



FCP Employment Equity Quick Start Guide

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 (EEA).

of visible minorities).

3-Filter Significance Test

- Gaps of -3 or more may be significant and must be recorded, then apply
- Gaps of -3 or more with utilization rates (UTR) of 80% or less are significant
- 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

Population

Dalhousie full-time and permanent part-time employee headcounts on Dec 1st are compared to the StatsCan Census using voluntary self-identification from the Be Counted Census and personnel records. Calculations are completed using the National Occupational Classification (NOC) codes assigned to each position by Human Resources. According to the ESDC method, analysis is completed at the NOC level and then summarized by Employment Equity Occupational Groups (EEOG).

Geographic Comparisons

- EEOG 1, 2, 3 are compared nationally
- EEOG 4, 5, 6, 9 are compared provincially
- EEOG 7, 8, 10, 11, 12, 13, 14 are compared regionally

Why Higher Levels of PD in 2016?

- Increase in self-reporting
- Prevalence tends to increase with age
- Revised and expanded survey
- Improved collection methods, including online survey
- Respondents tended to divulge more information in online format

Labour Market Availability
Overall

Professors & Lecturers
NOC4011

Sample Calculations

			National F	National Total	National F%	Dal Total	Dal F	F Exp	F Gap	F UTR
1	Senior Managers	14	15,245	27,025	56%	30	13	17	-4	77%
		15	12,110	53,085	23%	2	1	0	1	219%
		16	7,650	57,885	13%	1	0	0	0	0%

Handwritten annotations in purple:

- Boxed: $\frac{\text{Females}}{\text{Total}}$ (15,245 / 27,025)
- Boxed: $\text{National F\%} \times \text{Dal Total}$ (56% x 30)
- Arrow from box 1 to box 2.
- Boxed: $\text{Dal F} - \text{F Exp}$ (13 - 17)
- Arrow from box 2 to box 3.
- Boxed: $\text{Dal F} / \text{F Exp}$ (1 / 0)
- Arrow from box 3 to box 4.

01 Senior Managers

02 Middle and Other Managers

03 Professionals

04 Semi-Professionals and Technic..

05 Supervisors

06 Supervisors crafts and trades

07 Administrative and Senior C

Data Collection & Analysis

The Dalhousie Census was launched in 2015 but demographic data has been collected since 1989 and disaggregated demographic data since at least 2000. Voluntary self-identities are integrated across Dalhousie Census, personnel, admissions using the most recent response per year. Representation is calculated using total returned, except females which uses total population because gender self-identification is almost 100%. Therefore, gender from personnel and admission records is not included in return rate. Representation in female counts that are sometimes higher than return rate. Representation describes the minimum proportion of the total population and equity-seeking groups are not mutually exclusive. Return rate is any census or survey activity, including declined, response rate is at least one self-identification field completed as Yes/No/Prefer not to respond. Headcounts less than 5 are redacted (ie. blank or <5).

Updated Statistics Canada data caused gaps to increase across all groups in 2018. Grant Paid Research Associates/Assistants (RC, RH) were removed from analysis in 2019, resulting in decreased gaps. Increased headcounts are partially due to new responses and data augmentation efforts in 2021, including integration of new self-identification sources.

2021-2022 Annual Report

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