s.24(1)

Labour Program Federal Contractors Program PROTECTED WHEN COMPLETED - B

OFFICIAL USE	ONLY
Agreement	N°:

Agreement to Implement Employment Equity

New Agreement	(All sections r	nust be complet	ted)					
Revised Agreement								
	ORGA	ANIZATION	4					
Legal Name of Organization	- 6 m 1 1		Parent company	y is located outside	Canada			
British Columbia Institute	or rechnology		Yes V No					
Operating Name (if different from Legal Name	of Organization)		Business Num	ber				
	J							
				femployees in Cana I-Time and/or Part-				
Organization's North American Industry Classi To find your organization's four-digit NAICS co		e Number	Пr.уп.	D1-41				
http://www.statcan.gc.ca/subjects-sujets/stand		ist-liste-eng.htm	Federally	-				
16113			✓ Provincial	ly Regulated				
	LITA	D OFFICE						
Address (building number, street, suite, etc.)	пен	D OFFICE City		Province	Postal Code			
3700 Willingdon Avenue		Burnaby		BC	V5G 3H2			
THE PROPERTY OF THE PROPERTY O		Telephone Number						
***************************************		604-434-5734	1					
	CMDI OVASCAIT	EQUITY CONTA	Л ОТ					
Name (print)	EINT LOT WENT	Title	101					
Lorcan O'Melinn		Vice Preside	nt, Admini	stration and	d CFO			
Telephone Number	E-mail Address	!		Preferred Languag	e of Correspondence			
604-451-7138	Lorcan_O'Melinn@b	cit.ca		✓ English	French			
	CERT	IFICATION						
The above-named organization:								
 having a combined workforce of 100 e 	or more permanent full-time	e and permanent p	art-time employ	ees in Canada,	AND			
 intending to bid on, or being in receipt Supply Arrangement, valued at \$1,00 	t of, a federal government 0.000 or more (including a	goods or services o	contract, standir	ng offer or contra	ct issued under a			
hereby certifies its commitment to implem	ent or maintain employme	nt equity on an on⊣						
instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng			nformation on h	now to implement	employment equity			
Important note: If an audit of the Agreen	ent to Implement Employe	nent Equity uncove	rs misrepresen	tation on the part	of the organization,			
the procurement instrument(s) with the Ge	overnment of Canada may	be terminated.						
	SIGI	NATORY						
NOTE: The signatory must be the Chief is contract on behalf of the organization		thorized person in	an executive p	osition with legal	authority to sign a			
Name (print)		Title						
Lorcan O'Melinn	1F 7A11	Vice Preside	nt, Admini					
Telephone Number	E-mail Address			_ ~	ge of Correspondence			
604-451	O'Melinn@			✓ English	rench			
Signature		Date (YYYY-MM-DD		20				
	<u></u>	2018	-04	-30				
Privacy No. The information you provide on this form is coll Contractors Program (FCP).	ected under the authority of se	ection 42 of the Emplo	oyment Equity Ac	to determine your	eligibility for the Federal			
Completion of this form is mandatory. Refusal t	o provide personal information	n will result in the orga	anization's name	being placed on the	FCP Limited Eligibility			
to Bid List, loss of the right to bid on federal go The information you provide may be used and/disclosures of your personal information will ne								
ous cosures or your personal information will ne Your personal information, which is described in								
your personal midmation, which is described in government publication entitled <i>Info Source</i> , wh accessed online at any Service Canada Centre	iich is available at the followin	g website address: ht	tp://www.infosou	ng this intornation rce.gc.ca. Info Sour	are outlined in the ce may also be			
	RETURN I	NSTRUCTIONS						
IMPORTANT		•						
 The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc, 		m must be sent to	the Labour P	rogram by				



Emploi et Développement social Canada

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) <u>BCIT</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>10000673</u>, 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 Employement 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 20 2000



Workforce Analysis - Detailed Report

Date: 2019-10-08

Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa	•	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Aboriginal Peoples

Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Members of Visible Minorities

		Members of Visible Minorities					
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability G	ap 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 -	33
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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avai %	lability #	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Members of Visible Minorities

		Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	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



Workforce Analysis - Detailed Report

Date: 2019-10-08

Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability Ga	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 -	5 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	2 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 -14	4	

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

Perform Analysis By	Recruitment Area
EEOG	National
EEOG	National
NOC	National
NOC	Provincial
EEOG	CMA
NOC	Provincial
EEOG	CMA
NOC	Provincial
NOC	Provincial
EEOG	CMA
	EEOG NOC EEOG NOC EEOG NOC NOC EEOG EEOG EEOG EEOG



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



Workforce Analysis - Summary Report

Date: 2019-10-08

Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	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	



Workforce Analysis - Summary Report

Date: 2019-10-08

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	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	



Workforce Analysis - Summary Report

Date: 2019-10-08

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation		ilability	Gap	
	#	#	%	%	#	#	
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	



Workforce Analysis - Summary Report

Date: 2019-10-08

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation		ilability	Gap	
	#	#	%	%	#	#	
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	



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	СМА



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



Part 1: Workforce Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	06	01

Data from S	ubsequent/Curro Analysis	ent Workforce
1		1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD

Table 5: Women

		F	Гable 1: Women	
		First/Pr	evious Workforce A	analysis
Emal	exposed Family Occupational Crown (FFOC)	All Employees	Won	ien
стри	oyment Equity Occupational Group (EEOG)		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

Subsequen	/Current Workford	e Analysis
All Employees	Wom	ien
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:			
Source.	•		
2006 Cen	sus of Cana	ıda	

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Part 1: Workforce Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

Data from Su	ibsequent/Currei Analysis	nt Workforce
\	\	\

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	06	01

0	0	0
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table	2: Aboriginal P	eoples
		First/Pr	evious Workforce A	Analysis
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Aborigina	il Peoples
բանտ	dyment Equity Occupational Group (EEOG)		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

	6: Aboriginal Pe /Current Workforc	
All Employees	Aborigina	·
	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

۳	Source:	
Ŀ	2006 Census of Canada	

* Source:		
0		

Part 1: Workforce Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

↓ ↓

Data from Su	bsequent/Curro Analysis	ent Workforce
\	\	\

2019	06	01
VVVV	MM	aa
Data from Fi	rst/Previous Work	force Analysis

YYYY	IVI IVI	עע
//*/*/	equent/Current Wo	rkforce Analysis

		Table 3: Members of Visible Minorities First/Previous Workforce Analysis		
Emplo	oyment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities	
բանա	dyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	11	0	11.5
02	Middle & Other Managers	151	14	17.6
03	Professionals	1,202	75	17.3
04	Semi-Professionals & Technicians	23	5	29.2
05	Supervisors	21	1	49.6
06	Supervisors: Crafts & Trades	7	0	10.8
07	Administrative & Senior Clerical Personnel	316	32	39.9
08	Skilled Sales & Service Personnel	4	1	26.1
09	Skilled Crafts & Trades Workers	31	2	12.8
10	Clerical Personnel	92	8	46.7
11	Intermediate Sales & Service Personnel	18	3	52.6
12	Semi-Skilled Manual Workers	7	0	53.4
13	Other Sales & Service Personnel	6	0	59.5
14	Other Manual Workers	3	0	50.9
Total		1,892	141	23.6

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis			
All Employees			
•	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	

* So	urce:		
0			

Part 1: Workforce Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	06	01

2019	06	01
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

		Table 4: Persons with Disabilities			
		First/Previous Workforce Analysis			
Familia	amont Equity Occupational Crown (FFOC)	All Employees	Persons with	Persons with Disabilities	
rmbio	yment Equity Occupational Group (EEOG)		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	

* Source:				
2006 Census	of Canada	1		

Data from S	Subsequent/Curro Analysis	ent Workforce
J		J

Table 8: Persons with Disabilities			
All Employees	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	
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Part 2: Flow Data Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

Star	t Date of	Flow D	ata
	MIV		DD

End	Date of Flow	Data
YYYY	MM	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

		b - Emp	
	Termin:	3 † 6 6 6	

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

Table 5: Women Full-time / National Part-time / National												
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted									
#	#	#	#									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
o	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

British Columbia Institute of Technology

[Date: 2019-10-11]

0	0	0
YYYY	MM	DD
Start	Date of Flow	/ Data

0	0	0
YYYY	MM	DD
End l	Date of Flow	Data

Data from Form 4 - Employees Hired

Data	from Fo	rm 5 - Emp	olovees
		_	•
	Pro	moted	
	110	moteu	
	- 1		

Data from Form 6 - Employees Terminated

		Tal	ole 2: Abor	iginal Peo	ples
		Full-time	/ National	Part-time	/ National
Employment Equity (EEOG)	Occupational Group	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01 Senior Managers		0	0	0	0
02 Middle & Other N	1anagers	0	0	0	0
03 Professionals		0	0	0	0
04 Semi-Professional	s & Technicians	0	0	0	0
05 Supervisors		0	0	0	0
06 Supervisors: Craft	s & Trades	0	0	0	0
07 Administrative &	Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & So	ervice Personnel	0	0	0	0
09 Skilled Crafts & T	rades Workers	0	0	0	0
10 Clerical Personne		0	0	0	0
11 Intermediate Sales	& Service Personnel	0	0	0	0
12 Semi-Skilled Man	ual Workers	0	0	0	0
13 Other Sales & Ser	vice Personnel	0	0	0	0
14 Other Manual Wo	rkers	0	0	0	0
Total		0	0	0	0

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

Table 10: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

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

0	0	0
VVVV	MM	aa
End l	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 6 - Employees Terminated

		Table 3: Persons with Disabilitie			
		Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	o
11	Intermediate Sales & Service Personnel	0	0	0	o
12	Semi-Skilled Manual Workers	0	0	0	o
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Tot	al	0	0	0	0

Table 7: Persons with Disabilities				
Full-time / National		Part-time / National		
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Labie 1	1: Person	s with Disa	idilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0

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

All Employees

#

Part-time / National

End	Date of Flow	Data
YYYY	MM	DD
0	0	0

Data from Form 4 - Employ Hired

Table 4: Members of Visible Minorities

Full-time / National

All Employees

Hired

Members of

Visible

Minorities

Hired

AL.	

Members of

Visible

Minorities

Hired

#

Table 8: Members of	of Visible Minorities
Full-time / National	Part-time / National
All Employees Visible	All Employees Visible

Data from Form 5 - Employees

Promoted

Promoted Minorities Promoted Promoted # #

Minorities Promoted

Data from Form 6 - Employees **Terminated**

Full-time / National		Part-time / National		
All Employees Terminated			Visible All Emplo Minorities Termina	Members of Visible Minorities Terminated
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Employment Equity Occupational Group

Semi-Professionals & Technicians

07 Administrative & Senior Clerical Personnel

Intermediate Sales & Service Personnel

(EEOG)

01 Senior Managers

10 Clerical Personnel

03 Professionals

05 Supervisors

02 Middle & Other Managers

06 Supervisors: Crafts & Trades

08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel

14 Other Manual Workers

Part 3: Goals

British Columbia Institute of Technology

									Data f	or First/P	revious (Goals							
AB	C	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		Ţ	1	Ţ	Ţ	1	1	Ţ	1	↓	↓	Ţ	1	1	\	1	Ţ	J	<u> </u>
										Table 1:									
									First/	Previous Sh	iort-term G	oals							
				All Er	nployees										omen				r
	Number	Grov	vth (New Posit	tions)	Turnover (Re		Terminated		Number	Turnover (Re	enlacement of	Hires	3 Yea						
Employment Equity Occupational					ļ	Employees)		Anticipated		Terminated		Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	VYYY-MM-DD		ı	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-06-01	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	H	Ħ	%	%	#	#	%	%
01 Senior Managers	11	-100.0%	0.0%	. (0.0%	2.0%	1	1	7	2.0%	0	-4	7 0	0.0%	27.6%	4	4	63.6%	63.6%
02 Middle & Other Managers	151	-100.0%	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%	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%	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%	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%	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%	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%	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%	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%	2.0%	6	6	47	2.0%	3	21	0	0.0%	70.6%	-18	-21		47.8%
11 Intermediate Sales & Service	18	-100.0%		(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%	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%	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%	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%	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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

	workforce Analysis) - 2) x 10	0.				
						Table 2: Women
E1	oyment Equity Occupational		Wom	ien		
	p (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		#	%	#	%	
	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	
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	
1	Semi-Skilled Manual	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	

Part 3: Goals

British Columbia Institute of Technology

									Data I	or First/P	Previous (Goals							
[A] B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<u> </u>	↓	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	J.	Ţ	Ţ	↓	Ţ	↓	Ţ	Ţ	↓	1
										3: Abori									
									First/	Previous Sh	iort-term G	oals							
				All Er	nployees									· · · · · · · · · · · · · · · · · · ·	nal Peoples	1			ı
	Number	Grov	rth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals					
Employment Equity Occupational	YYYY-MM-DD	Actual		ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actuai	Proj		Actuai	rre _!	1	Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	r resent Gap	Gap	Representation	Years
	2019-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-06-01	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	11	-100.0%	0.0%	(0.0%	2.0%	1	1	. 0	2.0%	0	0	C	0.0%	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	151	-100.0%	0.0%	(0.0%	2.0%	9	9	o	2.0%	0	4	C	0.0%	2.7%	-4	-4	0.0%	0.0%
03 Professionals	1,202	-100.0%	0.0%	(0.0%	2.0%	72	72	2 10	2.0%	1	26	C	0.0%	2.9%	-25	-26	0.8%	0.7%
04 Semi-Professionals & Tech	23	-100.0%	0.0%	(0.0%	2.0%	1	1	. 0	2.0%	0	1	C	0.0%	2.9%	-1	-1	0.0%	0.0%
05 Supervisors	21	-100.0%	0.0%	(0.0%	2.0%	1	1	. 0	2.0%	0	1	C	0.0%	2.7%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	7	-100.0%	0.0%	(0.0%	2.0%	0	C	0	2.0%	0	0	C	0.0%	3.3%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	316	-100.0%	0.0%	(0.0%	2.0%	19	19	3	2.0%	0	4	C	0.0%	2.1%	-4	-4	0.9%	0.9%
08 Skilled Sales & Service	4	-100.0%	0.0%	(0.0%	2.0%	0	C	0	2.0%	0	0	C	0.0%	2.1%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	31	-100.0%	0.0%	(0.0%	2.0%	2	2	2 0	2.0%	0	2	C	0.0%	5.5%	-2	-2	0.0%	0.0%
10 Clerical Personnel	92	-100.0%	0.0%	(0.0%	2.0%	6	6	0	2.0%	0	2	C	0.0%	2.7%	-2	-2	0.0%	0.0%
11 Intermediate Sales & Service	18	-100.0%	0.0%	(0.0%	2.0%	1	1	. 0	2.0%	0	0	C	0.0%	2.5%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	7	-100.0%	0.0%	(0.0%	2.0%	0	C	0	2.0%	0	0	C	0.0%	2.7%	0	0	0.0%	0.0%
13 Other Sales & Service	6	-100.0%	0.0%	(0.0%	2.0%	0	C	0	2.0%	0	0	C	0.0%	2.9%	0	0	0.0%	0.0%
14 Other Manual Workers	3	-100.0%	0.0%	(0.0%	2.0%	0	_ c	0	2.0%	0	0	C	0.0%	4.3%		0	0.0%	0.0%
Total	1,892	-100.0%	0.0%	(0.0%	2.0%	114	114	13	2.0%	1	41		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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Analysis) ÷	- 2) x 100.					
						Table 4: Aboriginal Peoples
F 1 1 F 1 0			Aboriginal F	eoples .		
Employment Equity Occupa Group (EEOG)	Sh	ort-term	Goals	Long-ter	m Goals	Comments
-	#	#	%	#	%	
01 Senior Managers		0	0.0	0	0.0	
02 Middle & Other Mana	gers	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 C	lerical	0	0.0	0	0.0	
08 Skilled Sales & Service	e	0	0.0	0	0.0	
09 Skilled Crafts & Trade	s	0	0.0	0	0.0	
10 Clerical Personnel		0	0.0	0	0.0	
11 Intermediate Sales & S	ervice	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	s	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

Part 3: Goals

British Columbia Institute of Technology

								1244		,									
									Data	for First/I	Previous (Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	1	↓	↓	↓	1	↓	↓	1	↓	1	↓	↓	↓	↓	↓	J	
										Persons									
				AUE	nplovees				First/	Previous SI	iort-term G	oals		ъ .	th Disabilities				
				All E	<u>, , , , , , , , , , , , , , , , , , , </u>					1					ith Disabilities	s 1			ı
	Number	Grev	wth (New Posi	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational							ected	Anticipated Hires Over 3	VYYY-MM-DD	Terminated	Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-808-00	Actuai	Fitty	Over 3	Actual	rioj	Over 3	Years	1111-MM-DD		Over 3	Over 3 Years	1111	- 1 1 1 1	Availability	r resent Gap	Gap	Representation	Years
	2019-06-01	Annually	Annually	Years	Annually	Annually	Years		2019-06-01	Annually	Years	rears	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	162	-100.0%	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		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		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%	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%	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		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%	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%	2.0%	2	2	1	2.0%	0	1	0	0.0%	7.8%	-1	-1	3.2%	3.2%
10 Clerical Personnel	92		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%	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%	2.0%	0	0	0	2.0%	0	1	0	0.0%	10.3%		-1	0.0%	0.0%
13 Other Sales & Service	6	-100.0%	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%	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%	2.0%	114	114	27	2.0%	1 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)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-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.

Workforce Analysis) ÷ 2) x 10	10.				
					Table 6: Persons with Disabilities
Employment Equity Occupational	P	ersons with	Disabilities	3	
Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
	#	%	#	%	
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	

Part 3: Goals

British Columbia Institute of Technology

										Data i	or First/I	Previous (Goals							
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data so	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		\	1	1	1	↓	Ţ	1	↓	1	1	↓	1	1	1	\	1	Ţ	↓ ·	↓
										Table 7: M				š						
					AUE					First/	Previous SI	iort-term G	ioals			isible Minori				
					All En	nployees							1	3 Yea		isible Minori	ities			
		Number	Grow	rth (New Positi	ions)	Turnover (Re	placement of Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		n - To					
	yment Equity Occupational	YVYY-MM-DD	Actual	Proje	ected	Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	(EEOG)				Over 3		·	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
		2019-06-01	Annually	Annually	Years	Annually	Annually	Years		2019-06-01	Annually	Years		2019	2022					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
	Senior Managers	11	-100.0%	0.0%	C	0.0%	2.0%	8	1	. 0	2.0%	0	1	0	0.0%	11.5%	l .	-1	0.0%	0.0%
1 1	Middle & Other Managers	151	-100.0%	0.0%	C	0.0%	2.0%	3	9	14	2.0%	1	. 14	0	0.0%	17.6%	-13		9.3%	8.6%
1 1.	Professionals	1,202	-100.0%	0.0%	0	0.0%	2.0%	3	72	75	2.0%	5	138	0	0.0%	17.3%	-133	1	6.2%	5.8%
	Semi-Professionals & Tech	23	-100.0%	0.0%	(0.0%	2.0%	3	1	. 5	2.0%	0	2	0	0.0%	29.2%	-2	-2	21.7%	21.7%
	Supervisors	21	-100.0%	0.0%		0.0%	2.0%	31	1		2.0%	1 0	9	0	0.0%	49.6%	-9	-9	4.8%	4.8%
	Supervisors: Crafts & Trades Administrative & Sr Clerical	316	-100.0% -100.0%	0.0% 0.0%		0.0%	2.0% 2.0%	31	"	32	2.0% 2.0%	1 0	96	0	0.0% 0.0%	10.8% 39.9%	-1 -94	-1	0.0%	0.0% 9.5%
1 1	Skilled Sales & Service	316	-100.0% -100.0%	0.0%		0.0%	2.0%	3	19	32	2.0%	1 4	96	0	0.0%	39.9% 26.1%	-94	-96	10.1% 25.0%	9.5% 25.0%
1 1	Skilled Crafts & Trades	31	-100.0%	0.0%		0.0%	2.0%	3	"		2.0%	1 %		١	0.0%	12.8%] ,		6.5%	6.5%
10	Clerical Personnel	92	-100.0%	0.0%		0.0%	2.0%	3	6	2	2.0%	1 %	35	0	0.0%	46.7%	-35	-35	8.7%	8.7%
1 ** 1	Intermediate Sales & Service	18	-100.0%	0.0%		0.0%	2.0%	3	"	'l 3	2.0%	1 6	55	١	0.0%	52.6%	-55	-6	16.7%	16.7%
	Semi-Skilled Manual	7	-100.0%	0.0%		0.0%	2.0%	31		ا آ	2.0%]] 4	ا ا	0.0%	53.4%	1 "	_4	0.0%	0.0%
1 1	Other Sales & Service	6	-100.0%	0.0%	,	0.0%	2.0%	1	ا ا	ه ا	2.0%	l ő	1 4	ا ه	0.0%	59.5%	l .	-4	0.0%	0.0%
1 1	Other Manual Workers	3	-100.0%	0.0%		0.0%	2.0%	3	l 0	ol ő	2.0%	l ő		l ő	0.0%	50.9%	1	-2	0.0%	0.0%
Total		1,892	-100.0%	0.0%	C	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.

Workforce Analysis) ÷ 2) x 10	0.				
					Table 8: Members of Visible Minorities
F 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Men	nbers of Visil	ole Minori	ities	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
	#	%	#	%	
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	

Part 3: Goals

British Columbia Institute of Technology

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	1	Ţ	\	Ţ	1	J	↓	↓	J	1	J	1	Ţ	↓	Ţ	Ţ	↓	<u> </u>
										Table 9:									
									Subseque	ent/Current	Short-tern	1 Goals							
				All En	nployees										omen	1			r
	Number	Grev	wth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Yea						
Employment Equity Occupational								Anticipated Hires Over 3		Terminated	Employees)	Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YVYY-MM-DD	Actual	Pro	jected T	Actual	Proj	ected	Years	VYYY-MM-DD			Over 3	****	- YYYY	Availability	rresem Gap	Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	Ħ	%	%	H	%	%	#	#	H	%	#	#	Ħ	%	%	H	¥	%	%
01 Senior Managers	0	-100.0%		(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	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		C	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%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		C	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%		C	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%		C	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%		C	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		C	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%		C	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%		C	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	#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	#DIV/0!	#DIV/0!
Total	0	-100.0%			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) ÷ (1) × 100

	Workforce Analysis) ÷ 2) x 100	J		
				Table 10: Women
Em	loyment Equity Occupational	Wom	en	
	ip (EEOG)	Short-term Goals	Long-term Goals	Comments
		%	%	
	Senior Managers	0.0	0.0	
	Middle & Other Managers	0.0	0.0	
	Professionals	0.0	0.0	
04	Semi-Professionals & Tech	0.0	0.0	
	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	
Tota	l	0.0	0.0	

Federal Contractors Program Achievement Report Part 3: Goals British Columbia Institute of Technology

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	Κ÷C	(K - M + O) ÷ (C + F)
	<u> </u>	Ţ	Ţ	\	1	Ţ	Ţ	Ţ	Ų.	Ţ	Ţ	Ţ	Ţ	1	↓	Ţ	Ţ	J	Ţ
										11: Abor									
									Subsequ	ent/Curren	t Short-tern	n Goals							
				All Er	nployees									<u></u>	nal Peoples			ı	r
	Number	Gree	wth (New Posi	tions)	Turnover (R		f Terminated		Number	Turnover (R	eplacement of	Hires		ir Goals					
Employment Equity Occupational						Employees)		Anticipated		Terminated	l Employees)	Required	!	m - To	Present		Projected	Present	Projected
Group (EEOG)	YVYY-MM-DD	Actual	Pro	jected 1	Actual	Pro	jected	Hires Over 3 Years	VYYY-MM-DD			Over 3	YYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1		Annually	Over 3 Years	Years	0	3					
	#	%	%	#	%	%	μ	#	#	%	#	#	#	%	%	и	#	%	%
01 Senior Managers	(-100.0%	76	# (0.0%	78	77 ()	0	7 0	0.0%	0) ")	0.0%	7 0	7 0	#DIV/0!	#DIV/0!
02 Middle & Other Managers		-100.0%			0.0%		0	ol o	0	0.0%	, o	- c			0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals		-100.0%			0.0%		0	o o	l 0	0.0%	. 0	_ c) (o	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech		-100.0%		(0.0%		0	o o	l 0	0.0%	, 0	0) ()	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors		-100.0%		(0.0%		0	0	l 0	0.0%	0	c) ()	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades		-100.0%		(0.0%		0	0	0	0.0%	0	C) ()	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical		-100.0%		(0.0%		0	0	0	0.0%	0	c) (D	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service		-100.0%		(0.0%		0	0	0	0.0%	0	C) ()	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades		-100.0%		(0.0%		0	0	0	0.0%	0	C) (0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel		-100.0%		(0.0%		0	0	0	0.0%	0	C) (0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service		-100.0%		(0.0%		0	0	0	0.0%	0	C) ()	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		-100.0%		(0.0%		0	0	0	0.0%	0	C) ()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service		-100.0%		(0.0%		0	0	0	0.0%	0	0) (D	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	(-100.0%		(0.0%		0	0	0	0.0%	0	C) ()	0.0%	0	0	#DIV/0!	#DIV/0!
Total		-100.0%			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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Workforce Finallysis) * 2) k 10				Table 12: Aboriginal Peoples
r 1 r	Aborigina	d Peoples		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-te	rm Goals	Comments
	%		%	
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]

								[Dat	e: 2019-10	-11]									
									Data for	Subseque	nt/Curre	nt Goals							
[A] B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
***************************************	,	Ţ	Ţ	1	\	1	Ţ	Ţ	Ţ	. ↓	Ţ	Ţ	Ţ	Ţ	Ţ	1	1	↓	1
	Table 13: Persons with Disabilities Subsequent/Current Short-term Goals																		
				AH E-	nntariose				Subsequ	ent/Current	t Short-tern	n Goals		Downens w	ish Disabilisia				
Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities 3 Year Goals									T	
	Number	Number Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number Turnover (Replacement o		Hires	From - To							
	YYYY-MM-DD	Actual Projected			Actual Projected			Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required		- YYYY	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Over 3 Years	0	3	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	#	%	%
01/02 Managers	0	-100.0%	,	C	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0	#DIV/0!
03 Professionals	0	-100.0%	,	C	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	
04 Semi-Professionals & Tech	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		C	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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%			0.0%		0	0	0	0.0%	0	0	()	0.0%	1	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%			0.0%		0	0	0	0.0%	0	0	()	0.0%	1	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%			0.0%		0	0	0	0.0%		0	()	0.0%	1	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%			0.0%		0	0	0	0.0%		0	[])	0.0%	1	1 0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		-100.0%			0.0%		0	0		0.0%	1 0		'	'[0.0%		1 0	#DIV/0!	#DIV/0!
13 Other Sales & Service		-100.0%			0.0%		0			0.0%	1 2		'	΄]	0.0%	1]	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%			0.0%		0	0	1 0	0.0%	1 0	1 0	<u> </u>	1	0.0%		1 0	#DIV/0!	#DIV/0!
Total		η -100.0%)	<u> </u>	η <u> </u>		0			0.0%	<u> </u>	1 0		7	0.0%	<u> </u>	1 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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

workforce Analysis) ÷ 2) x 10	0.			
				Table 14: Persons with Disabilities
Employment Equity Occupational	Persons with	Disabilities		
Group (EEOG)	Short-term Goals	Long-term Goals		Comments
Group (EEOG)	%		%	
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

0.0%

British Columbia Institute of Technology

[Date: 2019-10-11]

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]		CxEx3	From Flow Data Analysis & Workforce Analysis [‡]		CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Analysis	Analysis	F) x Q)	K÷C	(K - M + O) ÷ (C + F)
					↓			<u></u>	↓ Fable 15: N	<u> </u>	<u> </u>	<u> </u>					↓	<u> </u>	<u> </u>
										ent/Current			:5						
				All En	ployees				Зивасци	Chi Curren	i onort-terr	ii Goais	۸	Tembers of V	isible Minori	ities			
		T			Turnover (Re	placement of	Terminated					T		ar Goals		T			
	Number	Grov	oth (New Posit	ions)		Employees)	reminated	Anticipated	Number		eplacement of LEmployees)	222123	Fre	m - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	jected	Hires Over 3	YYYY-MM-DD		(Employees)	Required Over 3	YYY	(- YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
Group (EEOG)		Annually	Annually	Over 3	Annually	Annually	Over 3	Years		Annually	Over 3	Years	0	3			Спр	Representation	Years
				Years		•	Years			-	Years		,						
21 2 2 2 2	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0% -100.0%		0	0.0%		(0.0%	1 0			0	0.0%	1 0	0	#DIV/0!	#DIV/0! #DIV/0!
02 Middle & Other Managers 03 Professionals	0	-100.0% -100.0%		0	0.0%		1 2			0.0%	1 0	1 0			0.0% 0.0%		0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
04 Semi-Professionals & Tech	"	-100.0%			0.0%		1 7	<u>'</u>		0.0%	1 6			0	0.0%	1 ,	0	#DIV/0! #DIV/0!	#DIV/0!
05 Supervisors	"	-100.0%			0.0%			íl "		0.0%	1 6			0	0.0%	"	٥	#DIV/0! #DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	١	-100.0%			0.0%		1 7	íl ő	il o	0.0%] "	íl ő			0.0%] ,	٥	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	٥	-100.0%			0.0%		1 6	íl ő]	0.0%]	íl ő			0.0%] ,	٥	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	ن ا	-100.0%		0	0.0%		1	ol ŏ		0.0%] 0	ه اه			0.0%	ن آ	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		1 6	ol o	ا ا	0.0%		ol o		0	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	l o	-100.0%		0	0.0%		1 (o	ol a	0.0%	. 0	o		ol	0.0%	. 0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%			o o	0	0.0%	0	0		o	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%			o	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%			o	0	0.0%	0	o		o	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%			0	0	0.0%	0	0		D	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.

0.0%

0 -100.0%

Total

0.0%

	Workforce Analysis) ÷ 2) x 100	0.		
				Table 16: Members of Visible Minorities
Emm	loyment Equity Occupational	Members of Visi	ble Minorities	
	ip (EEOG)	Short-term Goals	Long-term Goals	Comments
		%	9/6	
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	
	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	
Tota	1	0.0	0.0	

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#DIV/0!

Calculated by using the following formula: (Terminated full-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.

Federal Contractors Program Achievement Report Part 4: Results - Women **British Columbia Institute of Technology** [Date: 2019-10-11] В C D E F G Н K L M N 0 Q R S T W Y Part 2: Flow Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ $L \div K$ Workforce Workforce E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X Data sources Workforce Data Data Data Data Analysis x 100 Data Analysis Data Analysis x 100 $\div 100$ $\times 100$ Analysis Analysis Analysis Analysis Analysis Analysis 1 T T Workforce Analysis Flow Data Analysis Employment Equity Workforce Promotions Hires **Terminations** Year Occupational Group Women Women All Employee All Employee All Employee All Employee (EEOG) Representation Availability EE Result Actual Expected Difference Expected Difference Actual Expected Gap Actual Difference % % % 2019 63.6 27.6 230.6 11 01 Senior Managers 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2019 151 82 54.3 39.4 59 23 137.8 Managers 0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0 2019 1,202 474 39.4 52.7 633 -159 74.8 Professionals 0 0.0 0.0 0.0 0.0 0 0.0 0.0 23 32.5 21.7 66.9 Semi-Professionals & 2019 Technicians 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 18 85.3 52.5 11 163.3 2019 05 Supervisors 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 4.4 0.0 Supervisors: Crafts & 0.0 Trades 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E \div G \, x$ Part 3: Part 3: Data E ÷ D x 100 F ÷ Lx 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data sources Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Women Women Occupational Group Women Comments All Employees Percent of Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 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 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 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 05 | Supervisors 0.0 0.0 0.0 0.0 0.0 3 0 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 Trades 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] В C D E F G Н M N 0 Q R W Y K L S Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ $L \div K$ Workforce Workforce E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S $U \times F \div 100$ V - X Data sources Workforce Data Data Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis $\div 100$ Analysis Analysis Analysis Analysis Analysis Analysis 1 T Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions **Terminations** Year Occupational Group Women Women All Employee All Employee All Employee All Employee: (EEOG) Representation Availability EE Result Expected Expected Gap Actual Difference Actual Expected Difference Actual Difference % % % 2019 84.2 78.9 106. Administrative & 316 266 249 Senior Clerical 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2019 4 100.0 27.9 358.4 Service Personnel 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 Skilled Crafts & 2019 3.2 2.9 111.2 Trades Workers 0 0.0 0.0 0.0 0.0 0 0.0 0.0 47 65 72.4 92 70.6 2019 51.1 -18 Clerical Personnel 0 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 13 72.2 12 2019 66.0 109.4 Intermediate Sales & Service Personnel 0 0.0 0.0 0 0.0 0.0 0.0 0 0.0 0 2019 14.3 16.4 87.1 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E \div G \, x$ Part 3: Part 3: E ÷ D x 100 Data F ÷ Lx 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data sources Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Long-term Goals **Short-term Goals Employment Equity** Occupational Group Women Women Women Comments All Employees Percent of Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 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 Skilled Crafts & Trades Workers 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 Clerical Personnel 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 Intermediate Sales & Service Personnel 0.0 0.0 0.0 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 Workers 3 0.0 0.0 0.0 0.0 0.0

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										[Date	: 2019-	10-11]											
A B	C	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	Т	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) ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	JxF÷100	V - X
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					orce An										Flow D	ata Aı	nalysis						
Employment Equity Occupational Group	Year			N	orkforce Wo					ı	Hires	omen			Pr	omotio	ns omen			Teri	nination		
(EEOG)		All Employees	Represen	tation	Avail		Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Actu		Expected Expected	Difference	All Employees	Actua		nen Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2019	6	1	16.7	56.9	3	-2	29.3															
Personnel 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	0.0	0	0
14 Other Manual Workers	2019	3	0	0.0	27.9 0.0	1	-1	0.0	0		0.0	0	0		0	0.0	0	0		0	0.0	0	0
m . 1	2019	1,892	919	48.6	55.4	1,048	-129	87.7			0.0	Ů		-	0	0.0	Ů	0	,	01	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	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx100	Part 3: Goals	F ÷ M x 100											
		New	Entran	te .	<u> </u>	<u> </u>	<u> </u>		oals		Ψ												
Employment Equity			ow Data	•.5		Short-ter	m Goals			Long-teri	m Goals												
Occupational Group	Year		Wom	en		Wor				Won							C	ommen	ts				
(EEOG)		All Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
T	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	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	O	0.0	0.0	0.0											
14 Other Manual Workers	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	<u> </u>	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **British Columbia Institute of Technology** [Date: 2019-10-11] В C D E F G Н K L M N 0 Q R S W Y Part 2: Flow Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow Workforce Workforce E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X Data sources Workforce Data Data Data Data Analysis x 100 Data Analysis Data Analysis x 100 $\div 100$ $\times 100$ Analysis Analysis Analysis Analysis Analysis Analysis 1 T Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee All Employee All Employee: All Employee (EEOG) Representation Availability EE Result Actual Expected Expected Expected Gap Difference Actual Difference Actual Difference % % % 2019 3.2 11 0.0 0.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Middle & Other 2019 151 0 0.0 2.7 0.0 Managers 0 0 0.0 0.0 0.0 0 0.0 0.0 0.0 2019 1,202 10 0.8 2.9 35 -25 28.7 Professionals 0 0.0 0 0.0 0.0 0.0 0 0.0 0.0 23 0.0 2.9 0.0 Semi-Professionals & 2019 Technicians 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 2.7 0.0 2019 05 Supervisors 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 3.3 0.0 Supervisors: Crafts & Trades 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E \div G x$ Part 3: Part 3: Data E ÷ D x 100 F ÷ Lx 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data sources Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All Employees Percent of Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 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 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 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 05 | Supervisors 0.0 0.0 0.0 0.0 0.0 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **British Columbia Institute of Technology** [Date: 2019-10-11] В C E F G Н M N 0 Q R W Y K L S Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow $L \div K$ Workforce Workforce E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S $U \times F \div 100$ V - X Data sources Workforce Data Data Data x 100 Data Analysis x 100 Data Analysis Data Analysis $\div 100$ $\times 100$ Analysis Analysis Analysis Analysis Analysis Analysis 1 T Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee All Employee All Employee: All Employee (EEOG) Representation Availability EE Result Actual Expected Gap Difference Actual Expected Difference Actual Expected Difference % % % 2019 2.1 45.2 Administrative & 316 0.9 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2019 0 0.0 2.1 0.0 Service Personnel 0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 Skilled Crafts & 2019 0.0 5.5 0.0 Trades Workers 0.0 0 0.0 0.0 0.0 0 0.0 0.0 2.7 92 0.0 0.0 2019 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2.5 2019 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 2.7 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E \div G x$ Part 3: Part 3: E ÷ D x 100 Data F ÷ Lx 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data sources Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All Employees Percent of Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 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 Skilled Crafts & Trades Workers 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 Clerical Personnel 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 Intermediate Sales & Service Personnel 0.0 0.0 0.0 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0

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A B	С	D	E	F	G	Н	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	7÷Ux 100 U	x F ÷ 100	V - X
3		<u> </u>	J	1	<u> </u>	1	1	Ţ	Ţ	Ţ	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Į į	1	Ţ	↓ _
			•	Workf	orce An	alysis									Flow I	ata A	nalysis						
Employment Equity Occupational Group	Year			N	orkforce						Hires				Pr	omotio				Tern	nination		
(EEOG)		All Employees	Represe	ntation	Aborigin Avail		Gap	EE Result	All Employees	S Act	Aborigi	nal Peoples Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Actual	Aboriginal	Peoples Expected	Difference
,	#	#	#	%	%	#	#	%	#	#	%	##	#	#	# #	%	#	#	#	#	%	#	#
Other Sales & Service	2019	6	0	0.0	2.9	0	0	0.0															
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	0.0	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	
	2019	1,892	13	0.0	2.8	53	-40		U	, 0	0.0	0		1	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	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											
·		Ŭ ↓	V	Ţ	1	Ţ	Ţ	Ţ	Ţ	1	Ţ	1											
		New	/ Entrar	its				G	oals														
Employment Equity	Year	F	ow Data			Short-tei	m Goals	3		Long-ter	m Goals												
Occupational Group	rear	All Employees	Aborigina	l Peoples		Aborigina	d Peoples	I		Aborigina	Peoples						(Commen	ts				
(EEOG)		All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Geal	Percent of Goal Met	Goal	Percent of Goal Met											
T	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
	0	0	0	0.0	0	0.0	0.0		C	0.0	0.0	0.0											
14 Other Manual Workers 3 0 0 0 0.0 0.0 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	C	0.0	0.0	0.0											
	3	0	0	0.0			0.0	0.0			0.0	0.0											

									Feder	al Conti	actors	Progra	m Achie	vement	Report									
									J	Part 6: R	tesults -	Person	s with I	Disabiliti	es									
]	British C	olumbi	a Instit	ute of T	echnolog	gy									
											[Date	e: 2 019-	10-11]											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
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04	Semi-Professionals &	2019	23		0.0			-2	0.0															
ļ.,	Technicians	0	21		0.0		-	0	0.0	C	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2019	0	1	0.0	27.5 0.0	8	-6	0.0	0	0	0.0	0		0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2019	7	-	14.3			0	141.4				_											
	Trades	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
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	Technicians	3	0	V:	0.0			0.0	0.0			0.0	0.0											
05	Supervisors	3	0		0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts &	0	0		0.0	0	0.0	1	0.0	0	0.0	0.0	0.0											
00	Trades	3	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report																			
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	Comments					Goal Met %	Coal Coal	Persons with Percent of Goal Met % 0.0 0.0 0.0 0.0 0.0	Goal #	Percent of Goal Met % 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Goal	Persons wit Percent of Goal Met % 0.0 0.0 0.0 0.0	Goal # 0 0 0 0 0 0 0 0	with lities	Persons Disabili Actual # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 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 3 0 3 0 3 0 3	Administrative & Senior Clerical Skilled Sales & Service Personnel Skilled Crafts & Trades Workers Clerical Personnel Intermediate Sales & Service Personnel Semi-Skilled Manual	07 08 09 10

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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	
	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
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	C	0	0	0.0	0	0
Total	2019	1,892	27	1.4	9.0		-143																
	0	0	0	0.0	0.0	0	0	0.0	(0 0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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			Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# 0	# 0	# 0	0.0	# 0	% 0.0	% 0.0	0.0	#	% 0 0.0	0.0	0.0											
Personnel	3	0	0	0.0	Ü	0.0	0.0	0.0		3.0	0.0												
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0			0.0	0.0												
	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Total	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] В C D E F G Н K L M N 0 Q R W Y S Part 2: Flow Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ $L \div K$ Workforce Workforce E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X Data sources Workforce Data Data Data Data Analysis x 100 Data Analysis Data Analysis x 100 $\div 100$ $\times 100$ Analysis Analysis Analysis Analysis Analysis Analysis 1 T Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employee All Employee: All Employee (EEOG) Representation Availability EE Result Actual Expected Gap Difference Actual Expected Difference Actual Expected Difference % % % 2019 11 0.0 11.5 0.0 01 Senior Managers 0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 Middle & Other 2019 151 14 9.3 17.6 27 -13 52.7 Managers 0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0 2019 1,202 75 6.2 17.3 208 -133 36.1 Professionals 0.0 0 0 0.0 0.0 0.0 0 0.0 0.0 23 29.2 74.4 21.7 Semi-Professionals & 2019 Technicians 0 0.0 0.0 0.0 0.0 0.0 0.0 0 4.8 49.6 10 9.6 2019 05 Supervisors 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 10.8 0.0 Supervisors: Crafts & Trades 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E \div G x$ Part 3: Part 3: Data E ÷ D x 100 F ÷ Lx 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data sources Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees Percent o Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 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 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 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 05 | Supervisors 0.0 0.0 0.0 0.0 0.0 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 Trades 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] В C E F G Н M N 0 Q R W Y K L S Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow $L \div K$ Workforce Workforce E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X Data sources Workforce Data Data Data x 100 Data Analysis x 100 Data Analysis Data Analysis $\div 100$ $\times 100$ Analysis Analysis Analysis Analysis Analysis Analysis 1 T Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employee All Employee All Employee: (EEOG) Representation Availability EE Result Actual Expected Gap Difference Actual Expected Difference Actual Expected Difference % % % 2019 32 39.9 -94 25.4 Administrative & 316 10.3 126 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2019 25.0 26.1 95.8 Service Personnel 0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0 Skilled Crafts & 2019 6.5 12.8 50.4 Trades Workers 0 0.0 0.0 0.0 0.0 0 0.0 0.0 43 92 8.7 46.7 -35 18.6 2019 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 52.6 31.7 2019 16.3 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 53.4 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E \div G x$ Part 3: Part 3: E ÷ D x 100 Data F ÷ Lx 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data sources Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees Percent o Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 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 Skilled Crafts & Trades Workers 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 Clerical Personnel 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 Intermediate Sales & Service Personnel 3 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0

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	loyment Equity ipational Group	Year			<u> </u>	orkforce Visible N						Hires Visible	Minorities			Pr	omotior Visible	Minorities			Ter	minatio	Minorities	
(EE	OG) All Employees Representation Availability Gap EE									All Employees	Act	tual	Expected	Difference	All Employees	Actu		Expected	Difference	All Employees	Actu		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	Other Sales & Service Personnel	2019	0	0	0.0	59.5 0.0	0	-4	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Other Manual Workers	2019	3	0	0.0	50.9	2	-2	0.0															
14	other Manual Workers	0	0	0	0.0		0	0	0.0	O	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019	1,892 0	141 0	7.5		447	-306 0	31.6	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
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	Ccupational Group All Employees Actual Good Percent of Good									Goal	Percent of	Goal	Percent of					C	Commen	ts				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
13	Other Sales & Service	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
13	Personnel	3	0	0	0.0	-	0.0	0.0	0.0	0	0.0	0.0	0.0											
14	Other Manual Workers	3	0	0	0.0		0.0	0.0	0.0	U	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											
	3 0 0 0.0 0.0 0.0 0.0 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.

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Requi	red measures:
✓	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
\checkmark	Ensured that any new gaps identified are addressed accordingly.
4	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.
V	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
\checkmark	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.
<u></u>	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
V	Consulted employee/union representatives on communication and implementation of employment equity.
abla	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.

1	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
Please	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance
	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.
Addit	tional Details
Please 1	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.

	Sex
Fo	r the purpose of employment equity, do you consider yourself female or male?
	Female
	Male
Acce Trea Fo	Aboriginal / Indigenous Persons ording to the definition used by the Federal Contractors Program, Aboriginal peoples are those who identify as First Nations (Status, non-Status, aty), Métis, Inuit, or North American Indian r the purpose of employment equity, do you consider yourself an Aboriginal / Indigenous rson?
	Yes
	No
Acc defii	Visible Minorities ording to the definition used by the Federal Contractors Program, members of visible minorities are persons in Canada (other than Aboriginal peoples, ned above) who are non-white, regardless of place of birth or citizenship. r the purpose of employment equity, do you self-identify as a "visible minority"?
	Yes
	No
Acce sens an e disa	Persons with Disabilities ording to the definition used by the Federal Contractors Program, persons with disabilities are persons who have a long-term or recurring physical, mental, sory, psychiatric or learning impairment(s) and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that imployer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons with bilities who have been accommodated in their current job or workplace. The purpose of employment equity, do you consider yourself a person with a disability? Yes
	No
For Fo	Sexual Minorities the purposes of this survey, sexual minorities are persons who self-identify as lesbian, gay, bisexual, two-spirited, or an analogous term. r the purposes of employment equity do you consider yourself a sexual minority?
	Yes
	No
For mas Fo	Gender Identity the purposes of this survey, gender identity refers to a person whose gender or self-expression differs from conventional expectations of sculinity or femininity. r the purposes of employment equity, do you consider yourself trans, transgender, gender-id, 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

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

Received: 2019-12-10 Workforce 2019-10-08

Analysis:

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to: Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
3552	
804	23
804	23

- self-identify as being a member of more than one group.
- 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 fatique. 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 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			
Emp	Employment Equity Occupational Group		Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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			
Emp	ployment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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			
		Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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			
Employment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
(EEOG)	Gap	(1 to 3	(3+		
		years)	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:

 \boxtimes in compliance \square 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 underrepresented; 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 <u>Workplace Equity Information Management System</u> (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 <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

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@hrsdc-rhdcc.gc.ca



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

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyer-nous <u>un courriel</u> pour vous joindre!

<u>A collaborative space for employers!</u> 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/



