



National
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CANADIAN FORCES
EMPLOYMENT EQUITY REPORT
2004 – 2005

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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 fulfill three major roles:

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

The CF is a unique organization that employs its personnel in occupations that may or may not resemble those occupations of civilians. Occupations such as cooks or dentists may have tasks similar to their civilian counterparts; however, 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”. Some occupations such as infantry soldier or artillery officer are uniquely military.

The CF came under the *Employment Equity Act (EEA)* in November 2002, with the approval of the *Canadian Forces Employment Equity Regulations*, which states “*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 EE Regulations provide guidance to the Chief of the Defence Staff 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. Although the CF did not officially come under the *Act* until 2002, it was proactive in complying with the intent of the *EEA* before that date.

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 (EE) remain ongoing corporate priorities for the CF and DND and are in fact, central to achieving the Defence Mission. This report covers the progress made against these priorities by the CF for the FY 2004 – 2005.

The Canadian Forces

The Canadian Forces includes these components:

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

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
- NDHQ Primary Reserve List;

Supplementary Reserve

Cadet Instructor Cadre

Canadian Rangers

The Special Force, established only in an emergency

With approximately 100,000 military members making up the Regular Force, Reserve Force, Cadet Instructor Cadre and the Canadian Rangers, the CF is a very large organization, with members belonging to units throughout Canada and the world.

CF EE Governance Framework

The Canadian Forces comprises three Commands: the Maritime Command, Land Force Command and Air Command. These Commands are supported by twelve Groups headed by Assistant Deputy Ministers (ADM). Civilian personnel work in all Groups and Commands. Command Chiefs of Staff report to the Chief of the Defence Staff (CDS) on military issues.

The Canadian Forces and the Department have a well-developed governance framework for diversity and EE that has been cited by the Canadian Human Rights Commission (CHRC) and the Public Service Human Resources Management Agency of Canada (PSHRMAC) as an example for other departments. Key to this framework is the Defence Diversity Council (DDC). The DDC is responsible for establishing strategic direction for the management of diversity and EE for the Department. The Council is co-chaired by the Assistant Deputy Minister (Human Resources - Civilian) (ADM (HR-Civ)), and the Assistant Deputy Minister (Human Resources - Military) (ADM (HR-Mil)). These chairs are responsible for HR programs, policies and services for DND civilian

employees and military members 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 DM and the CDS through semi-annual briefings to the Defence Management Committee (DMC).

National Advisory Groups (AGs)

Four national AGs representing each designated group advise senior management and leadership about issues affecting their membership. Each AG is co-chaired by a civilian employee and a military member and has a senior leader as its champion. The AG Champions are:

- Defence Visible Minority Advisory Group
Lieutenant-General Caron, Chief of the Land Staff
- Defence Women's Advisory Organization
Lieutenant-General Lucas, Chief of the Air Staff
- Defence Advisory Group for Persons with Disabilities
Vice-Admiral Buck, Vice Chief of the Defence Staff
- Defence Aboriginal Advisory Group
Vice-Admiral Jarvis, Assistant Deputy Minister (Human Resources Military)

Canadian Forces EE

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 goals. DHRD members meet regularly with the national AG co-chairs and Headquarters staff to discuss and resolve issues and ensure ongoing communication about diversity and EE at the working level. Each designated group has a dedicated desk officer to review, advise and assist in developing policies and programs affecting them.

Canadian Forces Compliance with EEA

Self-Identification

The CF Self Identification (ID) census was initiated in 2001. The CF Self-ID census included Regular Force, Reserve Force, Cadet Instructor Cadre and Canadian Rangers. Although the majority of the personnel in the Rangers and Cadet Instructor Cadre work less than 75 days a year, these groups were included as it was considered better to be inclusive rather than exclusive. The overall response rate has improved to over 80%. Efforts continue to increase the response rate, and ensure that all new recruits, Reserve and Regular Force members are given the opportunity to self identify.

Workforce Analysis

The results of the first CF workforce analysis below provide the representation of designated groups members in the CF, using the statistics from the CF Self ID census and the results of a “propensity-to-serve” survey completed in 2001. A new propensity to serve survey will be undertaken in 2005.

Aboriginal Peoples 2.3%

Women 16.8%

Visible Minorities 2.2%

Persons with disabilities 1.5%

The schedules at the end of this report provide further breakdowns of the Self ID census results by Military Occupation Group 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 employments 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 have been reviewed, and they are being considered for incorporation into a new CF EE Plan, which should be published by end of 2005.

CHRC Audit

In June 2005, the Canadian Forces was notified that the CHRC would be initiating an audit in fall 2005. This audit will be very useful for the CF in providing guidance and assistance to the CF in achieving compliance with the EEA.

Accountability and Monitoring

- In 2004-05, the Executive and Senior Military Leadership cadre at DND was required to include deliverables for diversity and EE in their Performance Management Agreements (PMA). A review of the 2004-05 executive PMAs revealed that 85% made reference to EE commitments. The accomplishment of established commitments, including the attainment of diversity and EE goals, is a factor in the determination of executive performance pay.
- Groups and Commands report yearly to ADM(HR-Mil) on progress against their EE plans. DHRD works with the Groups and functional Commands through formal and informal communication with the EE staffs to provide assistance in the implementation of their EE plans.

Diversity and EE Environment

DND/CF is committed to creating an environment where the principles of diversity and EE are embraced, and to fostering a corporate culture that ensures members of EE groups will want to stay with the Department over the long term. To create and enhance this representative and inclusive culture, DND/CF have 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, DND and the CF 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 DND and the CF. 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 expectation that supervisors at all levels support employee participation is reaffirmed on an ongoing basis. In 2004, a Canadian Forces General Message (CANFORGEN 141/04) was issued to remind commanding officers, managers and supervisors of the contribution of Advisory Groups to the organization and the type of support that should be provided to them.
- In 2002, DND introduced the annual **Management of Human Resources Award - Employment Equity category**, to recognize managers and leaders who excel in the area of diversity. In 2004, this award was presented to six military members and civilian employees in recognition of their contribution.
- 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. Commemorative events help to sensitize employees to diversity issues,

promote and support diversity and encourage employees to volunteer to work on diversity initiatives.

Consultation

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 four EE AG Co-Chairs. Membership also includes a communications advisor from Assistant Deputy Minister (Public Affairs) (ADM(PA)).

The CF newspaper, the *Maple Leaf*, has a circulation of 35,000. This vehicle is frequently used to communicate EE messages. The *Personnel Newsletter*, which is included in this newspaper, also had an issue devoted to diversity.

Recruitment and Representation

CF advertising now incorporates all designated groups in recruitment campaigns. The diversity attraction efforts undertaken by the Recruiting Group are aimed at increasing awareness of CF employment opportunities for women, visible minorities, and Aboriginal people – now and into the future. By sending a message of inclusiveness, recruiters are reaching out to various communities across Canada to inform this culturally diverse population of how the military offers challenging careers and how they could make a difference in support of their country. Diversity recruiting strategies include maintaining partnering relationships with advisors, counsellors and others who are dedicated to increasing employment opportunities for youth. Recruitment advertising is strategically placed in media that is targeted at the various designated group members.

BOLD EAGLE is an Army program aimed at Aboriginal youth across western Canada and is designed to create awareness of the CF. It is the most successful Aboriginal youth program in the country and marked its fifteenth year in summer 2004. It is 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 and full-time employment in the CF by transferring to reserve units upon completion. Elders have a significant role in the Bold Eagle program.

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 the opportunity to experience the military culture while fostering the uniqueness of the Aboriginal traditions.

The Sergeant Tommy Prince Army Training Initiative (STPATI) is designed to increase the participation of Aboriginal people in the Regular Force (full-time service) of the Army. With a

focus on togetherness in training, a respect for Aboriginal values and proximity to community, the STPATI recruits and trains Aboriginal soldiers for the combat arms. The first serial was conducted January 2001, and the third serial conducted in spring 2004.

The Canadian Forces Aboriginal Entry Program, (CFAEP) is a special recruitment 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 at the Canadian Forces Recruit School in St-Jean, PQ, 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.

The Junior Canadian Ranger (JCR) Program is for 12 - 18 year olds. The aim of the program is to provide a structured youth program that promotes traditional cultures and lifestyles in remote and isolated communities of Canada. It is conducted by CF Regular and Primary Reserve members and Canadian Rangers, in partnership with adult community members. There are currently more than 3000 JCR in 104 remote and isolated communities across Canada. JCR activities include the development of traditional and Canadian Ranger skills with the focus of local training and activities on practices and customs specific to the respective community. JCR are only established where there are existing Canadian Ranger Patrols. Although this program is not an Aboriginal youth program, a large percentage of the communities identify as Aboriginal.

Committees, Workshops, Training and Courses

“Leading Diversity” is a one-day course developed by DND that combines essential diversity and inclusiveness training with an overview of the legislative requirements of the EEA, a section on understanding the diverse cultures that exist in the Canadian labour market, practical tips to help capitalize on this diversity and a discussion of roles and responsibilities of managers. Between April 2004 and March 2005, 70 courses were delivered and over 900 military members and civilian employees received the training.

The five-day Aboriginal Awareness Course is designed for CF personnel/DND employees whose responsibilities include working with and/or understanding 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 on Aboriginal issues. The course is held on a First Nations Reserve with the participation of local community members.

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.

The CF also liaises with external agencies (i.e. Rick Hansen Foundation, National Council of Visible Minorities, Interdepartmental Forum on Employment Equity, Women in NATO Forces, etc.) to gain a better understanding of the issues within our diverse community.

Canada is a participant on the Committee for Women in NATO Forces (CWINF) and is viewed by NATO nations as a leader in gender integration. CWINF provides 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.

Infrastructure

The CF/DND is reviewing and assessing facilities and infrastructure to ensure that they meet the spirit and intent of the relevant laws and regulations with respect to accessibility. To ensure that new buildings do not require later funding for accessibility modifications, a Working Group was established to review the proposed changes to the Canadian Standards Association Barrier-Free

Design Standards (CAN / CSA-B651-95) and to establish DND/CF requirements. The resulting DND/CF supplementary requirements were issued in September 2003 and indicated that Universal Design Principles would be the basis of any future technical standards to be developed to balance the competing demands of cost versus accessibility within DND/CF.

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 able to participate 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. A new Defence Administration Order and Directive (DAOD) is being written on Universality of Service. 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 reintegrate to the workplace as soon as medically possible. The CF Return to Work Program benefits personnel by facilitating more rapid recovery.

The CF is committed to care and assistance for injured and disabled members, and support for members throughout the process of medical release and transition to civilian life.

The Centre for the Support of Injured and Retired Members and their families known as “The Centre” brings together efforts of both DND and Veteran’s Affairs Canada (VAC) in a cooperative venture to give support to injured members, veterans and their families. The Centre is an assistance and referral service but it also administers the Transition Assistance Program (TAP) for medically released CF members in transitioning to the civilian workplace. TAP encourages prospective employers to draw upon its clientele base of highly skilled and job-ready CF members who have been medically released.

The CF is 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). PTSD is an anxiety disorder associated with serious traumatic events. In some cases symptoms resolve themselves over time, but in other cases, they persist and require treatment.

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.

Major Challenges

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

- the successful integration of EE into business planning and harmonization of military and civilian EE planning,

- implementing the CF EE plan, and
- undergoing the CHRC Audit

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.

The CF continues to be proactive in promoting and supporting a diversified culture and has developed a number of publications aimed at enhancing the understanding of, and respect for, Canadian multiculturalism. The publication “Religions in Canada” (2003) 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.

The CF strives to ensure policies, practices and workplaces are free of barriers to full diversity within the ranks of servicemen and servicewomen. This objective can be advanced by helping CF members to become aware of the contributions that traditionally disadvantaged groups have made to collective security and to the freedom of all Canadians. Accordingly, the Directorate Human Rights and Diversity was proud to sponsor a book on the history of the military service of black Canadians. “For My Country, Black Canadians on the Field of Honour” was recently published and has been distributed to each unit in the Canadian Forces.

Conclusion

The Canadian Forces continues to promote diversity and EE not only as a legal requirement but also as a focus that is central to its success in achieving the Defence Mission. The results of the CF ESR and the recommendations from the report influenced the development of the new CF EE Plan. A diverse workforce is a source of strength and an asset when recruiting top talent. Senior leadership is determined to demonstrate resolve in addressing EE issues and will continue to undertake this important work in earnest to ensure that the CF fully embraces the principles of diversity and EE now and in the future. As stated by the Chief of Defence Staff regarding force expansion and diversity *““the image of Canada is that its military projects abroad must be as ethnically diverse as the country back home. Our population has to look at us and see themselves in us. We're going to start tilling the ground in the immediate weeks and months ahead here to go into those ethnic communities across Canada”*.

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	91	86	94.5	5	5.5	2	2.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	1206	1082	89.7	124	10.3	9	0.7	2	0.2	25	2.1	0	0.0	10	0.8	0	0.0
Maritime Engineering	733	662	90.3	71	9.7	2	0.3	1	0.1	24	3.3	3	0.4	4	0.5	0	0.0
Combat Arms	2551	2459	96.4	92	3.6	29	1.1	0	0.0	43	1.7	4	0.2	30	1.2	1	0.0
Air Operations - Pilots	1852	1790	96.7	62	3.3	11	0.6	0	0.0	20	1.1	0	0.0	10	0.5	0	0.0
Air Operations	1339	1174	87.7	165	12.3	9	0.7	3	0.2	18	1.3	3	0.2	11	0.8	0	0.0
Aerospace Engineering	932	780	83.7	152	16.3	10	1.1	2	0.2	22	2.4	3	0.3	7	0.8	0	0.0
Engineering	802	707	88.2	95	11.8	4	0.5	1	0.1	35	4.4	4	0.5	5	0.6	0	0.0
Medical and Dental	1067	595	55.8	472	44.2	7	0.7	6	0.6	34	3.2	5	0.5	5	0.5	2	0.2
Chaplaincy	173	149	86.1	24	13.9	0	0.0	1	0.6	4	2.3	1	0.6	2	1.2	0	0.0
Support	3217	2447	76.1	770	23.9	24	0.7	4	0.1	65	2.0	21	0.7	35	1.1	8	0.2
Officer Cadets - Unassigned	96	74	77.1	22	22.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	10	9	90.0	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL NUMBER	14069	12014	85.4	2055	14.6	107	0.8	20	0.1	290	2.1	44	0.3	119	0.8	11	0.1

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	3009	2727	90.63	282	9.37	59	1.96	9	0.30	45	1.50	5	0.17	42	1.40	2	0.07
Maintenance - Naval	3586	3488	97.27	98	2.73	66	1.84	0	0.00	50	1.39	3	0.08	48	1.34	1	0.03
Combat Arms	8875	8756	98.66	119	1.34	173	1.95	2	0.02	164	1.85	3	0.03	126	1.42	1	0.01
Air Operations - Transmissions	1275	1132	88.78	143	11.22	14	1.10	4	0.31	18	1.41	2	0.16	19	1.49	1	0.08
Air Technicians	5434	5009	92.18	425	7.82	82	1.51	14	0.26	89	1.64	6	0.11	75	1.38	10	0.18
Military Police	1238	1102	89.01	136	10.99	11	0.89	2	0.16	16	1.29	2	0.16	12	0.97	1	0.08
Operations - General	2905	2493	85.82	412	14.18	44	1.51	17	0.59	44	1.51	7	0.24	52	1.79	3	0.10
Communications and Electronics Maintenance	2343	2188	93.38	155	6.62	39	1.66	6	0.26	56	2.39	9	0.38	34	1.45	0	0.00
Medical	1562	967	61.91	595	38.09	18	1.15	10	0.64	21	1.34	8	0.51	30	1.92	4	0.26
Dental	207	46	22.22	161	77.78	1	0.48	2	0.97	2	0.97	2	0.97	2	0.97	2	0.97
Electrical and Mechanical	3346	3259	97.40	87	2.60	44	1.32	3	0.09	41	1.23	1	0.03	64	1.91	0	0.00
Military Engineers	2787	2734	98.10	53	1.90	71	2.55	1	0.04	45	1.61	0	0.00	55	1.97	2	0.07
Clerical Personnel	3169	1576	49.73	1593	50.27	33	1.04	42	1.33	39	1.23	39	1.23	38	1.20	21	0.66
Music	233	184	78.97	49	21.03	2	0.86	0	0.00	5	2.15	4	1.72	0	0.00	0	0.00
Logistical Support	6260	4998	79.84	1262	20.16	83	1.33	41	0.65	88	1.41	23	0.37	89	1.42	17	0.27
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	46229	40659	87.95	5570	12.05	740	1.60	153	0.33	723	1.56	114	0.25	686	1.48	65	0.14

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	14	13	92.9	1	7.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	519	410	79.0	109	21.0	3	0.6	1	0.2	9	1.7	4	0.8	1	0.2	0	0.0
Maritime Engineering	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Combat Arms	1741	1674	96.2	67	3.8	16	0.9	1	0.1	64	3.7	3	0.2	13	0.7	0	0.0
Air Operations - Pilots	198	189	95.5	9	4.5	1	0.5	0	0.0	0	0.0	0	0.0	1	0.5	0	0.0
Air Operations	42	38	90.5	4	9.5	0	0.0	0	0.0	0	0.0	0	0.0	2	4.8	0	0.0
Aerospace Engineering	15	13	86.7	2	13.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Engineering	91	81	89.0	10	11.0	0	0.0	0	0.0	2	2.2	1	1.1	4	4.4	0	0.0
Medical and Dental	224	148	66.1	76	33.9	1	0.4	0	0.0	10	4.5	0	0.0	3	1.3	0	0.0
Chaplaincy	132	122	92.4	10	7.6	0	0.0	0	0.0	6	4.5	1	0.8	3	2.3	0	0.0
Support	1185	825	69.6	360	30.4	12	1.0	5	0.4	34	2.9	8	0.7	11	0.9	5	0.4
Officer Cadets - Unassigned	122	106	86.9	16	13.1	1	0.8	0	0.0	4	3.3	0	0.0	1	0.8	0	0.0
Cadet Instructor Cadre	7658	4721	61.6	2937	38.8	34	0.4	22	0.3	68	0.9	19	0.2	71	0.9	23	0.3
Canadian Rangers	14	14	100.0	0	0.0	2	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	325	229	70.5	96	29.5	2	0.6	2	0.6	2	0.6	2	0.6	7	2.2	3	0.9
TOTAL NUMBER	12266	8570	69.9	3732	30.4	72	0.6	31	0.3	199	1.6	38	0.3	117	1.0	31	0.3
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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	2025	1464	72.30	561	27.70	10	0.49	7	0.35	65	3.21	16	0.79	17	0.84	1	0.05
Maintenance - Naval	173	145	83.82	28	16.18	1	0.58	1	0.58	1	0.58	0	0.00	1	0.58	0	0.00
Combat Arms	10675	9924	92.96	751	7.04	105	0.98	17	0.16	437	4.09	34	0.32	107	1.00	3	0.03
Air Operations - Transmissions	51	49	96.08	2	3.92	0	0.00	1	1.96	0	0.00	0	0.00	2	3.92	0	0.00
Air Technicians	543	462	85.08	81	14.92	6	1.10	2	0.37	6	1.10	0	0.00	8	1.47	0	0.00
Military Police	482	397	82.37	85	17.63	10	2.07	1	0.21	18	3.73	4	0.83	2	0.41	1	0.21
Operations - General	1439	1202	83.53	237	16.47	7	0.49	1	0.07	30	2.08	10	0.69	14	0.97	1	0.07
Communications and Electronics Maintenance	312	282	90.38	30	9.62	5	1.60	1	0.32	4	1.28	2	0.64	4	1.28	0	0.00
Medical	1056	591	55.97	465	44.03	4	0.38	4	0.38	55	5.21	18	1.70	6	0.57	3	0.28
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	730	692	94.79	38	5.21	9	1.23	1	0.14	33	4.52	2	0.27	11	1.51	0	0.00
Military Engineers	1230	1154	93.82	76	6.18	13	1.06	0	0.00	61	4.96	4	0.33	13	1.06	1	0.08
Clerical Personnel	2062	599	29.05	1463	70.95	6	0.29	23	1.12	43	2.09	49	2.38	9	0.44	17	0.82
Music	884	525	59.39	359	40.61	3	0.34	3	0.34	10	1.13	7	0.79	3	0.34	1	0.11
Logistical Support	2270	1638	72.16	632	27.84	18	0.79	13	0.57	60	2.64	21	0.93	33	1.45	10	0.44
Canadian Rangers	4071	3478	85.43	593	14.57	923	22.67	176	4.32	26	0.64	3	0.07	58	1.42	6	0.15
Unknown	350	283	80.86	67	19.14	6	1.71	1	0.29	3	0.86	3	0.86	4	1.14	1	0.29
TOTAL NUMBER	28360	22888	80.71	5472	19.29	1126	3.97	252	0.89	852	3.00	173	0.61	292	1.03	45	0.16

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	105	99	94.3	6	5.7	2	1.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	1725	1492	86.5	233	13.5	12	0.7	3	0.2	34	2.0	4	0.2	11	0.6	0	0.0
Maritime Engineering	733	662	90.3	71	9.7	2	0.3	1	0.1	24	3.3	3	0.4	4	0.5	0	0.0
Combat Arms	4292	4133	96.3	159	3.7	45	1.0	1	0.0	107	2.5	7	0.2	43	1.0	1	0.0
Air Operations - Pilots	2050	1979	96.5	71	3.5	12	0.6	0	0.0	20	1.0	0	0.0	11	0.5	0	0.0
Air Operations	1381	1212	87.8	169	12.2	9	0.7	3	0.2	18	1.3	3	0.2	13	0.9	0	0.0
Aerospace Engineering	947	793	83.7	154	16.3	10	1.1	2	0.2	22	2.3	3	0.3	7	0.7	0	0.0
Engineering	893	788	88.2	105	11.8	4	0.4	1	0.1	37	4.1	5	0.6	9	1.0	0	0.0
Medical and Dental	1291	743	57.6	548	42.4	8	0.6	6	0.5	44	3.4	5	0.4	8	0.6	2	0.2
Chaplaincy	305	271	88.9	34	11.1	0	0.0	1	0.3	10	3.3	2	0.7	5	1.6	0	0.0
Support	4402	3272	74.3	1130	25.7	36	0.8	9	0.2	99	2.2	29	0.7	46	1.0	13	0.3
Officer Cadets - Unassigned	208	180	86.5	38	18.3	1	0.5	0	0.0	4	1.9	0	0.0	1	0.5	0	0.0
Cadet Instructor Cadre	7658	4721	61.6	2937	38.4	34	0.4	22	0.3	68	0.9	19	0.2	71	0.9	23	0.3
Canadian Rangers	14	14	100.0	0	0.0	2	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	335	238	71.0	97	29.0	2	0.6	2	0.6	2	0.6	2	0.6	7	2.1	3	0.9
TOTAL NUMBER	26339	20597	78.2	5752	21.8	180	0.7	51	0.2	489	1.9	82	0.3	236	0.9	42	0.2

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	5034	4191	83.25	843	16.75	69	1.37	16	0.32	110	2.19	21	0.42	59	1.17	3	0.06
Maintenance - Naval	3759	3633	96.65	126	3.35	67	1.78	1	0.03	51	1.36	3	0.08	49	1.30	1	0.03
Combat Arms	19550	18680	95.55	870	4.45	278	1.42	19	0.10	601	3.07	37	0.19	233	1.19	4	0.02
Air Operations - Transmissions	1326	1181	89.06	145	10.94	14	1.06	5	0.38	18	1.36	2	0.15	21	1.58	1	0.08
Air Technicians	5977	5471	91.53	506	8.47	88	1.47	16	0.27	95	1.59	6	0.10	83	1.39	10	0.17
Military Police	1720	1499	87.15	221	12.85	21	1.22	3	0.17	34	1.98	6	0.35	14	0.81	2	0.12
Operations - General	4344	3695	85.06	649	14.94	51	1.17	18	0.41	74	1.70	17	0.39	66	1.52	4	0.09
Communications and Electronics Maintenance	2655	2470	93.03	185	6.97	44	1.66	7	0.26	60	2.26	11	0.41	38	1.43	0	0.00
Medical	2618	1558	59.51	1060	40.49	22	0.84	14	0.53	76	2.90	26	0.99	36	1.38	7	0.27
Dental	214	49	22.90	165	77.10	1	0.47	2	0.93	2	0.93	2	0.93	2	0.93	2	0.93
Electrical and Mechanical	4076	3951	96.93	125	3.07	53	1.30	4	0.10	74	1.82	3	0.07	75	1.84	0	0.00
Military Engineers	4017	3888	96.79	129	3.21	84	2.09	1	0.02	106	2.64	4	0.10	68	1.69	3	0.07
Clerical Personnel	5231	2175	41.58	3056	58.42	39	0.75	65	1.24	82	1.57	88	1.68	47	0.90	38	0.73
Music	1117	709	63.47	408	36.53	5	0.45	3	0.27	15	1.34	11	0.98	3	0.27	1	0.09
Logistical Support	8530	6636	77.80	1894	22.20	101	1.18	54	0.63	148	1.74	44	0.52	122	1.43	27	0.32
Canadian Rangers	4071	3478	85.43	593	14.57	923	22.67	176	4.32	26	0.64	3	0.07	58	1.42	6	0.15
Unknown	350	283	80.86	67	19.14	6	1.71	1	0.29	3	0.86	3	0.86	4	1.14	1	0.29
TOTAL NUMBER	74589	63547	85.20	11042	14.80	1866	2.50	405	0.54	1575	2.11	287	0.38	978	1.31	110	0.15

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Lieutenant-General	10	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Major-General	23	22	95.7	1	4.3	1	4.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Brigadier General	46	43	93.5	3	6.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Colonel	336	324	96.4	12	3.6	3	0.9	0	0.0	2	0.6	0	0.0	4	1.2	0	0.0
Lieutenant-Colonel	1115	1045	93.7	70	6.3	9	0.8	0	0.0	17	1.5	1	0.1	12	1.1	1	0.1
Major	3227	2909	90.1	318	9.9	26	0.8	2	0.1	55	1.7	7	0.2	40	1.2	3	0.1
Captain	5758	4851	84.2	907	15.8	47	0.8	11	0.2	129	2.2	22	0.4	49	0.9	7	0.1
Lieutenant	1018	786	77.2	232	22.8	12	1.2	3	0.3	38	3.7	7	0.7	4	0.4	0	0.0
Second Lieutenant	1088	899	82.6	189	17.4	5	0.5	2	0.2	23	2.1	2	0.2	6	0.6	0	0.0
Officer Cadet	1446	1123	77.7	323	22.3	4	0.3	2	0.1	26	1.8	5	0.3	4	0.3	0	0.0
TOTAL NUMBER	14069	12014	85.4	2055	14.6	107	0.8	20	0.1	290	2.1	44	0.3	119	0.8	11	0.1

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	681	647	95.01	34	4.99	10	1.47	1	0.15	7	1.03	0	0.00	5	0.73	0	0.00
Master Warrant Officer	1872	1768	94.44	104	5.56	34	1.82	3	0.16	14	0.75	0	0.00	35	1.87	5	0.27
Warrant Officer	3750	3464	92.37	286	7.63	51	1.36	7	0.19	42	1.12	0	0.00	88	2.35	2	0.05
Sergeant	6802	6035	88.72	767	11.28	114	1.68	14	0.21	69	1.01	14	0.21	114	1.68	12	0.18
Master Corporal (by Appointment)	8347	7273	87.13	1074	12.87	146	1.75	49	0.59	121	1.45	23	0.28	142	1.70	24	0.29
Corporal	15573	13575	87.17	1998	12.83	254	1.63	51	0.33	311	2.00	58	0.37	264	1.70	21	0.13
Private	9204	7897	85.80	1307	14.20	131	1.42	28	0.30	159	1.73	19	0.21	38	0.41	1	0.01
TOTAL NUMBER	46229	40659	87.95	5570	12.05	740	1.60	153	0.33	723	1.56	114	0.25	686	1.48	65	0.14

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	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	14	13	92.86	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	49	44	89.80	5	10.20	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-Colonel	384	356	92.71	28	7.29	3	0.78	0	0.00	6	1.56	0	0.00	7	1.82	0	0.00
Major	1151	987	85.75	164	14.25	13	1.13	0	0.00	15	1.30	3	0.26	19	1.65	6	0.52
Captain	4951	3580	72.31	1371	27.69	31	0.63	15	0.30	84	1.70	16	0.32	66	1.33	15	0.30
Lieutenant	2107	1305	61.94	802	38.06	17	0.81	11	0.52	42	1.99	10	0.47	16	0.76	4	0.19
Second Lieutenant	2228	1425	63.96	803	36.04	7	0.31	3	0.13	43	1.93	6	0.27	8	0.36	6	0.27
Officer Cadet	1394	871	62.48	523	37.52	1	0.07	2	0.14	9	0.65	3	0.22	1	0.07	0	0.00
TOTAL NUMBER	12280	8583	69.89	3697	30.11	72	0.59	31	0.25	199	1.62	38	0.31	117	0.95	31	0.25

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	232	217	93.53	14	6.03	2	0.86	0	0.00	3	1.29	1	0.43	6	2.59	0	0.00
Master Warrant Officer	522	467	89.46	55	10.54	3	0.57	1	0.19	11	2.11	2	0.38	11	2.11	0	0.00
Warrant Officer	969	817	84.31	152	15.69	17	1.75	3	0.31	19	1.96	3	0.31	21	2.17	1	0.10
Sergeant	2668	2105	78.90	563	21.10	67	2.51	21	0.79	61	2.29	22	0.82	38	1.42	9	0.34
Master Corporal (by Appointment)	2944	2208	75.00	736	25.00	109	3.70	19	0.65	117	3.97	25	0.85	37	1.26	4	0.14
Corporal	9309	7123	76.52	2186	23.48	196	2.11	45	0.48	424	4.55	86	0.92	98	1.05	22	0.24
Private	11716	9950	84.93	1766	15.07	732	6.25	163	1.39	217	1.85	34	0.29	81	0.69	9	0.08
TOTAL NUMBER	28360	22887	80.70	5472	19.29	1126	3.97	252	0.89	852	3.00	173	0.61	292	1.03	45	0.16

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	70	58	82.9	12	17.1	0	0.0	0	0.0	2	2.9	0	0.0	0	0.0	0	0.0
Maritime Engineering	47	38	80.9	9	19.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Combat Arms	146	133	91.1	13	8.9	1	0.7	0	0.0	0	0.0	1	0.7	1	0.7	0	0.0
Air Operations - Pilots	114	111	97.4	3	2.6	1	0.9	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0
Air Operations	51	40	78.4	11	21.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Aerospace Engineering	24	18	75.0	6	25.0	0	0.0	0	0.0	1	4.2	0	0.0	0	0.0	0	0.0
Engineering	42	36	85.7	6	14.3	0	0.0	0	0.0	2	4.8	0	0.0	0	0.0	0	0.0
Medical and Dental	52	18	34.6	34	65.4	0	0.0	1	1.9	2	3.8	0	0.0	0	0.0	0	0.0
Chaplaincy	6	5	83.3	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	81	61	75.3	20	24.7	0	0.0	0	0.0	5	6.2	0	0.0	0	0.0	0	0.0
Officer Cadets - Unassigned	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL NUMBER	633	518	81.8	115	18.2	2	0.3	1	0.2	12	1.9	1	0.2	2	0.3	0	0

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	172	145	84.30	27	15.70	1	0.58	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance - Naval	200	190	95.00	10	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	887	868	97.86	19	2.14	3	0.34	0	0.00	3	0.34	0	0.00	3	0.34	0	0.00
Air Operations - Transmissions	23	16	69.57	7	30.43	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	202	179	88.61	23	11.39	0	0.00	0	0.00	2	0.99	0	0.00	0	0.00	0	0.00
Military Police	62	52	83.87	10	16.13	0	0.00	0	0.00	1	1.61	0	0.00	0	0.00	0	0.00
Operations - General	179	155	86.59	24	13.41	0	0.00	0	0.00	1	0.56	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	86	81	94.19	5	5.81	1	1.16	0	0.00	1	1.16	0	0.00	0	0.00	0	0.00
Medical	108	53	49.07	55	50.93	0	0.00	0	0.00	0	0.00	1	0.93	0	0.00	0	0.00
Dental	4	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	226	213	94.25	13	5.75	2	0.88	0	0.00	2	0.88	0	0.00	0	0.00	0	0.00
Military Engineers	151	147	97.35	4	2.65	1	0.66	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Clerical Personnel	66	15	22.73	51	77.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Music	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
Logistical Support	221	136	61.54	85	38.46	0	0.00	2	0.90	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2590	2254	87.03	336	12.97	8	0.31	2	0.08	10	0.39	1	0.04	3	0.12	0	0.00

SCHEDULE 9
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
Naval Operations	45	35	77.8	10	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Maritime Engineering	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Combat Arms	107	95	88.8	12	11.2	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0	0	0.0
Air Operations - Pilots	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Air Operations	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Aerospace Engineering	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Engineering	4	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0
Medical and Dental	5	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Chaplaincy	12	12	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	48	37	77.1	11	22.9	0	0.0	0	0.0	1	2.1	0	0.0	0	0.0	0	0.0
Officer Cadets - Unassigned	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cadet Instructor Cadre	390	206	52.8	184	47.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Canadian Rangers	9	6	66.7	3	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	6	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL NUMBER	626	406	64.9	220	35.1	0	0.0	0	0.0	1	0.2	1	0.2	1	0.2	0	0.0

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	267	187	70.04	80	29.96	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance - Naval	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
Combat Arms	2089	1941	92.92	148	7.08	8	0.38	1	0.05	28	1.34	1	0.05	4	0.19	0	0.00
Air Operations - Transmissions	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	6	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	89	73	82.02	16	17.98	0	0.00	0	0.00	3	3.37	0	0.00	0	0.00	0	0.00
Operations - General	221	193	87.33	28	12.67	0	0.00	0	0.00	0	0.00	0	0.00	1	0.45	0	0.00
Communications and Electronics Maintenance	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
Medical	130	79	60.77	51	39.23	0	0.00	0	0.00	1	0.77	0	0.00	0	0.00	0	0.00
Dental	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	92	85	92.39	7	7.61	1	1.09	1	1.09	0	0.00	1	1.09	0	0.00	0	0.00
Military Engineers	304	282	92.76	22	7.24	0	0.00	0	0.00	3	0.99	0	0.00	1	0.33	0	0.00
Clerical Personnel	114	39	34.21	75	65.79	0	0.00	0	0.00	0	0.00	1	0.88	0	0.00	0	0.00
Music	81	43	53.09	38	46.91	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	221	153	69.23	68	30.77	0	0.00	0	0.00	1	0.45	0	0.00	0	0.00	0	0.00
Canadian Rangers	243	196	80.66	47	19.34	1	0.41	0	0.00	1	0.41	0	0.00	0	0.00	0	0.00
Unknown	67	51	76.12	16	23.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	3947	3347	84.80	600	15.20	10	0.25	2	0.05	37	0.94	3	0.08	6	0.15	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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Male	%Male	Female	%Female	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	25	23	92.0	2	8.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	182	157	86.3	25	13.7	0	0.0	1	0.5	6	3.3	0	0.0	2	1.1	0	0.0
Maritime Engineering	129	113	87.6	16	12.4	0	0.0	0	0.0	9	7.0	2	1.6	0	0.0	0	0.0
Combat Arms	392	376	95.9	16	4.1	3	0.8	0	0.0	5	1.3	1	0.3	3	0.8	0	0.0
Air Operations - Pilots	242	231	95.5	11	4.5	1	0.4	0	0.0	3	1.2	0	0.0	0	0.0	0	0.0
Air Operations	171	144	84.2	27	15.8	0	0.0	1	0.6	2	1.2	0	0.0	0	0.0	0	0.0
Aerospace Engineering	138	98	71.0	40	29.0	2	1.4	0	0.0	4	2.9	2	1.4	0	0.0	0	0.0
Engineering	107	93	86.9	14	13.1	0	0.0	0	0.0	6	5.6	0	0.0	0	0.0	0	0.0
Medical and Dental	175	100	57.1	75	42.9	1	0.6	1	0.6	5	2.9	1	0.6	1	0.6	0	0.0
Chaplaincy	17	16	94.1	1	5.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	531	413	77.8	118	22.2	4	0.8	0	0.0	13	2.4	3	0.6	3	0.6	1	0.2
Officer Cadets - Unassigned	14	10	71.4	4	28.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL NUMBER	2124	1775	83.6	349	16.4	11	0.5	3	0.1	53	2.5	9	0.4	9	0.4	1	0.0

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	697	614	88.09	83	11.91	15	2.15	2	0.29	7	1.00	1	0.14	7	1.00	0	0.00
Maintenance - Naval	794	765	96.35	29	3.65	18	2.27	0	0.00	9	1.13	2	0.25	7	0.88	0	0.00
Combat Arms	2044	2018	98.73	26	1.27	36	1.76	0	0.00	40	1.96	0	0.00	11	0.54	0	0.00
Air Operations - Transmissions	251	215	85.66	36	14.34	2	0.80	1	0.40	5	1.99	1	0.40	2	0.80	0	0.00
Air Technicians	999	922	92.29	77	7.71	11	1.10	3	0.30	17	1.70	2	0.20	6	0.60	1	0.10
Military Police	205	183	89.27	22	10.73	0	0.00	0	0.00	1	0.49	0	0.00	1	0.49	0	0.00
Operations - General	776	672	86.60	104	13.40	11	1.42	7	0.90	16	2.06	1	0.13	5	0.64	1	0.13
Communications and Electronics Maintenance	497	454	91.35	43	8.65	4	0.80	1	0.20	15	3.02	1	0.20	5	1.01	0	0.00
Medical	480	284	59.17	196	40.83	7	1.46	1	0.21	8	1.67	3	0.63	8	1.67	1	0.21
Dental	28	5	17.86	23	82.14	0	0.00	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	772	751	97.28	21	2.72	12	1.55	0	0.00	9	1.17	1	0.13	7	0.91	0	0.00
Military Engineers	787	768	97.59	19	2.41	22	2.80	0	0.00	17	2.16	0	0.00	10	1.27	0	0.00
Clerical Personnel	698	283	40.54	415	59.46	7	1.00	7	1.00	10	1.43	9	1.29	5	0.72	3	0.43
Music	19	16	84.21	3	15.79	0	0.00	0	0.00	2	10.53	0	0.00	0	0.00	0	0.00
Logistical Support	1371	1036	75.57	335	24.43	16	1.17	8	0.58	20	1.46	2	0.15	8	0.58	5	0.36
TOTAL NUMBER	10418	8986	86.25	1432	13.75	161	1.55	31	0.30	176	1.69	23	0.22	82	0.79	11	0.11

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	69	55	79.71	14	20.29	0	0.00	1	1.45	3	4.35	1	1.45	0	0.00	0	0.00
Maritime Engineering	305	290	0.00	15	4.92	4	1.31	0	0.00	12	3.93	0	0.00	3	0.98	0	0.00
Combat Arms	6	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	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	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	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	3	18.75	0	0.00
Engineering	41	28	68.29	13	31.71	0	0.00	0	0.00	3	7.32	0	0.00	0	0.00	0	0.00
Medical and Dental	10	7	70.00	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00	1	10.00	0	0.00
Chaplaincy	177	114	64.41	63	35.59	2	1.13	2	1.13	1	0.56	3	1.69	0	0.00	0	0.00
Support	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
Officer Cadets - Unassigned	2065	1142	55.30	923	44.70	6	0.29	7	0.34	13	0.63	3	0.15	10	0.48	5	0.24
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	19	15	78.95	3	15.79	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00
Unknown	74	53	71.62	21	28.38	1	1.35	1	1.35	0	0.00	1	1.35	1	1.35	0	0.00
TOTAL NUMBER	2792	1732	62.03	1059	37.93	13	0.47	11	0.39	33	1.18	8	0.29	18	0.64	5	0.18

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	376	276	73.40	100	26.60	2	0.53	0	0.00	10	2.66	3	0.80	2	0.53	0	0.00
Maintenance - Naval	25	21	84.00	4	16.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	1774	1642	92.56	132	7.44	17	0.96	2	0.11	69	3.89	11	0.62	17	0.96	1	0.06
Air Operations - Transmissions	7	7	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	73	61	83.56	12	16.44	1	1.37	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	57	47	82.46	10	17.54	3	5.26	0	0.00	1	1.75	1	1.75	1	1.75	0	0.00
Operations - General	243	213	87.65	30	12.35	3	1.23	0	0.00	4	1.65	0	0.00	2	0.82	0	0.00
Communications and Electronics Maintenance	28	25	89.29	3	10.71	1	3.57	0	0.00	1	3.57	1	3.57	1	3.57	0	0.00
Medical	132	68	51.52	64	48.48	1	0.76	0	0.00	4	3.03	2	1.52	0	0.00	1	0.76
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	65	62	95.38	3	4.62	1	1.54	0	0.00	3	4.62	0	0.00	0	0.00	0	0.00
Military Engineers	206	194	94.17	12	5.83	3	1.46	0	0.00	14	6.80	1	0.49	2	0.97	0	0.00
Clerical Personnel	243	88	36.21	155	63.79	1	0.41	4	1.65	5	2.06	6	2.47	0	0.00	1	0.41
Music	96	53	55.21	43	44.79	1	1.04	1	0.00	2	2.08	2	2.08	0	0.00	0	0.00
Logistical Support	260	190	73.08	70	26.92	2	0.77	2	0.77	5	1.92	5	1.92	4	1.54	3	1.15
Canadian Rangers	219	194	88.58	25	11.42	49	22.37	9	4.11	3	1.37	0	0.00	4	1.83	0	0.00
Unknown	26	24	92.31	2	7.69	0	0.00	0	0.00	0	0.00	0	0.00	1	3.85	1	3.85
TOTAL NUMBER	3830	3165	82.64	665	17.36	85	2.22	18	0.47	121	3.16	32	0.84	34	0.89	7	0.18

SCHEDULE 12
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	195	174	89.2	21	10.8	2	1.0	1	0.5	3	1.5	0	0.0	3	1.5	0	0.0
Maritime Engineering	129	119	92.2	10	7.8	1	0.8	0	0.0	5	3.9	1	0.8	0	0.0	0	0.0
Combat Arms	475	447	94.1	28	5.9	0	0.0	0	0.0	9	1.9	0	0.0	3	0.6	0	0.0
Air Operations - Pilots	311	296	95.2	15	4.8	1	0.3	0	0.0	5	1.6	0	0.0	0	0.0	0	0.0
Air Operations	232	192	82.8	40	17.2	3	1.3	0	0.0	2	0.9	1	0.4	0	0.0	0	0.0
Aerospace Engineering	168	125	74.4	43	25.6	2	1.2	1	0.6	5	3.0	0	0.0	0	0.0	0	0.0
Engineering	122	101	82.8	21	17.2	1	0.8	0	0.0	5	4.1	0	0.0	0	0.0	0	0.0
Medical and Dental	168	77	45.8	91	54.2	1	0.6	1	0.6	5	3.0	2	1.2	0	0.0	0	0.0
Chaplaincy	26	20	76.9	6	23.1	0	0.0	1	3.8	2	7.7	0	0.0	2	7.7	0	0.0
Support	589	416	70.6	173	29.4	3	0.5	0	0.0	10	1.7	6	1.0	3	0.5	3	0.5
Officer Cadets - Unassigned	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	5	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL NUMBER	2424	1975	81.5	449	18.5	14	0.6	4	0.2	51	2.1	10	0.4	11	0.5	3	0.1

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	896	792	88.39	104	11.61	25	2.79	3	0.33	17	1.90	2	0.22	7	0.78	0	0.00
Maintenance - Naval	832	803	96.51	29	3.49	16	1.92	0	0.00	18	2.16	1	0.12	11	1.32	0	0.00
Combat Arms	2433	2380	97.82	53	2.18	47	1.93	2	0.08	54	2.22	2	0.08	31	1.27	0	0.00
Air Operations - Transmissions	238	193	81.09	45	18.91	4	1.68	0	0.00	4	1.68	1	0.42	2	0.84	0	0.00
Air Technicians	1347	1204	89.38	143	10.62	25	1.86	6	0.45	19	1.41	3	0.22	10	0.74	3	0.22
Military Police	310	273	88.06	37	11.94	5	1.61	0	0.00	5	1.61	0	0.00	5	1.61	1	0.32
Operations - General	709	619	87.31	90	12.69	12	1.69	1	0.14	17	2.40	3	0.42	8	1.13	0	0.00
Communications and Electronics Maintenance	687	624	90.83	63	9.17	5	0.73	2	0.29	25	3.64	5	0.73	7	1.02	1	0.15
Medical	496	274	55.24	222	44.76	6	1.21	1	0.20	6	1.21	4	0.81	7	1.41	0	0.00
Dental	95	13	13.68	82	86.32	1	1.05	1	1.05	1	1.05	2	2.11	1	1.05	1	1.05
Electrical and Mechanical	1036	1010	97.49	26	2.51	11	1.06	2	0.19	20	1.93	1	0.10	16	1.54	0	0.00
Military Engineers	832	808	97.12	24	2.88	22	2.64	1	0.12	13	1.56	0	0.00	10	1.20	1	0.12
Clerical Personnel	1111	438	39.42	673	60.58	8	0.72	21	1.89	12	1.08	18	1.62	13	1.17	8	0.72
Music	64	48	75.00	16	25.00	0	0.00	0	0.00	2	3.13	1	1.56	0	0.00	0	0.00
Logistical Support	1821	1361	74.74	460	25.26	21	1.15	16	0.88	20	1.10	8	0.44	27	1.48	9	0.49
Unknown	13	11	84.62	2	15.38	0	0.00	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00
TOTAL NUMBER	12920	10851	83.99	2069	16.01	208	1.61	56	0.43	233	1.80	51	0.39	156	1.21	24	0.19

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				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	0.00	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Naval Operations	10	10	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Maritime Engineering	6	6	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Combat Arms	32	31	96.88	1	3.13	0	0.00	0	0.00	1	3.13	0	0.00	1	3.13	0	0
Air Operations - Pilots	37	37	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Air Operations	19	18	94.74	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	2	10.53	0	0
Aerospace Engineering	11	5	45.45	6	54.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Engineering	12	12	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Medical and 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
Chaplaincy	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Support	34	25	73.53	9	26.47	0	0.00	0	0.00	1	2.94	0	0.00	0	0.00	1	1.36
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
Cadet Instructor Cadre	108	76	70.37	32	29.63	0	0.00	0	0.00	1	0.93	0	0.00	0	0.00	0	0
Canadian Rangers	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0
Unknown	33	31	93.94	2	6.06	0	0.00	0	0.00	0	0.00	1	3.03	3	9.09	0	0
TOTAL NUMBER	309	256	82.85	53	17.15	0	0.00	0	0.00	3	0.97	1	0.32	6	1.94	1	1.21

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	33	30	90.91	3	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maintenance - Naval	30	29	96.67	1	3.33	0	0.00	0	0.00	0	0.00	0	0.00	1	3.33	0	0.00
Combat Arms	120	119	99.17	1	0.83	6	5.00	0	0.00	2	1.67	0	0.00	1	0.83	0	0.00
Air Operations - Transmissions	27	24	88.89	3	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	129	116	89.92	13	10.08	5	3.88	0	0.00	0	0.00	0	0.00	2	1.55	0	0.00
Military Police	22	21	95.45	1	4.55	1	4.55	0	0.00	1	4.55	0	0.00	3	13.64	0	0.00
Operations - General	54	47	87.04	7	12.96	1	1.85	1	1.85	0	0.00	1	1.85	2	3.70	0	0.00
Communications and Electronics Maintenance	26	24	92.31	2	7.69	0	0.00	0	0.00	0	0.00	0	0.00	2	7.69	0	0.00
Medical	14	13	92.86	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	19	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	44	44	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	107	57	53.27	50	46.73	0	0.00	1	0.93	2	1.87	0	0.00	1	0.93	1	0.93
Music	6	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	148	125	84.46	23	15.54	2	1.35	0	0.00	1	0.68	0	0.00	7	4.73	0	0.00
Canadian Rangers	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
Unknown	26	21	80.77	5	19.23	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	808	696	86.14	112	13.86	16	1.98	2	0.25	6	0.74	1	0.12	19	2.35	1	0.12

THIS REPORT INCLUDES RESERVISTS THAT HAVE SIGNED A NEW CONTRACT IN F/Y 04/05 EXCLUDING NEW ENROLEES

CE RAPPORT INCLUT LES RÉSERVISTES QUI ONT SIGNÉ DES CONTRATS CE A/F À L'EXCLUSION DE NOUVEAUX ENRÔLÉS

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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	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	51	42	82.35	9	17.65	0	0.00	0	0.00	2	3.92	0	0.00	1	1.96	0	0.00
Maritime Engineering	30	26	86.67	4	13.33	0	0.00	0	0.00	1	3.33	0	0.00	0	0.00	0	0.00
Combat Arms	70	69	98.57	1	1.43	1	1.43	0	0.00	2	2.86	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	31	28	90.32	3	9.68	0	0.00	0	0.00	1	3.23	0	0.00	1	3.23	0	0.00
Air Operations	22	19	86.36	3	13.64	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	25	23	92.00	2	8.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00	0	0.00
Engineering	32	25	78.13	7	21.88	0	0.00	0	0.00	3	9.38	1	3.13	0	0.00	0	0.00
Medical and Dental	36	19	52.78	17	47.22	0	0.00	1	2.78	1	2.78	1	2.78	0	0.00	0	0.00
Chaplaincy	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Support	76	65	85.53	11	14.47	0	0.00	0	0.00	2	2.63	1	1.32	1	1.32	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
Unknown	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
TOTAL NUMBER	382	325	85.08	57	14.92	1	0.26	1	0.26	12	3.14	3	0.79	5	1.31	0	0.00

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	132	117	88.64	15	11.36	5	3.79	1	0.76	0	0.00	0	0.00	3	2.27	0	0.00
Maintenance - Naval	104	100	96.15	4	3.85	2	1.92	0	0.00	1	0.96	0	0.00	4	3.85	0	0.00
Combat Arms	593	583	98.31	10	1.69	18	3.04	0	0.00	7	1.18	0	0.00	28	4.72	0	0.00
Air Operations - Transmissions	17	15	88.24	2	11.76	0	0.00	0	0.00	0	0.00	0	0.00	2	11.76	0	0.00
Air Technicians	100	87	87.00	13	13.00	4	4.00	0	0.00	1	1.00	0	0.00	9	9.00	1	1.00
Military Police	38	31	81.58	7	18.42	0	0.00	0	0.00	1	2.63	0	0.00	4	10.53	0	0.00
Operations - General	102	86	84.31	16	15.69	4	3.92	1	0.98	1	0.98	1	0.98	6	5.88	0	0.00
Communications and Electronics Maintenance	51	49	96.08	2	3.92	2	3.92	0	0.00	0	0.00	0	0.00	1	1.96	1	1.96
Medical	58	39	67.24	19	32.76	1	1.72	1	1.72	0	0.00	0	0.00	2	3.45	2	3.45
Dental	7	1	14.29	6	85.71	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	118	115	97.46	3	2.54	3	2.54	0	0.00	2	1.69	0	0.00	6	5.08	0	0.00
Military Engineers	123	121	98.37	2	1.63	1	0.81	0	0.00	1	0.81	0	0.00	10	8.13	0	0.00
Clerical Personnel	79	44	55.70	35	44.30	0	0.00	2	2.53	0	0.00	0	0.00	4	5.06	5	6.33
Music	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	210	159	75.71	51	24.29	2	0.95	4	1.90	0	0.00	1	0.48	11	5.24	2	0.95
TOTAL NUMBER	1733	1547	89.27	186	10.73	42	2.42	9	0.52	14	0.81	2	0.12	90	5.19	11	0.63

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	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Naval Operations	17	16	94.1	1	5.9	0	0.0	0	0.0	1	5.9	0	0.0	0	0.0	0	0.0
Maritime Engineering	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Combat Arms	67	66	98.5	1	1.5	1	1.5	0	0.0	1	1.5	0	0.0	0	0.0	0	0.0
Air Operations - Pilots	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Air Operations	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Aerospace Engineering	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Engineering	1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical and Dental	12	9	75.0	3	25.0	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Chaplaincy	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Support	42	35	83.3	7	16.7	1	2.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Officer Cadets - Unassigned	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cadet Instructor Cadre	299	186	62.2	113	37.8	1	0.3	0	0.0	4	1.3	0	0.0	1	0.3	3	1.0
Canadian Rangers	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unknown	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL NUMBER	441	315	71.4	126	28.6	4	0.9	0	0.0	6	1.4	0	0.0	1	0.2	3	0.7

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	83	68	81.93	15	18.07	1	1.20	0	0.00	1	1.20	0	0.00	0	0.00	0	0.00
Maintenance - Naval	5	4	80.00	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Combat Arms	1036	927	89.48	109	10.52	4	0.39	0	0.00	19	1.83	3	0.29	6	0.58	2	0.19
Air Operations - Transmissions	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	5	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	37	34	91.89	3	8.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	91	73	80.22	18	19.78	1	1.10	0	0.00	2	2.20	0	0.00	2	2.20	0	0.00
Communications and Electronics Maintenance	22	21	95.45	1	4.55	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	108	60	55.56	48	44.44	1	0.93	1	0.93	0	0.00	1	0.93	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	44	41	93.18	3	6.82	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Engineers	105	95	90.48	10	9.52	1	0.95	0	0.00	1	0.95	1	0.00	1	0.95	0	0.00
Clerical Personnel	65	19	29.23	46	70.77	1	1.54	2	3.08	1	1.54	0	0.00	0	0.00	3	4.62
Music	28	21	75.00	7	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	103	71	68.93	32	31.07	1	0.97	1	0.97	3	2.91	1	0.97	1	0.97	0	0.00
Canadian Rangers	287	246	85.71	41	14.29	41	14.29	6	2.09	1	0.35	0	0.00	2	0.70	1	0.35
Unknown	45	34	75.56	11	24.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2064	1717	83.19	347	16.81	52	2.52	10	0.48	29	1.41	6	0.29	12	0.58	6	0.29