



OFFICIAL USE ONLY
Agreement N°:

s.19(1)

Labour Program  
Federal Contractors Program

### Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>John Howard Society of Ottawa</i>	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2007/list-liste-eng.htm</a>	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>550 Old St. Patrick Street Ottawa, K1N5L5</i>	City <i>Ottawa</i>	Province <i>ON</i>	Postal Code <i>K1N5L5</i>
Telephone Number <i>613 789 7418</i>			

EMPLOYMENT EQUITY CONTACT			
Name (print) <i>Rhea Wootton</i>	Title <i>Director Admin HR</i>		
Telephone Number <i>613 789 7418</i>	E-mail Address <i>RWootton@jhsottawa.ca</i>	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) <i>Tyler Fairstat</i>	Title <i>Executive Director</i>		
Telephone Number <i>613 700 7417</i>	E-mail Address <i>Tfairstat@jhsottawa.ca</i>	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 	Date (YYYY-MM-DD) <i>2016-10-11</i>		

**Privacy**

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* 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 *Privacy Act* 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 *Info Source*, which is available at the following website address: <http://www.infosources.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

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

Workplace Equity Information Management System - John Howard Society of Ottawa

**Workforce Analysis - Detailed Report**

Date: 2017-04-27

**Women**

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	5	4	80.0 %	27.4 %	1	3	National
<b>02 : Middle and Other Managers</b>	National	13	6	46.2 %	38.9 %	5	1	National
<b>03 : Professionals</b>		25	19	76.0 %	69.5 %	17	2	
4155 : Probation and parole officers and related occupations	National	12	8	66.7 %	64.3 %	8	0	National
4156 : Employment counsellors	National	12	10	83.3 %	74.6 %	9	1	National
4166 : Education policy researchers, consultants and program officers	National	1	1	100.0 %	71.2 %	1	0	National
<b>04 : Semi-Professionals and Technicians</b>		81	27	33.3 %	78.1 %	63	-36	
4212 : Social and community service workers	Ontario	81	27	33.3 %	78.1 %	63	-36	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		4	4	100.0 %	77.2 %	3	1	
Employment Equity Occupational Group	Ottawa - Gatineau	4	4	100.0 %	77.2 %	3	1	Ottawa - Gatineau
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	38.4 %	0	0	
6322 : Cooks	Ontario	1	0	0.0 %	38.4 %	0	0	Ontario
<b>10 : Clerical Personnel</b>		2	1	50.0 %	65.8 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	65.8 %	1	0	Ottawa - Gatineau
<b>11 : Intermediate Sales and Service Personnel</b>		2	2	100.0 %	61.8 %	1	1	
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	61.8 %	1	1	Ottawa - Gatineau
<b>Total</b>		133	63	47.4 %	70.0 %	91	-28	

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 - John Howard Society of Ottawa

Workforce Analysis - Detailed Report

Date: 2017-04-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	%	Availability %			
<b>01 : Senior Managers</b>	National	5	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	13	0	0.0 %	2.2 %	0	0	National
<b>03 : Professionals</b>		25	2	8.0 %	7.3 %	2	0	
4155 : Probation and parole officers and related occupations	National	12	1	8.3 %	7.0 %	1	0	National
4156 : Employment counsellors	National	12	1	8.3 %	7.8 %	1	0	National
4166 : Education policy researchers, consultants and program officers	National	1	0	0.0 %	4.3 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		81	3	3.7 %	6.0 %	5	-2	
4212 : Social and community service workers	Ontario	81	3	3.7 %	6.0 %	5	-2	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		4	0	0.0 %	3.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	4	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	3.8 %	0	0	
6322 : Cooks	Ontario	1	0	0.0 %	3.8 %	0	0	Ontario
<b>10 : Clerical Personnel</b>		2	0	0.0 %	2.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
<b>11 : Intermediate Sales and Service Personnel</b>		2	1	50.0 %	3.0 %	0	1	
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	1	50.0 %	3.0 %	0	1	Ottawa - Gatineau
<b>Total</b>		133	6	4.5 %	5.6 %	7	-1	

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 - John Howard Society of Ottawa

**Workforce Analysis - Detailed Report**

Date: 2017-04-27

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation		Availability			
			#	%	%			
<b>01 : Senior Managers</b>	National	5	0	0.0 %	10.1 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	13	1	7.7 %	15.0 %	2	-1	National
<b>03 : Professionals</b>		25	2	8.0 %	12.7 %	3	-1	
4155 : Probation and parole officers and related occupations	National	12	0	0.0 %	9.8 %	1	-1	National
4156 : Employment counsellors	National	12	2	16.7 %	15.5 %	2	0	National
4166 : Education policy researchers, consultants and program officers	National	1	0	0.0 %	12.4 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		81	8	9.9 %	19.4 %	16	-8	
4212 : Social and community service workers	Ontario	81	8	9.9 %	19.4 %	16	-8	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		4	0	0.0 %	12.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	4	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	30.6 %	0	0	
6322 : Cooks	Ontario	1	0	0.0 %	30.6 %	0	0	Ontario
<b>10 : Clerical Personnel</b>		2	0	0.0 %	14.7 %	0	0	
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
<b>11 : Intermediate Sales and Service Personnel</b>		2	0	0.0 %	22.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
<b>Total</b>		<b>133</b>	<b>11</b>	<b>8.3 %</b>	<b>17.2 %</b>	<b>22</b>	<b>-11</b>	

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 - John Howard Society of Ottawa

**Workforce Analysis - Detailed Report**

Date: 2017-04-27

**Persons with Disabilities**

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Availability #	Gap #	Recruitment Area
			Representation #	Representation %				
<b>01/02 : Managers</b>	National	18	0	0.0 %	4.3 %	1	-1	National
<b>03 : Professionals</b>	National	25	4	16.0 %	3.8 %	1	3	National
<b>04 : Semi-Professionals and Technicians</b>	National	81	4	4.9 %	4.6 %	4	0	National
<b>07 : Administrative and Senior Clerical Personnel</b>	National	4	1	25.0 %	3.4 %	0	1	National
<b>08 : Skilled Sales and Service Personnel</b>	National	1	0	0.0 %	3.5 %	0	0	National
<b>10 : Clerical Personnel</b>	National	2	0	0.0 %	7.0 %	0	0	National
<b>11 : Intermediate Sales and Service Personnel</b>	National	2	0	0.0 %	5.6 %	0	0	National
<b>Total</b>		133	9	6.7 %	4.4 %	6	3	

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: 2017-04-27

### 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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



## Workforce Analysis - Detailed Report

Date: 2017-04-27

### 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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



### Workforce Analysis - Summary Report

Date: 2017-04-27

#### Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	4	80.0 %	27.4 %	1	3
02 : Middle and Other Managers	13	6	46.2 %	38.9 %	5	1
03 : Professionals	25	19	76.0 %	69.5 %	17	2
04 : Semi-Professionals and Technicians	81	27	33.3 %	78.1 %	63	-36
07 : Administrative and Senior Clerical Personnel	4	4	100.0 %	77.2 %	3	1
08 : Skilled Sales and Service Personnel	1	0	0.0 %	38.4 %	0	0
10 : Clerical Personnel	2	1	50.0 %	65.8 %	1	0
11 : Intermediate Sales and Service Personnel	2	2	100.0 %	61.8 %	1	1
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47.4 %</b>	<b>70.0 %</b>	<b>91</b>	<b>-28</b>

Total may not equal sum of components due to rounding.





Workplace Equity Information Management System - John Howard Society of Ottawa

**Workforce Analysis - Summary Report**

Date: 2017-04-27

**Aboriginal Peoples**

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	5	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	13	0	0.0 %	2.2 %	0	0
03 : Professionals	25	2	8.0 %	7.3 %	2	0
04 : Semi-Professionals and Technicians	81	3	3.7 %	6.0 %	5	-2
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	3.2 %	0	0
08 : Skilled Sales and Service Personnel	1	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	2	0	0.0 %	2.8 %	0	0
11 : Intermediate Sales and Service Personnel	2	1	50.0 %	3.0 %	0	1
<b>Total</b>	<b>133</b>	<b>6</b>	<b>4.5 %</b>	<b>5.6 %</b>	<b>7</b>	<b>-1</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-04-27

### Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	5	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	13	1	7.7 %	15.0 %	2	-1
03 : Professionals	25	2	8.0 %	12.7 %	3	-1
04 : Semi-Professionals and Technicians	81	8	9.9 %	19.4 %	16	-8
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	12.2 %	0	0
08 : Skilled Sales and Service Personnel	1	0	0.0 %	30.6 %	0	0
10 : Clerical Personnel	2	0	0.0 %	14.7 %	0	0
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	22.0 %	0	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8.3 %</b>	<b>17.2 %</b>	<b>22</b>	<b>-11</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - John Howard Society of Ottawa

**Workforce Analysis - Summary Report**

Date: 2017-04-27

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	18	0	0.0 %	4.3 %	1	-1
03 : Professionals	25	4	16.0 %	3.8 %	1	3
04 : Semi-Professionals and Technicians	81	4	4.9 %	4.6 %	4	0
07 : Administrative and Senior Clerical Personnel	4	1	25.0 %	3.4 %	0	1
08 : Skilled Sales and Service Personnel	1	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	2	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	5.6 %	0	0
<b>Total</b>	<b>133</b>	<b>9</b>	<b>6.7 %</b>	<b>4.4 %</b>	<b>6</b>	<b>3</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2017-04-27

### 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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



## Workforce Analysis - Summary Report

Date: 2017-04-27

### 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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National

<b>Summary of Goals</b>
<b>John Howard Society of Ottawa</b>
<b>April 27, 2017</b>

**\*\*Please note that if gaps are not being met, you must provide a valid explanation for each gap in the Comments column.\*\***

**Women**

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
04	Semi-Professionals and Technician	-36	2	10	We have constraints on hiring in male halfway house environments. Growth is forecasted in male residential environments.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
04	Semi-Professionals and Technician	-2	1	1	

**Persons with Disabilities**

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01/02	Managers	-1	0	1	

**Members of Visible Minorities**

Workforce Analysis Results	Goals
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Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01	Senior Managers	-1	0	1	
02	Middle and Other Managers	-1	0	1	
03	Professionals	-1	0	1	
04	Semi-Professionals and Technicians	-8	1	7	

# Employment Equity 2

Please answer the following questions related to employment equity. We are attempting to analyze our workforce to determine how well we represent the Ottawa community. Please only answer this survey ONE time. Your answers will be kept confidential.

1. Are you male or female?

- Male
- Female

2. For the purposes of employment equity, "aboriginal peoples" means persons who are Indian, Inuit or Metis. Based on this definition, are you an aboriginal person?

- Yes
- No

3. For the purposes of employment equity, "persons with disabilities" means person who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:a) consider themselves to be disadvantaged in employment by reason of that impairment, orb) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Based on this definition, are you a person with a disability?

- Yes
- No

4. For the purposes of employment equity, "members of visible minorities" means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour. Based on this definition, are you a member of a visible minority?

- Yes
- No

5. Please provide your full name.

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**From:** Rhea Wootton <rwootton@jhsottawa.ca>  
**Sent:** December 6, 2016 10:32 AM  
**To:** Begg, Suzanne SV [NC] <suzanne.begg@labour-travail.gc.ca>  
**Subject:** RE: Federal Contractors Program- Notice of Obligation John Howard Society of Ottawa

Good Morning,

We have now completed our employment equity survey.

Our return rate was 109/130 = 84%

Our response rate was 109/130 = 84%

Please let me know the next step!

Thanks,  
Rhea

Rhea Wootton  
Director of Administration  
John Howard Society of Ottawa  
550 Old St Patrick Street  
Ottawa, ON K1N 5L5  
(613) 789-7418  
Fax (613) 789-7431

**From:** [suzanne.begg@labour-travail.gc.ca](mailto:suzanne.begg@labour-travail.gc.ca) [<mailto:suzanne.begg@labour-travail.gc.ca>]  
**Sent:** Thursday, October 20, 2016 8:41 AM  
**To:** Rhea Wootton <rwootton@jhsottawa.ca>  
**Subject:** FW: Federal Contractors Program- Notice of Obligation John Howard Society of Ottawa  
**Importance:** High

Good morning,

Your Self-Identification survey meets the requirements of the FCP. Please confirm since this is an on-line survey the employees must enter some kind of 'employee identifier'.

There is one recommendation I would suggest for future surveys:

- It is advisable to inform employees that the workforce survey can be made available in alternate format (e.g., paper or large font).

Your next step is to provide me by email your survey return and response rates.

**Return rate:** is the number of questionnaires returned (completed or not) divided by the number of questionnaires handed out (which should reflect the total number of active employees for the company).

**Response rate:** is the number of questionnaires completed divided by the number of questionnaires handed out (which should reflect the total number of active employees for the company).

Kind regards,

Suzanne Begg

Agent de programmes, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[suzanne.begg@labour-travail.gc.ca](mailto:suzanne.begg@labour-travail.gc.ca) / Tél. : 819-654-4323

Program Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
[suzanne.begg@labour-travail.gc.ca](mailto:suzanne.begg@labour-travail.gc.ca) / Tel: 819-654-4323

**From:** Rhea Wootton [<mailto:rwootton@jhsottawa.ca>]

**Sent:** 2016-10-19 2:02 PM

**To:** Lafreniere, Sylvie S [NC]

**Subject:** RE: Federal Contractors Program- Notice of Obligation John Howard Society of Ottawa

Dear Mrs. Lafreniere,

Attached is a copy of the employment equity survey that I have generated to complete the requirements of the program. As you indicated below, I was hoping to get some feedback and guidance to ensure I am on the right track with this. When do you expect I might hear back about this document?

Thank you in advance,  
Rhea

Rhea Wootton  
Director of Administration  
John Howard Society of Ottawa  
550 Old St Patrick Street  
Ottawa, ON K1N 5L5  
(613) 789-7418  
Fax (613) 789-7431

**From:** [sylvie.lafreniere@labour-travail.gc.ca](mailto:sylvie.lafreniere@labour-travail.gc.ca) [mailto:[sylvie.lafreniere@labour-travail.gc.ca](mailto:sylvie.lafreniere@labour-travail.gc.ca)]  
**Sent:** Friday, October 14, 2016 9:49 AM  
**To:** Tyler Fainstat  
**Cc:** Rhea Wootton  
**Subject:** Federal Contractors Program- Notice of Obligation John Howard Society of Ottawa

Dear Mr. Fainstat,

**Subject: Notice of Obligation to Implement Employment Equity under the Federal Contractors Program**

You will find attached a letter confirming your obligation under the Federal Contractors Program (FCP) and a *Quick Reference Guide for Contractors: How to Complete a First Compliance Assessment* Submission under the FCP.

The First Compliance Assessment should be initiated **a year after the contract awarded**. When we will initiate the first compliance assessment, you will have a month to submit the required information.

The first step in your implementation of an employment equity program is to survey your employees with a voluntary self-identification questionnaire.

When your self-identification questionnaire is ready, we encourage you to share it with us so that we may provide timely feedback and guidance in advance of the assessment phase. This will provide the opportunity to ensure the survey meets the mandatory criteria of the FCP which will lead to the collection of more accurate survey information for your organization

Please note that you can also find additional information on the FCP at our website at the following link: [http://www.labour.gc.ca/eng/standards\\_equality/eq/emp/fcp/](http://www.labour.gc.ca/eng/standards_equality/eq/emp/fcp/).

Should you need further information, please do not hesitate to contact us through our email address [ee-eme@hrsdc-rhdsc.gc.ca](mailto:ee-eme@hrsdc-rhdsc.gc.ca).

Sincerely,

Équipe des opérations des programmes / Programs Operations Team  
Équité en milieu de travail / Workplace Equity  
Programmes fédéraux/Federal Program / Programme du travail/Labour Program

Dear Mr. Fainstat,

This email is to confirm that the compliance assessment initiated on March 1<sup>st</sup>, 2017 has been completed. As a result of the assessment, John Howard Society of Ottawa has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the Employment Equity Act (EEA).

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

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success John Howard Society of Ottawa's employment equity program:

- It is advisable to inform employees that the workforce survey can be made available in alternate format (e.g., paper or large font).
- We acknowledge receipt of your explanation for only establishing a few goals and encourage you to hire and promote more designated group members as opportunities arise.

Attached for your reference is a summary of John Howard Society of Ottawa employment equity results compared against Employment Equity Occupational Group (EEOG) levels in your industry as well as overall Canadian labour market availability.

### **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. 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 John Howard Society of Ottawa is notified of a follow-up assessment, the following information will be required:

1. A completed Achievement Table;
2. A current workforce analysis; and
3. Revised 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 first assessment. If over the three year period reasonable progress has not been made, John Howard Society of Ottawa 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 Table, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Daniel Thibeault at [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca).

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

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)  
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@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

Remove Zeros

Show All

All Employees:

Senior Managers	Middle Other Manag	Professionals	Professionals Techn	Supervisors	Crafts Trades	Active Senior Clerical	Sales Service Pers	Craft Trades Wo	Clerical Personnel	Plate Sales Service F	Skilled Manual Wgr	Sales Service Pers	Other Manual Workers
5	13	25	81	0	0	4	1	0	2	2	0	0	0

Women:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
4	6	19	27	0	0	4	0	0	1	2	0	0	0
0.8	0.462	0.76	0.333	0	0	1	0	0	0.5	1	0	0	0
1	5	17	63	0	0	3	0	0	1	1	0	0	0
0.274	0.389	0.695	0.781	0	0	0.772	0.384	0	0.658	0.618	0	0	0
3	1	2	-36	0	0	1	0	0	0	1	0	0	0
0	0	0	2	0	0	0	0	0	0	0	0	0	0
0	0	0	10	0	0	0	0	0	0	0	0	0	0

Aboriginal Peoples:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
0	0	2	3	0	0	0	0	0	0	1	0	0	0
0	0	8	3.7	0	0	0	0	0	0	50	0	0	0
0	0	2	5	0	0	0	0	0	0	0	0	0	0
2.9	2.2	7.3	6	0	0	3.2	3.8	0	2.8	3	0	0	0
0	0	0	-2	0	0	0	0	0	0	1	0	0	0
0	0	0	1	0	0	0	0	0	0	0	0	0	0
0	0	0	1	0	0	0	0	0	0	0	0	0	0

Visible Minorities:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
0	1	2	8	0	0	0	0	0	0	0	0	0	0
0	7.7	8	9.9	0	0	0	0	0	0	0	0	0	0
1	2	3	16	0	0	0	0	0	0	0	0	0	0
10.1	15	12.7	19.4	0	0	12.2	30.6	0	14.7	22	0	0	0
-1	-1	-1	-8	0	0	0	0	0	0	0	0	0	0
0	0	0	1	0	0	0	0	0	0	0	0	0	0
1	1	1	7	0	0	0	0	0	0	0	0	0	0

Persons with Disabilities:

"EEOG 1 and 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"	"TOTAL"
0	4	4	0	0	1	0	0	0	0	0	0	0	9
0	16	4.9	0	0	25	0	0	0	0	0	0	0	6.7
1	1	4	0	0	0	0	0	0	0	0	0	0	6
4.3	3.8	4.6	0	0	3.4	3.5	0	7	5.6	0	0	0	4.4
-1	3	0	0	0	1	0	0	0	0	0	0	0	3
0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0	0	1

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 11 - Agriculture, forestry, fishing and hunting**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	18%	1	27%	1
02 Middle & Other Managers	13	6	46%	25%	3	39%	5
03 Professionals	25	19	76%	39%	10	70%	17
04 Semi-Professionals & Technicians	81	27	33%	37%	30	78%	63
05 Supervisors	0	0	#DIV/0!	51%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	26%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	92%	4	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	52%	1	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	9%	0	0%	0
10 Clerical Personnel	2	1	50%	73%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	55%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	30%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	58%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	43%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>38%</b>	<b>50</b>	<b>68.42%</b>	<b>91</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	1%	0	2%	0
03 Professionals	25	2	8%	3%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	7%	5	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	3%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	4%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	8%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	11%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	5%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>5%</b>	<b>7</b>	<b>5.26%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	4%	0	10%	1
02 Middle & Other Managers	13	1	8%	2%	0	15%	2
03 Professionals	25	2	8%	8%	2	13%	3
04 Semi-Professionals & Technicians	81	8	10%	6%	5	19%	16
05 Supervisors	0	0	#DIV/0!	9%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	6%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	7%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	8%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	7%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	8%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	9%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	25%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>6%</b>	<b>8</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	25%	5	33%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	38%	40	75%	80
Supervisors	0	0	0%	51%	0	0%	0



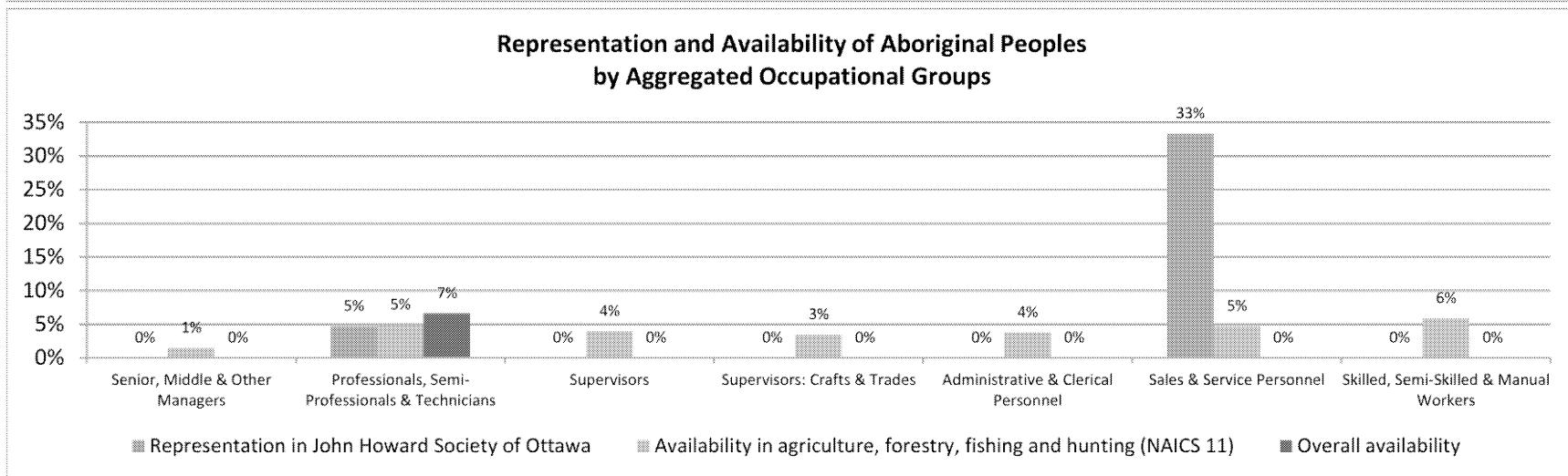
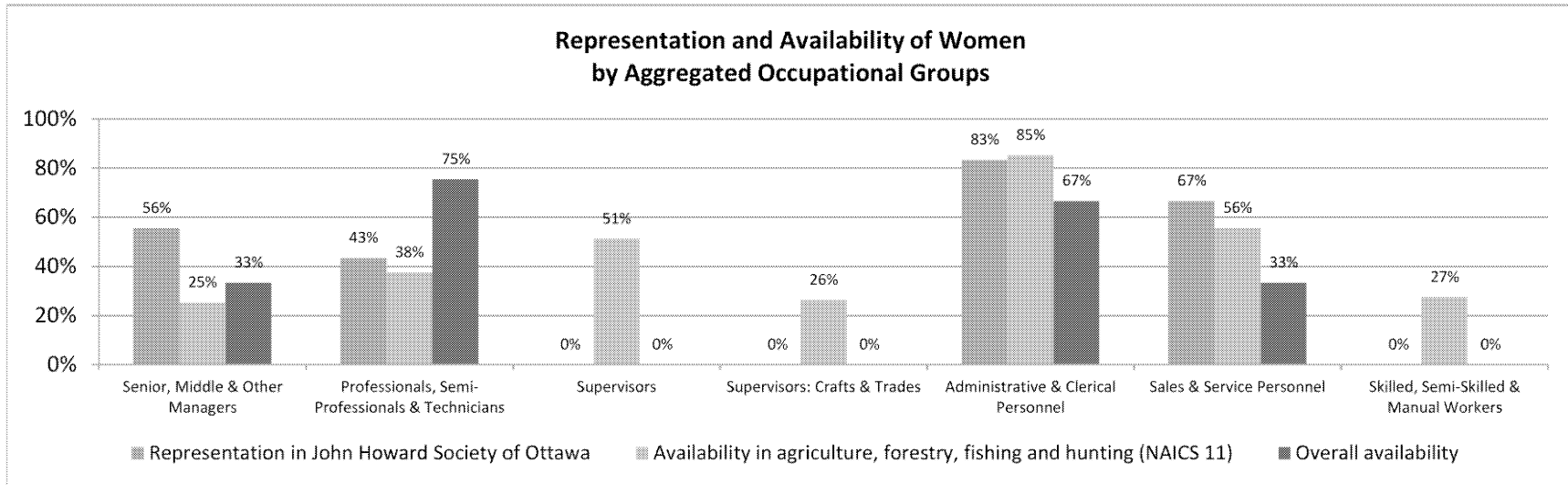
Supervisors: Crafts & Trades	0	0	0%	26%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	85%	5	67%	4
Sales & Service Personnel	3	2	67%	56%	2	33%	1
Skilled, Semi-Skilled & Manual Workers	0	0	0%	27%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>38%</b>	<b>51</b>	<b>68%</b>	<b>91</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	1%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	5%	5	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	3%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	4%	0	0%	0
Sales & Service Personnel	3	1	33%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>4%</b>	<b>6</b>	<b>5%</b>	<b>7</b>

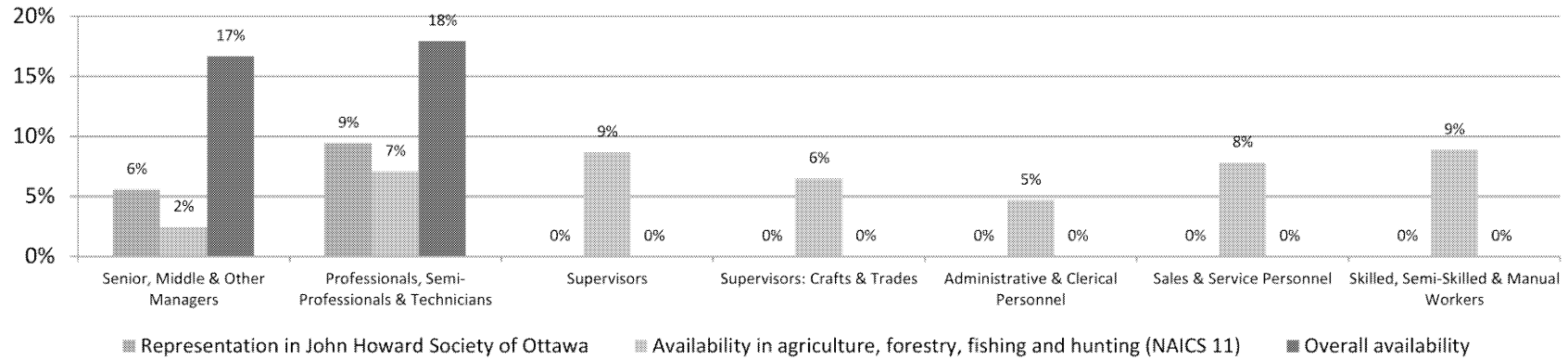
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	2%	0	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	7%	7	18%	19
Supervisors	0	0	0%	9%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	6%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	5%	0	0%	0
Sales & Service Personnel	3	0	0%	8%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	9%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>6%</b>	<b>8</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	38%	51	68%	91
Aboriginal Peoples	133	6	5%	4%	6	5%	7
Members of Visible Minorities	133	11	8%	6%	8	17%	22

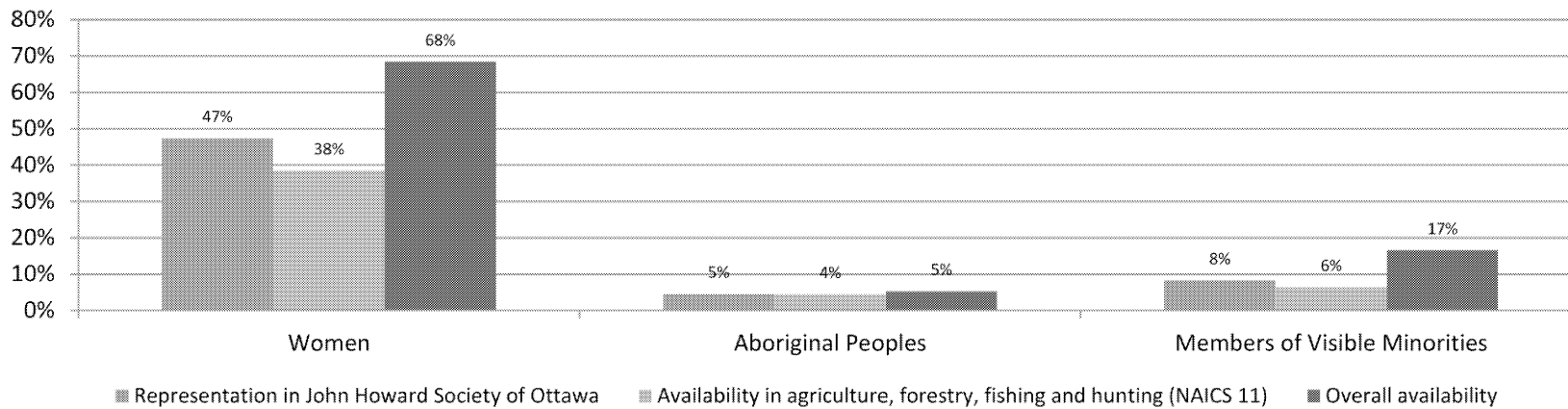
NAICS 11 - Agriculture, forestry, fishing and hunting  
 in Availability agriculture, forestry, fishing and hunting (NAICS 11)  
 Representation in John Howard Society of Ottawa  
 Availability in agriculture, forestry, fishing and hunting (NAICS 11)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC for Women, Aboriginal Peoples and Visible Minorities

### NAICS 11 - Agriculture, forestry, fishing and hunting

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over							
	Total		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>485,490</b>	<b>100.0</b>	<b>148,675</b>	<b>30.6</b>	<b>19,175</b>	<b>3.9</b>	<b>29,310</b>	<b>6.0</b>
Senior Managers	2,730	100.0	485	17.8	40	1.5	100	3.7
Middle and Other Managers	183,535	100.0	46,680	25.4	2,715	1.5	4,415	2.4
Professionals	8,360	100.0	3,245	38.8	210	2.5	660	7.9
Semi-Professionals and Technicians	11,660	100.0	4,275	36.7	780	6.7	755	6.5
Supervisors	635	100.0	325	51.2	25	3.9	55	8.7
Supervisors: Crafts and Trades	12,600	100.0	3,315	26.3	435	3.5	815	6.5
Administrative and Senior Clerical ...	13,655	100.0	12,595	92.2	510	3.7	405	3.0
Skilled Sales and Service Personnel	2,370	100.0	1,230	51.9	195	8.2	175	7.4
Skilled Crafts and Trades Workers	42,495	100.0	3,705	8.7	4,680	11.0	1,150	2.7
Clerical Personnel	7,555	100.0	5,490	72.7	285	3.8	585	7.7
Intermediate Sales and Service ....	8,940	100.0	4,945	55.3	410	4.6	610	6.8
Semi-Skilled Manual Workers	157,580	100.0	47,070	29.9	7,075	4.5	12,325	7.8
Other Sales and Service Personnel	6,360	100.0	3,660	57.5	225	3.5	595	9.4
Other Manual Workers	27,015	100.0	11,645	43.1	1,590	5.9	6,675	24.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 21 - Mining and oil and gas extraction**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	9%	0	27%	1
02 Middle & Other Managers	13	6	46%	18%	2	39%	5
03 Professionals	25	19	76%	31%	8	70%	17
04 Semi-Professionals & Technicians	81	27	33%	22%	18	78%	63
05 Supervisors	0	0	#DIV/0!	37%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	80%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	40%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	1	50%	69%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	32%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	6%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	38%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	8%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>26%</b>	<b>34</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	2%	0	3%	0
02 Middle & Other Managers	13	0	0%	3%	0	2%	0
03 Professionals	25	2	8%	2%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	5%	4	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	6%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	4%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	12%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	8%	0	0%	0
10 Clerical Personnel	2	0	0%	5%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	11%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	10%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	23%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	12%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>4%</b>	<b>5</b>	<b>5.26%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	8%	0	10%	1
02 Middle & Other Managers	13	1	8%	8%	1	15%	2
03 Professionals	25	2	8%	22%	5	13%	3
04 Semi-Professionals & Technicians	81	8	10%	11%	9	19%	16
05 Supervisors	0	0	#DIV/0!	9%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	3%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	11%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	7%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	0	0%	11%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	10%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	3%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	7%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>12%</b>	<b>17</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	16%	3	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	28%	30	76%	81
Supervisors	0	0	0%	37%	0	0%	0

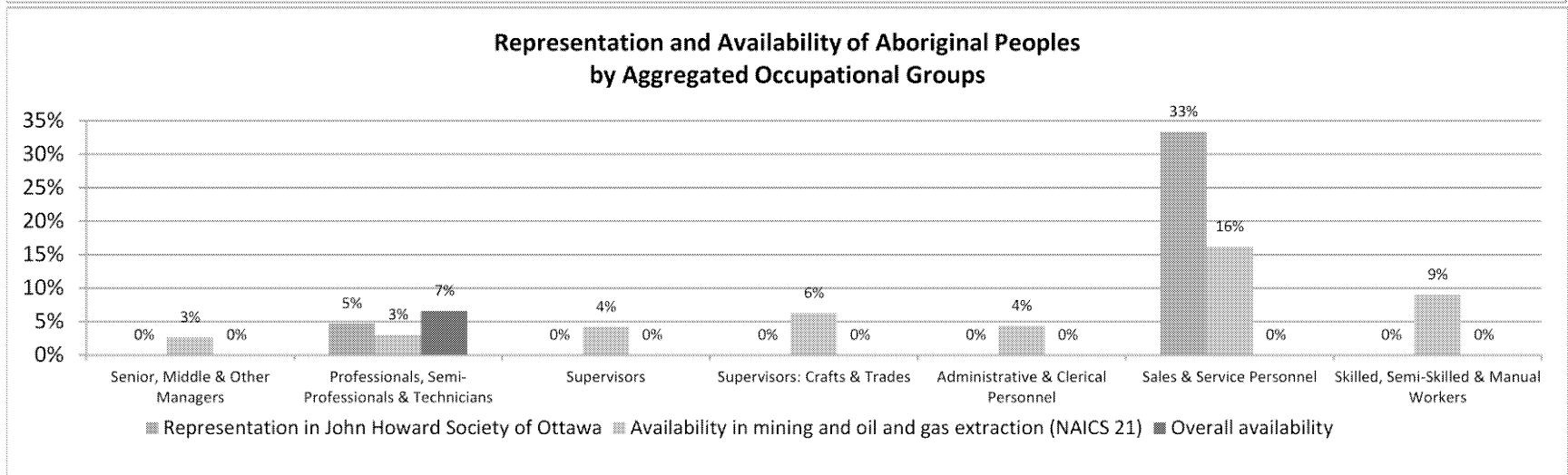
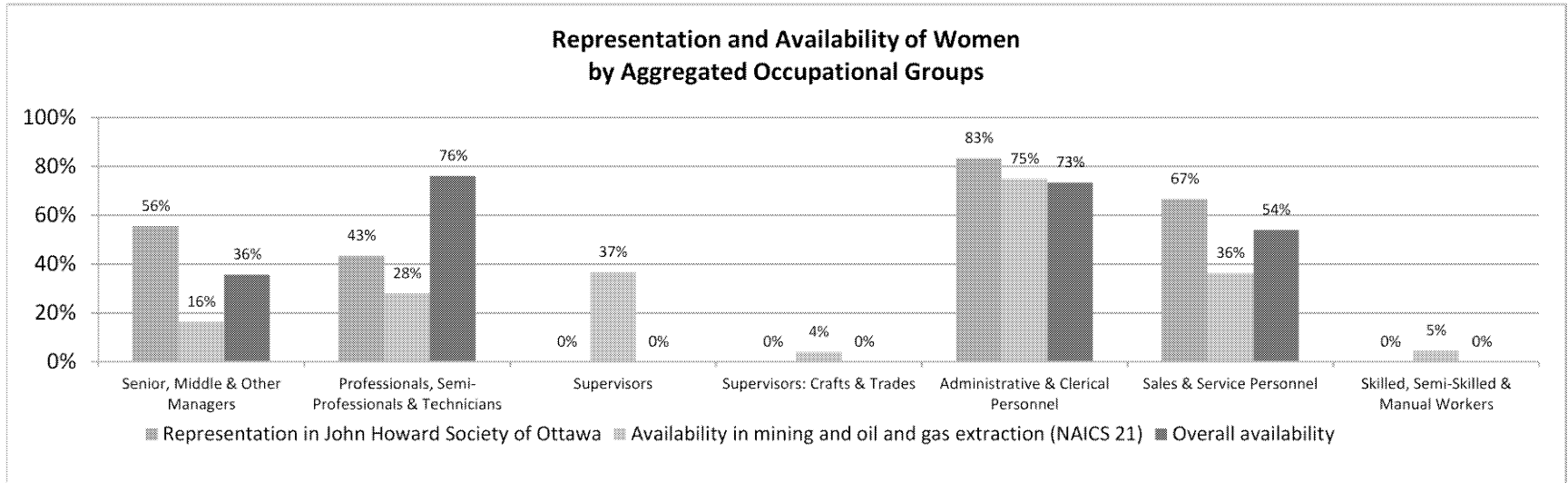
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	75%	4	73%	4
Sales & Service Personnel	3	2	67%	36%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>29%</b>	<b>38</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	3%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	3%	3	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	6%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	4%	0	0%	0
Sales & Service Personnel	3	1	33%	16%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	9%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	8%	1	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	18%	19	18%	19
Supervisors	0	0	0%	9%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	3%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	11%	1	0%	0
Sales & Service Personnel	3	0	0%	8%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>16%</b>	<b>22</b>	<b>17%</b>	<b>22</b>

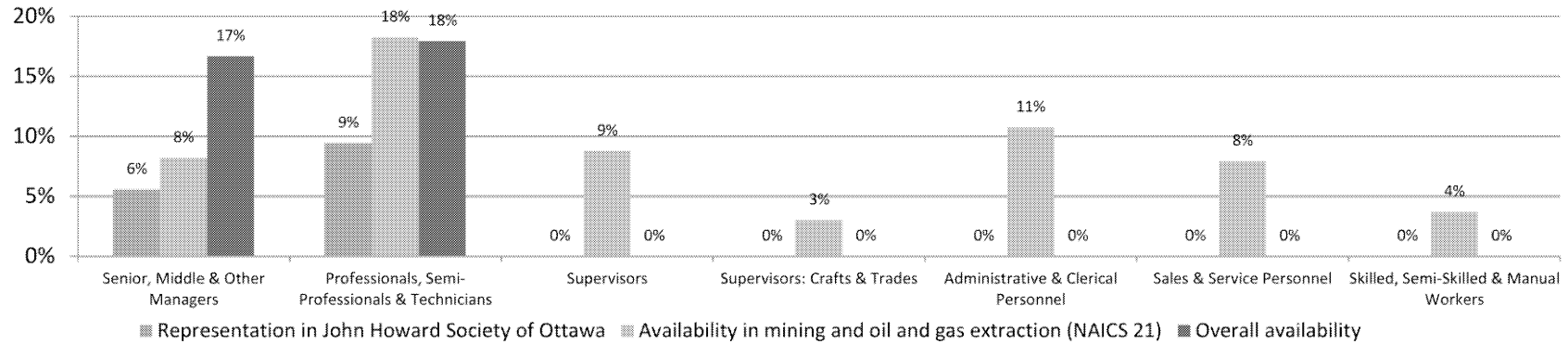
Women	133	63	47%	29%	38	70%	93
Aboriginal Peoples	133	6	5%	3%	4	5%	7
Members of Visible Minorities	133	11	8%	16%	22	17%	22

NAICS 21 - Mining and oil and gas extraction  
 in Availability mining and oil and gas extraction (NAICS 21)  
 Representation in John Howard Society of Ottawa  
 Availability in mining and oil and gas extraction (NAICS 21)

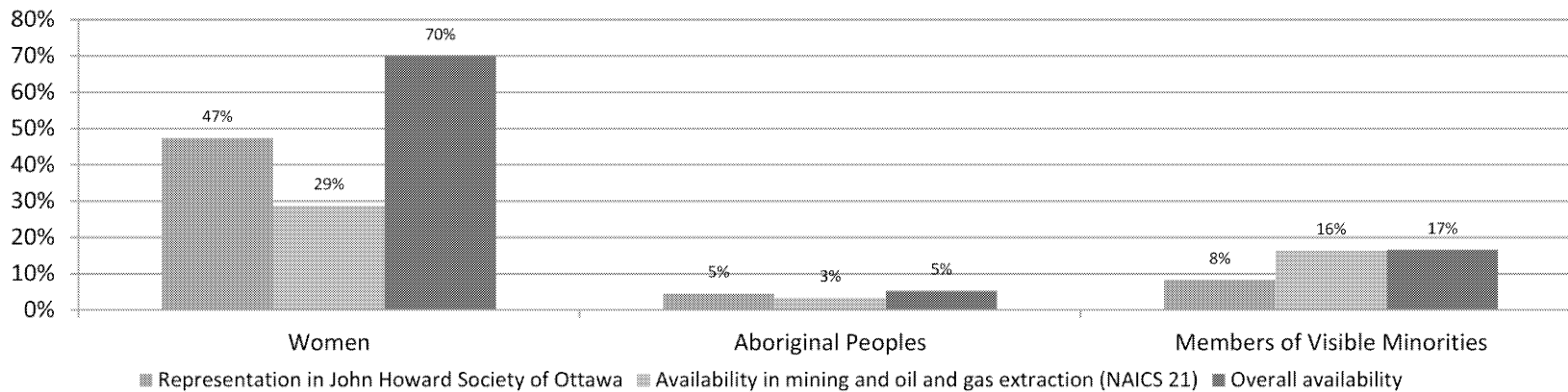




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 21 - Mining and oil and gas extraction**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>276,345</b>	<b>100.0</b>	<b>223,495</b>	<b>80.9</b>	<b>52,845</b>	<b>19.1</b>	<b>18,440</b>	<b>6.7</b>	<b>22,140</b>	<b>8.0</b>
Senior Managers	3,960	100.0	3,605	91.0	350	8.8	60	1.5	300	7.6
Middle and Other Managers	18,655	100.0	15,305	82.0	3,350	18.0	540	2.9	1,555	8.3
Professionals	39,380	100.0	27,290	69.3	12,090	30.7	840	2.1	8,645	22.0
Semi-Professionals and Technicians	19,595	100.0	15,195	77.5	4,400	22.5	930	4.7	2,115	10.8
Supervisors	1,310	100.0	835	63.7	480	36.6	55	4.2	115	8.8
Supervisors: Crafts and Trades	22,140	100.0	21,260	96.0	880	4.0	1,385	6.3	665	3.0
Administrative and Senior Clerical ...	16,615	100.0	3,365	20.3	13,250	79.7	670	4.0	1,765	10.6
Skilled Sales and Service Personnel	1,970	100.0	1,185	60.2	790	40.1	230	11.7	140	7.1
Skilled Crafts and Trades Workers	72,700	100.0	70,595	97.1	2,105	2.9	5,670	7.8	2,800	3.9
Clerical Personnel	13,210	100.0	4,135	31.3	9,075	68.7	625	4.7	1,435	10.9
Intermediate Sales and Service ....	2,505	100.0	1,720	68.7	790	31.5	265	10.6	245	9.8
Semi-Skilled Manual Workers	42,020	100.0	39,565	94.2	2,460	5.9	4,070	9.7	1,335	3.2
Other Sales and Service Personnel	3,475	100.0	2,170	62.4	1,310	37.7	790	22.7	245	7.1
Other Manual Workers	18,810	100.0	17,280	91.9	1,530	8.1	2,300	12.2	785	4.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 22 - Utilities**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	21%	1	27%	1
02 Middle & Other Managers	13	6	46%	22%	3	39%	5
03 Professionals	25	19	76%	33%	8	70%	17
04 Semi-Professionals & Technicians	81	27	33%	17%	14	78%	63
05 Supervisors	0	0	#DIV/0!	47%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	10%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	76%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	42%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	7%	0	0%	0
10 Clerical Personnel	2	1	50%	65%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	59%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	9%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	25%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	17%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>24%</b>	<b>32</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	2%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	6%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	4%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	7%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	9%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	8%	0	10%	1
02 Middle & Other Managers	13	1	8%	12%	2	15%	2
03 Professionals	25	2	8%	22%	5	13%	3
04 Semi-Professionals & Technicians	81	8	10%	12%	9	19%	16
05 Supervisors	0	0	#DIV/0!	5%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	12%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	17%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	6%	0	0%	0
10 Clerical Personnel	2	0	0%	11%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	9%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	7%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>14%</b>	<b>18</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	22%	4	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	27%	29	76%	81
Supervisors	0	0	0%	47%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	10%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	69%	4	73%	4
Sales & Service Personnel	3	2	67%	49%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	8%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>29%</b>	<b>39</b>	<b>70%</b>	<b>93</b>

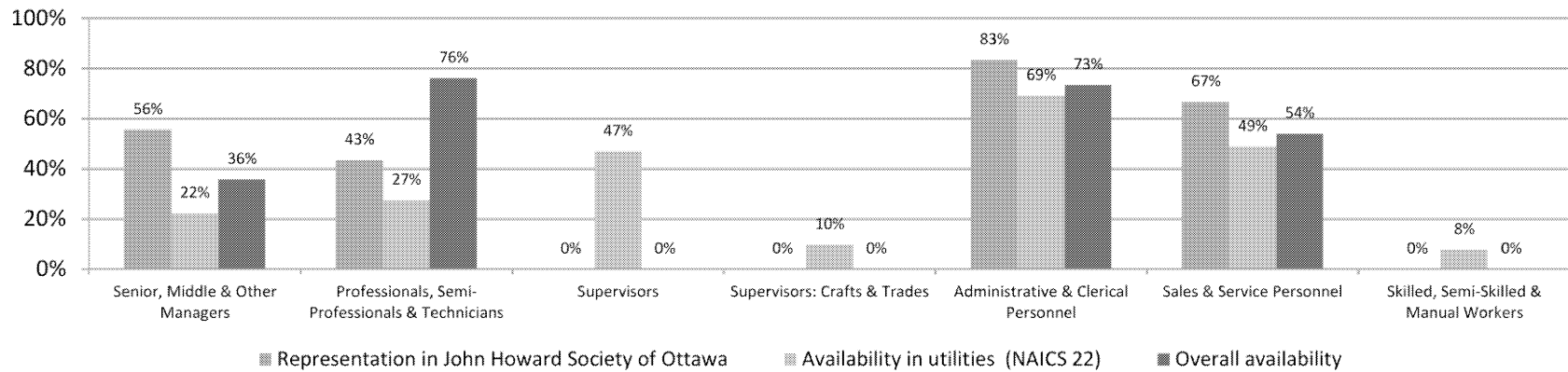
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	2	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	12%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	18%	19	18%	19
Supervisors	0	0	0%	5%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	11%	1	0%	0
Sales & Service Personnel	3	0	0%	11%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>17%</b>	<b>22</b>	<b>17%</b>	<b>22</b>

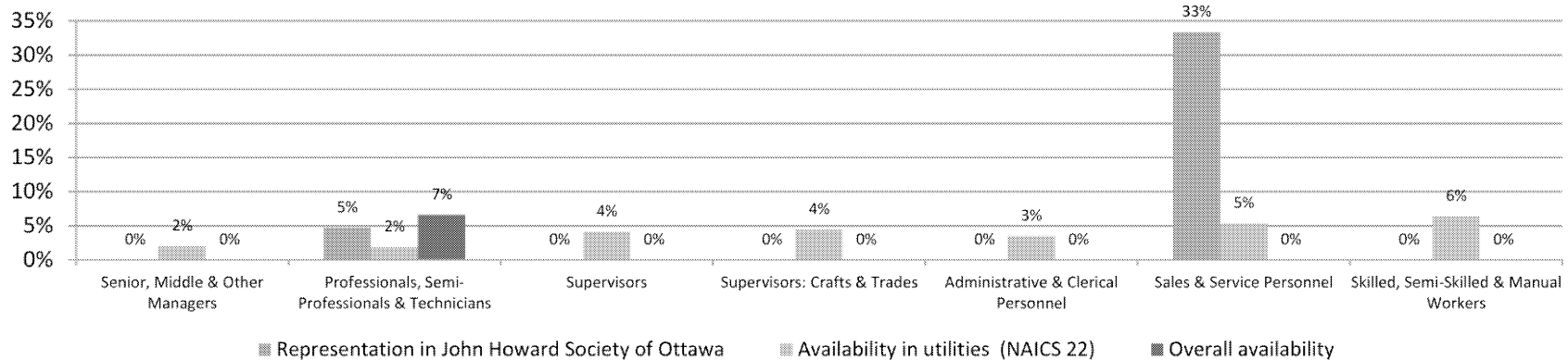
Women	133	63	47%	29%	39	70%	93
Aboriginal Peoples	133	6	5%	2%	3	5%	7
Members of Visible Minorities	133	11	8%	17%	22	17%	22

NAICS 22 - Utilities  
 in Availability utilities (NAICS 22)  
 Representation in John Howard Society of Ottawa  
 Availability in utilities (NAICS 22)

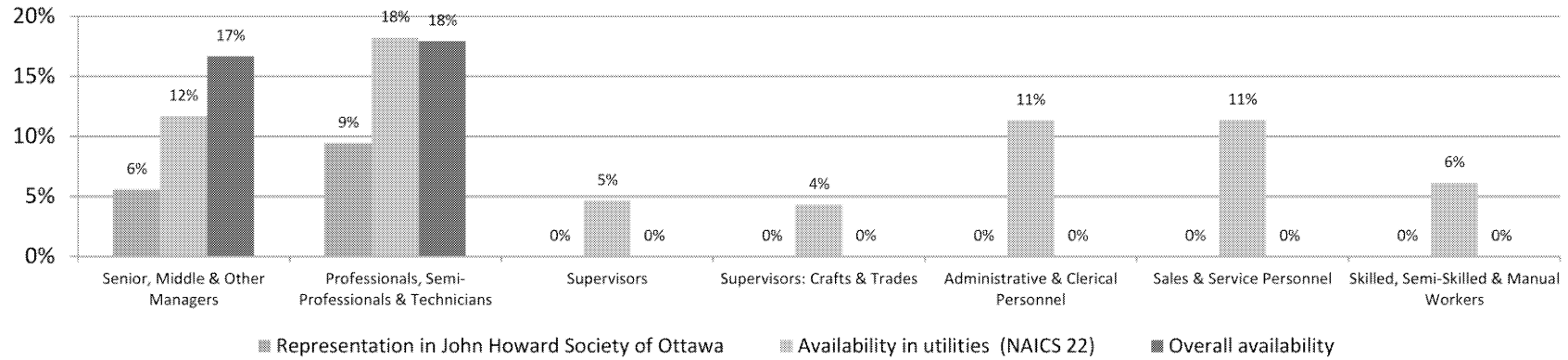
### Representation and Availability of Women by Aggregated Occupational Groups



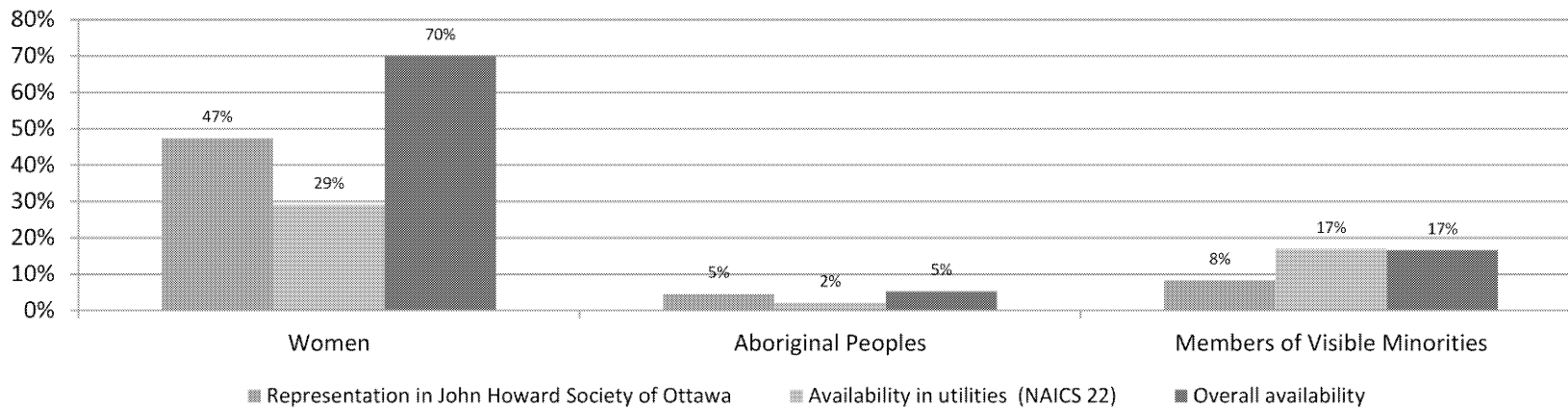
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 22 - Utilities**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>158,940</b>	<b>100.0</b>	<b>117,035</b>	<b>73.6</b>	<b>41,900</b>	<b>26.4</b>	<b>6,475</b>	<b>4.1</b>	<b>17,665</b>	<b>11.1</b>
Senior Managers	1,365	100.0	1,080	79.1	280	20.5	20	1.5	115	8.4
Middle and Other Managers	14,300	100.0	11,100	77.6	3,205	22.4	295	2.1	1,715	12.0
Professionals	29,145	100.0	19,510	66.9	9,630	33.0	430	1.5	6,400	22.0
Semi-Professionals and Technicians	16,515	100.0	13,635	82.6	2,880	17.4	440	2.7	1,920	11.6
Supervisors	970	100.0	515	53.1	455	46.9	40	4.1	45	4.6
Supervisors: Crafts and Trades	7,795	100.0	7,045	90.4	755	9.7	345	4.4	335	4.3
Administrative and Senior Clerical ...	8,650	100.0	2,060	23.8	6,590	76.2	180	2.1	1,050	12.1
Skilled Sales and Service Personnel	1,240	100.0	715	57.7	525	42.3	30	2.4	215	17.3
Skilled Crafts and Trades Workers	46,510	100.0	43,295	93.1	3,210	6.9	2,705	5.8	2,705	5.8
Clerical Personnel	13,555	100.0	4,800	35.4	8,755	64.6	595	4.4	1,465	10.8
Intermediate Sales and Service ....	6,685	100.0	2,770	41.4	3,915	58.6	295	4.4	780	11.7
Semi-Skilled Manual Workers	6,780	100.0	6,180	91.2	600	8.8	505	7.4	620	9.1
Other Sales and Service Personnel	2,370	100.0	1,785	75.3	585	24.7	225	9.5	175	7.4
Other Manual Workers	3,040	100.0	2,535	83.4	505	16.6	390	12.8	125	4.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 23 - Construction**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	8%	0	27%	1
02 Middle & Other Managers	13	6	46%	10%	1	39%	5
03 Professionals	25	19	76%	31%	8	70%	17
04 Semi-Professionals & Technicians	81	27	33%	17%	14	78%	63
05 Supervisors	0	0	#DIV/0!	42%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	5%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	88%	4	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	32%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	1	50%	78%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	34%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	23%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>22%</b>	<b>29</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	2%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	3%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	3%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	6%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	7%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	6%	0	10%	1
02 Middle & Other Managers	13	1	8%	11%	1	15%	2
03 Professionals	25	2	8%	23%	6	13%	3
04 Semi-Professionals & Technicians	81	8	10%	14%	11	19%	16
05 Supervisors	0	0	#DIV/0!	11%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	7%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	8%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	13%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	9%	0	0%	0
10 Clerical Personnel	2	0	0%	11%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	7%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	15%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	11%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>15%</b>	<b>19</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	10%	2	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	22%	24	76%	81
Supervisors	0	0	0%	42%	0	0%	0

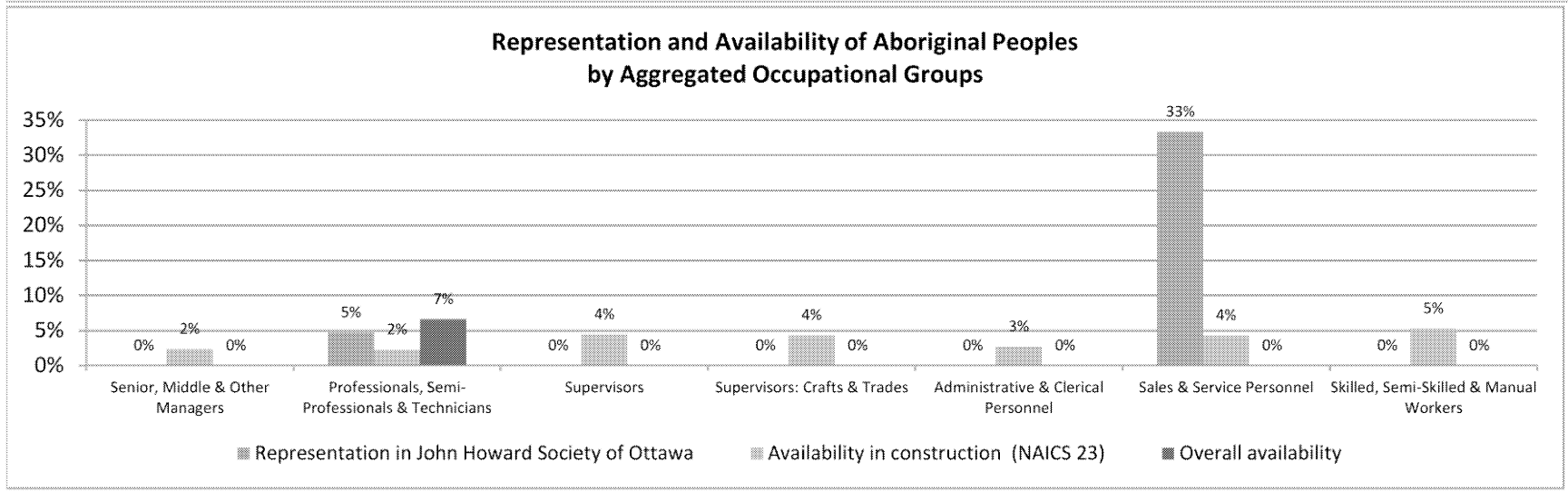
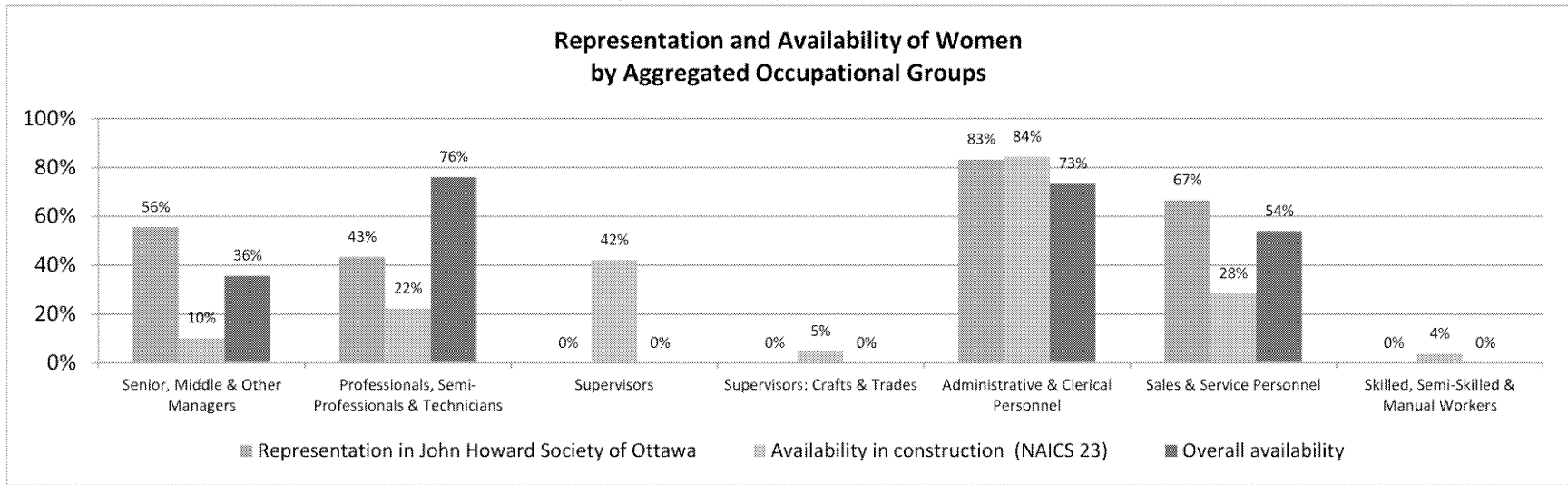
Supervisors: Crafts & Trades	0	0	0%	5%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	84%	5	73%	4
Sales & Service Personnel	3	2	67%	28%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>24%</b>	<b>31</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	2	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

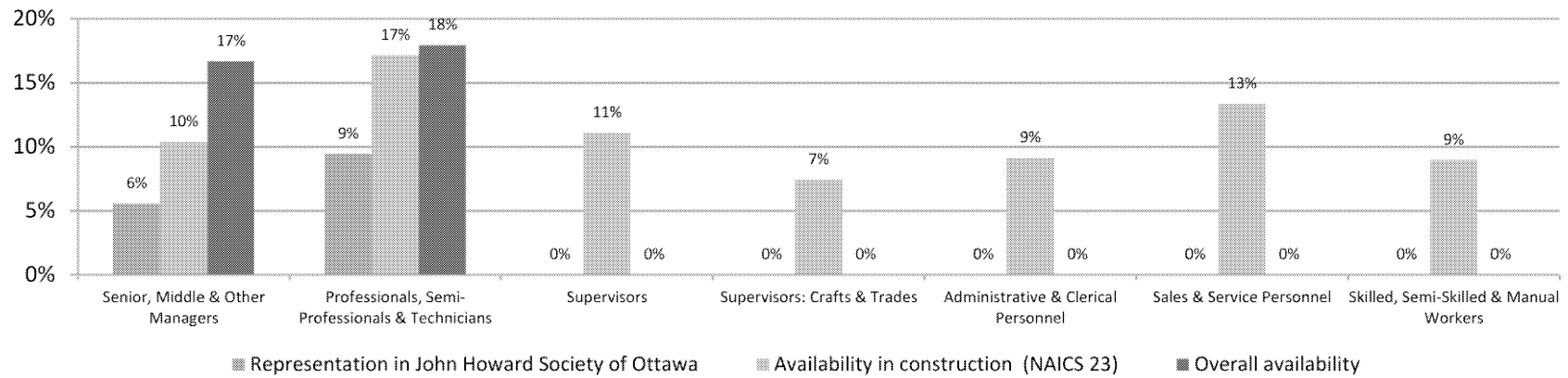
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	10%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	17%	18	18%	19
Supervisors	0	0	0%	11%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	7%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	9%	1	0%	0
Sales & Service Personnel	3	0	0%	13%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	9%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>16%</b>	<b>21</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	24%	31	70%	93
Aboriginal Peoples	133	6	5%	2%	3	5%	7
Members of Visible Minorities	133	11	8%	16%	21	17%	22

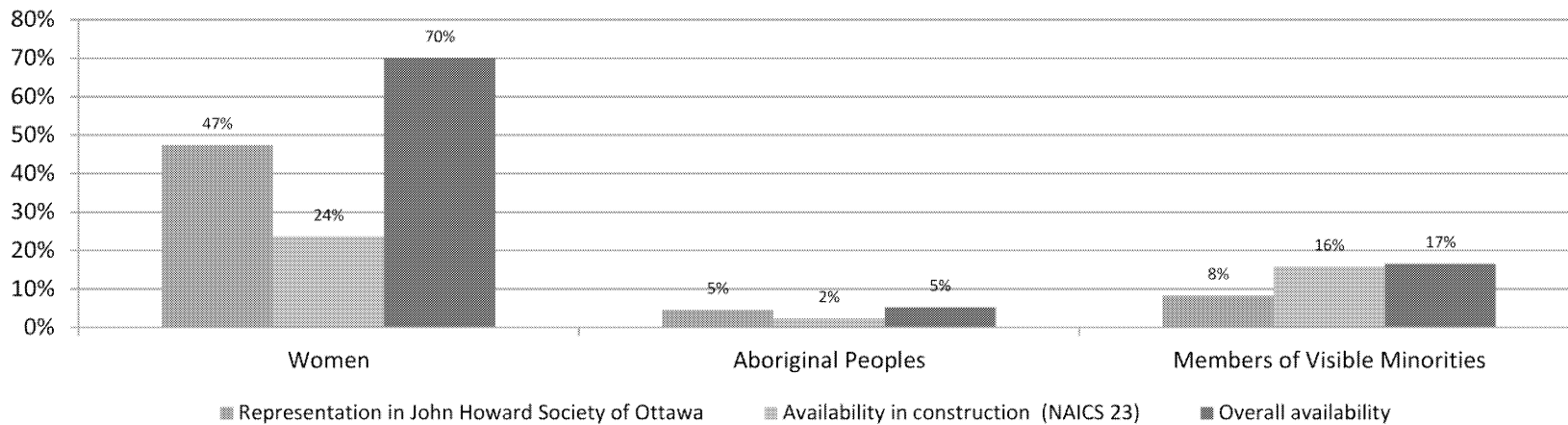
NAICS 23 - Construction  
 in Availability construction (NAICS 23)  
 Representation in John Howard Society of Ottawa  
 Availability in construction (NAICS 23)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 23 - Construction**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,309,595</b>	<b>100.0</b>	<b>1,146,150</b>	<b>87.5</b>	<b>163,440</b>	<b>12.5</b>	<b>59,040</b>	<b>4.5</b>	<b>125,600</b>	<b>9.6</b>
Senior Managers	16,865	100.0	15,455	91.6	1,415	8.4	275	1.6	1,025	6.1
Middle and Other Managers	121,445	100.0	108,840	89.6	12,605	10.4	2,990	2.5	13,320	11.0
Professionals	26,425	100.0	18,135	68.6	8,290	31.4	355	1.3	6,100	23.1
Semi-Professionals and Technicians	45,190	100.0	37,520	83.0	7,670	17.0	1,260	2.8	6,170	13.7
Supervisors	2,480	100.0	1,435	57.9	1,045	42.1	110	4.4	275	11.1
Supervisors: Crafts and Trades	80,125	100.0	76,285	95.2	3,835	4.8	3,465	4.3	5,940	7.4
Administrative and Senior Clerical ...	63,680	100.0	7,715	12.1	55,965	87.9	1,675	2.6	4,980	7.8
Skilled Sales and Service Personnel	4,800	100.0	3,255	67.8	1,545	32.2	120	2.5	610	12.7
Skilled Crafts and Trades Workers	593,250	100.0	574,840	96.9	18,410	3.1	27,510	4.6	52,185	8.8
Clerical Personnel	36,855	100.0	8,000	21.7	28,855	78.3	1,025	2.8	4,195	11.4
Intermediate Sales and Service ....	13,070	100.0	8,625	66.0	4,450	34.0	435	3.3	1,515	11.6
Semi-Skilled Manual Workers	126,180	100.0	121,105	96.0	5,075	4.0	7,830	6.2	9,410	7.5
Other Sales and Service Personnel	18,340	100.0	14,040	76.6	4,305	23.5	1,000	5.5	2,705	14.7
Other Manual Workers	160,890	100.0	150,910	93.8	9,985	6.2	10,990	6.8	17,175	10.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 31-33 - Manufacturing**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	14%	1	27%	1
02 Middle & Other Managers	13	6	46%	24%	3	39%	5
03 Professionals	25	19	76%	29%	7	70%	17
04 Semi-Professionals & Technicians	81	27	33%	28%	23	78%	63
05 Supervisors	0	0	#DIV/0!	36%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	16%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	77%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	46%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	1	50%	53%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	48%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	26%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	37%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	37%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>30%</b>	<b>40</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	1%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	2%	1	6%	5
05 Supervisors	0	0	#DIV/0!	2%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	2%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	2%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	2%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	2%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	3%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	3%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	3%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	9%	0	10%	1
02 Middle & Other Managers	13	1	8%	15%	2	15%	2
03 Professionals	25	2	8%	27%	7	13%	3
04 Semi-Professionals & Technicians	81	8	10%	21%	17	19%	16
05 Supervisors	0	0	#DIV/0!	17%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	15%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	14%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	28%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	14%	0	0%	0
10 Clerical Personnel	2	0	0%	20%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	14%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	26%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	21%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	26%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>21%</b>	<b>28</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	22%	4	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	29%	30	76%	81
Supervisors	0	0	0%	36%	0	0%	0



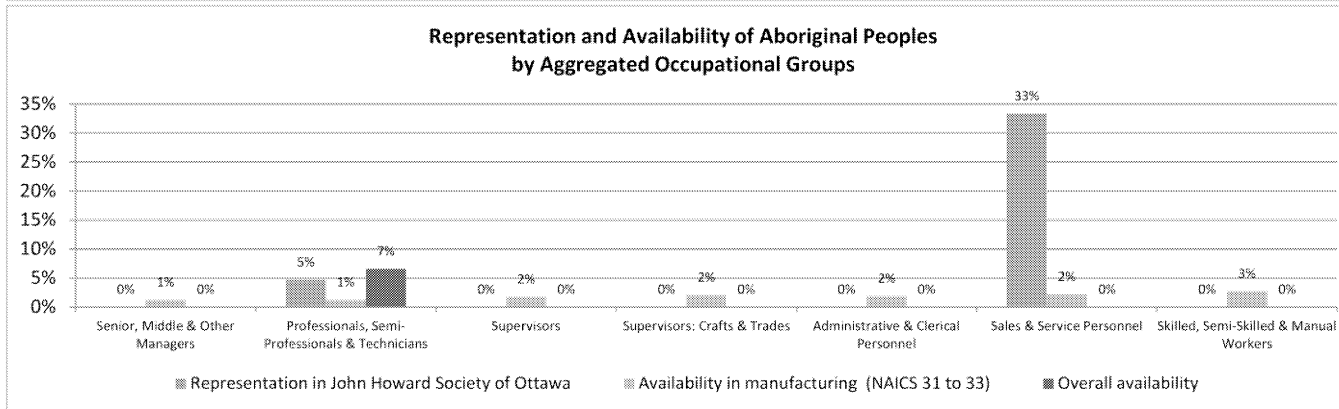
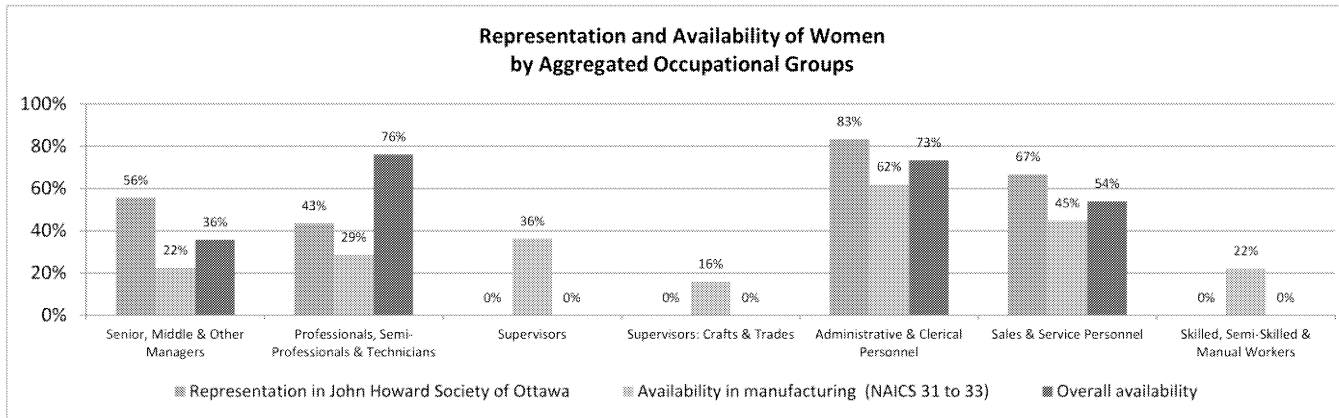
Supervisors: Crafts & Trades	0	0	0%	16%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	62%	4	73%	4
Sales & Service Personnel	3	2	67%	45%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	22%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>30%</b>	<b>39</b>	<b>70%</b>	<b>93</b>

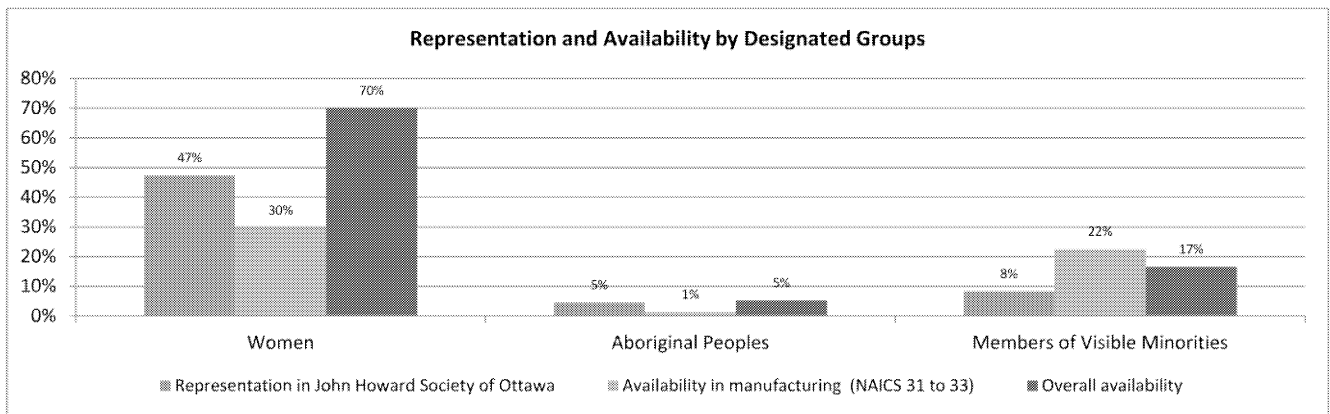
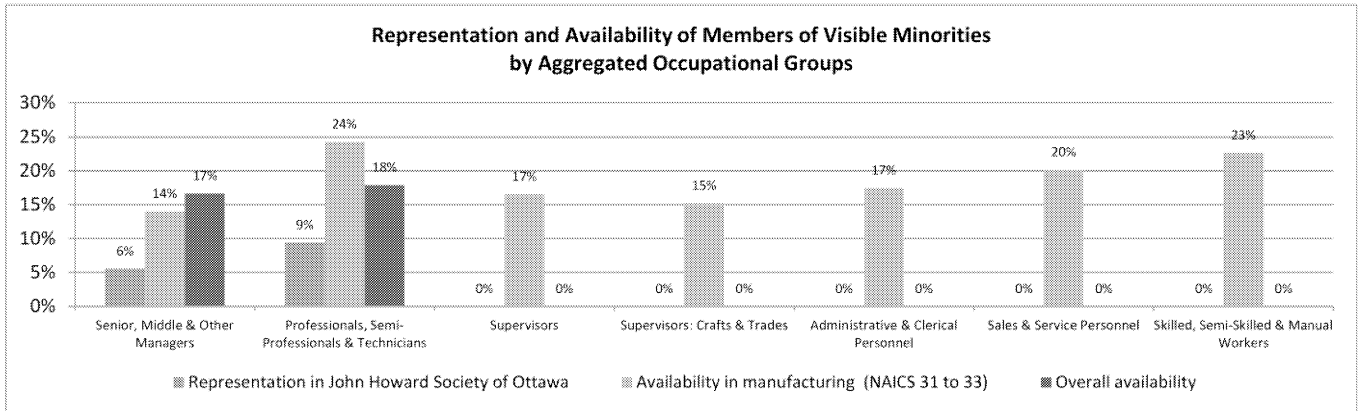
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	1%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	1%	1	7%	7
Supervisors	0	0	0%	2%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	2%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	2%	0	0%	0
Sales & Service Personnel	3	1	33%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	3%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	14%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	24%	26	18%	19
Supervisors	0	0	0%	17%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	15%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	17%	1	0%	0
Sales & Service Personnel	3	0	0%	20%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	23%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>22%</b>	<b>30</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	30%	39	70%	93
Aboriginal Peoples	133	6	5%	1%	2	5%	7
Members of Visible Minorities	133	11	8%	22%	30	17%	22

NAICS 31-33 - Manufacturing  
 in Availability manufacturing (NAICS 31 to 33)  
 Representation in John Howard Society of Ottawa  
 Availability in manufacturing (NAICS 31 to 33)





**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 31-33 - Manufacturing**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,722,465</b>	<b>100.0</b>	<b>1,234,010</b>	<b>71.6</b>	<b>488,455</b>	<b>28.4</b>	<b>38,550</b>	<b>2.2</b>	<b>362,590</b>	<b>21.1</b>
Senior Managers	23,145	100.0	19,920	86.1	3,220	13.9	230	1.0	2,040	8.8
Middle and Other Managers	134,570	100.0	102,355	76.1	32,210	23.9	1,720	1.3	20,085	14.9
Professionals	124,080	100.0	88,220	71.1	35,855	28.9	985	0.8	33,635	27.1
Semi-Professionals and Technicians	114,260	100.0	81,860	71.6	32,410	28.4	2,000	1.8	24,205	21.2
Supervisors	12,730	100.0	8,110	63.7	4,615	36.3	225	1.8	2,105	16.5
Supervisors: Crafts and Trades	72,845	100.0	61,255	84.1	11,590	15.9	1,520	2.1	11,075	15.2
Administrative and Senior Clerical ...	58,430	100.0	13,200	22.6	45,225	77.4	945	1.6	8,045	13.8
Skilled Sales and Service Personnel	41,220	100.0	22,230	53.9	18,985	46.1	900	2.2	11,665	28.3
Skilled Crafts and Trades Workers	273,210	100.0	259,665	95.0	13,550	5.0	7,505	2.7	39,020	14.3
Clerical Personnel	104,195	100.0	48,610	46.7	55,580	53.3	2,120	2.0	20,365	19.5
Intermediate Sales and Service ....	60,100	100.0	31,445	52.3	28,655	47.7	1,040	1.7	8,450	14.1
Semi-Skilled Manual Workers	492,730	100.0	364,270	73.9	128,460	26.1	12,535	2.5	127,885	26.0
Other Sales and Service Personnel	30,330	100.0	19,135	63.1	11,195	36.9	940	3.1	6,430	21.2
Other Manual Workers	180,635	100.0	113,730	63.0	66,900	37.0	5,885	3.3	47,580	26.3

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 41 - Wholesale trade**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	15%	1	27%	1
02 Middle & Other Managers	13	6	46%	27%	3	39%	5
03 Professionals	25	19	76%	40%	10	70%	17
04 Semi-Professionals & Technicians	81	27	33%	26%	21	78%	63
05 Supervisors	0	0	#DIV/0!	37%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	13%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	82%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	33%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	1	50%	51%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	34%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	13%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	43%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	39%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>31%</b>	<b>41</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	1%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	1%	1	6%	5
05 Supervisors	0	0	#DIV/0!	2%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	3%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	2%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	2%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	3%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	3%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	15%	1	10%	1
02 Middle & Other Managers	13	1	8%	17%	2	15%	2
03 Professionals	25	2	8%	33%	8	13%	3
04 Semi-Professionals & Technicians	81	8	10%	25%	20	19%	16
05 Supervisors	0	0	#DIV/0!	22%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	14%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	19%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	17%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	12%	0	0%	0
10 Clerical Personnel	2	0	0%	21%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	15%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	21%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	26%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	36%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>25%</b>	<b>33</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	25%	4	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	35%	37	76%	81
Supervisors	0	0	0%	37%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	13%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	61%	4	73%	4
Sales & Service Personnel	3	2	67%	35%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	14%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>34%</b>	<b>46</b>	<b>70%</b>	<b>93</b>

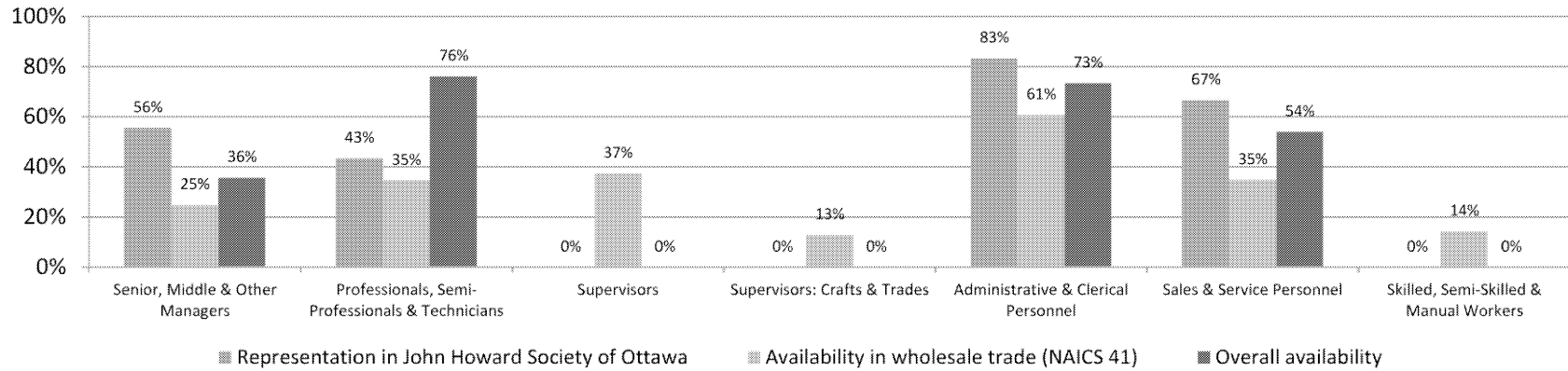
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	1%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	1%	1	7%	7
Supervisors	0	0	0%	2%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	3%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	2%	0	0%	0
Sales & Service Personnel	3	1	33%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	3%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	17%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	30%	32	18%	19
Supervisors	0	0	0%	22%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	14%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	21%	1	0%	0
Sales & Service Personnel	3	0	0%	17%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	21%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>28%</b>	<b>37</b>	<b>17%</b>	<b>22</b>

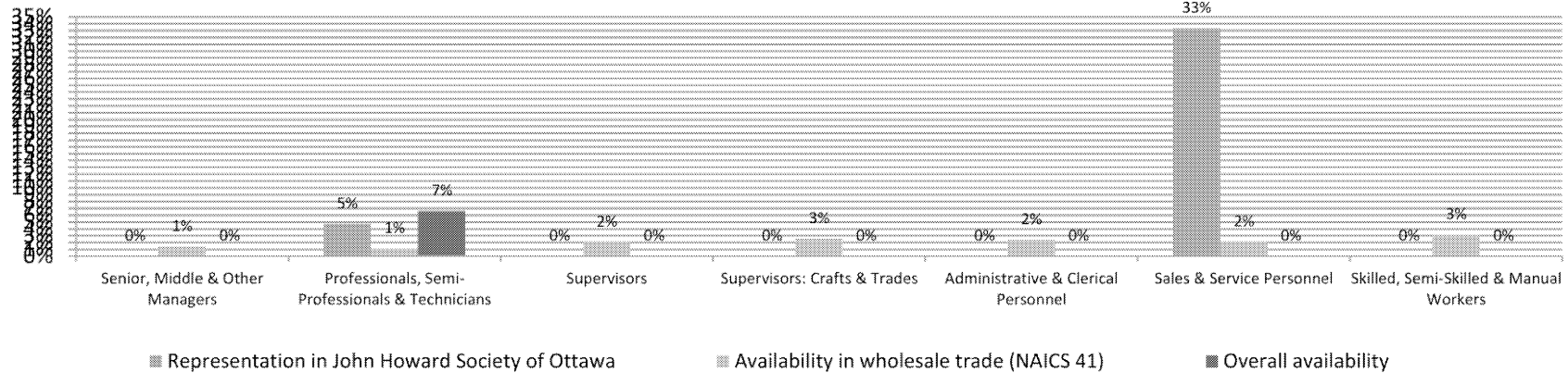
Women	133	63	47%	34%	46	70%	93
Aboriginal Peoples	133	6	5%	1%	2	5%	7
Members of Visible Minorities	133	11	8%	28%	37	17%	22

NAICS 41 - Wholesale trade  
 in Availability wholesale trade (NAICS 41)  
 Representation in John Howard Society of Ottawa  
 Availability in wholesale trade (NAICS 41)

### Representation and Availability of Women by Aggregated Occupational Groups

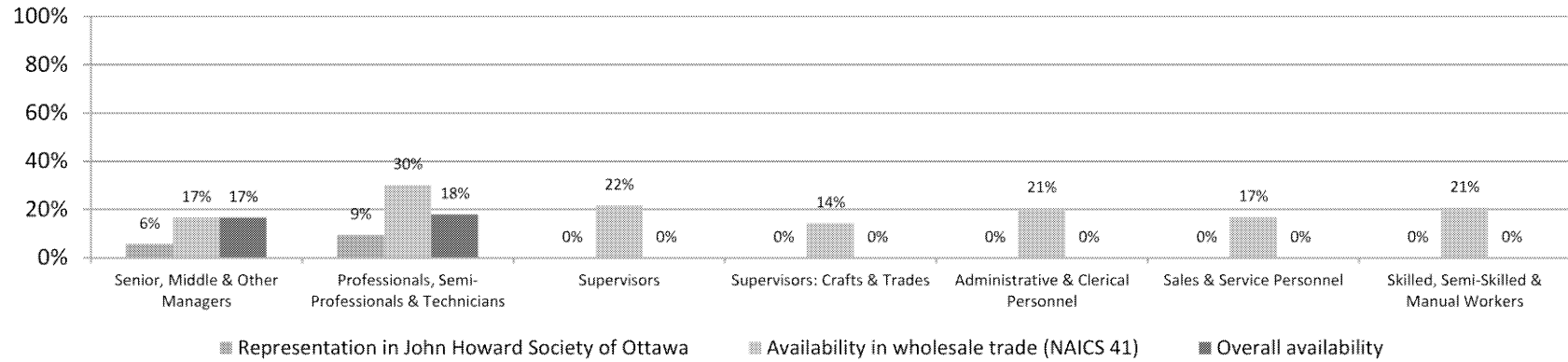


### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups

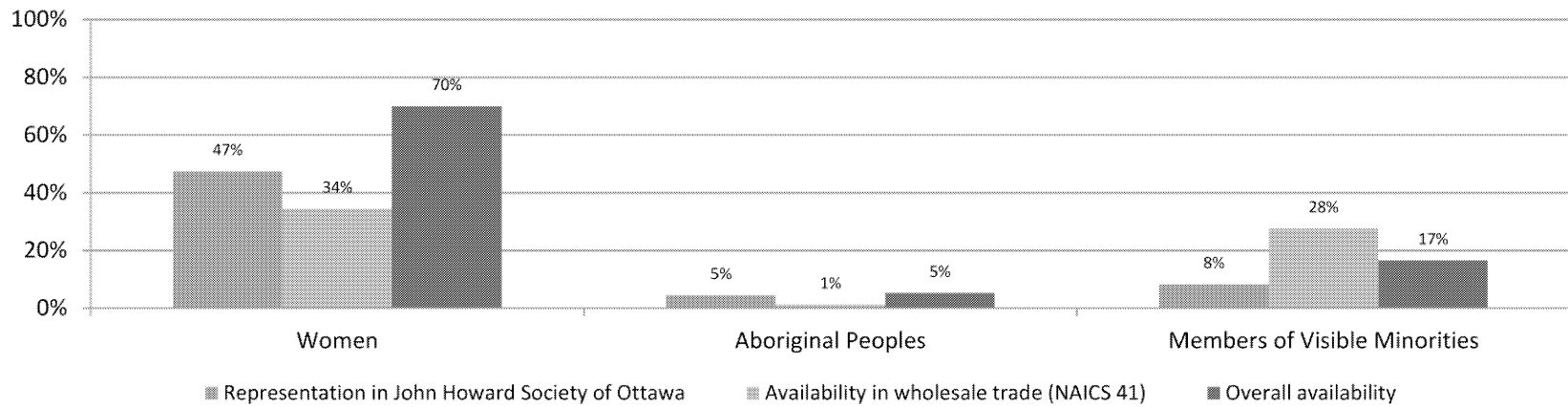




### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 41 - Wholesale trade**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>776,805</b>	<b>100.0</b>	<b>520,640</b>	<b>67.0</b>	<b>256,165</b>	<b>33.0</b>	<b>16,560</b>	<b>2.1</b>	<b>156,650</b>	<b>20.2</b>
Senior Managers	20,280	100.0	17,180	84.7	3,105	15.3	170	0.8	3,010	14.8
Middle and Other Managers	114,910	100.0	84,410	73.5	30,500	26.5	1,720	1.5	19,495	17.0
Professionals	64,040	100.0	38,720	60.5	25,320	39.5	565	0.9	21,110	33.0
Semi-Professionals and Technicians	37,790	100.0	27,875	73.8	9,910	26.2	565	1.5	9,555	25.3
Supervisors	14,675	100.0	9,195	62.7	5,480	37.3	300	2.0	3,170	21.6
Supervisors: Crafts and Trades	8,800	100.0	7,670	87.2	1,135	12.9	225	2.6	1,260	14.3
Administrative and Senior Clerical ...	44,550	100.0	8,105	18.2	36,445	81.8	870	2.0	8,300	18.6
Skilled Sales and Service Personnel	47,210	100.0	31,725	67.2	15,485	32.8	885	1.9	8,085	17.1
Skilled Crafts and Trades Workers	44,600	100.0	43,095	96.6	1,500	3.4	1,350	3.0	5,245	11.8
Clerical Personnel	97,525	100.0	47,770	49.0	49,755	51.0	2,525	2.6	20,895	21.4
Intermediate Sales and Service ....	131,105	100.0	86,135	65.7	44,970	34.3	2,440	1.9	20,125	15.4
Semi-Skilled Manual Workers	105,190	100.0	91,340	86.8	13,850	13.2	3,330	3.2	22,085	21.0
Other Sales and Service Personnel	21,565	100.0	12,360	57.3	9,200	42.7	820	3.8	5,525	25.6
Other Manual Workers	24,580	100.0	15,065	61.3	9,515	38.7	810	3.3	8,775	35.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 44-45 - Retail trade**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	23%	1	27%	1
02 Middle & Other Managers	13	6	46%	47%	6	39%	5
03 Professionals	25	19	76%	55%	14	70%	17
04 Semi-Professionals & Technicians	81	27	33%	68%	55	78%	63
05 Supervisors	0	0	#DIV/0!	63%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	17%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	86%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	49%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	1	50%	54%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	61%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	16%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	62%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	39%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>62%</b>	<b>82</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	2%	0	3%	0
02 Middle & Other Managers	13	0	0%	3%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	2%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	3%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	3%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	12%	1	10%	1
02 Middle & Other Managers	13	1	8%	17%	2	15%	2
03 Professionals	25	2	8%	29%	7	13%	3
04 Semi-Professionals & Technicians	81	8	10%	21%	17	19%	16
05 Supervisors	0	0	#DIV/0!	17%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	9%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	13%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	19%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	12%	0	0%	0
10 Clerical Personnel	2	0	0%	16%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	19%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	15%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	18%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	25%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>21%</b>	<b>28</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	46%	8	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	62%	66	76%	81
Supervisors	0	0	0%	63%	0	0%	0

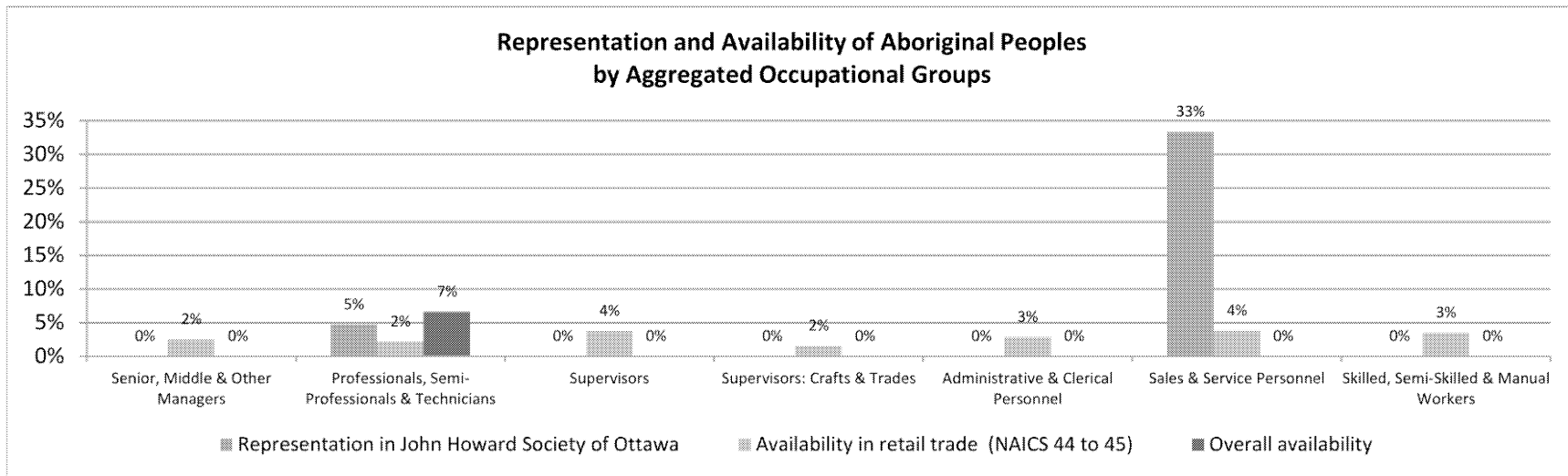
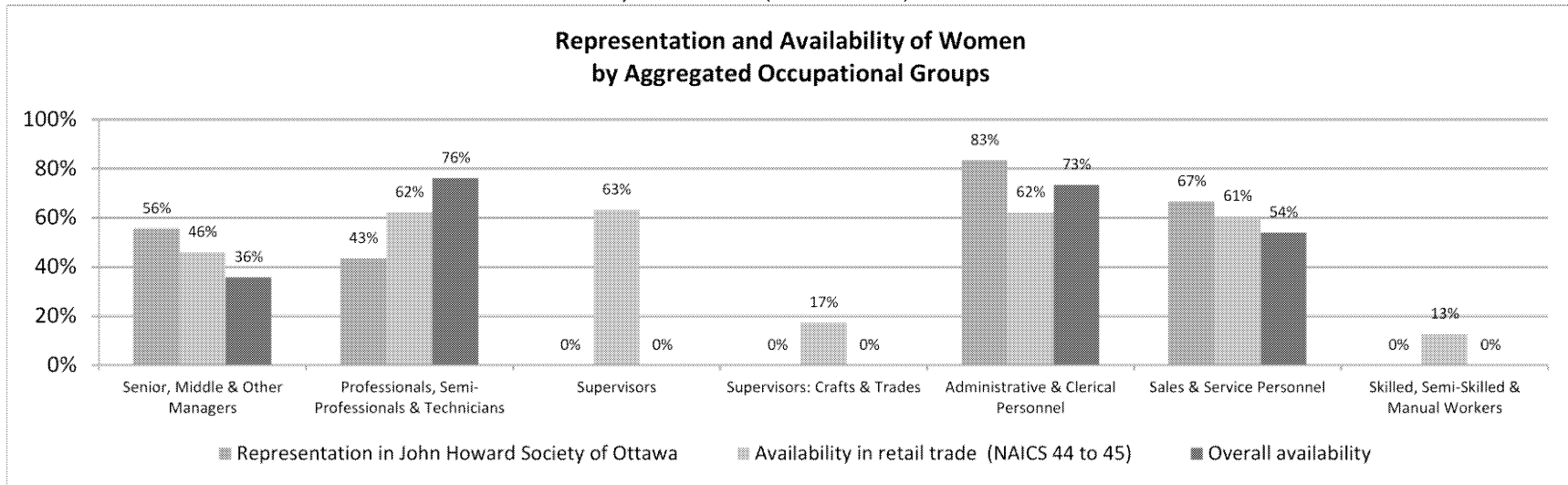
Supervisors: Crafts & Trades	0	0	0%	17%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	62%	4	73%	4
Sales & Service Personnel	3	2	67%	61%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>60%</b>	<b>80</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	2	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	2%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	3%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

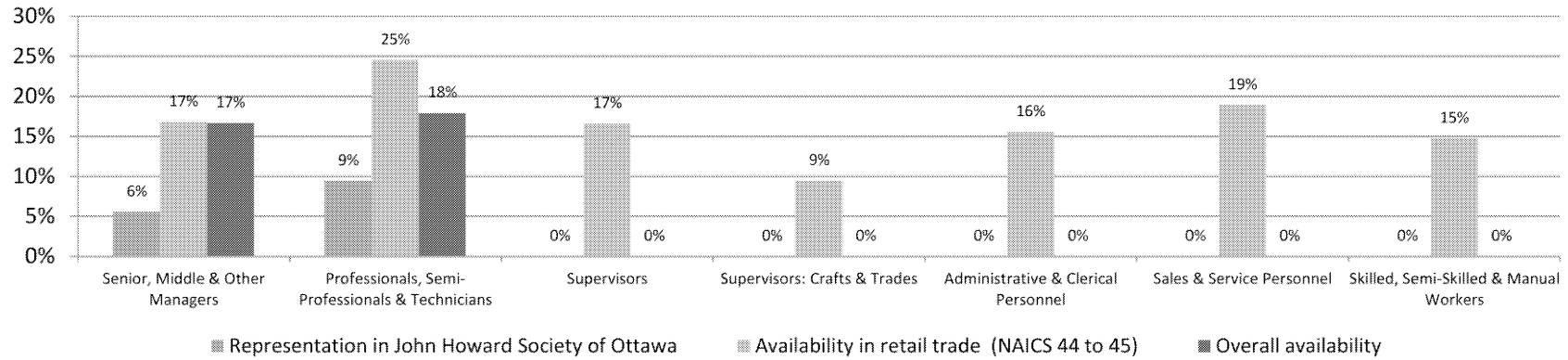
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	17%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	25%	26	18%	19
Supervisors	0	0	0%	17%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	9%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	16%	1	0%	0
Sales & Service Personnel	3	0	0%	19%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	15%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>23%</b>	<b>31</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	60%	80	70%	93
Aboriginal Peoples	133	6	5%	2%	3	5%	7
Members of Visible Minorities	133	11	8%	23%	31	17%	22

NAICS 44-45 - Retail trade  
 in Availability retail trade (NAICS 44 to 45)  
 Representation in John Howard Society of Ottawa  
 Availability in retail trade (NAICS 44 to 45)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 44-45 - Retail trade

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>2,244,475</b>	<b>100.0</b>	<b>1,017,790</b>	<b>45.3</b>	<b>1,226,690</b>	<b>54.7</b>	<b>76,230</b>	<b>3.4</b>	<b>410,510</b>	<b>18.3</b>
Senior Managers	12,645	100.0	9,780	77.3	2,860	22.6	225	1.8	1,510	11.9
Middle and Other Managers	334,430	100.0	177,840	53.2	156,590	46.8	8,405	2.5	56,860	17.0
Professionals	64,320	100.0	28,790	44.8	35,525	55.2	800	1.2	18,790	29.2
Semi-Professionals and Technicians	81,410	100.0	26,285	32.3	55,125	67.7	2,370	2.9	16,945	20.8
Supervisors	62,025	100.0	22,850	36.8	39,180	63.2	2,340	3.8	10,295	16.6
Supervisors: Crafts and Trades	4,815	100.0	3,985	82.8	830	17.2	75	1.6	455	9.4
Administrative and Senior Clerical ...	43,675	100.0	5,915	13.5	37,760	86.5	945	2.2	5,745	13.2
Skilled Sales and Service Personnel	78,890	100.0	39,910	50.6	38,985	49.4	2,590	3.3	15,235	19.3
Skilled Crafts and Trades Workers	64,065	100.0	62,335	97.3	1,735	2.7	1,750	2.7	7,590	11.8
Clerical Personnel	125,980	100.0	58,375	46.3	67,605	53.7	3,870	3.1	20,615	16.4
Intermediate Sales and Service ....	714,215	100.0	278,635	39.0	435,580	61.0	20,790	2.9	138,810	19.4
Semi-Skilled Manual Workers	104,400	100.0	87,995	84.3	16,395	15.7	4,015	3.8	16,015	15.3
Other Sales and Service Personnel	541,815	100.0	207,900	38.4	333,915	61.6	27,505	5.1	98,725	18.2
Other Manual Workers	11,805	100.0	7,205	61.0	4,600	39.0	540	4.6	2,935	24.9

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 48-49 - Transportation and warehousing**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	18%	1	27%	1
02 Middle & Other Managers	13	6	46%	28%	4	39%	5
03 Professionals	25	19	76%	39%	10	70%	17
04 Semi-Professionals & Technicians	81	27	33%	12%	10	78%	63
05 Supervisors	0	0	#DIV/0!	48%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	10%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	81%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	32%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	1	50%	48%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	63%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	11%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	32%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	24%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>23%</b>	<b>30</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	2%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	3%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	3%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	3%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	6%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	9%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	11%	1	10%	1
02 Middle & Other Managers	13	1	8%	14%	2	15%	2
03 Professionals	25	2	8%	26%	7	13%	3
04 Semi-Professionals & Technicians	81	8	10%	12%	10	19%	16
05 Supervisors	0	0	#DIV/0!	16%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	11%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	15%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	12%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	13%	0	0%	0
10 Clerical Personnel	2	0	0%	21%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	24%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	21%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	27%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	15%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>15%</b>	<b>20</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	27%	5	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	22%	24	76%	81
Supervisors	0	0	0%	48%	0	0%	0

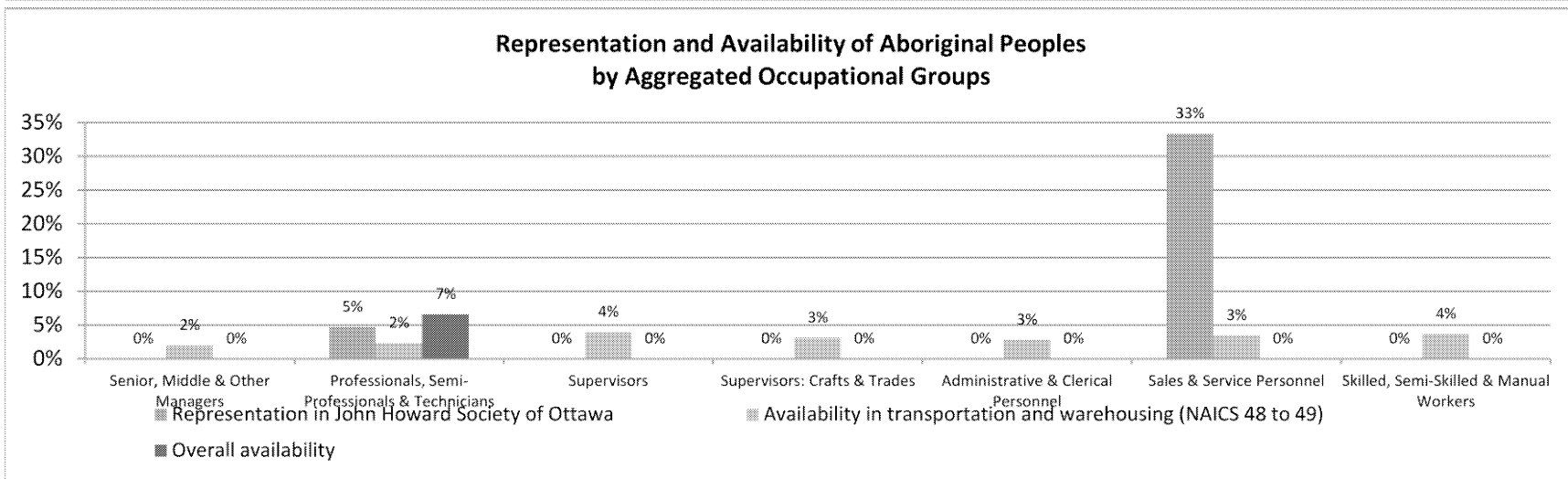
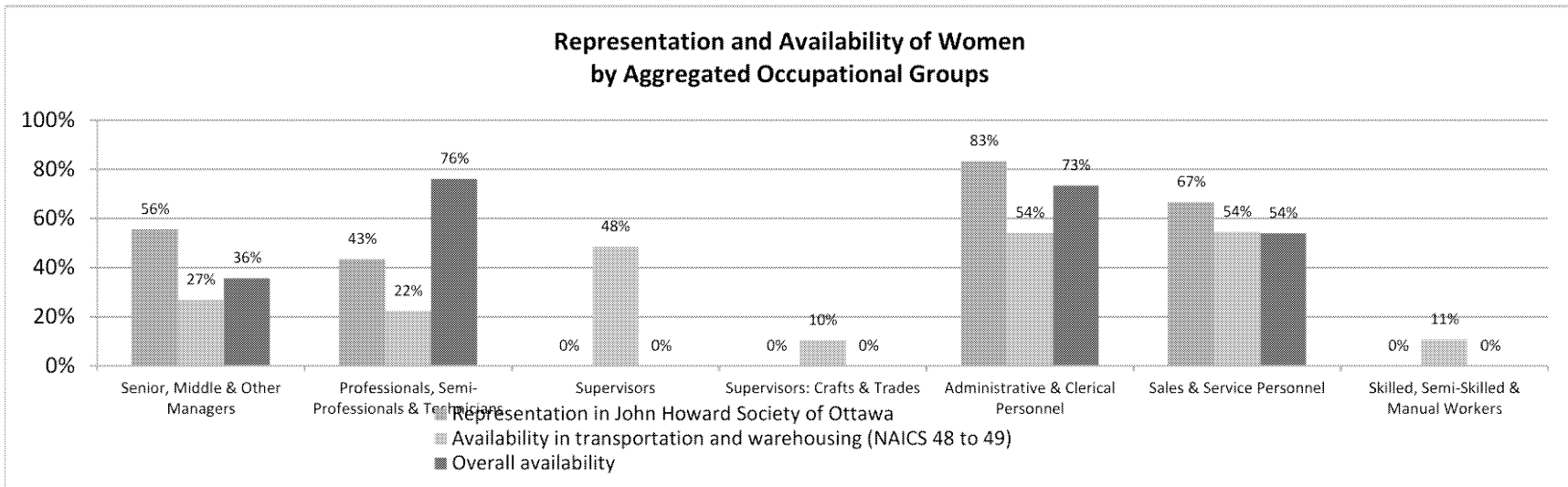
Supervisors: Crafts & Trades	0	0	0%	10%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	54%	3	73%	4
Sales & Service Personnel	3	2	67%	54%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	11%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>25%</b>	<b>33</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	2	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	3%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

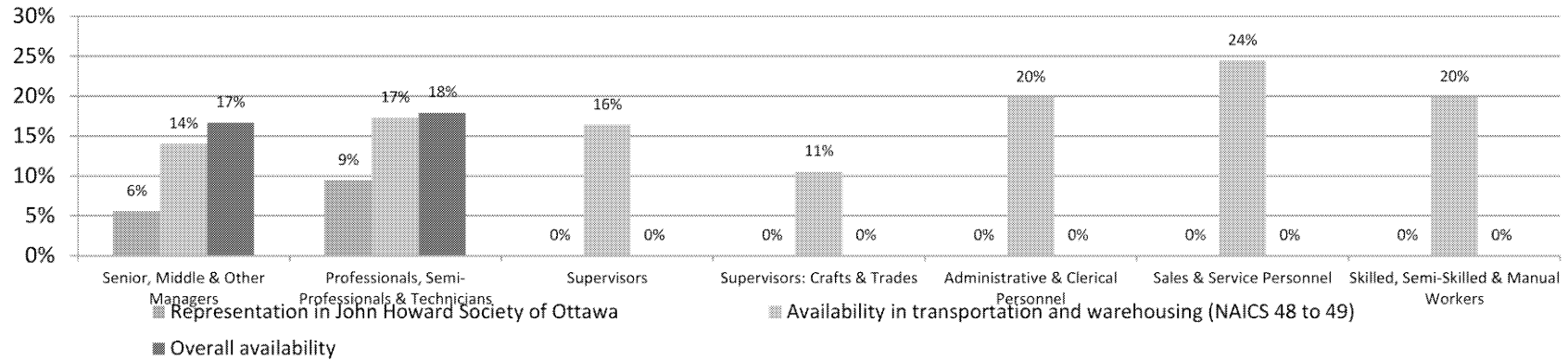
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	14%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	17%	18	18%	19
Supervisors	0	0	0%	16%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	11%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	20%	1	0%	0
Sales & Service Personnel	3	0	0%	24%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	20%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>17%</b>	<b>23</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	25%	33	70%	93
Aboriginal Peoples	133	6	5%	2%	3	5%	7
Members of Visible Minorities	133	11	8%	17%	23	17%	22

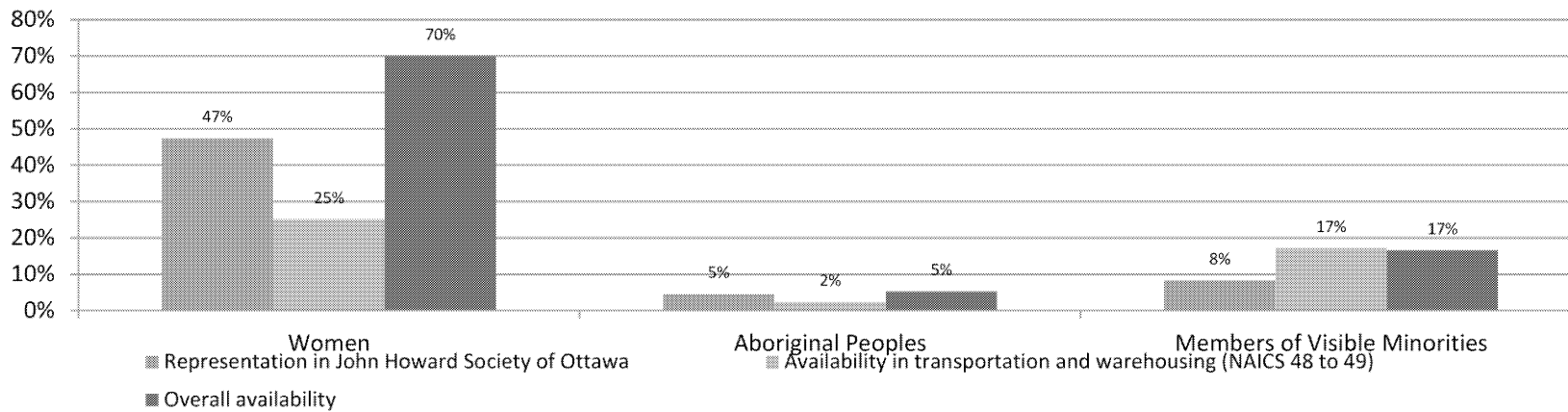
NAICS 48-49 - Transportation and warehousing  
 in Availability transportation and warehousing (NAICS 48 to 49)  
 Representation in John Howard \  
 Availability in transportation and warehousing (NAICS 48 to 49)



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 48-49 - Transportation and warehousing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>884,065</b>	<b>100.0</b>	<b>657,000</b>	<b>74.3</b>	<b>227,070</b>	<b>25.7</b>	<b>28,945</b>	<b>3.3</b>	<b>172,095</b>	<b>19.5</b>
Senior Managers	6,805	100.0	5,575	81.9	1,230	18.1	100	1.5	740	10.9
Middle and Other Managers	47,095	100.0	33,860	71.9	13,235	28.1	970	2.1	6,815	14.5
Professionals	25,135	100.0	15,425	61.4	9,715	38.7	380	1.5	6,570	26.1
Semi-Professionals and Technicians	41,650	100.0	36,490	87.6	5,165	12.4	1,180	2.8	4,975	11.9
Supervisors	20,395	100.0	10,505	51.5	9,890	48.5	810	4.0	3,340	16.4
Supervisors: Crafts and Trades	14,865	100.0	13,310	89.5	1,550	10.4	460	3.1	1,565	10.5
Administrative and Senior Clerical ...	30,430	100.0	5,800	19.1	24,625	80.9	840	2.8	4,550	15.0
Skilled Sales and Service Personnel	2,325	100.0	1,570	67.5	750	32.3	60	2.6	285	12.3
Skilled Crafts and Trades Workers	58,230	100.0	56,400	96.9	1,830	3.1	1,945	3.3	7,405	12.7
Clerical Personnel	144,380	100.0	74,455	51.6	69,930	48.4	4,085	2.8	30,130	20.9
Intermediate Sales and Service ....	53,570	100.0	19,815	37.0	33,760	63.0	1,485	2.8	12,990	24.2
Semi-Skilled Manual Workers	408,160	100.0	361,740	88.6	46,420	11.4	14,525	3.6	86,035	21.1
Other Sales and Service Personnel	18,185	100.0	12,335	67.8	5,855	32.2	1,005	5.5	4,830	26.6
Other Manual Workers	12,835	100.0	9,720	75.7	3,120	24.3	1,100	8.6	1,875	14.6

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 51 - Information and cultural industries**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	26%	1	27%	1
02 Middle & Other Managers	13	6	46%	42%	6	39%	5
03 Professionals	25	19	76%	41%	10	70%	17
04 Semi-Professionals & Technicians	81	27	33%	31%	25	78%	63
05 Supervisors	0	0	#DIV/0!	60%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	34%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	80%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	42%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	9%	0	0%	0
10 Clerical Personnel	2	1	50%	71%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	56%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	28%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	53%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	42%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>37%</b>	<b>49</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	2%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	2%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	2%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	2%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	2%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	1%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	12%	1	10%	1
02 Middle & Other Managers	13	1	8%	18%	2	15%	2
03 Professionals	25	2	8%	23%	6	13%	3
04 Semi-Professionals & Technicians	81	8	10%	18%	15	19%	16
05 Supervisors	0	0	#DIV/0!	19%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	19%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	18%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	28%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	16%	0	0%	0
10 Clerical Personnel	2	0	0%	20%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	27%	1	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	24%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	24%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	28%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>19%</b>	<b>26</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	40%	7	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	37%	40	76%	81
Supervisors	0	0	0%	60%	0	0%	0



Supervisors: Crafts & Trades	0	0	0%	34%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	73%	4	73%	4
Sales & Service Personnel	3	2	67%	54%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>40%</b>	<b>53</b>	<b>70%</b>	<b>93</b>

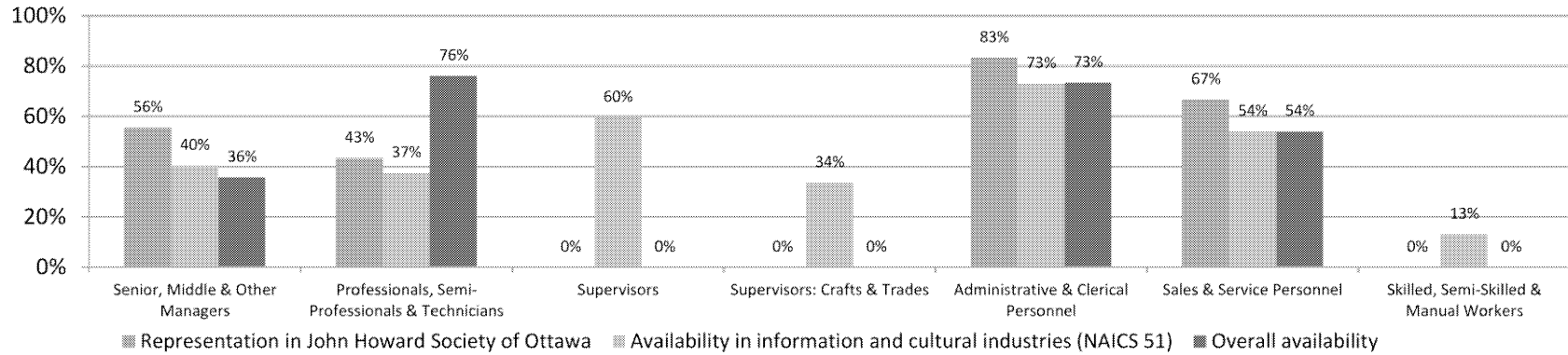
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	2	7%	7
Supervisors	0	0	0%	2%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	2%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	18%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	21%	23	18%	19
Supervisors	0	0	0%	19%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	19%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	19%	1	0%	0
Sales & Service Personnel	3	0	0%	27%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	18%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>21%</b>	<b>28</b>	<b>17%</b>	<b>22</b>

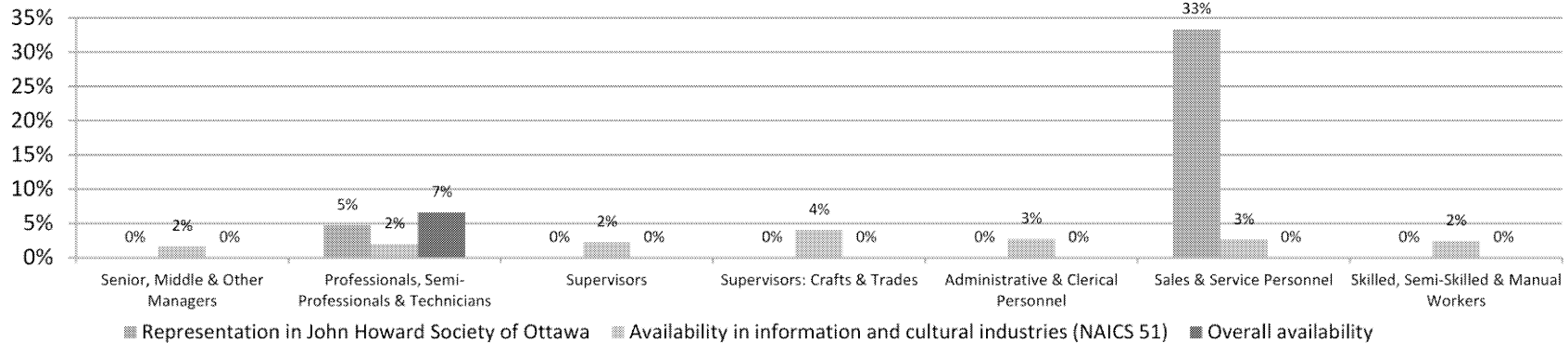
Women	133	63	47%	40%	53	70%	93
Aboriginal Peoples	133	6	5%	2%	3	5%	7
Members of Visible Minorities	133	11	8%	21%	28	17%	22

NAICS 51 - Information and cultural industries  
 in Availability information and cultural industries (NAICS 51)  
 Representation in John Howard Society of Ottawa  
 Availability in information and cultural industries (NAICS 51)

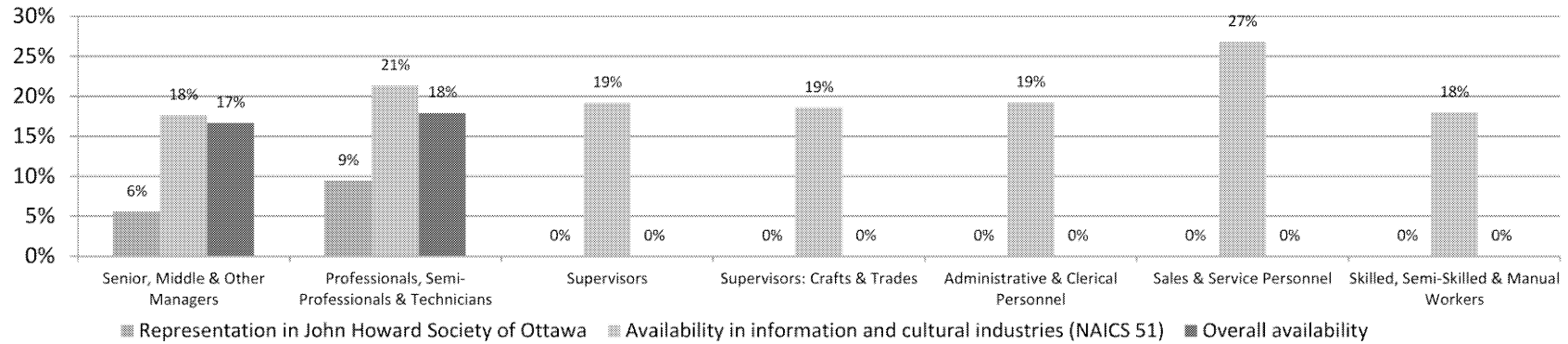
**Representation and Availability of Women  
 by Aggregated Occupational Groups**



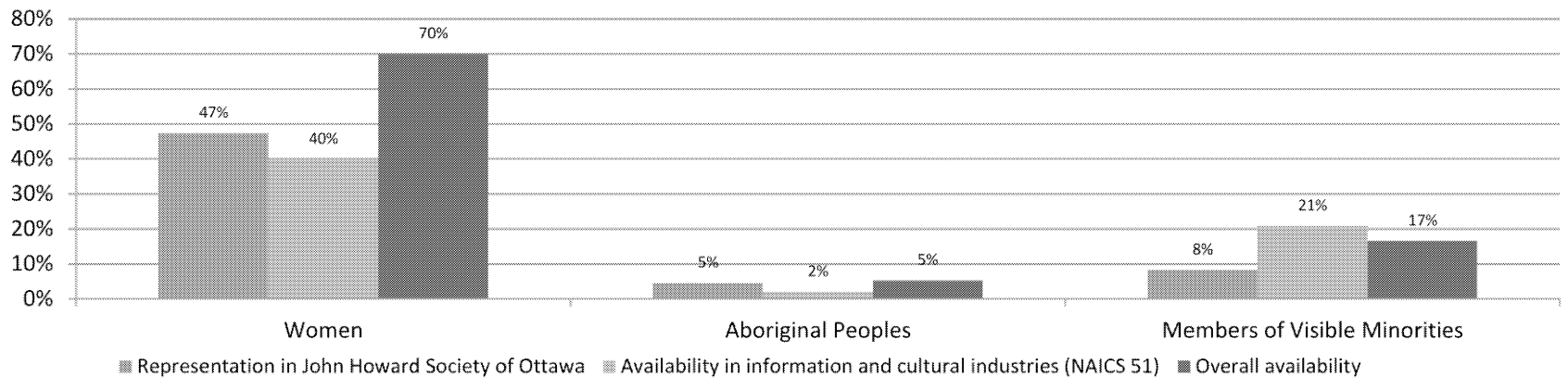
**Representation and Availability of Aboriginal Peoples  
 by Aggregated Occupational Groups**



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 51 - Information and cultural industries

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>450,110</b>	<b>100.0</b>	<b>250,145</b>	<b>55.6</b>	<b>199,970</b>	<b>44.4</b>	<b>9,910</b>	<b>2.2</b>	<b>94,820</b>	<b>21.1</b>
Senior Managers	7,410	100.0	5,490	74.1	1,925	26.0	150	2.0	885	11.9
Middle and Other Managers	52,680	100.0	30,310	57.5	22,375	42.5	840	1.6	9,710	18.4
Professionals	125,240	100.0	73,680	58.8	51,565	41.2	2,000	1.6	28,820	23.0
Semi-Professionals and Technicians	74,625	100.0	51,250	68.7	23,375	31.3	1,935	2.6	13,775	18.5
Supervisors	4,695	100.0	1,905	40.6	2,795	59.5	105	2.2	900	19.2
Supervisors: Crafts and Trades	2,855	100.0	1,895	66.4	960	33.6	115	4.0	530	18.6
Administrative and Senior Clerical ...	17,935	100.0	3,630	20.2	14,305	79.8	425	2.4	3,140	17.5
Skilled Sales and Service Personnel	8,155	100.0	4,765	58.4	3,390	41.6	165	2.0	2,245	27.5
Skilled Crafts and Trades Workers	30,280	100.0	27,620	91.2	2,665	8.8	775	2.6	4,955	16.4
Clerical Personnel	53,715	100.0	15,695	29.2	38,015	70.8	1,510	2.8	10,625	19.8
Intermediate Sales and Service ....	49,530	100.0	21,555	43.5	27,975	56.5	1,165	2.4	13,590	27.4
Semi-Skilled Manual Workers	5,155	100.0	3,740	72.6	1,420	27.5	55	1.1	1,215	23.6
Other Sales and Service Personnel	15,870	100.0	7,475	47.1	8,395	52.9	590	3.7	3,880	24.4
Other Manual Workers	1,960	100.0	1,135	57.9	825	42.1	75	3.8	550	28.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 52 - Finance and insurance**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	31%	2	27%	1
02 Middle & Other Managers	13	6	46%	54%	7	39%	5
03 Professionals	25	19	76%	45%	11	70%	17
04 Semi-Professionals & Technicians	81	27	33%	37%	30	78%	63
05 Supervisors	0	0	#DIV/0!	75%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	31%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	78%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	61%	1	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	12%	0	0%	0
10 Clerical Personnel	2	1	50%	80%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	80%	2	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	18%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	64%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	39%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>43%</b>	<b>57</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	1%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	1%	1	6%	5
05 Supervisors	0	0	#DIV/0!	2%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	0%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	2%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	2%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	2%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	3%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	3%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	13%	1	10%	1
02 Middle & Other Managers	13	1	8%	23%	3	15%	2
03 Professionals	25	2	8%	30%	7	13%	3
04 Semi-Professionals & Technicians	81	8	10%	30%	24	19%	16
05 Supervisors	0	0	#DIV/0!	22%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	12%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	21%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	22%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	15%	0	0%	0
10 Clerical Personnel	2	0	0%	29%	1	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	26%	1	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	27%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	23%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	16%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>28%</b>	<b>37</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	52%	9	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	45%	47	76%	81
Supervisors	0	0	0%	75%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	31%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	79%	5	73%	4
Sales & Service Personnel	3	2	67%	70%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	19%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>48%</b>	<b>64</b>	<b>70%</b>	<b>93</b>

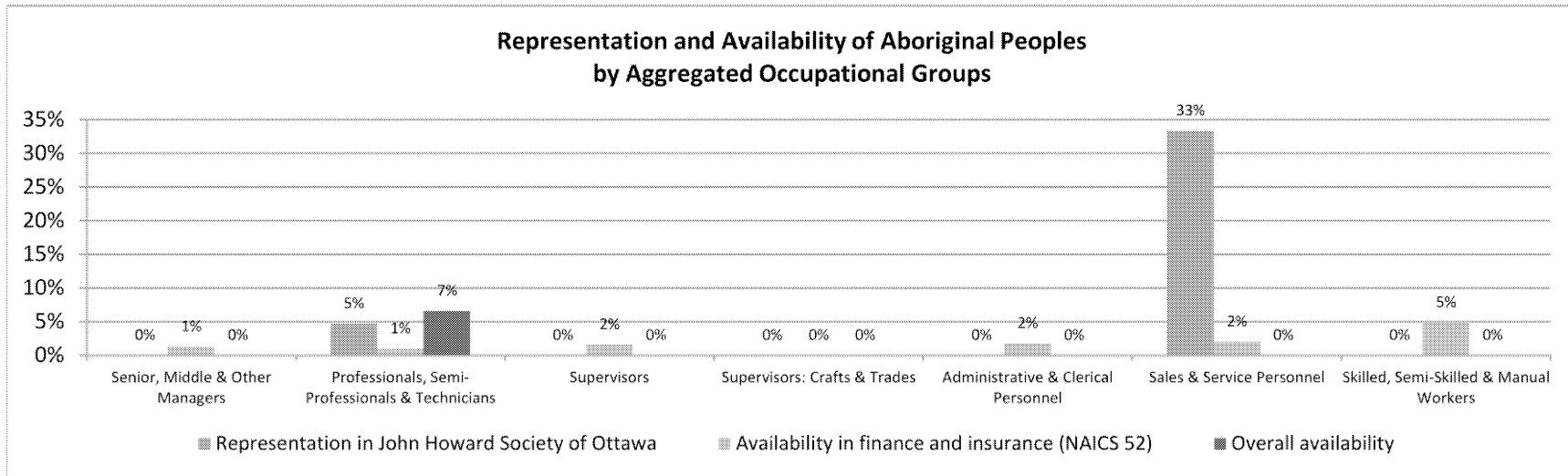
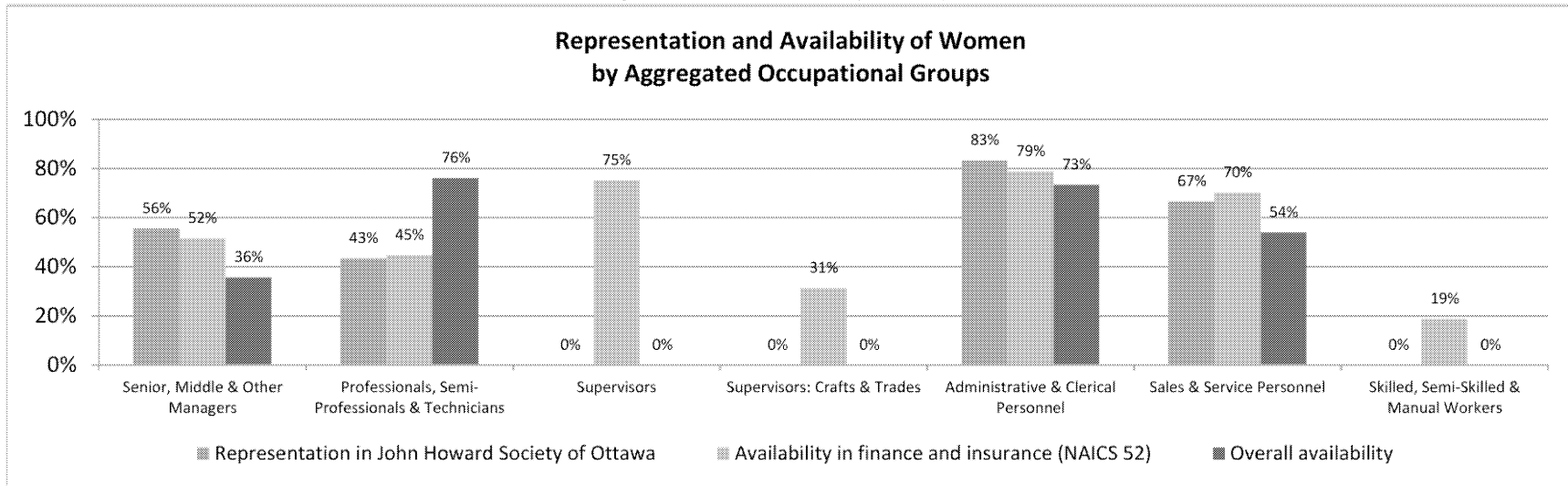
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	1%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	1%	1	7%	7
Supervisors	0	0	0%	2%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	0%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	2%	0	0%	0
Sales & Service Personnel	3	1	33%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>1</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	22%	4	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	30%	31	18%	19
Supervisors	0	0	0%	22%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	12%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	25%	1	0%	0
Sales & Service Personnel	3	0	0%	24%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	20%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>28%</b>	<b>37</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	48%	64	70%	93
Aboriginal Peoples	133	6	5%	1%	1	5%	7
Members of Visible Minorities	133	11	8%	28%	37	17%	22

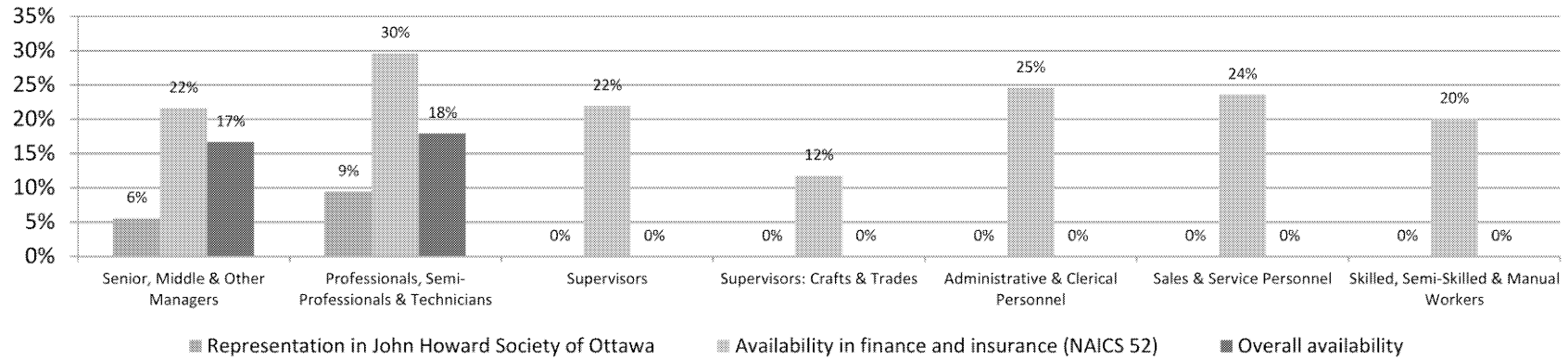
NAICS 52 - Finance and insurance

in Availability finance and insurance (NAICS 52)  
 Representation in John Howard Society of Ottawa  
 Availability in finance and insurance (NAICS 52)

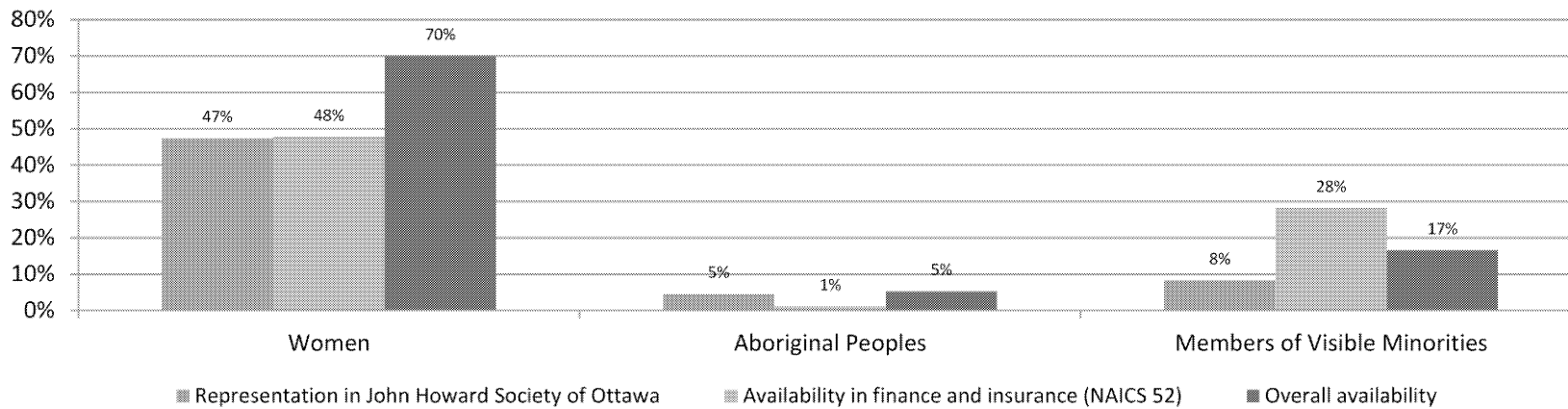




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 52 - Finance and insurance

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>811,985</b>	<b>100.0</b>	<b>312,055</b>	<b>38.4</b>	<b>499,925</b>	<b>61.6</b>	<b>12,615</b>	<b>1.6</b>	<b>203,760</b>	<b>25.1</b>
Senior Managers	15,840	100.0	11,010	69.5	4,835	30.5	175	1.1	2,085	13.2
Middle and Other Managers	129,380	100.0	59,270	45.8	70,115	54.2	1,685	1.3	29,295	22.6
Professionals	209,825	100.0	114,815	54.7	95,010	45.3	2,060	1.0	62,130	29.6
Semi-Professionals and Technicians	15,955	100.0	10,050	63.0	5,905	37.0	185	1.2	4,735	29.7
Supervisors	12,225	100.0	3,045	24.9	9,185	75.1	195	1.6	2,680	21.9
Supervisors: Crafts and Trades	255	100.0	170	66.7	80	31.4	-	-	30	11.8
Administrative and Senior Clerical ...	95,925	100.0	21,125	22.0	74,800	78.0	1,580	1.6	20,215	21.1
Skilled Sales and Service Personnel	123,525	100.0	48,130	39.0	75,395	61.0	1,960	1.6	26,825	21.7
Skilled Crafts and Trades Workers	1,315	100.0	1,165	88.6	155	11.8	45	3.4	195	14.8
Clerical Personnel	84,795	100.0	17,055	20.1	67,735	79.9	1,630	1.9	24,225	28.6
Intermediate Sales and Service ....	115,565	100.0	22,820	19.7	92,745	80.3	2,795	2.4	29,625	25.6
Semi-Skilled Manual Workers	1,355	100.0	1,110	81.9	240	17.7	40	3.0	360	26.6
Other Sales and Service Personnel	5,495	100.0	1,975	35.9	3,525	64.1	175	3.2	1,265	23.0
Other Manual Workers	520	100.0	315	60.6	205	39.4	70	13.5	85	16.3

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 53 - Real estate and rental and leasing**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	23%	1	27%	1
02 Middle & Other Managers	13	6	46%	38%	5	39%	5
03 Professionals	25	19	76%	50%	13	70%	17
04 Semi-Professionals & Technicians	81	27	33%	39%	31	78%	63
05 Supervisors	0	0	#DIV/0!	49%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	6%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	62%	2	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	44%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	1	50%	79%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	44%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	8%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	32%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	17%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>42%</b>	<b>55</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	5%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	1%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	3%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	7%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	12%	1	10%	1
02 Middle & Other Managers	13	1	8%	20%	3	15%	2
03 Professionals	25	2	8%	32%	8	13%	3
04 Semi-Professionals & Technicians	81	8	10%	16%	13	19%	16
05 Supervisors	0	0	#DIV/0!	15%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	9%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	16%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	20%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	11%	0	0%	0
10 Clerical Personnel	2	0	0%	22%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	18%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	15%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	20%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>20%</b>	<b>26</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	37%	7	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	46%	49	76%	81
Supervisors	0	0	0%	49%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	6%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	66%	4	73%	4
Sales & Service Personnel	3	2	67%	41%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	7%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>46%</b>	<b>61</b>	<b>70%</b>	<b>93</b>

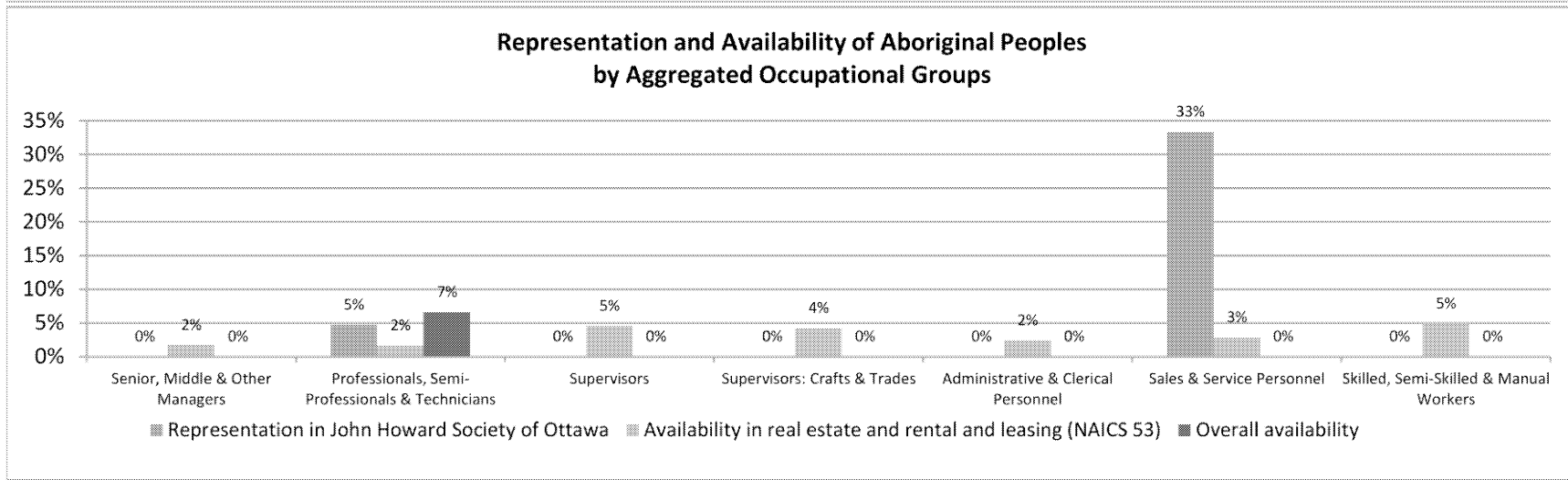
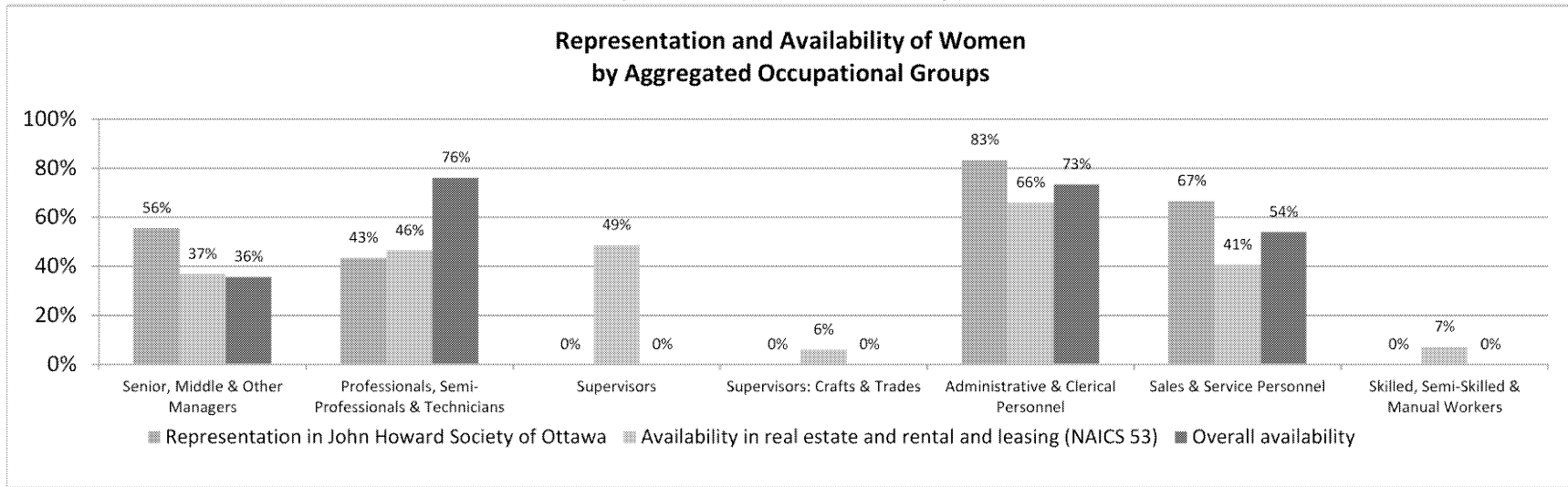
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	2	7%	7
Supervisors	0	0	0%	5%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	2%	0	0%	0
Sales & Service Personnel	3	1	33%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	19%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	27%	29	18%	19
Supervisors	0	0	0%	15%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	9%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	17%	1	0%	0
Sales & Service Personnel	3	0	0%	20%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>25%</b>	<b>34</b>	<b>17%</b>	<b>22</b>

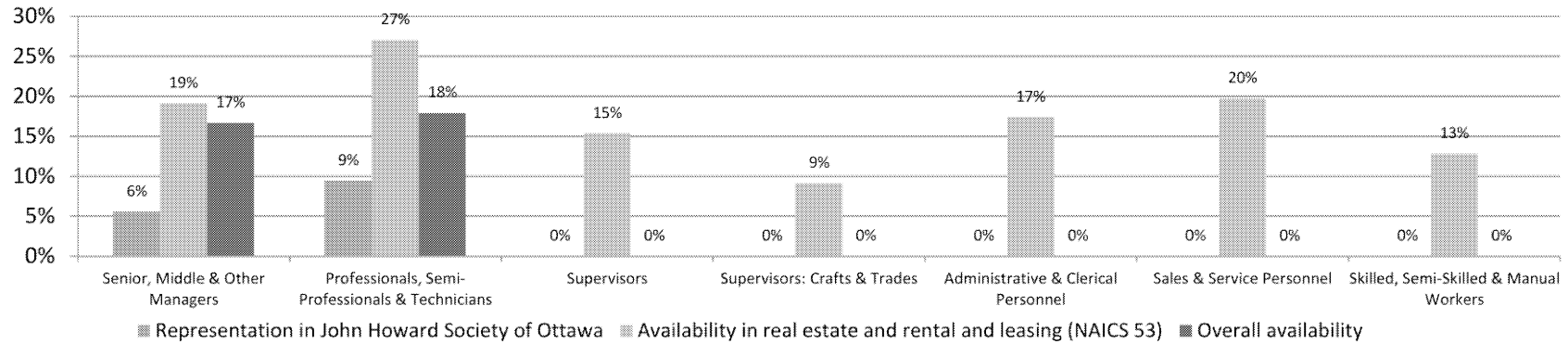
Women	133	63	47%	46%	61	70%	93
Aboriginal Peoples	133	6	5%	2%	2	5%	7
Members of Visible Minorities	133	11	8%	25%	34	17%	22

NAICS 53 - Real estate and rental and leasing

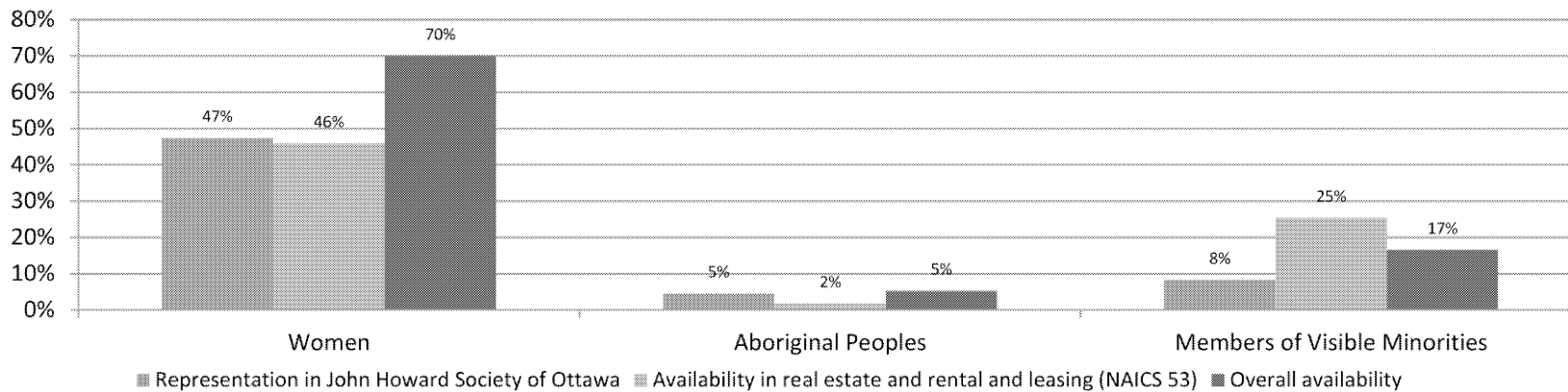
in Availability real estate and rental and leasing (NAICS 53)  
 Representation in John Howard Society of Ottawa  
 Availability in real estate and rental and leasing (NAICS 53)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 53 - Real estate and rental and leasing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>349,595</b>	<b>100.0</b>	<b>193,285</b>	<b>55.3</b>	<b>156,315</b>	<b>44.7</b>	<b>9,160</b>	<b>2.6</b>	<b>65,580</b>	<b>18.8</b>
Senior Managers	6,515	100.0	4,985	76.5	1,530	23.5	75	1.2	775	11.9
Middle and Other Managers	58,260	100.0	35,915	61.6	22,345	38.4	1,030	1.8	11,590	19.9
Professionals	15,495	100.0	7,710	49.8	7,785	50.2	170	1.1	4,995	32.2
Semi-Professionals and Technicians	7,520	100.0	4,620	61.4	2,905	38.6	205	2.7	1,230	16.4
Supervisors	3,845	100.0	1,975	51.4	1,870	48.6	175	4.6	590	15.3
Supervisors: Crafts and Trades	2,250	100.0	2,120	94.2	135	6.0	95	4.2	205	9.1
Administrative and Senior Clerical ...	77,110	100.0	29,200	37.9	47,910	62.1	1,715	2.2	12,320	16.0
Skilled Sales and Service Personnel	66,080	100.0	36,925	55.9	29,160	44.1	945	1.4	13,360	20.2
Skilled Crafts and Trades Workers	12,150	100.0	11,735	96.6	415	3.4	615	5.1	1,325	10.9
Clerical Personnel	22,045	100.0	4,590	20.8	17,455	79.2	655	3.0	4,910	22.3
Intermediate Sales and Service ....	25,370	100.0	14,245	56.1	11,130	43.9	825	3.3	4,670	18.4
Semi-Skilled Manual Workers	11,080	100.0	10,235	92.4	840	7.6	420	3.8	1,655	14.9
Other Sales and Service Personnel	37,515	100.0	25,410	67.7	12,110	32.3	1,910	5.1	7,405	19.7
Other Manual Workers	4,355	100.0	3,630	83.4	725	16.6	315	7.2	555	12.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 54 - Professional, scientific and technical services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	22%	1	27%	1
02 Middle & Other Managers	13	6	46%	37%	5	39%	5
03 Professionals	25	19	76%	34%	8	70%	17
04 Semi-Professionals & Technicians	81	27	33%	42%	34	78%	63
05 Supervisors	0	0	#DIV/0!	60%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	9%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	87%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	40%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	8%	0	0%	0
10 Clerical Personnel	2	1	50%	76%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	52%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	30%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	58%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	21%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>41%</b>	<b>55</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	1%	0	2%	0
03 Professionals	25	2	8%	1%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	2%	2	6%	5
05 Supervisors	0	0	#DIV/0!	2%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	1%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	0	0%	2%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	2%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	12%	1	10%	1
02 Middle & Other Managers	13	1	8%	19%	2	15%	2
03 Professionals	25	2	8%	24%	6	13%	3
04 Semi-Professionals & Technicians	81	8	10%	20%	16	19%	16
05 Supervisors	0	0	#DIV/0!	20%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	7%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	16%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	19%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	14%	0	0%	0
10 Clerical Personnel	2	0	0%	22%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	20%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	22%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	21%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	14%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>20%</b>	<b>26</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	33%	6	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	36%	38	76%	81
Supervisors	0	0	0%	60%	0	0%	0

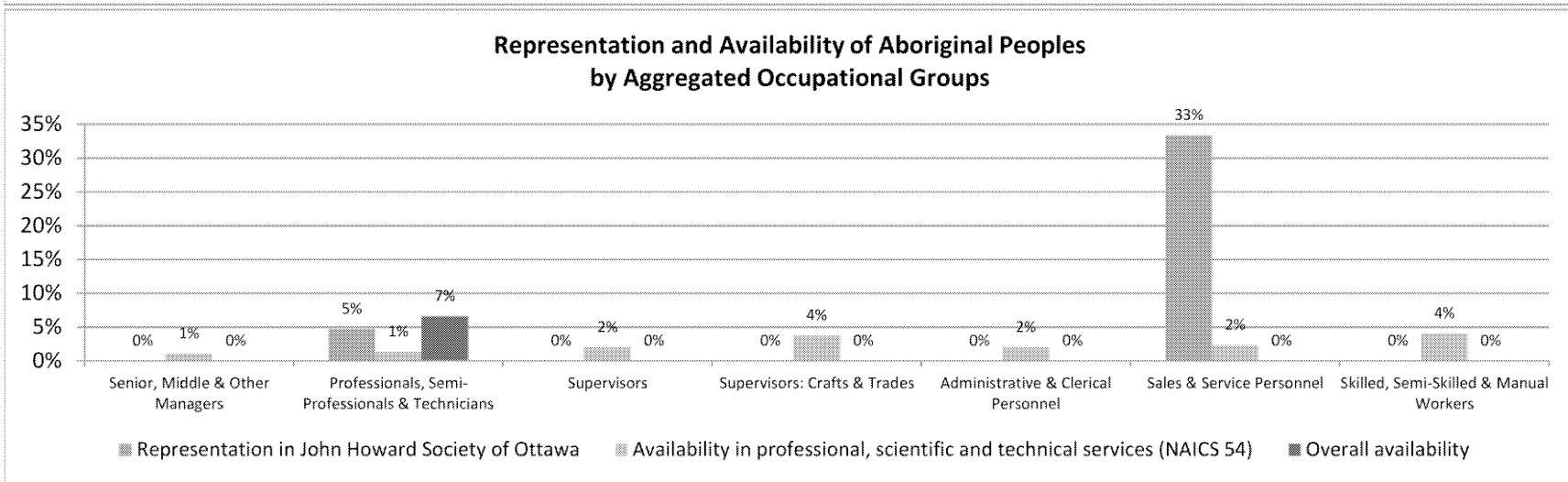
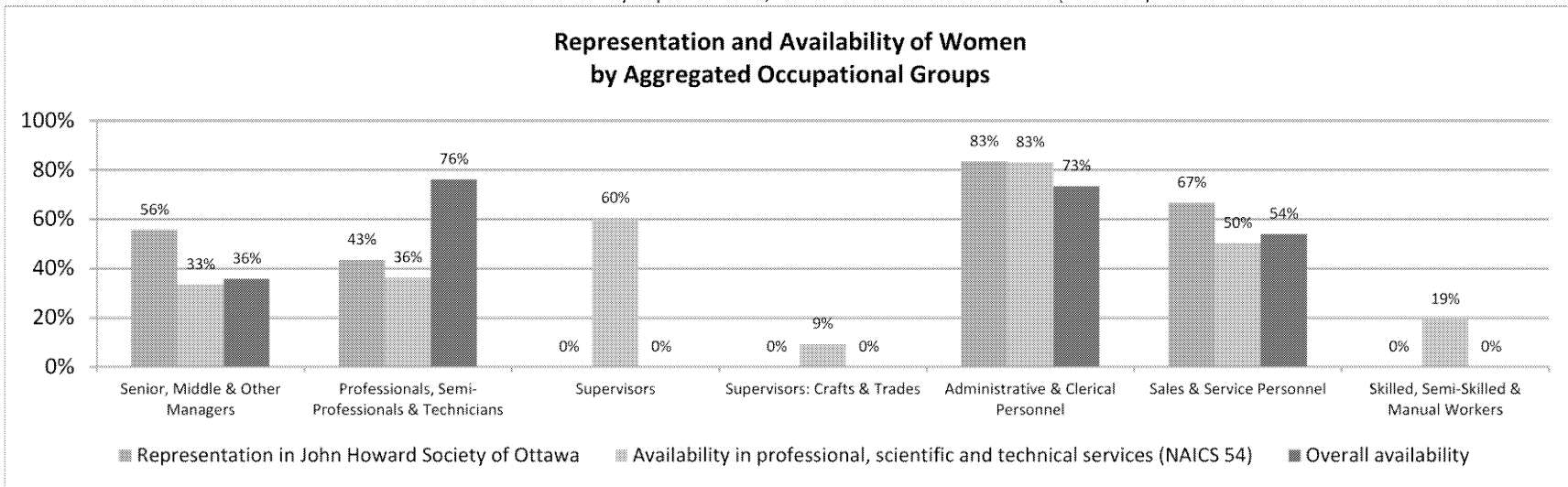
Supervisors: Crafts & Trades	0	0	0%	9%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	83%	5	73%	4
Sales & Service Personnel	3	2	67%	50%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	19%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>38%</b>	<b>51</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	1%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	1%	1	7%	7
Supervisors	0	0	0%	2%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	2%	0	0%	0
Sales & Service Personnel	3	1	33%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>1%</b>	<b>2</b>	<b>5%</b>	<b>7</b>

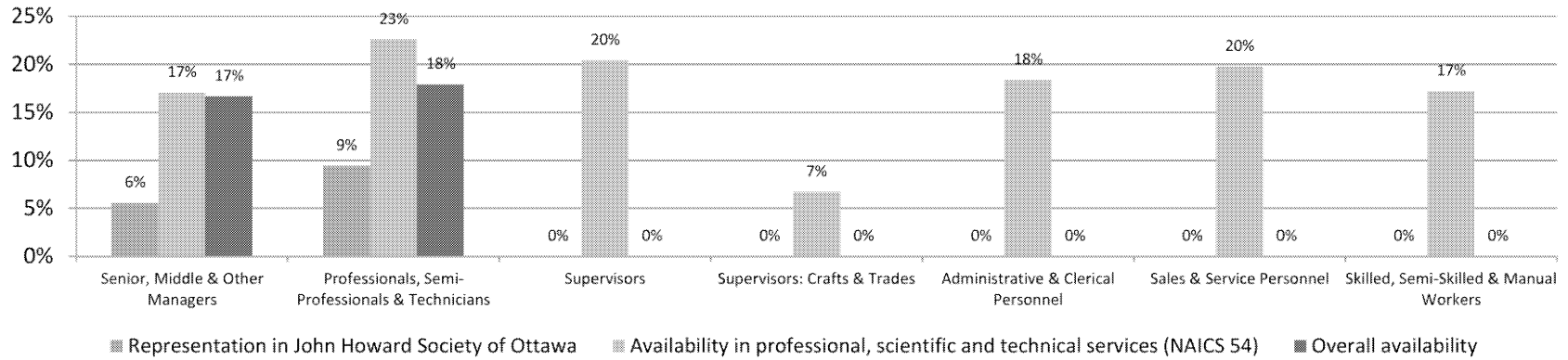
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	17%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	23%	24	18%	19
Supervisors	0	0	0%	20%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	7%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	18%	1	0%	0
Sales & Service Personnel	3	0	0%	20%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	17%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>22%</b>	<b>29</b>	<b>17%</b>	<b>22</b>

Women	133	63	47%	38%	51	70%	93
Aboriginal Peoples	133	6	5%	1%	2	5%	7
Members of Visible Minorities	133	11	8%	22%	29	17%	22

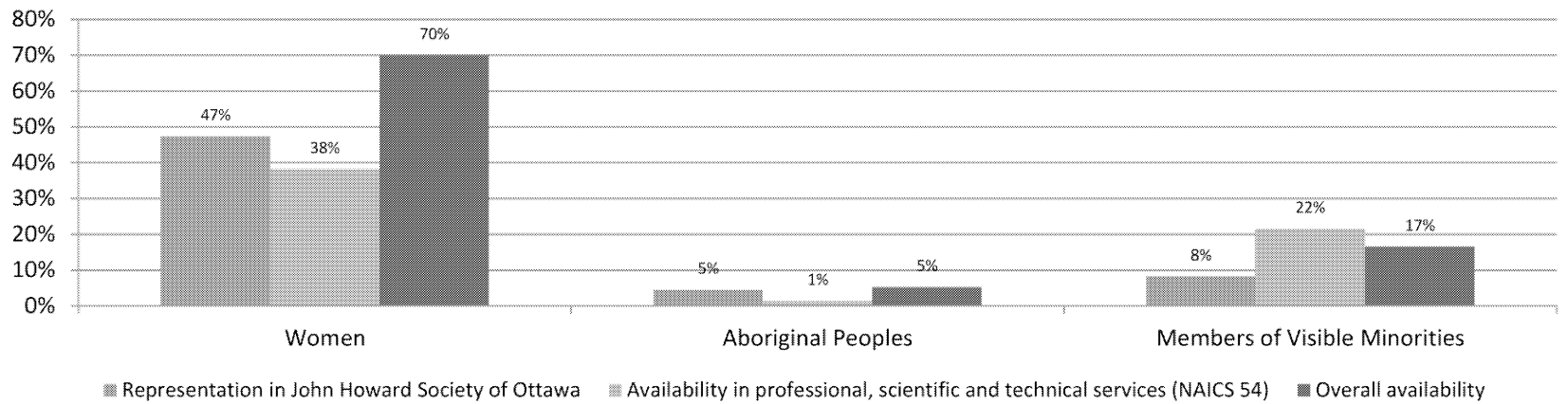
NAICS 54 - Professional, scientific and technical services  
 in Availability professional, scientific and technical services (NAICS 54)  
 Representation in John Howard Society of Ottawa  
 Availability in professional, scientific and technical services (NAICS 54)



**Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 54 - Professional, scientific and technical services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,339,010</b>	<b>100.0</b>	<b>736,695</b>	<b>55.0</b>	<b>602,315</b>	<b>45.0</b>	<b>21,100</b>	<b>1.6</b>	<b>280,615</b>	<b>21.0</b>
Senior Managers	29,855	100.0	23,345	78.2	6,510	21.8	205	0.7	3,560	11.9
Middle and Other Managers	88,345	100.0	55,370	62.7	32,970	37.3	1,060	1.2	16,600	18.8
Professionals	617,380	100.0	409,030	66.3	208,350	33.7	6,795	1.1	146,975	23.8
Semi-Professionals and Technicians	246,505	100.0	142,435	57.8	104,070	42.2	4,920	2.0	48,110	19.5
Supervisors	5,000	100.0	1,980	39.6	3,020	60.4	100	2.0	1,020	20.4
Supervisors: Crafts and Trades	5,745	100.0	5,205	90.6	535	9.3	215	3.7	385	6.7
Administrative and Senior Clerical ...	164,220	100.0	21,735	13.2	142,485	86.8	3,260	2.0	26,470	16.1
Skilled Sales and Service Personnel	13,150	100.0	7,825	59.5	5,325	40.5	160	1.2	2,540	19.3
Skilled Crafts and Trades Workers	13,480	100.0	12,410	92.1	1,065	7.9	605	4.5	1,950	14.5
Clerical Personnel	91,810	100.0	21,890	23.8	69,920	76.2	1,850	2.0	20,570	22.4
Intermediate Sales and Service ....	31,265	100.0	15,075	48.2	16,190	51.8	670	2.1	6,155	19.7
Semi-Skilled Manual Workers	13,795	100.0	9,725	70.5	4,070	29.5	510	3.7	2,975	21.6
Other Sales and Service Personnel	10,740	100.0	4,545	42.3	6,195	57.7	445	4.1	2,215	20.6
Other Manual Workers	7,720	100.0	6,125	79.3	1,600	20.7	305	4.0	1,095	14.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 55 - Management of companies and enterprises**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	17%	1	27%	1
02 Middle & Other Managers	13	6	46%	36%	5	39%	5
03 Professionals	25	19	76%	47%	12	70%	17
04 Semi-Professionals & Technicians	81	27	33%	38%	31	78%	63
05 Supervisors	0	0	#DIV/0!	45%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	15%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	79%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	39%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	0%	0	0%	0
10 Clerical Personnel	2	1	50%	78%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	48%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	13%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	43%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	31%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>41%</b>	<b>55</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	2%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	6%	5	6%	5
05 Supervisors	0	0	#DIV/0!	0%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	0%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	3%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	2%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	7%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>4%</b>	<b>6</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	11%	1	10%	1
02 Middle & Other Managers	13	1	8%	15%	2	15%	2
03 Professionals	25	2	8%	20%	5	13%	3
04 Semi-Professionals & Technicians	81	8	10%	25%	20	19%	16
05 Supervisors	0	0	#DIV/0!	29%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	24%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	16%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	17%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	15%	0	0%	0
10 Clerical Personnel	2	0	0%	20%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	20%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	20%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	21%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>22%</b>	<b>30</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	30%	5	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	46%	48	76%	81
Supervisors	0	0	0%	45%	0	0%	0



Supervisors: Crafts & Trades	0	0	0%	15%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	79%	5	73%	4
Sales & Service Personnel	3	2	67%	44%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>45%</b>	<b>60</b>	<b>70%</b>	<b>93</b>

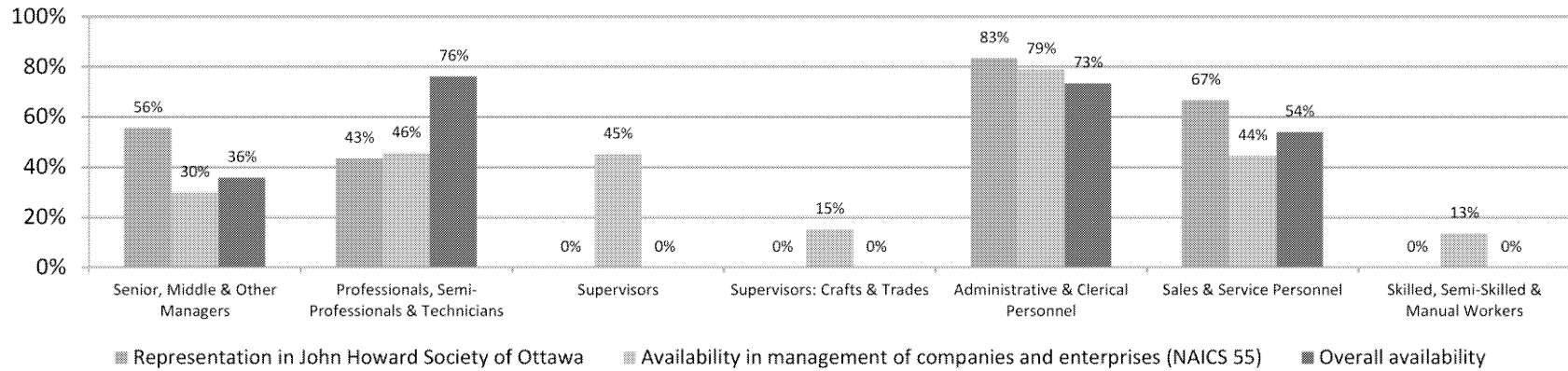
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	3	7%	7
Supervisors	0	0	0%	0%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	0%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>2%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	14%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	21%	23	18%	19
Supervisors	0	0	0%	29%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	24%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	18%	1	0%	0
Sales & Service Personnel	3	0	0%	20%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	18%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>20%</b>	<b>27</b>	<b>17%</b>	<b>22</b>

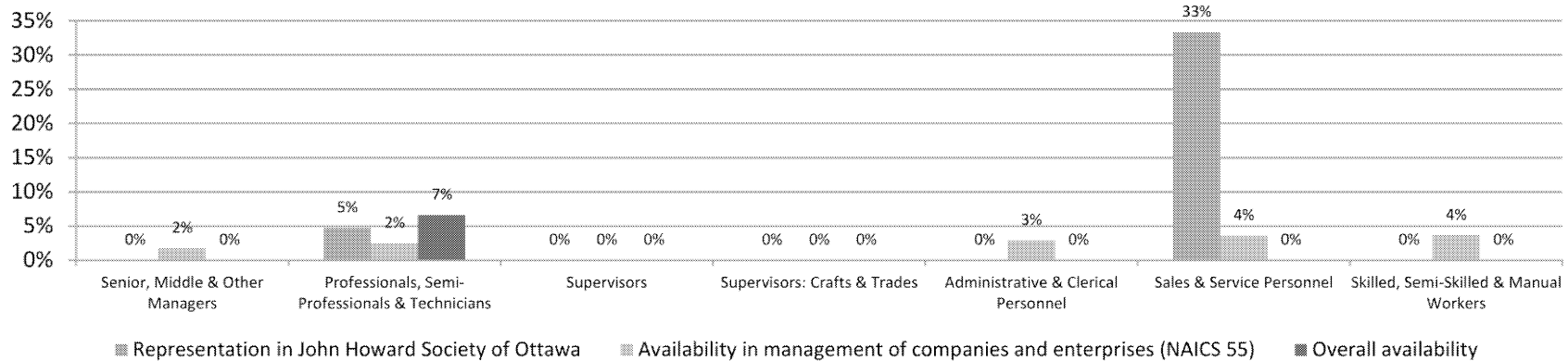
Women	133	63	47%	45%	60	70%	93
Aboriginal Peoples	133	6	5%	2%	3	5%	7
Members of Visible Minorities	133	11	8%	20%	27	17%	22

NAICS 55 - Management of companies and enterprises  
 in Availability management of companies and enterprises (NAICS 55)  
 Representation in John Howard Society of Ottawa  
 Availability in management of companies and enterprises (NAICS 55)

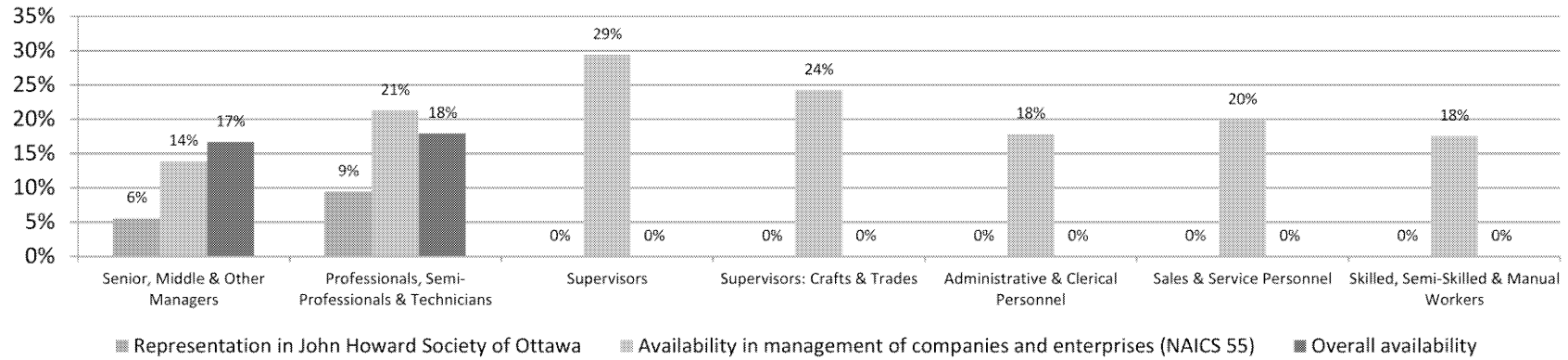
### Representation and Availability of Women by Aggregated Occupational Groups



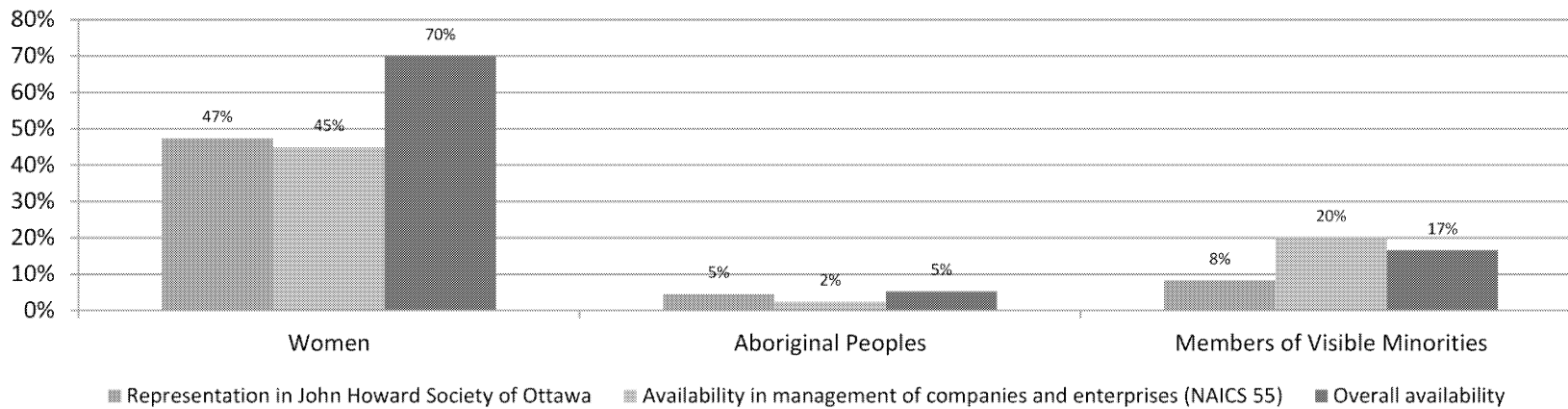
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 55 - Management of companies and enterprises

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>19,075</b>	<b>100.0</b>	<b>10,125</b>	<b>53.1</b>	<b>8,950</b>	<b>46.9</b>	<b>505</b>	<b>2.6</b>	<b>3,425</b>	<b>18.0</b>
Senior Managers	1,610	100.0	1,335	82.9	275	17.1	20	1.2	175	10.9
Middle and Other Managers	3,260	100.0	2,080	63.8	1,180	36.2	65	2.0	500	15.3
Professionals	3,405	100.0	1,795	52.7	1,615	47.4	55	1.6	690	20.3
Semi-Professionals and Technicians	875	100.0	540	61.7	335	38.3	50	5.7	220	25.1
Supervisors	255	100.0	140	54.9	115	45.1	-	-	75	29.4
Supervisors: Crafts and Trades	165	100.0	140	84.8	25	15.2	-	-	40	24.2
Administrative and Senior Clerical ...	3,235	100.0	665	20.6	2,565	79.3	75	2.3	525	16.2
Skilled Sales and Service Personnel	490	100.0	300	61.2	190	38.8	15	3.1	85	17.3
Skilled Crafts and Trades Workers	530	100.0	515	97.2	-	-	20	3.8	80	15.1
Clerical Personnel	2,115	100.0	460	21.7	1,660	78.5	80	3.8	430	20.3
Intermediate Sales and Service ....	905	100.0	470	51.9	435	48.1	15	1.7	185	20.4
Semi-Skilled Manual Workers	1,245	100.0	1,075	86.3	165	13.3	45	3.6	250	20.1
Other Sales and Service Personnel	565	100.0	315	55.8	245	43.4	40	7.1	120	21.2
Other Manual Workers	420	100.0	295	70.2	130	31.0	15	3.6	55	13.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 56 - Administrative and support, waste management and remediation services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	28%	1	27%	1
02 Middle & Other Managers	13	6	46%	40%	5	39%	5
03 Professionals	25	19	76%	55%	14	70%	17
04 Semi-Professionals & Technicians	81	27	33%	30%	24	78%	63
05 Supervisors	0	0	#DIV/0!	42%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	12%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	82%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	44%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	7%	0	0%	0
10 Clerical Personnel	2	1	50%	70%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	44%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	12%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	55%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	20%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>38%</b>	<b>51</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	1%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	3%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	4%	3	6%	5
05 Supervisors	0	0	#DIV/0!	2%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	3%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	2%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	3%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	11%	1	10%	1
02 Middle & Other Managers	13	1	8%	18%	2	15%	2
03 Professionals	25	2	8%	23%	6	13%	3
04 Semi-Professionals & Technicians	81	8	10%	18%	14	19%	16
05 Supervisors	0	0	#DIV/0!	25%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	9%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	16%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	27%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	11%	0	0%	0
10 Clerical Personnel	2	0	0%	28%	1	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	27%	1	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	20%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	26%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	18%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>19%</b>	<b>25</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	38%	7	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	44%	47	76%	81
Supervisors	0	0	0%	42%	0	0%	0

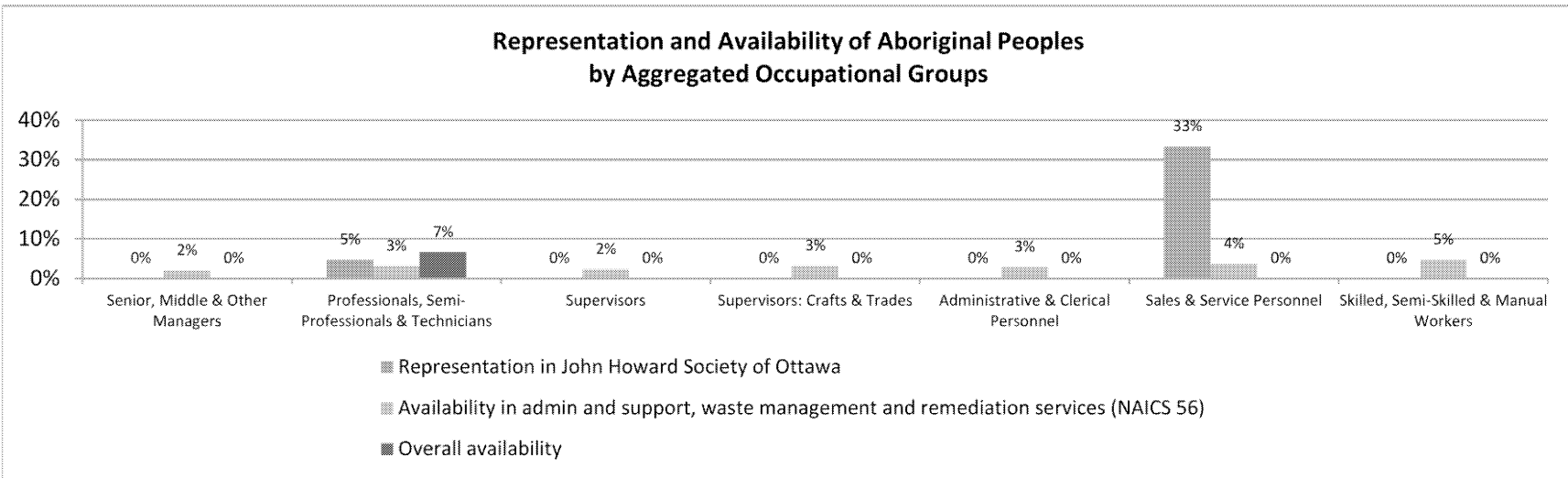
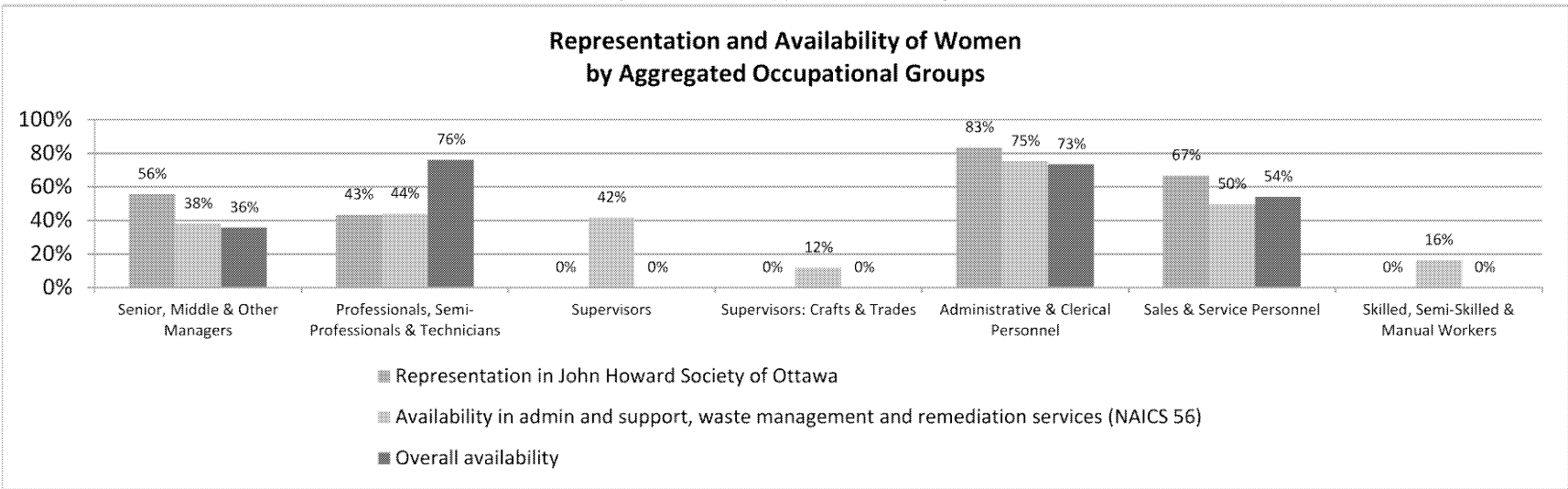
Supervisors: Crafts & Trades	0	0	0%	12%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	75%	5	73%	4
Sales & Service Personnel	3	2	67%	50%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	16%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>45%</b>	<b>59</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	3%	3	7%	7
Supervisors	0	0	0%	2%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	3%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	17%	3	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	21%	22	18%	19
Supervisors	0	0	0%	25%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	9%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	22%	1	0%	0
Sales & Service Personnel	3	0	0%	27%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	18%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>20%</b>	<b>27</b>	<b>17%</b>	<b>22</b>

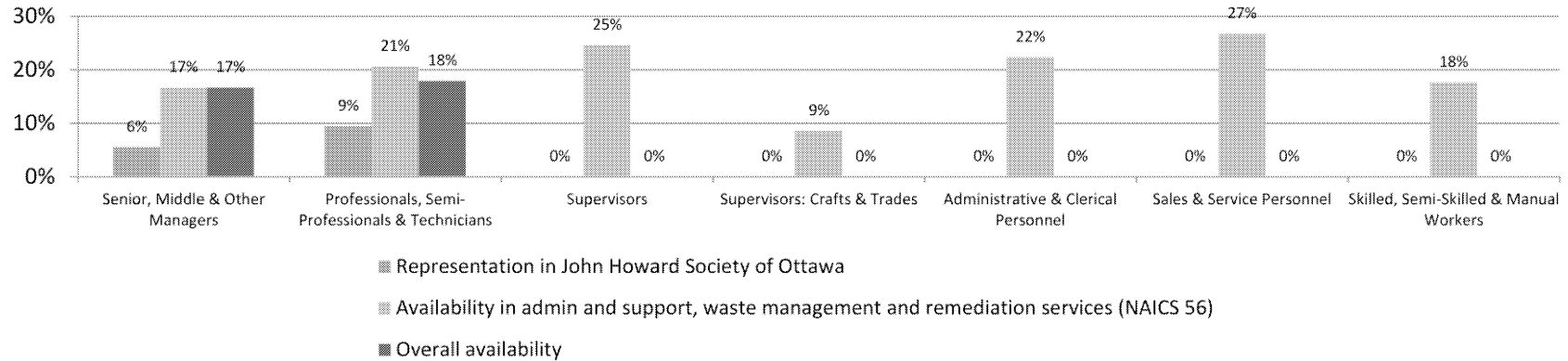
Women	133	63	47%	45%	59	70%	93
Aboriginal Peoples	133	6	5%	3%	4	5%	7
Members of Visible Minorities	133	11	8%	20%	27	17%	22

NAICS 56 - Administrative and support, waste management and remediation services  
 in Availability admin and support, waste management and remediation services (NAICS 56)  
 Representation in John Howard Society of Ottawa  
 Availability in admin and support, waste management and remediation services (NAICS 56)

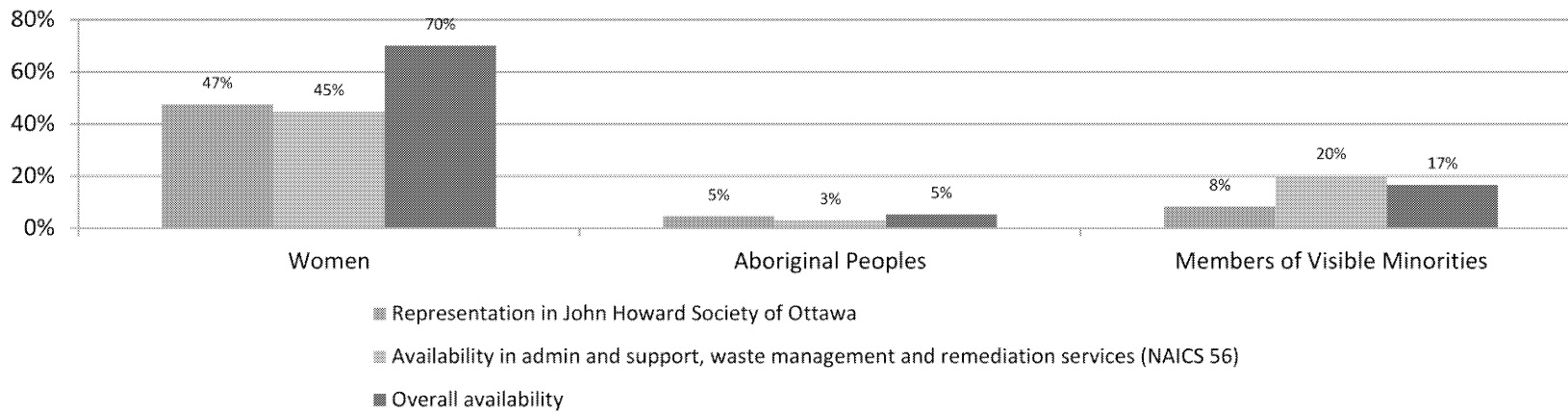




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 56 - Administrative and support, waste management and remediation services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>812,150</b>	<b>100.0</b>	<b>456,980</b>	<b>56.3</b>	<b>355,175</b>	<b>43.7</b>	<b>29,325</b>	<b>3.6</b>	<b>183,685</b>	<b>22.6</b>
Senior Managers	9,245	100.0	6,645	71.9	2,595	28.1	95	1.0	1,055	11.4
Middle and Other Managers	42,800	100.0	25,575	59.8	17,230	40.3	935	2.2	7,630	17.8
Professionals	40,270	100.0	17,930	44.5	22,340	55.5	1,045	2.6	9,180	22.8
Semi-Professionals and Technicians	32,830	100.0	23,010	70.1	9,820	29.9	1,250	3.8	5,870	17.9
Supervisors	18,335	100.0	10,690	58.3	7,645	41.7	425	2.3	4,510	24.6
Supervisors: Crafts and Trades	16,325	100.0	14,395	88.2	1,925	11.8	515	3.2	1,395	8.5
Administrative and Senior Clerical ...	48,900	100.0	8,870	18.1	40,030	81.9	1,280	2.6	7,850	16.1
Skilled Sales and Service Personnel	4,320	100.0	2,415	55.9	1,905	44.1	90	2.1	1,145	26.5
Skilled Crafts and Trades Workers	18,590	100.0	17,205	92.5	1,385	7.5	860	4.6	2,065	11.1
Clerical Personnel	57,075	100.0	17,325	30.4	39,750	69.6	1,770	3.1	15,815	27.7
Intermediate Sales and Service ....	176,475	100.0	99,025	56.1	77,445	43.9	5,705	3.2	47,815	27.1
Semi-Skilled Manual Workers	51,045	100.0	44,665	87.5	6,380	12.5	2,100	4.1	9,990	19.6
Other Sales and Service Personnel	193,085	100.0	86,720	44.9	106,365	55.1	8,090	4.2	51,005	26.4
Other Manual Workers	102,865	100.0	82,500	80.2	20,360	19.8	5,165	5.0	18,375	17.9

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 61 - Educational services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	45%	2	27%	1
02 Middle & Other Managers	13	6	46%	55%	7	39%	5
03 Professionals	25	19	76%	66%	17	70%	17
04 Semi-Professionals & Technicians	81	27	33%	64%	52	78%	63
05 Supervisors	0	0	#DIV/0!	51%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	23%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	90%	4	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	63%	1	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	1	50%	82%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	87%	2	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	40%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	38%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	18%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>64%</b>	<b>85</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	3%	0	3%	0
02 Middle & Other Managers	13	0	0%	3%	0	2%	0
03 Professionals	25	2	8%	2%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	2	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	2%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	5%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	6%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	8%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	6%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	8%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	10%	0	10%	1
02 Middle & Other Managers	13	1	8%	11%	1	15%	2
03 Professionals	25	2	8%	14%	3	13%	3
04 Semi-Professionals & Technicians	81	8	10%	18%	15	19%	16
05 Supervisors	0	0	#DIV/0!	12%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	7%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	12%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	19%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	6%	0	0%	0
10 Clerical Personnel	2	0	0%	17%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	8%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	15%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	10%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>16%</b>	<b>21</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	55%	10	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	66%	70	76%	81
Supervisors	0	0	0%	51%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	23%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	88%	5	73%	4
Sales & Service Personnel	3	2	67%	71%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	21%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>65%</b>	<b>87</b>	<b>70%</b>	<b>93</b>

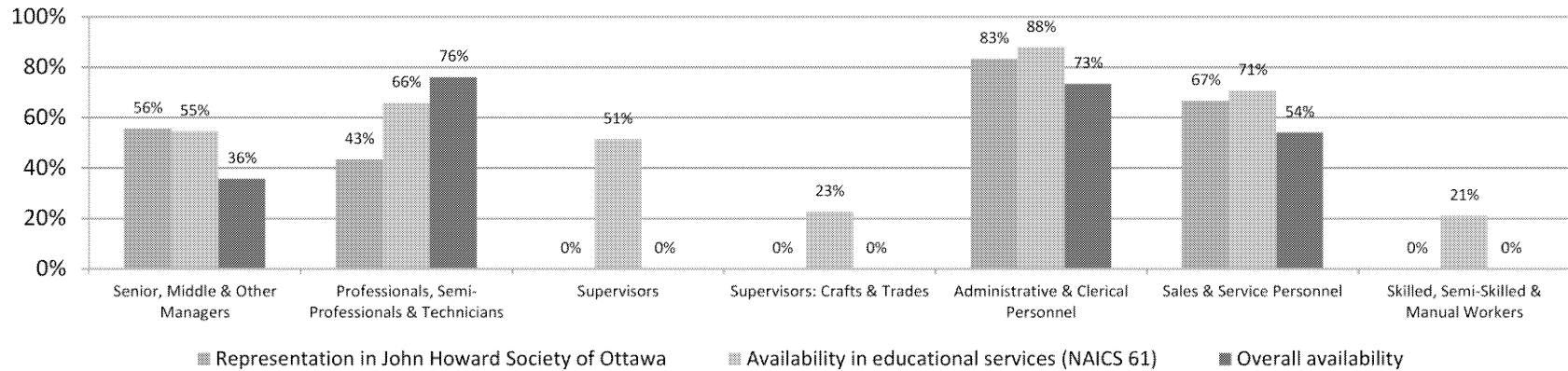
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	3%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	2%	3	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	2%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	6%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>3</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	11%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	15%	15	18%	19
Supervisors	0	0	0%	12%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	7%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	14%	1	0%	0
Sales & Service Personnel	3	0	0%	13%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	7%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>14%</b>	<b>19</b>	<b>17%</b>	<b>22</b>

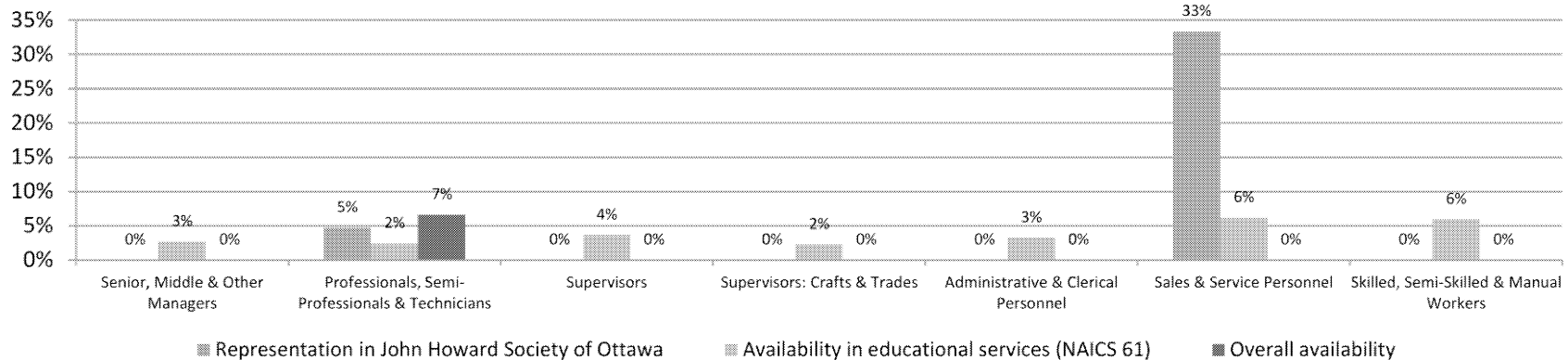
Women	133	63	47%	65%	87	70%	93
Aboriginal Peoples	133	6	5%	3%	3	5%	7
Members of Visible Minorities	133	11	8%	14%	19	17%	22

NAICS 61 - Educational services  
 in Availability educational services (NAICS 61)  
 Representation in John Howard Society of Ottawa  
 Availability in educational services (NAICS 61)

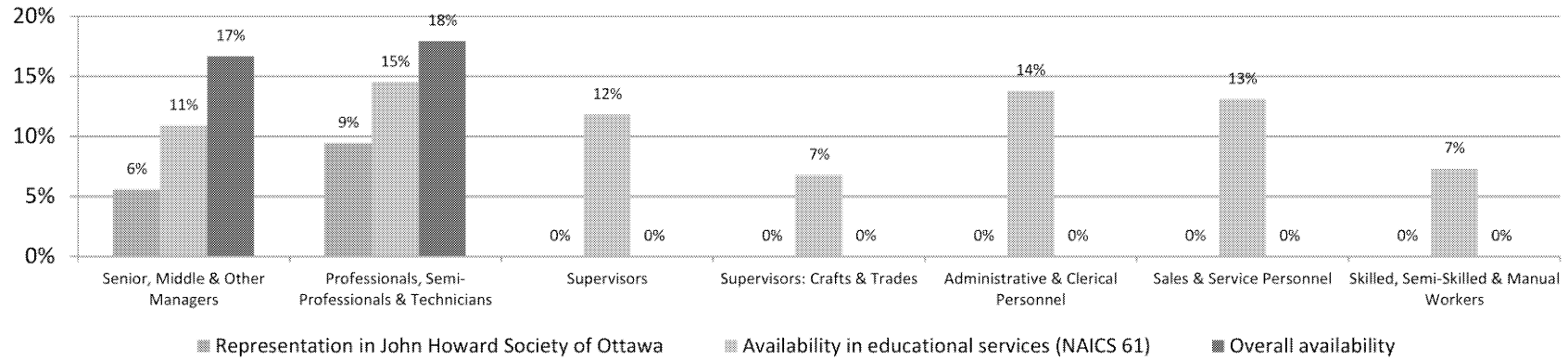
### Representation and Availability of Women by Aggregated Occupational Groups



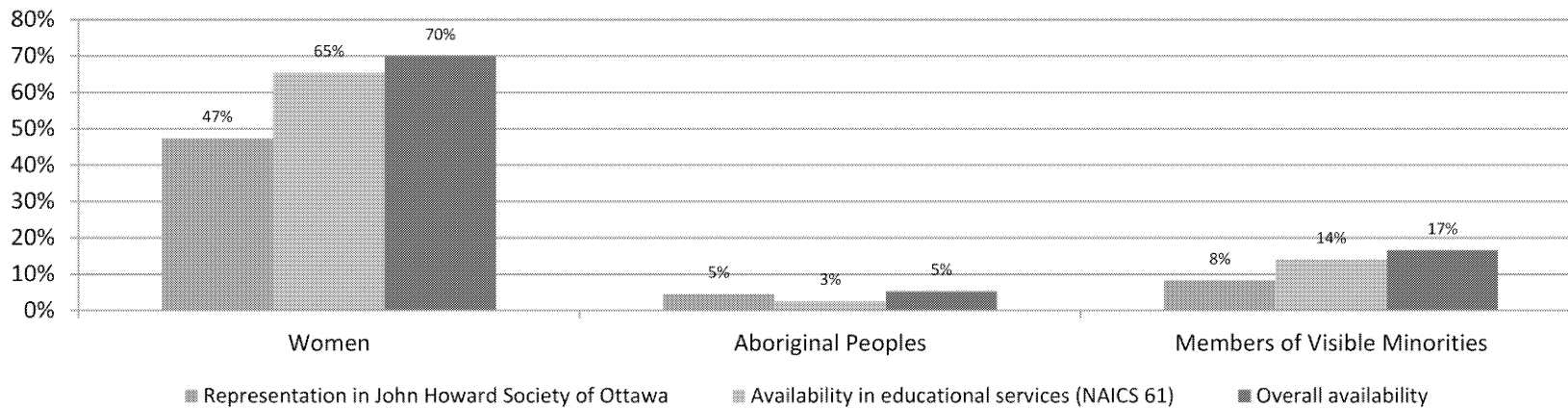
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 61 - Educational services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,432,160</b>	<b>100.0</b>	<b>472,010</b>	<b>33.0</b>	<b>960,145</b>	<b>67.0</b>	<b>44,285</b>	<b>3.1</b>	<b>199,060</b>	<b>13.9</b>
Senior Managers	6,065	100.0	3,310	54.6	2,750	45.3	155	2.6	605	10.0
Middle and Other Managers	72,430	100.0	32,355	44.7	40,080	55.3	1,945	2.7	7,945	11.0
Professionals	855,940	100.0	289,525	33.8	566,415	66.2	20,135	2.4	119,560	14.0
Semi-Professionals and Technicians	130,705	100.0	47,510	36.3	83,190	63.6	3,525	2.7	23,640	18.1
Supervisors	3,980	100.0	1,940	48.7	2,045	51.4	145	3.6	470	11.8
Supervisors: Crafts and Trades	1,550	100.0	1,200	77.4	350	22.6	35	2.3	105	6.8
Administrative and Senior Clerical ...	91,350	100.0	8,765	9.6	82,590	90.4	2,825	3.1	11,235	12.3
Skilled Sales and Service Personnel	3,580	100.0	1,330	37.2	2,245	62.7	195	5.4	690	19.3
Skilled Crafts and Trades Workers	11,955	100.0	11,510	96.3	445	3.7	470	3.9	765	6.4
Clerical Personnel	41,910	100.0	7,480	17.8	34,430	82.2	1,500	3.6	7,140	17.0
Intermediate Sales and Service ....	132,485	100.0	17,015	12.8	115,465	87.2	8,570	6.5	15,630	11.8
Semi-Skilled Manual Workers	11,545	100.0	6,970	60.4	4,570	39.6	870	7.5	890	7.7
Other Sales and Service Personnel	66,010	100.0	40,920	62.0	25,080	38.0	3,710	5.6	10,130	15.3
Other Manual Workers	2,655	100.0	2,175	81.9	480	18.1	210	7.9	255	9.6

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 62 - Health care and social assistance**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	65%	3	27%	1
02 Middle & Other Managers	13	6	46%	73%	10	39%	5
03 Professionals	25	19	76%	79%	20	70%	17
04 Semi-Professionals & Technicians	81	27	33%	84%	68	78%	63
05 Supervisors	0	0	#DIV/0!	76%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	30%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	93%	4	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	73%	1	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	6%	0	0%	0
10 Clerical Personnel	2	1	50%	91%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	88%	2	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	33%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	69%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	30%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>82%</b>	<b>109</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	4%	0	3%	0
02 Middle & Other Managers	13	0	0%	3%	0	2%	0
03 Professionals	25	2	8%	2%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	5%	4	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	5%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	5%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	13%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	8%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>4%</b>	<b>5</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	7%	0	10%	1
02 Middle & Other Managers	13	1	8%	12%	2	15%	2
03 Professionals	25	2	8%	19%	5	13%	3
04 Semi-Professionals & Technicians	81	8	10%	17%	14	19%	16
05 Supervisors	0	0	#DIV/0!	17%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	9%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	13%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	14%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	9%	0	0%	0
10 Clerical Personnel	2	0	0%	18%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	24%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	14%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	16%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	9%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>16%</b>	<b>22</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	72%	13	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	81%	86	76%	81
Supervisors	0	0	0%	76%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	30%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	92%	6	73%	4
Sales & Service Personnel	3	2	67%	83%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	21%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>81%</b>	<b>107</b>	<b>70%</b>	<b>93</b>

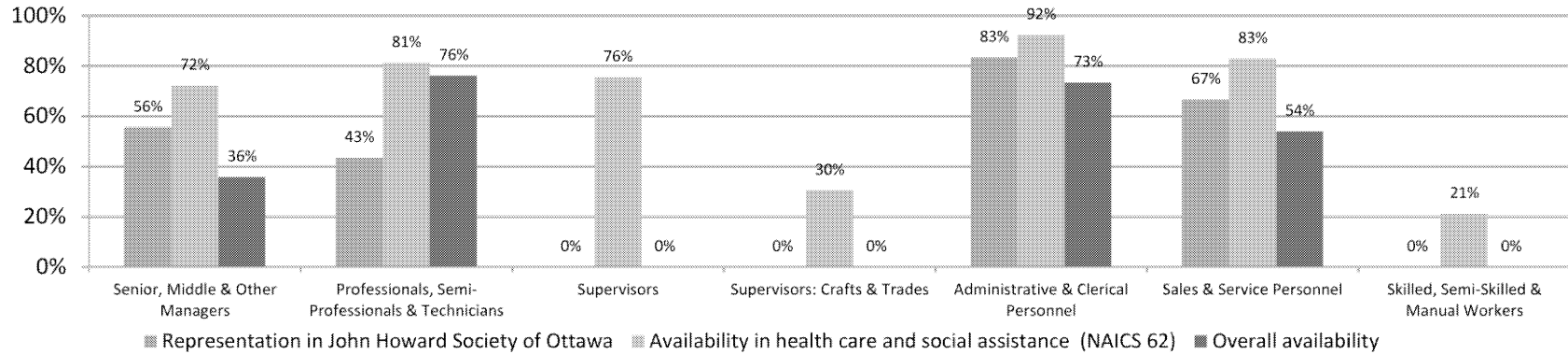
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	4%	1	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	3%	4	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	8%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>5</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	11%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	18%	19	18%	19
Supervisors	0	0	0%	17%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	9%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	15%	1	0%	0
Sales & Service Personnel	3	0	0%	22%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	11%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>17%</b>	<b>23</b>	<b>17%</b>	<b>22</b>

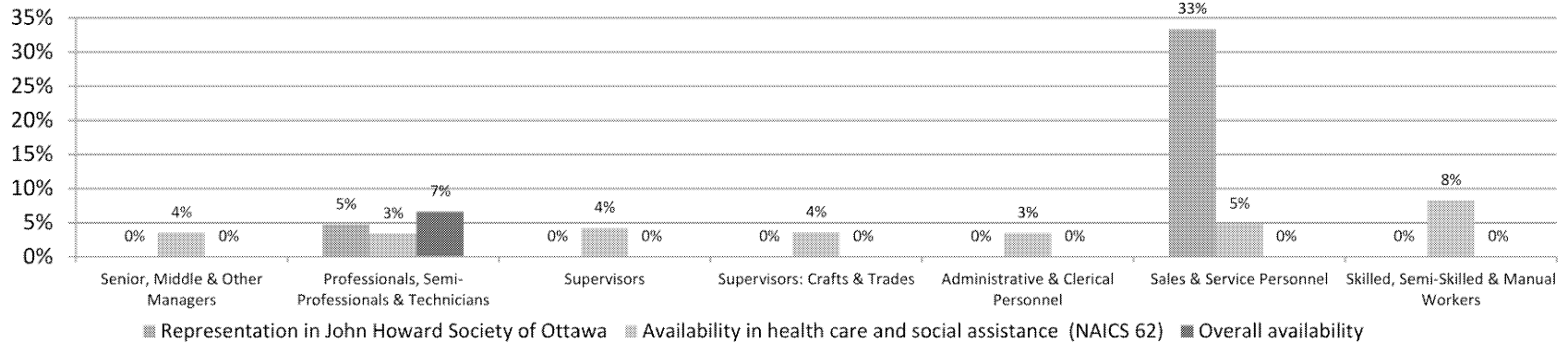
Women	133	63	47%	81%	107	70%	93
Aboriginal Peoples	133	6	5%	3%	5	5%	7
Members of Visible Minorities	133	11	8%	17%	23	17%	22

NAICS 62 - Health care and social assistance  
 in Availability health care and social assistance (NAICS 62)  
 Representation in John Howard Society of Ottawa  
 Availability in health care and social assistance (NAICS 62)

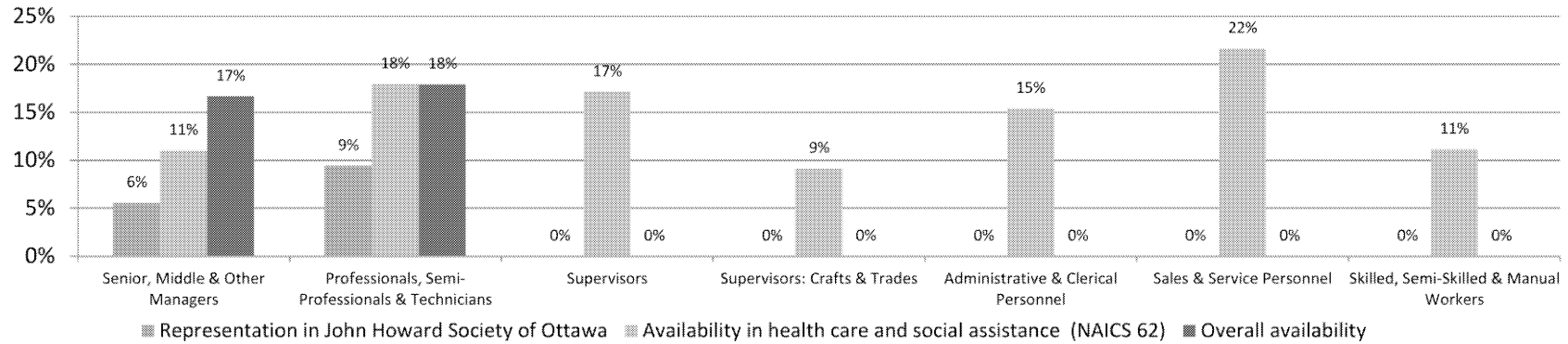
### Representation and Availability of Women by Aggregated Occupational Groups



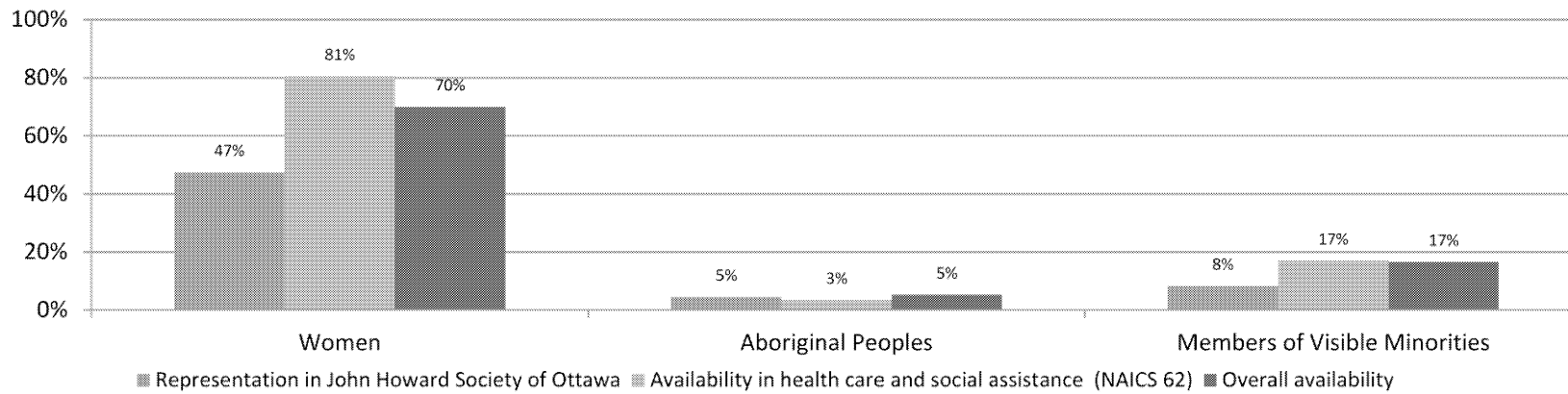
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 62 - Health care and social assistance

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>2,089,385</b>	<b>100.0</b>	<b>372,020</b>	<b>17.8</b>	<b>1,717,365</b>	<b>82.2</b>	<b>79,550</b>	<b>3.8</b>	<b>380,970</b>	<b>18.2</b>
Senior Managers	11,055	100.0	3,820	34.6	7,240	65.5	420	3.8	765	6.9
Middle and Other Managers	66,045	100.0	17,645	26.7	48,405	73.3	2,290	3.5	7,730	11.7
Professionals	637,485	100.0	136,735	21.4	500,750	78.6	15,010	2.4	118,895	18.7
Semi-Professionals and Technicians	537,500	100.0	84,340	15.7	453,160	84.3	24,780	4.6	91,915	17.1
Supervisors	8,025	100.0	1,965	24.5	6,060	75.5	340	4.2	1,375	17.1
Supervisors: Crafts and Trades	985	100.0	685	69.5	300	30.5	35	3.6	90	9.1
Administrative and Senior Clerical ...	138,905	100.0	9,095	6.5	129,810	93.5	3,875	2.8	17,450	12.6
Skilled Sales and Service Personnel	26,935	100.0	7,390	27.4	19,540	72.5	1,460	5.4	3,655	13.6
Skilled Crafts and Trades Workers	7,240	100.0	6,840	94.5	400	5.5	290	4.0	660	9.1
Clerical Personnel	136,785	100.0	12,015	8.8	124,765	91.2	5,700	4.2	24,995	18.3
Intermediate Sales and Service ....	393,620	100.0	48,925	12.4	344,700	87.6	18,290	4.6	93,325	23.7
Semi-Skilled Manual Workers	7,310	100.0	4,915	67.2	2,400	32.8	925	12.7	1,015	13.9
Other Sales and Service Personnel	114,210	100.0	35,345	30.9	78,865	69.1	5,875	5.1	18,805	16.5
Other Manual Workers	3,285	100.0	2,310	70.3	975	29.7	255	7.8	310	9.4

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 71 - Arts, entertainment and recreation**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	36%	2	27%	1
02 Middle & Other Managers	13	6	46%	48%	6	39%	5
03 Professionals	25	19	76%	50%	12	70%	17
04 Semi-Professionals & Technicians	81	27	33%	49%	40	78%	63
05 Supervisors	0	0	#DIV/0!	51%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	23%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	76%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	44%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	1	50%	76%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	56%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	29%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	45%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	14%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>50%</b>	<b>66</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	4%	0	3%	0
02 Middle & Other Managers	13	0	0%	3%	0	2%	0
03 Professionals	25	2	8%	3%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	3	6%	5
05 Supervisors	0	0	#DIV/0!	6%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	3%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	6%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	6%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	5%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	6%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	9%	0	10%	1
02 Middle & Other Managers	13	1	8%	10%	1	15%	2
03 Professionals	25	2	8%	12%	3	13%	3
04 Semi-Professionals & Technicians	81	8	10%	12%	10	19%	16
05 Supervisors	0	0	#DIV/0!	14%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	9%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	19%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	0	0%	14%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	17%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	11%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	16%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>12%</b>	<b>16</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	47%	8	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	49%	52	76%	81
Supervisors	0	0	0%	51%	0	0%	0



Supervisors: Crafts & Trades	0	0	0%	23%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	76%	5	73%	4
Sales & Service Personnel	3	2	67%	49%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	16%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>50%</b>	<b>67</b>	<b>70%</b>	<b>93</b>

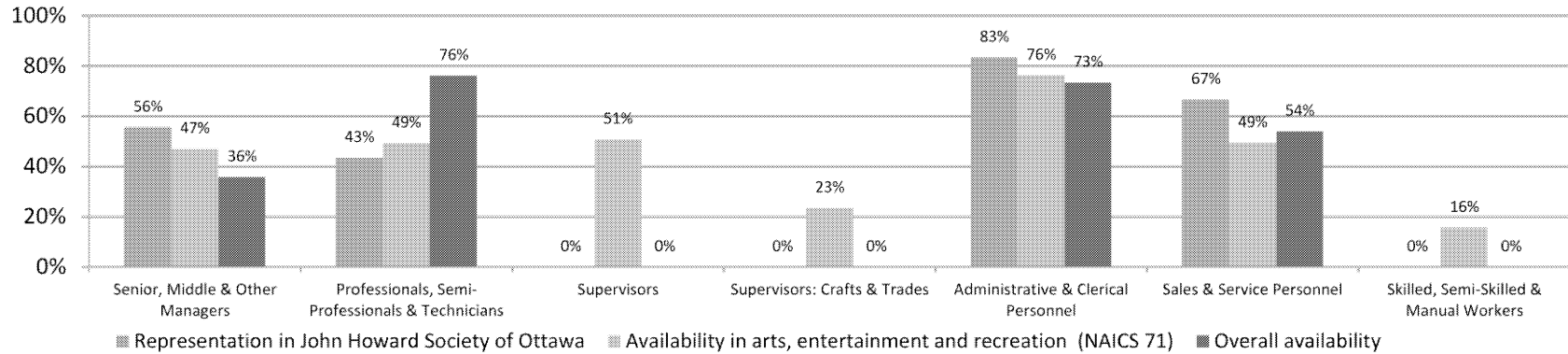
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	3%	1	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	3%	3	7%	7
Supervisors	0	0	0%	6%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	3%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	4%	0	0%	0
Sales & Service Personnel	3	1	33%	6%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	10%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	12%	13	18%	19
Supervisors	0	0	0%	14%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	11%	1	0%	0
Sales & Service Personnel	3	0	0%	17%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>12%</b>	<b>16</b>	<b>17%</b>	<b>22</b>

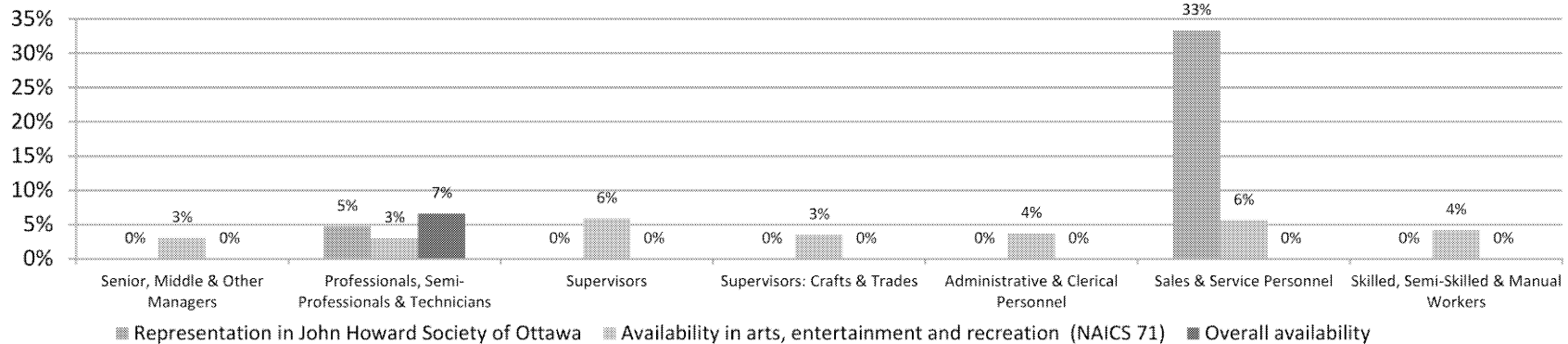
Women	133	63	47%	50%	67	70%	93
Aboriginal Peoples	133	6	5%	3%	4	5%	7
Members of Visible Minorities	133	11	8%	12%	16	17%	22

NAICS 71 - Arts, entertainment and recreation  
 in Availability arts, entertainment and recreation (NAICS 71)  
 Representation in John Howard Society of Ottawa  
 Availability in arts, entertainment and recreation (NAICS 71)

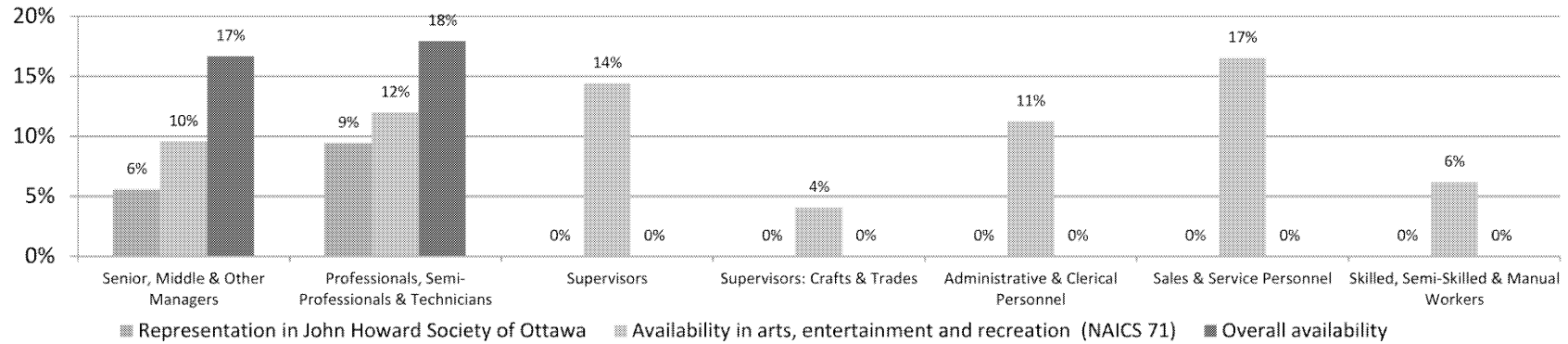
### Representation and Availability of Women by Aggregated Occupational Groups



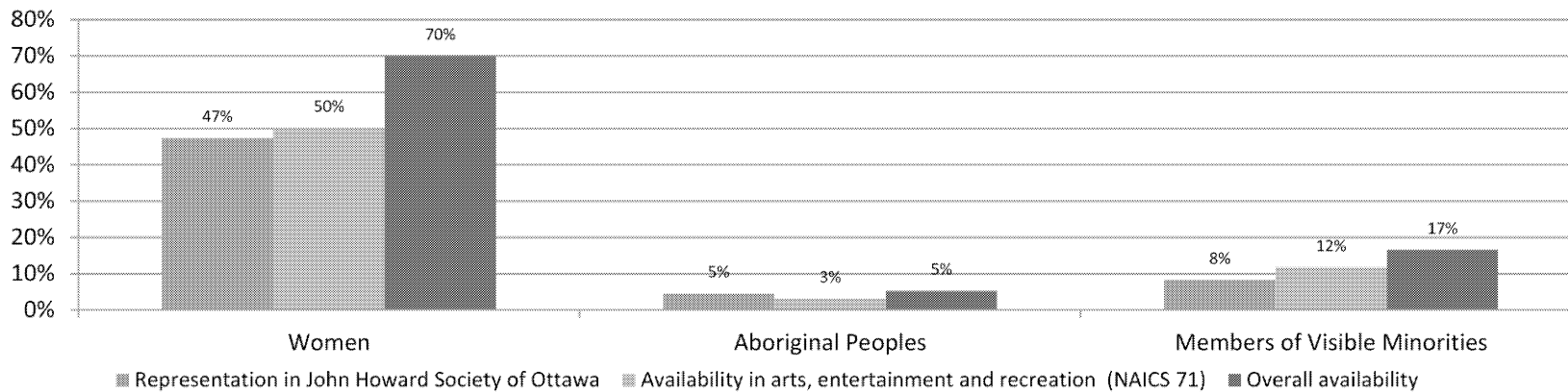
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 71 - Arts, entertainment and recreation

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>436,280</b>	<b>100.0</b>	<b>226,430</b>	<b>51.9</b>	<b>209,855</b>	<b>48.1</b>	<b>17,680</b>	<b>4.1</b>	<b>55,200</b>	<b>12.7</b>
Senior Managers	4,245	100.0	2,705	63.7	1,545	36.4	165	3.9	365	8.6
Middle and Other Managers	31,030	100.0	16,005	51.6	15,025	48.4	915	2.9	3,010	9.7
Professionals	72,585	100.0	36,590	50.4	36,000	49.6	1,830	2.5	8,630	11.9
Semi-Professionals and Technicians	109,845	100.0	56,015	51.0	53,825	49.0	3,655	3.3	13,230	12.0
Supervisors	12,175	100.0	5,990	49.2	6,185	50.8	715	5.9	1,755	14.4
Supervisors: Crafts and Trades	5,175	100.0	3,965	76.6	1,210	23.4	180	3.5	210	4.1
Administrative and Senior Clerical ...	16,315	100.0	3,895	23.9	12,425	76.2	490	3.0	1,460	8.9
Skilled Sales and Service Personnel	10,645	100.0	5,990	56.3	4,650	43.7	590	5.5	2,020	19.0
Skilled Crafts and Trades Workers	4,525	100.0	4,295	94.9	235	5.2	175	3.9	215	4.8
Clerical Personnel	14,905	100.0	3,540	23.8	11,365	76.2	670	4.5	2,045	13.7
Intermediate Sales and Service ....	56,205	100.0	24,850	44.2	31,350	55.8	3,120	5.6	9,285	16.5
Semi-Skilled Manual Workers	6,920	100.0	4,925	71.2	1,995	28.8	335	4.8	730	10.5
Other Sales and Service Personnel	68,460	100.0	37,615	54.9	30,845	45.1	3,905	5.7	11,055	16.1
Other Manual Workers	23,250	100.0	20,060	86.3	3,195	13.7	940	4.0	1,195	5.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 72 - Accommodation and food services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	35%	2	27%	1
02 Middle & Other Managers	13	6	46%	49%	6	39%	5
03 Professionals	25	19	76%	55%	14	70%	17
04 Semi-Professionals & Technicians	81	27	33%	54%	44	78%	63
05 Supervisors	0	0	#DIV/0!	66%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	27%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	81%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	35%	0	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	8%	0	0%	0
10 Clerical Personnel	2	1	50%	74%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	75%	2	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	11%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	64%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	19%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>54%</b>	<b>72</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	3%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	2%	0	7%	2
04 Semi-Professionals & Technicians	81	3	4%	3%	3	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	5%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	6%	0	0%	0
10 Clerical Personnel	2	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	4%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	3%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	7%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	18%	1	10%	1
02 Middle & Other Managers	13	1	8%	26%	3	15%	2
03 Professionals	25	2	8%	31%	8	13%	3
04 Semi-Professionals & Technicians	81	8	10%	15%	12	19%	16
05 Supervisors	0	0	#DIV/0!	25%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	17%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	18%	1	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	30%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	15%	0	0%	0
10 Clerical Personnel	2	0	0%	24%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	18%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	25%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	28%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	8%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>19%</b>	<b>26</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	49%	9	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	54%	58	76%	81
Supervisors	0	0	0%	66%	0	0%	0

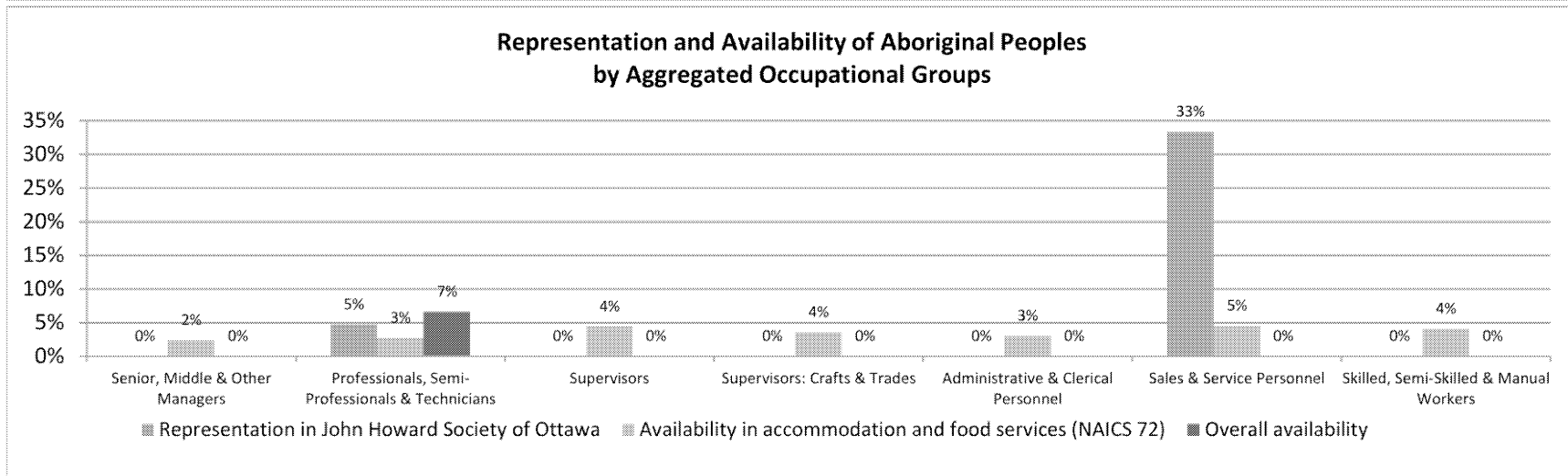
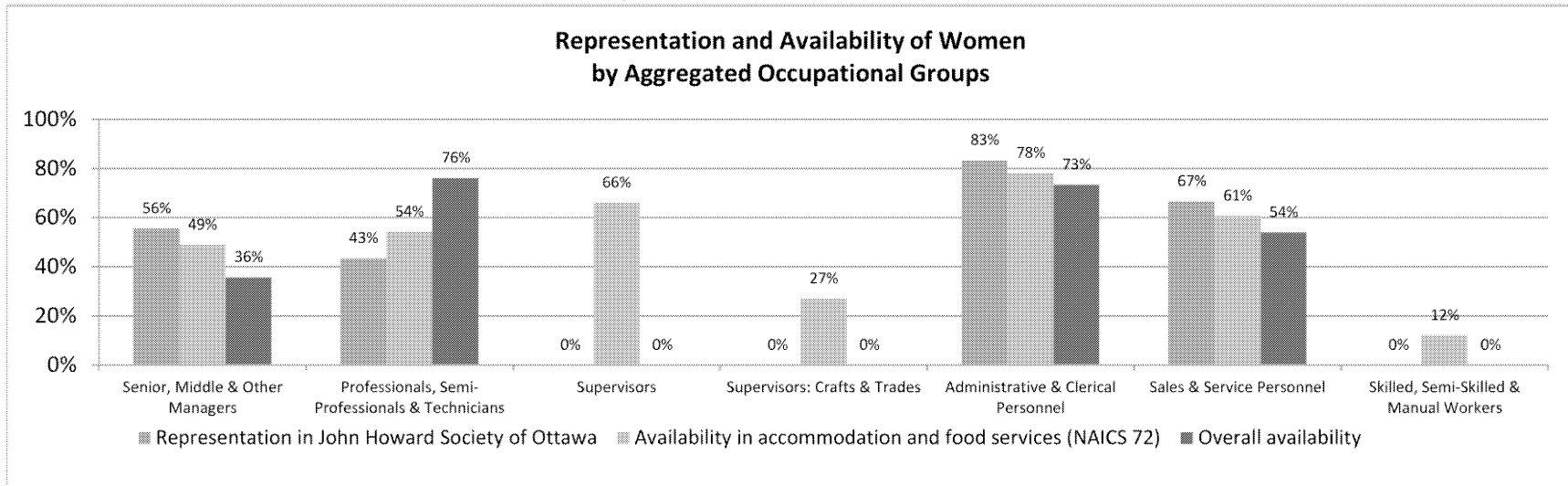
Supervisors: Crafts & Trades	0	0	0%	27%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	78%	5	73%	4
Sales & Service Personnel	3	2	67%	61%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	12%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>55%</b>	<b>73</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	3%	3	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	26%	5	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	20%	21	18%	19
Supervisors	0	0	0%	25%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	17%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	20%	1	0%	0
Sales & Service Personnel	3	0	0%	26%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	21%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>21%</b>	<b>28</b>	<b>17%</b>	<b>22</b>

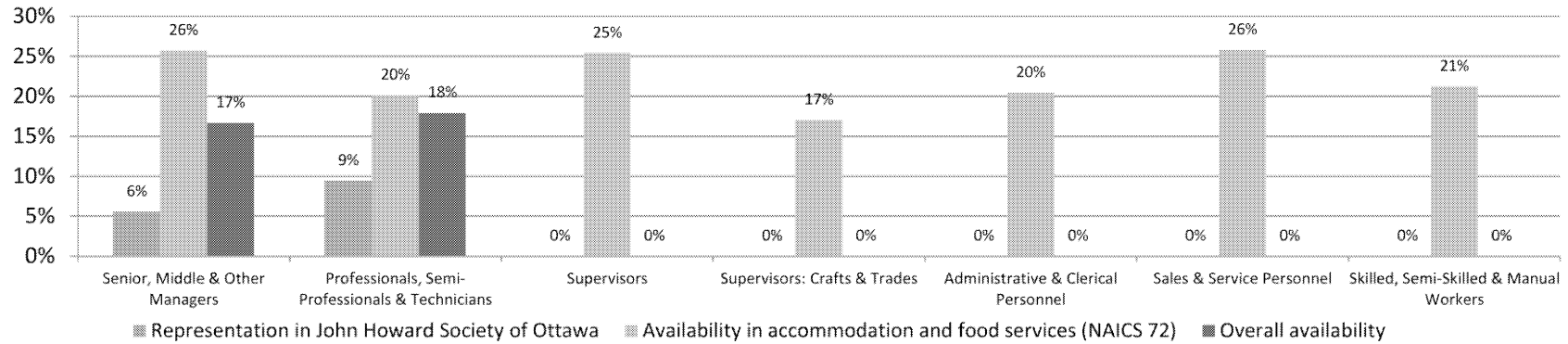
Women	133	63	47%	55%	73	70%	93
Aboriginal Peoples	133	6	5%	3%	4	5%	7
Members of Visible Minorities	133	11	8%	21%	28	17%	22

NAICS 72 - Accommodation and food services  
 in Availability accommodation and food services (NAICS 72)  
 Representation in John Howard Society of Ottawa  
 Availability in accommodation and food services (NAICS 72)

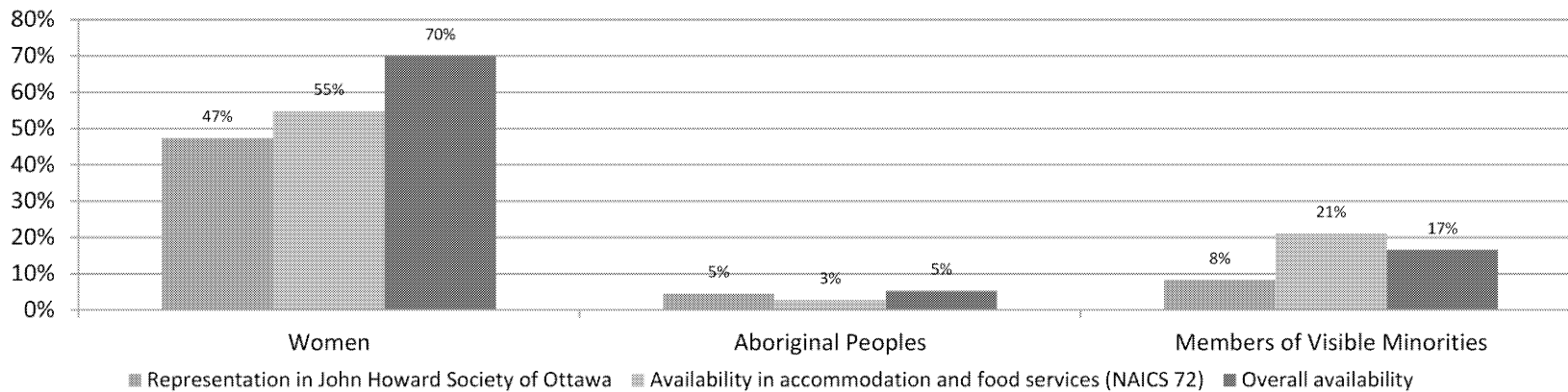




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 72 - Accommodation and food services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,289,260</b>	<b>100.0</b>	<b>531,350</b>	<b>41.2</b>	<b>757,910</b>	<b>58.8</b>	<b>54,275</b>	<b>4.2</b>	<b>328,235</b>	<b>25.5</b>
Senior Managers	5,110	100.0	3,340	65.4	1,775	34.7	170	3.3	935	18.3
Middle and Other Managers	144,110	100.0	72,855	50.6	71,260	49.4	3,360	2.3	37,415	26.0
Professionals	8,925	100.0	4,000	44.8	4,925	55.2	155	1.7	2,740	30.7
Semi-Professionals and Technicians	16,880	100.0	7,805	46.2	9,075	53.8	550	3.3	2,455	14.5
Supervisors	41,985	100.0	14,260	34.0	27,725	66.0	1,855	4.4	10,665	25.4
Supervisors: Crafts and Trades	705	100.0	515	73.0	190	27.0	25	3.5	120	17.0
Administrative and Senior Clerical ...	13,000	100.0	2,435	18.7	10,565	81.3	365	2.8	2,335	18.0
Skilled Sales and Service Personnel	244,175	100.0	158,810	65.0	85,365	35.0	11,210	4.6	74,240	30.4
Skilled Crafts and Trades Workers	2,765	100.0	2,535	91.7	230	8.3	155	5.6	420	15.2
Clerical Personnel	10,370	100.0	2,670	25.7	7,700	74.3	340	3.3	2,440	23.5
Intermediate Sales and Service ....	309,025	100.0	76,135	24.6	232,885	75.4	13,165	4.3	56,670	18.3
Semi-Skilled Manual Workers	16,640	100.0	14,760	88.7	1,880	11.3	530	3.2	4,205	25.3
Other Sales and Service Personnel	471,805	100.0	168,160	35.6	303,640	64.4	22,140	4.7	133,300	28.3
Other Manual Workers	3,755	100.0	3,065	81.6	695	18.5	250	6.7	290	7.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 81 - Other services (except public administration)**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	46%	2	27%	1
02 Middle & Other Managers	13	6	46%	48%	6	39%	5
03 Professionals	25	19	76%	51%	13	70%	17
04 Semi-Professionals & Technicians	81	27	33%	57%	46	78%	63
05 Supervisors	0	0	#DIV/0!	47%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	8%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	89%	4	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	79%	1	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	2%	0	0%	0
10 Clerical Personnel	2	1	50%	83%	2	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	86%	2	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	15%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	49%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	17%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>56%</b>	<b>75</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	3%	0	3%	0
02 Middle & Other Managers	13	0	0%	2%	0	2%	0
03 Professionals	25	2	8%	3%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	4%	3	6%	5
05 Supervisors	0	0	#DIV/0!	4%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	4%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	3%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	3%	0	0%	0
10 Clerical Personnel	2	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	3%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	4%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	8%	0	10%	1
02 Middle & Other Managers	13	1	8%	14%	2	15%	2
03 Professionals	25	2	8%	18%	4	13%	3
04 Semi-Professionals & Technicians	81	8	10%	19%	15	19%	16
05 Supervisors	0	0	#DIV/0!	23%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	7%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	12%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	17%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	13%	0	0%	0
10 Clerical Personnel	2	0	0%	16%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	34%	1	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	15%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	25%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	11%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>18%</b>	<b>24</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	47%	8	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	53%	56	76%	81
Supervisors	0	0	0%	47%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	8%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	86%	5	73%	4
Sales & Service Personnel	3	2	67%	77%	2	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>54%</b>	<b>72</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	2%	0	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	3%	3	7%	7
Supervisors	0	0	0%	4%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	4%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	3%	0	0%	0
Sales & Service Personnel	3	1	33%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	4%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>3%</b>	<b>4</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	13%	2	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	18%	19	18%	19
Supervisors	0	0	0%	23%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	7%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	14%	1	0%	0
Sales & Service Personnel	3	0	0%	26%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	13%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>18%</b>	<b>23</b>	<b>17%</b>	<b>22</b>

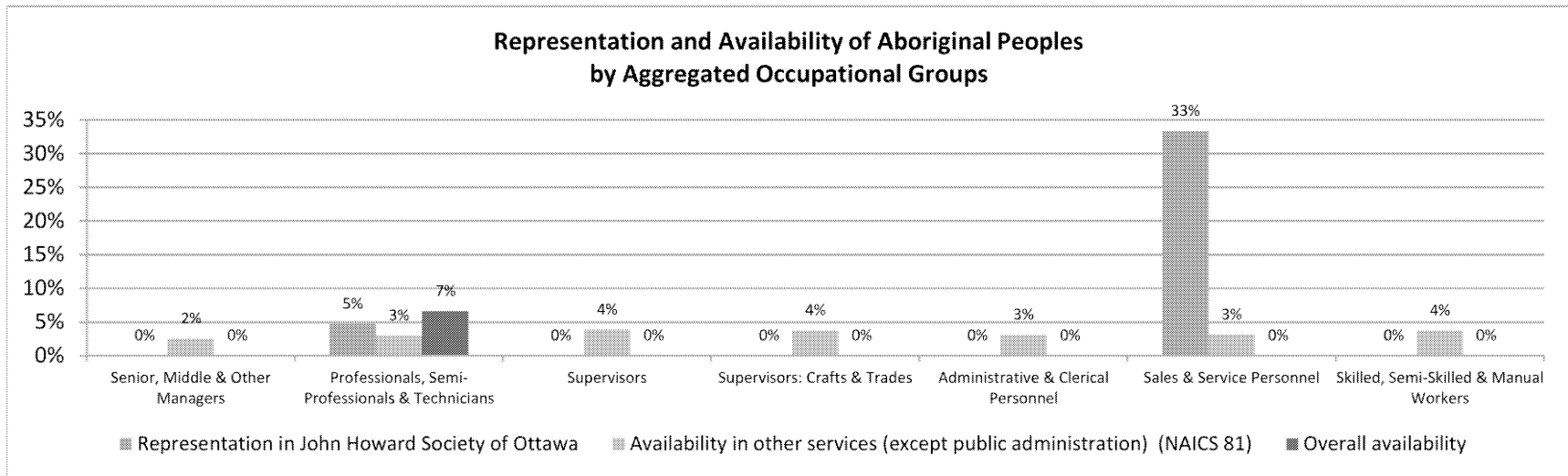
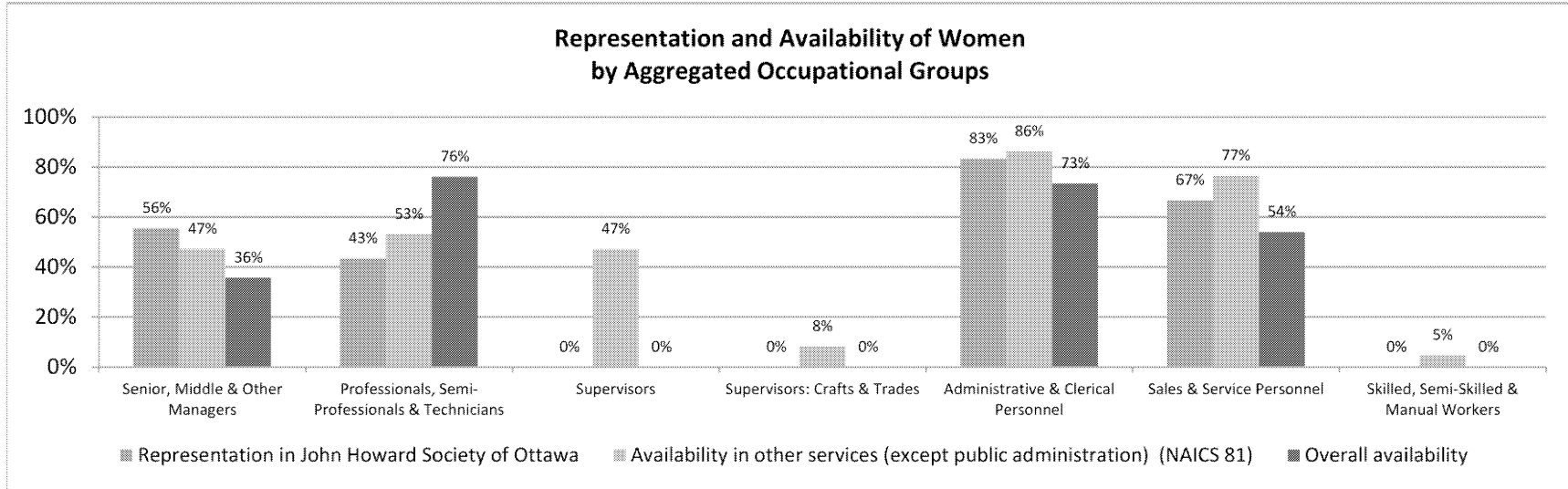
Women	133	63	47%	54%	72	70%	93
Aboriginal Peoples	133	6	5%	3%	4	5%	7
Members of Visible Minorities	133	11	8%	18%	23	17%	22

NAICS 81 - Other services (except public administration)

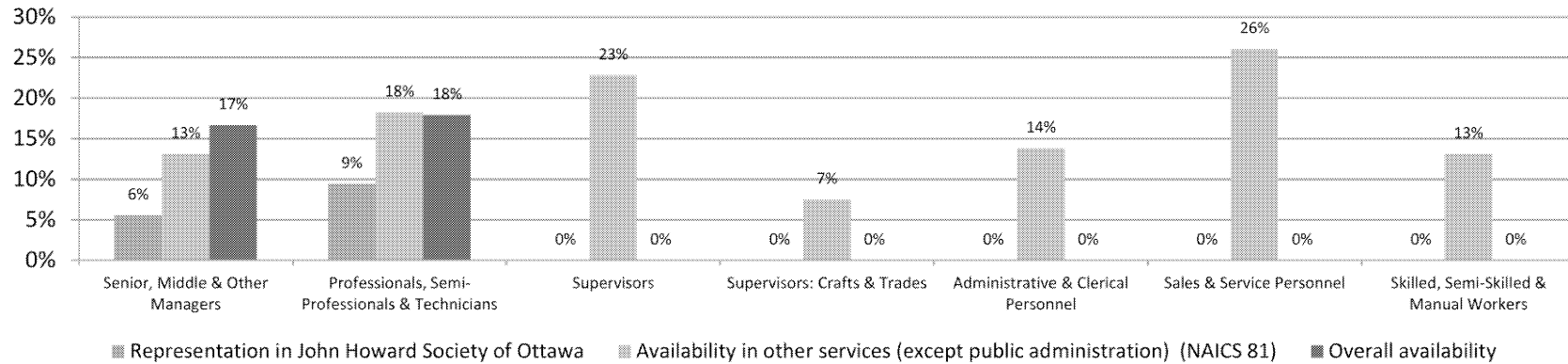
in Availability other services (except public administration) (NAICS 81)

Representation in John Howard Society of Ottawa

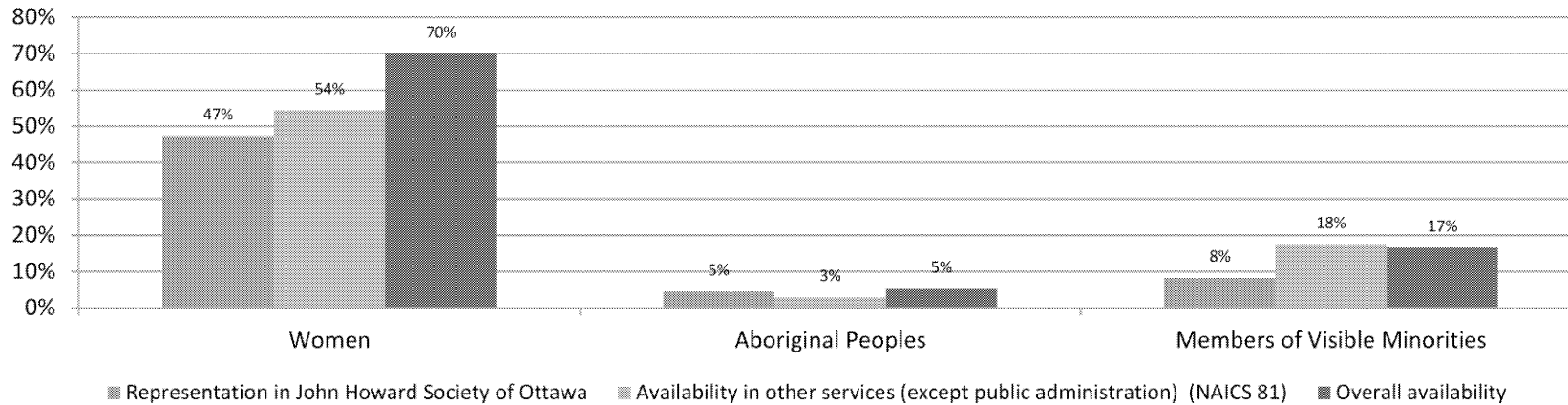
Availability in other services (except public administration) (NAICS 81)



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 81 - Other services (except public administration)

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>882,270</b>	<b>100.0</b>	<b>402,345</b>	<b>45.6</b>	<b>479,925</b>	<b>54.4</b>	<b>28,045</b>	<b>3.2</b>	<b>166,960</b>	<b>18.9</b>
Senior Managers	15,250	100.0	8,265	54.2	6,985	45.8	450	3.0	1,175	7.7
Middle and Other Managers	62,565	100.0	32,820	52.5	29,750	47.6	1,490	2.4	9,020	14.4
Professionals	93,850	100.0	46,430	49.5	47,425	50.5	2,360	2.5	16,800	17.9
Semi-Professionals and Technicians	69,895	100.0	30,305	43.4	39,590	56.6	2,515	3.6	13,060	18.7
Supervisors	4,275	100.0	2,260	52.9	2,015	47.1	165	3.9	975	22.8
Supervisors: Crafts and Trades	7,740	100.0	7,105	91.8	635	8.2	290	3.7	580	7.5
Administrative and Senior Clerical ...	66,005	100.0	7,460	11.3	58,545	88.7	1,865	2.8	8,160	12.4
Skilled Sales and Service Personnel	117,610	100.0	24,160	20.5	93,450	79.5	3,420	2.9	19,585	16.7
Skilled Crafts and Trades Workers	156,160	100.0	152,780	97.8	3,380	2.2	5,370	3.4	20,180	12.9
Clerical Personnel	44,400	100.0	7,740	17.4	36,665	82.6	1,570	3.5	7,100	16.0
Intermediate Sales and Service ....	144,975	100.0	19,870	13.7	125,105	86.3	4,185	2.9	49,490	34.1
Semi-Skilled Manual Workers	27,120	100.0	22,975	84.7	4,140	15.3	1,205	4.4	4,050	14.9
Other Sales and Service Personnel	62,775	100.0	32,130	51.2	30,640	48.8	2,545	4.1	15,705	25.0
Other Manual Workers	9,650	100.0	8,040	83.3	1,610	16.7	610	6.3	1,080	11.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**John Howard Society of Ottawa**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 91 - Public administration**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	4	80%	42%	2	27%	1
02 Middle & Other Managers	13	6	46%	39%	5	39%	5
03 Professionals	25	19	76%	55%	14	70%	17
04 Semi-Professionals & Technicians	81	27	33%	30%	24	78%	63
05 Supervisors	0	0	#DIV/0!	56%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	9%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	4	100%	76%	3	77%	3
08 Skilled Sales & Service Personnel	1	0	0%	50%	1	38%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	4%	0	0%	0
10 Clerical Personnel	2	1	50%	75%	1	66%	1
11 Intermediate Sales & Service Personnel	2	2	100%	52%	1	62%	1
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	12%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	39%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	18%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>39%</b>	<b>51</b>	<b>70%</b>	<b>93</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	12%	1	3%	0
02 Middle & Other Managers	13	0	0%	5%	1	2%	0
03 Professionals	25	2	8%	4%	1	7%	2
04 Semi-Professionals & Technicians	81	3	4%	6%	5	6%	5
05 Supervisors	0	0	#DIV/0!	5%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	7%	0	0%	0

07 Administrative & Senior Clerical Personnel	4	0	0%	6%	0	3%	0
08 Skilled Sales & Service Personnel	1	0	0%	12%	0	4%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	15%	0	0%	0
10 Clerical Personnel	2	0	0%	7%	0	3%	0
11 Intermediate Sales & Service Personnel	2	1	50%	9%	0	3%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	13%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	18%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	14%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>6%</b>	<b>8</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	5	0	0%	6%	0	10%	1
02 Middle & Other Managers	13	1	8%	9%	1	15%	2
03 Professionals	25	2	8%	16%	4	13%	3
04 Semi-Professionals & Technicians	81	8	10%	9%	8	19%	16
05 Supervisors	0	0	#DIV/0!	9%	0	0%	0
06 Supervisors: Crafts & Trades	0	0	#DIV/0!	5%	0	0%	0
07 Administrative & Senior Clerical Personnel	4	0	0%	12%	0	12%	0
08 Skilled Sales & Service Personnel	1	0	0%	10%	0	31%	0
09 Skilled Crafts & Trades Workers	0	0	#DIV/0!	5%	0	0%	0
10 Clerical Personnel	2	0	0%	12%	0	15%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	22%	0
12 Semi-Skilled Manual Workers	0	0	#DIV/0!	8%	0	0%	0
13 Other Sales & Service Personnel	0	0	#DIV/0!	10%	0	0%	0
14 Other Manual Workers	0	0	#DIV/0!	5%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>11%</b>	<b>14</b>	<b>16.54%</b>	<b>22</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	10	56%	40%	7	36%	6
Professionals, Semi-Professionals & Technicians	106	46	43%	42%	45	76%	81
Supervisors	0	0	0%	56%	0	0%	0

Supervisors: Crafts & Trades	0	0	0%	9%	0	0%	0
Administrative & Clerical Personnel	6	5	83%	75%	5	73%	4
Sales & Service Personnel	3	2	67%	49%	1	54%	2
Skilled, Semi-Skilled & Manual Workers	0	0	0%	12%	0	0%	0
<b>Total</b>	<b>133</b>	<b>63</b>	<b>47%</b>	<b>44%</b>	<b>58</b>	<b>70%</b>	<b>93</b>

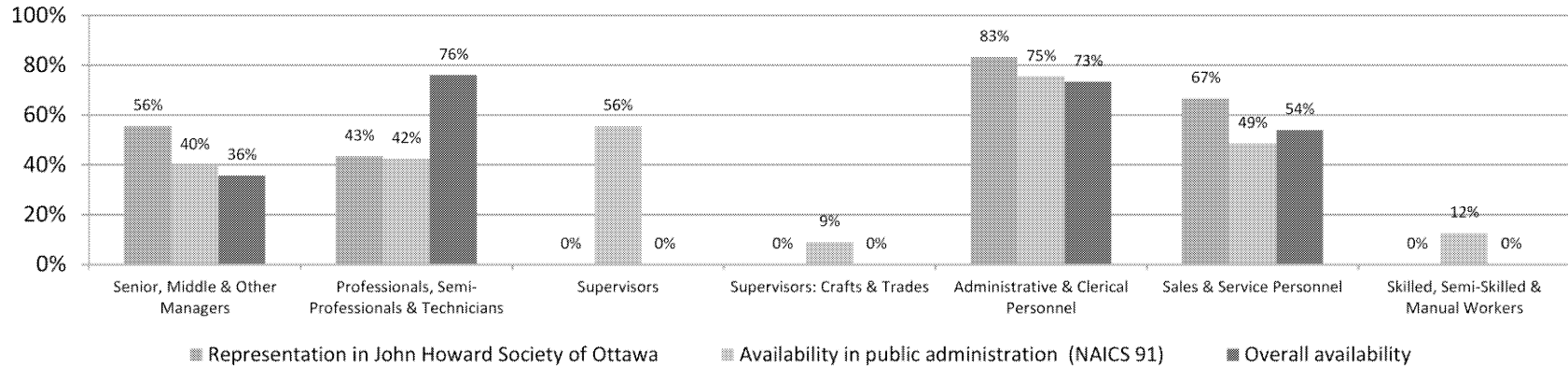
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	0	0%	7%	1	0%	0
Professionals, Semi-Professionals & Technicians	106	5	5%	5%	5	7%	7
Supervisors	0	0	0%	5%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	7%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	7%	0	0%	0
Sales & Service Personnel	3	1	33%	11%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	14%	0	0%	0
<b>Total</b>	<b>133</b>	<b>6</b>	<b>5%</b>	<b>5%</b>	<b>7</b>	<b>5%</b>	<b>7</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	18	1	6%	8%	1	17%	3
Professionals, Semi-Professionals & Technicians	106	10	9%	13%	14	18%	19
Supervisors	0	0	0%	9%	0	0%	0
Supervisors: Crafts & Trades	0	0	0%	5%	0	0%	0
Administrative & Clerical Personnel	6	0	0%	12%	1	0%	0
Sales & Service Personnel	3	0	0%	11%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	0	0	0%	6%	0	0%	0
<b>Total</b>	<b>133</b>	<b>11</b>	<b>8%</b>	<b>12%</b>	<b>16</b>	<b>17%</b>	<b>22</b>

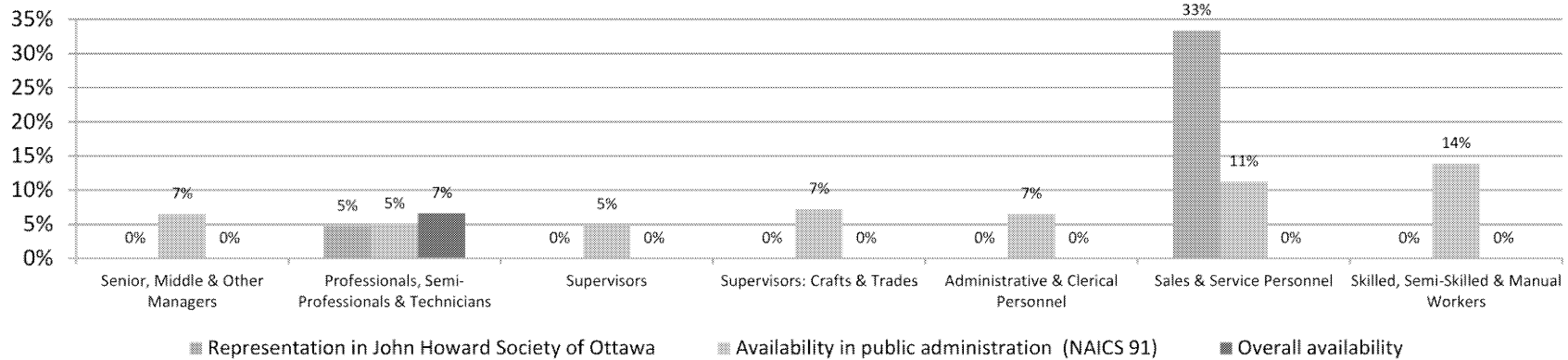
Women	133	63	47%	44%	58	70%	93
Aboriginal Peoples	133	6	5%	5%	7	5%	7
Members of Visible Minorities	133	11	8%	12%	16	17%	22

NAICS 91 - Public administration  
 in Availability public administration (NAICS 91)  
 Representation in John Howard Society of Ottawa  
 Availability in public administration (NAICS 91)

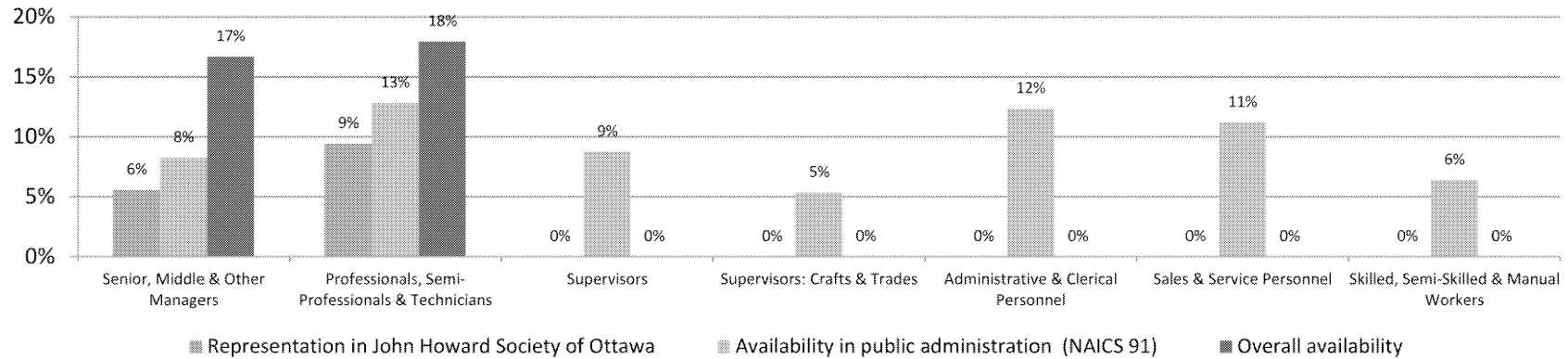
### Representation and Availability of Women by Aggregated Occupational Groups



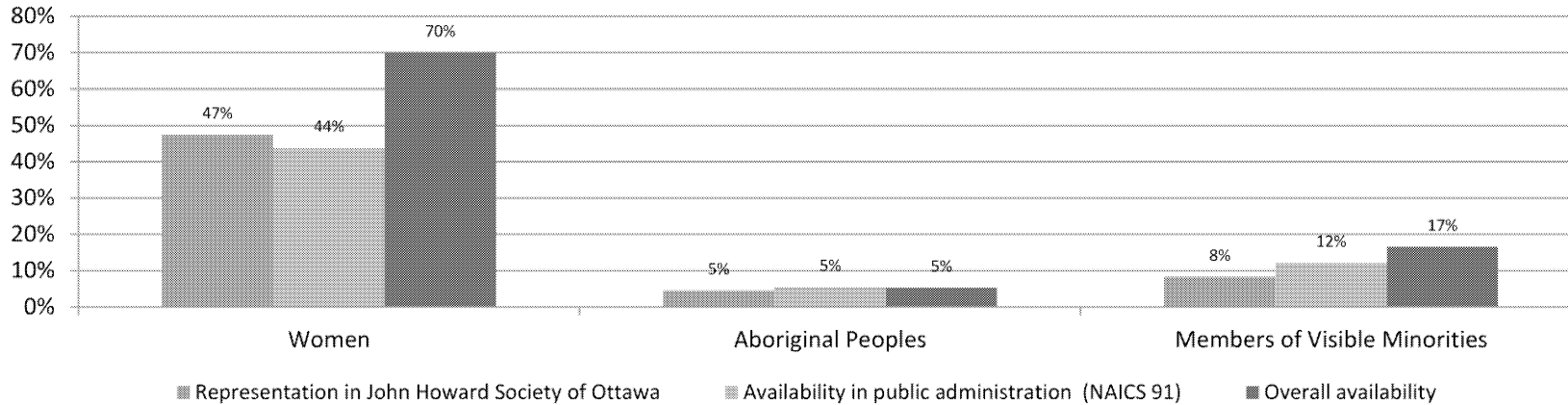
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 91 - Public administration

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,363,830</b>	<b>100.0</b>	<b>704,195</b>	<b>51.6</b>	<b>659,635</b>	<b>48.4</b>	<b>93,900</b>	<b>6.9</b>	<b>155,685</b>	<b>11.4</b>
Senior Managers	26,840	100.0	15,605	58.1	11,235	41.9	3,310	12.3	1,700	6.3
Middle and Other Managers	109,510	100.0	66,385	60.6	43,130	39.4	5,580	5.1	9,540	8.7
Professionals	303,880	100.0	135,330	44.5	168,550	55.5	13,470	4.4	49,525	16.3
Semi-Professionals and Technicians	313,030	100.0	219,760	70.2	93,265	29.8	17,670	5.6	29,495	9.4
Supervisors	17,695	100.0	7,870	44.5	9,825	55.5	880	5.0	1,545	8.7
Supervisors: Crafts and Trades	10,500	100.0	9,560	91.0	935	8.9	755	7.2	560	5.3
Administrative and Senior Clerical ...	185,060	100.0	44,460	24.0	140,595	76.0	11,810	6.4	22,840	12.3
Skilled Sales and Service Personnel	5,555	100.0	2,760	49.7	2,790	50.2	675	12.2	555	10.0
Skilled Crafts and Trades Workers	28,225	100.0	27,100	96.0	1,130	4.0	4,095	14.5	1,465	5.2
Clerical Personnel	162,155	100.0	40,740	25.1	121,415	74.9	10,815	6.7	20,005	12.3
Intermediate Sales and Service ....	79,380	100.0	38,100	48.0	41,280	52.0	6,785	8.5	9,360	11.8
Semi-Skilled Manual Workers	43,530	100.0	38,485	88.4	5,045	11.6	5,630	12.9	3,590	8.2
Other Sales and Service Personnel	29,535	100.0	18,010	61.0	11,525	39.0	5,385	18.2	2,880	9.8
Other Manual Workers	48,940	100.0	40,035	81.8	8,905	18.2	7,035	14.4	2,630	5.4

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**From:** Rhea Wootton <rwootton@jhsottawa.ca>  
**Sent:** April 28, 2017 9:50 AM  
**To:** Thibeault, Daniel D [NC] <daniel.thibeault@labour-travail.gc.ca>  
**Cc:** Tyler Fainstat <tfainstat@jhsottawa.ca>  
**Subject:** RE: Government of Canada Agreement 10000520 – Notification of First Compliance Assessment under the Federal Contractors Program

Hello Mr. Thibeault,

Please find attached:

1. The self-identification questionnaire used to conduct your workforce survey.
2. The workforce analysis results – summary report
3. The workforce analysis results - detailed Report

Other information that you requested:

- number of employees that were surveyed: 138
- combined number of self-identification questionnaires that were returned blank, partially and fully completed: 0
- number of fully completed and returned self-identification questionnaires: 110

Finally, your email asked for short- and long-term numerical goals to address the representation gaps identified through your workforce analysis. From the help documentation on WEIMS it would appear that this report is generated by WEIMS and is called the Goal Setting Report. Unfortunately, this link is not available right now and I am unable to generate this report. This is my first time working through all of this documentation so any assistance you could provide to help me provide the numerical goals to you would be appreciated.

Thank you,  
Rhea

Rhea Wootton  
Director of Administration  
John Howard Society of Ottawa  
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(613) 789-7418  
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**From:** [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) [<mailto:daniel.thibeault@labour-travail.gc.ca>]  
**Sent:** Wednesday, March 1, 2017 12:21 PM  
**To:** Tyler Fainstat <tfainstat@jhsottawa.ca>  
**Cc:** Rhea Wootton <rwootton@jhsottawa.ca>  
**Subject:** Government of Canada Agreement 10000520 – Notification of First Compliance Assessment under the Federal Contractors Program

Mr. Fainstat,

This is to inform you that John Howard Society of Ottawa is now subject to a first compliance assessment for the Federal Contractors Program (FCP) under the Employment Equity Act.

Achieving compliance with the requirements of the FCP is a prerequisite for maintaining the right to bid on and receive any future federal contracts of any value.

As part of the first compliance assessment, you are required to submit the following information by email to [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca) **no later than April 1<sup>st</sup>, 2017**:

1. The self-identification questionnaire used to conduct your workforce survey.
2. The results of your workforce survey including:
  - o the number of employees that were surveyed;
  - o the combined number of self-identification questionnaires that were returned blank, partially and fully completed; and
  - o the number of fully completed and returned self-identification questionnaires.
3. The workforce analysis results (Summary Report and Detailed Report).
4. Short- and long-term numerical goals to address the representation gaps identified through your workforce analysis.

The first compliance assessment will comprise the analysis and verification of the documents your organization submits to ensure they are complete and meet the FCP requirements. You will be informed of our findings once the assessment is completed.

### **Tools and Resources**

For your reference, please find attached the *Quick Reference Guide for Contractors: How to Complete a First Compliance Assessment Submission under the Federal Contractors Program*.

In order to support this work, we encourage you to use the Workplace Equity Information Management System (WEIMS). WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an Authorization Form to Access WEIMS, available [here](#).

We strongly recommend that you use the goal-setting tools available in WEIMS. These tools simplify the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (step 4 above). Please refer to the attached *Quick Reference Guide* for details.

Should you have any questions, please contact your Program Officer, Daniel Thibeault, at [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca).

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca) Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail  
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