

CANADIAN FORCES

EMPLOYMENT EQUITY REPORT

2005 – 2006



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

The CF 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 (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. 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 is committed to providing a welcoming, fair and supportive work environment to all its members. The organization's Employment Equity objectives are to work towards a CF reflective of the Canadian workforce, encourage equitable participation of designated group members (DGMs) in the CF, develop and maintain a supportive working environment and demonstrate commitment and leadership in Employment Equity.

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 2005 – 2006.

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: and
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 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 Chief of Military Personnel (CMP) and the Assistant Deputy Minister (Human Resources - Civilian) (ADM (HR-Civ)). These chairs are responsible for HR programs, policies and services for military members and civilian employees respectively. Membership in the DDC includes a senior representative from each Group and Command as well as ex-officio members such as the National Co-Chairs of the four defence EE Advisory Groups (AGs) and the senior non-commissioned member from each Group and Command. The DDC Co-Chairs are responsible for making recommendations regarding diversity and EE policies and programs to the Deputy Minister of National Defence and the CDS through semi-annual briefings to the Defence Management Committee (DMC).

National Advisory Groups (AGs)

National Advisory Groups representing each designated group provide advice to senior management and leadership about issues affecting their membership. They are the:

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

Each AG is co-chaired by a civilian employee and a military member.

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 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 Advisory Groups (AGs). Currently, the Champions are:

- Defence Champion for Aboriginal People
Lieutenant-General Leslie, Chief of the Land Staff
- Defence Champion For Visible Minorities
Lieutenant General Dumais, Commander, Canada Command
- Defence Champion for Women
Lieutenant-General Lucas, Chief of the Air Staff
- Defence Champion for Persons with Disabilities
Lieutenant General Natynczyk, Vice Chief of the Defence Staff

In addition to the EE Champions, the CDS is particularly supportive of EE in all its facets and continues to make significant contributions in this area.

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

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. It is anticipated the audit will be completed by the end of 2006.

Self-Identification

The CF Self Identification (ID) census was initiated in 2001 and 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 CF workforce analysis (WFA) below provide the representation of designated groups members in the CF, using the statistics from the CF Self ID census.

Aboriginal Peoples 2.5 %

Women 16.7%

Visible Minorities 2.7%

Persons with disabilities 1.2%

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 incorporated into a new CF EE Plan, which should be published by end of 2006.

Accountability and Monitoring

Groups and Commands report yearly to Chief of Military Personnel 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

The CF is committed to creating an environment where the principles of diversity and EE are embraced, and to fostering a culture that ensures members of EE groups will want to stay with the CF over the long term. To create and enhance this representative and inclusive culture, CF 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, the CF and DND have established a strong governance structure.
- The DDC, which meets twice yearly, has consistently underlined the importance of accountability, education, accommodation for public service members and communication in the advancement of diversity and EE in both the CF and DND. These key areas have guided corporate activities over the past years and provided a focus for DDC members in promoting diversity and EE within their spheres of influence.
- The CF values and encourages its personnel to participate in local AGs across the country. The expectation that supervisors at all levels support participation is reaffirmed on an ongoing basis.
- In 2002, the Management of Human Resources Award - Employment Equity category was introduced to recognize managers and leaders who excel in the area of diversity. In 2005, at a ceremony held at the National Arts Centre, this award was presented to both a military member and a civilian employee in recognition of their contribution. The Awards and Recognition team ensures that EE representatives are part of the corporate awards selection

committee. In addition, two CF/DND staff members received the U.S. Defence Equal Opportunity Management Institute (DEOMI) Commandant's Award of Excellence.

- CF/DND staff have been examining how the principles of Gender Based Analysis (GBA) could be introduced and assessing the merit of Diversity or Equality Based Analysis as an approach. The Defence Women's Advisory Organization (DWAOW) conducted a GBA review in 2005 on a policy relating to the issuing of an item of operational clothing for women on the CF. The outcome of the review was taken into consideration in the development of a revised policy guidance. A second GBA project is to be conducted later this summer on the Canadian Forces Fitness Policy.
- 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. For example, on the occasion of International Women's Day in March 2006, the Canadian Defence Academy and the Canadian Forces Leadership Institute partnered to host a Women In Leadership symposium at the Royal Military College in Kingston to address issues surrounding women and leadership in the CF and DND. Guided by a facilitator, the participants discussed the challenges of attracting and retaining women, explored opportunities (e.g.: professional development, mentoring, well-being) and made recommendations to address issues.
- Earlier this year, a 2006 Multicultural Calendar was distributed as a daily reminder of the diversity that exists within Canada. In addition to the hard copies, the bilingual calendar was also made available on-line. The electronic format is an excellent interactive tool to encourage DND/CF personnel awareness of holiday traditions that are celebrated in many cultures around the world.
- The CF conducted an Interest and Propensity Survey to determine the interest level of Aboriginal peoples, visible minorities and women in joining the CF. The "Your Say" survey, is a survey administered twice a year to obtain information about the attitudes of CF personnel regarding a wide spectrum of human resource issues. This year, the "Your Say" survey included a diversity section, to assess the general attitude of CF personnel on diversity issues. Finally, a CF Diversity Climate survey was conducted to assess CF members' attitudes regarding cultural diversity and gender integration.

Research and Reports

DHRD inserted an Employment Equity section into the CF "Your Say" survey. The "Your Say" survey is administered twice a year to obtain information about CF members attitudes on wide spectrum of human resource issues. The aim of this initiative was to provide a quantitative follow-up on some of the qualitative observation from the CF Employment Systems Review (ESR) and to complement the Diversity Climate survey by including questions focusing

specifically on comments made by CF women, Aboriginal members and Visible Minorities in the ESR. Results have been documented in two reports: one centering on issues related to visible minorities and Aboriginal peoples and one centering on issues related to gender integration in the CF. Some of the questions in this survey were aimed at determining the intention of CF members to voluntarily leave (release from) the military in the near future. In comparison with the male, white population, there is little significant difference between that group and the responses from CF women, Aboriginal members and Visible Minorities.

- DHRD conducted an Interest and Propensity Survey to determine the interest level of Aboriginal peoples, visible minorities and women in joining the CF.

- DHRD conducted a Diversity Climate Survey to assess CF members' attitudes regarding cultural diversity and gender integration. Feedback from surveys will be used to better our services to CF members.

- DHRD completed an evaluation of the Special Selection Program for selecting additional women to attend the Canadian Forces Command and Staff Course in order to inform whether this program is still needed, and documented the results in a research report.

- Each year DHRD conducts a number of regular analyses for monitoring and reporting purposes. For example, DHRD completed the bi-annual analyses of designated group member representation by DEU and component, updated the workforce analysis, reported on current and target representation rates to the Minister of National Defence, and completed the EE schedules for the annual report to parliament.

- DHRD (through CDS) sponsored civilian academics' study on the following research projects: "An Examination of Aboriginal – State Relations in Canada and Their Possible Implications for Aboriginal Participation in the Canadian Armed Forces"; "It's My Duty...to be a warrior of the people: Kainai Perceptions of and Participation in the Canadian Forces"; "An Examination of Select Visible Minority Groups in Canada: Implications for Recruitment by the Canadian Forces"; and "The Chinese Canadian Community: The Past and the Present".

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

The CF has embarked on a period of expansion and the CDS has approved OP CONNECTION, which is an operation where the CF will connect with Canadians through a broad range of coordinated, community-based activities to allow Canadians to be aware of the unique opportunities, benefits, challenges and rewards of a career in the CF. One of the desired outcomes of this task is for the CF to make substantial and measurable progress toward achieving its representation goals for women, visible minorities and Aboriginal people. The National Recruiting Attractions Plan includes a very detailed section on diversity recruiting. CF advertising 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. 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. Additionally, small local Community Recruiting Offices are being established for diversity outreach.

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 sixteenth year in summer 2005. 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 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 (PRTC) at the Canadian Forces Recruit School in Esquimalt, BC, as a civilian under contract, with no obligation to join the CF. During PRTC, candidates experience military life on a first-hand basis, learn about the organization, rank structure, weapon skills, drill and participate in physical fitness activities.

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 3,000 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. Since its inception in 2004, over 1200 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. In May 06, the CF participated in the annual conference of the Committee for Women in NATO Forces. This year's theme was *"Women in Uniform: An Integral Part of NATO's Operations. Integrating the Gender Perspective"*. Sub-committee work was focused on the employment of women in operations, including the importance of incorporating gender perspectives into the pre-mission planning and training phases of an operation. The development of a NATO gender policy document is the desired outcome of this effort is still very much a work in progress.

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.

DHRD co-hosted a national EE Workshop, “Leading Diversity – Building a Stronger Defence Team”. Employment equity workshops are held regularly to contribute towards the promotion of a culturally respected work environment. DND managers and Military supervisors from across Canada were provided training and education on diversity.

DHRD conducted briefings on diversity to CF members at all levels, including most notably, Base Commanders, Base Chief Warrant Officers, Base Adjutants, Unit Administration Officers, Career Managers, and Royal Military College Officer Cadets.

DHRD developed new training on Diversity and Human Rights to be delivered to all new recruits on their basic training courses. This replaced the now outdated “Support Harassment and Racism Prevention” (SHARP) training and will be further developed for delivery to all levels within the CF at the various stages of leadership development.

DHRD conducts a one-week Aboriginal Awareness course at First Nations Reserve Kitigan Zibi, for CF members who work closely with Aboriginal people or on Aboriginal/CF issues.

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.

- implementing the CF EE plan, and
- reviewing/actioning the results and recommendations from the CHRC Audit report.

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 Chinese and Japanese Canadians in Military Service. “Fighting for Canada, Chinese and Japanese Canadians in

Military Service” 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	71	68	95.77	3	4.23	1	1.41	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	1229	1100	89.50	129	10.50	11	0.90	2	0.16	19	1.55	1	0.08	10	0.81	0	0.00
Maritime Engineering	728	652	89.56	76	10.44	2	0.27	1	0.14	25	3.43	4	0.55	5	0.69	0	0.00
Combat Arms	2637	2539	96.28	98	3.72	31	1.18	0	0.00	50	1.90	3	0.11	26	0.99	1	0.04
Air Operations - Pilots	1968	1884	95.73	84	4.27	10	0.51	0	0.00	26	1.32	1	0.05	7	0.36	0	0.00
Air Operations	1360	1189	87.43	171	12.57	9	0.66	4	0.29	20	1.47	4	0.29	10	0.74	0	0.00
Aerospace Engineering	943	784	83.14	159	16.86	8	0.85	2	0.21	23	2.44	5	0.53	6	0.64	0	0.00
Engineering	829	737	88.90	92	11.10	4	0.48	1	0.12	38	4.58	4	0.48	5	0.60	0	0.00
Medical and Dental	1107	612	55.28	495	44.72	4	0.51	4	0.51	34	4.34	3	0.38	3	0.38	2	0.26
Chaplaincy	186	161	86.56	25	13.44	0	0.00	1	0.54	4	2.15	1	0.54	2	1.08	0	0.00
Support	3326	2495	75.02	831	24.98	25	0.75	8	0.24	75	2.25	24	0.72	31	0.93	10	0.30
Officer Cadets - Unassigned	79	58	73.42	21	26.58	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	21	21	100.00	0	0.00	2	0.59	5	1.48	4	1.18	1	0.30	2	0.59	0	0.00
TOTAL NUMBER	14484	12300	84.92	2184	15.08	107	0.74	28	0.19	318	2.2	51	0.35	107	0.74	13	0.09

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	3016	2730	90.52	286	9.48	53	1.76	9	0.30	48	1.59	4	0.13	42	1.39	2	0.07
Maintenance - Naval	3498	3392	96.97	106	3.03	63	1.8	0	0.00	51	1.46	3	0.09	46	1.32	1	0.03
Combat Arms	9241	9120	98.69	121	1.31	184	1.99	3	0.03	183	1.98	3	0.03	109	1.18	1	0.01
Air Operations - Transmissions	1252	1111	88.73	141	11.33	13	1.03	4	0.32	21	1.67	2	0.16	16	1.29	1	0.08
Air Technicians	5506	5075	92.17	431	7.83	83	1.51	15	0.27	97	1.76	5	0.09	76	1.38	6	0.11
Military Police	1231	1092	88.71	139	11.29	14	1.14	2	0.16	16	1.3	2	0.16	11	0.89	1	0.08
Operations - General	3021	2588	85.67	433	14.33	48	1.59	16	0.53	52	1.72	10	0.33	47	1.56	3	0.10
Communications and Electronics Maintenance	2378	2222	93.44	156	6.56	45	1.89	8	0.34	62	2.61	9	0.38	26	1.09	1	0.04
Medical	1621	979	60.39	642	39.61	18	1.11	12	0.74	20	1.23	7	0.43	31	1.91	3	0.19
Dental	209	44	21.05	165	78.95	1	0.48	2	0.96	2	0.96	2	0.96	1	0.48	2	0.96
Electrical and Mechanical	3454	3358	97.22	96	2.78	48	1.39	3	0.09	50	1.45	2	0.06	58	1.68	0	0.00
Military Engineers	3037	2967	97.7	70	2.3	72	2.37	1	0.03	54	1.78	0	0.00	48	1.58	3	0.10
Clerical Personnel	3179	1534	48.25	1645	51.75	34	1.07	45	1.42	47	1.48	41	1.29	34	1.07	16	0.50
Music	231	181	78.35	50	21.65	2	0.87	0	0.00	5	2.16	4	1.73	0	0.00	0	0.00
Logistical Support	6387	5013	78.49	1374	21.51	88	1.38	41	0.64	89	1.39	26	0.41	80	1.25	14	0.22
Unknown	79	55	69.62	24	30.38	2	2.53	0	0.00	0	0.00	0	0.00	1	1.27	0	0.00
TOTAL NUMBER	47340	41461	87.58	5879	12.42	768	1.62	161	0.34	797	1.68	120	0.25	626	1.32	54	0.11

SCHEDULE 4
(Sections 23, 25 and 26)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	11	10	90.91	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	529	420	79.4	109	20.6	3	0.57	1	0.19	10	1.89	3	0.57	1	0.19	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	1882	1806	95.96	76	4.04	21	1.12	1	0.05	67	3.56	5	0.27	14	0.74	0	0.00
Air Operations - Pilots	207	199	96.14	8	3.86	1	0.48	0	0.00	1	0.48	0	0.00	3	1.45	0	0.00
Air Operations	67	58	86.57	9	13.43	0	0.00	0	0.00	0	0.00	0	0.00	2	2.99	0	0.00
Aerospace Engineering	31	28	90.32	3	9.68	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	86	79	91.86	7	8.14	0	0.00	0	0.00	1	1.16	1	1.16	3	3.49	0	0.00
Medical and Dental	244	152	62.3	92	37.7	1	0.41	0	0.00	13	5.33	0	0.00	2	0.82	0	0.00
Chaplaincy	144	134	93.06	10	6.94	0	0.00	0	0.00	6	4.17	1	0.69	2	1.39	0	0.00
Support	1435	980	68.29	455	31.71	13	0.91	4	0.28	44	3.07	12	0.84	18	1.25	9	0.63
Officer Unassigned	74	66	89.19	8	10.81	1	1.35	0	0.00	2	2.7	0	0.00	1	1.35	0	0.00
Cadet Instructor Cadre	7375	4498	60.99	2877	39.01	37	0.50	24	0.33	64	0.87	22	0.30	63	0.85	21	0.28
Canadian Rangers	11	11	100.	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	179	136	75.90	43	24.10	2	1.10	0	0.00	1	0.60	0	0.00	2	1.10	0	0.00
TOTAL NUMBER	12275	8577	69.80	3698	30.10	80	0.65	30	0.24	209	1.70	44	0.36	111	0.9	30	0.24

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	2090	1517	72.58	573	27.42	12	0.57	7	0.33	62	2.97	16	0.77	17	0.81	1	0.05
Maintenance - Naval	168	140	83.33	28	16.67	1	0.60	1	0.60	1	0.60	0	0.00	1	0.60	0	0.00
Combat Arms	11589	10770	92.93	819	7.07	116	1.00	20	0.17	539	4.65	40	0.35	98	0.85	4	0.03
Air Operations - Transmissions	102	93	91.18	9	8.82	3	2.94	1	0.98	0	0.00	0	0.00	3	2.94	0	0.00
Air Technicians	557	477	85.64	80	14.36	5	0.90	1	0.18	5	0.90	0	0.00	9	1.62	0	0.00
Military Police	548	452	82.48	96	17.52	8	1.46	2	0.36	16	2.92	6	1.09	2	0.36	1	0.18
Operations - General	1480	1232	83.24	248	16.76	17	1.15	2	0.14	85	5.74	18	1.22	17	1.15	1	0.07
Communications and Electronics Maintenance	283	254	89.75	29	10.25	6	2.12	2	0.71	11	3.89	1	0.35	4	1.41	0	0.00
Medical	1058	624	58.98	434	41.02	6	0.57	5	0.47	54	5.1	18	1.7	5	0.47	4	0.38
Dental	8	3	37.5	5	62.5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	779	739	94.87	40	5.13	13	1.67	0	0.00	37	4.75	2	0.26	12	1.54	0	0.00
Military Engineers	1399	1323	94.57	76	5.43	12	0.86	0	0.00	73	5.22	5	0.36	13	0.93	1	0.07
Clerical Personnel	2165	690	31.87	1475	68.13	8	0.37	29	1.34	55	2.54	51	2.36	10	0.46	18	0.83
Music	924	544	58.87	380	41.13	3	0.32	4	0.43	18	1.95	8	0.87	6	0.65	1	0.11
Logistical Support	2443	1788	73.19	655	26.81	18	0.74	13	0.53	75	3.07	20	0.82	38	1.56	11	0.45
Canadian Rangers	3969	3361	84.68	608	15.32	881	22.2	167	4.21	26	0.66	3	0.08	53	1.34	5	0.13
Unknown	182	147	80.76	35	19.24	3	1.65	1	0.55	3	1.65	2	1.11	3	1.65	0	0.00
TOTAL NUMBER	29744	24154	81.20	5590	18.80	1112	3.70	255	0.86	1060	3.56	190	0.64	291	0.98	47	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 Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	82	78	95.12	4	4.88	1	1.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	1758	1520	86.46	238	13.54	14	0.80	3	0.17	29	1.65	4	0.23	11	0.63	0	0.00
Maritime Engineering	728	652	89.56	76	10.44	2	0.27	1	0.14	25	3.43	4	0.55	5	0.69	0	0.00
Combat Arms	4519	4345	96.15	174	3.85	174	3.85	1	0.02	117	2.59	8	0.18	40	0.89	1	0.02
Air Operations - Pilots	2175	2083	95.77	92	4.23	11	0.51	0	0.00	27	1.24	1	0.05	10	0.46	0	0.00
Air Operations	1427	1247	87.39	180	12.61	9	0.63	4	0.28	20	1.40	4	0.28	12	0.84	0	0.00
Aerospace Engineering	974	812	83.37	162	16.63	8	0.82	2	0.21	23	2.36	5	0.51	6	0.62	0	0.00
Engineering	915	816	89.18	99	10.82	4	0.44	1	0.11	39	4.26	5	0.55	8	0.87	0	0.00
Medical and Dental	1351	764	56.55	587	43.45	5	0.37	4	0.30	47	3.48	3	0.22	5	0.37	2	0.15
Chaplaincy	330	295	89.39	35	10.61	0	0.00	1	0.30	10	3.03	2	0.61	4	1.21	0	0.00
Support	4761	3475	72.99	1286	27.01	38	0.80	12	0.25	119	2.50	36	0.76	49	1.03	19	0.40
Officer Cadets - Unassigned	153	124	81.05	29	18.95	1	0.65	0	0.00	2	1.31	0	0.00	1	0.65	0	0.00
Cadet Instructor Cadre	7375	4498	60.99	2877	39.01	37	0.50	24	0.33	64	.87	22	0.30	63	0.85	21	0.28
Canadian Rangers	11	11	100.	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	200	157	78.50	43	21.50	4	2.00	5	2.50	5	2.50	1	0.50	4	2.00	0	0.00
TOTAL NUMBER	26759	20877	78.02	5882	21.98	309	1.15	58	0.22	527	1.97	95	0.36	218	0.81	43	0.16

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	5106	4247	83.18	859	16.82	65	1.27	16	0.31	110	2.15	20	0.39	59	1.16	3	0.06
Maintenance - Naval	3666	3532	96.34	134	3.66	64	1.75	1	0.03	52	1.42	3	0.08	47	1.28	1	0.03
Combat Arms	20830	19890	95.49	940	4.51	300	1.44	23	0.11	722	3.47	43	0.21	207	0.99	5	0.02
Air Operations - Transmissions	1354	1204	88.92	150	11.08	16	1.18	5	0.37	21	1.55	2	0.15	19	1.40	1	0.07
Air Technicians	6063	5552	91.57	511	8.43	88	1.45	16	0.26	102	1.68	5	0.08	85	1.40	6	0.10
Military Police	1779	1544	86.79	235	13.21	22	1.24	4	0.22	32	1.80	8	0.45	12	0.67	2	0.11
Operations - General	4501	3820	84.87	681	15.13	65	1.44	18	0.40	137	3.04	28	0.62	64	1.42	4	0.09
Communications and Electronics Maintenance	2661	2476	93.05	185	6.95	51	1.92	10	0.38	73	2.74	10	0.38	30	1.13	1	0.04
Medical	2679	1603	59.84	1076	40.16	24	0.90	17	0.63	74	2.76	25	0.93	36	1.34	7	0.26
Dental	217	47	21.66	170	78.34	1	0.46	2	0.92	2	0.92	2	0.92	1	0.46	2	0.92
Electrical and Mechanical	4233	4097	96.79	136	3.21	61	1.44	3	0.07	87	2.06	4	0.09	70	1.65	0	0.00
Military Engineers	4436	4290	96.71	146	3.29	84	1.89	1	0.02	127	2.86	5	0.11	61	1.38	4	0.09
Clerical Personnel	5344	2224	41.62	3120	58.38	42	0.79	74	1.38	102	1.91	92	1.72	44	0.82	34	0.64
Music	1155	725	62.77	430	37.23	5	0.43	4	0.35	23	1.99	2	0.17	6	0.52	1	0.09
Logistical Support	8830	6801	77.02	2029	22.98	106	1.20	54	0.61	164	1.86	46	0.52	118	1.34	25	0.28
Canadian Rangers	3969	3361	84.68	608	15.32	881	22.20	167	4.21	26	0.66	3	0.08	53	1.34	5	0.13
Unknown	261	202	77.39	59	22.61	5	1.92	1	0.38	3	1.15	2	0.77	4	1.53	0	0.00
TOTAL NUMBER	77084	65615	85.12	11469	14.88	1880	2.44	416	0.54	1857	2.41	300	0.39	916	1.19	101	0.13

SCHEDULE 6
(Sections 23 and 27)

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

Ranks	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General	2	2	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-General	12	12	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Major-General	21	21	100.	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Brigadier General	42	39	92.86	3	7.14	0	0.00	0	0.00	0	0.00	0	0.00	1	2.38	0	0.00
Colonel	318	306	96.23	12	3.77	4	1.26	0	0.00	2	0.63	0	0.00	2	0.63	0	0.00
Lieutenant-Colonel	1089	1018	93.48	71	6.52	8	0.73	0	0.00	18	1.65	2	0.18	13	1.19	1	0.09
Major	3198	2866	89.62	332	10.38	22	0.69	2	0.06	57	1.78	6	0.19	31	0.97	3	0.09
Captain	5876	4938	84.04	938	15.96	54	0.91	15	0.26	138	2.35	26	0.44	47	0.80	7	0.12
Lieutenant	914	695	76.04	219	23.96	7	0.77	4	0.44	29	3.17	3	0.33	9	0.98	0	0.00
Second Lieutenant	1115	940	84.3	175	15.7	7	0.63	0	0.00	28	2.51	3	0.27	3	0.27	0	0.00
Officer Cadet	1897	1462	77.07	435	22.93	4	0.21	7	0.37	46	2.42	11	0.58	1	0.05	2	0.11
TOTAL NUMBER	14484	12299	84.90	2185	15.10	107	0.74	28	0.19	318	1.29	51	0.35	107	0.74	13	0.09

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

Ranks	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	630	604	95.87	26	4.13	13	2.06	1	0.16	6	0.95	0	0.00	4	0.63	0	0.00
Master Warrant Officer	1827	1721	94.2	106	5.8	33	1.81	4	0.22	15	0.82	0	0.00	25	1.37	5	0.27
Warrant Officer	3579	3301	92.23	278	7.77	49	1.37	6	0.17	42	1.17	0	0.00	82	2.29	1	0.03
Sergeant	6566	5821	88.65	745	11.35	121	1.84	14	0.21	69	1.05	14	0.21	106	1.61	9	0.14
Master Corporal (by Appointment)	8306	7212	86.83	1094	13.17	145	1.75	48	0.58	126	1.52	21	0.25	136	1.64	20	0.24
Corporal	16528	14279	86.39	2249	13.61	271	1.64	58	0.35	369	2.23	63	0.38	237	1.43	18	0.11
Private	9904	8523	86.06	1381	13.94	136	1.37	30	0.30	170	1.72	22	0.22	36	0.36	1	0.01
TOTAL NUMBER	47340	41461	87.60	5879	12.40	768	1.62	161	0.34	797	1.68	120	0.25	626	1.32	54	0.11

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	1	1	100.	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.	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	57	53	92.98	4	7.02	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-Colonel	405	377	93.09	28	6.91	4	0.99	0	0.00	7	1.73	0	0.00	6	1.48	0	0.00
Major	1209	1041	86.1	168	13.9	13	1.08	0	0.00	14	1.16	2	0.17	22	1.82	5	0.41
Captain	4889	3503	71.65	1386	28.35	34	0.70	14	0.29	91	1.86	18	0.37	60	1.23	16	0.33
Lieutenant	2141	1338	62.49	803	37.51	18	0.84	9	0.42	42	1.96	9	0.42	15	0.70	4	0.19
Second Lieutenant	2064	1304	63.18	760	36.82	5	0.24	3	0.15	39	1.89	7	0.34	6	0.29	5	0.24
Officer Cadet	1494	946	63.32	548	36.68	6	0.40	4	0.27	16	1.07	9	0.60	3	0.20	0	0.00
TOTAL NUMBER	12275	8577	69.87	3698	30.13	80	0.65	30	0.24	209	1.70	45	0.37	112	0.91	30	0.24

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	249	236	94.78	13	5.22	2	0.80	0	0.00	5	2.01	1	0.40	5	2.01	0	0.00
Master Warrant Officer	578	513	88.75	65	11.25	7	1.21	2	0.35	10	1.73	2	0.35	11	1.9	0	0.00
Warrant Officer	1004	851	84.76	153	15.24	17	1.69	2	0.20	25	2.49	3	0.30	19	1.89	1	0.10
Sergeant	2752	2178	79.14	574	20.86	72	2.62	21	0.76	74	2.69	22	0.80	38	1.38	10	0.36
Master Corporal (by Appointment)	3008	2276	75.66	732	24.34	99	3.29	20	0.66	116	3.86	25	0.83	33	1.10	7	0.23
Corporal	9275	7170	77.3	2105	22.7	200	2.16	50	0.54	456	4.92	89	0.96	103	1.11	20	0.22
Private	12878	10930	84.87	1948	15.13	715	5.55	160	1.24	374	2.9	48	0.37	82	0.64	9	0.07
TOTAL NUMBER	29744	24154	81.20	5590	18.79	1112	3.74	255	0.86	1060	3.56	190	0.64	291	0.98	47	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 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	97	80	82.47	17	17.53	1	1.03	0	0.00	2	2.06	0	0.00	0	0.00	0	0.00
Maritime Engineering	37	31	83.78	6	16.22	0	0.00	0	0.00	2	5.41	1	2.7	0	0.00	0	0.00
Combat Arms	239	215	89.96	24	10.04	2	.84	0	0.00	6	2.51	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	151	135	89.4	16	10.6	1	.66	0	0.00	4	2.65	0	0.00	0	0.00	0	0.00
Air Operations	54	42	77.78	12	22.22	0	0.00	0	0.00	2	3.7	1	1.85	0	0.00	0	0.00
Aerospace Engineering	34	27	79.41	7	20.59	0	0.00	0	0.00	1	2.94	0	0.00	0	0.00	0	0.00
Engineering	67	63	94.03	4	5.97	0	0.00	0	0.00	2	2.99	0	0.00	0	0.00	0	0.00
Medical and Dental	41	23	56.1	18	43.9	0	0.00	1	2.44	3	7.32	0	0.00	0	0.00	0	0.00
Chaplaincy	11	9	81.82	2	18.18	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Support	125	90	72.	35	28.	1	.8	2	1.6	9	7.2	2	1.6	0	0.00	0	0.00
Unknown	31	8	25.81	23	74.19	1	3.23	1	3.23	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	887	723	81.51	164	18.49	6	0.68	4	0.45	32	3.61	4	0.45	0	0.00	0	0.00

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	191	164	85.86	27	14.14	1	0.52	1	0.52	4	2.09	0	0.00	0	0.00	0	0.00
Maintenance - Naval	159	151	94.97	8	5.03	1	0.63	0	0.00	4	2.52	0	0.00	1	0.63	0	0.00
Combat Arms	1280	1253	97.89	27	2.11	22	1.72	3	0.23	25	1.95	1	0.08	1	0.08	0	0.00
Air Operations - Transmissions	25	20	80.00	5	20.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	364	326	89.56	38	10.44	1	0.27	1	0.27	6	1.65	0	0.00	1	0.27	0	0.00
Military Police	74	64	86.49	10	13.51	2	2.70	0	0.00	1	1.35	0	0.00	0	0.00	0	0.00
Operations - General	248	196	79.03	52	20.97	2	0.81	1	0.40	5	2.02	2	0.81	1	0.40	0	0.00
Communications and Electronics Maintena	162	145	89.51	17	10.49	3	1.85	0	0.00	6	3.70	1	0.62	1	0.62	0	0.00
Medical	154	71	46.10	83	53.9	0	0.00	1	0.65	1	0.65	0	0.00	1	0.65	0	0.00
Dental	7	0	0.00	7	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	304	289	95.07	15	4.93	2	0.66	0	0.00	6	1.97	1	0.33	0	0.00	0	0.00
Military Engineers	384	365	95.05	19	4.95	5	1.30	0	0.00	5	1.30	1	0.26	0	0.00	0	0.00
Clerical Personnel	106	27	25.47	79	74.53	1	0.94	1	0.94	3	2.83	3	2.83	0	0.00	0	0.00
Music	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
Logistical Support	451	277	61.42	174	38.58	4	0.89	0	0.00	6	1.33	4	0.89	0	0.00	0	0.00
Unknown	4	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	3915	3352	85.62	563	14.38	45	1.15	8	0.20	72	1.84	13	0.33	6	0.15	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 Number	Men		Women		Men		Women		Men		Women		Men		Women	
		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
Naval Operations	42	33	78.57	9	21.43	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	165	151	91.52	14	8.48	3	1.82	0	0.00	6	3.64	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	4	4	100	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	1	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	6	6	100	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
Medical & Dental	15	9	60	6	40	0	0.00	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00
Chaplaincy	17	16	94.12	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	82	54	65.85	28	34.15	0	0.00	0	0.00	4	4.88	3	3.66	0	0.00	1	1.22
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
Cadet Instructor Cadre	643	330	51.32	313	48.68	2	.31	3	.47	0	0.00	3	.47	2	.31	0	0.00
Officer 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
Military Engineers	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	12	12	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	987	616	62.41	371	37.59	5	0.51	3	0.30	12	1.22	6	0.61	2	0.20	1	0.10

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	289	217	75.09	72	24.91	0	0.00	0	0.00	6	2.08	1	.35	0	0.00	0	0.00
Maintenance - Naval	5	3	60	2	40	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	2753	2535	92.08	218	7.92	14	.51	6	.22	114	4.14	8	.29	7	.25	0	0.00
Air Operations - Transmissions	1	1	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	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
Military Police	146	114	78.08	32	21.92	1	.68	1	.68	3	2.05	2	1.37	0	0.00	0	0.00
Operations - General	204	163	79.9	41	20.1	0	0.00	0	0.00	11	5.39	1	.49	1	.49	0	0.00
Communications and Electronics Maintenance	13	11	84.62	2	15.38	0	0.00	0	0.00	3	23.08	0	0.00	0	0.00	0	0.00
Medical	92	57	61.96	35	38.04	0	0.00	0	0.00	3	3.26	2	2.17	0	0.00	0	0.00
Dental	2	0	0.00	2	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	125	118	94.4	7	5.6	2	1.6	0	0.00	5	4	0	0.00	0	0.00	0	0.00
Military Engineers	310	294	94.84	16	5.16	0	0.00	0	0.00	13	4.19	1	.32	1	.32	0	0.00
Clerical Personnel	165	84	50.91	81	49.09	0	0.00	1	.61	5	3.03	1	.61	0	0.00	1	.61
Music	89	48	53.93	41	46.07	0	0.00	0	0.00	1	1.12	1	1.12	2	2.25	0	0.00
Logistical Support	361	282	78.12	79	21.88	1	.28	0	0.00	12	3.32	1	.28	0	0.00	0	0.00
Canadian Rangers	99	71	71.72	28	28.28	5	5.05	1	1.01	0	0.00	0	0.00	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 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
NCM 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	84	58	69.05	26	30.95	1	1.19	1	1.19	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	4741	4058	85.59	683	14.41	24	0.51	10	0.21	176	3.71	18	0.38	11	0.23	1	0.02

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	21	20	95.24	1	4.76	1	4.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	186	162	87.1	24	12.9	1	0.54	0	0.00	5	2.69	0	0.00	0	0.00	0	0.00
Maritime Engineering	126	110	87.3	16	12.7	1	0.79	1	0.79	4	3.17	0	0.00	2	1.59	0	0.00
Combat Arms	456	430	94.3	26	5.7	7	1.54	0	0.00	14	3.07	0	0.00	4	0.88	0	0.00
Air Operations - Pilots	223	211	94.62	12	5.38	1	0.45	0	0.00	4	1.79	0	0.00	0	0.00	0	0.00
Air Operations	189	149	78.84	40	21.16	1	0.53	2	1.06	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	164	134	81.71	30	18.29	3	1.83	0	0.00	3	1.83	0	0.00	1	0.61	0	0.00
Engineering	164	144	87.8	20	12.2	1	0.63	0	0.00	10	6.1	2	1.22	0	0.00	0	0.00
Medical and Dental	150	100	66.67	50	33.33	0	0.00	2	1.33	9	6.	0	0.00	1	0.67	0	0.00
Chaplaincy	15	11	73.33	4	26.67	0	0.00	0	0.00	0	0.00	0	0.00	1	6.67	0	0.00
Support	605	449	74.21	156	25.79	5	0.83	2	0.33	19	3.14	3	0.50	3	0.50	1	0.17
Officer Cadets - Unassigned	5	3	60.	2	40.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	102	50	49.00	52	51.00	0	0.00	1	0.98	2	1.96	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2406	1973	82.00	433	18.00	21	0.87	8	0.33	70	2.91	5	0.21	12	0.50	1	0.04

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	754	674	89.39	80	10.61	8	1.06	5	0.66	15	1.99	1	0.13	4	0.53	1	0.13
Maintenance - Naval	836	810	96.89	26	3.11	15	1.79	0	0.00	16	1.91	0	0.00	7	0.84	0	0.00
Combat Arms	2730	2693	98.64	37	1.36	51	1.87	3	0.11	57	2.09	1	0.04	19	0.70	0	0.00
Air Operations - Transmissions	264	231	87.5	33	12.5	3	1.14	1	0.38	2	0.76	0	0.00	0	0.00	0	0.00
Air Technicians	1183	1077	91.04	106	8.96	15	1.27	6	0.51	28	2.37	1	0.08	11	0.93	1	0.08
Military Police	217	187	86.18	30	13.82	2	0.82	0	0.00	1	0.46	0	0.00	1	0.46	1	0.46
Operations - General	760	669	88.03	91	11.97	15	1.97	1	0.13	10	1.32	2	0.26	10	1.32	0	0.00
Communications and Electronics Maintenance	600	561	93.5	39	6.5	10	1.67	0	0.00	16	2.67	0	0.00	4	0.67	0	0.00
Medical	451	244	54.1	207	45.9	4	0.89	6	1.33	3	0.67	3	0.67	5	1.11	1	.22
Dental	31	4	12.9	27	87.1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	899	875	97.33	24	2.67	12	1.33	0	0.00	17	1.89	1	0.11	9	1.00	0	0.00
Military Engineers	811	786	96.92	25	3.08	11	1.36	0	0.00	19	2.34	1	0.12	9	1.11	0	0.00
Clerical Personnel	913	343	37.57	570	62.43	9	0.99	16	1.75	13	1.42	21	2.3	6	0.66	1	0.11
Music	19	13	68.42	6	31.58	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00
Logistical Support	1702	1258	73.91	444	26.09	15	0.88	13	0.76	20	1.18	10	0.59	14	0.82	1	0.06
Unknown	30	21	68.97	9	31.03	0	0.00	0	0.00	1	3.45	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	12200	10446	85.62	1754	14.38	170	1.39	51	0.42	219	1.80	41	0.34	99	0.81	6	0.05

SCHEDULE 11
(Sections 23, 26 and 28)

PART 1

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	1	1	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	84	66	78.57	18	21.43	1	1.19	0	0.00	1	1.19	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	305	289	94.75	16	5.25	2	0.66	0	0.00	9	2.95	2	0.66	3	0.98	0	0.00
Air Operations - Pilots	20	20	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	13	12	92.31	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	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
Engineering	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
Medical and Dental	48	22	45.83	26	54.17	0	0.00	0	0.00	3	6.25	0	0.00	0	0.00	0	0.00
Chaplaincy	7	7	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00
Support	278	187	67.27	91	32.73	2	0.72	0	0.00	8	2.88	3	1.08	4	1.44	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
Cadet Instructor Cadre	2179	1232	56.54	947	43.46	5	0.23	5	0.23	17	0.78	7	0.32	19	0.87	3	0.14
Canadian Rangers	1	1	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	42	37	88.09	5	11.91	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	3002	1895	63.12	1107	36.88	10	0.33	5	0.17	38	1.27	12	0.40	27	0.90	3	0.10

PART 2

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	368	275	74.73	93	25.27	3	0.82	0	0.00	6	1.63	0	0.00	1	0.27	0	0.00
Maintenance -- Naval	16	13	81.25	3	18.75	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00
Combat Arms	1688	1583	93.78	105	6.22	21	1.24	1	0.06	81	4.80	4	0.24	11	0.65	0	0.00
Air Operations - Transmissions	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
Air Technicians	72	65	90.28	7	9.72	0	0.00	0	0.00	0	0.00	0	0.00	2	2.78	0	0.00
Military Police	69	59	85.51	10	14.49	2	2.90	1	1.45	2	2.90	0	0.00	0	0.00	1	1.45
Operations - General	475	407	85.68	68	14.32	5	1.05	1	0.21	37	7.79	6	1.26	7	1.47	0	0.00
Communications and Electronics Maintenance	65	55	84.62	10	15.38	2	3.08	1	1.54	5	7.69	0	0.00	1	1.54	0	0.00
Medical	155	95	61.29	60	38.71	3	1.94	1	0.65	5	3.23	0	0.00	0	0.00	2	1.29
Dental	4	0	0.00	4	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	82	81	98.78	1	1.22	2	2.44	0	0.00	2	2.44	0	0.00	3	3.66	0	0.00
Military Engineers	207	193	93.24	14	6.76	1	0.48	0	0.00	8	3.86	1	0.48	1	0.48	0	0.00
Clerical Personnel	290	112	38.62	178	61.38	2	0.69	2	0.69	9	3.10	5	1.72	1	0.34	0	0.00
Music	119	61	51.26	58	48.74	2	1.68	1	0.84	3	2.52	1	0.84	0	0.00	0	0.00
Logistical Support	319	243	76.18	76	23.82	3	0.94	1	0.31	12	3.76	2	0.63	3	0.94	0	0.00
Canadian Rangers	94	84	89.36	10	10.64	20	21.28	4	4.26	0	0.00	0	0.00	1	1.06	0	0.00
Unknown	16	16	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	4061	3363	82.81	698	17.19	67	1.65	13	0.32	171	4.21	19	0.47	31	0.76	3	0.07

SCHEDULE 12
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	1	1	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	145	121	83.45	24	16.55	1	0.69	0	0.00	2	1.38	0	0.00	0	0.00	0	0.00
Maritime Engineering	93	82	88.17	11	11.83	1	1.08	0	0.00	6	6.45	1	1.08	1	1.08	0	0.00
Combat Arms	436	406	93.12	30	6.88	7	1.61	0	0.00	9	2.06	0	0.00	4	0.92	0	0.00
Air Operations - Pilots	282	265	93.97	17	6.03	1	0.35	0	0.00	6	2.13	0	0.00	0	0.00	0	0.00
Air Operations	138	115	83.33	23	16.67	2	1.45	0	0.00	4	2.90	1	0.72	1	0.72	0	0.00
Aerospace Engineering	77	65	84.42	12	15.58	1	1.30	1	1.30	2	2.60	1	1.30	1	1.30	0	0.00
Engineering	119	110	92.44	9	7.56	1	0.84	0	0.00	4	3.36	0	0.00	0	0.00	0	0.00
Medical and Dental	105	72	68.57	33	31.43	0	0.00	1	0.95	7	6.67	0	0.00	0	0.00	0	0.00
Chaplaincy	31	28	90.32	3	9.68	0	0.00	0	0.00	1	3.23	0	0.00	0	0.00	0	0.00
Support	439	300	68.34	139	31.66	4	0.91	3	0.68	16	3.64	6	1.37	3	0.68	0	0.00
Officer Cadets - Unassigned	1	1	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	74	40	54.05	34	45.95	1	1.35	1	1.35	1	1.35	0	0.00	1	0.00	0	0.00
TOTAL NUMBER	1941	1606	82.74	335	17.26	19	0.98	6	0.31	58	2.99	9	0.46	11	0.57	0	0.0

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	589	534	90.66	55	9.34	8	1.36	2	0.34	10	1.70	1	0.17	7	1.19	0	0.00
Maintenance - Naval	589	567	96.26	22	3.74	5	0.85	0	0.00	12	2.04	1	0.17	16	2.72	0	0.00
Combat Arms	2605	2559	98.23	46	1.77	61	2.34	3	0.12	61	2.34	2	0.08	14	0.54	0	0.00
Air Operations - Transmissions	115	97	84.35	18	15.65	2	1.74	0	0.00	3	2.61	0	0.00	0	0.00	0	0.00
Air Technicians	882	807	91.5	75	8.50	10	1.13	3	0.34	25	2.83	0	0.00	4	0.45	1	0.11
Military Police	245	208	84.9	37	15.10	1	0.41	1	0.41	3	1.22	0	0.00	1	0.41	0	0.00
Operations -- General	682	571	83.72	111	16.28	13	1.91	5	0.73	10	1.47	3	0.44	8	1.17	0	0.00
Communications and Electronics Maintenance	380	347	91.32	33	8.68	5	1.32	0	0.00	18	4.74	3	0.79	3	0.79	0	0.00
Medical	420	235	55.95	185	44.05	3	0.71	3	0.71	2	0.48	1	0.24	7	1.67	0	0.00
Dental	32	2	6.25	30	93.75	0	0.00	0	0.00	1	3.13	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	659	638	96.81	21	3.19	8	1.21	0	0.00	16	2.43	1	0.15	6	0.91	0	0.00
Military Engineers	812	783	96.43	29	3.57	21	2.59	0	0.00	16	1.97	1	0.12	4	0.49	0	0.00
Clerical Personnel	489	215	43.97	274	56.03	4	0.82	6	1.23	14	2.86	7	1.43	5	1.02	3	0.61
Music	47	32	68.09	15	31.91	0	0.00	0	0.00	1	2.13	0	0.00	0	0.00	0	0.00
Logistical Support	1363	996	73.07	367	26.93	13	0.95	7	0.51	24	1.76	9	0.66	15	1.10	1	0.07
Unknown	52	48	92.31	4	7.69	0	0.00	1	2.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	9961	8639	86.73	1322	13.27	154	1.55	31	0.31	216	2.17	29	0.29	90	0.90	5	0.05

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 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	55	47	85.45	8	14.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Maritime Engineering	4	4	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	168	157	93.45	11	6.55	4	2.38	0	0.00	6	3.57	0	0.00	1	0.60	0	0.00
Air Operations - Pilots	15	14	93.33	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	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
Aerospace Engineering	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
Engineering	13	11	84.62	2	15.38	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00
Medical and Dental	23	12	52.17	11	47.83	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00
Chaplaincy	17	16	94.12	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	117	82	70.09	35	29.91	0	0.00	0	0.00	5	4.27	3	2.56	1	0.85	1	0.85
Cadet Instructor Cadre	695	373	53.67	322	46.33	2	0.29	3	0.43	1	0.14	3	0.43	3	0.43	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	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
TOTAL NUMBER	1143	743	65.0	400	35.0	6	0.52	3	0.26	14	1.22	6	0.52	5	0.44	1	0.09

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	298	227	76.17	71	23.83	1	0.34	0	0.00	6	2.01	1	0.34	0	0.00	0	0.00
Maintenance - Naval	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
Combat Arms	2900	2669	92.03	231	7.97	19	0.66	6	0.21	115	3.97	9	0.31	8	0.28	0	0.00
Air Operations - Transmissions	23	21	91.3	2	8.7	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	58	52	89.66	6	10.34	1	1.72	0	0.00	0	0.00	0	0.00	1	1.72	0	0.00
Military Police	155	122	78.71	33	21.29	1	0.65	1	0.65	3	1.94	2	1.29	0	0.00	0	0.00
Operations - General	218	173	79.36	45	20.64	0	0.00	0	0.00	10	4.59	1	0.46	1	0.46	0	0.00
Communications and Electronics Maintenance	21	17	80.95	4	19.05	0	0.00	0	0.00	3	14.29	0	0.00	0	0.00	0	0.00
Medical	97	61	62.89	36	37.11	0	0.00	0	0.00	3	3.09	2	2.06	0	0.00	0	0.00
Dental	2	0	0.00	2	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	137	130	94.89	7	5.11	2	1.46	0	0.00	5	3.65	0	0.00	1	0.73	0	0.00
Military Engineers	339	322	94.99	17	5.01	0	0.00	0	0.00	13	3.83	1	0.29	1	0.29	0	0.00
Clerical Personnel	209	104	49.76	105	50.24	3	1.44	2	0.96	7	3.35	1	0.48	0	0.00	1	0.48
Music	93	55	59.14	38	40.86	1	1.08	0	0.00	1	1.08	1	1.08	2	2.15	0	0.00
Logistical Support	411	316	76.89	95	23.11	0	0.00	0	0.00	12	2.92	1	0.24	1	0.24	0	0.00
Canadian Rangers	40	35	87.5	5	12.5	5	12.5	1	2.50	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	114	87	76.32	27	23.68	5	4.38	1	0.88	1	0.88	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	5124	4398	85.83	726	14.17	39	0.76	11	0.21	179	3.49	19	0.37	15	0.29	1	0.02

SCHEDULE 14
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	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	40	32	80.00	8	20.00	0	0.00	0	0.00	2	5.00	0	0.00	0	0.00	0	0.00
Maritime Engineering	15	15	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	20.00	0	0.00
Combat Arms	100	90	90.00	10	10.00	0	0.00	0	0.00	2	2.00	0	0.00	1	1.00	0	0.00
Air Operations - Pilots	28	27	96.43	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00	1	3.57	0	0.00
Air Operations	23	20	86.96	3	13.04	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	22	15	68.18	7	31.82	0	0.00	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00
Engineering	31	29	93.55	2	6.45	0	0.00	0	0.00	1	3.23	0	0.00	0	0.00	0	0.00
Medical and Dental	21	14	66.67	7	33.33	1	4.76	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00
Chaplaincy	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
Support	69	55	79.71	14	20.29	1	1.45	0	0.00	6	8.70	0	0.00	1	1.45	0	0.00
Officer Cadets - Unassigned	4	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	20	4	20.00	16	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	377	308	81.70	69	18.30	3	0.80	0	0.00	12	3.18	1	0.27	6	1.59	0	0.00

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	117	106	90.6	11	9.4	3	2.56	0	0.00	1	0.85	0	0.00	1	0.85	0	0.00
Maintenance - Naval	108	106	98.15	2	1.85	1	0.93	0	0.00	5	4.63	0	0.00	2	1.85	0	0.00
Combat Arms	622	607	97.59	15	2.41	17	2.73	1	0.16	5	0.80	0	0.00	20	3.22	0	0.00
Air Operations - Transmissions	22	19	86.36	3	13.64	0	0.00	0	0.00	0	0.00	0	0.00	3	13.64	0	0.00
Air Technicians	129	117	90.7	12	9.3	2	1.55	0	0.00	0	0.00	0	0.00	5	3.88	2	1.55
Military Police	43	38	88.37	5	11.63	0	0.00	0	0.00	2	4.65	0	0.00	2	4.65	0	0.00
Operations - General	122	104	85.25	18	14.75	0	0.00	0	0.00	2	1.64	0	0.00	6	4.92	0	0.00
Communications and Electronics Maintenance	58	52	89.66	6	10.34	0	0.00	1	1.72	0	0.00	1	1.72	2	3.45	0	0.00
Medical	64	35	54.69	29	45.31	1	1.56	0	0.00	1	1.56	3	4.69	0	0.00	0	0.00
Dental	9	3	33.33	6	66.67	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00
Electrical and Mechanical	133	132	99.25	1	.75	1	0.75	0	0.00	1	0.75	0	0.00	10	7.52	0	0.00
Military Engineers	141	136	96.45	5	3.55	4	2.84	0	0.00	1	0.71	0	0.00	8	5.67	0	0.00
Clerical Personnel	92	47	51.09	45	48.91	0	0.00	0	0.00	1	1.09	1	1.09	2	2.17	1	1.09
Music	4	4	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	228	179	78.51	49	21.49	1	0.44	0	0.00	1	0.44	0	0.00	4	1.75	2	0.88
Unknown	2	2	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	1894	1687	89.07	207	10.93	30	1.58	2	0.11	20	1.06	5	0.26	66	3.48	5	0.26

SCHEDULE 15
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	9	6	66.67	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	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
Air Operations - Pilots	5	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.	0	0.00
Aerospace Engineering	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
Medical and Dental	16	12	75.00	4	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	42	35	83.33	7	16.67	0	0.00	0	0.00	2	4.76	1	2.38	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
Cadet Instructor Cadre	274	175	63.87	99	36.13	0	0.00	0	0.00	1	0.36	0	0.00	3	1.09	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	11	8	72.73	3	27.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	427	307	71.90	120	28.10	1	0.23	0	0.00	7	1.64	1	0.23	4	0.94	0	0.00

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	84	60	71.43	24	28.57	0	0.00	0	0.00	3	3.57	0	0.00	0	0.00	0	0.00
Maintenance - Naval	8	7	87.5	1	12.5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	1162	1067	91.82	95	8.18	10	0.86	2	0.17	29	2.5	1	0.09	6	0.52	0	0.00
Air Operations - Transmissions	2	2	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	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
Military Police	63	46	73.02	17	26.98	0	0.00	0	0.00	3	4.76	0	0.00	0	0.00	0	0.00
Operations - General	113	96	84.96	17	15.04	1	0.88	0	0.00	4	3.54	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	23	22	95.65	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	1	4.35	0	0.00
Medical	86	47	54.65	39	45.35	1	1.16	1	1.16	3	3.49	1	1.16	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	51	49	96.08	2	3.92	0	0.00	0	0.00	1	1.96	0	0.00	1	1.96	0	0.00
Military Engineers	154	144	93.51	10	6.49	2	1.3	0	0.00	6	3.9	0	0.00	1	0.65	0	0.00
Clerical Personnel	61	25	40.98	36	59.02	0	0.00	0	0.00	1	1.64	0	0.00	0	0.00	2	3.28
Music	34	21	61.76	13	38.24	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	119	95	79.83	24	20.17	1	0.84	0	0.00	2	1.68	1	0.84	2	1.68	0	0.00
Support	1	0	0.00	1	100.	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Canadian Rangers	234	204	87.18	30	12.82	40	17.09	8	3.42	0	0.00	2	.85	4	1.71	1	0.43
Unknown	38	26	68.42	12	31.58	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2248	1924	85.59	324	14.41	55	2.45	11	0.49	52	2.31	5	0.22	15	0.67	3	0.13