



National
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CANADIAN FORCES
EMPLOYMENT EQUITY REPORT
2007 – 2008



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Introduction

The mission of the Canadian Forces (CF) is to defend Canada, its interests and its values, while contributing to international peace and security. Under Canadian defence policy, the CF is called upon to fulfil three major roles:

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

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

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

The CF and Department of National Defence (DND) are collectively known as the Defence Team. Although military members and civilian employees are subject to different employment legislation, recourse mechanisms, and often, different organizational cultural norms, they work together side by side to achieve the Defence Mission. Diversity and Employment Equity remain ongoing corporate priorities for 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 FY 2007 – 2008.

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;
- National Defence Headquarter (NDHQ) Primary Reserve List (PRL);

Supplementary Reserve;

Cadet Instructor Cadre; and

Canadian Rangers.

The Special Force, established only in an emergency.

Canadian Forces Employment Equity 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 framework for the management of EE and diversity in the DND/CF and for providing overall direction on EE policies and programs for the Department. The Council is co-chaired by the Chief of Military Personnel (CMP) and the Assistant Deputy Minister (Human Resources - Civilian) (ADM (HR-Civ)). These chairs are responsible for HR programs, policies and services for military members and civilian employees respectively. Membership in the DDC includes a senior representative from each Group and Command as well as ex-officio members such as the National Co-Chairs of the four defence EE Advisory Groups (AGs) and the senior non-commissioned member from each Group and Command. The DDC Co-Chairs are responsible for making recommendations regarding diversity and EE policies and programs to the Deputy Minister of National Defence and the CDS through 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 A.B. Leslie, Chief of the Land Staff
- Defence Champion For Visible Minorities
Vice-Admiral P.D. McFadden, 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 W.A. Watt, Chief of the Air Staff
- Chief Warrant Officer Champion for CF Persons with Disabilities
CWO C.Y.M. Charlebois, Combat Training Centre

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 Employment Equity

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 staff meets regularly with the national AG co-chairs and fellow Headquarters staff to discuss and resolve issues and ensure ongoing communication about diversity and EE reaches the working level.

Canadian Forces Compliance with Employment Equity Act

CHRC Audit

A CHRC audit on CF compliance with the EE Act was conducted between August 2005 and December 2007. CHRC's Preliminary Assessment of Compliance was delivered in February 2008 and the CF was found to be compliant on 7 of 9 items. The CHRC report commented favourably on the initiatives specified in the CF EE Plan to improve representation. However, two undertakings were issued relating to CF EE Goals. The unique nature of employment in the CF, as recognized by the principle of Universality of Service, and the challenges in establishing realistic EE goals in comparison to the civilian labour market, remain a concern which CF EE staff will continue to engage with HRSDC and CHRC staffs to address.

Self-Identification

The CF Self Identification (ID) census was initiated in 2001. The response rate for members of the Regular Force is now 82% whereas the response rate for the Primary Reserves is 63%. 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. Further efforts will be considered in FY 08/09 to increase the response rate for the Primary Reserve component.

Workforce Analysis

The results of the CF workforce analysis (WFA) below provide the representation of designated groups' members in the CF, using the statistics from the CF Self ID census.

- Aboriginal Peoples 2.6 %
- Women 17 %
- Visible Minorities 3.4 %
- 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 were reviewed, and they are incorporated into the current CF EE Plan. A new CF ESR is tentatively scheduled for 2011 and will be used to inform the next CF EE Plan.

Accountability and Monitoring

As required by the CF EE Plan Groups and Commands report annually to Chief of Military Personnel on progress 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 has taken the measures described below:

- Diversity and EE have been identified as corporate priorities essential to the development and support of a professional, effective and sustainable Defence Team. To ensure that this corporate commitment is translated into action and measurable progress, the CF and DND have established a strong governance structure.
- The DDC, which meets twice yearly, has consistently underlined the importance of accountability, education, accommodation for public service members and communication in the advancement of diversity and EE in both the CF and DND. These key areas have guided corporate activities over the past years and provided a focus for DDC members in promoting diversity and EE within their spheres of influence.
- The CF values and encourages its personnel to participate in local AGs across the country. The expectation that supervisors at all levels support participation is reaffirmed on an ongoing basis.
- Groups and Commands have participated in career fairs and coordinated commemorative events both at National Defence Headquarters and at locations across Canada. Celebrated at some of these events were International Women's Day, International Day for the Elimination of Racial Discrimination, International Day for Persons with Disabilities and Aboriginal Awareness Week. Other events included Black History Month, Women's History Month, Asian Heritage Month and African Heritage Month. Commemorative events help to sensitize employees to diversity issues, promote and support diversity and encourage employees to volunteer to work on diversity initiatives.

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. Additionally, DHRD staff members consult with the AG co-chairs throughout the year, on an as required basis.

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.

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 (e.g. 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.

Directorate of Human Rights and Diversity (DHRD) held the annual 2008 Canadian Forces Diversity and Employment Equity (EE) Workshop, “Beyond Compliance – Building for the Future”. Employment equity workshops are held regularly to contribute towards the promotion of a culturally respected work environment. The 2008 Workshop focused on capacity building for EE officers who help implement the CF EE Plan.

In 2007/2008, the CF initiated outreach with a number of Visible Minority Community leaders throughout Canada. This was done in an effort to provide community leaders an opportunity to gain knowledge and insight into the Canadian Forces and what the organization offers their communities. The outcome of this outreach will be the initiation of a CF Visible Minority Forum which will be held in Ottawa in the spring of 2009. The Forum will be used to guide CF policy and training with regard to visible minority issues.

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 employed equitably, within the context of universality of service and in accordance with the *Employment Equity Act*. Having a disability does not automatically mean a CF member is unable to meet some or all of the requirements. Among the support programs for CF members who become injured or disabled is the Canadian Forces Return to Work Program, introduced to facilitate the restoration of the physical and mental health of injured or ill members by helping them to reintegrate the workplace as soon as medically possible. The CF Return to Work Program benefits personnel by facilitating more rapid recovery.

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. The 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 also working to raise awareness and to educate about the less visible injuries and disabilities, including operational stress injuries. Operational Trauma and Stress Support Centres (OTSSC) provide individualized assessment, education and treatment for persons experiencing the signs and symptoms of Post Traumatic Stress Disorder (PTSD).

The Operational Stress Injury Social Support Program (OSISS) is a joint service offered by DND and Veterans Affairs Canada. The OSISS mission is to deliver social support programs for CF members, veterans and their families who have been affected by operational stress.

Major Challenges

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

- Implementing the CF EE plan;
- Responding to the recommendations of the CHRC Audit Report; and
- Increasing the representation of Women, Visible Minorities and Aboriginals in the CF;

Achievements and Best Practices

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

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

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 Canadian Forces Aboriginal Leadership Opportunity Year (ALOY) is a one-year program offered by the Royal Military College (RMC). This program will provide a highly positive, productive, preparatory educational and leadership experience for the participants in the context of a service to Canada theme. Upon completion, this may lead to continuation at RMC in a degree programme as well as service as a commissioned officer in the Canadian Forces, a career in the civil service or to return to the community. The program has received sufficient applications and the initial program will begin in August 2008.

A new Aboriginal training program is being developed for delivery at CFB Borden in the summer of 2009. This new serial will address an absence of such training in Eastern Canada and will be similar to the existing Bold Eagle and Raven programs. Additionally, a bilingual CFAEP serial will be conducted at CFB Borden in the fall of 2008.

The Canadian Defence Academy (CDA) has incorporated diversity and EE into the common CF training system. A diversity and EE module “Serving in a Diverse Environment” has been added to DP1 professional development curriculum for Non-Commissioned Members and Officers.

The Chaplain Branch participates in many cultural and commemorative events held to support the value of diversity. 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 an operational imperative that is central to its success in achieving the Defence Mission. A diverse workforce is a source of strength and an asset when recruiting top talent. CF 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 Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	72	69	95.83	3	4.17	1	1.41	0	0.00	1	1.41	0	0.00	1	1.41	0	0.00
Naval Operations	1252	1116	89.14	136	10.86	11	0.88	3	0.24	35	2.8	5	0.40	9	0.72	1	0.08
Maritime Engineering	680	603	88.68	77	11.32	6	0.88	1	0.15	35	5.15	4	0.59	9	1.32	0	0.00
Combat Arms	2845	2724	95.75	121	4.25	43	1.51	0	0.00	78	2.74	8	0.28	28	0.98	1	0.04
Air Operations - Pilots	2026	1912	94.37	114	5.63	16	0.79	0	0.00	39	1.92	1	0.05	6	0.30	0	0.00
Air Operations	1378	1198	86.94	180	13.06	10	0.73	4	0.29	27	1.96	5	0.36	8	0.58	0	0.00
Aerospace Engineering	1006	840	83.5	166	16.5	10	0.99	2	0.20	38	3.78	6	0.60	6	0.60	0	0.00
Engineering	888	788	88.74	100	11.26	6	0.68	1	0.11	65	7.32	8	0.90	5	0.56	0	0.00
Medical and Dental	1177	643	54.63	534	45.37	8	0.68	10	0.85	43	3.65	11	0.93	7	0.59	2	0.17
Chaplaincy	198	169	85.35	29	14.65	0	0.00	1	0.51	7	3.54	1	0.51	2	1.01	0	0.00
Support	3373	2465	73.08	908	26.92	27	0.80	8	0.24	112	3.32	43	1.27	23	0.68	10	0.30
Officer Cadets - Unassigned	11	9	81.82	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	179	155	86.59	24	13.41	2	1.12	0	0.00	1	0.56	2	1.12	3	1.68	0	0.00
TOTAL NUMBER	15085	12691	84.13	2394	15.87	140	0.93	30	0.20	481	3.19	94	0.62	107	0.71	14	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	2854	2569	90.01	285	9.99	65	2.28	12	0.42	67	2.35	4	.14	40	1.4	2	0.07
Maintenance - Naval	3272	3163	96.67	109	3.33	54	1.65	4	0.12	59	1.8	1	.03	51	1.56	2	0.06
Combat Arms	10277	10122	98.49	155	1.51	241	2.35	5	0.05	270	2.63	5	.05	127	1.24	1	0.01
Air Operations - Transmissions	1229	1090	88.69	139	11.31	13	1.06	4	0.33	22	1.79	3	.24	14	1.14	1	0.08
Air Technicians	5673	5210	91.84	463	8.16	94	1.66	20	0.35	137	2.41	4	.07	81	1.43	5	0.09
Military Police	1220	1064	87.21	156	12.79	16	1.31	1	0.08	21	1.72	3	.25	11	0.90	1	0.08
Operations - General	3179	2722	85.62	457	14.38	59	1.86	19	0.60	66	2.08	13	0.41	44	1.38	2	0.06
Communications and Electronics Maintenance	2264	2120	93.64	144	6.36	44	1.94	6	0.27	83	3.67	10	0.44	23	1.02	1	0.04
Medical	1603	949	59.2	654	40.8	21	1.31	18	1.12	30	1.87	18	1.12	26	1.62	7	0.44
Dental	207	37	17.87	170	82.13	0	0.00	3	1.45	0	0.00	5	2.42	0	0.00	3	1.45
Electrical and Mechanical	3372	3266	96.86	106	3.14	53	1.57	7	0.21	54	1.6	4	0.12	51	1.51	1	0.03
Military Engineers	3308	3210	97.04	98	2.96	80	2.42	2	0.06	65	1.96	1	0.03	38	1.15	3	0.09
Clerical Personnel	3119	1347	43.19	1772	56.81	31	0.99	49	1.57	62	1.99	44	1.41	28	0.90	10	0.32
Music	238	181	76.05	57	23.95	2	0.84	0	0.00	6	2.52	5	2.1	2	.84	0	0.00
Logistical Support	6271	4846	77.28	1425	22.72	93	1.48	48	0.77	118	1.88	33	0.53	81	1.29	14	0.22
Unknown	48	40	83.33	8	16.67	3	4.84	0	0.00	2	3.23	0	0.00	2	3.23	0	0.00
TOTAL NUMBER	48134	41936	87.12	6198	12.88	869	1.80	198	0.41	1062	2.21	153	0.32	619	1.29	53	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	15	13	86.67	2	13.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	501	403	80.44	98	19.56	5	1.00	1	0.20	13	2.59	4	0.80	1	0.20	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	2062	1977	95.88	85	4.12	26	1.26	4	0.19	79	3.83	4	0.19	15	0.73	0	0.00
Air Operations - Pilots	223	216	96.86	7	3.14	1	0.45	0	0.00	1	0.45	0	0.00	2	0.90	0	0.00
Air Operations	85	72	84.71	13	15.29	0	0.00	0	0.00	0	0.00	0	0.00	2	2.35	0	0.00
Aerospace Engineering	54	47	87.04	7	12.96	1	1.85	0	0.00	2	3.7	0	0.00	1	1.85	0	0.00
Engineering	102	93	91.18	9	8.82	1	0.98	0	0.00	5	4.9	0	0.00	4	3.92	0	0.00
Medical and Dental	329	205	62.31	124	37.69	4	1.22	0	0.00	11	3.34	2	0.61	3	0.91	0	0.00
Chaplaincy	153	137	89.54	16	10.46	0	0.00	0	0.00	4	2.61	2	1.31	2	1.31	0	0.00
Support	1661	1151	69.3	510	30.7	12	0.72	2	0.12	58	3.49	19	1.14	23	1.38	8	0.48
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	7701	4619	59.98	3082	40.02	55	0.71	50	0.65	101	1.31	55	0.71	78	1.01	36	0.47
Canadian Rangers	9	9	100.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	213	167	78.40	46	21.60	4	1.88	0	0.00	2	0.94	1	0.47	1	0.47	0	0.00
TOTAL NUMBER	13108	9109	69.50	3999	30.50	110	0.84	57	0.43	276	2.11	87	0.66	132	1.01	44	0.34

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	1989	1438	72.3	551	27.7	22	1.11	14	0.70	89	4.47	21	1.06	24	1.21	2	0.10
Maintenance - Naval	210	173	82.38	37	17.62	2	0.95	1	0.48	2	0.95	1	0.48	1	0.48	0	0.00
Combat Arms	13187	12304	93.3	883	6.7	173	1.31	23	0.17	668	5.07	47	0.36	128	0.97	4	0.03
Air Operations - Transmissions	50	49	98.00	1	2.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.00	0	0.00
Air Technicians	587	519	88.42	68	11.58	6	1.02	1	0.17	8	1.36	0	0.00	10	1.7	1	0.17
Military Police	663	550	82.96	113	17.04	10	1.51	2	0.30	27	4.07	8	1.21	7	1.06	2	0.30
Operations - General	1502	1269	84.49	233	15.51	13	0.87	2	0.13	73	4.86	17	1.13	19	1.26	2	0.13
Communications and Electronics Maintenance	286	259	90.56	27	9.44	5	1.75	3	1.05	11	3.85	0	0.00	4	1.4	0	0.00
Medical	1048	639	60.97	409	39.03	6	0.57	3	0.29	41	3.91	14	1.34	6	0.57	4	0.38
Dental	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	914	865	94.64	49	5.36	15	1.64	0	0.00	50	5.47	4	0.44	14	1.53	2	0.22
Military Engineers	1681	1580	93.99	101	6.01	20	1.19	0	0.00	88	5.23	2	0.12	16	0.95	1	0.06
Clerical Personnel	2347	821	34.98	1526	65.02	12	0.51	43	1.83	70	2.98	67	2.85	15	0.64	17	0.72
Music	971	568	58.5	403	41.5	3	0.31	5	0.51	21	2.16	13	1.34	7	0.72	1	0.10
Logistical Support	2693	1973	73.26	720	26.74	31	1.15	18	0.67	96	3.56	31	1.15	40	1.49	12	0.45
Canadian Rangers	4141	3454	83.41	687	16.59	830	20.04	166	4.01	26	0.63	4	0.10	48	1.16	6	0.14
Unknown	257	197	76.65	60	23.35	8	3.11	4	1.56	1	0.39	0	0.00	2	0.78	0	0.00
TOTAL NUMBER	32529	26659	81.95	5870	18.05	1156	3.55	285	0.88	1271	3.91	229	0.70	342	1.05	54	0.17

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	87	82	94.25	5	5.75	1	1.19	0	0.00	1	1.19	0	0.00	1	1.19	0	0.00
Naval Operations	1753	1519	86.65	234	13.35	16	0.91	4	0.23	48	2.74	9	0.51	10	0.57	1	0.06
Maritime Engineering	680	603	88.68	77	11.32	6	0.88	1	0.15	35	5.15	4	0.59	9	1.32	0	0.00
Combat Arms	4907	4701	95.80	206	4.20	69	1.41	4	0.08	157	3.20	12	0.24	43	0.88	1	0.02
Air Operations - Pilots	2249	2128	94.62	121	5.38	17	0.76	0	0.00	40	1.78	1	0.04	8	0.36	0	0.00
Air Operations	1463	1270	86.81	193	13.19	10	0.68	4	0.27	27	1.85	5	0.34	10	0.68	0	0.00
Aerospace Engineering	1060	887	83.68	173	16.32	11	1.04	2	0.19	40	3.77	6	0.57	7	0.66	0	0.00
Engineering	990	881	88.99	109	11.01	7	0.71	1	0.10	70	7.07	8	0.81	9	0.91	0	0.00
Medical and Dental	1506	848	56.31	658	43.69	12	0.80	10	0.66	54	3.59	13	0.86	10	0.66	2	0.13
Chaplaincy	351	306	87.18	45	12.82	0	0.00	1	0.28	11	3.13	3	0.85	4	1.14	0	0.00
Support	5034	3616	71.83	1418	28.17	39	0.77	10	0.20	170	3.38	62	1.23	46	0.91	18	0.36
Officer Cadets - Unassigned	11	9	81.82	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	7701	4619	59.98	3082	40.02	55	0.71	50	0.65	101	1.31	55	0.71	78	1.01	36	0.47
Canadian Rangers	9	9	100.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	392	322	82.14	70	17.86	7	1.79	0	0.00	3	0.77	3	0.77	4	1.02	0	0.00
TOTAL NUMBER	28193	21800	77.32	6393	22.68	251	0.89	87	0.31	757	2.69	181	0.64	239	0.85	58	0.21

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	4843	4007	82.74	836	17.26	87	1.80	26	0.54	156	3.22	25	0.52	64	1.32	4	0.08
Maintenance - Naval	3482	3336	95.81	146	4.19	56	1.61	5	0.14	61	1.75	2	0.06	52	1.49	2	0.06
Combat Arms	23464	22426	95.58	1038	4.42	414	1.76	28	0.12	938	4.00	52	0.22	255	1.09	5	0.02
Air Operations - Transmissions	1279	1139	89.05	140	10.95	13	1.02	4	0.31	22	1.72	3	0.23	15	1.17	1	0.08
Air Technicians	6260	5729	91.52	531	8.48	100	1.60	21	0.34	145	2.32	4	0.06	91	1.45	6	0.10
Military Police	1883	1614	85.71	269	14.29	26	1.38	3	0.16	48	2.55	11	0.58	18	0.96	3	0.16
Operations - General	4681	3991	85.26	690	14.74	72	1.54	21	0.45	139	2.97	30	0.64	63	1.35	4	0.09
Communications and Electronics Maintenance	2550	2379	93.29	171	6.71	49	1.92	9	0.35	94	3.69	10	0.39	27	1.06	1	0.04
Medical	2651	1588	59.90	1063	40.10	27	1.02	21	0.79	71	2.68	32	1.21	32	1.21	11	0.41
Dental	210	38	18.10	172	81.9	0	0.00	3	1.43	0	0.00	5	2.38	0	0.00	3	1.43
Electrical and Mechanical	4286	4131	96.38	155	3.62	68	1.59	7	0.16	104	2.43	8	0.19	65	1.52	3	0.07
Military Engineers	4989	4790	96.01	199	3.99	100	2.00	2	0.04	153	3.07	3	0.06	54	1.08	4	0.08
Clerical Personnel	5466	2168	39.66	3298	60.34	43	0.79	92	1.68	132	2.41	111	2.03	43	0.79	27	0.49
Music	1209	749	61.95	460	38.05	5	0.41	5	0.41	27	2.23	18	1.49	9	0.74	1	0.08
Logistical Support	8964	6819	76.07	2145	23.93	124	1.38	66	0.74	214	2.39	64	0.71	121	1.35	26	0.29
Canadian Rangers	4141	3454	83.41	687	16.59	830	20.04	166	4.01	26	0.63	4	0.10	48	1.16	6	0.14
Unknown	305	237	77.70	68	22.30	11	3.61	4	1.31	3	0.98	0	0.00	4	1.31	0	0.00
TOTAL NUMBER	80663	68595	85.04	12068	14.96	2025	2.51	483	0.60	2333	2.89	382	0.47	961	1.19	107	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	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-General	8	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Major-General	26	26	100.00	0	0.00	1	3.85	0	0.00	2	7.69	0	0.00	0	0.00	0	0.00
Brigadier General	47	44	93.62	3	6.38	0	0.00	0	0.00	0	0.00	0	0.00	1	2.13	0	0.00
Colonel	325	312	96.00	13	4.00	5	1.54	0	0.00	4	1.23	0	0.00	3	0.92	0	0.00
Lieutenant-Colonel	1209	1121	92.72	88	7.28	7	0.58	0	0.00	15	1.24	2	0.17	8	0.66	1	0.08
Major	3430	2998	87.41	432	12.59	27	0.79	3	0.09	60	1.75	7	0.20	27	0.79	4	0.12
Captain	5730	4775	83.33	955	16.67	49	0.86	17	0.30	170	2.97	33	0.58	51	0.89	5	0.09
Lieutenant	1111	809	72.82	302	27.18	9	0.81	3	0.27	36	3.24	6	0.54	5	0.45	0	0.00
Second Lieutenant	1703	1433	84.15	270	15.85	23	1.35	1	0.06	115	6.75	19	1.12	4	0.23	0	0.00
Officer Cadet	1493	1163	77.90	330	22.10	20	1.34	6	0.40	79	5.29	27	1.81	8	0.54	4	0.27
TOTAL NUMBER	15084	12691	84.14	2393	15.86	141	0.93	30	0.20	481	3.19	94	0.62	107	0.71	14	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	606	580	95.71	26	4.29	11	1.82	0	0	9	1.49	0	0.00	9	1.49	0	0
Master Warrant Officer	2044	1913	93.59	131	6.41	28	1.37	5	0.24	16	0.78	0	0.00	23	1.13	2	0.1
Warrant Officer	3770	3433	91.06	337	8.94	51	1.35	6	0.16	43	1.14	1	0.03	58	1.54	3	0.08
Sergeant	7015	6111	87.11	904	12.89	131	1.87	35	0.5	97	1.38	24	0.34	123	1.75	12	0.17
Master Corporal (by Appointment)	8589	7328	85.32	1261	14.68	150	1.75	37	0.43	165	1.92	28	0.33	117	1.36	12	0.14
Corporal	15138	13102	86.55	2036	13.45	258	1.7	63	0.42	376	2.48	46	0.30	183	1.21	18	0.12
Private	10994	9497	86.38	1497	13.62	240	2.18	52	0.47	356	3.24	54	0.49	106	.96	6	0.05
TOTAL NUMBER	48156	41964	87.14	6192	12.86	869	1.80	198	0.41	1062	2.21	153	0.32	619	1.29	53	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	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Major-General	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Brigadier General	21	19	90.48	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Colonel	63	61	96.83	2	3.17	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lieutenant-Colonel	491	458	93.28	33	6.72	5	1.02	0	0.00	10	2.04	0	0.00	8	1.63	0	0.00
Major	1292	1109	85.84	183	14.16	15	1.16	1	0.08	26	2.01	2	0.15	23	1.78	4	0.31
Captain	5447	3864	70.94	1583	29.06	38	0.70	17	0.31	103	1.89	27	0.50	64	1.17	18	0.33
Lieutenant	2278	1367	60.01	911	39.99	14	0.61	4	0.18	37	1.62	14	0.61	12	0.53	4	0.18
Second Lieutenant	2235	1403	62.77	832	37.23	27	1.21	24	1.07	61	2.73	30	1.34	13	0.58	14	0.63
Officer Cadet	1277	826	64.68	451	35.32	11	0.86	11	0.86	39	3.05	14	1.10	12	0.94	4	0.31
TOTAL NUMBER	13106	9109	69.50	3997	30.50	110	0.84	57	0.43	276	2.11	87	0.66	132	1.01	44	0.34

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	276	263	95.29	13	4.71	3	1.09	0	0.00	5	1.81	2	0.72	5	1.81	0	0.00
Master Warrant Officer	632	562	88.92	70	11.08	13	2.06	3	0.47	12	1.90	1	0.16	12	1.90	0	0.00
Warrant Officer	1152	986	85.59	166	14.41	19	1.65	2	0.17	32	2.78	4	0.35	21	1.82	4	0.35
Sergeant	2944	2350	79.82	594	20.18	80	2.72	25	0.85	96	3.26	19	0.65	46	1.56	11	0.37
Master Corporal (by Appointment)	3127	2431	77.74	696	22.26	107	3.42	28	0.90	124	3.97	26	0.83	37	1.18	4	0.13
Corporal	10460	8279	79.15	2181	20.85	223	2.13	62	0.59	554	5.30	111	1.06	114	1.09	20	0.19
Private	13940	11788	84.56	2152	15.44	711	5.10	165	1.18	448	3.21	66	0.47	107	0.77	15	0.11
TOTAL NUMBER	32531	26659	81.95	5872	18.05	1156	3.55	285	0.88	1271	3.91	229	0.70	342	1.05	54	0.17

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	88	63	71.59	25	28.41	0	0.00	1	1.14	4	4.55	1	1.14	1	1.14	0	0.00
Maritime Engineering	29	26	89.66	3	10.34	2	6.9	0	0.00	3	10.34	0	0.00	0	0.00	0	0.00
Combat Arms	248	226	91.13	22	8.87	8	3.23	0	0.00	18	7.26	3	1.21	4	1.61	0	0.00
Air Operations - Pilots	99	88	88.89	11	11.11	1	1.01	0	0.00	2	2.02	0	0.00	1	1.01	0	0.00
Air Operations	87	70	80.46	17	19.54	0	0.00	0	0.00	5	5.75	0	0.00	0	0.00	0	0.00
Aerospace Engineering	60	53	88.33	7	11.67	1	1.67	0	0.00	7	11.67	0	0.00	0	0.00	0	0.00
Engineering	74	63	85.14	11	14.86	1	1.35	0	0.00	15	20.27	2	2.70	0	0.00	0	0.00
Medical and Dental	85	42	49.41	43	50.59	0	0.00	0	0.00	1	1.18	2	2.35	0	0.00	0	0.00
Chaplaincy	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
Support	142	88	61.97	54	38.03	1	0.70	1	0.70	17	11.97	7	4.93	1	0.70	0	0.00
Unknown	13	10	76.92	3	23.08	0	0.00	0	0.00	1	7.69	1	7.69	0	0.00	0	0.00
TOTAL NUMBER	935	738	78.93	197	21.07	14	1.50	2	0.21	73	7.81	16	1.71	7	0.75	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	204	161	78.92	43	21.08	10	4.90	2	0.98	11	5.39	0	0.00	2	0.98	0	0.00
Maintenance - Naval	211	193	91.47	18	8.53	0	0.00	1	0.47	11	5.21	0	0.00	3	1.42	0	0.00
Combat Arms	1814	1764	97.24	50	2.76	57	3.14	3	0.17	78	4.30	2	0.11	25	1.38	0	0.00
Air Operations - Transmissions	28	21	75.00	7	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	497	430	86.52	67	13.48	6	1.21	4	0.80	27	5.43	1	0.20	7	1.41	1	0.20
Military Police	79	54	68.35	25	31.65	2	2.53	1	1.27	4	5.06	2	2.53	1	1.27	0	0.00
Operations - General	281	229	81.49	52	18.51	5	1.78	1	0.36	12	4.27	2	0.71	3	1.07	0	0.00
Communications and Electronics Maintenance	122	112	91.80	10	8.20	1	0.82	0	0.00	8	6.56	0	0.00	4	3.28	0	0.00
Medical	137	61	44.53	76	55.47	1	0.73	2	1.46	4	2.92	3	2.19	1	0.73	0	0.00
Dental	5	1	20.00	4	80.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
Electrical and Mechanical	304	287	94.41	17	5.59	8	2.63	3	0.99	9	2.96	2	0.66	8	2.63	0	0.00
Military Engineers	385	367	95.32	18	4.68	13	3.38	1	0.26	7	1.82	3	0.78	5	1.30	1	0.26
Clerical Personnel	135	15	11.11	120	88.89	1	0.74	4	2.96	2	1.48	3	2.22	1	0.74	0	0.00
Music	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
Logistical Support	391	220	56.27	171	43.73	5	1.28	6	1.53	16	4.09	6	1.53	8	2.05	2	0.51
TOTAL NUMBER	4597	3917	85.21	680	14.79	109	2.37	28	0.61	189	4.11	25	0.54	68	1.48	4	0.09

SCHEDULE 9
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	40	37	92.5	3	7.5	1	2.50	0	0.00	3	7.50	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	120	112	93.33	8	6.67	0	0.00	2	1.67	3	2.50	1	0.83	0	0.00	0	0.00
Air Operations - Pilots	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	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	2	2	100.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
Engineering	6	5	83.33	1	16.67	1	16.67	0	0.00	1	16.67	0	0.00	1	16.67	0	0.00
Medical and Dental	37	20	54.05	17	45.95	1	2.70	0	0.00	1	2.70	1	2.70	0	0.00	0	0.00
Chaplaincy	18	14	77.78	4	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	114	86	75.44	28	24.56	2	1.75	0	0.00	6	5.26	1	.88	2	1.75	0	0.00
Officer Cadets - Unassigned	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
Cadet Instructor Cadre	549	290	52.82	259	47.18	6	1.09	11	2.00	16	2.91	15	2.73	5	0.91	8	1.46
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	8	4	50.00	4	50.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	896	571	63.73	325	36.27	11	1.23	13	1.45	32	3.57	18	2.01	8	0.89	8	0.89

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	263	188	71.48	75	28.52	8	3.04	5	1.90	8	3.04	3	1.14	1	0.38	0	0.00
Maintenance - Naval	56	51	91.07	5	8.93	1	1.79	0	0.00	1	1.79	0	0.00	0	0.00	0	0.00
Combat Arms	2398	2206	91.99	192	8.01	28	1.17	4	0.17	122	5.09	13	0.54	16	0.67	1	0.04
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	18	16	88.89	2	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	137	108	78.83	29	21.17	0	0.00	2	1.46	6	4.38	1	0.73	1	0.73	1	0.73
Operations - General	154	136	88.31	18	11.69	2	1.30	0	0.00	4	2.60	3	1.95	1	0.65	0	0.00
Communications and Electronics Maintenance	20	18	90.00	2	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical	132	65	49.24	67	50.76	2	1.52	0	0.00	5	3.79	1	0.76	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	145	137	94.48	8	5.52	2	1.38	0	0.00	8	5.52	0	0.00	4	2.76	0	0.00
Military Engineers	261	242	92.72	19	7.28	3	1.15	1	0.38	14	5.36	0	0.00	1	0.38	0	0.00
Clerical Personnel	171	70	40.94	101	59.06	1	0.58	2	1.17	14	8.19	7	4.09	1	0.58	0	0.00
Music	77	50	64.94	27	35.06	0	0.00	1	1.30	1	1.30	2	2.60	0	0.00	0	0.00
Logistical Support	348	240	68.97	108	31.03	6	1.72	1	0.29	8	2.30	7	2.01	4	1.15	2	0.57
Canadian Rangers	166	126	75.90	40	24.10	11	6.63	6	3.61	2	1.20	0	0.00	0	0.00	0	0.00
Unknown	56	43	76.79	13	23.21	1	1.79	1	1.79	1	1.79	1	1.79	0	0.00	0	0.00
TOTAL NUMBER	4403	3696	83.94	707	16.06	65	1.48	23	0.52	194	4.41	38	0.86	29	0.66	4	0.09

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	13	13	100.00	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00
Naval Operations	189	170	89.95	19	10.05	1	0.53	0	0.00	5	2.65	2	1.06	1	0.53	0	0.00
Maritime Engineering	110	97	88.18	13	11.82	0	0.00	0	0.00	9	8.18	0	0.00	1	0.91	0	0.00
Combat Arms	442	420	95.02	22	4.98	9	2.04	0	0.00	11	2.49	1	0.23	3	0.68	1	0.23
Air Operations - Pilots	355	331	93.24	24	6.76	2	0.56	0	0.00	10	2.82	0	0.00	0	0.00	0	0.00
Air Operations	199	172	86.43	27	13.57	1	0.50	1	0.50	7	3.52	1	0.50	1	0.50	0	0.00
Aerospace Engineering	176	138	78.41	38	21.59	1	0.57	0	0.00	5	2.84	0	0.00	2	1.14	0	0.00
Engineering	141	124	87.94	17	12.06	1	0.71	0	0.00	8	5.67	2	1.42	1	0.71	0	0.00
Medical and Dental	162	89	54.94	73	45.06	3	1.85	2	1.23	4	2.47	0	0.00	1	0.62	0	0.00
Chaplaincy	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
Support	609	443	72.74	166	27.26	5	0.82	0	0.00	22	3.61	5	0.82	7	1.15	0	0.00
Officer Cadets - Unassigned	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
Unknown	34	30	88.24	4	11.76	0	0.00	0	0.00	1	2.94	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2446	2038	83.32	408	16.68	23	0.94	3	0.12	83	3.39	11	0.45	17	0.70	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	670	591	88.21	79	11.79	13	1.94	2	0.30	16	2.39	1	0.15	7	1.04	1	0.15
Maintenance - Naval	763	744	97.51	19	2.49	9	1.18	1	0.13	16	2.10	1	0.13	13	1.70	0	0.00
Combat Arms	2746	2711	98.73	35	1.27	83	3.02	1	0.04	78	2.84	1	0.04	40	1.46	0	0.00
Air Operations - Transmissions	252	223	88.49	29	11.51	2	0.79	1	0.40	4	1.59	0	0.00	5	1.98	1	0.40
Air Technicians	1198	1102	91.99	96	8.01	15	1.25	3	0.25	44	3.67	0	0.00	13	1.09	1	0.08
Military Police	208	182	87.50	26	12.50	3	1.44	1	0.48	3	1.44	1	0.48	1	0.48	0	0.00
Operations - General	795	686	86.29	109	13.71	12	1.51	2	0.25	21	2.64	3	0.38	13	1.64	0	0.00
Communications and Electronics Maintenance	410	382	93.17	28	6.83	5	1.22	2	0.49	18	4.39	1	0.24	7	1.71	0	0.00
Medical	359	207	57.66	152	42.34	1	0.28	6	1.67	5	1.39	6	1.67	3	0.84	2	0.56
Dental	27	2	7.41	25	92.59	0	0.00	2	7.41	0	0.00	2	7.41	0	0.00	1	3.70
Electrical and Mechanical	773	745	96.38	28	3.62	14	1.81	0	0.00	15	1.94	1	0.13	6	0.78	0	0.00
Military Engineers	860	820	95.35	40	4.65	21	2.44	0	0.00	16	1.86	0	0.00	8	0.93	1	0.12
Clerical Personnel	639	260	40.69	379	59.31	4	0.63	13	2.03	11	1.72	13	2.03	3	0.47	2	0.31
Music	18	13	72.22	5	27.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	1353	997	73.69	356	26.31	26	1.92	12	0.89	25	1.85	10	0.74	14	1.03	3	0.22
TOTAL NUMBER	11071	9665	87.30	1406	12.70	208	1.88	46	0.42	272	2.46	40	0.36	133	1.20	12	0.11

SCHEDULE 11
(Sections 23, 26 and 28)

PART 1

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persons with Disabilities			
	Total 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	54	43	79.63	11	20.37	1	1.85	0	0.00	3	5.56	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	334	315	94.31	19	5.69	2	0.60	1	0.30	17	5.09	0	0.00	1	0.30	0	0.00
Air Operations - Pilots	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	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
Aerospace Engineering	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
Engineering	4	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical and Dental	40	21	52.50	19	47.50	1	2.50	0	0.00	0	0.00	1	2.5	0	0.00	0	0.00
Chaplaincy	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00
Support	237	164	69.20	73	30.8	1	0.42	1	0.42	15	6.33	6	2.53	3	1.27	0	0.00
Officer Cadets - Unassigned	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
Cadet Instructor Cadre	1348	739	54.82	609	45.18	14	1.04	22	1.63	28	2.08	22	1.63	9	0.67	10	0.74
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	14	12	85.71	2	14.29	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	2050	1313	64.05	737	35.95	20	0.98	24	1.17	63	3.07	30	1.46	13	0.63	10	0.49

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	317	218	68.77	99	31.23	5	1.58	3	0.95	16	5.05	2	0.63	2	0.63	0	0.00
Maintenance - Naval	21	17	80.95	4	19.05	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00
Combat Arms	2415	2235	92.55	180	7.45	26	1.08	4	0.17	120	4.97	10	0.41	18	0.75	0	0.00
Air Operations - Transmissions	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	16	14	87.50	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	76	61	80.26	15	19.74	0	0.00	0	0.00	7	9.21	4	5.26	1	1.32	0	0.00
Operations - General	231	190	82.25	41	17.75	0	0.00	0	0.00	10	4.33	1	0.43	3	1.30	0	0.00
Communications and Electronics Maintenance	25	24	96.00	1	4.00	0	0.00	0	0.00	4	16.00	0	0.00	1	4.00	0	0.00
Medical	130	79	60.77	51	39.23	0	0.00	1	0.77	1	0.77	3	2.31	0	0.00	1	0.77
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	103	97	94.17	6	5.83	1	0.97	0	0.00	4	3.88	0	0.00	0	0.00	0	0.00
Military Engineers	233	220	94.42	13	5.58	3	1.29	0	0.00	10	4.29	0	0.00	3	1.29	0	0.00
Clerical Personnel	253	108	42.69	145	57.31	0	0.00	3	1.19	12	4.74	5	1.98	2	0.79	1	0.40
Music	152	87	57.24	65	42.76	0	0.00	0	0.00	5	3.29	4	2.63	1	0.66	0	0.00
Logistical Support	293	215	73.38	78	26.62	2	0.68	2	0.68	9	3.07	4	1.37	4	1.37	0	0.00
Canadian Rangers	182	151	82.42	31	17.03	30	16.48	8	4.40	1	0.55	0	0.00	1	0.55	1	0.55
Unknown	12	8	66.67	4	33.33	2	16.67	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	4462	3727	83.53	735	16.47	69	1.55	22	0.49	199	4.46	34	0.76	36	0.81	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				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	163	132	80.98	31	19.02	1	0.61	2	1.23	9	5.52	2	1.23	3	1.84	1	0.61
Maritime Engineering	68	63	92.65	5	7.35	4	5.88	0	0.00	8	11.76	0	0.00	1	1.47	0	0.00
Combat Arms	436	408	93.58	28	6.42	10	2.29	0	0.00	24	5.50	3	0.69	7	1.61	0	0.00
Air Operations - Pilots	224	210	93.75	14	6.25	4	1.79	0	0.00	7	3.13	0	0.00	1	0.45	0	0.00
Air Operations	167	141	84.43	26	15.57	0	0.00	1	0.60	7	4.19	0	0.00	0	0.00	0	0.00
Aerospace Engineering	105	91	86.67	14	13.33	1	0.95	0	0.00	9	8.57	0	0.00	0	0.00	0	0.00
Engineering	124	108	87.10	16	12.90	1	0.81	0	0.00	19	15.32	3	2.42	0	0.00	0	0.00
Medical and Dental	165	92	55.76	73	44.24	1	0.61	0	0.00	5	3.03	4	2.42	1	0.61	1	0.61
Chaplaincy	34	30	88.24	4	11.76	0	0.00	0	0.00	1	2.94	1	2.94	0	0.00	0	0.00
Support	405	271	66.91	134	33.09	4	0.99	2	0.49	24	5.93	10	2.47	3	0.74	1	0.25
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	36	31	86.11	5	13.89	0	0.00	0	0.00	2	5.56	0	0.00	1	2.78	0	0.00
TOTAL NUMBER	1929	1579	81.86	350	18.14	26	1.35	5	0.26	115	5.96	23	1.19	17	0.88	3	0.16

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	426	365	85.68	61	14.32	17	3.99	2	0.47	14	3.29	1	0.23	6	1.41	2	0.47
Maintenance - Naval	613	584	95.27	29	4.73	7	1.14	1	0.16	16	2.61	0	0.00	6	0.98	0	0.00
Combat Arms	3122	3060	98.01	62	1.99	90	2.88	3	0.10	105	3.36	2	0.06	44	1.41	0	0.00
Air Operations - Transmissions	103	88	85.44	15	14.56	0	0.00	0	0.00	1	0.97	1	0.97	0	0.00	0	0.00
Air Technicians	993	897	90.33	96	9.67	15	1.51	6	0.60	38	3.83	1	0.10	14	1.41	2	0.20
Military Police	181	147	81.22	34	18.78	4	2.21	1	0.55	4	2.21	2	1.10	2	1.10	0	0.00
Operations - General	691	581	84.08	110	15.92	15	2.17	2	0.29	16	2.32	2	0.29	11	1.59	0	0.00
Communications and Electronics Maintenance	347	317	91.35	30	8.65	9	2.59	1	0.29	16	4.61	1	0.29	8	2.31	0	0.00
Medical	292	151	51.71	141	48.29	2	0.68	3	1.03	9	3.08	5	1.71	2	0.68	0	0.00
Dental	19	5	26.32	14	73.68	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00
Electrical and Mechanical	680	648	95.29	32	4.71	17	2.50	3	0.44	15	2.21	3	0.44	12	1.76	0	0.00
Military Engineers	656	629	95.88	27	4.12	19	2.90	2	0.30	13	1.98	3	0.46	9	1.37	2	0.30
Clerical Personnel	570	197	34.56	373	65.44	6	1.05	11	1.93	12	2.11	10	1.75	4	0.70	4	0.70
Music	26	16	61.54	10	38.46	1	3.85	0	0.00	0	0.00	2	7.69	0	0.00	0	0.00
Logistical Support	1176	802	68.20	374	31.80	25	2.13	16	1.36	36	3.06	11	0.94	17	1.45	4	0.34
Unknown	41	35	85.37	6	14.63	1	2.44	0	0.00	2	4.88	0	0.00	2	4.88	0	0.00
TOTAL NUMBER	9936	8522	85.77	1414	14.23	228	2.29	51	0.51	297	2.99	45	0.45	137	1.38	14	0.14

SCHEDULE 13
(Sections 23, 26 and 28)

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

Military Occupational Groups	All Officers					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
General Officers	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Naval Operations	51	45	88.24	6	11.76	1	1.96	1	1.96	3	5.88	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	147	138	93.88	9	6.12	0	0.00	2	1.36	4	2.72	1	0.68	1	0.68	0	0.00
Air Operations - Pilots	33	33	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Operations	11	9	81.82	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Aerospace Engineering	7	7	100.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00
Engineering	14	13	92.86	1	7.14	1	7.14	0	0.00	1	7.14	0	0.00	1	7.14	0	0.00
Medical and Dental	45	22	48.89	23	51.11	1	2.22	0	0.00	1	2.22	1	2.22	0	0.00	0	0.00
Chaplaincy	19	16	84.21	3	15.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	146	109	74.66	37	25.34	2	1.37	0	0.00	7	4.79	1	0.68	2	1.37	0	0.00
Officer Cadets - Unassigned	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	608	340	55.92	268	44.08	6	0.99	11	1.81	19	3.13	15	2.47	7	1.15	8	1.32
Canadian Rangers	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	8	5	62.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	1093	739	67.61	354	32.39	11	1.01	14	1.28	36	3.29	18	1.65	11	1.01	8	0.73

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

Military Occupational Groups	All Non-commissioned Members					Aboriginal People				Visible Minorities				Persones with Disabilities			
	Total Number	Men		Women		Men		Women		Men		Women		Men		Women	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Naval Operations	253	182	71.94	71	28.06	5	1.98	3	1.19	4	1.58	1	0.40	0	0.00	0	0.00
Maintenance - Naval	66	57	86.36	9	13.64	1	1.52	0	0.00	1	1.52	0	0.00	0	0.00	0	0.00
Combat Arms	2474	2286	92.40	188	7.60	21	0.85	2	0.08	83	3.35	10	0.40	16	0.65	0	0.00
Air Operations - Transmissions	6	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	66	60	90.91	6	9.09	0	0.00	0	0.00	3	4.55	0	0.00	1	1.52	0	0.00
Military Police	145	114	78.62	31	21.38	1	0.69	0	0.00	4	2.76	1	0.69	1	0.69	1	0.69
Operations - General	182	157	86.26	25	13.74	0	0.00	0	0.00	1	0.55	2	1.10	0	0.00	0	0.00
Communications and Electronics Maintenance	38	36	94.74	2	5.26	0	0.00	1	2.63	0	0.00	0	0.00	0	0.00	0	0.00
Medical	135	70	51.85	65	48.15	2	1.48	0	0.00	4	2.96	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	150	140	93.33	10	6.67	0	0.00	0	0.00	4	2.67	1	0.67	3	2.00	1	0.67
Military Engineers	278	256	92.09	22	7.91	2	0.72	0	0.00	8	2.88	0	0.00	1	0.36	0	0.00
Clerical Personnel	197	86	43.65	111	56.35	2	1.02	1	0.51	8	4.06	3	1.52	2	1.02	0	0.00
Music	85	58	68.24	27	31.76	0	0.00	1	1.18	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	417	295	70.74	122	29.26	6	1.44	1	0.24	10	2.40	3	0.72	2	0.48	3	0.72
Canadian Rangers	13	11	84.62	2	15.38	1	7.69	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00
Unknown	126	90	71.43	36	28.57	2	1.59	2	1.59	0	0.00	0	0.00	1	0.79	0	0.00
TOTAL NUMBER	4631	3903	84.28	728	15.72	43	0.93	11	0.24	131	2.83	21	0.45	27	0.58	5	0.11

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	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	44	33	75.00	11	25.00	0	0.00	0	0.00	1	2.27	0	0.00	1	2.27	0	0.00
Maritime Engineering	30	27	90.00	3	10.00	0	0.00	0	0.00	2	6.67	0	0.00	0	0.00	0	0.00
Combat Arms	106	100	94.34	6	5.66	1	0.94	0	0.00	7	6.6	0	0.00	2	1.89	0	0.00
Air Operations - Pilots	31	30	96.77	1	3.23	0	0.00	0	0.00	2	6.45	0	0.00	0	0.00	0	0.00
Air Operations	36	32	88.89	4	11.11	2	5.56	0	0.00	1	2.78	0	0.00	1	2.78	0	0.00
Aerospace Engineering	21	18	85.71	3	14.29	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00
Engineering	28	24	85.71	4	14.29	1	3.57	0	0.00	7	25.00	0	0.00	0	0.00	0	0.00
Medical and Dental	35	13	37.14	22	62.86	0	0.00	0	0.00	0	0.00	1	2.86	0	0.00	0	0.00
Chaplaincy	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Support	104	71	68.27	33	31.73	1	0.96	2	1.92	7	6.73	0	0.00	0	0.00	2	1.92
Officer Cadets - Unassigned	7	2	28.57	5	71.43	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Unknown	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
TOTAL NUMBER	450	358	79.56	92	20.44	5	1.11	2	0.44	28	6.22	1	0.22	4	0.89	2	0.44

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	174	148	85.06	26	14.94	2	1.15	0	0.00	3	1.72	0	0.00	0	0.00	1	0.57
Maintenance - Naval	150	142	94.67	8	5.33	4	2.67	0	0.00	6	4.00	0	0.00	1	0.67	0	0.00
Combat Arms	1005	985	98.01	20	1.99	25	2.49	0	0.00	27	2.69	1	0.10	15	1.49	0	0.00
Air Operations - Transmissions	32	24	75.00	8	25.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.13	0	0.00
Air Technicians	186	153	82.26	33	17.74	2	1.08	0	0.00	4	2.15	0	0.00	0	0.00	2	1.08
Military Police	49	41	83.67	8	16.33	0	0.00	1	2.04	1	2.04	0	0.00	1	2.04	0	0.00
Operations - General	191	152	79.58	39	20.42	4	2.09	0	0.00	3	1.57	1	0.52	4	2.09	1	0.52
Communications and Electronics Maintenance	81	73	90.12	8	9.88	2	2.47	1	1.23	2	2.47	1	1.23	1	1.23	0	0.00
Medical	97	50	51.55	47	48.45	0	0.00	0	0.00	0	0.00	0	0.00	1	1.03	0	0.00
Dental	6	1	16.67	5	83.33	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
Electrical and Mechanical	200	194	97.00	6	3.00	5	2.50	0	0.00	4	2.00	0	0.00	3	1.50	0	0.00
Military Engineers	193	183	94.82	10	5.18	6	3.11	1	0.52	6	3.11	1	0.52	4	2.07	1	0.52
Clerical Personnel	121	53	43.80	68	56.2	2	1.65	1	0.83	1	0.83	1	0.83	3	2.48	3	2.48
Music	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
Logistical Support	357	242	67.79	115	32.21	5	1.40	2	0.56	4	1.12	1	0.28	6	1.68	3	0.84
TOTAL NUMBER	2847	2445	85.88	402	14.12	57	2.00	6	0.21	62	2.18	6	0.21	40	1.40	12	0.42

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	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	16	16	100.00	0	0.00	0	0.00	0	0.00	1	6.25	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	82	80	97.56	2	2.44	2	2.44	0	0.00	2	2.44	0	0.00	1	1.22	0	0.00
Air Operations - Pilots	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air 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	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
Engineering	4	3	75.00	1	25.00	0	0.00	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00
Medical and Dental	8	2	25.00	6	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chaplaincy	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
Support	56	39	69.64	17	30.36	0	0.00	0	0.00	1	1.79	1	1.79	0	0.00	1	1.79
Officer Cadets - Unassigned	5	5	100.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Cadet Instructor Cadre	65	41	63.08	24	36.92	0	0.00	1	1.54	0	0.00	0	0.00	1	1.54	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	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
TOTAL NUMBER	252	201	79.76	51	20.24	2	0.79	2	0.79	5	1.98	2	0.79	2	0.79	1	0.40

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	136	104	76.47	32	23.53	2	1.47	1	0.74	6	4.41	1	0.74	2	1.47	0	0.00
Maintenance - Naval	7	7	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Combat Arms	922	842	91.32	79	8.57	3	0.33	6	0.65	30	3.25	3	0.33	6	0.65	0	0.00
Air Operations - Transmissions	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Air Technicians	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Police	45	37	82.22	8	17.78	1	2.22	0	0.00	5	11.11	1	2.22	0	0.00	0	0.00
Operations - General	100	84	84.00	16	16.00	1	1.00	0	0.00	8	8.00	0	0.00	1	1.00	1	1.00
Communications and Electronics Maintenance	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
Medical	81	41	50.62	40	49.38	1	1.23	1	1.23	3	3.70	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	51	47	92.16	4	7.84	0	0.00	0	0.00	1	1.96	0	0.00	1	1.96	0	0.00
Military Engineers	75	71	94.67	4	5.33	0	0.00	0	0.00	1	1.33	1	1.33	1	1.33	0	0.00
Clerical Personnel	77	31	40.26	46	59.74	2	2.60	1	1.30	3	3.90	3	3.90	0	0.00	2	2.60
Music	25	17	68.00	8	32.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Logistical Support	159	113	71.07	46	28.93	4	2.52	0	0.00	3	1.89	3	1.89	2	1.26	1	0.63
Canadian Rangers	183	150	81.97	33	18.03	34	18.58	10	5.46	3	1.64	1	0.55	2	1.09	0	0.00
Unknown	60	42	70.00	18	30.00	2	3.33	1	1.67	0	0.00	0	0.00	0	0.00	0	0.00
TOTAL NUMBER	1940	1600	82.47	339	17.47	50	2.58	20	1.03	64	3.30	13	0.67	15	0.77	4	0.21