



Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

s.19(1)

Agreement to Implement Employment Equity

(All sections must be completed)

s.24(1)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Saint-Paul University	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Total number of employees (Permanent Full-time and/or Part-time)	
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464 6113	<input type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 223 Main Street	City Ottawa	Province Ont	Postal Code K1S 1C4
Telephone Number 613-236-1393			

EMPLOYMENT EQUITY CONTACT		
Name (print) Lacaille André	Title Director Human Resources	
Telephone Number 613-236-1393 x 2211	E-mail Address alacaille@ustpaul.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a supply arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please contact the Labour Program at the email address provided at the bottom of this form.
<p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY		
<p>NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>		
Name (print) Garant Annie	Title General Secretary	
Telephone Number 613-236-1393	E-mail Address agarant@ustpaul.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French
Signature Date (YYYY-MM-DD) [REDACTED] 15-08-24		
I am authorized under section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).		
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.		
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.		

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc.gc.ca



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

Reporting Period 2016-11-09 to 2019-05-01

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	126	2	0	128	Ottawa - Gatineau	126	2	0	128
Total Employees in Canada				128	Total Employees in Canada				128



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-11-09 to 2019-05-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1				1	1				
	Total	4	3	1				1	1				
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	6	4				1	1		2		2
	Total	10	6	4				1	1		2		2
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	72	37	35	1		1	1		1	10	7	3
	Total	72	37	35	1		1	1		1	10	7	3
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	2	4									
	Total	6	2	4									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-11-09 to 2019-05-01

007955

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	2	17	1		1				2		2
	Total	19	2	17	1		1				2		2
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4		4	1		1						
	Total	4		4	1		1						
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3							1	1	
	Total	5	2	3							1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-11-09 to 2019-05-01

007956

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1		1	1							
	Total	1	1		1	1							
Total Number of Employees		126	56	70	4	1	3	3	2	1	15	8	7



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-11-09 to 2019-05-01

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-11-09 to 2019-05-01

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1							1		1
Professionals	18	7	11	1		1				2	1	1
Semi-Professionals and Technicians	2	1	1									
Administrative and Senior Clerical Personnel	11		11							2		2
Intermediate Sales and Service Personnel	2	1	1									
Semi-Skilled Manual Workers	2	2										
Total Number of Employees Hired	37	12	25	1		1				5	1	4



Université Saint-Paul (certificate # 10000272)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-11-09 to 2019-05-01

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-11-09 to 2019-05-01

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1									
Professionals	12	9	3				1	1		1		1
Semi-Professionals and Technicians	2	1	1									
Supervisors	2		2									
Administrative and Senior Clerical Personnel	8		8									
Semi-Skilled Manual Workers	3	3										
Total Number of Employees Terminated	29	14	15				1	1		1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-11-09 to 2019-05-01

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



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Detailed Report

Date: 2019-05-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	1	25.0 %	27.6 %	1	0	National
02 : Middle and Other Managers	National	10	4	40.0 %	39.4 %	4	0	National
03 : Professionals		72	35	48.6 %	47.7 %	34	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
4011 : University professors and lecturers	National	60	27	45.0 %	44.0 %	26	1	National
4033 : Educational counsellors	National	1	1	100.0 %	77.7 %	1	0	National
4166 : Education policy researchers, consultants and program officers	National	2	1	50.0 %	71.8 %	1	0	National
5111 : Librarians	National	2	2	100.0 %	81.4 %	2	0	National
5113 : Archivists	National	1	0	0.0 %	68.9 %	1	-1	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	4	2	50.0 %	55.0 %	2	0	National
04 : Semi-Professionals and Technicians		7	5	71.4 %	48.9 %	3	2	
2281 : Computer network technicians	Ontario	1	0	0.0 %	21.4 %	0	0	Ontario
4217 : Other religious occupations	Ontario	2	1	50.0 %	58.0 %	1	0	Ontario
5211 : Library and public archive technicians	Ontario	2	2	100.0 %	87.8 %	2	0	Ontario
5225 : Audio and video recording technicians	Ontario	2	2	100.0 %	14.7 %	0	2	Ontario
05 : Supervisors		3	2	66.7 %	51.8 %	2	0	
Employment Equity Occupational Group	Ottawa - Gatineau	3	2	66.7 %	51.8 %	2	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		20	18	90.0 %	76.8 %	15	3	
Employment Equity Occupational Group	Ottawa - Gatineau	20	18	90.0 %	76.8 %	15	3	Ottawa - Gatineau
10 : Clerical Personnel		4	4	100.0 %	65.7 %	3	1	
Employment Equity Occupational Group	Ottawa - Gatineau	4	4	100.0 %	65.7 %	3	1	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		5	3	60.0 %	62.8 %	3	0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	3	60.0 %	62.8 %	3	0	Ottawa - Gatineau



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Detailed Report

Date: 2019-05-01

007963

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
12 : Semi-Skilled Manual Workers		2	0	0.0 %	11.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	11.8 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		1	0	0.0 %	49.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	49.8 %	0	0	Ottawa - Gatineau
Total		128	72	56.2 %	51.7 %	65	7	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.7 %	0	0	National
03 : Professionals		72	1	1.4 %	1.7 %	1	0	
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
4011 : University professors and lecturers	National	60	1	1.7 %	1.4 %	1	0	National
4033 : Educational counsellors	National	1	0	0.0 %	6.7 %	0	0	National
4166 : Education policy researchers, consultants and program officers	National	2	0	0.0 %	5.3 %	0	0	National
5111 : Librarians	National	2	0	0.0 %	2.4 %	0	0	National
5113 : Archivists	National	1	0	0.0 %	4.1 %	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	4	0	0.0 %	2.4 %	0	0	National
04 : Semi-Professionals and Technicians		7	0	0.0 %	2.0 %	0	0	
2281 : Computer network technicians	Ontario	1	0	0.0 %	1.7 %	0	0	Ontario
4217 : Other religious occupations	Ontario	2	0	0.0 %	2.8 %	0	0	Ontario
5211 : Library and public archive technicians	Ontario	2	0	0.0 %	2.0 %	0	0	Ontario
5225 : Audio and video recording technicians	Ontario	2	0	0.0 %	1.5 %	0	0	Ontario
05 : Supervisors		3	0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		20	1	5.0 %	3.4 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	20	1	5.0 %	3.4 %	1	0	Ottawa - Gatineau
10 : Clerical Personnel		4	1	25.0 %	3.5 %	0	1	
Employment Equity Occupational Group	Ottawa - Gatineau	4	1	25.0 %	3.5 %	0	1	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		5	0	0.0 %	3.1 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	3.1 %	0	0	Ottawa - Gatineau



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Detailed Report

Date: 2019-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
12 : Semi-Skilled Manual Workers		2	0	0.0 %	3.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.7 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		1	1	100.0 %	3.7 %	0	1	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	3.7 %	0	1	Ottawa - Gatineau
Total		128	4	3.1 %	2.3 %	2	2	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Detailed Report

Date: 2019-05-01

0076700

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	10	2	20.0 %	17.6 %	2	0	National
03 : Professionals		72	10	13.9 %	20.7 %	15	-5	
1112 : Financial and investment analysts	National	1	1	100.0 %	37.8 %	0	1	National
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
4011 : University professors and lecturers	National	60	8	13.3 %	21.1 %	13	-5	National
4033 : Educational counsellors	National	1	0	0.0 %	16.2 %	0	0	National
4166 : Education policy researchers, consultants and program officers	National	2	1	50.0 %	16.1 %	0	1	National
5111 : Librarians	National	2	0	0.0 %	11.4 %	0	0	National
5113 : Archivists	National	1	0	0.0 %	7.5 %	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	4	0	0.0 %	23.2 %	1	-1	National
04 : Semi-Professionals and Technicians		7	1	14.3 %	22.7 %	2	-1	
2281 : Computer network technicians	Ontario	1	0	0.0 %	38.7 %	0	0	Ontario
4217 : Other religious occupations	Ontario	2	1	50.0 %	26.8 %	1	0	Ontario
5211 : Library and public archive technicians	Ontario	2	0	0.0 %	13.0 %	0	0	Ontario
5225 : Audio and video recording technicians	Ontario	2	0	0.0 %	20.2 %	0	0	Ontario
05 : Supervisors		3	0	0.0 %	16.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	16.2 %	0	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		20	3	15.0 %	14.1 %	3	0	
Employment Equity Occupational Group	Ottawa - Gatineau	20	3	15.0 %	14.1 %	3	0	Ottawa - Gatineau
10 : Clerical Personnel		4	0	0.0 %	18.2 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	18.2 %	1	-1	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		5	1	20.0 %	25.9 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	1	20.0 %	25.9 %	1	0	Ottawa - Gatineau



Workforce Analysis - Detailed Report

Date: 2019-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
12 : Semi-Skilled Manual Workers		2	0	0.0 %	20.4 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	20.4 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		1	0	0.0 %	28.6 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	28.6 %	0	0	Ottawa - Gatineau
Total		128	17	13.3 %	19.3 %	24	-7	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Detailed Report

Date: 2019-05-01

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	14	2	14.3 %	5.0 %	1	1	National
03 : Professionals	National	72	1	1.4 %	8.9 %	6	-5	National
04 : Semi-Professionals and Technicians	National	7	0	0.0 %	7.6 %	1	-1	National
05 : Supervisors	National	3	0	0.0 %	27.5 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	20	0	0.0 %	10.0 %	2	-2	National
10 : Clerical Personnel	National	4	0	0.0 %	9.3 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	5	0	0.0 %	10.8 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	2	0	0.0 %	10.3 %	0	0	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
Total		128	3	2.4 %	9.1 %	12	-9	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-05-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2019-05-01

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Summary Report

Date: 2019-05-01

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	4	1	25.0 %	27.6 %	1	0
02 : Middle and Other Managers	10	4	40.0 %	39.4 %	4	0
03 : Professionals	72	35	48.6 %	47.7 %	34	1
04 : Semi-Professionals and Technicians	7	5	71.4 %	48.9 %	3	2
05 : Supervisors	3	2	66.7 %	51.8 %	2	0
07 : Administrative and Senior Clerical Personnel	20	18	90.0 %	76.8 %	15	3
10 : Clerical Personnel	4	4	100.0 %	65.7 %	3	1
11 : Intermediate Sales and Service Personnel	5	3	60.0 %	62.8 %	3	0
12 : Semi-Skilled Manual Workers	2	0	0.0 %	11.8 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	49.8 %	0	0
Total	128	72	56.2 %	51.7 %	65	7

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	4	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	2.7 %	0	0
03 : Professionals	72	1	1.4 %	1.7 %	1	0
04 : Semi-Professionals and Technicians	7	0	0.0 %	2.0 %	0	0
05 : Supervisors	3	0	0.0 %	3.2 %	0	0
07 : Administrative and Senior Clerical Personnel	20	1	5.0 %	3.4 %	1	0
10 : Clerical Personnel	4	1	25.0 %	3.5 %	0	1
11 : Intermediate Sales and Service Personnel	5	0	0.0 %	3.1 %	0	0
12 : Semi-Skilled Manual Workers	2	0	0.0 %	3.7 %	0	0
13 : Other Sales and Service Personnel	1	1	100.0 %	3.7 %	0	1
Total	128	4	3.1 %	2.3 %	2	2

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Université Saint-Paul

Workforce Analysis - Summary Report

Date: 2019-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	4	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	10	2	20.0 %	17.6 %	2	0
03 : Professionals	72	10	13.9 %	20.7 %	15	-5
04 : Semi-Professionals and Technicians	7	1	14.3 %	22.7 %	2	-1
05 : Supervisors	3	0	0.0 %	16.2 %	0	0
07 : Administrative and Senior Clerical Personnel	20	3	15.0 %	14.1 %	3	0
10 : Clerical Personnel	4	0	0.0 %	18.2 %	1	-1
11 : Intermediate Sales and Service Personnel	5	1	20.0 %	25.9 %	1	0
12 : Semi-Skilled Manual Workers	2	0	0.0 %	20.4 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	28.6 %	0	0
Total	128	17	13.3 %	19.3 %	24	-7

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-05-01

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	14	2	14.3 %	5.0 %	1	1
03 : Professionals	72	1	1.4 %	8.9 %	6	-5
04 : Semi-Professionals and Technicians	7	0	0.0 %	7.6 %	1	-1
05 : Supervisors	3	0	0.0 %	27.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	20	0	0.0 %	10.0 %	2	-2
10 : Clerical Personnel	4	0	0.0 %	9.3 %	0	0
11 : Intermediate Sales and Service Personnel	5	0	0.0 %	10.8 %	1	-1
12 : Semi-Skilled Manual Workers	2	0	0.0 %	10.3 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	10.7 %	0	0
Total	128	3	2.4 %	9.1 %	12	-9

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-05-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2019-05-01

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Saint Paul University
2019-05-03

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	01

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	%	
01	Senior Managers	4	1	27.4
02	Middle & Other Managers	11	5	38.9
03	Professionals	64	26	47.8
04	Semi-Professionals & Technicians	7	5	55.3
05	Supervisors	4	3	50.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	18	16	77.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	4	4	65.8
11	Intermediate Sales & Service Personnel	3	2	61.8
12	Semi-Skilled Manual Workers	3	0	14.6
13	Other Sales & Service Personnel	2	0	49.9
14	Other Manual Workers	0	0	0.0
Total		120	62	51.4

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	%	
		4	1	27.6
		10	4	39.4
		72	35	47.7
		7	5	48.9
		3	2	51.8
		0	0	0.0
		20	18	76.8
		0	0	0.0
		0	0	0.0
		4	4	65.7
		5	3	62.8
		2	0	11.8
		1	0	49.8
		0	0	0.0
Total		128	72	56.2

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Saint Paul University
2019-05-03

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	01

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	4	0	2.9
02	Middle & Other Managers	11	0	2.2
03	Professionals	64	0	1.6
04	Semi-Professionals & Technicians	7	0	1.7
05	Supervisors	4	0	2.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	18	1	3.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	4	1	2.8
11	Intermediate Sales & Service Personnel	3	0	3.0
12	Semi-Skilled Manual Workers	3	0	3.3
13	Other Sales & Service Personnel	2	1	2.9
14	Other Manual Workers	0	0	0.0
Total		120	3	2.1

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	4	0	3.2	
	10	0	2.7	
	72	1	1.7	
	7	0	2.0	
	3	0	3.2	
	0	0	0.0	
	20	1	3.4	
	0	0	0.0	
	0	0	0.0	
	4	1	3.5	
	5	0	3.1	
	2	0	3.7	
	1	1	3.7	
	0	0	0.0	
	128	4	3.1	

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Saint Paul University
2019-05-03

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	01

Employment Equity Occupational Group (EEOG)	Table 3: Members of Visible Minorities			
	First/Previous Workforce Analysis			
	All Employees	Members of Visible Minorities		
		Representation	Availability*	
#	#	%		
01 Senior Managers	4	0	10.1	
02 Middle & Other Managers	11	2	15.0	
03 Professionals	64	9	18.3	
04 Semi-Professionals & Technicians	7	1	22.0	
05 Supervisors	4	0	14.7	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	18	1	12.2	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	4	0	14.7	
11 Intermediate Sales & Service Personnel	3	1	22.0	
12 Semi-Skilled Manual Workers	3	0	19.9	
13 Other Sales & Service Personnel	2	0	25.3	
14 Other Manual Workers	0	0	0.0	
Total	120	14	17.0	

*** Source:**
2011 National Household Survey

	Table 7: Members of Visible Minorities			
	Subsequent/Current Workforce Analysis			
	All Employees	Members of Visible Minorities		
		Representation	Availability*	
#	#	%		
	4	0	11.5	
	10	2	17.6	
	72	10	20.7	
	7	1	22.7	
	3	0	16.2	
	0	0	0.0	
	20	3	14.1	
	0	0	0.0	
	0	0	0.0	
	4	0	18.2	
	5	1	25.9	
	2	0	20.4	
	1	0	28.6	
	0	0	0.0	
Total	128	17	19.3	

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Saint Paul University

2019-05-03

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	09

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	01

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
		#	Representation	Availability*
			#	%
01/02	Managers	15	2	4.3
03	Professionals	64	2	3.8
04	Semi-Professionals & Technicians	7	0	4.6
05	Supervisors	4	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	18	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	4	0	7.0
11	Intermediate Sales & Service Personnel	3	0	5.6
12	Semi-Skilled Manual Workers	3	0	4.8
13	Other Sales & Service Personnel	2	0	6.3
14	Other Manual Workers	0	0	0.0
Total		120	4	4.4

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
		#	Representation	Availability*
			#	%
		14	2	5.0
		72	1	8.9
		7	0	7.6
		3	0	27.5
		0	0	0.0
		20	0	10.0
		0	0	0.0
		0	0	0.0
		4	0	9.3
		5	0	10.8
		2	0	10.3
		1	0	10.7
		0	0	0.0
Total		128	3	9.1

* Source:
2012 Canadian Survey on Disability

* Source:
2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Saint Paul University

2019-05-03

Start Date of Flow Data		
YYYY	MM	DD
2016	11	09

End Date of Flow Data		
YYYY	MM	DD
2019	05	01

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	1	0	0	0	0	0	0	2	1	0	0
03 Professionals	18	11	0	0	1	1	0	0	12	3	1	0
04 Semi-Professionals & Technicians	2	1	0	0	0	0	0	0	2	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	2	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	11	0	0	1	1	0	0	8	8	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2	1	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2	0	0	0	0	0	0	0	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	37	25	0	0	2	2	0	0	29	15	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Saint Paul University

2019-05-03

Start Date of Flow Data		
YYYY	MM	DD
2016	11	09

End Date of Flow Data		
YYYY	MM	DD
2019	05	01

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	18	1	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	2	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	37	1	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	1	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
2	0	0	0
12	0	1	0
2	0	0	0
2	0	0	0
0	0	0	0
8	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
29	0	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Saint Paul University

2019-05-03

Start Date of Flow Data		
YYYY	MM	DD
2016	11	09

End Date of Flow Data		
YYYY	MM	DD
2019	05	01

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	18	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	2	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	37	0	0	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	2	0	0	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	12	1	1	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	29	1	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Saint Paul University

2019-05-03

Start Date of Flow Data		
YYYY	MM	DD
2016	11	09

End Date of Flow Data		
YYYY	MM	DD
2019	05	01

Data from Form 4 - Employees Hired



Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	1	0	0
03 Professionals	18	2	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	2	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	2	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	37	5	0	0

Data from Form 5 - Employees Promoted



Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	2	0	0	0

Data from Form 6 - Employees Terminated



Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	12	1	1	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	29	1	1	0

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees																	First/Previous Short-term Goals					Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years								
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY							
	2016-11-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-09	Annually	Over 3 Years	Years	2016	2019														
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%									
01 Senior Managers	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	27.4%	0	0	25.0%	25.0%									
02 Middle & Other Managers	11	-3.1%		0	19.0%		0	0	5	0.0%	0	-1	0	38.9%	1	1	45.5%	45.5%									
03 Professionals	64	4.0%		0	19.1%		0	0	26	0.0%	0	5	0	47.8%	-5	-5	40.6%	40.6%									
04 Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	5	0.0%	0	-1	0	55.3%	1	1	71.4%	71.4%									
05 Supervisors	4	-9.1%		0	57.1%		0	0	3	0.0%	0	-1	0	50.7%	1	1	75.0%	75.0%									
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
07 Administrative & Sr Clerical	18	3.6%		0	42.1%		0	0	16	0.0%	0	-2	0	77.2%	2	2	88.9%	88.9%									
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
10 Clerical Personnel	4	0.0%		0	0.0%		0	0	4	0.0%	0	-1	0	65.8%	1	1	100.0%	100.0%									
11 Intermediate Sales & Service	3	18.6%		0	0.0%		0	0	2	0.0%	0	0	0	61.8%	0	0	66.7%	66.7%									
12 Semi-Skilled Manual	3	-12.6%		0	120.0%		0	0	0	0.0%	0	0	0	14.6%	0	0	0.0%	0.0%									
13 Other Sales & Service	2	-20.6%		0	0.0%		0	0	0	0.0%	0	1	0	49.9%	-1	-1	0.0%	0.0%									
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
Total	120	2.2%		0	24.2%		0	0	62	0.0%	0	0	0	51.4%	0	0	51.7%	51.7%									

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

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

Table 2: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

14	Other Manual Workers	0	0.0	0	0.0
Total		1		3	

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-11-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-09	Annually	Over 3 Years	#	%	2016	2019	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	%	#	%	#	%	%	#	#	%	%
01 Senior Managers	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	11	-3.1%		0	19.0%		0	0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%
03 Professionals	64	4.0%		0	19.1%		0	0	0	0.0%	0	1	0	1.6%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	0	0.0%	0	0	0	1.7%	0	0	0.0%	0.0%	
05 Supervisors	4	-9.1%		0	57.1%		0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	18	3.6%		0	42.1%		0	0	1	0.0%	0	0	0	3.2%	0	0	5.6%	5.6%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	4	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	2.8%	1	1	25.0%	25.0%	
11 Intermediate Sales & Service	3	18.6%		0	0.0%		0	0	0	0.0%	0	0	0	3.0%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	3	-12.6%		0	120.0%		0	0	0	0.0%	0	0	0	3.3%	0	0	0.0%	0.0%	
13 Other Sales & Service	2	-20.6%		0	0.0%		0	0	1	0.0%	0	-1	0	2.9%	1	1	50.0%	50.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	120	2.2%		0	24.2%		0	0	3	0.0%	0	0	0	2.1%	0	0	2.5%	2.5%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	1	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	

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

14	Other Manual Workers	0	0.0	0	0.0
Total		1		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees										Persons with Disabilities																	
		First/Previous Short-term Goals										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	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected									
		2016-11-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016	2019							
#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	#	%								
01/02	Managers	15	-1.6%		0	9.5%		0	0	0	0	0	0	2	0.0%	0	-1	0	4.3%	1	1	13.3%	13.3%						
03	Professionals	64	4.0%		0	19.1%		0	0	0	0	0	0	2	0.0%	0	0	3.8%	0	0	0	3.1%	3.1%						
04	Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	0	0	0	0	0	0.0%	0	0	4.6%	0	0	0	0.0%	0.0%						
05	Supervisors	4	-9.1%		0	57.1%		0	0	0	0	0	1	0	0.0%	0	1	13.9%	-1	-1	-1	0.0%	0.0%						
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
07	Administrative & Sr Clerical	18	3.6%		0	42.1%		0	0	0	0	0	1	0	0.0%	0	1	3.4%	-1	-1	-1	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	0	0	#DIV/0!	#DIV/0!						
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
10	Clerical Personnel	4	0.0%		0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	7.0%	0	0	0	0.0%	0.0%						
11	Intermediate Sales & Service	3	18.6%		0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	5.6%	0	0	0	0.0%	0.0%						
12	Semi-Skilled Manual	3	-12.6%		0	120.0%		0	0	0	0	0	0	0	0.0%	0	0	4.8%	0	0	0	0.0%	0.0%						
13	Other Sales & Service	2	-20.6%		0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	6.3%	0	0	0	0.0%	0.0%						
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
Total		120	2.2%		0	24.2%		0	0	0	0	0	1	0	0.0%	0	1	4.4%	-1	-1	-1	3.3%	3.3%						

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.0	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	1	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	1	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		1		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Turnover	Hires	From - To	2016		2019						
		2016-11-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-09	Annually	Over 3 Years	2016	2019									
		#	%	%	#	%	%	#	#	%	#	%	#	%								
01	Senior Managers	4	0.0%		0	0.0%		0	0	0	0	0	0	0	10.1%	0	0	0.0%	0.0%			
02	Middle & Other Managers	11	-3.1%		0	19.0%		0	0	2	0.0%	0	0	0	15.0%	0	0	18.2%	18.2%			
03	Professionals	64	4.0%		0	19.1%		0	0	9	0.0%	0	3	0	18.3%	-3	-3	14.1%	14.1%			
04	Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	1	0.0%	0	1	0	22.0%	-1	-1	14.3%	14.3%			
05	Supervisors	4	-9.1%		0	57.1%		0	0	0	0.0%	0	1	0	14.7%	-1	-1	0.0%	0.0%			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	18	3.6%		0	42.1%		0	0	1	0.0%	0	1	0	12.2%	-1	-1	5.6%	5.6%			
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	4	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	14.7%	-1	-1	0.0%	0.0%			
11	Intermediate Sales & Service	3	18.6%		0	0.0%		0	0	1	0.0%	0	0	0	22.0%	0	0	33.3%	33.3%			
12	Semi-Skilled Manual	3	-12.6%		0	120.0%		0	0	0	0.0%	0	1	0	19.9%	-1	-1	0.0%	0.0%			
13	Other Sales & Service	2	-20.6%		0	0.0%		0	0	0	0.0%	0	1	0	25.3%	-1	-1	0.0%	0.0%			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		120	2.2%		0	24.2%		0	0	14	0.0%	0	6	0	17.0%	-6	-6	11.7%	11.7%			

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

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

Table 8: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

007992

Part 3: Goals

Saint Paul University

2019-05-03

14	Other Manual Workers	0	0.0	0	0.0
Total		1		8	

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2019-05-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-05-01	Annually	Over 3 Years	Years	2019	2022							
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01 Senior Managers	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	0	27.6%	0	0	25.0%	25.0%	
02 Middle & Other Managers	10	-3.1%		0	19.0%		0	0	4	0.0%	0	0	0	39.4%	0	0	40.0%	40.0%		
03 Professionals	72	4.0%		0	19.1%		0	0	35	0.0%	0	-1	0	47.7%	1	1	48.6%	48.6%		
04 Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	5	0.0%	0	-2	0	48.9%	2	2	71.4%	71.4%		
05 Supervisors	3	-9.1%		0	57.1%		0	0	2	0.0%	0	0	0	51.8%	0	0	66.7%	66.7%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	20	3.6%		0	42.1%		0	0	18	0.0%	0	-3	0	76.8%	3	3	90.0%	90.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	4	0.0%		0	0.0%		0	0	4	0.0%	0	-1	0	65.7%	1	1	100.0%	100.0%		
11 Intermediate Sales & Service	5	18.6%		0	0.0%		0	0	3	0.0%	0	0	0	62.8%	0	0	60.0%	60.0%		
12 Semi-Skilled Manual	2	-12.6%		0	120.0%		0	0	0	0.0%	0	0	0	11.8%	0	0	0.0%	0.0%		
13 Other Sales & Service	1	-20.6%		0	0.0%		0	0	0	0.0%	0	0	0	49.8%	0	0	0.0%	0.0%		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	128	2.2%		0	24.2%		0	0	72	0.0%	0	0	0	56.2%	0	0	56.3%	56.3%		

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

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

Table 10: Women

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

Federal Contractors Program Achievement Report

007994

Part 3: Goals

Saint Paul University

2019-05-03

Total		0.0	0.0
-------	--	-----	-----

Federal Contractors Program Achievement Report

007995

Part 3: Goals

Saint Paul University

2019-05-03

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Aboriginal Peoples																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	2019		2022						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2019	2022							
		2019-05-01	%	%	#	%	%	#	2019-05-01	%	#	%	#	%						
01	Senior Managers	4	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02	Middle & Other Managers	10	-3.1%		0	19.0%		0	0	0.0%	0	0	0	0	2.7%	0	0	0.0%	0.0%	
03	Professionals	72	4.0%		0	19.1%		0	0	0.0%	0	0	0	0	1.7%	0	0	1.4%	1.4%	
04	Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	0.0%	0	0	0	0	2.0%	0	0	0.0%	0.0%	
05	Supervisors	3	-9.1%		0	57.1%		0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	20	3.6%		0	42.1%		0	0	0.0%	0	0	0	0	3.4%	0	0	5.0%	5.0%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	4	0.0%		0	0.0%		0	0	0.0%	0	-1	0	0	3.5%	1	1	25.0%	25.0%	
11	Intermediate Sales & Service	5	18.6%		0	0.0%		0	0	0.0%	0	0	0	0	3.1%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	2	-12.6%		0	120.0%		0	0	0.0%	0	0	0	0	3.7%	0	0	0.0%	0.0%	
13	Other Sales & Service	1	-20.6%		0	0.0%		0	0	0.0%	0	-1	0	0	3.7%	1	1	100.0%	100.0%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		128	2.2%		0	24.2%		0	0	0.0%	0	0	0	0	3.1%	0	0	3.1%	3.1%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01	Senior Managers	0.0	0.0	0.0	
02	Middle & Other Managers	0.0	0.0	0.0	
03	Professionals	0.0	0.0	0.0	
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	

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Total		0.0	0.0
-------	--	-----	-----

Federal Contractors Program Achievement Report

007997

Part 3: Goals

Saint Paul University

2019-05-03

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	2019		2022						
		YYYY-MM-DD	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	YYYY - YYYY											
		2019-05-01	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
01/02 Managers	14	-1.6%		0	9.5%		0	0	2	0.0%	0	-1	0		5.0%	1	1	14.3%	14.3%	
03 Professionals	72	4.0%		0	19.1%		0	0	1	0.0%	0	5	0	8.9%	8.9%	-5	-5	1.4%	1.4%	
04 Semi-Professionals & Tech	7	0.0%		0	28.6%		0	0	0	0.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%	
05 Supervisors	3	-9.1%		0	57.1%		0	0	0	0.0%	0	1	0	27.5%	27.5%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	20	3.6%		0	42.1%		0	0	0	0.0%	0	2	0	10.0%	10.0%	-2	-2	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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	9.3%	9.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	5	18.6%		0	0.0%		0	0	0	0.0%	0	1	0	10.8%	10.8%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	2	-12.6%		0	120.0%		0	0	0	0.0%	0	0	0	10.3%	10.3%	0	0	0.0%	0.0%	
13 Other Sales & Service	1	-20.6%		0	0.0%		0	0	0	0.0%	0	0	0	10.7%	10.7%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	128	2.2%		0	24.2%		0	0	3	0.0%	0	9	0	9.1%	9.1%	-9	-9	2.3%	2.3%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		0.0		0.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		27.5		27.5	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		10.8		10.8	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2019	2022	%	#	#	%	%		
		2019-05-01	%	%	#	%	%	#	2019-05-01	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	4	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%	
02	Middle & Other Managers	10	-3.1%		0	19.0%		0	2	0.0%	0	0	0	17.6%	0	0	20.0%	20.0%		
03	Professionals	72	4.0%		0	19.1%		0	10	0.0%	0	5	0	20.7%	20.7%	-5	-5	13.9%	13.9%	
04	Semi-Professionals & Tech	7	0.0%		0	28.6%		0	1	0.0%	0	1	0	22.7%	22.7%	-1	-1	14.3%	14.3%	
05	Supervisors	3	-9.1%		0	57.1%		0	0	0.0%	0	0	0	16.2%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	20	3.6%		0	42.1%		0	3	0.0%	0	0	0	14.1%	0	0	15.0%	15.0%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	4	0.0%		0	0.0%		0	0	0.0%	0	1	0	18.2%	18.2%	-1	-1	0.0%	0.0%	
11	Intermediate Sales & Service	5	18.6%		0	0.0%		0	1	0.0%	0	0	0	25.9%	0	0	20.0%	20.0%		
12	Semi-Skilled Manual	2	-12.6%		0	120.0%		0	0	0.0%	0	0	0	20.4%	0	0	0.0%	0.0%		
13	Other Sales & Service	1	-20.6%		0	0.0%		0	0	0.0%	0	0	0	28.6%	0	0	0.0%	0.0%		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		128	2.2%		0	24.2%		0	17	0.0%	0	8	0	19.3%	-8	-8	13.3%	13.3%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01	Senior Managers	0.0	0.0		
02	Middle & Other Managers	0.0	0.0		
03	Professionals	20.7	20.7		
04	Semi-Professionals & Tech	22.7	22.7		
05	Supervisors	0.0	0.0		
06	Supervisors: Crafts & Trades	0.0	0.0		
07	Administrative & Sr Clerical	0.0	0.0		
08	Skilled Sales & Service	0.0	0.0		
09	Skilled Crafts & Trades	0.0	0.0		
10	Clerical Personnel	18.2	18.2		
11	Intermediate Sales & Service	0.0	0.0		
12	Semi-Skilled Manual	0.0	0.0		
13	Other Sales & Service	0.0	0.0		
14	Other Manual Workers	0.0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Saint Paul University

2019-05-03

Total		0.0	0.0
-------	--	-----	-----

Federal Contractors Program Achievement Report

00000

Part 4: Results - Women

Saint Paul University

2019-05-03

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	4	1	25.0	27.4	1	0	91.2																
	2019	4	1	25.0	27.6	1	0	90.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	11	5	45.5	38.9	4	1	116.8																
	2019	10	4	40.0	39.4	4	0	101.5	2	1	50.0	1	0	0	0	0.0	0	0	0	2	1	50.0	1	0
03 Professionals	2016	64	26	40.6	47.8	31	-5	85.0																
	2019	72	35	48.6	47.7	34	1	101.9	18	11	61.1	9	2	1	1	100.0	0	1	13	3	23.1	5	-2	
04 Semi-Professionals & Technicians	2016	7	5	71.4	55.3	4	1	129.2																
	2019	7	5	71.4	48.9	3	2	146.1	2	1	50.0	1	0	0	0	0.0	0	0	2	1	50.0	1	0	
05 Supervisors	2016	4	3	75.0	50.7	2	1	147.9																
	2019	3	2	66.7	51.8	2	0	128.7	0	0	0.0	0	0	0	0	0.0	0	0	2	2	100.0	2	1	
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	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
02 Middle & Other Managers	2019	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	1	0.0										
03 Professionals	2019	6	12	200.0	1	1,200.0	0.0	0.0	2	600.0	0.0	0.0		
	2022	6	12	200.0										
04 Semi-Professionals & Technicians	2019	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	1	0.0										
05 Supervisors	2019	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-2	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										

Federal Contractors Program Achievement Report

008001

Part 4: Results - Women

Saint Paul University

2019-05-03

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	18	16	88.9	77.2	14	2	115.1																
	2019	20	18	90.0	76.8	15	3	117.2	11	11	100.0	8	3	1	1	100.0	1	0	8	8	100.0	7	1	
08 Skilled 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	
09 Skilled Crafts & Trades 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	
10 Clerical Personnel	2016	4	4	100.0	65.8	3	1	152.0																
	2019	4	4	100.0	65.7	3	1	152.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	3	2	66.7	61.8	2	0	107.9																
	2019	5	3	60.0	62.8	3	0	95.5	2	1	50.0	1	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	3	0	0.0	14.6	0	0	0.0																
	2019	2	0	0.0	11.8	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	3	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	4	12	300.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	12	300.0										
08 Skilled 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										
09 Skilled Crafts & Trades 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										
10 Clerical 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										
11 Intermediate Sales & Service Personnel	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0										
12 Semi-Skilled Manual 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										

Federal Contractors Program Achievement Report

Part 4: Results - Women

Saint Paul University

2019-05-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women										
		#	Representation	Availability	Gap	#	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%									
13 Other Sales & Service Personnel	2016	2	0	0.0	49.9	1	-1	0.0																		
	2019	1	0	0.0	49.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	
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	0	0	0.0	0	0	0	
Total	2016	120	62	51.7	51.4	62	0	100.5																		
	2019	128	72	56.3	56.2	72	0	100.1	37	25	67.6	21	4	2	2	100.0	1	1	30	15	50.0	16	-1			

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
	#	%	%	%	%	%	%	%	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	1	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	9	27	300.0	1	2700.0	0.0	0.0	3	900.0	0.0	0.0		
	2022	9	27	300.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

008003

Part 5: Results - Aboriginal Peoples

Saint Paul University

2019-05-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	4	0	0.0	2.9	0	0	0.0																
	2019	4	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	11	0	0.0	2.2	0	0	0.0																
	2019	10	0	0.0	2.7	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
03 Professionals	2016	64	0	0.0	1.6	1	-1	0.0																
	2019	72	1	1.4	1.7	1	0	81.7	18	1	5.6	0	1	1	0	0.0	0	0	0	13	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	7	0	0.0	1.7	0	0	0.0																
	2019	7	0	0.0	2.0	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
05 Supervisors	2016	4	0	0.0	2.7	0	0	0.0																
	2019	3	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
02 Middle & Other Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
03 Professionals	2019	6	1	16.7	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	1	16.7										
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
05 Supervisors	2019	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-2	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										

Federal Contractors Program Achievement Report

008004

Part 5: Results - Aboriginal Peoples

Saint Paul University

2019-05-03

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	18	1	5.6	3.2	1	0	173.6																
	2019	20	1	5.0	3.4	1	0	147.1	11	0	0.0	0	0	1	1	100.0	0	1	8	0	0.0	0	0	0
08 Skilled 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
09 Skilled Crafts & Trades 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
10 Clerical Personnel	2016	4	1	25.0	2.8	0	1	892.9																
	2019	4	1	25.0	3.5	0	1	714.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	3.0	0	0	0.0																
	2019	5	0	0.0	3.1	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	3	0	0.0	3.3	0	0	0.0																
	2019	2	0	0.0	3.7	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	3	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	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	1	25.0			0.0	0.0			0.0	0.0		
08 Skilled 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		
09 Skilled Crafts & Trades 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		
10 Clerical 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		
11 Intermediate 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		
12 Semi-Skilled Manual 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		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Saint Paul University

2019-05-03

008005

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	2	1	50.0	2.9	0	1	1,724.1																
	2019	1	1	100.0	3.7	0	1	2,702.7	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	0	0	0.0	0	0
Total	2016	120	3	2.5	2.1	3	0	119.0																
	2019	128	4	3.1	3.1	4	0	100.8	37	1	2.7	1	0	2	1	50.0	0	1	30	0	0.0	1	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	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	9	2	22.2	1	200.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	9	2	22.2			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Saint Paul University

2019-05-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2016	15	2	13.3	4.3	1	1	310.1																
	2019	14	2	14.3	5.0	1	1	285.7	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
03 Professionals	2016	64	2	3.1	3.8	2	0	82.2																
	2019	72	1	1.4	8.9	6	-5	15.6	18	0	0.0	2	-2	1	0	0.0	0	0	0	13	1	7.7	0	1
04 Semi-Professionals & Technicians	2016	7	0	0.0	4.6	0	0	0.0																
	2019	7	0	0.0	7.6	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
05 Supervisors	2016	4	0	0.0	13.9	1	-1	0.0																
	2019	3	0	0.0	27.5	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	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	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	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		
03 Professionals	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0			8.9	0.0			8.9	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			7.6	0.0			7.6	0.0		
05 Supervisors	2019	-2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-2	0	0.0			27.5	0.0			27.5	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		

Federal Contractors Program Achievement Report

008007

Part 6: Results - Persons with Disabilities

Saint Paul University

2019-05-03

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	18	0	0.0	3.4	1	-1	0.0																
	2019	20	0	0.0	10.0	2	-2	0.0	11	0	0.0	1	-1	1	0	0.0	0	0	0	8	0	0.0	0	0
08 Skilled 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
09 Skilled Crafts & Trades 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
10 Clerical Personnel	2016	4	0	0.0	7.0	0	0	0.0																
	2019	4	0	0.0	9.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	5.6	0	0	0.0																
	2019	5	0	0.0	10.8	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	3	0	0.0	4.8	0	0	0.0																
	2019	2	0	0.0	10.3	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	3	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		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	4	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled 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		
09 Skilled Crafts & Trades 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		
10 Clerical 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		
11 Intermediate 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			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual 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		

Federal Contractors Program Achievement Report

80000

Part 6: Results - Persons with Disabilities

Saint Paul University

2019-05-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	2	0	0.0	6.3	0	0	0.0																	
	2019	1	0	0.0	10.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
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	0	0	0.0	0	0	0
Total	2016	120	4	3.3	4.4	5	-1	75.8																	
	2019	128	3	2.3	9.1	12	-9	25.8	37	0	0.0	3	-3	2	0	0.0	0	0	0	30	1	3.3	1	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
#	#	#	%	#	%	%	%	#	%	%	%		
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	9	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	9	0	0.0			0.0	0.0				0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Saint Paul University

2019-05-03

60806

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	4	0	0.0	10.1	0	0	0.0																
	2019	4	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	11	2	18.2	15.0	2	0	121.2																
	2019	10	2	20.0	17.6	2	0	113.6	2	1	50.0	0	1	0	0	0.0	0	0	0	2	0	0.0	0	0
03 Professionals	2016	64	9	14.1	18.3	12	-3	76.8																
	2019	72	10	13.9	20.7	15	-5	67.1	18	2	11.1	4	-2	1	0	0.0	0	0	0	13	1	7.7	2	-1
04 Semi-Professionals & Technicians	2016	7	1	14.3	22.0	2	-1	64.9																
	2019	7	1	14.3	22.7	2	-1	62.9	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
05 Supervisors	2016	4	0	0.0	14.7	1	-1	0.0																
	2019	3	0	0.0	16.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	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	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	
02 Middle & Other Managers	2019	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	1	0.0			0.0	0.0				0.0	0.0	
03 Professionals	2019	6	2	33.3	1	200.0	0.0	0.0	2	100.0	0.0	0.0		
	2022	6	2	33.3			20.7	161.0			20.7	161.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	0	0	0.0			22.7	0.0			22.7	0.0		
05 Supervisors	2019	-2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-2	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		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Saint Paul University

2019-05-03

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	18	1	5.6	12.2	2	-1	45.5																		
	2019	20	3	15.0	14.1	3	0	106.4	11	2	18.2	2	0	1	0	0.0	0	0	0	8	0	0.0	0	0	0	0
08 Skilled 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	0	0
09 Skilled Crafts & Trades 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	0	0
10 Clerical Personnel	2016	4	0	0.0	14.7	1	-1	0.0																		
	2019	4	0	0.0	18.2	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	3	1	33.3	22.0	1	0	151.5																		
	2019	5	1	20.0	25.9	1	0	77.2	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	3	0	0.0	19.9	1	-1	0.0																		
	2019	2	0	0.0	20.4	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	3	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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	4	2	50.0	0	0.0	0.0	0.0	1	200.0	0.0	0.0		
	2022	4	2	50.0			0.0	0.0			0.0	0.0		
08 Skilled 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		
09 Skilled Crafts & Trades 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		
10 Clerical Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	0	0	0.0			18.2	0.0			18.2	0.0		
11 Intermediate 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		
12 Semi-Skilled Manual 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			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Saint Paul University

2019-05-03

008011

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	2	0	0.0	25.3	1	-1	0.0																
	2019	1	0	0.0	28.6	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	0	0	0.0	0	0
Total	2016	120	14	11.7	17.0	20	-6	68.6																
	2019	128	17	13.3	19.3	25	-8	68.8	37	5	13.5	7	-2	2	0	0.0	0	0	0	30	1	3.3	4	-3

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			
#	#	%	#	%	%	#	%	%	#	%				
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	1	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	9	5	55.6	1	500.0	0.0	0.0	0.0	8	62.5	0.0	0.0	
	2022	9	5	55.6			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Saint Paul University
2019-05-03

Efforts

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

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: Université Saint-Paul

Primary Location: Ottawa Ontario

Number of Employees: 128

Organization Overview:

NAICS 6113 – Universities

Saint Paul University is a bilingual Catholic Pontifical university federated with the University of Ottawa since 1965. It offers undergraduate and graduate study programs in Social Communication, Counseling and Psychotherapy, Canon Law, Public Ethics, Conflict Studies, Social Innovation, Theology and Transformative Leadership.

Key Dates – First Year Assessment

Initiated: 2016-03-16

Received: 2016-11-11

Closed: 2016-11-28

Workforce Analysis: 2016-11-09

Key Dates – Subsequent Assessment

Initiated: 2019-03-02

Received: 2019-05-07

Workforce Analysis: 2019-05-01

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: No

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

Yes No

Comments: No

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in numbers and not in percentages.
- The previous compliance assessment revealed twelve gaps and four goals were set. The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation.
- Out of four goals set, three were met.

Women

03	Professionals	Goal met at 1200%
13	Other Sales & Service Personnel	No goal set (Gap -1)

Assessment/Observations

- None

Aboriginal Peoples

03	Professionals	Goal met at 100%
----	---------------	------------------

Assessment/Observations

- None

Persons with Disabilities

05	Supervisors	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	No goal set (Gap -1)

Assessment/Observations

- EEOG 05: There were no new entrants in this occupational group since the previous assessment. The total number of employees has decreased from 4 to 3.

Members of Visible Minorities

03	Professionals	Goal met at 200%
04	Semi-Professionals & Technicians	No goal set (Gap -1)
05	Supervisors	No goal set (Gap -1)
07	Administrative & Senior Clerical Personnel	No goal set (Gap -1)
10	Clerical Personnel	No goal set (Gap -1)
12	Semi-Skilled Manual Workers	No goal set (Gap -1)
13	Other Sales & Service Personnel	No goal set (Gap -1)

Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set four goals and achieved three.
 - In the only instance where the goal was not met, there were no hiring in the occupational group. Therefore, an assessment of reasonable efforts is not necessary.
 - Nevertheless, note that all the required measures as well as additional measures were implemented according to the Efforts Form the organization submitted.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

Observations: There were no gaps.

Aboriginal Peoples

Observations: There were no gaps.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
03	Professionals	-5	8.9	8.9	1.4	8.9
04	Semi-Professionals & Technicians	-1	7.6	7.6	0.0	7.6
05	Supervisors	-1	27.5	27.5	1.0	27.5
07	Admin & Senior Clerical Personnel	-2	10.0	10.0	0.0	10.0
11	Intermediate Sales & Service Personnel	-1	10.8	10.8	0.0	10.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
03	Professionals	-5	20.7	20.7	13.9	20.7
04	Semi-Professionals & Technicians	-1	22.7	22.7	14.3	22.7
10	Clerical Personnel	-1	18.2	18.2	0.0	18.2

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:

- Saint Paul University has achieved three of the four short-term objectives set in the first conformity assessment, thus eliminating the gaps in the professional group of women and Aboriginals.
- We encourage Saint Paul University to continue its efforts to hire persons with disabilities and members of visible minorities and more specifically in the professional category. We also recommend that the organization focus its efforts on retaining its staff in order to avoid creating new representation gaps.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-09-25

From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME
Sent: September 27, 2019 1:11 PM
To: 'rectrice-rector@ustpaul.ca' <rectrice-rector@ustpaul.ca>
Cc: 'rdixon@ustpaul.ca' <rdixon@ustpaul.ca>; 'djomphe@ustpaul.ca' <djomphe@ustpaul.ca>
Subject: Government of Canada Agreement Number 10000272 - Notice of Compliance with the Federal Contractors Program

This information is also available in French, upon request

Mrs. Beauvais,

Please be advised that the subsequent conformity assessment undertaken on March 2, 2019 is now complete. The assessment concluded that Saint Paul University is in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information presented by Saint Paul University, we have made recommendations that will ensure the success of its employment equity program:

- Saint Paul University has achieved three of the four short-term objectives set in the first conformity assessment, thus eliminating the gaps in the professional group of women and Aboriginals.
- We encourage Saint Paul University to continue its efforts to hire persons with disabilities and members of visible minorities, and more specifically in the professional category. We also recommend that the organization focus its efforts on retaining its staff in order to avoid creating new representation gaps.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on **March 2, 2022**. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When Saint Paul University receives notification of the next evaluation, you will be required to provide the following information before the due date :

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, Saint Paul University will need to demonstrate that it has made reasonable efforts to achieve its objectives. We invite your company to develop an action plan that will help it achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;

- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;
- Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue using the Workplace Equity Information Management System (WEIMS). This system will assist you in producing your workforce analysis and contains other data analysis tools such as the Achievement Report and a series of training modules.

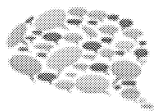
For more information about your obligations under the FCP, please contact us by e-mail at ee-eme@hrsdcc.gc.ca.

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

Employment Equity Team / Workplace Equity Team

Workplace Equity Directorate, Labour Program
and Social Development Canada / Government of Canada
ee-eme@hrsdcc.gc.ca

Workplace Equity Division, Labour
Program Employment and Social Development Canada / Government of Canada
ee-eme@hrsdcc.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!