



National  
Defence

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**CANADIAN FORCES**  
**EMPLOYMENT EQUITY REPORT**  
**2008 – 2009**



**Submitted to**  
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## INTRODUCTION

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 primary roles:

- a. Protecting Canada;
- b. Defence of North America in cooperation with the United States of America; and
- c. Contributing to peace and international security.

The Canadian Forces is one of Canada's most important and recognized national institutions, which 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, male or female, regardless of 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 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.

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 Employment Equity remain ongoing corporate priorities for both the CF and DND and are in fact, central to achieving the Defence Mission. This report covers the CF's progress made towards these priorities for FY 2008 – 2009.

## THE CANADIAN FORCES

The Canadian Forces includes the following components:

- (i) **The Regular Force** consists of officers and non-commissioned members (NCMs) who are enrolled for continuous, full-time military service;
- (ii) **The Reserve Force** consists of officers and non-commissioned members who are enrolled for other than continuous full-time military service. The sub-components of the Reserve Force are as follows:

**The Primary Reserve** comprised of the following elements:

- Naval Reserve,
- Army Reserve,
- Air Reserve,
- Communication Reserve,
- Health Services Reserve, and
- National Defence Headquarter (NDHQ) Primary Reserve List (PRL),

**The Canadian Rangers,**

**The Cadet Instructor Cadre,**

**The Supplementary Reserve; and**

(iii) **The Special Force**, established only in an emergency.

## **CANADIAN FORCES EMPLOYMENT EQUITY GOVERNANCE FRAMEWORK**

### **Defence Diversity Council**

The Canadian Forces 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 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 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) and the senior non-commissioned member from each Group and Command. 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).

### **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 People  
*Lieutenant-General A.B. Leslie, Chief of the Land Staff;*
- Defence Champion For Visible Minorities  
*Vice-Admiral P.D. McFadden, Chief of the Maritime Staff;*

- Defence Champion for Women  
*Lieutenant-General J.P.A. Deschamps, Chief of the Air 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  
*CWO C.Y.M. Charlebois, Combat Training Centre*

In addition to the EE Champions, General W.J. Natynczyk, the Chief of Defence Staff (CDS) supports EE in all its facets and continues to make significant contributions in this area.

### **Directorate of Human Rights and Diversity**

The CF has a national diversity and EE section within the Directorate of Human Rights and Diversity (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 staff 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.

### **Canadian Forces Employment Equity Working Group**

The Canadian Forces 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.

### **Consultation Groups**

The CF performs consultation with the designated EE groups, as mandated by the 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. They are the:

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

DAGs are volunteer organizations, each co-chaired by an elected civilian employee and a military member.

## **Diversity and Employment Equity in Defence Committee**

Consultation with the national EE Advisory Groups occurs regularly via the Diversity and Employment Equity in Defence (DEED) committee. The committee was established to enhance communications at the working level between the CF Directorate Human Rights and Diversity (DHRD), the DND (civilian) Directorate Diversity and Well Being (DDWB), and the eight national EE AG Co-Chairs. Additionally, DHRD staffs consult with the AG co-chairs throughout the year, on an as required basis.

## **COMPLIANCE WITH EMPLOYMENT EQUITY ACT**

The unique nature of employment in the CF and the associated challenges in establishing realistic EE goals in comparison to the civilian labour market is an area of concern that CF EE staff continues to work with HRSDC and CHRC staffs to resolve. The unique nature of the military career is such that its characteristics, collectively known as the Military Factor, set it apart from other professions. 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. Whether they are employed in occupations that resemble those of civilians (i.e. cooks, dentists) or are uniquely military (i.e. infantry soldier), in all cases, there are the additional common military duties and requirements that all CF members must be prepared to perform. A member of the CF is a “soldier first, tradesperson second”.

A primary concern is that the Military Factor seems to impede the propensity of Canadians, especially the youth population, to join the CF. It is possible that the Military Factor could impact disproportionately on designated group members (i.e. women, visible minorities and Aboriginals) and ultimately, it could affect the attainment of employment equity goals as set out in the CF EE Plan (2006). 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. An internal CF paper was written that defined the Military Factor. The Military Factor paper was subsequently reviewed by a recognized expert in the area of Canadian Employment Equity legislation and the results of this review will be used to confirm CF employment equity goals.

## **Self-Identification**

The CF Self Identification (ID) census was initiated in 2001. The census return rate for members of the Regular Force is now 86 % whereas the census return rate for the Primary Reserves is 66%. As part of an effort to increase the return rate, human resource management programs have been equipped with capability to identify those not having completed the census form. All new regular force personnel attending Basic Officer and Basic NCM 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. Further efforts will be considered in FY 09/10 to increase the census return rate for the Primary Reserve component.

## Workforce Analysis

The results of the CF workforce analysis (WFA) below provide the representation of designated groups' members in the CF.

	<b>Regular Force + Primary Reserves</b>	<b>Regular Force + Reserve Force, (including CF Rangers and Cadet Instructor Cadre)</b>
<b>Women</b>	15.1 %	17%
<b>Aboriginal Peoples</b>	2.2%	2.8%
<b>Visible Minorities</b>	3.9%	3.6%
<b>Persons with Disabilities</b>	1.2%	1.2%

Of particular note is the higher representation of Visible Minorities and Aboriginal peoples among new recruits undergoing training at the Canadian Forces Leadership and Recruit School.

The schedules at the end of this report provide further breakdowns of the Self ID census results by Military Occupation Group, Rank and CF component.

## CF Employment Systems Review

The goal of the CF Employment Systems Review (CF ESR) was the identification and removal of barriers to employment opportunities for members of the four designated Employment Equity groups. The CF ESR included all employment systems, policies and practices relating to recruitment, retention, postings, training, professional development, termination and reasonable accommodation in the CF. Consultations and visits to 15 Canadian Forces locations were conducted in 2004 and the final report delivered December 2004. The report and the recommendations were reviewed, and they are incorporated into the current CF EE Plan. A new CF ESR is tentatively scheduled for 2011 and will be used to inform the next CF EE Plan.

## Accountability and Monitoring

As required by the CF EE Plan, Groups and Commands report annually to Chief of Military Personnel on progress as measured against their respective EE plans. A monitoring tool has been developed that places responsibility on Groups and functional Commands to provide regular updates on their progress in implementation of the initiatives set out in the CF EE Plan.

## 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, CF has taken the measures described below:

- Diversity and EE have been identified as corporate priorities essential to the development and support of a professional, effective and sustainable Defence Team. To ensure that

this corporate commitment is translated into action and measurable progress, the CF and DND have established a strong governance structure.

- The DDC, which meets 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.
- 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.
- 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 and African Heritage Month. Commemorative events help to sensitize employees to diversity issues, promote and support diversity and encourage employees to volunteer to work on diversity initiatives.

## **EDUCATION, TRAINING, AND WORKSHOPS**

The Canadian Forces Aboriginal Leadership Opportunity Year (ALOY) 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 and will complete in June 2009. A second ALOY class is scheduled to commence in August 2009.

The Canadian Forces Aboriginal Entry Program, (CFAEP) is a special pre-enrolment program developed to ensure Aboriginal peoples interested in the military have the opportunity to explore military culture and careers before making a commitment to join the CF. Those selected attend the Pre-Recruit Training Course (PRTC) at the Canadian Forces Recruit School in Esquimalt, BC, as a civilian under contract, with no obligation to join the CF. During PRTC, candidates experience military life on a first-hand basis, learn about the organization, rank structure, weapon skills, drill and participate in physical fitness activities.

BOLD EAGLE is a post-enrolment Army program aimed at Aboriginal youth across Western Canada. It is made possible through a partnership between the CF and First Nations organizations across Western Canada, most notably the Federation of Saskatchewan Indian Nations (FSIN). BOLD EAGLE is designed to contribute 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 Forces.

The RAVEN Program was developed by the Maritime Forces Pacific staff in Victoria, and is similar to the BOLD EAGLE program described above. It offers Aboriginal youth across Canada the opportunity to experience the military culture while fostering the uniqueness of First Nations, Métis, or Inuit traditions.

The first serial of the BLACK BEAR Aboriginal training program was delivered at CFB Borden in the summer of 2009. This new serial addresses an absence of such training in Eastern Canada and is similar to the existing BOLD EAGLE and RAVEN programs.

A three day Aboriginal Awareness Course is provided to instructors for BOLD EAGLE, RAVEN, CFAEP, ALOY and, on an as available basis, to CF personnel/DND employees whose responsibilities include working with Aboriginal peoples. It is primarily aimed at HR practitioners, EE representatives, supervisors of Aboriginal members, and senior non-commissioned members with the intent of increasing general knowledge of Aboriginal issues. An on-line Aboriginal Awareness Course is being developed for introduction in late 2009.

The Canadian Forces Recruiting Group provides a day of EE training for all new recruiting staff at the national recruiters' course. This is reinforced normally within the first year of employment, by a four-day course on diversity recruiting and Employment Equity (EE) in the CF.

Employment equity workshops are held regularly to contribute towards the promotion of a culturally respected work environment. In November, the Directorate of Human Rights and Diversity (DHRD) and the Directorate of Diversity and Well Being (DDWB) co-sponsored the annual CF/DND Diversity and Employment Equity (EE) Workshop, "Beyond Compliance – Building for the Future". The purposes of the workshop was to educate the over 200 military and civilian participants on Diversity and EE and to assist them in their responsibilities in managing the EE portfolio at the unit level. The workshop included a panel of individuals who were invited to share experiences within the DND/CF organization from the perspectives of women, Aboriginal people, visible minorities and the Gay, Lesbian, Bisexual and Transgender communities. The workshop reinforced the message that the goal of EE and diversity policies is to attract and retain the best of Canada into the CF.

Briefings on Diversity and Employment Equity are delivered to CF members at many levels, including most notably, Base Commanders, prospective Commanding Officers courses, Base Chief Warrant Officers, Base Adjutants, Unit Administration Officers, Career Managers, and Royal Military College Officer Cadets.

## **FORUMS AND COMMITTEES**

2009 marked the 20<sup>th</sup> anniversary of the Canadian Human Rights Tribunal decision (1989) to remove gender-based employment barriers and to achieve the complete integration of women in

all occupations and employment areas within 10 years. DHRD conducted a Working Group to review the original goals and objectives for gender integration. The group composed of a representative cross-sampling of the CF population confirmed many successes and identified new areas of concern where proactive measures may be needed to create and sustain an environment that is appealing for attraction and retention of women in the CF.

In 2008/2009, the CF continued with its outreach to a number of Visible Minority Community leaders throughout Canada. This was done in an effort to provide community leaders an opportunity to gain knowledge and insight into the Canadian Forces and what the organization offers their communities. A key element of this outreach is the CF Visible Minority Forum which will be held in Ottawa in the May 2009. The Forum will be used to help guide CF policy and training with regard to visible minority issues.

The CF maintains an ongoing liaison with external agencies (e.g. National Council of Visible Minorities, Interdepartmental Forum on Employment Equity, NATO Committee on Gender Perspectives, etc.) to gain a better understanding of the issues within our diverse community.

Canada has long been a participant on the Committee for Women in NATO Forces (CWINF) and is viewed by NATO nations as a leader in gender integration. Since 1961, CWINF provided a valuable forum for member NATO countries to discuss policies and practices affecting servicewomen, with specific focus given to Recruitment & Employment, Training & Development, and Quality of Life. Key documents that focused recent discussion in the meetings are the UN Security Council resolution (UNSCR) 1325 regarding inclusion of gender perspectives in operations, and UNSCR 1820 (against sexual violence in conflicts). In 2009, as part of its mandate to assist with the implementation of these UNSCRs within the Alliance, CWINF transformed itself to the NATO Committee on Gender Perspective (NCGP). Canada will continue to attend future NCGP meetings. Both on a domestic and international level, gender perspective considerations take an increasing importance in achieving the aims of our CF operations and deployments and it is important that the CF should take a proactive stance to ensure we meet the basic mandate of gender perspective.

## **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 Canadian Forces 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.

In the provision of care and support to ill and injured personnel, the Canadian Forces (CF) are far ahead of where they were ten years ago. 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 overarching goal of the JPSU is to ensure that all Regular Force and Reserve Force personnel and their families are provided an equitable level of care and support regardless of environment or location, through centralized command and control.

The JPSU provides a CF/VAC integrated “one-stop service” for ill and injured CF personnel and their families. 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;
- 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 improves on earlier initiatives in several key ways. It 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 is the central military unit to which a number of Integrated Personnel Support Centres (IPSCs) belong. The IPSCs will be located as follows:

- |                  |                   |                   |
|------------------|-------------------|-------------------|
| • Calgary, AB;   | • Meaford, ON;    | • Toronto, ON;    |
| • Edmonton, AB;  | • Moncton, NB;    | • Valcartier, QC; |
| • Esquimalt, BC; | • Ottawa, ON;     | • Vancouver, BC;  |
| • Gagetown, NB;  | • Petawawa, ON;   | • Wainwright, AB; |
| • Halifax, NS;   | • St-Jean, QC;    | and               |
| • Kingston, ON;  | • St. John's, NL; | • Winnipeg, MB.   |
| • London, ON;    | • Shilo, MB;      |                   |

Locations will open over the coming months. The individual IPSCs will be structured and staffed based on the size and relative needs of the population they serve

The delivery of casualty support services at the base, wing and formation level has been occurring for as long as the CF has been training and employing members and sending them into operational theatres and special duty operations. On the national level, new initiatives were launched in 1998 and again in 2007. While filling gaps in service, however, these did not comprehensively address the needs of the CF. In 2008, the Chief of Military Personnel (CMP) recommended the stand-up of casualty support units which would provide a consistent level of care for all CF personnel. The Chief of the Defence Staff (CDS) accepted this recommendation, and announced the intent to further enhance casualty support by establishing centrally managed units across the country. Leadership recognized that the earlier system of care management was complex, and that simplifying it would benefit personnel in need. The JPSU provides CF personnel and their families with coordinated, seamless and integrated care when illnesses or injuries occur, and through the stages of recovery, rehabilitation and reintegration into military or civilian life and employment.

The CF is also working to raise awareness and to educate about the less visible injuries and disabilities, including operational stress injuries. Operational Trauma and Stress Support Centres (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.

## **CHALLENGES**

In the coming year, the CF will face the following challenges with respect to EE:

- Ongoing implementation of the CF EE plan in light of strained resources;
- Responding to the undertakings of the CHRC Audit Report which will involve updating CF EE goals, in cooperation with CHRC and HRSDC, with consideration on the impact of the Military Factor; and
- Increasing the representation of Women, Visible Minorities and Aboriginals in the CF.

## **ACHIEVEMENTS AND BEST PRACTICES**

The CF is proud of its many achievements in the area of EE and diversity. The following initiatives are particularly noteworthy and are considered exemplary or “best practices”.

The Governance Framework constitutes a partnership created between management, EE Advisory Groups and the diversity and EE units in DND/CF that is considered key to attaining the organization’s diversity and EE goals. This joint commitment and partnership is not only evident at the national level but extends to groups and commands across the country. The number of local EE Advisory Groups has increased significantly, a reflection of the desire of CF members and DND employees to contribute to the change occurring in the organization.

In 2009, a woman of the Canadian Navy was appointed, for the first time, to command a major warship – Commander Josée Kurtz, Commanding Officer of HMCS Halifax.

Two new initiatives were announced at the CF Aboriginal Forum held in February 2009. A project is underway to address Aboriginal Spirituality in the CF. A book on “Aboriginal People in the Canadian Military” is currently in production and should be published in late 2009.

In March 2009, an Aboriginal Outreach activity was held at the Eskasoni First Nations’ Reserve on Cape Breton Island, Nova Scotia. Eskasoni is the largest First Nations’ Reserve east of Montreal. This activity was sponsored by the CF to promote awareness of the initiatives that the CF has taken in support of Aboriginal peoples, and of the potential opportunities in the CF for youth. The course participants showed interest in the various CF Aboriginal programs and the possibility of a career in the CF. This initiative demonstrated that community outreach is a powerful way for the CF to develop positive relationships with Aboriginal youth and community members.

The Canadian Forces Aboriginal Leadership Opportunity Year (ALOY) 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.

## **CONCLUSION**

The Canadian Forces is firmly committed to fostering a work environment that is free of employment barriers of any form. CF Senior leadership is determined to demonstrate resolve in addressing EE issues and will continue to undertake this important work to ensure that the CF fully embraces the principles of diversity and EE now and in the future. The trend observed over the past few years of a growing number of Visible Minorities and Aboriginal people among new recruits suggest that a corner may have been turned and augers well for a future CF population that is reflective of Canada’s diversity.

**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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	83	81	97.59	2	2.41	1	1.47	0	0.00	1	1.20	0	0.00	1	1.47	0	0.00
Naval Operations	1258	1120	89.03	138	10.97	14	1.11	5	0.40	37	2.94	5	0.40	10	0.79	1	0.08
Maritime Engineering	650	577	88.77	73	11.23	6	0.92	1	0.15	38	5.85	4	0.62	7	1.08	0	0.00
Combat Arms	2814	2704	96.09	110	3.91	43	1.52	1	0.04	93	3.30	8	0.28	27	0.96	1	0.04
Air Operations - Pilots	1930	1825	94.56	105	5.44	16	0.83	0	0.00	40	2.07	0	0.00	5	0.26	0	0.00
Air Operations	1341	1172	87.40	169	12.60	12	0.89	4	0.30	31	2.31	6	0.45	5	0.37	0	0.00
Aerospace Engineering	975	819	84.00	156	16.00	13	1.33	3	0.31	45	4.62	7	0.72	7	0.72	0	0.00
Engineering	852	759	89.08	93	10.92	9	1.06	1	0.12	75	8.80	9	1.06	2	0.23	0	0.00
Medical and Dental	1216	662	54.44	554	45.56	10	0.82	15	1.23	51	4.19	18	1.48	9	0.74	1	0.08
Chaplaincy	213	185	86.85	28	13.15	0	0.00	1	0.47	6	2.82	0	0.00	2	0.94	0	0.00
Support	3387	2440	72.04	947	27.96	27	0.80	9	0.27	137	4.04	52	1.53	27	0.80	10	0.30
Officer Cadet - Unassigned	517	414	80.08	103	19.92	3	0.53	0	0.00	28	5.42	1	0.18	2	0.36	0	0.00
Military Police Officer	178	152	85.39	26	14.61	2	1.12	0	0.00	1	0.56	0	0.00	3	1.69	0	0.00
Unknown	54	54	100.00	0	0.00	1	1.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>15468</b>	<b>12964</b>	<b>83.81</b>	<b>2504</b>	<b>16.19</b>	<b>157</b>	<b>1.01</b>	<b>40</b>	<b>0.26</b>	<b>583</b>	<b>3.77</b>	<b>110</b>	<b>0.71</b>	<b>107</b>	<b>0.69</b>	<b>13</b>	<b>0.08</b>

**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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	2881	2574	89.34	307	10.66	64	2.22	16	0.56	67	2.33	8	0.28	38	1.32	4	0.14
Maintenance - Naval	3266	3154	96.57	112	3.43	62	1.90	3	0.09	68	2.08	1	0.03	57	1.75	1	0.03
Combat Arms	11151	10991	98.57	160	1.43	272	2.44	5	0.04	348	3.12	5	0.04	136	1.22	1	0.01
Air Operations - Transmissions	1207	1079	89.40	128	10.60	16	1.33	4	0.33	24	1.99	3	0.25	12	0.99	2	0.17
Air Technicians	5918	5429	91.74	489	8.26	99	1.67	19	0.32	173	2.92	6	0.10	77	1.30	6	0.10
Military Police	1243	1081	86.97	162	13.03	18	1.45	3	0.24	27	2.17	2	0.16	11	0.88	1	0.08
Operations - General	3265	2801	85.79	464	14.21	64	1.96	18	0.55	83	2.54	15	0.46	44	1.35	1	0.03
Communications and Electronics Maintenance	2181	2044	93.72	137	6.28	45	2.06	6	0.28	88	4.03	10	0.46	21	0.96	1	0.05
Medical	1649	953	57.79	696	42.21	23	1.39	22	1.33	33	2.00	23	1.39	25	1.52	7	0.42
Dental	204	35	17.16	169	82.84	0	0.00	3	1.47	0	0.00	5	2.45	0	0.00	3	1.47
Electrical and Mechanical	3389	3286	96.96	103	3.04	55	1.62	5	0.15	55	1.62	3	0.09	50	1.48	1	0.03
Military Engineers	3519	3399	96.59	120	3.41	88	2.50	4	0.11	79	2.24	2	0.06	44	1.25	4	0.11
Clerical Personnel	3100	1271	41.00	1829	59.00	30	0.97	54	1.74	65	2.10	51	1.65	24	0.77	11	0.35
Music	237	181	76.37	56	23.63	3	1.27	0	0.00	6	2.53	4	1.69	2	0.84	0	0.00
Logistical Support	6390	4893	76.57	1497	23.43	106	1.66	54	0.85	135	2.11	40	0.63	85	1.33	15	0.23
Unknown	79	76	96.20	3	3.80	1	1.27	0	0.00	3	3.80	0	0.00	1	1.27	0	0.00
<b>TOTAL NUMBER</b>	<b>49679</b>	<b>43247</b>	<b>87.05</b>	<b>6432</b>	<b>12.95</b>	<b>946</b>	<b>1.90</b>	<b>216</b>	<b>0.43</b>	<b>1254</b>	<b>2.52</b>	<b>178</b>	<b>0.36</b>	<b>627</b>	<b>1.26</b>	<b>58</b>	<b>0.12</b>

**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	21	19	90.48	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	509	416	81.73	93	18.27	5	0.98	2	0.39	16	3.13	5	0.98	1	0.20	0	0.00
Combat Arms	2086	1998	95.78	88	4.22	24	1.15	6	0.29	83	3.97	5	0.24	19	0.91	2	0.10
Air Operations - Pilots	230	224	97.39	6	2.61	2	0.87	0	0.00	2	0.87	0	0.00	2	0.87	1	0.43
Air Operations	98	85	86.73	13	13.27	1	1.02	0	0.00	0	0.00	0	0.00	3	3.06	0	0.00
Aerospace Engineering	64	58	90.63	6	9.38	1	1.56	0	0.00	2	3.13	0	0.00	2	3.13	0	0.00
Engineering	125	114	91.20	11	8.80	1	0.80	0	0.00	8	6.40	0	0.00	6	4.80	0	0.00
Medical and Dental	363	229	63.09	134	36.91	4	1.10	0	0.00	13	3.58	4	1.10	1	0.28	0	0.00
Chaplaincy	164	146	89.02	18	10.98	1	0.61	0	0.00	3	1.83	4	2.44	2	1.22	0	0.00
Support	1772	1246	70.32	526	29.68	18	1.02	3	0.17	58	3.27	20	1.13	25	1.41	7	0.39
Officer Cadet - Unassigned	44	36	81.82	8	18.18	0	0.00	0	0.00	2	4.55	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	7681	4594	59.81	3087	40.19	61	0.79	57	0.74	120	1.56	59	0.77	91	1.18	40	0.52
Canadian Rangers	8	8	100.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police Officer	79	66	83.54	13	16.46	1	1.27	0	0.00	2	2.53	1	1.27	1	1.27	0	0.00
Unknown	61	43	70.49	18	29.51	2	3.28	0	0.00	1	1.64	1	1.64	1	1.64	0	0.00
<b>TOTAL NUMBER</b>	<b>13305</b>	<b>9282</b>	<b>69.76</b>	<b>4023</b>	<b>30.24</b>	<b>122</b>	<b>0.92</b>	<b>68</b>	<b>0.51</b>	<b>310</b>	<b>2.33</b>	<b>99</b>	<b>0.74</b>	<b>154</b>	<b>1.16</b>	<b>50</b>	<b>0.38</b>

**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	1961	1437	73.28	524	26.72	16	0.82	15	0.76	79	4.03	20	1.02	22	1.12	1	0.05
Maintenance - Naval	257	208	80.93	49	19.07	2	0.78	1	0.39	4	1.56	1	0.39	1	0.39	0	0.00
Combat Arms	13179	12361	93.79	818	6.21	166	1.26	18	0.14	686	5.21	42	0.32	119	0.90	7	0.05
Air Operations - Transmissions	53	51	96.23	2	3.77	0	0.00	0	0.00	0	0.00	0	0.00	1	1.89	0	0.00
Air Technicians	598	531	88.8	67	11.20	7	1.17	1	0.17	9	1.51	0	0.00	9	1.51	1	0.17
Military Police	694	578	83.29	116	16.71	11	1.59	3	0.43	29	4.18	8	1.15	9	1.30	2	0.29
Operations - General	1550	1319	85.10	231	14.90	15	0.97	4	0.26	73	4.71	11	0.71	20	1.29	2	0.13
Communications and Electronics Maintenance	315	289	91.75	26	8.25	6	1.90	3	0.95	10	3.17	0	0.00	6	1.90	0	0.00
Medical	1125	696	61.87	429	38.13	6	0.53	4	0.36	51	4.53	24	2.13	6	0.53	3	0.27
Dental	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
Electrical and Mechanical	956	915	95.71	41	4.29	21	2.20	0	0.00	47	4.92	3	0.31	17	1.78	1	0.10
Military Engineers	1620	1535	94.75	85	5.25	24	1.48	0	0.00	88	5.43	2	0.12	11	0.68	1	0.06
Clerical Personnel	2382	859	36.06	1523	63.94	13	0.55	40	1.68	75	3.15	63	2.64	16	0.67	12	0.50
Music	961	570	59.31	391	40.69	2	0.21	4	0.42	19	1.98	11	1.14	4	0.42	1	0.10
Logistical Support	2756	2031	73.69	725	26.31	30	1.09	18	0.65	104	3.77	32	1.16	43	1.56	12	0.44
Canadian Rangers	4367	3618	82.85	749	17.15	892	20.43	198	4.53	32	0.73	5	0.11	50	1.14	9	0.21
NCM Unassigned	165	122	73.94	43	26.06	14	8.48	4	2.42	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	163	136	83.44	27	16.56	4	2.45	2	1.23	1	0.61	0	0.00	2	1.23	0	0.00
<b>TOTAL NUMBER</b>	<b>33104</b>	<b>27257</b>	<b>82.34</b>	<b>5847</b>	<b>17.66</b>	<b>1229</b>	<b>3.71</b>	<b>315</b>	<b>0.95</b>	<b>1307</b>	<b>3.95</b>	<b>222</b>	<b>0.67</b>	<b>336</b>	<b>1.01</b>	<b>52</b>	<b>0.16</b>

**SCHEDULE 5**  
(Sections 23 and 24)

**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	104	100	96.15	4	3.85	1	1.23	0	0.00	1	1.23	0	0.00	1	1.23	0	0.00
Naval Operations	1767	1536	86.93	231	13.07	19	1.07	7	0.40	53	3.00	10	0.57	11	0.62	1	0.06
Maritime Engineering	650	577	88.77	73	11.23	6	0.92	1	0.15	38	5.85	4	0.62	7	1.08	0	0.00
Combat Arms	4900	4702	95.96	198	4.04	67	1.36	7	0.14	176	3.58	13	0.26	45	0.92	3	0.06
Air Operations - Pilots	2160	2049	94.86	111	5.14	18	0.83	0	0.00	42	1.94	0	0.00	7	0.32	1	0.05
Air Operations	1439	1257	87.35	182	12.65	13	0.90	4	0.28	31	2.15	6	0.42	8	0.56	0	0.00
Aerospace Engineering	1039	877	84.41	162	15.59	14	1.34	3	0.29	47	4.51	7	0.67	9	0.86	0	0.00
Engineering	977	873	89.36	104	10.64	10	1.02	1	0.10	83	8.50	9	0.92	8	0.82	0	0.00
Medical and Dental	1579	891	56.43	688	43.57	14	0.89	15	0.95	64	4.05	22	1.39	10	0.63	1	0.06
Chaplaincy	377	331	87.80	46	12.20	1	0.27	1	0.27	9	2.39	4	1.06	4	1.06	0	0.00
Support	5159	3685	71.43	1474	28.57	45	.87	12	0.23	195	3.78	71	1.38	52	1.01	17	0.33
Officer Cadet -Unassigned	561	450	80.21	111	19.79	3	0.53	0	0.00	28	4.99	1	0.18	2	0.36	0	0.00
Cadet Instructor Cadre	7681	4594	59.81	3087	40.19	61	0.79	58	0.76	120	1.56	59	0.77	90	1.17	39	0.51
Canadian Rangers	8	8	100.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police Officer	257	218	84.82	39	15.18	3	1.17	0	0.00	3	1.17	1	0.39	4	1.56	0	0.00
Unknown	115	97	84.35	18	15.65	3	2.61	0	0.00	3	2.61	1	0.87	1	0.87	0	0.00
<b>TOTAL NUMBER</b>	<b>28773</b>	<b>22245</b>	<b>77.31</b>	<b>6528</b>	<b>22.69</b>	<b>279</b>	<b>0.97</b>	<b>109</b>	<b>0.38</b>	<b>893</b>	<b>3.10</b>	<b>208</b>	<b>0.72</b>	<b>259</b>	<b>0.90</b>	<b>62</b>	<b>0.22</b>

**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	4842	4011	82.84	831	17.16	80	1.65	31	0.64	146	3.02	28	0.58	60	1.24	5	0.10
Maintenance - Naval	3523	3362	95.43	161	4.57	64	1.82	4	0.11	72	2.04	2	0.06	58	1.65	1	0.03
Combat Arms	24330	23352	95.98	978	4.02	438	1.80	23	0.09	1034	4.25	47	0.19	255	1.05	8	0.03
Air Operations - Transmissions	1260	1130	89.68	130	10.32	16	1.27	4	0.32	24	1.90	3	0.24	13	1.03	2	0.16
Air Technicians	6516	5960	91.47	556	8.53	106	1.63	20	0.31	182	2.79	6	0.09	86	1.32	7	0.11
Military Police	1937	1659	85.65	278	14.35	29	1.50	6	0.31	56	2.89	10	0.52	20	1.03	3	0.15
Operations - General	4815	4120	85.57	695	14.43	79	1.64	22	0.46	156	3.24	26	0.54	64	1.33	3	0.06
Communications and Electronics Maintenance	2496	2333	93.47	163	6.53	51	2.04	9	0.36	98	3.93	10	0.40	27	1.08	1	0.04
Medical	2774	1649	59.44	1125	40.56	29	1.05	26	0.94	84	3.03	47	1.69	31	1.12	10	0.36
Dental	206	36	17.48	170	82.52	0	0.00	3	1.46	0	0.00	5	2.43	0	0.00	3	1.46
Electrical and Mechanical	4345	4201	96.69	144	3.31	76	1.75	5	0.12	102	2.35	6	0.14	67	1.54	2	0.05
Military Engineers	5139	4934	96.01	205	3.99	112	2.18	4	0.08	167	3.25	4	0.08	55	1.07	5	0.10
Clerical Personnel	5482	2130	38.85	3352	61.15	43	0.78	94	1.71	140	2.55	114	2.08	40	0.73	23	0.42
Music	1198	751	62.69	447	37.31	5	0.42	4	0.33	25	2.09	15	1.25	6	0.50	1	0.08
Logistical Support	9146	6924	75.71	2222	24.29	136	1.49	72	0.79	239	2.61	72	0.79	128	1.40	27	0.30
Canadian Rangers	4367	3618	82.85	749	17.15	892	20.43	198	4.53	32	0.73	5	0.11	50	1.14	9	0.21
NCM Unassigned	165	122	73.94	43	26.06	14	8.48	4	2.42	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	242	212	87.60	30	12.40	5	2.07	2	0.83	4	1.65	0	0.00	3	1.24	0	0.00
<b>TOTAL NUMBER</b>	<b>82783</b>	<b>70504</b>	<b>85.17</b>	<b>12279</b>	<b>14.83</b>	<b>2175</b>	<b>2.63</b>	<b>531</b>	<b>0.64</b>	<b>2561</b>	<b>3.09</b>	<b>400</b>	<b>0.48</b>	<b>963</b>	<b>1.16</b>	<b>110</b>	<b>0.13</b>

**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	0	0.00	0	0.00	0	0.00	0	0.00
Major-General	25	25	100.00	0	0.00	1	4.00	0	0.00	1	4.00	0	0.00	1	4.00	0	0.00
Brigadier General	53	51	96.23	2	3.77	0	0.00	0	0.00	1	1.89	0	0.00	0	0.00	0	0.00
Colonel	321	308	95.95	13	4.05	5	1.56	0	0.00	3	0.93	0	0.00	2	0.62	0	0.00
Lieutenant-Colonel	1218	1121	92.04	97	7.96	8	0.66	0	0.00	21	1.72	2	0.16	9	0.74	1	0.08
Major	3453	3004	87.00	449	13.00	28	0.81	5	0.14	60	1.74	9	0.26	27	0.78	4	0.12
Captain	5801	4788	82.54	1013	17.46	53	0.91	18	0.31	183	3.15	35	0.60	48	0.83	4	0.07
Lieutenant	1181	919	77.82	262	22.18	15	1.27	4	0.34	70	5.93	11	0.93	6	0.51	0	0.00
Second Lieutenant	1700	1410	82.94	290	17.06	23	1.35	4	0.24	143	8.41	24	1.41	4	0.24	2	0.12
Officer Cadet	1702	1324	77.79	378	22.21	24	1.41	9	0.53	101	5.93	29	1.70	10	0.59	2	0.12
<b>TOTAL NUMBER</b>	<b>15467</b>	<b>12963</b>	<b>83.81</b>	<b>2504</b>	<b>16.19</b>	<b>157</b>	<b>1.02</b>	<b>40</b>	<b>0.26</b>	<b>583</b>	<b>3.77</b>	<b>110</b>	<b>0.71</b>	<b>107</b>	<b>0.69</b>	<b>13</b>	<b>0.08</b>

**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	594	566	95.29	28	4.71	8	1.35	0	0.00	9	1.52	0	0.00	6	1.01	0	0.00
Master Warrant Officer	2078	1938	93.26	140	6.74	32	1.54	4	0.19	22	1.06	0	0.00	19	0.91	2	0.10
Warrant Officer	3742	3414	91.23	328	8.77	60	1.60	6	0.16	43	1.15	2	0.05	57	1.52	6	0.16
Sergeant	7095	6124	86.31	971	13.69	129	1.82	37	0.52	120	1.69	28	0.39	114	1.61	10	0.14
Master Corporal (by Appointment)	8729	7440	85.23	1289	14.77	155	1.78	37	0.42	158	1.81	32	0.37	110	1.26	9	0.10
Corporal	14856	12879	86.69	1977	13.31	259	1.74	64	0.43	395	2.66	43	0.29	164	1.10	19	0.13
Private	12585	10886	86.50	1699	13.50	303	2.41	68	0.54	507	4.03	73	0.58	157	1.25	12	0.10
<b>TOTAL NUMBER</b>	<b>49679</b>	<b>43247</b>	<b>87.05</b>	<b>6432</b>	<b>12.95</b>	<b>946</b>	<b>1.90</b>	<b>216</b>	<b>0.43</b>	<b>1254</b>	<b>2.52</b>	<b>178</b>	<b>0.36</b>	<b>627</b>	<b>1.26</b>	<b>58</b>	<b>0.12</b>

**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	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Brigadier General	19	17	89.47	2	10.53	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	84	80	95.24	4	4.76	0	0.00	0	0.00	0	0.00	0	0.00	1	1.19	0	0.00
Lieutenant-Colonel	512	473	92.38	39	7.62	7	1.37	0	0.00	15	2.93	0	0.00	8	1.56	0	0.00
Major	1372	1188	86.59	184	13.41	13	0.95	0	0.00	22	1.60	4	0.29	30	2.19	6	0.44
Captain	5541	3894	70.40	1647	29.72	48	0.87	20	0.36	111	2.00	29	0.52	66	1.19	20	0.36
Lieutenant	2238	1335	59.65	903	40.35	17	0.76	9	0.40	49	2.19	23	1.03	17	0.76	7	0.31
Second Lieutenant	2277	1475	64.78	802	35.22	25	1.10	29	1.27	75	3.29	29	1.27	23	1.01	11	0.48
Officer Cadet	1260	818	64.92	442	35.08	12	0.95	10	0.79	38	3.02	14	1.11	9	0.71	6	0.48
<b>TOTAL NUMBER</b>	<b>13305</b>	<b>9282</b>	<b>69.76</b>	<b>4023</b>	<b>30.24</b>	<b>122</b>	<b>0.92</b>	<b>68</b>	<b>0.51</b>	<b>310</b>	<b>2.33</b>	<b>99</b>	<b>0.74</b>	<b>154</b>	<b>1.16</b>	<b>50</b>	<b>0.38</b>

**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	293	277	94.54	16	5.46	4	1.37	1	0.34	4	1.37	2	0.68	3	1.02	0	0.00
Master Warrant Officer	697	618	88.67	79	11.33	12	1.72	3	0.43	16	2.30	1	0.14	15	2.15	0	0.00
Warrant Officer	1278	1092	85.45	186	14.55	19	1.49	3	0.23	41	3.21	4	0.31	22	1.72	4	0.31
Sergeant	3107	2501	80.50	606	19.50	91	2.93	20	0.64	107	3.44	19	0.61	38	1.22	8	0.26
Master Corporal (by Appointment)	3386	2696	79.62	690	20.38	113	3.34	33	0.97	155	4.58	34	1.00	46	1.36	7	0.21
Corporal	10815	8610	79.61	2205	20.39	240	2.22	66	0.61	546	5.05	106	0.98	113	1.04	22	0.20
Private	13528	11463	84.74	2065	15.26	750	5.54	189	1.40	438	3.24	56	0.41	99	0.73	11	0.08
<b>TOTAL NUMBER</b>	<b>33104</b>	<b>27257</b>	<b>82.34</b>	<b>5847</b>	<b>17.66</b>	<b>1229</b>	<b>3.71</b>	<b>315</b>	<b>0.95</b>	<b>1307</b>	<b>3.95</b>	<b>222</b>	<b>0.67</b>	<b>336</b>	<b>1.01</b>	<b>52</b>	<b>0.16</b>

**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	72	58	80.56	14	19.44	1	1.39	1	1.39	2	2.78	0	0.00	0	0.00	0	0.00
Maritime Engineering	18	18	100.00	0	0.00	0	0.00	0	0.00	5	27.78	0	0.00	0	0.00	0	0.00
Combat Arms	111	107	96.40	4	3.60	0	0.00	1	0.90	7	6.31	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	18	17	94.44	1	5.56	0	0.00	0	0.00	2	11.11	0	0.00	0	0.00	0	0.00
Air Operations	52	43	82.69	9	17.31	0	0.00	0	0.00	3	5.77	1	1.92	0	0.00	0	0.00
Aerospace Engineering	20	20	100.00	0	0.00	0	0.00	0	0.00	5	25.00	0	0.00	0	0.00	0	0.00
Engineering	25	22	88.00	3	12.00	1	4.00	0	0.00	10	40.00	1	4.00	0	0.00	0	0.00
Medical and Dental	73	36	49.32	37	50.68	0	0.00	1	1.37	4	5.48	2	2.74	0	0.00	0	0.00
Chaplaincy	14	14	100.00	0	0.00	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00
Support	90	55	61.11	35	38.89	0	0.00	0	0.00	10	11.11	2	2.22	0	0.00	0	0.00
Officer Cadets - Unassigned	469	378	80.60	91	19.40	4	0.85	0	0.00	22	4.69	0	0.00	1	0.21	0	0.00
Unknown	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
<b>TOTAL NUMBER</b>	<b>972</b>	<b>776</b>	<b>79.84</b>	<b>196</b>	<b>20.16</b>	<b>6</b>	<b>0.62</b>	<b>3</b>	<b>0.31</b>	<b>71</b>	<b>7.30</b>	<b>6</b>	<b>0.62</b>	<b>1</b>	<b>0.10</b>	<b>0</b>	<b>0.00</b>

**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	238	193	81.09	45	18.91	5	2.10	2	0.84	10	4.20	4	1.68	2	0.84	1	0.42
Maintenance - Naval	240	228	95.00	12	5.00	7	2.92	0	0.00	6	2.50	0	0.00	8	3.33	0	0.00
Combat Arms	1744	1708	97.94	36	2.06	46	2.64	3	0.17	89	5.10	0	0.00	16	0.92	0	0.00
Air Operations - Transmissions	33	27	81.82	6	18.18	1	3.03	0	0.00	1	3.03	0	0.00	0	0.00	0	0.00
Air Technicians	517	461	89.17	56	10.83	14	2.71	2	0.39	33	6.38	1	0.19	5	0.97	1	0.19
Military Police	91	74	81.32	17	18.68	2	2.20	0	0.00	5	5.49	0	0.00	0	0.00	0	0.00
Operations - General	234	200	85.47	34	14.53	8	3.42	0	0.00	9	3.85	1	0.43	4	1.71	0	0.00
Communications and Electronics Maintenance	101	96	95.05	5	4.95	4	3.96	0	0.00	4	3.96	0	0.00	1	0.99	0	0.00
Medical	165	86	52.12	79	47.88	1	0.61	3	1.82	4	2.42	2	1.21	1	0.61	1	0.61
Dental	13	1	7.69	12	92.31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	315	304	96.51	11	3.49	5	1.59	0	0.00	10	3.17	0	0.00	6	1.90	0	0.00
Military Engineers	438	412	94.06	26	5.94	13	2.97	2	0.46	22	5.02	1	0.23	5	1.14	1	0.23
Clerical Personnel	147	24	16.33	123	83.67	0	0.00	3	2.04	2	1.36	4	2.72	1	0.68	1	0.68
Music	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
Logistical Support	434	272	62.67	162	37.33	6	1.38	7	1.61	8	1.84	6	1.38	3	0.69	1	0.23
<b>TOTAL NUMBER</b>	<b>4717</b>	<b>4091</b>	<b>86.73</b>	<b>626</b>	<b>13.27</b>	<b>112</b>	<b>2.37</b>	<b>22</b>	<b>0.47</b>	<b>203</b>	<b>4.30</b>	<b>19</b>	<b>0.40</b>	<b>52</b>	<b>1.10</b>	<b>6</b>	<b>0.13</b>

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	40	29	72.50	11	27.50	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	132	122	92.42	10	7.58	1	0.76	1	0.76	6	4.55	0	0.00	0	0.00	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	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
Aerospace 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
Engineering	8	8	100.00	0	0.00	0	0.00	0	0.00	2	25.00	0	0.00	0	0.00	0	0.00
Medical and Dental	21	14	66.67	7	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	17	15	88.24	2	11.76	0	0.00	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00
Support	117	89	76.07	28	23.93	2	1.71	0	0.00	1	0.85	2	1.71	0	0.00	0	0.00
Officer Cadets - Unassigned	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
Cadet Instructor Cadre	528	305	57.77	223	42.23	3	0.57	7	1.33	18	3.41	7	1.33	5	0.95	4	0.76
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	8	8	100.00	0	0.00	0	0.00	0	0.00	1	0.13	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>876</b>	<b>592</b>	<b>67.58</b>	<b>284</b>	<b>32.42</b>	<b>6</b>	<b>0.68</b>	<b>8</b>	<b>0.91</b>	<b>28</b>	<b>3.20</b>	<b>10</b>	<b>1.14</b>	<b>5</b>	<b>0.57</b>	<b>4</b>	<b>0.46</b>

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	261	197	75.48	64	24.52	1	0.38	2	0.77	4	1.53	2	0.77	1	0.38	0	0.00
Maintenance - Naval	54	42	77.78	12	22.22	0	0.00	0	0.00	1	1.85	0	0.00	0	0.00	0	0.00
Combat Arms	2320	2170	93.53	150	6.47	14	0.60	4	0.17	81	3.49	5	0.22	6	0.26	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	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 Police	77	63	81.82	14	18.18	0	0.00	0	0.00	1	1.30	0	0.00	1	1.30	0	0.00
Operations - General	192	158	82.29	34	17.71	0	0.00	1	0.52	3	1.56	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	30	28	93.33	2	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	156	100	64.10	56	35.90	0	0.00	0	0.00	4	2.56	5	3.21	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	135	132	97.78	3	2.22	4	2.96	0	0.00	5	3.70	0	0.00	0	0.00	0	0.00
Military Engineers	199	192	96.48	7	3.52	1	0.50	0	0.00	5	2.51	0	0.00	1	0.50	0	0.00
Clerical Personnel	119	51	42.86	68	57.14	1	0.84	1	0.84	7	5.88	2	1.68	0	0.00	0	0.00
Music	82	58	70.73	24	29.27	0	0.00	0	0.00	1	1.22	0	0.00	0	0.00	0	0.00
Logistical Support	252	187	74.21	65	25.79	3	1.19	1	0.40	6	2.38	2	0.79	4	1.59	0	0.00
Canadian Rangers	262	219	83.59	43	16.41	14	5.34	9	3.44	1	0.38	0	0.00	1	0.38	1	0.38
NCM Unassigned	127	90	70.87	37	29.13	31	24.41	12	9.45	1	0.79	0	0.00	1	0.79	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
<b>TOTAL NUMBER</b>	<b>4276</b>	<b>3695</b>	<b>86.41</b>	<b>581</b>	<b>13.59</b>	<b>69</b>	<b>1.61</b>	<b>30</b>	<b>0.70</b>	<b>120</b>	<b>2.81</b>	<b>16</b>	<b>0.37</b>	<b>15</b>	<b>0.35</b>	<b>1</b>	<b>0.02</b>

**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	33	33	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	228	204	89.47	24	10.53	1	0.44	1	0.44	5	2.19	0	0.00	1	0.44	0	0.00
Maritime Engineering	135	117	86.67	18	13.33	1	0.74	0	0.00	4	2.96	0	0.00	0	0.00	0	0.00
Combat Arms	527	603	114.42	24	4.55	8	1.27	0	0.00	28	4.44	2	0.32	6	0.95	0	0.00
Air Operations - Pilots	213	200	93.90	13	6.10	1	0.47	0	0.00	4	1.87	0	0.00	0	0.00	0	0.00
Air Operations	233	199	85.41	34	14.59	3	1.28	1	0.43	2	0.85	0	0.00	0	0.00	0	0.00
Aerospace Engineering	227	185	81.50	42	18.50	3	1.32	0	0.00	11	4.82	3	1.32	2	0.88	0	0.00
Engineering	173	147	84.97	26	15.03	1	0.58	1	0.58	10	5.78	2	1.16	0	0.00	0	0.00
Medical and Dental	184	79	42.93	105	57.07	1	0.54	2	1.09	5	2.72	1	0.54	2	1.09	1	0.54
Chaplaincy	23	19	82.61	4	17.39	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	701	501	71.47	200	28.53	5	0.71	4	0.57	27	3.85	11	1.57	3	0.43	1	0.14
Officer Cadets - Unassigned	125	102	81.60	23	18.40	2	1.60	0	0.00	6	4.80	0	0.00	0	0.00	0	0.00
Military Police Officers	37	27	72.97	10	27.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>2839</b>	<b>2416</b>	<b>85.10</b>	<b>523</b>	<b>18.42</b>	<b>26</b>	<b>0.89</b>	<b>9</b>	<b>0.31</b>	<b>102</b>	<b>3.47</b>	<b>19</b>	<b>0.65</b>	<b>14</b>	<b>0.48</b>	<b>2</b>	<b>0.07</b>

**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	642	562	87.54	80	12.46	13	2.02	3	0.47	16	2.49	3	0.47	5	0.78	1	0.16
Maintenance - Naval	785	759	96.69	26	3.31	13	1.66	0	0.00	16	2.04	0	0.00	16	2.04	0	0.00
Combat Arms	3868	3801	98.27	67	1.73	87	2.25	3	0.08	141	3.65	3	0.08	34	0.88	0	0.00
Air Operations - Transmissions	300	272	90.67	28	9.33	5	1.67	0	0.00	6	2.00	0	0.00	0	0.00	0	0.00
Air Technicians	1659	1503	90.6	156	9.40	27	1.63	8	0.48	51	3.07	3	0.18	16	0.96	0	0.00
Military Police	258	220	85.27	38	14.73	2	0.78	0	0.00	9	3.49	0	0.00	0	0.00	0	0.00
Operations - General	957	825	86.21	132	13.79	17	1.78	1	0.10	28	2.93	7	0.73	5	0.52	0	0.00
Communications and Electronics Maintenance	482	452	93.78	30	6.22	7	1.45	2	0.41	16	3.32	3	0.62	3	0.62	1	0.21
Medical	478	276	57.74	202	42.26	4	0.84	6	1.26	15	3.14	3	0.63	6	1.26	0	0.00
Dental	33	7	21.21	26	78.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	833	810	97.24	23	2.76	13	1.56	2	0.24	17	2.04	1	0.12	10	1.20	0	0.00
Military Engineers	1142	1098	96.15	44	3.85	26	2.28	3	0.26	30	2.63	2	0.18	15	1.31	1	0.09
Clerical Personnel	681	235	34.51	446	65.49	10	1.47	11	1.62	8	1.17	10	1.47	1	0.15	1	0.15
Music	28	20	71.43	8	28.57	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	1474	1074	72.86	400	27.14	25	1.70	12	0.81	28	1.90	18	1.22	15	1.02	0	0.00
<b>TOTAL NUMBER</b>	<b>13620</b>	<b>11914</b>	<b>87.47</b>	<b>1706</b>	<b>12.53</b>	<b>250</b>	<b>1.84</b>	<b>51</b>	<b>0.37</b>	<b>381</b>	<b>2.80</b>	<b>53</b>	<b>0.39</b>	<b>126</b>	<b>0.93</b>	<b>4</b>	<b>0.03</b>

**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	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
Naval Operations	152	128	84.21	24	15.79	3	1.97	1	0.66	3	1.97	0	0.00	0	0.00	0	0.00
Maritime Engineering	36	36	100.00	0	0.00	0	0.00	0	0.00	2	5.56	0	0.00	1	2.78	0	0.00
Combat Arms	470	449	95.53	21	4.47	5	1.06	1	0.21	17	3.62	2	0.43	6	1.28	0	0.00
Air Operations - Pilots	110	108	98.18	2	1.82	1	0.91	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	62	51	82.26	11	17.74	0	0.00	0	0.00	0	0.00	1	1.61	2	3.23	0	0.00
Aerospace Engineering	64	55	85.94	9	14.06	0	0.00	0	0.00	2	3.13	0	0.00	2	3.13	0	0.00
Engineering	55	50	90.91	5	9.09	0	0.00	0	0.00	2	3.64	0	0.00	2	3.64	0	0.00
Medical and Dental	88	57	64.77	31	35.23	0	0.00	1	1.14	1	1.14	0	0.00	0	0.00	1	1.14
Chaplaincy	20	18	90.00	2	10.00	1	5.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00
Support	493	353	71.60	140	28.40	4	0.81	2	0.40	14	2.83	3	0.61	5	1.01	1	0.20
Officer Unassigned	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
Cadet Instructor Cadre	1773	987	55.67	786	44.33	12	0.68	23	1.30	34	1.92	25	1.41	15	0.85	9	0.51
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
Military Police Officers	22	16	72.73	6	27.27	0	0.00	0	0.00	1	4.55	1	4.55	0	0.00	0	0.00
Unknown	34	27	79.41	7	20.59	0	0.00	0	0.00	2	5.88	1	2.94	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>3396</b>	<b>2348</b>	<b>69.14</b>	<b>1048</b>	<b>30.86</b>	<b>26</b>	<b>0.76</b>	<b>28</b>	<b>0.82</b>	<b>79</b>	<b>2.32</b>	<b>34</b>	<b>1.00</b>	<b>33</b>	<b>0.97</b>	<b>11</b>	<b>0.32</b>

**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	320	230	71.88	90	28.13	0	0.00	3	0.94	12	3.75	5	1.56	2	0.63	0	0.00
Maintenance - Naval	29	22	75.86	7	24.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	2819	2662	94.43	157	5.57	37	1.31	3	0.11	141	5.00	10	0.35	26	0.92	2	0.07
Air Operations - Transmissions	11	10	90.91	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	88	81	92.05	7	7.95	0	0.00	0	0.00	1	1.14	0	0.00	1	1.14	0	0.00
Military Police	119	100	84.03	19	15.97	3	2.52	0	0.00	3	2.52	0	0.00	1	0.84	0	0.00
Operations - General	259	216	83.40	43	16.60	8	3.09	1	0.39	8	3.09	4	1.54	3	1.16	1	0.39
Communications and Electronics Maintenance	55	52	94.55	3	5.45	0	0.00	0	0.00	0	0.00	0	0.00	2	3.64	0	0.00
Medical	153	94	61.44	59	38.56	0	0.00	1	0.65	7	4.58	2	1.31	1	0.65	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	136	132	97.06	4	2.94	3	2.21	0	0.00	5	3.68	1	0.74	4	2.94	0	0.00
Military Engineers	323	308	95.36	15	4.64	6	1.86	0	0.00	21	6.50	0	0.00	3	0.93	0	0.00
Clerical Personnel	432	176	40.74	256	59.26	1	0.23	8	1.85	15	3.47	14	3.24	1	0.23	2	0.46
Music	120	69	57.5	51	42.50	0	0.00	1	0.83	2	1.67	1	0.83	0	0.00	0	0.00
Logistical Support	418	312	74.64	106	25.36	4	0.96	3	0.72	9	2.15	9	2.15	2	0.48	1	0.24
Canadian Rangers	228	197	86.40	31	13.60	59	25.88	8	3.51	2	0.88	0	0.00	1	0.44	0	0.00
Unknown	51	44	86.27	7	13.73	2	3.92	1	1.96	1	1.96	0	0.00	1	1.96	0	0.00
<b>TOTAL NUMBER</b>	<b>5561</b>	<b>4705</b>	<b>84.61</b>	<b>856</b>	<b>15.39</b>	<b>123</b>	<b>2.21</b>	<b>29</b>	<b>0.52</b>	<b>227</b>	<b>4.08</b>	<b>46</b>	<b>0.83</b>	<b>48</b>	<b>0.86</b>	<b>6</b>	<b>0.11</b>

**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				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	143	122	85.31	21	14.69	2	1.40	1	0.70	4	2.80	0	0.00	1	0.70	0	0.00
Maritime Engineering	46	43	93.48	3	6.52	1	2.17	0	0.00	5	10.87	0	0.00	0	0.00	0	0.00
Combat Arms	255	248	97.25	7	2.75	4	1.57	1	0.39	13	5.10	1	0.39	1	0.39	0	0.00
Air Operations - Pilots	173	170	98.27	3	1.73	0	0.00	0	0.00	5	2.89	0	0.00	0	0.00	0	0.00
Air Operations	146	127	86.99	19	13.01	1	0.68	0	0.00	5	3.42	1	0.68	1	0.68	0	0.00
Aerospace Engineering	71	60	84.51	11	15.49	2	2.82	0	0.00	6	8.45	1	1.41	0	0.00	0	0.00
Engineering	62	57	91.94	5	8.06	1	1.61	0	0.00	11	17.74	1	1.61	0	0.00	0	0.00
Medical and Dental	162	87	53.70	75	46.30	0	0.00	2	1.23	8	4.94	2	1.23	1	0.62	2	1.23
Chaplaincy	37	34	91.89	3	8.11	0	0.00	0	0.00	1	2.70	0	0.00	0	0.00	0	0.00
Support	345	245	71.01	100	28.99	3	0.87	2	0.58	19	5.51	8	2.32	1	0.29	1	0.29
Officer Cadets - Unassigned	579	466	80.48	113	19.52	4	0.69	0	0.00	28	4.84	1	0.17	2	0.35	0	0.00
Military Police Officer	26	22	84.62	4	15.38	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>2045</b>	<b>1681</b>	<b>82.20</b>	<b>364</b>	<b>17.80</b>	<b>18</b>	<b>0.88</b>	<b>6</b>	<b>0.29</b>	<b>105</b>	<b>5.13</b>	<b>15</b>	<b>0.73</b>	<b>7</b>	<b>0.34</b>	<b>3</b>	<b>0.15</b>

**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	427	366	85.71	61	14.29	11	2.58	3	0.70	20	4.68	4	0.94	6	1.41	2	0.47
Maintenance - Naval	585	561	95.9	24	4.10	10	1.71	0	0.00	9	1.54	0	0.00	14	2.39	0	0.00
Combat Arms	3664	3611	98.55	53	1.45	90	2.46	4	0.11	141	3.85	1	0.03	37	1.01	0	0.00
Air Operations - Transmissions	142	123	86.62	19	13.38	1	0.70	2	1.41	3	2.11	0	0.00	2	1.41	0	0.00
Air Technicians	1003	916	91.33	87	8.67	21	2.09	2	0.20	50	4.99	1	0.10	11	1.10	2	0.20
Military Police	227	193	85.02	34	14.98	5	2.20	1	0.44	8	3.52	0	0.00	0	0.00	0	0.00
Operations - General	684	586	85.67	98	14.33	17	2.49	4	0.58	23	3.36	4	0.58	10	1.46	0	0.00
Communications and Electronics Maintenance	341	323	94.72	18	5.28	12	3.52	0	0.00	13	3.81	1	0.29	1	0.29	1	0.29
Medical	256	144	56.25	112	43.75	3	1.17	6	2.34	6	2.34	3	1.17	4	1.56	1	0.39
Dental	35	5	14.29	30	85.71	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.86
Electrical and Mechanical	658	636	96.66	22	3.34	15	2.28	1	0.15	17	2.58	0	0.00	15	2.28	0	0.00
Military Engineers	705	669	94.89	36	5.11	20	2.84	2	0.28	30	4.26	1	0.14	10	1.42	1	0.14
Clerical Personnel	605	201	33.22	404	66.78	1	0.17	9	1.49	11	1.82	14	2.31	4	0.66	2	0.33
Music	31	21	67.74	10	32.26	1	3.23	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	1251	926	74.02	325	25.98	22	1.76	13	1.04	27	2.16	11	0.88	9	0.72	3	0.24
Unknown	9	9	100.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>10623</b>	<b>9290</b>	<b>87.45</b>	<b>1333</b>	<b>12.55</b>	<b>230</b>	<b>2.17</b>	<b>47</b>	<b>0.44</b>	<b>358</b>	<b>3.37</b>	<b>40</b>	<b>0.38</b>	<b>123</b>	<b>1.16</b>	<b>13</b>	<b>0.12</b>

**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	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	75	61	81.33	14	18.67	1	1.33	0	0.00	1	1.33	0	0.00	0	0.00	0	0.00
Maritime 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
Combat Arms	174	162	93.10	12	6.90	1	0.57	1	0.57	7	4.02	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	33	33	100.00	0	0.00	1	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	22	20	90.91	2	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	11	10	90.91	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09	0	0.00
Engineering	17	16	94.12	1	5.88	0	0.00	0	0.00	2	11.76	0	0.00	0	0.00	0	0.00
Medical and Dental	25	17	68.00	8	32.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	20	17	85.00	3	15.00	0	0.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00
Support	182	132	72.53	50	27.47	2	1.10	0	0.00	3	1.65	2	1.10	0	0.00	0	0.00
Officer Cadets - Unassigned	2	2	100.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	597	354	59.30	243	40.70	4	0.67	7	1.17	18	3.02	8	1.34	7	1.17	4	0.67
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	19	14	73.68	5	26.32	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>1179</b>	<b>840</b>	<b>71.25</b>	<b>339</b>	<b>28.75</b>	<b>10</b>	<b>0.85</b>	<b>8</b>	<b>0.68</b>	<b>32</b>	<b>2.71</b>	<b>11</b>	<b>0.93</b>	<b>8</b>	<b>0.68</b>	<b>4</b>	<b>0.34</b>

**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	282	216	76.6	66	23.4	2	0.71	2	0.71	5	1.77	2	0.71	2	0.71	0	0.00
Maintenance - Naval	64	50	78.13	14	21.88	0	0.00	0	0.00	1	1.56	0	0.00	0	0.00	0	0.00
Combat Arms	2418	2266	93.71	152	6.29	17	0.70	4	0.17	83	3.43	5	0.21	7	0.29	0	0.00
Air Operations - Transmissions	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
Air Technicians	73	71	97.26	2	2.74	0	0.00	0	0.00	1	1.37	0	0.00	1	1.37	0	0.00
Military Police	84	69	82.14	15	17.86	1	1.19	0	0.00	1	1.19	0	0.00	2	2.38	0	0.00
Operations - General	218	181	83.03	37	16.97	1	0.46	1	0.46	4	1.83	0	0.00	1	0.46	0	0.00
Communications and Electronics Maintenance	50	48	96.00	2	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	167	109	65.27	58	34.73	0	0.00	1	0.60	5	2.99	5	2.99	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	153	150	98.04	3	1.96	4	2.61	0	0.00	6	3.92	0	0.00	0	0.00	0	0.00
Military Engineers	229	223	97.38	6	2.62	1	0.44	0	0.00	9	3.93	0	0.00	1	0.44	0	0.00
Clerical Personnel	179	84	46.93	95	53.07	1	0.56	2	1.12	9	5.03	2	1.12	1	0.56	0	0.00
Music	86	62	72.09	24	27.91	0	0.00	0	0.00	1	1.16	0	0.00	0	0.00	0	0.00
Logistical Support	329	250	75.99	79	24.01	4	1.22	1	0.30	9	2.74	2	0.61	4	1.22	0	0.00
Canadian Rangers	10	9	90.00	1	10.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	168	126	75.00	42	25.00	32	19.05	13	7.74	2	1.19	0	0.00	2	1.19	0	0.00
<b>TOTAL NUMBER</b>	<b>4520</b>	<b>3922</b>	<b>86.77</b>	<b>598</b>	<b>13.23</b>	<b>63</b>	<b>1.39</b>	<b>25</b>	<b>0.55</b>	<b>136</b>	<b>3.01</b>	<b>16</b>	<b>0.35</b>	<b>21</b>	<b>0.46</b>	<b>0</b>	<b>0.00</b>

**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	35	29	82.86	6	17.14	0	0.00	0	0.00	1	2.86	0	0.00	2	5.71	0	0.00
Maritime Engineering	22	21	95.45	1	4.55	0	0.00	0	0.00	1	4.55	0	0.00	1	4.55	0	0.00
Combat Arms	110	105	95.45	5	4.55	1	0.91	0	0.00	7	6.36	0	0.00	1	0.91	0	0.00
Air Operations - Pilots	33	31	93.94	2	6.06	0	0.00	0	0.00	1	3.03	0	0.00	1	3.03	0	0.00
Air Operations	41	34	82.93	7	17.07	0	0.00	0	0.00	3	7.32	0	0.00	0	0.00	0	0.00
Aerospace Engineering	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
Engineering	31	26	83.87	5	16.13	0	0.00	0	0.00	3	9.68	0	0.00	0	0.00	0	0.00
Medical and Dental	49	24	48.98	25	51.02	1	2.04	0	0.00	1	2.04	0	0.00	0	0.00	0	0.00
Chaplaincy	9	8	88.89	1	11.11	0	0.00	0	0.00	1	11.11	1	11.11	0	0.00	0	0.00
Support	88	65	73.86	23	26.14	1	1.14	1	1.14	6	6.82	0	0.00	2	2.27	1	1.14
Officer Cadets - Unassigned	27	23	85.19	4	14.81	1	3.70	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00
Unknown	12	11	91.67	1	8.33	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>488</b>	<b>405</b>	<b>82.99</b>	<b>83</b>	<b>17.01</b>	<b>4</b>	<b>0.82</b>	<b>1</b>	<b>0.20</b>	<b>27</b>	<b>5.53</b>	<b>1</b>	<b>0.20</b>	<b>7</b>	<b>1.43</b>	<b>1</b>	<b>0.20</b>

**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	166	142	85.54	24	14.46	4	2.41	0	0.00	6	3.61	0	0.00	6	3.61	0	0.00
Maintenance - Naval	155	147	94.84	8	5.16	2	1.29	0	0.00	2	1.29	0	0.00	3	1.94	1	0.65
Combat Arms	1113	1083	97.30	30	2.70	25	2.25	4	0.36	28	2.52	0	0.00	13	1.17	0	0.00
Air Operations - Transmissions	43	35	81.40	8	18.60	1	2.33	0	0.00	0	0.00	0	0.00	1	2.33	0	0.00
Air Technicians	271	235	86.72	36	13.28	8	2.95	2	0.74	9	3.32	0	0.00	12	4.43	0	0.00
Military Police	72	64	88.89	8	11.11	4	5.56	0	0.00	0	0.00	1	1.39	0	0.00	0	0.00
Operations - General	180	156	86.67	24	13.33	2	1.11	0	0.00	3	1.67	0	0.00	2	1.11	1	0.56
Communications and Electronics Maintenance	107	96	89.72	11	10.28	4	3.74	0	0.00	1	0.93	0	0.00	0	0.00	0	0.00
Medical	100	73	73.00	27	27.00	0	0.00	0	0.00	5	5.00	0	0.00	1	1.00	0	0.00
Dental	10	2	20.00	8	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	207	200	96.62	7	3.38	3	1.45	1	0.48	6	2.90	0	0.00	3	1.45	0	0.00
Military Engineers	230	223	96.96	7	3.04	6	2.61	0	0.00	9	3.91	1	0.43	4	1.74	2	0.87
Clerical Personnel	137	56	40.88	81	59.12	2	1.46	1	0.73	3	2.19	0	0.00	4	2.92	1	0.73
Music	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
Logistical Support	413	311	75.30	102	24.70	4	0.97	4	0.97	9	2.18	2	0.48	7	1.69	0	0.00
Unknown	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
<b>TOTAL NUMBER</b>	<b>3212</b>	<b>2829</b>	<b>88.08</b>	<b>383</b>	<b>11.92</b>	<b>66</b>	<b>2.05</b>	<b>12</b>	<b>0.37</b>	<b>81</b>	<b>2.52</b>	<b>4</b>	<b>0.12</b>	<b>57</b>	<b>1.77</b>	<b>5</b>	<b>0.16</b>

**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 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	19	17	89.47	2	10.53	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	124	118	95.16	6	4.84	2	1.61	0	0.00	4	3.23	0	0.00	4	3.23	0	0.00
Air Operations - Pilots	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
Air Operations	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
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	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
Medical and Dental	19	9	47.37	10	52.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.26
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	80	57	71.25	23	28.75	0	0.00	0	0.00	1	1.25	3	3.75	1	1.25	0	0.00
Officer Cadets - Unassigned	9	5	55.56	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	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	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
<b>TOTAL NUMBER</b>	<b>284</b>	<b>238</b>	<b>83.80</b>	<b>46</b>	<b>16.20</b>	<b>2</b>	<b>0.70</b>	<b>0</b>	<b>0.00</b>	<b>5</b>	<b>1.76</b>	<b>3</b>	<b>1.06</b>	<b>6</b>	<b>2.11</b>	<b>1</b>	<b>0.35</b>

**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	118	93	78.81	25	21.19	4	3.39	0	0.00	4	3.39	0	0.00	2	1.69	0	0.00
Maintenance - Naval	8	7	87.5	1	12.5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	1501	1388	92.47	113	7.53	11	0.73	5	0.33	55	3.66	3	0.20	8	0.53	1	0.07
Air Operations - Transmissions	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 Technicians	18	18	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	5.56	0	0.00
Military Police	31	23	74.19	8	25.81	0	0.00	0	0.00	1	3.23	0	0.00	0	0.00	0	0.00
Operations - General	97	83	85.57	14	14.43	0	0.00	0	0.00	5	5.15	1	1.03	1	1.03	0	0.00
Communications and Electronics Maintenance	20	18	90.00	2	10.00	0	0.00	0	0.00	1	5.00	0	0.00	1	5.00	0	0.00
Medical	65	41	63.08	24	36.92	1	1.54	0	0.00	1	1.54	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	95	88	92.63	7	7.37	1	1.05	0	0.00	6	6.32	1	1.05	2	2.11	1	1.05
Military Engineers	202	185	91.58	17	8.42	0	0.00	1	0.50	4	1.98	1	0.50	3	1.49	0	0.00
Clerical Personnel	107	45	42.06	62	57.94	0	0.00	4	3.74	7	6.54	5	4.67	0	0.00	5	4.67
Music	34	19	55.88	15	44.12	0	0.00	0	0.00	0	0.00	0	0.00	1	2.94	0	0.00
Logistical Support	187	137	73.26	50	26.74	1	0.53	2	1.07	5	2.67	2	1.07	3	1.60	1	0.53
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	92	66	71.74	26	28.26	24	26.09	10	10.87	2	2.17	0	0.00	1	1.09	0	0.00
<b>TOTAL NUMBER</b>	<b>2578</b>	<b>2214</b>	<b>85.88</b>	<b>364</b>	<b>14.12</b>	<b>42</b>	<b>1.63</b>	<b>22</b>	<b>0.85</b>	<b>91</b>	<b>3.53</b>	<b>13</b>	<b>0.50</b>	<b>23</b>	<b>0.89</b>	<b>8</b>	<b>0.31</b>