



National  
Defence

Défense  
nationale

**CANADIAN FORCES**  
**EMPLOYMENT EQUITY REPORT**  
**2006 – 2007**



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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.

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 towards these priorities by the CF for the FY 2006 – 2007.

## **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** is 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. 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).

## **Advisory Groups (AGs)**

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).

AGs are volunteer organizations each co-chaired by an elected 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  
*Vice-Admiral D.W. Robertson, Chief of the Maritime 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. It exerts a pivotal role in facilitating the implementation of CF diversity as an organizational strategy through its key stakeholders, recruiters, public affairs (PA) and environmental commands (Navy, Army and Air Force). DHRD 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 Employment Equity Act**

### **CHRC Audit**

In June 2005, the Canadian Forces was notified that the CHRC would be initiating an audit in fall 2005. The audit took place from the fall of 2005, to Spring 2007. The report was delivered in February 2008. The CF were compliant on 7 of 9 items. Two undertakings are required to address workforce analysis methodology and the establishment of 3-year short-term goals.

### **Self-Identification**

The CF Self Identification (ID) census was initiated in 2001 and the overall response rate has improved to over 80%. In fall 2006, a change was made to the procedure for new enrollees to complete the form. Instead of having the self-identification form completed at the recruiting centres, all new regular force personnel attending Basic Officer and Basic NCM training are given the form to complete immediately following the classes on Human Rights and Diversity. This effort has resulted in an increased response and self-identification rate. Efforts continue to increase the response rate of the Reserve Force.

### **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 17%

Visible Minorities 2.9%

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, Rank and CF component.

### **CF Employment Systems Review**

The goal of the CF Employment Systems Review (CF ESR) was the identification and removal of barriers to employment opportunities for members of the four designated Employment Equity groups. The CF ESR included all employment systems, policies and practices relating to recruitment, retention, postings, training, professional development, termination and reasonable accommodation in the CF. Consultations and visits to 15 Canadian Forces locations were conducted in 2004 and the final report delivered December 2004. The report and the recommendations have been reviewed, and they are incorporated into the new CF Employment Equity Plan (CF EE Plan), promulgated in March 2007.

## **Accountability and Monitoring**

As required by the CF EE Plan 2007, Groups and Commands report annually 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.
- Groups and Commands have participated in career fairs and coordinated commemorative events both at National Defence Headquarters and at locations across Canada. Celebrated at some of these events were International Women's Day, International Day for the Elimination of Racial Discrimination, International Day for Persons with Disabilities and Aboriginal Awareness Week. Other events included Black History Month, Women's History Month, Asian Heritage Month and African Heritage Month. Commemorative events help to sensitize employees to diversity issues, promote and support diversity and encourage employees to volunteer to work on diversity initiatives.

## **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 eight national EE AG Co-Chairs.

## **Committees, Workshops, Training and Courses**

The CF continues to sponsor special programs for Aboriginal Peoples, such as BOLD EAGLE, which is a post-enrolment Army program aimed at Aboriginal youth across western Canada. 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 across Canada 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 pre-enrolment program developed to ensure Aboriginal peoples interested in the military have the opportunity to explore military culture and careers before making a commitment to join the CF. Those selected attend the Pre-Recruit Training Course (PRTC) at the Canadian Forces Recruit School in Esquimalt, BC, as a civilian under contract, with no obligation to join the CF. During PRTC, candidates experience military life on a first-hand basis, learn about the organization, rank structure, weapon skills, drill and participate in physical fitness activities.

“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.

A 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.

DHRD and DDWB 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.

The CF Leadership Institute annually hosts Women Leading in Defence symposium, and in March hosted the first Aboriginals and the Canadian Military Conference.

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.

### **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. 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 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)

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.

DHRD hosts quarterly Aboriginal Forums, which are meetings between the CF and representatives of National Aboriginal organizations, National Aboriginal Veterans, Aboriginal Community members and other government departmental representative. The purpose of the Aboriginal forum is to discuss Aboriginal Programs and Aboriginal recruitment in the CF.

The Chaplain Branch participates in many cultural and commemorative events held to support the value of diversity, for example the inclusion of an indigenous chaplain in the prayers at the Vimy Memorial in France, March 07. Additionally, the Chaplain Branch continues to develop sacred space at CF Bases that can be used by a variety of faith groups.

The Chaplain Branch outreach to multi-cultural communities and participation in advisory groups has resulted in the recruitment of first Imam, Islam Religious leader and the first Rabbi, Jewish Religious leader into the military since Second World War. The Chaplain Branch is also in the process of developing a course at the chaplaincy school on multi-faith care.

## **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.

SCHEDULE 3  
(Sections 23, 25 and 26)

PART 1  
MILITARY OCCUPATIONAL GROUPS - OFFICERS, REGULAR FORCE (paragraph 4(1)(a))

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	76	73	96.05	3	3.95	1	1.32	0	0.00	1	1.32	0	0.00	1	1.32	0	0.00
Naval Operations	1257	1129	89.82	128	10.18	13	1.03	2	0.16	27	2.15	2	0.16	10	0.80	0	0.00
Maritime Engineering	710	634	89.30	76	10.70	2	0.28	1	0.14	31	4.37	4	0.56	7	0.99	0	0.00
Combat Arms	2780	2674	96.19	106	3.81	35	1.26	0	0.00	62	2.23	4	0.14	24	0.86	1	0.04
Air Operations - Pilots	2034	1929	94.84	105	5.16	12	0.59	0	0.00	32	1.57	1	0.05	5	0.25	0	0.00
Air Operations	1385	1207	87.15	178	12.85	10	0.72	4	0.29	25	1.81	5	0.36	8	0.58	0	0.00
Aerospace Engineering	972	807	83.02	165	16.98	7	0.72	2	0.21	29	2.98	7	0.72	6	0.62	0	0.00
Engineering	868	775	89.29	93	10.71	5	0.58	1	0.12	51	5.88	4	0.46	4	0.46	0	0.00
Medical and Dental	1168	640	54.79	528	45.21	9	0.77	11	0.94	42	3.60	8	0.68	7	0.60	2	0.17
Chaplaincy	192	163	84.90	29	15.10	0	0.00	1	0.52	6	3.13	1	0.52	2	1.04	0	0.00
Support	3477	2575	74.06	902	25.94	26	0.75	7	0.21	90	2.59	32	0.92	30	0.86	10	0.30
Officer Cadets - Unassigned	47	33	70.21	14	29.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>14966</b>	<b>12639</b>	<b>84.45</b>	<b>2327</b>	<b>15.55</b>	<b>120</b>	<b>0.80</b>	<b>29</b>	<b>0.19</b>	<b>396</b>	<b>2.65</b>	<b>68</b>	<b>0.45</b>	<b>104</b>	<b>0.70</b>	<b>13</b>	<b>0.09</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	3018	2727	90.36	291	9.64	60	1.99	11	0.36	61	2.02	4	0.13	40	1.33	3	0.10
Maintenance - Naval	3385	3279	96.87	106	3.13	61	1.80	3	0.09	53	1.57	2	0.06	48	1.42	2	0.06
Combat Arms	10022	9888	98.66	134	1.34	213	2.13	3	0.03	213	2.13	3	0.03	116	1.16	1	0.01
Air Operations - Transmissions	1235	1092	88.42	143	11.58	12	0.97	4	0.32	21	1.70	3	0.24	15	1.21	1	0.08
Air Technicians	5562	5110	91.87	452	8.13	88	1.58	15	0.27	104	1.87	4	0.07	75	1.35	7	0.13
Military Police	1240	1095	88.31	145	11.69	14	1.13	2	0.16	18	1.45	2	0.16	12	0.97	1	0.08
Operations - General	3164	2708	85.59	456	14.41	57	1.80	18	0.57	60	1.90	11	0.35	45	1.42	3	0.09
Communications and Electronics Maintenance	2389	2230	93.34	159	6.66	46	1.93	9	0.38	74	3.10	10	0.42	23	0.96	1	0.04
Medical	1662	1003	60.35	659	39.65	19	1.14	15	0.90	27	1.62	13	0.78	29	1.74	8	0.48
Dental	216	41	18.98	175	81.02	0	0.00	3	1.39	1	0.46	4	1.85	0	0.00	3	1.39
Electrical and Mechanical	3457	3357	97.11	100	2.89	48	1.39	4	0.12	47	1.36	2	0.06	47	1.36	1	0.03
Military Engineers	3203	3120	97.41	83	2.59	70	2.19	1	0.03	61	1.90	0	0.00	38	1.19	3	0.09
Clerical Personnel	3228	1488	46.1	1740	53.9	33	1.02	48	1.49	57	1.77	42	1.30	33	1.02	12	0.37
Music	243	185	76.13	58	23.87	2	0.82	0	0.00	5	2.06	4	1.65	1	0.41	1	0.41
Logistical Support	6435	5011	77.87	1424	22.13	91	1.41	44	0.68	101	1.57	28	0.44	78	1.21	13	0.20
Unknown	21	18	85.71	3	14.29	1	4.76	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>48480</b>	<b>42352</b>	<b>87.36</b>	<b>6128</b>	<b>12.64</b>	<b>815</b>	<b>1.68</b>	<b>180</b>	<b>0.37</b>	<b>904</b>	<b>1.86</b>	<b>132</b>	<b>0.27</b>	<b>600</b>	<b>1.24</b>	<b>60</b>	<b>0.12</b>

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

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	14	14	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	531	425	80.04	106	19.96	2	0.38	1	0.19	13	2.45	3	0.56	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	2032	1948	95.87	84	4.13	23	1.13	2	0.10	70	3.44	3	0.15	14	0.69	0	0.00
Air Operations - Pilots	218	211	96.79	7	3.21	2	0.92	0	0.00	1	0.46	0	0.00	3	1.38	0	0.00
Air Operations	72	63	87.50	9	12.50	0	0.00	0	0.00	0	0.00	0	0.00	3	4.17	0	0.00
Aerospace Engineering	38	35	92.11	3	7.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	95	84	88.42	11	11.58	0	0.00	0	0.00	4	4.21	1	1.05	3	3.16	0	0.00
Medical and Dental	286	182	63.64	104	36.36	3	1.05	0	0.00	11	3.85	0	0.00	3	1.05	0	0.00
Chaplaincy	156	142	91.03	14	8.97	0	0.00	0	0.00	6	3.85	2	1.28	2	1.28	0	0.00
Support	1574	1081	68.68	493	31.32	12	0.76	3	0.19	56	3.56	16	1.02	22	1.40	11	0.70
Officer Cadets - Unassigned	71	63	88.73	8	11.27	1	1.41	0	0.00	3	4.23	0	0.00	1	1.41	0	0.00
Cadet Instructor Cadre	7503	4521	60.26	2982	39.74	43	0.57	33	0.44	73	0.97	32	0.43	65	0.87	25	0.33
Canadian Rangers	8	8	100.00	0	0.00	1	12.5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	158	122	77.22	36	22.78	2	1.27	0	0.00	3	1.90	1	0.63	1	0.63	0	0.00
<b>TOTAL NUMBER</b>	<b>12756</b>	<b>8899</b>	<b>69.76</b>	<b>3857</b>	<b>30.24</b>	<b>89</b>	<b>0.70</b>	<b>39</b>	<b>0.31</b>	<b>240</b>	<b>1.88</b>	<b>58</b>	<b>0.45</b>	<b>118</b>	<b>0.93</b>	<b>36</b>	<b>0.28</b>

**PART 2**  
**MILITARY OCCUPATIONAL GROUPS - NON-COMMISSIONED MEMBERS, RESERVE FORCE (paragraph 4(1)(b))**

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	2175	1582	72.74	593	27.26	19	0.87	14	0.64	91	4.18	24	1.10	25	1.15	2	0.09
Maintenance - Naval	175	142	81.14	33	18.86	1	0.57	1	0.57	1	0.57	1	0.57	1	0.57	0	0.00
Combat Arms	12875	11976	93.02	899	6.98	141	1.10	24	0.19	589	4.57	41	0.32	116	0.90	3	0.02
Air Operations - Transmissions	56	55	98.21	1	1.79	0	0.00	0	0.00	0	0.00	0	0.00	1	1.79	0	0.00
Air Technicians	578	504	87.20	74	12.80	6	1.04	1	0.17	6	1.04	0	0.00	11	1.90	0	0.00
Military Police	619	517	83.52	102	16.48	9	1.45	2	0.32	28	4.52	9	1.45	3	0.48	1	0.16
Operations - General	1509	1259	83.43	250	16.57	16	1.06	3	0.20	81	5.37	15	0.99	18	1.19	2	0.13
Communications and Electronics Maintenance	282	253	89.72	29	10.28	5	1.77	2	0.71	12	4.26	0	0.00	3	1.06	0	0.00
Medical	1073	634	59.09	439	40.91	7	0.65	4	0.37	44	4.10	17	1.58	5	0.47	4	0.37
Dental	12	6	50.00	6	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	880	835	94.89	45	5.11	13	1.48	0	0.00	41	4.66	2	0.23	16	1.82	0	0.00
Military Engineers	1600	1505	94.06	95	5.94	16	1.00	1	0.06	81	5.06	4	0.25	15	0.94	1	0.06
Clerical Personnel	2313	767	33.16	1546	66.84	12	0.52	37	1.60	64	2.77	59	2.55	14	0.61	17	0.73
Music	1007	583	57.89	424	42.11	3	0.30	4	0.40	21	2.09	13	1.29	8	0.79	0	0.00
Logistical Support	2686	1963	73.08	723	26.92	30	1.12	18	0.67	95	3.54	27	1.01	45	1.68	10	0.37
Canadian Rangers	4105	3447	83.97	658	16.03	824	20.07	158	3.85	27	0.66	3	0.07	48	1.17	6	0.15
Unknown	185	148	80.00	37	20.00	8	4.32	2	2.41	2	2.41	2	2.41	2	2.41	0	0.00
<b>TOTAL NUMBER</b>	<b>32130</b>	<b>26176</b>	<b>81.47</b>	<b>5954</b>	<b>18.53</b>	<b>1110</b>	<b>3.45</b>	<b>271</b>	<b>0.84</b>	<b>1183</b>	<b>3.68</b>	<b>217</b>	<b>0.68</b>	<b>331</b>	<b>1.03</b>	<b>46</b>	<b>0.14</b>

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

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	90	87	96.67	3	3.33	1	1.11	0	0.00	1	1.11	0	0.00	1	1.11	0	0.00
Naval Operations	1788	1554	86.91	234	13.09	15	0.84	3	0.17	40	2.24	5	0.28	11	0.62	0	0.00
Maritime Engineering	710	634	89.30	76	10.70	2	0.28	1	0.14	31	4.37	4	0.56	7	0.99	0	0.00
Combat Arms	4812	4622	96.05	190	3.95	58	1.21	2	0.04	132	2.74	7	0.15	38	0.79	1	0.02
Air Operations - Pilots	2252	2140	95.03	112	4.97	14	0.62	0	0.00	33	1.47	1	0.04	8	0.36	0	0.00
Air Operations	1457	1270	87.17	187	12.83	10	0.69	4	0.27	25	1.72	5	0.34	11	0.75	0	0.00
Aerospace Engineering	1010	842	83.37	168	16.63	7	0.69	2	0.20	29	2.87	7	0.69	6	0.59	0	0.00
Engineering	963	859	89.20	104	10.80	5	0.52	1	0.10	55	5.71	5	0.52	7	0.73	0	0.00
Medical and Dental	1454	822	56.53	632	43.47	12	0.83	11	0.76	53	3.65	8	0.55	10	0.69	2	0.14
Chaplaincy	348	305	87.64	43	12.36	0	0.00	1	0.29	12	3.45	3	0.86	4	1.15	0	0.00
Support	5051	3656	72.38	1395	27.62	38	0.72	10	0.21	146	2.89	48	0.95	52	1.03	21	0.43
Officer Cadets - Unassigned	118	96	81.36	22	18.64	1	0.85	0	0.00	3	2.54	0	0.00	1	0.85	0	0.00
Cadet Instructor Cadre	7503	4521	60.26	2982	39.74	43	0.57	33	0.44	73	0.97	32	0.43	65	0.87	25	0.33
Canadian Rangers	8	8	100.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	158	122	77.22	36	22.78	2	1.27	0	0.00	3	1.90	1	0.63	1	0.63	0	0.00
<b>TOTAL NUMBER</b>	<b>27722</b>	<b>21538</b>	<b>77.69</b>	<b>6184</b>	<b>22.31</b>	<b>209</b>	<b>0.75</b>	<b>68</b>	<b>0.25</b>	<b>636</b>	<b>2.29</b>	<b>126</b>	<b>0.45</b>	<b>222</b>	<b>0.80</b>	<b>49</b>	<b>0.18</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	5193	4309	82.98	884	17.02	79	1.52	25	0.48	152	2.93	28	0.54	65	1.25	5	0.10
Maintenance - Naval	3560	3421	96.10	139	3.90	62	1.74	4	0.11	54	1.52	3	0.08	49	1.38	2	0.06
Combat Arms	22897	21864	95.49	1033	4.51	354	1.55	27	0.12	802	3.50	44	0.19	232	1.01	4	0.02
Air Operations - Transmissions	1291	1147	88.85	144	11.15	12	0.93	4	0.31	21	1.63	3	0.23	16	1.24	1	0.08
Air Technicians	6140	5614	91.43	526	8.57	94	1.53	16	0.26	110	1.79	4	0.07	86	1.40	7	0.11
Military Police	1859	1612	86.71	247	13.29	23	1.24	4	0.22	46	2.47	11	0.59	15	0.81	2	0.11
Operations - General	4673	3967	84.89	706	15.11	73	1.56	21	0.45	141	3.02	26	0.56	63	1.35	5	0.11
Communications and Electronics Maintenance	2671	2483	92.96	188	7.04	51	1.91	11	0.41	86	3.22	10	0.37	26	0.97	1	0.04
Medical	2735	1637	59.85	1098	40.15	26	0.95	19	0.69	71	2.60	30	1.10	34	1.24	12	0.44
Dental	228	47	20.61	181	79.39	0	0.00	3	1.32	1	0.44	4	1.75	0	0.00	3	1.32
Electrical and Mechanical	4337	4192	96.66	145	3.34	61	1.41	4	0.09	88	2.03	4	0.09	63	1.45	1	0.02
Military Engineers	4803	4625	96.29	178	3.71	86	1.79	2	0.04	142	2.96	4	0.08	53	1.10	4	0.08
Clerical Personnel	5541	2255	40.70	3286	59.30	45	0.81	85	1.53	121	2.18	101	1.82	47	0.85	29	0.52
Music	1250	768	61.44	482	38.56	5	0.40	4	0.32	26	2.08	17	1.36	9	0.72	1	0.08
Logistical Support	9121	6974	76.46	2147	23.54	121	1.33	62	0.68	196	2.15	55	0.60	123	1.35	23	0.25
Canadian Rangers	4105	3447	83.97	658	16.03	824	20.07	158	3.85	27	0.66	3	0.07	48	1.17	6	0.15
Unknown	206	166	80.58	40	19.42	9	4.37	2	2.38	3	1.46	2	2.38	2	2.38	0	0.00
<b>TOTAL NUMBER</b>	<b>80610</b>	<b>68528</b>	<b>85.01</b>	<b>12082</b>	<b>14.99</b>	<b>1925</b>	<b>2.39</b>	<b>451</b>	<b>0.56</b>	<b>2087</b>	<b>2.59</b>	<b>349</b>	<b>0.43</b>	<b>931</b>	<b>1.15</b>	<b>106</b>	<b>0.13</b>

**SCHEDULE 6**  
(Sections 23 and 27)

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

Ranks	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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
Lieutenant-General	10	10	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Major-General	20	20	100.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Brigadier General	47	43	91.49	4	8.51	0	0.00	0	0.00	1	2.13	0	0.00	1	2.13	0	0.00
Colonel	321	308	95.95	13	4.05	5	1.56	0	0.00	3	0.93	0	0.00	3	0.93	0	0.00
Lieutenant-Colonel	1127	1048	92.99	79	7.01	8	0.71	0	0.00	17	1.51	2	0.18	8	0.71	1	0.09
Major	3277	2911	88.83	366	11.17	23	0.70	2	0.06	61	1.86	7	0.21	30	0.92	3	0.09
Captain	5939	4944	83.25	995	16.75	56	0.94	17	0.29	158	2.66	31	0.52	53	0.89	7	0.12
Lieutenant	984	737	74.90	247	25.10	6	0.61	6	0.61	20	2.03	2	0.02	6	0.61	0	0.00
Second Lieutenant	1478	1236	83.63	242	16.37	12	0.81	1	0.07	69	4.67	8	0.54	2	0.14	0	0.00
Officer Cadet	1761	1380	78.36	381	21.64	9	0.51	3	0.17	67	3.80	18	1.02	1	0.06	2	0.11
<b>TOTAL NUMBER</b>	<b>14966</b>	<b>12639</b>	<b>84.45</b>	<b>2327</b>	<b>15.55</b>	<b>120</b>	<b>0.80</b>	<b>29</b>	<b>0.19</b>	<b>396</b>	<b>2.65</b>	<b>68</b>	<b>0.45</b>	<b>104</b>	<b>0.69</b>	<b>13</b>	<b>0.09</b>

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

Ranks	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	614	587	95.6	27	4.4	11	1.79	1	0.16	8	1.30	0	0.00	5	0.81	1	0.16
Master Warrant Officer	1899	1784	93.94	115	6.06	28	1.47	4	0.21	16	0.84	0	0.00	22	1.16	3	0.16
Warrant Officer	3683	3366	91.39	317	8.61	54	1.47	7	0.19	46	1.25	2	0.05	66	1.79	2	0.05
Sergeant	6786	5989	88.26	797	11.74	119	1.75	24	0.35	81	1.19	15	0.22	114	1.68	12	0.18
Master Corporal (by Appointment)	8380	7186	85.75	1194	14.25	149	1.78	39	0.47	141	1.68	28	0.33	127	1.52	17	0.20
Corporal	16678	14433	86.54	2245	13.46	290	1.74	70	0.42	381	2.28	55	0.33	207	1.24	18	0.11
Private	10440	9007	86.27	1433	13.73	164	1.57	35	0.34	231	2.21	32	0.31	59	0.57	7	0.07
<b>TOTAL NUMBER</b>	<b>48480</b>	<b>42352</b>	<b>87.36</b>	<b>6128</b>	<b>12.64</b>	<b>815</b>	<b>1.68</b>	<b>180</b>	<b>0.37</b>	<b>904</b>	<b>1.86</b>	<b>132</b>	<b>0.27</b>	<b>600</b>	<b>1.24</b>	<b>60</b>	<b>0.12</b>

**SCHEDULE 7**  
(Sections 23 and 27)

**PART 1**  
**REPRESENTATION PER MILITARY RANK - OFFICERS, RESERVE FORCE (paragraph 4(1)(b))**

Ranks	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	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	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
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	17	17	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	68	63	92.65	5	7.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-Colonel	432	402	93.06	30	6.94	3	0.69	0	0.00	7	1.62	0	0.00	6	1.39	0	0.00
Major	1280	1108	86.56	172	13.44	16	1.25	0	0.00	27	2.11	2	0.16	25	1.95	5	0.39
Captain	5149	3667	71.22	1482	28.78	36	0.70	16	0.31	91	1.77	25	0.49	61	1.18	19	0.37
Lieutenant	2146	1315	61.28	831	38.72	15	0.70	6	0.28	38	1.77	7	0.33	16	0.75	3	0.14
Second Lieutenant	2265	1422	62.83	842	37.17	8	0.35	7	0.31	44	1.94	14	0.62	6	0.26	5	0.22
Officer Cadet	1396	902	64.59	495	35.41	11	0.79	10	0.72	33	2.37	10	0.72	4	0.29	4	0.29
<b>TOTAL NUMBER</b>	<b>12756</b>	<b>8899</b>	<b>69.76</b>	<b>3857</b>	<b>30.24</b>	<b>89</b>	<b>0.70</b>	<b>39</b>	<b>0.31</b>	<b>240</b>	<b>1.88</b>	<b>58</b>	<b>0.45</b>	<b>118</b>	<b>0.93</b>	<b>36</b>	<b>0.28</b>

**PART 2**  
**REPRESENTATION PER MILITARY RANK - NON-COMMISSIONED MEMBERS, RESERVE FORCE (paragraph 4(1)(b))**

Ranks	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Chief Warrant Officer	265	251	94.72	14	5.28	2	0.75	0	0.00	5	1.89	1	0.38	5	1.89	0	0.00
Master Warrant Officer	614	550	89.58	64	10.42	10	1.63	2	0.33	10	1.63	2	0.33	11	1.79	0	0.00
Warrant Officer	1064	902	84.77	162	15.23	16	1.50	2	0.19	29	2.73	3	0.28	20	1.88	1	0.09
Sergeant	2838	2236	78.79	602	21.21	74	2.61	25	0.88	87	3.07	22	0.78	48	1.69	11	0.39
Master Corporal (by Appointment)	3095	2369	76.54	726	23.46	99	3.20	25	0.81	118	3.81	24	0.78	36	1.16	6	0.19
Corporal	9740	7597	78.00	2143	22.00	204	2.09	57	0.59	501	5.14	103	1.06	107	1.10	21	0.22
Private	14514	12271	84.54	2243	15.46	705	4.86	160	1.10	433	2.98	62	0.43	104	0.72	7	0.05
<b>TOTAL NUMBER</b>	<b>32130</b>	<b>26176</b>	<b>81.47</b>	<b>5954</b>	<b>18.53</b>	<b>1110</b>	<b>3.45</b>	<b>271</b>	<b>0.84</b>	<b>1183</b>	<b>3.68</b>	<b>217</b>	<b>0.68</b>	<b>331</b>	<b>1.03</b>	<b>46</b>	<b>0.14</b>

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

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	72	58	80.56	14	19.44	0	0.00	0	0.00	5	6.94	1	1.39	0	0.00	0	0.00
Maritime Engineering	25	21	84.00	4	16.00	0	0.00	0	0.00	4	16.00	0	0.00	0	0.00	0	0.00
Combat Arms	243	223	91.77	20	8.23	4	1.65	1	0.41	20	8.23	1	0.41	0	0.00	0	0.00
Air Operations - Pilots	140	122	87.14	18	12.86	1	0.71	0	0.00	6	4.29	1	0.71	0	0.00	0	0.00
Air Operations	74	61	82.43	13	17.57	0	0.00	1	1.35	4	5.41	1	1.35	0	0.00	0	0.00
Aerospace Engineering	47	40	85.11	7	14.89	0	0.00	0	0.00	5	10.64	2	4.26	0	0.00	0	0.00
Engineering	71	66	92.96	5	7.04	1	1.41	0	0.00	13	18.31	0	0.00	0	0.00	0	0.00
Medical and Dental	72	32	44.44	40	55.56	1	1.39	1	1.39	4	5.56	5	6.94	1	1.39	0	0.00
Chaplaincy	10	9	90.00	1	10.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00
Support	147	97	65.99	50	34.01	0	0.00	0	0.00	22	14.97	5	3.40	1	0.68	1	0.68
Unknown	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
<b>TOTAL NUMBER</b>	<b>904</b>	<b>731</b>	<b>80.86</b>	<b>173</b>	<b>19.14</b>	<b>7</b>	<b>0.77</b>	<b>3</b>	<b>0.33</b>	<b>84</b>	<b>9.29</b>	<b>16</b>	<b>1.77</b>	<b>2</b>	<b>0.22</b>	<b>1</b>	<b>0.11</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	205	166	80.98	39	19.02	5	2.44	2	0.98	4	1.95	0	0.00	0	0.00	1	0.49
Maintenance - Naval	153	148	96.73	5	3.27	2	1.31	1	0.65	3	1.96	0	0.00	1	0.65	0	0.00
Combat Arms	1729	1695	98.03	34	1.97	43	2.49	2	0.12	52	3.01	1	0.06	19	1.10	0	0.00
Air Operations - Transmissions	31	24	77.42	7	22.58	1	3.23	0	0.00	1	3.23	1	3.23	1	3.23	0	0.00
Air Technicians	288	239	82.99	49	17.01	9	3.13	0	0.00	13	4.51	0	0.00	4	1.39	0	0.00
Military Police	59	51	86.44	8	13.56	0	0.00	0	0.00	2	3.39	0	0.00	1	1.69	0	0.00
Operations - General	242	199	82.23	43	17.77	8	3.31	4	1.65	6	2.48	0	0.00	4	1.65	0	0.00
Communications and Electronics Maintenance	104	92	88.46	12	11.54	1	0.96	1	0.96	7	6.73	1	0.96	1	0.96	0	0.00
Medical	132	78	59.09	54	40.91	0	0.00	0	0.00	3	2.27	3	2.27	1	0.76	0	0.00
Dental	10	0	0.00	10	100.00	0	0.00	1	10.00	0	0.00	2	20.00	0	0.00	1	10.00
Electrical and Mechanical	255	241	94.51	14	5.49	2	0.78	1	0.39	4	1.57	0	0.00	3	1.18	0	0.00
Military Engineers	373	353	94.64	20	5.36	9	2.41	0	0.00	9	2.41	1	0.27	2	0.54	0	0.00
Clerical Personnel	133	24	18.05	109	81.95	1	0.75	4	3.01	5	3.76	4	3.01	0	0.00	0	0.00
Music	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Logistical Support	301	182	60.47	119	39.53	3	1.00	3	1.00	9	2.99	3	1.00	2	0.66	1	0.33
<b>TOTAL NUMBER</b>	<b>4020</b>	<b>3496</b>	<b>86.97</b>	<b>524</b>	<b>13.03</b>	<b>84</b>	<b>2.09</b>	<b>19</b>	<b>0.47</b>	<b>118</b>	<b>2.94</b>	<b>17</b>	<b>0.42</b>	<b>39</b>	<b>0.97</b>	<b>3</b>	<b>0.07</b>



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

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

	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
Military Occupational Groups	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	39	31	79.49	8	20.51	0	0.00	0	0.00	1	2.56	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	138	127	92.03	11	7.97	0	0.00	0	0.00	3	2.17	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	3	2	66.67	1	33.33	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Medical and Dental	21	15	71.43	6	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	10	8	80.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	90	64	71.11	26	28.89	0	0.00	0	0.00	5	5.56	1	1.11	0	0.00	0	0.00
Officer Cadets - Unassigned	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
Cadet Instructor Cadre	301	154	51.16	147	48.84	3	1.00	7	2.33	5	1.66	6	1.99	2	0.66	4	1.33
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	4	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	611	408	66.78	203	33.22	3	0.49	7	1.15	15	2.45	7	1.15	2	0.33	4	0.65

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

	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
Military Occupational Groups	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	278	203	73.02	75	26.98	3	1.08	3	1.08	7	2.52	1	0.36	4	1.44	0	0.00
Maintenance - Naval	7	4	57.14	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	2794	2572	92.05	222	7.95	19	0.68	9	0.32	66	2.36	3	0.11	7	0.25	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	9	8	88.89	1	11.11	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
Military Police	134	112	83.58	22	16.42	1	0.75	1	0.75	3	2.24	1	0.75	0	0.00	0	0.00
Operations - General	209	167	79.90	42	20.10	3	1.44	1	0.48	7	3.35	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	18	15	83.33	3	16.67	0	0.00	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00
Medical	105	62	59.05	43	40.95	2	1.90	0	0.00	1	0.95	0	0.00	0	0.00	0	0.00
Dental	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	155	145	93.55	10	6.45	0	0.00	0	0.00	3	1.94	0	0.00	2	1.29	0	0.00
Military Engineers	322	293	90.99	29	9.01	3	0.93	1	0.31	8	2.48	2	0.62	2	0.62	0	0.00
Clerical Personnel	186	87	46.77	99	53.23	0	0.00	2	1.08	8	4.30	0	0.00	1	0.54	0	0.00
Music	103	55	53.40	48	46.60	0	0.00	0	0.00	2	1.94	1	0.97	0	0.00	0	0.00
Logistical Support	395	291	73.67	104	26.33	5	1.27	2	0.51	12	3.04	5	1.27	1	0.25	0	0.00
Canadian Rangers	237	184	77.64	53	22.36	3	1.27	0	0.00	1	0.42	0	0.00	0	0.00	1	0.42
Unknown	87	66	75.86	21	24.14	14	16.09	5	5.75	1	1.15	1	1.15	0	0.00	0	0.00
TOTAL NUMBER	5039	4264	84.62	775	15.38	53	1.05	24	0.48	121	2.40	14	0.28	17	0.34	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	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	31	30	96.77	1	3.23	0	0.00	0	0.00	0	0.00	0	0.00	1	3.23	0	0.00
Naval Operations	210	179	85.24	31	14.76	3	1.43	0	0.00	4	1.90	0	0.00	0	0.00	0	0.00
Maritime Engineering	117	103	88.03	14	11.97	1	0.85	0	0.00	8	6.84	2	1.71	2	1.71	0	0.00
Combat Arms	547	524	95.80	23	4.20	6	1.10	0	0.00	11	2.01	0	0.00	1	0.18	0	0.00
Air Operations - Pilots	267	245	91.76	22	8.24	2	0.75	0	0.00	4	1.50	1	0.37	0	0.00	0	0.00
Air Operations	186	151	81.18	35	18.82	0	0.00	0	0.00	7	3.76	0	0.00	0	0.00	0	0.00
Aerospace Engineering	195	154	78.97	41	21.03	2	1.03	0	0.00	6	3.08	1	0.51	4	2.05	0	0.00
Engineering	170	147	86.47	23	13.53	2	1.18	1	0.59	14	8.24	0	0.00	0	0.00	0	0.00
Medical and Dental	205	98	47.80	107	52.20	2	0.98	3	1.46	6	2.93	3	1.46	2	0.98	0	0.00
Chaplaincy	27	25	92.59	2	7.41	0	0.00	0	0.00	1	3.70	0	0.00	1	3.70	0	0.00
Support	688	491	71.37	197	28.63	9	1.31	2	0.29	24	3.49	10	1.45	5	0.73	1	0.15
Officer Cadets - Unassigned	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
Unknown	27	22	81.48	5	18.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>2679</b>	<b>2176</b>	<b>81.22</b>	<b>503</b>	<b>18.78</b>	<b>27</b>	<b>1.01</b>	<b>6</b>	<b>0.22</b>	<b>85</b>	<b>3.17</b>	<b>17</b>	<b>0.63</b>	<b>16</b>	<b>0.60</b>	<b>1</b>	<b>0.04</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	689	611	88.68	78	11.32	10	1.45	5	0.73	11	1.60	0	0.00	6	0.87	0	0.00
Maintenance - Naval	820	790	96.34	30	3.66	14	1.71	0	0.00	8	0.98	1	0.12	6	0.73	0	0.00
Combat Arms	2843	2802	98.56	41	1.44	62	2.18	0	0.00	83	2.92	2	0.07	19	0.67	0	0.00
Air Operations - Transmissions	271	232	85.61	39	14.39	3	1.11	1	0.37	6	2.21	3	1.11	0	0.00	0	0.00
Air Technicians	1253	1150	91.78	103	8.22	18	1.44	1	0.08	24	1.92	1	0.08	7	0.56	2	0.16
Military Police	261	230	88.12	31	11.88	4	1.53	0	0.00	6	2.30	0	0.00	4	1.53	0	0.00
Operations - General	875	746	85.26	129	14.74	16	1.83	7	0.80	16	1.83	4	0.46	12	1.37	0	0.00
Communications and Electronics Maintenance	555	516	92.97	39	7.03	13	2.34	1	0.18	20	3.60	1	0.18	4	0.72	1	0.18
Medical	435	253	58.16	182	41.84	4	0.92	2	0.46	7	1.61	2	0.46	7	1.61	4	0.92
Dental	30	6	20.00	24	80.00	0	0.00	0	0.00	0	0.00	2	6.67	0	0.00	0	0.00
Electrical and Mechanical	856	834	97.43	22	2.57	9	1.05	1	0.12	8	0.93	0	0.00	10	1.17	1	0.12
Military Engineers	862	837	97.10	25	2.90	20	2.32	1	0.12	17	1.97	0	0.00	7	0.81	1	0.12
Clerical Personnel	937	380	40.55	557	59.45	6	0.64	18	1.92	21	2.24	11	1.17	7	0.75	4	0.43
Music	31	20	64.52	11	35.48	0	0.00	0	0.00	0	0.00	1	3.23	0	0.00	0	0.00
Logistical Support	1529	1152	75.34	377	24.66	21	1.37	15	0.98	31	2.03	6	0.39	19	1.24	2	0.13
<b>TOTAL NUMBER</b>	<b>12247</b>	<b>10559</b>	<b>86.22</b>	<b>1688</b>	<b>13.78</b>	<b>200</b>	<b>1.63</b>	<b>52</b>	<b>0.42</b>	<b>258</b>	<b>2.11</b>	<b>34</b>	<b>0.28</b>	<b>108</b>	<b>0.88</b>	<b>15</b>	<b>0.12</b>

**SCHEDULE 11**  
(Sections 23, 26 and 28)

**PART 1**

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities				
	Total	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	98	74	75.51	24	24.49	0	0.00	1	1.02	3	3.06	2	2.04	1	1.02	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	350	337	96.29	13	3.71	4	1.14	0	0.00	12	3.43	1	0.29	1	0.29	0	0.00	
Air Operations - Pilots	44	44	100.00	0	0.00	1	2.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Air Operations	21	19	90.48	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	2	9.52	0	0.00	
Aerospace Engineering	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	
Engineering	14	13	92.86	1	7.14	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	
Medical and Dental	61	45	73.77	16	26.23	1	1.64	0	0.00	0	0.00	0	0.00	1	1.64	0	0.00	
Chaplaincy	12	11	91.67	1	8.33	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	
Support	299	213	71.24	86	28.76	1	0.33	0	0.00	20	6.69	4	1.34	4	1.34	0	0.00	
Officer Cadets - Unassigned	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	
Cadet Instructor Cadre	1722	988	57.38	734	42.62	12	0.70	8	0.46	10	0.58	11	0.64	8	0.46	4	0.23	
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	20	86.96	3	13.04	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00	
<b>TOTAL NUMBER</b>	<b>2662</b>	<b>1780</b>	<b>66.87</b>	<b>882</b>	<b>33.13</b>	<b>19</b>	<b>0.71</b>	<b>9</b>	<b>0.34</b>	<b>47</b>	<b>1.77</b>	<b>19</b>	<b>0.71</b>	<b>17</b>	<b>0.64</b>	<b>4</b>	<b>0.15</b>	

**PART 2**

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities				
	Total	Men		Women		Men		Women		Men		Women		Men		Women		
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Naval Operations	352	239	67.90	113	32.1	4	1.14	1	0.28	13	3.69	5	1.42	5	1.42	0	0.00	
Maintenance - Naval	12	9	75.00	3	25.00	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	
Combat Arms	2434	2278	93.59	156	6.41	25	1.03	5	0.21	105	4.31	3	0.12	15	0.62	0	0.00	
Air Operations - Transmissions	13	13	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Air Technicians	102	92	90.20	10	9.80	0	0.00	0	0.00	0	0.00	0	0.00	1	0.98	0	0.00	
Military Police	139	118	84.89	21	15.11	2	1.44	0	0.00	3	2.16	3	2.16	1	0.72	0	0.00	
Operations - General	366	307	83.88	59	16.12	7	1.91	1	0.27	23	6.28	6	1.64	7	1.91	0	0.00	
Communications and Electronics Maintenance	55	52	94.55	3	5.45	0	0.00	0	0.00	2	3.64	0	0.00	0	0.00	0	0.00	
Medical	149	93	62.42	56	37.58	2	1.34	0	0.00	6	4.03	4	2.68	1	0.67	0	0.00	
Dental	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	
Electrical and Mechanical	122	116	95.08	6	4.92	2	1.64	0	0.00	8	6.56	0	0.00	2	1.64	0	0.00	
Military Engineers	257	237	92.22	20	7.78	5	1.95	1	0.39	6	2.33	2	0.78	1	0.39	0	0.00	
Clerical Personnel	322	135	41.93	187	58.07	3	0.93	4	1.24	13	4.04	6	1.86	3	0.93	1	0.31	
Music	125	63	50.40	62	49.60	1	0.80	0	0.00	4	3.20	3	2.40	1	0.80	0	0.00	
Logistical Support	362	272	75.14	90	24.86	3	0.83	1	0.28	16	4.42	4	1.10	2	0.55	0	0.00	
Canadian Rangers	174	146	83.91	28	16.09	44	25.29	6	3.45	1	0.57	0	0.00	2	1.15	1	0.57	
Unknown	35	30	85.71	5	14.29	5	14.29	1	2.86	1	2.86	0	0.00	0	0.00	0	0.00	
<b>TOTAL NUMBER</b>	<b>5024</b>	<b>4203</b>	<b>83.66</b>	<b>821</b>	<b>16.34</b>	<b>103</b>	<b>2.05</b>	<b>20</b>	<b>0.40</b>	<b>201</b>	<b>4.00</b>	<b>37</b>	<b>0.74</b>	<b>41</b>	<b>0.82</b>	<b>2</b>	<b>0.04</b>	

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

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

	All Officers					Aboriginal People				Visible Minorities				Persones with Disabilities			
Military Occupational Groups	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	0.00
Naval Operations	150	134	89.33	16	10.67	1	0.67	0	0.00	7	4.67	1	0.67	0	0.00	0	0.00
Maritime Engineering	73	66	90.41	7	9.59	0	0.00	0	0.00	8	10.96	0	0.00	1	1.37	0	0.00
Combat Arms	441	419	95.01	22	4.99	5	1.13	1	0.23	21	4.76	1	0.23	3	0.68	0	0.00
Air Operations - Pilots	347	317	91.35	30	8.65	5	1.44	0	0.00	9	2.59	1	0.29	0	0.00	0	0.00
Air Operations	186	162	87.10	24	12.90	1	0.54	1	0.54	8	4.30	1	0.54	0	0.00	0	0.00
Aerospace Engineering	107	93	86.92	14	13.08	0	0.00	0	0.00	8	7.48	2	1.87	0	0.00	0	0.00
Engineering	129	119	92.25	10	7.75	2	1.55	0	0.00	13	10.08	0	0.00	0	0.00	0	0.00
Medical and Dental	134	70	52.24	64	47.76	2	1.49	1	0.75	7	5.22	4	2.99	1	0.75	0	0.00
Chaplaincy	32	27	84.38	5	15.63	0	0.00	0	0.00	1	3.13	0	0.00	0	0.00	0	0.00
Support	455	328	72.09	127	27.91	3	0.66	0	0.00	27	5.93	10	2.20	2	0.44	2	0.44
Officer Cadets - Unassigned	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	17	13	76.47	4	23.53	1	5.88	0	0.00	0	0.00	1	5.88	0	0.00	0	0.00
TOTAL NUMBER	2072	1749	84.41	323	15.59	20	0.97	3	0.14	109	5.26	21	1.01	7	0.34	2	0.10

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

	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persones with Disabilities			
Military Occupational Groups	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	547	488	89.21	59	10.79	9	1.65	2	0.37	6	1.10	0	0.00	6	1.10	1	0.18
Maintenance - Naval	564	546	96.81	18	3.19	9	1.60	1	0.18	8	1.42	0	0.00	4	0.71	0	0.00
Combat Arms	3200	3152	98.50	48	1.50	77	2.41	2	0.06	74	2.31	1	0.03	34	1.06	0	0.00
Air Operations - Transmissions	168	141	83.93	27	16.07	2	1.19	1	0.60	2	1.19	1	0.60	2	1.19	0	0.00
Air Technicians	1106	990	89.51	116	10.49	18	1.63	2	0.18	28	2.53	1	0.09	17	1.54	2	0.18
Military Police	213	187	87.79	26	12.21	2	0.94	0	0.00	3	1.41	0	0.00	3	1.41	0	0.00
Operations - General	597	509	85.26	88	14.74	16	2.68	7	1.17	15	2.51	1	0.17	7	1.17	0	0.00
Communications and Electronics Maintenan	373	347	93.03	26	6.97	8	2.14	2	0.54	21	5.63	2	0.54	3	0.80	1	0.27
Medical	343	218	63.56	125	36.44	4	1.17	2	0.58	4	1.17	4	1.17	4	1.17	4	1.17
Dental	40	10	25.00	30	75.00	0	0.00	1	2.50	0	0.00	2	5.00	0	0.00	1	2.50
Electrical and Mechanical	649	624	96.15	25	3.85	8	1.23	1	0.15	7	1.08	0	0.00	9	1.39	1	0.15
Military Engineers	678	645	95.13	33	4.87	15	2.21	0	0.00	15	2.21	1	0.15	5	0.74	0	0.00
Clerical Personnel	492	184	37.40	308	62.60	7	1.42	9	1.83	12	2.44	7	1.42	4	0.81	0	0.00
Music	42	28	66.67	14	33.33	1	2.38	0	0.00	2	4.76	2	4.76	0	0.00	0	0.00
Logistical Support	1207	903	74.81	304	25.19	22	1.82	7	0.58	23	1.91	7	0.58	13	1.08	2	0.17
Unknown	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	10221	8974	87.80	1247	12.20	198	1.94	37	0.36	220	2.15	29	0.28	111	1.09	12	0.12

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

**PART 1**  
**RE-ENGAGEMENT - OFFICERS, RESERVE FORCE (subsection 4(1)(b))**

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total	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	50	42	84.00	8	16.00	0	0.00	0	0.00	1	2.00	0	0.00	0	0.00	0	0.00
Maritime Engineering	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	174	162	93.10	12	6.90	0	0.00	0	0.00	4	2.30	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	35	35	100.00	0	0.00	1	2.86	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	6	6	100.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Engineering	11	10	90.91	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Medical and Dental	27	20	74.07	7	25.93	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	12	10	83.33	2	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	155	113	72.90	42	27.10	2	1.29	0	0.00	5	3.23	1	0.65	2	1.29	0	0.00
Officer Cadets - Unassigned	9	9	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	599	318	53.09	281	46.91	5	0.83	9	1.50	10	1.67	9	1.50	5	0.83	4	0.67
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	10	7	70.00	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>1100</b>	<b>743</b>	<b>67.55</b>	<b>357</b>	<b>32.45</b>	<b>9</b>	<b>0.82</b>	<b>9</b>	<b>0.82</b>	<b>21</b>	<b>1.91</b>	<b>10</b>	<b>0.91</b>	<b>8</b>	<b>0.73</b>	<b>4</b>	<b>0.36</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	290	215	74.14	75	25.86	4	1.38	3	1.03	7	2.41	0	0.00	4	1.38	0	0.00
Maintenance - Naval	12	8	66.67	4	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	2920	2693	92.23	227	7.77	20	0.68	9	0.31	66	2.26	3	0.10	7	0.24	0	0.00
Air Operations - Transmissions	11	10	90.91	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	87	80	91.95	7	8.05	0	0.00	0	0.00	1	1.15	0	0.00	2	2.30	0	0.00
Military Police	150	125	83.33	25	16.67	1	0.67	1	0.67	5	3.33	1	0.67	0	0.00	0	0.00
Operations - General	224	180	80.36	44	19.64	4	1.79	2	0.89	7	3.13	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	33	30	90.91	3	9.09	0	0.00	0	0.00	1	3.03	0	0.00	0	0.00	0	0.00
Medical	114	70	61.40	44	38.60	2	1.75	0	0.00	1	0.88	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	171	160	93.57	11	6.43	0	0.00	0	0.00	3	1.75	0	0.00	3	1.75	0	0.00
Military Engineers	351	321	91.45	30	8.55	3	0.85	1	0.28	8	2.28	2	0.57	2	0.57	0	0.00
Clerical Personnel	240	114	47.50	126	52.50	0	0.00	3	1.25	11	4.58	0	0.00	3	1.25	0	0.00
Music	111	60	54.05	51	45.95	0	0.00	0	0.00	2	1.80	1	0.90	0	0.00	0	0.00
Logistical Support	469	353	75.27	116	24.73	7	1.49	2	0.43	13	2.77	5	1.07	2	0.43	0	0.00
Canadian Rangers	44	33	75.00	11	25.00	3	6.82	0	0.00	1	2.27	0	0.00	0	0.00	1	2.27
Unknown	93	70	75.27	23	24.73	14	15.05	5	5.38	1	1.08	1	1.08	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>5321</b>	<b>4522</b>	<b>84.98</b>	<b>799</b>	<b>15.02</b>	<b>58</b>	<b>1.09</b>	<b>26</b>	<b>0.49</b>	<b>127</b>	<b>2.39</b>	<b>13</b>	<b>0.24</b>	<b>23</b>	<b>0.43</b>	<b>1</b>	<b>0.02</b>

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

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	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
Naval Operations	28	25	89.29	3	10.71	0	0.00	0	0.00	3	10.71	0	0.00	1	3.57	0	0.00
Maritime Engineering	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
Combat Arms	99	85	85.86	14	14.14	2	2.02	1	1.01	6	6.06	0	0.00	0	0.00	0	0.00
Air Operations - Pilots	37	37	100.00	0	0.00	0	0.00	0	0.00	1	2.70	0	0.00	1	2.70	0	0.00
Air Operations	22	17	77.27	5	22.73	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55	0	0.00
Aerospace Engineering	26	23	88.46	3	11.54	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Engineering	24	22	91.67	2	8.33	0	0.00	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00
Medical and Dental	34	15	44.12	19	55.88	1	2.94	0	0.00	2	5.88	1	2.94	0	0.00	0	0.00
Chaplaincy	5	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	76	59	77.63	17	22.37	0	0.00	0	0.00	7	9.21	1	1.32	1	1.32	0	0.00
Officer Cadets - Unassigned	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
Unknown	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
<b>TOTAL NUMBER</b>	<b>376</b>	<b>311</b>	<b>82.71</b>	<b>65</b>	<b>17.29</b>	<b>4</b>	<b>1.06</b>	<b>1</b>	<b>0.27</b>	<b>20</b>	<b>5.32</b>	<b>2</b>	<b>0.53</b>	<b>4</b>	<b>1.06</b>	<b>0</b>	<b>0.00</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	139	120	86.33	19	13.67	6	4.32	1	0.72	0	0.00	0	0.00	4	2.88	0	0.00
Maintenance - Naval	146	142	97.26	4	2.74	6	4.11	0	0.00	0	0.00	0	0.00	5	3.42	0	0.00
Combat Arms	827	811	98.07	16	1.93	19	2.30	2	0.24	17	2.06	0	0.00	12	1.45	0	0.00
Air Operations - Transmissions	34	33	97.06	1	2.94	1	2.94	0	0.00	0	0.00	0	0.00	3	8.82	0	0.00
Air Technicians	161	139	86.34	22	13.66	6	3.73	0	0.00	1	0.62	1	0.62	3	1.86	0	0.00
Military Police	46	39	84.78	7	15.22	1	2.17	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	142	107	75.35	35	24.65	2	1.41	3	2.11	3	2.11	0	0.00	5	3.52	0	0.00
Communications and Electronics Maintenance	82	75	91.46	7	8.54	0	0.00	0	0.00	1	1.22	0	0.00	4	4.88	0	0.00
Medical	80	49	61.25	31	38.75	1	1.25	0	0.00	1	1.25	1	1.25	1	1.25	0	0.00
Dental	6	2	33.33	4	66.67	1	16.67	0	0.00	1	16.67	0	0.00	1	16.67	0	0.00
Electrical and Mechanical	201	195	97.01	6	2.99	2	1.00	0	0.00	5	2.49	0	0.00	13	6.47	0	0.00
Military Engineers	195	185	94.87	10	5.13	6	3.08	0	0.00	2	1.03	1	0.51	7	3.59	0	0.00
Clerical Personnel	103	47	45.63	56	54.37	1	0.97	0	0.00	0	0.00	1	0.97	1	0.97	2	1.94
Music	7	5	71.43	2	28.57	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00
Logistical Support	322	234	72.67	88	27.33	5	1.55	4	1.24	5	1.55	5	1.55	12	3.73	1	0.31
<b>TOTAL NUMBER</b>	<b>2491</b>	<b>2183</b>	<b>87.64</b>	<b>308</b>	<b>12.36</b>	<b>57</b>	<b>2.29</b>	<b>10</b>	<b>0.40</b>	<b>36</b>	<b>1.45</b>	<b>10</b>	<b>0.40</b>	<b>71</b>	<b>2.85</b>	<b>3</b>	<b>0.12</b>

**SCHEDULE 15**  
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	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	7	5	71.43	2	28.57	0	0.00	0	0.00	1	14.29	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	93	82	88.17	11	11.83	1	1.08	0	0.00	3	3.23	1	1.08	3	3.23	0	0.00
Air Operations - Pilots	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
Air Operations	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	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	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
Medical and Dental	11	6	54.55	5	45.45	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
Chaplaincy	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	44	30	68.18	14	31.82	1	2.27	0	0.00	1	2.27	0	0.00	1	2.27	0	0.00
Officer Cadets - Unassigned	4	2	50.00	2	50.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	136	84	61.76	52	38.24	1	0.74	0	0.00	1	0.74	0	0.00	0	0.00	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	6	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>TOTAL NUMBER</b>	<b>313</b>	<b>224</b>	<b>71.57</b>	<b>89</b>	<b>28.43</b>	<b>3</b>	<b>0.96</b>	<b>0</b>	<b>0.00</b>	<b>8</b>	<b>2.56</b>	<b>1</b>	<b>0.32</b>	<b>4</b>	<b>1.28</b>	<b>0</b>	<b>0.00</b>

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total	Men		Women		Men		Women		Men		Women		Men		Women	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	68	53	77.94	15	22.06	0	0.00	1	1.47	1	1.47	0	0.00	0	0.00	0	0.00
Maintenance - Naval	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	1033	958	92.74	75	7.26	13	1.26	4	0.39	34	3.29	3	0.29	6	0.58	0	0.00
Air Operations - Transmissions	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
Air Technicians	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
Military Police	62	50	80.65	12	19.35	1	1.61	2	3.23	0	0.00	0	0.00	0	0.00	0	0.00
Operations - General	107	96	89.72	11	10.28	1	0.93	0	0.00	3	2.80	0	0.00	0	0.00	0	0.00
Communications and Electronics Maintenance	14	12	85.71	2	14.29	1	7.14	0	0.00	0	0.00	1	7.14	0	0.00	0	0.00
Medical	54	32	59.26	22	40.74	0	0.00	0	0.00	7	12.96	0	0.00	0	0.00	0	0.00
Dental	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	41	39	95.12	2	4.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Engineers	89	80	89.89	9	10.11	0	0.00	0	0.00	1	1.12	1	1.12	0	0.00	0	0.00
Clerical Personnel	66	28	42.42	38	57.58	0	0.00	0	0.00	2	3.03	2	3.03	0	0.00	0	0.00
Music	23	14	60.87	9	39.13	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	1	4.35
Logistical Support	111	88	79.28	23	20.72	1	0.90	0	0.00	3	2.70	0	0.00	0	0.00	0	0.00
Canadian Rangers	258	212	82.17	46	17.83	63	24.42	16	6.20	1	0.39	0	0.00	6	2.33	0	0.00
Unknown	84	64	76.19	20	23.81	10	11.90	5	5.95	0	0.00	1	1.19	0	0.00	1	1.19
<b>TOTAL NUMBER</b>	<b>2020</b>	<b>1734</b>	<b>85.84</b>	<b>286</b>	<b>14.16</b>	<b>90</b>	<b>4.46</b>	<b>28</b>	<b>1.39</b>	<b>53</b>	<b>2.62</b>	<b>8</b>	<b>0.40</b>	<b>12</b>	<b>0.59</b>	<b>2</b>	<b>0.10</b>