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Employment and Social Development Canada

Emploi et

Labour Program Federal Contractors Program

PROTECTED WHEN COMPLETED - B Développement social Canada

| OFFICIAL USE ONLY | |
|-------------------|--|
| Agreement N°: | |
| | |

Agreement to Implement Employment Equity

| ☐ New Agreement | (All sections n | nust be complet | ed) | . , | |
|---|-----------------------------------|------------------------------|--------------------|--|----------------------------|
| Revised Agreement | | | | | |
| | OPG | NIZATION | | | |
| Legal Name of Organization | ONGA | MIZATION | Parent company | is located outside (| Canada |
| Laval University | | | , , | | _ |
| | | | | Yes | No |
| Operating Name (if different from Legal Name | of Organization) | | Business Numl | ber | |
| | | | | | |
| | | | | employees in Cana -time and/or Part-tir | |
| Organization's North American Industry Classi | | ada 2012 Code | | | <u> </u> |
| Number. To find your organization's four-digit l http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun | | | Federally | - | |
| 611310 | | | ✓ Provinciall | ly Regulated | |
| | HEA | D OFFICE | | | |
| Address (building number, street, suite, etc.) | C . | City | | Province | Postal Code |
| Pavillon Jean-Charles Bonen 2345, alléedes Bibliothéques | | Québec | | Québec | G1V 0A |
| as is, danced as a serie que | o, | Telephone Number | | | |
| | | | | | |
| Name (print) | EMPLOYMENT | EQUITY CONT | ACI | | |
| Marie-Pierre Beaumont | | Director, Ne | go.Cond. W | ork and Equ: | ity |
| Telephone Number | E-mail Address | | | Preferred Languag | e of Correspondence |
| 418-656-2131x 405905 | marie-pierre.beau | mont@vrrh.ula | aval.ca | English | French |
| | CERT | IFICATION | | | |
| The above-named organization: | | | | | |
| having a combined workforce of 100 or | or more permanent full-tim | e and/or permanen | t part-time emp | loyees in Canada | , AND |
| intending to bid on, or being in receip supply arrangement, valued at \$1,000 | _ | - | contract, standir | ng offer or contrac | t issued under a |
| hereby certifies its commitment to implem | | | | • | • |
| instrument, in keeping with the Federal C please contact the Labour Program at the | • . | | | low to implement | employment equity |
| Important note: If an audit of the Agreen | nent to Implement Employs | ment Fauity uncove | ers misrenresen | tation on the part | of the organization |
| the procurement instrument(s) with the Go | | | 770 THIST OPT COOT | ation on the part | or and organization, |
| | SIG | NATORY | | | |
| NOTE: The signatory must be the Chief | Executive Officer OR an au | uthorized person in | an executive p | osition with legal | authority to sign a |
| contract on behalf of the organiza | | | · | | |
| Name (print) Guy Allard | | Title Deputu Vice- | -President | of Human Re | sources |
| Telephone Number | E-mail Address | Depara vice | TTCDTGCTC | _ | age of Correspondence |
| 418-656-2131 | guy.allard@vrrh. | ulaval.ca | | English | n French |
| | | Date (YYYY-MM-DE | D) | | |
| | | 2019-05-02 | | | |
| <u></u> | | | | | |
| The information you provide on this form is coll Contractors Program (FCP). | ected under the authority of se | ection 42 of the <i>Empl</i> | oyment Equity Ac | ct to determine your | eligibility for the Federa |
| Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go | | | | | |
| The information you provide may be used and/disclosures of your personal information will ne | | | | s. However, these a | dditional uses and/or |
| | RETURN II | NSTRUCTIONS | | | |
| IMPORTANT | | | | | |
| The signed Agreement to Implement ee-eme@hrsdc-rhdcc.gc.ca | nt Employment Equity for | m must be sent to | o the Labour P | rogram by e-ma | I at: |



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Default Workforce Analysis System - Detailed Report Date: 2019-11-06

Women

| | | Women | | | | | | |
|--|----------------------------|---------------|---------|----------|--------|---------|-------------------|----------------------|
| Employment Equity Occupational Group | Internal | All employees | Represe | entation | Availa | ability | Differ | Place of recruitment |
| | location | # | # | % | % | # | ence _# | |
| 01: Senior Management | | 16 | 5 | 31.3 % | 25.1 % | 4 | 1 | |
| Employment Equity Oc | cupational CategoryQuébec | 16 | 5 | 31.3 % | 25.1 % | 4 | 1 | Quebec |
| 02: Middle management and other directors | | 217 | 87 | 40.1 % | 39.4 % | 85 | 2 | |
| Employment Equity Oc | cupational CategoryQuébec | 217 | 87 | 40.1 % | 39.4 % | 85 | 2 | Quebec |
| 03: Professionals | | 1998 | 868 | 43.4 % | 46.0 % | 919 | -51 | |
| 1111: Auditors and AccountantsQuebec | | 4 | | | 58.1 % | 2 | | Quebec |
| 1112 : Financial and investment analystsQuebec | | 15 | 13 | 86.7 % | 46.1 % | 7 | 6 | Quebec |
| 1121: Human Resources ProfessionalsQuébec | | 10 | 9 | 90.0 % | 70.4 % | 7 | 2 | Quebec |
| 1122 : Professionals in management consulting services to businessesQué | bec | 100 | 62 | 62.0 % | 42.9 % | 43 | 19 | Quebec |
| 1123 : Professionals in advertising, marketing and public relationsQuébec | | 51 | 37 | 72.5 % | 68.7 % | 35 | 2 | Quebec |
| 2115 : Other professionals in physical sciencesQuébec | | 9 | | | 19.6 % | 2 | | Quebec |
| 2131: Civil EngineersQuébec | | 15 | | | 19.7 % | 3 | | Quebec |
| 2147 : Computer Engineers (except Software Engineers and Designers)Qu | ebec City | 16 | | | 10.4 % | 2 | | Quebec |
| 2161: Mathematicians, statisticians and actuariesQuébec | | 7 | 6 | 85.7 % | 40.1 % | 3 | 3 | Quebec |
| 2171 : Computer analysts and consultantsQuébec | | 82 | 12 | 14.6 % | 25.9 % | 21 | -9 | Quebec |
| 2172 : Database Analysts and Data AdministratorsQuébec | | 31 | 16 | 51.6 % | 29.5 % | 9 | 7 | Quebec |
| 3114 : VétérinairesQuébec | | 3 | | | 66.5 % | 2 | | Quebec |
| 4011 : Professors and lecturers at the university levelQuébec | | 1359 | 499 | 36.7 % | 42.7 % | 580 | -81 | Quebec |
| 4012: Post-secondary teaching and research assistantsQuébec | | 37 | 13 | 35.1 % | 53.3 % | 20 | -7 | Quebec |
| 4033: School Information CounsellorsQuébec | | 83 | 65 | 78.3 % | 80.7 % | 67 | -2 | Quebec |
| 4112: Lawyers (across Canada) and notaries (in Quebec) Quebec City | | 5 | | | 52.5 % | 3 | | Quebec |
| 4153 : Marital therapists, family therapists and other related counsellorsQu | ébec | 1 | | | 81.7 % | 1 | | Quebec |
| 4156 : Employment Counsellors Quebec | | 14 | 11 | 78.6 % | 78.1 % | 11 | 0 | Quebec |
| 4161: Researchers, consultants and program officers in natural and applied | d sciences and engineering | 30 | 19 | 63.3 % | 47.4 % | 14 | 5 | Quebec |
| | | | | | | | | |

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Default Workforce Analysis System - Detailed Report Date: 2019-11-06

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Women

| | | | | ٧ | Vomen | | | |
|--|----------|---------------|--------|----------|--------|---------|----------------|----------------------|
| Employment Equity Occupational Group | Location | All employees | Repres | entation | Availa | ability | Differenc e | Place of recruitment |
| | internal | # | # | % | % | # | # | |
| 4164: Social Policy Researchers, Consultants and Program Officers | Quebec | 40 | 25 | 62.5 % | 63.0 % | 25 | 0 | Quebec |
| 4166: Educational Policy Researchers, Consultants and Program Officers | Quebec | 35 | 27 | 77.1 % | 72.2 % | 25 | 2 | Quebec |
| 5111: Librarians | Quebec | 44 | 29 | 65.9 % | 72.8 % | 32 | -3 | Quebec |
| 5112: Restorers and conservators | Quebec | 2 | | | 67.2 % | 1 | | Quebec |
| 5113: Archivists | Quebec | 5 | | | 69.6 % | 3 | | Quebec |
| 04: Semi-professional and technical staff | | 419 | 136 | 32.5 % | 37.5 % | 157 | -21 | |
| 2221 : Biological technologists and technicians | Quebec | 119 | 44 | 37.0 % | 51.2 % | 61 | -17 | Quebec |
| 2223: Forest science technologists and technicians | Quebec | 1 | | | 19.8 % | 0 | | Quebec |
| 2231: Civil Engineering Technologists and Technicians | Quebec | 12 | 0 | 0.0 % | 16.9 % | 2 | -2 | Quebec |
| 2232 : Mechanical Engineering Technologists and Technicians | Quebec | 15 | 0 | 0.0 % | 8.6 % | 1 | -1 | Quebec |
| 2233: Industrial and Manufacturing Engineering Technologists and Technicians | Quebec | 5 | 0 | 0.0 % | 24.6 % | 1 | -1 | Quebec |
| 2241 : Electronic and Electrical Engineering Technologists and Technicians | Quebec | 7 | 0 | 0.0 % | 8.4 % | 1 | -1 | Quebec |
| 2242: Maintenance Electronics Technicians (Household and Commercial) | Quebec | | | | 6.1 % | 0 | | Quebec |
| 2253 : Drafting Technologists and Technicians | Quebec | | | | 34.5 % | 5 | - | Quebec |
| 2255: Technical Personnel in Geomatics and Meteorology | Quebec | | | | 38.4 % | 0 | | Quebec |
| 2281 : Computer Network Technicians | Quebec | 122 | 26 | 21.3 % | 14.0 % | 17 | 9 | Quebec |
| 2282: User Support Agents | Quebec | 35 | | | 22.1 % | 8 | * | Quebec |
| 3213: Animal Health Technologists and Veterinary Technicians | Quebec | 5 | 5 | 100.0 % | 90.6 % | 5 | 0 | Quebec |
| 3222 : Dental Hygienists and Dental Therapists | Quebec | 2 | | | 97.3 % | 2 | | Quebec |
| 3223 : Dental technologists and technicians and laboratory assistants dental | Quebec | 4 | | | 53.0 % | 2 | | Quebec |
| 4211 : Paralegals and related occupations | Quebec | 1 | | | 86.5 % | 1 | | Quebec |
| 4311: Police officers (except senior managers) | Quebec | 1 | | | 26.6 % | 0 | | Quebec |
| 5211: Technicians in Library and Archives Services | Quebec | 54 | 42 | 77.8 % | 83.9 % | 45 | -3 | Quebec |
| 5223 : Graphic Design Technicians | Quebec | 8 | 5 | 62.5 % | 41.9 % | 3 | 2 | Quebec |
| | | | | | | | | |

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Workplace Equity Information Management System - Université Laval

Default Workforce Analysis System - Detailed Report Date: 2019-11-06

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Women

| | | | Women | | | | | | | |
|---|--------------|----------|---------------|-----|----------|---------|--------|---------|-------------------|----------------------|
| Employment Equity Occupational Group | | Internal | All employees | | Represer | ntation | Avail | ability | Differ | Place of recruitment |
| | | location | | # | # | % | % | # | ence _# | |
| 5225 : Audio and Video Recording Technicians | | Quebec | | 7 | | | 15.4 % | 1 | | Quebec |
| 5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts | of | Quebec | | 4 | | | 35.2 % | 1 | | Quebec |
| 06 : Foremen | | | | 7 | 0 | 0.0 % | 6.5 % | 0 | 0 | |
| 7205: Contractors and supervisors in other construction, repair and installation trades | service s | Quebec | | 7 | 0 | 0.0 % | 6.5 % | 0 | 0 | Quebec |
| 07: Administrative and Senior Clerical Staff | | | | 540 | 527 | 97.6 % | 80.4 % | 434 | 93 | |
| Employment Equity Occupational Group | | Quebec | | 540 | 527 | 97.6 % | 80.4 % | 434 | 93 | Quebec |
| 08: Specialized sales and service personnel | | | | 2 | | | 35.4 % | 1 | | |
| 6346 : Funeral directors and embalmers | | Quebec | | 2 | | | 35.4 % | 1 | | Quebec |
| 09: Skilled workers and artisans | | | | 63 | 0 | 0.0 % | 2.7 % | 2 | -2 | |
| 7231 : Machinists and Machining and Tooling Inspectors | | Quebec | | 1 | | | 5.1 % | 0 | | Quebec |
| 7233 : Sheet metal workers | | Quebec | | 5 | 0 | 0.0 % | 3.2 % | 0 | 0 | Quebec |
| 7241: Electricians (except industrial and power system electricians) | | Quebec | | 6 | 0 | 0.0 % | 1.3 % | 0 | 0 | Quebec |
| 7246: Telecommunications Equipment Installers and Repairers | | Quebec | | 3 | | | 6.9 % | 0 | | Quebec |
| 7251 : Plumbers | | Quebec | | 1 | | | 1.4 % | 0 | | Quebec |
| 7252: Steamfitters, Pipefitters and Sprinkler System Installers | | Quebec | | 12 | 0 | 0.0 % | 0.7 % | 0 | 0 | Quebec |
| 7271 : Carpenters | | Quebec | | 10 | 0 | 0.0 % | 1.2 % | 0 | 0 | Quebec |
| 7311: Construction millwrights and industrial mechanics | | Quebec | | 7 | | | 1.4 % | 0 | | Quebec |
| 7318: Elevator Constructors and Mechanics | | Quebec | | 4 | | | 3.3 % | 0 | | Quebec |
| 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers | | Quebec | | 3 | | | 1.7 % | 0 | | Quebec |
| 7384: Other Skilled Trades and Related Occupations, n.e.c. | | Quebec | | 3 | 0 | 0.0 % | 7.8 % | 0 | 0 | Quebec |
| 9241: Power Plant Mechanics and Power System Operators | | Quebec | | 8 | 0 | 0.0 % | 6.2 % | 0 | 0 | Quebec |
| 10 : Office staff | | | | 175 | 111 | 63.4 % | 58.6 % | 103 | 8 | |
| Employment Equity Occupational Group | | Quebec | | 175 | 111 | 63.4 % | 58.6 % | 103 | 8 | Quebec |
| 11: Intermediate sales and service personnel | | | | 72 | 53 | 73.6 % | 62.6 % | 45 | 8 | |
| | | | | | | | | | | |

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Canada

Default Workforce Analysis System - Detailed Report

Date: 2019-11-06

Women

| | | | | , | Nomen | | | |
|---------------------------------------|----------|---------------|--------|----------|--------|---------|-------------------|----------------------|
| Employment Equity Occupational Group | Internal | All employees | Repres | entation | Availa | ability | Differ | Place of recruitment |
| | location | # | # | % | % | # | ence _# | |
| Employment Equity Occupational Group | Quebec | 72 | 53 | 73.6 % | 62.6 % | 45 | 8 | Quebec |
| 12: Skilled Manual Workers | | 19 | 7 | 36.8 % | 12.5 % | 2 | 5 | |
| Employment Equity Occupational Group | Quebec | 19 | 7 | 36.8 % | 12.5 % | 2 | 5 | Quebec |
| 13: Other sales and service personnel | | 57 | 12 | 21.1 % | 49.1 % | 28 | -16 | |
| Employment Equity Occupational Group | Quebec | 57 | 12 | 21.1 % | 49.1 % | 28 | -16 | Quebec |
| 14: Other manual workers | | 11 | | | 17.5 % | 2 | | |
| Employment Equity Occupational Group | Quebec | 11 | | | 17.5 % | 2 | | Quebec |
| Total | | 3596 | 1808 | 50.3 % | 49.6 % | 1782 | 26 | |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



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Workplace Equity Information Management System - Université Laval

Default Workforce Analysis System - Detailed Report Date: 2019-11-06

Aboriginal

| | | Aboriginal | | | | | | |
|--|---------------------------------|---------------|---------|---------|--------|--------|-------------------|----------------------|
| Employment Equity Occupational Group | Internal | All employees | Represe | ntation | Availa | bility | Differ | Place of recruitment |
| | location | # | # | % | % | # | ence _# | |
| 01: Senior Management | | 16 | 0 | 0.0 % | 1.8 % | 0 | 0 | |
| Employment Equ | ity Occupational CategoryQuébec | 16 | 0 | 0.0 % | 1.8 % | 0 | 0 | Quebec |
| 02: Middle management and other directors | | 217 | | | 1.6 % | 3 | | |
| Employment Equ | ity Occupational CategoryQuébec | 217 | | | 1.6 % | 3 | | Quebec |
| 03: Professionals | | 1998 | 10 | 0.5 % | 0.9 % | 18 | -8 | |
| 1111: Auditors and AccountantsQuebec | | 4 | | | 0.9 % | 0 | | Quebec |
| 1112 : Financial and investment analystsQuebec | | 15 | 0 | 0.0 % | 0.7 % | 0 | 0 | Quebec |
| 1121: Human Resources ProfessionalsQuébec | | 10 | 0 | 0.0 % | 2.0 % | 0 | 0 | Quebec |
| 1122 : Professionals in management consulting services to businesse | esQuébec | 100 | | | 1.2 % | 1 | | Quebec |
| 1123 : Professionals in advertising, marketing and public relationsQue | ébec | 51 | 0 | 0.0 % | 1.1 % | 1 | -1 | Quebec |
| 2115 : Other professionals in physical sciencesQuébec | | 9 | 0 | 0.0 % | 4.3 % | 0 | 0 | Quebec |
| 2131: Civil EngineersQuébec | | 15 | 0 | 0.0 % | 0.8 % | 0 | 0 | Quebec |
| 2147 : Computer Engineers (except Software Engineers and Designe | rs)Quebec City | 16 | 0 | 0.0 % | 0.5 % | 0 | 0 | Quebec |
| 2161: Mathematicians, statisticians and actuariesQuébec | | 7 | 0 | 0.0 % | 0.5 % | 0 | 0 | Quebec |
| 2171 : Computer analysts and consultantsQuébec | | 82 | 0 | 0.0 % | 0.8 % | 1 | -1 | Quebec |
| 2172 : Database Analysts and Data AdministratorsQuébec | | 31 | | | 1.0 % | 0 | | Quebec |
| 3114 : VétérinairesQuébec | | 3 | | | 0.4 % | 0 | | Quebec |
| 4011 : Professors and lecturers at the university levelQuébec | | 1359 | 6 | 0.4 % | 0.5 % | 7 | -1 | Quebec |
| 4012: Post-secondary teaching and research assistantsQuébec | | 37 | 0 | 0.0 % | 0.9 % | 0 | 0 | Quebec |
| 4033: School Information CounsellorsQuébec | | 83 | 0 | 0.0 % | 3.1 % | 3 | -3 | Quebec |
| 4112: Lawyers (across Canada) and notaries (in Quebec) Quebec Ci | ty | 5 | 0 | 0.0 % | 0.8 % | 0 | 0 | Quebec |
| 4153 : Marital therapists, family therapists and other related counsello | orsQuébec | 1 | | | 2.2 % | 0 | | luebec |
| 4156 : Employment Counsellors Quebec | | 14 | 0 | 0.0 % | 3.2 % | 0 | 0 | Quebec |
| 4161: Researchers, consultants and program officers in natural and a | pplied sciences and engineering | 30 | 0 | 0.0 % | 1.3 % | 0 | 0 | Quebec |
| | | | | | | | | |

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Canada

Default Workforce Analysis System - Detailed Report Date: 2019-11-06

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Aboriginal

| Employment Equity Occupational Group | | Location | All employees | Represe | Aboi ntationAvail | riginal lability | | Differenc | Place of recruitment |
|--|--------|----------|---------------|---------|----------------------|---------------------|---|-----------|-----------------------|
| Employment Equity occupational Group | | internal | # | # | % | % | # | e # | That of restaurations |
| 4164: Social Policy Researchers, Consultants and Program Officers | | Quebec | 40 | 0 | 0.0 % | 3.3 % | 1 | .1 | Quebec |
| 4166: Educational Policy Researchers, Consultants and Program Officers | | Quebec | 35 | 0 | 0.0 % | 2.3 % | 1 | -1 | Quebec |
| 5111: Librarians | | Quebec | 44 | 0 | 0.0 % | 0.9 % | 0 | 0 | Quebec |
| 5112: Restorers and conservators | | Quebec | 2 | | | 3.3 % | 0 | | Quebec |
| 5113: Archivists | | Quebec | 5 | 0 | 0.0 % | 3.6 % | 0 | 0 | Quebec |
| 04: Semi-professional and technical staff | | | 419 | | | 1.6 % | 7 | | |
| 2221 : Biological technologists and technicians | | Quebec | 119 | 0 | 0.0 % | 1.7 % | 2 | -2 | Quebec |
| 2223: Forest science technologists and technicians | | Quebec | 1 | | | 4.3 % | 0 | | Quebec |
| 2231: Civil Engineering Technologists and Technicians | | Quebec | 12 | 0 | 0.0 % | 1.8 % | 0 | 0 | Quebec |
| 2232 : Mechanical Engineering Technologists and Technicians | | Quebec | 15 | 0 | 0.0 % | 1.0 % | 0 | 0 | Quebec |
| 2233: Industrial and Manufacturing Engineering Technologists and Technicians | | Quebec | 5 | 0 | 0.0 % | 1.1 % | 0 | 0 | Quebec |
| 2241 : Electronic and Electrical Engineering Technologists and Technicians | | Quebec | 7 | 0 | 0.0 % | 1.6 % | 0 | 0 | Quebec |
| 2242: Maintenance Electronics Technicians (Household and Commercial) | | Quebec | 2 | | | 1.4 % | 0 | | Quebec |
| 2253 : Drafting Technologists and Technicians | | Quebec | 14 | 0 | 0.0 % | 1.0 % | 0 | 0 | Quebec |
| 2255: Technical Personnel in Geomatics and Meteorology | | Quebec | 1 | | | 3.5 % | 0 | | Quebec |
| 2281 : Computer Network Technicians | | Quebec | 122 | 0 | 0.0 % | 1.1 % | 1 | -1 | Quebec |
| 2282: User Support Agents | | Quebec | 35 | | | 1.3 % | 0 | | Quebec |
| 3213: Animal Health Technologists and Veterinary Technicians | | Quebec | 5 | 0 | 0.0 % | 1.9 % | 0 | 0 | Quebec |
| 3222 : Dental Hygienists and Dental Therapists | | Quebec | 2 | 0 | | 1.6 % | 0 | | Quebec |
| 3223 : Dental technologists and technicians and laboratory assistants | dental | Quebec | 4 | 0 | | 0.0 % | 0 | | Quebec |
| 4211 : Paralegals and related occupations | | Quebec | 1 | 0 | | 1.1 % | 0 | | Quebec |
| 4311: Police officers (except senior managers) | | Quebec | 1 | 0 | | 3.1 % | 0 | | Quebec |
| 5211: Technicians in Library and Archives Services | | Quebec | 54 | 0 | 0.0 % | 2.7 % | 1 | -1 | Quebec |
| 5223 : Graphic Design Technicians | | Quebec | 8 | 0 | 0.0 % | 1.3 % | 0 | 0 | Quebec |
| | | | | | | | | | |

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Aboriginal

| | | | Aboriginal | | | | | | | |
|--|--------------|--------------------------------------|---------------|-------------------------------------|----------|-------------------------|--|------------------|-------------------|------------------------------------|
| Employment Equity Occupational Group | | Internal location | All employees | | Represen | | Availab | • | Differ | Place of recruitment |
| | | location | | # | # | % | % | # | ence _# | |
| 5225 : Audio and Video Recording Technicians | | Quebec | | 7 | 0 | 0.0 % | 1.8 % | 0 | 0 | Quebec |
| 5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts | of | Quebec | | 4 | | | 2.1 % | 0 | | Quebec |
| 06 : Foremen | | | | 7 | 0 | 0.0 % | 2.5 % | 0 | 0 | |
| 7205: Contractors and supervisors in other construction, repair and installation trades | service s | Quebec | | 7 | 0 | 0.0 % | 2.5 % | 0 | 0 | Quebec |
| 07: Administrative and Senior Clerical Staff | | | | 540 | | | 1.4 % | 8 | | |
| Employment Equity Occupational Group | | Quebec | | 540 | | | 1.4 % | 8 | | Quebec |
| 08: Specialized sales and service personnel | | | | 2 | | | 1.5 % | 0 | | |
| 6346 : Funeral directors and embalmers | | Quebec | | 2 | | | 1.5 % | 0 | | Quebec |
| 09: Skilled workers and artisans | | | | 63 | 0 | 0.0 % | 2.6 % | 2 | -2 | |
| 7231 : Machinists and Machining and Tooling Inspectors | | Quebec | | 1 | | | 0.9 % | 0 | | Quebec |
| 7233 : Sheet metal workers | | Quebec | | 5 | 0 | 0.0 % | 1.9 % | 0 | 0 | Quebec |
| 7241: Electricians (except industrial and power system electricians) | | Quebec | | 6 | 0 | 0.0 % | 2.1 % | 0 | 0 | Quebec |
| 7246: Telecommunications Equipment Installers and Repairers | | Quebec | | 3 | | | 1.6 % | 0 | | Quebec |
| 7251 : Plumbers | | Quebec | | 1 | | | 2.8 % | 0 | | Quebec |
| 7252: Steamfitters, Pipefitters and Sprinkler System Installers | | Quebec | | 12 | 0 | 0.0 % | 2.3 % | 0 | 0 | Quebec |
| 7271 : Carpenters | | Quebec | | 10 | 0 | 0.0 % | 3.6 % | 0 | 0 | Quebec |
| 7311: Construction millwrights and industrial mechanics | | Quebec | | 7 | 0 | 0.0 % | 2.7 % | 0 | 0 | Quebec |
| 7318: Elevator Constructors and Mechanics | | Quebec | | 4 | | | 0.9 % | 0 | | Quebec |
| 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers | | Quebec | | 3 | | | 2.2 % | 0 | | Quebec |
| 7384: Other Skilled Trades and Related Occupations, n.e.c. | | Quebec | | 3 | | | 2.7 % | 0 | | Quebec |
| 9241: Power Plant Mechanics and Power System Operators | | Quebec | | 8 | 0 | 0.0 % | 4.0 % | 0 | 0 | Quebec |
| 10 : Office staff | | | | 175 | 0 | 0.0 % | 1.6 % | 3 | -3 | |
| Employment Equity Occupational Group | | Quebec | | 175 | 0 | 0.0 % | 1.6 % | 3 | -3 | Quebec |
| 11: Intermediate sales and service personnel | | | | 72 | 0 | 0.0 % | 1.6 % | 1 | -1 | |
| 7311: Construction millwrights and industrial mechanics 7318: Elevator Constructors and Mechanics 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers 7384: Other Skilled Trades and Related Occupations, n.e.c. 9241: Power Plant Mechanics and Power System Operators 10: Office staff Employment Equity Occupational Group | | Quebec Quebec Quebec Quebec | | 7 4 3 3 8 175 175 | 0 0 0 0 | 0.0 % 0.0 % 0.0 % | 2.7 % 0.9 % 2.2 % 2.7 % 4.0 % 1.6 % | 0 0 0 0 | 0 | Quebec Quebec Quebec Quebec Quebec |

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Aboriginal

| | | | | Abo | original | | |
|---|----------|---------------|---------|----------|----------|--------|----------|
| Employment Equity Occupational Group | Internal | All employees | Represe | entation | Availal | • | |
| | location | # | # | % | % | # ence | # |
| Employment Equity Occupational Group | Quebec | 72 | 0 | 0.0 % | 1.6 % | 1 | 1 Quebec |
| 12: Skilled Manual Workers | | 19 | 0 | 0.0 % | 1.6 % | 0 | 0 |
| Employment Equity Occupational Group | Quebec | 19 | 0 | 0.0 % | 1.6 % | 0 | 0 Quebec |
| 13: Other sales and service personnel | | 57 | 0 | 0.0 % | 1.8 % | 1 | 1 |
| Employment Equity Occupational Group | Quebec | 57 | 0 | 0.0 % | 1.8 % | 1 | 1 Quebec |
| 14: Other manual workers | | 11 | 0 | 0.0 % | 2.0 % | 0 | 0 |
| Employment Equity Occupational Group | Quebec | 11 | 0 | 0.0 % | 2.0 % | 0 | 0 Quebec |
| Total | | 3596 | 14 | 0.4 % | 1.2 % | 43 -29 | • |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Université Laval s.19(1)

Default Workforce Analysis System - Detailed Report

Date: 2019-11-06

Members of Visible Minorities

| Employment Equity Occupational Group | Internal | All employees | Represe | ntationAva | ilability | Differ | Place of recruitment |
|---|----------|---------------|---------|------------|-----------|---------------------|----------------------|
| | location | # | # | % | % | # ence _# | |
| 01: Senior Management | | 16 | 0 | 0.0 % | 5.6 % | 1 -1 | |
| Employment Equity Occupational Group | Quebec | 16 | 0 | 0.0 % | 5.6 % | 1 -1 | Quebec |
| 02: Middle management and other directors | | 217 | 6 | 2.8 % | 9.4 % | 20 +14 | |
| Employment Equity Occupational Group | Quebec | 217 | 6 | 2.8 % | 9.4 % | 20 -14 | Quebec |
| 03: Professionals | | 1998 | 89 | 4.5 % | 14.7 % | 294 -205 | |
| 1111: Auditors and Accountants | Quebec | 4 | | | 13.6 % | 1 | Quebec |
| 1112: Financial and investment analysts | Quebec | 15 | 0 | 0.0 % | 18.1 % | 3 -3 | Quebec |
| 1121: Human Resources Professionals | Quebec | 10 | | | 7.5 % | 1 | Quebec |
| 1122: Business Management Consulting Professionals | Quebec | 100 | | | 11.4 % | 11 | Quebec |
| 1123: Advertising, marketing and public relations professionals | Quebec | 51 | 0 | 0.0 % | 10.5 % | 5 -5 | Quebec |
| 2115: Other Physical Science Professionals | Quebec | 9 | | | 28.3 % | 3 | Quebec |
| 2131 : Civil engineers | Quebec | 15 | 0 | 0.0 % | 15.1 % | 2 -2 | Quebec |
| 2147 : Computer Engineers (except Software Engineers and Designers) | Quebec | 16 | | | 24.4 % | 4 | Quebec |
| 2161: Mathematicians, Statisticians and Actuaries | Quebec | 7 | 0 | 0.0 % | 14.1 % | 1 -1 | Quebec |
| 2171 : IT Analysts and Consultants | Quebec | 82 | | | 19.9 % | 16 | Quebec |
| 2172 : Database Analysts and Data Administrators | Quebec | 31 | | | 19.9 % | 6 | Quebec |
| 3114 : Veterinarians | Quebec | 3 | | | 3.0 % | 0 | Quebec |
| 4011 : Professors and lecturers at university level | Quebec | 1359 | 77 | 5.7 % | 15.5 % | 211 -134 | Quebec |
| 4012: Post-secondary Teaching and Research Assistants | Quebec | 37 | 0 | 0.0 % | 25.1 % | 9 -9 | Quebec |
| 4033: School Information Counsellors | Quebec | 83 | 0 | 0.0 % | 6.7 % | 6 -6 | Quebec |
| 4112: Lawyers (across Canada) and notaries (in Quebec) | Quebec | 5 | 0 | 0.0 % | 7.2 % | 0 0 | Quebec |
| 4153: Marital therapists, family therapists and other related counsellors | Quebec | 1 | | | 5.0 % | 0 | Quebec |
| 4156: Employment Counsellors | Quebec | 14 | 0 | 0.0 % | 11.5 % | 2 -2 | Quebec |
| 4161: Researchers, consultants and program officers in natural and applied sciences | Quebec | 30 | | | 9.1 % | 3 | Quebec |

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Workplace Equity Information Management System - Université Laval

Default Workforce Analysis System - Detailed Report

Date: 2019-11-06

Members of Visible Minorities

| | | Members of Visible Minorities | | | | | | | | |
|---|----------------------|-------------------------------|---------|------------|-----------|----|-------------------|----------------------|--|--|
| Employment Equity Occupational Group | Internal location | All employees | Represe | ntationAva | ilability | | Differ | Place of recruitment | | |
| | location | # | # | % | % | # | ence _# | | | |
| 4164: Social Policy Researchers, Consultants and Program Officers | Quebec | 40 | | | 12.4 % | 5 | | Quebec | | |
| 4166: Educational Policy Researchers, Consultants and Program Officers | Quebec | 35 | 0 | 0.0 % | 7.5 % | 3 | -3 | Quebec | | |
| 5111: Librarians | Quebec | 44 | | | 8.0 % | 4 | | Quebec | | |
| 5112: Restorers and conservators | Quebec | 2 | | | 4.9 % | 0 | | Quebec | | |
| 5113: Archivists | Quebec | 5 | 0 | 0.0 % | 6.0 % | 0 | 0 | Quebec | | |
| 04: Semi-professional and technical staff | | 419 | | | 11.7 % | 49 | | | | |
| 2221 : Biological technologists and technicians | Quebec | 119 | 0 | 0.0 % | 8.4 % | 10 | -10 | Quebec | | |
| 2223: Forest science technologists and technicians | Quebec | 1 | | | 0.7 % | 0 | | Quebec | | |
| 2231: Civil Engineering Technologists and Technicians | Quebec | 12 | 0 | 0.0 % | 8.1 % | 1 | -1 | Quebec | | |
| 2232 : Mechanical Engineering Technologists and Technicians | Quebec | 15 | 0 | 0.0 % | 9.0 % | 1 | -1 | Quebec | | |
| 2233: Industrial and Manufacturing Engineering Technologists and Technicians | Quebec | 5 | 0 | 0.0 % | 11.4 % | 1 | -1 | Quebec | | |
| 2241 : Electronic and Electrical Engineering Technologists and Technicians | Quebec | 7 | 0 | 0.0 % | 11.4 % | 1 | -1 | Quebec | | |
| 2242: Maintenance Electronics Technicians (Household and Commercial) | Quebec | 2 | | | 13.9 % | 0 | | Quebec | | |
| 2253 : Drafting Technologists and Technicians | Quebec | 14 | 0 | 0.0 % | 9.5 % | 1 | -1 | Quebec | | |
| 2255: Technical Personnel in Geomatics and Meteorology | Quebec | 1 | | | 4.2 % | 0 | | Quebec | | |
| 2281 : Computer Network Technicians | Quebec | 122 | | | 6.5 % | 20 | | Quebec | | |
| 2282: User Support Agents | Quebec | 35 | 0 | 0.0 % | 20.8 % | 7 | -7 | Quebec | | |
| 3213: Animal Health Technologists and Veterinary Technicians | Quebec | 5 | 0 | 0.0 % | 3.7 % | 0 | 0 | Quebec | | |
| 3222 : Dental Hygienists and Dental Therapists | Quebec | 2 | | | | .0 | | Quebec | | |
| 3223 : Dental technologists and technicians and assistants in dental laboratories | Quebec | 4 | | | | 1 | | Quebec | | |
| 4211 : Paralegals and related occupations | Quebec | 1 | | | | 0 | | Quebec | | |
| 4311: Police officers (except senior managers) | Quebec | 1 | | | | 0 | | Quebec | | |
| 5211: Technicians in Library and Archives Services | Quebec | 54 | 0 | 0.0 % | 6.5 % | 4 | -4 | Quebec | | |
| 5223 : Graphic Design Technicians | Quebec | 8 | 0 | 0.0 % | 8.0 % | 1 | -1 | Quebec | | |

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Workplace Equity Information Management System - Université Laval

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Members of Visible Minorities

| | | | | | | nbers of V | | orities | | |
|---|--------------|----------------------|---------------|-----|-----------|------------------|--------------|---------|-----------------------------|----------------------|
| Employment Equity Occupational Group | | Internal location | All employees | # | Represent | tationAvail % | ability % | # | Differ ence _# | Place of recruitment |
| | | | | | | | | | | 0.1 |
| 5225 : Audio and Video Recording Technicians | | Quebec | | 7 | 0 | 0.0 % | 6.8 % | 0 | 0 | Quebec |
| 5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts | of | Quebec | | 4 | | | 6.9 % | 0 | | Quebec |
| 06 : Foremen | | | | 7 | 0 | 0.0 % | 5.1 % | 0 | 0 | |
| 7205: Contractors and supervisors in other construction, repair and installation trades | service s | Quebec | | 7 | 0 | 0.0 % | 5.1 % | 0 | 0 | Quebec |
| 07: Administrative and Senior Clerical Staff | | | | 540 | | | 3.3 % | 18 | | |
| Employment Equity Occupational Group | | Quebec | | 540 | | | 3.3 % | 18 | | Quebec |
| 08: Specialized sales and service personnel | | | | 2 | | | 2.1 % | 0 | | |
| 6346 : Funeral directors and embalmers | | Quebec | | 2 | | | 2.1 % | 0 | | Quebec |
| 09: Skilled workers and artisans | | | | 63 | 0 | 0.0 % | 4.0 % | 3 | -3 | |
| 7231 : Machinists and Machining and Tooling Inspectors | | Quebec | | 1 | | | 11.4 % | 0 | | Quebec |
| 7233 : Sheet metal workers | | Quebec | | 5 | 0 | 0.0 % | 2.3 % | 0 | 0 | Quebec |
| 7241: Electricians (except industrial and power system electricians) | | Quebec | | 6 | 0 | 0.0 % | 4.2 % | 0 | 0 | Quebec |
| 7246: Telecommunications Equipment Installers and Repairers | | Quebec | | 3 | | | 17.2 % | 1 | | Quebec |
| 7251 : Plumbers | | Quebec | | 1 | | | 4.3 % | 0 | | Quebec |
| 7252: Steamfitters, Pipefitters and Sprinkler System Installers | | Quebec | | 12 | 0 | 0.0 % | 2.0 % | 0 | 0 | Quebec |
| 7271 : Carpenters | | Quebec | | 10 | 0 | 0.0 % | 1.7 % | 0 | 0 | Quebec |
| 7311: Construction millwrights and industrial mechanics | | Quebec | | 7 | 0 | 0.0 % | 3.6 % | 0 | 0 | Quebec |
| 7318: Elevator Constructors and Mechanics | | Quebec | | 4 | | | 2.8 % | 0 | | Quebec |
| 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers | | Quebec | | 3 | | | 7.9 % | 0 | | Quebec |
| 7384: Other Skilled Trades and Related Occupations, n.e.c. | | Quebec | | 3 | | | 2.9 % | 0 | | Quebec |
| 9241: Power Plant Mechanics and Power System Operators | | Quebec | | 8 | 0 | 0.0 % | 4.8 % | 0 | 0 | Quebec |
| 10 : Office staff | | | | 175 | 0 | 0.0 % | 4.1 % | 7 | -7 | |
| Employment Equity Occupational Group | | Quebec | | 175 | 0 | 0.0 % | 4.1 % | 7 | -7 | Quebec |
| 11: Intermediate sales and service personnel | | | | 72 | 0 | 0.0 % | 6.4 % | 5 | -5 | |
| | | | | | | | | * | | |

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Default Workforce Analysis System - Detailed Report

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Members of Visible Minorities

| Internal | | | | orities | | | |
|---|----------------------|--------------------|-----|------------------|--|-------------|-----------|
| Employment Equity Occupational Group | Internal location | All employees # | # | entationAva % | ###################################### | Diff end | |
| Employment Equity Occupational Group | Quebec | 72 | 0 | 0.0 % | 6.4 % | 5 | -5 Quebec |
| 12: Skilled Manual Workers | | 19 | 0 | 0.0 % | 3.9 % | 1 | -1 |
| Employment Equity Occupational Group | Quebec | 19 | 0 | 0.0 % | 3.9 % | 1 | -1 Quebec |
| 13: Other sales and service personnel | | 57 | 5 | 8.8 % | 7.7 % | 4 | 1 |
| Employment Equity Occupational Group | Quebec | 57 | 5 | 8.8 % | 7.7 % | 4 | 1 Quebec |
| 14: Other manual workers | | 11 | 0 | 0.0 % | 5.6 % | 1 | -1 |
| Employment Equity Occupational Group | Quebec | 11 | 0 | 0.0 % | 5.6 % | 1 | -1 Quebec |
| Total | | 3596 | 106 | 3.0 % | 11.2 % | 403 -29 | 7 |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

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Workplace Equity Information Management System - Université Laval

Default Workforce Analysis System - Detailed Report

Date: 2019-11-06

Persons with disabilities

| | | | | Persons | with disabil | lities | |
|--|----------|--|----|---------|--------------|-----------------|----------------------|
| Employment Equity Occupational Group | Internal | All employees RepresentationAvailability | | | | Differ | Place of recruitment |
| | location | # | # | % | % | # ence# | |
| 01/02 : Executives | National | 233 | | | 5.0 % | 12 | National |
| 03: Professionals | National | 1998 | 9 | 0.5 % | 8.9 % | 178 -169 | National |
| 04: Semi-professional and technical staff | National | 419 | | | 7.6 % | 32 | National |
| 06 : Foremen | National | 7 | 0 | 0.0 % | 10.1 % | 1 -1 | National |
| 07: Administrative and Senior Clerical Staff | National | 540 | | | 10.0 % | 54 | National |
| 08: Specialized sales and service personnel | National | 2 | | | 8.0 % | 0 | National |
| 09: Skilled workers and artisans | National | 63 | 0 | 0.0 % | 7.8 % | 5 -5 | National |
| 10 : Office staff | National | 175 | 0 | 0.0 % | 9.3 % | 16 -16 | National |
| 11: Intermediate sales and service personnel | National | 72 | 0 | 0.0 % | 10.8 % | 8 -8 | National |
| 12: Skilled Manual Workers | National | 19 | 0 | 0.0 % | 10.3 % | 2 -2 | National |
| 13: Other sales and service personnel | National | 57 | | | 10.7 % | 6 | National |
| 14: Other manual workers | National | 11 | 0 | 0.0 % | 6.8 % | 1 -1 | National |
| Total | | 3596 | 16 | 0.5 % | 8.7 % | 315 -299 | |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2017 Canadian Disability Survey and internal employer data.

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Default Workforce Analysis System - Detailed Report

Date: 2019-11-06

Reasons why an occupational category or area of recruitment has been changed.

Since French is the language of work, this is an important criterion that restricts hiring mobility.

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group 01: Senior | Perform an analysis by | Place of recruitment |
|--|------------------------|----------------------|
| Managers | EEOG | Provincial (default |
| 02: Middle and Other Managers 03: Professionals | СРЕМЕ | Provincial (default |
| 04: Semi-professional and technical staff 06: | CNP | Provincial (default |
| Foremen | CNP | Pati analai |
| 07: Administrative and Senior Clerical Personnel 08: | CNP | Provincial |
| Specialized Sales and Service Personnel 09: Skilled | CNP | CMA |
| Workers and Craftspeople | CNP | Provincial |
| 10 : Clerical staff | CNP | Provincial |
| 1111: Intermediate sales and service personnel 12: | CNP | CMA |
| Skilled manual workers | CPEME | CMA |
| 13: Other sales and service personnel 14: Other | CPEME | CMA |
| manual workers | СРЕМЕ | CMA |
| | СРЕМЕ | CMA |
| | CPEME | CMA |
| | CPEME | CMA |
| | СРЕМЕ | CMA |
| | CPEME | CMA |
| | CPEME | |
| | СРЕМЕ | |
| | CPEME | |
| | СРЕМЕ | |
| | CPEME | |
| | CPEME | |

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Default Workforce Analysis System - Detailed Report

Date: 2019-11-06

Default Data for Workforce Analysis - Persons with Disabilities

| Employment Equity Occupational Group | Perform an analysis by | Place of recruitment |
|--|------------------------|----------------------|
| 01/02 : Executives | СРЕМЕ | National |
| 3. : Professionals | CPEME | National |
| 4.: Semi-professional and technical staff 06 : | CPEME | National |
| Foremen | CPEME | National |
| 07: Administrative and Senior Clerical Personnel 08: | CPEME | National |
| Specialized Sales and Service Personnel 09: Skilled | CPEME | National |
| Workers and Craftspeople | CPEME | National |
| 10 : Clerical staff | CPEME | National |
| 1111: Intermediate sales and service personnel 12: | CPEME | National |
| Skilled manual workers | CPEME | National |
| 13: Other sales and service personnel 14: Other | CPEME | National |
| manual workers | CPEME | National |
| | CPEME | |

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Default Workforce Analysis System - Summary Report Date: 2019-11-06

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Women

| | | | V | Vomen | | |
|--|--------------------|--------------|---------------|-------------|--------------|-----------------------------|
| Employment Equity Occupational Group | All employees # | Represe # | entation % | Availa % | ability # | Differ ence _# |
| 01: Senior Management | 16 | 5 | 31.3 % | 25.1 % | 4 | 1 |
| 02: Middle management and other directors | 217 | 87 | 40.1 % | 39.4 % | 85 | 2 |
| 03: Professionals | 1998 | 868 | 43.4 % | 46.0 % | 919 | -51 |
| 04: Semi-professional and technical staff | 419 | 136 | 32.5 % | 37.5 % | 157 | -21 |
| 06 : Foremen | 7 | 0 | 0.0 % | 6.5 % | 0 | 0 |
| 07: Administrative and Senior Clerical Staff | 540 | 527 | 97.6 % | 80.4 % | 434 | 93 |
| 08: Specialized sales and service personnel | 2 | | | 35.4 % | 1 | o |
| 09: Skilled workers and artisans | 63 | 0 | 0.0 % | 2.7 % | 2 | -2 |
| 10 : Office staff | 175 | 111 | 63.4 % | 58.6 % | 103 | 8 |
| 11: Intermediate sales and service personnel | 72 | 53 | 73.6 % | 62.6 % | 45 | 8 |
| 12: Skilled Manual Workers | 19 | 7 | 36.8 % | 12.5 % | 2 | 5 |
| 13: Other sales and service personnel | 57 | 12 | 21.1 % | 49.1 % | 28 | -16 |
| 14: Other manual workers | 11 | | | 17.5 % | 2 | |
| Total | 3596 | 1808 | 50.3 % | 49.6 % | 1782 | 26 |

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The total does not necessarily equal the sum of the components due to rounding.

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Default Workforce Analysis System - Summary Report Date: 2019-11-06

Aboriginal

| | | | Aboı | riginal | | |
|--|---------------|---------|---------|---------|-----|-------------------|
| Employment Equity Occupational Group | All employees | Represe | ntation | Availal | • | Differ |
| | # | # | % | % | # 6 | ence _# |
| 01: Senior Management | 16 | 0 | 0.0 % | 1.8 % | 0 | 0 |
| 02: Middle management and other directors | 217 | | | 1.6 % | 3 | |
| 03: Professionals | 1998 | 10 | 0.5 % | 0.9 % | 18 | -8 |
| 04: Semi-professional and technical staff | 419 | | | 1.6 % | 7 | |
| 06 : Foremen | 7 | 0 | 0.0 % | 2.5 % | 0 | 0 |
| 07: Administrative and Senior Clerical Staff | 540 | | | 1.4 % | 8 | |
| 08: Specialized sales and service personnel | 2 | | | 1.5 % | 0 | |
| 09: Skilled workers and artisans | 63 | 0 | 0.0 % | 2.6 % | 2 | -2 |
| 10 : Office staff | 175 | 0 | 0.0 % | 1.6 % | 3 | 3 |
| 11: Intermediate sales and service personnel | 72 | 0 | 0.0 % | 1.6 % | 1 | • |
| 12: Skilled Manual Workers | 19 | 0 | 0.0 % | 1.6 % | 0 | 0 |
| 13: Other sales and service personnel | 57 | 0 | 0.0 % | 1.8 % | 1 | -1 |
| 14: Other manual workers | 11 | 0 | 0.0 % | 2.0 % | 0 | 0 |
| Total | 3596 | 14 | 0.4 % | 1.2 % | 43 | -29 |

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The total does not necessarily equal the sum of the components due to rounding.

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Default Workforce Analysis System - Summary Report Date: 2019-11-06

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Members of Visible Minorities

| | | М | embers of | Visible Mind | orities | | |
|--|---------------|---------|-------------|--------------|---------|-------------------|--|
| Employment Equity Occupational Group | All employees | Represe | entationAva | ilability | | Differ | |
| | # | # | % | % | # | ence _# | |
| 01: Senior Management | 16 | 0 | 0.0 % | 5.6 % | 1 | -1 | |
| 02: Middle management and other directors | 217 | 6 | 2.8 % | 9.4 % | 20 | -14 | |
| 03: Professionals | 1998 | 89 | 4.5 % | 14.7 % | 294 | -205 | |
| 04: Semi-professional and technical staff | 419 | | | 11.7 % | 49 | | |
| 06 : Foremen | 7 | 0 | 0.0 % | 5.1 % | 0 | 0 | |
| 07: Administrative and Senior Clerical Staff | 540 | | | 3.3 % | 18 | | |
| 08: Specialized sales and service personnel | 2 | | | 2.1 % | 0 | | |
| 09: Skilled workers and artisans | 63 | 0 | 0.0 % | 4.0 % | 3 | -3 | |
| 10 : Office staff | 175 | 0 | 0.0 % | 4.1 % | 7 | -7 | |
| 11: Intermediate sales and service personnel | 72 | 0 | 0.0 % | 6.4 % | 5 | -5 | |
| 12: Skilled Manual Workers | 19 | 0 | 0.0 % | 3.9 % | 1 | -1 | |
| 13: Other sales and service personnel | 57 | 5 | 8.8 % | 7.7 % | 4 | 1 | |
| 14: Other manual workers | 11 | 0 | 0.0 % | 5.6 % | 1 | -1 | |
| Total | 3596 | 106 | 3.0 % | 11.2 % | 403 | -297 | |

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The total does not necessarily equal the sum of the components due to rounding.

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Persons with disabilities

| | | _ | | with disabil | ities | |
|--|--------------------|----|------------------|--------------|-------|-----------------------------|
| Employment Equity Occupational Group | All employees # | # | entationAva % | навніту % | # | Differ ence _# |
| 01/02 : Executives | 233 | | | 5.0 % | 12 | |
| 03: Professionals | 1998 | 9 | 0.5 % | 8.9 % | 178 | -169 |
| 04: Semi-professional and technical staff | 419 | | | 7.6 % | 32 | |
| 06 : Foremen | 7 | 0 | 0.0 % | 10.1 % | 1 | -1 |
| 07: Administrative and Senior Clerical Staff | 540 | | | 10.0 % | 54 | |
| 08: Specialized sales and service personnel | 2 | | | 8.0 % | 0 | |
| 09: Skilled workers and artisans | 63 | 0 | 0.0 % | 7.8 % | 5 | -5 |
| 10 : Office staff | 175 | 0 | 0.0 % | 9.3 % | 16 | -16 |
| 11: Intermediate sales and service personnel | 72 | 0 | 0.0 % | 10.8 % | 8 | *8 |
| 12: Skilled Manual Workers | 19 | 0 | 0.0 % | 10.3 % | 2 | -2 |
| 13: Other sales and service personnel | 57 | | | 10.7 % | 6 | |
| 14: Other manual workers | 11 | 0 | 0.0 % | 6.8 % | 1 | -1 |
| Total | 3596 | 16 | 0.5 % | 8.7 % | 315 | -299 |

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The total does not necessarily equal the sum of the components due to rounding.

Canada

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Reasons why an occupational category or area of recruitment has been changed.

Since French is the language of work, this is an important criterion that restricts hiring mobility.

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group 01: Senior | Perform an analysis by | Place of recruitment |
|--|------------------------|------------------------|
| Managers | EEOG | Provincial (default |
| 02: Middle and Other Managers 03: Professionals | CPEME | Provincial (default |
| 04: Semi-professional and technical staff 06: | CNP | Provincial (default |
| Foremen | CNP | Masianala _l |
| 07: Administrative and Senior Clerical Personnel 08: | CNP | Provincial |
| Specialized Sales and Service Personnel 09: Skilled | CNP | СМА |
| Workers and Craftspeople | CNP | Provincial |
| 10 : Clerical staff | CNP | Provincial |
| 1111: Intermediate sales and service personnel 12: | CNP | СМА |
| Skilled manual workers | CPEME | СМА |
| 13: Other sales and service personnel 14: Other | CPEME | СМА |
| manual workers | CPEME | СМА |
| | CPEME | |

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Canada

Default Workforce Analysis System - Summary Report

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Default Data for Workforce Analysis - Persons with Disabilities

| Employment Equity Occupational Group | Perform an analysis by | Place of recruitment |
|--|------------------------|----------------------|
| 01/02 : Executives | CPEME | National |
| 3. : Professionals | CPEME | National |
| 4.: Semi-professional and technical staff 06 : | CPEME | National |
| Foremen | CPEME | National |
| 07: Administrative and Senior Clerical Personnel 08: | CPEME | National |
| Specialized Sales and Service Personnel 09: Skilled | CPEME | National |
| Workers and Craftspeople | CPEME | National |
| 10 : Clerical staff | CPEME | National |
| 1111: Intermediate sales and service personnel 12: | CPEME | National |
| Skilled manual workers | CPEME | National |
| 13: Other sales and service personnel 14: Other | CPEME | National |
| manual workers | CPEME | National |
| | CPEME | |
| | CPEME | |
| | СРЕМЕ | |
| | CPEME | |
| | CPEME | |

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| Data from Fir | st/Previous Woi | rkforce Analysis |
|---------------|-----------------|------------------|
| \ | \ | \downarrow |

| Data from Su | bsequent/Curro Analysis | ent Workforce |
|--------------|----------------------------|---------------|
| | | |

| Data from Fi | rst/Previous Work | force Analysis |
|--------------|-------------------|----------------|
| YYYY | MM | DD |
| 2019 | 11 | 06 |

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

| | | | Гable 1: Womer | l |
|-------|--|---------------|--------------------|---------------|
| | | First/Pr | evious Workforce . | Analysis |
| Emple | yment Equity Occupational Group (EEOG) | All Employees | Wo | men |
| Empic | yment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # | % |
| 01 | Senior Managers | 16 | 5 | 25.10 |
| 02 | Middle & Other Managers | 217 | 87 | 39.40 |
| 03 | Professionals | 1998 | 868 | 46.00 |
| 04 | Semi-Professionals & Technicians | 419 | 136 | 37.50 |
| 05 | Supervisors | 0 | 0 | 0.00 |
| 06 | Supervisors: Crafts & Trades | 7 | 0 | 6.50 |
| 07 | Administrative & Senior Clerical Personnel | 540 | 527 | 80.40 |
| 08 | Skilled Sales & Service Personnel | 2 | | 35.40 |
| 09 | Skilled Crafts & Trades Workers | 63 | 0 | 2.70 |
| 10 | Clerical Personnel | 175 | 111 | 58.60 |
| 11 | Intermediate Sales & Service Personnel | 72 | 53 | 62.60 |
| 12 | Semi-Skilled Manual Workers | 19 | 7 | 12.50 |
| 13 | Other Sales & Service Personnel | 57 | 12 | 49.10 |
| 14 | Other Manual Workers | 11 | | 17.50 |
| Total | | 3,596 | 1,808 | 49.6 |

| | Гable 5: Women | |
|---------------|--------------------|---------------|
| Subsequent | t/Current Workford | e Analysis |
| All Employees | Won | ien |
| | Representation | Availability* |
| # | # | % |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |

| * Source: | | | | |
|------------|-------------|----|--|--|
| 2006 Censu | is of Canac | da | | |

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Part 1: Workforce Analysis

Université Laval]

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| Data from S | ubsequent/Curre Analysis | nt Workforce |
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| Data from Subse | equent/Current Wo | orkforce Analysis |

| | | Table | 2: Aboriginal P | eoples |
|-------|--|---------------|--------------------|---------------|
| | | First/Pr | evious Workforce 2 | Analysis |
| P1 | expensed Family Occupational Custo (FFOC) | All Employees | Aborigina | ıl Peoples |
| Empa | oyment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # | % |
| 01 | Senior Managers | 16 | 0 | 1.8 |
| 02 | Middle & Other Managers | 217 | | 1.6 |
| 03 | Professionals | 1,998 | 10 | 0.9 |
| 04 | Semi-Professionals & Technicians | 419 | | 1.6 |
| 05 | Supervisors | 0 | 0 | 0 |
| 06 | Supervisors: Crafts & Trades | 7 | 0 | 2.5 |
| 07 | Administrative & Senior Clerical Personnel | 540 | | 1.4 |
| 08 | Skilled Sales & Service Personnel | 2 | | 1.5 |
| 09 | Skilled Crafts & Trades Workers | 63 | 0 | 2.6 |
| 10 | Clerical Personnel | 175 | 0 | 1.6 |
| 11 | Intermediate Sales & Service Personnel | 72 | 0 | 1.6 |
| 12 | Semi-Skilled Manual Workers | 19 | 0 | 1.6 |
| 13 | Other Sales & Service Personnel | 57 | 0 | 1.8 |
| 14 | Other Manual Workers | 11 | 0 | 2 |
| Total | | 3,596 | 14 | 1.2 |

| Table | 6: Aboriginal Po | eoples |
|---------------|-------------------|---------------|
| Subsequent | /Current Workford | e Analysis |
| All Employees | Aborigina | l Peoples |
| | Representation | Availability* |
| # | # | % |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
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Part 1: Workforce Analysis

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| Data from Su | ibsequent/Curr Analysis | ent Workforce |
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| Data from Subse | equent/Current Wo | orkforce Analysis |

| | | Table 3: Me | mbers of Visibl | e Minorities |
|-------|--|-----------------------------------|-----------------|------------------|
| | | First/Previous Workforce Analysis | | |
| Emale | oyment Equity Occupational Group (EEOG) | All Employees | Members of Vi | sible Minorities |
| բարռ | dyment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # | 0/0 |
| 01 | Senior Managers | 16 | 0 | 5.6 |
| 02 | Middle & Other Managers | 217 | 6 | 9.4 |
| 03 | Professionals | 1,998 | 89 | 14.7 |
| 04 | Semi-Professionals & Technicians | 419 | | 11.7 |
| 05 | Supervisors | 0 | 0 | 0 |
| 06 | Supervisors: Crafts & Trades | 7 | 0 | 5.1 |
| 07 | Administrative & Senior Clerical Personnel | 540 | | 3.3 |
| 08 | Skilled Sales & Service Personnel | 2 | | 2.1 |
| 09 | Skilled Crafts & Trades Workers | 63 | 0 | 4 |
| 10 | Clerical Personnel | 175 | 0 | 4.1 |
| 11 | Intermediate Sales & Service Personnel | 72 | 0 | 6.4 |
| 12 | Semi-Skilled Manual Workers | 19 | 0 | 3.9 |
| 13 | Other Sales & Service Personnel | 57 | 5 | 7.7 |
| 14 | Other Manual Workers | 11 | 0 | 5.6 |
| Total | | 3,596 | 106 | 11.2 |

| Table 7: Members of Visible Minorities | | | | |
|--|----------------|-----------------|--|--|
| Subsequent/Current Workforce Analysis | | | | |
| All Employees | Members of Vis | ible Minorities | | |
| | Representation | Availability* | | |
| # | # | % | | |
| 0 | 0 | 0.0 | | |
| 0 | 0 | 0.0 | | |
| 0 | 0 | 0.0 | | |
| 0 | 0 | 0.0 | | |
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Federal Contractors Program Achievement Report Part 1: Workforce Analysis Université Laval] 2019-11-06

| Data from First | t/Previous Wor | kforce Analysis |
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| Data from S | ubsequent/Curro Analysis | ent Workforce |
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| Data from Fi | rst/Previous Work! | force Analysis |

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| YYYY | MM | DD |
| Data from Subse | equent/Current Wo | rkforce Analysis |

| | | Table 4: | Persons with Dis | sabilities |
|-------|--|---------------|--------------------|---------------|
| | | First/Pr | evious Workforce A | Analysis |
| Emala | arment Fauity Occupational Crown (FFOC) | All Employees | Persons with | Disabilities |
| Embio | yment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # I | % |
| 01/02 | Managers | 233 | | 5 |
| 03 | Professionals | 1,998 | 9 | 8.9 |
| 04 | Semi-Professionals & Technicians | 419 | | 7.6 |
| 05 | Supervisors | 0 | 0 | 0 |
| 06 | Supervisors: Crafts & Trades | 7 | 0 | 10.1 |
| 07 | Administrative & Senior Clerical Personnel | 540 | | 10 |
| 08 | Skilled Sales & Service Personnel | 2 | | 8 |
| 09 | Skilled Crafts & Trades Workers | 63 | 0 | 7.8 |
| 10 | Clerical Personnel | 175 | 0 | 9.3 |
| 11 | Intermediate Sales & Service Personnel | 72 | 0 | 10.8 |
| 12 | Semi-Skilled Manual Workers | 19 | 0 | 10.3 |
| 13 | Other Sales & Service Personnel | 57 | | 10.7 |
| 14 | Other Manual Workers | 11 | 0 | 6.8 |
| Total | | 3,596 | 16 | 8.7 |

| Table 8: | Persons with Dis | sabilities |
|---------------|--------------------|---------------|
| Subsequen | t/Current Workfore | e Analysis |
| All Employees | Persons with | Disabilities |
| | Representation | Availability* |
| # | # | % |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | o | 0.0 |
| 0 | o | 0.0 |
| 0 | 0 | 0.0 |
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|---|---|---|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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Part 2: Flow Data Analysis

Université Laval

2019-11-06

| 2019 | MM | DD 06 |
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| End I | Date of Flow | Data |
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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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 \downarrow Table 1: Women

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

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

| | | Table 9: | Women | |
|---|--------------------------------|---------------------|--------------------------------|---------------------|
| ı | Full-time | / National | Part-time | / National |
| d | All Employees Terminated | Women Terminated | All Employees Terminated | Women Terminated |
| | # | # | # | # |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | ol | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |

Part 2: Flow Data Analysis

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| 2019 | 11 | 06 |
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| - | DD | Data |

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted Data from Form 6 - Employees
Terminated

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Table 2: Aboriginal Peoples

| | 2 44 6 | 10 2. / 1001 | 1511141 1 00 | 3103 |
|--|---------------------------|-----------------------------|---------------------------|-----------------------------|
| | Full-time | / National | Part-time | / National |
| Employment Equity Occupational Group (EEOG) | All Employees Hired | Aboriginal Peoples Hired | All Employees Hired | Aboriginal Peoples Hired |
| | # | # | # | # |
| 01 Senior Managers | 0 | 0 | 0 | 0 |
| 02 Middle & Other Managers | 0 | 0 | 0 | 0 |
| 03 Professionals | 0 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 0 | 0 | 0 | 0 |
| 05 Supervisors | 0 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 0 | 0 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 0 | 0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 0 | 0 | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 12 Semi-Skilled Manual Workers | 0 | 0 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 |

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

| | e 10: Abo | | |
|--------------------------------|-------------------------------------|--------------------------------|-------------------------------------|
| Full-time | / National | Part-time | / National |
| All Employees Terminated | Aboriginal Peoples Terminated | All Employees Terminated | Aboriginal Peoples Terminated |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |

Part 2: Flow Data Analysis

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| Start | Date of Flow | V Data |
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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted Data from Form 6 - Employees
Terminated

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

| Table ' | 7: Persons | with Disa | bilities | Table 1 | 1: |
|------------------------------|--|------------------------------|--|--------------------------------|--------------|
| Full-time | / National | Part-time | / National | Full-time | / N |
| All Employees Promoted | Persons with Disabilities Promoted | All Employees Promoted | Persons with Disabilities Promoted | All Employees Terminated | Po I T |
| # | # | # | # | # | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | 0 | |

| Full-time | / National | Part-time | / National |
|--------------------------------|--|--------------------------------|--|
| All Employees Terminated | Persons with Disabilities Terminated | All Employees Terminated | Persons with Disabilities Terminated |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |

Part 2: Flow Data Analysis

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| Start | Date of Flow | v Data |
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| End I | Date of Flow | Data |
|-------|--------------|------|
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Data from Form 4 - Employees Hired

1

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated \downarrow

Table 4: Members of Visible Minorities

| | | Table 7. | VICIIIDCI S C | 71 VISIDIC II | imornes |
|-----|--|---------------------------|--|---------------------------|--|
| | | Full-time | / National | Part-time | / National |
| | ployment Equity Occupational Group EOG) | All Employees Hired | Members of Visible Minorities Hired | All Employees Hired | Members of Visible Minorities Hired |
| | | # | # | # | # |
| 01 | Senior Managers | 0 | 0 | 0 | 0 |
| 02 | Middle & Other Managers | 0 | 0 | 0 | 0 |
| 03 | Professionals | 0 | 0 | 0 | 0 |
| 04 | Semi-Professionals & Technicians | 0 | 0 | 0 | 0 |
| 05 | Supervisors | 0 | 0 | 0 | 0 |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0 | 0 |
| 07 | Administrative & Senior Clerical Personnel | 0 | 0 | 0 | 0 |
| 08 | Skilled Sales & Service Personnel | 0 | 0 | 0 | o |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0 | 0 |
| 10 | Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | 0 | 0 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 | Other Manual Workers | 0 | 0 | 0 | 0 |
| Tot | al | 0 | 0 | 0 | 0 |

| Full-time | / National | Part-time | / National | | | | |
|------------------------------|---|------------------------------|---|--|--|--|--|
| All Employees Promoted | Members of Visible Minorities Promoted | All Employees Promoted | Members of Visible Minorities Promoted | | | | |
| # | # | # | # | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | (| | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |
| 0 | 0 | 0 | 0 | | | | |

0

0

0

0

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

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|--|-------------------------------|--|--------------|------------------|---|-------------------------------------|-----------------------|------------|---------------------------------|---|-----------------|--------------------|--------------|--------------------------|-------------------------------|-------------------------------|-----------------------------------|------------------------------|--------------------------|--|--|
| | | | | | | | | | Data f | or First/P | revious (| Goals | | | | | | | | | |
| A B | С | D | E | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | Т | U | | |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНхЗ | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JхР | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) | | |
| ŗ | ↓ | ↓ | 1 | 1 | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | 1 | ↓ | 1 | 1 | ↓ | ↓ | ↓ | | |
| | | | | | | | | | Table 1: Women | | | | | | | | | | | | |
| | | | | | | | | | First/Previous Short-term Goals | | | | | | | | | | | | |
| | | | | All En | nployees | | | | | | | | | | omen | | | 1 | 1 | | |
| | Number Growth (New Positions) | | | | | Turnover (Replacement of Terminated | | | Number | Turnover (Replacement of Terminated Employees) | | | 3 Year Goals | | | | | | | | |
| Employment Equity | | | | | | Employees) A | | | | | | Hires Required | | 1 - To | Present | | Projected | Present | Projected | | |
| Occupational Group (EEOG) | YYYY-MM-DD Actual Projected | | | Actual Projected | | | Hires Over 3 Years | YYYY-MM-DD | Over 3 | | | YYYY - YYYY | | Availability Present Gap | | Gap | Representation | Representation in 3 Years | | | |
| | 2019-11-06 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | · curs | 2019-11-06 | Annually | Over 3 Years | Years | 2019 | 2022 | | | | | · car | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % | | |
| 01 Senior Managers | 16 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | 5 | 1.0% | 0 | -1 | 0 | 25.1% | 25.1% | 1 | 1 | 31.3% | 31.3% | | |
| 02 Middle & Other Managers | 217 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 7 | 7 | 87 | | 3 | 1 | 3 | 39.4% | 39.4% | I | 2 | 40.1% | 40.1% | | |
| 03 Professionals | 1,998 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 60 | 60 | 868 | | 26 | | 28 | 46.0% | 46.0% | -51 | -49 | 43.4% | 43.5% | | |
| 04 Semi-Professionals & Tech | 419 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 13 | 13 | 136 | | 4 | 25 | 5 | 37.5% | 37.5% | -21 | -20 | 32.5% | 32.7% | | |
| 05 Supervisors | 0 | 0.0% -100.0% | 0.0% 0.0% | 0 | 0.0% | 1.0% 1.0% | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 6.5% | 0.0% 6.5% | | 0 | #DIV/0! 0.0% | #DIV/0! 0.0% | | |
| 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical | 540 | -100.0% -100.0% | 0.0% | 0 | 0.0% | 1.0% | 16 | 16 | 527 | 1.0% 1.0% | 16 | -77 | 12 | 80.4% | 6.5% 80.4% | 93 | 90 | 97.6% | 97.0% | | |
| 08 Skilled Sales & Service | 340 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 10 | 10 | 327 | 1.0% | 10 | -// | 13 | 35.4% | 35.4% | I |] 90 | 97.0% | 50.0% | | |
| 09 Skilled Crafts & Trades | 63 | -100.0% | 0.0% | ١ | 0.0% | 1.0% |) | 2 | | 1.0% | " | | 0 | 2.7% | 2.7% | 2 | | 0.0% | 0.0% | | |
| 10 Clerical Personnel | 175 | -100.0% | 0.0% | ١ | 0.0% | 1.0% | 5 | 5 | 111 | 1.0% | 3 | -5 | 3 | 58.6% | 58.6% | 1 - | 8 | 63.4% | 63.4% | | |
| 11 Intermediate Sales & Service | 72 | -100.0% | 0.0% | | 0.0% | 1.0% | 2 | 2 | 53 | | 2 | -6 | 1 | 62.6% | 62.6% | | 7 | 73.6% | 72.2% | | |
| 12 Semi-Skilled Manual | 19 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 1 | 1 | 7 | 1.0% | 0 | -5 | 0 | 12.5% | 12.5% | 5 | 5 | 36.8% | 36.8% | | |
| 13 Other Sales & Service | 57 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | 12 | | ر آ | 16 | 1 | 49.1% | 49.1% | -16 | -15 | 21.1% | 22.8% | | |
| 14 Other Manual Workers | 11 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | | 1.0% | 0 | 1 | 0 | 17.5% | 17.5% | | -1 | | 9.1% | | |
| Total | 3,596 | -100.0% | | 0 | 0.0% | | 0 | 0 | 1,808 | 0.0% | 0 | -24 | 0 | | 49.6% | 24 | 24 | 50.3% | 50.3% | | |

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

| | , , , | | | | | Table 2: Women |
|---|------------------------------|------------------|------|-----------------|-----|----------------|
| Employment Equity Occupational Group (EEOG) | | | Wom | en | | |
| | | Short-term Goals | | Long-term Goals | | Comments |
| | - | % | | | % | |
| 01 | Senior Managers | 0 | 25.1 | 0 | 0.0 | |
| 02 | Middle & Other Managers | 3 | 39.4 | 0 | 0.0 | |
| 03 | Professionals | 28 | 46.0 | 0 | 0.0 | |
| 04 | Semi-Professionals & Tech | 5 | 37.5 | 0 | 0.0 | |
| 05 | Supervisors | 0 | | 0 | 0.0 | |
| 06 | Supervisors: Crafts & Trades | 0 | 6.5 | 0 | 0.0 | |
| 07 | Administrative & Sr Clerical | 13 | 80.4 | 0 | 0.0 | |
| 08 | Skilled Sales & Service | 0 | 35.4 | 0 | 0.0 | |
| 09 | Skilled Crafts & Trades | 0 | 2.7 | 0 | 0.0 | |
| 10 | Clerical Personnel | 3 | 58.6 | 0 | 0.0 | |
| 11 | Intermediate Sales & Service | 1 | 62.6 | 0 | 0.0 | |
| 12 | Semi-Skilled Manual | 0 | 12.5 | 0 | 0.0 | 005870 |
| 13 | Other Sales & Service | 1 | 49.1 | 0 | 0.0 | |

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| | 2019-11-06 | | | | | | | | | | | |
| 14 Other Manual Workers | 0 17.5 0 0.0 | | | | | | | | | | | |
| Total | 0 0.0 0 0.0 | | | | | | | | | | | |

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| | | | | | | | | | Data f | or First/F | Previous (| Goals | | | | | | | | | |
|---------------------------------|-------------------------------|--|------------------|-----------------|---|-----------------------|-----------------|--|---------------------------------|--------------------------|-----------------|---------------------|--------|------------------------|-------------------------------|-------------------------------|-----------------------------------|---------|--------------------------|--|--|
| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | 0 | Р | Q | R | S | Т | U | | |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНхЗ | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JхР | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) | | |
| | 1 | ↓ | 1 | ↓ | 1 | 1 | ↓ | ↓ | ↓ | ↓ | ↓ | 1 | ↓ | ↓ | Ţ | ↓ | 1 | ↓ | ↓ | | |
| | | | | | | | | | Table 3: Aboriginal Peoples | | | | | | | | | | | | |
| | | | | | | | | | First/Previous Short-term Goals | | | | | | | | | | | | |
| | | | | All En | aployees | | | | | | | | | е | nal Peoples | | | | | | |
| | Number | Grow | vth (New Posit | ions) | Turnover (Replacement of Terminated Employees) | | | | Number | Turnover (Replacement of | | | 3 Year | | | | | | | | |
| Employment Equity | | | | | | Antici | | | | Terminated Employees) | | Hires Required | | 1 - To Present | | n 6 | Projected | Present | Projected | | |
| Occupational Group (EEOG) | YYYY-MM-DD Actual Projected | | Actual Projected | | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY Availability | | Present Gap | Gap | Representation | Representation in 3 Years | | | | |
| | 2019-11-06 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2019-11-06 | Annually | Over 3 Years | Years | 2019 | 2022 | | | | | | | |
| | # | % | % | 1 cars | % | % | 1 cars | 4 | ı, | 9/6 | 1 cars | и и | п | % | % | <u></u> | ш | % | % | | |
| 01 Senior Managers | # 16 | -100.0% | 0.0% | # | | 1.0% | # 0 | # 0 | # | 1.0% | # n | # n | # 0 | 7 0 1.8% | 1.8% | # n | # | 0.0% | 0.0% | | |
| 02 Middle & Other Managers | 217 | -100.0% | 0.0% | | 0.0% | 1.0% | 7 | 7 | | 1.0% | ا ، | 2 | 0 | 1.6% | 1.6% | | -2 | 0.070 | 0.5% | | |
| 03 Professionals | 1,998 | -100.0% | 0.0% | ٥ | 0.0% | 1.0% | 60 | 60 | 10 | | ا | 8 | 1 | 0.9% | 0.9% | -8 | -7 | 0.5% | 0.6% | | |
| 04 Semi-Professionals & Tech | 419 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 13 | 13 | 10 | 1.0% | ا | 6 | 0 | 1.6% | 1.6% | | -6 | 0.070 | 0.2% | | |
| 05 Supervisors | 0 | 0.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | U | 1.0% | 0 | 0 | 0 | | 0.0% | . 0 | 0 | #DIV/0! | #DIV/0! | | |
| 06 Supervisors: Crafts & Trades | 7 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 2.5% | 2.5% | 0 | 0 | 0.0% | 0.0% | | |
| 07 Administrative & Sr Clerical | 540 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 16 | 16 | | 1.0% | 0 | 6 | 0 | 1.4% | 1.4% | | -6 | | 0.4% | | |
| 08 Skilled Sales & Service | 2 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | | 1.0% | 0 | 0 | 0 | 1.5% | 1.5% | | 0 | v.v.v | 0.0% | | |
| 09 Skilled Crafts & Trades | 63 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | 0 | 1.0% | 0 | 2 | 0 | 2.6% | 2.6% | -2 | -2 | 0.0% | 0.0% | | |
| 10 Clerical Personnel | 175 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 5 | 5 | 0 | 1.0% | 0 | 3 | 0 | 1.6% | 1.6% | -3 | -3 | 0.0% | 0.0% | | |
| 11 Intermediate Sales & Service | 72 | l | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | 0 | 1.0% | 0 | 1 | 0 | 1.6% | 1.6% | -1 | -1 | 0.0% | 0.0% | | |
| 12 Semi-Skilled Manual | 19 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 1 | 1 | 0 | 1.0% | 0 | 0 | 0 | 1.6% | 1.6% | 0 | 0 | 0.0% | 0.0% | | |
| 13 Other Sales & Service | 57 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | 0 | 1.0% | 0 | 1 | 0 | 1.8% | 1.8% | -1 | -1 | 0.0% | 0.0% | | |
| 14 Other Manual Workers | 11 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 2.0% | 2.0% | 0 | 0 | 0.0% | 0.0% | | |
| Total | 3,596 | -100.0% | | 0 | 0.0% | | 0 | 0 | 14 | 0.0% | 0 | 29 | 0 | | 1.2% | -29 | -29 | 0.4% | 0.4% | | |

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | | | | Table 4: Aboriginal Peoples |
|---|------------------------------|------------|-----------|-----------------|-------|---|
| Employment Equity Occupational Group (EEOG) | | | Aborigina | l Peoples | | |
| | | Short-tern | n Goals | Long-term Goals | | Comments |
| Occi | ipational Group (EEOG) | # | % | # | % | |
| 01 | Senior Managers | 0 | 1.8 | (| 0.0 | |
| 02 | Middle & Other Managers | 0 | 1.6 | (| 0.0 | |
| 03 | Professionals | 1 | 0.9 | | 0.0 | The gaps will initially be concentrated in the "Professionals" and "Administrative and Senior Clerical" groups. |
| 04 | Semi-Professionals & Tech | 0 | 1.6 | (| 0.0 | |
| 05 | Supervisors | 0 | 0.0 | (| 0.0 | |
| 06 | Supervisors: Crafts & Trades | 0 | 2.5 | (| 0.0 | |
| 07 | Administrative & Sr Clerical | 0 | 1.4 | | 1 0.0 | The gaps will initially be concentrated in the "Professionals" and "Administrative and Senior Clerical" groups. |
| 08 | Skilled Sales & Service | 0 | 1.5 | (| 0.0 | |
| 09 | Skilled Crafts & Trades | o | 2.6 | (| 0.0 | |
| 10 | Clerical Personnel | 0 | 1.6 | (| 0.0 | |
| 11 | Intermediate Sales & Service | 0 | 1.6 | (| 0.0 | |
| 12 | Semi-Skilled Manual | 0 | 1.6 | (| 0.0 | 005872 |
| 13 | Other Sales & Service | 0 | 1.8 | (| 0.0 | |

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| | 2019-11-06 | | | | | | | | | | | |
| 14 Other Manual Workers | 0 2.0 0 0.0 | | | | | | | | | | | |
| Total | 0 0.0 0 0.0 | | | | | | | | | | | |

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|----------|--|-------------------------------|--|--|-----------------|---|---------------|-----------------------|------------|--|--------------------|-----------------|----------------------------|-----------|--------------------------|-------------------------------|-------------------------------|-----------------------------------|------------------------------|--------------------------|--|
| | | | | | | | | | | Data f | or First/P | Previous (| Goals | | | | | | | | |
| A | В | С | D | E | F | G | Н | I | J | K | L | М | N | О | P | Q | R | S | Т | U | |
| Data s | ources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНх3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JхР | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) | |
| š | | Ţ | | | V | | ↓ ↓ | | ↓ | \ | | | | ↓ | | Ţ | . | J | | <u> </u> | |
| | | | | | | | | | | Table 5: Persons with Disabilities | | | | | | | | | | | |
| | | | | | | | | | | First/Previous Short-term Goals Persons with Disabilities | | | | | | | | | | | |
| | | | | | All En | ployees | | | | | | | | | | th Disabilitie | S | | ı | | |
| | | Number | Grow | Growth (New Positions) Turnover (Replacement of Terminated Employees) | | | | | | Number Turnover (Replacement | | enlacement of | 3 Year Goals Hires From To | | | | | | | | |
| Empl | oyment Equity | | | | | | Ant | | | | Terminated | | Required | From - To | | Present | n 6 | Projected | | Projected | |
| Occuj | oational Group (EEOG) | YYYY-MM-DD | YYYY-MM-DD Actual Projected | | | | | Hires Over 3 Years | YYYY-MM-DD | 1 | | Over 3 | 11111-1111 | | Availability Present Gap | | Gap | Representation | Representation in 3 Years | | |
| | | 2019-11-06 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2019-11-06 | Annually | Over 3 Years | Years | 2019 | 2022 | | | | | | |
| | | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % | |
| | Managers | 233 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 7 | 7 | | 1.0% | 0 | 9 | 0 | 5.0% | 5.0% | | -9 | | 1.3% | |
| 03 | Professionals | 1,998 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 60 | 60 | 9 | 1.0% | 0 | 169 | 5 | 8.9% | 8.9% | -169 | -164 | 0.5% | 0.7% | |
| 04 | Semi-Professionals & Tech | 419 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 13 | 13 | | 1.0% | 0 | 30 | 1 | 7.6% | 7.6% | | -29 | //DIV/01 | 0.7% | |
| | Supervisors Supervisors: Crafts & Trades | 0 | 0.0% | 0.0% 0.0% | 0 | 0.0% | 1.0% 1.0% | 0 | 0 | 0 | 1.0% 1.0% | 0 | 0 | 0 | 10.1% | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! 0.0% | |
| 06 07 | Administrative & Sr Clerical | 540 | -100.0% -100.0% | 0.0% | 0 | 0.0% | 1.0% | 16 | 16 | | 1.0% | " | 53 | 0 | 10.1% | 10.1% 10.0% | -1 | -1 -51 | 0.0% | 0.6% | |
| 08 | Skilled Sales & Service | 240 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 10 | 10 | | 1.0% | " | 33 | 0 | 8.0% | 8.0% | | -31 | | 0.0% | |
| 09 | Skilled Crafts & Trades | 63 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | | 1.0% | " | 5 | 0 | 7.8% | 7.8% | - > | ı -5 | . 0.0% | 0.0% | |
| 10 | Clerical Personnel | 175 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 5 | 5 | | 1.0% | ا ، | 16 | 0 | 9.3% | 9.3% | -16 | -16 | 0.0% | 0.0% | |
| 11 | Intermediate Sales & Service | 72 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | 0 | 1.0% | ن ا | 8 | 0 | 10.8% | 10.8% | -8 | -8 | 0.0% | 0.0% | |
| 12 | Semi-Skilled Manual | 19 | -100.0% | 0.0% | o | 0.0% | 1.0% | 1 | 1 | 0 | 1.0% | , o | 2 | 0 | 10.3% | 10.3% | -2 | -2 | 0.0% | 0.0% | |
| 13 | Other Sales & Service | 57 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 2 | 2 | | 1.0% | 0 | 5 | 0 | 10.7% | 10.7% | | -5 | | 1.8% | |
| 14 | Other Manual Workers | 11 | -100.0% | 0.0% | 0 | 0.0% | 1.0% | 0 | 0 | 0 | 1.0% | 0 | 1 | 0 | 6.8% | 6.8% | -1 | -1 | 0.0% | 0.0% | |

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

0.0%

0.0%

297

Workforce Analysis) ÷ 2) x 100.

3,596 -100.0%

| Workforce Financials 27 % Te | | | | | Table 6: Persons with Disabilities |
|---------------------------------|---|-------------|--------------|---------|------------------------------------|
| Employment Equity | P | ersons with | Disabilities | | |
| Occupational Group (EEOG) | | | | m Goals | Comments |
| | # | % | # | % | |
| 01/02 Managers | 0 | 5.0 | | 0.0 | |
| 03 Professionals | 5 | 8.9 | 0 | 0.0 | |
| 04 Semi-Professionals & Tech | 1 | 7.6 | 0 | 0.0 | |
| 05 Supervisors | 0 | 0.0 | 0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | 0 | 10,1 | 0 | 0.0 | |
| 07 Administrative & Sr Clerical | 2 | 10.0 | 0 | 0.0 | |
| 08 Skilled Sales & Service | 0 | 8.0 | 0 | 0.0 | |
| 09 Skilled Crafts & Trades | 0 | 7.8 | 0 | 0.0 | |
| 10 Clerical Personnel | 0 | 9.3 | 0 | 0.0 | |
| 11 Intermediate Sales & Service | 0 | 10.8 | 0 | 0.0 | |
| 12 Semi-Skilled Manual | 0 | 10.3 | 0 | 0.0 | |
| 13 Other Sales & Service | 0 | 10.7 | 0 | 0.0 | |
| 14 Other Manual Workers | 0 | 6.8 | 0 | 0.0 | 005874 |
| Total | 0 | 0.0 | 0 | 0.0 | |

0.4%

0.4%

-297

-297

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

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|--|-------------------------------|---|----------------|-----------------|---|-----------------------------|-----------------|-----------------------------|-------------------------------|--------------------|-----------------|--------------------|------|------------------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| | | | | | | | | | Data f | or First/I | Previous (| Goals | | | | | | | |
| A B | С | D | E | F | G | Н | I | J | K | L | М | N | 0 | Р | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | | СхНх3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JхР | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) |
| | ↓ | \ | ↓ | . | V | ` ↓ | . | ↓ . | <u> </u> | . ↓ | ↓ | ↓ | ↓ | , | . ↓ | <u> </u> | ↓ | | |
| | | Table 7: Members of Visible Minorities First/Previous Short-term Goals | | | | | | | | | | | | | | | | | |
| | | | | AH F. | | | | | FIFSU | rrevious Si | ort-term G | oais | M | | visible Minor | | | | |
| | | ı | | AHEI | nployees | | | | | 1 | | 1 | | embers of v r Goals | isibie Minor | ities | | ı | |
| | Number | Grow | rth (New Posit | tions) | Turnover (Re | eplacement of Employees) | Terminated | | Number | Turnover (R | eplacement of | Hires | | | | | | | |
| Employment Equity | | Actual Projected | | | | | ected | Anticipated Hires Over 3 | | Terminated | Employees) | Required | | n - To - YYYY | Present | Present Gap | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | rroj | Τ | Actual | rroj | | Years | YYYY-MM-DD | | | Over 3 | **** | - 1111 | Availability | r resent Gap | Gap | Representation | Years |
| | 2019-11-06 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2019-11-06 | Annually | Over 3 Years | Years | 2019 | 2022 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 16 | -100.0% | 0.0% | (| 0.0% | 1.0% | 0 | 0 | 0 | 1.0% | 0 | 1 | 0 | 5.6% | 5.6% | -1 | -1 | 0.0% | 0.0% |
| 02 Middle & Other Managers | 217 | -100.0% | 0.0% | (| 0.0% | | 7 | 7 | 6 | 1.0% | 0 | 14 | 1 | 9.4% | 9.4% | 3 | -13 | 2.8% | 3.2% |
| 03 Professionals | 1,998 | -100.0% | 0.0% | (| 0.0% | | 60 | 60 | 89 | | 3 | 208 | 9 | 14.7% | 14.7% | -205 | -199 | 4.5% | 4.8% |
| 04 Semi-Professionals & Tech | 419 | -100.0% | 0.0% | (| 0.0% | | 13 | 13 | | 1.0% | 0 | 47 | 2 | 11.7% | 11.7% | | -45 | | 1.0% |
| 05 Supervisors | 0 | 0.0% | 0.0% | (| 0.0% | 1.0% | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades | 7 | -100.0% | 0.0% | (| 0.0% | | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 5.1% | 5.1% | 0 | 0 | 0.0% | 0.0% |
| 07 Administrative & Sr Clerical | 540 | -100.0% | 0.0% | ' | 0.0% | | 16 | 16 | | 1.0% | 0 | 14 | 1 | 3.3% 2.1% | 3.3% | | -13 | | 0.9% 0.0% |
| 08 Skilled Sales & Service 09 Skilled Crafts & Trades | (2 | -100.0% -100.0% | 0.0% | ' | 0.0% | | ا ا | 0 | | 1.0% | " | 0 | " | 4.0% | 2.1% | 2 | 0 -3 | 0.00/ | |
| 09 Skilled Crafts & Trades 10 Clerical Personnel | 63 175 | -100.0% | 0.0% |] ' | 0.0% | | 2 | 2 | " | 1.0% 1.0% | | 3 | | 4.0% | 4.0% 4.1% | -3 | -3 -7 | 0.0% 0.0% | 0.0% 0.0% |
| 11 Intermediate Sales & Service | 72 | -100.0% | 0.0% | ' | 0.0% | | 3 | ວ າ | " | 1.0% | 0 | 5 | 0 | 6.4% | 6.4% | -/ | | 0.0% | 0.0% |
| 12 Semi-Skilled Manual | 19 | -100.0% | 0.0% | `` | 0.0% | 1.0% | 1 | 1 | " | 1.0% | 0 | 1 | 0 | 3.9% | 3.9% | | -1 | 0.0% | 0.0% |
| 13 Other Sales & Service | 57 | -100.0% | 0.0% | 1 6 | 0.0% | | 2 | 2 | 5 | 1.0% | ا ، | | 0 | 7.7% | 7.7% | 1 | 1 | 8.8% | 8.8% |
| 14 Other Manual Workers | 11 | -100.0% | 0.0% | 1 6 | 0.0% | 1.0% | 0 | 0 | 0 | 1.0% | 0 | 1 | 0 | 5.6% | 5.6% | -1 | -1 | 0.0% | 0.0% |
| Total | 3.596 | -100.0% | | | 0.0% | | 0 | 0 | 106 | | 1 | 297 | 1 | | 11.2% | -297 | -297 | 2.9% | 2.9% |

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | | | | Table 8: Members of Visible Minorities |
|-----|---|------------|-------------|-----------|----------|--|
| P | 1 | Mem | bers of Vis | ble Minor | ities | |
| | oloyment Equity upational Group (EEOG) | Short-teri | n Goals | Long-te | rm Goals | Comments |
| Occ | ipanonai Group (EEOG) | # | % | # | % | |
| 01 | Senior Managers | 0 | 5.6 | 0 | 0.0 | |
| 02 | Middle & Other Managers | 1 | 9.4 | 0 | 0.0 | |
| 03 | Professionals | 9 | 14.7 | 0 | 0.0 | |
| 04 | Semi-Professionals & Tech | 2 | 11.7 | 0 | 0.0 | |
| 05 | Supervisors | | | | | |
| 06 | Supervisors: Crafts & Trades | 0 | 5.1 | 0 | 0.0 | |
| 07 | Administrative & Sr Clerical | 1 | 3.3 | 0 | 0.0 | |
| 08 | Skilled Sales & Service | 0 | 2.1 | 0 | 0.0 | |
| 09 | Skilled Crafts & Trades | 0 | 4.0 | 0 | 0.0 | |
| 10 | Clerical Personnel | 0 | 4.1 | 0 | 0.0 | |
| 11 | Intermediate Sales & Service | 0 | 6.4 | 0 | 0.0 | |
| 12 | Semi-Skilled Manual | 0 | 3.9 | 0 | 0.0 | 005876 |
| 13 | Other Sales & Service | 0 | 7.7 | 0 | 0.0 | |

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| 14 Other Manual Workers | 0 5.6 0 0.0 |
| Total | 0 0.0 0 0.0 |

| L | | | | | | | | | | | | | | | | | | | |
|---|-------------------------------|--|---------------|--------|---|---------------|--------------|--------------|-------------------------------|--------------------|---------------|--------------------|-------|------------|-------------------------------|-------------------------------|-----------------------------------|--------------------|--------------------------|
| | | | | | | | | | Data for | Subseque | nt/Currei | nt Goals | | | | | | | |
| A B | C | D | Е | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) |
| | 1 | ↓ | 1 | 1 | ↓ | 1 | 1 | 1 | ` ↓ | . ↓ | , | \ | 1 | <u> </u> | ↓ | <u> </u> | ↓ | \ | \ |
| | | | | | | | | | | Table 9: | | | | | | | | | |
| | | | | | | | | | Subseque | ent/Current | t Short-tern | n Goals | | | | | | | |
| | | | | All Er | nployees | | | | | , | | | | | omen | | | | |
| | Number | Grov | vth (New Posi | tions) | | | f Terminated | | Number | T | eplacement of | | 3 Yea | r Goals | | | | | |
| Employment Equity | | | | | | Employees) | | Anticipated | | Terminated | | Hires Required | | n - To | Present | | Projected | Present | Projected |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Pro | ected | | | | Hires Over 3 | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Availability Present G | Present Gap | Gap | Representation | Representation in 3 |
| | | Annually | Annually | Over 3 | Annually | Annually | Over 3 | Years | | Annually | Over 3 | Years | 0 | 3 | | | | | Years |
| | | • | | Years | | • | Years | | | • | Years | | · · | | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 0 | -100.0% | | 1 (| 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 1 | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 02 Middle & Other Managers | 0 | -100.0% | | 1 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 03 Professionals | 0 | -100.0% -100.0% | | | 0.0% | | 1 0 | 0 | " | 0.0% | " | 0 | 0 | | 0.0% 0.0% | | ٥ | #DIV/0! #DIV/0! | #DIV/0! |
| 04 Semi-Professionals & Tech 05 Supervisors | 0 | 0.0% | | ' | 0.0% | | " | 0 | " | 0.0% | " | 0 | 0 | | 0.0% | | " | #DIV/0! #DIV/0! | #DIV/0! #DIV/0! |
| 05 Supervisors 06 Supervisors: Crafts & Trades | 0 | -100.0% | | | 0.0% | | 1 0 | 0 | " | 0.0% | " | ١ | ١ | | 0.0% | | ١ | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 0 | -100.0% | | 1 6 | 0.0% | | | 0 | " | 0.0% | " | " | 0 | | 0.0% |] | | #DIV/0! | #DIV/0! |
| 08 Skilled Sales & Service | 0 | -100.0% | | 1 6 | 0.0% | | 1 0 | 0 | ا ، | 0.0% | ن ا | ا ، | 0 | | 0.0% | J ő | ا ، | #DIV/0! | #DIV/0! |
| 09 Skilled Crafts & Trades | 0 | -100.0% | | 1 6 | 0.0% | | 1 0 | 0 | ا آ | 0.0% | 0 | ن ا | 0 | | 0.0% | J ŏ | ا آ | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 0 | -100.0% | | 1 6 | 0.0% | | | 0 | ه ا | 0.0% | 0 | هُ ا | ه ا | | 0.0% | ه ا | ا ٥ | #DIV/0! | #DIV/0! |
| 11 Intermediate Sales & Service | 0 | -100.0% | | 1 6 | 0.0% | | | 0 | ا ٥ | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | ا ٥ | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 0 | -100.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | , 0 | 0 | #DIV/0! | #DIV/0! |
| 13 Other Sales & Service | 0 | -100.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 0 | -100.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 0 | -100.0% | | (| 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | | Table 10: Women |
|---|------------------|--------------|-----|-----------------|
| F | Wor | men | | |
| Employment Equity Occupational Group (EEOG) | Short-term Goals | Long-term Go | i | Comments |
| 01 Senior Managers | 0.0 | | 0.0 | |
| 02 Middle & Other Managers | 0.0 |) | 0.0 | |
| 03 Professionals | 0.0 |) | 0.0 | |
| 04 Semi-Professionals & Tech | 0.0 | | 0.0 | |
| 05 Supervisors | 0.0 | | 0.0 | |
| 06 Supervisors: Crafts & Trades | 0.0 | | 0.0 | |
| 07 Administrative & Sr Clerical | 0.0 | | 0.0 | |
| 08 Skilled Sales & Service | 0.0 | | 0.0 | |
| 09 Skilled Crafts & Trades | 0.0 | | 0.0 | |
| 10 Clerical Personnel | 0.0 |) | 0.0 | |
| 11 Intermediate Sales & Service | 0.0 | | 0.0 | |
| 12 Semi-Skilled Manual | 0.0 | | 0.0 | 005878 |
| 13 Other Sales & Service | 0.0 |) | 0.0 | |

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| Other Manual Workers | | | | | | | | | | | |
| | Other Manual Workers | Other Manual Workers | Other Manual Workers 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0. | Other Manual Workers 0.0 0.0 | Other Manual Workers 0.0 0.0 | Part 3: Goals | Université Laval 2019-11-06 Other Manual Workers 0.0 0.0 | Part 3: Goals Université Laval] 2019-11-06 Other Manual Workers 0.0 0.0 | Part 3: Goals Université Laval] 2019-11-06 Other Manual Workers 0.0 0.0 | Part 3: Goals Université Laval | Part 3: Goals Université Laval 2019-11-06 Other Manual Workers 0.0 0.0 |

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | |
|---------------------------------|-------------------------------|---|---------------|-----------------|---|---------------|-----------------|-----------------------------|-------------------------------|--------------------|--------------------------|--------------------|-----|------------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| A B | C | D | Е | F | G | Н | I | J | K | L | М | N | 0 | Р | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) |
| | ↓ | ↓ | 1 | ↓ | ↓ | 1 | Ţ | Ţ | Ţ | ↓ | Ţ | 1 | 1 | 1 | ↓ | 1 | 1 | ↓ | ↓ |
| | | Table 11: Aboriginal Peoples | | | | | | | | | | | | | | | | | |
| | | Subsequent/Current Short-term Goals | | | | | | | | | | | | | | | | | |
| | | All Employees Aboriginal Peoples Turnayae (Replacement of Terminated 3 Year Goals 3 Year Goals | | | | | | | | | | | | 1 | | | | | |
| | Number | Grov | vth (New Posi | tions) | Turnover (Replacement of Terminated Employees) | | | | Number | Turnover (R | Turnover (Replacement of | | | | | | | | |
| Employment Equity | YYYY-MM-DD | Actual | n: | ected | Actual | | iected | Anticipated Hires Over 3 | YYYY-MM-DD | | l Employees) | Hires Required | | n - To - YYYY | Present | Present Gap | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | YYYY-MM-DD | Actuai | rroj | 1 | | | 1 | Years | YYYY-MM-DD | | | Over 3 Years | | - 1111 | Availability | r resent Gap | Gap | Representation | Years |
| | | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | - | Annually | Over 3 Years | rears | 0 | 3 | | | | | |
| | # | % | 9/0 | # | % | % | # | # | # | % | # | # | # | 9/0 | % | # | # | % | % |
| 01 Senior Managers | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 02 Middle & Other Managers | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 03 Professionals | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 04 Semi-Professionals & Tech | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 05 Supervisors | 0 | 0.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 08 Skilled Sales & Service | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 09 Skilled Crafts & Trades | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 11 Intermediate Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 13 Other Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| • • • • | | | | Table 12: Aboriginal Peoples |
|---|------------------|------------|-----------|------------------------------|
| F F | Aborigir | al Peoples | | |
| Employment Equity Occupational Group (EEOG) | Short-term Goals | Long-ter | orm Goals | Comments |
| 01 Senior Managers | | .0 | 0.0 | |
| 02 Middle & Other Managers | 0 | .0 | 0.0 | |
| 03 Professionals | 0 | .0 | 0.0 | |
| 04 Semi-Professionals & Tech | 0 | .0 | 0.0 | |
| 05 Supervisors | 0 | .0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | 0 | .0 | 0.0 | |
| 07 Administrative & Sr Clerical | 0 | .0 | 0.0 | |
| 08 Skilled Sales & Service | 0 | .0 | 0.0 | |
| 09 Skilled Crafts & Trades | 0 | .0 | 0.0 | |
| 10 Clerical Personnel | 0 | .0 | 0.0 | |
| 11 Intermediate Sales & Service | 0 | .0 | 0.0 | |
| 12 Semi-Skilled Manual | 0 | .0 | 0.0 | _005880 |
| 13 Other Sales & Service | l 1 o | .0 | 0.0 | |

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| Tota | 0.0 0.0 |

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | |
|---------------------------------|-------------------------------|--|--------------|-----------------|---|---------------|-----------------|-----------------------|-------------------------------|--------------------|-----------------|--------------------|----------|------------|-------------------------------|-------------------------------|-----------|----------------|------------------------------|
| A B | C | D | E | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | : / \\ | K ÷ C | (K - M + O) ÷ (C + F) |
| | | \ | \ | J | T | 1 | J | \ | | <u> </u> | | 1 | V | , | 1 | J | <u> </u> | \ | <u> </u> |
| | | | | | | | | | | : Persons | | | | | | | | | |
| | | | | | | | | | Subseque | ent/Current | Short-teri | n Goals | | | | | | | |
| | | | | All En | ployees | | | | | | | | , | | th Disabilitie | S | | , | |
| | Number | Grow | th (New Posi | tions) | | | f Terminated | | Number | Turnavar (D | eplacement of | | | r Goals | | | | | |
| Employment Equity | | -MM-DD Actual Projected | | | | Employees) | | Anticipated | | Terminated | | Hires Required | | n - To | Present | | Projected | Present | Projected |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | 1 | Actual Projected | | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY | - VYYY | Availability | Present Gap | Ğap | Representation | Representation in 3 Years |
| | | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | | Annually | Over 3 Years | Years | 0 | 3 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | 9/0 | % | # | # | % | % |
| 01/02 Managers | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 03 Professionals | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 04 Semi-Professionals & Tech | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 05 Supervisors | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 08 Skilled Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 09 Skilled Crafts & Trades | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 11 Intermediate Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 13 Other Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 1 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 1 0 | #DIV/0! | #DIV/0! |

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

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

| | | | Table 14: Persons with Disabilities |
|---|-------------------------------|--------------|-------------------------------------|
| E | Persons with | Disabilities | |
| Employment Equity Occupational Group (EEOG) | Short-term Goals Long-term Go | | Comments |
| Occupational Group (EEOG) | % | % | |
| 01/02 Managers | 0.0 | 0.0 | |
| 03 Professionals | 0.0 | 0.0 | |
| 04 Semi-Professionals & Tech | 0.0 | 0.0 | |
| 05 Supervisors | 0.0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | 0.0 | 0.0 | |
| 07 Administrative & Sr Clerical | 0.0 | 0.0 | |
| 08 Skilled Sales & Service | 0.0 | 0.0 | |
| 09 Skilled Crafts & Trades | 0.0 | 0.0 | |
| 10 Clerical Personnel | 0.0 | 0.0 | |
| 11 Intermediate Sales & Service | 0.0 | 0.0 | |
| 12 Semi-Skilled Manual | 0.0 | 0.0 | |
| 13 Other Sales & Service | 0.0 | 0.0 | |
| 14 Other Manual Workers | 0.0 | 0.0 | 005882 |
| Total | 0.0 | 0.0 | |

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | |
|---------------------------------|-------------------------------|--|---------------|--------|---|---------------|--------------|--------------|---------------------------------|--------------------|--------------|--------------------|----------|------------|-------------------------------|-------------------------------|-----------------------------------|----------------|--------------------------|
| A B | C | D | Е | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНхЗ | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | | ↓ | 1 | ↓ | 1 | 1 | ↓ | ↓ | Ţ | 1 | 1 | ↓ | 1 | ↓ | 1 | 1 | 1 | Ţ | Ţ |
| | | | | | | | | 1 | Table 15: N | | | | es . | | | | | | |
| | | | | | | | | | Subseque | ent/Current | t Short-teri | n Goals | | | | | | | |
| | | | | All En | aployees | | | | | | | | | | isible Minor | ities | | | |
| | Number | Grav | vth (New Posi | tions) | | | f Terminated | | Number Turnover (Replacement of | | | 3 Year Goals | | Joals | | | | | |
| Employment Equity | | 3.0 | | | | Employees) | | Anticipated | | | Employees) | Hires Required | | m - To | Present | | Projected | Present | Projected |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | jected | Actual | Pro | jected | Hires Over 3 | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Availability | Present Gap | Gap | Representation | Representation in 3 |
| 1 | | Annually | Annually | Over 3 | Annually | Annually | Over 3 | Years | | Annually | Over 3 | Years | 0 | 3 | | | | | Years |
| | # | | | Years | 0/ | 07 | Years | 0 | | | Years | | | % | 07 | | | | |
| 01 Senior Managers | # | % -100,0% | % | # | 0.0% | % | # 0 | # | # | 0.0% | # 0 | # 0 | # | 70 | % | . # | # 0 | % #DIV/0! | % #DIV/0! |
| 02 Middle & Other Managers | | -100.0% | | 1 6 | 0.0% | | 1 0 | 0 | | 0.0% |] , | 0 | `` |) | 0.0% | J ő | 0 | #DIV/0! | #DIV/0! |
| 03 Professionals | 0 | -100.0% | | | 0.0% | | Ì | 0 | 0 | 0.0% |] ŏ | 0 | | Ó | 0.0% | j ő | 0 | #DIV/0! | #DIV/0! |
| 04 Semi-Professionals & Tech | 0 | -100.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | |) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 05 Supervisors | 0 | 0.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 08 Skilled Sales & Service | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 09 Skilled Crafts & Trades | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 11 Intermediate Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 13 Other Sales & Service | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 0 | -100.0% | | C | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | (|) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | |) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | Table 16: Members of Visible Minorities |
|---|------------------|-----------------|---|
| F 1 | Members of Vis | ible Minorities | |
| Employment Equity Occupational Group (EEOG) | Short-term Goals | Long-term Goals | Comments |
| 01 Senior Managers | 0.0 | 0.0 | |
| 02 Middle & Other Managers | 0.0 | 0.0 | |
| 03 Professionals | 0.0 | 0.0 | |
| 04 Semi-Professionals & Tech | 0.0 | 0.0 | |
| 05 Supervisors | 0.0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | 0.0 | 0.0 | |
| 07 Administrative & Sr Clerical | 0.0 | 0.0 | |
| 08 Skilled Sales & Service | 0.0 | 0.0 | |
| 09 Skilled Crafts & Trades | 0.0 | 0.0 | |
| 10 Clerical Personnel | 0.0 | 0.0 | |
| 11 Intermediate Sales & Service | 0.0 | 0.0 | |
| 12 Semi-Skilled Manual | 0.0 | 0.0 | 005883 |
| 13 Other Sales & Service | 1 1 00 | 0.0 | |

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| 14 Other Manual Workers | 0.0 | | | | | |
| Total | 0.0 | | | | | |

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Federal Contractors Program Achievement Report Part 4: Results - Women Université Lavall 2019-11-06 В C F G N O P Q Т U V W X Y D E Н I J L M R S Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L - N Flow Data P x F ÷ 100 Flow Data Data Analysis 100 Data Analysi 100 Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women Women All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2019 540 527 97.6 80.4 434 93 121.4 Administrative & Senior Clerical 0 0.0 0.0 0 0.0 0.0 0.0 0 0.0 0 2019 50.0 35.4 Skilled Sales & 1 141.2 Service Personnel 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2019 Skilled Crafts & 63 0 0.0 2.7 -2 0.0 09 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0 2019 175 111 63.4 58.6 103 108.2 10 Clerical Personnel 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 0 45 2019 72 53 73.6 62.6 117.6 Intermediate Sales & Service Personnel 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 36.8 12.5 294.7 2019 19 Semi-Skilled Manual Workers 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis Goals 100 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent of Percent of Goal Goal Goal Goal Met Goal Met Goal Met Goal Met # # % % % # % % % Administrative & 0 0 0.0 13 0.0 80.4 0.0 0.0 0.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 35.4 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 2.7 0.0 0.0 0.0 0.0 09 Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 58.6 0.0 0.0 0 0.0 0.0 0.0 Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 62.6 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 12.5 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0

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| | | | | | | | | Feder | al Contr | | _ | | | Report | | | | | | | | | |
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| | | | | | | | | | | 20 | 019-11- | -06 | | | | | | | | | | | |
| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | Т | U | V | W | X | Y |
| Data sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | Е-Н | E÷H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q ÷ P x 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| \ | | 1 | | <u> </u> | 1 | ↓ | <u> </u> | \ | \ | \ | <u> </u> | <u> </u> | 1 | <u> </u> | , | \ | <u> </u> | | <u> </u> | \ | \ | ↓ | \ |
| | | | 1 | Workfo | rce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| Employment Equity Occupational Group | Year | | | W | orkforce | | | | | | Hires | | | | P | romotio | | | | Te | rminatio | | |
| (EEOG) | All Employees Representation Availability Gap EE Result Women All Employees Representation Availability Gap EE Result All Employees Actual Expec | | | | | | | | | | | | | All Employees | Ac | tual | Omen Expected | Difference | All Employees | Act | | omen Expected | Difference |
| # # # % % # # % | | | | | | | | | | # | % | ## | Difference # | # | # | % | # | # | # | # | % | ## | # |
| Other Sales & Service | 2019 | 57 | 12 | 21.1 | 49.1 | 28 | -16 | 42.9 | | | | | | | | | | | | | | | |
| Personnel | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2019 | 11 | 0 | 0.0 | 17.5 0.0 | 2 | 0 | | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| | 2019 | 3,596 | | 50.3 | 49.6 | 1,784 | 24 | | 0 | " | 0.0 | 0 | | U | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | |
| Total | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Data sources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E÷Dx 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| | | 1 | ↓ | 1 | Ţ | ↓ | Ţ | ↓ | ↓ | ↓ | 1 | ↓ | | | | | | | | | | | |
| | | | / Entran | ıts | | | | | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | FI | low Data | | (| | rm Goals | 5 | | Long-ter | | | | | | | | | | | | | |
| Occupational Group (EEOG) | | All Employees | Won Acti | | Goal | Wor Percent of Goal Met | men Goal | Percent of Goal Met | Goal | Won Percent of Goal Met | Goal | Percent of Goal Met | | | | | (| ommen | ts | | | | |
| | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| Other Sales & Service | | 0 | 0 | 0.0 | 1 | 0.0 | 49.1 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Personnel Other Manual | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 17.5 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Workers | 3 | 0 | 0 | 0.0 | ۷ | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Total | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 1000 | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Université Laval 2019-11-06 В C F G L N O Р Q S Т U V W X Y D E Н J M R Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ E - H Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Flow Data Data Analysis 100 Data Analysis 100 Data Analysi x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % 2019 16 0 0.0 1.8 0 0.0 01 Senior Managers 0 0.0 0.0 0 0.0 0.0 0.0 0 0.0 0 2019 217 1.6 Middle & Other Managers 0 0.0 0 0.0 0.0 0 0.0 2019 10 0.5 0.9 18 -8 55.6 1.998 03 Professionals 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2019 419 1.6 Semi-Professionals & Technicians 0 0.0 0 0.0 0.0 0 0.0 0 0 0.0 2019 0 0.0 0.0 0.0 05 Supervisors 0 0 0.0 0.0 0 0.0 0.0 0 0 0 0.0 0 0.0 0.0 2.5 0.0 2019 0 Supervisors: Crafts & 06 Trades 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent of Percent of Goal Goal Goal Goal Met Goal Met Goal Me Goal Met # # % % % # % % % 0 0 0.0 0.0 1.8 0.0 0.0 0.0 0.0 01 Senior Managers 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 1.6 0.0 0.0 0.0 0.0 Middle & Other Managers 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.9 0.0 0.0 0.0 0.0 03 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 1.6 0.0 Technicians 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 2.5 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Université Laval 2019-11-06 В C F G L N O Р Q Т U V W X Y D Е Н J M R S Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Flow Data Data Analysis 100 Data Analysi 100 Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % 2019 540 Administrative & 1.4 Senior Clerical 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0 2019 Skilled Sales & 1.5 Service Personnel 0 0.0 0.0 0 0.0 0.0 0 0.0 2019 -2 Skilled Crafts & 63 0 0.0 2.6 0.0 09 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2019 175 0 0.0 1.6 -3 0.0 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 2019 72 0 0.0 1.6 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 0.0 2019 19 0 1.6 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent o Percent of Goal Goal Goal Goal Met Goal Met Goal Me Goal Met # # % % % # % % % Administrative & 0 0 0.0 0.0 1.4 0.0 0.0 0.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 1.5 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 2.6 0.0 0.0 0.0 0.0 09 Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0 0.0 1.6 0.0 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 1.6 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 1.6 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0

| Federal Contractors Program Achievement Report |
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| Part 5: Results - Aboriginal Peoples |
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| | | | | | | | | | Part 5: | : Result | s - Abo | riginal | Peoples | | | | | | | | | | |
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| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | T | U | V | W | X | Y |
| Data sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E-H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q ÷ P x 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | V | J | ↓ | 1 | 1 | \ \ | 1 | V | <u> </u> | 1 | | 1 | <u> </u> | <u> </u> | Ţ | \ | \ | <u> </u> | \ | \ | \ | \ |
| | | | 1 | | rce An | | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| Employment Equity Occupational Group | Year | | ı | W | orkforce | | | | | | Hires | nal Peoples | | | P | romotio | | | | Tei | rminatio | | |
| (EEOG) | | | | | | | | | | | | | Difference | All Employees | Ac | Aborigi | Expected | Difference | All Employees | Acti | | nal Peoples Expected | Difference |
| | # | # | # | % | % | # | # | % | # | # | % | Expected # | # | # | # | % | # | # | # | # | % | # | # |
| Other Sales & Service | | 57 | 0 | 0.0 | 1.8 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | |
| Personnel | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2019 | 11 | 0 | 0.0 | 2.0 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Total | 2019 | 3,596 | 14 | 0.4 | 1.2 | | -29 | 32.4 | | | 0.0 | | | | · · | 0.0 | | | | Ť | 0.0 | | |
| Total | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Data sources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E÷Dx 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| | | V | V | ↓ | \ | 1 | | 1 | V | <u> </u> | | | | | | | | | | | | | |
| | | New | / Entran | ts | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | Fl | ow Data | | | | rm Goals | | J | Long-ter | | | | | | | | | | | | | |
| Occupational Group | 1 (4) | All Employees | Aboriginal | Peoples | | | al Peoples | Percent of | | Aborigina Percent of | l Peoples | Percent of | | | | | C | ommen | ts | | | | |
| (EEOG) | | • • | Actu | al | Goal | Percent of Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| Other Sales & Service Personnel | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 1.8 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Other Manual | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 2.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Workers Workers | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| Total | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| | 3 | 0 | L 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

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|---|--------|----------|-------------------------------|-----------------------|---------------------|---|---------------------------|------------------|------------------------|--|------------------------|------------------|------------------------|------------|-------------------------------|---------|----------------|----------------------|------------|-------------------------------|-----------|----------------|------------------------|------------|
| | | | | | | | | | I | art 6: R | esults - | Persor | is with I | Disabilit | ies | | | | | | | | | |
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| A B | | C | D | Е | F | G | Н | I | J | K | L | М | N | О | P | Q | R | S | Т | U | V | W | X | Y |
| | | | Part 1: | Part 1: | | Part 1: | <u></u> | | | | Part 2: | i | | | | Part 2: | ! | <u></u> | | | Part 2: | | å | ! |
| Data sources: | | | Workforce Analysis | Workforce Analysis | E ÷ D x 100 | Workforce Analysis | D x G ÷ 100 | E-H | E ÷ H x 100 | Part 2: Flow Data Analysis | Flow Data Analysis | L ÷ K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | El Data | Q ÷ P x 100 | P x F ÷ 100 | Q-S | Part 2: Flow Data Analysis | Flow Data | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | ; | | V | J | .i↓ | \ | \ | ↓ | \ | \ | ↓ | .i | ↓ | .i↓ | .i | i↓ | .i | .i | i | .i↓ | V | ↓ | \ |
| | | | | | | orce Ai | • | | | | | | | | | | | nalysis | | | | | | |
| Employment Equity Occupational Group | | ear | | | V | orkfore | e h Disabilitie | | | | ı | Hires | ith Disabilitie | | | F | romotio | ns ith Disabiliti | | | To | rminati | ons ith Disabilitie | |
| (EEOG) | | | All Employees | Repres | entation | | n Disabilitie lability | S Gap | EE Result | All Employee: | Ac | rersons w | Expected | Difference | All Employee | Ac | tual | Expected | Difference | All Employees | Ac | Persons w | Expected | Difference |
| | | # | # | # | % | % | # | # | 9/0 | # | # | % | # | # | # | # | 9/6 | # | # | # | # | % | # | # |
| 01& Managers | | 019 | 233 | 3 | | | | | 25.8 | | | | | | | | | | | | | | | |
| | | 0 019 | 1,998 | 9 | | 0.0 8.9 | | · | 0.0 5.1 | 0 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | 0 |
| 03 Professionals | | 019 | 1,998 | 0 | | 0.0 | | | 0.0 | 0 | 0 | 0.0 | 0 | |) 0 | 0 | 0.0 | , 0 | , |) 0 | 0 | 0.0 | 0 | |
| 04 Semi-Professionals | s & 20 | 019 | 419 | 2 | • | 7.6 | 32 | -30 | 6.3 | | | | | | | | | | | | | | - | |
| Technicians | | 0 | 0 | 0 | | | | <u> </u> | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | 0 |
| 05 Supervisors | | 019 | 0 | 0 | | | | - | 0.0 | 0 | 0 | 0.0 | 0 | (| | 0 | 0.0 |) 0 | |) 0 | 0 | 0.0 | 0 | |
| O6 Supervisors: Crafts | | 019 | 7 | 0 | | 10.1 | <u> </u> | -1 | 0.0 | 0 | | 0.0 | 0 | , | , , | | 0.0 | | | | " | 0.0 | - · | |
| 06 Trades | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | (|) 0 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | 0 |
| | | | | Part 2: | | | <u> </u> | <u> </u> | | | <u> </u> | | | | | | | | | | | | | |
| Data sources: | | | Part 2: Flow Data Analysis | Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
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| | | | New | Entra | nts | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | | | Fl | ow Data | | | Short-te | rm Goal | S | | Long-ter | m Goals | | | | | | | | | | | | |
| Occupational Group |) I | ear | All Employees | Perso Disal | ns with pilities | | Persons wit | h Disabilitie: | , | | Persons with | Disabilities | | | | | | (| Commer | its | | | | |
| (EEOG) | | | An Employees | Ac | tual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | | | | | | | | | |
| | | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| 01& Managers | - 1- | 0 | 0 | 0 | | 0 | 0.0 | a a | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 02 | - | 0 | 0 | 0 | | 5 | 0.0 | 0.0 8.9 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 03 Professionals | - 1- | 3 | 0 | 0 | | | 1 0.0 | 0.0 | 0.0 | contention tento in tento in tento in te | 3.0 | 0.0 | | | | | | | | | | | | |
| 04 Semi-Professionals | | 0 | 0 | 0 | | | 0.0 | | 0.0 | | 0.0 | 0.0 | - | | | | | | | | | | | |
| Technicians | - | 0 | 0 | 0 | | *************************************** | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | | | | | | | | | | | | |
| 05 Supervisors | | 3 | 0 | 0 | | CONTRACTOR CONTRACTOR | 1 0.0 | 0.0 | 0.0 | 1 | 0.0 | 0.0 | - | | | | | | | | | | | |
| 06 Supervisors: Crafts | | 0 | 0 | 0 | | 0.100000.10000.10000.100 | 0.0 | 8 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Trades | | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Université Lavall 2019-11-06 В C F G N О Р Q Т U V W X Y D E Н J L M R S Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Flow Data Data Analysis 100 Data Analysi 100 Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2019 540 10.0 Administrative & 54 Senior Clerical 0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0 0 2019 Skilled Sales & 8.0 0 Service Personnel 0 0.0 0.0 0 0.0 0.0 0 0.0 2019 -5 Skilled Crafts & 63 0 0.0 7.8 0.0 09 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 175 0 0.0 9.3 16 -16 0.0 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 2019 72 0 0.0 10.8 -8 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 0.0 -2 0.0 2019 19 0 10.3 Semi-Skilled Manual Workers 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D x$ Part 3: $E \div G \; x$ Part 3: Part 3: Part 3: Goals F ÷ Lx 100 F ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Comments Occupational Group Disabilities All Employee (EEOG) Percent of Percent of Percent of Percent of Actual Goal Met Goal Met Goal Met % % 0 0 0.0 0.0 10.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 8.0 0.0 0.0 0.0 0.0 Service Personnel 0 0.0 0.0 0.0 0.0 0.0 7.8 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 09 Trades Workers 3 0.0 0.0 0 0.0 0.0 0.0 0 0 0.0 0.0 9.3 0.0 0.0 0.0 0.0 Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 10.8 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.0 0.0 0.0 0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 10.3 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0 Page 35 of 45 005896

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| | | | | | | | | | J | Part 6: R | esults - | Person | s with E | isabiliti | es | | | | | | | | | |
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| A | В | C | D | Е | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | T | U | V | W | X | Y |
| Data s | ources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E - H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L ÷ K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q ÷ P x 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | | , | , | | | | | ·↓ | \ | | ·↓ | , | ↓ | ·↓ | \ | ·↓ | | | · | ·↓ | ↓ | | ↓ |
| | | | | 1 | Vorkfa | rce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| | ployment Equity | Year | | | W | orkforce | | | | | | Hires | | | | P | romotio | ns | | | Te | rminatio | ns | |
| | upational Group OG) | | All Employees | Represer | | Persons with Avails | | Gap | I | All Employees | | | ith Disabilitie | | All Employees | | | ith Disabilitie | | All Employees | | | ith Disabilitie | |
| ••• | og, | EE Result | # | Act | tual % | Expected # | Difference # | # | Ac | tual % | Expected # | Difference # | # | Act | ual % | Expected # | Difference | | | | | | | |
| 10 | Other Sales & Service | # 2019 | # 57 | <u>" i</u> | % | % 10.7 | # 6 | Ħ | l /º | 7 | | - 0 | , | " | | | / u | , | | | T . | .0 | | |
| 13 | Personnel | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 14 | Other Manual | 2019 | 11 | 0 | 0.0 | 6.8 | | -1 | 0.0 | | | | | | | | | | | | | | | |
| | Workers | 0 2019 | 3,596 | 16 | 0.0 | 0.0 8.7 | 313 | -297 | 0.0 5.1 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Tota | 1 | 0 | 3,396 | 0 | 0.4 | 0.0 | 0 | -297 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| | | | | | | | | | | | | | | | | | | | | | | | | |
| Data s | ources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E÷Dx 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F÷1x 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
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| | | | New | / Entran | ts | | | | G | oals | | | | | | | | | | | | | | |
| Em | ployment Equity | | Flow Data Short-term Goals | | | | | | | | Long-teri | m Goals | | | | | | | | | | | | |
| Occ | upational Group OG) | | | | | | | | Percent of | | Persons with | <u> </u> | Percent of | Comments | | | | | | | | | | |
| | | | | Actu | | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | 01 01 00 1 | # | # | # | % | # | % | % | % | # | % 0.0 | % | % | | | | | | | | | | | |
| 13 | Other Sales & Service Personnel | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 10.7 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 14 | Other Manual | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 6.8 | | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 14 | Workers | 3 | 0 | 0 | 0.0 | | | 0.0 | | | | 0.0 | 0.0 | | | | | | | | | | | |
| Tota | <u></u> _ | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| | | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Université Lavall 2019-11-06 В C F G L N О Р Q S Т U V W X Y D E Н J K M R Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ E - H Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Flow Data Data Analysis 100 Data Analysis 100 Data Analysi x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employe All Employ All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2019 0.0 16 0 5.6 0.0 -1 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 2019 217 2.8 9.4 20 -14 29.4 Middle & Other 6 Managers 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2019 89 4.5 14.7 294 30.3 1.998 -205 03 Professionals 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 419 11.7 49 Semi-Professionals & Technicians 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 2019 0 0.0 0.0 0.0 05 Supervisors 0 0 0.0 0.0 0 0.0 0.0 0 0 0 0.0 0 0.0 0.0 5.1 0.0 2019 0 Supervisors: Crafts & 06 Trades 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent o Percent of Goal Goal Goal Goal Met Goal Met Goal Me Goal Met # # % % % # % % % 0 0 0.0 0.0 5.6 0.0 0.0 0.0 0.0 01 Senior Managers 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 9.4 0.0 0.0 0.0 0.0 Middle & Other Managers 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 14.7 0.0 0.0 0.0 0.0 03 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 11.7 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 5.1 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0

| Federal Contractors Program Achievement Report |
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| Part 7: Results - Members of Visible Minorities |
| Université Laval] |
| 2019-11-06 |

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Université Lavall 2019-11-06 В C F G L N О Р Q Т U V W X Y D E Н J M R S Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow $V \div U x$ DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Flow Data Data Analysis 100 Data Analysi 100 Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % 2019 540 Administrative & 3.3 18 Senior Clerical 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2019 2.1 Skilled Sales & 0 Service Personnel 0.0 0.0 0 0.0 0.0 0 0.0 2019 -3 Skilled Crafts & 63 0 0.0 4.0 0.0 09 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 175 0 0.0 4.1 -7 0.0 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 Intermediate Sales & 2019 72 0 0.0 6.4 0.0 Service Personnel 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 0.0 3.9 0.0 2019 19 0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent o Percent of Goal Goal Goal Goal Met Goal Met Goal Me Goal Met # # % % % # % % % Administrative & 0 0 0.0 0.0 3.3 0.0 0.0 0.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 2.1 0.0 0.0 0.0 0.0 Skilled Sales & Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 4.0 0.0 0.0 0.0 0.0 09 Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0 0.0 4.1 0.0 Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 6.4 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 3.9 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 3 0 0.0 0.0 0.0 0.0 0.0

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| | | | | | | | | | Feder | al Contr | actors l | Progra | m Achie | vement | Report | | | | | | | | | |
|---|-------------------------------|-----------|----------------------------------|----------------------------------|----------------|----------------------------------|------------------------|------------------|----------------|-------------------------------|----------------------------------|------------------|------------------------|------------|-------------------------------|----------------------------------|-------------------------|---------------|------------|-------------------------------|----------------------------------|----------------|---------------------|------------|
| | | | | | | | | | Par | t 7: Resu | lts - Me | embers | of Visib | le Mino | rities | | | | | | | | | |
| | | | | | | | | | | | Univ | ersité I | _aval] | | | | | | | | | | | |
| | | | | | | | | | | | 20 | 019-11- | -06 | | | | | | | | | | | |
| | n | - | ъ. | | | | ** : | | | T 7 | | 3.5 | | | | | | | nn. | | | | | |
| A | В | С | D | <u>E</u> | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | T | U | V | W | X | Y |
| Data source | es: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E - H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L ÷ K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q ÷ P x 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | | \ | , <u> </u> | | | | 1 | ↓ | . | \ | ↓ | , T | \ | . | \ | ↓ | , | ↓ | \ | ↓ | \ | ↓ | , . |
| | | | | 1 | Workfo | orce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| | yment Equity | Year | | | W | orkforce | | | | | | Hires | | | | I | romotio | | | | T | rminati | | |
| (EEOG | ational Group 3) | | All Employees | Represe | ntation | Visible V Avail: | | Gap | EE Result | All Employees | Ac | | Minorities Expected | Difference | All Employees | A. | Visible Mino Actual Ext | | Difference | All Employees | Visibl Actual | | Expected Difference | |
| | | # | # | # # | % | % | # | Gap # | e.e. Resuit | # | # | % | # | # | # | # | % | Expected # | # | # | # | % | Expected # | # |
| 13 Oth | ner Sales & Service | 2019 | 57 | 5 | 8.8 | 7.7 | 4 | 1 | 113.9 | | | | | | | | | | | | | | | |
| Pers | sonnel | 0 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| | ner Manual orkers | 2019 0 | 11 | 0 | 0.0 | 5.6 0.0 | | -1 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| | | 2019 | 3,596 | | 2.9 | 11.2 | | -297 | 26.3 | | V | 0.0 | Ŭ | | | Ť | | Ů | | Ť | Ť | 0.0 | Ů | Ů |
| Total | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Data source | es: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E÷Dx 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| | | | J | , | V | \ | ↓ | \ | ↓ | . | \ | V | J | | | | | | | | | | | |
| | | | New | / Entran | its | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity Occupational Group (EEOG) | | Year | F | low Data | | | Short-ter | | S | | Long-ter | | | | | | | | | | | | | |
| | | r Car | All Employees | Visible M | inorities | | Visible M | inorities | Percent of | | Visible M Percent of | inorities | Percent of | | | | | C | Commen | ts | | | | |
| (EEOG | *) | | | Acti | | Goal | Percent of Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | a | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| | ner Sales & Service sonnel | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 7.7 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 14 Oth | ner Manual | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 5.6 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Wo | rkers | 3 | 0 | 0 | 0.0 | | | 0.0 | | | | 0.0 | 0.0 | | | | | | | | | | | |
| Total | | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| | | 3 | 0 | I 0 | 0.0 | | | 0.0 | J 0.0 | | 1 | 0.0 | 0.0 | | | | | | | | | | | |

| Federal Contractors Program Achievement Report |
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| Part 8: Reasonable Efforts |
| Université Laval] |
| 2019-11-06 |

Efforts

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

| T) | | |
|------|------|-----------|
| Ren | mred | measures: |
| 1104 | uncu | measures. |

| Requi | red measures: |
|-------|--|
| | Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly. |
| | Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly. |
| | Adjusted survey results to reflect hires, promotions and terminations. |
| | Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates. |
| | Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups). |
| | Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes. |
| | Ensured that any new gaps identified are addressed accordingly. |
| | Maintained appropriate records in all required areas. |
| Other | measures: |
| | Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate. |
| | Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place. |
| | Ensured ongoing senior-level support for employment equity and its implementation. |
| | Established accountability mechanisms to ensure that the short-term goals would be met. |
| | Communicated the goals to relevant managers as well as monitored and recorded the results. |
| | Devoted adequate resources (financial and human) to ensure that the short-term goals would be met. |
| | Consulted employee/union representatives on communication and implementation of employment equity. |

| | Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation. |
|-------|--|
| | Put in place a strategy to ensure a barrier-free workplace. |
| | Undertook initiatives to increase representation where gaps in representation were found. |
| | Did all that might reasonably be expected to increase representation, taking into account resources and constraints. |
| | Other (please describe): |
| | |
| | |
| | |
| | |
| | |
| Opera | ational Context |
| | check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent. |
| | Impact of economic and industrial conditions on the organization. |
| | |
| | Any reorganization or other corporate structural changes. |
| | |
| | |
| | |
| | |
| | |
| | Acquisitions, mergers or transfers of employees. |
| | |
| | |
| | |
| | |
| | Significant layoffs (include the number of employees affected and the occupational groups of those employees). |
| | |

| | Strikes (include dates, the number of employees affected and the occupational groups of those employees). |
|----------|---|
| | |
| | |
| | Other. |
| | |
| | |
| Addit | ional Details |
| Please p | provide any additional information (optional): |
| | |
| | |
| | |



SELF-IDENTIFICATION QUESTIONNAIRE CONFIDENTIAL

Why make a voluntary declaration?

Université Laval promotes equity, diversity and inclusion and is committed to ensuring a workplace free of discrimination. Proud of this openness to the diversity of people, knowledge and ways of thinking, the University has defined measures and actions to ensure that no possible disadvantage is suffered by individuals in the field of employment for reasons unrelated to its competence.

To identify equity and diversity needs and goals and meet federal and provincial government requirements for the groups covered by employment equity programs

women, Aboriginal people, persons persons with disabilities and persons who are part The University must have a fair picture of its entire staff and of those applying for jobs.

It is to constitute this portrait as accurate as possible that we invite you to fill out this form.

Privacy Notice Statement

The information you provide in this self-identification form is collected under the authority of the federal Employment Equity Act and the provincial Equal Employment Opportunity Act. Tablection, use, disclosure, use, disclosure, collection, use, disclosure disclosure, are done in accordance with the law on

access to information and privacy legislation.

In addition, your information may be used in reports to both federal and provincial governments on an anonymous basis.

If you have any concerns or questions you can write to accessaegalite@vrrh.ulaval.ca.

PERSONAL DATA

| Job applied for/advertisement number, if applicable : |
|---|
| Name : |
| First name : |
| Current job title, if applicable: |

INFORMATION

Updating the data

You can change your answersorinformation previously in the Peoplesoft HR self-service (access in the staff intranet on the HR website).

Self-identification to several designated groups

You may identify with more than one designated group (for example, a woman and a person with a disability).

Other format

The questionnaire is available in other formats and/or assistance in completing it properly can be obtained by writing to accessaegalite@yrrh.ulaval.ca.

| SEX |
|--------------------------|
| ☐ FemaleMale ☐ |
| ☐ I prefer not to answer |
| CONSIGNES |

The definitions for Aboriginal people, visible minorities and ethnic minorities are mutually exclusive, meaning that a person can identify with only one of these three groups.

ABORIGINALS

Aboriginal people are deemed to be Indians, Inuit or Métis of Canada.

Are you one of Canada's Aboriginal Peoples?

YesNol prefernot to answer

VISIBLE MINORITIES

Visible minorities are people, other than Aboriginal people, who are **non-white in color**.

For your information, here are some examples of persons who are considered to be members of a visible minority within the meaning of the Act: (please note that this list is not exhaustive):

- Black (Africans, Haitians, Jamaicans, ...)
- People from North Africa, West Africa, and South Africa
- People from South Asia (Bengalis, Tamils, Indians, ...)
- Chinese (Hong Kong, China, Mongolia, ...)
- Koreans
- Japanese
- People from Southeast Asia: (Vietnamese, Cambodian, Thai, Laotian, ...)
- Filipinos
- Other Pacific Islanders
- People from Western Asia and Arabs, (Armenians, Iranians, Lebanese, Egyptians, Turks, ...)
- Latin Americans (Brazilians, Colombians, Cubans, Peruvians, Guatemalans, ...)
- Persons of mixed origin (including one of the parents are members of one of the groups listed above) or who are members of another visible minority group

Are you a member of a visible minority?

| | 7373. | prefer not | i . | |
|-----|----------|------------|--------------|--------|
| - 1 | TYESINOI | nreter not | \mathbf{r} | answei |



SELF-IDENTIFICATION QUESTIONNAIRE CONFIDENTIAL

ETHNIC MINORITIES

This category applies only under provincial law.

Members of ethnic minorities are persons, other than Aboriginal people and persons of a visible minority, whose mother tongue is neither English nor French.

For the purposes of this questionnaire, the first language is the one you first learned in childhood and still need to understand. This language must not be English or French.

| still need to understand. This language must not be English or French. |
|--|
| As an indication, here are a few examples of mother tongues of persons who may be considered as part of an ethnic minority within the meaning of the Act <i>(please note that this list is not exhaustive):</i> Romanian, Arabic, Russian, Armenian, Slovak, Bulgarian, Ukrainian, German, Spanish, Portuguese, Greek, Italian, Hungarian. |
| Are you a member of an ethnic minority? |
| YesNoI prefer not to answer |
| PEOPLE WITH DISABILITIES |
| The Act to ensure the exercise of the rights of handicapped persons with a view to their educational, professional and social integration (R.S.Q., c. E-20.1, s. 1) defines a "handicapped person" as follows: |
| "any person with a disability that results in a significant and persistent impairment and who is subject to barriers in the performance of everyday activities. » |
| The following lines explain the concepts on which this definition is based: |
| Disability |
| Impairment is the loss, malformation or insufficiency of an organ or structure. It can be congenital (from birth) or acquired over a lifetime (illness or accident). It results in disability. |
| Disability |
| Disability is a reduction in a person's ability to function intellectually, psychologically, physiologically or anatomically in a way or within limits considered normal. |

Significance of the disability

A significant disability has some degree of severity or severity. The disability is not significant if it is possible to restore a person's abilities to a normal level through the use of a prosthesis such as glasses, contact lenses, a hearing aid or an orthosis (orthopedic sole or shoe).

The persistent nature of the disability.

A persistent disability is one that cannot be predicted to disappear.

As an indication, here are a few examples of problematic situations that people with significant and persistent disabilities *are* likely to experience in the context of employment (*please note, however, that this list is not exhaustive and that these are not legal definitions*):

- Difficulty using hands or arms, for example, to grasp or use a stapler or to work at the keyboard;
- Difficulty moving from one room to another, going up or down stairs, etc..;
- inability or difficulty seeing, except when wearing glasses or contact lenses;
- inability or difficulty hearing;
- inability to speak or difficulty speaking and being understood;
- Difficulty driving an unsuitable vehicle;
- Difficulty functioning mentally or intellectually.

In light of the above, are you a person with a disability?

| YesNoi | prefer not to answer | |
|--------|----------------------|--|
| | | |

Thank you for your collaboration!

2

HRV - June 12, 2019

Federal Contractors Program - Year 2018 Report Participation rate - self-identification questionnaire

Retired Terminations (during 2018)

| Employee status ©1 - Permauerel full-firms employ-ee U2 - Permanent part-firms employ-ee | response_rate No answer Regited Total No answer Regited Total Total Total Total Total | No of person 533 3,073 3,606 48 158 208 | Response rate (%) 14.78% 85.22% 100.00% 23.30% 76.70% | | Employee status G1: Parmuness Rull-lieve amplay ee G2: Parmuness pun-lieve amplayee | response_rate Proposed Proposed Proposed Profet Profet Profet Profet Profet Profet Profet Profet | No. of persons/fate of 504 2,909 3,413 42 143 195 | mapon per (*ft) 14,77% 85,23% 100,00% 22,70% 77,30% 100,00% |
|--|---|--|--|------------------|---|--|---|---|
| Whighted average | | % 1E | | Problems 9 84.60 | Weighted average | | % 15.3 | No answer Replies % 18 84.86 |
| Overall rate | | 15 | 5.24 | 84.76 | | | 15. | 18 34.82 |
| Number of people | | | | | | | | |
| 03 : Fermanent iuli-lime employee | | | | | | | | |
| | 3606 3413 | Nb of people in the file | | | | | | |
| | 195 2 | Persons terminating e Persons in cessation | | | Removed from the category Kept in the category | | | |
| | 193 | Persons in actual terr | mination of employ 95 - 2 | yment | | | | |
| | 3413 | Number of employees | s - permanentfull 1 93 | time 3606 - | | | | |
| fi2: Permanent part-lime employee | 206 185 | Nb of people in the file | | | | | | |
| | 21 | Persons terminating e | employment in 20° | 18 | Removed from the category | | | |
| | 185 | Number of persons - 2 | | ne 206 - | | | | |

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Université Laval

Primary Location: Québec, Québec

Number of Employees: 4972

Organization Overview: Universities

NAICS 6113 (Title of NAICS)

Université Laval is a French-language, public research university in Quebec City. The University was founded by royal charter issued by Queen Victoria in 1852, making it the oldest centre of higher education in Canada and the first North American institution to offer higher education in French. The university is ranked among the top 10 Canadian universities in terms of research funding and holds 4 Canada Excellence Research Chairs.

Key Dates – First Year Assessment

Initiated: 2019-10-17 Received: 2019-10-11 Workforce 2019-09-06

Analysis:

COLLECTION OF WORKFORCE INFORMATION

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

Number of completed questionnaires returned:

| # | % |
|------|-----|
| 3596 | 100 |
| 3052 | 84 |
| 3052 | 84 |

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

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

Observations: None

WORKFORCE ANALYSIS & GOAL SETTING

- availability estimates or provided reasonable justifications.
- estimates or provided reasonable justifications.
- Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group. where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations:

• For EEOG's 01, 02, and 03, the CMA setting was changed from National to Provincial; the following reasoning was provided as justification "Comme le français est la langue de travail, c'est un critère important qui restreint la mobilité d'embauche".

SUMMARY OF GOALS

Women

| Workforce Analysis Results | | | Goals | | | | | |
|--------------------------------------|----------------------------------|---------|--------|--------|----------------|-------|--|--|
| | | | Short- | Long- | Representation | LMA | | |
| Employment Equity Occupational Group | | Present | term | term | Representation | LIVIA | | |
| | (EEOG) | | (EEOG) | Gap | (1 to 3 | (3+ | | |
| | | | years) | years) | | | | |
| # | Description | # | % | % | % | % | | |
| 03 | Professionals | -51 | 46.0 | 46.0 | 43.4 | 46.0 | | |
| 04 | Semi-Professionals & Technicians | -21 | 37.5 | 37.5 | 32.5 | 37.5 | | |

s.19(1)

| 09 | Skilled Crafts & Trades Workers | -2 | 2.7 | 2.7 | 0.0 | 2.7 |
|----|---------------------------------|-----|------|------|------|------|
| 13 | Other Sales & Service Personnel | -16 | 49.1 | 49.1 | 21.1 | 49.1 |
| 14 | Other Manual Workers | | 17.5 | 17.5 | | 17.5 |

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap.

Aboriginal Peoples

| Workforce Analysis Results | | | Goals | | | |
|--------------------------------------|--|---------|----------------|---------------|----------------|-----|
| Employment Equity Occupational Group | | Present | Short- term | Long- term | Representation | LMA |
| | (EEOG) | | (1 to 3 | (3+ | | |
| | | | years) | years) | | |
| # | Description | # | % | % | % | % |
| 02 | Middle & Other Managers | | 1.6 | 1.6 | | 1.6 |
| 03 | Professionals | -8 | 0.9 | 0.9 | 0.5 | 0.9 |
| 04 | Semi-Professionals & Technicians | - | 1.6 | 1.6 | | 1.6 |
| 07 | Administrative & Senior Clerical Personnel | | 1.4 | 1.4 | | 1.4 |
| 09 | Skilled Crafts & Trades Workers | -2 | 2.6 | 2.6 | 0.0 | 2.6 |
| 10 | Clerical Personnel | -3 | 1.6 | 1.6 | 0.0 | 1.6 |
| 11 | Intermediate Sales & Service Personnel | -1 | 1.6 | 1.6 | 0.0 | 1.6 |
| 13 | Other Sales & Service Personnel | -1 | 1.8 | 1.8 | 0.0 | 1.8 |

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap.

Members of Visible Minorities

| Workforce Analysis Results | | | Goals | | | |
|--------------------------------------|-------------------------|----------------|----------------|---------------|----------------|------|
| Employment Equity Occupational Group | | Present Gap | Short- term | Long- term | Representation | LMA |
| | (EEOG) | | (1 to 3 | (3+ | | |
| | | | years) | years) | | |
| # | Description | # | % | % | % | % |
| 01 | Senior Managers | -1 | 5.6 | 5.6 | 0.0 | 5.6 |
| 02 | Middle & Other Managers | -14 | 9.4 | 9.4 | 2.8 | 9.4 |
| 03 | Professionals | -205 | 14.7 | 14.7 | 4.5 | 14.7 |

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| 04 | Semi-Professionals & Technicians | | 11.7 | 11.7 | | 11.7 |
|----|--|----|------|------|-----|------|
| 07 | Administrative & Senior Clerical Personnel | | 3.3 | 3.3 | | 3.3 |
| 09 | Skilled Crafts & Trades Workers | -3 | 4.0 | 4.0 | 0.0 | 4.0 |
| 10 | Clerical Personnel | -7 | 4.1 | 4.1 | 0.0 | 4.1 |
| 11 | Intermediate Sales & Service Personnel | -5 | 6.4 | 6.4 | 0.0 | 6.4 |
| 12 | Semi-Skilled Manual Workers | -1 | 3.9 | 3.9 | 0.0 | 3.9 |
| 14 | Other Manual Workers | -1 | 5.6 | 5.6 | 0.0 | 5.6 |

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap.

Persons with Disabilities

| Workforce Analysis Results | | | Go | als | | |
|----------------------------|--|---------|----------------|---------------|----------------|------|
| 5 1 15 10 11 10 | | Present | Short- | Long- | Representation | LMA |
| Emp | Employment Equity Occupational Group | | term | term | | |
| | (EEOG) | Gap | (1 to 3 years) | (3+ years) | | |
| # | Description | # | % | % | % | % |
| 01/ 02 | Managers | | 5.0 | 5.0 | | 5.0 |
| 03 | Professionals | -169 | 8.9 | 8.9 | 0.5 | 8.9 |
| 04 | Semi-Professionals & Technicians | | 7.6 | 7.6 | | 7.6 |
| 06 | Supervisors: Crafts & Trades | -1 | 10.1 | 10.1 | 0.0 | 10.1 |
| 07 | Administrative & Senior Clerical Personnel | | 10.0 | 10.0 | | 10.0 |
| 09 | Skilled Crafts & Trades Workers | -5 | 7.8 | 7.8 | 0.0 | 7.8 |
| 10 | Clerical Personnel | -16 | 9.3 | 9.3 | 0.0 | 9.3 |
| 11 | Intermediate Sales & Service Personnel | -8 | 10.8 | 10.8 | 0.0 | 10.8 |
| 12 | Semi-Skilled Manual Workers | -2 | 10.3 | 10.3 | 0.0 | 10.3 |
| 13 | Other Sales & Service Personnel | | 10.7 | 10.7 | | 10.7 |
| 14 | Other Manual Workers | -1 | 6.8 | 6.8 | 0.0 | 6.8 |

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap.

RECOMMENDATION

I recommend that the employer be found:

 \boxtimes in compliance \square in non-compliance

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

- We encourage you to conduct an employment systems review to identify barriers to the recruitment and retention of employees from the designated groups. The completion of this review should assist the organization in achieving its objectives by identifying and removing barriers that may prevent the achievement of full representation of the four designated groups. Guidance on how to conduct an employment systems review is available on the Workplace Equity Information Management System help page https://equity.esdc.gc.ca/docs/Step2-2EN.pdf.
- We encourage you to implement special measures to ensure the achievement of your goals and to increase the representation of designated group members within your organization. For example, if not already done so, you may wish to consider contacting organizations that work for access to employment for designated group members in your region to identify qualified candidates who could be considered the next time you begin a process to fill a vacancy.

Name of Analyst: Céline Brown

Date: November 20, 2019

From: **Brown, Celine E [NC]** On Behalf Of **EE-EME**

Sent: December 20, 2019 9:41 AM

To: 'Andree.Blouin@vrrh.ulaval.ca' < Andree.Blouin@vrrh.ulaval.ca>

Cc: Marie-Pierre Beaumont < Marie-Pierre.Beaumont@vrrh.ulaval.ca>; 'Patricia Neitthoffer'

<patricia.neitthoffer@vrrh.ulaval.ca</pre>

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

Cette information est également disponible en français sur demande.

Dear Andrée Blouin:

I am writing to inform you that the compliance assessment initiated on October 17, 2019, has been completed. As a result of the assessment, Université Laval has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

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

- We encourage you to conduct an employment systems review to identify barriers to the
 recruitment and retention of employees from the designated groups. The completion of this
 review should assist the organization in achieving its objectives by identifying and removing
 barriers that may prevent the achievement of full representation of the four designated groups.
 Guidance on how to conduct an employment systems review is available on the Workplace
 Equity Information Management System help page https://equity.esdc.gc.ca/docs/Step2-2EN.pdf.
- We encourage you to implement special measures to ensure the achievement of your goals and
 to increase the representation of designated group members within your organization. For
 example, if not already done so, you may wish to consider contacting organizations that work for
 access to employment for designated group members in your region to identify qualified
 candidates who could be considered the next time you begin a process to fill a vacancy.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on Subsequent Assessment Initiated Date. 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 Université Laval is notified of a subsequent assessment, the following information will be required:

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

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

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us at <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

Your cooperation during the course of this compliance assessment was appreciated and we wish Université Laval continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



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

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

