

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

SJ Ball



Employment Equity Data Report:

Employment Equity in Canada Carol Agócs, 2014-01-01 In the mid 1980s the Abella Commission on Equality in Employment and the federal Employment Equity Act made Canada a policy leader in addressing systemic discrimination in the workplace More than twenty five years later Employment Equity in Canada assembles a distinguished group of experts to examine the state of employment equity in Canada today Examining the evidence of nearly thirty years the contributors both scholars and practitioners of employment policy evaluate the history and influence of the Abella Report the impact of Canada's employment equity legislation on equality in the workplace and the future of substantive equality in an environment where the Canadian government is increasingly hostile to intervention in the workplace They compare Canada's legal and policy choices to those of the United States and to the UN Convention on the Rights of Persons with Disabilities and examine ways in which the concept of employment equity might be expanded to embrace other vulnerable communities Their observations will be essential reading for those seeking to understand the past present and future of Canadian employment and equity policy

Bibliographic Employment Equity Database Kenneth Hancock, Statistics Canada. Employment Equity Data Program, Interdepartmental Working Group on Employment Equity Data (Canada), Lapp-Hancock Associates, 1995 The Bibliographic Employment Equity Database BEED is an annotated bibliography of available research and studies containing employment equity data related to the four designated groups covered by the Employment Equity Act It is available in both print and machine readable formats

Employment Equity, 2019 *Multiculturalism In Canada: Evidence and Anecdote* Andrew Griffith, 2015-08 With over 20 percent of the population foreign born and with more than 250 ethnic origins Canada is one of the world's most multicultural societies Canada's ethnic and religious diversity continues to grow alongside immigration Yet how well is Canada's model of multiculturalism and citizenship working and how well are Canadians whatever their ethnic or religious origin doing Will Canada's relative success compared to other countries continue or are there emerging fault lines in Canadian society Canadian Multiculturalism Evidence and Anecdote undertakes an extensive review of the available data from Statistics Canada Citizenship and Immigration Canada operational statistics employment equity and other sources to answer these questions and provide an integrated view covering economic outcomes social indicators and political and public service participation Over 200 charts and tables are used to engage readers and substantiate the changing nature of Canadian diversity

Opening Doors to Diversity in Leadership Bobby Siu, 2021-02-19 Why is leadership not diverse and what can be done about it Opening Doors to Diversity in Leadership provides evidence and options for businesses to build a more diverse workforce leadership team and corporate culture

Employment equity, availability data report on designated groups, 1986 **Annual Report, Employment Equity Act** Canada. Human Resources and Skills Development Canada, Canada. Human Resources and Social Development Canada, 2007

Interrogating Models of Diversity within a Multicultural Environment Michael Tonderai Kariwo, Neda Asadi, Chouaib El

Bouhali,2019-05-28 Discussing common understanding of the concepts of multiculturalism diversity and inclusion this volume critically examines the interpretation and praxis of diversity and inclusion in relation to marginalized populations from women sexual minorities minority newcomers and aboriginal communities The contributors collected here present well grounded epistemological theoretical and methodological bases from which to account at least in part for the processes and dynamics shaping the relationship between diversity and inclusion on the one hand and policy and practice on the other Arising from research derived in part from community work with minorities in North America particularly Canada this volume examines common barriers to full minority integration with important implications for inclusion efforts around the globe *Women in Canada, a Statistical Report* ,1990 *2006 Employment Equity Data Report* ,2009

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