

Table 1 EE (2015-2019)
Representation of Designated Equity Groups in the Carleton Work Force
by Employment Equity Occupational Groups
2015 to 2019

	Carleton Work Force	Women			Aboriginal Persons			Visible Minorities			Persons with Disabilities		
		Carleton		External Work Force	Carleton		External Work Force	Carleton		External Work Force	Carleton		External Work Force
		N	%		N	%		N	%		N	%	
Senior Managers													
2015	6	3	50.0%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2016	4	2	50.0%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2017	6	2	33.3%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2018	6	2	33.3%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2019	7	2	28.6%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
Middle and Other Managers													
2015	146	64	43.8%	39.4%	*	*	2.7%	13	9.2%	17.6%	*	*	5.0%
2016	158	69	43.7%	39.4%	*	*	2.7%	18	11.9%	17.6%	*	*	5.0%
2017	161	73	45.3%	39.4%	*	*	2.7%	19	12.7%	17.6%	*	*	5.0%
2018	171	75	43.9%	39.4%	*	*	2.7%	21	13.0%	17.6%	*	*	5.0%
2019	168	77	45.8%	39.4%	*	*	2.7%	19	11.8%	17.6%	*	*	5.0%
Professionals - Faculty													
2015	820	303	37.0%	44.0%	8	1.1%	1.4%	130	17.7%	21.1%	34	4.9%	8.9%
2016	846	316	37.4%	44.1%	8	1.1%	1.4%	137	18.4%	21.1%	38	5.4%	8.9%
2017	882	340	38.5%	44.1%	7	.9%	1.4%	142	18.6%	21.1%	36	5.0%	8.9%
2018	897	342	38.1%	44.1%	8	1.0%	1.4%	148	19.1%	21.1%	41	5.5%	8.9%
2019	875	336	38.4%	44.1%	6	.8%	1.4%	150	19.9%	21.1%	33	4.6%	8.9%
Professionals - Other													
2015	305	191	62.6%	57.2%	*	*	3.1%	37	13.0%	22.9%	19	7.1%	8.9%
2016	304	188	61.8%	56.9%	*	*	3.1%	37	13.1%	22.8%	15	5.6%	8.9%
2017	329	203	61.7%	56.3%	5	1.7%	3.1%	46	15.5%	23.1%	16	5.6%	8.9%
2018	343	205	59.8%	56.0%	*	*	3.1%	47	15.2%	23.0%	21	7.0%	8.9%
2019	344	212	61.6%	57.2%	*	*	3.2%	46	14.5%	22.4%	23	7.5%	8.9%
Semi-Professionals and Technicians													
2015	173	57	32.9%	36.1%	*	*	1.8%	23	14.5%	26.6%	7	4.7%	7.6%
2016	179	60	33.5%	36.9%	*	*	1.8%	24	14.8%	26.3%	8	5.2%	7.6%
2017	182	60	33.0%	37.4%	*	*	1.8%	22	13.6%	26.2%	7	4.5%	7.6%
2018	181	63	34.8%	38.1%	*	*	1.8%	27	16.7%	26.1%	6	3.8%	7.6%
2019	180	62	34.4%	37.7%	*	*	1.8%	29	18.1%	26.1%	7	4.6%	7.6%
Supervisors													
2015	13	4	30.8%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2016	14	4	28.6%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2017	14	7	50.0%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2018	15	7	46.7%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2019	14	6	42.9%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
Supervisors: Crafts and Trades													
2015	9	0	.0%	9.1%	*	*	2.7%	*	*	14.1%	*	*	10.1%
2016	10	0	.0%	11.3%	*	*	2.5%	*	*	15.2%	*	*	10.1%
2017	9	0	.0%	9.1%	*	*	2.7%	*	*	14.1%	*	*	10.1%
2018	8	0	.0%	9.4%	*	*	2.8%	*	*	14.2%	*	*	10.1%
2019	7	0	.0%	9.7%	*	*	2.9%	*	*	14.4%	*	*	10.1%
Administrative and Senior Clerical													
2015	288	255	88.5%	76.8%	*	*	3.4%	23	8.6%	14.1%	18	6.9%	10.0%
2016	300	265	88.3%	76.8%	*	*	3.4%	25	8.9%	14.1%	16	5.9%	10.0%
2017	301	266	88.4%	76.8%	*	*	3.4%	29	10.5%	14.1%	20	7.5%	10.0%
2018	337	297	88.1%	76.8%	*	*	3.4%	32	10.4%	14.1%	25	8.4%	10.0%
2019	325	293	90.2%	76.8%	*	*	3.4%	35	11.7%	14.1%	24	8.2%	10.0%

Source: Carleton Human Resources Database as at November 1st and Employment equity census. Carleton percentages are based on the number of census respondents * indicates cells suppressed for reasons of confidentiality.

Notes: 1. Data on the external work force drawn from the 2016 Census, and the 2012 Canadian Survey on Disability.

2. External work force disability figures are based on National level data. The remaining external workforce data are at either National, Provincial or Ottawa-Hull CMA recruitment level, as appropriate.

3. External work force stats are at the EEOG level, except for the following that are NOC-weighted stats: Professionals, Semi-Prof., Supervisors: Crafts/Trades, Skilled Sales/Service, Skilled Crafts/Trades.

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(continued)

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		N	%		N	%		N	%		N	%	
Skilled Sales and Service Personnel													
2015	6	5	83.3%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
2016	6	5	83.3%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
2017	7	5	71.4%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
2018	7	5	71.4%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
2019	7	5	71.4%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
Skilled Crafts and Trades Workers													
2015	48	1	2.1%	4.5%	*	*	2.6%	*	*	16.0%	*	*	7.8%
2016	49	1	2.0%	4.7%	*	*	2.5%	*	*	16.4%	*	*	7.8%
2017	50	1	2.0%	4.8%	*	*	2.6%	*	*	16.1%	*	*	7.8%
2018	50	1	2.0%	4.9%	*	*	2.6%	*	*	15.9%	*	*	7.8%
2019	50	1	2.0%	4.9%	*	*	2.6%	*	*	15.6%	*	*	7.8%
Clerical Personnel													
2015	151	123	81.5%	65.7%	*	*	3.5%	13	9.4%	18.2%	13	9.7%	9.3%
2016	153	128	83.7%	65.7%	5	3.6%	3.5%	16	11.4%	18.2%	15	11.0%	9.3%
2017	153	126	82.4%	65.7%	5	3.5%	3.5%	16	11.3%	18.2%	13	9.5%	9.3%
2018	158	133	84.2%	65.7%	*	*	3.5%	14	9.9%	18.2%	16	11.6%	9.3%
2019	162	135	83.3%	65.7%	*	*	3.5%	15	10.3%	18.2%	12	8.5%	9.3%
Intermediate Sales and Service													
2015	17	5	29.4%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2016	19	7	36.8%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2017	18	5	27.8%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2018	21	5	23.8%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2019	20	4	20.0%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
Semi-Skilled Manual Workers													
2015	12	2	16.7%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2016	10	2	20.0%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2017	10	2	20.0%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2018	10	2	20.0%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2019	9	2	22.2%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
Other Sales and Service Personnel													
2015	4	1	25.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
2016	4	1	25.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
2017	2	1	50.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
2018	2	1	50.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
2019	2	1	50.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
Other Manual Workers													
2015	3	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2016	3	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2017	3	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2018	3	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2019	3	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
Overall													
2015	2001	1014	50.7%	51.9%	26	1.4%	2.4%	244	13.4%	19.8%	101	5.8%	9.1%
2016	2059	1048	50.9%	51.9%	25	1.3%	2.4%	263	14.1%	19.8%	103	5.8%	9.1%
2017	2128	1091	51.3%	51.8%	22	1.2%	2.4%	281	14.9%	19.9%	102	5.6%	9.1%
2018	2212	1140	51.5%	52.3%	20	1.0%	2.4%	296	15.1%	19.7%	121	6.4%	9.1%
2019	2173	1136	52.3%	52.5%	18	.9%	2.4%	301	15.6%	19.6%	110	5.9%	9.1%

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