



National
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CANADIAN FORCES
EMPLOYMENT EQUITY REPORT
2010– 2011

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INTRODUCTION

The Canadian Forces (CF), one of Canada's most important and recognized national institutions, strives to be reflective of Canada's cultural, ethnic and linguistic makeup, as well as its regional diversity. It is also an all-volunteer force, drawn directly from the Canadian population it serves. Its members, regardless of gender, race, religion or culture, share the same goal of protecting the country, its interests and values, while contributing to international peace and security.

The CF came under the Employment Equity (EE) Act in November 2002. Employment Equity Regulations were written to provide guidance to the Chief of Defence Staff (CDS) in applying the EE Act to the CF. Ever since, the CF has striven to reflect the face of the Canadian population it serves. The first CF EE Plan was written in 2006. An update to the CF EE Plan was done in November 2010. A second Employment System Review is in the planning phase and should be completed in late 2012. Considerable efforts are still being made to increase and ultimately achieve the EE goals that were set by CHRC.

In addressing the demographic challenges that will be facing the Canadian workforce in the coming decades, the Canada First Defence Strategy (2008) committed that Defence would strive for excellence by recruiting and retaining quality candidates that reflect the face of Canada. Diversity is viewed as a source of strength and flexibility and plays a pivotal role in making the CF a modern, forward-looking organization. To achieve this objective, the CF is committed to increasing diversity and promoting inclusiveness amongst its personnel. The CF seeks to retain its soldiers, sailors, airmen and airwomen by continuing to foster a supportive work environment, free of employment barriers, and positioning itself as an employer of choice for all segments of the Canadian labour market.

The CF and Department of National Defence (DND) are collectively known as the Defence Team. Although military members and civilian employees are subject to different employment legislation, recourse mechanisms, and often, different organizational cultural norms, they work together side by side to achieve the Defence Mission. Diversity and EE remain ongoing corporate priorities for both the CF and DND and are, in fact, central to achieving the Defence Mission. This report details progress that the CF has made towards achieving its EE goals and objectives in Fiscal Year (FY) 2010/2011.

CF COMPLIANCE WITH THE EMPLOYMENT EQUITY ACT

The CF is a Unique Employer

The military career is such that its characteristics, collectively known as the Military Factor, set it apart from other professions and make direct comparisons with civilian occupations difficult. Both the EE Act and the CF EE Regulations acknowledge this uniqueness. Components of the Military Factor include the Code of Service Discipline, Universality of Service, unlimited liability, out-of-trade employment, posting turbulence, separation from family and a loss of freedoms associated with personal limitations and liabilities. The CF employs its members in occupations that may or may not resemble the corresponding civilian occupation. Military cooks or dentists have some tasks similar to their civilian counterparts; however, the military occupation includes additional duties and requirements that only CF members are expected to perform. A member of the CF is a "soldier first, tradesperson second". Furthermore, some CF occupations such as infantry soldier or artillery officer are uniquely military.

A primary concern is that the Military Factor potentially limits the propensity of Canadians to join the CF. It is also possible that the Military Factor could impact disproportionately on designated group members (i.e. women, visible minorities and Aboriginal Peoples which consist of First Nations, Métis and Inuit) and ultimately, it could affect the attainment of employment equity goals as set out in the CF EE Plan. To address this concern, the CF has embarked on a number of programs to reach out to a broader base of Canadians, especially the youth population, and encourage greater diversity in the Forces. The unique nature of employment in the CF and the related challenges in establishing realistic EE availability estimates in comparison to the civilian labour market is an issue that the CF will continue to work with HRSDC and CHRC to address.

The CF Employment Equity Plan

An update to the 2006 CF EE Plan was promulgated in November 2010. Changes incorporated into the revision include:

- updated CF EE Representation rates for Designated Groups (DG);
- increased short term CF EE recruiting goals. The new EE goals are as follows: Women 25.1%, Visible Minorities 11.8%, and Aboriginal peoples 3.4%;
- addition of a new EE and Diversity Communications Plan that positioned EE as an operational imperative; and
- updated EE Action Plan, notably items related to EE/diversity training for CF members.

CF Response to the CHRC Preliminary Audit

The CHRC issued its Employment Equity Audit Report (Canadian Forces) on January 26, 2011. The Report acknowledged that the CF had responded to the two undertakings issued in the Preliminary Audit report (CF EE recruiting goals and the Workforce Analysis Methodology used to determine EE availability for the CF) and had achieved compliance with the EE Act. Among the many specific accomplishments noted by CHRC, considerable efforts and resources were dedicated towards implementing EE in the workplace, the CF'S primary focus, in terms of accommodation practices for members developing a disability, and finally, the enhanced recruitment efforts such as a series of videos on the CF Web site focusing on specific jobs or occupations, inviting women to enroll in jobs traditionally held by men.

Workforce Analysis

A CF Workforce Analysis was conducted in 2010. The results confirmed that although progress had been made in increasing EE representation, the CF remains under-represented in one or more Designated Groups for the majority of Regular Force and Primary Reserve occupations.

CF Self-Identification Census

The CF Self Identification census was initiated in 2001. As part of an ongoing effort to increase the return rates, human resource management programs have been equipped with a capability to identify those not having completed the census form. All new Regular Force personnel attending basic military training are given the form to complete immediately following classes on Human Rights and Diversity. This effort has resulted in an increased response and self-identification rate.

Continued progress was made over the past year on improving the return rates for the CF Self-Identification census. The return rate for the Regular Force is 87%, an increase from 85% a year ago. Of these returns, 86% completed Part B. The return rate for the Primary Reserves has been increased to 81%. Of these returns, 85% completed Part B.

CF EE Representation Rates

EE Representation data presented in this report and in the accompanying EE Schedules is based on the total active CF Regular Force and Reserve Force members. The table below reports two sets of values: one that includes all Regular Force and Primary Reserve members, (which does not strictly conform to the EE Act's (through CF EE Regulations) definition of employee); and one that includes Cadet Organization Administration and Training Service (COATS) and Ranger members considered enrolled and part of the total force. It is acknowledged that these numbers differ from the definition of "employee" as articulated in Section 4 of the CF EE Regulations which specifies 75 days paid service as the required threshold. When this criterion is applied, only 52% of Primary Reservists, 16% of COATS and 1.5% of Canadian Rangers would be counted as CF members, notwithstanding that, within the CF context, an employer/employee relationship continues until the member is formally released from the CF. This is another facet that relates to the uniqueness of military service and it is intended to pursue a change to the 75 day criterion as part of the ongoing review of CF EE Regulations. CF EE representation rates for the four Designated Groups as per above are as follows:

	Regular Force + Primary Reserves	Regular Force + Reserve Force (includes Primary Reserves, Canadian Rangers, & COATS)
Women	14.8 %	17.2 %
Aboriginal Peoples	2.1%	3.1 %
Visible Minorities	4.6%	4.3 %
Persons with Disabilities	1.2%	1.2%

It is noteworthy to mention that a higher representation of Visible Minorities (8.1%) and Aboriginal Peoples (3.5%) continues among the recruit population undergoing basic military training at the Canadian Forces Leadership and Recruit School. This is indicative of significant progress being made towards achieving the CF's EE objectives.

Long-term CF EE Goals

The CF EE availability estimates summarized below are taken from a Workforce Analysis that was carried out in early 2010. These estimates also represent the CF's long term EE representation goals (The CF does not establish EE goals for Persons with Disabilities due to the principle of Universality of Service.):

- Women 25.1%;
- Aboriginal Peoples 3.4%; and
- Visible Minorities 11.8%.

CF Employment Systems Review (ESR)

The last CF ESR was conducted in 2004. Given the results of the 2010 WFA detailed above, the CF has commenced planning for its second Employment Systems Review which will be conducted 2011-2012. Areas that will receive specific focus are:

- CF Recruiting systems;
- EE Advisory Groups; and
- Unreported discrimination and harassment of Designated Group members.

The goal of the CF ESR is the identification and removal of barriers to employment opportunities for designated group members (DGMs) under the Employment Equity Act - women, Aboriginal peoples, members of visible minorities, and persons with disabilities.

STRATEGIC OUTREACH

In 2010/2011, the CF continued its outreach to Visible Minority and Aboriginal Community leaders throughout Canada in order to provide knowledge and insight into the CF and what the organization can offer to their communities.

CF Visible Minority Forum

A second CF Visible Minority Forum was planned for fall 2011 but the forum has been postponed until part 2 and 3 of the Visible Minorities Recruitment and the Canadian Forces surveys are completed, which is planned to be in 2012/2013. These surveys are done to provide a fuller understanding of the career selection processes of visible minorities and to attain an increased insight into any potential perceived barriers that may negatively impact interest from the visible minority youth group in becoming CF members. The next Forum will build upon the outcomes of these surveys. Details of the surveys are outlined in the "Research" section.

CF Aboriginal Forum

A CF Aboriginal Forum took place in Ottawa on December 7, 2010. Attendees included representatives from the National Aboriginal Veterans Association, the Inuit Tapiriit Kanatami Association, the First Nations Veterans Association, the Mohawk Council of Akwasasne, as well as other federal departments. CF participants included the Canadian Forces Recruiting Group, the Canadian Defence Academy, the Chaplaincy, the Directorate of Human Rights and Diversity and representatives from the three environments, the Navy, Army and Air Force. The Aboriginal Forum reaches out to a wide range of Aboriginal community leaders to inform them about career opportunities and benefits of joining the CF as well as to provide updates on CF developments related to Aboriginals. Topics included the Elder Council Fire Spirituality paper concept, updates on the various CF Aboriginal Youth programs, and the various community outreach initiatives undertaken. The results of the Forum contribute to CF policy development and training with regard to Aboriginal issues. The next Aboriginal Forum, planned for fall 2011 or spring 2012, will continue to build upon these outcomes.

EDUCATION, TRAINING AND WORKSHOPS

Workshops

The Directorate of Human Rights and Diversity (DHRD) and the Directorate of Diversity and Well-Being (DDWB) are conducting Employment Equity and Diversity Workshops in seven different locations across Canada in 2011. The first two workshops were conducted in Victoria and Edmonton in March 2011, an NCR workshop was conducted in June 2011 and four additional workshops will be conducted prior to the end of 2011 in Winnipeg, Borden, Valcartier, and Halifax. The theme of these regional workshops is "From Compliance to Inclusion". The workshops remind participants about the importance of Diversity and EE in DND/CF and their respective responsibilities in managing the EE portfolio. The workshops also raise awareness through an interactive, hands-on approach using practical applications such as case studies and personal anecdotes. Workshops are open to both civilian and military EE practitioners/stakeholders such as EE Officers, HRO's, HRBM's, civilian/military HR Staff, and Defence Advisory Group Co-Chairs at all levels. Commanding Officers, Base Commanders, Chief Warrant Officers, managers and supervisors are also strongly encouraged to attend.

Research

Even given the Canadian public's generally positive outlook on the CF, visible minorities have historically shown reluctance to join the military in numbers comparable to their proportion in the Canadian population, resulting in serious implications for the CF, both in attempting to comply with the EEA requirements and in ensuring operational effectiveness.

In order to better understand the career selection behaviors of visible minorities and what factors influence their decision to join or not to join the CF, DND has identified the need to conduct public opinion research. With the resulting data as a baseline, the CF can move towards increased compliance with the EE Act requirements and implementing change in representation levels through recruitment strategies. Therefore, the mandate behind conducting this research is two-fold:

- To provide a fuller understanding of the career selection process of visible minorities; and
- To attain increased insight into potential perceived barriers that may negatively impact interest from visible minority youth in becoming CF members.

This effort to study the attitude of visible minorities towards a career in the CF will take place over three years. The first phase of the research was done in FY 2010/2011 and was focused on the Chinese-Canadian community since it is the largest visible minority group in Canada.

The following general themes emerged from the findings:

- less than 1% of Chinese-Canadian youth or older Chinese-Canadians consider the CF as a top-of-mind career option;
- the CF do not seem to be a pathway to the career options that Chinese-Canadians most often prefer, even if it were only to gain experience;
- military career is often seen as a last resort among Chinese-Canadians;
- for most Chinese-Canadians, the barriers and drawbacks to joining the CF outweigh the benefits; and
- familiarity with the CF is low among Chinese-Canadians.

The research suggests that efforts to promote careers in the CF among the Chinese-Canadian population can be expected to achieve limited success, resulting from the cultural beliefs and career preferences of the Chinese-Canadian community. The major implications of these findings are that the CF will encounter a considerable challenge in effecting a significant shift in the cultural mindset of the Chinese-Canadian population and a continuing challenge in their efforts to meet the requirements of the EE Act to recruit Chinese-Canadians in the same percentage as they are represented in the overall Canadian population.

ACHIEVEMENTS & BEST PRACTICES

The CF strives to excel as a leading employer regarding its practices in the promotion of Employment Equity and Diversity. The following FY 2010/2011 achievements and best practices are considered particularly noteworthy:

- The CF firmly believes in the freedom of faith as represented through the Chaplain General Branch. CF Chaplains attend to the spiritual needs of people through conducting religious services, counseling, encouraging individuals in understanding themselves, interpreting theological/moral issues and ethical questions, educating others in such areas as ethics, anger management, suicide prevention etc., and visiting and caring for the sick and the troubled. CF Chaplains often work on ecumenical or interfaith teams. As of August 2011, 198 Regular Force Chaplains from various religious practices (including two Muslim chaplains and one Jewish chaplain) were supporting CF sailors, soldiers, air personnel and their families.
- The Chief Military Personnel (CMP) created a SharePoint Website to facilitate implementation of requirements set out in the Employment Equity Act and the Canadian Multiculturalism Act. All Senior Levels (L1s) have designated a CF EE Representative to attend quarterly meetings and share information and documents through the SharePoint Website. The SharePoint Website highlights EE programs, upcoming events throughout the year, articles, news reports, photos, and policies, as well as sharing L1, L2 and L3 annual multiculturalism reports and Employment Equity Plans, providing lists of local champions, unit/base/wing EE/diversity representatives and national and local Advisory Groups (AGs) for specific Aboriginal Peoples, Visible Minorities, and women, and maintaining a resource library.
- The CF and DND jointly delivered two (2) two-day Diversity Workshops in March 2011 (one in Victoria BC and the other in Edmonton, AB), which were attended by approximately 85 civilians and CF members. Both workshops included discussions on Diversity 101 (laws, policies, programs), tools, compliance to inclusion, duty to accommodate, the implementation of the strategic CF EE/Diversity Plan, roles and responsibilities of EE Practitioners, case studies and consultation cafés to get feedback from the participants on how to best do our business and reach our diversity goals. A similar workshop was delivered in Ottawa in June 2011. An executive report will follow the delivery of the last 4 workshops to be conducted in Borden, Valcartier, Halifax and Winnipeg in September to November 2011.
- DND/CF prides itself in highlighting the many unique faces that form its military and civilian workforce across Canada and abroad. As such, Maritime Forces Atlantic (MARLANT) in Halifax launched its own bi-yearly diversity newspaper. The newspaper aims to increase and promote inclusivity within MARLANT by showcasing talented, devoted and inspiring Aboriginals, Visible Minorities, Persons With Disabilities and women by highlighting employee success stories, commemorative events and cultural teachings.

- A Diversity Awareness Guide for Commanding Officers has been produced by DHRD. The aim of this guide is to assist Commanding Officers and CF members in understanding EE and Diversity in relation to the CF and also to provide context when engaging various diversity groups in community relations and outreach. This guide also provides examples of the various ways the CF addresses diversity, and accommodates various individual needs while maintaining the primacy of operations.
- The CF is developing an Aboriginal Elders Council Fire (ECF) which will be composed of 8-10 Aboriginal Elders (6 to 8 First Nations, 1 Inuit and 1 Métis) from across the country and two CF representatives. The ECF's mandate will be to advise on CF Aboriginal spiritual needs, advise on cultural learning resources for CF Aboriginal People and to conduct ceremonies to prepare for combat as well as for the re-integration into civil society and any other ceremonies required by the CF Aboriginal population. Full implementation of the ECF is expected in late 2012.
- A number of Visible Minority influencers from across the country met with CF recruiters on board HMCS FREDERICTON during the 2010 Great Lakes Deployment. Participants were provided briefings on CF employment opportunities, including the various enrolment and subsidized education programs available.
- The Canadian Forces Recruiting Group (CFRG) hosted the 2011 West Coast Aboriginal/Vis-Min Influencers Event in Esquimalt, B.C. and the 2011 East Coast Aboriginal/Vis-Min Influencers Event in Halifax. A total of 167 Influencers from 49 provincial colleges and 82 Aboriginal communities along with 36 Visible Minorities throughout the country attended the events. The events included presentations on career opportunities, subsidized education programs and enrolment programs, a day sail on a warship and tours of various facilities at Canadian Forces Base (CFB) Halifax and CFB Esquimalt.
- Draft CF policies on religious/spiritual accommodation, and an updated human rights and discriminatory conduct directive are undergoing final legal review. Approval of these new policies is expected by the end of the next reporting period.
- The CF has been very flexible in adapting to the rapidly changing needs of Canada's younger Aboriginal demographic, which has resulted in an increase in interest by Aboriginal youth in CF programs. These programs continue to be a success in providing Aboriginal Canadians with an opportunity to learn about the CF culture and in enabling Aboriginal youth to develop sound leadership skills that can lead to a career in the CF. CF Aboriginal Programs are focused on Aboriginal youth and are widely recognized as a best practice. Of the 269 participants in the CF Aboriginal programs for FY 10/11, 237 graduated and 110 joined the CF. A brief description of the programs can be found at Annex A. Participation numbers in each program for FY 2010/2011 were as follow:
 - CF Aboriginal Leadership Opportunity Year (ALOY): The number of participants was 20. 17 graduated and 5 remained in the CF.
 - BOLD EAGLE: The number of participants was 92. 86 graduated and 48 remained in the CF.
 - RAVEN Program: The number of participants was 63. 49 graduated and 10 remained in the CF.

- BLACK BEAR Program: The number of participants was 64. 57 graduated and 19 remained in the CF.
- The Canadian Forces Aboriginal Entry Program, (CFAEP): The number of participants was 30. 28 graduated and remained in the CF.

In addition, 150 new participants enrolled in 2010 through the Junior Canadian Rangers Program.

CONCLUSION

A strategic view of the challenge facing the CF reveals a requirement to attract more DGMs to the CF, to adapt our policies and practices to a changing composition of the CF while maintaining and enhancing operational effectiveness. We must allow all members of the CF to flourish in their careers in accordance with their own abilities and aspirations in order to develop a cohesive military team, empowered with a diversity of talents, experiences and perspectives, in conducting the CF mission, be it domestic or international operations.

Over the years, the CF has made considerable progress in integrating women into its ranks, although more work remains to be done. Also, as can be seen by the success of the Aboriginal programs, progress has also been made for Aboriginal members although progress remains to be made in the area of facilitating cultural and spiritual practices. The greatest progress has yet to be made in the area of visible minorities. Representation is at approximately 25% of the current goal, and given the changes in the demographic makeup of Canada, the goal is likely to increase rapidly over the next 20 years. As a result, a review of efforts regarding integration of visible minorities into the CF should be given a high priority.

Annex A
To FY 10/11 CF EE Report

THE CANADIAN FORCES – AN ORGANIZATION PROFILE

The mission of the CF is to defend Canada, its interests and its values, while contributing to international peace and security. Under the Canada First Defence Strategy (2008), the CF is called upon to fulfill three major roles:

- a. Defending Canada – Delivering Excellence at Home,
- b. Defending North America – A Strong and Reliable Partner; and
- c. Contributing to International Peace and Security – Projecting Leadership Abroad.

The CF is comprised of three components:

- (1) The Regular Force consists of officers and non-commissioned members who are enrolled for continuing, full-time military service;
- (2) The Reserve Force consists of officers and non-commissioned members who are enrolled for other than continuing full-time military service. The sub-components of the Reserve Force are as follows:
 - The Primary Reserve, comprised of the following elements:
 - Navy Reserve,
 - Army reserve
 - Air Reserve,
 - Communication Reserve,
 - Health Services Reserve, and
 - NDHQ Primary Reserve List;
 - the Supplementary Reserve;
 - the Cadet Organization Administration and Training Service (COATS); and
 - the Canadian Rangers; and
- (3) The Special Force, when established by the Governor in Council under section 16 of the National Defence Act.

DIVERSITY AND EE ENVIRONMENT

The CF is committed to creating an environment where the principles of diversity and EE are embraced, and to fostering a culture that ensures members of EE groups will want to stay with the CF over the long term. To create and enhance this representative and inclusive culture, the CF has taken the measures described below.

Groups and Commands have participated in career fairs and coordinated commemorative events both at National Defence Headquarters and at locations across Canada. Celebrated at some of these events were International Women's Day, International Day for the Elimination of Racial Discrimination, International Day for Persons with Disabilities and Aboriginal Awareness Week. Other events included Black History Month, Women's History Month, Asian Heritage Month, African Heritage Month and Islamic History Month. Commemorative events help to sensitize employees to diversity issues, promote and support diversity, and encourage employees to volunteer to work on diversity initiatives.

EMPLOYMENT EQUITY GOVERNANCE FRAMEWORK

The CF came under the Employment Equity Act (EEA) in November 2002, with the approval of the Canadian Forces Employment Equity Regulations, which states that "*...pursuant to subsections 41(5) and (6) of that Act, the Governor in Council, on the recommendation of the Treasury Board and the Minister of Labour, after consultation with the Minister of National Defence, considers it necessary to make regulations to adapt the provisions of that Act to accommodate the Canadian Forces, taking into account their operational effectiveness*". The CF Employment Equity (EE) Regulations provide guidance to the Chief of the Defence Staff (CDS) in applying the EEA to the CF. The CF EE Regulations also include special reporting procedures and tables for each of the Military Occupation Groups.

Defence Diversity Council

The CF and the Department have a well-developed governance framework for diversity and EE. Key to this framework is the Defence Diversity Council (DDC). The DDC is responsible for establishing the strategic framework for the management of EE and diversity in the DND/CF and for providing overall direction on EE policies and programs for the Department. The Council is co-chaired by the Chief of Military Personnel (CMP) and the Assistant Deputy Minister (Human Resources - Civilian) (ADM (HR-Civ)). These co-chairs are responsible for HR programs, policies and services for military members and civilian employees respectively. Membership in the DDC includes a senior representative from each Group and Command as well as ex-officio members such as the National Co-Chairs of the four defence EE Advisory Groups (AGs). The DDC Co-Chairs are responsible for making recommendations regarding diversity and EE policies and programs to the Deputy Minister of National Defence and the CDS through briefings to the Defence Management Committee (DMC).

The DDC, which is scheduled to meet twice yearly, has consistently underlined the importance of accountability, education, accommodation for public service members and communication in the advancement of diversity and EE in both the CF and DND. These key areas have guided corporate activities over the past years and provided a focus for DDC members in promoting diversity and EE within their spheres of influence.

A complete EE governance review is presently underway to confirm that the DDC remains the best mechanism to oversee implementation of EE for CF/DND. This review should be completed and briefed to strategic levels in late 2011. The results will be reported upon in next year's annual EE Report.

Employment Equity (EE) Champions

National Champions are appointed for each EE group. They are senior leaders who represent both DND employees and CF members belonging to the four designated groups. Because of their profile in the organization, Champions are crucial in increasing the visibility of EE at the highest levels. Champions also provide valuable advice and guidance to the Advisory Groups. Currently, the Defence EE Champions are:

- Defence Champion for Aboriginal Peoples:
Lieutenant-General P.J. Devlin, Chief of the Land Staff;
- Defence Champion for Women:
Lieutenant-General J.P.A. Deschamps, Chief of the Air Staff;
- Defence Champion for Visible Minorities:
Vice-Admiral P.A. Maddison, Chief of the Maritime Staff;
- Defence Champion for Persons with Disabilities:
Mr. J. Scott Stevenson, Assistant Deputy Minister (Infrastructure and Environment); and
- Chief Warrant Officer Champion for CF Persons with Disabilities:
Chief Warrant Officer K.P. Jones, Canadian Military Engineers Branch Chief.

Canadian Forces Employment Equity Working Group

The CF Employment Equity Working Group (EEWG) was established in November 2008. The EEWG operates under the authority of DDC to facilitate the implementation of EE plans and programs for the CF. It draws its membership from the various Level 1 organizations and functional authorities who share responsibilities in implementing EE for the CF. The EEWG is responsible for ensuring that EE issues impacting the CF are examined and for making recommendations to senior leadership at DDC.

Directorate of Human Rights and Diversity (DHRD)

The CF has a national diversity and EE section within DHRD. DHRD is responsible for developing and implementing policies and programs to support CF EE objectives. It exerts a pivotal role in facilitating the implementation of CF diversity as an organizational strategy through its key stakeholders, recruiters, public affairs (PA) and environmental commands (Navy, Army and Air Force). DHRD meets regularly with the national AG co-chairs and fellow Headquarters staff to discuss and resolve issues and ensure ongoing communication about diversity and EE reaches the working level. DHRD also interacts externally with key stakeholders regarding Human Rights, EE, and Diversity matters in which the CF is involved.

Defence Advisory Groups

The CF achieves consultation with the designated EE groups, as mandated by the EE Act, through the Defence Advisory Groups (DAGs), which are relied upon for representing each designated group and providing advice to senior management and leadership about issues affecting their membership. DAGs are volunteer organizations, each co-chaired by an elected civilian employee and a military member. They are the:

- Defence Aboriginal Advisory Group (DAAG);
- Defence Women's Advisory Organization (DWAO);
- Defence Visible Minority Advisory Group (DVMAG); and
- Defence Advisory Group for Persons with Disabilities (DAGPWD).

The CF values and encourages its personnel to participate in local AGs across the country. The expectation that supervisors at all levels support participation is reaffirmed on an ongoing basis.

Diversity and Employment Equity in Defence Committee

Consultation with the national EE DAGs occurs via the Diversity and Employment Equity in Defence (DEED) committee. The committee was established to enhance communications that occurs at the working level between the CF DHRD, the DND (civilian) Directorate Diversity and Well Being (DDWB), and the eight national EE DAG Co-Chairs.

SUPPORT FOR INJURED OR DISABLED CF PERSONNEL

All CF members must meet the universality of service standards, which require them to perform any lawful duty and to be operationally employable, deployable and physically fit. Nevertheless, the CF is committed to ensuring that members are employed equitably, within the context of universality of service and in accordance with the Employment Equity Act. Having a disability does not automatically mean a CF member is unable to meet some or all of the requirements. Among the support programs for CF members who become injured or disabled is the CF Return to Work Program, introduced to facilitate the restoration of the physical and mental health of injured or ill members by helping them to reintegrate the workplace as soon as medically possible. The CF Return to Work Program benefits personnel by facilitating more rapid recovery.

Considerable progress has been achieved over the past 10 years in regards to the provision of care and support to ill and injured personnel. As part of an ongoing process to improve the level of services, the CF has established a network of support centres to meet the needs of ill and injured personnel from the Navy, Army and Air Force, providing them with an integrated "one-stop service." The support centres, known as Integrated Personnel Support Centres (IPSCs), operate under the Joint Personnel Support Unit (JPSU), which is headquartered in Ottawa.

The mandate of the JPSU is to respond to requests for support and report to the chain of command on issues of concern raised by ill and injured CF personnel. The JPSU accomplishes the following:

- It improves the quality of care and services provided to ill and injured CF personnel;

- It ensures that military personnel have access to the same high standard of care and support across the country;
- It reduces the potential for gaps, overlaps and confusion, ensuring that no CF member “falls through the cracks”;
- As military personnel move frequently, the JPSU concept recognizes that people heal better and faster when they are close to their family and their social support network; and
- The JPSU gives military personnel a new mission – to heal (recover), to regain their strength (rehabilitate) and to choose their best way forward (reintegrate).

The JPSU provides a DND/Veterans Affairs Canada (VAC) integrated “one-stop service” for ill and injured CF personnel, their families and the families of the fallen. It supports currently serving and releasing CF personnel, both Regular Force and Reserve Force. It caters to both referrals and walk-in clients, to long-term injured personnel and to members considering retirement. It responds to queries from family members regarding support services and programs for ill and injured personnel, and provides referrals as appropriate.

The JPSU plays a central role in the transition process for CF personnel recovering from serious illness or injury, and either progressing towards a normal work schedule or preparing for a civilian career. A member with a medical condition that precludes return to normal duty for more than six months is transferred to the Service Personnel Holding List (SPHL), posted to the JPSU, and assigned to an IPSC. Once the member is medically stabilized and a permanent medical category is assigned, which may include Medical Employment Limitations (MELs), an administrative review is conducted to assess future employability and suitability for continued service in accordance with the CF’s universality of service standards. Members who do not meet all of the universality of service standards and who are not employable in the CF in any other capacity will be medically released, following considerate and suitable notice, through the nearest IPSC, where they will have access to a range of benefits and services to help them make the transition to civilian life and/or receive extended financial and other support if they are permanently incapacitated.

The services made available through the JPSU include the following:

- Casualty tracking;
- Casualty administrative support and advocacy;
- CF Case Management; Return to Work (RTW) Program coordination;
- Support Platoon structure to provide military leadership, supervision, and administrative support for all injured and ill personnel posted to a JPSU;
- Service Income Security Insurance Plan (SISIP) financial services;
- Liaison with Military Family Resource Centres, local base support representatives and local unit Commanding Officers; and
- VAC client and transition services.

The JPSU provides one-stop access to services and benefits, simplifying the process for clients seeking assistance. It reduces the potential for gaps and overlaps, and the potential for confusion

among service providers. VAC staffs become engaged earlier in a releasing member's transition process. Shared standards and guidelines lead to care and support which is consistent across departments (DND/CF and VAC); environments (Army, Navy, and Air Force); components (Regular Force and Reserve Force); bases, wings and units; and the country.

The JPSU has assumed command and control of over 1100 Regular Force personnel and more than 50 Reserve Force personnel. In addition, the actual demand for services and assistance are such that close to 4000 cases are being actively managed by IPSC staff. As well, more than 100 families of fallen members are being provided support by IPSCs across the country following the disengagement of their Assisting Officers. This process enables the Assisting Officers to return to their functions and to ensure the families of fallen members are being supported by the CF as long as they desire.

The CF Return to Work and the Transition Assistance Programs are very successful. Regardless if the member returns to work or not, the inherent benefits to the member, their family and the organization are evidenced through improved morale, increased productivity and a sense of belonging. Currently over 800 personnel are employed on a Return to Work (RTW) program and on average between 4% and 7% of affected personnel return to duty monthly.

The JPSU has also seen important achievements in the past year: the establishment of a Performance Measurement Framework to assess the progress in achieving our objectives; the creation of a Reserve Force SPHL administered by the JPSU staff; the support provided to untrained ill and injured CF Personnel, where both the training establishments and the IPSCs are able to prioritize the member's needs while balancing the requirements of the CF; and the establishment of a new methodology for approval of Home Adaptations on new builds under CBI 211 for ill and injured personnel to streamline the process.

The CF is also working to raise awareness and to educate personnel about the less visible injuries and disabilities, including operational stress injuries. Operational Trauma and Stress Support Centers (OTSSC) provide individualized assessment, education and treatment for persons experiencing the signs and symptoms of Post Traumatic Stress Disorder (PTSD).

The Operational Stress Injury Social Support Program (OSISS) is a joint service offered by DND and Veterans Affairs Canada. The OSISS mission is to deliver social support programs for CF members, veterans and their families who have been affected by operational stress.

THE CANADIAN FORCES ABORIGINAL PROGRAMS

The CF Aboriginal programs include the following:

- The CF Aboriginal Leadership Opportunity Year (ALLOY) is a one-year program offered by the Royal Military College (RMC). This program provides a highly positive, productive, preparatory educational and leadership experience for the participants in the context of a “service to Canada” theme. Upon completion, students may apply to continue at RMC in a four-year degree programme followed by a period of service as a commissioned officer in the CF; apply to join the CF as a non-commissioned member; pursue a career in the public service or return to their communities. The initial program began in August 2008.
- BOLD EAGLE is an Army program aimed at Aboriginal youth across Western Canada. The course is facilitated through a partnership between the CF and First Nations organizations across Western Canada, most notably the Federation of Saskatchewan Indian Nations (FSIN). BOLD EAGLE contributes to the development of First Nations’ youth by fostering self-discipline, teamwork skills, physical fitness and self-confidence. It integrates Aboriginal culture and basic military training and although not designed as a recruitment program, participants have the opportunity to seek part-time or full-time employment in the CF by transferring to a reserve unit upon completion or joining the Regular Force.
- The RAVEN Program is a seven-week summer program for Aboriginal youth (ages 16-29) run by the Navy. RAVEN was developed by Maritime Forces Pacific and all Aboriginal youth within the province of British Columbia are eligible to attend. It parallels the BOLD EAGLE program described above. It offers Aboriginal youth the opportunity to experience the military culture while fostering the uniqueness of First Nations, Métis, or Inuit traditions.
- The first BLACK BEAR serial, the newest of the Aboriginal training programs, was delivered at Canadian Forces Base Borden, Ontario in the summer of 2009. BLACK BEAR is similar to the BOLD EAGLE and RAVEN programs and addresses an absence of such training in Eastern Canada.
- The Canadian Forces Aboriginal Entry Program, (CFAEP) is a three-week pre-enrolment program. It provides Aboriginal youth who are interested in the military an opportunity to explore military culture and careers before making a commitment to join the CF. Participants attend the Pre-Recruit Training Course (PRTC) in Halifax, NS, as a civilian under contract and have no obligation to join the CF. During PRTC, students experience military life, learn about the organization, rank structure, weapon skills, military drill and participate in physical fitness activities.

The Junior Canadian Rangers Program offers young Inuit people (ages 12-18) in remote and isolated communities across Canada a unique opportunity to participate with the CF in a variety of fun and rewarding activities in a formal setting. There are currently more than 3,400 Junior Canadian Rangers in 119 remote and isolated communities across Canada. 150 new participants enrolled in 2010.

A cultural module is included as part of the curriculum for each of the above courses, and Aboriginal advisors are available to guide the young participants in discovering more about the cultures of Aboriginal Peoples.

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TO FY 2010/2011
CF EE REPORT

SCHEDULE 3
(Sections 23, 25 and 26)

PART 1
MILITARY OCCUPATIONAL GROUPS - OFFICERS, REGULAR FORCE (paragraph 4(1)(a))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number
General Officers	93	90	96.77	3	3.23	0	0.00	0	0.00	3	2.56	0	0.00	1	1.28	0	0.00
Naval Operations	1398	1233	88.20	165	11.80	22	1.57	7	0.50	44	3.21	8	0.57	10	0.71	1	0.07
Maritime Engineering	779	690	88.58	89	11.42	12	1.54	1	0.13	70	8.99	4	0.51	7	0.90	0	0.00
Combat Arms	3168	3034	95.77	134	4.23	56	1.76	3	0.09	117	3.69	13	0.41	24	0.76	1	0.03
Air Operations - Pilots	1914	1816	94.88	98	5.12	15	0.78	0	0.00	53	2.77	0	0.00	5	0.26	0	0.00
Air Operations	1448	1241	85.70	207	14.30	13	0.90	4	0.28	43	2.97	7	0.48	5	0.35	0	0.00
Aerospace Engineering	1071	896	83.66	175	16.34	14	1.31	2	0.19	68	6.35	9	0.84	7	0.65	1	0.09
Engineering	928	824	88.79	104	11.21	9	0.97	1	0.11	108	11.63	11	1.18	1	0.11	0	0.00
Medical and Dental	1255	664	52.91	591	47.09	9	0.72	16	1.27	58	4.62	25	1.99	7	0.56	1	0.08
Chaplaincy	237	204	86.08	33	13.92	0	0.00	1	0.42	8	3.38	0	0.00	2	0.84	0	0.00
Support	3666	2609	71.17	1057	28.83	26	0.71	11	0.30	181	4.93	58	1.58	29	0.79	9	0.25
Military Police Officer	204	165	80.88	39	19.12	3	1.47	1	0.49	2	0.98	0	0.00	2	0.98	0	0.00
Unknown	55	47	85.45	8	14.55	3	5.45	4	7.27	4	7.27	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	16216	13513	83.33	2703	16.67	182	1.12	51	0.31	759	4.68	135	0.83	100	0.62	13	0.08

PART 2
MILITARY OCCUPATIONAL GROUPS - NON-COMMISSIONED MEMBERS, REGULAR FORCE (paragraph 4(1)(a))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	3173	2845	89.66	328	10.34	78	2.46	20	0.63	85	2.68	13	0.41	48	1.51	4	0.13
Maintenance - Naval	3872	3746	96.75	126	3.25	74	1.91	2	0.05	98	2.53	2	0.05	50	1.29	3	0.08
Combat Arms	10784	10619	98.47	165	1.53	253	2.35	5	0.05	363	3.37	7	0.06	138	1.28	1	0.01
Air Operations - Transmissions	1282	1140	88.92	142	11.08	17	1.33	4	0.31	29	2.26	5	0.39	9	0.70	1	0.08
Air Technicians	5751	5276	91.74	475	8.26	91	1.58	19	0.33	204	3.55	8	0.14	62	1.08	6	0.10
Military Police	1403	1218	86.81	185	13.19	24	1.71	6	0.43	34	2.42	4	0.29	10	0.71	2	0.14
Operations - General	3614	3181	88.02	433	11.98	74	2.05	13	0.36	122	3.38	12	0.33	47	1.30	1	0.03
Communications and Electronics Maintenance	2473	2334	94.38	139	5.62	50	2.02	6	0.24	139	5.62	11	0.44	20	0.81	1	0.04
Medical	1753	1043	59.50	710	40.50	24	1.37	22	1.25	48	2.74	23	1.31	24	1.37	7	0.40
Dental	212	26	12.26	186	87.74	0	0.00	2	0.94	0	0.00	5	2.36	0	0.00	3	1.42
Electrical and Mechanical	3728	3628	97.32	100	2.68	77	2.07	5	0.13	80	2.15	2	0.05	51	1.37	0	0.00
Military Engineers	3688	3567	96.72	121	3.28	93	2.52	5	0.14	93	2.52	2	0.05	40	1.08	5	0.14
Clerical Personnel	3270	1302	39.82	1968	60.18	33	1.01	70	2.14	77	2.35	61	1.87	21	0.64	13	0.40
Music	229	174	75.98	55	24.02	3	1.31	0	0.00	7	3.06	2	0.87	1	0.44	0	0.00
Logistical Support	6485	5022	77.44	1463	22.56	117	1.80	51	0.79	154	2.37	41	0.63	98	1.51	13	0.20
Unknown	73	69	94.52	4	5.48	1	1.37	0	0.00	2	2.74	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	51790	45190	87.26	6600	12.74	1009	1.95	230	0.44	1535	2.96	198	0.38	619	1.20	60	0.12

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SCHEDULE 4
(Sections 23, 25 and 26)

PART 1
MILITARY OCCUPATIONAL GROUPS - OFFICERS, RESERVE FORCE (paragraph 4(1)(b))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	14	13	92.86	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	374	309	82.62	65	17.38	6	1.60	0	0.00	22	5.88	3	0.80	0	0.00	1	0.27
Combat Arms	1091	1054	96.61	37	3.39	18	1.65	1	0.09	52	4.77	3	0.27	13	1.19	0	0.00
Air Operations - Pilots	190	184	96.84	6	3.16	1	0.53	0	0.00	4	2.11	0	0.00	2	1.05	1	0.53
Air Operations	103	92	89.32	11	10.68	1	0.97	0	0.00	2	1.94	0	0.00	2	1.94	0	0.00
Aerospace Engineering	78	70	89.74	8	10.26	0	0.00	0	0.00	3	3.85	1	1.28	2	2.56	0	0.00
Engineering	98	91	92.86	7	7.14	0	0.00	0	0.00	3	3.06	0	0.00	3	3.06	0	0.00
Medical and Dental	105	75	71.43	30	28.57	1	0.95	0	0.00	3	2.86	0	0.00	0	0.00	0	0.00
Chaplaincy	48	40	83.33	8	16.67	1	2.08	0	0.00	1	2.08	2	4.17	1	2.08	0	0.00
Support	1138	779	68.45	359	31.55	9	0.81	2	0.18	29	2.59	18	1.61	14	1.25	6	0.54
Officer - Unassigned	35	30	85.71	5	14.29	1	2.86	0	0.00	1	2.86	0	0.00	0	0.00	0	0.00
COATS	1563	922	58.99	641	41.01	18	1.15	6	0.38	39	2.50	17	1.09	19	1.22	6	0.38
Military Police Officer	50	44	88.00	6	12.00	1	2.00	0	0.00	1	2.00	1	2.00	2	4.00	0	0.00
Unknown	31	29	93.55	2	6.45	0	0.00	0	0.00	1	3.23	0	0.00	3	9.68	0	0.00
TOTAL NUMBER	4918	3732	75.88	1186	24.12	57	1.16	9	0.18	161	3.27	45	0.92	61	1.24	14	0.28

PART 2
MILITARY OCCUPATIONAL GROUPS - NON-COMMISSIONED MEMBERS, RESERVE FORCE (paragraph 4(1)(b))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	1113	831	74.66	282	25.34	13	1.17	8	0.72	36	3.23	9	0.81	13	1.17	0	0.00
Maintenance - Naval	113	94	83.19	19	16.81	0	0.00	0	0.00	3	2.65	0	0.00	0	0.00	0	0.00
Combat Arms	4791	4514	94.22	277	5.78	82	1.71	11	0.23	311	6.49	15	0.31	52	1.09	1	0.02
Air Operations - Transmissions	129	117	90.70	12	9.30	3	2.33	1	0.78	1	0.78	0	0.00	3	2.33	0	0.00
Air Technicians	589	524	88.96	65	11.04	12	2.04	1	0.17	7	1.19	1	0.17	5	0.85	1	0.17
Military Police	228	193	84.65	35	15.35	3	1.32	0	0.00	9	3.95	4	1.75	4	1.75	0	0.00
Operations - General	837	721	86.14	116	13.86	9	1.08	0	0.00	58	6.93	9	1.08	14	1.67	1	0.12
Communications and Electronics Maintenance	231	214	92.64	17	7.36	2	0.87	1	0.43	7	3.03	1	0.43	3	1.30	0	0.00
Medical	519	314	60.50	205	39.50	4	0.77	6	1.16	31	5.97	9	1.73	3	0.58	1	0.19
Dental	9	4	44.44	5	55.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	467	444	95.07	23	4.93	12	2.57	0	0.00	23	4.93	0	0.00	10	2.14	0	0.00
Military Engineers	812	772	95.07	40	4.93	14	1.72	2	0.25	43	5.30	3	0.37	11	1.35	1	0.12
Clerical Personnel	1794	640	35.67	1154	64.33	12	0.67	29	1.62	63	3.51	61	3.40	21	1.17	10	0.56
Music	434	275	63.36	159	36.64	1	0.23	2	0.46	15	3.46	4	0.92	0	0.00	1	0.23
Logistical Support	1637	1217	74.34	420	25.66	19	1.16	7	0.43	63	3.85	21	1.28	27	1.65	8	0.49
COATS	25	16	64.00	9	36.00	0	0.00	1	4.00	0	0.00	0	0.00	1	4.00	0	0.00
Canadian Rangers	59	51	86.44	8	13.56	8	13.56	5	8.47	0	0.00	0	0.00	0	0.00	0	0.00
NCM Unassigned	90	89	98.89	1	1.11	3	3.33	0	0.00	1	1.11	0	0.00	3	3.33	0	0.00
Unknown	87	55	63.22	32	36.78	0	0.00	0	0.00	1	1.20	0	0.00	3	3.61	0	0.00
TOTAL NUMBER	13964	11085	79.38	2879	20.62	197	1.41	74	0.53	672	4.81	137	0.98	173	1.24	24	0.17

**ANNEX B
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**PART 1
MILITARY OCCUPATIONAL GROUPS - OFFICERS (subsection 4(1))**

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	107	103	96.26	4	3.74	0	0.00	0	0.00	3	2.80	0	0.00	1	0.93	0	0.00
Naval Operations	1772	1542	87.02	230	12.98	28	1.58	7	0.40	66	3.72	11	0.62	10	0.56	2	0.11
Maritime Engineering	779	690	88.58	89	11.42	12	1.54	1	0.13	70	8.99	4	0.51	7	0.90	0	0.00
Combat Arms	4259	4088	95.98	171	4.02	74	1.74	4	0.09	169	3.97	16	0.38	37	0.87	1	0.02
Air Operations - Pilots	2104	2000	95.06	104	4.94	16	0.76	0	0.00	57	2.71	0	0.00	7	0.33	1	0.05
Air Operations	1551	1333	85.94	218	14.06	14	0.90	4	0.26	45	2.90	7	0.45	7	0.45	0	0.00
Aerospace Engineering	1149	966	84.07	183	15.93	14	1.22	2	0.17	71	6.18	10	0.87	9	0.78	1	0.09
Engineering	1026	915	89.18	111	10.82	9	0.88	1	0.10	111	10.82	11	1.07	4	0.39	0	0.00
Medical and Dental	1360	739	54.34	621	45.66	10	0.74	16	1.18	61	4.49	25	1.84	7	0.51	1	0.07
Chaplaincy	285	244	85.61	41	14.39	1	0.35	1	0.35	9	3.16	2	0.70	3	1.05	0	0.00
Support	4804	3388	70.52	1416	29.48	35	0.73	13	0.27	210	4.37	76	1.58	43	0.90	15	0.31
Officer - Unassigned	35	30	85.71	5	14.29	1	2.86	0	0.00	1	2.86	0	0.00	0	0.00	0	0.00
COATS	1563	922	58.99	641	41.01	18	1.15	6	0.38	39	2.50	17	1.09	19	1.22	6	0.38
Military Police Officer	254	209	82.28	45	17.72	4	1.57	1	0.39	3	1.18	1	0.39	4	1.57	0	0.00
Unknown	86	76	88.37	10	11.63	3	3.49	4	4.65	5	5.81	0	0.00	3	3.49	0	0.00
TOTAL NUMBER	21134	17245	81.60	3889	18.40	239	1.13	60	0.28	920	4.35	180	0.85	161	0.76	27	0.13

**PART 2
MILITARY OCCUPATIONAL GROUPS - NON-COMMISSIONED MEMBERS (subsection 4(1))**

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	4286	3676	85.77	610	14.23	91	2.12	28	0.65	121	2.82	22	0.51	61	1.42	4	0.09
Maintenance - Naval	3985	3840	96.36	145	3.64	74	1.86	2	0.05	101	2.53	2	0.05	50	1.25	3	0.08
Combat Arms	15575	15133	97.16	442	2.84	335	2.15	16	0.10	674	4.33	22	0.14	190	1.22	2	0.01
Air Operations - Transmissions	1411	1257	89.09	154	10.91	20	1.42	5	0.35	30	2.13	5	0.35	12	0.85	1	0.07
Air Technicians	6340	5800	91.48	540	8.52	103	1.62	20	0.32	211	3.33	9	0.14	67	1.06	7	0.11
Military Police	1631	1411	86.51	220	13.49	27	1.66	6	0.37	43	2.64	8	0.49	14	0.86	2	0.12
Operations - General	4451	3902	87.67	549	12.33	83	1.86	13	0.29	180	4.04	21	0.47	61	1.37	2	0.04
Communications and Electronics Maintenance	2704	2548	94.23	156	5.77	52	1.92	7	0.26	146	5.40	12	0.44	23	0.85	1	0.04
Medical	2272	1357	59.73	915	40.27	28	1.23	28	1.23	79	3.48	32	1.41	27	1.19	8	0.35
Dental	221	30	13.57	191	86.43	0	0.00	2	0.90	0	0.00	5	2.26	0	0.00	3	1.36
Electrical and Mechanical	4195	4072	97.07	123	2.93	89	2.12	5	0.12	103	2.46	2	0.05	61	1.45	0	0.00
Military Engineers	4500	4339	96.42	161	3.58	107	2.38	7	0.16	136	3.02	5	0.11	51	1.13	6	0.13
Clerical Personnel	5064	1942	38.35	3122	61.65	45	0.89	99	1.95	140	2.76	122	2.41	42	0.83	23	0.45
Music	663	449	67.72	214	32.28	4	0.60	2	0.30	22	3.32	6	0.90	1	0.15	1	0.15
Logistical Support	8122	6239	76.82	1883	23.18	136	1.67	58	0.71	217	2.67	62	0.76	125	1.54	21	0.26
COATS	25	16	64.00	9	36.00	0	0.00	1	4.00	0	0.00	0	0.00	1	4.00	0	0.00
Canadian Rangers	59	51	86.44	8	13.56	8	13.56	5	8.47	0	0.00	0	0.00	0	0.00	0	0.00
NCM Unassigned	90	89	98.89	1	1.11	3	3.33	0	0.00	1	1.11	0	0.00	3	3.33	0	0.00
Unknown	160	124	77.50	36	22.50	1	0.63	0	0.00	3	1.88	0	0.00	3	1.88	0	0.00
TOTAL NUMBER	65754	56275	85.58	9479	14.42	1206	1.83	304	0.46	2207	3.36	335	0.51	792	1.20	84	0.13

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SCHEDULE 6
(Sections 23 and 27)

PART 1
REPRESENTATION PER MILITARY RANK - OFFICERS, REGULAR FORCE (paragraph 4(1)(a))

Ranks	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-General	11	11	100.00	0	0.00	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Major-General	27	27	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.70	0	0.00
Brigadier General	53	50	94.34	3	5.66	0	0.00	0	0.00	2	3.77	0	0.00	0	0.00	0	0.00
Colonel	327	317	96.94	10	3.06	6	1.83	0	0.00	3	0.92	0	0.00	3	0.92	0	0.00
Lieutenant-Colonel	1274	1160	91.05	114	8.95	8	0.63	0	0.00	22	1.73	2	0.16	8	0.63	0	0.00
Major	3620	3110	85.91	510	14.09	31	0.86	7	0.19	75	2.07	17	0.47	29	0.80	3	0.08
Captain	6265	5137	82.00	1128	18.00	57	0.91	17	0.27	254	4.05	39	0.62	36	0.57	4	0.06
Lieutenant	1382	1069	77.35	313	22.65	20	1.45	4	0.29	99	7.16	27	1.95	3	0.22	3	0.22
Second Lieutenant	1588	1323	83.31	265	16.69	26	1.64	7	0.44	182	11.46	28	1.76	9	0.57	1	0.06
Officer Cadet	1668	1308	78.42	360	21.58	34	2.04	16	0.96	121	7.25	22	1.32	11	0.66	2	0.12
TOTAL NUMBER	16216	13513	83.33	2703	16.67	182	1.12	51	0.31	759	4.68	135	0.83	100	0.62	13	0.08

PART 2
REPRESENTATION PER MILITARY RANK - NON-COMMISSIONED MEMBERS, REGULAR FORCE (paragraph 4(1)(a))

Ranks	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	607	577	95.06	30	4.94	7	1.15	0	0.00	9	1.48	0	0.00	6	0.99	0	0.00
Master Warrant Officer	2070	1929	93.19	141	6.81	32	1.55	4	0.19	28	1.35	0	0.00	21	1.01	1	0.05
Warrant Officer	3903	3523	90.26	380	9.74	58	1.49	12	0.31	54	1.38	4	0.10	65	1.67	4	0.10
Sergeant	7164	6132	85.59	1032	14.41	132	1.84	36	0.50	125	1.74	33	0.46	99	1.38	8	0.11
Master Corporal (by Appointment)	8979	7614	84.80	1365	15.20	152	1.69	43	0.48	198	2.21	32	0.36	97	1.08	12	0.13
Corporal	16767	14561	86.84	2206	13.16	325	1.94	75	0.45	513	3.06	68	0.41	187	1.12	20	0.12
Private	12300	10854	88.24	1446	11.76	303	2.46	60	0.49	608	4.94	61	0.50	144	1.17	15	0.12
TOTAL NUMBER	51790	45190	87.26	6600	12.74	1009	1.95	230	0.44	1535	2.96	198	0.38	619	1.20	60	0.12

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SCHEDULE 7
(Sections 23 and 27)

PART 1
REPRESENTATION PER MILITARY RANK - OFFICERS, RESERVE FORCE *(paragraph 4(1)(b))*

Ranks	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-General	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Major-General	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Brigadier General	12	12	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	59	55	93.22	4	6.78	0	0.00	0	0.00	0	0.00	0	0.00	1	1.69	0	0.00
Lieutenant-Colonel	327	301	92.05	26	7.95	3	0.92	0	0.00	7	2.14	0	0.00	4	1.22	0	0.00
Major	860	728	84.65	132	15.35	6	0.70	0	0.00	17	1.98	3	0.35	16	1.86	3	0.35
Captain	2237	1636	73.13	601	26.87	26	1.16	7	0.31	52	2.32	16	0.72	26	1.16	7	0.31
Lieutenant	694	473	68.16	221	31.84	15	2.16	1	0.14	29	4.18	11	1.59	5	0.72	1	0.14
Second Lieutenant	519	367	70.71	152	29.29	4	0.77	0	0.00	44	8.48	11	2.12	9	1.73	2	0.39
Officer Cadet	208	159	76.44	49	23.56	3	1.44	1	0.48	12	5.77	4	1.92	0	0.00	1	0.48
TOTAL NUMBER	4918	3732	75.88	1186	24.12	57	1.16	9	0.18	161	3.27	45	0.92	61	1.24	14	0.28

PART 2
REPRESENTATION PER MILITARY RANK - NON-COMMISSIONED MEMBERS, RESERVE FORCE *(paragraph 4(1)(b))*

Ranks	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	162	154	95.06	8	4.94	3	1.85	0	0.00	3	1.85	1	0.62	2	1.23	0	0.00
Master Warrant Officer	552	498	90.22	54	9.78	7	1.27	1	0.18	13	2.36	0	0.00	11	1.99	0	0.00
Warrant Officer	951	786	82.65	165	17.35	16	1.68	4	0.42	22	2.31	5	0.53	17	1.79	2	0.21
Sergeant	2104	1662	78.99	442	21.01	24	1.14	11	0.52	76	3.61	15	0.71	29	1.38	7	0.33
Master Corporal (by Appointment)	2232	1759	78.81	473	21.19	41	1.84	14	0.63	120	5.38	34	1.52	35	1.57	2	0.09
Corporal	5434	4118	75.78	1316	24.22	69	1.27	31	0.57	318	5.85	63	1.16	61	1.12	12	0.22
Private	2529	2108	83.35	421	16.65	37	1.46	13	0.51	120	4.74	19	0.75	18	0.71	1	0.04
TOTAL NUMBER	13964	11085	79.38	2879	20.62	197	1.41	74	0.53	672	4.81	137	0.98	173	1.24	24	0.17

PART 1
ENROLMENTS - OFFICERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	103	79	76.70	24	23.30	1	0.97	2	1.94	5	4.85	0	0.00	0	0.00	0	0.00
Maritime Engineering	98	86	87.76	12	12.24	2	2.04	0	0.00	20	20.41	1	1.02	1	1.02	0	0.00
Combat Arms	167	153	91.62	14	8.38	11	6.59	4	2.40	18	10.78	3	1.80	1	0.60	0	0.00
Air Operations - Pilots	55	52	94.55	3	5.45	1	1.82	0	0.00	5	9.09	0	0.00	1	1.82	0	0.00
Air Operations	73	55	75.34	18	24.66	1	1.37	0	0.00	6	8.22	1	1.37	1	1.37	0	0.00
Aerospace Engineering	48	41	85.42	7	14.58	1	2.08	0	0.00	8	16.67	2	4.17	0	0.00	0	0.00
Engineering	67	60	89.55	7	10.45	1	1.49	0	0.00	15	22.39	0	0.00	1	1.49	0	0.00
Medical and Dental	46	16	34.78	30	65.22	0	0.00	0	0.00	1	2.17	2	4.35	0	0.00	0	0.00
Chaplaincy	9	6	66.67	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	79	50	63.29	29	36.71	1	1.27	0	0.00	6	7.59	1	1.27	0	0.00	0	0.00
Officer Cadets - Unassigned	3	2	66.67	1	33.33	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	748	600	80.21	148	19.79	21	2.81	7	0.94	84	11.23	10	1.34	5	0.67	0	0.00

PART 2
ENROLMENTS - NON-COMMISSIONED MEMBERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	318	271	85.22	47	14.78	10	3.14	6	1.89	13	4.09	1	0.31	4	1.26	1	0.31
Maintenance - Naval	399	380	95.24	19	4.76	10	2.51	0	0.00	13	3.26	1	0.25	2	0.50	1	0.25
Combat Arms	588	574	97.62	14	2.38	15	2.55	0	0.00	21	3.57	0	0.00	9	1.53	1	0.17
Air Operations - Transmissions	55	40	72.73	15	27.27	0	0.00	0	0.00	3	5.45	2	3.64	0	0.00	0	0.00
Air Technicians	207	188	90.82	19	9.18	4	1.93	2	0.97	14	6.76	1	0.48	0	0.00	0	0.00
Military Police	52	43	82.69	9	17.31	0	0.00	0	0.00	1	1.92	0	0.00	0	0.00	1	1.92
Operations - General	178	163	91.57	15	8.43	4	2.25	0	0.00	7	3.93	0	0.00	2	1.12	0	0.00
Communications and Electronics Maintenance	221	207	93.67	14	6.33	4	1.81	0	0.00	13	5.88	1	0.45	0	0.00	0	0.00
Medical	98	64	65.31	34	34.69	0	0.00	0	0.00	5	5.10	0	0.00	0	0.00	0	0.00
Dental	10	0	0.00	10	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	10.00
Electrical and Mechanical	282	276	97.87	6	2.13	9	3.19	0	0.00	10	3.55	0	0.00	3	1.06	0	0.00
Military Engineers	165	161	97.58	4	2.42	13	7.88	0	0.00	6	3.64	0	0.00	1	0.61	1	0.61
Clerical Personnel	60	12	20.00	48	80.00	2	3.33	2	3.33	3	5.00	2	3.33	0	0.00	0	0.00
Music	9	7	77.78	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	115	75	65.22	40	34.78	5	4.35	1	0.87	4	3.48	3	2.61	3	2.61	0	0.00
TOTAL NUMBER	2757	2461	89.26	296	10.74	76	2.76	11	0.40	113	4.10	11	0.40	24	0.87	6	0.22

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SCHEDULE 9
(Sections 23, 26 and 28)

PART 1
ENROLMENTS - OFFICERS, RESERVE FORCE *(paragraph 4(1)(b))*

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	15	13	86.67	2	13.33	0	0.00	0	0.00	3	20.00	1	6.67	0	0.00	0	0.00
Maritime Engineering	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	6	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	0	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical and Dental	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	1	0	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	12	8	66.67	4	33.33	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	1	8.33
COATS	36	20	55.56	16	44.44	1	2.78	0	0.00	0	0.00	1	2.78	0	0.00	0	0.00
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	75	51	68.00	24	32.00	1	1.33	0	0.00	4	5.33	2	2.67	0	0.00	1	1.33

PART 2
ENROLMENTS - NON-COMMISSIONED MEMBERS, RESERVE FORCE *(subsection 4(1)(b))*

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	72	56	77.78	16	22.22	1	1.39	1	1.39	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance - Naval	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	89	84	94.38	5	5.62	0	0.00	0	0.00	4	4.49	0	0.00	0	0.00	0	0.00
Air Operations - Transmissions	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	6	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	5	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	19	17	89.47	2	10.53	0	0.00	0	0.00	2	10.53	0	0.00	1	5.26	0	0.00
Communications and Electronics Maintenance	9	9	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	11	6	54.55	5	45.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dental	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	13	11	84.62	2	15.38	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00
Military Engineers	47	42	89.36	5	10.64	0	0.00	0	0.00	1	2.13	0	0.00	0	0.00	0	0.00
Clerical Personnel	32	13	40.63	19	59.38	0	0.00	1	3.13	1	3.13	2	6.25	0	0.00	0	0.00
Music	24	16	66.67	8	33.33	0	0.00	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00
Logistical Support	37	29	78.38	8	21.62	1	2.70	0	0.00	2	5.41	0	0.00	0	0.00	0	0.00
Canadian Rangers	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	367	297	80.93	70	19.07	2	0.54	2	0.54	12	3.27	2	0.54	1	0.27	0	0.00

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SCHEDULE 10
(Sections 23, 26 and 28)

PART 1
PROMOTIONS - OFFICERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	20	20	100.00	0	0.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00
Naval Operations	218	198	90.83	20	9.17	4	1.83	1	0.46	5	2.29	3	1.38	1	0.46	1	0.46
Maritime Engineering	143	128	89.51	15	10.49	0	0.00	0	0.00	12	8.39	0	0.00	3	2.10	0	0.00
Combat Arms	552	524	94.93	28	5.07	18	3.26	0	0.00	15	2.72	3	0.54	3	0.54	0	0.00
Air Operations - Pilots	165	156	94.55	9	5.45	0	0.00	0	0.00	9	5.45	0	0.00	2	1.21	0	0.00
Air Operations	171	152	88.89	19	11.11	2	1.17	0	0.00	6	3.51	3	1.75	0	0.00	0	0.00
Aerospace Engineering	181	153	84.53	28	15.47	3	1.66	0	0.00	16	8.84	0	0.00	0	0.00	0	0.00
Engineering	171	154	90.06	17	9.94	1	0.58	0	0.00	22	12.87	0	0.00	0	0.00	0	0.00
Medical and Dental	186	90	48.39	96	51.61	2	1.08	3	1.61	8	4.30	2	1.08	1	0.54	0	0.00
Chaplaincy	11	8	72.73	3	27.27	0	0.00	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00
Support	673	473	70.28	200	29.72	4	0.59	1	0.15	42	6.24	17	2.53	1	0.15	2	0.30
Military Police Officers	19	15	78.95	4	21.05	1	5.26	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00
TOTAL NUMBER	2510	2071	82.51	439	17.49	35	1.39	6	0.24	136	5.42	28	1.12	13	0.52	3	0.12

PART 2
PROMOTIONS - NON-COMMISSIONED MEMBERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	482	423	87.76	59	12.24	10	2.07	2	0.41	9	1.87	1	0.21	5	1.04	1	0.21
Maintenance - Naval	654	635	97.09	19	2.91	5	0.76	0	0.00	12	1.83	0	0.00	10	1.53	0	0.00
Combat Arms	1579	1555	98.48	24	1.52	33	2.09	0	0.00	39	2.47	1	0.06	14	0.89	0	0.00
Air Operations - Transmissions	234	205	87.61	29	12.39	1	0.43	1	0.43	5	2.14	1	0.43	1	0.43	1	0.43
Air Technicians	860	778	90.47	82	9.53	14	1.63	2	0.23	26	3.02	0	0.00	11	1.28	0	0.00
Military Police	254	225	88.58	29	11.42	3	1.18	1	0.39	2	0.79	1	0.39	1	0.39	0	0.00
Operations - General	702	620	88.32	82	11.68	14	1.99	3	0.43	28	3.99	3	0.43	8	1.14	0	0.00
Communications and Electronics Maintenance	445	412	92.58	33	7.42	10	2.25	2	0.45	22	4.94	4	0.90	4	0.90	0	0.00
Medical	323	198	61.30	125	38.70	1	0.31	4	1.24	8	2.48	6	1.86	6	1.86	2	0.62
Dental	44	6	13.64	38	86.36	0	0.00	1	2.27	0	0.00	1	2.27	0	0.00	0	0.00
Electrical and Mechanical	602	592	98.34	10	1.66	11	1.83	0	0.00	7	1.16	1	0.17	7	1.16	0	0.00
Military Engineers	761	740	97.24	21	2.76	20	2.63	0	0.00	15	1.97	1	0.13	4	0.53	0	0.00
Clerical Personnel	716	247	34.50	469	65.50	2	0.28	10	1.40	13	1.82	12	1.68	3	0.42	1	0.14
Music	32	26	81.25	6	18.75	0	0.00	0	0.00	2	6.25	0	0.00	0	0.00	0	0.00
Logistical Support	1208	914	75.66	294	24.34	21	1.74	9	0.75	24	1.99	7	0.58	19	1.57	2	0.17
Unknown	263	235	89.35	28	10.65	3	1.14	3	1.14	2	0.76	0	0.00	2	0.76	1	0.38
TOTAL NUMBER	9159	7811	85.28	1348	14.72	148	1.62	38	0.41	214	2.34	39	0.43	95	1.04	8	0.09

PART 1

PROMOTIONS - OFFICERS, RESERVE FORCE (subsection 4(1)(b))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	24	20	83.33	4	16.67	0	0.00	0	0.00	2	8.33	0	0.00	0	0.00	0	0.00
Maritime Engineering	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	202	193	95.54	9	4.46	3	1.49	0	0.00	8	3.96	1	0.50	0	0.00	0	0.00
Air Operations - Pilots	4	4	100.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Air Operations	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	3	2	66.67	1	33.33	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Engineering	8	8	100.00	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
Medical and Dental	8	2	25.00	6	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	154	98	63.64	56	36.36	1	0.65	1	0.65	4	2.60	4	2.60	1	0.65	0	0.00
COATS	271	151	55.72	120	44.28	6	2.21	2	0.74	9	3.32	2	0.74	2	0.74	0	0.00
Military Police Officers	7	6	85.71	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	699	499	71.39	200	28.61	10	1.43	3	0.43	26	3.72	7	1.00	3	0.43	0	0.00

PART 2

PROMOTIONS - NON-COMMISSIONED MEMBERS, RESERVE FORCE (subsection 4(1)(b))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	89	65	73.03	24	26.97	1	1.12	0	0.00	4	4.49	0	0.00	2	2.25	0	0.00
Maintenance - Naval	7	5	71.43	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	897	834	92.98	63	7.02	12	1.34	1	0.11	55	6.13	5	0.56	7	0.78	0	0.00
Air Operations - Transmissions	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	22	20	90.91	2	9.09	1	4.55	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00
Military Police	19	16	84.21	3	15.79	0	0.00	0	0.00	1	5.26	1	5.26	0	0.00	0	0.00
Operations - General	142	128	90.14	14	9.86	0	0.00	0	0.00	13	9.15	1	0.70	3	2.11	0	0.00
Communications and Electronics Maintenance	16	14	87.50	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	87	54	62.07	33	37.93	0	0.00	0	0.00	8	9.20	3	3.45	0	0.00	0	0.00
Dental	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	70	68	97.14	2	2.86	4	5.71	0	0.00	5	7.14	0	0.00	2	2.86	0	0.00
Military Engineers	121	117	96.69	4	3.31	2	1.65	1	0.83	6	4.96	0	0.00	0	0.00	0	0.00
Clerical Personnel	140	46	32.86	94	67.14	2	1.43	4	2.86	6	4.29	8	5.71	3	2.14	1	0.71
Music	53	33	62.26	20	37.74	0	0.00	0	0.00	1	1.89	0	0.00	0	0.00	0	0.00
Logistical Support	133	98	73.68	35	26.32	2	1.50	1	0.75	7	5.26	5	3.76	1	0.75	0	0.00
Canadian Rangers	3	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	1801	1502	83.40	299	16.60	24	1.33	8	0.44	107	5.94	23	1.28	18	1.00	1	0.06

PART 1
RE-ENGAGEMENT - OFFICERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	182	148	81.32	34	18.68	3	1.65	3	1.65	7	3.85	1	0.55	0	0.00	0	0.00
Maritime Engineering	167	151	90.42	16	9.58	4	2.40	1	0.60	24	14.37	1	0.60	2	1.20	0	0.00
Combat Arms	381	355	93.18	26	6.82	22	5.77	5	1.31	20	5.25	4	1.05	2	0.52	1	0.26
Air Operations - Pilots	231	218	94.37	13	5.63	5	2.16	0	0.00	9	3.90	0	0.00	3	1.30	0	0.00
Air Operations	160	129	80.63	31	19.38	1	0.63	0	0.00	7	4.38	1	0.63	1	0.63	0	0.00
Aerospace Engineering	121	105	86.78	16	13.22	3	2.48	0	0.00	10	8.26	2	1.65	1	0.83	0	0.00
Engineering	130	122	93.85	8	6.15	1	0.77	0	0.00	18	13.85	0	0.00	1	0.77	0	0.00
Medical and Dental	155	80	51.61	75	48.39	3	1.94	1	0.65	6	3.87	4	2.58	0	0.00	0	0.00
Chaplaincy	34	27	79.41	7	20.59	0	0.00	0	0.00	1	2.94	0	0.00	0	0.00	0	0.00
Support	400	269	67.25	131	32.75	4	1.00	2	0.50	23	5.75	6	1.50	5	1.25	1	0.25
Officer Cadets - Unassigned	7	3	42.86	4	57.14	3	42.86	4	57.14	0	0.00	0	0.00	0	0.00	0	0.00
Military Police Officer	16	11	68.75	5	31.25	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00
Unknown	18	12	66.67	6	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2003	1631	81.43	372	18.57	49	2.45	16	0.80	125	6.24	19	0.95	16	0.80	2	0.10

PART 2
RE-ENGAGEMENT - NON-COMMISSIONED MEMBERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	650	557	85.69	93	14.31	18	2.77	10	1.54	22	3.38	1	0.15	5	0.77	1	0.15
Maintenance - Naval	727	695	95.60	32	4.40	15	2.06	0	0.00	29	3.99	1	0.14	10	1.38	1	0.14
Combat Arms	2989	2934	98.16	55	1.84	75	2.51	1	0.03	112	3.75	2	0.07	34	1.14	2	0.07
Air Operations - Transmissions	169	143	84.62	26	15.38	2	1.18	1	0.59	6	3.55	3	1.78	1	0.59	0	0.00
Air Technicians	820	747	91.10	73	8.90	17	2.07	4	0.49	40	4.88	2	0.24	5	0.61	0	0.00
Military Police	226	193	85.40	33	14.60	3	1.33	2	0.88	6	2.65	1	0.44	3	1.33	1	0.44
Operations - General	657	572	87.06	85	12.94	13	1.98	3	0.46	26	3.96	0	0.00	9	1.37	0	0.00
Communications and Electronics Maintenance	523	489	93.50	34	6.50	12	2.29	0	0.00	28	5.35	5	0.96	7	1.34	0	0.00
Medical	260	158	60.77	102	39.23	2	0.77	0	0.00	6	2.31	0	0.00	0	0.00	0	0.00
Dental	29	1	3.45	28	96.55	0	0.00	0	0.00	0	0.00	1	3.45	0	0.00	1	3.45
Electrical and Mechanical	760	733	96.45	27	3.55	20	2.63	1	0.13	21	2.76	0	0.00	10	1.32	0	0.00
Military Engineers	658	637	96.81	21	3.19	20	3.04	0	0.00	16	2.43	0	0.00	4	0.61	1	0.15
Clerical Personnel	577	184	31.89	393	68.11	5	0.87	15	2.60	15	2.60	13	2.25	3	0.52	3	0.52
Music	34	27	79.41	7	20.59	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	913	683	74.81	230	25.19	15	1.64	7	0.77	28	3.07	12	1.31	17	1.86	1	0.11
Unknown	74	64	86.49	10	13.51	0	0.00	1	1.35	1	1.35	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	10066	8817	87.59	1249	12.41	217	2.16	45	0.45	356	3.54	41	0.41	108	1.07	11	0.11

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SCHEDULE 13
(Sections 23, 26 and 28)

PART 1
RE-ENGAGEMENT - OFFICERS, RESERVE FORCE *(subsection 4(1)(b))*

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	34	30	88.24	4	11.76	1	2.94	0	0.00	4	11.76	1	2.94	0	0.00	0	0.00
Maritime Engineering	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	47	43	91.49	4	8.51	2	4.26	0	0.00	0	0.00	0	0.00	2	4.26	0	0.00
Air Operations - Pilots	31	31	100.00	0	0.00	1	3.23	0	0.00	3	9.68	0	0.00	0	0.00	0	0.00
Air Operations	13	12	92.31	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	9	7	77.78	2	22.22	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
Engineering	13	12	92.31	1	7.69	0	0.00	0	0.00	1	7.69	0	0.00	1	7.69	0	0.00
Medical and Dental	10	7	70.00	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	62	41	66.13	21	33.87	0	0.00	0	0.00	1	1.61	0	0.00	0	0.00	1	1.61
Officer - Unassigned	4	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COATS	45	26	57.78	19	42.22	1	2.33	0	0.00	0	0.00	1	2.33	0	0.00	0	0.00
Unknown	5	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	280	220	78.57	60	21.43	5	1.79	0	0.00	10	3.57	2	0.71	3	1.07	1	0.36

PART 2
RE-ENGAGEMENT - NON-COMMISSIONED MEMBERS, RESERVE FORCE *(subsection 4(1)(b))*

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	85	66	77.65	19	22.35	1	1.18	1	1.18	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance - Naval	11	10	90.91	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Combat Arms	142	134	94.37	8	5.63	0	0.00	0	0.00	7	4.93	0	0.00	0	0.00	0	0.00
Air Operations - Transmissions	23	20	86.96	3	13.04	0	0.00	0	0.00	0	0.00	0	0.00	1	4.35	0	0.00
Air Technicians	51	47	92.16	4	7.84	0	0.00	0	0.00	0	0.00	1	1.96	0	0.00	0	0.00
Military Police	19	17	89.47	2	10.53	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	40	36	90.00	4	10.00	0	0.00	0	0.00	3	7.50	0	0.00	1	2.50	0	0.00
Communications and Electronics Maintenance	33	31	93.94	2	6.06	1	3.03	0	0.00	2	6.06	0	0.00	1	3.03	0	0.00
Medical	25	15	60.00	10	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dental	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	33	29	87.88	4	12.12	0	0.00	0	0.00	4	12.12	0	0.00	1	3.03	0	0.00
Military Engineers	62	57	91.94	5	8.06	0	0.00	0	0.00	1	1.61	0	0.00	0	0.00	0	0.00
Clerical Personnel	97	38	39.18	59	60.82	0	0.00	2	2.06	3	3.09	5	5.15	0	0.00	1	1.03
Music	27	18	66.67	9	33.33	0	0.00	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00
Logistical Support	80	59	73.75	21	26.25	1	1.25	0	0.00	5	6.25	0	0.00	0	0.00	0	0.00
COATS	3	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	11	11	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	18.18	0	0.00
TOTAL NUMBER	743	590	79.41	153	20.59	4	0.54	3	0.40	27	3.63	6	0.81	6	0.81	1	0.13

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SCHEDULE 14
(Sections 23, 26 and 28)

PART 1
RELEASES - OFFICERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	13	13	100.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	59	49	83.05	10	16.95	0	0.00	0	0.00	1	1.69	0	0.00	1	1.69	0	0.00
Maritime Engineering	24	23	95.83	1	4.17	0	0.00	0	0.00	2	8.33	1	4.17	1	4.17	0	0.00
Combat Arms	102	92	90.20	10	9.80	4	3.92	3	2.94	13	12.75	0	0.00	1	0.98	0	0.00
Air Operations - Pilots	23	22	95.65	1	4.35	0	0.00	0	0.00	1	4.35	0	0.00	1	4.35	0	0.00
Air Operations	52	39	75.00	13	25.00	0	0.00	0	0.00	1	1.92	1	1.92	0	0.00	0	0.00
Aerospace Engineering	55	48	87.27	7	12.73	0	0.00	1	1.82	6	10.91	1	1.82	1	1.82	0	0.00
Engineering	49	45	91.84	4	8.16	0	0.00	0	0.00	7	14.29	1	2.04	2	4.08	0	0.00
Medical and Dental	60	33	55.00	27	45.00	0	0.00	1	1.67	4	6.67	0	0.00	1	1.67	0	0.00
Chaplaincy	7	7	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	120	86	71.67	34	28.33	2	1.67	1	0.83	6	5.00	0	0.00	1	0.83	0	0.00
Officer Cadets - Unassigned	4	4	100.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police Officer	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	168	145	86.31	23	13.69	3	1.79	0	0.00	4	2.38	1	0.60	1	0.60	0	0.00
TOTAL NUMBER	737	606	82.23	131	17.77	13	1.76	6	0.81	45	6.11	5	0.68	10	1.36	0	0.00

PART 2
RELEASES - NON-COMMISSIONED MEMBERS, REGULAR FORCE (subsection 4(1)(a))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	230	200	86.96	30	13.04	5	2.17	2	0.87	7	3.04	1	0.43	1	0.43	0	0.00
Maintenance - Naval	143	130	90.91	13	9.09	3	2.10	1	0.70	3	2.10	0	0.00	4	2.80	0	0.00
Combat Arms	881	866	98.30	15	1.70	43	4.88	0	0.00	32	3.63	0	0.00	14	1.59	2	0.23
Air Operations - Transmissions	47	38	80.85	9	19.15	0	0.00	0	0.00	2	4.26	0	0.00	2	4.26	1	2.13
Air Technicians	221	198	89.59	23	10.41	3	1.36	2	0.90	2	0.90	0	0.00	7	3.17	0	0.00
Military Police	51	44	86.27	7	13.73	1	1.96	0	0.00	4	7.84	0	0.00	2	3.92	0	0.00
Operations - General	197	170	86.29	27	13.71	9	4.57	0	0.00	5	2.54	0	0.00	4	2.03	1	0.51
Communications and Electronics Maintenance	158	148	93.67	10	6.33	1	0.63	0	0.00	8	5.06	0	0.00	3	1.90	0	0.00
Medical	91	43	47.25	48	52.75	3	3.30	0	0.00	3	3.30	0	0.00	4	4.40	1	1.10
Dental	12	2	16.67	10	83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	193	186	96.37	7	3.63	3	1.55	0	0.00	5	2.59	0	0.00	5	2.59	0	0.00
Military Engineers	230	221	96.09	9	3.91	6	2.61	0	0.00	3	1.30	0	0.00	4	1.74	0	0.00
Clerical Personnel	124	51	41.13	73	58.87	3	2.42	0	0.00	1	0.81	2	1.61	2	1.61	2	1.61
Music	10	6	60.00	4	40.00	0	0.00	0	0.00	1	10.00	2	20.00	0	0.00	0	0.00
Logistical Support	363	267	73.55	96	26.45	10	2.75	1	0.28	7	1.93	1	0.28	5	1.38	1	0.28
Unknown	469	396	84.43	73	15.57	6	1.28	2	0.43	11	2.35	2	0.43	5	1.07	0	0.00
TOTAL NUMBER	3420	2966	86.73	454	13.27	96	2.81	8	0.23	94	2.75	8	0.23	62	1.81	8	0.23

PART 1
RELEASES - OFFICERS, RESERVE FORCE (subsection 4(1)(b))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	9	8	88.89	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	17	17	100.00	0	0.00	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Medical and Dental	4	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	23	16	69.57	7	30.43	1	4.35	0	0.00	0	0.00	0	0.00	1	4.35	0	0.00
Officer - Unassigned	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
COATS	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	70	59	84.29	11	15.71	2	2.86	0	0.00	1	1.43	0	0.00	2	2.86	0	0.00

PART 2
RELEASES - NON-COMMISSIONED MEMBERS, RESERVE FORCE (subsection 4(1)(b))

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	21	20	95.24	1	4.76	0	0.00	0	0.00	1	4.76	0	0.00	1	4.76	0	0.00
Maintenance - Naval	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	25	24	96.00	1	4.00	1	4.00	0	0.00	4	16.00	0	0.00	1	4.00	0	0.00
Air Operations - Transmissions	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	16	13	81.25	3	18.75	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	9	9	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00
Medical	3	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dental	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	8	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Engineers	13	11	84.62	2	15.38	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Clerical Personnel	39	14	35.90	25	64.10	1	2.56	0	0.00	1	2.56	0	0.00	0	0.00	0	0.00
Music	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	29	20	68.97	9	31.03	0	0.00	1	3.45	1	3.45	0	0.00	0	0.00	1	3.45
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	175	132	75.43	43	24.57	3	1.71	1	0.57	7	4.00	0	0.00	3	1.71	1	0.57