



RCMP Members Employment Equity Annual Report

Fiscal Year

2016- 2017

Exhibit: *National Inquiry into Missing and Murdered Indigenous Women and Girls*

Location/Phase: Part 2: Regina

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Date: JUN 25 2018

Initials

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Presented to the Treasury Board
of Canada September 2017





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OVERVIEW

Today the RCMP maintains vast and varying commitments, as an international, national, provincial and municipal policing body. The RCMP's 29,671 employees are focused on five overarching priorities: combatting serious and organized crime, helping youth, supporting Indigenous communities, countering commercial and economic crime, and safeguarding national security.

The RCMP's primary mandate remains the prevention of crime and the maintenance of "peace and order." The organization is unique in the world as it also provides police services to eight of the ten Canadian provinces, (excluding Québec and Ontario), as well as to the three northern territories, and more than 150 municipalities and 600 Indigenous communities.

The new Workforce Culture and Employee Engagement unit, which recently amalgamated the Diversity and Employment Equity unit, supports the RCMP in embedding the values of diversity and inclusion in RCMP policies, practices and processes in order to have a diverse and effective workforce representative of Canadians.

Through consistent leadership, efforts to achieve diversity and inclusion will include the use of Gender Bias Analysis Plus as an analytical tool to assess the potential impacts of our policies, programs and processes on the organization's diverse populations including Employment Equity groups. Additionally, work with RCMP employees and committees will continue to examine the RCMP career path in order to eliminate barriers to diversity and inclusion. The RCMP is working to promote greater diversity at all levels within an organizational culture that is grounded in the principles of inclusion and respect.

Always Striving To Be The Best We Can Be

This annual report details various steps the RCMP has taken during the reporting period to develop a more inclusive workplace culture, including changing its organizational and governance structures, providing programs and training to support employees, and ensuring open communication and engagement with employees and Canadians.

Understanding the RCMP culture is imperative to encouraging positive change and to promote those practices that foster respect and inclusivity. At the same time, the RCMP must remain forward-looking, and aware that there will always be opportunities to innovate or improve. In this way, we can ensure that the RCMP provides the very best support to its employees.

The first three months of 2017 started with Canada 150 celebrations focussing on the theme of diversity as a key component of Canada's 150 year heritage, and when looking to the future, the RCMP will continue to transform to meet new Employment Equity, diversity and inclusion opportunities and challenges.

It is worth noting, that for the first time in the history of the RCMP, both training colleges (the Canadian Police College and Depot) are currently under the leadership of female members.

In terms of visible minority and Aboriginal representation, statistics show that with similar experience levels, members are achieving promotions within the same timeframes as other members who have up to 25 years of service.

With regard to persons with disabilities, employment opportunities are dependent on the type of disability, but the RCMP continues to review the flexibility of its ability requirements to increase representation.



Did you know... The RCMP Heritage Centre has virtual reality goggles which put people in the saddle with a 360-degree view?



Practices That Foster Respect and Inclusion

To further elevate the voices of those who have historically been underrepresented, the RCMP currently has five National Employee Advisory Committees, designed to offer employees a conduit to connect with colleagues of similar backgrounds. These five committees are:

- RCMP Aboriginal Employee Council;
- National Advisory Committee for Visible Minorities;
- National Women's Advisory Committee;
- National Advisory Committee for Persons with Disabilities;
- Lesbian, Gay, Bisexual, Trans/Two-Spirited National Advisory Committee.

These committees are much more than an internal support system, they are also tools for change. By working in partnership with the Diversity Policy Centre, and providing important advice and recommendations to senior management through their Champions, they address employment equity issues and advocate on behalf of all categories of employees at the national and divisional levels.

To further support the work being undertaken by the committees, the assimilation of Gender Based Analysis Plus (GBA+) into the decision making process continues. Since the consideration of all employment equity groups is not a one-time exercise, using GBA+ as part of the RCMP's routine business is key to ensuring inclusion, innovation and responsiveness, now and into the future. There is a strong commitment to GBA+ at the most senior levels within the RCMP. Furthermore, the RCMP now requires the demonstration of GBA+ competencies for many promotional processes.

Since May 1, 2016 permanent residents who have lived in the country for 10+ years can apply to the RCMP. This has resulted in an additional 245 applicants that were permanent residents. The changes have already begun to show additional opportunity for persons represented within Employment Equity groups to become an RCMP officer.

Leadership

In late 2016 a new executive-level position was added to lead the organization's continued efforts to address a more inclusive workforce. A new Workforce Culture and Employee Engagement unit has been created, led by a senior officer. This unit will contribute to the RCMP's promotion of employment equity which includes gender equality and cultural change. One of the priorities of the unit is to develop strategies to address key workforce characteristics that affect diversity and ensure continuous engagement of employees.

As well, a new Disability Management unit encourages the development of new skills for members who have become disabled to ensure they continue to advance their careers and provide needed services to the public.

Reporting to Parliament

The *Employment Equity Act* (EEA) (1996) requires the RCMP to report yearly the state of employment equity to Parliament for:

- Aboriginal peoples
- Persons with disabilities
- Women
- Members of visible minorities

The purpose of the EEA is to achieve equality in the workplace by correcting conditions of disadvantage in employment by identifying and removing barriers to members of the four designated groups. No person should be denied employment opportunities or benefits for reasons unrelated to ability. Accountability to correct and identify those disadvantages is a shared responsibility across the entire Force and this responsibility is the driver to making the organization collectively the best it can be.



Did you know... The Musical Ride troop is made up of 45% women!

WORKFORCE REPRESENTATION STATISTICS

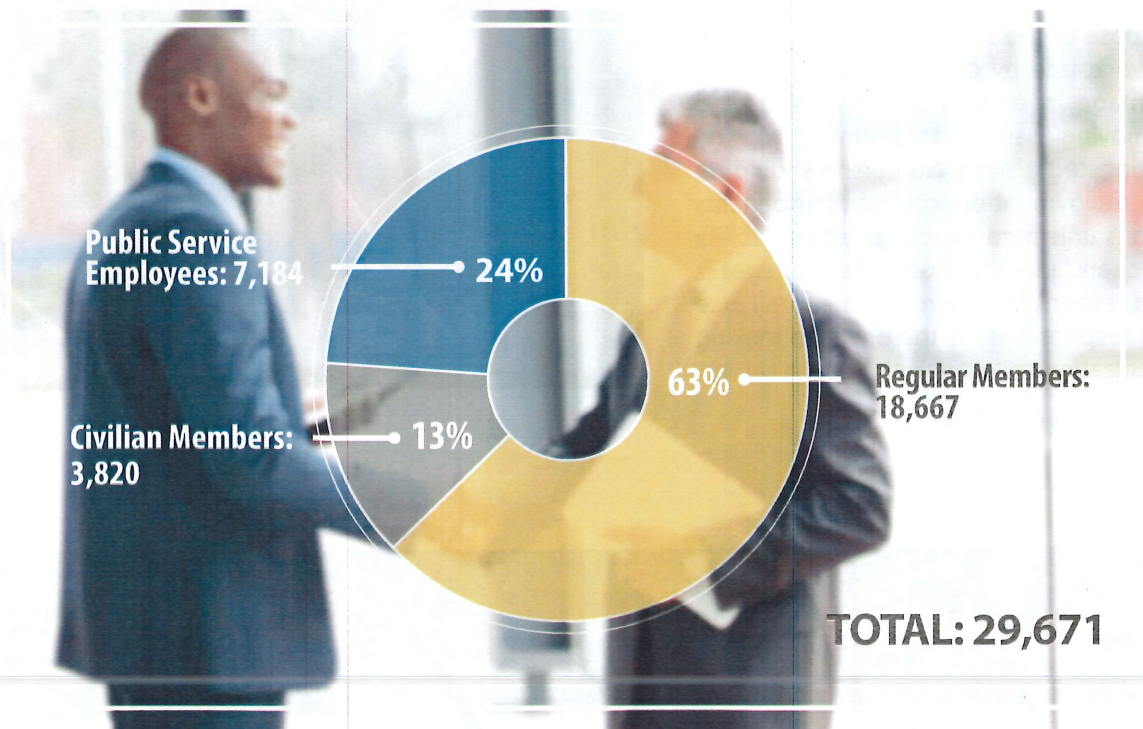
Overall Workforce Representation

As of March 31, 2017, the RCMP had 29,671 employees who are allocated into the following categories:

- Regular Members (RMs) represent the largest group of employees and are comprised of RCMP's peace officers at all ranks, including special constables (S/Cst). These personnel are employed under the *Royal Canadian Mounted Police Act* (RCMP Act). There are 18,667 RM's.
- Civilian Member (CM) is an employee category that was created in 1960 to recognize and develop specialized technical/scientific and law enforcement expertise, in direct support of operational policing activities. These personnel are employed under the RCMP Act. Upcoming changes will see the conversion of the Civilian Member category to Public Service Employees on April 26, 2018. There are 3,820 Civilian Members.
- Public Service Employees (PSEs) are employed under the *Public Service Employment Act* (PSEA) and are engaged in corporate and administrative functions; as such, all information pertaining to this category of employee is captured through Treasury Board Secretariat Annual Employment Equity reporting. There are 7,184 Public Service Employees.

Figure 1 - Overall Workforce Employment Category Representation (Includes men)

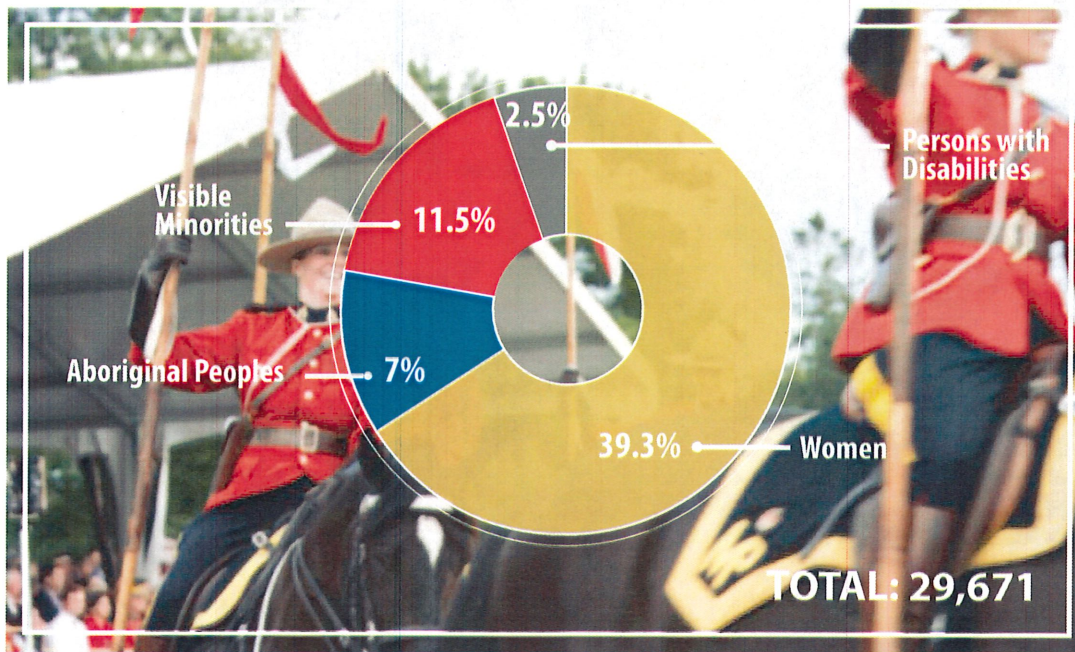
The graph below illustrates the overall RCMP workforce composition as of March 31, 2017, including all categories of employees. Over the past year, the percentage of RM and PSEs has remained the same with only a minimal increase in both total numbers. The total number of CMs decreased slightly.



The graph above reflects the RCMP workforce composition as of March 31, 2017

Figure 2 - Overall Workforce EE Representation (includes men)

Over the past year, there has been an increase in the percentage of representation for Aboriginal people of +0.1% and visible minorities by +0.5%, while representation for women and persons with disabilities had a slight decrease by percentage of -0.1% and -0.2% respectively.



The graph above reflects the RCMP workforce composition as of March 31, 2017
Source: Human Resource Management System (HRMIS)

REGULAR MEMBER (RM) REPRESENTATION

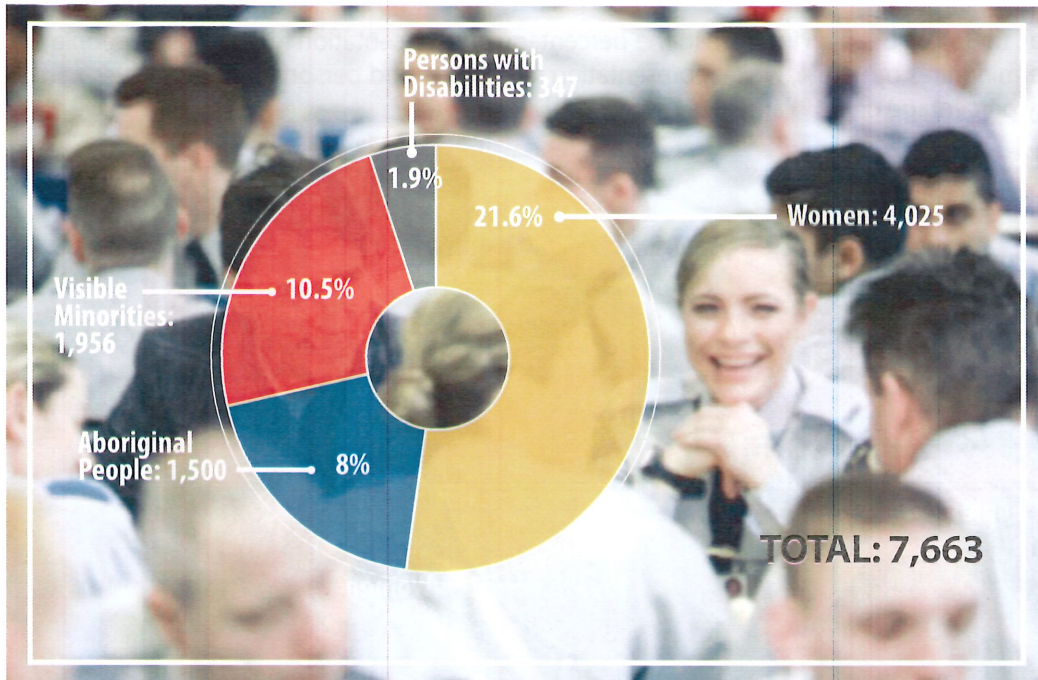
Overall Regular Member Employment Equity Representation

The Labour Market Availability (LMA) data for RMs is calculated based on the percentage of the workforce that is 18 years of age or older, hold a Canadian secondary school diploma or equivalent, are Canadian citizens or permanent residents.

The LMA statistics from the 2011 census, the most current census data available during this reporting period, demonstrate that the RCMP exceeds the LMA for Aboriginal peoples by +3.4% and visible minorities by +3.1%. There is a slight gap of -0.1% between the LMA and the RCMP representation for women. No LMA exists for persons with disabilities due to the physical bona fide occupational requirements for police officers. However, some RMs become injured or disabled during the course of their career and remain employed with the Force. Of those, 1.9% have self-identified.

The overall demand for RMs continued to increase in 2016-2017 with 1103 members trained at Depot, the RCMP training facility located in Regina, Saskatchewan. In comparison, in the fiscal year 2015-2016, 960 members went to Depot. This year a slight increase is seen in the total overall representation of Aboriginal members. The actual number and percentage of female and visible minority members has also increased slightly.

Figure 3 - Overall Regular Member Employment Equity Representation



Category	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
LMA	21.7%	4.6%	7.4%	n/a

The graph above represents the RCMP Regular Member workforce composition as of March 31, 2017. The sum of designated groups does not equal the total (all employees) because employees may voluntarily choose to self-identify in more than one designated group and men are included in the total. Due to the Bona Fide Occupational Requirements of police work, no LMA is set for persons with disabilities. Source of Labour Market Availability (LMA): 2011 Census of Canada.

Representation of Regular Members by Rank (Salary Range) and EE Designated Group

This fiscal year, the RCMP saw an overall workforce increase of 195 RMs compared to the last fiscal year. The statistics demonstrate small continued overall growth within the women and visible minority designated groups. Within the officer cadre, nearly half of the Deputy Commissioners self-identify as Aboriginal peoples. Women also showed noteworthy growth at the Superintendent level. Visible minorities saw the largest increase at the Inspector level, even though Inspectors were the only rank to have a decrease in the overall number of persons in that rank. The growth mentioned above demonstrates that the RCMP values diversity at senior management levels. It is also important to note the persons with disabilities column, which shows a slight overall percentage decrease, indicating RCMP police officers are staying healthy. The representation statistics which are in bold denote increases within the designated group and rank from last fiscal year.

Figure 4 - Regular Member Representation by Rank

Rank	Total	Women (%)	Visible Minorities (%)	Aboriginal Peoples (%)	Persons w/ Disabilities (%)
Special Constable	117	7.7%	3.4%	11.1%	5.1%
		-2.7%	-4.10%	-5.3%	-0.9%
Constable	11,684	23.1%	10.9%	7.1%	1.5%
		0.0%	+0.4%	-0.2%	0.0%
Corporal	3,492	22.0%	9.9%	9.9%	2.5%
		-0.3%	-0.3%	-0.5%	-0.4%
Sergeant	1,936	17.2%	10.6%	9.5%	2.7%
		+0.6%	+0.2%	+1%	-0.2%
Staff Sergeant (includes SM/SSM/CSM)	834	11.4%	8.7%	9.9%	2.3%
		+0.2%	+1.8%	+1.8%	-0.5%
Inspector	334	21.3%	13.8%	6.9%	1.5%
		+2.9%	+5.3%	-0.1%	0.0%
Superintendent	174	18.4%	2.9%	8.0%	1.1%
		+3.8%	-1.8%	+1.6%	+0.5%
Chief Superintendent	60	20.0%	6.7%	3.3%	1.7%
		-6.3%	+1.4%	-3.7%	-0.1%
Assistant Commissioner	28	21.4%	0.0%	3.6%	0.0%
		+2.2%	0.0%	-7.9%	0.0%
Deputy Commissioner	7	28.6%	0.0%	42.9%	0.0%
		0.0%	0.0%	+28.6%	0.0%
Commissioner	1	0.0%	0.0%	0.0%	0.0%
Total (number)	18,667	21.6%	10.5%	8.0%	1.9%

The above diagram reflects the RCMP workforce composition as of March 31, 2017

Source: Human Resource Management System (HRMIS)

Totals may not add up due to rounding

The sum of designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total

Figure 5 - Regular Member Hires

The number of RM hires as it pertains to employment equity representation in law enforcement for persons with disabilities are dependent on the type of disability, there has been a decrease of -0.6% of members who self-identified as a person with a disability. This year saw an increase in the hiring of women of +4.2% and visible minorities saw a +0.2% increase. This suggests the targeted recruitment drives undertaken have proven to be fruitful. It is interesting to note Aboriginal peoples increased slightly in absolute numbers, however, slightly decreased as a percentage of overall hiring by -0.2%.

Status	Men		Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Total
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
Hires	741	77.8%	212	22.2%	45	4.7%	149	15.6%	10	1.0%	953

The table reflects the total hires within the RCMP over the fiscal year 2016-04-01 to 2017-03-31

The sum of the designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

** In circumstances where persons did not gender identify, their numbers have been captured in the male category.

Hires include Depot graduates and direct hires.

Source: HRMIS

Figure 6 - Regular Member Departures

Compared to last year's departure rates, this reporting period saw increases in the percentage of departures for women of +4.0%, Aboriginal peoples of +0.3% and visible minorities of +0.8%, while the year saw a decrease in departures for persons with disabilities of -2.7% and for men -3.9%.

Status	Men		Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Total
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
Departures	648	79.3%	169	20.7%	57	8.4%	57	7%	39	4.8%	817

The table above reflects the total departures within the RCMP over the fiscal year 2016-04-01 to 2017-03-31

The sum of the designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

** In circumstances where persons did not gender identify, their numbers have been captured in the male category.

Hires include Depot graduates and direct hires.

Source: HRMIS

Includes several types of departures including retirements, terminations etc.

Figure 7 - Regular Member Promotions

Eligibility for promotional opportunities is impacted by factors including: years of service, operational requirements, competencies and the willingness of candidates to relocate. This reporting period saw a slight increase in promotions for Aboriginal peoples of +0.3% and for persons with disabilities of +0.6%. While a slight decline of promotions for women -0.9% and visible minority members of -0.1%. There was also a decline of -0.9% in promotions for men.

Status	Men		Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities		Total
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
Promotions	759	78.3%	210	21.7%	81	10.7%	104	10.7%	13	1.3%	967

The table above reflects total promotions (change in rank) within the RCMP over the fiscal year from 2016-04-01 to 2017-03-31

The sum of the designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

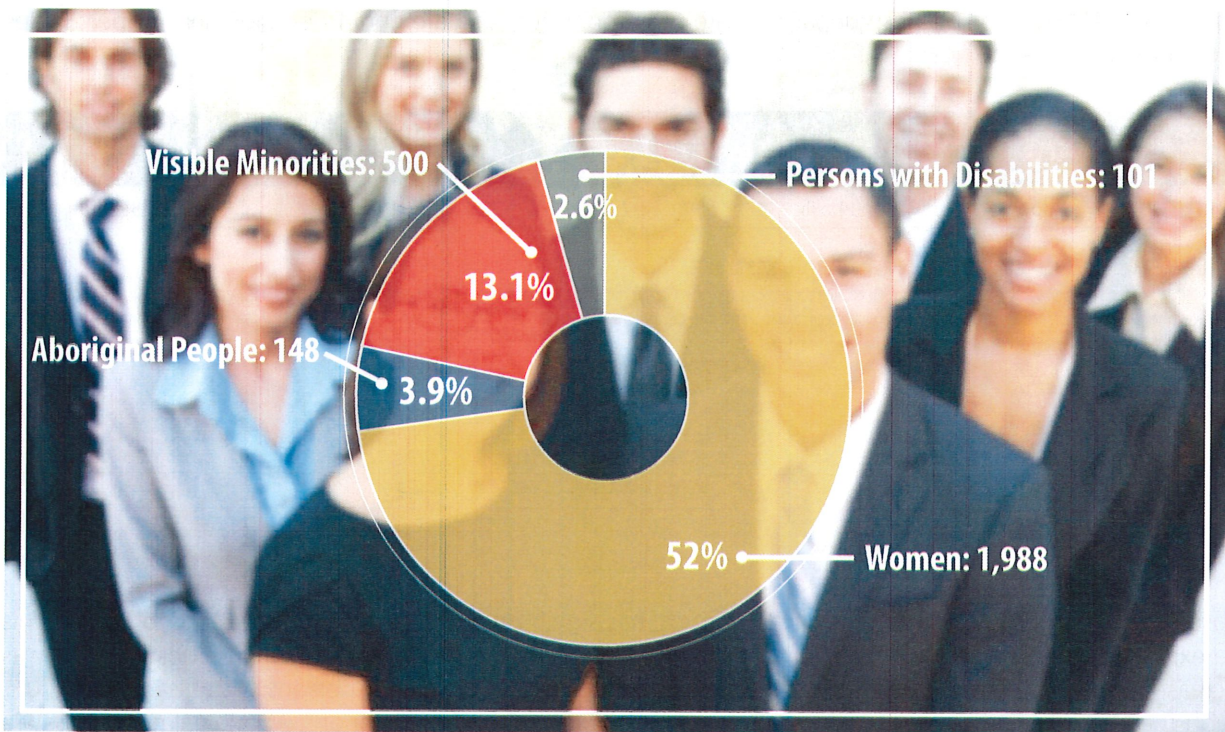
** In circumstances where persons did not gender identify, their numbers have been captured in the male category

Source: HRMIS

CIVILIAN MEMBER (CM) REPRESENTATION

Figure 8 - Overall Civilian Member Employment Equity Representation

The *RCMP Accountability Act* of 2013 included a clause whereby Treasury Board can deem CMs to become PSEs. Deeming will occur April 26, 2018. Nevertheless, the representation of this category of employee is still relevant until such time as the category ceases to exist. During this reporting period, representation continued to steadily increase for most groups. The representation of women in the CM category increased by +0.1%, the visible minorities group saw an increase of +0.8% and Aboriginal peoples saw an increase of +0.3% over last year. Persons with disabilities saw a decrease of -0.2%.



The above figure reflects the workforce EE representation for CMs as of March 31, 2017

The sum of designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

Source: HRMIS

Source of Labour Market Availability (LMA) 2011 Census of Canada

Figure 9 - Civilian Member Hires

Compared to last year, this workforce, saw a small hiring increase in Aboriginal peoples of +1.3% with a slightly higher increase in the visible minority group of +4.9%. A large decrease in hires is seen for women of -12.9% and a smaller decrease is seen for persons with disabilities of -1.3%.

Status	Men	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Hires	67.1%	32.9%	3.7%	25.6%	2.4%

The table reflects the total hires within the RCMP over the fiscal year 2016-04-01 to 2017-03-31

The sum of the designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

** In circumstances where persons did not gender identify, their numbers have been captured in the male category

Source: HRMIS

Figure 10 - Civilian Member Departures

In regards to the departures of CM's, this year saw a large increase in departure rates for women of +17.3%, while smaller increases were shown in departure rates for Aboriginal peoples of +0.1%, visible minorities +2.6% and persons with disabilities +1.6%. Most of these departures are CM employees who are finding employment opportunities within the public service.

Status	Men	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Departures	35.2%	64.8%	2.6%	9.7%	6.1%

The table reflects the total departures within the RCMP over the fiscal year 2016-04-01 to 2017-03-31

The sum of the designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

** In circumstances where persons did not gender identify, their numbers have been captured in the male category

Includes several types of departures including retirements, terminations etc.

Source: HRMIS

Figure 11 - Civilian Member Promotions

The absolute numbers of promotions, for all EE groups, has significantly increased for this reporting period. This can be explained due to a group job evaluation initiative which affected hundreds of persons. Most notable was the increase in the percentage for women at +25.8%, followed by an increase for persons with disabilities +1.0%. Although the absolute numbers of promotions were higher due to the job evaluations, Aboriginal peoples, saw a decreased of -1.9% due to the large overall number of promotions. The same occurred to the visible minority group which saw a large absolute number promoted although demonstrate a percentage decrease of -1.3%.

Status	Men	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Promotions	29.4%	25.8%	3.8%	11.3%	2.1%

The diagram above reflects total promotions (change in rank) within the RCMP over the fiscal year from 2016-04-01 to 2017-03-31

The sum of the designated groups does not equal the total (all employees) because employees may have voluntarily chosen to self-identify in more than one designated group and men are included in the total.

** In circumstances where persons did not gender identify, their numbers have been captured in the male category

Source: HRMIS

ENGAGING OUR PEOPLE

An Inclusive Organization

As with Canadian society, employment equity representation in the RCMP has progressed over the past several decades, thanks in large part to the brave women and men who have fought to make a place for themselves within the organization. The fact that we are now talking about the subtle nuances of unconscious bias as well as sexism, racism and harassment indicates that the dialogue within the RCMP has changed.

"This is a positive step toward a more inclusive organization that encourages and recognizes all employees equally and is willing to celebrate the differences."

CM Martine Courage¹



Cst. Kiran Uppal greeted by Prime Minister Trudeau during Canada Day events on Parliament Hill, Ottawa, ON

The following examples illustrate how the organization is embracing inclusion:

- Calendars were created that note religious holidays and special dates in order to accommodate staff schedules around religious holidays.
- National communication products such as the Pony Express (No. 2, 2016) were dedicated to Diversity.
- Quiet contemplative rooms are being opened to provide employees with a private place for reflection.

"Understanding that everybody comes from a different background and is unique — that's what makes Canada so great. We've got to protect that. We are Canada's national police force. If we're not respecting those human rights, who else will?"

Cst. Deepak Prasad²

¹ Pony Express, No. 2, 2016, pg. 1

² Pony Express, No. 2, 2016, pg. 12



NATIONAL EMPLOYMENT EQUITY ADVISORY COMMITTEES

To further elevate the voices of those who have historically been under represented throughout Canada, the RCMP currently has five National Employment Equity Advisory Committees, designed to offer employees a conduit to connect with colleagues of similar backgrounds. These five committees are:

- RCMP Aboriginal Employee Council;
- National Advisory Committee for Visible Minorities;
- National Women's Advisory Committee;
- National Advisory Committee for Persons with Disabilities;
- Lesbian, Gay, Bisexual, Trans/Two-Spirited National Advisory Committee.

These committees are much more than an internal support system; they are also tools for change. By working in regular partnership with the National Diversity Policy Centre, and providing important recommendations through their senior Champions, they address employment equity issues and advocate on behalf of all categories of employees at both national and divisional levels.

This year, the five national committees tackled employee concerns such as stigma, bias and inclusion. One of the ways the committees collaborated to achieve this end was the creation of a combined communications strategy that saw monthly internal website articles published to highlight special diversity designated days.

As reported, the new Workplace Culture and Employee Engagement (WCEE) unit is the conduit to represent the committee's initiatives directly to the Senior Management Committee. As a result, the Diversity Council previously created for this purpose will not be required to fulfil this role. The Council agreed the senior officer in charge of WCEE would be responsible to report the needs of the five Committees on their behalf.

As we move forward the RCMP will continue to monitor its progress in the development of its member communities building on best practices and lessons learned. One important strategy used, and which will continue to be a focus, is the introduction of new recruiting strategies and guidelines; ensuring that no one is dissuaded from becoming a police officer because of their background or culture.

The 2016-2017 best practices

RCMP Aboriginal Employee Committee (RAEC):

The committee addressed the unique mental health concerns that Aboriginal Members face in their cultural mediation role. The committee started to identify gaps in accessing culturally appropriate mental health services and looked at training all divisional physicians and psychologists in cross cultural awareness to assist in developing interventions. To progress this work, an Elder and the Manager of the Indigenous and Northern Affairs Canada, from the Kumik Centre attended a meeting to present the development of a cross-Canada Elder contact list.

As well, the recruiting Aboriginal applicant mentorship program was targeted for support with great participation from committee members and other Aboriginal members across the Force. A survey of all RM mentors was circulated to assess the impact of this pilot project and results indicated success from the mentor's perspective with enthusiasm for the program to continue. RAEC also committed to promote and participate in communities such as the Aboriginal Executive Network, to promote members professional development.

The most important experience Cst. Curti wanted to share in the mentoring program was that of the concept of the RCMP as a family.

"The RCMP, he says, is an organization, but also a family made up of brothers and sisters across the country." The cadet mentee, now well into his training, says he now understands what Curti means, having felt the support from other cadets and Regular Members during his time at Depot.

Cst. Anthony Curti³



Elder Albert Dumont performing a Smudge Ceremony, RCMP Headquarters, Ottawa, June 2017.

³ Pony Express No. 3 2016 pg. 13

National Advisory Committee for Visible Minorities (NACVM)

The NACVM named a new Champion this year and his energy and direction helped create the activities undertaken by the national committee in support of employment equity objectives for visible minorities in the RCMP. Focus was given to statistical research and analysis of representation rates and identified gaps. The HR Demographer presented statistics to the committee which covered the recruitment, retention and promotion rates for visible minority employees including RM's. The committee was also engaged in the development of the RCMP Blueprint 2020 initiatives. An integrated three year committee communications strategy was developed, which highlights all special dates/ events for the visible minority community. The first year's primary deliverables included the development, and distribution of posters focused on visible minorities, equality and persons with disabilities. Also distributed was information to celebrate Multiculturalism Day as well as information and posters in recognition of Black History Month. The committee focused efforts on targeted recruiting to attract more visible minority applicants and discussed concepts to help to support better representation at the commissioned officer ranks.

"Be proud of who you are and what you stand for. Welcome every challenge, because with each one you face, you will become stronger and better."

Insp. Balteji Dhillon⁴



H Division (NS) celebrating Black History Month

⁴ Pony Express No. 2, 2016, pg. 13

National Women's Advisory Committee (NWAC)

The national committee saw a change in leadership this year in both the Champion and co-Champion positions. As they take on the stewardship of this committee they are clear in their support of employment equity objectives for women in the RCMP. This year the committee focused their efforts on increasing law enforcement participation in the Women In Defence and Security Network, especially encouraging more men to participate. On behalf of J Division, two national committee members attended the Atlantic Women in Law Enforcement conference which promoted innovation, adaptation, diversity and mentorship for females in the law enforcement community. All committee members were invited to review the GBA+ case study, which had been developed with an RCMP-specific example and provided feedback on whether it met the needs from a gender perspective. The committee also reviewed and provided advice on the Fitness Survey and the Physical Abilities Requirement Evaluation (PARE) modernization. Their advice continued to be important in determining whether the proposed changes were appropriate for women. To celebrate International Women's Day, an internal web site feature was broadcast across all divisions and the Commissioner tweeted several messages in support of the day.



"I've been told my best qualities are my hard work and determination. Being a little bit older has actually helped me through the cadet process. I have life experiences and I know how to talk to different types of people."

Cst Ellen Ruf, one of several 50+ aged cadets. Ellen has just completed her on-the-job police field coaching.⁵

⁵ Gazette Magazine, Vol 79, No 3. "Emerging Trends - Fitness over age"

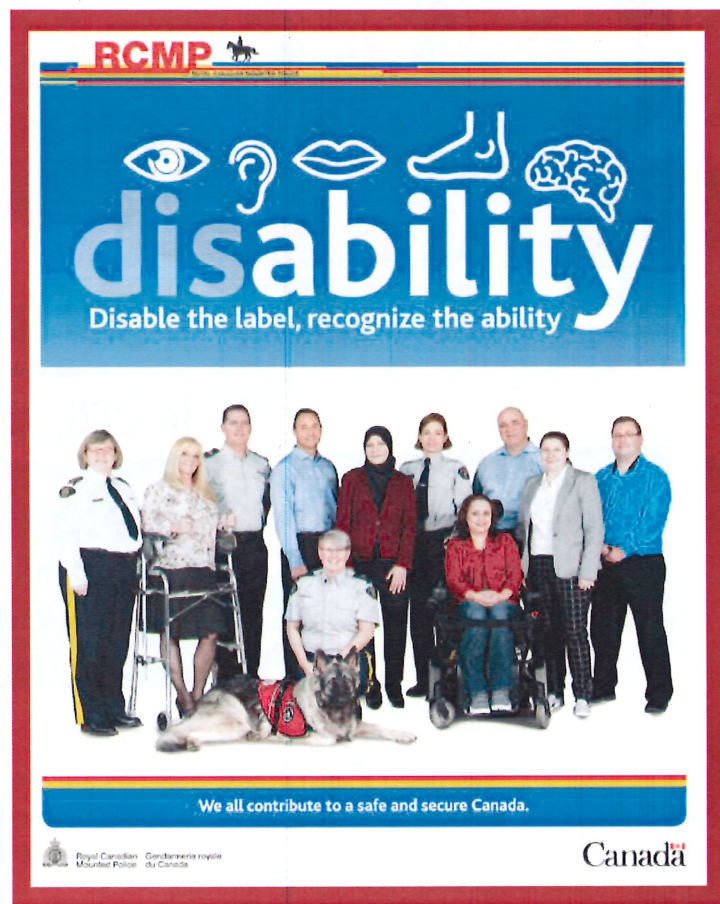
National Advisory Committee for Persons with Disabilities (NACPWD)

This was an active year for the committee with a new co-Champion being named along with several national activities and initiatives which were undertaken in support of employment equity objectives for persons with disabilities in the RCMP. Over the course of several meetings via teleconference and videoconference the committee led the International Day for Persons with Disabilities (IDPWD) for the RCMP with activities across the Force as well a national infoweb feature article to support the UN theme. The Champion and committee members also participated on a GoC Interdepartmental Working Group on Persons with Disabilities and Official Languages with the RCMP leading an Awareness Sub-Committee. A Communications Action Plan was implemented and a PWD stigma-reduction campaign called "Disable the Label" was launched on IDPWD including the poster and national infoweb stories from RCMP employees about their personal experience living with a disability.

"When we connect with our communities and our colleagues, let's be mindful of our own biases (whether conscious or unconscious) and the filters through which we see the world. Let's be sensitive to the experiences and realities of others."

Commr. Bob Paulson⁶

National Anti-Stigma Campaign poster was launched to recognize IDPWD



⁶ Pony Express No. 2, 2016

Lesbian, Gay, Bisexual, Trans/Two-Spirited National Advisory Committee (LGBTNAC)

This committee's commitment to ensure RCMP representation in all major Pride parades has resulted in the RCMP participating in parades across Canada. To complement the efforts during Pride activities the committee developed an RCMP Pride pin as a "give away" during pride events. The committee also successfully lobbied for the flying of the Pride flag at many divisional headquarters building's to recognize June as Pride month.

For the first time, the committee represented the RCMP internationally when three members attended the World LGBT Conference for Criminal Justice Professionals in Amsterdam. Also, the RCMP added French sub-titles to the "It Gets Better" DVD in which RCMP LGBT Members and employees talk about their experiences as LGBT youth and adults. The DVD was distributed to all divisions to promote LGBT acceptance in the workplace.

To contribute to the Blueprint 2020 efforts of the GoC, the committee listened to a presentation after which the Champions encouraged the committee to keep advancing their cause and to expand their stakeholder groups to include the broader GoC LGBT community. It was also suggested that the RCMP would be interested in leading an LGBT BluePrint 2020 committee as there is not one in existence. This work will be continued into the next fiscal year.



World LGBT Criminal Justice Conference, Amsterdam.

"I graduated from Depot in 2008. My identity then included the labels 'women' and 'lesbian.' Now, seven years later, I am fortunate to comfortably inhabit my authentic identity. I am a proud, outspoken transgender man."

*Cst. Joseph Beaton*⁷

⁷ Pony Express, No.2, 2016, pg. 7

Respectful and Inclusive Workplace Activities

National Diversity and Inclusion Week

The Diversity and Employment Equity Policy Centre coordinated the implementation of the fourth annual National Diversity and Inclusion Week, January 16 to 20, 2017. The campaign took place across all divisions and was an opportunity for employees to participate in activities that celebrated the diversity of employees within the Force, and recognized how far the Force, and Canada, has come with regard to accepting differences.

Given the Prime Minister's focus on a diverse and inclusive country and the celebration of Canada's 150th birthday, the 2017 campaign adopted the "Canada 150" theme. This topic provided an opportunity to understand where we came from and how the country and the RCMP have a common goal. This theme addressed the idea that everyone is included and connected in diversity and that the RCMP wanted to provide opportunities to recognize the efforts employees all make, firstly to achieve an understanding of differences and secondly to work together toward a more accepting work place.

This year, the highly engaged Diversity and Inclusion Week volunteer leaders, again demonstrated just how creative and resourceful they were. Several Divisions invited not only guest speakers but in some cases musicians and dance troops. Presentations were made on culturally sensitive topics such as antiracism, First Nations policing and world differences in policing. Entertainment was from a variety of Aboriginal and other culturally diverse artists. Most Divisions held a combination of events and activities including photo contests, lunch and dinner learning sessions, information kiosks, and international menus at cafeterias/divisional messes. World maps were posted where employees placed an indicator on their country of origin as a visual reminder of the diversity in that Division. Tedtalks and LGBT videos were delivered to provoke thought and insight. A few Divisions drew prizes for employees who completed the GBA+ or the Aboriginal/First Nations Awareness on-line courses. In addition to the RCMP and Participaction Fit 150 Challenges, one of the Divisions created an RCMP Canadian Diversity 150 Challenge which included exercises designed for disabled as well as abled body employees. Another Division had invited a Special Olympian who presented a motivational speech.

New this year, citizenship ceremonies were conducted and people from diverse backgrounds helped in the ceremony. The new citizens were given an opportunity to have their photos taken with Mounties in Red Serge, Members with their K9 or the divisional RCMP mascot. These ceremonies, as well as the lunches, dinners, presentations and anti-radicalization conferences held for Syrian refugees, were important experiences for police officers. Also new this year, a pro-active recruiting presentation was made to newcomers to encourage a career in policing.

While all Divisions recognized Diversity Week with messaging to employees and most Divisions held activities in detachments and divisional HQs, some of the outstanding events included:

Citizenship Ceremonies

- Several Divisions including C, D, F, H and O Divisions hosted citizenship ceremonies which included Members in Red Serge meeting the new citizens, divisional mascots, dog handlers and pipers.

Lunch and Learn Workshops

- Various learning events were held in D, J, O, L and V Divisions on timely topics including diversity and inclusion, female genital mutilation, Islamophobia and Xenophobia, First Nations relationships, policing in Haiti, policing in different countries across the globe, stories of immigration and policing, stories from residential school survivors, resettlement discussions on refugees, newcomers, police perceptions, homeless youth, cultural awareness, LGBT life experiences, Inuit culture and policing past to present.

Community Engagement during Diversity Week

- Divisions used Diversity Week as a vehicle to positively impact their local community by holding events that would benefit non-profit programs such as J Division hosting a “wine and cheese from around the world” and a “wear pink for anti-bullying” day to raise funds to present the Community Kitchen program with a cheque of \$661.00.
- Sudbury Detachment in O Division held a voluntary donation drive of clothing or non-perishable food item for the local shelter “Push for Change” youth homelessness initiative.
- Toronto West Detachment in O Division held a soccer game between the employees and the Cambridge Islamic Centre.

H Division (NS) hosted Mi’kmaq Drummers
The Samqwan Boyz and Mi’kmaq dancer Shayla Gloade.



Recruitment

During this reporting year many recruiting events were held to promote a career in the RCMP. These included:

- B Division (NL) Contract and Aboriginal Policing section co-ordinated the hiring of Qalipu First Nations (FN) students at RCMP detachments across the province for the summer, including security screening, interviewing, hiring and training.
- F Division (SK), Proactive Recruiting unit attended career fairs and gave career presentations throughout Saskatchewan. The career presentations were offered to the general public and also customized to events specially targeted to women, visible minority groups and aboriginal communities. In addition, the F Division Recruiting Unit also attended pow-wows, Treaty Days and First Nations schools in order to promote recruitment and increase representation of Aboriginal people within the RCMP. Proactive recruiters also attended women-only career events.
- Additionally, F Division (SK) attended the Athabasca Flying Career and Hands on Proactive Recruiting Fair and engaged with more than 300 students from the communities, as well as various community members. The career events took place in the three Athabasca communities of Wollaston Lake, Black Lake/Stony Rapids and Fond du Lac.
- V Division (NU) attempted to increase the number of Inuit Detachment Commanders by assigning a Special Measures designation to three Detachment Command positions in the communities for Pangnirtung, Arviat and Taloyoak, Nunavut. This initiative demonstrated to the Government of Nunavut that "V" Division (NU) is willing to create employment equity opportunities to address an under-representation of Inuit in the non-commissioned officer (NCO) ranks and attempted to provide a career stream for Inuit Constables.
- V Division (NU) further extended the Special Measures designation of Aboriginal - Inuit specific – to the position of Patrol NCO/Supervisor at Iqaluit Detachment and an Inuit applicant has been the successful candidate.



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Canada

The advertisement features a woman in a red RCMP uniform and a wide-brimmed hat, standing against a blurred background of a lake and trees. The text is overlaid on the left side of the image.

Training, Education and Awareness

- B Division (NL) Federal Policing has partnered with the Muslim Association of Newfoundland and Labrador (MANAL). The Association and the RCMP are striving to collaborate and understand each other better by opening lines of communication. An initiative was started to partner on training with one session being delivered entitled "Islam 101" presented by a local Imam. The RCMP conduct recruitment sessions with the Muslim community, specifically for the youth as well as educating the elders of the Muslim community in understanding radicalization and identifying individuals who may be receptive to being radicalized.
- As part of a learning opportunity a member of the Mi'kmaq Confederacy of PEI was brought in as a guest speaker to L Division (PE). In this presentation members were provided information about the Mi'kmaq culture and presence within PEI, learned about the importance of the medicine wheel.
- The National Security Community outreach Program team in C Division (QC) hosted a conference on women's involvement and radicalization leading to violence. Almost 70 employees and partners of the Montreal Police Service, the Sûreté du Québec and the Canadian Security Intelligence Service attended the presentation of the Intervention and Prevention Coordinator for the National Security Community outreach Program. The conference was followed by three case studies on the radicalization of young women. There was a lot of positive feedback and the staff greatly appreciated finding out more about this lesser known phenomenon.
- The Diversity Group in C Division (QC) hosted a conference on the Canadian experience of Black women in the RCMP. The topic of integrating visible minorities, more specifically of black descent, into the RCMP is a broad question and the presentation offered a historical picture of the presence of visible minorities in the RCMP. The presentation served to further motivate efforts to ensure better integration of members and employees of visible minorities in the RCMP. The effect of the presentation was to educate members of the majority about the history of inclusion of Blacks (or minorities) in the RCMP.
- H Division (NS) offered a one-day cultural competency training session entitled "the African Nova Scotian Experience", to Members and employees. This training discussed African NS history, race relations, important historic and recent events surrounding African Nova Scotian communities and offered insight as to how these issues are relevant to the role of the RCMP. An RCMP member who is the President of the Black Cultural Center for Nova Scotia who is an accomplished author and historian facilitated the training. The training was held three times during the last fiscal year in various locations throughout the Division.
- H Division (NS) coordinated training for employees regarding the Government of Canada Syrian Newcomer Engagement Strategy. The training provided in-depth information regarding the Syrian refugees, their relocation, and how the RCMP can provide the best service to assist the newcomers to integrate into their new communities.



Did you know... In Jordan, RCMP staff met with hundreds of Syrian refugees coming to Canada, dispelling myths and educating them about policing and life in our country.

- K Division (AB) commissioned officers received training in unconscious bias. This session allowed the participants to explore the ways in which their actions may be influenced in a manner they had not previously realized and was designed to contribute to more respectful workplaces across the Division.
- Another recent training option made available in K Division (AB) was the powerful and persuasive Kairos Blanket Exercise. The blanket exercise is defined as an interactive learning exercise covering over 500 years of history in a one and a half hour.
- V Division (NU) created opportunities for direct cultural learning by offering employees in Iqaluit an opportunity to improve their Inuktitut language skills. The Division also continued to conduct "Inuit Perception Training" sessions for members and employees. A renowned Inuit author and community leader was engaged to present an "Inuit View Point" workshop for supervisors in Iqaluit.

Figure 12 - Number of all RCMP Members and employees (including senior management/executives) for fiscal year 2016-2017, who participated in diversity and anti-discrimination/anti-racism training;

Aboriginal and First Nations Awareness on line training	2794
Bias Awareness for Employees	2286
Bias Awareness for Supervisors	635
Persons with Disabilities: Ability, Capability, Employability	105
LGBT Awareness	278
The Respectful Workplace	3400
The Conduct Authority On-Line Course	1645
Harassment Investigator Course	461

Community Outreach and Partnership Initiatives

- Members from B Division (NL) attended a newcomer youth event, sponsored by a group entitled “Sharing Our Cultures” and informally met with multicultural youth from Burundi, China, Congo, Eritrea, Ethiopia, France, Hong Kong, India, Iraq, Jamaica, Japan, Nigeria, Pakistan, Spain, Sudan, and Syria. The RCMP members engaged with the youth who had prepared cultural projects entitled “A Moment in History - in my culture”.
- The B Division (NL) Commanding Officer (CO) has been proactive in reaching out to the Aboriginal peoples by regularly meeting with all the Aboriginal community leaders in addition to meetings with the Divisional Aboriginal Advisory committee. The CO sits at the Innu Round Table as a participant to contribute input to improve the lives and address the challenges impacting the Aboriginal communities. The CO also was instrumental in seeing Natuashish being recognized as one of the most at risk indigenous communities in Canada.
- In C Division (QC), to respect RCMP Aboriginal member’s cultural traditions, elders have been asked to perform coffin purification ceremonies at former member’s funerals to recognize the symbolic and spiritual elements practised by Aboriginal peoples.
- D Division (MB) developed a Newcomers Guide to Policing to provide basic information to newcomers about police services in Winnipeg and across Manitoba. The booklet was published in English, French and Arabic (1000 copies in each language) and it was distributed to detachments across Manitoba and shared with partner organizations that welcome newcomers to the province.
- D Division (MB) held an UMOJA (Swahili for unity and togetherness), Dinner and Youth Conference, for aboriginal, refugee and newcomer communities. Presentations promoting multiculturalism and safety in partnership with the Winnipeg Police, provincial Multiculturalism and Heritage branch, provincial Immigration office, Manitoba Justice, Public Safety Canada and local Indigenous elders.
- Sgt. Warren Wilson, E Division (BC) was frustrated because vandals’ had been targeting an established community for months. “I collected a merry band of rag-tag volunteers who were willing to swing a few hammers on their day off,” says Wilson. “We more or less descended on their house for three weekends in a row to help rebuild their fence.” “It was a great community event, and I think it took a little bit of the bitter out of their mouths,” says Wilson. “They even brought us donuts, because they heard that cops like donuts!”



In addition to Sgt. Wilson and Mike Arnold, three off-duty members from North Vancouver, Richmond and Surrey pitched in to help rebuild a neighbourhood fence.

Credit: *Cindy Goodman*⁸

⁸ Pony Express No. 3, 2016, pg. 5

- E Division (BC) rolled out their first edition of Community Connections, which is the BC RCMP's cultural diversity newsletter. The first edition highlighted a number of diversity and inclusion topics of relevance to both the BC RCMP and Canada-wide. Some features of the newsletter included a profile of BC's first female South Asian commissioned officer, an article on the expansion of uniform provisions to include the hijab, the development of a newcomers' guide on policing directed at immigrants and was published in various languages.
- H Division (NS) employees attended the East Preston Girl Guides 35th anniversary event in Red Serge. East Preston is one of the largest historic African Nova Scotian communities and this Girl Guide troop is the only predominantly Black troop in Eastern Canada.
- Members of the Shellbrook Detachment in F Division (MB) participated in the "Walk a Mile in Her Shoes" campaign in support of, and to bring awareness to, missing and murdered indigenous women and gender relations.
- F Division (MB) assisted in coordinating a Youth Camp at Depot for persons of Aboriginal ancestry. A group of local students from grades 11 and 12 were offered the opportunity to experience life at the RCMP Academy in Regina. They were exposed to drill exercise, driver simulator training, firearms and police operation scenarios.



Cpl. Karen Pelletier (centre) helps direct traffic and cheer on participants of the Walk a Mile in Her Shoes event in Ahtahkakoop, including Cst. Mike Lien and Cst. Aaron Perkins.

Credit: Sarah Starblanket, Ahtahkakoop First Nation⁹

⁹ Pony Express No. 5, 2016, pg. 5

- To recognize International Women's Day, H Division (NS) hosted 10 female artists of multicultural and Aboriginal backgrounds at the divisional headquarters. The event was well covered by local news outlets.
- J Division ((NB) held five sessions for Syrian newcomers in all three major cities where Syrian families were relocated; Fredericton, Saint John and Moncton. These sessions were presented in both English and Arabic. Newcomers' booklets were distributed to adults with pertinent information, in Arabic, and colouring books were distributed to children with safety tips in English and Arabic. These sessions were held in partnership with the police of jurisdiction, Saint John Police Force and the Fredericton Police Force.
- Additionally, following the Quebec mosque shooting in January 2017, J Division (NB) held outreach sessions in Fredericton, Saint John and Moncton for Muslim communities to discuss community security.
- Canada's 150th birthday was celebrated in K Division (AB) with a Canada 150 Trail Ride, re-enacting the RCMP historical "march west." The trail ride from Josephburg to Fort Saskatchewan, Alberta, saw mounted riders in Red Serge and period uniforms. The serving members rode alongside RCMP veterans and members of Aboriginal communities. When they arrived at their destination, the troop posed for pictures and interacted with members of the public.
- During Aboriginal Awareness Week, K Division (AB) traditionally raises the tipi and the Aboriginal Policing Ensign. This year, to spread awareness and inclusivity an open invitation to the public was issued for the tipi raising. A local elder supervised the raising and shared tipi lore with the participants. Also during that week, a local hoop dancer came to the divisional HQ and shared his cultural teachings and dancing along with a bannock and tea break so employees could taste a traditional Aboriginal food.
- K Division (AB) delivered a free skating event for Syrian newcomers. A total of 138 newcomers participated in the event along with eighteen RCMP Members with their families who helped out. The event was an incredible success and, as a result, further strengthened the relationship between the police and the newcomers.
- As part of Project Syrian Refugee, M Division (YT) Division made presentations to newcomers of various community groups to help explain the role of the RCMP in Canada. Additionally, RCMP Members met personally with Syrian Refugee families to provide an introduction to Canada and to offer any police assistance necessary.
- M Division (YT) organized community luncheons and dinners for visible minority groups to meet with RCMP members to discuss community engagement.
- National Division (NCR) had its annual International potluck event. This event is aimed at exposing employees to different cultures through a variety of meals prepared by employees of various ethnicities. This was a fund raising event with a small collection and all funds raised during the event were donated to a local charity.
- The RCMP sent several Members to attend the World Out Games/Human Rights Conference in Miami where, as part of a panel discussion, they presented the RCMP's efforts toward developing a more inclusive workplace.
- A group of 13 police and civilian employees from Hamilton Niagara Regional Detachment O Division (ON) including the Commanding Officer, spent time at the Aboriginal Woodland Cultural Centre in Brantford. The RCMP employees toured the museum, saw historical displays and were also given a virtual tour of the decommissioned residential school on site. The employees heard firsthand accounts from survivors of the residential school, allowing them to better understand the importance of the Government of Canada's apology to former residential school students.



Cst. Allison Barker, shaking hands with the Queen, says she will never forget the experience of personally wishing the Queen happy birthday.

Courtesy HMQ90 Ltd.¹⁰

- The musical Ride NHQ (National Capital Region) was invited to perform at the Queen's 90th birthday celebrations, as she is Commissioner in Chief of the RCMP and an avid horse-rider. The Musical Ride Members travelled to Windsor, U.K. staying on-site along with 1,500 performers from around the world. Ride members had the honour of meeting the Queen when one day, her Majesty gave the Ride members an informal surprise visit, with a kerchief on her head, to chat with the members.
- T Division (DEPOT) welcomed 16 Indigenous youth from across Canada for the RCMP National Youth Leadership Workshop. Students between grades 9 and 12 had the opportunity to discuss social issues surrounding young people in their communities. They learned to build leadership skills through interactive training sessions during their time at the RCMP Academy. Activities included developing an effective youth-led, police-supported action plan to address identified issues and to promote Indigenous youth and police partnerships. The event provided an opportunity for youth to collaborate with an RCMP officer from their home community who will continue to mentor and assist the youth with the development of action plans which addressed youth crime and victimization issues in their communities.
- V Division (NU) published an events calendar that listed international, national and territorial employment equity and inclusion recognition days throughout the year. The calendar provides a quick and easy visual reference for Detachment Commanders and staff when planning events and activities. The calendar was designed to support diversity and inclusion with a particular focus on the anti-violence and anti-bullying campaign.
- V Division (NU) held specific events with Inuksuk high school students including a personal testimonial to LGBT high-school students by the divisional LGBT champion and an International Woman's Day message on anti-violence with purple themed activities. The RCMP celebrated Aboriginal Day by hosting community BBQs across Nunavut and RCMP members hosted Elder's dinners at Christmas time in a number of communities throughout Nunavut.



Did you know... In what looked like the set of an apocalypse movie, member's patrolled Fort McMurray. More than 300 members from across Canada worked around the clock to safely evacuate 80,000 residents from the city that burned for an entire month.

¹⁰ Pony Express No. 3, 2016, pg. 5

CONCLUSION

To paraphrase C/Supt Supt. Shahin Mehdizadeh, Champion of the National Advisory Committee for Visible Minorities, while being interviewed for the Pony Express on his experience as an immigrant to Canada said: I owe any success I enjoy to the fact that when we needed a place to call home, Canada opened its doors and provided us with opportunity. As a member of the RCMP, I now have the opportunity to tell new immigrants my personal story. What people do with that opportunity is in their hands. What are only dreams and hopes in another country can be translated into achievable goals in Canada, because here, nothing is impossible."

The RCMP strives, as an employer, through its Employment Equity committees, programs and events, to provide this level of opportunity to all employees.

He also said: "Diversity is a way of life in Canada and is what makes Canada so strong." The same holds true for the RCMP as an organization. As the concept of diversity and inclusion is embraced and recognized, the stronger the organization will become.

With the Government of Canada's current priorities firmly focused on diversity and inclusion, the initiatives that the RCMP undertakes will be critical to address the evolution of employment equity within the RCMP from a program-based approach to embedding diversity and inclusion into RCMP priorities and strategic activities. This shift will continue to promote an engaged workforce and an inclusive respectful workplace.



Supt. Shahin Mehdizadeh (second from right), attending a Punjab Day event at the Forks in Winnipeg, says diversity has to be embraced and celebrated, not just tolerated.

Credit: RCMP



**Embracing individuality,
collectively we are the RCMP**