

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)


- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Canadian Red Cross Society	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Canadian Red Cross	Business Number <div style="background-color: gray; width: 100px; height: 15px;"></div>
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 813210	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 1,207
<input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated	

HEAD OFFICE			
Address (building number, street, suite, etc.) 170 Metcalfe Street	City Ottawa	Province Ontario	Postal Code K2P 2P2
Telephone Number 613-740-1944			

EMPLOYMENT EQUITY CONTACT			
Name (print) Jennifer Wenzel	Title Senior Director, People Services		
Telephone Number 613-740-1967	E-mail Address jennifer.wenzel@redcross.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Conrad Sauve	Title President and CEO		
Telephone Number 613-740-1905	E-mail Address CONRAD.SAUVÉ@REDCROSS.CA	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 	Date (YYYY-MM-DD) July 6 th 2017		

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP). Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract. The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you. Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

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



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **Canadian Red Cross Society** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000645**, 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) September 6, 2018 for the following reason(s):

(Please describe)

The Canadian Red Cross (CRC) Society experienced an unavoidable 4-month delay in the start up of its First Year Compliance Assessment. Its April 19 start and a July 6 deadline allow the Society 2.5 months. The 2-month extension we request gives us 4.5 months to complete a project that ESDC expects to be completed within 7 months.

During most of the third and fourth quarters of 2017, the CRC was in disaster response across the country, particularly in B.C. with fires across the province. At project start up in April 2018 the Society was still in recovery with the B.C. fires. Then in May/ June 2018, the Red Cross responded to spring flooding in New Brunswick and then to the urgent needs of the individuals affected by the floods in British Columbia.

Although FCP Compliance is a corporate priority, the disaster response demands of these unforeseen events severely impact the ability of the Red Cross and its employees to allocate resources to this important undertaking. Such is the commitment of the organization that even in these circumstances, it is near completion of a compliant workforce survey. However the Society seeks a 2-month extension to allow it to accommodate these contingencies.



s.19(1)

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: Jennifer Wenzel

Position Title: Interim VP People Services

Email address: jennifer.wenzel@redcross.ca

Telephone number: 613 740 1967

Business address: 170 Metcalfe Street, Ottawa, ON K2P 2P2

Signature



Date: June 03, 2010

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> **On Behalf Of** EE-EME
Sent: June 14, 2018 9:42 AM
To: 'Jennifer Wenzel' <Jennifer.Wenzel@redcross.ca>; EE-EME <ee-eme@hrsdcc.gc.ca>
Cc: Joyce Bettcher <Joyce.Bettcher@redcross.ca>; Julie Cober <Julie.Cober@redcross.ca>;
kjeffers@employmentmatters.ca
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information -
10000645

Good morning,

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

As requested, we hereby grant you an extension until **September 6, 2018**.

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

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

From: Jennifer Wenzel [mailto:Jennifer.Wenzel@redcross.ca]
Sent: June-11-18 1:36 PM
To: EE-EME
Cc: Joyce Bettcher; Julie Cober; kjeffers@employmentmatters.ca
Subject: Request for Extension - Government of Canada Agreement 10000645

Dear Maurice,

Please find attached the Canadian Red Cross request for extension to submit the documentation for the first compliance assessment until September 6, 2018.

If you require further information, please contact Joyce Bettcher (Tel: 403 261 6239) with cc'd to Keith Jeffers of Employment Matters (cc'd), who is supporting CRC in implementing our Employment Equity program and Julie Cober, Chief People Services Officer.

Thank you in advance for your consideration of this request.

Best regards,

Jennifer Wenzel



Jennifer Wenzel

Interim VP, People Services
People Services

Canadian Red Cross | Croix-Rouge canadienne

National Office
170 Metcalfe Street
Ottawa | Ontario | K2P 2P2
Jennifer.Wenzel@redcross.ca
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www.redcross.ca | www.croixrouge.ca



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	25	13	52.0 %	27.4 %	7	6	National
02 : Middle and Other Managers	National	268	193	72.0 %	38.9 %	104	89	National
03 : Professionals		151	114	75.5 %	61.3 %	93	21	
1111 : Financial auditors and accountants	National	14	11	78.6 %	55.1 %	8	3	National
1121 : Human resources professionals	National	20	19	95.0 %	71.1 %	14	5	National
1122 : Professional occupations in business management consulting	National	7	4	57.1 %	42.0 %	3	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	37	30	81.1 %	66.4 %	25	5	National
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	12.6 %	0	0	National
2171 : Information systems analysts and consultants	National	6	2	33.3 %	28.3 %	2	0	National
2172 : Database analysts and data administrators	National	6	3	50.0 %	35.2 %	2	1	National
2175 : Web designers and developers	National	5	3	60.0 %	32.9 %	2	1	National
3011 : Nursing co-ordinators and supervisors	National	5	5	100.0 %	88.2 %	4	1	National
3143 : Occupational therapists	National	3	3	100.0 %	92.3 %	3	0	National
4112 : Lawyers and Quebec notaries	National	2	1	50.0 %	42.5 %	1	0	National
4164 : Social policy researchers, consultants and program officers	National	37	28	75.7 %	67.3 %	25	3	National
4165 : Health policy researchers, consultants and program officers	National	4	4	100.0 %	73.5 %	3	1	National
4166 : Education policy researchers, consultants and program officers	National	1	0	0.0 %	71.2 %	1	-1	National
5125 : Translators, terminologists and interpreters	National	1	1	100.0 %	69.9 %	1	0	National
04 : Semi-Professionals and Technicians		138	103	74.6 %	72.2 %	100	3	
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	13.9 %	0	0	New Brunswick
2281 : Computer network technicians	Ontario	2	1	50.0 %	20.8 %	0	1	Ontario
2282 : User support technicians	New Brunswick	1	1	100.0 %	33.0 %	0	1	New Brunswick
2282 : User support technicians	Nova Scotia	1	0	0.0 %	32.1 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	4	2	50.0 %	24.2 %	1	1	Ontario



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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2282 : User support technicians	Québec	1	0	0.0 %	19.6 %	0	0	Québec
2282 : User support technicians	Saskatchewan	1	0	0.0 %	27.1 %	0	0	Saskatchewan
3233 : Licensed practical nurses	New Brunswick	1	1	100.0 %	89.8 %	1	0	New Brunswick
3233 : Licensed practical nurses	Ontario	8	7	87.5 %	93.0 %	7	0	Ontario
4211 : Paralegal and related occupations	Ontario	4	4	100.0 %	82.0 %	3	1	Ontario
4212 : Social and community service workers	Alberta	13	8	61.5 %	79.7 %	10	-2	Alberta
4212 : Social and community service workers	British Columbia	11	6	54.5 %	75.6 %	8	-2	British Columbia
4212 : Social and community service workers	Manitoba	15	13	86.7 %	70.3 %	11	2	Manitoba
4212 : Social and community service workers	New Brunswick	3	2	66.7 %	77.4 %	2	0	New Brunswick
4212 : Social and community service workers	Newfoundland and Labrador	3	3	100.0 %	77.1 %	2	1	Newfoundland and
4212 : Social and community service workers	Nova Scotia	2	0	0.0 %	75.1 %	2	-2	Nova Scotia
4212 : Social and community service workers	Ontario	48	38	79.2 %	78.1 %	37	1	Ontario
4212 : Social and community service workers	Prince Edward Island	1	1	100.0 %	80.4 %	1	0	Prince Edward Island
4212 : Social and community service workers	Québec	5	5	100.0 %	74.9 %	4	1	Québec
4212 : Social and community service workers	Saskatchewan	8	7	87.5 %	76.8 %	6	1	Saskatchewan
5223 : Graphic arts technicians	Ontario	3	2	66.7 %	32.2 %	1	1	Ontario
5241 : Graphic designers and illustrators	Ontario	2	2	100.0 %	44.9 %	1	1	Ontario
05 : Supervisors		40	29	72.5 %	58.5 %	23	6	
Employment Equity Occupational Group	Barrie	1	1	100.0 %	60.6 %	1	0	Barrie
Employment Equity Occupational Group	Calgary	8	3	37.5 %	55.0 %	4	-1	Calgary
Employment Equity Occupational Group	Greater Sudbury	3	3	100.0 %	64.4 %	2	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	2	1	50.0 %	56.5 %	1	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	54.2 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	N.B. less CMA	2	2	100.0 %	65.7 %	1	1	N.B. less CMA



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Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.S. less CMA	4	2	50.0 %	73.2 %	3	-1	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	62.9 %	1	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	50.7 %	1	1	Ottawa - Gatineau
Employment Equity Occupational Group	Saint John	5	3	60.0 %	60.3 %	3	0	Saint John
Employment Equity Occupational Group	Toronto	5	4	80.0 %	53.0 %	3	1	Toronto
Employment Equity Occupational Group	Vancouver	4	4	100.0 %	51.4 %	2	2	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	54.2 %	1	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		199	177	88.9 %	82.4 %	164	13	
Employment Equity Occupational Group	Alta. less CMAs	6	5	83.3 %	89.0 %	5	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	7	6	85.7 %	87.5 %	6	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	3	3	100.0 %	84.8 %	3	0	Barrie
Employment Equity Occupational Group	Calgary	13	12	92.3 %	80.5 %	10	2	Calgary
Employment Equity Occupational Group	Edmonton	4	4	100.0 %	84.6 %	3	1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	4	4	100.0 %	83.9 %	3	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	83.5 %	1	0	Hamilton
Employment Equity Occupational Group	Kelowna	3	3	100.0 %	85.7 %	3	0	Kelowna
Employment Equity Occupational Group	Kingston	1	1	100.0 %	83.5 %	1	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	83.0 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	1	100.0 %	82.5 %	1	0	London
Employment Equity Occupational Group	Man. less CMA	1	1	100.0 %	84.4 %	1	0	Man. less CMA
Employment Equity Occupational Group	Moncton	1	0	0.0 %	80.9 %	1	-1	Moncton
Employment Equity Occupational Group	Montréal	21	18	85.7 %	80.8 %	17	1	Montréal
Employment Equity Occupational Group	N.B. less CMA	8	8	100.0 %	86.1 %	7	1	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	10	10	100.0 %	87.0 %	9	1	N.S. less CMA



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	10	8	80.0 %	87.1 %	9	-1	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	2	100.0 %	84.1 %	2	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	15	13	86.7 %	77.2 %	12	1	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	1	100.0 %	82.4 %	1	0	P.E.I.
Employment Equity Occupational Group	Québec	2	2	100.0 %	80.9 %	2	0	Québec
Employment Equity Occupational Group	Regina	6	5	83.3 %	80.7 %	5	0	Regina
Employment Equity Occupational Group	Saint John	20	20	100.0 %	83.6 %	17	3	Saint John
Employment Equity Occupational Group	Saskatoon	4	4	100.0 %	84.0 %	3	1	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	81.8 %	1	0	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	1	1	100.0 %	82.5 %	1	0	St. John's
Employment Equity Occupational Group	Thunder Bay	1	1	100.0 %	83.9 %	1	0	Thunder Bay
Employment Equity Occupational Group	Toronto	12	9	75.0 %	80.1 %	10	-1	Toronto
Employment Equity Occupational Group	Vancouver	22	19	86.4 %	79.0 %	17	2	Vancouver
Employment Equity Occupational Group	Victoria	8	6	75.0 %	81.2 %	6	0	Victoria
Employment Equity Occupational Group	Windsor	1	1	100.0 %	82.8 %	1	0	Windsor
Employment Equity Occupational Group	Winnipeg	8	6	75.0 %	81.1 %	6	0	Winnipeg
10 : Clerical Personnel		90	78	86.7 %	67.9 %	61	17	
Employment Equity Occupational Group	Barrie	6	6	100.0 %	69.6 %	4	2	Barrie
Employment Equity Occupational Group	Calgary	3	2	66.7 %	70.2 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	70.3 %	1	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	3	3	100.0 %	70.9 %	2	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	5	5	100.0 %	68.5 %	3	2	Hamilton
Employment Equity Occupational Group	Montréal	13	10	76.9 %	62.5 %	8	2	Montréal
Employment Equity Occupational Group	N.S. less CMA	3	2	66.7 %	71.4 %	2	0	N.S. less CMA



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	4	3	75.0 %	72.4 %	3	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	1	100.0 %	67.3 %	1	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	3	100.0 %	61.6 %	2	1	Québec
Employment Equity Occupational Group	Saint John	23	21	91.3 %	70.5 %	16	5	Saint John
Employment Equity Occupational Group	St. Catharines - Niagara	3	2	66.7 %	69.8 %	2	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	1	1	100.0 %	75.1 %	1	0	Thunder Bay
Employment Equity Occupational Group	Toronto	16	13	81.3 %	65.2 %	10	3	Toronto
Employment Equity Occupational Group	Winnipeg	4	4	100.0 %	67.9 %	3	1	Winnipeg
11 : Intermediate Sales and Service Personnel		44	36	81.8 %	66.8 %	29	7	
Employment Equity Occupational Group	Barrie	1	1	100.0 %	68.8 %	1	0	Barrie
Employment Equity Occupational Group	Calgary	8	6	75.0 %	66.1 %	5	1	Calgary
Employment Equity Occupational Group	Edmonton	3	3	100.0 %	67.0 %	2	1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	5	5	100.0 %	68.7 %	3	2	Greater Sudbury
Employment Equity Occupational Group	Kelowna	2	2	100.0 %	68.4 %	1	1	Kelowna
Employment Equity Occupational Group	Moncton	1	0	0.0 %	63.9 %	1	-1	Moncton
Employment Equity Occupational Group	Montréal	1	1	100.0 %	61.8 %	1	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	72.7 %	1	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	4	80.0 %	72.4 %	4	0	Ont. less CMAs
Employment Equity Occupational Group	Québec	1	1	100.0 %	60.8 %	1	0	Québec
Employment Equity Occupational Group	Regina	1	1	100.0 %	65.7 %	1	0	Regina
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	67.9 %	1	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	2	1	50.0 %	66.9 %	1	0	St. Catharines - Niagara
Employment Equity Occupational Group	Toronto	6	6	100.0 %	63.9 %	4	2	Toronto



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	4	2	50.0 %	64.2 %	3	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	65.5 %	1	0	Winnipeg
12 : Semi-Skilled Manual Workers		83	16	19.3 %	16.7 %	14	2	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	16.3 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	9	0	0.0 %	14.0 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Brantford	4	1	25.0 %	21.9 %	1	0	Brantford
Employment Equity Occupational Group	Calgary	2	0	0.0 %	14.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	16.0 %	0	1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	12.0 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	7	1	14.3 %	18.6 %	1	0	Hamilton
Employment Equity Occupational Group	Kelowna	7	0	0.0 %	15.1 %	1	-1	Kelowna
Employment Equity Occupational Group	Montréal	2	2	100.0 %	18.4 %	0	2	Montréal
Employment Equity Occupational Group	N.S. less CMA	13	3	23.1 %	15.9 %	2	1	N.S. less CMA
Employment Equity Occupational Group	Oshawa	1	1	100.0 %	17.0 %	0	1	Oshawa
Employment Equity Occupational Group	Saint John	1	0	0.0 %	8.3 %	0	0	Saint John
Employment Equity Occupational Group	St. Catharines - Niagara	6	3	50.0 %	17.8 %	1	2	St. Catharines - Niagara
Employment Equity Occupational Group	Toronto	6	1	16.7 %	22.0 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	16	1	6.3 %	17.1 %	3	-2	Vancouver
Employment Equity Occupational Group	Victoria	5	1	20.0 %	13.2 %	1	0	Victoria
Total		1038	759	73.1 %	57.3 %	595	164	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Representation %	Availability %		
01 : Senior Managers	National	25	0	0.0 %	2.9 %	1	National
02 : Middle and Other Managers	National	268	4	1.5 %	2.2 %	6	National
03 : Professionals		151	4	2.6 %	3.0 %	5	
1111 : Financial auditors and accountants	National	14	0	0.0 %	1.3 %	0	National
1121 : Human resources professionals	National	20	2	10.0 %	2.7 %	1	National
1122 : Professional occupations in business management consulting	National	7	0	0.0 %	1.6 %	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	37	1	2.7 %	2.1 %	1	National
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	0.9 %	0	National
2171 : Information systems analysts and consultants	National	6	0	0.0 %	1.1 %	0	National
2172 : Database analysts and data administrators	National	6	0	0.0 %	1.3 %	0	National
2175 : Web designers and developers	National	5	0	0.0 %	1.5 %	0	National
3011 : Nursing co-ordinators and supervisors	National	5	1	20.0 %	3.0 %	0	National
3143 : Occupational therapists	National	3	0	0.0 %	1.0 %	0	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	1.6 %	0	National
4164 : Social policy researchers, consultants and program officers	National	37	0	0.0 %	6.2 %	2	National
4165 : Health policy researchers, consultants and program officers	National	4	0	0.0 %	4.4 %	0	National
4166 : Education policy researchers, consultants and program officers	National	1	0	0.0 %	4.3 %	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	2.9 %	0	National
04 : Semi-Professionals and Technicians		138	14	10.1 %	10.7 %	15	
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	1.0 %	0	New Brunswick
2281 : Computer network technicians	Ontario	2	0	0.0 %	1.4 %	0	Ontario
2282 : User support technicians	New Brunswick	1	0	0.0 %	4.2 %	0	New Brunswick
2282 : User support technicians	Nova Scotia	1	0	0.0 %	3.2 %	0	Nova Scotia
2282 : User support technicians	Ontario	4	0	0.0 %	1.6 %	0	Ontario



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2282 : User support technicians	Québec	1	0	0.0 %	1.3 %	0	0	Québec
2282 : User support technicians	Saskatchewan	1	0	0.0 %	7.9 %	0	0	Saskatchewan
3233 : Licensed practical nurses	New Brunswick	1	0	0.0 %	1.5 %	0	0	New Brunswick
3233 : Licensed practical nurses	Ontario	8	1	12.5 %	2.3 %	0	1	Ontario
4211 : Paralegal and related occupations	Ontario	4	0	0.0 %	1.5 %	0	0	Ontario
4212 : Social and community service workers	Alberta	13	0	0.0 %	12.6 %	2	-2	Alberta
4212 : Social and community service workers	British Columbia	11	1	9.1 %	11.5 %	1	0	British Columbia
4212 : Social and community service workers	Manitoba	15	4	26.7 %	29.7 %	4	0	Manitoba
4212 : Social and community service workers	New Brunswick	3	0	0.0 %	7.5 %	0	0	New Brunswick
4212 : Social and community service workers	Newfoundland and Labrador	3	0	0.0 %	22.6 %	1	-1	Newfoundland and Labrador
4212 : Social and community service workers	Nova Scotia	2	0	0.0 %	4.5 %	0	0	Nova Scotia
4212 : Social and community service workers	Ontario	48	7	14.6 %	6.0 %	3	4	Ontario
4212 : Social and community service workers	Prince Edward Island	1	0	0.0 %	3.5 %	0	0	Prince Edward Island
4212 : Social and community service workers	Québec	5	0	0.0 %	4.0 %	0	0	Québec
4212 : Social and community service workers	Saskatchewan	8	1	12.5 %	33.9 %	3	-2	Saskatchewan
5223 : Graphic arts technicians	Ontario	3	0	0.0 %	2.4 %	0	0	Ontario
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		40	5	12.5 %	3.1 %	1	4	
Employment Equity Occupational Group	Barrie	1	0	0.0 %	1.7 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	8	2	25.0 %	3.1 %	0	2	Calgary
Employment Equity Occupational Group	Greater Sudbury	3	1	33.3 %	8.8 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	1.8 %	0	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	2.9 %	0	0	N.B. less CMA



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			#	%	%	#		
Employment Equity Occupational Group	N.S. less CMA	4	0	0.0 %	4.6 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	1	50.0 %	4.9 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saint John	5	0	0.0 %	0.0 %	0	0	Saint John
Employment Equity Occupational Group	Toronto	5	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	2.6 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	11.8 %	0	1	Winnipeg
07 : Administrative and Senior Clerical Personnel		199	8	4.0 %	3.1 %	6	2	
Employment Equity Occupational Group	Alta. less CMAs	6	1	16.7 %	6.0 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	7	0	0.0 %	7.7 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	3	0	0.0 %	2.0 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	13	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	4	1	25.0 %	8.6 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.5 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	3	0	0.0 %	3.4 %	0	0	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	1.2 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.6 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	0	0.0 %	0.8 %	0	0	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	15.0 %	0	0	Man. less CMA
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	21	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	8	0	0.0 %	2.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	10	1	10.0 %	3.3 %	0	1	N.S. less CMA



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			Representation #	%	Availability %		
Employment Equity Occupational Group	Ont. less CMAs	10	0	0.0 %	4.1 %	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	2.0 %	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	15	0	0.0 %	3.2 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	1.4 %	0	P.E.I.
Employment Equity Occupational Group	Québec	2	0	0.0 %	0.7 %	0	Québec
Employment Equity Occupational Group	Regina	6	0	0.0 %	6.4 %	0	Regina
Employment Equity Occupational Group	Saint John	20	1	5.0 %	1.1 %	0	1 Saint John
Employment Equity Occupational Group	Saskatoon	4	0	0.0 %	6.4 %	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.5 %	0	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.5 %	0	St. John's
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	6.4 %	0	Thunder Bay
Employment Equity Occupational Group	Toronto	12	0	0.0 %	0.8 %	0	Toronto
Employment Equity Occupational Group	Vancouver	22	1	4.5 %	2.1 %	0	1 Vancouver
Employment Equity Occupational Group	Victoria	8	0	0.0 %	3.0 %	0	Victoria
Employment Equity Occupational Group	Windsor	1	0	0.0 %	1.6 %	0	Windsor
Employment Equity Occupational Group	Winnipeg	8	3	37.5 %	8.5 %	1	2 Winnipeg
10 : Clerical Personnel		90	4	4.4 %	2.7 %	2	2
Employment Equity Occupational Group	Barrie	6	0	0.0 %	1.8 %	0	0 Barrie
Employment Equity Occupational Group	Calgary	3	1	33.3 %	3.0 %	0	1 Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	5.1 %	0	0 Edmonton
Employment Equity Occupational Group	Greater Sudbury	3	1	33.3 %	7.4 %	0	1 Greater Sudbury
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	1.6 %	0	0 Hamilton
Employment Equity Occupational Group	Montréal	13	0	0.0 %	0.8 %	0	0 Montréal
Employment Equity Occupational Group	N.S. less CMA	3	0	0.0 %	3.5 %	0	0 N.S. less CMA



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			Representation #	%	Availability %		
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	4.7 %	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	1.0 %	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	0	0.0 %	0.6 %	0	Québec
Employment Equity Occupational Group	Saint John	23	1	4.3 %	3.3 %	1	Saint John
Employment Equity Occupational Group	St. Catharines - Niagara	3	1	33.3 %	1.6 %	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	7.5 %	0	Thunder Bay
Employment Equity Occupational Group	Toronto	16	0	0.0 %	0.7 %	0	Toronto
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	9.8 %	0	Winnipeg
11 : Intermediate Sales and Service Personnel		44	2	4.5 %	4.0 %	2	
Employment Equity Occupational Group	Barrie	1	0	0.0 %	2.2 %	0	Barrie
Employment Equity Occupational Group	Calgary	8	0	0.0 %	2.5 %	0	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	4.8 %	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	5	1	20.0 %	8.3 %	0	Greater Sudbury
Employment Equity Occupational Group	Kelowna	2	0	0.0 %	4.5 %	0	Kelowna
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.4 %	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.9 %	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	4.0 %	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	4.9 %	0	Ont. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	9.2 %	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	8.2 %	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	2	0	0.0 %	2.2 %	0	St. Catharines - Niagara
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.6 %	0	Toronto



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	2.3 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	9.8 %	0	1	Winnipeg
12 : Semi-Skilled Manual Workers		83	0	0.0 %	4.3 %	4	-4	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	8.5 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	9	0	0.0 %	11.0 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Brantford	4	0	0.0 %	8.0 %	0	0	Brantford
Employment Equity Occupational Group	Calgary	2	0	0.0 %	3.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.6 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	9.7 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Hamilton	7	0	0.0 %	1.9 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	7	0	0.0 %	5.8 %	0	0	Kelowna
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	13	0	0.0 %	3.7 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	2.9 %	0	0	Oshawa
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.2 %	0	0	Saint John
Employment Equity Occupational Group	St. Catharines - Niagara	6	0	0.0 %	2.5 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	16	0	0.0 %	2.2 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	5	0	0.0 %	5.2 %	0	0	Victoria
Total		1038	41	3.9 %	4.0 %	42	-1	

Total may not equal sum of components due to rounding.

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



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			#	%	%	#		
01 : Senior Managers	National	25	1	4.0 %	10.1 %	3	-2	National
02 : Middle and Other Managers	National	268	38	14.2 %	15.0 %	40	-2	National
03 : Professionals		151	29	19.2 %	19.7 %	30	-1	
1111 : Financial auditors and accountants	National	14	4	28.6 %	27.5 %	4	0	National
1121 : Human resources professionals	National	20	1	5.0 %	14.1 %	3	-2	National
1122 : Professional occupations in business management consulting	National	7	1	14.3 %	21.6 %	2	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	37	7	18.9 %	16.9 %	6	1	National
2147 : Computer engineers (except software engineers and designers)	National	3	1	33.3 %	38.2 %	1	0	National
2171 : Information systems analysts and consultants	National	6	3	50.0 %	31.4 %	2	1	National
2172 : Database analysts and data administrators	National	6	3	50.0 %	32.3 %	2	1	National
2175 : Web designers and developers	National	5	2	40.0 %	22.8 %	1	1	National
3011 : Nursing co-ordinators and supervisors	National	5	0	0.0 %	11.8 %	1	-1	National
3143 : Occupational therapists	National	3	0	0.0 %	13.6 %	0	0	National
4112 : Lawyers and Quebec notaries	National	2	0	0.0 %	12.5 %	0	0	National
4164 : Social policy researchers, consultants and program officers	National	37	6	16.2 %	18.5 %	7	-1	National
4165 : Health policy researchers, consultants and program officers	National	4	1	25.0 %	21.0 %	1	0	National
4166 : Education policy researchers, consultants and program officers	National	1	0	0.0 %	12.4 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	22.2 %	0	0	National
04 : Semi-Professionals and Technicians		138	10	7.2 %	16.4 %	23	-13	
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	3.1 %	0	0	New Brunswick
2281 : Computer network technicians	Ontario	2	1	50.0 %	34.1 %	1	0	Ontario
2282 : User support technicians	New Brunswick	1	0	0.0 %	3.0 %	0	0	New Brunswick
2282 : User support technicians	Nova Scotia	1	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	4	1	25.0 %	35.9 %	1	0	Ontario



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		All Employees #	Representation		Availability		Gap #	
			#	%	%	#		
2282 : User support technicians	Québec	1	0	0.0 %	18.2 %	0	0	Québec
2282 : User support technicians	Saskatchewan	1	0	0.0 %	7.9 %	0	0	Saskatchewan
3233 : Licensed practical nurses	New Brunswick	1	0	0.0 %	1.3 %	0	0	New Brunswick
3233 : Licensed practical nurses	Ontario	8	0	0.0 %	22.0 %	2	-2	Ontario
4211 : Paralegal and related occupations	Ontario	4	0	0.0 %	22.3 %	1	-1	Ontario
4212 : Social and community service workers	Alberta	13	4	30.8 %	15.3 %	2	2	Alberta
4212 : Social and community service workers	British Columbia	11	0	0.0 %	19.7 %	2	-2	British Columbia
4212 : Social and community service workers	Manitoba	15	0	0.0 %	10.7 %	2	-2	Manitoba
4212 : Social and community service workers	New Brunswick	3	0	0.0 %	1.2 %	0	0	New Brunswick
4212 : Social and community service workers	Newfoundland and Labrador	3	1	33.3 %	0.0 %	0	1	Newfoundland and
4212 : Social and community service workers	Nova Scotia	2	0	0.0 %	6.7 %	0	0	Nova Scotia
4212 : Social and community service workers	Ontario	48	1	2.1 %	19.4 %	9	-8	Ontario
4212 : Social and community service workers	Prince Edward Island	1	0	0.0 %	2.0 %	0	0	Prince Edward Island
4212 : Social and community service workers	Québec	5	0	0.0 %	7.4 %	0	0	Québec
4212 : Social and community service workers	Saskatchewan	8	0	0.0 %	6.5 %	1	-1	Saskatchewan
5223 : Graphic arts technicians	Ontario	3	1	33.3 %	24.0 %	1	0	Ontario
5241 : Graphic designers and illustrators	Ontario	2	1	50.0 %	24.0 %	0	1	Ontario
05 : Supervisors		40	4	10.0 %	19.1 %	8	-4	
Employment Equity Occupational Group	Barrie	1	0	0.0 %	8.9 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	8	2	25.0 %	27.4 %	2	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	3	0	0.0 %	0.0 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	13.0 %	0	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	12.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	2.2 %	0	0	N.B. less CMA



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			Representation #	%	Availability %			
Employment Equity Occupational Group	N.S. less CMA	4	0	0.0 %	2.2 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saint John	5	0	0.0 %	6.4 %	0	0	Saint John
Employment Equity Occupational Group	Toronto	5	2	40.0 %	45.8 %	2	0	Toronto
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	43.4 %	2	-2	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	15.9 %	0	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		199	32	16.1 %	11.9 %	24	8	
Employment Equity Occupational Group	Alta. less CMAs	6	1	16.7 %	3.4 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	7	0	0.0 %	3.4 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	3	0	0.0 %	5.5 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	13	5	38.5 %	16.5 %	2	3	Calgary
Employment Equity Occupational Group	Edmonton	4	2	50.0 %	13.4 %	1	1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	4	0	0.0 %	1.5 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	8.2 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	3	0	0.0 %	3.9 %	0	0	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	9.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	0	0.0 %	7.3 %	0	0	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	1.3 %	0	0	Man. less CMA
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	21	1	4.8 %	12.2 %	3	-2	Montréal
Employment Equity Occupational Group	N.B. less CMA	8	0	0.0 %	1.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	10	0	0.0 %	1.2 %	0	0	N.S. less CMA



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	10	1	10.0 %	1.6 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	1	50.0 %	9.0 %	0	1	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	15	5	33.3 %	12.2 %	2	3	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	3.0 %	0	0	P.E.I.
Employment Equity Occupational Group	Québec	2	0	0.0 %	1.5 %	0	0	Québec
Employment Equity Occupational Group	Regina	6	1	16.7 %	5.3 %	0	1	Regina
Employment Equity Occupational Group	Saint John	20	0	0.0 %	1.9 %	0	0	Saint John
Employment Equity Occupational Group	Saskatoon	4	1	25.0 %	5.5 %	0	1	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	4.2 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.7 %	0	0	St. John's
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	2.3 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	12	3	25.0 %	37.3 %	4	-1	Toronto
Employment Equity Occupational Group	Vancouver	22	9	40.9 %	35.3 %	8	1	Vancouver
Employment Equity Occupational Group	Victoria	8	0	0.0 %	8.2 %	1	-1	Victoria
Employment Equity Occupational Group	Windsor	1	0	0.0 %	9.9 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	8	2	25.0 %	11.1 %	1	1	Winnipeg
10 : Clerical Personnel		90	18	20.0 %	14.9 %	13	5	
Employment Equity Occupational Group	Barrie	6	0	0.0 %	5.1 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	3	1	33.3 %	24.3 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	17.5 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	3	0	0.0 %	1.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Hamilton	5	1	20.0 %	10.1 %	1	0	Hamilton
Employment Equity Occupational Group	Montréal	13	4	30.8 %	17.4 %	2	2	Montréal
Employment Equity Occupational Group	N.S. less CMA	3	0	0.0 %	1.9 %	0	0	N.S. less CMA



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	1.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	9.8 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	1	33.3 %	2.0 %	0	1	Québec
Employment Equity Occupational Group	Saint John	23	2	8.7 %	1.8 %	0	2	Saint John
Employment Equity Occupational Group	St. Catharines - Niagara	3	0	0.0 %	5.7 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	2.1 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	16	8	50.0 %	48.1 %	8	0	Toronto
Employment Equity Occupational Group	Winnipeg	4	1	25.0 %	17.0 %	1	0	Winnipeg
11 : Intermediate Sales and Service Personnel		44	4	9.1 %	21.8 %	10	-6	
Employment Equity Occupational Group	Barrie	1	0	0.0 %	6.4 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	8	2	25.0 %	29.7 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	24.8 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	5	0	0.0 %	3.1 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Kelowna	2	0	0.0 %	7.1 %	0	0	Kelowna
Employment Equity Occupational Group	Moncton	1	0	0.0 %	4.1 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	1	100.0 %	22.2 %	0	1	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	2.4 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	2.3 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	3.0 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	11.9 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	11.6 %	0	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	2	0	0.0 %	7.6 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Toronto	6	0	0.0 %	48.9 %	3	-3	Toronto



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	4	1	25.0 %	47.5 %	2	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	23.2 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		83	10	12.0 %	19.5 %	16	-6	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	4.3 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	9	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Brantford	4	0	0.0 %	7.4 %	0	0	Brantford
Employment Equity Occupational Group	Calgary	2	0	0.0 %	33.1 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	22.3 %	0	2	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1.7 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Hamilton	7	0	0.0 %	16.4 %	1	-1	Hamilton
Employment Equity Occupational Group	Kelowna	7	1	14.3 %	5.8 %	0	1	Kelowna
Employment Equity Occupational Group	Montréal	2	0	0.0 %	22.7 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	13	0	0.0 %	1.4 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	8.5 %	0	0	Oshawa
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.8 %	0	0	Saint John
Employment Equity Occupational Group	St. Catharines - Niagara	6	0	0.0 %	5.8 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Toronto	6	3	50.0 %	57.5 %	3	0	Toronto
Employment Equity Occupational Group	Vancouver	16	4	25.0 %	48.9 %	8	-4	Vancouver
Employment Equity Occupational Group	Victoria	5	0	0.0 %	9.1 %	0	0	Victoria
Total		1038	146	14.1 %	16.0 %	167	-21	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Detailed Report

Date: 2018-05-09

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	293	18	6.1 %	4.3 %	13	5	National
03 : Professionals	National	151	2	1.3 %	3.8 %	6	-4	National
04 : Semi-Professionals and Technicians	National	138	12	8.7 %	4.6 %	6	6	National
05 : Supervisors	National	40	2	5.0 %	13.9 %	6	-4	National
07 : Administrative and Senior Clerical Personnel	National	199	10	5.0 %	3.4 %	7	3	National
10 : Clerical Personnel	National	90	6	6.7 %	7.0 %	6	0	National
11 : Intermediate Sales and Service Personnel	National	44	3	6.8 %	5.6 %	2	1	National
12 : Semi-Skilled Manual Workers	National	83	7	8.4 %	4.8 %	4	3	National
Total		1038	60	5.8 %	4.8 %	50	10	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-05-09

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Summary Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	25	13	52.0 %	27.4 %	7	6
02 : Middle and Other Managers	268	193	72.0 %	38.9 %	104	89
03 : Professionals	151	114	75.5 %	61.3 %	93	21
04 : Semi-Professionals and Technicians	138	103	74.6 %	72.2 %	100	3
05 : Supervisors	40	29	72.5 %	58.5 %	23	6
07 : Administrative and Senior Clerical Personnel	199	177	88.9 %	82.4 %	164	13
10 : Clerical Personnel	90	78	86.7 %	67.9 %	61	17
11 : Intermediate Sales and Service Personnel	44	36	81.8 %	66.8 %	29	7
12 : Semi-Skilled Manual Workers	83	16	19.3 %	16.7 %	14	2
Total	1038	759	73.1 %	57.3 %	595	164

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Summary Report

Date: 2018-05-09

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					Gap
	All Employees	Representation		Availability		
	#	#	%	%	#	
01 : Senior Managers	25	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	268	4	1.5 %	2.2 %	6	-2
03 : Professionals	151	4	2.6 %	3.0 %	5	-1
04 : Semi-Professionals and Technicians	138	14	10.1 %	10.7 %	15	-1
05 : Supervisors	40	5	12.5 %	3.1 %	1	4
07 : Administrative and Senior Clerical Personnel	199	8	4.0 %	3.1 %	6	2
10 : Clerical Personnel	90	4	4.4 %	2.7 %	2	2
11 : Intermediate Sales and Service Personnel	44	2	4.5 %	4.0 %	2	0
12 : Semi-Skilled Manual Workers	83	0	0.0 %	4.3 %	4	-4
Total	1038	41	3.9 %	4.0 %	42	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Summary Report

Date: 2018-05-09

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					Gap
	All Employees	Representation		Availability		
	#	#	%	%	#	
01 : Senior Managers	25	1	4.0 %	10.1 %	3	-2
02 : Middle and Other Managers	268	38	14.2 %	15.0 %	40	-2
03 : Professionals	151	29	19.2 %	19.7 %	30	-1
04 : Semi-Professionals and Technicians	138	10	7.2 %	16.4 %	23	-13
05 : Supervisors	40	4	10.0 %	19.1 %	8	-4
07 : Administrative and Senior Clerical Personnel	199	32	16.1 %	11.9 %	24	8
10 : Clerical Personnel	90	18	20.0 %	14.9 %	13	5
11 : Intermediate Sales and Service Personnel	44	4	9.1 %	21.8 %	10	-6
12 : Semi-Skilled Manual Workers	83	10	12.0 %	19.5 %	16	-6
Total	1038	146	14.1 %	16.0 %	167	-21

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Canadian Red Cross Society

Workforce Analysis - Summary Report

Date: 2018-05-09

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	293	18	6.1 %	4.3 %	13	5
03 : Professionals	151	2	1.3 %	3.8 %	6	-4
04 : Semi-Professionals and Technicians	138	12	8.7 %	4.6 %	6	6
05 : Supervisors	40	2	5.0 %	13.9 %	6	-4
07 : Administrative and Senior Clerical Personnel	199	10	5.0 %	3.4 %	7	3
10 : Clerical Personnel	90	6	6.7 %	7.0 %	6	0
11 : Intermediate Sales and Service Personnel	44	3	6.8 %	5.6 %	2	1
12 : Semi-Skilled Manual Workers	83	7	8.4 %	4.8 %	4	3
Total	1038	60	5.8 %	4.8 %	50	10

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-05-09

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Red Cross Society

2018-07-26

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Red Cross Society

2018-07-26

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired			
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Data from Form 5 - Employees Promoted			
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Data from Form 6 - Employees Terminated			
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Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Red Cross Society

2018-07-26

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

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Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Red Cross Society

2018-07-26

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

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

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Red Cross Society

2018-07-26

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	2018						2021
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
	01 Senior Managers	25	-100.0%		0	0.0%	4.0%	3	3	13	4.0%	2	-4	0	27.4%	6	4	52.0%	44.0%	
02 Middle & Other Managers	268	-100.0%		0	0.0%	5.0%	40	40	193	5.0%	29	-60	0	38.9%	89	60	72.0%	61.2%		
03 Professionals	151	-100.0%		0	0.0%	4.8%	22	22	114	4.8%	16	-5	0	61.3%	21	5	75.5%	64.9%		
04 Semi-Professionals & Tech	138	-100.0%		0	0.0%	4.8%	20	20	103	4.8%	15	12	0	72.2%	3	-12	74.6%	63.8%		
05 Supervisors	40	-100.0%		0	0.0%	5.0%	6	6	29	5.0%	4	-2	0	58.5%	6	2	72.5%	62.5%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	199	-100.0%		0	0.0%	5.0%	30	30	177	5.0%	27	14	0	82.4%	13	-14	88.9%	75.4%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	90	-100.0%		0	0.0%	4.8%	13	13	78	4.8%	11	-6	0	67.9%	17	6	86.7%	74.4%		
11 Intermediate Sales & Service	44	-100.0%		0	0.0%	4.8%	6	6	36	4.8%	5	-2	0	66.8%	7	2	81.8%	70.5%		
12 Semi-Skilled Manual	83	-100.0%		0	0.0%	4.8%	12	12	16	4.8%	2	0	0	16.7%	2	0	19.3%	16.9%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%	4.9%	0	0	0	4.9%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	1,038	-100.0%		0	0.0%	4.9%	152	152	759	4.9%	111	-53	0	57.3%	164	53	73.1%	62.4%		

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

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

Table 2: Women

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

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Part 3: Goals

Canadian Red Cross Society

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2018-05-09		Annually	Over 3 Years						2018
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	25	-100.0%	0.0%	0	0.0%	4.0%	3	3	0	4.0%	0	1	1	17.0%	2.9%	-1	0	0.0%	4.0%
02 Middle & Other Managers	268	-100.0%	0.0%	0	0.0%	5.0%	40	40	4	5.0%	1	3	2	4.0%	2.2%	-2	-1	1.5%	1.9%	
03 Professionals	151	-100.0%	0.0%	0	0.0%	4.8%	22	22	4	4.8%	1	2	2	7.0%	3.0%	-1	0	2.6%	3.3%	
04 Semi-Professionals & Tech	138	-100.0%	0.0%	0	0.0%	4.8%	20	20	14	4.8%	2	3	3	13.0%	10.7%	-1	0	10.1%	10.9%	
05 Supervisors	40	-100.0%	0.0%	0	0.0%	5.0%	6	6	5	5.0%	1	-3	0	3.1%	4	3	12.5%	10.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	199	-100.0%	0.0%	0	0.0%	5.0%	30	30	8	5.0%	1	-1	0	3.1%	2	1	4.0%	3.5%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	90	-100.0%	0.0%	0	0.0%	4.8%	13	13	4	4.8%	1	-1	0	2.7%	2	1	4.4%	3.3%		
11 Intermediate Sales & Service	44	-100.0%	0.0%	0	0.0%	4.8%	6	6	2	4.8%	0	0	0	4.0%	0	0	4.5%	4.5%		
12 Semi-Skilled Manual	83	-100.0%	0.0%	0	0.0%	4.8%	12	12	0	4.8%	0	4	1	5.0%	4.3%	-4	-3	0.0%	1.2%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	4.9%	0	0	0	4.9%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	1,038	-100.0%	0.0%	0	0.0%	4.9%	152	152	41	4.9%	6	7	9	5.9%	4.0%	-1	2	3.9%	4.2%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	1	17.0	0	0.0		
02 Middle & Other Managers	2	4.0	6	2.2		
03 Professionals	2	7.0	0	0.0		
04 Semi-Professionals & Tech	3	13.0	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	1	5.0	4	4.3		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	9	5.9	42	4.0		

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2018-05-09		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
	01/02 Managers	293	-100.0%		0	0.0%	4.9%	43	43	18	4.9%	3	-2	0	4.3%	5	2	6.1%	5.1%
03 Professionals	151	-100.0%	0.0%	0	0.0%	4.8%	22	22	2	4.8%	0	4	1	3.8%	-4	-3	1.3%	2.0%	
04 Semi-Professionals & Tech	138	-100.0%		0	0.0%	4.8%	20	20	12	4.8%	2	-4	0	4.6%	6	4	8.7%	7.2%	
05 Supervisors	40	-100.0%	0.0%	0	0.0%	5.0%	6	6	2	5.0%	0	4	1	13.9%	-4	-3	5.0%	7.5%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	199	-100.0%		0	0.0%	5.0%	30	30	10	5.0%	2	-1	0	3.4%	3	1	5.0%	4.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	90	-100.0%		0	0.0%	4.8%	13	13	6	4.8%	1	1	0	7.0%	0	-1	6.7%	5.6%	
11 Intermediate Sales & Service	44	-100.0%		0	0.0%	4.8%	6	6	3	4.8%	0	-1	0	5.6%	1	1	6.8%	6.8%	
12 Semi-Skilled Manual	83	-100.0%		0	0.0%	4.8%	12	12	7	4.8%	1	-2	0	4.8%	3	2	8.4%	7.2%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%	4.9%	0	0	0	4.9%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,038	-100.0%	0.0%	0	0.0%	4.9%	152	152	60	4.9%	9	-1	2	1.3%	4.8%	10	3	5.8%	5.1%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	1	3.8	6	3.8	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	13.9	6	13.9	
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	2	1.3	50	4.8	

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Data for First/Previous Goals

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

**Table 7: Members of Visible Minorities
First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2018-05-09		Annually	Over 3 Years						2018
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	25	-100.0%	0.0%	0	0.0%	4.0%	3	3	1	4.0%	0	2	1	17.0%	10.1%	-2	-1	4.0%	8.0%
02 Middle & Other Managers	268	-100.0%	0.0%	0	0.0%	5.0%	40	40	38	5.0%	6	8	7	17.0%	15.0%	-2	-1	14.2%	14.6%	
03 Professionals	151	-100.0%	0.0%	0	0.0%	4.8%	22	22	29	4.8%	4	5	5	21.0%	19.7%	-1	0	19.2%	19.9%	
04 Semi-Professionals & Tech	138	-100.0%	0.0%	0	0.0%	4.8%	20	20	10	4.8%	1	14	3	16.4%	16.4%	-13	-11	7.2%	8.7%	
05 Supervisors	40	-100.0%	0.0%	0	0.0%	5.0%	6	6	4	5.0%	1	5	2	25.0%	19.1%	-4	-3	10.0%	12.5%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	199	-100.0%	0.0%	0	0.0%	5.0%	30	30	32	5.0%	5	-3	0	11.9%	11.9%	8	3	16.1%	13.6%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	90	-100.0%	0.0%	0	0.0%	4.8%	13	13	18	4.8%	3	-2	0	14.9%	14.9%	5	2	20.0%	16.7%	
11 Intermediate Sales & Service	44	-100.0%	0.0%	0	0.0%	4.8%	6	6	4	4.8%	1	7	2	25.0%	21.8%	-6	-5	9.1%	11.4%	
12 Semi-Skilled Manual	83	-100.0%	0.0%	0	0.0%	4.8%	12	12	10	4.8%	1	7	2	19.5%	19.5%	-6	-5	12.0%	13.3%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	4.9%	0	0	0	4.9%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,038	-100.0%	0.0%	0	0.0%	4.9%	152	152	146	4.9%	21	41	22	14.8%	16.0%	-20	-19	14.1%	14.2%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	1	17.0	3	10.1		
02 Middle & Other Managers	7	17.0	40	15.0		
03 Professionals	5	21.0	0	0.0		
04 Semi-Professionals & Tech	3	16.4	23	16.4		
05 Supervisors	2	25.0	8	19.1		
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	2	25.0	10	21.8		
12 Semi-Skilled Manual	2	19.5	16	19.5		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	22	14.8	167	16.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Red Cross Society

2018-07-26

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

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

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

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

Table 10: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Red Cross Society

2018-07-26

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

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

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

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

Table 12: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Red Cross Society

2018-07-26

Data for Subsequent/Current Goals

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

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

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

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		0.0		0.0	
03 Professionals		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	

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Part 3: Goals

Canadian Red Cross Society

2018-07-26

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

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

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

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

Table 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																	
		All Employees	Workforce							Hires				Promotions				Terminations									
			Women							Women				Women				Women									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
01 Senior Managers	2018	25	13	52.0	27.4	7	6	189.8																			
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	268	193	72.0	38.9	104	89	185.1																			
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2018	151	114	75.5	61.3	93	21	123.2																			
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	138	103	74.6	72.2	100	3	103.4																			
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2018	40	29	72.5	58.5	23	6	123.9																			
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																			
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce								Hires				Promotions				Terminations						
			Women								Women				Women				Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	#	%	#	%	#	#	#	%	#	#	#	%	#	#						
07	Administrative & Senior Clerical	2018	199	177	88.9	82.4	164	13	107.9																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2018	90	78	86.7	67.9	61	17	127.6																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2018	44	36	81.8	66.8	29	7	122.5																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2018	83	16	19.3	16.7	14	2	115.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

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Part 4: Results - Women

Canadian Red Cross Society

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0	0.0	0.0	0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	1,038	759	73.1	57.3	595	164	127.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	%	#	#	#	%	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	25	0	0.0	2.9	1	-1	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	268	4	1.5	2.2	6	-2	67.8																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
03 Professionals	2018	151	4	2.6	3.0	5	-1	88.3																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	138	14	10.1	10.7	15	-1	94.8																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
05 Supervisors	2018	40	5	12.5	3.1	1	4	403.2																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%		
01 Senior Managers	0	0	0	0.0	1	0.0	17.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0
02 Middle & Other Managers	0	0	0	0.0	2	0.0	4.0	0.0	6	0.0	2.2	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	0	0	0	0.0	2	0.0	7.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	3	0.0	13.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		Aboriginal Peoples									Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	#	%	#	%	#	#	#	#	%	%	#	#	%	%	#	#	%	%				
07	Administrative & Senior Clerical	2018	199	8	4.0	3.1	6	2	129.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	90	4	4.4	2.7	2	2	164.6																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	44	2	4.5	4.0	2	0	113.6																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	83	0	0.0	4.3	4	-4	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	1	0.0	5.0	0.0	4	0.0	4.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	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	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
Total	2018	1,038	41	3.9	4.0	42	-1	98.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	9	0.0	5.9	0.0	42	0.0	4.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities					
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected	
#	#	#	%	%	#	#	#	%	%	#	#	%	%	#	#	#	#	#	#	%	%	#	#		
01&02 Managers	2018	293	18	6.1	4.3	13	5	142.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
03 Professionals	2018	151	2	1.3	3.8	6	-4	34.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
04 Semi-Professionals & Technicians	2018	138	12	8.7	4.6	6	6	189.0																	
	0	0	0	0.0	0.0	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	2018	40	2	5.0	13.9	6	-4	36.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees		Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										
03 Professionals	0	0	0	0.0	1	0.0	3.8	0.0	6	0.0	3.8	0.0		
	3	0	0	0.0										
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										
05 Supervisors	0	0	0	0.0	1	0.0	13.9	0.0	6	0.0	13.9	0.0		
	3	0	0	0.0										
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										

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Part 6: Results - Persons with Disabilities

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07	Administrative & Senior Clerical	2018	199	10	5.0	3.4	7	3	147.8																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2018	90	6	6.7	7.0	6	0	95.2																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2018	44	3	6.8	5.6	2	1	121.8																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2018	83	7	8.4	4.8	4	3	175.7																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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

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

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Part 6: Results - Persons with Disabilities

Canadian Red Cross Society

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	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	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	1,038	60	5.8	4.8	50	10	120.4	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	2	0.0	1.3	0.0	50	0.0	4.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce								Hires				Promotions				Terminations						
			Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	25	1	4.0	10.1	3	-2	39.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	268	38	14.2	15.0	40	-2	94.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
03 Professionals	2018	151	29	19.2	19.7	30	-1	97.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	138	10	7.2	16.4	23	-13	44.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2018	40	4	10.0	19.1	8	-4	52.4																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	1	0.0	17.0	0.0	3	0.0	10.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	7	0.0	17.0	0.0	40	0.0	15.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	5	0.0	21.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	3	0.0	16.4	0.0	23	0.0	16.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	2	0.0	25.0	0.0	8	0.0	19.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 7: Results - Members of Visible Minorities

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	#	#	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2018	199	32	16.1	11.9	24	8	135.1																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	90	18	20.0	14.9	13	5	134.2																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	44	4	9.1	21.8	10	-6	41.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	83	10	12.0	19.5	16	-6	61.8																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		All Employees	Visible Minorities	Short-term Goals				Long-term Goals						
				Flow Data		Visible Minorities		Visible Minorities		Visible Minorities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	2	0.0	25.0	0.0	10	0.0	21.8	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	2	0.0	19.5	0.0	16	0.0	19.5	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Red Cross Society

2018-07-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	0	0	0	0.0	0	0.0	0	0.0	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	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2018	1,038	14.1	146	16.0	166	-20	87.9																	
	0	0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	22	0.0	14.8	0.0	167	0.0	16.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Canadian Red Cross Society
43307

Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Canadian Red Cross Employment Equity Self- Identification Survey

You will be given the time and privacy you need to complete and return the survey questionnaire.

Answering Questions 2, 3, and 4 is voluntary. Even if you choose not to answer these self-identification questions, it is mandatory that you complete Question 1 by entering your name and submitting the questionnaire. We want to be sure that we have heard from all employees.

We remind you that:

- The personal information you provide is confidential. Federal and provincial privacy laws and CRC's privacy policies establish strict protocols for the collection, storage, maintenance and disclosure of employment equity workforce data and of your personal information.
 - This questionnaire is available in alternate formats upon request.
 - You may self-identify as being a member of more than one designated group.
 - The information you submit may be changed at any time:
 - Going forward only your employee number will be used as your unique identifier.
- We strongly encourage you to complete the whole survey to help ensure the success of Canadian Red Cross' employment equity program.

Thank you for counting yourself in!

Employee Name

First Name

Family Name

- I. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Examples of disabilities include, but are not limited to:

Coordination or Dexterity

- Difficulty using hands or arms, such as grasping objects or using a keyboard

Mobility

- Difficulty moving around from one office to another, walking long distances or using stairs

Blind or Visually Impaired

- Unable to see or difficulty seeing, glaucoma, but do not include yourself if you can see well with glasses or contact lenses

Speech

- Difficulty speaking or being understood

Hearing

- Unable to hear or difficulty hearing

Other Disabilities

- Learning, developmental and other types of disabilities

These examples are provided for illustrative purposes only.

Based on this definition are you a person with a disability?

- Yes
- No

2. An Aboriginal Person is someone who is a North American Indian, Métis, or Inuit, or a member of a North American First Nation and may be a treaty status or a non-status, registered or non-registered Indian.

Based on this definition, are you an Aboriginal Person?

- Yes
- No

3. Members of visible minorities are persons, other than Indigenous peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.

Examples of visible minorities include, but are not limited to:

- Black (regardless of where you were born including Canada, Jamaica, Trinidad, Somalia, Nigeria, Europe, etc.)
- Non-white Latin American (including Indigenous persons from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/ East Indian (e.g., Indian, Pakistani, Bangladeshi, East Indians from Guyana, Trinidad, East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- Persons of Mixed Origin (e.g., with one parent in one of the visible minority groups listed above)

Based on this definition, are you a member of a visible minority group?

- Yes
- No

Frequently Asked Questions Employment Equity Program at CRC

Q1. What is employment equity?

A1. Employment Equity is a program designed to ensure that all job applicants and employees have a fair chance in the workplace. It is achieved when no person is denied employment opportunities or benefits for reasons unrelated to their abilities.

Specifically, it attempts to achieve:

- A workforce that reflects the diversity of the available labour force
- Employment systems, policies and practices that support the recruitment, retention and promotion of designated group members
- Employment systems that ensure all employees have an equitable opportunity to develop their abilities, realize their expectations and make the best contribution possible to the workplace

Q2. Why has CRC decided to participate in the program?

A2. In July 2017 the CRC was awarded a government of Canada service contract where a condition of the contract is that CRC participate in the Federal Contractors Program (FCP). Meeting the requirements of the program is required for CRC to maintain the current contract and be eligible to bid for further government of Canada contracts.

While our current efforts in this area are focused towards our participation in the FCP, the values of employment equity are embedded in our mission and values. This project will help us to look critically at how well our workforce policies and practices support our values of inclusivity and strengthen our ability to attract, develop and retain talent from diverse sources.

Q3. What steps will CRC take as a result of its participation in the program?

A3. Participation in the program requires several steps:

- a) The first is to carry out a **workforce survey** in May 2018 to determine the present composition of CRC permanent staff. The survey asks people to identify whether or not they belong to one or more of the designated groups – Women, Indigenous (Aboriginal) Peoples, Persons with Disabilities and Members of Visible Minorities
- b) The data will be used to inform a **workforce analysis** that will tell us how our CRC workforce representation compares to the national labour market. This is achieved by matching our CRC jobs to the Federal Government's national occupational classification system. This data, combined with the employment equity data received through the workforce survey, is inputted to the Federal Government's Workplace Equity Information Management System (WEIMS) to generate the workforce analysis report which will tell us where designated groups may be under

Frequently Asked Questions Employment Equity Program at CRC

represented, or where they match or exceed full representation of the Canadian labour market by occupational group and geography.

- c) Based on the results of the workforce analysis, **objectives, strategies and initiatives** will be established to enable CRC to achieve full representation over time. We anticipate there will be CRC-wide objectives, as well as objectives that are geared towards specific groups and geographies.
- d) Participation in the program is an **ongoing commitment** that does not end when we achieve compliance or when our contracts with the Federal Government end. Ongoing maintenance of survey data, and the workforce analysis as individuals are hired, promoted and leave the organization is required, as well as the ongoing review of Employment Equity objectives and strategies.

Q4. Why are only permanent staff included in the survey?

A4. At this time, and in line with the Federal Contractors Program, the survey is focused on all permanent staff. However, in future we will expand the scope of the survey to include our broader workforce including volunteers and term contract staff as well as other elements of inclusiveness.

Please know that at any time we welcome feedback and questions from all groups or individuals who believe they have encountered barriers to fully participating in the workplace, for reasons unrelated to their ability to perform the requirements of the role.

Q5. What are the expected benefits of participation in the program?

A5. Working to ensure that the Society is representative of the people we serve is a long standing commitment. Achieving and maintaining compliance with the Federal Contractor's program is required for CRC to be eligible to bid on large federal contracts and strengthens our ability to compete for and retain high value federal contracts.

In addition, employment equity:

- Demonstrates our Red Cross values of diversity and inclusivity
- Provides access to a broader talent base by removing barriers
- Strengthens the talent of our workforce by informing our internal programs to develop talent
- Builds on existing priorities around a respectful workplace, gender diversity and expanding CRC's reach to Indigenous People and newcomers to Canada
- Contributes positively to morale and engagement internally and strengthens CRC's reputation externally

Frequently Asked Questions Employment Equity Program at CRC

Q6. What are 'systemic barriers' to employment?

A6. 'Systemic barriers' refers to situations, policies and/or practices, that unfairly exclude particular groups from full participation in the workplace. These 'barriers' may include, but are not limited to, the following:

- stereotypes which manifest in the workplace
- physical barriers which prevent disabled people from accessing or participating fully in the workplace
- lack of access to education or training
- lack of accommodation of family responsibilities (e.g., caregivers of young children or elderly parents)
- impact of child rearing responsibilities on the tenure and promotion process
- "hostile workplace ": an environment which has the effect of excluding or undermining a person or a group of people in a working environment
- communication channels or approaches that exclude or limit certain groups

Q7. Does this mean CRC will establish a quota system?

A7. No. Employment equity does not involve setting hiring "quotas", which require that a fixed number of people be placed in certain jobs regardless of their qualifications and skills. Specifically, section 6 of the *Employment Act* forbids the use of quotas.

Employment equity is about removing barriers to hiring practices and equalizing opportunities in the workplace, to ensure that otherwise qualified designated group members are not denied jobs based on factors unrelated to their ability.

Q8. Does this mean CRC will need to hire unqualified people in order to achieve representation?

A8. No. Employment equity does not impact our ability to set qualifications for a job and require that all applicants meet those qualifications, as long as they are genuine and necessary requirements.

QUESTIONS ON THE SELF-IDENTIFICATION SURVEY

Q1. Why is this information being collected?

A1. The information is being collected to better understand our current workforce, as well as new employees joining, promotions, and turnover. The information will help us identify where we may have under-representation of designated groups in different levels and geographies of our workforce, and help us to monitor the success of strategies and initiatives taken to improve workforce representation.

Q2. Do I have to complete the survey?

Frequently Asked Questions Employment Equity Program at CRC

A2. We require all permanent staff to respond to the survey and answer Question 1, which is to provide your name. Answering the additional self-identification questions is voluntary but we **sincerely hope** that you all will respond to the full questionnaire so that we can better understand our workforce and take steps, where needed, to be more inclusive.

Q3. I do not self-identify as a member of a designated group. Should I still complete the survey?

A3. Yes. By providing your information, you will enable us to determine how the composition of our workforce compares to the workforce in our area. Even if you are not a designated group member, you are helping the organization to be an equitable workplace for all employees.

Q4. Can I change my responses?

A4. Yes, employees who wish to change their responses should advise their People Services representative, who will arrange for them to be re-sent the survey link.

Q5. Why isn't the survey anonymous?

A5. The questionnaire is confidential but not anonymous. In order to complete the workforce analysis, the equity data provided on the questionnaires must be considered in relation to specific positions at CRC and therefore anonymity is not possible.

However, stringent controls are in place to ensure confidentiality of your responses. Access to the equity data is highly restricted. No individual employee has been, or will be, identified in statistical summaries.

Q6. How will the confidentiality of my information be ensured?

A6. This survey is being administered by a third party - Employment Matters Consulting – a firm specializing in employment equity compliance for federal contractors under the Federal Contractors Program.

The personal information you provide is confidential. Federal and provincial privacy laws and CRC's privacy policies establish strict protocols for the collection, storage, maintenance and disclosure of employment equity workforce data and of your personal information. This information will be stored in the Federal Government's Workplace Equity Information Management System (WEIMS) where data will be compiled and analyzed by employee number only. The WEIMS database does not include individual names.

Frequently Asked Questions Employment Equity Program at CRC

the data will only be used in support of the Employment Equity Program, and only aggregate data will be provided to CRC's management.

Q7. How will the information I provide be used?

A7. The data provided in the survey will be used to analyze and report on the representation, distribution, and status of designated groups in our organization; to analyze and report on the employment equity progress in our organization; and to help identify and remove employment barriers from our employment policies and practices

Q8. Can I identify in more than one group?

A8. Yes. The Employment Equity Regulations permit employees to identify in more than one designated group. The self-identification questionnaire includes definitions to help you identify to which group(s) you may belong.

If you have additional questions please contact any executive you feel comfortable with, your VP or your People Services Representative.

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Canadian Red Cross Society

Primary Location: Ottawa (Ontario)

Number of Employees: 1038

- Ontario: 454
- Québec: 93
- Nova Scotia: 50
- New Brunswick: 98
- Manitoba: 52
- British Columbia: 148
- Prince Edward Island: 4
- Saskatchewan: 35
- Alberta: 97
- Newfoundland and Labrador: 7

Organization Overview:

NAICS 8132 (Grant-Making and Giving Services)

The Canadian Red Cross Society is a Canadian humanitarian charitable organization that provides disaster relief and humanitarian service to the public. The organisation receives funding from private donations and government.

Key Dates – First Year Assessment

Initiated: 2018-07-06

Received: 2018-09-03

Workforce Analysis: 2018-05-09

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	1038	100
Number of questionnaires returned:	922	89
Number of completed questionnaires returned:	862	83

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may

- self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
 - The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
 - The questionnaire indicates that it is available in alternate formats upon request.
 - The questionnaire indicates that answering the self-identification questions is voluntary.
 - The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
 - The questionnaire indicates that employees can update or change information about themselves at any time

Observations:

WORKFORCE ANALYSIS & GOAL SETTING

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

Observations:

SUMMARY OF GOALS

Women

Observations:

- The workforce analysis did not reveal any gaps for women.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 more)	%
01	Senior Managers	-1	17.0	-	0.0	2.9
02	Middle & Other Managers	-2	4.0	2.2	1.5	2.2
03	Professionals	-1	7.0	-	2.6	3.0
04	Semi-Professionals & Technicians	-1	13.0	-	10.1	10.7
12	Semi-Skilled Manual Workers	-4	5.0	4.3	0.0	4.3

Observations:

- Short-term goals have been set at levels above LMA. Employer has been notified and they confirmed having made an informed choice in order to close the gaps in the short-term. Some long-term goals are therefore not required.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 more)	%
01	Senior Managers	-2	17.0	10.1	4.0	10.1
02	Middle & Other Managers	-2	17.0	15.0	14.2	15.0
03	Professionals	-1	21.0	-	19.2	19.7
04	Semi-Professionals & Technicians	-13	16.4	16.4	7.2	16.4
05	Supervisors	-4	25.0	19.1	10.0	19.1
11	Intermediate Sales & Service Personnel	-6	25.0	21.8	9.1	21.8
12	Semi-Skilled Manual Workers	-6	19.5	19.5	12.0	19.5

Observations:

- Short-term goals have been set at levels above LMA. Employer has been notified and they confirmed having made an informed choice in order to close the gaps in the short-term. A long-term goal for EEOG 03 is therefore not required.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 more)	%
03	Professionals	-4	3.8	3.8	1.3	3.8
05	Supervisors	-4	13.9	13.9	5.0	13.9

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- We noted that short-term goals for Aboriginal people and members of visible minorities in some Employment Equity Occupational Groups (EEOG) were set at levels well above labour market availability. We encourage you to put special measures in place to ensure that your goals are achieved.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-10-17

From: Yakibonge, Maurice [NC]
Sent: November 14, 2018 11:44 AM
To: 'conrad.sauve@redcross.ca' <conrad.sauve@redcross.ca>
Cc: 'julie.cober@redcross.ca' <julie.cober@redcross.ca>; 'joyce.bettcher@redcross.ca' <joyce.bettcher@redcross.ca>
Subject: Government of Canada Agreement Number: 10000645 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Conrad Sauve:

I am writing to inform you that the compliance assessment initiated on July 06, 2018 has been completed. As a result of the assessment, Canadian Red Cross Society has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization, you will find a recommendation below for your consideration to ensure the ongoing success of Canadian Red Cross Society's employment equity program.

- We noted that short-term goals for Aboriginal people and members of visible minorities in some Employment Equity Occupational Groups (EEOG) were set at levels well above labour market availability. We encourage you to put special measures in place to ensure that your goals are achieved.

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 July 6, 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 Canadian Red Cross Society is notified of a subsequent assessment, the following information will be required:

- workforce data (Form 1 to 6) at the national level;
- a current workforce analysis; and
- 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, Canadian Red Cross Society will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

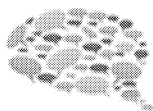
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement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

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at maurice.yakibonge@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Canadian Red Cross Society continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

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

Canadian Red Cross Society

FIRST COMPLIANCE ASSESSMENT- SEPTEMBER 2018

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CANADIAN RED CROSS SOCIETY FIRST COMPLIANCE ASSESSMENT

1.0 REQUIREMENT NO. 1: - COLLECTION OF WORKFORCE INFORMATION

Assessment Factors

- Questionnaire Definitions
- Self-Identification Questionnaire
- Return and Response Rates
- Coding of Positions
- Calculating representation

The Canadian Red Cross Society has complied with all assessment factors relevant to this compliance requirement. The Society shall establish protocols and procedures to keep its workforce data up-to-date.

1.1 Documentary Evidence

We attach the following:

- Employment Equity Self-Identification Questionnaire distributed to the Society's permanent full time and permanent part time employees: and the FAQs that informed employees about the purpose of employment equity, employment equity compliance at the Society, and their rights and obligations in completing the employment equity self-identification survey questionnaire.

1.2 Questionnaire Definitions

The self-identification questionnaire includes definitions for Aboriginal peoples, persons with disabilities and members of visible minorities that are consistent with the Employment Equity Act.

1.3 Self-identification Questionnaire

The questionnaire and the accompanying documentation clearly indicate to employees that:

- They may self-identify as being a member of more than one designated group
- The questionnaire is available in alternate formats on request
- Answering the self-identification questions is voluntary and that returning the questionnaire is mandatory
- Information provided is confidential and that they may change their employment equity information at any time
- Only duly authorized personnel will have access to their information and that it will be used for employment equity purposes only

The Data Management Policy available to the Canadian Red Cross Society establishes strict protocols to ensure confidentiality of individual designated group status information with respect to its collection, use, access, dissemination, transmission and storage.

Employees are advised that their data will be used to analyze and report on the representation, distribution, and status of designated groups in order to analyze and report on the employment equity progress of the Society and to help identify and remove employment barriers from the Society's employment systems, policies and

practices. Further employees are made aware that the Society will share aggregate data only, and it shall ensure that in the use of these data, individuals are not, either directly or indirectly identified.

The survey was done primarily online. 12 of its 1038 employees received paper questionnaires. All communication and materials were made available in English and French.

1.4 Return and Response Rates

Here are the Return and Response rates for permanent full time and permanent part time staff.

- The number of questionnaires distributed – 1038
- The number of questionnaires returned -922
- The Return Rate- 88.8%
- The Completion Rate- 83.0%

1.5 Keeping Data Up-to-Date

- Canadian Red Cross shall develop a New Hire package to capture new employees at the time of their onboarding.
- Employees will be given the FAQs that provide information about the purpose of employment equity and Canadian Red Cross' employment equity program.
- Canadian Red Cross shall update its WEIMS database annually to monitor progress and to revise its program if necessary.
- The Society will continue to follow up survey non-respondents to maintain at minimum an 80% response rate.

1.6 Coding of Positions

- Canadian Red Cross coded all of its positions using 2011 NOCs.

1.7 Calculating Representation

Canadian Red Cross correctly determined its internal representation.

2.0 REQUIREMENT NO. 2- WORKFORCE ANALYSIS

Assessment Factors

- Calculating availability estimates
- Occupation and geographic levels of comparisons
- Identifying under-representation

Canadian Red Cross complied with all assessment factors

2.1 Documentary Evidence

We attach the following:

- The Workforce Analysis Summary and Detailed Reports

- These workforce analysis reports are produced by the Workplace Equity Information Management System (WEIMS).

- Given the Canadian Red Cross occupational structure- its EEOGs and NAICS- the relevant labour markets are national, provincial and the local Census Metropolitan Area (CMA).

3.0 REQUIREMENT NO. 3- SHORT AND LONG-TERM NUMERIC GOALS

Assessment Factors

- Short term goals
- Long term goals
- Considerations upon which goals are based
- Sufficiency of Goals

Canadian Red Cross has complied with all assessment factors.

3.1 Documentary Evidence

We attach the ESDC-mandated Achievement Report. The Report is designed to assist federal contractors to track their progress toward achieving full representation of the four designated groups. The Report provides Short Term Goals tables that allow contractors to estimate the projected representation of the designated groups at the end of three-year goal setting period based on projected annual hires and turnover.

3.2 Commentary

Goals are the percentage share of hires the underrepresented designated group is expected to achieve in the EEOG in which it is underrepresented within the goal setting period. Hires are external or internal i.e. promotions.

Key determinants of the share of hires are a) anticipated growth or reduction, if any, in workforce; b) the total number of hires anticipated in the EEOG c) the availability rate of the underrepresented group in the EEOG and d) the EE (Employment Equity) or Utilization rate.

Ensuring sufficiency of goals is critical. For the Society, this has been essential in its decision making with respect to establishing its short-term goals. Sufficiency is defined in this way:

- *Goals established by contractors are sufficient to ensure reasonable progress toward closing each gap in representation by being above or, at minimum, equal to availability.*

We therefore ensured that the Projected Gap for each designated group, at the end of the goal setting period was less than the Present Gap. To ensure sufficiency, the Society will hire Aboriginal peoples and members of visible minorities above availability in the EEOGs we identify below.

3.3 Goals. Designated Groups. EEOGs

No goals were set for women. Women constitute 73.1% of the Society's workforce and exceed full representation in all 9 EEOGs. We did establish goals for designated groups in these 7 EEOGs in which they are underrepresented.

EEOG: 01 – Senior Managers

- Aboriginal Peoples, Members of Visible Minorities
 - The hiring rates for these two designated groups are above availability to ensure sufficiency

EEOG: 02 – Middle and Other Managers

Aboriginal Peoples, Members of Visible Minorities

The hiring rates for these two designated groups are above availability to ensure sufficiency

EEOG: 03 – Professionals

Aboriginal Peoples, Members of Visible Minorities and Persons with Disabilities

The hiring rates for Aboriginal Peoples and Members of Visible Minorities are above availability to ensure sufficiency

EEOG: 04 – Semi-Professionals and Technicians

Aboriginal Peoples, Members of Visible Minorities

The hiring rate for Aboriginal Peoples is above availability to ensure sufficiency

EEOG: 05 – Supervisors

Members of Visible Minorities, Persons with Disabilities

The hiring rate for Members of Visible Minorities is above availability to ensure sufficiency

EEOG: 11- Intermediate Sales & Service Personnel

Members of Visible Minorities

The hiring rate has been set above availability to ensure sufficiency

EEOG: 12 – Semi-Skilled Manual Workers

Aboriginal Peoples, Members of Visible Minorities

The hiring rate for Aboriginal Peoples is above availability

3.4 Impact of Short Term Goals

We summarize the impact of short term goals in this way:

- During the period covered by the goals, the Society anticipates 152 hiring opportunities.
- Aboriginal Peoples: anticipated share of hires is 9 or 5.9%
- Members of Visible Minorities: anticipated share of hires is 22 or 14.8%.
- Persons with Disabilities: anticipated share of hires is 2 or 1.3%

The underrepresented designated groups are expected to have 33 or 21.7% of anticipated hires over the next three years. Although numbers are provided in the goals, the key assessment factor for goal attainment is the achievement of the hiring rate that is established to reduce the gap in each designated group where there is underrepresentation.

To reduce the gaps Canadian Red Cross will work to achieve the projected 3-year representation, aware that this requires the examination of both hiring and termination rates. Canadian Red Cross shall examine its employment policies and practices to develop barrier free strategies and initiatives to attract, hire and retain talent from the designated groups that are now underrepresented. In this way the Society shall demonstrate reasonable efforts to achieve reasonable progress.

3.5 Summary of Short and Long-Term Numerical Goals

- The Society's long-term numerical goals achieve the full representation of the designated groups in the EEOGs where they are underrepresented.
- Long-term goals may likely change because of the effects of a) the short-term goals and b) the employment equity initiatives undertaken by the Society to remove employment barriers and to increase representation of the underrepresented designated groups and c) any changes in the business environment.

- We did not establish long term goals for designated groups in the EEOGs where they are expected to achieve full representation at the end of the three-year goal setting period.
 - Long term goals are not established for Aboriginal Peoples in the EEOG: 01- Senior Managers: EEOG: 03- Professionals and EEOG: 04- Semi-Professionals and Technicians.
 - Similarly, long term goals were not established for Members of Visible Minorities in EEOG: 03- Professionals

END

August 29, 2018

From: Jennifer Wenzel <Jennifer.Wenzel@redcross.ca>

Sent: June 11, 2018 1:36 PM

To: EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>

Cc: Joyce Bettcher <Joyce.Bettcher@redcross.ca>; Julie Cober <Julie.Cober@redcross.ca>; kjeffers@employmentmatters.ca

Subject: Request for Extension - Government of Canada Agreement 10000645

Dear Maurice,

Please find attached the Canadian Red Cross request for extension to submit the documentation for the first compliance assessment until September 6, 2018.

If you require further information, please contact Joyce Bettcher (Tel: 403 261 6239) with cc'd to Keith Jeffers of Employment Matters (cc'd), who is supporting CRC in implementing our Employment Equity program and Julie Cober, Chief People Services Officer.

Thank you in advance for your consideration of this request.

Best regards,

Jennifer Wenzel



Jennifer Wenzel

Interim VP, People Services
People Services

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From: Keith Jeffers <kjeffers@employmentmatters.ca>
Sent: September 3, 2018 8:42 AM
To: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Joyce.Bettcher@redcross.ca
Subject: Canadian Red Cross Society - First Compliance Assessment

Bonjour Maurice, welcome back!

Here is the First Compliance Assessment for the Canadian Red Cross Society. Please contact me directly if you have any questions. Thank you again for your support and advice throughout the compliance process.

Merci.

Keith



Award-Winning Compliance Solutions

Keith Jeffers
President & Principal Consultant

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