

s.19(1)

s.24(1)



Employment and Social Development Canada

Emploi et Développement social Canada

Labour Program Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Diamond Schmitt Architects	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code N° 5413	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 140 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scliar/2002/naics-scliar02-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.) 384 Adelaide Street	City Toronto	Province on	Postal Code m5v1z7
	Telephone Number 416-862-8800	Fax Number	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lilia Kiriakou	Title HR Director
Telephone Number 416-862-8800	E-mail Address lkiriakou@dsai.ca

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Martin Davidson	Title Principal
Telephone Number 416-862-8800	E-mail Address madavidson@dsai.ca
[Redacted Signature]	Date 04/03/2014

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.

DIAMOND SCHMIT ARCHITECTS

I, the undersigned, on behalf of (legal name of organization) _____ (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) _____, 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) _____ for the following reason(s):

(Please describe) _____ HR DIRECTOR (Who is responsible for Employment Equity) has been on _____ & 1 month notice has not given her a chance to complete the assessment. The firm has grown tremendously since Jan so the main focus has been on recruitment / onboarding.

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: MARTIN DAVIDSON Position Title: PRINCIPAL

Email address: M.DAVIDSON@DSAI.CA

Telephone number: 416-862-8800

Business address: 384 ADELAIDE ST. WEST, TORONTO, ON

Signature: [Redacted]

Date: Feb 19, 2018



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) **Diamond Schmitt Architects Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **V061283**, 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) Friday, May 4th, 2018 for the following reason(s):

(Please describe) **HR Director, Lilia Kiriakou, who is responsible for Employment Equity, is presently off [REDACTED] We are in communication with Lilia who [REDACTED] Diamond Schmitt Architects has grown significantly in the last number of months and the firm's focus has been on recruitment and onboarding to meet our growing business needs. [REDACTED] please advise. Thank you.**

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.

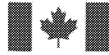
Name: **Martin Davidson**

Position Title: **Principal**

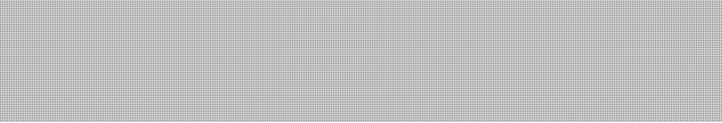
Email address: **mdavidson@dsai.ca**

Telephone number: **416.862.8800**

Business address: **384 Adelaide St. West, Toronto, ON M5V1R7**



Employment and Emploi et
Social Development Canada Développement social Canada

Signature: 

Date: March 28, 2018

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: February 27, 2018 9:23 AM
To: Martin Davidson <mdavidson@dsai.ca>
Cc: 'Lilia Kiriakou' <lkiriakou@dsai.ca>
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 **March 30th, 2018**.

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

Maurice Yakibonge

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



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

From: Lilia Kiriakou [<mailto:lkiriakou@dsai.ca>]
Sent: February-26-18 5:13 PM
To: Yakibonge, Maurice [NC]
Subject: RE: Government of Canada Agreement V061283 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Maurice,
Please find attached the application for an extension. My plan is to work on it next week, so I should have it in sooner than the end of March.
Many thanks,
Lilia

Lilia Kiriakou
HR Director

Diamond Schmitt Architects
384 Adelaide Street West, Suite 100
Toronto, Ontario
Canada, M5V 1R7

T: 416 862-8800 x:395
F: 416 862-5508

lkiriakou@dsai.ca
www.dsai.ca

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: Tuesday, February 06, 2018 7:04 PM
To: Lilia Kiriakou <lkiriakou@dsai.ca>
Cc: Meagan Mallysh <MMallysh@dsai.ca>; Martin Davidson <mdavidson@dsai.ca>
Subject: RE: Government of Canada Agreement V061283 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good afternoon Lilia,

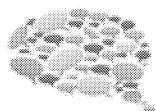
Thank you for your email. Please find attached an application for requesting an extension. Please complete it and return it to my attention at ee-eme@hrsdcc.gc.ca. We will analyse the request as soon as possible.

Kind regards,

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



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

From: Lilia Kiriakou [<mailto:lkiriakou@dsai.ca>]
Sent: February-05-18 3:19 PM
To: Yakibonge, Maurice [NC]
Cc: Meagan Mallysh; Martin Davidson
Subject: FW: Government of Canada Agreement V061283 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hello,

Thank you for the information.

We are wondering if an extension could be provided as we believe March 6th doesn't give us enough time to complete the analyses.

Please let me know.
Thank you,
Lilia

Lilia Kiriakou
HR Director

Diamond Schmitt Architects
384 Adelaide Street West, Suite 100
Toronto, Ontario
Canada, M5V 1R7

T: 416 862-8800 x:395
F: 416 862-5508

lkiriakou@dsai.ca
www.dsai.ca

From: Meagan Mallysh
Sent: Monday, February 05, 2018 9:14 AM
To: Lilia Kiriakou <lkiriakou@dsai.ca>
Subject: FW: Government of Canada Agreement V061283 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

FYI

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: Sunday, February 04, 2018 4:53 PM
To: Donald Schmitt <dschmitt@dsai.ca>
Cc: Meagan Mallysh <MMallysh@dsai.ca>
Subject: Government of Canada Agreement V061283 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Martin Davidson:

Further to your initial compliance assessment which was concluded on June 14, 2016, Diamond Schmitt Architects is now subject to a subsequent compliance assessment under the Federal Contractors Program (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, Diamond Schmitt Architects is required to submit the following information to the Labour Program by March 6, 2018:

- forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessment);
- an updated workforce analysis including the Summary Report and Detailed Report; and

- a completed Achievement Report in excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

Tools and Resources

In order to support this work, we encourage you to use the [Workplace Equity Information Management System](#) (WEIMS). For your reference, please refer to the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program*. This document can be accessed under FCP Documents of WEIMS [Help page](#).

WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

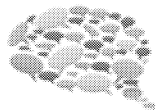
If your organization does not have access to WEIMS, please complete and submit an [Authorization Form to Access WEIMS](#).

Should you have any questions or require assistance, please contact your Program Officer, Maurice Yakibonge, at maurice.yakibonge@labour-travail.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdc-rhdcc.gc.ca

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



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

From: Yakibonge, Maurice [NC]
Sent: April 4, 2018 3:30 PM
To: Martin Davidson <mdavidson@dsai.ca>
Cc: Lilia Kiriakou <lkiriakou@dsai.ca>; 'Meagan Mallysh' <MMallysh@dsai.ca>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

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

As requested, we hereby grant you an extension until **May 4th, 2018**.

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

Maurice Yakibonge

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



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From: Meagan Mallysh [<mailto:MMallysh@dsai.ca>]
Sent: March-28-18 3:36 PM
To: Yakibonge, Maurice [NC]
Cc: Lilia Kiriakou
Subject: RE: Diamond Schmitt Architects

Hi Maurice,

Please see attached extension form.

If you should have any additional questions, please let me know.

Thank you kindly,

Meagan

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: Wednesday, March 28, 2018 8:02 AM
To: Meagan Mallysh <MMallysh@dsai.ca>
Subject: RE: Diamond Schmitt Architects

Good morning Meagan,

Thank you for your email. It is possible to request another extension for the submission of the compliance assessment if you have valid reasons. Please find attached an application for requesting an extension. The application must be signed by a senior official of your organisation (CEO, President or vice-president or authorized manager). Please complete it and return it to us at ee-eme@hrsdc-rhdcc.gc.ca as soon as possible.

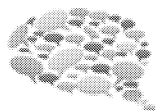
Before sending the request for extension, could you please provide me more information on the work that has already been done. I will be able appreciate the work to be done to finalize the submission. Should you need assistance or if you have questions, please feel free to contact me.

Kind regards,

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



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

From: Meagan Mallysh [<mailto:MMallysh@dsai.ca>]
Sent: March-26-18 11:02 AM
To: Yakibonge, Maurice [NC]
Subject: Diamond Schmitt Architects

Hi Maurice,

My name is Meagan Mallysh and I am the HR Manager at Diamond Schmitt Architects. I am following up with you on behalf of Lilia Kiriakou who I know you have been in touch with regarding our obligations under the Federal Contractors Program. I understand Lilia had emailed regarding an extension as she has unfortunately been off on sick leave, uncertain of a firm return date. I would like to inquire about whether it is possible for you to provide a further extension to us under these circumstances. If you would prefer to connect by phone to discuss, my contact information is below.

Thank you in advance,

Meagan

Meagan Mallysh
HR Manager

Diamond Schmitt Architects

384 Adelaide Street West, Suite 100
Toronto, Ontario
Canada, M5V 1R7

T: 416 862-8800 x:409
F: 416 862-5508

mmallysh@dsai.ca
www.dsai.ca

Please note the suite number change in the address above



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

Reporting Period 2016-03-01 to 2018-04-27

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	209	0	0	209	Toronto	209	0	0	209
British Columbia	8	0	0	8	Vancouver	8	0	0	8
Total Employees in Canada				217	Total Employees in Canada				217



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

Reporting Period 2016-03-01 to 2018-04-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	14	4				1	1				
	Total	18	14	4				1	1				
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	30	21	9	1		1				4	4	
	Total	30	21	9	1		1				4	4	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	121	67	54				4	4		44	25	19
	Total	121	67	54				4	4		44	25	19
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	9	5							5	4	1
	Total	14	9	5							5	4	1



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

889200

Reporting Period 2016-03-01 to 2018-04-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	23	7	16	1		1	1		1	9	4	5
	Total	23	7	16	1		1	1		1	9	4	5
Total Number of Employees		209	118	91	2		2	6	5	1	64	37	27



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-03-01 to 2018-04-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	3	4							2	1	1
	Total	7	3	4							2	1	1
Total Number of Employees		8	3	5							3	1	2



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2016-03-01 to 2018-04-27

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	209	118	91	2		2	6	5	1	64	37	27
Total Number of Employees	209	118	91	2		2	6	5	1	64	37	27



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / British Columbia
Reporting Period 2016-03-01 to 2018-04-27

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	8	3	5							3	1	2
Total Number of Employees	8	3	5							3	1	2



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario

Reporting Period 2016-03-01 to 2018-04-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1							1	1	
Professionals	54	33	21				2	2		27	18	9
Semi-Professionals and Technicians	6	2	4							2	1	1
Clerical Personnel	17	5	12	1		1				7	3	4
Total Number of Employees Hired	79	41	38	1		1	2	2		37	23	14



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2016-03-01 to 2018-04-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	6	3	3							1	1	
Total Number of Employees Hired	6	3	3							1	1	



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-03-01 to 2018-04-27

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	6	5	1						1	1		
Professionals	4	1	3									
Semi-Professionals and Technicians	1	1							1	1		
Supervisors	1		1						1			1
Clerical Personnel	3	1	2	1		1			1	1		
Total Number of Employees Promoted	16	8	8	1		1			4	3	1	
Total Number of Promotions	16	8	8	1		1			4	3	1	



Diamond Schmitt Architects Inc. (certificate # V061283)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-03-01 to 2018-04-27

002695

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1							1		1
Total Number of Employees Promoted	1		1							1		1
Total Number of Promotions	1		1							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-03-01 to 2018-04-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	1	1										
Professionals	25	15	10							10	6	4
Semi-Professionals and Technicians	5	2	3							3	1	2
Administrative and Senior Clerical Personnel	1	1					1	1				
Clerical Personnel	6	2	4				1		1	4	2	2
Total Number of Employees Terminated	39	22	17				2	1	1	17	9	8



Workplace Equity Information Management System - Diamond Schmitt Architects Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	5	26.3 %	27.4 %	5	0	National
02 : Middle and Other Managers	National	30	9	30.0 %	38.9 %	12	-3	National
03 : Professionals		128	58	45.3 %	30.6 %	39	19	
1121 : Human resources professionals	National	2	2	100.0 %	71.1 %	1	1	National
1122 : Professional occupations in business management consulting	National	5	4	80.0 %	42.0 %	2	2	National
2151 : Architects	National	117	50	42.7 %	28.9 %	34	16	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	28.3 %	1	-1	National
5113 : Archivists	National	2	2	100.0 %	64.5 %	1	1	National
04 : Semi-Professionals and Technicians		14	5	35.7 %	36.8 %	5	0	
2251 : Architectural technologists and technicians	Ontario	11	2	18.2 %	29.6 %	3	-1	Ontario
5223 : Graphic arts technicians	Ontario	1	1	100.0 %	32.2 %	0	1	Ontario
5242 : Interior designers and interior decorators	Ontario	2	2	100.0 %	78.6 %	2	0	Ontario
05 : Supervisors		2	2	100.0 %	53.0 %	1	1	
Employment Equity Occupational Group	Toronto	2	2	100.0 %	53.0 %	1	1	Toronto
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	80.1 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	80.1 %	1	0	Toronto
10 : Clerical Personnel		23	16	69.6 %	65.2 %	15	1	
Employment Equity Occupational Group	Toronto	23	16	69.6 %	65.2 %	15	1	Toronto
Total		217	96	44.2 %	36.0 %	78	18	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	0	0.0 %	2.9 %	1	-1	National
02 : Middle and Other Managers	National	30	1	3.3 %	2.2 %	1	0	National
03 : Professionals		128	0	0.0 %	0.7 %	1	-1	
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	5	0	0.0 %	1.6 %	0	0	National
2151 : Architects	National	117	0	0.0 %	0.6 %	1	-1	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.1 %	0	0	National
5113 : Archivists	National	2	0	0.0 %	3.1 %	0	0	National
04 : Semi-Professionals and Technicians		14	0	0.0 %	1.1 %	0	0	
2251 : Architectural technologists and technicians	Ontario	11	0	0.0 %	0.9 %	0	0	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario
5242 : Interior designers and interior decorators	Ontario	2	0	0.0 %	1.2 %	0	0	Ontario
05 : Supervisors		2	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
10 : Clerical Personnel		23	1	4.3 %	0.7 %	0	1	
Employment Equity Occupational Group	Toronto	23	1	4.3 %	0.7 %	0	1	Toronto
Total		217	2	0.9 %	1.1 %	3	-1	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	1	5.3 %	10.1 %	2	-1	National
02 : Middle and Other Managers	National	30	4	13.3 %	15.0 %	5	-1	National
03 : Professionals		128	46	35.9 %	23.2 %	30	16	
1121 : Human resources professionals	National	2	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	5	0	0.0 %	21.6 %	1	-1	National
2151 : Architects	National	117	45	38.5 %	23.6 %	28	17	National
2171 : Information systems analysts and consultants	National	2	1	50.0 %	31.4 %	1	0	National
5113 : Archivists	National	2	0	0.0 %	6.4 %	0	0	National
04 : Semi-Professionals and Technicians		14	5	35.7 %	23.9 %	3	2	
2251 : Architectural technologists and technicians	Ontario	11	5	45.5 %	24.7 %	3	2	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	24.0 %	0	0	Ontario
5242 : Interior designers and interior decorators	Ontario	2	0	0.0 %	19.6 %	0	0	Ontario
05 : Supervisors		2	1	50.0 %	45.8 %	1	0	
Employment Equity Occupational Group	Toronto	2	1	50.0 %	45.8 %	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	37.3 %	0	1	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	37.3 %	0	1	Toronto
10 : Clerical Personnel		23	9	39.1 %	48.1 %	11	-2	
Employment Equity Occupational Group	Toronto	23	9	39.1 %	48.1 %	11	-2	Toronto
Total		217	67	30.8 %	23.9 %	52	15	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-01

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	49	1	2.0 %	4.3 %	2	-1	National
03 : Professionals	National	128	4	3.1 %	3.8 %	5	-1	National
04 : Semi-Professionals and Technicians	National	14	0	0.0 %	4.6 %	1	-1	National
05 : Supervisors	National	2	0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	1	0	0.0 %	3.4 %	0	0	National
10 : Clerical Personnel	National	23	1	4.3 %	7.0 %	2	-1	National
Total		217	6	2.7 %	4.4 %	10	-4	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-01

002701

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-05-01

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workplace Equity Information Management System - Diamond Schmitt Architects Inc.

Workforce Analysis - Summary Report

Date: 2018-05-01

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	19	5	26.3 %	27.4 %	5	0
02 : Middle and Other Managers	30	9	30.0 %	38.9 %	12	-3
03 : Professionals	128	58	45.3 %	30.6 %	39	19
04 : Semi-Professionals and Technicians	14	5	35.7 %	36.8 %	5	0
05 : Supervisors	2	2	100.0 %	53.0 %	1	1
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	80.1 %	1	0
10 : Clerical Personnel	23	16	69.6 %	65.2 %	15	1
Total	217	96	44.2 %	36.0 %	78	18

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	19	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	30	1	3.3 %	2.2 %	1	0
03 : Professionals	128	0	0.0 %	0.7 %	1	-1
04 : Semi-Professionals and Technicians	14	0	0.0 %	1.1 %	0	0
05 : Supervisors	2	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	0.8 %	0	0
10 : Clerical Personnel	23	1	4.3 %	0.7 %	0	1
Total	217	2	0.9 %	1.1 %	3	-1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	19	1	5.3 %	10.1 %	2	-1
02 : Middle and Other Managers	30	4	13.3 %	15.0 %	5	-1
03 : Professionals	128	46	35.9 %	23.2 %	30	16
04 : Semi-Professionals and Technicians	14	5	35.7 %	23.9 %	3	2
05 : Supervisors	2	1	50.0 %	45.8 %	1	0
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	37.3 %	0	1
10 : Clerical Personnel	23	9	39.1 %	48.1 %	11	-2
Total	217	67	30.8 %	23.9 %	52	15

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-01

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	49	1	2.0 %	4.3 %	2	-1
03 : Professionals	128	4	3.1 %	3.8 %	5	-1
04 : Semi-Professionals and Technicians	14	0	0.0 %	4.6 %	1	-1
05 : Supervisors	2	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	3.4 %	0	0
10 : Clerical Personnel	23	1	4.3 %	7.0 %	2	-1
Total	217	6	2.7 %	4.4 %	10	-4

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-01

002707

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-05-01

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Diamond Schmitt Architects

[Date: 2018-05-01]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	27

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	18	3	27.40
02	Middle & Other Managers	23	10	38.90
03	Professionals	92	40	29.70
04	Semi-Professionals & Technicians	18	6	38.00
05	Supervisors	3	3	53.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	1	80.10
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	9	65.20
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		169	72	35.2

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		19	5	27.40
		30	9	30.00
		128	58	30.60
		14	5	36.80
		2	2	53.00
		0	0	0.00
		1	1	80.10
		0	0	0.00
		0	0	0.00
		0	0	0.00
		23	16	65.20
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		217	96	0.0

* Source:

* Source:

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Diamond Schmitt Architects
 [Date: 2018-05-01]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	27

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	18	0	2.90
02	Middle & Other Managers	23	1	2.20
03	Professionals	92	0	0.70
04	Semi-Professionals & Technicians	18	0	1.00
05	Supervisors	3	0	1.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	0	0.80
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	0	0.70
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		169	1	1.2

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	19	0	2.9	
	30	1	2.2	
	128	0	0.7	
	14	0	1.1	
	2	0	1.0	
	0	0	0.0	
	1	0	0.8	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	23	1	0.7	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	217	2	0.0	

* Source:
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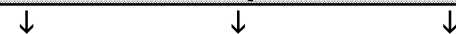
Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Diamond Schmitt Architects
 [Date: 2018-05-01]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	27

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	18	0	10.10
02	Middle & Other Managers	23	4	15.00
03	Professionals	92	30	23.50
04	Semi-Professionals & Technicians	18	5	23.80
05	Supervisors	3	2	45.80
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	1	37.30
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	4	48.10
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		169	46	23.5

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		19	1	10.0
		30	4	15.0
		128	46	23.2
		14	5	23.9
		2	1	45.8
		0	0	0.0
		1	1	37.3
		0	0	0.0
		0	0	0.0
		0	0	0.0
		23	9	48.1
		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
		217	67	0.0

*** Source:**
0

*** Source:**
0

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Diamond Schmitt Architects
[Date: 2018-05-01]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	27

Table 4: Persons with Disabilities
First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	41	1	4.30
03	Professionals	92	1	3.80
04	Semi-Professionals & Technicians	18	1	4.60
05	Supervisors	3	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	1	7.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		169	4	4.4

* Source:

Table 8: Persons with Disabilities
Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
	Managers	49	1	4.3
	Professionals	128	4	3.8
	Semi-Professionals & Technicians	14	0	4.6
	Supervisors	2	0	13.9
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	1	0	3.4
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	23	1	7.0
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
	Total	217	6	0.0

* Source:

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond Schmitt Architects

[Date: 2018-05-01]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2018	04	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	1	0	0
03 Professionals	60	24	0	0
04 Semi-Professionals & Technicians	6	4	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	17	12	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	41	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
2	2	0	0
6	1	0	0
4	3	0	0
1	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
17	9	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
1	0	0	0
1	0	0	0
25	10	0	0
5	3	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	4	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
39	17	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond Schmitt Architects

[Date: 2018-05-01]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2018	04	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	60	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	17	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	1	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
2	0	0	0
6	0	0	0
4	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
17	1	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
1	0	0	0
25	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
39	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond Schmitt Architects

[Date: 2018-05-01]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2018	04	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	60	2	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	17	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	2	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
2	0	0	0
6	0	0	0
4	0	0	0
1	0	0	0
1	0	0	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	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
17	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
1	0	0	0
1	0	0	0
25	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
39	2	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond Schmitt Architects

[Date: 2018-05-01]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2018	04	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	1	0	0
03 Professionals	60	28	0	0
04 Semi-Professionals & Technicians	6	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	17	7	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	38	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
2	1	0	0
6	1	0	0
4	0	0	0
1	1	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
17	5	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
1	0	0	0
25	10	0	0
5	3	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	4	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
39	17	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Diamond Schmitt Architects

[Date: 2018-05-01]

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					
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-26	Annually	Over 3 Years		#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	18	1.8%		0	5.4%		0	0	3	0.0%	0	2	0		27.4%	-2	-2	16.7%	16.7%
02 Middle & Other Managers	23	9.3%		0	3.8%		0	0	10	0.0%	0	-1	0		38.9%	1	1	43.5%	43.5%
03 Professionals	92	11.6%		0	22.7%		0	0	40	0.0%	0	-13	0		29.7%	13	13	43.5%	43.5%
04 Semi-Professionals & Tech	18	-8.0%		0	31.3%		0	0	6	0.0%	0	1	0		38.0%	-1	-1	33.3%	33.3%
05 Supervisors	3	-12.6%		0	0.0%		0	0	3	0.0%	0	-1	0		53.0%	1	1	100.0%	100.0%
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	1	0.0%		0	100.0%		0	0	1	0.0%	0	0	0		80.1%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	14	18.0%		0	32.4%		0	0	9	0.0%	0	0	0		65.2%	0	0	64.3%	64.3%
11 Intermediate Sales & Service	0	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	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	#DIV/0!	#DIV/0!
Total	169	8.7%		0	20.2%		0	0	72	0.0%	0	-13	0		35.2%	13	13	42.6%	42.6%

† 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	1	0.0	1	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Diamond Schmitt Architects

[Date: 2018-05-01]

14	Other Manual Workers	0	0.0	0	0.0
Total		1		2	

Federal Contractors Program Achievement Report

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Part 3: Goals

Diamond Schmitt Architects

[Date: 2018-05-01]

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 (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-26	Annually	Over 3 Years		#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	18	1.8%		0	5.4%		0	0	0	0.0%	0	1	0		2.9%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	23	9.3%		0	3.8%		0	0	1	0.0%	0	0	0		2.2%	0	0	4.3%	4.3%
03 Professionals	92	11.6%		0	22.7%		0	0	0	0.0%	0	1	0		0.7%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	18	-8.0%		0	31.3%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
05 Supervisors	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0		1.0%	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	14	18.0%		0	32.4%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	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	#DIV/0!	#DIV/0!
Total	169	8.7%		0	20.2%		0	0	1	0.0%	0	1	0		1.2%	-1	-1	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 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.7	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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Part 3: Goals

Diamond Schmitt Architects

[Date: 2018-05-01]

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Diamond Schmitt Architects

[Date: 2018-05-01]

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)		First/Previous Short-term Goals																		
		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	2016					
		2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-05-26	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%		
01/02	Managers	41	5.5%		0	4.6%		0	0	1	0.0%	0	1	0		3.8%	-1	-1	2.4%	2.4%
03	Professionals	92	11.6%		0	22.7%		0	0	1	0.0%	0	2	0		4.6%	-2	-3	1.1%	1.1%
04	Semi-Professionals & Tech	18	-8.0%		0	31.3%		0	0	1	0.0%	0	0	0		13.9%	0	-2	5.6%	5.6%
05	Supervisors	3	-12.6%		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		3.4%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
08	Skilled Sales & Service	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		7.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	14	18.0%		0	32.4%		0	0	1	0.0%	0	0	0		0.0%	0	1	7.1%	7.1%
11	Intermediate Sales & Service	0	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	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	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		4.4%	0	0	#DIV/0!	#DIV/0!
Total		169	8.7%		0	20.2%		0	0	4	0.0%	0	#REF!	0		#REF!	-3	#REF!	2.4%	2.4%

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.0	1	0.0	
03	Professionals	0	0.0	2	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		3		

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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 (EOG)	First/Previous Short-term Goals																		
	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					
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	18	1.8%		0	5.4%		0	0	0	0.0%	0	2	0		10.1%	-2	-2	0.0%	0.0%
02 Middle & Other Managers	23	9.3%		0	3.8%		0	0	4	0.0%	0	-1	0		15.0%	1	1	17.4%	17.4%
03 Professionals	92	11.6%		0	22.7%		0	0	30	0.0%	0	-8	0		23.5%	8	8	32.6%	32.6%
04 Semi-Professionals & Tech	18	-8.0%		0	31.3%		0	0	5	0.0%	0	-1	0		23.8%	1	1	27.8%	27.8%
05 Supervisors	3	-12.6%		0	0.0%		0	0	2	0.0%	0	-1	0		45.8%	1	1	66.7%	66.7%
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	1	0.0%		0	100.0%		0	0	1	0.0%	0	-1	0		37.3%	1	1	100.0%	100.0%
08 Skilled Sales & Service	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	14	18.0%		0	32.4%		0	0	4	0.0%	0	3	0		48.1%	-3	-3	28.6%	28.6%
11 Intermediate Sales & Service	0	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	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	#DIV/0!	#DIV/0!
Total	169	8.7%		0	20.2%		0	0	46	0.0%	0	-6	0		23.5%	6	6	27.2%	27.2%

† 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 (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	2	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	2	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		1		4	

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Part 3: Goals

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[Date: 2018-05-01]

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

Employment Equity Occupational Group (EEOG)		Subsequent/Current Short-term Goals																		
		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					
		2018-04-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-27	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	19	1.8%		0	5.4%		0	0	5	0.0%	0	0	0	27.4%	0	0	26.3%	26.3%	
02	Middle & Other Managers	30	9.3%		0	3.8%		0	0	9	0.0%	0	0	30.0%	0	0	30.0%	30.0%		
03	Professionals	128	11.6%		0	22.7%		0	0	58	0.0%	0	-19	30.6%	19	19	45.3%	45.3%		
04	Semi-Professionals & Tech	14	-8.0%		0	31.3%		0	0	5	0.0%	0	0	36.8%	0	0	35.7%	35.7%		
05	Supervisors	2	-12.6%		0	0.0%		0	0	2	0.0%	0	-1	53.0%	1	1	100.0%	100.0%		
06	Supervisors: Crafts & Trades	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	1	0.0%		0	100.0%		0	0	1	0.0%	0	0	80.1%	0	0	100.0%	100.0%		
08	Skilled Sales & Service	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	23	18.0%		0	32.4%		0	0	16	0.0%	0	-1	65.2%	1	1	69.6%	69.6%		
11	Intermediate Sales & Service	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	#DIV/0!	#DIV/0!		
13	Other Sales & Service	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	#DIV/0!	#DIV/0!		
Total		217	8.7%		0	20.2%		0	0	96	0.0%	0	-96	0.0%	96	96	44.2%	44.2%		

† 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 (EEOG)		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	

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Total		0.0	0.0
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Part 3: Goals

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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					
	2018-04-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-27	Annually	Over 3 Years	Years	2018	2021						
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	19	1.8%		0	5.4%		0	0	0	0.0%	0	1	0	5.3%	2.9%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	30	9.3%		0	3.8%		0	0	1	0.0%	0	0	0	2.2%	0	0	3.3%	3.3%	
03 Professionals	128	11.6%		0	22.7%		0	0	0	0.0%	0	1	0	0.8%	0.7%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	14	-8.0%		0	31.3%		0	0	0	0.0%	0	0	0	1.1%	0	0	0.0%	0.0%	
05 Supervisors	2	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	1.0%	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	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	23	18.0%		0	32.4%		0	0	1	0.0%	0	-1	0	0.7%	1	1	4.3%	4.3%	
11 Intermediate Sales & Service	0	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	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	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	#DIV/0!	#DIV/0!	
Total	217	8.7%		0	20.2%		0	0	2	0.0%	0	-2	0	0.0%	2	2	0.9%	0.9%	

† 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		0.1		5.3	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.8	
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	

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Total		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 (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	YYYY - YYYY							
		2018-04-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-27	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%			
		#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%			
01/02	Managers	49	5.5%		0	4.6%		0	0	0	0	1	0.0%	0	1	0	2.0%	4.3%	-1	-1	2.0%	2.0%
03	Professionals	128	11.6%		0	22.7%		0	0	0	4	0.0%	0	1	0	0.8%	3.8%	-1	-1	3.1%	3.1%	
04	Semi-Professionals & Tech	14	-8.0%		0	31.3%		0	0	0	0	0.0%	0	1	0	7.1%	4.6%	-1	-1	0.0%	0.0%	
05	Supervisors	2	-12.6%		0	0.0%		0	0	0	0	0.0%	0	0	0	13.9%	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	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	0.0%		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	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	23	18.0%		0	32.4%		0	0	1	0.0%	0	1	0	4.3%	7.0%	-1	-1	4.3%	4.3%		
11	Intermediate Sales & Service	0	0.0%		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	0.0%		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		217	8.7%		0	20.2%		0	0	6	0.0%	0	-6	0	0	0.0%	6	6	2.8%	2.8%		

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers	0.0	2.0		
03	Professionals	0.0	0.8		
04	Semi-Professionals & Tech	0.1	7.1		
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	4.3		
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

Diamond Schmitt Architects

[Date: 2018-05-01]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-04-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	19	1.8%		0	5.4%		0	0	1	0.0%	0	1	0	5.3%	10.0%	-1	-1	5.3%	5.3%
02 Middle & Other Managers	30	9.3%		0	3.8%		0	0	4	0.0%	0	1	0	3.3%	15.0%	-1	-1	13.3%	13.3%
03 Professionals	128	11.6%		0	22.7%		0	0	46	0.0%	0	-16	0		23.2%	16	16	35.9%	35.9%
04 Semi-Professionals & Tech	14	-8.0%		0	31.3%		0	0	5	0.0%	0	-2	0		23.9%	2	2	35.7%	35.7%
05 Supervisors	2	-12.6%		0	0.0%		0	0	1	0.0%	0	0	0		45.8%	0	0	50.0%	50.0%
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	1	0.0%		0	100.0%		0	0	1	0.0%	0	-1	0		37.3%	1	1	100.0%	100.0%
08 Skilled Sales & Service	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	23	18.0%		0	32.4%		0	0	9	0.0%	0	2	0	8.7%	48.1%	-2	-2	39.1%	39.1%
11 Intermediate Sales & Service	0	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	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	#DIV/0!	#DIV/0!
Total	217	8.7%		0	20.2%		0	0	67	0.0%	0	-67	0		0.0%	67	67	30.9%	30.9%

† 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 (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers		0.1		5.3	
02 Middle & Other Managers		0.0		3.3	
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		0.1		8.7	
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	

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Part 3: Goals

Diamond Schmitt Architects

[Date: 2018-05-01]

Total		0.0	0.0
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Federal Contractors Program Achievement Report

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Part 4: Results - Women

Diamond Schmitt Architects

[Date: 2018-05-01]

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		All Employees	Women							
			Representation	Availability	Gap	EE Result		Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2016	18	3	16.7	27.4	5	-2	60.8																
	2018	19	5	26.3	27.4	5	0	96.0	0	0	0.0	0	0	2	2	100.0	0	2	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	23	10	43.5	38.9	9	1	111.8																
	2018	30	9	30.0	30.0	9	0	100.0	2	1	50.0	1	0	6	1	16.7	3	-2	1	0	0.0	0	0	0
03 Professionals	2016	92	40	43.5	29.7	27	13	146.4																
	2018	128	58	45.3	30.6	39	19	148.1	60	24	40.0	18	6	4	3	75.0	2	1	25	10	40.0	11	-1	
04 Semi-Professionals & Technicians	2016	18	6	33.3	38.0	7	-1	87.7																
	2018	14	5	35.7	36.8	5	0	97.0	6	4	66.7	2	2	1	0	0.0	0	0	5	3	60.0	2	1	
05 Supervisors	2016	3	3	100.0	53.0	2	1	188.7																
	2018	2	2	100.0	53.0	1	1	188.7	0	0	0.0	0	0	1	1	100.0	1	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2018	1	2	200.0	1	200.0	0.0	0.0	1	200.0	0.0	0.0		
	2021	1	2	200.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	7	2	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	2	28.6			0.0	0.0			0.0	0.0		
03 Professionals	2018	39	17	43.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	39	17	43.6			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	2	1	50.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Diamond Schmitt Architects

[Date: 2018-05-01]

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			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#			
07 Administrative & Senior Clerical	2016	1	1	100.0	80.1	1	0	124.8																
	2018	1	1	100.0	80.1	1	0	124.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	14	9	64.3	65.2	9	0	98.6																
	2018	23	16	69.6	65.2	15	1	106.7	17	12	70.6	11	1	3	2	66.7	2	0	0	6	4	66.7	4	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	14	10	71.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	14	10	71.4										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Diamond Schmitt Architects

[Date: 2018-05-01]

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			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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	2016	169	72	42.6	35.2	59	13	121.0																	
	2018	217	96	44.2	0.0	0	96	0.0	85	41	48.2	0	41	17	9	52.9	7	2	39	17	43.6	17	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		
#	#	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	63	33	52.4	1	3300.0	0.0	0.0	2	1650.0	0.0	0.0	
	2021	63	33	52.4			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Diamond Schmitt Architects

[Date: 2018-05-01]

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	2016	18	0	0.0	2.9	1	-1	0.0																
	2018	19	0	0.0	2.9	1	-1	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	1	0	0.0	0
02 Middle & Other Managers	2016	23	1	4.3	2.2	1	0	197.6																
	2018	30	1	3.3	2.2	1	0	151.5	2	0	0.0	0	0	0	6	0	0.0	0	0	0	1	0	0.0	0
03 Professionals	2016	92	0	0.0	0.7	1	-1	0.0																
	2018	128	0	0.0	0.7	1	-1	0.0	60	0	0.0	0	0	0	4	0	0.0	0	0	0	25	0	0.0	0
04 Semi-Professionals & Technicians	2016	18	0	0.0	1.0	0	0	0.0																
	2018	14	0	0.0	1.1	0	0	0.0	6	0	0.0	0	0	0	1	0	0.0	0	0	0	5	0	0.0	0
05 Supervisors	2016	3	0	0.0	1.0	0	0	0.0																
	2018	2	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	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	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0		0.1	0.0			5.3	0.0			
02 Middle & Other Managers	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0		0.0	0.0			0.0	0.0			
03 Professionals	2018	39	0	0.0	0	0.0	0.0	0.0	0	0.0	0.7	0.0		
	2021	39	0	0.0		0.0	0.0			0.8	0.0			
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0		0.0	0.0			0.0	0.0			
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0		0.0	0.0			0.0	0.0			
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			

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Part 5: Results - Aboriginal Peoples

Diamond Schmitt Architects

[Date: 2018-05-01]

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	0.8	0	0	0.0																
	2018	1	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	14	0	0.0	0.7	0	0	0.0																
	2018	23	1	4.3	0.7	0	1	621.1	17	1	5.9	0	1	3	1	33.3	0	1	6	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	14	2	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	14	2	14.3										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Diamond Schmitt Architects

[Date: 2018-05-01]

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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2016	169	1	0.6	1.2	2	-1	49.3																
	2018	217	2	0.9	0.0	0	2	0.0	85	1	1.2	0	1	17	1	5.9	0	1	39	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	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	63	2	3.2	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	63	2	3.2			0.0	0.0			0.0	0.0	0.0	

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Part 6: Results - Persons with Disabilities

Diamond Schmitt Architects

[Date: 2018-05-01]

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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	Actual		Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	41	1	2.4	4.3	2	-1	56.7																
	2018	49	1	2.0	4.3	2	-1	47.5	2	0	0.0	0	0	8	0	0.0	0	0	2	0	0.0	0	0	0
03 Professionals	2016	92	1	1.1	3.8	3	-2	28.6																
	2018	128	4	3.1	3.8	5	-1	82.2	60	2	3.3	2	0	4	0	0.0	0	0	25	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	18	1	5.6	4.6	1	0	120.8																
	2018	14	0	0.0	4.6	1	-1	0.0	6	0	0.0	0	0	1	0	0.0	0	0	5	0	0.0	0	0	0
05 Supervisors	2016	3	0	0.0	13.9	0	0	0.0																
	2018	2	0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	8	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	8	0	0.0		0.0	0.0			2.0	0.0			
03 Professionals	2018	39	2	5.1	0	0.0	0.0	0.0	2	100.0	0.0	0.0		
	2021	39	2	5.1		0.0	64102.6			0.8	641.0			
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0		0.1	0.0			7.1	0.0			
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0		0.0	0.0			0.0	0.0			
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			

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Part 6: Results - Persons with Disabilities

Diamond Schmitt Architects

[Date: 2018-05-01]

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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	3.4	0	0	0.0																
	2018	1	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	1	100.0	0	1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	14	1	7.1	7.0	1	0	102.0																
	2018	23	1	4.3	7.0	2	-1	62.1	17	0	0.0	1	-1	3	0	0.0	0	0	0	6	1	16.7	0	1
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	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	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	-1	100.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	14	-1	-7.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	14	-1	-7.1			0.0	-16611.3			4.3	-166.1		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

Diamond Schmitt Architects

[Date: 2018-05-01]

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	169	4	2.4	4.4	7	-3	53.8																
	2018	217	6	2.8	0.0	0	6	0.0	85	2	2.4	0	2	17	0	0.0	0	0	39	2	5.1	1	1	

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	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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
Total	2018	63	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2021	63	0	0.0										

Federal Contractors Program Achievement Report

002741

Part 7: Results - Members of Visible Minorities

Diamond Schmitt Architects

[Date: 2018-05-01]

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				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						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	18	0	0.0	10.1	2	-2	0.0																
	2018	19	1	5.3	10.0	2	-1	52.6	0	0	0.0	0	0	0	2	1	50.0	0	1	1	0	0.0	0	0
02 Middle & Other Managers	2016	23	4	17.4	15.0	3	1	115.9																
	2018	30	4	13.3	15.0	5	-1	88.9	2	1	50.0	0	1	6	1	16.7	1	0	1	0	0.0	0	0	0
03 Professionals	2016	92	30	32.6	23.5	22	8	138.8																
	2018	128	46	35.9	23.2	30	16	154.9	60	28	46.7	14	14	4	0	0.0	1	-1	25	10	40.0	8	2	
04 Semi-Professionals & Technicians	2016	18	5	27.8	23.8	4	1	116.7																
	2018	14	5	35.7	23.9	3	2	149.4	6	2	33.3	1	1	1	1	100.0	0	1	5	3	60.0	1	2	
05 Supervisors	2016	3	2	66.7	45.8	1	1	145.6																
	2018	2	1	50.0	45.8	1	0	109.2	0	0	0.0	0	0	1	1	100.0	1	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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	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	2018	1	1	100.0	0	0.0	0.0	0.0	2	50.0	0.0	0.0		
	2021	1	1	100.0			0.1	#####			5.3	1886.8		
02 Middle & Other Managers	2018	7	2	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	2	28.6			0.0	86580.1			3.3	865.8		
03 Professionals	2018	39	18	46.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	39	18	46.2			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

002742

Part 7: Results - Members of Visible Minorities

Diamond Schmitt Architects

[Date: 2018-05-01]

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				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						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	1	100.0	37.3	0	1	268.1																
	2018	1	1	100.0	37.3	0	1	268.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	14	4	28.6	48.1	7	-3	59.4																
	2018	23	9	39.1	48.1	11	-2	81.4	17	7	41.2	8	-1	3	1	33.3	1	0	0	6	4	66.7	2	2
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	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	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	14	4	28.6	1	400.0	0.0	0.0	2	200.0	0.0	0.0		
	2021	14	4	28.6			0.1	32840.7			8.7	328.4		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Diamond Schmitt Architects

[Date: 2018-05-01]

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							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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2016	169	46	27.2	23.5	40	6	115.8																
	2018	217	67	30.9	0.0	0	67	0.0	85	38	44.7	0	38	17	5	29.4	5	0	39	17	43.6	11	6	

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 (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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0	0.0	0.0	
Total	2018	63	26	41.3	1	2600.0	0.0	0.0	0.0	4	650.0	0.0	0.0	
	2021	63	26	41.3			0.0	0.0			0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Diamond Schmitt Architects
[Date: 2018-05-01]

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):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Diamond Schmitt Architects Inc.

Primary Location: Toronto, Ontario

Number of Employees: 217

Ontario 209

British Columbia 8

Organization Overview: NAICS 5413 – Architectural, Engineering, and Related Services.

Diamond Schmitt Architects is a leading Canadian full-service architectural practice. They work throughout North America, Europe, the Caribbean and the Middle East and design a broad range of building types for cultural, civic, academic, healthcare, residential and commercial property clients.

Key Dates – First Year Assessment

Initiated: May 2, 2016

Received: June 3, 2016

Closed: June 14, 2016

Workforce

Analysis: May 26, 2016

Key Dates – Subsequent Assessment

Initiated: June 3, 2018

Received: May 2, 2018

Workforce

Analysis: May 1, 2018

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- All goals were set in numbers. The percentage goal is therefore taken from the numerical goal.

Women

1.	Senior Managers	Goal met 200%.
4.	Semi-Professionals & Technicians	Goal met 400%.

Aboriginal Peoples

1.	Senior Managers	No goal set.
3.	Professionals	No goal set.

Person with Disabilities

1./2.	Managers	No goal set.
3.	Professionals	No goal set.

- In EEOG 01/02, there were 10 new entrants but none were persons with disabilities. At an availability of 4.3%, this is what would be expected.

Members of Visible Minorities

1.	Senior Managers	Goal not met (50%).
10.	Clerical Personnel	Goal met 800%.

- In EEOG 01, there were 2 new entrants, with one being a visible minority. At an availability of 10.1%, this is higher than expected (no new visible minorities would have been expected.)

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- In 2016 there were 8 gaps of which 4 goals were set and 3 were met.
 - It is important to note that Diamond Schmitt Architects was assessed in May 2016 and then subsequently in May 2018. This is a 24 month period, instead of the usual 36 month period for a subsequent assessment and may explain why their only 60% of their goals have been met.

ASSESSMENT OF GOALS

Looking forward there are 9 gaps, and short-term goals were set as a percentage equal to availability.

Short-term goals

Women

- There are no gaps.

Aboriginal Peoples

- Both EEOGs 01 and 03 had gaps of -1. A goal set to at least availability was set for both EEOGs.
- The organization has 2 Indigenous employees.

Person with disabilities

- In EEOGs 01/02, 03, 04 and 10 there are gaps of -1 in each. A goal equal to at least availability was set in each case.
- The organization is currently comprised of 6 employees who are persons with disabilities.

Visible Minorities

- In EEOGs 01, 02, and 10 there are small gaps. A goal equal to at least availability was set in each case.

Long-term goals

- A long-term goal has been set for every gap uncovered by the most recent workforce analysis.

RECOMMENDATION

I recommend that the employer be found:

- in compliance in non-compliance

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

- We encourage the organization to forge links with career fairs and trade programs in order to find and hire employees from the designated groups.

Name of Analyst: Neeta Dhillon

Date: August 24, 2018.

Subject: Government of Canada Agreement Number: V061283 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Martin Davidson:

I am writing to inform you that the subsequent compliance assessment initiated on 06/03/2018 has been completed. As a result of the assessment, Diamond Schmitt Architects 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 Diamond Schmitt Architects's employment equity program.

- We encourage the organization to forge links with career fairs and trade programs in order to find and hire employees from the designated groups.

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 06/03/2021. 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, Diamond Schmitt Architects will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

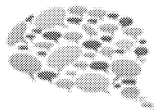
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

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



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