

Total Number of CER Employees: 586
[+30]

Employment Equity Representation



2 of the **4** employment equity designated groups that are above their workforce availability in the executive ranks

	Representation	WFA
Women	64.3% [+1.6%]	✓ 27.6%
Indigenous Peoples	7.1% [+0.9%]	✓ 3.2%
Persons w/ Disabilities	0.0% [no change]	✗ 5.0%
Visible minorities	7.1% [+0.9%]	✗ 11.5%

Note: Figures in square brackets represent the change since 2021-22

2 of the **4** employment equity designated groups surpass workforce availability

CER's Overall Employment Equity Representation

	Representation	WFA
Women	66% [+0.5%]	✓ 46.2%
Indigenous Peoples	4.3% [+0.7%]	✓ 2.6%
Persons w/ Disabilities	6.0% [+2.7]	✗ 8.7%
Visible minorities	20.0% [+7.8%]	✗ 23.3%



Salary Distribution

Equity designated groups' representation across salary bands



*Information for small numbers has been suppressed (counts of 1 to 5). Additionally, to avoid residual disclosure, other data points may also be suppressed.

Representation of designated groups in new hires, promotions, and separations

	Women	Indigenous peoples	Persons w/ Disabilities	Visible Minorities
Hires	63.8% [-3.8%]	6.4% [+6.4%]	2.1% [+2.1%]	21.3% [+18.6%]
Promotions	51.9% [-19.5%]	0.0% [-4.8%]	7.4% [+7.4%]	25.9% [+11.6%]
Separations	50.0% [+11.5%]	6.3% [+6.3%]	0.00% [no change]	12.5% [+4.6%]

Employment Equity Data Report

L Cohen



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