



National  
Defence

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**CANADIAN FORCES**  
**EMPLOYMENT EQUITY REPORT**  
**2009 – 2010**

**Submitted to**  
**Office of the Chief Human Resources Officer**  
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## **INTRODUCTION**

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

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

The Canadian Forces (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 details progress that the CF has made towards achieving its Employment Equity goals and objectives in FY 2009-2010.

## **CF COMPLIANCE WITH THE EMPLOYMENT EQUITY ACT**

### **The CF is a Unique Employer**

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

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

### **The CF Employment Equity Plan**

The December 2006 CF EE Plan identified three strategic initiatives:

- Improve representation, particularly of visible minorities;
- Create an inclusive CF through culture change initiatives; and
- Facilitate career development of DGMs.

The CF EE Plan requires Groups and Commands to provide regular updates on their progress. Of the thirty sub-initiatives detailed in the EE Action Plan, 70% have either been completed or are nearing completion.

An update to the CF EE Plan will be promulgated later this fall. This update will include revised CF EE Availability estimates and short term CF recruiting goals. A Communications Plan has also been added. It is expected that the next CF EE Plan will be promulgated by the end of 2012.

### **Review of the CF Employment Equity Regulations**

A formal review of the *CF Employment Equity Regulations* was undertaken in late FY 09/10 and a revision to the *Regulations* should be completed prior to the end of 2010. The key areas implicated in this review are the definition of an ‘employee’ as applied to the CF Reserve Force, the security requirements associated with the CF’s compliance with the Act, and lastly, the EE Schedules, which must be updated to reflect the current CF Occupation structure.

### **CF Response to the CHRC Preliminary Audit**

The CF has formally responded to the two undertakings issued in the CHRC Preliminary Audit. The key concerns that were addressed are short term CF EE recruiting goals and the Workforce Analysis Methodology used to determine EE availability for the CF.

## CF Self-Identification Census

The CF Self Identification (ID) census was initiated in 2001. As part of an ongoing effort to increase the return rates, 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.

Continued progress was made over the past year on improving the return rates for the CF Self-Identification census. The return rate for the Regular Force is 85% and the rate for the Primary Reserves has been increased to 72%, up from 66% one year ago. Increasing the return rate for the Cadet Organizations Administration and Training Service (COATS) and Canadian Rangers will be a priority for the coming year.

## CF EE Representation Rates

EE Representation data presented in this report and in the accompanying EE Schedules is based on the total active CF Regular Force and Reserve Force members. The table below reports two sets of values, one that includes all Regular Force and Primary Reserve members, which is not entirely conforming to the strict EE Act (through CF EE Regulations) definition of employee; and one that also includes COATS and Ranger members considered enrolled and part of the total force. It is acknowledged that these numbers differ from the definition of “employee” as articulated in Section 4 of the CF EE Regulations which specifies 75 days paid service as the required threshold. When this criterion is applied, less than 50% of Primary Reservists, 22% of COATS and 3% of Canadian Rangers would be counted as CF members, notwithstanding that, within the CF context, an employer/employee relationship continues until the member is formally released from the CF. This is another facet that relates to the uniqueness of military service and it is intended to pursue a change to the criterion as part of the ongoing review of CF EE Regulations. CF EE representation rates for the four Designated Groups as per above are as follows:

	<b>Regular Force + Primary Reserves</b>	<b>Regular Force + Reserve Force (includes Primary Reserves, Canadian Rangers, &amp; COATS)</b>
<b>Women</b>	15	17.3 %
<b>Aboriginal Peoples</b>	2.0%	2.9 %
<b>Visible Minorities</b>	4.4%	4.1 %
<b>Persons with Disabilities</b>	1.2%	1.2%

It is noteworthy to mention that a higher representation of Visible Minorities (8.1%) and Aboriginal Peoples (3.4%) continues among the recruit population undergoing training at the Canadian Forces Leadership and Recruit School. This is indicative of significant progress being made towards achieving the CF's EE objectives.

## **Long-term CF EE Goals**

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

Women	25.1%
Aboriginal Peoples	3.4%
Visible Minorities	11.8%

## **CF Employment Systems Review (ESR)**

The CF ESR included an examination of 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 ESR's recommendations were subsequently incorporated into the current CF EE Plan. The CF intends to conduct a new Employment Systems Review in FY 11/12 as a critical step in developing its next EE Plan.

## **STRATEGIC OUTREACH**

In 2009/2010, the CF continued its outreach to Visible Minority and Aboriginal Community leaders throughout Canada in order to provide knowledge and insight into the Canadian Forces and what the organization can offer to their communities.

### **CF Visible Minority Forum**

The inaugural CF Visible Minority Forum took place in Ottawa on May 22, 2009. Thirty-five participants, drawn from the larger visible minority populations living in Canada's six major urban areas attended the forum. CF participants included the Canadian Forces Recruiting Group, the Canadian Defence Academy, the Directorate of Human Rights and Diversity, CF/DND Public Affairs and representatives from the three environments, the Navy, Army and Air Force. The intent of the forum was to reach out to a wide range of diverse community leaders and inform them about career opportunities in the CF. The Forum also provided valuable insight on how the CF can better reflect the diversity of Canadian society. The results of the Forum will contribute to CF policy development and training with regard to visible minority issues. A second CF Visible Minority Forum, planned for FY 11/12, will build upon the outcomes of the May 2009 Forum.

### **CF Aboriginal Forum**

A CF Aboriginal Forum took place in Ottawa on July 9, 2009. Attendees included representatives from the National Aboriginal Veterans Association, the Inuit Tapiriit Kanatami Association, the First Nations Veterans Association, the Mohawk Council of Akwasasne, as well as other federal departments. CF participants included the Canadian Forces Recruiting Group, the Canadian Defence Academy, the Directorate of Human Rights and Diversity and representatives from the three environments, the Navy, Army and Air Force. The Aboriginal Forum reaches out to a wide range of Aboriginal community leaders to inform them about career opportunities and benefits of joining the CF as well as to provide updates on CF developments related to Aboriginals. Topics included the Elder Council Fire Spirituality paper concept, participation in the 2010 Olympics, updates on the various CF Aboriginal Youth programs, and the various community outreach initiatives undertaken. The results of the Forum contribute to CF policy development and training with regard to Aboriginal issues. The next Aboriginal Forum, planned for FY 10/11, will continue to build upon these outcomes.

## **EDUCATION, TRAINING AND WORKSHOPS**

The on-line Aboriginal Awareness Course was introduced this year and is available to CF members. Initial enrolment was expected at 250 however, the program has been completed by 1000 persons and is viewed a great success. It is a prerequisite for those responsible for Aboriginal Programs such as Black Bear, Bold Eagle, Raven, the Canadian Forces Aboriginal Entry Program (CFAEP)/Pre Recruit Training Course (PRTC) and the Aboriginal Leadership Opportunity Year (ALOY).

The Canadian Forces Recruiting Group (CFRG) delivers the National Recruiters' Course, which is mandatory for all new recruiting staff. This course includes awareness training on diversity recruiting in the CF.

CF members can also access the following courses:

- Leading Diversity course for those CF personnel managing DND employees,
- On-line Defence Values and Ethics Code and the new Leading and Working in a Diverse Environment Programs,
- Harassment Prevention and Resolution for Supervisors,
- Alternate Dispute Resolution,
- On-line Aboriginal Awareness Training ,
- EE Workshops

VCDS Group acquired several copies of the film Indecently Exposed by Dr. Jane Elliott for use during staff diversity training. The intent was to encourage discussions and to sensitize staff to the harmful effects of discrimination and racism. The video's Canadian content made this a particularly relevant and effective learning tool.

Presentations on Diversity and Employment Equity are delivered to CF audiences at many levels, including the Navy and Army's Commanding Officers courses, Base Chief Warrant Officers, Base Adjutants, Unit Administration Officers, Career Managers, and Royal Military College Officer Cadets.

## **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 09/10 achievements and best practices are considered particularly noteworthy:

- The CF engages with diverse communities across the country on an ongoing basis. These outreach activities occur in a variety of forms and at different levels. In addition to the day to day activities carried out by Canadian Forces Recruiting Group, CF outreach regularly takes place at the Unit, Base, Wing, Formation, Land Force Area and Air Division level. Finally, outreach occurs nationally at events such the 2009 Visible Minorities Forum and the CF Aboriginal Forum. These occasions provide the CF an opportunity to strengthen its ties with the communities as well as to increase awareness on military careers.
- CF/DND Defence Advisory Groups (DAGs) – The DAGs are made up of volunteers from both the CF and DND communities of Women, Aboriginals, Visible Minorities, and Persons with Disabilities. They provide advice to the chain of command regarding systemic issues and barriers affecting these groups, which in turn, facilitates EE and diversity education in the CF.
- Elders Council Fire - Grand Chief Mike Mitchell completed a paper on Aboriginal Spirituality in March 2010. It outlines the diversity of Indigenous peoples' spiritual practices and beliefs with recommendations on how the CF can address issues relating to Aboriginal cultures and spiritualities.
- The Canadian Forces Health Services HQ (CFHS HQ) created "Many Voices One Goal," a national EE network made up of CFHS units located across Canada.
- A number of Visible Minority influencers from across the country in Sarnia Forum met with CF recruiters on board HMCS VILLE de QUEBEC during the 2009 Great Lakes Deployment. Participants were provided briefings on CF employment opportunities with as well as the various enrolment programs available.
- Maritime Forces Pacific has commenced support and promotion of an Aboriginal Working Group that brings leaders and managers together to align efforts and discuss horizon events related to First Nations communities.
- Draft CF policies on religious/spiritual accommodation, and an updated human rights and discriminatory conduct directive are undergoing final legal review. Approval of these new policies is expected by the end of the next reporting period.

- The CF Food Service Manual was revised to add 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.
- Commemorative events – An EE Commemorative Events intranet site has been launched to promote and create awareness about the four EE commemorative events officially recognized at National Defence. The site offers general information, support and tools to facilitate the organization of quality events across DND/CF. Features include a handbook on How to Organize an EE Commemorative Event, What’s Happening in the Regions, and Success Stories.
- The CF remains proactive in promoting and supporting a diversified culture, and has developed a number of publications aimed at enhancing the understanding and respect for Canadian diversity. The publication “Religions in Canada” (updated in 2009) provides general information and awareness about the various religious and spiritual practices in Canada. It contains a description of major religious and spiritual requirements and tenets, including celebrations and observances, as well as dress, dietary, medical and health requirements. Other agencies and government departments including schools and hospitals have recognized it as an excellent resource and many requests for this publication have been responded to over the past year.
- Over the past number of years, the CF has sponsored a number of publications that mark the important contributions of designated group members to collective security and to the freedom of all Canadians. This list of publications includes:
  - *Fighting for Canada, Chinese and Japanese Canadians in Military Service,*
  - *For My Country, Back Canadians on the Field of Honour,*
  - *Aboriginal Peoples and the Canadian Military: Historical Perspectives,*
  - *Aboriginal Peoples and Military Participation: Canadian and International Perspectives,*
  - *Women and Leadership in the Canadian Forces, and*
  - *Equal to the Challenge, An Anthology of Women’s Experiences During World War II.*
- CF Aboriginal Programs are focused on Aboriginal youth and are widely recognized as a best practice. Of the 235 participants in the CF Aboriginal programs for FY 09/10, 194 graduated and 70 joined the CF. The CF Aboriginal programs include the following:
  - 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. The number of participants for 2009/10 was 20.

- 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 Forces. 2009 marked the 20<sup>th</sup> year for BOLD EAGLE and included 92 participants. A goal of 120 has been set for next year.
- 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 number of participants in FY 09/10 was 79.
- The first BLACK BEAR serial, the newest of the Aboriginal training programs, was delivered at Canadian Forces Base Borden, Ontario in the summer of 2009. BLACK BEAR is similar to the BOLD EAGLE and RAVEN programs and addresses an absence of such training in Eastern Canada. The number of participants in FY 09/10 was 40.
- 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 Esquimalt, BC, 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 number of participants in FY 09/10 was 27.
- 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. 480 new participants enrolled in 2009.

It is worth mentioning that in all the above programs, a cultural module is included as part of the curriculum, and that Aboriginal advisors are available to guide the young participants in discovering more about the cultures of Aboriginal Peoples.

## **CONCLUSION**

A Canadian Forces population that is reflective of the strength that is Canada's diversity is an important priority and one that is embraced by the CF's leadership. The importance of developing a cohesive military team, empowered with a diversity of talents, experiences and perspectives, in conducting the CF mission, be it during domestic operations (2010 Olympics, G8/G20) or around the world (Afghanistan, Haiti) must not be underestimated. While the Canadian Forces has made progress on the Employment Equity front over the past year, this effort remains a work in progress and the CF EE Plan provides the roadmap to achieving success.

**Annex A**  
**To FY 09/10 CF EE Report**

**THE CANADIAN FORCES**

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

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

The Canadian Forces is comprised of three components:

(1) The Regular Force consists of officers and non-commissioned members who are enrolled for continuing, full-time military service;

(2) The Reserve Force consists of officers and non-commissioned members who are enrolled for other than continuing full-time military service. The sub-components of the Reserve Force are as follows:

- The Primary Reserve comprised of the following elements:
  - Naval Reserve,
  - Army Reserve,
  - Air Reserve,
  - Communication Reserve,
  - Health Services Reserve; and
  - NDHQ Primary Reserve List;
- the Supplementary Reserve,
- the Cadet Organizations Administration and Training Service (COATS); and
- the Canadian Rangers;

(3) The Special Force, when established by the governor in Council under section 16 of the National Defence Act.

## **DIVERSITY AND EE ENVIRONMENT**

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

Groups and Commands have participated in career fairs and coordinated commemorative events both at National Defence Headquarters and at locations across Canada. Celebrated at some of these events were International Women's Day, International Day for the Elimination of Racial Discrimination, International Day for Persons with Disabilities and Aboriginal Awareness Week. Other events included Black History Month, Women's History Month, Asian Heritage Month 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.

## **EMPLOYMENT EQUITY GOVERNANCE FRAMEWORK**

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

### **Defence Diversity Council**

The 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 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 chairs are responsible for HR programs, policies and services for military members and civilian employees respectively. Membership in the DDC includes a senior representative from each Group and Command as well as ex-officio members such as the National Co-Chairs of the four defence EE Advisory Groups (AGs). . The DDC Co-Chairs are responsible for making recommendations regarding diversity and EE policies and programs to the Deputy Minister of National Defence and the CDS through briefings to the Defence Management Committee (DMC).

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

A review was initiated in late FY 09/10 to confirm that DDC remains the best mechanism to oversee implementation of Employment Equity for the CF CF/DND. This review should be completed and briefed to strategic levels in the fall of 2010. The results will be reported upon in next year's annual EE Report.

### **Employment Equity (EE) Champions**

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

Defence Champion for Aboriginal People  
*Lieutenant-General A.B. Leslie, Chief of the Land Staff;*  
*(replaced by Lieutenant-General J.P. Devlin, Chief of the Land Staff, 2010)*

Defence Champion for Women  
*Lieutenant-General J.P.A. Deschamps, Chief of the Air Staff;*

Defence Champion for Visible Minorities  
*Vice-Admiral P.D. McFadden, Chief of the Maritime Staff;*

Defence Champion for Persons with Disabilities  
*Mr. J. Scott Stevenson, Assistant Deputy Minister (Infrastructure and Environment);*  
and

Chief Warrant Officer Champion for CF Persons with Disabilities  
*Chief Warrant Officer C.Y.M. Charlebois, CTC HQ.*  
*(replaced by Chief Warrant Officer K.P. Jones, 1 ASG, 2010)*

### **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.

## **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. DHRD staff also interact 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 Act, through the Defence Advisory Groups (DAGs), which are relied upon for representing each designated group and providing advice to senior management and leadership about issues affecting their membership. DAGs are volunteer organizations, each co-chaired by an elected civilian employee and a military member. They are the:

Defence Aboriginal Advisory Group (DAAG);

Defence Women's Advisory Organization (DWAO);

Defence Visible Minority Advisory Group (DVMAG); and

Defence Advisory Group for Persons with Disabilities (DAGPWD).

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

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

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

## **SUPPORT FOR INJURED OR DISABLED CF PERSONNEL**

All CF members must meet the universality of service standards, which require them to perform any lawful duty and to be operationally employable, deployable and physically fit. Nevertheless, the CF is committed to ensuring that members are employed equitably, within the context of universality of service and in accordance with the Employment Equity Act. Having a disability does not automatically mean a CF member is unable to meet some or all of the requirements. Among the support programs for CF members who become injured or disabled is the 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.

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

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

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

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

services and programs for ill and injured personnel, and provides referrals as appropriate.

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

The services made available through the JPSU include the following:

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

The JPSU provides one-stop access to services and benefits, simplifying the process for clients seeking assistance. It reduces the potential for gaps and overlaps, and the potential for confusion among service providers. VAC staffs become engaged earlier in a releasing member's transition process. Shared standards and guidelines lead to care and support which is consistent across departments (DND/CF and VAC); environments (Army, Navy, and Air Force); components (Regular Force and Reserve Force); bases, wings and units; and the country.

The JPSU has assumed command and control of over 700 Regular Force personnel and more than 50 Reserve Force personnel. In addition, the actual demand for services and assistance are such that close to 3000 cases are being actively managed by IPSC staff. As well, more than 70 Assisting Officers have been disengaged, enabling them to return to their functions, and the support to the families of the fallen is now being provided by IPSCs across the country.



The CF Return to Work and the Transition 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 700 personnel are employed on a Return to Work (RTW) program and on average between 4% and 7% personnel return to duty monthly.

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

The CF is also working to raise awareness and to educate 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.

**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	92	90	97.83	2	2.17	1	1.09	0	0.00		2	2.17	0	0.00		1	1.09	0	0.00	
Naval Operations	1392	1236	88.79	156	11.21	21	1.51	5	0.36		43	3.09	7	0.50		11	0.79	1	0.07	
Maritime Engineering	701	620	88.45	81	11.55	9	1.28	1	0.14		51	7.28	4	0.57		7	1.00	0	0.00	
Combat Arms	3088	2963	95.95	125	4.05	43	1.39	2	0.06		117	3.79	10	0.32		23	0.74	1	0.03	
Air Operations - Pilots	1952	1847	94.62	105	5.38	13	0.67	0	0.00		48	2.46	0	0.00		4	0.20	0	0.00	
Air Operations	1486	1280	86.14	206	13.86	12	0.81	4	0.27		44	2.96	5	0.34		5	0.34	0	0.00	
Aerospace Engineering	1039	872	83.93	167	16.07	13	1.25	3	0.29		63	6.06	6	0.58		7	0.67	1	0.10	
Engineering	983	871	88.61	112	11.39	9	0.92	1	0.10		104	10.58	14	1.42		2	0.20	0	0.00	
Medical and Dental	1271	689	54.21	582	45.79	11	0.87	17	1.34		57	4.48	24	1.89		9	0.71	2	0.16	
Chaplaincy	233	204	87.55	29	12.45	0	0.00	1	0.43		8	3.43	0	0.00		2	0.86	0	0.00	
Support	3631	2585	71.19	1046	28.81	26	0.72	11	0.30		168	4.63	57	1.57		28	0.77	8	0.22	
Military Police Officer	195	160	82.05	35	17.95	2	1.03	1	0.51		4	2.05	0	0.00		2	1.03	0	0.00	
Unknown	22	14	63.64	8	36.36	4	18.18	3	13.64		0	0.00	0	0.00		1	4.55	0	0.00	
<b>TOTAL NUMBER</b>	<b>16085</b>	<b>13431</b>	<b>83.50</b>	<b>2654</b>	<b>16.50</b>	<b>164</b>	<b>1.02</b>	<b>49</b>	<b>0.30</b>		<b>709</b>	<b>4.41</b>	<b>127</b>	<b>0.79</b>		<b>102</b>	<b>0.63</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 Number	Men		Women		Men		Women			Men		Women			Men		Women		
		Number	%	Number	%	Number	%	Number	%		Number	%	Number	%		Number	%	Number	%	
Naval Operations	2992	2686	89.77	306	10.23	70	2.34	16	0.53		77	2.57	12	0.40		41	1.37	4	0.13	
Maintenance - Naval	3600	3480	96.67	120	3.33	69	1.92	3	0.08		84	2.33	1	0.03		55	1.53	2	0.06	
Combat Arms	11520	11347	98.50	173	1.50	287	2.49	5	0.04		386	3.35	7	0.06		149	1.29	2	0.02	
Air Operations - Transmissions	1242	1111	89.45	131	10.55	16	1.29	4	0.32		24	1.93	3	0.24		12	0.97	2	0.16	
Air Technicians	5853	5374	91.82	479	8.18	90	1.54	19	0.32		183	3.13	7	0.12		69	1.18	6	0.10	
Military Police	1328	1146	86.30	182	13.70	22	1.66	4	0.30		35	2.64	5	0.38		12	0.90	1	0.08	
Operations - General	3460	3006	86.88	454	13.12	71	2.05	15	0.43		106	3.06	13	0.38		47	1.36	0	0.00	
Communications and Electronics Maintenance	2422	2283	94.26	139	5.74	47	1.94	6	0.25		124	5.12	10	0.41		20	0.83	1	0.04	
Medical	1769	1032	58.34	737	41.66	29	1.64	21	1.19		43	2.43	24	1.36		27	1.53	7	0.40	
Dental	212	28	13.21	184	86.79	0	0.00	3	1.42		0	0.00	5	2.36		0	0.00	2	0.94	
Electrical and Mechanical	3549	3450	97.21	99	2.79	66	1.86	4	0.11		68	1.92	2	0.06		52	1.47	1	0.03	
Military Engineers	3734	3607	96.60	127	3.40	90	2.41	5	0.13		90	2.41	2	0.05		47	1.26	4	0.11	
Clerical Personnel	3297	1320	40.04	1977	59.96	31	0.94	66	2.00		73	2.21	56	1.70		23	0.70	13	0.39	
Music	239	183	76.57	56	23.43	3	1.26	0	0.00		8	3.35	3	1.26		1	0.42	0	0.00	
Logistical Support	6710	5177	77.15	1533	22.85	118	1.76	55	0.82		152	2.27	42	0.63		93	1.39	15	0.22	
Unknown	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	
<b>TOTAL NUMBER</b>	<b>51935</b>	<b>45238</b>	<b>87.11</b>	<b>6697</b>	<b>12.89</b>	<b>1009</b>	<b>1.94</b>	<b>226</b>	<b>0.44</b>		<b>1453</b>	<b>2.80</b>	<b>192</b>	<b>0.37</b>		<b>648</b>	<b>1.25</b>	<b>60</b>	<b>0.12</b>	

**SCHEDULE 4**  
(Sections 23, 25 and 26)

ANNEX B  
TO FY 2009/2010  
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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	13	12	92.31	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	330	271	82.12	59	17.88	3	0.91	1	0.30	7	2.12	4	1.21	0	0.00	1	0.30
Combat Arms	1054	1020	96.77	34	3.23	16	1.52	1	0.09	46	4.36	4	0.38	16	1.52	0	0.00
Air Operations - Pilots	172	166	96.51	6	3.49	1	0.58	0	0.00	1	0.58	0	0.00	2	1.16	1	0.58
Air Operations	92	80	86.96	12	13.04	1	1.09	0	0.00	1	1.09	0	0.00	3	3.26	0	0.00
Aerospace Engineering	62	57	91.94	5	8.06	0	0.00	0	0.00	1	1.61	0	0.00	2	3.23	0	0.00
Engineering	92	87	94.57	5	5.43	0	0.00	0	0.00	4	4.35	0	0.00	3	3.26	0	0.00
Medical and Dental	114	74	64.91	40	35.09	1	0.88	0	0.00	2	1.75	0	0.00	0	0.00	0	0.00
Chaplaincy	43	39	90.70	4	9.30	1	2.33	0	0.00	1	2.33	1	2.33	2	4.65	0	0.00
Support	1075	734	68.28	341	31.72	8	0.74	1	0.09	34	3.16	15	1.40	15	1.40	5	0.47
Officer - Unassigned	37	29	78.38	8	21.62	0	0.00	0	0.00	3	8.11	0	0.00	0	0.00	0	0.00
COATS	1447	870	60.12	577	39.88	18	1.24	7	0.48	34	2.35	15	1.04	19	1.31	5	0.35
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 Officer	36	29	80.56	7	19.44	0	0.00	0	0.00	0	0.00	1	2.78	1	2.78	0	0.00
Unknown	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
<b>TOTAL NUMBER</b>	<b>4575</b>	<b>3475</b>	<b>75.96</b>	<b>1100</b>	<b>24.04</b>	<b>49</b>	<b>1.07</b>	<b>10</b>	<b>0.22</b>	<b>134</b>	<b>2.93</b>	<b>40</b>	<b>0.87</b>	<b>63</b>	<b>1.38</b>	<b>12</b>	<b>0.26</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	1197	870	72.68	327	27.32	11	0.92	8	0.67	30	2.51	14	1.17	11	0.92	0	0.00
Maintenance - Naval	130	105	80.77	25	19.23	1	0.77	0	0.00	2	1.54	0	0.00	0	0.00	0	0.00
Combat Arms	5221	4890	93.66	331	6.34	82	1.57	13	0.25	352	6.74	17	0.33	59	1.13	4	0.08
Air Operations - Transmissions	117	108	92.31	9	7.69	3	2.56	1	0.85	1	0.85	0	0.00	2	1.71	0	0.00
Air Technicians	540	477	88.33	63	11.67	10	1.85	1	0.19	7	1.30	0	0.00	6	1.11	1	0.19
Military Police	263	225	85.55	38	14.45	4	1.52	0	0.00	10	3.80	3	1.14	3	1.14	1	0.38
Operations - General	859	736	85.68	123	14.32	10	1.16	2	0.23	40	4.66	8	0.93	15	1.75	2	0.23
Communications and Electronics Maintenance	218	203	93.12	15	6.88	4	1.83	1	0.46	6	2.75	1	0.46	4	1.83	0	0.00
Medical	487	294	60.37	193	39.63	3	0.62	5	1.03	25	5.13	11	2.26	4	0.82	2	0.41
Dental	7	3	42.86	4	57.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	457	435	95.19	22	4.81	13	2.84	0	0.00	25	5.47	0	0.00	8	1.75	0	0.00
Military Engineers	757	722	95.38	35	4.62	12	1.59	2	0.26	41	5.42	3	0.40	9	1.19	0	0.00
Clerical Personnel	1806	639	35.38	1167	64.62	11	0.61	32	1.77	57	3.16	63	3.49	24	1.33	10	0.55
Music	421	261	62.00	160	38.00	1	0.24	0	0.00	13	3.09	2	0.48	1	0.24	0	0.00
Logistical Support	1649	1199	72.71	450	27.29	24	1.46	10	0.61	64	3.88	26	1.58	28	1.70	10	0.61
COATS	9	5	55.56	4	44.44	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Canadian Rangers	40	29	72.50	11	27.50	4	10.00	5	12.50	0	0.00	0	0.00	0	0.00	0	0.00
NCM Unassigned	63	60	95.24	3	4.76	2	3.17	1	1.59	0	0.00	1	1.59	3	4.76	0	0.00
Unknown	11	9	81.82	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>14252</b>	<b>11270</b>	<b>79.08</b>	<b>2982</b>	<b>20.92</b>	<b>195</b>	<b>1.37</b>	<b>82</b>	<b>0.58</b>	<b>673</b>	<b>4.72</b>	<b>149</b>	<b>1.05</b>	<b>177</b>	<b>1.24</b>	<b>30</b>	<b>0.21</b>

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

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	105	102	97.14	3	2.86	1	0.95	0	0.00	2	1.90	0	0.00	1	0.95	0	0.00
Naval Operations	1722	1507	87.51	215	12.49	24	1.39	6	0.35	50	2.90	11	0.64	11	0.64	2	0.12
Maritime Engineering	701	620	88.45	81	11.55	9	1.28	1	0.14	51	7.28	4	0.57	7	1.00	0	0.00
Combat Arms	4142	3983	96.16	159	3.84	59	1.42	3	0.07	163	3.94	14	0.34	39	0.94	1	0.02
Air Operations - Pilots	2124	2013	94.77	111	5.23	14	0.66	0	0.00	49	2.31	0	0.00	6	0.28	1	0.05
Air Operations	1578	1360	86.19	218	13.81	13	0.82	4	0.25	45	2.85	5	0.32	8	0.51	0	0.00
Aerospace Engineering	1101	929	84.38	172	15.62	13	1.18	3	0.27	64	5.81	6	0.54	9	0.82	1	0.09
Engineering	1075	958	89.12	117	10.88	9	0.84	1	0.09	108	10.05	14	1.30	5	0.47	0	0.00
Medical and Dental	1385	763	55.09	622	44.91	12	0.87	17	1.23	59	4.26	24	1.73	9	0.65	2	0.14
Chaplaincy	276	243	88.04	33	11.96	1	0.36	1	0.36	9	3.26	1	0.36	4	1.45	0	0.00
Support	4706	3319	70.53	1387	29.47	34	0.72	12	0.25	202	4.29	72	1.53	43	0.91	13	0.28
Officer -Unassigned	37	29	78.38	8	21.62	0	0.00	0	0.00	3	8.11	0	0.00	0	0.00	0	0.00
COATS	1447	870	60.12	577	39.88	18	1.24	7	0.48	34	2.35	15	1.04	19	1.31	5	0.35
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 Officer	231	189	81.82	42	18.18	2	0.87	1	0.43	4	1.73	1	0.43	3	1.30	0	0.00
Unknown	30	21	70.00	9	30.00	4	13.33	3	10.00	0	0.00	0	0.00	1	1.43	0	0.00
<b>TOTAL NUMBER</b>	<b>20660</b>	<b>16906</b>	<b>81.83</b>	<b>3754</b>	<b>18.17</b>	<b>213</b>	<b>1.03</b>	<b>59</b>	<b>0.29</b>	<b>843</b>	<b>4.08</b>	<b>167</b>	<b>0.81</b>	<b>165</b>	<b>0.80</b>	<b>25</b>	<b>0.12</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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	4189	3556	84.89	633	15.11	81	1.93	24	0.57	107	2.55	26	0.62	52	1.24	4	0.10
Maintenance - Naval	3730	3585	96.11	145	3.89	70	1.88	3	0.08	86	2.31	1	0.03	55	1.47	2	0.05
Combat Arms	16741	16237	96.99	504	3.01	369	2.20	18	0.11	738	4.41	24	0.14	208	1.24	6	0.04
Air Operations - Transmissions	1359	1219	89.70	140	10.30	19	1.40	5	0.37	25	1.84	3	0.22	14	1.03	2	0.15
Air Technicians	6393	5851	91.52	542	8.48	100	1.56	20	0.31	190	2.97	7	0.11	75	1.17	7	0.11
Military Police	1591	1371	86.17	220	13.83	26	1.63	4	0.25	45	2.83	8	0.50	15	0.94	2	0.13
Operations - General	4319	3742	86.64	577	13.36	81	1.88	17	0.39	146	3.38	21	0.49	62	1.44	2	0.05
Communications and Electronics Maintenance	2640	2486	94.17	154	5.83	51	1.93	7	0.27	130	4.92	11	0.42	24	0.91	1	0.04
Medical	2256	1326	58.78	930	41.22	32	1.42	26	1.15	68	3.01	35	1.55	31	1.37	9	0.40
Dental	219	31	14.16	188	85.84	0	0.00	3	1.37	0	0.00	5	2.28	0	0.00	2	0.91
Electrical and Mechanical	4006	3885	96.98	121	3.02	79	1.97	4	0.10	93	2.32	2	0.05	60	1.50	1	0.02
Military Engineers	4491	4329	96.39	162	3.61	102	2.27	7	0.16	131	2.92	5	0.11	56	1.25	4	0.09
Clerical Personnel	5103	1959	38.39	3144	61.61	42	0.82	98	1.92	130	2.55	119	2.33	47	0.92	23	0.45
Music	660	444	67.27	216	32.73	4	0.61	0	0.00	21	3.18	5	0.76	2	0.30	0	0.00
Logistical Support	8359	6376	76.28	1983	23.72	142	1.70	65	0.78	216	2.58	68	0.81	121	1.45	25	0.30
COATS	9	5	55.56	4	44.44	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Canadian Rangers	40	29	72.50	11	27.50	4	10.00	5	12.50	0	0.00	0	0.00	0	0.00	0	0.00
NCM Unassigned	63	60	95.24	3	4.76	2	3.17	1	1.59	0	0.00	1	1.59	3	4.76	0	0.00
Unknown	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
<b>TOTAL NUMBER</b>	<b>66187</b>	<b>56508</b>	<b>85.38</b>	<b>9679</b>	<b>14.62</b>	<b>1204</b>	<b>1.82</b>	<b>308</b>	<b>0.47</b>	<b>2126</b>	<b>3.21</b>	<b>341</b>	<b>0.52</b>	<b>825</b>	<b>1.25</b>	<b>90</b>	<b>0.14</b>

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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	%
<b>General</b>	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
<b>Lieutenant-General</b>	10	10	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Major-General</b>	24	24	100.00	0	0.00	1	4.17	0	0.00	1	4.17	0	0.00	1	4.17	0	0.00
<b>Brigadier General</b>	57	55	96.49	2	3.51	0	0.00	0	0.00	1	1.75	0	0.00	0	0.00	0	0.00
<b>Colonel</b>	311	300	96.46	11	3.54	4	1.29	0	0.00	4	1.29	0	0.00	3	0.96	0	0.00
<b>Lieutenant-Colonel</b>	1236	1133	91.67	103	8.33	8	0.65	0	0.00	22	1.78	2	0.16	9	0.73	0	0.00
<b>Major</b>	3488	3009	86.27	479	13.73	31	0.89	6	0.17	58	1.66	11	0.32	24	0.69	3	0.09
<b>Captain</b>	5897	4875	82.67	1022	17.33	50	0.85	18	0.31	216	3.66	37	0.63	40	0.68	4	0.07
<b>Lieutenant</b>	1325	1002	75.62	323	24.38	20	1.51	5	0.38	90	6.79	19	1.43	6	0.45	3	0.23
<b>Second Lieutenant</b>	1655	1413	85.38	242	14.62	20	1.21	2	0.12	155	9.37	19	1.15	5	0.30	1	0.06
<b>Officer Cadet</b>	2081	1609	77.32	472	22.68	30	1.44	18	0.86	162	7.78	39	1.87	14	0.67	2	0.10
<b>TOTAL NUMBER</b>	<b>16085</b>	<b>13431</b>	<b>83.50</b>	<b>2654</b>	<b>16.50</b>	<b>164</b>	<b>1.02</b>	<b>49</b>	<b>0.30</b>	<b>709</b>	<b>4.41</b>	<b>127</b>	<b>0.79</b>	<b>102</b>	<b>0.63</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	%
<b>Chief Warrant Officer</b>	587	559	95.23	28	4.77	10	1.70	0	0.00	7	1.19	0	0.00	3	0.51	0	0.00
<b>Master Warrant Officer</b>	2050	1905	92.93	145	7.07	30	1.46	4	0.20	23	1.12	0	0.00	20	0.98	2	0.10
<b>Warrant Officer</b>	3821	3471	90.84	350	9.16	59	1.54	10	0.26	52	1.36	4	0.10	60	1.57	4	0.10
<b>Sergeant</b>	7008	6043	86.23	965	13.77	124	1.77	37	0.53	120	1.71	28	0.40	116	1.66	8	0.11
<b>Master Corporal (by Appointment)</b>	8984	7666	85.33	1318	14.67	158	1.76	39	0.43	174	1.94	32	0.36	107	1.19	11	0.12
<b>Corporal</b>	15998	13847	86.55	2151	13.45	307	1.92	69	0.43	440	2.75	57	0.36	173	1.08	20	0.13
<b>Private</b>	13487	11747	87.10	1740	12.90	321	2.38	67	0.50	637	4.72	71	0.53	169	1.25	15	0.11
<b>TOTAL NUMBER</b>	<b>51935</b>	<b>45238</b>	<b>87.11</b>	<b>6697</b>	<b>12.89</b>	<b>1009</b>	<b>1.94</b>	<b>226</b>	<b>0.44</b>	<b>1453</b>	<b>2.80</b>	<b>192</b>	<b>0.37</b>	<b>648</b>	<b>1.25</b>	<b>60</b>	<b>0.12</b>

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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	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
Brigadier General	12	11	91.67	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	56	54	96.43	2	3.57	0	0.00	0	0.00	0	0.00	0	0.00	1	1.79	0	0.00
Lieutenant-Colonel	316	292	92.41	24	7.59	4	1.27	0	0.00	6	1.90	0	0.00	7	2.22	0	0.00
Major	803	682	84.93	121	15.07	7	0.87	0	0.00	13	1.62	3	0.37	17	2.12	3	0.37
Captain	2061	1513	73.41	548	26.60	19	0.92	6	0.29	47	2.28	13	0.63	29	1.41	5	0.24
Lieutenant	612	412	67.32	200	32.68	10	1.63	3	0.49	29	4.74	8	1.31	6	0.98	2	0.33
Second Lieutenant	531	374	70.43	157	29.57	7	1.32	0	0.00	29	5.46	11	2.07	1	0.19	2	0.38
Officer Cadet	183	136	74.32	47	25.68	2	1.09	1	0.55	10	5.46	5	2.73	2	1.09	0	0.00
<b>TOTAL NUMBER</b>	<b>4575</b>	<b>3475</b>	<b>75.96</b>	<b>1100</b>	<b>24.04</b>	<b>49</b>	<b>1.07</b>	<b>10</b>	<b>0.22</b>	<b>134</b>	<b>2.93</b>	<b>40</b>	<b>0.87</b>	<b>63</b>	<b>1.38</b>	<b>12</b>	<b>0.26</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	170	160	94.12	10	5.88	2	1.18	0	0.00	1	0.59	1	0.59	1	0.59	0	0.00
Master Warrant Officer	539	482	89.42	57	10.58	7	1.30	2	0.37	12	2.23	0	0.00	9	1.67	0	0.00
Warrant Officer	919	766	83.35	153	16.65	14	1.52	4	0.44	32	3.48	3	0.33	18	1.96	4	0.44
Sergeant	2017	1595	79.08	422	20.92	25	1.24	11	0.55	63	3.12	15	0.74	29	1.44	6	0.30
Master Corporal (by Appointment)	2287	1782	77.92	505	22.08	34	1.49	11	0.48	140	6.12	31	1.36	29	1.27	4	0.17
Corporal	5548	4168	75.13	1380	24.87	71	1.28	39	0.70	275	4.96	75	1.35	72	1.30	15	0.27
Private	2772	2317	83.59	455	16.41	42	1.52	15	0.54	150	5.41	24	0.87	19	0.69	1	0.04
<b>TOTAL NUMBER</b>	<b>14252</b>	<b>11270</b>	<b>79.08</b>	<b>2982</b>	<b>20.92</b>	<b>195</b>	<b>1.37</b>	<b>82</b>	<b>0.58</b>	<b>673</b>	<b>4.72</b>	<b>149</b>	<b>1.05</b>	<b>177</b>	<b>1.24</b>	<b>30</b>	<b>0.21</b>

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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	132	109	82.58	23	17.42	4	3.03	0	0.00	8	6.06	1	0.76	1	0.76	0	0.00
Maritime Engineering	52	49	94.23	3	5.77	2	3.85	0	0.00	12	23.08	0	0.00	0	0.00	0	0.00
Combat Arms	246	234	95.10	12	4.90	4	1.63	1	0.41	20	8.16	1	0.41	1	0.41	0	0.00
Air Operations - Pilots	30	30	100.00	0	0.00	0	0.00	0	0.00	3	10.00	0	0.00	0	0.00	0	0.00
Air Operations	132	105	79.55	27	20.45	1	0.76	0	0.00	8	6.06	0	0.00	1	0.76	0	0.00
Aerospace Engineering	63	52	82.54	11	17.46	0	0.00	0	0.00	18	28.57	2	3.17	1	1.59	1	1.59
Engineering	113	94	83.19	19	16.81	0	0.00	0	0.00	26	23.01	3	2.65	0	0.00	0	0.00
Medical and Dental	86	38	44.19	48	55.81	0	0.00	2	2.33	9	10.47	5	5.81	0	0.00	1	1.16
Chaplaincy	14	12	85.71	2	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	150	94	62.67	56	37.33	1	0.67	0	0.00	21	14.00	3	2.00	0	0.00	0	0.00
Officer Cadets - Unassigned	9	6	66.67	3	33.33	4	44.44	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Military Police Officer	15	10	66.67	5	33.33	0	0.00	0	0.00	2	13.33	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>1042</b>	<b>833</b>	<b>79.94</b>	<b>209</b>	<b>20.06</b>	<b>16</b>	<b>1.54</b>	<b>6</b>	<b>0.58</b>	<b>127</b>	<b>12.19</b>	<b>15</b>	<b>1.44</b>	<b>4</b>	<b>0.38</b>	<b>2</b>	<b>0.19</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	318	274	86.16	44	13.84	6	1.89	1	0.31	9	2.83	3	0.94	2	0.63	0	0.00
Maintenance - Naval	497	471	94.77	26	5.23	15	3.02	1	0.20	18	3.62	1	0.20	4	0.80	0	0.00
Combat Arms	1309	1275	97.40	34	2.60	37	2.83	2	0.15	64	4.89	1	0.08	15	1.15	1	0.08
Air Operations - Transmissions	57	50	87.72	7	12.28	2	3.51	0	0.00	2	3.51	0	0.00	0	0.00	0	0.00
Air Technicians	155	135	87.10	20	12.90	2	1.29	0	0.00	12	7.74	1	0.65	0	0.00	0	0.00
Military Police	93	78	83.87	15	16.13	3	3.23	0	0.00	6	6.45	1	1.08	3	3.23	0	0.00
Operations - General	321	296	92.21	25	7.79	10	3.12	0	0.00	20	6.23	0	0.00	4	1.25	0	0.00
Communications and Electronics Maintenance	300	289	96.33	11	3.67	2	0.67	0	0.00	27	9.00	0	0.00	2	0.67	0	0.00
Medical	219	134	61.19	85	38.81	6	2.74	0	0.00	10	4.57	2	0.91	2	0.91	0	0.00
Dental	14	0	0	14	100.00	0	0.00	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00
Electrical and Mechanical	378	364	96.30	14	3.70	7	1.85	0	0.00	17	4.50	0	0.00	2	0.53	0	0.00
Military Engineers	364	346	95.05	18	4.95	13	3.57	0	0.00	9	2.47	0	0.00	6	1.65	0	0.00
Clerical Personnel	209	61	29.19	148	70.81	0	0.00	7	3.35	6	2.87	2	0.96	0	0.00	2	0.96
Music	12	9	75.00	3	25.00	0	0.00	0	0.00	2	16.67	0	0.00	0	0.00	0	0.00
Logistical Support	507	397	78.30	110	21.70	8	1.58	2	0.39	25	4.93	3	0.59	8	1.58	0	0.00
<b>TOTAL NUMBER</b>	<b>4753</b>	<b>4179</b>	<b>87.92</b>	<b>574</b>	<b>12.08</b>	<b>111</b>	<b>2.34</b>	<b>13</b>	<b>0.27</b>	<b>227</b>	<b>4.78</b>	<b>15</b>	<b>0.32</b>	<b>48</b>	<b>1.01</b>	<b>3</b>	<b>0.06</b>

**SCHEDULE 9**  
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	15	13	86.67	2	13.33	0	0.00	0	0.00	1	6.67	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	22	21	95.45	1	4.55	0	0.00	0	0.00	2	9.09	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	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
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
Medical and 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
Chaplaincy	6	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00
Support	21	16	76.19	5	23.81	0	0.00	0	0.00	3	14.29	0	0.00	0	0.00	0	0.00
Officer Cadets - Unassigned	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
COATS	35	19	54.29	16	45.71	0	0.00	0	0.00	1	2.86	2	5.71	0	0.00	0	0.00
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	102	76	74.51	26	25.49	0	0.00	0	0.00	7	6.86	3	2.94	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 Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	164	125	76.22	39	23.78	0	0.00	0	0.00	2	1.22	1	0.61	0	0.00	0	0.00
Maintenance - Naval	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
Combat Arms	167	155	92.81	12	7.19	7	4.19	2	1.20	10	5.99	1	0.60	2	1.20	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	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
Military Police	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	26	22	84.62	4	15.38	0	0.00	0	0.00	2	7.69	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	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
Medical	15	12	80.00	3	20.00	2	13.33	0	0.00	1	6.67	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	0	0.00	0	0.00	0	0.00	0	0.00
Military Engineers	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
Clerical Personnel	38	16	42.11	22	57.89	1	2.63	1	2.63	2	5.26	1	2.63	0	0.00	0	0.00
Music	43	18	41.86	25	58.14	0	0.00	0	0.00	2	4.65	0	0.00	0	0.00	0	0.00
Logistical Support	50	34	68.00	16	32.00	0	0.00	1	2.00	3	6.00	1	2.00	0	0.00	0	0.00
Canadian Rangers	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NCM Unassigned	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Unknown	9	7	77.78	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	562	435	77.40	127	22.60	11	1.96	4	0.71	24	4.27	5	0.89	2	0.36	0	0.00



**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	24	24	100.00	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	1	4.76	0	0.00
Naval Operations	166	145	87.35	21	12.65	1	0.60	0	0.00	2	1.20	0	0.00	1	0.60	0	0.00
Maritime Engineering	125	109	87.20	16	12.80	2	1.60	0	0.00	9	7.20	0	0.00	0	0.00	0	0.00
Combat Arms	472	448	94.92	24	5.08	4	0.85	1	0.21	12	2.54	4	0.85	1	0.21	0	0.00
Air Operations - Pilots	159	144	90.57	15	9.38	2	1.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	161	138	85.71	23	14.20	5	3.09	0	0.00	6	3.70	1	0.62	1	0.62	0	0.00
Aerospace Engineering	190	153	80.53	37	19.47	2	1.05	1	0.53	9	4.74	3	1.58	1	0.53	0	0.00
Engineering	178	159	89.33	19	10.67	3	1.69	0	0.00	20	11.24	0	0.00	0	0.00	0	0.00
Medical and Dental	189	84	44.44	105	55.56	2	1.06	4	2.12	9	4.76	5	2.65	1	0.53	1	0.53
Chaplaincy	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
Support	670	460	68.66	210	31.30	7	1.04	1	0.15	39	5.81	12	1.79	4	0.60	2	0.30
Military Police Officers	50	39	78.00	11	22.00	2	4.00	1	2.00	1	2.00	0	0.00	1	2.00	0	0.00
<b>TOTAL NUMBER</b>	<b>2392</b>	<b>1909</b>	<b>79.81</b>	<b>483</b>	<b>20.19</b>	<b>30</b>	<b>1.25</b>	<b>8</b>	<b>0.33</b>	<b>108</b>	<b>4.52</b>	<b>25</b>	<b>1.05</b>	<b>11</b>	<b>0.46</b>	<b>3</b>	<b>0.13</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	447	398	89.04	49	10.96	8	1.79	2	0.45	11	2.46	1	0.22	2	0.45	0	0.00
Maintenance - Naval	752	730	97.07	22	2.93	14	1.86	0	0.00	13	1.73	0	0.00	10	1.33	0	0.00
Combat Arms	1734	1710	98.62	24	1.38	42	2.42	1	0.06	48	2.77	0	0.00	15	0.87	0	0.00
Air Operations - Transmissions	259	230	88.80	29	11.20	2	0.77	2	0.77	2	0.77	0	0.00	2	0.77	0	0.00
Air Technicians	1052	967	91.92	85	8.08	10	0.95	4	0.38	22	2.09	1	0.10	9	0.86	0	0.00
Military Police	235	208	88.51	27	11.49	3	1.28	1	0.43	4	1.70	1	0.43	2	0.85	0	0.00
Operations - General	717	627	87.45	90	12.55	20	2.79	4	0.56	21	2.93	2	0.28	8	1.12	0	0.00
Communications and Electronics Maintenance	427	396	92.74	31	7.26	10	2.34	2	0.47	12	2.81	1	0.23	1	0.23	0	0.00
Medical	271	157	57.93	114	42.07	4	1.48	4	1.48	6	2.21	3	1.11	1	0.37	0	0.00
Dental	42	5	11.90	37	88.10	0	0.00	0	0.00	0	0.00	1	2.38	0	0.00	0	0.00
Electrical and Mechanical	616	594	96.43	22	3.57	5	0.81	0	0.00	4	0.65	2	0.32	8	1.30	0	0.00
Military Engineers	734	715	97.41	19	2.59	14	1.91	0	0.00	8	1.09	0	0.00	7	0.95	0	0.00
Clerical Personnel	660	242	36.67	418	63.33	9	1.36	10	1.52	15	2.27	7	1.06	3	0.45	0	0.00
Music	23	20	86.96	3	13.04	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00
Logistical Support	1237	925	74.78	312	25.22	16	1.29	10	0.81	20	1.62	8	0.65	16	1.29	2	0.16
Unknown	38	29	76.47	9	23.53	2	5.88	0	0.00	1	2.94	0	0.00	0	0.00	1	2.94
<b>TOTAL NUMBER</b>	<b>9244</b>	<b>7953</b>	<b>86.03</b>	<b>1291</b>	<b>13.97</b>	<b>159</b>	<b>1.72</b>	<b>40</b>	<b>0.43</b>	<b>188</b>	<b>2.03</b>	<b>27</b>	<b>0.29</b>	<b>84</b>	<b>0.91</b>	<b>3</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	
General Officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Naval Operations	30	23	76.67	7	23.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.33
Maritime Engineering	2	2	100.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00
Combat Arms	144	134	93.06	10	6.94	3	2.08	1	0.69	11	7.64	2	1.39	2	1.39	0	0.00
Air Operations - Pilots	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 Operations	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	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	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
Medical and Dental	11	6	54.55	5	45.45	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Chaplaincy	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
Support	114	74	64.91	40	35.09	3	2.63	0	0.00	6	5.26	2	1.75	0	0.00	0	0.00
COATS	378	226	59.79	152	40.21	5	1.32	2	0.53	11	2.91	4	1.06	5	1.32	1	0.26
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	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	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>708</b>	<b>491</b>	<b>69.35</b>	<b>217</b>	<b>30.65</b>	<b>11</b>	<b>1.55</b>	<b>3</b>	<b>0.42</b>	<b>30</b>	<b>4.24</b>	<b>8</b>	<b>1.13</b>	<b>8</b>	<b>1.13</b>	<b>2</b>	<b>0.28</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	
Naval Operations	112	71	63.39	41	36.61	2	1.79	1	0.89	1	0.89	1	0.89	1	0.89	0	0.00
Maintenance - Naval	18	15	83.33	3	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	949	890	93.78	59	6.22	10	1.05	1	0.11	57	6.01	5	0.53	6	0.63	1	0.11
Air Operations - Transmissions	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	21	20	95.24	1	4.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	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
Operations - General	120	106	88.33	14	11.67	2	1.67	0	0.00	11	9.17	2	1.67	0	0.00	0	0.00
Communications and Electronics Maintenance	6	6	100.00	0	0.00	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	77	41	53.25	36	46.75	0	0.00	0	0.00	4	5.19	2	2.60	0	0.00	0	0.00
Dental	1	0	0	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	55	50	90.91	5	9.09	1	1.82	0	0.00	1	1.82	0	0.00	2	3.64	0	0.00
Military Engineers	105	95	90.48	10	9.52	1	0.95	0	0.00	8	7.62	2	1.90	1	0.95	0	0.00
Clerical Personnel	184	74	40.22	110	59.78	3	1.63	5	2.72	14	7.61	4	2.17	3	1.63	0	0.00
Music	64	38	59.38	26	40.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	203	141	69.46	62	30.54	3	1.48	0	0.00	6	2.96	4	1.97	1	0.49	1	0.49
Canadian Rangers	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	55	43	78.18	12	21.82	0	0.00	1	1.82	3	5.45	1	1.82	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>2014</b>	<b>1628</b>	<b>80.83</b>	<b>386</b>	<b>19.17</b>	<b>24</b>	<b>1.19</b>	<b>8</b>	<b>0.40</b>	<b>105</b>	<b>5.21</b>	<b>21</b>	<b>1.04</b>	<b>14</b>	<b>0.70</b>	<b>2</b>	<b>0.10</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	242	213	88.02	29	11.98	5	2.07	1	0.41	11	4.55	1	0.41	1	0.41	0	0.00
Maritime Engineering	95	87	91.58	8	8.42	3	3.16	0	0.00	18	18.95	2	2.11	0	0.00	0	0.00
Combat Arms	439	421	95.90	18	4.10	6	1.37	2	0.46	27	6.15	3	0.68	3	0.68	0	0.00
Air Operations - Pilots	212	207	97.64	5	2.36	1	0.47	0	0.00	4	1.89	0	0.00	0	0.00	0	0.00
Air Operations	233	193	82.83	40	17.17	1	0.43	0	0.00	11	4.72	1	0.43	1	0.43	0	0.00
Aerospace Engineering	124	106	85.48	18	14.52	2	1.61	0	0.00	18	14.52	3	2.42	2	1.61	1	0.81
Engineering	166	137	82.53	29	17.47	0	0.00	0	0.00	29	17.47	4	2.41	0	0.00	0	0.00
Medical and Dental	175	85	48.57	90	51.43	0	0.00	3	1.71	11	6.29	5	2.86	1	0.57	1	0.57
Chaplaincy	36	32	88.89	4	11.11	0	0.00	0	0.00	3	8.33	0	0.00	0	0.00	0	0.00
Support	449	310	69.04	139	30.96	1	0.22	0	0.00	28	6.24	6	1.34	2	0.45	2	0.45
Officer Cadets - Unassigned	10	6	60.00	4	40.00	4	40.00	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police Officer	27	21	77.78	6	22.22	0	0.00	0	0.00	2	7.41	0	0.00	0	0.00	0	0.00
Unknown	30	25	83.33	5	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>2238</b>	<b>1843</b>	<b>82.35</b>	<b>395</b>	<b>17.65</b>	<b>23</b>	<b>1.03</b>	<b>9</b>	<b>0.40</b>	<b>162</b>	<b>7.24</b>	<b>25</b>	<b>1.12</b>	<b>10</b>	<b>0.45</b>	<b>4</b>	<b>0.18</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	633	553	87.36	80	12.64	17	2.69	1	0.16	16	2.53	3	0.47	6	0.95	1	0.16
Maintenance - Naval	804	774	96.27	30	3.73	23	2.86	1	0.12	26	3.23	1	0.12	9	1.12	0	0.00
Combat Arms	3343	3281	98.15	62	1.85	82	2.45	3	0.09	122	3.65	1	0.03	41	1.23	1	0.03
Air Operations - Transmissions	164	142	86.59	22	13.41	5	3.05	0	0.00	4	2.44	0	0.00	2	1.22	0	0.00
Air Technicians	615	561	91.22	54	8.78	6	0.98	2	0.33	27	4.39	1	0.16	6	0.98	1	0.16
Military Police	211	179	84.83	32	15.17	5	2.37	1	0.47	9	4.27	1	0.47	5	2.37	0	0.00
Operations - General	820	714	87.07	106	12.93	20	2.44	4	0.49	30	3.66	4	0.49	9	1.10	1	0.12
Communications and Electronics Maintenance	572	543	94.93	29	5.07	6	1.05	2	0.35	43	7.52	1	0.17	7	1.22	0	0.00
Medical	329	206	62.61	123	37.39	7	2.13	2	0.61	13	3.95	2	0.61	3	0.91	0	0.00
Dental	27	1	3.70	26	96.30	0	0.00	0	0.00	0	0.00	1	3.70	0	0.00	0	0.00
Electrical and Mechanical	760	738	97.11	22	2.89	15	1.97	0	0.00	22	2.89	0	0.00	7	0.92	0	0.00
Military Engineers	610	580	95.08	30	4.92	19	3.11	1	0.16	11	1.80	0	0.00	13	2.13	1	0.16
Clerical Personnel	698	233	33.38	465	66.62	8	1.15	18	2.58	21	3.01	11	1.58	2	0.29	5	0.72
Music	33	25	75.76	8	24.24	0	0.00	0	0.00	2	6.06	0	0.00	0	0.00	0	0.00
Logistical Support	1348	1027	76.19	321	23.81	27	2.00	9	0.67	41	3.04	10	0.74	21	1.56	2	0.15
Unknown	60	41	68.33	19	31.67	0	0.00	0	0.00	1	1.67	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>11027</b>	<b>9598</b>	<b>87.04</b>	<b>1429</b>	<b>12.96</b>	<b>240</b>	<b>2.18</b>	<b>44</b>	<b>0.40</b>	<b>388</b>	<b>3.52</b>	<b>36</b>	<b>0.33</b>	<b>131</b>	<b>1.19</b>	<b>12</b>	<b>0.11</b>

**SCHEDULE 13**  
(Sections 23, 26 and 28)

ANNEX B  
TO FY 2009/2010  
CF EE REPORT

**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	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	34	31	91.18	3	8.82	0	0.00	0	0.00	1	2.94	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	56	55	98.21	1	1.75	0	0.00	0	0.00	4	7.02	0	0.00	2	3.51	0	0.00
Air Operations - Pilots	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
Air Operations	15	14	93.33	1	6.67	1	6.67	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00
Aerospace Engineering	16	14	87.50	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	8	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00
Medical and Dental	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
Chaplaincy	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
Support	86	68	79.07	18	20.69	0	0.00	0	0.00	4	4.60	0	0.00	2	2.30	0	0.00
Officer - Unassigned	14	12	85.71	2	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COATS	39	22	56.41	17	43.59	0	0.00	0	0.00	1	2.56	2	5.13	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	12	11	91.67	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>323</b>	<b>274</b>	<b>84.83</b>	<b>49</b>	<b>15.17</b>	<b>1</b>	<b>0.31</b>	<b>0</b>	<b>0.00</b>	<b>11</b>	<b>3.41</b>	<b>2</b>	<b>0.62</b>	<b>5</b>	<b>1.55</b>	<b>0</b>	<b>0.00</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	187	145	77.54	42	22.46	1	0.53	0	0.00	2	1.07	1	0.53	0	0.00	0	0.00
Maintenance - Naval	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
Combat Arms	197	185	93.91	12	6.09	7	3.55	2	1.02	11	5.58	1	0.51	2	1.02	0	0.00
Air Operations - Transmissions	10	10	100.00	0	0.00	2	20.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00
Air Technicians	60	57	95.00	3	5.00	5	8.33	0	0.00	1	1.67	0	0.00	0	0.00	0	0.00
Military Police	7	4	57.14	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	58	48	82.76	10	17.24	0	0.00	0	0.00	2	3.45	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	21	21	100.00	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00
Medical	24	19	79.17	5	20.83	2	8.33	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00
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	19	18	94.74	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Engineers	50	49	98.00	1	2.00	0	0.00	0	0.00	1	2.00	0	0.00	0	0.00	0	0.00
Clerical Personnel	109	59	54.13	50	45.87	1	0.92	1	0.92	2	1.83	2	1.83	2	1.83	0	0.00
Music	45	18	40.00	27	60.00	0	0.00	0	0.00	2	4.44	0	0.00	0	0.00	0	0.00
Logistical Support	96	73	76.04	23	23.96	2	2.08	1	1.04	4	4.17	2	2.08	1	1.04	0	0.00
NCM - Unassigned	31	29	93.55	2	6.45	0	0.00	0	0.00	0	0.00	1	3.23	2	6.45	0	0.00
Unknown	24	19	79.17	5	20.83	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>947</b>	<b>762</b>	<b>80.46</b>	<b>185</b>	<b>19.54</b>	<b>21</b>	<b>2.22</b>	<b>4</b>	<b>0.42</b>	<b>28</b>	<b>2.96</b>	<b>7</b>	<b>0.74</b>	<b>7</b>	<b>0.74</b>	<b>0</b>	<b>0.00</b>

**SCHEDULE 14**  
(Sections 23, 26 and 28)

ANNEX B  
TO FY 2009/2010  
CF EE REPORT

**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	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
Naval Operations	60	46	77.05	14	22.95	0	0.00	0	0.00	1	1.64	0	0.00	0	0.00	0	0.00
Maritime Engineering	15	14	93.33	1	6.67	0	0.00	0	0.00	4	26.67	0	0.00	1	6.67	0	0.00
Combat Arms	129	117	90.70	12	9.30	2	1.55	0	0.00	9	6.98	0	0.00	5	3.88	0	0.00
Air Operations - Pilots	22	22	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55	0	0.00
Air Operations	63	57	90.48	6	9.52	0	0.00	0	0.00	3	4.76	0	0.00	1	1.59	0	0.00
Aerospace Engineering	48	35	72.92	13	27.08	0	0.00	0	0.00	6	12.50	2	4.17	1	2.08	0	0.00
Engineering	62	52	83.87	10	16.13	1	1.61	0	0.00	7	11.29	1	1.61	0	0.00	0	0.00
Medical and Dental	55	30	54.55	25	45.45	2	3.64	0	0.00	5	9.09	0	0.00	0	0.00	0	0.00
Chaplaincy	6	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	149	92	61.74	57	38.26	3	2.01	0	0.00	5	3.36	2	1.34	1	0.67	3	2.01
Officer Cadets - Unassigned	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
Military Police Officer	6	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Unknown	186	165	88.71	21	11.29	3	1.61	0	0.00	6	3.23	1	0.54	1	0.54	0	0.00
<b>TOTAL NUMBER</b>	<b>813</b>	<b>650</b>	<b>79.95</b>	<b>163</b>	<b>20.05</b>	<b>11</b>	<b>1.35</b>	<b>0</b>	<b>0.00</b>	<b>46</b>	<b>5.66</b>	<b>6</b>	<b>0.74</b>	<b>12</b>	<b>1.48</b>	<b>3</b>	<b>0.37</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	225	180	80.00	45	20.00	3	1.33	1	0.44	5	2.22	0	0.00	2	0.89	0	0.00
Maintenance - Naval	133	121	90.98	12	9.02	6	4.51	1	0.75	0	0.00	1	0.75	5	3.76	0	0.00
Combat Arms	1081	1058	97.87	23	2.13	27	2.50	1	0.09	47	4.35	0	0.00	20	1.85	1	0.09
Air Operations - Transmissions	61	55	90.16	6	9.84	1	1.64	0	0.00	1	1.64	0	0.00	2	3.28	0	0.00
Air Technicians	258	226	87.60	32	12.40	7	2.71	0	0.00	7	2.71	0	0.00	8	3.10	0	0.00
Military Police	40	33	82.50	7	17.50	1	2.50	0	0.00	1	2.50	0	0.00	2	5.00	0	0.00
Operations - General	171	137	80.12	34	19.88	4	2.34	2	1.17	0	0.00	0	0.00	7	4.09	1	0.58
Communications and Electronics Maintenance	111	103	92.79	8	7.21	2	1.80	0	0.00	2	1.80	0	0.00	3	2.70	0	0.00
Medical	102	57	55.88	45	44.12	0	0.00	1	0.98	2	1.96	1	0.98	0	0.00	0	0.00
Dental	19	8	42.11	11	57.89	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00	1	5.26
Electrical and Mechanical	181	172	95.03	9	4.97	5	2.76	0	0.00	3	1.66	0	0.00	1	0.55	0	0.00
Military Engineers	240	227	94.58	13	5.42	11	4.58	0	0.00	4	1.67	0	0.00	4	1.67	1	0.42
Clerical Personnel	131	46	35.11	85	64.89	0	0.00	2	1.53	3	2.29	1	0.76	0	0.00	1	0.76
Music	9	8	88.89	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00
Logistical Support	410	305	74.39	105	25.61	4	0.98	2	0.49	11	2.68	2	0.49	7	1.71	1	0.24
Unknown	425	363	85.41	62	14.59	6	1.41	0	0.00	5	1.18	0	0.00	3	0.71	2	0.47
<b>TOTAL NUMBER</b>	<b>3597</b>	<b>3099</b>	<b>86.16</b>	<b>498</b>	<b>13.84</b>	<b>77</b>	<b>2.14</b>	<b>10</b>	<b>0.28</b>	<b>91</b>	<b>2.53</b>	<b>6</b>	<b>0.17</b>	<b>65</b>	<b>1.81</b>	<b>8</b>	<b>0.22</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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	1	0	0	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval 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
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	8	8	100.00	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical and Dental	7	7	100.00	1	14.29	0	0.00	0	0.00	0	0.00	1	14.29	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	27	20	74.07	7	25.93	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.70
Officer Cadets - Unassigned	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
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	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
<b>TOTAL NUMBER</b>	<b>57</b>	<b>49</b>	<b>85.96</b>	<b>9</b>	<b>15.79</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1.75</b>	<b>1</b>	<b>1.75</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1.75</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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	13	9	69.23	4	30.77	0	0.00	0	0.00	0	0.00	1	7.69	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	33	31	93.94	2	6.06	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations - Transmissions	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	10	9	90.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	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
Communications and Electronics Maintenance	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
Medical	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
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	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
Military Engineers	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
Clerical Personnel	18	10	55.56	8	44.44	0	0.00	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00
Music	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
Logistical Support	11	9	81.82	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>114</b>	<b>95</b>	<b>83.33</b>	<b>19</b>	<b>16.67</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>0.88</b>	<b>1</b>	<b>0.88</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>