

Table 1 EE (2015-2022)
Representation of Designated Equity Groups in the Carleton Work Force
by Employment Equity Occupational Groups
2015 to 2022

	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	7	3	42.9%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2019	8	3	37.5%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2020	10	4	40.0%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2021	10	4	40.0%	27.6%	*	*	3.2%	*	*	11.5%	*	*	5.0%
2022	9	6	66.7%	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	170	74	43.5%	39.4%	*	*	2.7%	21	13.1%	17.6%	*	*	5.0%
2019	179	79	44.1%	39.4%	*	*	2.7%	24	14.0%	17.6%	*	*	5.0%
2020	181	87	48.1%	39.4%	*	*	2.7%	23	13.6%	17.6%	*	*	5.0%
2021	193	97	50.3%	39.4%	*	*	2.7%	25	13.9%	17.6%	6	3.4%	5.0%
2022	209	103	49.3%	39.4%	*	*	2.7%	29	15.8%	17.6%	6	3.4%	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	925	365	39.5%	44.1%	8	1.0%	1.4%	159	20.0%	21.1%	32	4.2%	8.9%
2020	923	369	40.0%	44.1%	8	1.0%	1.4%	165	20.7%	21.1%	29	3.8%	8.9%
2021	953	387	40.6%	44.1%	10	1.2%	1.4%	186	22.8%	21.1%	37	4.7%	8.9%
2022	966	395	40.9%	44.2%	12	1.5%	1.4%	184	23.1%	21.1%	37	4.8%	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	370	233	63.0%	57.7%	*	*	3.2%	51	15.2%	22.1%	21	6.5%	8.9%
2020	396	246	62.1%	57.5%	6	1.7%	3.2%	58	16.2%	22.3%	24	6.9%	8.9%
2021	416	265	63.7%	58.1%	8	2.2%	3.3%	56	15.2%	22.1%	28	7.8%	8.9%
2022	426	268	62.9%	57.4%	9	2.5%	3.3%	54	14.8%	22.6%	30	8.5%	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	185	67	36.2%	37.5%	*	*	1.8%	30	18.0%	26.5%	8	5.0%	7.6%
2020	194	74	38.1%	38.7%	*	*	1.9%	30	17.5%	26.3%	8	4.9%	7.6%
2021	209	75	35.9%	38.2%	*	*	1.9%	31	17.5%	26.2%	13	7.6%	7.6%
2022	226	85	37.6%	39.2%	*	*	1.8%	35	19.4%	26.3%	14	8.1%	7.6%

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		Carleton		External Work Force	Carleton		External Work Force	Carleton		External Work Force	Carleton		External Work Force
		N	%		N	%		N	%		N	%	
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	13	6	46.2%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2020	14	6	42.9%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2021	17	6	35.3%	51.8%	*	*	3.2%	*	*	16.2%	*	*	27.5%
2022	15	6	40.0%	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%
2020	9	0	.0%	9.1%	*	*	2.7%	*	*	14.1%	*	*	10.1%
2021	9	0	.0%	9.1%	*	*	2.7%	*	*	14.1%	*	*	10.1%
2022	8	0	.0%	9.4%	*	*	2.8%	*	*	14.2%	*	*	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	8.3%	10.0%
2019	343	306	89.2%	76.8%	*	*	3.4%	36	11.4%	14.1%	24	7.8%	10.0%
2020	348	310	89.1%	76.8%	*	*	3.4%	40	12.7%	14.1%	23	7.5%	10.0%
2021	384	338	88.0%	76.8%	*	*	3.4%	47	13.6%	14.1%	27	8.0%	10.0%
2022	385	330	85.7%	76.8%	6	1.9%	3.4%	46	14.4%	14.1%	24	7.7%	10.0%
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%
2020	6	4	66.7%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
2021	6	4	66.7%	60.2%	*	*	1.1%	*	*	45.8%	*	*	8.0%
2022	7	4	57.1%	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	52	1	1.9%	4.9%	*	*	2.6%	*	*	16.0%	*	*	7.8%
2020	50	1	2.0%	4.9%	*	*	2.6%	*	*	16.0%	*	*	7.8%
2021	53	1	1.9%	4.9%	*	*	2.6%	*	*	16.0%	*	*	7.8%
2022	53	3	5.7%	4.9%	*	*	2.6%	*	*	16.0%	*	*	7.8%

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		N	%		N	%		N	%		N	%	
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	132	81.5%	65.7%	*	*	3.5%	15	10.5%	18.2%	14	9.9%	9.3%
2020	169	136	80.5%	65.7%	*	*	3.5%	20	14.1%	18.2%	15	10.7%	9.3%
2021	168	140	83.3%	65.7%	*	*	3.5%	23	16.1%	18.2%	13	9.2%	9.3%
2022	174	133	76.4%	65.7%	*	*	3.5%	24	18.2%	18.2%	13	9.9%	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	22	5	22.7%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2020	19	4	21.1%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2021	22	7	31.8%	62.8%	*	*	3.1%	*	*	25.9%	*	*	10.8%
2022	21	10	47.6%	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	10	2	20.0%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2020	10	2	20.0%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2021	10	2	20.0%	11.8%	*	*	3.7%	*	*	20.4%	*	*	10.3%
2022	11	2	18.2%	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%
2020	2	1	50.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
2021	2	1	50.0%	49.8%	*	*	3.7%	*	*	28.6%	*	*	10.7%
2022	2	0	.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	5	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2020	5	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2021	5	0	.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%
2022	8	2	25.0%	9.9%	*	*	4.8%	*	*	13.4%	*	*	6.8%

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		N	%		N	%		N	%		N	%	
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%	297	15.2%	19.7%	121	6.4%	9.1%
2019	2290	1205	52.6%	52.5%	21	1.0%	2.4%	322	15.9%	19.6%	110	5.6%	9.1%
2020	2336	1244	53.3%	52.5%	23	1.1%	2.4%	343	16.8%	19.6%	113	5.7%	9.1%
2021	2457	1327	54.0%	52.8%	31	1.5%	2.4%	378	17.8%	19.6%	135	6.6%	9.1%
2022	2520	1347	53.5%	52.7%	34	1.6%	2.4%	378	18.3%	19.7%	131	6.6%	9.1%

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