumstances, I recommend the closing letter include the following:

- The workforce analysis has identified a good representation of women who occupy 59.6% of the workforce for an availability of 55%. The other three designated groups are significantly underrepresented in the organization. Fédération des caisses Desjardins du Québec could focus on the early stages of the recruitment process to ensure that there are no barriers in place that impeded employment equity.
- We encourage you to implement special measures to ensure that you meet the goals set out in this assessment and thereby increase the representation of designated group members within your organization. For example, you may wish to consider contacting organizations that work for access to employment for designated group members in your region to identify qualified candidates who could be considered the next time you begin a process to fill a vacancy. It may also be beneficial to develop relationships with

colleges and universities to identify qualified students that are part of a designated group as potential employees through the use of internships or permanent employment where vacancies arise.

- Fédération des caisses Desjardins du Québec could conduct an employment systems review to identify any potential barriers to the recruitment and retention of employees from these groups. Guidance on how to conduct an employment systems review is available the Workplace Equity Information Management System help page ([Étape 2-2](#) of the training modules).

Name of Analyst: Maurice N. Yakibonge

Date: 2019-09-23

From: Yakibonge, Ntambwe N [NC]
Sent: September 27, 2019 10:12 AM
To: 'nathalie.soucy@ccd.desjardins.com' <nathalie.soucy@ccd.desjardins.com>
Cc: 'julie.j.belanger@desjardins.com' <julie.j.belanger@desjardins.com>
Subject: Government of Canada Agreement Number: 050490 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ms. Soucy:

I am writing to inform you that the subsequent compliance assessment initiated on March 10, 2018, has been completed. As a result of the assessment, Fédération des caisses Desjardins du Québec 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 Fédération des caisses Desjardins du Québec's employment equity program.

- The workforce analysis has identified a good representation of women who occupy 59.6% of the workforce for an availability of 55%. The other three designated groups are significantly underrepresented in the organization. Fédération des caisses Desjardins du Québec could focus on the early stages of the recruitment process to ensure that there are no barriers in place that impeded employment equity.
- Fédération des caisses Desjardins du Québec could conduct an employment systems review to identify any potential barriers to the recruitment and retention of employees from these groups. Guidance on how to conduct an employment systems review is available the Workplace Equity Information Management System help page ([Step 2-2](#) of the training modules).
- We encourage you to implement special measures to ensure that you meet the goals set out in this assessment and thereby increase the representation of designated group members within your organization. For example, you may wish to consider contacting organizations that work for access to employment for designated group members in your region to identify qualified candidates who could be considered the next time you begin a process to fill a vacancy. It may also be beneficial to develop relationships with colleges and universities to identify qualified students that are part of a designated group as potential employees through the use of internships or permanent employment where vacancies arise.

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 **March 10, 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, Fédération des caisses Desjardins du Québec 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.

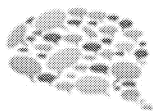
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdcc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Fédération des caisses Desjardins du Québec's 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@hrsdcc-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!

The diversity and inclusion plan 2018-2020 (1/2)

SECTORAL INITIATIVE

1 GETTING THE COMMITMENT FROM THE DESJARDINS LEADERSHIP TEAM (VICE PRESIDENT, EXECUTIVE DIRECTOR, DESJARDINS BUSINESS CENTRE DIRECTOR, DSS)

- For each Executive Vice President (EVP) and the entities in the Caisse network:
 - identify a diversity champion; and
 - implement a diversity and inclusion action plan.

CROSS-CUTTING INITIATIVES

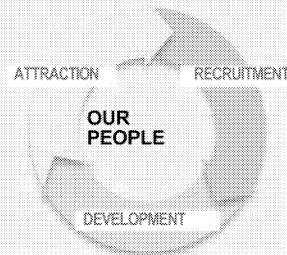
2 SET AND MONITOR TARGETS

- Facilitate a discussion on diversity (targets and actions) to different bodies: CDM (quarterly), HRC and CA (semi-annually), EVP and Caisse/DBC/SS management committees
- Facilitate discussions with EVP diversity champions (twice a year)
- Design and implement a communication strategy to ensure the Group's commitment, the visibility of initiatives and to share targets

Cross-cutting initiatives (2/2)

3 ALIGN PROCUREMENT AND TALENT MANAGEMENT PROCESSES

- Overhaul our talent sourcing and recruitment processes to systematically include our diversity targets upstream
- Align our talent management approach with our vision of diversity and inclusion to promote diversity at all job levels
- Design specific development programs for diverse talents
- Build strategic external partnerships with cities, universities and organizations to benefit from diversified talent pools and better position ourselves with our client segments



4 RAISE AWARENESS OF DIVERSITY AND INCLUSION WITHIN THE ORGANIZATION AND AMONG ITS PARTNERS

- Make all management committees aware of diversity and inclusion by conducting workshops on our "unconscious biases"
- Empower and value managers and recruiters in their ability to foster diversity and inclusion in teams
- Encourage our external suppliers to subscribe to diversity standards

5 ACCELERATE WOMEN'S LEADERSHIP

- Evolve the Desjardins leadership model by drawing on the qualities of women's leadership to: accelerate the shift in member and client culture, better embody Desjardins' behaviours and create an inspiring leadership model for young people, based on participatory leadership
- Build a women's leadership program for Desjardins by focusing on:
 - A mentoring system for women with a lot of potential
 - Specific training for women
 - Major events to celebrate women's leadership
- Position *Femmes Desjardins* as the preferred Desjardins-wide networking entity



6 ATTRACT YOUNG PEOPLE AND NACCS

- Adapt our strategies for attracting people:
 - Target and prioritize college and university institutions as well as diversified job fairs
 - Maximize our presence in colleges and universities
 - Develop a "viral" communication strategy to promote pride in diversity



Through this plan, we are helping to **raise our visibility** and to be **representative of the different target groups**

Our focus 2019

1 ▪ Empower HR officers (VP/SD) to build sectoral D&I action plans

2 ▪ Tour the EVPs in partnership with the HR officers (VP/SD) to break down Desjardins' sectoral targets (deadline: October 5, 2018)
▪ Build a diversity dashboard with operational indicators (recruitment, promotion, development, etc.)

3 **ALIGN PROCUREMENT AND TALENT MANAGEMENT PROCESSES**

- Overhaul our talent sourcing and recruitment processes to systematically include our diversity targets upstream:
 1. Express the D&I vision as a rule in support of the acquisition and talent management directive (especially the women's component)
 2. Optimize the recruitment process to accelerate the D&I shift

4 **RAISE AWARENESS OF DIVERSITY AND INCLUSION WITHIN THE ORGANIZATION AND AMONG ITS PARTNERS**

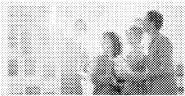
- Make all management committees aware of diversity and inclusion by conducting workshops on our "unconscious biases"
 1. Executive Committee and EVP Management Committee
 2. AT team
 - Promote the strength of D&I through the Coopérathon

5 **ACCELERATE WOMEN'S LEADERSHIP**



- Position Femmes Desjardins as the preferred Desjardins-wide networking entity
- Launch the Parcours Effet A-Desjardins 2018-2019: 60 women (3 cohorts) from SAFM and the Caisses' network

6 **ATTRACT YOUNG PEOPLE AND NACCS**



- Rejuvenating:
 1. The university program (hiring and training of university graduates)
 2. Internship program (High school, Cégep, University)