

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 Equity Prof

FCP Employment Equity DFA by Appt

DFA classifications of DM and RD, including NOCs: 4011 Professors and lecturers, 4151 Psychologists, and 5111 Librarians
If the hs

	-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		

