

Purpose

Employment and Social Development Canada's (ESDC) Federal Contractors Program (FCP) requires provincially regulated employers with 100 or more employees bidding on federal contracts of \$1M or more seek to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the Employment Equity Act (women, Indigenous persons, persons with disabilities, and racialized persons).

3-Filter Significance Test

1. Gaps of -3 or more may be significant and must be recorded, then apply
2. Gaps of -3 or more with utilization rates (UTR) of 80% or less are significant
3. If gaps between -1 and -3 exist for a designated group in 3 or more EEOGs (columns) and/or in all designated groups within an EEOG (rows) the gaps are significant

However, FCP states if the representation of women in an EEOG is already at 50% or more, you are not required to establish a goal to increase their representation

<div style="border: 1px solid purple; border-radius: 15px; padding: 2px; display: inline-block;"> Females / Total 15,245 27,025 </div> →		56%	30	13	17	-4	77%
12,110	53,085	23%	2	<div style="border: 1px solid purple; border-radius: 15px; padding: 2px; display: inline-block;"> DaI F - F Exp 1 0 </div> →	1	219%	
7,650	57,885	13%	1	0	0	→	0%



FCP Employment



FCP Employment Equity Professors and Lecturers (NOC 4011)

If the representation of women in an EEOG is 50% or more, goals to increase representation for that EEOG are not required
Faculties and headcounts of less than 5 are redacted

Faculty	Headcount	Representation of Women (%)	Goals to Increase Representation
Agriculture			
Architecture & Planning			
Arts & Social Sciences			
College of Sustainability			
Computer Science			
Dentistry			
Engineering			
Health			
Management			
Medicine			
Open Learning & Career D..			
Schulich School of Law			
Science			

	1	2	3	4	5	6	7	8	9	10	11	12
Full Pr.												
Associate Pro.												
Assistant Profe.												
Lecture												
Instructor Stream												
Counselor												
Librarian												
Grand Total												

PE: 100% of units are required
 Employment: 100% of units are required
 Degree: 100% of units are required
 Accreditation: 100% of units are required
 Additional: 100% of units are required
 Other: 100% of units are required

	-2	0	-1	-1	-1		
	-16	-16	-15	-13	-8	-3	
	-49	-30	-13	-15	-6	-6	
-4	15	21	24	22	19		
	4	6	7	6	3		
0	-1	-1	0	0	0	0	
	9	17	31	39	51		
	0	0	0	0	0	0	
	0	1	2	1	4		
	25	31	34	36	33		
	2	3	1	1	1		
0	0	1	1	0	1		
	29	27	24	20	20		
0	2	1	1	1	2		

All

All

2022

Senior Managers																				
Middle and Other Managers																				
Professionals																				
Semi-Professionalsæ																				

Legend

F	Female
RV	Racialized Peop
4DG	4th Degree
PD	People with Disabilities
Per	Personnel
NSL	Non-Specific Learning Disabilities
NSM	Non-Specific Mental Health
NSP	Non-Specific Physical Disabilities
NSA	Non-Specific Ancestry
NSR	Non-Specific Religion
NSC	Non-Specific Culture
NSL/A	Non-Specific Learning Disabilities/African
NSM/A	Non-Specific Mental Health/African
NSP/A	Non-Specific Physical Disabilities/African
NSA/A	Non-Specific Ancestry/African
NSR/A	Non-Specific Religion/African
NSC/A	Non-Specific Culture/African
ANS	African Nova Scotian
MK	Maritime
Exp	Export Labour Market
UTR	Utilization Rate (progress)