

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization British Columbia Institute of Technology	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 6113	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 2,563 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 3700 Willingdon Avenue	City Burnaby	Province BC	Postal Code V5G 3H2
Telephone Number 604-434-5734			

EMPLOYMENT EQUITY CONTACT			
Name (print) Lorcan O'Melinn	Title Vice President, Administration and CFO		
Telephone Number 604-451-7138	E-mail Address Lorcan_O'Melinn@bcit.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input 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 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 refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml :
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.

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Lorcan O'Melinn	Title Vice President, Administration and CFO		
Telephone Number 604-451-7138	E-mail Address O'Melinn@bcit.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2018-04-30		

Privacy Notice
The information you provide on this form is collected under the authority of 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.
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT
<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@hrscd-rhdcc.gc.ca.


**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
 INFORMATION**
Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **BCIT** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000673**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) February 28 2019 for the following reason(s):

(Please describe) **A 6 week delay by Employment and Social Services Development Canada to respond to questions raised by BCIT regarding the mandatory sections of the survey; To allow enough time for meaningful results from the survey (allowing for the christmas vacation period)**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Kim Dotto**

Position Title: **Dean, Applied Research**

Email address: **kdotto@bcit.ca**

Telephone number: **604-451-6941**

Business address: **3700 Willingdon Ave., Burnaby, B.C. V5G 3H2**

Signature: _____

Date: **Nov 28 2018**





Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Detailed Report

Date: 2019-10-08

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	11	7	63.6 %	27.6 %	3	4	National
02 : Middle and Other Managers	National	151	82	54.3 %	39.4 %	59	23	National
03 : Professionals		1202	474	39.4 %	52.7 %	633	-159	
1111 : Financial auditors and accountants	National	2	2	100.0 %	56.0 %	1	1	National
1112 : Financial and investment analysts	National	1	0	0.0 %	44.9 %	0	0	National
1121 : Human resources professionals	National	14	10	71.4 %	73.2 %	10	0	National
1122 : Professional occupations in business management consulting	National	7	4	57.1 %	42.7 %	3	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	17	65.4 %	66.6 %	17	0	National
2171 : Information systems analysts and consultants	National	107	27	25.2 %	27.7 %	30	-3	National
2174 : Computer programmers and interactive media developers	National	6	2	33.3 %	16.6 %	1	1	National
3012 : Registered nurses and registered psychiatric nurses	National	1	1	100.0 %	91.9 %	1	0	National
3143 : Occupational therapists	National	2	1	50.0 %	92.1 %	2	-1	National
4021 : College and other vocational instructors	National	993	382	38.5 %	53.8 %	534	-152	National
4033 : Educational counsellors	National	27	18	66.7 %	77.7 %	21	-3	National
4166 : Education policy researchers, consultants and program officers	National	9	5	55.6 %	71.8 %	6	-1	National
5111 : Librarians	National	6	4	66.7 %	81.4 %	5	-1	National
5113 : Archivists	National	1	1	100.0 %	68.9 %	1	0	National
04 : Semi-Professionals and Technicians		23	5	21.7 %	32.5 %	7	-2	
2242 : Electronic service technicians (household and business equipment)	British Columbia	3	0	0.0 %	6.4 %	0	0	British Columbia
2243 : Industrial instrument technicians and mechanics	British Columbia	2	0	0.0 %	5.3 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	36.3 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	1	0	0.0 %	21.6 %	0	0	British Columbia
2282 : User support technicians	British Columbia	5	0	0.0 %	24.5 %	1	-1	British Columbia
5221 : Photographers	British Columbia	1	0	0.0 %	49.8 %	0	0	British Columbia



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Detailed Report

Date: 2019-10-08

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
5223 : Graphic arts technicians	British Columbia	1	0	0.0 %	19.0 %	0	0	British Columbia
5241 : Graphic designers and illustrators	British Columbia	8	4	50.0 %	48.8 %	4	0	British Columbia
5242 : Interior designers and interior decorators	British Columbia	1	1	100.0 %	78.3 %	1	0	British Columbia
05 : Supervisors		21	16	76.2 %	52.5 %	11	5	
Employment Equity Occupational Group	Vancouver	21	16	76.2 %	52.5 %	11	5	Vancouver
06 : Supervisors: Crafts and Trades		7	0	0.0 %	4.4 %	0	0	
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	British Columbia	1	0	0.0 %	5.2 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	British Columbia	1	0	0.0 %	4.5 %	0	0	British Columbia
7204 : Contractors and supervisors, carpentry trades	British Columbia	1	0	0.0 %	3.3 %	0	0	British Columbia
7301 : Contractors and supervisors, mechanic trades	British Columbia	4	0	0.0 %	4.4 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		316	266	84.2 %	78.9 %	249	17	
Employment Equity Occupational Group	Vancouver	316	266	84.2 %	78.9 %	249	17	Vancouver
08 : Skilled Sales and Service Personnel		4	4	100.0 %	27.9 %	1	3	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	4	100.0 %	27.9 %	1	3	British Columbia
09 : Skilled Crafts and Trades Workers		31	1	3.2 %	2.9 %	1	0	
7235 : Structural metal and platework fabricators and fitters	British Columbia	1	0	0.0 %	2.3 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	6	0	0.0 %	2.9 %	0	0	British Columbia
7251 : Plumbers	British Columbia	2	0	0.0 %	1.7 %	0	0	British Columbia
7271 : Carpenters	British Columbia	4	0	0.0 %	2.2 %	0	0	British Columbia
7311 : Construction millwrights and industrial mechanics	British Columbia	1	0	0.0 %	1.4 %	0	0	British Columbia
7313 : Heating, refrigeration and air conditioning mechanics	British Columbia	7	0	0.0 %	2.2 %	0	0	British Columbia
9241 : Power engineers and power systems operators	British Columbia	10	1	10.0 %	4.0 %	0	1	British Columbia
10 : Clerical Personnel		92	47	51.1 %	70.6 %	65	-18	
Employment Equity Occupational Group	Vancouver	92	47	51.1 %	70.6 %	65	-18	Vancouver



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Detailed Report

Date: 2019-10-08

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
11 : Intermediate Sales and Service Personnel		18	13	72.2 %	66.0 %	12	1	
Employment Equity Occupational Group	Vancouver	18	13	72.2 %	66.0 %	12	1	Vancouver
12 : Semi-Skilled Manual Workers		7	1	14.3 %	16.4 %	1	0	
Employment Equity Occupational Group	Vancouver	7	1	14.3 %	16.4 %	1	0	Vancouver
13 : Other Sales and Service Personnel		6	1	16.7 %	56.9 %	3	-2	
Employment Equity Occupational Group	Vancouver	6	1	16.7 %	56.9 %	3	-2	Vancouver
14 : Other Manual Workers		3	0	0.0 %	27.9 %	1	-1	
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	27.9 %	1	-1	Vancouver
Total		1892	917	48.4 %	55.4 %	1046	-129	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Detailed Report

Date: 2019-10-08

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	11	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	151	0	0.0 %	2.7 %	4	-4	National
03 : Professionals		1202	10	0.8 %	2.9 %	35	-25	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.4 %	0	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	14	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	7	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	1	3.8 %	2.1 %	1	0	National
2171 : Information systems analysts and consultants	National	107	1	0.9 %	1.3 %	1	0	National
2174 : Computer programmers and interactive media developers	National	6	0	0.0 %	1.1 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	1	0	0.0 %	3.0 %	0	0	National
3143 : Occupational therapists	National	2	0	0.0 %	1.4 %	0	0	National
4021 : College and other vocational instructors	National	993	7	0.7 %	3.0 %	30	-23	National
4033 : Educational counsellors	National	27	1	3.7 %	6.7 %	2	-1	National
4166 : Education policy researchers, consultants and program officers	National	9	0	0.0 %	5.3 %	0	0	National
5111 : Librarians	National	6	0	0.0 %	2.4 %	0	0	National
5113 : Archivists	National	1	0	0.0 %	4.1 %	0	0	National
04 : Semi-Professionals and Technicians		23	0	0.0 %	2.9 %	1	-1	
2242 : Electronic service technicians (household and business equipment)	British Columbia	3	0	0.0 %	3.4 %	0	0	British Columbia
2243 : Industrial instrument technicians and mechanics	British Columbia	2	0	0.0 %	4.2 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	6.8 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	1	0	0.0 %	3.0 %	0	0	British Columbia
2282 : User support technicians	British Columbia	5	0	0.0 %	2.8 %	0	0	British Columbia
5221 : Photographers	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
5223 : Graphic arts technicians	British Columbia	1	0	0.0 %	3.8 %	0	0	British Columbia
5241 : Graphic designers and illustrators	British Columbia	8	0	0.0 %	2.0 %	0	0	British Columbia
5242 : Interior designers and interior decorators	British Columbia	1	0	0.0 %	1.7 %	0	0	British Columbia
05 : Supervisors		21	0	0.0 %	2.7 %	1	-1	
Employment Equity Occupational Group	Vancouver	21	0	0.0 %	2.7 %	1	-1	Vancouver
06 : Supervisors: Crafts and Trades		7	0	0.0 %	3.3 %	0	0	
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	British Columbia	1	0	0.0 %	3.5 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	British Columbia	1	0	0.0 %	4.5 %	0	0	British Columbia
7204 : Contractors and supervisors, carpentry trades	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
7301 : Contractors and supervisors, mechanic trades	British Columbia	4	0	0.0 %	3.1 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		316	3	0.9 %	2.1 %	7	-4	
Employment Equity Occupational Group	Vancouver	316	3	0.9 %	2.1 %	7	-4	Vancouver
08 : Skilled Sales and Service Personnel		4	0	0.0 %	2.1 %	0	0	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	2.1 %	0	0	British Columbia
09 : Skilled Crafts and Trades Workers		31	0	0.0 %	5.5 %	2	-2	
7235 : Structural metal and platework fabricators and fitters	British Columbia	1	0	0.0 %	3.8 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	6	0	0.0 %	4.8 %	0	0	British Columbia
7251 : Plumbers	British Columbia	2	0	0.0 %	5.3 %	0	0	British Columbia
7271 : Carpenters	British Columbia	4	0	0.0 %	7.0 %	0	0	British Columbia
7311 : Construction millwrights and industrial mechanics	British Columbia	1	0	0.0 %	6.3 %	0	0	British Columbia
7313 : Heating, refrigeration and air conditioning mechanics	British Columbia	7	0	0.0 %	4.3 %	0	0	British Columbia
9241 : Power engineers and power systems operators	British Columbia	10	0	0.0 %	6.2 %	1	-1	British Columbia
10 : Clerical Personnel		92	0	0.0 %	2.7 %	2	-2	
Employment Equity Occupational Group	Vancouver	92	0	0.0 %	2.7 %	2	-2	Vancouver



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
11 : Intermediate Sales and Service Personnel		18	0	0.0 %	2.5 %	0	0	
Employment Equity Occupational Group	Vancouver	18	0	0.0 %	2.5 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers		7	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.7 %	0	0	Vancouver
13 : Other Sales and Service Personnel		6	0	0.0 %	2.9 %	0	0	
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	2.9 %	0	0	Vancouver
14 : Other Manual Workers		3	0	0.0 %	4.3 %	0	0	
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	4.3 %	0	0	Vancouver
Total		1892	13	0.7 %	2.8 %	52	-39	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Detailed Report

Date: 2019-10-08

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	11	0	0.0 %	11.5 %	1	-1	National
02 : Middle and Other Managers	National	151	14	9.3 %	17.6 %	27	-13	National
03 : Professionals		1202	75	6.2 %	17.3 %	208	-133	
1111 : Financial auditors and accountants	National	2	1	50.0 %	32.3 %	1	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	37.8 %	0	0	National
1121 : Human resources professionals	National	14	1	7.1 %	16.7 %	2	-1	National
1122 : Professional occupations in business management consulting	National	7	1	14.3 %	26.4 %	2	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	4	15.4 %	18.8 %	5	-1	National
2171 : Information systems analysts and consultants	National	107	5	4.7 %	38.6 %	41	-36	National
2174 : Computer programmers and interactive media developers	National	6	0	0.0 %	34.2 %	2	-2	National
3012 : Registered nurses and registered psychiatric nurses	National	1	0	0.0 %	21.1 %	0	0	National
3143 : Occupational therapists	National	2	0	0.0 %	15.6 %	0	0	National
4021 : College and other vocational instructors	National	993	58	5.8 %	14.9 %	148	-90	National
4033 : Educational counsellors	National	27	2	7.4 %	16.2 %	4	-2	National
4166 : Education policy researchers, consultants and program officers	National	9	3	33.3 %	16.1 %	1	2	National
5111 : Librarians	National	6	0	0.0 %	11.4 %	1	-1	National
5113 : Archivists	National	1	0	0.0 %	7.5 %	0	0	National
04 : Semi-Professionals and Technicians		23	5	21.7 %	29.2 %	7	-2	
2242 : Electronic service technicians (household and business equipment)	British Columbia	3	1	33.3 %	29.4 %	1	0	British Columbia
2243 : Industrial instrument technicians and mechanics	British Columbia	2	0	0.0 %	11.6 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	15.7 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	1	1	100.0 %	35.2 %	0	1	British Columbia
2282 : User support technicians	British Columbia	5	0	0.0 %	37.8 %	2	-2	British Columbia
5221 : Photographers	British Columbia	1	0	0.0 %	21.6 %	0	0	British Columbia



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
5223 : Graphic arts technicians	British Columbia	1	0	0.0 %	23.8 %	0	0	British Columbia
5241 : Graphic designers and illustrators	British Columbia	8	3	37.5 %	31.4 %	3	0	British Columbia
5242 : Interior designers and interior decorators	British Columbia	1	0	0.0 %	24.0 %	0	0	British Columbia
05 : Supervisors		21	1	4.8 %	49.6 %	10	-9	
Employment Equity Occupational Group	Vancouver	21	1	4.8 %	49.6 %	10	-9	Vancouver
06 : Supervisors: Crafts and Trades		7	0	0.0 %	10.8 %	1	-1	
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	British Columbia	1	0	0.0 %	12.2 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	British Columbia	1	0	0.0 %	9.0 %	0	0	British Columbia
7204 : Contractors and supervisors, carpentry trades	British Columbia	1	0	0.0 %	13.3 %	0	0	British Columbia
7301 : Contractors and supervisors, mechanic trades	British Columbia	4	0	0.0 %	10.2 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		316	32	10.1 %	39.9 %	126	-94	
Employment Equity Occupational Group	Vancouver	316	32	10.1 %	39.9 %	126	-94	Vancouver
08 : Skilled Sales and Service Personnel		4	1	25.0 %	26.1 %	1	0	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	1	25.0 %	26.1 %	1	0	British Columbia
09 : Skilled Crafts and Trades Workers		31	2	6.5 %	12.8 %	4	-2	
7235 : Structural metal and platework fabricators and fitters	British Columbia	1	0	0.0 %	9.6 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	6	1	16.7 %	10.7 %	1	0	British Columbia
7251 : Plumbers	British Columbia	2	0	0.0 %	18.7 %	0	0	British Columbia
7271 : Carpenters	British Columbia	4	0	0.0 %	13.5 %	1	-1	British Columbia
7311 : Construction millwrights and industrial mechanics	British Columbia	1	0	0.0 %	8.9 %	0	0	British Columbia
7313 : Heating, refrigeration and air conditioning mechanics	British Columbia	7	0	0.0 %	12.0 %	1	-1	British Columbia
9241 : Power engineers and power systems operators	British Columbia	10	1	10.0 %	13.8 %	1	0	British Columbia
10 : Clerical Personnel		92	8	8.7 %	46.7 %	43	-35	
Employment Equity Occupational Group	Vancouver	92	8	8.7 %	46.7 %	43	-35	Vancouver



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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
			#	%	%	#		
11 : Intermediate Sales and Service Personnel		18	3	16.7 %	52.6 %	9	-6	
Employment Equity Occupational Group	Vancouver	18	3	16.7 %	52.6 %	9	-6	Vancouver
12 : Semi-Skilled Manual Workers		7	0	0.0 %	53.4 %	4	-4	
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	53.4 %	4	-4	Vancouver
13 : Other Sales and Service Personnel		6	0	0.0 %	59.5 %	4	-4	
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	59.5 %	4	-4	Vancouver
14 : Other Manual Workers		3	0	0.0 %	50.9 %	2	-2	
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	50.9 %	2	-2	Vancouver
Total		1892	141	7.4 %	23.6 %	447	-306	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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Date: 2019-10-08

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	162	0	0.0 %	5.0 %	8	-8	National
03 : Professionals	National	1202	12	1.0 %	8.9 %	107	-95	National
04 : Semi-Professionals and Technicians	National	23	0	0.0 %	7.6 %	2	-2	National
05 : Supervisors	National	21	0	0.0 %	27.5 %	6	-6	National
06 : Supervisors: Crafts and Trades	National	7	1	14.3 %	10.1 %	1	0	National
07 : Administrative and Senior Clerical Personnel	National	316	10	3.2 %	10.0 %	32	-22	National
08 : Skilled Sales and Service Personnel	National	4	0	0.0 %	8.0 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	31	1	3.2 %	7.8 %	2	-1	National
10 : Clerical Personnel	National	92	3	3.3 %	9.3 %	9	-6	National
11 : Intermediate Sales and Service Personnel	National	18	0	0.0 %	10.8 %	2	-2	National
12 : Semi-Skilled Manual Workers	National	7	0	0.0 %	10.3 %	1	-1	National
13 : Other Sales and Service Personnel	National	6	0	0.0 %	10.7 %	1	-1	National
14 : Other Manual Workers	National	3	0	0.0 %	6.8 %	0	0	National
Total		1892	27	1.4 %	9.0 %	171	-144	

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: 2019-10-08

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
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
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-10-08

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	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
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Summary Report

Date: 2019-10-08

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	11	7	63.6 %	27.6 %	3	4
02 : Middle and Other Managers	151	82	54.3 %	39.4 %	59	23
03 : Professionals	1202	474	39.4 %	52.7 %	633	-159
04 : Semi-Professionals and Technicians	23	5	21.7 %	32.5 %	7	-2
05 : Supervisors	21	16	76.2 %	52.5 %	11	5
06 : Supervisors: Crafts and Trades	7	0	0.0 %	4.4 %	0	0
07 : Administrative and Senior Clerical Personnel	316	266	84.2 %	78.9 %	249	17
08 : Skilled Sales and Service Personnel	4	4	100.0 %	27.9 %	1	3
09 : Skilled Crafts and Trades Workers	31	1	3.2 %	2.9 %	1	0
10 : Clerical Personnel	92	47	51.1 %	70.6 %	65	-18
11 : Intermediate Sales and Service Personnel	18	13	72.2 %	66.0 %	12	1
12 : Semi-Skilled Manual Workers	7	1	14.3 %	16.4 %	1	0
13 : Other Sales and Service Personnel	6	1	16.7 %	56.9 %	3	-2
14 : Other Manual Workers	3	0	0.0 %	27.9 %	1	-1
Total	1892	917	48.4 %	55.4 %	1046	-129

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Summary Report

Date: 2019-10-08

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	11	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	151	0	0.0 %	2.7 %	4	-4
03 : Professionals	1202	10	0.8 %	2.9 %	35	-25
04 : Semi-Professionals and Technicians	23	0	0.0 %	2.9 %	1	-1
05 : Supervisors	21	0	0.0 %	2.7 %	1	-1
06 : Supervisors: Crafts and Trades	7	0	0.0 %	3.3 %	0	0
07 : Administrative and Senior Clerical Personnel	316	3	0.9 %	2.1 %	7	-4
08 : Skilled Sales and Service Personnel	4	0	0.0 %	2.1 %	0	0
09 : Skilled Crafts and Trades Workers	31	0	0.0 %	5.5 %	2	-2
10 : Clerical Personnel	92	0	0.0 %	2.7 %	2	-2
11 : Intermediate Sales and Service Personnel	18	0	0.0 %	2.5 %	0	0
12 : Semi-Skilled Manual Workers	7	0	0.0 %	2.7 %	0	0
13 : Other Sales and Service Personnel	6	0	0.0 %	2.9 %	0	0
14 : Other Manual Workers	3	0	0.0 %	4.3 %	0	0
Total	1892	13	0.7 %	2.8 %	52	-39

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Summary Report

Date: 2019-10-08

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					Gap #
	All Employees #	Representation		Availability		
		#	%	%	#	
01 : Senior Managers	11	0	0.0 %	11.5 %	1	-1
02 : Middle and Other Managers	151	14	9.3 %	17.6 %	27	-13
03 : Professionals	1202	75	6.2 %	17.3 %	208	-133
04 : Semi-Professionals and Technicians	23	5	21.7 %	29.2 %	7	-2
05 : Supervisors	21	1	4.8 %	49.6 %	10	-9
06 : Supervisors: Crafts and Trades	7	0	0.0 %	10.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	316	32	10.1 %	39.9 %	126	-94
08 : Skilled Sales and Service Personnel	4	1	25.0 %	26.1 %	1	0
09 : Skilled Crafts and Trades Workers	31	2	6.5 %	12.8 %	4	-2
10 : Clerical Personnel	92	8	8.7 %	46.7 %	43	-35
11 : Intermediate Sales and Service Personnel	18	3	16.7 %	52.6 %	9	-6
12 : Semi-Skilled Manual Workers	7	0	0.0 %	53.4 %	4	-4
13 : Other Sales and Service Personnel	6	0	0.0 %	59.5 %	4	-4
14 : Other Manual Workers	3	0	0.0 %	50.9 %	2	-2
Total	1892	141	7.4 %	23.6 %	447	-306

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - British Columbia Institute of Technology

Workforce Analysis - Summary Report

Date: 2019-10-08

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	162	0	0.0 %	5.0 %	8	-8
03 : Professionals	1202	12	1.0 %	8.9 %	107	-95
04 : Semi-Professionals and Technicians	23	0	0.0 %	7.6 %	2	-2
05 : Supervisors	21	0	0.0 %	27.5 %	6	-6
06 : Supervisors: Crafts and Trades	7	1	14.3 %	10.1 %	1	0
07 : Administrative and Senior Clerical Personnel	316	10	3.2 %	10.0 %	32	-22
08 : Skilled Sales and Service Personnel	4	0	0.0 %	8.0 %	0	0
09 : Skilled Crafts and Trades Workers	31	1	3.2 %	7.8 %	2	-1
10 : Clerical Personnel	92	3	3.3 %	9.3 %	9	-6
11 : Intermediate Sales and Service Personnel	18	0	0.0 %	10.8 %	2	-2
12 : Semi-Skilled Manual Workers	7	0	0.0 %	10.3 %	1	-1
13 : Other Sales and Service Personnel	6	0	0.0 %	10.7 %	1	-1
14 : Other Manual Workers	3	0	0.0 %	6.8 %	0	0
Total	1892	27	1.4 %	9.0 %	171	-144

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-10-08

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
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
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-10-08

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	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
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2019	06	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
	#	#	%
01 Senior Managers	11	7	27.6
02 Middle & Other Managers	151	82	39.4
03 Professionals	1,202	474	52.7
04 Semi-Professionals & Technicians	23	5	32.5
05 Supervisors	21	18	52.5
06 Supervisors: Crafts & Trades	7	0	4.4
07 Administrative & Senior Clerical Personnel	316	266	78.9
08 Skilled Sales & Service Personnel	4	4	27.9
09 Skilled Crafts & Trades Workers	31	1	2.9
10 Clerical Personnel	92	47	70.6
11 Intermediate Sales & Service Personnel	18	13	66.0
12 Semi-Skilled Manual Workers	7	1	16.4
13 Other Sales & Service Personnel	6	1	56.9
14 Other Manual Workers	3	0	27.9
Total	1,892	919	55.4

Table 5: Women

Subsequent/Current Workforce Analysis

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

*** Source:**
2006 Census of Canada

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2019	06	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
	#	#	%
01 Senior Managers	11	0	3.2
02 Middle & Other Managers	151	0	2.7
03 Professionals	1,202	10	2.9
04 Semi-Professionals & Technicians	23	0	2.9
05 Supervisors	21	0	2.7
06 Supervisors: Crafts & Trades	7	0	3.3
07 Administrative & Senior Clerical Personnel	316	3	2.1
08 Skilled Sales & Service Personnel	4	0	2.1
09 Skilled Crafts & Trades Workers	31	0	5.5
10 Clerical Personnel	92	0	2.7
11 Intermediate Sales & Service Personnel	18	0	2.5
12 Semi-Skilled Manual Workers	7	0	2.7
13 Other Sales & Service Personnel	6	0	2.9
14 Other Manual Workers	3	0	4.3
Total	1,892	13	2.8

* Source:

2006 Census of Canada

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

All Employees	Aboriginal Peoples	
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:

0

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
British Columbia Institute of Technology
[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2019	06	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)

	All Employees	Persons with Disabilities	
		Representation	Availability*
		#	%
01/02 Managers	162	0	5.0
03 Professionals	1,202	12	8.9
04 Semi-Professionals & Technicians	23	0	7.6
05 Supervisors	21	0	27.5
06 Supervisors: Crafts & Trades	7	1	10.1
07 Administrative & Senior Clerical Personnel	316	10	10.0
08 Skilled Sales & Service Personnel	4	0	8.0
09 Skilled Crafts & Trades Workers	31	1	7.8
10 Clerical Personnel	92	3	9.3
11 Intermediate Sales & Service Personnel	18	0	10.8
12 Semi-Skilled Manual Workers	7	0	10.3
13 Other Sales & Service Personnel	6	0	10.7
14 Other Manual Workers	3	0	6.8
Total	1,892	27	9.0

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

	All Employees	Persons with Disabilities	
		Representation	Availability*
		#	%
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
Total	0	0	0.0

*** Source:**
2006 Census of Canada

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

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

First/Previous 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									
	2019-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-01	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%			
01 Senior Managers	11	-100.0%	0.0%	0	0.0%	2.0%	1	1	7	2.0%	0	-4	0	0.0%	27.6%	4	4	63.6%	63.6%	
02 Middle & Other Managers	151	-100.0%	0.0%	0	0.0%	2.0%	9	9	82	2.0%	5	-18	0	0.0%	39.4%	23	18	54.3%	51.0%	
03 Professionals	1,202	-100.0%	0.0%	0	0.0%	2.0%	72	72	474	2.0%	28	187	0	0.0%	52.7%	-159	-187	39.4%	37.1%	
04 Semi-Professionals & Tech	23	-100.0%	0.0%	0	0.0%	2.0%	1	1	5	2.0%	0	2	0	0.0%	32.5%	-2	-2	21.7%	21.7%	
05 Supervisors	21	-100.0%	0.0%	0	0.0%	2.0%	1	1	18	2.0%	1	-6	0	0.0%	52.5%	7	6	85.7%	81.0%	
06 Supervisors: Crafts & Trades	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	4.4%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	316	-100.0%	0.0%	0	0.0%	2.0%	19	19	266	2.0%	16	-1	0	0.0%	78.9%	17	1	84.2%	79.1%	
08 Skilled Sales & Service	4	-100.0%	0.0%	0	0.0%	2.0%	0	0	4	2.0%	0	-3	0	0.0%	27.9%	3	3	100.0%	100.0%	
09 Skilled Crafts & Trades	31	-100.0%	0.0%	0	0.0%	2.0%	2	2	1	2.0%	0	0	0	0.0%	2.9%	0	0	3.2%	3.2%	
10 Clerical Personnel	92	-100.0%	0.0%	0	0.0%	2.0%	6	6	47	2.0%	3	21	0	0.0%	70.6%	-18	-21	51.1%	47.8%	
11 Intermediate Sales & Service	18	-100.0%	0.0%	0	0.0%	2.0%	1	1	13	2.0%	1	0	0	0.0%	66.0%	1	0	72.2%	66.7%	
12 Semi-Skilled Manual	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	1	2.0%	0	0	0	0.0%	16.4%	0	0	14.3%	14.3%	
13 Other Sales & Service	6	-100.0%	0.0%	0	0.0%	2.0%	0	0	1	2.0%	0	2	0	0.0%	56.9%	-2	-2	16.7%	16.7%	
14 Other Manual Workers	3	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	0.0%	27.9%	-1	-1	0.0%	0.0%	
Total	1,892	-100.0%	0.0%	0	0.0%	2.0%	114	114	919	2.0%	55	184	0	0.0%	55.4%	-129	-184	48.6%	45.7%	

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

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

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 YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				From - To YYYY - YYYY	2019	2022								
	2019-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	11	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	0	0	0	0.0%	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	151	-100.0%	0.0%	0	0.0%	2.0%	9	9	0	2.0%	0	4	0	0.0%	2.7%	-4	-4	0.0%	0.0%	
03 Professionals	1,202	-100.0%	0.0%	0	0.0%	2.0%	72	72	10	2.0%	1	26	0	0.0%	2.9%	-25	-26	0.8%	0.7%	
04 Semi-Professionals & Tech	23	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	1	0	0.0%	2.9%	-1	-1	0.0%	0.0%	
05 Supervisors	21	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	1	0	0.0%	2.7%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	3.3%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	316	-100.0%	0.0%	0	0.0%	2.0%	19	19	3	2.0%	0	4	0	0.0%	2.1%	-4	-4	0.9%	0.9%	
08 Skilled Sales & Service	4	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	2.1%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	31	-100.0%	0.0%	0	0.0%	2.0%	2	2	0	2.0%	0	2	0	0.0%	5.5%	-2	-2	0.0%	0.0%	
10 Clerical Personnel	92	-100.0%	0.0%	0	0.0%	2.0%	6	6	0	2.0%	0	2	0	0.0%	2.7%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	18	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	0	0	0.0%	2.5%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	2.7%	0	0	0.0%	0.0%	
13 Other Sales & Service	6	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%	
14 Other Manual Workers	3	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	4.3%	0	0	0.0%	0.0%	
Total	1,892	-100.0%	0.0%	0	0.0%	2.0%	114	114	13	2.0%	1	41	0	0.0%	2.8%	-40	-41	0.7%	0.6%	

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To						
	2019-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-06-01	Annually	Over 3 Years		2019	2022						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	162	-100.0%	0.0%	0	0.0%	2.0%	10	10	0	2.0%	0	8	0	0.0%	5.0%	-8	-8	0.0%	0.0%	
03 Professionals	1,202	-100.0%	0.0%	0	0.0%	2.0%	72	72	12	2.0%	1	96	0	0.0%	8.9%	-95	-96	1.0%	0.9%	
04 Semi-Professionals & Tech	23	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	2	0	0.0%	7.6%	-2	-2	0.0%	0.0%	
05 Supervisors	21	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	6	0	0.0%	27.5%	-6	-6	0.0%	0.0%	
06 Supervisors: Crafts & Trades	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	1	2.0%	0	0	0	0.0%	10.1%	0	0	14.3%	14.3%	
07 Administrative & Sr Clerical	316	-100.0%	0.0%	0	0.0%	2.0%	19	19	10	2.0%	1	23	0	0.0%	10.0%	-22	-23	3.2%	2.8%	
08 Skilled Sales & Service	4	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	8.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	31	-100.0%	0.0%	0	0.0%	2.0%	2	2	1	2.0%	0	1	0	0.0%	7.8%	-1	-1	3.2%	3.2%	
10 Clerical Personnel	92	-100.0%	0.0%	0	0.0%	2.0%	6	6	3	2.0%	0	6	0	0.0%	9.3%	-6	-6	3.3%	3.3%	
11 Intermediate Sales & Service	18	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	2	0	0.0%	10.8%	-2	-2	0.0%	0.0%	
12 Semi-Skilled Manual	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	0.0%	10.3%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	6	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	0.0%	10.7%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	3	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	6.8%	0	0	0.0%	0.0%	
Total	1,892	-100.0%	0.0%	0	0.0%	2.0%	114	114	27	2.0%	2	145	0	0.0%	9.0%	-143	-145	1.4%	1.3%	

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

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

Table 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	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees								Members of Visible Minorities													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years		From - To									
		2019-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-01	Annually	Over 3 Years		2019	2022									
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	11	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	1	0	0.0%	11.5%	-1	-1	0.0%	0.0%			
02	Middle & Other Managers	151	-100.0%	0.0%	0	0.0%	2.0%	9	9	14	2.0%	1	14	0	0.0%	17.6%	-13	-14	9.3%	8.6%			
03	Professionals	1,202	-100.0%	0.0%	0	0.0%	2.0%	72	72	75	2.0%	5	138	0	0.0%	17.3%	-133	-138	6.2%	5.8%			
04	Semi-Professionals & Tech	23	-100.0%	0.0%	0	0.0%	2.0%	1	1	5	2.0%	0	2	0	0.0%	29.2%	-2	-2	21.7%	21.7%			
05	Supervisors	21	-100.0%	0.0%	0	0.0%	2.0%	1	1	1	2.0%	0	9	0	0.0%	49.6%	-9	-9	4.8%	4.8%			
06	Supervisors: Crafts & Trades	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	0.0%	10.8%	-1	-1	0.0%	0.0%			
07	Administrative & Sr Clerical	316	-100.0%	0.0%	0	0.0%	2.0%	19	19	32	2.0%	2	96	0	0.0%	39.9%	-94	-96	10.1%	9.5%			
08	Skilled Sales & Service	4	-100.0%	0.0%	0	0.0%	2.0%	0	0	1	2.0%	0	0	0	0.0%	26.1%	0	0	25.0%	25.0%			
09	Skilled Crafts & Trades	31	-100.0%	0.0%	0	0.0%	2.0%	2	2	2	2.0%	0	2	0	0.0%	12.8%	-2	-2	6.5%	6.5%			
10	Clerical Personnel	92	-100.0%	0.0%	0	0.0%	2.0%	6	6	8	2.0%	0	35	0	0.0%	46.7%	-35	-35	8.7%	8.7%			
11	Intermediate Sales & Service	18	-100.0%	0.0%	0	0.0%	2.0%	1	1	3	2.0%	0	6	0	0.0%	52.6%	-6	-6	16.7%	16.7%			
12	Semi-Skilled Manual	7	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	4	0	0.0%	53.4%	-4	-4	0.0%	0.0%			
13	Other Sales & Service	6	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	4	0	0.0%	59.5%	-4	-4	0.0%	0.0%			
14	Other Manual Workers	3	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	2	0	0.0%	50.9%	-2	-2	0.0%	0.0%			
Total		1,892	-100.0%	0.0%	0	0.0%	2.0%	114	114	141	2.0%	8	314	0	0.0%	23.6%	-306	-314	7.5%	7.0%			

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

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

Table 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	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

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 YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 10: Women

Employment Equity Occupational Group (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	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	%	%	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%		
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 12: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

Data for Subsequent/Current Goals

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

**Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 14: 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	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

British Columbia Institute of Technology

[Date: 2019-10-11]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 4: Results - Women

British Columbia Institute of Technology

[Date: 2019-10-11]

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 ÷ 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														
		All Employees	Workforce							Hires				Promotions				Terminations						
			Women							Women			Women			Women								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	%	#	%	#	#	#	%	#	#	#	%	#	#					
01 Senior Managers	2019	11	7	63.6	27.6	3	4	230.6																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2019	151	82	54.3	39.4	59	23	137.8																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
03 Professionals	2019	1,202	474	39.4	52.7	633	-159	74.8																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
04 Semi-Professionals & Technicians	2019	23	5	21.7	32.5	7	-2	66.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2019	21	18	85.7	52.5	11	7	163.3																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
06 Supervisors: Crafts & Trades	2019	7	0	0.0	4.4	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	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
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	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		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0		
05 Supervisors	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		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

British Columbia Institute of Technology

[Date: 2019-10-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce								Hires				Promotions				Terminations						
			Women								Women				Women				Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	#	%	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2019	316	266	84.2	78.9	249	17	106.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2019	4	4	100.0	27.9	1	3	358.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2019	31	1	3.2	2.9	1	0	111.2																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
10	Clerical Personnel	2019	92	47	51.1	70.6	65	-18	72.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2019	18	13	72.2	66.0	12	1	109.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2019	7	1	14.3	16.4	1	0	87.1																
		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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

British Columbia Institute of Technology

[Date: 2019-10-11]

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																
		All Employees	Workforce							All Employees	Hires			Promotions			Terminations									
			Women								Women			Women			Women									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	#	#	#	%	#	%	#	#	#	#	%	#	#	#									
13 Other Sales & Service Personnel	2019	6	1	16.7	56.9	3	-2	29.3																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2019	3	0	0.0	27.9	1	-1	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0
Total	2019	1,892	919	48.6	55.4	1,048	-129	87.7																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0

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	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0									
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0									
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0									

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

British Columbia Institute of Technology

[Date: 2019-10-11]

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															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2019	11	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	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2019	151	0	0.0	2.7	4	-4	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
03 Professionals	2019	1,202	10	0.8	2.9	35	-25	28.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2019	23	0	0.0	2.9	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2019	21	0	0.0	2.7	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2019	7	0	0.0	3.3	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	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 + 1 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	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0					
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0					
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0					
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0					
05 Supervisors	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					
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0					

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis															
		All Employees	Workforce								Hires				Promotions				Terminations							
			Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	%	#	#	#	%	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2019	316	3	0.9	2.1	7	-4	45.2																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2019	4	0	0.0	2.1	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2019	31	0	0.0	5.5	2	-2	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2019	92	0	0.0	2.7	2	-2	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2019	18	0	0.0	2.5	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2019	7	0	0.0	2.7	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

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[Date: 2019-10-11]

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
13 Other Sales & Service Personnel	2019	6	0	0.0	2.9	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	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	2019	3	0	0.0	4.3	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0
Total	2019	1,892	13	0.7	2.8	53	-40	24.5		0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0		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				
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0									
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0									
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0									

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

British Columbia Institute of Technology

[Date: 2019-10-11]

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 ÷ 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	Expected	Difference	#	#	Actual	Expected	Expected	Difference	#	#	Actual	Expected
01&02 Managers	2019	162	0	0.0	5.0	8	-8	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2019	1,202	12	1.0	8.9	107	-95	11.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2019	23	0	0.0	7.6	2	-2	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2019	21	0	0.0	27.5	6	-6	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2019	7	1	14.3	10.1	1	0	141.4																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	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	
01&02 Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

British Columbia Institute of Technology

[Date: 2019-10-11]

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						
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07	Administrative & Senior Clerical	2019	316	10	3.2	10.0	32	-22	31.6																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2019	4	0	0.0	8.0	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2019	31	1	3.2	7.8	2	-1	41.4																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2019	92	3	3.3	9.3	9	-6	35.1																	
		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
11	Intermediate Sales & Service Personnel	2019	18	0	0.0	10.8	2	-2	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2019	7	0	0.0	10.3	1	-1	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees		Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	#	%	#	%	#	%	#	%	
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

British Columbia Institute of Technology

[Date: 2019-10-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
		#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%							
13 Other Sales & Service Personnel	2019	6	0	0.0	10.7	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2019	3	0	0.0	6.8	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2019	1,892	27	1.4	9.0	170	-143	15.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

British Columbia Institute of Technology

[Date: 2019-10-11]

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 ÷ 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															
		All Employees	Workforce							All Employees	Hires			Promotions			Terminations								
			Visible Minorities								Visible Minorities			Visible Minorities			Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	#	#	#	#	%	#	%	#	%						
01 Senior Managers	2019	11	0	0.0	11.5	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2019	151	14	9.3	17.6	27	-13	52.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
03 Professionals	2019	1,202	75	6.2	17.3	208	-133	36.1																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2019	23	5	21.7	29.2	7	-2	74.4																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
05 Supervisors	2019	21	1	4.8	49.6	10	-9	9.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2019	7	0	0.0	10.8	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

British Columbia Institute of Technology

[Date: 2019-10-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		All Employees	Workforce								Hires				Promotions				Terminations						
			Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	#	%	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2019	316	32	10.1	39.9	126	-94	25.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2019	4	1	25.0	26.1	1	0	95.8																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2019	31	2	6.5	12.8	4	-2	50.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
10	Clerical Personnel	2019	92	8	8.7	46.7	43	-35	18.6																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2019	18	3	16.7	52.6	9	-6	31.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2019	7	0	0.0	53.4	4	-4	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

British Columbia Institute of Technology

[Date: 2019-10-11]

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															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2019	6	0.0	59.5	4	-4	0.0																		
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2019	3	0.0	50.9	2	-2	0.0																		
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
Total	2019	1,892	141	7.5	23.6	447	-306	31.6																	
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ 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	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0									
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0									
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0									

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
British Columbia Institute of Technology
[Date: 2019-10-11]

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):



BCIT Employment Equity Survey

Thank you for taking the time to complete the BCIT Employment Equity Survey. BCIT values the contributions of all employees, and is committed to workplace diversity and employment equity.

Participation in the survey is voluntary; however, if you decide to participate you **MUST** complete this first section before continuing to the optional questions on the next page.

The employee number is required to verify and ensure the participants of the survey are actual BCIT employees. The Equity data collected will not be linked to employee personal data in HR.

Answering any other questions is completely optional.

BCIT ID#

Department

Position

Employment Status
Circle one only

Full time
Part time
Temporary/Auxiliary

End of mandatory questions.

Please proceed to the next page if you'd like to participate in the optional questions.



BCIT Employment Equity Survey Optional Questions

*The terminology below is taken directly from the Federal Government Guide for Compliance for Contractors.
Please tick only one answer per question.*

1. Sex

For the purpose of employment equity, do you consider yourself female or male?

- Female
- Male

2. Aboriginal / Indigenous Persons

According to the definition used by the Federal Contractors Program, Aboriginal peoples are those who identify as First Nations (Status, non-Status, Treaty), Métis, Inuit, or North American Indian

For the purpose of employment equity, do you consider yourself an Aboriginal / Indigenous person?

- Yes
- No

3. Visible Minorities

According to the definition used by the Federal Contractors Program, members of visible minorities are persons in Canada (other than Aboriginal peoples, defined above) who are non-white, regardless of place of birth or citizenship.

For the purpose of employment equity, do you self-identify as a “visible minority”?

- Yes
- No

4. Persons with Disabilities

According to the definition used by the Federal Contractors Program, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons with disabilities who have been accommodated in their current job or workplace.

For the purpose of employment equity, do you consider yourself a person with a disability?

- Yes
- No

5. Sexual Minorities

For the purposes of this survey, sexual minorities are persons who self-identify as lesbian, gay, bisexual, two-spirited, or an analogous term.

For the purposes of employment equity do you consider yourself a sexual minority?

- Yes
- No

6. Gender Identity

For the purposes of this survey, gender identity refers to a person whose gender or self-expression differs from conventional expectations of masculinity or femininity.

For the purposes of employment equity, do you consider yourself trans, transgender, gender-fluid, or an analogous term?

- Yes
- No

Thank you for your participation in the BCIT Employment Equity Survey!

Please return paper based survey in a sealed envelope to IR c/o Sarah Dunn

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: British Columbia Institute of Technology

Primary Location: Burnaby, British Columbia

Number of Employees: 1892

•

Organization Overview:

NAICS 6113 (Colleges, Universities and Professional Schools)

The British Columbia Institute of Technology (also referred to as BCIT), is a public polytechnic institute in Burnaby, British Columbia. It is provincially chartered through legislation in the College and Institute Act.

Key Dates – First Year Assessment

Initiated: 2018-12-20 ext 2019-02-28

Received: 2019-12-10

Workforce 2019-10-08

Analysis:

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	3552	
Number of questionnaires returned:	804	23
Number of completed questionnaires returned:	804	23

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

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

Observations:

The response rate is only 23 %. The Clarification received concerning the response rate is – *“BCIT is very consultative with our employees, to the point of survey fatigue. We have just been through our annual engagement survey (the #1 survey at BCIT) and it only received a 46% response rate. We have also been through surveys over our new strategic and education plans, part-time studies and a number of other consultative events, town hall meetings, and workshops. On top of this there are annual student surveys and a number of other administrative duties that need to be performed on an on-gong basis.*

It is not because, as an organization, or even as individuals, we do not believe in the value of what your program is trying to achieve. It’s just for a non-mandatory survey of this nature, given all of the other things that happen at BCIT and the programs we already have, 23% is actually a great response rate.”

WORKFORCE ANALYSIS & GOAL SETTING

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

Observations:

- All short and long-term goals are set as per the market availability. Goals were set for each and every gap respectively.

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-159	50.0	50.0	39.4	52.7
04	Semi-Professionals & Technicians	-2	32.5	32.5	21.7	32.5
10	Clerical Personnel	-18	NR	NR	51.1	70.6
13	Other Sales & Service Personnel	-2	50.0	50.0	16.7	56.9
14	Other Manual Workers	-1	27.9	27.9	0.0	27.9

Observations:

- EEOG 03 – The short and long term goal is set at 50.0 % even though the market availability is 52.7% is acceptable in order to avoid segregation.
- EEOG 04, EEOG 13 and EEOG 14 – the short and long-term goals are set as per the labour market availability.
- EEOG 10 – No goal is required to be set since the present representation is over 50.0%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-4	2.7	2.7	0.0	2.7
03	Professionals	-25	2.9	2.9	0.8	2.9
04	Semi-Professionals & Technicians	-1	2.9	2.9	0.0	2.9

05	Supervisors	-1	2.7	2.7	0.0	2.7
07	Admin. & Senior Clerical Personnel	-4	2.1	2.1	0.9	2.1
09	Skilled Crafts & Trades Workers	-2	5.5	5.5	0.0	5.5
10	Clerical Personnel	-2	2.7	2.7	0.0	2.7

Observations:

- The organization has set the short and long-term goal as per the market availability.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	-8	5.0	5.0	0.0	5.0
03	Professionals	-95	8.9	8.9	1.0	8.9
04	Semi-Professionals & Technicians	-2	7.6	7.6	0.0	7.6
05	Supervisors	-6	27.5	27.5	0.0	27.5
07	Admin. & Senior Clerical Personnel	-22	10.0	10.0	3.2	10.0
09	Skilled Crafts & Trades Workers	-1	7.8	7.8	3.2	7.8
10	Clerical Personnel	-6	9.3	9.3	3.3	9.3
11	Inter. Sales & Service Personnel	-2	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-1	10.3	10.3	0.0	10.3
13	Other Sales & Service Personnel	-1	10.7	10.7	0.0	10.7

Observations:

- The organization has set the short and long-term goal as per the market availability.

Members of Visible Minorities

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

#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-13	17.6	17.6	9.3	17.6
03	Professionals	-133	17.3	17.3	6.2	17.3
04	Semi-Professionals & Technicians	-2	29.2	29.2	21.7	29.2
05	Supervisors	-9	49.6	49.6	4.8	49.6
06	Supervisors: Crafts & Trades	-1	10.8	10.8	0.0	10.8
07	Admin. & Senior Clerical Personnel	-94	39.9	39.9	10.1	39.9
09	Skilled Crafts & Trades Workers	-2	12.8	12.8	6.5	12.8
10	Clerical Personnel	-35	46.7	46.7	8.7	46.7
11	Inter. Sales & Service Personnel	-6	52.6	52.6	16.7	52.6
12	Semi-Skilled Manual Workers	-4	53.4	53.4	0.0	53.4
13	Other Sales & Service Personnel	-4	59.5	59.5	0.0	59.5
14	Other Manual Workers	-2	50.9	50.9	0.0	50.9

Observations:

- The organization has set the short and long-term goal as per the market availability.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that the self-identification survey response rate is below the expected rate of 80%, we recommend that the organization design a follow-up strategy aimed at increasing the return and response rates. This could include communicating with employees to further:
 - explain the purpose of the survey; re-sending the self-identification questionnaire and asking employees who have not done so to complete the questionnaire;
 - offer a means to answer questions that employees may have on employment equity; and,
 - follow up with employees who have not completed the self-identification questionnaire to provide additional information and answer any questions they may have while respecting the voluntary aspect of self-identification;
 - We encourage your organization to continue building networks with designated group organizations to increase the representation of underrepresented groups.

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Neena Sharan

Date: January 7, 2020

From: Sharan, Neena N [NC] **On Behalf Of** EE-EME

Sent: January 16, 2020 11:36 AM

To: 'lorcan_o'melinn@bcit.ca' <lorcan_o'melinn@bcit.ca>; 'Kim Dotto' <Kim_Dotto@bcit.ca>

Subject: Government of Canada Agreement Number: 10000673 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Lorcan O'Melinn:

I am writing to inform you that the compliance assessment initiated on December 20, 2018 has been completed. As a result of the assessment, British Columbia Institute of Technology has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of British Columbia Institute of Technology's employment equity program.

- Given that the self-identification survey response rate is below the expected rate of 80%, we recommend that the organization design a follow-up strategy aimed at increasing the return and response rates. This could include communicating with employees to further:
 - explain the purpose of the survey; re-sending the self-identification questionnaire and asking employees who have not done so to complete the questionnaire;
 - offer a means to answer questions that employees may have on employment equity; and
 - follow up with employees who have not completed the self-identification questionnaire to provide additional information and answer any questions they may have while respecting the voluntary aspect of self-identification;
 - We encourage your organization to continue building networks with designated group organizations to increase the representation of underrepresented groups.
- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on December 20, 2021. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When British Columbia Institute of Technology is notified of a subsequent assessment, the following information will be required:

1. Workforce data (Form1 to 6) at the national level.
2. A current workforce analysis; and
3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, British Columbia Institute of Technology will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

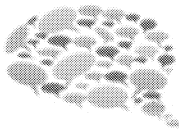
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

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

Your cooperation during the course of this compliance assessment was appreciated and we wish British Columbia Institute of Technology continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



Un espace collaboratif pour les employeurs! Joignez-vous au Forum de l'équité, la diversité et

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyez-nous un courriel pour vous joindre!

A collaborative space for employers! Join the online Workplace Equity, Diversity and Inclusion

Forum (WEDIF). Send us an email to join!

From: Kim Dotto <Kim_Dotto@bcit.ca>
Sent: December 13, 2018 2:58 PM
To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>
Subject: Employment Equity Survey BCIT
Importance: High

Neena:

Could you please take a look at the attached survey and let us know if this meets the requirements. As we would like to send this out as soon as possible, I was hoping to get a response from you in the next couple of days.

Thanks

Kim

Dr. Kim Dotto, P.Eng.
Dean | Applied Research
Centre for Applied Research and Innovation (CARI)
British Columbia Institute of Technology
T: 604.451.6941 | E: kim_dotto@bcit.ca

<http://www.bcit.ca/appliedresearch/>

