



## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Institut National D'OPTIQUE	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° 541710	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 187 To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm</a>

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.) 2740 EINSTEIN	City QC	Province QC	Postal Code G1P 4S4
	Telephone Number (418) 657-7006	Fax Number (418) 657-7009	

EMPLOYMENT EQUITY CONTACT	
Name (print) KARINE ROMAIN	Title HR CONSULTANT
Telephone Number (418) 657-7006, 2220	E-mail Address KARINE.ROMAIN@INO.CA

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> <li>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</li> <li>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).</li> </ul> <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: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a></p> <p><b>Important note:</b> 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	
<b>NOTE:</b> 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 LARRIVÉE	Title V. P. FINANCES
Telephone Number (418) 6577006	E-mail Address MARTIN.LARRIVEE@INO.CA
Signature [REDACTED]	Date 2015-06-25

RETURN INSTRUCTIONS
<p><b>IMPORTANT</b></p> <ul style="list-style-type: none"> <li>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: <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a></li> </ul>



**National Optics Institute (Certificate # 050430)**  
**FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES**  
**Full time / National**  
**Reporting period 2016-07-07 to 2019-07-31**

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Senior Management</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	6										
	<b>Total</b>	6	6										
<b>Middle management and other directors</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	20	13	7									
	<b>Total</b>	20	13	7									
<b>Professionals</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	98	79	19							4	3	1
	<b>Total</b>	98	79	19							4	3	1
<b>Semi-professional and technical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	50	46	4							1	1	
	<b>Total</b>	50	46	4							1	1	

## National Optics Institute (Certificate # 050430)

Form 2 A

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-07-07 to 2019-07-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Administrative and main office staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	5	3	2									
	<b>Total</b>	5	3	2									
<b>Specialized sales and service personnel</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	3	1									
	<b>Total</b>	4	3	1									
<b>Skilled workers and artisans</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	9	6	3									
	<b>Total</b>	9	6	3									
<b>Clerical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	3	5									
	<b>Total</b>	8	3	5									

## National Optics Institute (Certificate # 050430)

Form 2 A

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-07-07 to 2019-07-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Total number of employees</b>		<b>200</b>	<b>159</b>	<b>41</b>							<b>5</b>	<b>4</b>	<b>1</b>

**National Optics Institute (Certificate # 050430) FEDERAL**

**CONTRACT PROGRAMS: SALARY PROFILE**

**Full time / National**

**Reporting period 2016-07-07 to 2019-07-31**

Salary Range	All employees			Aboriginal			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
<b>Less than \$15,000</b>	<b>200</b>	<b>159</b>	<b>41</b>							<b>5</b>	<b>4</b>	<b>1</b>
<b>Total number of employees</b>	<b>200</b>	<b>159</b>	<b>41</b>							<b>5</b>	<b>4</b>	<b>1</b>

National Optics Institute (Certificate # 050430) FEDERAL

CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-07-07 to 2019-07-31

Occupational Category	All employees			Aboriginal			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 Management	4	4										
Middle management and other directors	8	5	3									
Professionals	31	20	11	1	1					2	1	1
Semi-professional and technical staff	21	19	2							1	1	
Foremen	6	4	2									
Administrative and main office staff	6	2	4									
Specialized sales and service personnel	2	2										
Skilled workers and artisans	1	1										
Clerical staff	4	1	3									
<b>Total number of employees hired</b>	<b>83</b>	<b>58</b>	<b>25</b>	<b>1</b>	<b>1</b>					<b>3</b>	<b>2</b>	<b>1</b>



National Optics Institute (Certificate # 050430) FEDERAL

CONTRACT PROGRAMS: TERMINATION OF EMPLOYMENT

Full time / National

Reporting period 2016-07-07 to 2019-07-31

Occupational Category	All employees			Aboriginal			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 Management	2	2										
Middle management and other directors	5	2	3									
Professionals	28	18	10	1	1							
Semi-professional and technical staff	15	12	3									
Foremen	8	6	2									
Administrative and main office staff	7		7									
Clerical staff	4	2	2									
Other manual workers	1	1										
<b>Total number of employees whose employment was terminated</b>	<b>70</b>	<b>43</b>	<b>27</b>	<b>1</b>	<b>1</b>							



**Workplace Equity Information Management System - National Optics Institute**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2019-07-31

**Women**

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	6	0	0.0 %	27.6 %	2	-2	National
<b>02: Middle management and other directors</b>	National	20	7	35.0 %	39.4 %	8	-1	National
<b>03: Professionals</b>		98	19	19.4 %	20.4 %	20	-1	
1112: Financial and investment analysts	National	1	1	100.0 %	44.9 %	0	1	National
1121: Human Resources Professionals	National	1	1	100.0 %	73.2 %	1	0	National
1123: Advertising, marketing and public relations professionals	National	2	2	100.0 %	66.6 %	1	1	National
2111 : Physicists and astronomers	National	52	7	13.5 %	18.2 %	9	-2	National
2112 : Chemists	National	3	2	66.7 %	41.9 %	1	1	National
2115: Other Physical Science Professionals	National	5	1	20.0 %	23.5 %	1	0	National
2121 : Biologists and related scientific personnel	National	1	0	0.0 %	52.8 %	1	-1	National
2132 : Mechanical engineers	National	8	0	0.0 %	9.5 %	1	-1	National
2133 : Electrical and electronic engineers	National	9	1	11.1 %	10.7 %	1	0	National
2148: Other engineers, n.e.c.	National	8	3	37.5 %	19.9 %	2	1	National
2171 : IT Analysts and Consultants	National	1	0	0.0 %	27.7 %	0	0	National
2173 : Engineers and software designers	National	6	1	16.7 %	16.0 %	1	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0 %	51.3 %	1	-1	National
<b>04: Semi-professional and technical staff</b>		50	4	8.0 %	10.0 %	5	-1	
2211 : Chemical technologists and technicians	Quebec	1	0	0.0 %	54.4 %	1	-1	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	4	0	0.0 %	8.6 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	32	1	3.1 %	8.4 %	3	-2	Quebec
2243 : Industrial Instrument Technicians and Mechanics	Quebec	4	0	0.0 %	3.9 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	9	3	33.3 %	14.0 %	1	2	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		5	2	40.0 %	80.4 %	4	-2	
Employment Equity Occupational Group	Quebec	5	2	40.0 %	80.4 %	4	-2	Quebec

## Workplace Equity Information Management System - National Optics Institute

## Default Workforce Analysis System - Detailed Report

Date: 2019-07-31

## Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women		Differ ence #	Place of recruitment
			#	%	%	#		
<b>08: Specialized sales and service personnel</b>		4	1	25.0 %	28.9 %	1	0	
6221: Technical Sales Specialists - Wholesale Trade	Ontario	2	1	50.0 %	27.9 %	1	0	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	2	0	0.0 %	29.9 %	1	-1	Quebec
<b>09: Skilled workers and artisans</b>		9	3	33.3 %	5.1 %	0	3	
7231: Machinists and Machining and Tooling Inspectors	Quebec	9	3	33.3 %	5.1 %	0	3	Quebec
<b>10: Office staff</b>		8	5	62.5 %	58.6 %	5	0	
Employment Equity Occupational Group	Quebec	8	5	62.5 %	58.6 %	5	0	Quebec
<b>Total</b>		200	41	20.5 %	22.4 %	45	-4	

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

Sources: 2016 Census and internal employer data

## Workplace Equity Information Management System - National Optics Institute

## Default Workforce Analysis System - Detailed Report

Date: 2019-07-31

## Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ ence #	Place of recruitment	
			Representation #	%				
<b>01: Senior Management</b> National		6	0	0.0%	3.2%	0	0	National
<b>02: Middle and Other Managers</b> National		20	0	0.0%	2.7%	1	-1	National
<b>03: Professionals</b>		98	0	0.0%	0.9%	1	-1	
1112: Financial and Investment Analysts	National	1	0	0.0%	0.8%	0	0	National
1121: Human Resources Professionals	National	1	0	0.0%	3.1%	0	0	National
1123: Advertising, Marketing and Public Relations Professionals	National	2	0	0.0%	2.1%	0	0	National
2111: Physicists and Astronomers	National	52	0	0.0%	0.5%	0	0	National
2112: Chemists	National	3	0	0.0%	0.7%	0	0	National
2115: Other Physical Science Professionals	National	5	0	0.0%	1.4%	0	0	National
2121: Biologists and related scientific personnel		1	0	0.0%	1.8%	0	0	National
2132: Mechanical Engineers	National	8	0	0.0%	1.0%	0	0	National
2133: Electrical and Electronics Engineers	National	9	0	0.0%	1.0%	0	0	National
2148: Other Engineers, n.e.c.	National	8	0	0.0%	2.1%	0	0	National
2171: Analysts and consultants in computer science	National	1	0	0.0%	1.3%	0	0	National
2173: Engineers and software designers	National	6	0	0.0%	0.6%	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0%	2.0%	0	0	National
<b>04: Semi-professional and technical staff</b>		50	0	0.0%	1.5%	1	-1	
2211: Chemical technologists and technicians	Québec	1	0	0.0%	1.4%	0	0	Québec
2232: Mechanical Engineering Technologists and Technicians	Québec	4	0	0.0%	1.0%	0	0	Québec
2241: Technologists and technicians in electronic and electrical engineering	Quebec City	32	0	0.0%	1.6%	1	-1	Québec
2243: Industrial Instrument Technicians and Mechanics	Québec	4	0	0.0%	2.4%	0	0	Québec
2281: Computer Network Technicians	Québec	9	0	0.0%	1.1%	0	0	Québec
<b>07: Administrative and Senior Clerical Staff</b>		5	0	0.0%	1.4%	0	0	
<b>Employment Equity Occupational Category</b>	Québec	5	0	0.0%	1.4%	0	0	Québec

## Workplace Equity Information Management System - National Optics Institute

## Default Workforce Analysis System - Detailed Report

Date: 2019-07-31

## Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>08: Specialized sales and service personnel</b>		4	0	0.0%	1.2%	0	0	
6221: Technical Sales Specialists - Wholesale Trade	Ontario	2	0	0.0%	1.2%	0	0	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	2	0	0.0%	1.1%	0	0	Quebec
<b>09: Skilled workers and artisans</b>		9	0	0.0%	0.9%	0	0	
7231: Machinists and Machining and Tooling Inspectors	Quebec	9	0	0.0%	0.9%	0	0	Quebec
<b>10: Office staff</b>		8	0	0.0%	1.6%	0	0	
Employment Equity Occupational Group	Quebec	8	0	0.0%	1.6%	0	0	Quebec
<b>Total</b>		200	0	0.0%	1.3%	3	-3	

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

Sources: 2016 Census and internal employer data

Workplace Equity Information Management System - National Optics Institute  
 Default Workforce Analysis System - Detailed Report  
 Date: 2019-07-31

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
<b>01: Senior Management</b>	National	6	0	0.0%	11.5%	1	-1	National
<b>02: Middle management and other directors</b>	National	20	0	0.0%	17.6%	4	-4	National
<b>03: Professionals</b>		98	4	4.1%	27.0%	26	-22	
1112: Financial and investment analysts	National	1	0	0.0%	37.8%	0	0	National
1121: Human Resources Professionals	National	1	0	0.0%	16.7%	0	0	National
1123: Advertising, marketing and public relations professionals	National	2	0	0.0%	18.8%	0	0	National
2111 : Physicists and astronomers	National	52	2	3.8%	20.7%	11	-9	National
2112 : Chemists	National	3	1	33.3%	44.1%	1	0	National
2115: Other Physical Science Professionals	National	5	0	0.0%	31.3%	2	-2	National
2121 : Biologists and related scientific personnel	National	1	0	0.0%	20.7%	0	0	National
2132 : Mechanical engineers	National	8	0	0.0%	30.7%	2	-2	National
2133 : Electrical and electronic engineers	National	9	0	0.0%	39.6%	4	-4	National
2148: Other engineers, n.e.c.	National	8	1	12.5%	27.2%	2	-1	National
2171 : IT Analysts and Consultants	National	1	0	0.0%	38.6%	0	0	National
2173 : Engineers and software designers	National	6	0	0.0%	46.7%	3	-3	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0%	25.7%	0	0	National
<b>04: Semi-professional and technical staff</b>		50	1	2.0%	11.7%	6	-5	
2211 : Chemical technologists and technicians	Quebec	1	0	0.0%	19.3%	0	0	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	4	0	0.0%	9.0%	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	32	0	0.0%	11.4%	4	-4	Quebec
2243 : Industrial Instrument Technicians and Mechanics	Quebec	4	0	0.0%	3.9%	0	0	Quebec
2281 : Computer Network Technicians	Quebec	9	1	11.1%	16.5%	1	0	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		5	0	0.0%	3.3%	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	5	0	0.0%	3.3%	0	0	Quebec

Workplace Equity Information Management System - National Optics Institute  
 Default Workforce Analysis System - Detailed Report  
 Date: 2019-07-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
<b>08: Specialized sales and service personnel</b>		4	0	0.0%	16.8%	1	-1	
6221: Technical Sales Specialists - Wholesale Trade	Ontario	2	0	0.0%	22.8%	0	0	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	2	0	0.0%	10.9%	0	0	Quebec
<b>09: Skilled workers and artisans</b>		9	0	0.0%	11.4%	1	-1	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	9	0	0.0%	11.4%	1	-1	Quebec
<b>10 : Office staff</b>		8	0	0.0%	4.1%	0	0	
Employment Equity Occupational Group	Quebec	8	0	0.0%	4.1%	0	0	Quebec
<b>Total</b>		200	5	2.5%	19.4%	39	-34	

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

Sources: 2016 Census and internal employer data

Workplace Equity Information Management System - National Optics Institute  
 Default Workforce Analysis System - Detailed Report  
 Date: 2019-07-31

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	26	0	0.0%	5.0%	1	-1	National
03: Professionals	National	98	0	0.0%	8.9%	9	-9	National
04: Semi-professional and technical staff	National	50	0	0.0%	7.6%	4	-4	National
07: Administrative and Senior Clerical Staff	National	5	0	0.0%	10.0%	1	-1	National
08: Specialized sales and service personnel	National	4	0	0.0%	8.0%	0	0	National
09: Skilled workers and artisans	National	9	0	0.0%	7.8%	1	-1	National
10 : Office staff	National	8	0	0.0%	9.3%	1	-1	National
<b>Total</b>		<b>200</b>	<b>0</b>	<b>0.0%</b>	<b>8.0%</b>	<b>17</b>	<b>-17</b>	

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

Sources: 2017 Canadian Disability Survey and internal employer data.



Workplace Equity Information Management System - National Optics Institute

Default Workforce Analysis System - Detailed Report

Date: 2019-07-31

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

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





Workplace Equity Information Management System - National Optics Institute

Default Workforce Analysis System - Detailed Report

Date: 2019-07-31

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	CPEME	National
Specialized Sales and Service Personnel 09: Skilled	CPEME	National
Workers and Craftspeople	CPEME	National
10 : Office staff	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	
	CPEME	
	CPEME	



Workplace Equity Information Management System - National Optics Institute  
**Default Workforce Analysis System - Summary Report**  
 Date: 2019-07-31

**Women**

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence #
		#	%	%	#	
01: Senior Management	6	0	0.0 %	27.6 %	2	-2
02: Middle management and other directors	20	7	35.0 %	39.4 %	8	-1
03: Professionals	98	19	19.4 %	20.4 %	20	-1
04: Semi-professional and technical staff	50	4	8.0 %	10.0 %	5	-1
07: Administrative and Senior Clerical Staff	5	2	40.0 %	80.4 %	4	-2
08: Specialized sales and service personnel	4	1	25.0 %	28.9 %	1	0
09: Skilled workers and artisans	9	3	33.3 %	5.1 %	0	3
10 : Office staff	8	5	62.5 %	58.6 %	5	0
<b>Total</b>	<b>200</b>	<b>41</b>	<b>20.5 %</b>	<b>22.4 %</b>	<b>45</b>	<b>-4</b>

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

## Workplace Equity Information Management System - National Optics Institute

## Default Workforce Analysis System - Summary Report

Date: 2019-07-31

## Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	6	0	0.0%	3.2%	0	0
02: Middle management and other directors	20	0	0.0%	2.7%	1	-1
03: Professionals	98	0	0.0%	0.9%	1	-1
04: Semi-professional and technical staff	50	0	0.0%	1.5%	1	-1
07: Administrative and Senior Clerical Staff	5	0	0.0%	1.4%	0	0
08: Specialized sales and service personnel	4	0	0.0%	1.2%	0	0
09: Skilled workers and artisans	9	0	0.0%	0.9%	0	0
10 : Office staff	8	0	0.0%	1.6%	0	0
<b>Total</b>	<b>200</b>	<b>0</b>	<b>0.0%</b>	<b>1.3%</b>	<b>3</b>	<b>-3</b>

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

Workplace Equity Information Management System - National Optics Institute  
 Default Workforce Analysis System - Summary Report  
 Date: 2019-07-31

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Difference #
		Representation #	Availability %	Representation %	Availability %	
01: Senior Management	6	0	0.0%	11.5%	1	-1
02: Middle management and other directors	20	0	0.0%	17.6%	4	-4
03: Professionals	98	4	4.1%	27.0%	26	-22
04: Semi-professional and technical staff	50	1	2.0%	11.7%	6	-5
07: Administrative and Senior Clerical Staff	5	0	0.0%	3.3%	0	0
08: Specialized sales and service personnel	4	0	0.0%	16.8%	1	-1
09: Skilled workers and artisans	9	0	0.0%	11.4%	1	-1
10 : Office staff	8	0	0.0%	4.1%	0	0
<b>Total</b>	<b>200</b>	<b>5</b>	<b>2.5 %</b>	<b>19.4 %</b>	<b>39</b>	<b>-34</b>

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

## Workplace Equity Information Management System - National Optics Institute

## Default Workforce Analysis System - Summary Report

Date: 2019-07-31

## Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities RepresentationAvailability		Differ ence #		
		#	%			
01/02 : Executives	26	0	0.0%	5.0%	1	-1
03: Professionals	98	0	0.0%	8.9%	9	-9
04: Semi-professional and technical staff	50	0	0.0%	7.6%	4	-4
07: Administrative and Senior Clerical Staff	5	0	0.0%	10.0%	1	-1
08: Specialized sales and service personnel	4	0	0.0%	8.0%	0	0
09: Skilled workers and artisans	9	0	0.0%	7.8%	1	-1
10 : Office staff	8	0	0.0%	9.3%	1	-1
<b>Total</b>	<b>200</b>	<b>0</b>	<b>0.0%</b>	<b>8.0%</b>	<b>17</b>	<b>-17</b>

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



Workplace Equity Information Management System - National Optics Institute

**Default Workforce Analysis System - Summary Report**

Date: 2019-07-31

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

<b>Employment Equity Occupational Group</b>	<b>Perform an analysis by</b>	<b>Place of recruitment</b>
<b>01: Senior Management</b>	<b>EEOG</b>	<b>National</b>
<b>02: Middle management and other directors</b>	<b>EEOG</b>	<b>National</b>
<b>03: Professionals</b>	<b>CNP</b>	<b>National</b>
<b>04: Semi-professional and technical staff</b>	<b>CNP</b>	<b>Provincial</b>
<b>06 : Foremen</b>	<b>CNP</b>	<b>Provincial</b>
<b>07: Administrative and Senior Clerical Staff</b>	<b>EEOG</b>	<b>CMA</b>
<b>08: Specialized sales and service personnel</b>	<b>CNP</b>	<b>Provincial</b>
<b>09: Skilled workers and artisans</b>	<b>CNP</b>	<b>Provincial</b>
<b>10 : Office staff</b>	<b>EEOG</b>	<b>CMA</b>
<b>14: Other manual workers</b>	<b>EEOG</b>	<b>CMA</b>



Workplace Equity Information Management System - National Optics Institute

**Default Workforce Analysis System - Summary Report**

Date: 2019-07-31

**Default Data for Workforce Analysis - Persons with Disabilities**

<b>Employment Equity Occupational Group</b>	<b>Perform an analysis by</b>	<b>Place of recruitment</b>
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	CPEME	National
Specialized Sales and Service Personnel 09: Skilled	CPEME	National
Workers and Craftspeople	CPEME	National
10 : Office staff	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	
	CPEME	
	CPEME	

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Institut National d'Optique**

**January 29, 2020**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	07

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	31

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	5	0	0.00
02	Middle & Other Managers	24	8	33.30
03	Professionals	88	18	20.50
04	Semi-Professionals & Technicians	44	4	9.10
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	5	4	80.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	11	4	36.40
10	Clerical Personnel	9	5	55.60
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
<b>Total</b>		<b>186</b>	<b>43</b>	<b>23.1</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

All Employees		Women	
		Representation	Availability*
#	#	%	
6	0	27.6	
20	7	39.4	
98	19	20.3	
50	4	10.0	
0	0	0.0	
0	0	0.0	
5	2	80.4	
4	1	28.9	
9	3	5.1	
8	5	58.6	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
<b>200</b>	<b>41</b>	<b>22.8</b>	

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2016 Census



**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Institut National d'Optique**  
**January 29, 2020**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	07

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	31

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	5	0	0.00
02	Middle & Other Managers	24	0	0.00
03	Professionals	88	0	0.00
04	Semi-Professionals & Technicians	44	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	5	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	11	0	0.00
10	Clerical Personnel	9	0	0.00
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
<b>Total</b>		<b>186</b>	<b>0</b>	<b>0.0</b>

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	6	0	3.20	
	20	0	2.70	
	98	0	0.90	
	50	0	1.50	
	0	0	0.00	
	0	0	0.00	
	5	0	1.40	
	4	0	1.20	
	9	0	0.90	
	8	0	1.60	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	<b>200</b>	<b>0</b>	<b>1.3</b>	

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2016 Census



**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Institut National d'Optique**  
**January 29, 2020**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	07

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	31

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	29	0	0.00
03	Professionals	88	0	0.00
04	Semi-Professionals & Technicians	44	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	5	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	11	0	0.00
10	Clerical Personnel	9	0	0.00
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
<b>Total</b>		<b>186</b>	<b>0</b>	<b>0.0</b>

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	26	0	5.00	
	98	0	8.90	
	50	0	7.60	
	0	0	0.00	
	0	0	0.00	
	5	0	10.00	
	4	0	8.00	
	9	0	7.80	
	8	0	9.30	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	<b>200</b>	<b>0</b>	<b>8.0</b>	

**\* Source:**  
 2012 Canadian Survey on Disability

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





**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**  
**Institut National d'Optique**  
**January 29, 2020**

Start Date of Flow Data		
YYYY	MM	DD
2016	10	07

End Date of Flow Data		
YYYY	MM	DD
2019	07	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	0	0	0	0	0	0	0	2	0	0	0
02 Middle & Other Managers	8	0	0	0	0	0	0	0	5	0	0	0
03 Professionals	31	0	0	0	0	0	0	0	28	0	0	0
04 Semi-Professionals & Technicians	21	0	0	0	0	0	0	0	15	0	0	0
05 Supervisors	6	0	0	0	0	0	0	0	8	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0	0	0	0	0	7	0	0	0
08 Skilled Sales & Service Personnel	2	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	0	0	0	0	0	0	0	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total</b>	<b>83</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Institut National d'Optique**

**January 29, 2020**

004699

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

**Table 1: Women**

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		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									
		2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-07	Annually	Over 3 Years	2016	2019									
		#	%	%	#	%	%	#	#	#	%	#	#	%								
01	Senior Managers	5	6.3%		0	36.4%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	
02	Middle & Other Managers	24	-5.9%		0	22.7%		0	0	8	0.0%	0	0	0	0	33.3%	0	0	0	33.3%	33.3%	
03	Professionals	88	3.7%		0	30.1%		0	0	18	0.0%	0	0	0	0	20.5%	0	0	0	20.5%	20.5%	
04	Semi-Professionals & Tech	44	4.4%		0	31.9%		0	0	4	0.0%	0	0	0	0	9.1%	0	0	0	9.1%	9.1%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	5	0.0%		0	140.0%		0	0	4	0.0%	0	0	0	0	80.0%	0	0	0	80.0%	80.0%	
08	Skilled Sales & Service	0	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	11	-6.5%		0	0.0%		0	0	4	0.0%	0	0	0	0	36.4%	0	0	0	36.4%	36.4%	
10	Clerical Personnel	9	-3.9%		0	47.1%		0	0	5	0.0%	0	0	0	0	55.6%	0	0	0	55.6%	55.6%	
11	Intermediate Sales & Service	0	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	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	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	0	#DIV/0!	#DIV/0!	
<b>Total</b>		186	2.4%		0	36.3%		0	0	43	0.0%	0	0	0	0	23.1%	0	0	0	23.1%	23.1%	

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

<sup>‡</sup> 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	0	0.0	Significant stability in senior management. No turnover anticipated in the next 3 years.
02	Middle & Other Managers	0	0.0	1	0.0	Position currently available. Possible turnover and possible hiring from this designated group in the next 3 years.
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	1	0.0	Semi-professional and technical positions are mostly male-dominated jobs. The applications we receive are mostly from men.
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	1	0.0	0	0.0	It is very realistic to think that we can fill open administrative positions with this designated group.
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	3	0.0	0	0.0	These positions are mostly male-dominated jobs.
10	Clerical Personnel	2	0.0	1	0.0	It is realistic to think that the next people hired could be from this designated group.
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	
<b>Total</b>		7		3		



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

Institut National d'Optique

January 29, 2020

004699

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

**Table 3: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		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			YYYY - YYYY								
		2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-10-07	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	%	#	#	%	%							
01	Senior Managers	5	6.3%		0	36.4%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
02	Middle & Other Managers	24	-5.9%		0	22.7%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
03	Professionals	88	3.7%		0	30.1%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	44	4.4%		0	31.9%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	5	0.0%		0	140.0%		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	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	11	-6.5%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
10	Clerical Personnel	9	-3.9%		0	47.1%		0	0	0	0.0%	0	0	0	0	0.0%	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	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		186	2.4%		0	36.3%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments	
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01	Senior Managers	0	0.0	0	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	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		0		

Federal Contractors Program Achievement Report

Part 3: Goals

Institut National d'Optique

January 29, 2020

004700

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees																	First/Previous Short-term Goals				
	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		
	2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-07	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%				
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%			
01/02 Managers	29	0.2%		0	29.5%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%			
03 Professionals	88	3.7%		0	30.1%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%			
04 Semi-Professionals & Tech	44	4.4%		0	31.9%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%			
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	5	0.0%		0	140.0%		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	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	11	-6.5%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%			
10 Clerical Personnel	9	-3.9%		0	47.1%		0	0	0	0.0%	0	0	0	0.0%	0	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	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	186	2.4%		0	36.3%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%			

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	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	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Institut National d'Optique

January 29, 2020

004701

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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-07	Annually	Over 3 Years	2016	2019									
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	5	6.3%		0	36.4%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	
02	Middle & Other Managers	24	-5.9%		0	22.7%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	
03	Professionals	88	3.7%		0	30.1%		0	0	2	0.0%	0	0	0	0	2.3%	0	0	0	2.3%	2.3%	
04	Semi-Professionals & Tech	44	4.4%		0	31.9%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	5	0.0%		0	140.0%		0	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	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	11	-6.5%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	
10	Clerical Personnel	9	-3.9%		0	47.1%		0	0	0	0.0%	0	0	0	0	0.0%	0	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	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	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	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	0	#DIV/0!	#DIV/0!	
Total		186	2.4%		0	36.3%		0	0	2	0.0%	0	0	0	0	1.1%	0	0	0	1.1%	1.1%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	1	0.0	Employee turnover in this category is very low.
02	Middle & Other Managers	0	0.0	1	0.0	
03	Professionals	3	0.0	3	0.0	
04	Semi-Professionals & Tech	0	0.0	2	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	1	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		3		8		

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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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 (EOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2019-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-07-31	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	6	6.3%	0.0%	0	36.4%	0.0%	0	0	0	0.0%	0	2	0	27.6%	27.6%	-2	-2	0.0%	0.0%	
02	Middle & Other Managers	20	-5.9%	2.0%	1	22.7%	4.0%	2	3	7	4.0%	1	2	1	39.4%	39.4%	-1	-1	35.0%	33.3%	
03	Professionals	98	3.7%	2.0%	6	30.1%	4.0%	12	18	19	4.0%	2	4	4	20.3%	20.3%	-1	0	19.4%	20.2%	
04	Semi-Professionals & Tech	50	4.4%	2.0%	3	31.9%	4.0%	6	9	4	4.0%	0	1	1	10.0%	10.0%	-1	0	8.0%	9.4%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	5	0.0%	2.0%	0	140.0%	4.0%	1	1	2	4.0%	0	2	1	50.0%	80.4%	-2	-1	40.0%	60.0%	
08	Skilled Sales & Service	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	28.9%	28.9%	0	0	25.0%	25.0%	
09	Skilled Crafts & Trades	9	-6.5%	4.0%	1	0.0%	4.0%	1	2	3	4.0%	0	-2	0	5.1%	5.1%	3	2	33.3%	30.0%	
10	Clerical Personnel	8	-3.9%	2.0%	0	47.1%	4.0%	1	1	5	4.0%	1	1	0	58.6%	58.6%	0	-1	62.5%	50.0%	
11	Intermediate Sales & Service	0	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	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	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	0	#DIV/0!	#DIV/0!	
Total		200	2.4%		0	36.3%		0	0	41	0.0%	0	5	0	22.8%	22.8%	-5	-5	20.5%	20.5%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	27.6	27.6	
02	Middle & Other Managers	39.4	39.4	
03	Professionals	20.3	20.3	
04	Semi-Professionals & Tech	10.0	10.0	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	50.0	50.0	
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	YYYY - YYYY									
		2019-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-31	Annually	Over 3 Years	2019	2022									
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	6	6.3%	0.0%	0	36.4%	0.0%	0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%		
02	Middle & Other Managers	20	-5.9%	2.0%	1	22.7%	4.0%	2	3	0	4.0%	0	1	0	2.7%	2.7%	-1	-1	0.0%	0.0%		
03	Professionals	98	3.7%	2.0%	6	30.1%	4.0%	12	18	0	4.0%	0	1	0	0.9%	0.9%	-1	-1	0.0%	0.0%		
04	Semi-Professionals & Tech	50	4.4%	2.0%	3	31.9%	4.0%	6	9	0	4.0%	0	1	0	1.5%	1.5%	-1	-1	0.0%	0.0%		
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	5	0.0%	2.0%	0	140.0%	4.0%	1	1	0	4.0%	0	0	0	1.4%	1.4%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.2%	1.2%	0	0	0.0%	0.0%		
09	Skilled Crafts & Trades	9	-6.5%	4.0%	1	0.0%	4.0%	1	2	0	4.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%		
10	Clerical Personnel	8	-3.9%	2.0%	0	47.1%	4.0%	1	1	0	4.0%	0	0	0	1.6%	1.6%	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%	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	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	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	0	#DIV/0!	#DIV/0!		
Total		200	2.4%		0	36.3%		0	0	0	0.0%	0	3	0	1.3%	1.3%	-3	-3	0.0%	0.0%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	2.7	2.7	
03	Professionals	0.9	0.9	
04	Semi-Professionals & Tech	1.5	1.5	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

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

Employment Equity Occupational Group (EEOG)	All Employees								Subsequent/Current Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-31	Annually	Over 3 Years	2019	2022	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	26	0.2%	0.0%	0	29.5%	0.0%	0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%	
03 Professionals	98	3.7%	2.0%	6	30.1%	4.0%	12	18	0	4.0%	0	9	2	8.9%	8.9%	-9	-7	0.0%	1.9%	
04 Semi-Professionals & Tech	50	4.4%	2.0%	3	31.9%	4.0%	6	9	0	4.0%	0	4	1	7.6%	7.6%	-4	-3	0.0%	1.9%	
05 Supervisors	0	0.0%	2.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	5	0.0%		0	140.0%		0	0	0	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	4	0.0%	2.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	8.0%	8.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	9	-6.5%		0	0.0%		0	0	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	8	-3.9%	4.0%	1	47.1%	4.0%	1	2	0	4.0%	0	1	0	9.3%	9.3%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%	2.0%	0	0.0%	4.0%	0	0	0	4.0%	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	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	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	0	#DIV/0!	#DIV/0!	
Total	200	2.4%		0	36.3%		0	0	0	0.0%	0	16	0		8.0%	-16	-16	0.0%	0.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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	5.0	5.0	
03 Professionals	8.9	8.9	
04 Semi-Professionals & Tech	7.6	7.9	
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	10.0	10.0	
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	7.8	7.8	
10 Clerical Personnel	9.3	9.3	
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		YYYY - YYYY								
		2019-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-07-31	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	6	6.3%	0.0%	0	36.4%	0.0%	0	0	0	0.0%	0	0	1	0	11.5%	11.5%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	20	-5.9%	2.0%	1	22.7%	4.0%	2	3	0	4.0%	0	4	1	17.6%	17.6%	-4	-3	0.0%	4.8%	
03	Professionals	98	3.7%	2.0%	6	30.1%	4.0%	12	18	4	4.0%	0	24	5	27.0%	27.0%	-22	-19	4.1%	8.7%	
04	Semi-Professionals & Tech	50	4.4%	2.0%	3	31.9%	4.0%	6	9	1	4.0%	0	5	1	11.7%	11.7%	-5	-4	2.0%	3.8%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	5	0.0%	2.0%	0	140.0%	4.0%	1	1	0	4.0%	0	0	0	0	3.3%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	4	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	16.8%	16.8%	-1	-1	0.0%	0.0%	
09	Skilled Crafts & Trades	9	-6.5%	4.0%	1	0.0%	4.0%	1	2	0	4.0%	0	1	0	11.4%	11.4%	-1	-1	0.0%	0.0%	
10	Clerical Personnel	8	-3.9%	2.0%	0	47.1%	4.0%	1	1	0	4.0%	0	0	0	0	4.1%	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	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		200	2.4%		0	36.3%		0	0	5	0.0%	0	34	0	19.4%	19.4%	-34	-34	2.5%	2.5%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		11.5		11.5	
02	Middle & Other Managers		17.6		17.6	
03	Professionals		27.0		27.0	
04	Semi-Professionals & Tech		11.7		11.7	
05	Supervisors		0.0			
06	Supervisors: Crafts & Trades		0.0			
07	Administrative & Sr Clerical		0.0			
08	Skilled Sales & Service		16.8		16.8	
09	Skilled Crafts & Trades		11.4		11.4	
10	Clerical Personnel		0.0			
11	Intermediate Sales & Service		0.0			
12	Semi-Skilled Manual		0.0			
13	Other Sales & Service		0.0			
14	Other Manual Workers		0.0			
Total			0.0			

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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	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	5	0	0.0	0.0	0	0	0.0																
	2019	6	0	0.0	27.6	2	-2	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	24	8	33.3	33.3	8	0	100.1																
	2019	20	7	35.0	39.4	8	-1	88.8	8	3	37.5	3	0	0	0	0.0	0	0	5	3	60.0	2	1	
03 Professionals	2016	88	18	20.5	20.5	18	0	99.8																
	2019	98	19	19.4	20.3	20	-1	95.5	31	11	35.5	6	5	0	0	0.0	0	0	28	10	35.7	6	4	
04 Semi-Professionals & Technicians	2016	44	4	9.1	9.1	4	0	99.9																
	2019	50	4	8.0	10.0	5	-1	80.0	21	2	9.5	2	0	0	0	0.0	0	0	15	3	20.0	1	2	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	6	2	33.3	0	2	0	0	0.0	0	0	8	2	25.0	0	2	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	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	2019	4	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	4	0	0.0			27.6	0.0			27.6	0.0	
02 Middle & Other Managers	2019	8	3	37.5	0	0.0	0.0	0.0	1	300.0	0.0	0.0	
	2022	8	3	37.5			39.4	95.2			39.4	95.2	
03 Professionals	2019	31	11	35.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	31	11	35.5			20.3	174.8			20.3	174.8	
04 Semi-Professionals & Technicians	2019	21	2	9.5	0	0.0	0.0	0.0	1	200.0	0.0	0.0	
	2022	21	2	9.5			10.0	95.2			10.0	95.2	
05 Supervisors	2019	6	2	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	6	2	33.3			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	



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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	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	5	4	80.0	80.0	4	0	100.0																
	2019	5	2	40.0	80.4	4	-2	49.8	6	4	66.7	5	-1	0	0	0.0	0	0	0	7	7	100.0	6	1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	1	25.0	28.9	1	0	86.5	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	11	4	36.4	36.4	4	0	99.9																
	2019	9	3	33.3	5.1	0	3	653.6	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	5	55.6	55.6	5	0	99.9																
	2019	8	5	62.5	58.6	5	0	106.7	4	3	75.0	2	1	0	0	0.0	0	0	0	4	2	50.0	2	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	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			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2019	6	4	66.7	1	400.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	6	4	66.7			50.0	133.3			50.0	133.3		
08 Skilled Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	3	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	4	3	75.0	2	150.0	0.0	0.0	1	300.0	0.0	0.0	0.0	
	2022	4	3	75.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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004708

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	1	0	0.0	0	0
Total	2016	186	43	23.1	23.1	43	0	100.1																
	2019	200	41	20.5	22.8	46	-5	89.9	83	25	30.1	19	6	0	0	0.0	0	0	0	70	27	38.6	16	11

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	83	25	30.1	7	357.1	0.0	0.0	3	833.3	0.0	0.0		
	2022	83	25	30.1			0.0	0.0			0.0	0.0		

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004709

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	5	0	0.0	0.0	0	0	0.0																
	2019	6	0	0.0	3.2	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	24	0	0.0	0.0	0	0	0.0																
	2019	20	0	0.0	2.7	1	-1	0.0	8	0	0.0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
03 Professionals	2016	88	0	0.0	0.0	0	0	0.0																
	2019	98	0	0.0	0.9	1	-1	0.0	31	1	3.2	0	1	0	0	0.0	0	0	0	28	1	3.6	0	1
04 Semi-Professionals & Technicians	2016	44	0	0.0	0.0	0	0	0.0																
	2019	50	0	0.0	1.5	1	-1	0.0	21	0	0.0	0	0	0	0	0.0	0	0	0	15	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	8	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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	2019	4	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	4	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	8	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	8	0	0.0			2.7	0.0			2.7	0.0		
03 Professionals	2019	31	1	3.2	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	31	1	3.2			0.9	358.4			0.9	358.4		
04 Semi-Professionals & Technicians	2019	21	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	21	0	0.0			1.5	0.0			1.5	0.0		
05 Supervisors	2019	6	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	6	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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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	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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	5	0	0.0	0.0	0	0	0.0																
	2019	5	0	0.0	1.4	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	7	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	1.2	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	11	0	0.0	0.0	0	0	0.0																
	2019	9	0	0.0	0.9	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	0	0.0	0.0	0	0	0.0																
	2019	8	0	0.0	1.6	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
Total	2016	186	0	0.0	0.0	0	0	0.0																
	2019	200	0	0.0	1.3	3	-3	0.0	83	1	1.2	1	0	0	0	0.0	0	0	0	70	1	1.4	0	1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	83	1	1.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	83	1	1.2			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

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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	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	29	0	0.0	0.0	0	0	0.0																
	2019	26	0	0.0	5.0	1	-1	0.0	12	0	0.0	1	-1	0	0	0.0	0	0	0	7	0	0.0	0	0
03 Professionals	2016	88	0	0.0	0.0	0	0	0.0																
	2019	98	0	0.0	8.9	9	-9	0.0	31	0	0.0	3	-3	0	0	0.0	0	0	0	28	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	44	0	0.0	0.0	0	0	0.0																
	2019	50	0	0.0	7.6	4	-4	0.0	21	0	0.0	2	-2	0	0	0.0	0	0	0	15	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	8	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	12	0	0.0			5.0	0.0			5.00	0.0		
03 Professionals	2019	31	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	31	0	0.0			8.9	0.0			8.90	0.0		
04 Semi-Professionals & Technicians	2019	21	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	21	0	0.0			7.6	0.0			7.90	0.0		
05 Supervisors	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	6	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		

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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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#				
07 Administrative & Senior Clerical	2016	5	0	0.0	0.0	0	0	0.0																
	2019	5	0	0.0	10.0	1	-1	0.0	6	0	0.0	1	-1	0	0	0.0	0	0	0	7	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	8.0	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	11	0	0.0	0.0	0	0	0.0																
	2019	9	0	0.0	7.8	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	0	0.0	0.0	0	0	0.0																
	2019	8	0	0.0	9.3	1	-1	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	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	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			7.8	0.0			7.8	0.0		
10 Clerical Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

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004714

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × 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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
Total	2016	186	0	0.0	0.0	0	0	0.0																
	2019	200	0	0.0	8.0	16	-16	0.0	83	0	0.0	7	-7	0	0	0.0	0	0	0	70	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 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			
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
Total	2019	83	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	83	0	0.0			0.0	0.0				0.0	0.0	



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Part 7: Results - Members of Visible Minorities

Institut National d'Optique

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004715

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	#		
01 Senior Managers	2016	5	0	0.0	0.0	0	0	0.0																
	2019	6	0	0.0	11.5	1	-1	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	24	0	0.0	0.0	0	0	0.0																
	2019	20	0	0.0	17.6	4	-4	0.0	8	0	0.0	1	-1	0	0	0.0	0	0	0	5	0	0.0	0	0
03 Professionals	2016	88	2	2.3	2.3	2	0	98.8																
	2019	98	4	4.1	27.0	26	-22	15.1	31	2	6.5	8	-6	0	0	0.0	0	0	0	28	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016	44	0	0.0	0.0	0	0	0.0																
	2019	50	1	2.0	11.7	6	-5	17.1	21	1	4.8	2	-1	0	0	0.0	0	0	0	15	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	8	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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	2019	4	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2022	4	0	0.0			11.5	0.0				11.5	0.0
02 Middle & Other Managers	2019	8	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2022	8	0	0.0			17.6	0.0				17.6	0.0
03 Professionals	2019	31	2	6.5	3	66.7	0.0	0.0	0.0	3	66.7	0.0	0.0
	2022	31	2	6.5			27.0	23.9				27.0	23.9
04 Semi-Professionals & Technicians	2019	21	1	4.8	0	0.0	0.0	0.0	0.0	2	50.0	0.0	0.0
	2022	21	1	4.8			11.7	40.7				11.7	40.7
05 Supervisors	2019	6	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	6	0	0.0			0.0	0.0				0.0	0.0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0				0.0	0.0

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Part 7: Results - Members of Visible Minorities

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004716

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	5	0	0.0	0.0	0	0	0.0																
	2019	5	0	0.0	3.3	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	7	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	16.8	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	11	0	0.0	0.0	0	0	0.0																
	2019	9	0	0.0	11.4	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	0	0.0	0.0	0	0	0.0																
	2019	8	0	0.0	4.1	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	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	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	6	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0	0.0			16.8	0.0			16.8	0.0	
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	1	0	0.0			11.4	0.0			11.4	0.0	
10 Clerical Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	4	0	0.0			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 7: Results - Members of Visible Minorities

Institut National d'Optique

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004717

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
Total	2016	186	2	1.1	1.1	2	0	97.8																
	2019	200	5	2.5	19.4	39	-34	12.9	83	3	3.6	16	-13	0	0	0.0	0	0	70	0	0.0	1	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	83	3	3.6	3	100.0	0.0	0.0	8	37.5	0.0	0.0		
	2022	83	3	3.6			0.0	0.0			0.0	0.0		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Institut National d'Optique</b>
<b>January 29, 2020</b>

## 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.

Scarcity of skilled workers and specialized expertise, coupled with economic conditions that favour full employment, the gap between organizational needs and the statistically "available" resources is likely justified and real.

- Any reorganization or other corporate structural changes.

A reorganization of our organizational structure resulted in the addition of one reporting level. Two director positions were posted, and one of them was filled by a woman.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

[Redacted]

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

[Redacted]

- Other.

[Redacted]

**Additional Details**

Please provide any additional information (optional):

Our organization is extremely complex because of the type of research and development activities that we conduct. The lifeblood of our organization is mostly employees who have highly specialized skills in very specific fields of expertise. Also, all employees must participate in the industrial security program, which requires them to get security clearance from PWGSC. Since the labour pool is already extremely limited because of the nature of our activities and our very specific needs, even if we make every effort with regard to employment equity, we will

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Institut National D'Optique

**Primary Location:** Québec (Québec)

**Number of Employees:** 200

• Ontario	2
• Québec	198

### Organization Overview:

NAICS

Institut National D'Optique is a technology design and development firm for optic and photonic solution. The Company's line of business includes providing commercial physical and biological research and development.

### Key Dates – First Year Assessment

Initiated: 2016-07-29  
 Received: 2016-10-17  
 Closed: 2016-10-19  
 Workforce Analysis: 2016-10-07

### Key Dates – Subsequent Assessment

Initiated: 2019-07-31  
 Received: 2020-02-06  
 Workforce Analysis: 2019-07-31

### 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: None

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes  No

Comments: None

**ASSESSMENT OF REASONABLE PROGRESS**

- The organization established goals in numbers and not in percentages.
- The previous compliance assessment revealed 14 gaps and three short term goals were set.

**Women**

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	No goal set
04	Semi-Professionals & Technicians	No goal set
10	Clerical Personnel	Goal met at 150%

## Assessment/Observations

- EEOG 01: There were four new entrants in this EEOG and none were women. Given the availability of 27.4%, at least one would have been expected.

**Aboriginal Peoples**

02	Middle & Other Managers	No goal set
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## Assessment/Observations

- None

**Persons with Disabilities**

01/02	Managers	No goal set
03	Professionals	No goal set
04	Semi-Professionals & Technicians	No goal set
10	Clerical Personnel	No goal set

## Assessment/Observations

- None

**Members of Visible Minorities**

01	Senior Managers	No goal set
02	Middle & Other Managers	No goal set
03	Professionals	Goal not met (67% achieved)
04	Semi-Professionals & Technicians	No goal set
09	Skilled Crafts & Trades Workers	No goal set

## Assessment/Observations

- EEOG 03: There were 31 new entrants including two members of visible minorities. This represents a hiring rate of 6.5%. At LMA rate of 26.0%, at least eight members of 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.
- Three goals were set and one was achieved. There were sufficient hiring and promotion opportunities in both instances where goals were not achieved to expect reasonable progress.
  - An assessment of reasonable efforts was completed and the organization implemented all the required measures and other additional measures.

**ASSESSMENT OF GOALS**

- A goal at minimum equal to LMA has been set for every gap in representation uncovered by the workforce analysis.

**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-2	27.6	27.6	0	27.6
02	Middle & Other Managers	-1	39.4	39.4	35.0	39.4
03	Professionals	-1	20.4	20.4	19.4	20.4
04	Semi-Professionals & Technicians	-1	10.0	10.0	8.0	10.0
07	Admin & Senior Clerical Personnel	-2	50.0	50.0	40.0	80.4

Observations: None

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		

#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.7	2.7	0	2.7
03	Professionals	-1	0.9	0.9	0	0.9
04	Semi-Professionals & Technicians	-1	1.5	1.5	0	1.5

Observations: None

### ***Persons with Disabilities***

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-1	5.0	5.0	0	5.0
03	Professionals	-9	8.9	8.9	0	8.9
04	Semi-Professionals & Technicians	-4	7.6	7.9	0	7.6
07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0	10.0
09	Skilled Crafts & Trades Workers	-1	7.8	7.8	0	7.8
10	Clerical Personnel	-1	9.3	9.3	0	9.3

Observations: None

### ***Members of Visible Minorities***

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	11.5	11.5	0	11.5
02	Middle & Other Managers	-4	17.6	17.6	0	17.6
03	Professionals	-22	27.0	27.0	4.1	27.0
04	Semi-Professionals & Technicians	-5	11.7	11.7	2.0	11.7
08	Skilled Sales & Service Personnel	-1	16.8	16.8	0	16.8
09	Skilled Crafts & Trades Workers	-1	11.4	11.4	0	11.4

Observations: None

**RECOMMENDATION**

I recommend that the employer be found:

in compliance    in non-compliance

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

- Institut National D'Optique met one of the three objectives set during the first conformity assessment. Analysis of the documentation indicates that the organization had sufficient hiring and promotion opportunities to meet the objectives set.
- We encourage the implementation of special measures to ensure the achievement of the objectives set out in this assessment and thus increase the representation of designated group members. National Optics Institute could focus on the early stages of the recruitment process to ensure that there are no barriers in place that prevent the achievement of full representation of designated group members.
- It may be advantageous to develop relationships with colleges, universities or professional associations to identify and recruit qualified students or professionals from the designated groups. Fostering relationships with these organizations may allow you to fill gaps in the representation of designated group members through internships or permanent positions when vacancies arise.

**Name of Analyst: Maurice N. Yakibonge**

**Date: 2020-05-20**

From: Yakibonge, Ntambwe Maurice N [NC]  
Sent: June 12, 2020 3:41 PM  
To: 'martin.larrivee@ino.ca'  
Cc: 'karine.romain@ino.ca'

**Subject: Government of Canada Agreement Number: 050430 – Notification of Compliance with the Federal Contractors Program**

*Cette information est également disponible en français sur demande.*

Dear Mr. Larrivée:

I am writing to inform you that the subsequent compliance assessment initiated on July 31, 2019, has been completed. As a result of the assessment, Institut National d'Optique 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 Institut National d'Optique's employment equity program.

- Institut National D'Optique met one of the three goals set at the first compliance assessment. The analysis of the documentation indicates that the organization has sufficient hiring and promotion opportunities to meet the goals set.
- We encourage you to implement special measures to ensure the achievement of the goals set out in this assessment and thus increase the representation of members of designated groups. Institut National D'Optique could focus on the early stages of the recruitment process to ensure that there are no barriers in place that prevent the achievement of full representation of members of designated groups.
- It may be beneficial to develop relationships with colleges, universities or professional associations to identify and recruit students or professionals that are part of a designated group. Fostering relationships with these organization may allow you to fill gaps in the representation of members of designated groups through internships or permanent employment where vacancies arise.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on July 31, 2022. 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, Institut National d'Optique 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.

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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](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Institut National d'Optique 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](mailto: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!