



National
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CANADIAN FORCES
EMPLOYMENT EQUITY REPORT
2011– 2012

Submitted to

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INTRODUCTION

2011-2012

The mission of the Canadian Forces (CF) is to defend Canada, its interests and its values, while contributing to international peace and security. Under Canadian defence policy, the CF is called upon to fulfil three major roles:

- a. Defend Canada;
- b. Defend North America; and
- c. Contribute to international peace and security.

The Canadian Forces is one of Canada's most important and recognized national institutions and it strives to be reflective of Canada's cultural, ethnic and linguistic makeup, as well as its regional diversity.

In November 2010, the Chief of the Defence Staff (CDS) endorsed an update to the 2006 strategic Canadian Forces (CF) Employment Equity (EE) Plan. This Plan outlines the CDS' commitment to diversity as a fundamental value for the CF. The changing makeup of Canada's population makes it critical that the CF take proactive measures to be inclusive to men and women of all cultures. Unless the CF creates a diverse and inclusive environment that is seen as attractive to women, members of visible minorities and Aboriginal peoples, it will become increasingly difficult not only to recruit well qualified Canadians but also to retain them as part of its all-volunteer force. This, in the long term, may jeopardize its operational capability.

Recruiting and retaining personnel that reflect the face of Canada is a priority for the CF. In fact, it is central to achieving the Defence Mission. This report details progress that the CF has made towards achieving its Employment Equity goals and objectives in FY 2011-2012.

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 corresponding civilian occupations. 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 Labour Market Availability (LMA) of Canadians to join the CF. As the Military Factor may impact disproportionately on designated group members (i.e. women, visible minorities and Aboriginal Peoples), it could adversely affect the attainment of the CF’s employment equity goals. In order 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 LMA estimates in comparison to the civilian labor 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 included:

- CF EE representation data was updated;
- Short term CF EE recruiting goals were increased as follows: Women 25.1%, Visible Minorities 11.8%, and Aboriginal peoples 3.4%;
- A new EE and Diversity Communications Plan that positioned EE as an operational imperative was added to the Plan; and
- Updates were made to the EE Action Plan, notably to items related to EE and diversity training for CF members.

A new CF EE Plan which will address the results of the ongoing CF Employment Systems Review is expected to be completed in 2013.

CF Self-Identification Census

The CF Self-Identification census was carried out in the 2001-2002 timeframe. Subsequently, several measures have been used to increase the self-identification return rate. Perhaps most significantly, commencing in 2006, all new CF members attending Basic Officer and Basic Non-Commissioned Member (NCM) training are given a census form to complete immediately following a lecture on Employment Equity, an initiative which resulted in an immediate increase in return rates. Additionally, CF human resource management programs are equipped with the capability to identify those CF members who have never submitted a census form and a program is in place to ensure that these members are re-surveyed. Combined, these measures have contributed to an overall census return rate of 86%.

CF EE Representation Rates

Representation data for members of the Regular Force, or full-time employees, and members of the Reserve Force, or part-time employees, are presented in the attached EE schedules.

In defining who is to be counted as an employee for EE reporting purposes, Section 4 of the CF Employment Equity Regulations establishes a minimum of 75 days paid service as the threshold for a member of the Reserve Force. When the 75 day criterion is strictly applied, only 50 % of Primary Reservists, 19 % of COATS and 1.5 % of Canadian Rangers can be counted as employees. Notwithstanding that, within the CF context, EE staffs maintain that an employer/employee relationship exists from the time a Reserve Force member is enrolled until such time as that member is formally released from the CF. Accordingly, the CF is presently pursuing a regulatory change to the 75 day criterion.

CF EE Goals

The CF EE availability estimates summarized below are taken from the 2010 CF Workforce Analysis. 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%
Visible Minorities	11.8%

Over the past year, the percentages of Visible Minorities (6.7 %) and Aboriginal Peoples (3.5 %) among enrolments or "new hires" in the Regular Force once again exceeded current CF representation rates. It is also noteworthy that in FY 11/12, the CF achieved its short term recruiting goals for Aboriginal Peoples, indicative that significant progress is being made. However, in the case of Visible Minorities, enrolments fell significantly short of CF Recruiting Goals (11.8%).

Enrolment rates for women in the Regular Force increased marginally over the reporting period to 13.5% but fell far short of the 25.1% EE goal. Internal CF research was conducted over the reporting period in the form of a foresight study which provided a deeper look at the issues affecting the representation of women in the CF today and projected out over the next ten years so that the CF is positioned for success in the long term. Public opinion research is being considered in order to better understand what factors most influence women not to pursue a career in the CF.

CF Employment Systems Review (ESR)

The second CF Employment Systems Review was initiated in the fall of 2011. Areas that received particular attention were:

- CF Recruiting Systems;
- Defence Advisory Groups; and
- Unreported discrimination and harassment of Designated Group Members.

The centerpiece of the CF ESR is the consultations with CF members, HR subject matter experts, and senior leadership. During this phase, the ESR project team conducted more than 80 interviews and 18 Focus Groups. CF members were also invited to share their issues and concerns regarding potential barriers via email or by making direct contact with the project team.

Formal consultations concluded in the spring of 2012 and a survey was developed based on the initial analysis of what was heard from CF members. The survey will be administered to over 15,000 CF members and will be completed by the end of 2012. The results will assist with the prioritization of initiatives that will be incorporated into the next CF EE Plan.

STRATEGIC OUTREACH

In 2011/2012, the CF continued its outreach to Visible Minorities, Aboriginals, and Women throughout Canada in order to provide knowledge and insight into the Canadian Forces and what the organization can offer to their communities. Also, the CF's Recruitment Advertising Campaigns were focused on presenting the Canadian Forces as an employer of choice to the target market. Canadian Forces Recruiting Group (CFRG) identified diversity as its main recruitment theme. As a result, in addition to the primary target audience of Canadian adults aged 18-34, CF campaigns were enhanced to reach Visible Minorities, Aboriginal Peoples, women, and Francophones. The Priority Occupations campaign ran on TV, radio, internet, and various print media (newspapers, magazines and posters). FORCES.CA supported these efforts with images and messages that resonated with the identified target audiences as well as reflected the monthly commemorative themes (Black History month, Asian Heritage month, etc.). Recruiting centres were provided with posters featuring diverse CF members to use in rotation depending on the monthly recruitment focus of attention or theme. For the Priority Occupations/Aboriginal Campaign, the CF advertised on/in:

- 17 Aboriginal cable television stations
- 58 Aboriginal newspapers
- 12 Magazines
- 57 Aboriginal Internet Sites
- 1,573 English/French posters and

- 192 English/Inuk posters were printed and distributed to Aboriginal Community Centres.

For the Priority Occupation/Visible Minorities, the CF advertised in:

- 18 magazines
- 150 Newspapers (including 43 Ethnic newspapers)
- 123 Internet Sites
- 18 Ethnic TV stations
- 69 Radio stations

EDUCATION, TRAINING AND WORKSHOPS

The Directorate of Human Rights and Diversity (DHRD) and the Directorate of Diversity and Well Being (DDWB) jointly delivered five (5) two-day Diversity Workshops at locations across Canada (Ottawa, Borden, Valcartier, Halifax and Winnipeg) between May 2011 and December 2011. Approximately 220 civilians and CF members (EE practitioners/stakeholders such as EE Officers, HRO's, HRBM's, civilian/military HR Staff, and Defence Advisory Group Co-Chairs) attended the workshops, and the polled satisfaction rate of attendees was very high. The theme of these regional workshops was "From Compliance to Inclusion". The workshops reminded participants about the importance of Diversity and EE in DND/CF and their respective responsibilities in managing the EE portfolio in the workplace. The workshops also raised awareness through an interactive, hands-on approach using practical applications such as case studies and personal anecdotes.

EMPLOYEE CONSULTATION:

In 2011-2012, the CF engaged in meaningful consultations with DAGs such as:

- ESR:
 - (October 2011) Review of the CF ESR Communications Plan
 - Fall 2011 – Military co-chairs were asked to encourage their members to participate in the consultations during ESR visits across the country as well as in the NCR
 - (July 2012)- Military Co-Chairs were provided a copy of the ESR Survey and asked to encourage DAG members to participate in the CF ESR Survey.
 - Where DAGs existed (Borden, Kingston, Halifax, St Jean, Edmonton, Winnipeg) every effort was made to meet with Military Co-Chairs for each site visited.
 - Oversampling of CF DGMs, including DAG members was used in determining list of participants for the CF ESR Focus Groups and the Survey
- Communications Products (posters): DAGs were asked to comment on three poster concepts and choices of photos to be used;
- The new EE governance; consulted as to what changes they would like to see happening;

- Portability of Aboriginal Treaty Rights: consulted on an appropriate response to a letter addressing the topic;
- CF policies and regulations related to sexual violence and support services for survivors: consulted on the adequacy of the existing policies/regulations and what changes should be seen;
- Scent-free workplace policies and guidance: consulted on the need for new education and awareness programs;
- Learning Disabilities: consulted on what should be the content for future guidance and policies;
- Full dress uniforms for military colleges and Ceremonial Guards: consulted on gender-related differences in the uniforms; and
- Conflict management programs: DAGS were asked for their inputs on the existing programs and on the creation of an integrated conflict management program.

RESEARCH

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 requirements of the EE Act by 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.

The first phase of the research focused on the Chinese-Canadian community since it is the largest Visible Minority group in Canada. Phase 2 is presently being conducted, and is focused on other Asian-Canadians, including South-Asians, South-East Asians, West Asian-Canadians and Arab-Canadians. The field work is currently underway and should be completed during summer 2012. Phase 3, which will focus on Blacks, Filipinos and Latin-American populations will not commence until Phase 2 is completed. These studies will help inform internal discussions to better understand multiculturalism and diversity, and guide the CF in recruitment advertising campaigns including our outreach activities for years to come. It will also help determine what impact the Military Factor may have on Labour Market availability for Visible Minorities to consider a career in the CF.

Your Say Survey: This research examines the diversity climate in the CF and will include some comparison to previous internal diversity research in order to assess what progress is being made. The results of the Your Say Survey are being analyzed and will be included in next year's EE report.

Harassment Survey: In the spring of 2012, a CF-wide harassment prevention survey was conducted which will provide a pan CF look at the incidents of harassment within the organizations. In addition, the survey data will provide comparison data and trends analysis to the previous survey conducted in 1999. The results will be reported in next year's report.

Deep Dive on The Employment of women in the CF: In early 2012, a deep dive study was conducted to give the Chief of Military Personnel a deeper look at the issues affecting the representation of women in the CF. A deep dive is a collaborative foresight study to help an organisation think about the future. This process explored how trends in our environment might converge to create challenges and opportunities. The aim was not to develop ideal solutions but to generate considerable thought and discussion about the future. The study looked out over the next ten years so that the CF could position itself for success in the long term and not just achieve moderate improvements in the here and now.

The foresight study reveals that aside from the expectations that the CF will abide by Canadian equity legislation, there are other reasons for taking the actions necessary to effectively and completely integrate women into the CF. By considering the major drivers that could impact the integration of women into the CF over the upcoming decade, it is reasonable to foresee a future where our inability to sustain the positive trend of integration that we have achieved could dramatically retract and lead to jeopardizing the CF's ability to succeed in its mission. Equally, it is plausible that the CF could continue to succeed in its mission even while failing to achieve a representative force. Most importantly, however, it is possible to foresee how effectively integrating women into the CF could lay the foundations for an even more effective accomplishment of the mission by a military force representative of the society that it defends.

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 11/12 achievements and best practices are considered particularly noteworthy:

- The Canadian Forces firmly believe 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. The Chaplain General's top priority during his mandate is the fostering of healthy, mutually supportive work place environments across Canada. As of August 2011, 220 Regular Force Chaplains are supporting CF sailors, soldiers, air personnel and their families from various religious practices including one Aboriginal chaplain, 12 Black chaplains, three Asian chaplains, two Arabic chaplains, two Muslim chaplains and

two Jewish chaplains. The remainder are Roman Catholic or Protestant, French or English. Out of the 220 chaplains, 33 are women. While individual Chaplains bring distinct cultural and religious elements, as an institution they must be capable of ministering to a broad base of traditions. In addition to training offered through the CF, many Chaplains are mandated by their denominations to participate in Diversity training. CF Chaplains often work on ecumenical or interfaith teams. The Annual Chaplain Retreat, attended by all Chaplains unless excused for operational reasons, features Interfaith Worship Services in which a variety of models are demonstrated.

CF Chaplains liaised with ethno-cultural communities regarding religious awareness such as attending meetings of the First Nations Permanent Deacons Fraternity for the Diocese of St. Paul that addresses aboriginal social issues facing First Nations Reserves. Discussions were held regarding different religious tradition including communion of the Moravian and Mennonites and an annual Advent Carol Service in honour of local cultures celebrating diversity.

- The CF will continue to work towards developing an Aboriginal Elders Council Fire. The Circle's proposed mandate is to advise on CF Aboriginal spiritual needs and cultural learning resources for CF Aboriginal People, to conduct ceremonies to prepare for combat as well as for the re-integration into civil society and any other ceremonies required by the Canadian Forces Aboriginal population.
- During FY 11/12, a number of CF locations opened multi-faith prayer rooms, including the National Capital Region, the Royal Military College in Kingston, CFB Borden, CFB Halifax and CFB Shilo.
- A number of Visible Minority influencers from across the country met with CF recruiters on board HMCS MONTREAL during the 2011 Great Lakes Deployment. Participants were provided briefings on CF employment opportunities, the various enrolment and subsidized education programs available.
- Canadian Forces Recruiting Group (CFRG) hosted the 2012 West Coast All Women's Influencers Event in Esquimalt, B.C. in Feb 2012 and the 2012 East Coast All Women's Influencers Event in Halifax in March 2012. A total of 100 female Influencers (guidance counsellors, teachers, college and university professionals from across the country) attended the events. The two day events included presentations on career opportunities, subsidized education programs and enrolment programs, a day sail on a warship and tours of various facilities at CFB Halifax and Esquimalt. The aim was to increase the number of female applicants/enrolments by way of outreach through key influencers into communities and associations and to promote CF career opportunities and lifestyle.
- 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 this reporting period.

- A new policy that sets out the CF position with respect to the management of CF transsexual members was been published in 2011/2012. It is intended to assist CF personnel and chains of command to understand their obligations and responsibilities and to prevent discrimination and harassment because of gender identity differences.
- A section on harassment prevention was included in Chapter 12 (Human Rights and Diversity) of the CDS Guidance to Commanding Officers (COs) entitled “Going beyond compliance”. The CDS Guidance to COs is a pre-command, self-paced training package available on the CDA Intranet and Internet site. Chapter 12 states: “Our people must know they will be treated fairly and with dignity and respect throughout their careers. Not only do they have a right to expect from their leadership an environment that is free from discrimination and harassment but also they must know that they belong to a unique organization that is relevant and reflective of Canadian social realities and whose employment practices are fair and equitable.” This Chapter provides key Canadian legislation and policies, an overview of roles and responsibilities of Senior Officers, definitions and the context of the cultural diversity and relevance to the Canadian Society, guiding principles, and information on alternate dispute resolution, directions and expectations.
- The CF is continuously responding to requests for new service dress, operational dress and personal protective equipment requirements. CF uniforms for females have been updated to accommodate requirements of the Muslim faith for modesty of dress. There is currently a selection of patterns available for religious requirements. Product improvement is being made to the current Hijabs as well as review of colour selection. Fire resistant versions are also being investigated.
- In addition, the CF Food Services Manual includes content on the accommodation of religious practices that prohibit the consumption of specific foods or prescribe special preparation or times when food will not be consumed and will be revised to improve the level of detail of this information. We ensure that vegetarian/Halal/Kosher (certified) rations are available that meet the specific dietary habits and/or religious requirements for CF members on mission, training and voluntary residence.
- The CF liaised with other Allied Special operations communities in order to share information on recruitment and retention from different ethno-cultural backgrounds. For example, liaison has been conducted with the Australian Special Forces on the recruitment and retention of women.
- Six new posters have been developed to promote inclusiveness amongst CF personnel and to communicate the CF’s vision of a work environment that is respectful of the rights and dignity of all. The posters express a “Pride of Service” theme, which includes a cross-section of recent imagery representing all elements and various job functions within the CF. The first four posters showcase the contribution of women, Aboriginal Peoples, Visible Minorities and Persons With

Disabilities within the CF. This series of posters recognizes the active participation of these groups in Canada's efforts during military operations in war and in peace. A fifth poster focussed on diversity recognizes the importance of being a representative organization that reflects the faces of the citizens it serves. Finally, the sixth poster is a joint DND/CF effort based on the theme of harassment prevention. It sends the message that all DND/CF members are expected to be treated fairly, with dignity and respect throughout their careers. These communication products are offered as excellent tools to promote awareness of Employment Equity and Diversity and to assist in the elimination of harassment in the working environment. Approximately 15 000 posters have been distributed to most CF units in Canada and abroad.

- Since January 2012, a physical fitness Training for Women (WFT-W) program is under trial at Canadian Forces Leadership and Recruit School. The aim is to reduce the overall rate of female attrition and increase the representation of women in the CF. This was in direct response to the observation that the requirement to complete push-ups during the Threshold Fitness Test (TFT) was causing an unintended systemic barrier to women pursuing a career in the CF.

Prior to its introduction in 2009, more than 3 times the number of women than men failed the TFT and were subsequently released from the CF within their first week of service. The WFT-W physical fitness program places emphasis on developing muscle strength, yet without neglecting cardiovascular improvement. The participants have two training sessions a day, doing strength training in the morning and cardiovascular training in the afternoon. Following this trial, CFLRS expects to see the overall rate of female attrition being significantly reduced. This program should also better prepare women for the physical aspects of their BMQ/BMOQ courses and beyond.

- 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. CF Aboriginal Programs are widely recognized as a best practice as they provide Aboriginal Canadians with an opportunity to learn about CF culture, develop sound leadership skills, and expand their knowledge of their own heritage. A brief description of each of the programs can be found at Annex A. The CF Aboriginal programs for FY 11/12 had 262 participants, 231 of whom graduated and 110 who demonstrated an interest in continuing their affiliation with the CF. The breakdown of each program for FY 11/12 follows:
 - Aboriginal Leadership Opportunity Year (ALOY) - Full course load of 20 participants, of which 17 graduated and 5 of those 17 elected to serve in the CF - 2 as officers and 3 as NCMs. FY 12/13 will have another full course load of 20.
 - BOLD EAGLE - 92 participants, 81 graduates, and 66 who indicated an interest in joining the CF.

- RAVEN - 63 participants, 55 graduates, and 30 who indicated an interest in joining the CF.
- BLACK BEAR - 64 participants, 57 graduated, and 39 who indicated an interest in joining the CF.
- Canadian Forces Aboriginal Entry Program (CFAEP) Serial 1 in Borden - 23 participants, 21 graduated, and all indicated an interest in joining the CF. In FY 12/13, CFAEP Serial II in Halifax has 30 candidates and will begin in October.
- The Junior Canadian Rangers Program: 150 new participants enrolled in 2011-2012.

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 meet the 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 during domestic operations or around the world.

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. In order 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 state 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 (DAGs). 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).

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. The proposed governance changes are presently undergoing a mid-program stakeholder and leadership review to ensure that the envisioned changes are still compatible and consistent with the vision of the leadership and the EEA.

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 under the EEA. Because of their high profiles 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, Commander of the Canadian Army;
- Defence Champion for Women:
Lieutenant-General J.P.A. Deschamps, Commander of the Royal Canadian Air Force;
- Defence Champion for Visible Minorities:
Vice-Admiral P.A. Maddison, Commander of the Royal Canadian Navy;
- 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 corporate staff to discuss and resolve issues, and ensure that 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 DAGs 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 the communication 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 EEA. 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 into 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 with 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.

Through an integrated and individual-centric service delivery model, the JPSU ensures the coordination and facilitation of standardized, high quality, consistent personal and administrative support during all phases of recovery, rehabilitation and reintegration, for all injured and ill Canadian Forces members and former members, their families and the families of the deceased. The JPSU accomplishes the following:

- It improves the quality of services provided to ill and injured CF personnel;
- It ensures that military personnel have access to the same high standard of 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 and the Director Casualty Support Management (DCSM) play 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. Ill and severely injured personnel, who have complex transition needs and can no longer serve in the Regular or Reserve Forces, can be provided up to three years to prepare for a transition to civilian life. At the IPSC, CF members 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, Transition 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 1500 Regular and Reserve Force personnel. In addition, the actual demand for services and assistance are such that close to 4900 cases are being actively managed by IPSC staff. As well, more than 140 families of fallen members are being provided support by IPSCs across the country following the disengagement of their Designated Assistants. This process enables the Designated Assistants 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 750 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/DCSM have also realized important achievements in the past year. Namely, the completion of the phased implementation where the JPSU became fully operational in September 2011 with 24 IPSCs and 9 satellite sites; the development and implementation of the new policy on transition for severely ill and injured personnel with complex needs; and the assumption of a greater role in CF transition, serving all CF members through Canada Company CF Transition and Second Career Assistance Network (SCAN).

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 (ALOY) is a one-year program offered by the Royal Military College of Canada (RMCC). 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 RMCC in a four-year degree program 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 was created to address the 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 2011-2012.

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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**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	%
General Officers	98	94	95.92	4	4.08	0	0.00	0	0.00	3	3.06	0	0.00	1	1.02	0	0.00
Naval Operations	1390	1226	88.20	164	11.80	21	1.51	6	0.43	40	2.88	7	0.50	11	0.79	0	0.00
Maritime Engineering	818	725	88.63	93	11.37	12	1.47	1	0.12	82	10.02	6	0.73	6	0.73	0	0.00
Combat Arms	3304	3159	95.61	145	4.39	56	1.69	2	0.06	132	4.00	14	0.42	25	0.76	3	0.09
Air Operations - Pilots	1858	1765	94.99	93	5.01	14	0.75	0	0.00	56	3.01	1	0.05	4	0.22	0	0.00
Air Operations	1419	1219	85.91	200	14.09	14	0.99	4	0.28	43	3.03	7	0.49	6	0.42	1	0.07
Aerospace Engineering	857	713	83.20	144	16.80	13	1.52	2	0.23	57	6.65	7	0.82	7	0.82	1	0.12
Engineering	1832	1646	89.85	186	10.15	17	0.93	1	0.05	198	10.81	14	0.76	9	0.49	1	0.05
Medical and Dental	1301	671	51.58	630	48.42	10	0.77	17	1.31	67	5.15	28	2.15	7	0.54	1	0.08
Chaplaincy	236	202	85.59	34	14.41	0	0.00	1	0.42	9	3.81	0	0.00	2	0.85	0	0.00
Support	3222	2175	67.50	1047	32.50	25	0.78	13	0.40	122	3.79	57	1.77	26	0.81	7	0.22
Unknown	126	116	92.06	10	7.94	2	1.59	1	0.79	9	7.14	0	0.00	1	0.79	1	0.79
TOTAL NUMBER	16461	13711	83.29	2750	16.71	184	1.12	48	0.29	818	4.97	141	0.86	105	0.64	15	0.09

**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	3126	2808	89.83	318	10.17	77	2.46	23	0.74	89	2.85	13	0.42	49	1.57	4	0.13
Maintenance - Naval	3782	3658	96.72	124	3.28	82	2.17	4	0.11	131	3.46	5	0.13	51	1.35	2	0.05
Combat Arms	12160	11951	98.28	209	1.72	298	2.45	7	0.06	397	3.26	7	0.06	150	1.23	4	0.03
Air Operations - Transmissions	1294	1160	89.64	134	10.36	19	1.47	6	0.46	35	2.70	4	0.31	11	0.85	1	0.08
Air Technicians	5740	5266	91.74	474	8.26	94	1.64	19	0.33	224	3.90	10	0.17	67	1.17	6	0.10
Military Police	1408	1231	87.43	177	12.57	24	1.70	7	0.50	35	2.49	5	0.36	9	0.64	2	0.14
Operations - General	3796	3376	88.94	420	11.06	83	2.19	13	0.34	183	4.82	13	0.34	48	1.26	2	0.05
Communications and Electronics Maintenance	2800	2641	94.32	159	5.68	46	1.64	5	0.18	122	4.36	12	0.43	26	0.93	1	0.04
Medical	1802	1081	59.99	721	40.01	23	1.28	23	1.28	50	2.77	21	1.17	23	1.28	7	0.39
Dental	219	25	11.42	194	88.58	0	0.00	4	1.83	0	0.00	6	2.74	0	0.00	2	0.91
Electrical and Mechanical	3402	3309	97.27	93	2.73	75	2.20	7	0.21	84	2.47	3	0.09	50	1.47	1	0.03
Military Engineers	1772	1696	95.71	76	4.29	47	2.65	4	0.23	39	2.20	1	0.06	25	1.41	2	0.11
Clerical Personnel	3234	1259	38.93	1975	61.07	32	0.99	65	2.01	81	2.50	69	2.13	17	0.53	12	0.37
Music	230	173	75.22	57	24.78	3	1.30	1	0.43	7	3.04	3	1.30	1	0.43	0	0.00
Logistical Support	6461	5006	77.48	1455	22.52	120	1.86	51	0.79	174	2.69	42	0.65	98	1.52	12	0.19
Unknown	66	54	81.82	12	18.18	0	0.00	0	0.00	3	4.55	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	51292	44694	87.14	6598	12.86	1023	1.99	239	0.47	1654	3.22	214	0.42	625	1.22	58	0.11

SCHEDULE 4
(Sections 23, 25 and 26)

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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	15	14	93.33	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	326	262	80.37	64	19.63	5	1.53	0	0.00	12	3.68	3	0.92	0	0.00	0	0.00
Combat Arms	1097	1060	96.63	37	3.37	18	1.64	1	0.09	60	5.47	2	0.18	16	1.46	0	0.00
Air Operations - Pilots	176	170	96.59	6	3.41	0	0.00	0	0.00	3	1.70	0	0.00	2	1.14	1	0.57
Air Operations	101	89	88.12	12	11.88	1	0.99	0	0.00	2	1.98	0	0.00	1	0.99	0	0.00
Aerospace Engineering	56	45	80.36	11	19.64	0	0.00	1	1.79	1	1.79	1	1.79	2	3.57	0	0.00
Engineering	255	228	89.41	27	10.59	3	1.18	0	0.00	7	2.75	1	0.39	5	1.96	0	0.00
Medical and Dental	109	75	68.81	34	31.19	0	0.00	0	0.00	4	3.67	1	0.92	0	0.00	0	0.00
Chaplaincy	52	44	84.62	8	15.38	1	1.92	0	0.00	0	0.00	3	5.77	1	1.92	0	0.00
Support	962	632	65.70	330	34.30	8	0.83	3	0.31	25	2.60	19	1.98	10	1.04	2	0.21
Officer - Unassigned	30	23	76.67	7	23.33	0	0.00	0	0.00	1	3.33	0	0.00	0	0.00	0	0.00
COATS	1692	1007	59.52	685	40.48	22	1.30	8	0.47	38	2.25	23	1.36	20	1.18	10	0.59
Unknown	71	62	87.32	9	12.68	0	0.00	0	0.00	3	4.23	0	0.00	2	2.82	1	1.41
TOTAL NUMBER	4942	3711	75.09	1231	24.91	58	1.17	13	0.26	156	3.16	53	1.07	59	1.19	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	724	535	73.90	189	26.10	8	1.10	3	0.41	26	3.59	10	1.38	7	0.97	0	0.00
Maintenance - Naval	357	299	83.75	58	16.25	3	0.84	2	0.56	13	3.64	1	0.28	4	1.12	0	0.00
Combat Arms	5840	5540	94.86	300	5.14	116	1.99	15	0.26	391	6.70	23	0.39	64	1.10	3	0.05
Air Operations - Transmissions	131	117	89.31	14	10.69	3	2.29	1	0.76	2	1.53	0	0.00	3	2.29	0	0.00
Air Technicians	603	537	89.05	66	10.95	11	1.82	1	0.17	11	1.82	1	0.17	6	1.00	1	0.17
Military Police	211	178	84.36	33	15.64	4	1.90	0	0.00	9	4.27	5	2.37	4	1.90	0	0.00
Operations - General	899	785	87.32	114	12.68	12	1.33	1	0.11	66	7.34	10	1.11	17	1.89	1	0.11
Communications and Electronics Maintenance	210	195	92.86	15	7.14	2	0.95	1	0.48	4	1.90	1	0.48	1	0.48	0	0.00
Medical	537	358	66.67	179	33.33	5	0.93	6	1.12	25	4.66	7	1.30	3	0.56	1	0.19
Dental	5	2	40.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	465	447	96.13	18	3.87	12	2.58	0	0.00	27	5.81	0	0.00	8	1.72	0	0.00
Military Engineers	169	168	99.41	1	0.59	2	1.18	0	0.00	5	2.96	0	0.00	2	1.18	0	0.00
Clerical Personnel	1789	661	36.95	1128	63.05	14	0.78	25	1.40	72	4.02	60	3.35	21	1.17	9	0.50
Music	461	299	64.86	162	35.14	1	0.22	1	0.22	14	3.04	4	0.87	2	0.43	0	0.00
Logistical Support	1670	1248	74.73	422	25.27	20	1.20	8	0.48	65	3.89	24	1.44	28	1.68	7	0.42
COATS	290	217	74.83	73	25.17	2	0.69	1	0.34	2	0.69	0	0.00	4	1.38	1	0.34
Canadian Rangers	71	61	85.92	10	14.08	16	22.54	5	7.04	1	1.41	0	0.00	0	0.00	0	0.00
NCM Unassigned	87	84	96.55	3	3.45	2	2.30	0	0.00	1	1.15	0	0.00	2	2.30	0	0.00
Unknown	67	50	74.63	17	25.37	0	0.00	1	1.49	1	1.49	0	0.00	2	2.99	0	0.00
TOTAL NUMBER	14586	11781	80.77	2805	19.23	233	1.60	71	0.49	735	5.04	146	1.00	178	1.22	23	0.16

SCHEDULE 5
(Sections 23 and 24)

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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	113	108	95.58	5	4.42	0	0.00	0	0.00	3	2.65	0	0.00	1	0.88	0	0.00
Naval Operations	1716	1488	86.71	228	13.29	26	1.52	6	0.35	52	3.03	10	0.58	11	0.64	0	0.00
Maritime Engineering	818	725	88.63	93	11.37	12	1.47	1	0.12	82	10.02	6	0.73	6	0.73	0	0.00
Combat Arms	4401	4219	95.86	182	4.14	74	1.68	3	0.07	192	4.36	16	0.36	41	0.93	3	0.07
Air Operations - Pilots	2034	1935	95.13	99	4.87	14	0.69	0	0.00	59	2.90	1	0.05	6	0.29	1	0.05
Air Operations	1520	1308	86.05	212	13.95	15	0.99	4	0.26	45	2.96	7	0.46	7	0.46	1	0.07
Aerospace Engineering	913	758	83.02	155	16.98	13	1.42	3	0.33	58	6.35	8	0.88	9	0.99	1	0.11
Engineering	2087	1874	89.79	213	10.21	20	0.96	1	0.05	205	9.82	15	0.72	14	0.67	1	0.05
Medical and Dental	1410	746	52.91	664	47.09	10	0.71	17	1.21	71	5.04	29	2.06	7	0.50	1	0.07
Chaplaincy	288	246	85.42	42	14.58	1	0.35	1	0.35	9	3.13	3	1.04	3	1.04	0	0.00
Support	4184	2807	67.09	1377	32.91	33	0.79	16	0.38	147	3.51	76	1.82	36	0.86	9	0.22
Officer -Unassigned	30	23	76.67	7	23.33	0	0.00	0	0.00	1	3.33	0	0.00	0	0.00	0	0.00
COATS	1692	1007	59.52	685	40.48	22	1.30	8	0.47	38	2.25	23	1.36	20	1.18	10	0.59
Unknown	197	178	90.36	19	9.64	2	1.02	1	0.51	12	6.09	0	0.00	3	1.52	2	1.02
TOTAL NUMBER	21403	17422	81.40	3981	18.60	242	1.13	61	0.29	974	4.55	194	0.91	164	0.77	29	0.14

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	3850	3343	86.83	507	13.17	85	2.21	26	0.68	115	2.99	23	0.60	56	1.45	4	0.10
Maintenance - Naval	4139	3957	95.60	182	4.40	85	2.05	6	0.14	144	3.48	6	0.14	55	1.33	2	0.05
Combat Arms	18000	17491	97.17	509	2.83	414	2.30	22	0.12	788	4.38	30	0.17	214	1.19	7	0.04
Air Operations - Transmissions	1425	1277	89.61	148	10.39	22	1.54	7	0.49	37	2.60	4	0.28	14	0.98	1	0.07
Air Technicians	6343	5803	91.49	540	8.51	105	1.66	20	0.32	235	3.70	11	0.17	73	1.15	7	0.11
Military Police	1619	1409	87.03	210	12.97	28	1.73	7	0.43	44	2.72	10	0.62	13	0.80	2	0.12
Operations - General	4695	4161	88.63	534	11.37	95	2.02	14	0.30	249	5.30	23	0.49	65	1.38	3	0.06
Communications and Electronics Maintenance	3010	2836	94.22	174	5.78	48	1.59	6	0.20	126	4.19	13	0.43	27	0.90	1	0.03
Medical	2339	1439	61.52	900	38.48	28	1.20	29	1.24	75	3.21	28	1.20	26	1.11	8	0.34
Dental	224	27	12.05	197	87.95	0	0.00	4	1.79	0	0.00	6	2.68	0	0.00	2	0.89
Electrical and Mechanical	3867	3756	97.13	111	2.87	87	2.25	7	0.18	111	2.87	3	0.08	58	1.50	1	0.03
Military Engineers	1941	1864	96.03	77	3.97	49	2.52	4	0.21	44	2.27	1	0.05	27	1.39	2	0.10
Clerical Personnel	5023	1920	38.22	3103	61.78	46	0.92	90	1.79	153	3.05	129	2.57	38	0.76	21	0.42
Music	691	472	68.31	219	31.69	4	0.58	2	0.29	21	3.04	7	1.01	3	0.43	0	0.00
Logistical Support	8131	6254	76.92	1877	23.08	140	1.72	59	0.73	239	2.94	66	0.81	126	1.55	19	0.23
COATS	290	217	74.83	73	25.17	2	0.69	1	0.34	2	0.69	0	0.00	4	1.38	1	0.34
Canadian Rangers	71	61	85.92	10	14.08	16	22.54	5	7.04	1	1.41	0	0.00	0	0.00	0	0.00
NCM Unassigned	87	84	96.55	3	3.45	2	2.30	0	0.00	1	1.15	0	0.00	2	2.30	0	0.00
Unknown	133	50	37.59	17	12.78	0	0.00	1	0.75	1	0.75	0	0.00	2	1.50	0	0.00
TOTAL NUMBER	65878	56421	85.64	9391	14.26	1256	1.91	310	0.47	2386	3.62	360	0.55	803	1.22	81	0.12

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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	12	12	100.00	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
Major-General	25	24	96.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00	0	0.00
Brigadier General	60	57	95.00	3	5.00	0	0.00	0	0.00	2	3.33	0	0.00	0	0.00	0	0.00
Colonel	335	321	95.82	14	4.18	6	1.79	0	0.00	4	1.19	0	0.00	3	0.90	0	0.00
Lieutenant-Colonel	1263	1152	91.21	111	8.79	9	0.71	1	0.08	18	1.43	1	0.08	6	0.48	1	0.08
Major	3655	3124	85.47	531	14.53	34	0.93	8	0.22	94	2.57	19	0.52	30	0.82	3	0.08
Captain	6408	5251	81.94	1157	18.06	62	0.97	18	0.28	290	4.53	52	0.81	37	0.58	5	0.08
Lieutenant	1399	1083	77.41	316	22.59	21	1.50	6	0.43	112	8.01	24	1.72	7	0.50	2	0.14
Second Lieutenant	1317	1110	84.28	207	15.72	21	1.59	4	0.30	163	12.38	22	1.67	10	0.76	1	0.08
Officer Cadet	1986	1576	79.36	410	20.64	31	1.56	11	0.55	134	6.75	23	1.16	11	0.55	3	0.15
TOTAL NUMBER	16461	13711	83.29	2750	16.71	184	1.12	48	0.29	818	4.97	141	0.86	105	0.64	15	0.09

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	582	551	94.67	31	5.33	5	0.86	0	0.00	8	1.37	0	0.00	6	1.03	0	0.00
Master Warrant Officer	2155	1991	92.39	164	7.61	34	1.58	3	0.14	29	1.35	0	0.00	18	0.84	2	0.09
Warrant Officer	4008	3621	90.34	387	9.66	57	1.42	11	0.27	55	1.37	8	0.20	68	1.70	5	0.12
Sergeant	7268	6190	85.17	1078	14.83	136	1.87	36	0.50	136	1.87	36	0.50	104	1.43	8	0.11
Master Corporal (by Appointment)	9069	7685	84.74	1384	15.26	139	1.53	43	0.47	210	2.32	29	0.32	93	1.03	9	0.10
Corporal	17778	15447	86.89	2331	13.11	355	2.00	92	0.52	622	3.50	84	0.47	214	1.20	20	0.11
Private	10432	9209	88.28	1223	11.72	297	2.85	54	0.52	594	5.69	57	0.55	122	1.17	14	0.13
TOTAL NUMBER	51292	44694	87.14	6598	12.86	1023	1.99	239	0.47	1654	3.22	214	0.42	625	1.22	58	0.11

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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	14	14	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	43	38	88.37	5	11.63	0	0.00	0	0.00	0	0.00	0	0.00	1	2.33	0	0.00
Lieutenant-Colonel	327	301	92.05	26	7.95	5	1.53	0	0.00	9	2.75	0	0.00	4	1.22	0	0.00
Major	858	723	84.27	135	15.73	8	0.93	1	0.12	20	2.33	4	0.47	15	1.75	2	0.23
Captain	2208	1615	73.14	593	26.86	30	1.36	8	0.36	51	2.31	17	0.77	28	1.27	5	0.23
Lieutenant	731	483	66.07	248	33.93	9	1.23	3	0.41	33	4.51	12	1.64	8	1.09	3	0.41
Second Lieutenant	482	347	71.99	135	28.01	3	0.62	0	0.00	32	6.64	17	3.53	3	0.62	3	0.62
Officer Cadet	277	189	68.23	88	31.77	3	1.08	1	0.36	10	3.61	3	1.08	0	0.00	1	0.36
TOTAL NUMBER	4942	3711	75.09	1231	24.91	58	1.17	13	0.26	155	3.14	53	1.07	59	1.19	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	169	163	96.45	6	3.55	3	1.78	0	0.00	4	2.37	1	0.59	3	1.78	0	0.00
Master Warrant Officer	586	524	89.42	62	10.58	11	1.88	1	0.17	15	2.56	0	0.00	10	1.71	0	0.00
Warrant Officer	1029	856	83.19	173	16.81	14	1.36	5	0.49	26	2.53	5	0.49	19	1.85	2	0.19
Sergeant	2155	1731	80.32	424	19.68	26	1.21	11	0.51	84	3.90	15	0.70	29	1.35	7	0.32
Master Corporal (by Appointment)	2351	1863	79.24	488	20.76	41	1.74	15	0.64	130	5.53	35	1.49	33	1.40	2	0.09
Corporal	5609	4314	76.91	1295	23.09	89	1.59	31	0.55	316	5.63	69	1.23	67	1.19	10	0.18
Private	2687	2330	86.71	357	13.29	49	1.82	8	0.30	160	5.95	21	0.78	17	0.63	2	0.07
TOTAL NUMBER	14586	11781	80.77	2805	19.23	233	1.60	71	0.49	735	5.04	146	1.00	178	1.22	23	0.16

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**SCHEDULE 8
(Sections 23, 26 and 28)**

**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	43	34	79.07	9	20.93	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maritime Engineering	61	56	91.80	5	8.20	0	0.00	0	0.00	9	14.75	0	0.00	2	3.28	0	0.00
Combat Arms	211	197	93.36	14	6.64	3	1.42	0	0.00	17	8.06	0	0.00	2	0.95	0	0.00
Air Operations - Pilots	40	37	92.50	3	7.50	0	0.00	0	0.00	1	2.50	0	0.00	0	0.00	0	0.00
Air Operations	41	35	85.37	6	14.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	68	59	86.76	9	13.24	1	1.47	0	0.00	7	10.29	0	0.00	0	0.00	0	0.00
Engineering	67	61	91.04	6	8.96	0	0.00	0	0.00	6	8.96	0	0.00	1	1.49	0	0.00
Medical and Dental	78	30	38.46	48	61.54	2	2.56	0	0.00	6	7.69	2	2.56	0	0.00	0	0.00
Chaplaincy	6	5	83.33	1	16.67	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
Support	51	37	72.55	14	27.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Officer Cadets - Unassigned	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
Unknown	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
TOTAL NUMBER	675	559	82.81	116	17.19	6	0.89	0	0.00	47	6.96	2	0.30	5	0.74	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	203	177	87.19	26	12.81	5	2.46	2	0.99	8	3.94	1	0.49	3	1.48	0	0.00
Maintenance - Naval	142	136	95.77	6	4.23	11	7.75	1	0.70	5	3.52	0	0.00	1	0.70	0	0.00
Combat Arms	310	299	96.45	11	3.55	20	6.45	1	0.32	16	5.16	0	0.00	3	0.97	0	0.00
Air Operations - Transmissions	39	31	79.49	8	20.51	2	5.13	1	2.56	4	10.26	0	0.00	1	2.56	0	0.00
Air Technicians	153	121	79.08	32	20.92	8	5.23	1	0.65	12	7.84	2	1.31	1	0.65	0	0.00
Military Police	59	50	84.75	9	15.25	1	1.69	1	1.69	2	3.39	0	0.00	0	0.00	0	0.00
Operations - General	43	38	88.37	5	11.63	0	0.00	0	0.00	6	13.95	1	2.33	0	0.00	0	0.00
Communications and Electronics Maintenance	122	115	94.26	7	5.74	0	0.00	0	0.00	10	8.20	0	0.00	1	0.82	0	0.00
Medical	50	37	74.00	13	26.00	0	0.00	0	0.00	2	4.00	0	0.00	0	0.00	0	0.00
Dental	7	0	0.00	7	100.00	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	330	316	95.76	14	4.24	12	3.64	3	0.91	24	7.27	1	0.30	3	0.91	1	0.30
Military Engineers	245	236	96.33	9	3.67	10	4.08	0	0.00	11	4.49	0	0.00	5	2.04	0	0.00
Clerical Personnel	60	12	20.00	48	80.00	0	0.00	0	0.00	4	6.67	5	8.33	0	0.00	0	0.00
Music	10	7	70.00	3	30.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	95	64	67.37	31	32.63	1	1.05	2	2.11	6	6.32	1	1.05	2	2.11	0	0.00
Totals	1868	1639	87.74	229	12.26	70	3.75	14	0.75	110	5.89	11	0.59	20	1.07	1	0.05

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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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	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	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
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	11	10	90.91	1	9.09	1	9.09	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	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
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	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
Engineering	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
Medical and Dental	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
Chaplaincy	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
Support	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
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	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
TOTAL NUMBER	31	28	90.32	3	9.68	1	3.23	0	0.00	2	6.45	0	0.00	0	0.00	0	0.00

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	8	6	75.00	2	25.00	0	0.00	0	0.00	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	149	140	93.96	9	6.04	9	6.04	1	0.67	10	6.71	1	0.67	1	0.67	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	5	4	80.00	1	20.00	0	0.00	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00
Military Police	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
Operations - General	20	19	95.00	1	5.00	0	0.00	0	0.00	3	15.00	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	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
Medical	17	13	76.47	4	23.53	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	5	5	100.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Military Engineers	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
Clerical Personnel	15	10	66.67	5	33.33	0	0.00	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00
Music	40	27	67.50	13	32.50	0	0.00	0	0.00	3	7.50	0	0.00	1	2.50	0	0.00
Logistical Support	21	18	85.71	3	14.29	2	9.52	0	0.00	0	0.00	1	4.76	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	287	247	86.06	40	13.94	11	3.83	1	0.35	21	7.32	2	0.70	2	0.70	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	32	30	93.75	2	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	165	150	90.91	15	9.09	0	0.00	0	0.00	3	1.82	3	1.82	0	0.00	0	0.00
Maritime Engineering	125	113	90.40	12	9.60	2	1.60	0	0.00	17	13.60	1	0.80	1	0.80	0	0.00
Combat Arms	484	460	95.04	24	4.96	9	1.86	0	0.00	14	2.89	4	0.83	3	0.62	0	0.00
Air Operations - Pilots	154	142	92.21	12	7.79	0	0.00	0	0.00	2	1.30	0	0.00	1	0.65	0	0.00
Air Operations	145	120	82.76	25	17.24	3	2.07	1	0.69	6	4.14	0	0.00	0	0.00	0	0.00
Aerospace Engineering	92	74	80.43	18	19.57	1	1.09	0	0.00	11	11.96	0	0.00	1	1.09	0	0.00
Engineering	297	275	92.59	22	7.41	3	1.01	0	0.00	35	11.78	4	1.35	1	0.34	0	0.00
Medical and Dental	221	119	53.85	102	46.15	3	1.36	3	1.36	9	4.07	2	0.90	2	0.90	0	0.00
Chaplaincy	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
Support	555	357	64.32	198	35.68	7	1.26	1	0.18	19	3.42	12	2.16	3	0.54	2	0.36
Unknown	8	7	87.50	1	12.50	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2287	1855	81.11	432	18.89	28	1.22	5	0.22	117	5.12	26	1.14	12	0.52	2	0.09

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	440	389	88.41	51	11.59	11	2.50	4	0.91	14	3.18	2	0.45	6	1.36	0	0.00
Maintenance - Naval	618	602	97.41	16	2.59	9	1.46	0	0.00	21	3.40	0	0.00	7	1.13	0	0.00
Combat Arms	1666	1640	98.44	26	1.56	37	2.22	1	0.06	66	3.96	0	0.00	13	0.78	1	0.06
Air Operations - Transmissions	233	208	89.27	25	10.73	2	0.86	2	0.86	6	2.58	0	0.00	2	0.86	0	0.00
Air Technicians	1050	961	91.52	89	8.48	15	1.43	4	0.38	39	3.71	2	0.19	11	1.05	3	0.29
Military Police	211	176	83.41	35	16.59	5	2.37	1	0.47	4	1.90	1	0.47	1	0.47	0	0.00
Operations - General	610	533	87.38	77	12.62	13	2.13	3	0.49	28	4.59	1	0.16	7	1.15	0	0.00
Communications and Electronics Maintenance	545	517	94.86	28	5.14	10	1.83	0	0.00	15	2.75	2	0.37	9	1.65	0	0.00
Medical	311	194	62.38	117	37.62	2	0.64	7	2.25	2	0.64	5	1.61	2	0.64	3	0.96
Dental	30	3	10.00	27	90.00	0	0.00	1	3.33	0	0.00	1	3.33	0	0.00	0	0.00
Electrical and Mechanical	428	416	97.20	12	2.80	10	2.34	0	0.00	6	1.40	1	0.23	4	0.93	0	0.00
Military Engineers	351	341	97.15	10	2.85	6	1.71	0	0.00	10	2.85	0	0.00	6	1.71	0	0.00
Clerical Personnel	662	244	36.86	418	63.14	6	0.91	9	1.36	17	2.57	12	1.81	2	0.30	1	0.15
Music	22	14	63.64	8	36.36	0	0.00	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00
Logistical Support	1246	950	76.24	296	23.76	15	1.20	11	0.88	31	2.49	8	0.64	15	1.20	1	0.08
Unknown	15	15	100.00	0	0.00	0	0.00	0	0.00	1	0.6	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	8438	7203	85.36	1235	14.64	141	1.67	43	0.51	261	3.09	35	0.41	85	1.01	9	0.11

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SCHEDULE 11
(Sections 23, 26 and 28)

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	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
Naval Operations	29	22	75.86	7	24.14	2	6.90	0	0.00	1	3.45	0	0.00	0	0.00	0	0.00
Maritime Engineering	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
Combat Arms	176	172	97.73	4	2.27	2	1.14	0	0.00	10	5.68	0	0.00	3	1.70	0	0.00
Air Operations - Pilots	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 Operations	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
Aerospace Engineering	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
Engineering	25	24	96.00	1	4.00	0	0.00	0	0.00	2	8.00	0	0.00	0	0.00	0	0.00
Medical and Dental	21	11	52.38	10	47.62	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00	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	137	88	64.23	49	35.77	2	1.46	0	0.00	8	5.84	4	2.92	1	0.73	1	0.73
COATS	261	146	55.94	115	44.06	5	1.92	3	1.15	12	4.60	5	1.92	7	2.68	1	0.38
Unknown	8	7	87.50	1	12.50	0	0.00	0	0.00	2	25.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	676	485	71.75	191	28.25	11	1.63	3	0.44	36	5.33	9	1.33	11	1.63	2	0.30

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	111	75	67.57	36	32.43	1	0.90	1	0.90	5	4.50	1	0.90	2	1.80	0	0.00
Maintenance - Naval	66	57	86.36	9	13.64	0	0.00	0	0.00	1	1.52	0	0.00	0	0.00	0	0.00
Combat Arms	1312	1254	95.58	58	4.42	33	2.52	3	0.23	95	7.24	5	0.38	12	0.91	2	0.15
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	21	19	90.48	2	9.52	0	0.00	0	0.00	1	4.76	0	0.00	1	4.76	0	0.00
Military Police	19	15	78.95	4	21.05	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00
Operations - General	155	137	88.39	18	11.61	2	1.29	0	0.00	14	9.03	3	1.94	2	1.29	0	0.00
Communications and Electronics Maintenance	12	12	100.00	0	0.00	1	8.33	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
Medical	97	69	71.13	28	28.87	1	1.03	3	3.09	3	3.09	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	29	28	96.55	1	3.45	1	3.45	0	0.00	3	10.34	0	0.00	1	3.45	0	0.00
Military Engineers	12	12	100.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Clerical Personnel	193	81	41.97	112	58.03	2	1.04	1	0.52	12	6.22	11	5.70	3	1.55	0	0.00
Music	75	49	65.33	26	34.67	1	1.33	0	0.00	2	2.67	2	2.67	0	0.00	0	0.00
Logistical Support	191	153	80.10	38	19.90	2	1.05	1	0.52	9	4.71	1	0.52	6	3.14	0	0.00
COATS	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
Canadian Rangers	5	3	60.00	2	40.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2303	1968	85.45	335	14.55	45	1.95	11	0.48	146	6.34	24	1.04	27	1.17	2	0.09

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**SCHEDULE 12
(Sections 23, 26 and 28)**

PART 1

RE-ENGAGEMENT - 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	139	115	82.73	24	17.27	1	0.72	0	0.00	2	1.44	0	0.00	0	0.00	0	0.00
Maritime Engineering	124	110	88.71	14	11.29	0	0.00	0	0.00	12	9.68	2	1.61	1	0.81	0	0.00
Combat Arms	410	392	95.61	18	4.39	7	1.71	1	0.24	22	5.37	0	0.00	4	0.98	0	0.00
Air Operations - Pilots	199	184	92.46	15	7.54	0	0.00	0	0.00	4	2.01	0	0.00	0	0.00	0	0.00
Air Operations	127	106	83.46	21	16.54	1	0.79	1	0.79	2	1.57	0	0.00	0	0.00	0	0.00
Aerospace Engineering	105	82	78.10	23	21.90	1	0.95	0	0.00	10	9.52	0	0.00	0	0.00	0	0.00
Engineering	273	249	91.21	24	8.79	2	0.73	0	0.00	30	10.99	1	0.37	3	1.10	0	0.00
Medical and Dental	190	86	45.26	104	54.74	2	1.05	5	2.63	10	5.26	2	1.05	1	0.53	0	0.00
Chaplaincy	31	25	80.65	6	19.35	0	0.00	0	0.00	2	6.45	0	0.00	0	0.00	0	0.00
Support	308	191	62.01	117	37.99	2	0.65	2	0.65	6	1.95	7	2.27	3	0.97	0	0.00
Officer Cadets - Unassigned	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
Unknown	29	27	93.10	2	6.90	0	0.00	0	0.00	1	3.45	0	0.00	0	0.00	1	3.45
TOTAL NUMBER	1941	1573	81.04	368	18.96	16	0.82	9	0.46	101	5.20	12	0.62	12	0.62	1	0.05

PART 2

RE-ENGAGEMENT - 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	531	469	88.32	62	11.68	11	2.07	4	0.75	25	4.71	4	0.75	10	1.88	2	0.38
Maintenance - Naval	575	556	96.70	19	3.30	17	2.96	1	0.17	19	3.30	0	0.00	10	1.74	0	0.00
Combat Arms	2841	2790	98.20	51	1.80	86	3.03	2	0.07	125	4.40	2	0.07	26	0.92	0	0.00
Air Operations - Transmissions	127	115	90.55	12	9.45	3	2.36	1	0.79	7	5.51	0	0.00	1	0.79	0	0.00
Air Technicians	684	603	88.16	81	11.84	16	2.34	3	0.44	35	5.12	3	0.44	13	1.90	0	0.00
Military Police	192	168	87.50	24	12.50	2	1.04	2	1.04	5	2.60	2	1.04	0	0.00	0	0.00
Operations - General	633	565	89.26	68	10.74	20	3.16	2	0.32	40	6.32	6	0.95	11	1.74	1	0.16
Communications and Electronics Maintenance	316	303	95.89	13	4.11	8	2.53	0	0.00	14	4.43	0	0.00	2	0.63	0	0.00
Medical	228	140	61.40	88	38.60	1	0.44	5	2.19	5	2.19	3	1.32	3	1.32	1	0.44
Dental	20	2	10.00	18	90.00	0	0.00	2	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	651	624	95.85	27	4.15	19	2.92	3	0.46	31	4.76	1	0.15	5	0.77	1	0.15
Military Engineers	248	231	93.15	17	6.85	8	3.23	1	0.40	9	3.63	0	0.00	2	0.81	0	0.00
Clerical Personnel	506	162	32.02	344	67.98	4	0.79	11	2.17	14	2.77	15	2.96	2	0.40	3	0.59
Music	28	22	78.57	6	21.43	1	3.57	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	818	616	75.31	202	24.69	11	1.34	7	0.86	39	4.77	12	1.47	12	1.47	0	0.00
Unknown	67	56	83.58	11	16.42	0	0.00	0	0.00	1	1.49	0	0.00	1	1.49	0	0.00
TOTAL NUMBER	8465	7422	87.68	1043	12.32	207	2.45	45	0.53	369	4.36	48	0.57	98	1.16	8	0.09

SCHEDULE 13
(Sections 23, 26 and 28)

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PART 1
RE-ENGAGEMENT - 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	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	14	11	78.57	3	21.43	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maritime Engineering	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
Combat Arms	46	43	93.48	3	6.52	1	2.17	1	2.17	2	4.35	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	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
Air Operations	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
Aerospace Engineering	11	5	45.45	6	54.55	0	0.00	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00
Engineering	30	27	90.00	3	10.00	0	0.00	0	0.00	3	10.00	1	3.33	1	3.33	0	0.00
Medical and Dental	16	9	56.25	7	43.75	0	0.00	0	0.00	2	12.50	0	0.00	0	0.00	0	0.00
Chaplaincy	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
Support	47	29	61.70	18	38.30	1	2.13	0	0.00	0	0.00	0	0.00	1	2.13	0	0.00
Officer - Unassigned	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
COATS	72	39	54.17	33	45.83	1	1.39	0	0.00	2	2.78	3	4.17	0	0.00	0	0.00
Unknown	12	11	91.67	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	8.33
TOTAL NUMBER	287	211	73.52	76	26.48	3	1.05	2	0.70	9	3.14	4	1.39	3	1.05	1	0.35

PART 2
RE-ENGAGEMENT - 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	22	17	77.27	5	22.73	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance - Naval	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
Combat Arms	359	348	96.94	11	3.06	11	3.06	1	0.28	22	6.13	1	0.28	2	0.56	0	0.00
Air Operations - Transmissions	21	19	90.48	2	9.52	0	0.00	0	0.00	2	9.52	0	0.00	0	0.00	0	0.00
Air Technicians	70	61	87.14	9	12.86	0	0.00	0	0.00	6	8.57	0	0.00	0	0.00	0	0.00
Military Police	9	6	66.67	3	33.33	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00
Operations - General	88	77	87.50	11	12.50	2	2.27	0	0.00	10	11.36	0	0.00	2	2.27	0	0.00
Communications and Electronics Maintenance	35	34	97.14	1	2.86	0	0.00	0	0.00	1	2.86	0	0.00	0	0.00	0	0.00
Medical	60	42	70.00	18	30.00	0	0.00	1	1.67	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	43	42	97.67	1	2.33	1	2.33	0	0.00	1	2.33	0	0.00	0	0.00	0	0.00
Military Engineers	22	21	95.45	1	4.55	0	0.00	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00
Clerical Personnel	89	31	34.83	58	65.17	0	0.00	4	4.49	3	3.37	3	3.37	0	0.00	1	1.12
Music	45	30	66.67	15	33.33	0	0.00	0	0.00	3	6.67	0	0.00	1	2.22	0	0.00
Logistical Support	123	90	73.17	33	26.83	4	3.25	2	1.63	6	4.88	4	3.25	1	0.81	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	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	1001	830	82.92	171	17.08	18	1.80	8	0.80	55	5.49	9	0.90	7	0.70	1	0.10

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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	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	46	37	80.43	9	19.57	1	2.17	1	2.17	3	6.52	0	0.00	1	2.17	0	0.00
Maritime Engineering	23	21	91.30	2	8.70	0	0.00	0	0.00	3	13.04	0	0.00	0	0.00	0	0.00
Combat Arms	100	90	90.00	10	10.00	6	6.00	2	2.00	10	10.00	0	0.00	2	2.00	0	0.00
Air Operations - Pilots	28	25	89.29	3	10.71	0	0.00	0	0.00	1	3.57	0	0.00	0	0.00	0	0.00
Air Operations	30	26	86.67	4	13.33	0	0.00	0	0.00	1	3.33	0	0.00	0	0.00	0	0.00
Aerospace Engineering	16	14	87.50	2	12.50	0	0.00	0	0.00	1	6.25	1	6.25	0	0.00	0	0.00
Engineering	68	63	92.65	5	7.35	0	0.00	0	0.00	4	5.88	0	0.00	1	1.47	0	0.00
Medical and Dental	46	26	56.52	20	43.48	0	0.00	0	0.00	1	2.17	0	0.00	0	0.00	0	0.00
Chaplaincy	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
Support	60	47	78.33	13	21.67	0	0.00	0	0.00	3	5.00	0	0.00	3	5.00	0	0.00
Officer Cadets - Unassigned	5	1	20.00	4	80.00	1	20.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	19	19	100.00	0	0.00	1	5.26	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	453	381	84.11	72	15.89	9	1.99	7	1.55	28	6.18	1	0.22	7	1.55	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	167	138	82.63	29	17.37	6	3.59	0	0.00	3	1.80	1	0.60	1	0.60	0	0.00
Maintenance - Naval	154	148	96.10	6	3.90	6	3.90	0	0.00	5	3.25	0	0.00	6	3.90	0	0.00
Combat Arms	740	727	98.24	13	1.76	31	4.19	0	0.00	27	3.65	0	0.00	11	1.49	0	0.00
Air Operations - Transmissions	32	25	78.13	7	21.88	0	0.00	0	0.00	1	3.13	0	0.00	0	0.00	0	0.00
Air Technicians	163	140	85.89	23	14.11	7	4.29	0	0.00	3	1.84	0	0.00	4	2.45	2	1.23
Military Police	57	45	78.95	12	21.05	0	0.00	0	0.00	0	0.00	0	0.00	2	3.51	0	0.00
Operations - General	156	121	77.56	35	22.44	1	0.64	1	0.64	1	0.64	0	0.00	2	1.28	0	0.00
Communications and Electronics Maintenance	109	107	98.17	2	1.83	4	3.67	0	0.00	8	7.34	0	0.00	2	1.83	0	0.00
Medical	45	29	64.44	16	35.56	0	0.00	0	0.00	2	4.44	2	4.44	1	2.22	0	0.00
Dental	8	0	0.00	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	132	122	92.42	10	7.58	4	3.03	1	0.76	4	3.03	0	0.00	3	2.27	0	0.00
Military Engineers	63	61	96.83	2	3.17	3	4.76	0	0.00	1	1.59	0	0.00	3	4.76	0	0.00
Clerical Personnel	113	54	47.79	59	52.21	1	0.88	3	2.65	1	0.88	0	0.00	1	0.88	2	1.77
Music	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
Logistical Support	253	184	72.73	69	27.27	2	0.79	4	1.58	3	1.19	3	1.19	4	1.58	3	1.19
Unknown	32	30	93.75	2	6.25	1	3.13	0	0.00	1	3.13	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2230	1936	86.82	294	13.18	66	2.96	9	0.40	60	2.69	6	0.27	40	1.79	7	0.31

**ANNEX B
TO FY 2011/2012
CF EE REPORT**

SCHEDULE 15
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	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	8	7	87.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	24	24	100.00	0	0.00	0	0.00	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	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
Air Operations	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
Aerospace Engineering	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
Engineering	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
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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	25	18	72.00	7	28.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Officer - Unassigned	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
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	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	86	77	89.53	9	10.47	0	0.00	0	0.00	1	1.16	0	0.00	0	0.00	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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	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
Maintenance - Naval	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
Combat Arms	26	25	96.15	1	3.85	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00	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	10	8	80.00	2	20.00	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	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
Communications and Electronics Maintenance	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
Medical	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
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	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
Military Engineers	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
Clerical Personnel	35	8	22.86	27	77.14	1	2.86	0	0.00	1	2.86	1	2.86	0	0.00	2	5.71
Music	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
Logistical Support	33	25	75.76	8	24.24	0	0.00	0	0.00	1	3.03	0	0.00	3	9.09	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	14	10	71.43	4	28.57	0	0.00	1	7.14	0	0.00	0	0.00	1	7.14	0	0.00
TOTAL NUMBER	159	115	72.33	44	27.67	1	0.63	1	0.63	3	1.89	1	0.63	4	2.52	2	1.26