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A Gender-Based Lens on OPS Sworn Member Composition

**Based on the OPS 2012 Workforce Census
Human Rights Project, Phase 1**

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**Final
November 2016**

1. Introduction and Background

When personal characteristics or behavior patterns is consciously or subconsciously used to categorize, stereotype, make generalizations and/or predictions about a person on the basis of his or her sex, gender, gender orientation, or gender transformation, issues of systemic bias usually arise in the workplace. Gender issues may occur among employees in an organization, and in the Ottawa Police Service (OPS) workforce in particular, where gender distribution is not balanced and policing was traditionally regarded as a male profession. Industries are regarded as male dominated when they employ 25% or fewer women. While the OPS qualifies as a male-dominated organization when its sworn side is considered, policing is not listed as the top 10 most male-dominated occupations in Canada where females represent less than 2% of all employees in an organization.

Male-dominated industries and occupations are particularly vulnerable to masculine stereotypes that make it more difficult for women to excel. Senior leadership dominated by men set the tone for talent management policies and practices where masculine stereotypes can influence placement, promotion, and development opportunities and systemic pro-male bias may exist such that it challenges the diversity in employee pools. The resulting occupational segregation then contributes to gender inequality.

On August 16, 2012, a human rights application was filed with the Human Rights Tribunal of Ontario (HRTO) by a sworn female OPS officer against the OPS Board. The complainant alleged discrimination in employment on the basis of gender and family status in accordance with compliance guidelines and standards as described in the *Human Rights Code* of Ontario. The HRTO is a provincial statute and an administrative, quasi-judicial tribunal tasked with hearing complaints that the Code has been violated. It has the power to grant damages and specific performance to remedy discriminatory acts. The HRTO is subject to judicial review by the Divisional Court of the Ontario Superior Court of Justice.

The Ontario Human Rights Commission (OHRC), which concentrates its resources on systemic discrimination, public education, and policy development, intervened on November 4, 2015 under Section 37 of the *Human Rights Code*, a law enacted in 1962 in the Canadian province of Ontario that gives all people equal rights and opportunities without discrimination in specific social areas such as employment on protected grounds such as sex, gender, and family status, among others. See <http://www.ohrc.on.ca/en/ontario-human-rights-code> for more information. The Code does not apply to federally regulated activities, which are subject to the Canadian Human Rights Act.

As part of the settlement of this case to be presented to the Ottawa Police Association (OPA) and the complainant, and to the OHRC, the OPS Board committed to undertake a series of actions to address the problems related to gender within the OPS. The first two steps, to be completed within 12 months of the settlement (i.e., November 2016), are tied to Phases 1 and 2 of an OPS human rights project aimed at addressing any systemic gender bias that may be present in its policies, procedures, and practices, especially on the sworn side of membership as the pressure point, and to encourage and support gender equality among its workforce. The two steps were:

1. **Phase 1.** To analyze the data collected in the OPS 2012 Workforce Census to determine the demographic character of employees with regards to gender and family status (or both, where applicable) at all levels and ranks.
2. **Phase 2.** To review all written and unwritten promotion and job placement policies, procedures and practices to ensure they do not discriminate on the basis of gender and/or family status at all levels and ranks, including but not limited to an evaluation of:
 - i. Requirements for job promotions and placements
 - ii. Opportunities for employees to meet those requirements, including access to training, job shadowing, and temporary acting roles

- iii. Advertising and recruitment for job promotion and placement opportunities
- iv. Selection processes used for job promotions and placements
- v. The impact of gender bias on job promotions and placements with regards to maternity and parental leave, and family caregiving.

The Phase-1 results provide a backdrop for a gender audit in Phase 2, with follow-up action planned for Phases 3-4 of the project. Conclusion of the settlement of this case includes the OPS Board's further commitment to ensure, within 24 months (i.e., by November 4, 2017), the finalization of the new and/or amended job promotion and placement policies, including procedural and structural elements to support these policies, and the provision of training to OPS members on these policies and on the new and/or amended human rights accommodation policy, as appropriate.

2. Key Findings

This report details the findings of the the project's first phase, in which the OPS took a closer look at gender distribution among sworn members specifically as it relates to various demographic characteristics. A comprehensive analysis of the OPS 2012 Workforce Census data served to meet this need. Please refer to the Census report to fully appreciate the scope and detail of the information collected from its members, to which 85% of all OPS members responded. Key findings of the gender analysis are highlighted below, while detailed results organized by theme are presented in Appendix B.

Highlighted differences in key findings are based on statistical significance ($p < 0.05$). Claims of found differences relate to the measure of a demographic variable means it is significantly larger or smaller than would be expected by chance alone. The level of statistical significance is expressed as a probability value p , denoting the probability that a result would be produced by chance alone, with the objective to conservatively minimize this effect as much as possible when considering differences in measurement.

The level of significance indicates the risk or probability of making an error in measurement (also called an alpha error, or a Type-I error). A Type-I error may involve incorrectly concluding that scores related to two groups (e.g., males versus females) are similar when they are in fact not, or wrongly deciding that a group score exceeds or is behind the value that would be expected by chance or a present ratio in a specific demographic group. The smaller the p value, the smaller the chance of a Type-I error and the more statistically significant the finding.

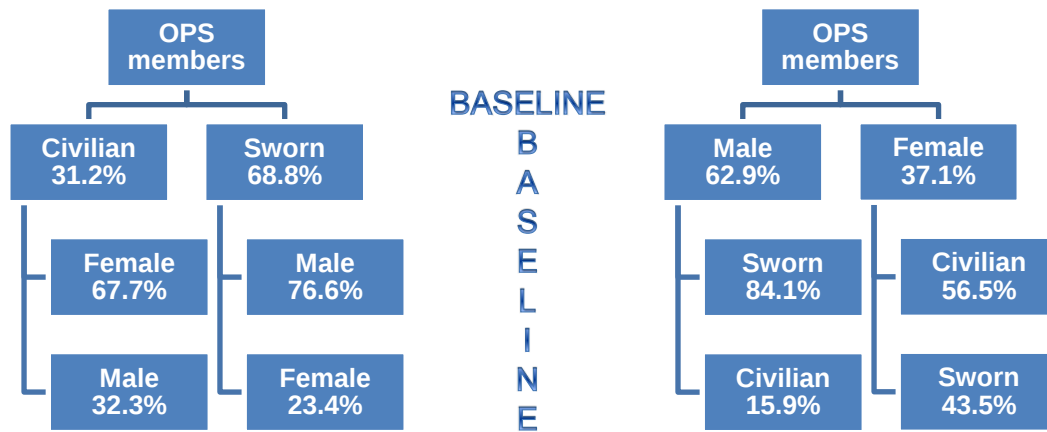
See Appendix A for an explanation of how to read the detailed tables in this report.

2.1 Gender within Sworn Membership Status

Traditional identification as either male or female by the majority of OPS members enables meaningful comparisons across various demographic characteristics. These reveal valuable insights based on member composition of OPS men and women separately as a baseline for performing a gender audit.

A total of 1,643 OPS members completed the Census survey in 2012, of whom 1,114 were sworn members (including both males and females), and of whom 992 were male (including both sworn and civilian members). These figures render the possibility for cross-dimensional perspectives, which translate to the following overall depictions of membership status and gender distribution in the OPS:

Figure 2.1: Gender-Based Membership Status



Overall, there is almost one female (23.4%) for every three males (76.6%) in the OPS, considering sworn members only, which forms a baseline for all further comparisons. (When these figures are subjected to a more modern version of gender to include the category of *other*, 1.2% of the members identify with neither male nor female, whether identified as hetero- or homosexual.)

Apart from the differences in gender among sworn members in the OPS workforce, it is important to also consider other sworn member characteristics. The abovementioned gender ratios among sworn members were taken into account in comparing males and females in the next sections. Comparisons should always be made relative to these baseline ratios.

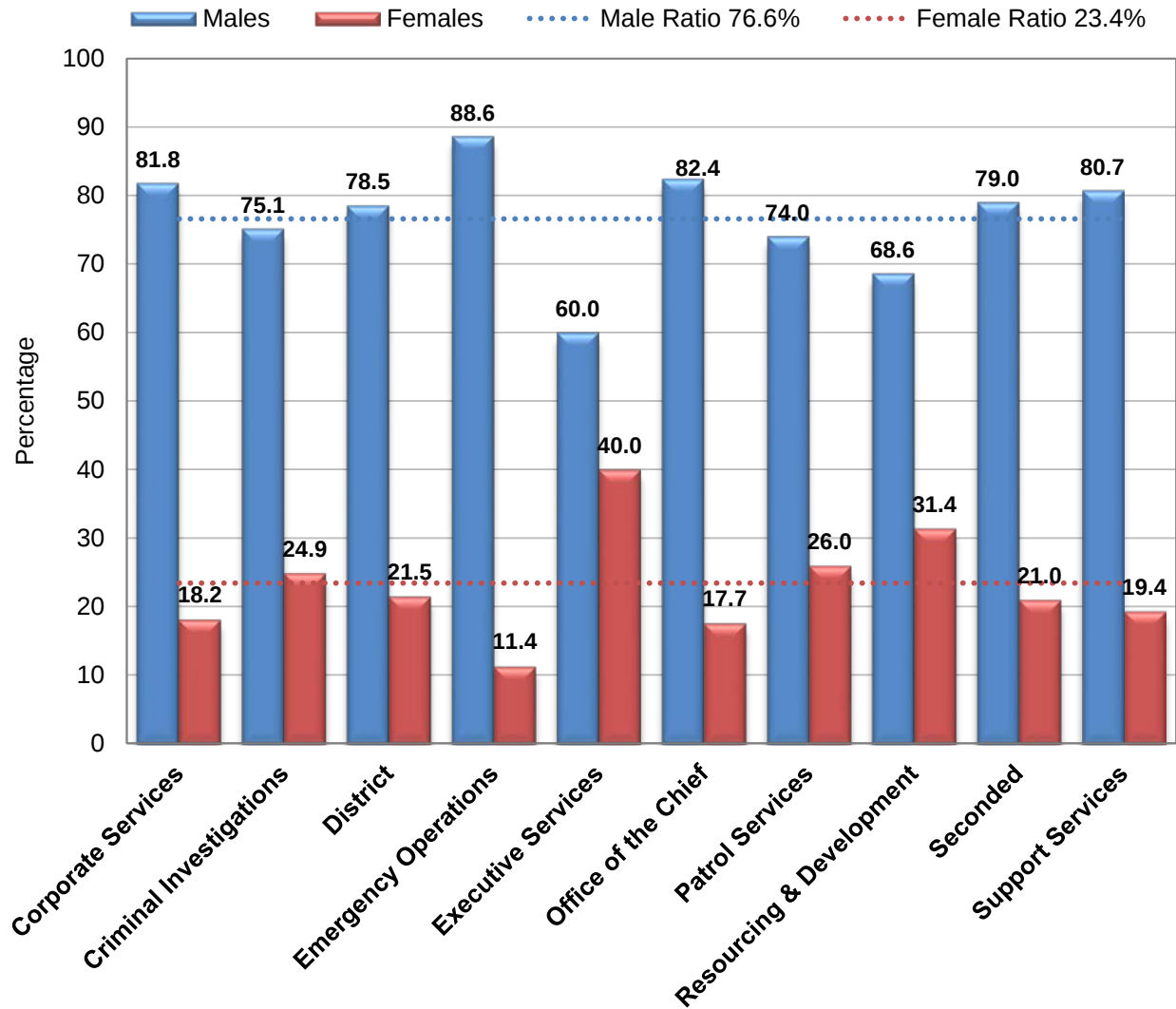
Found statistically significant differences may serve to further highlight distinct membership pockets existing in the OPS workforce and which may provide lenses to fully appreciate potential gender inequality in the OPS. Combined demographic characteristics can form entry points to investigate any claims or demonstrations of systemic bias and organizational non-compliance with gender equality in the workplace on the sworn side.

2.1.1 Directorates

Gender distribution is somewhat different in the 10 different OPS directorates surveyed, with 42.4% of all sworn members residing in Patrol Services. The gender-specific details for sworn members are graphed on the next page.

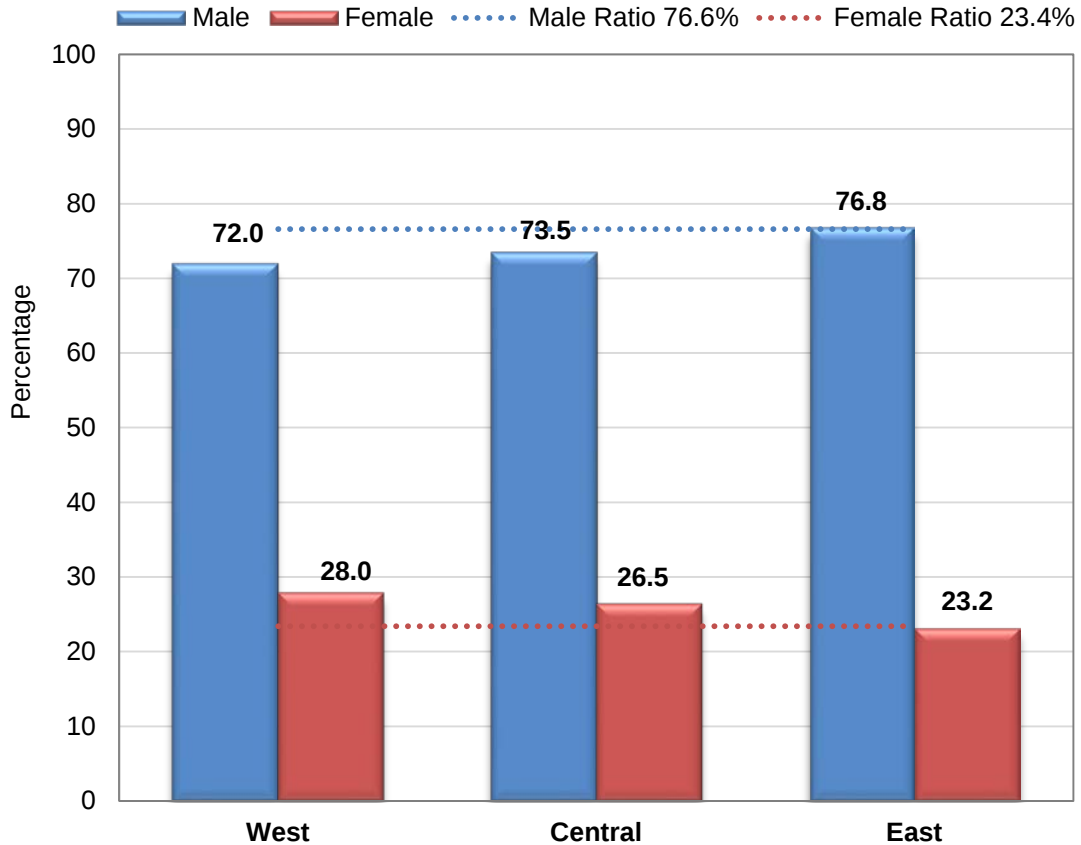
Differences in male-female ratios were found to be largest in Emergency Operations. Males significantly dominated females in Emergency Operations, while females dominated in Executive Services, in Resourcing and Development, and in Patrol Services.

Figure 2.1.1a: Gender Distribution within Directorates



Gender distribution within Patrol Services – see Figure 2.1.1b on the next page – was found to be fairly similar for the three divisions (West, Central, East). Similarity in scores (i.e., statistical non-significance) is dependent on how scores fittingly fall relative to all other scores in the graph, to the number of categories (i.e., response options, or bars in the graph), and to the number of observations in each category under consideration (preferably above five at a minimum). Scores are expected to fall along male-female ratio lines of the same colour as the score bars. The statistical test does not question the score ratios, but merely comments on individual scores' contingency to them.

Figure 2.1.1b: Gender Distribution within Patrol Services



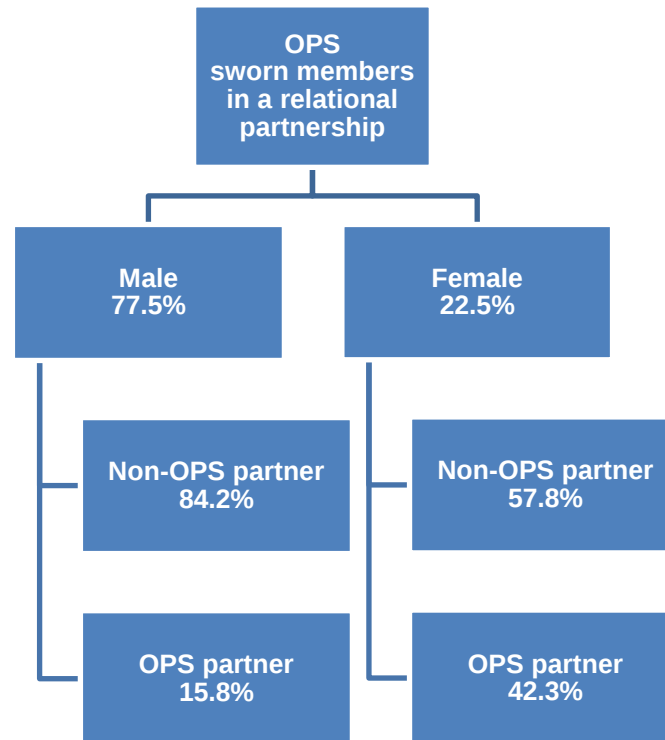
2.1.2 Relational Partnership

As many as 42.3% of sworn females in the OPS reported a relational partner who was also an OPS member in 2012, which approaches a fairly even balance between OPS and non-OPS partners for sworn females. For male sworn members, the comparable statistics were only 15.8% with partners in the OPS; male sworn members overwhelmingly have relationship partners outside of the OPS. These numbers provide for an interesting comparison:

- 23.4% of females x 42.3% = 110 females in a partnership with OPS males
- 76.6% of males x 15.8% = 135 males in a partnership with OPS females

The discrepancy in numbers may indicate that some members were not comfortable to disclose their relationship with a colleague in fear of retribution, or that some of these members are in a relational partnership with an OPS member on the civilian side. Putting the numbers together, the percentage of sworn OPS members who were in a relational partnership with another OPS member is formally 21.7%, but may lie closer to 28.5% (covering the discrepancy) to 33.0% (accommodating those who chose not to answer this question) on the sworn side, and can be even higher if same-sex relationships especially among females are also considered as possibilities.

Figure 2.1.2: Gender-Based Trends regarding Relational Partnership



With supervisory status added to sworn male and female differences when a relational partnership with another OPS member was present, comparative to colleagues who kept their relationship outside of the OPS, this occurred significantly more among supervisory males and regular females, and less among regular males and supervisory females. It appears that relational partnership with an OPS colleague is not a direct factor for females to be promoted to supervisory status in the OPS, but rather the opposite. Conversely, relational partnerships between supervisory males with regular females inside the OPS stand out in relation to other partnership types inside and outside the OPS.

Relational partnership with another OPS member is stronger among regular members than members with supervisory status for both sworn males and females, though in statistically significantly different ratios. This may be indicative of natural age differences between men and women in relationships and in supervisory status, or perhaps it could have other root causes beyond the scope of the OPS Workforce Census.

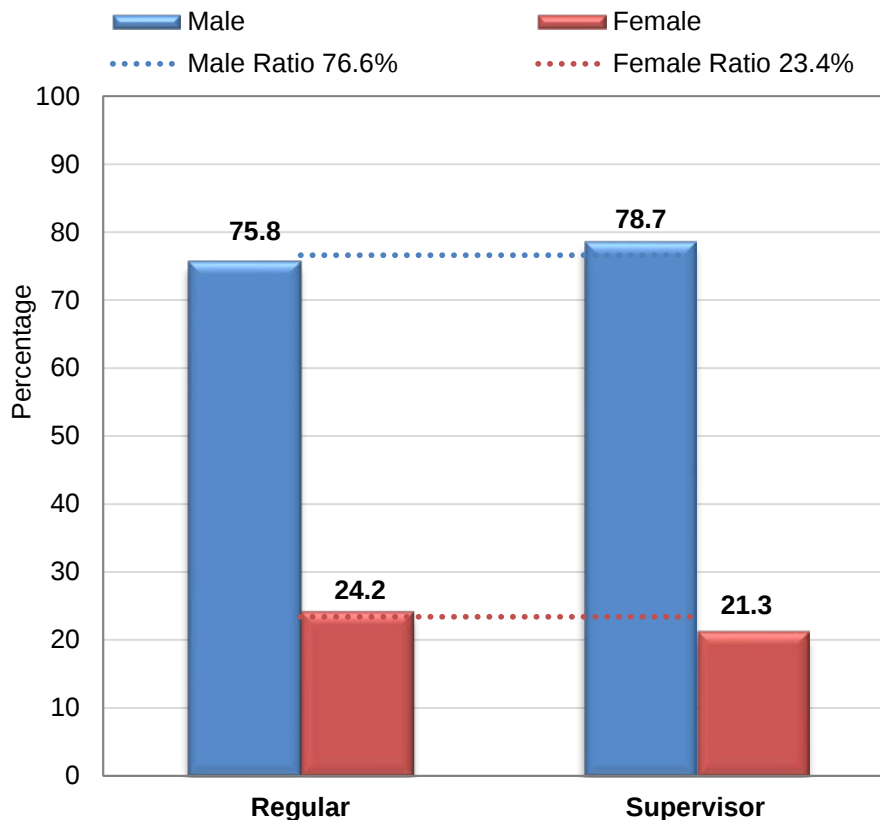
2.1.3 Sexual Orientation

The findings indicated that 11.1% of sworn females are non-heterosexual (and mainly lesbian, bisexual), compared to male sworn members with 1.0% non-heterosexuality among them. Non-heterosexuality among females occurs more among regular members than among females with supervisory status. Bear in mind that overall, stated heterosexuality dominates among sworn members by 96.6%. Individuals who disclosed trans-gendered status were either male or female by sex.

2.1.4 Supervisory Status

When the 26.8% of OPS members with supervisory status as opposed to 73.2% regular members (i.e., those without supervisory status) are considered with respect to gender distribution in the OPS, the following depiction was revealed from the 2012 Workforce Census data:

Figure 2.1.4: Gender Distribution within Supervisory Status



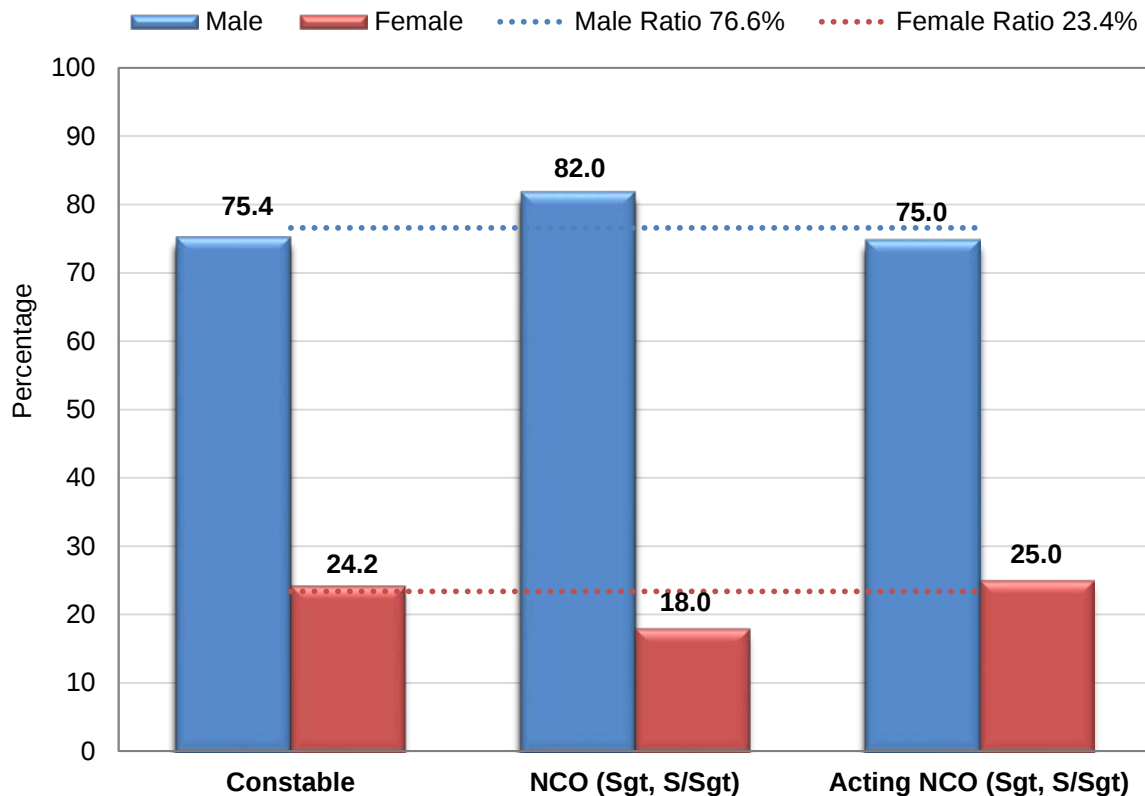
Around 2012, gender distribution among sworn members was found to be statistically comparable between regular members and their supervisors.

2.1.5 Rank

In 2012, male sworn OPS members outranked female sworn OPS members in membership status positions of NCO (Sergeants, Staff Sergeants) in relation to overall sworn male-female ratios. In other positions the male-female ratios are proportionate to gender distribution among sworn members.

At the higher ranks, the numbers become too small to continue direct percentage comparisons with that of lower ranks. Please refer to the tables in Appendix B for actual numbers. Bear in mind that Senior officers (sworn) and Directors (civilian) are grouped together in one category in the OPS 2012 Workforce Census, whereas lower rank categories are specific to sworn members.

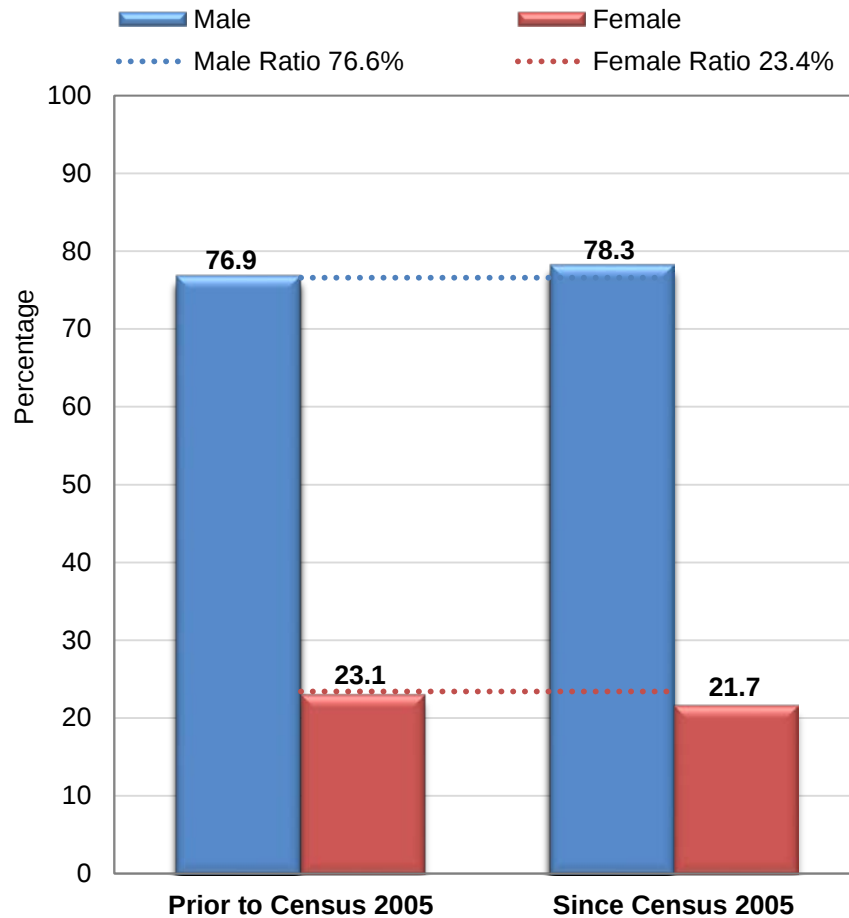
Figure 2.1.5: Gender Distribution within Rank



2.1.6 Recruitment Efforts

Members can be distinguished based on whether they were hired before 2005, or between 2005-2012 through the OPS Outreach recruitment program. (The first OPS Workforce Census took place in 2005.) Since Census 2005, recruitment of sworn members skewed slightly towards (younger, regular) males compared to sworn recruitment ratios prior to Census 2005, though these differences were not statistically significant. In addition since Census 2005, recruitment of female sworn supervisors increased significantly above that of their male counterparts.

Figure 2.1.6: Gender-Based Recruitment between Census 2005 and 2012

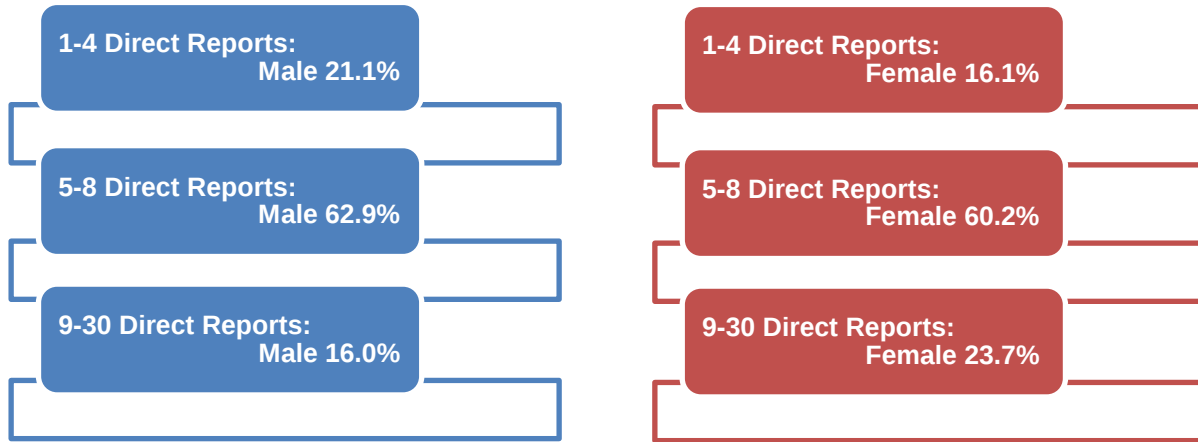


2.1.7 Number of Direct Reports

Males and females differ significantly in the number of direct reports they supervised in 2012. Team sizes on the sworn side often consist of 5-8 members. Females tend to supervise teams of either 1-3 or 5, or 9-30 direct reports, while males tend to look after mid-size teams of 4, or 6-8 direct reports.

In the tables in Appendix B, the two larger groups of direct reports, namely 9-14 and 15-30 direct reports respectively, are grouped together to allow for meaningful comparisons. It is likely that some of the more senior members may have interpreted the term *direct reports* to stretch beyond the most direct, first level of reporting to them. Hence the last category in Figure 2.1.6 may be somewhat inflated.

Figure 2.1.7: Gender-Based Responsibility for Number of Direct Reports



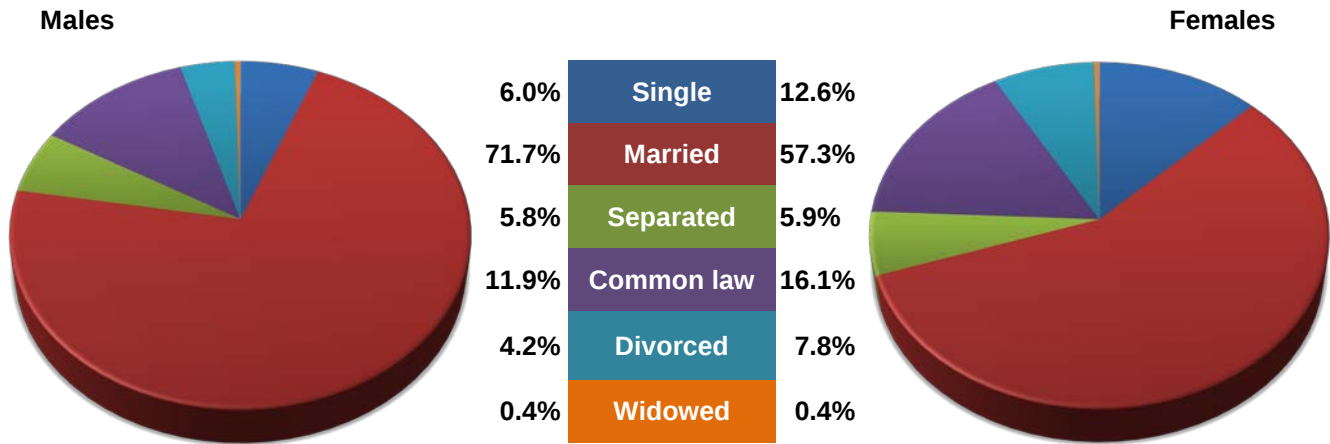
2.2 Gender and Family Status

2.2.1 Relational Life

OPS sworn members overwhelmingly subscribe to family life: 81.2% were either married or in a common-law relationship in 2012. A further 11.3% stood in a relationship before they became widowed, divorced or separated and may still have been involved in family responsibilities. Comparatively, significantly more female than male sworn members were single or divorced, widowed, or in a common law relationship than married.

In other words, the traditional picture of a married police officer applies significantly more strongly to male than female sworn members, and especially among regular members (who are younger on average), rather than those with supervisory status. The traditional hallmarks of relational status among sworn members may be challenged even further when females become a higher target in recruitment efforts, and when sworn members with supervisory status (who are also older) – where the highest numbers of married, male and female members were found – will move on over time.

Figure 2.2.1: Relational Life for Males versus Females



2.2.2 Child and Dependent Care

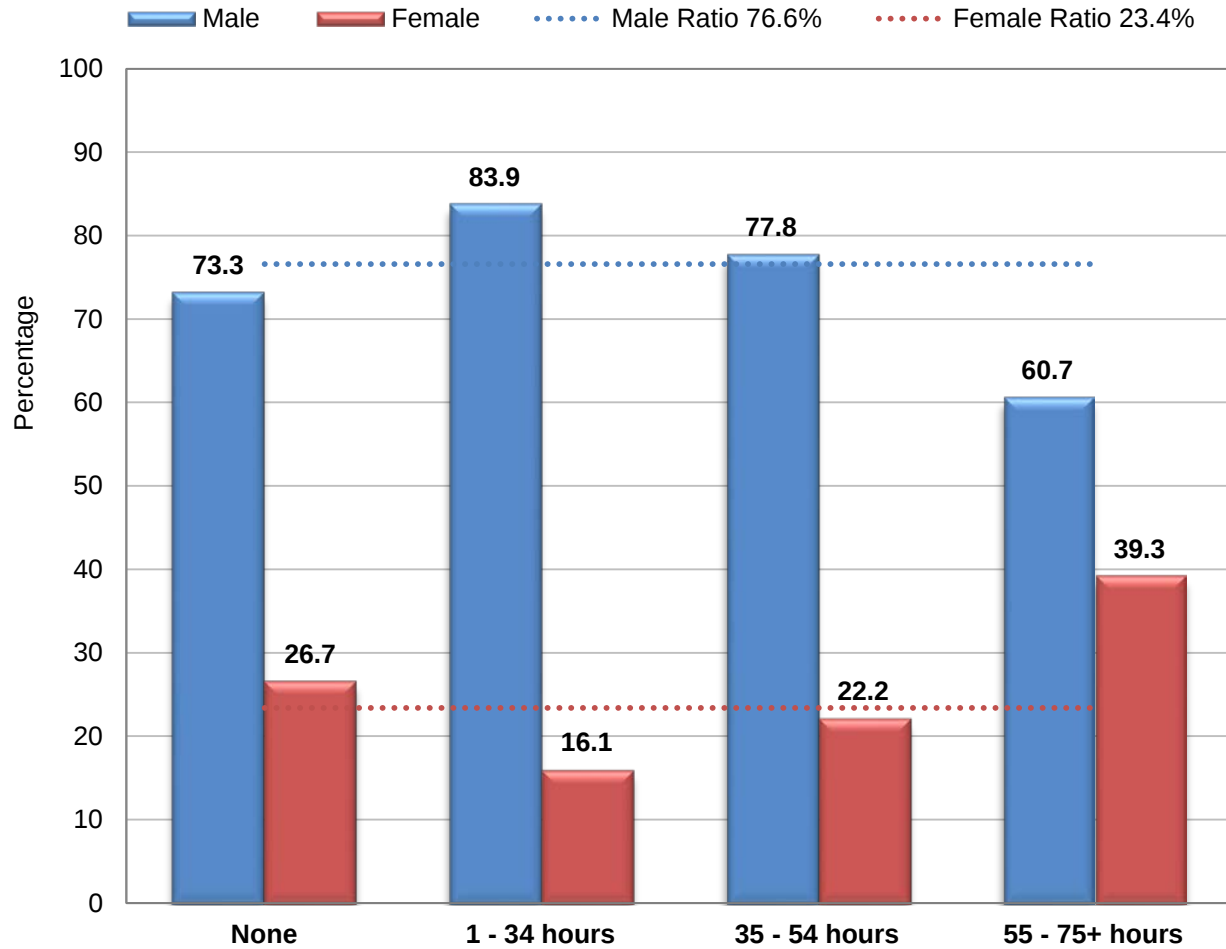
A total of 69.0% and 61.5% sworn members reported that they are involved in child care and dependent care respectively (ranging from one to five dependents; i.e., 1.2 dependents on average). Sworn members have 2.2 dependents who are living with them on average, for whom either they or someone else provide weekly care responsibilities while at work in varying degrees. These numbers are statistically significantly different between male and female sworn members, and are significantly higher for regular members than for those with supervisory status.

Of the 61.5% sworn members who needed dependent care responsibilities provided by someone else (i.e., a spouse/partner, other relative, sitter/neighbour, nanny, childcare or eldercare facility, or other) while at work, 84.7% indicated this occurred infrequently, while 15.3% were involved in dependent care with a higher degree of frequency: either regularly, most of the time, or always.

The average number of dependents that members cared for was not statistically significantly different for sworn males and females in the OPS, nor for those with or without supervisory status. Similarly, males versus females were comparable with regards to having sole responsibility for dependent care provision while at work. On average, females reported less time spent on spousal, or spousal and childcare responsibilities than males.

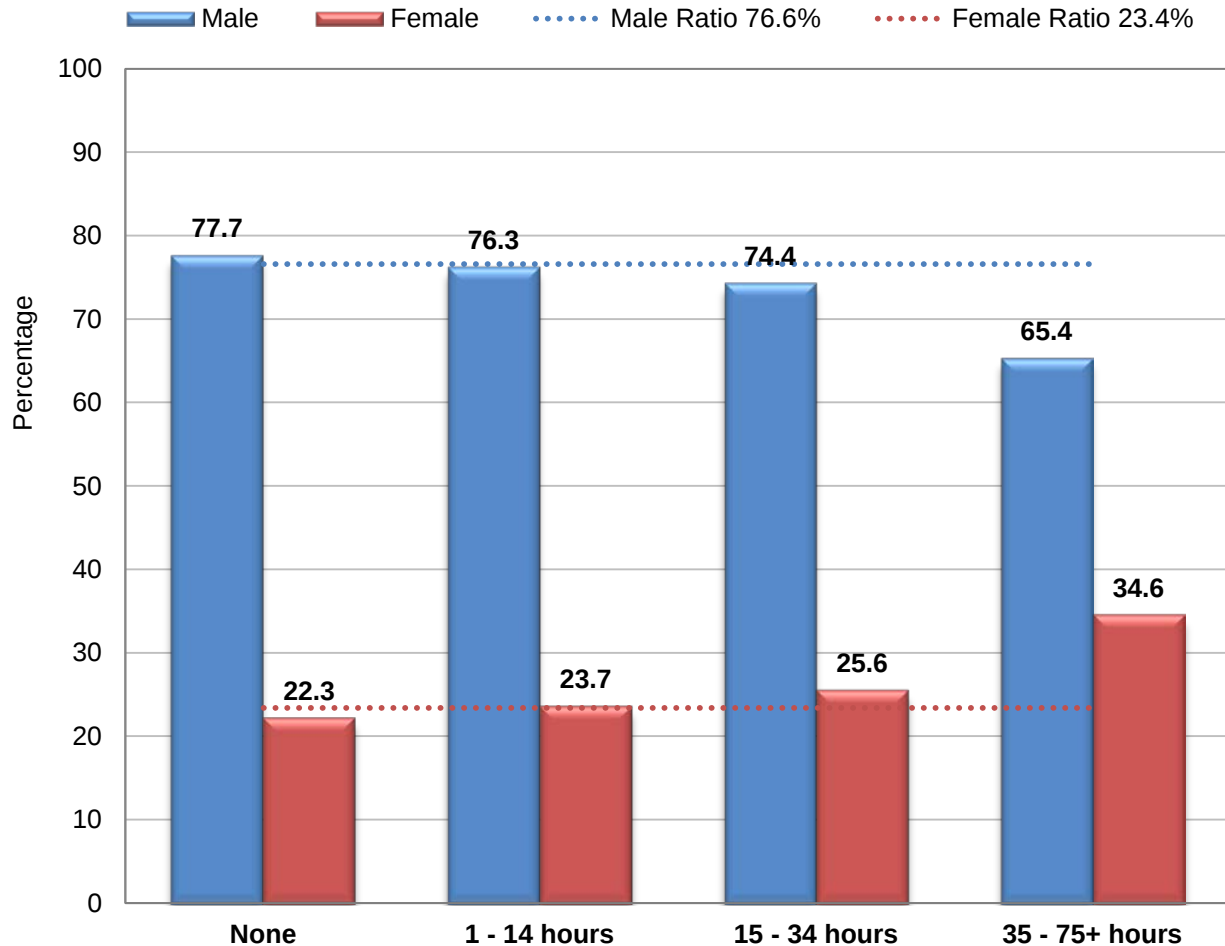
The 2012 Workforce Census survey was sent out to all members who were not on extended accommodation leave at the time. The number of hours per week spent on unpaid, ongoing care comparatively leaned towards male members for hours of lower frequency (i.e., up to 34 hours per week) and towards female members for hours of higher frequency (i.e., especially 55+ hours per week) for the care of *children* specifically. This gender distinction was found to be statistically significant - see Figure 2.2.2a for a depiction on the next page.

Figure 2.2.2a: Gender-Based Child Care Responsibility While at Work



By comparison, for *dependent care* the same picture emerged than for child care, except that the switch point from males to females with regards to unpaid time spent in lower versus higher frequency in an average work week appeared to be earlier, at about 35 hours per week – see Figure 2.2.2b on the next page. In addition, the differences in time spent by males and females are not statistically significant overall.

Figure 2.2.2b: Gender-Based Dependent Care Responsibility While at Work



These patterns on time spent on child and dependent care are consistent for regular members and supervisory members alike where sample sizes prevailed: Sworn female members appear to be the stand-in while resuming work duties when care becomes more time-intensive. Fewer than 10% of members have the benefit of a full-time, stay-at-home spouse taking responsibility for dependent care while they work.

2.2.3 Other Care Activities

Female sworn members (whether in regular or supervisory positions) also reported a significantly higher number of hours per week that they put in for house and yard maintenance compared to their male colleagues. In addition, female members listed a higher number of free-time volunteering (males 1-3; females 4-5) activities they partake in weekly than male members.

2.3 Gender and Other Intersecting Diversity Characteristics

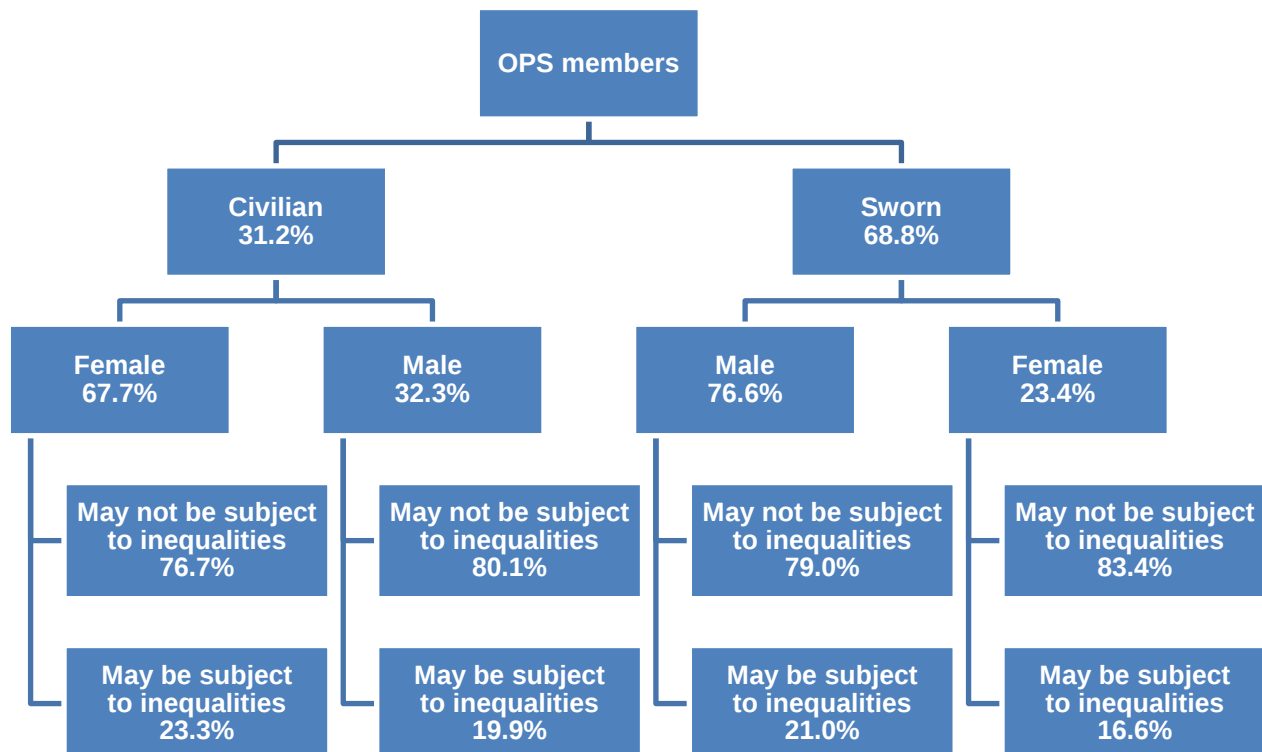
2.3.1 Potential for Being at Risk of Human Inequity

Human inequity is an aggregate that is determined by demographic factors other than gender, namely by those OPS members who self-identify as being a member of a visible minority and/or having a disability of some sort. According to the 2011 Canadian National Census, visible minorities are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour. Aboriginal (Indigenous) peoples are persons who are North American Indian, Métis, or Inuit. Disabilities may include one or more impairments of the senses, dexterity (in any body parts), learning, mobility, speech and language, and cognition or intellect as they may occur in the OPS.

By these definitions, the portion of the OPS workforce potentially at risk of human inequity, i.e., those who may be subject to inequalities, comprised a total of 20.04% sworn members in 2012.

The Census findings indicate that those sworn members who may be subject to inequalities, were equally distributed among male and female members, and leaning insignificantly away from female sworn members. This picture changes when we look at different types of human inequity risk. Where present, visible minorities dominated among sworn males (specifically regular members), while disability (single or multiple) dominated among sworn females (again specifically regular members). By comparison, aboriginal status was equally distributed among male and female members.

Figure 2.3.1: Gender Distribution Among Members who May Be Subject to Inequalities

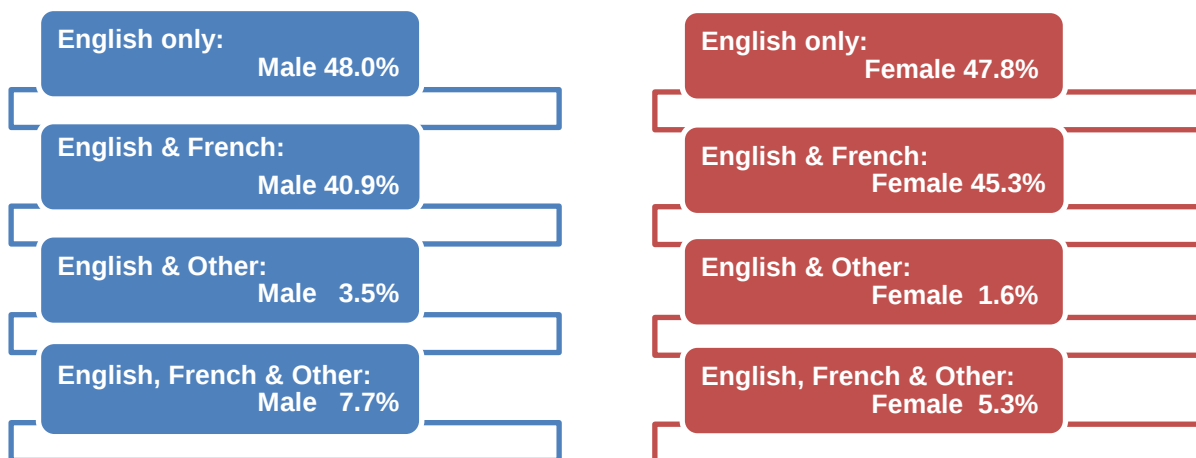


Proportionately, more Black and Asian Canadian members were male than female (and regular rather than supervisory members) in 2012. Visible minorities were proportionately significantly higher among males than females.

2.3.2 Spoken languages

Sworn females than males were comparable in their abilities to speak English, French, and other languages, as well as in the number of languages they can speak. The use of English above all other languages on the job dominated for at least two-thirds of sworn members, while close to half (47.9%) speak English only. The comparison carried through to males and females with either regular or supervisory membership status.

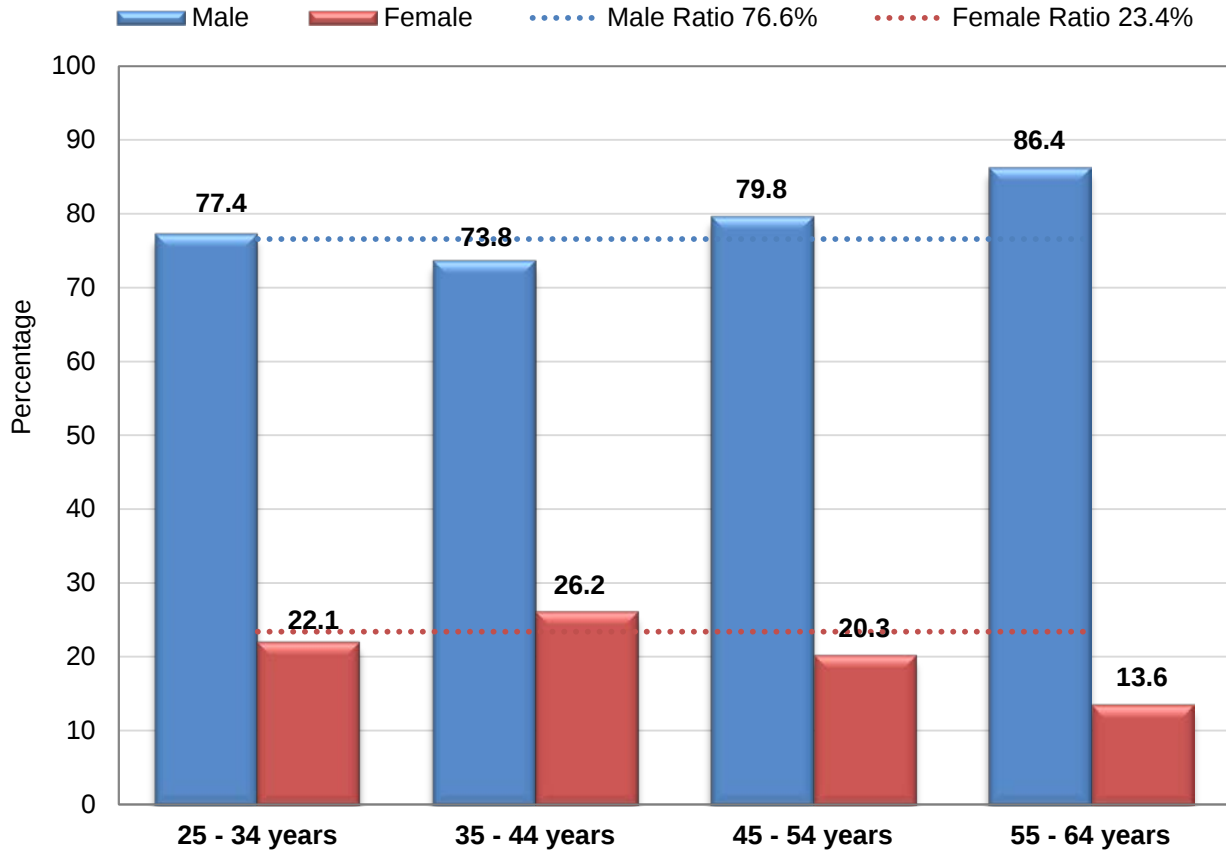
Figure 2.3.2: Gender-Based Proficiency in Spoken Languages



2.3.3 Age

The dominating category age for sworn members – both male and female – is 35-44 years with no statistically significant differences across the age categories overall.. Age is expected to correlate fairly strongly with tenure in the OPS, i.e., in the age categories of 45-54 years and 55-64 years, where males tended to dominate. Male supervisors are significantly older than female supervisors, whereas age among regular sworn members compare well.

Figure 2.3.3: Gender Distribution within Age Category



The only age category where the OPS falls just outside the label of male-dominance is between 35-44 years where the male-female ratio was found to be 73.8:26.2%. In the younger age category of 25-34 years the OPS relapsed to male dominance again.

2.3.4 Ethnicity

One-third of sworn members identified with multiple ethnic groups themselves, through their lineage any by relational status. Identification with one or more groups in ethnic origin was equally well represented among male and female members, and among regular and supervisory members.

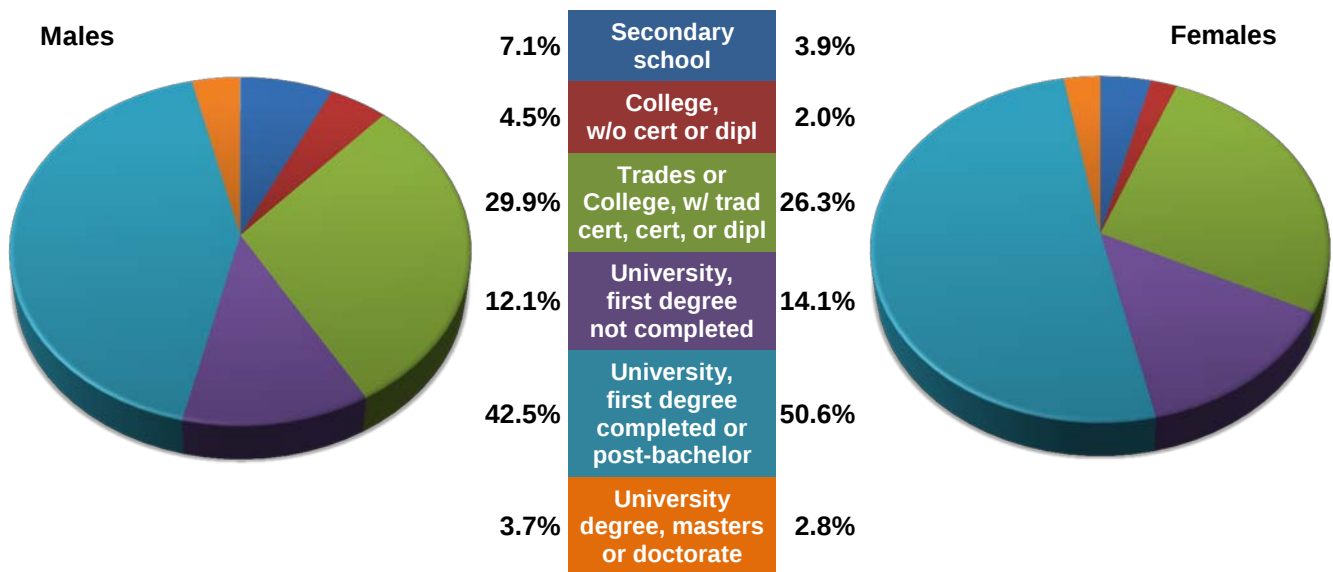
2.3.5 Religion

Overall religious distribution compared well between sworn males and females. Among those who identified with a religion, Muslim, Sikh, Christian or Buddhist males were distinguishable, while female Protestants stood out by comparison. The category of *no identified religion* was reported in stronger numbers among regular sworn members than among their supervisors.

2.3.6 Education

Slightly more sworn males than females reported their highest educational qualification to be at the secondary school up to college levels. Females appeared to be slightly higher qualified than males by dominating in categories denoting university education (from degree not completed, to post-bachelor degree completed). In reference to statistical significance to specific types of highest educational qualifications in particular, females compared to males stood out for low numbers in having a secondary school, trades certificate or diploma, and college without certificate or diploma qualification, and high numbers in their first university degree completed.

Figure 2.3.6: Highest Educational Qualification for Males versus Females



Sworn members with supervisory status are significantly higher qualified than regular members, whereas male supervisors with Masters degree also stood out above all other colleagues.

Sworn females (supervisors and especially regular members) also reported to have more skills or certifications than their male colleagues.

3. Conclusion

A gender-based lens on the OPS member composition sheds valuable light on the complexity within which possible systemic gender bias and inequality in the workforce should be considered. In some instances the comparative numbers support good practices, while in other cases, they may serve to help inform and address possible and realized experiences of gender inequality on the job.

Notes: The detailed findings include reporting of OPS member distribution and characteristics on the basis of sexual orientation (heterosexual versus non-heterosexual, trans-gender) to be as inclusive as possible, however numbers are very small in some categories; this information should be used with utmost discretion and interpretations from these tables need to be made with extreme caution.

If you require this document or any of the appendices in an alternate format, the request for alternate format document form is available at ottawapolice.ca/accessibility.

End of Key Findings

Appendix A: How to Read the Tables

Uni-Dimensional Tables

As an example, consider the *age* breakdown of members as extracted from the OPS 2012 Workforce Census results:

Question categories	Question number	Frequency	Percent	Cumulative Frequency	Cumulative Percent
<24 years (16.44%)	Q11	40	3.6	40	3.6
25-34 years (22.91%)		308	27.7	348	31.3
35-44 years (27.54%)		442	39.8	790	71.1
45-54 years (22.58%)		265	23.9	1055	95.0
55-64 years (8.86%)		56	5.0	1111	100.0

Frequency Missing = 15

Baseline statistics – percentage reflective of OPS members back in 2005

Meaning: OPS members cluster more densely in the age category of 35-44 years than what they did in 2005

Number of members who did not complete the question

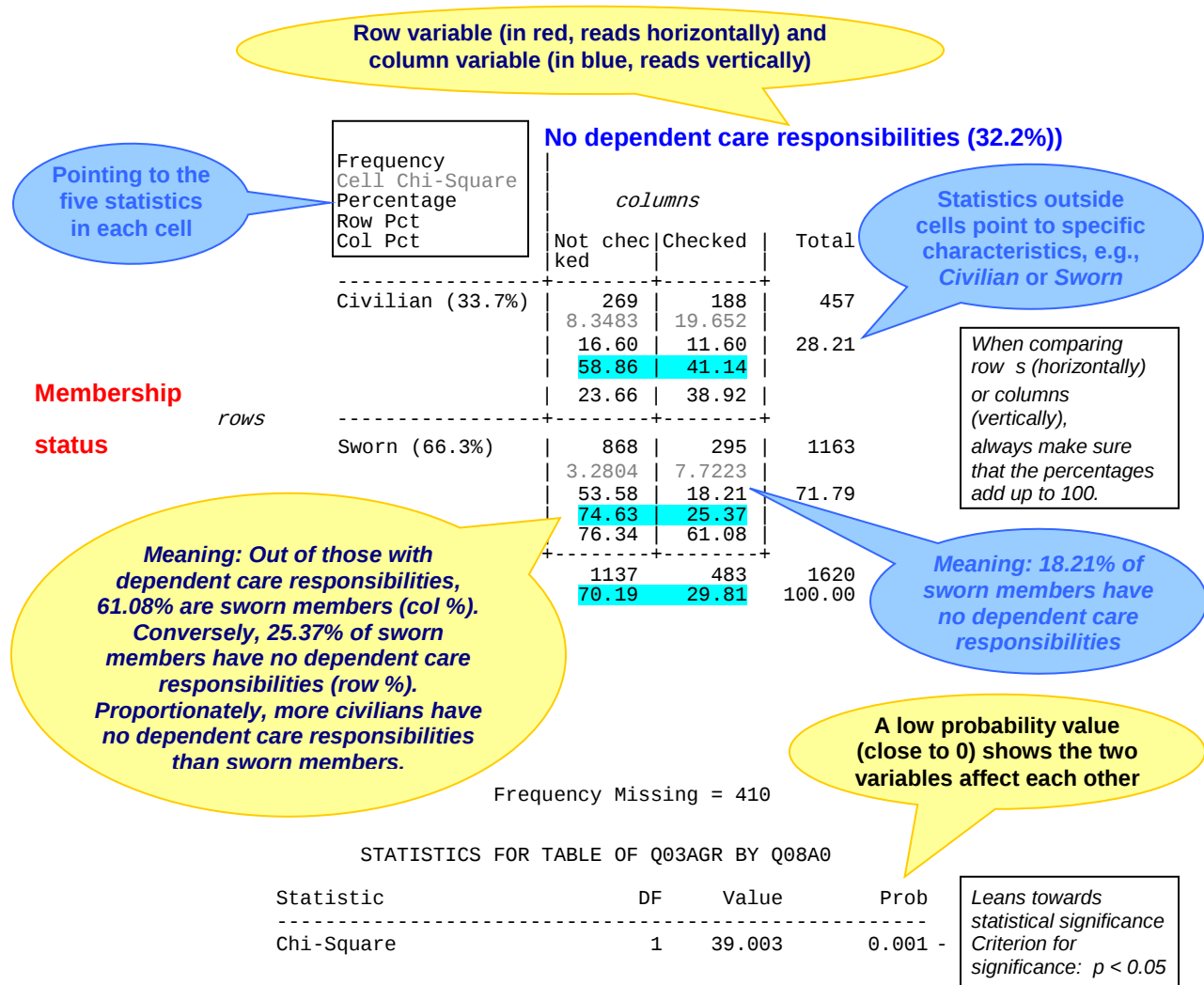
Meaning: 71% of the members were 44 years or younger (conversely, 40% of the members are from the Baby-boom Bust Generation)

Cumulative means the total up to and including that category, e.g., 40+308+44= 790

This format forms the base for considering bi-dimensional tables (also called cross-tabs) as explained on the next page.

Bi-Dimensional Tables

This time, consider a cross-tabulated view of membership status by no dependent care responsibilities, also extracted from the OPS 2012 Workforce Census results:



The grey chi-square value in each cell of the table above indicates the strength of the contribution that cell makes to the significance reported below the table.

For example, the value of 19.652 in the top right cell (civilian members who do not have dependent care responsibilities) indicates the findings show in that cell attribute most to the differences found between cells/rows/columns.

Chi-square is the name of a statistical technique used here to determine the strength of association between the demographics tabled cross-dimensionally.

Appendix B: Statistical Findings Pertaining to Gender Equality

Gender audit: Introduction to sworn member characteristics

Gender				
Q13A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Male (59.9%)	833	76.6	833	76.6
Female (40.1%)	255	23.4	1088	100.0

Frequency Missing = 26

Trans-gender				
Q13B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not trans-gendered (99.1%)	1006	99.7	1006	99.7
Trans-gendered (0.9%)	3	0.3	1009	100.0

Frequency Missing = 105

Sexual orientation				
Q14	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Heterosexual (96.2%)	1032	96.6	1032	96.6
Gay (0.7%)	3	0.3	1035	96.9
Lesbian (1.8%)	21	2.0	1056	98.9
Bisexual (0.6%)	4	0.4	1060	99.3
Two-spirited (0.2%)	3	0.3	1063	99.5
Questioning (0.6%)	5	0.5	1068	100.0

Frequency Missing = 46

Sexual orientation				
Q14GR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Heterosexual (96.2%)	1032	96.6	1032	96.6
Non-heterosexual (3.8%)	36	3.4	1068	100.0

Frequency Missing = 46

Gender orientation				
Q14B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Male	828	76.1	828	76.1
Female	247	22.7	1075	98.8
Other	13	1.2	1088	100.0

Frequency Missing = 26

Gender audit: Introduction to sworn member characteristics

Marital status

Q12A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Single (13.9%)	82	7.6	82	7.6
Married (61.5%)	741	68.3	823	75.9
Separated (4.1%)	63	5.8	886	81.7
Common law (13.9%)	140	12.9	1026	94.6
Divorced (6.7%)	55	5.1	1081	99.6
Widowed (0.0%)	4	0.4	1085	100.0

Frequency Missing = 29

Number of dependents care for (1.1%)

Q08A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1 listed	622	78.2	622	78.2
2 listed	155	19.5	777	97.7
3 listed	17	2.1	794	99.9
5 listed	1	0.1	795	100.0

Frequency Missing = 319

Number of dependents living with you

Q09AGR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
One dependent	152	21.1	152	21.1
Two dependents	352	48.8	504	69.8
Three dependents	165	22.9	669	92.7
Four or more dependents	53	7.3	722	100.0

Frequency Missing = 392

Care provided while at work (rounded)

Q10R	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Never	406	38.4	406	38.4
Infrequently	551	52.1	957	90.5
Regularly	67	6.3	1024	96.9
Most of the time	20	1.9	1044	98.8
Always	13	1.2	1057	100.0

Frequency Missing = 57

Gender audit: Introduction to sworn member characteristics

Multiple care provision while at work

Q10A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
One care provider (44.9%)	213	27.6	213	27.6
Two care providers (32.8%)	262	33.9	475	61.4
Three care providers (18.7%)	208	26.9	683	88.4
Four care providers (3.3%)	76	9.8	759	98.2
Five care providers (0.3%)	9	1.2	768	99.4
Six care providers (0.0%)	4	0.5	772	99.9
Seven care providers (0.0%)	1	0.1	773	100.0

Frequency Missing = 341

Working age group

Q11	Frequency	Percent	Cumulative Frequency	Cumulative Percent
<24 years (3.6%)	3	0.3	3	0.3
25-34 years (27.7%)	230	21.1	233	21.4
35-44 years (39.8%)	513	47.1	746	68.4
45-54 years (23.9%)	321	29.4	1067	97.9
55-64 years (5.0%)	22	2.0	1089	99.9
65+ years (0.0%)	1	0.1	1090	100.0

Frequency Missing = 24

Partner OPS status

Q12B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not OPS member (79.7%)	744	78.3	744	78.3
OPS member (20.3%)	206	21.7	950	100.0

Frequency Missing = 164

Directorate

Q01A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Corporate services (13.3%)	11	1.0	11	1.0
Criminal investigation services (14.0%)	224	20.1	235	21.1
District (--)	190	17.1	425	38.2
Emergency operations (7.4%)	111	10.0	536	48.1
Executive services (4.1%)	10	0.9	546	49.0
Office of the Chief (--)	17	1.5	563	50.5
Patrol services (36.3%)	466	41.8	1029	92.4
Resourcing & development (--)	35	3.1	1064	95.5
Seconded (--)	19	1.7	1083	97.2
Support services (24.9%)	31	2.8	1114	100.0

Gender audit: Introduction to sworn member characteristics

Division					
	Q01B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Patrol services, West division (31.1%)		157	33.7	157	33.7
Patrol services, Central division (40.1%)		168	36.1	325	69.7
Patrol services, East division (28.8%)		141	30.3	466	100.0

Frequency Missing = 648

Rank					
	Q03A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Constable (42.7%)		815	73.2	815	73.2
NCO (sergeants, staff sergeants) (15.5%)		214	19.2	1029	92.4
Acting NCO (sergeants, staff sergeants) (1.8%)		33	3.0	1062	95.3
Sr. Officer/Director (2.9%)		49	4.4	1111	99.7
Acting Sr. Officer/Director (0.4%)		3	0.3	1114	100.0

Supervisor					
	Q03B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No (72.3%)		811	73.2	811	73.2
Yes (27.7%)		297	26.8	1108	100.0

Frequency Missing = 6

Rank classification					
	Q03AGR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Sworn (63.3%)		1114	100.0	1114	100.0

Gender and membership status combined					
	GENCS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Male Sworn		828	77.0	828	77.0
Female Sworn		247	23.0	1075	100.0

Frequency Missing = 39

Gender audit: Introduction to sworn member characteristics

Supervisor-gender-membership status comb

EXTRCT03	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Regular male Sworn	600	55.4	600	55.4
Regular female Sworn	192	17.7	792	73.1
Supervisor male Sworn	229	21.1	1021	94.3
Supervisor female Sworn	62	5.7	1083	100.0

Frequency Missing = 31

Broad Canadian group membership (modern)

SUPGENCS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Regular male Sworn	597	55.1	597	55.1
Regular female Sworn	186	17.2	783	72.3
Regular other Sworn	9	0.8	792	73.1
Supervisor male Sworn	227	21.0	1019	94.1
Supervisor female Sworn	61	5.6	1080	99.7
Supervisor other Sworn	3	0.3	1083	100.0

Frequency Missing = 31

Black, Asian, or other Cndian membership

EXTRCT05	Frequency	Percent	Cumulative Frequency	Cumulative Percent
White	942	88.8	942	88.8
Black	42	4.0	984	92.7
Asian Canadian	55	5.2	1039	97.9
Latin American or Other	22	2.1	1061	100.0

Frequency Missing = 53

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q13B

Q13A(Gender)	Q13B(Trans-gender)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not tran s-gender ed (99.1 %)	Trans-ge ndered (0.9%)	Total
Male (59.9%)	764 0.0021 75.79 99.87 76.02	1 0.716 0.10 0.13 33.33	765 75.89
Female (40.1%)	241 0.0067 23.91 99.18 23.98	2 2.2541 0.20 0.82 66.67	243 24.11
Total	1005 99.70	3 0.30	1008 100.00

Frequency Missing = 106

STATISTICS FOR TABLE OF Q13A BY Q13B

Statistic	DF	Value	Prob
Chi-Square	1	2.979	0.084
Likelihood Ratio Chi-Square	1	2.432	0.119
Continuity Adj. Chi-Square	1	1.103	0.294
Mantel-Haenszel Chi-Square	1	2.976	0.085
Fisher's Exact Test (Left)			0.986
(Right)			0.146
(2-Tail)			0.146
Phi Coefficient		0.054	
Contingency Coefficient		0.054	
Cramer's V		0.054	

Effective Sample Size = 1008

Frequency Missing = 106

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q13B
Q14B(Gender orientation) Q13B(Trans-gender)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not tran s-gender ed (99.1 %)	Trans-ge ndered (0.9%)	Total
Male	760 0.0068 75.40 100.00 75.62	0 2.2619 0.00 0.00 0.00	760 75.40
Female	236 0.0021 23.41 100.00 23.48	0 0.7024 0.00 0.00 0.00	236 23.41
Other	9 0.7344 0.89 75.00 0.90	3 246.04 0.30 25.00 100.00	12 1.19
Total	1005 99.70	3 0.30	1008 100.00

Frequency Missing = 106

STATISTICS FOR TABLE OF Q14B BY Q13B

Statistic	DF	Value	Prob
Chi-Square	2	249.743	0.001
Likelihood Ratio Chi-Square	2	27.398	0.001
Mantel-Haenszel Chi-Square	1	42.388	0.001
Phi Coefficient		0.498	
Contingency Coefficient		0.446	
Cramer's V		0.498	

Effective Sample Size = 1008

Frequency Missing = 106

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q13B

GENCS(Gender and membership status combined) Q13B(Trans-gender)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not tran s-gender ed (99.1 %)	Trans-ge ndered (0.9%)	Total
Male Sworn	760 0 76.31 100.00 76.31	0 . 0.00 0.00 .	760 76.31
Female Sworn	236 0 23.69 100.00 23.69	0 . 0.00 0.00 .	236 23.69
Total	996 100.00	0 0.00	996 100.00

Frequency Missing = 118

STATISTICS FOR TABLE OF GENCS BY Q13B

Row or column sum zero. No statistics computed for this table.

Effective Sample Size = 996
Frequency Missing = 118

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q13B

EXTRCT03(Supervisor-gender-membership status comb)
Q13B(Trans-gender)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not tran s-gender ed (99.1 %)	Trans-ge ndered (0.9%)	Total
Regular male Sworn	554 0.0008 54.96 99.82 55.12	1 0.2572 0.10 0.18 33.33	555 55.06
Regular female Sworn	182 0.0011 18.06 99.45 18.11	1 0.3807 0.10 0.55 33.33	183 18.15
Supervisor male Sworn	210 0.0019 20.83 100.00 20.90	0 0.625 0.00 0.00 0.00	210 20.83
Supervisor female Sworn	59 0.0113 5.85 98.33 5.87	1 3.7786 0.10 1.67 33.33	60 5.95
Total	1005 99.70	3 0.30	1008 100.00

Frequency Missing = 106

STATISTICS FOR TABLE OF EXTRCT03 BY Q13B

Statistic	DF	Value	Prob
Chi-Square	3	5.057	0.168
Likelihood Ratio Chi-Square	3	3.672	0.299
Mantel-Haenszel Chi-Square	1	0.983	0.321
Phi Coefficient		0.071	
Contingency Coefficient		0.071	
Cramer's V		0.071	

Effective Sample Size = 1008

Frequency Missing = 106

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q14

Q13A(Gender)	Q14(Sexual orientation)						Total
Frequency Cell Chi-Square Percent Row Pct Col Pct	Heterose xual (96 .2%)	Gay (0.7 %)	Lesbian (1.8%)	Bisexual (0.6%)	Two-spir ited (0. 2%)	Question ing (0.6 %)	
Male (59.9%)	806 0.4817 75.54 99.02 78.18	3 0.2211 0.28 0.37 100.00	0 16.021 0.00 0.00 0.00	0 3.0515 0.00 0.00 0.00	1 0.7256 0.09 0.12 33.33	4 0.009 0.37 0.49 80.00	814 76.29
Female (40.1%)	225 1.5497 21.09 88.93 21.82	0 0.7113 0.00 0.00 0.00	21 51.545 1.97 8.30 100.00	4 9.818 0.37 1.58 100.00	2 2.3345 0.19 0.79 66.67	1 0.029 0.09 0.40 20.00	253 23.71
Total	1031 96.63	3 0.28	21 1.97	4 0.37	3 0.28	5 0.47	1067 100.00

Frequency Missing = 47

STATISTICS FOR TABLE OF Q13A BY Q14

Statistic	DF	Value	Prob
Chi-Square	5	86.497	0.001
Likelihood Ratio Chi-Square	5	78.174	0.001
Mantel-Haenszel Chi-Square	1	38.375	0.001
Phi Coefficient		0.285	
Contingency Coefficient		0.274	
Cramer's V		0.285	

Effective Sample Size = 1067

Frequency Missing = 47

WARNING: 75% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q14

Q14B(Gender orientation)		Q14(Sexual orientation)					Total
Frequency	Cell Chi-Square	Heterosexual (96.2%)	Gay (0.7%)	Lesbian (1.8%)	Bisexual (0.6%)	Two-spirited (0.2%)	
Percent							
Row Pct							
Col Pct							
Male		806	3	0	0	0	809
	0.7551	0.2313	15.922	3.0328	2.2746	3.791	75.82
	75.54	0.28	0.00	0.00	0.00	0.00	
	99.63	0.37	0.00	0.00	0.00	0.00	
	78.18	100.00	0.00	0.00	0.00	0.00	
Female		225	0	20	0	0	245
	0.5816	0.6888	47.776	0.9185	0.6888	1.1481	22.96
	21.09	0.00	1.87	0.00	0.00	0.00	
	91.84	0.00	8.16	0.00	0.00	0.00	
	21.82	0.00	95.24	0.00	0.00	0.00	
Other		0	0	1	4	3	13
	12.561	0.0366	2.1643	320.36	240.27	400.45	1.22
	0.00	0.00	0.09	0.37	0.28	0.47	
	0.00	0.00	7.69	30.77	23.08	38.46	
	0.00	0.00	4.76	100.00	100.00	100.00	
Total		1031	3	21	4	3	1067
	96.63	0.28	1.97	0.37	0.28	0.47	100.00

Frequency Missing = 47

STATISTICS FOR TABLE OF Q14B BY Q14

Statistic	DF	Value	Prob
Chi-Square	10	1053.641	0.001
Likelihood Ratio Chi-Square	10	193.535	0.001
Mantel-Haenszel Chi-Square	1	226.578	0.001
Phi Coefficient		0.994	
Contingency Coefficient		0.705	
Cramer's V		0.703	

Effective Sample Size = 1067

Frequency Missing = 47

WARNING: 78% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q14

GENCS(Gender and membership status combined)		Q14(Sexual orientation)					Total
Frequency	Cell Chi-Square	Heterosexual (96.2%)	Gay (0.7%)	Lesbian (1.8%)	Bisexual (0.6%)	Two-spirited (0.2%)	
Percent							
Row Pct							
Col Pct							
Male Sworn		806	3	0	0	0	809
	0.2713	0.2112	15.351	.	.	.	
	76.47	0.28	0.00	0.00	0.00	0.00	76.76
	99.63	0.37	0.00	0.00	0.00	0.00	
	78.18	100.00	0.00	.	.	.	
Female Sworn		225	0	20	0	0	245
	0.896	0.6973	50.69	.	.	.	
	21.35	0.00	1.90	0.00	0.00	0.00	23.24
	91.84	0.00	8.16	0.00	0.00	0.00	
	21.82	0.00	100.00	.	.	.	
Total		1031	3	20	0	0	1054
		97.82	0.28	1.90	0.00	0.00	100.00

Frequency Missing = 60

STATISTICS FOR TABLE OF GENCS BY Q14
(ROWS AND COLUMNS WITH ZERO TOTALS EXCLUDED)

Statistic	DF	Value	Prob
Chi-Square	2	68.117	0.001
Likelihood Ratio Chi-Square	2	61.135	0.001
Mantel-Haenszel Chi-Square	1	62.049	0.001
Phi Coefficient		0.254	
Contingency Coefficient		0.246	
Cramer's V		0.254	

Effective Sample Size = 1054

Frequency Missing = 60

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q14

EXTRCT03(Supervisor-gender-membership status comb)		Q14(Sexual orientation)						Total
Frequency Cell Chi-Square Percent Row Pct Col Pct		Heterose xual (96 .2%)	Gay (0.7 %)	Lesbian (1.8%)	Bisexual (0.6%)	Two-spir ited (0. 2%)	Question ing (0.6 %)	
Regular male Sworn		581 0.3129 54.66 98.98 56.52	3 1.0893 0.28 0.51 100.00	0 11.596 0.00 0.00 0.00	0 2.2088 0.00 0.00 0.00	1 0.0099 0.09 0.17 50.00	2 0.2098 0.19 0.34 40.00	587 55.22
Regular female Sworn		166 1.7135 15.62 87.37 16.15	0 0.5362 0.00 0.00 0.00	19 61.93 1.79 10.00 90.48	4 15.094 0.38 2.11 100.00	1 1.1548 0.09 0.53 50.00	0 0.8937 0.00 0.00 0.00	190 17.87
Supervisor male Sworn		222 0.1334 20.88 99.11 21.60	0 0.6322 0.00 0.00 0.00	0 4.4252 0.00 0.00 0.00	0 0.8429 0.00 0.00 0.00	0 0.4214 0.00 0.00 0.00	2 0.8501 0.19 0.89 40.00	224 21.07
Supervisor female Sworn		59 0.0153 5.55 95.16 5.74	0 0.175 0.00 0.00 0.00	2 0.4906 0.19 3.23 9.52	0 0.2333 0.00 0.00 0.00	0 0.1167 0.00 0.00 0.00	1 1.7207 0.09 1.61 20.00	62 5.83
Total		1028 96.71	3 0.28	21 1.98	4 0.38	2 0.19	5 0.47	1063 100.00

Frequency Missing = 51

STATISTICS FOR TABLE OF EXTRCT03 BY Q14

Statistic	DF	Value	Prob
Chi-Square	15	106.806	0.001
Likelihood Ratio Chi-Square	15	88.752	0.001
Mantel-Haenszel Chi-Square	1	3.784	0.052
Phi Coefficient		0.317	
Contingency Coefficient		0.302	
Cramer's V		0.183	

Effective Sample Size = 1063

Frequency Missing = 51

WARNING: 79% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q14GR

Q13A(Gender)	Q14GR(Sexual orientation)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Heterose xual (96 .2%)	Non-hete rosexual (3.8%)	Total
Male (59.9%)	806 0.4817 75.54 99.02 78.18	8 13.794 0.75 0.98 22.22	814 76.29
Female (40.1%)	225 1.5497 21.09 88.93 21.82	28 44.381 2.62 11.07 77.78	253 23.71
Total	1031 96.63	36 3.37	1067 100.00

Frequency Missing = 47

STATISTICS FOR TABLE OF Q13A BY Q14GR

Statistic	DF	Value	Prob
Chi-Square	1	60.207	0.001
Likelihood Ratio Chi-Square	1	48.858	0.001
Continuity Adj. Chi-Square	1	57.154	0.001
Mantel-Haenszel Chi-Square	1	60.151	0.001
Fisher's Exact Test (Left)			1.000
(Right)			4.41E-12
(2-Tail)			4.41E-12
Phi Coefficient		0.238	
Contingency Coefficient		0.231	
Cramer's V		0.238	

Effective Sample Size = 1067
Frequency Missing = 47

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q14GR

Q14B(Gender orientation)		Q14GR(Sexual orientation)	
Frequency	Cell Chi-Square		
Percent			
Row Pct			
Col Pct			
	Heterose	Non-hete	Total
	xual (96	rosexual	
	.2%)	(3.8%)	
Male	806	3	809
	0.7551	21.625	
	75.54	0.28	75.82
	99.63	0.37	
	78.18	8.33	
Female	225	20	245
	0.5816	16.656	
	21.09	1.87	22.96
	91.84	8.16	
	21.82	55.56	
Other	0	13	13
	12.561	359.74	
	0.00	1.22	1.22
	0.00	100.00	
	0.00	36.11	
Total	1031	36	1067
	96.63	3.37	100.00

Frequency Missing = 47

STATISTICS FOR TABLE OF Q14B BY Q14GR

Statistic	DF	Value	Prob
Chi-Square	2	411.923	0.001
Likelihood Ratio Chi-Square	2	136.672	0.001
Mantel-Haenszel Chi-Square	1	182.445	0.001
Phi Coefficient		0.621	
Contingency Coefficient		0.528	
Cramer's V		0.621	

Effective Sample Size = 1067
Frequency Missing = 47

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q14GR

GENCS(Gender and membership status combined)		Q14GR(Sexual orientation)	
Frequency	Cell Chi-Square		
Percent			
Row Pct			
Col Pct			
		Heterose xual (96 .2%)	Non-hete rosexual (3.8%)
Male Sworn		806 0.2713 76.47 99.63 78.18	3 12.164 0.28 0.37 13.04
			809
			76.76
Female Sworn		225 0.896 21.35 91.84 21.82	20 40.164 1.90 8.16 86.96
			245
			23.24
Total		1031 97.82	23 2.18 1054 100.00

Frequency Missing = 60

STATISTICS FOR TABLE OF GENCS BY Q14GR

Statistic	DF	Value	Prob
Chi-Square	1	53.495	0.001
Likelihood Ratio Chi-Square	1	43.324	0.001
Continuity Adj. Chi-Square	1	49.907	0.001
Mantel-Haenszel Chi-Square	1	53.445	0.001
Fisher's Exact Test (Left)			1.000
(Right)			1.01E-10
(2-Tail)			1.01E-10
Phi Coefficient		0.225	
Contingency Coefficient		0.220	
Cramer's V		0.225	

Effective Sample Size = 1054
Frequency Missing = 60

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q14GR

EXTRCT03(Supervisor-gender-membership status comb)
Q14GR(Sexual orientation)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Heterose xual (96 .2%)	Non-hete rosexual (3.8%)	Total
Regular male Sworn	581 0.3129 54.66 98.98 56.52	6 9.19 0.56 1.02 17.14	587 55.22
Regular female Sworn	166 1.7135 15.62 87.37 16.15	24 50.329 2.26 12.63 68.57	190 17.87
Supervisor male Sworn	222 0.1334 20.88 99.11 21.60	2 3.9177 0.19 0.89 5.71	224 21.07
Supervisor female Sworn	59 0.0153 5.55 95.16 5.74	3 0.4501 0.28 4.84 8.57	62 5.83
Total	1028 96.71	35 3.29	1063 100.00

Frequency Missing = 51

STATISTICS FOR TABLE OF EXTRCT03 BY Q14GR

Statistic	DF	Value	Prob
Chi-Square	3	66.062	0.001
Likelihood Ratio Chi-Square	3	49.820	0.001
Mantel-Haenszel Chi-Square	1	3.040	0.081
Phi Coefficient		0.249	
Contingency Coefficient		0.242	
Cramer's V		0.249	

Effective Sample Size = 1063
Frequency Missing = 51

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q03B

Q13A(Gender)	Q03B(Supervisor)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	No (72.3 %)	Yes (27. 7%)	Total
Male (59.9%)	600 0.0644 55.40 72.38 75.76	229 0.1753 21.14 27.62 78.69	829 76.55
Female (40.1%)	192 0.2102 17.73 75.59 24.24	62 0.5722 5.72 24.41 21.31	254 23.45
Total	792 73.13	291 26.87	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF Q13A BY Q03B

Statistic	DF	Value	Prob
Chi-Square	1	1.022	0.312
Likelihood Ratio Chi-Square	1	1.037	0.309
Continuity Adj. Chi-Square	1	0.865	0.352
Mantel-Haenszel Chi-Square	1	1.021	0.312
Fisher's Exact Test (Left)			0.176
(Right)			0.863
(2-Tail)			0.332
Phi Coefficient		-0.031	
Contingency Coefficient		0.031	
Cramer's V		-0.031	

Effective Sample Size = 1083
Frequency Missing = 31

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q03B
Q14B(Gender orientation) Q03B(Supervisor)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No (72.3 %)	Yes (27. 7%)	Total
Male	597 0.0519 55.12 72.45 75.38	227 0.1413 20.96 27.55 78.01	824 76.08
Female	186 0.1596 17.17 75.30 23.48	61 0.4342 5.63 24.70 20.96	247 22.81
Other	9 0.0057 0.83 75.00 1.14	3 0.0156 0.28 25.00 1.03	12 1.11
Total	792 73.13	291 26.87	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF Q14B BY Q03B

Statistic	DF	Value	Prob
Chi-Square	2	0.808	0.668
Likelihood Ratio Chi-Square	2	0.818	0.664
Mantel-Haenszel Chi-Square	1	0.757	0.384
Phi Coefficient		0.027	
Contingency Coefficient		0.027	
Cramer's V		0.027	

Effective Sample Size = 1083
Frequency Missing = 31

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q03B

GENCS(Gender and membership status combined) Q03B(Supervisor)			
Frequency			
Cell Chi-Square			
Percent			
Row Pct			
Col Pct	No (72.3 %)	Yes (27. 7%)	Total
Male Sworn	597 0.0488 55.74 72.45 76.25	227 0.1326 21.20 27.55 78.82	824 76.94
Female Sworn	186 0.1627 17.37 75.30 23.75	61 0.4423 5.70 24.70 21.18	247 23.06
Total	783 73.11	288 26.89	1071 100.00

Frequency Missing = 43

STATISTICS FOR TABLE OF GENCS BY Q03B

Statistic	DF	Value	Prob
Chi-Square	1	0.786	0.375
Likelihood Ratio Chi-Square	1	0.796	0.372
Continuity Adj. Chi-Square	1	0.648	0.421
Mantel-Haenszel Chi-Square	1	0.786	0.375
Fisher's Exact Test (Left)			0.211
(Right)			0.834
(2-Tail)			0.414
Phi Coefficient		-0.027	
Contingency Coefficient		0.027	
Cramer's V		-0.027	

Effective Sample Size = 1071
Frequency Missing = 43

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q03B

EXTRCT03(Supervisor-gender-membership status comb)
Q03B(Supervisor)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No (72.3 %)	Yes (27. 7%)	Total
Regular male Sworn	600 59.236 55.40 100.00 75.76	0 161.22 0.00 0.00 0.00	600 55.40
Regular female Sworn	192 18.955 17.73 100.00 24.24	0 51.59 0.00 0.00 0.00	192 17.73
Supervisor male Sworn	0 167.47 0.00 0.00 0.00	229 455.79 21.14 100.00 78.69	229 21.14
Supervisor female Sworn	0 45.341 0.00 0.00 0.00	62 123.4 5.72 100.00 21.31	62 5.72
Total	792 73.13	291 26.87	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY Q03B

Statistic	DF	Value	Prob
Chi-Square	3	1083.000	0.001
Likelihood Ratio Chi-Square	3	1260.524	0.001
Mantel-Haenszel Chi-Square	1	876.083	0.001
Phi Coefficient		1.000	
Contingency Coefficient		0.707	
Cramer's V		1.000	

Effective Sample Size = 1083

Frequency Missing = 31

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q12A

Q13A(Gender)	Q12A(Marital status)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Single (13.9%)	Married (61.5%)	Separated (4.1%)	Common law (13.9%)	Divorced (6.7%)	Widowed (0.0%)	Total
Male (59.9%)	50 2.5762 4.61 6.03 60.98	594 1.393 54.80 71.65 80.27	48 0.0007 4.43 5.79 76.19	99 0.6077 9.13 11.94 70.71	35 1.1856 3.23 4.22 63.64	3 0.0011 0.28 0.36 75.00	829 76.48
Female (40.1%)	32 8.3751 2.95 12.55 39.02	146 4.5287 13.47 57.25 19.73	15 0.0022 1.38 5.88 23.81	41 1.9757 3.78 16.08 29.29	20 3.8544 1.85 7.84 36.36	1 0.0037 0.09 0.39 25.00	255 23.52
Total	82 7.56	740 68.27	63 5.81	140 12.92	55 5.07	4 0.37	1084 100.00

Frequency Missing = 30

STATISTICS FOR TABLE OF Q13A BY Q12A

Statistic	DF	Value	Prob
Chi-Square	5	24.504	0.001
Likelihood Ratio Chi-Square	5	22.928	0.001
Mantel-Haenszel Chi-Square	1	3.209	0.073
Phi Coefficient		0.150	
Contingency Coefficient		0.149	
Cramer's V		0.150	

Effective Sample Size = 1084
Frequency Missing = 30

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q12A

Q14B(Gender orientation)		Q12A(Marital status)					
Frequency	Cell Chi-Square	Single (13.9%)	Married (61.5%)	Separated (4.1%)	Common law (13.9%)	Divorced (6.7%)	Widowed (0.0%)
Percent	Row Pct						
Col Pct							
Male	50 2.4398 4.61 6.07 60.98	589 1.2476 54.34 71.48 79.59	48 0.0003 4.43 5.83 76.19	99 0.5174 9.13 12.01 70.71	35 1.1086 3.23 4.25 63.64	3 0.0005 0.28 0.36 75.00	824 76.01
Female	31 8.1175 2.86 12.55 37.80	145 3.3077 13.38 58.70 19.59	14 0.0088 1.29 5.67 22.22	38 1.1663 3.51 15.38 27.14	18 2.3855 1.66 7.29 32.73	1 0.0086 0.09 0.40 25.00	247 22.79
Other	1 0.0003 0.09 7.69 1.22	6 0.9311 0.55 46.15 0.81	1 0.0791 0.09 7.69 1.59	3 1.0394 0.28 23.08 2.14	2 2.7239 0.18 15.38 3.64	0 0.048 0.00 0.00 0.00	13 1.20
Total	82 7.56	740 68.27	63 5.81	140 12.92	55 5.07	4 0.37	1084 100.00

Frequency Missing = 30

STATISTICS FOR TABLE OF Q14B BY Q12A

Statistic	DF	Value	Prob
Chi-Square	10	25.130	0.005
Likelihood Ratio Chi-Square	10	22.816	0.011
Mantel-Haenszel Chi-Square	1	3.824	0.051
Phi Coefficient		0.152	
Contingency Coefficient		0.151	
Cramer's V		0.108	

Effective Sample Size = 1084

Frequency Missing = 30

WARNING: 39% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q12A

GENCS(Gender and membership status combined)				Q12A(Marital status)			
Frequency							
Cell Chi-Square							
Percent							
Row Pct							
Col Pct	Single (13.9%)	Married (61.5%)	Separate d (4.1%)	Common l aw (13.9%)	Divorced (6.7%)	Widowed (0.0%)	Total
Male Sworn	50 2.4353 4.67 6.07 61.73	589 1.0438 55.00 71.48 80.25	48 0.0019 4.48 5.83 77.42	99 0.3891 9.24 12.01 72.26	35 0.8184 3.27 4.25 66.04	3 0.002 0.28 0.36 75.00	824 76.94
Female Sworn	31 8.1242 2.89 12.55 38.27	145 3.4823 13.54 58.70 19.75	14 0.0062 1.31 5.67 22.58	38 1.2981 3.55 15.38 27.74	18 2.7302 1.68 7.29 33.96	1 0.0065 0.09 0.40 25.00	247 23.06
Total	81 7.56	734 68.53	62 5.79	137 12.79	53 4.95	4 0.37	1071 100.00

Frequency Missing = 43

STATISTICS FOR TABLE OF GENCS BY Q12A

Statistic	DF	Value	Prob
Chi-Square	5	20.338	0.001
Likelihood Ratio Chi-Square	5	18.941	0.002
Mantel-Haenszel Chi-Square	1	1.690	0.194
Phi Coefficient		0.138	
Contingency Coefficient		0.137	
Cramer's V		0.138	

Effective Sample Size = 1071
Frequency Missing = 43

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q12A

EXTRCT03(Supervisor-gender-membership status comb)					Q12A(Marital status)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Single (13.9%)	Married (61.5%)	Separate d (4.1%)	Common law (13.9%)	Divorced (6.7%)	Widowed (0.0%)	Total
Regular male Sworn	44 0.037 4.08 7.38 53.66	414 0.1172 38.37 69.46 56.17	35 0.0012 3.24 5.87 55.56	85 0.8804 7.88 14.26 61.15	17 5.5166 1.58 2.85 31.48	1 0.6621 0.09 0.17 25.00	596 55.24
Regular female Sworn	30 16.272 2.78 15.63 36.59	101 6.9286 9.36 52.60 13.70	12 0.0556 1.11 6.25 19.05	34 3.4713 3.15 17.71 24.46	14 2.0067 1.30 7.29 25.93	1 0.1167 0.09 0.52 25.00	192 17.79
Supervisor male Sworn	6 7.4717 0.56 2.62 7.32	177 2.7088 16.40 77.29 24.02	13 0.0103 1.20 5.68 20.63	14 8.1444 1.30 6.11 10.07	17 2.6774 1.58 7.42 31.48	2 1.5607 0.19 0.87 50.00	229 21.22
Supervisor female Sworn	2 1.5607 0.19 3.23 2.44	45 0.166 4.17 72.58 6.11	3 0.1062 0.28 4.84 4.76	6 0.4943 0.56 9.68 4.32	6 2.705 0.56 9.68 11.11	0 0.2298 0.00 0.00 0.00	62 5.75
Total	82 7.60	737 68.30	63 5.84	139 12.88	54 5.00	4 0.37	1079 100.00

Frequency Missing = 35

STATISTICS FOR TABLE OF EXTRCT03 BY Q12A

Statistic	DF	Value	Prob
Chi-Square	15	63.901	0.001
Likelihood Ratio Chi-Square	15	64.967	0.001
Mantel-Haenszel Chi-Square	1	1.455	0.228
Phi Coefficient		0.243	
Contingency Coefficient		0.236	
Cramer's V		0.141	

Effective Sample Size = 1079

Frequency Missing = 35

WARNING: 29% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q08A

Q13A(Gender) Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Male (59.9%)	466 0.0939 58.91 77.15 75.28	123 0.1822 15.55 20.36 79.35	14 0.2601 1.77 2.32 87.50	1 0.0732 0.13 0.17 100.00	604 76.36
Female (40.1%)	153 0.3033 19.34 81.82 24.72	32 0.5884 4.05 17.11 20.65	2 0.84 0.25 1.07 12.50	0 0.2364 0.00 0.00 0.00	187 23.64
Total	619 78.26	155 19.60	16 2.02	1 0.13	791 100.00

Frequency Missing = 323

STATISTICS FOR TABLE OF Q13A BY Q08A

Statistic	DF	Value	Prob
Chi-Square	3	2.578	0.461
Likelihood Ratio Chi-Square	3	2.992	0.393
Mantel-Haenszel Chi-Square	1	2.455	0.117
Phi Coefficient		0.057	
Contingency Coefficient		0.057	
Cramer's V		0.057	

Effective Sample Size = 791

Frequency Missing = 323

WARNING: 29% of the data are missing.

WARNING: 38% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q08A

Q14B(Gender orientation) Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Male	462 0.1208 58.41 77.00 74.64	123 0.2505 15.55 20.50 79.35	14 0.2861 1.77 2.33 87.50	1 0.0769 0.13 0.17 100.00	600 75.85
Female	148 0.2182 18.71 81.32 23.91	32 0.3764 4.05 17.58 20.65	2 0.768 0.25 1.10 12.50	0 0.2301 0.00 0.00 0.00	182 23.01
Other	9 0.5438 1.14 100.00 1.45	0 1.7636 0.00 0.00 0.00	0 0.182 0.00 0.00 0.00	0 0.0114 0.00 0.00 0.00	9 1.14
Total	619 78.26	155 19.60	16 2.02	1 0.13	791 100.00

Frequency Missing = 323

STATISTICS FOR TABLE OF Q14B BY Q08A

Statistic	DF	Value	Prob
Chi-Square	6	4.828	0.566
Likelihood Ratio Chi-Square	6	7.112	0.311
Mantel-Haenszel Chi-Square	1	3.775	0.052
Phi Coefficient		0.078	
Contingency Coefficient		0.078	
Cramer's V		0.055	

Effective Sample Size = 791

Frequency Missing = 323

WARNING: 29% of the data are missing.

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q08A

GENCS(Gender and membership status combined)
Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Male Sworn	462 0.0777 59.08 77.00 75.74	123 0.1396 15.73 20.50 79.35	14 0.242 1.79 2.33 87.50	1 0.0706 0.13 0.17 100.00	600 76.73
Female Sworn	148 0.2562 18.93 81.32 24.26	32 0.4601 4.09 17.58 20.65	2 0.798 0.26 1.10 12.50	0 0.2327 0.00 0.00 0.00	182 23.27
Total	610 78.01	155 19.82	16 2.05	1 0.13	782 100.00

Frequency Missing = 332

STATISTICS FOR TABLE OF GENCS BY Q08A

Statistic	DF	Value	Prob
Chi-Square	3	2.277	0.517
Likelihood Ratio Chi-Square	3	2.670	0.445
Mantel-Haenszel Chi-Square	1	2.122	0.145
Phi Coefficient		0.054	
Contingency Coefficient		0.054	
Cramer's V		0.054	

Effective Sample Size = 782

Frequency Missing = 332

WARNING: 30% of the data are missing.

WARNING: 38% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q08A

EXTRCT03(Supervisor-gender-membership status comb)
Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Regular male Sworn	333 0.0433 42.21 79.10 53.97	73 1.139 9.25 17.34 47.10	14 3.4952 1.77 3.33 87.50	1 0.4077 0.13 0.24 100.00	421 53.36
Regular female Sworn	115 0.8423 14.58 85.19 18.64	19 2.1328 2.41 14.07 12.26	1 1.1029 0.13 0.74 6.25	0 0.1711 0.00 0.00 0.00	135 17.11
Supervisor male Sworn	131 0.7852 16.60 72.38 21.23	50 5.866 6.34 27.62 32.26	0 3.6705 0.00 0.00 0.00	0 0.2294 0.00 0.00 0.00	181 22.94
Supervisor female Sworn	38 0.1745 4.82 73.08 6.16	13 0.759 1.65 25.00 8.39	1 0.0028 0.13 1.92 6.25	0 0.0659 0.00 0.00 0.00	52 6.59
Total	617 78.20	155 19.65	16 2.03	1 0.13	789 100.00

Frequency Missing = 325

STATISTICS FOR TABLE OF EXTRCT03 BY Q08A

Statistic	DF	Value	Prob
Chi-Square	9	20.888	0.013
Likelihood Ratio Chi-Square	9	24.286	0.004
Mantel-Haenszel Chi-Square	1	0.333	0.564
Phi Coefficient		0.163	
Contingency Coefficient		0.161	
Cramer's V		0.094	

Effective Sample Size = 789
Frequency Missing = 325
WARNING: 29% of the data are missing.
WARNING: 44% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q09AGR

Q13A(Gender)	Q09AGR(Number of dependents living with you)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	One depe ndent	Two depe ndents	Three de pendents	Four or more dep endents	Total
Male (59.9%)	114 0.1038 15.88 20.54 75.00	266 0.0334 37.05 47.93 76.44	134 0.327 18.66 24.14 81.21	41 25E-6 5.71 7.39 77.36	555 77.30
Female (40.1%)	38 0.3536 5.29 23.31 25.00	82 0.1137 11.42 50.31 23.56	31 1.1135 4.32 19.02 18.79	12 0.0001 1.67 7.36 22.64	163 22.70
Total	152 21.17	348 48.47	165 22.98	53 7.38	718 100.00

Frequency Missing = 396

STATISTICS FOR TABLE OF Q13A BY Q09AGR

Statistic	DF	Value	Prob
Chi-Square	3	2.045	0.563
Likelihood Ratio Chi-Square	3	2.098	0.552
Mantel-Haenszel Chi-Square	1	1.121	0.290
Phi Coefficient		0.053	
Contingency Coefficient		0.053	
Cramer's V		0.053	

Effective Sample Size = 718
Frequency Missing = 396
WARNING: 36% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q09AGR

Q14B(Gender orientation) Q09AGR(Number of dependents living with you)

Frequency Cell Chi-Square Percent Row Pct Col Pct	One depe ndent	Two depe ndents	Three de pendents	Four or more dep endents	Total
Male	112 0.1851 15.60 20.33 73.68	265 0.0159 36.91 48.09 76.15	133 0.3212 18.52 24.14 80.61	41 0.0026 5.71 7.44 77.36	551 76.74
Female	37 0.3771 5.15 23.42 24.34	81 0.2552 11.28 51.27 23.28	29 1.4714 4.04 18.35 17.58	11 0.0377 1.53 6.96 20.75	158 22.01
Other	3 0.629 0.42 33.33 1.97	2 1.2791 0.28 22.22 0.57	3 0.4198 0.42 33.33 1.82	1 0.1696 0.14 11.11 1.89	9 1.25
Total	152 21.17	348 48.47	165 22.98	53 7.38	718 100.00

Frequency Missing = 396

STATISTICS FOR TABLE OF Q14B BY Q09AGR

Statistic	DF	Value	Prob
Chi-Square	6	5.164	0.523
Likelihood Ratio Chi-Square	6	5.411	0.492
Mantel-Haenszel Chi-Square	1	1.164	0.281
Phi Coefficient		0.085	
Contingency Coefficient		0.084	
Cramer's V		0.060	

Effective Sample Size = 718

Frequency Missing = 396

WARNING: 36% of the data are missing.

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q09AGR

GENCS(Gender and membership status combined)
Q09AGR(Number of dependents living with you)

Frequency Cell Chi-Square Percent Row Pct Col Pct	One depe ndent	Two depe ndents	Three de pendents	Four or more dep endents	Total
Male Sworn	112 0.1244 15.80 20.33 75.17	265 0.0564 37.38 48.09 76.59	133 0.4006 18.76 24.14 82.10	41 0.0086 5.78 7.44 78.85	551 77.72
Female Sworn	37 0.4338 5.22 23.42 24.83	81 0.1967 11.42 51.27 23.41	29 1.3969 4.09 18.35 17.90	11 0.0299 1.55 6.96 21.15	158 22.28
Total	149 21.02	346 48.80	162 22.85	52 7.33	709 100.00

Frequency Missing = 405

STATISTICS FOR TABLE OF GENCS BY Q09AGR

Statistic	DF	Value	Prob
Chi-Square	3	2.647	0.449
Likelihood Ratio Chi-Square	3	2.725	0.436
Mantel-Haenszel Chi-Square	1	1.682	0.195
Phi Coefficient		0.061	
Contingency Coefficient		0.061	
Cramer's V		0.061	

Effective Sample Size = 709
Frequency Missing = 405
WARNING: 36% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q09AGR

EXTRCT03(Supervisor-gender-membership status comb)
Q09AGR(Number of dependents living with you)

Frequency Cell Chi-Square Percent Row Pct Col Pct	One depe ndent	Two depe ndents	Three de pendents	Four or more dep endents	Total
Regular male Sworn	81 0.0303 11.31 20.82 53.29	190 0.0217 26.54 48.84 54.91	91 0.0205 12.71 23.39 55.15	27 0.1119 3.77 6.94 50.94	389 54.33
Regular female Sworn	30 1.1729 4.19 25.86 19.74	54 0.0754 7.54 46.55 15.61	23 0.521 3.21 19.83 13.94	9 0.0199 1.26 7.76 16.98	116 16.20
Supervisor male Sworn	33 0.0947 4.61 20.12 21.71	74 0.348 10.34 45.12 21.39	43 0.7173 6.01 26.22 26.06	14 0.2851 1.96 8.54 26.42	164 22.91
Supervisor female Sworn	8 0.392 1.12 17.02 5.26	28 1.231 3.91 59.57 8.09	8 0.74 1.12 17.02 4.85	3 0.066 0.42 6.38 5.66	47 6.56
Total	152 21.23	346 48.32	165 23.04	53 7.40	716 100.00

Frequency Missing = 398

STATISTICS FOR TABLE OF EXTRCT03 BY Q09AGR

Statistic	DF	Value	Prob
Chi-Square	9	5.848	0.755
Likelihood Ratio Chi-Square	9	5.786	0.761
Mantel-Haenszel Chi-Square	1	0.118	0.731
Phi Coefficient		0.090	
Contingency Coefficient		0.090	
Cramer's V		0.052	

Effective Sample Size = 716
Frequency Missing = 398
WARNING: 36% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q10R

Q13A(Gender)	Q10R(Care provided while at work (rounded))					
Frequency Cell Chi-Square Percent Row Pct Col Pct	Never	Infrequently	Regularly	Most of the time	Always	Total
Male (59.9%)	304	429	52	15	9	809
	0.1645	0.1234	0.0054	0.0087	0.0052	
	28.87	40.74	4.94	1.42	0.85	76.83
	37.58	53.03	6.43	1.85	1.11	
	75.06	78.14	77.61	75.00	75.00	
Female (40.1%)	101	120	15	5	3	244
	0.5453	0.4091	0.0178	0.0288	0.0173	
	9.59	11.40	1.42	0.47	0.28	23.17
	41.39	49.18	6.15	2.05	1.23	
	24.94	21.86	22.39	25.00	25.00	
Total	405	549	67	20	12	1053
	38.46	52.14	6.36	1.90	1.14	100.00

Frequency Missing = 61

STATISTICS FOR TABLE OF Q13A BY Q10R

Statistic	DF	Value	Prob
Chi-Square	4	1.325	0.857
Likelihood Ratio Chi-Square	4	1.320	0.858
Mantel-Haenszel Chi-Square	1	0.373	0.541
Phi Coefficient		0.035	
Contingency Coefficient		0.035	
Cramer's V		0.035	

Effective Sample Size = 1053

Frequency Missing = 61

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q10R

Q14B(Gender orientation) Q10R(Care provided while at work (rounded))

Frequency Cell Chi-Square Percent Row Pct Col Pct	Never	Infrequently	Regularly	Most of the time	Always	Total
Male	302 0.1691 28.68 37.56 74.57	427 0.1459 40.55 53.11 77.78	51 0.0005 4.84 6.34 76.12	15 0.0048 1.42 1.87 75.00	9 0.0029 0.85 1.12 75.00	804 76.35
Female	97 0.3749 9.21 40.93 23.95	118 0.2506 11.21 49.79 21.49	15 0.0004 1.42 6.33 22.39	5 0.0552 0.47 2.11 25.00	2 0.1819 0.19 0.84 16.67	237 22.51
Other	6 0.4154 0.57 50.00 1.48	4 0.8138 0.38 33.33 0.73	1 0.0732 0.09 8.33 1.49	0 0.2279 0.00 0.00 0.00	1 5.4493 0.09 8.33 8.33	12 1.14
Total	405 38.46	549 52.14	67 6.36	20 1.90	12 1.14	1053 100.00

Frequency Missing = 61

STATISTICS FOR TABLE OF Q14B BY Q10R

Statistic	DF	Value	Prob
Chi-Square	8	8.166	0.417
Likelihood Ratio Chi-Square	8	5.288	0.726
Mantel-Haenszel Chi-Square	1	0.206	0.650
Phi Coefficient		0.088	
Contingency Coefficient		0.088	
Cramer's V		0.062	

Effective Sample Size = 1053

Frequency Missing = 61

WARNING: 40% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q10R

GENCS(Gender and membership status combined)						
Q10R(Care provided while at work (rounded))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Never	Infrequently	Regularly	Most of the time	Always	Total
Male Sworn	302 0.1232 29.01 37.56 75.69	427 0.0878 41.02 53.11 78.35	51 132E-7 4.90 6.34 77.27	15 0.0129 1.44 1.87 75.00	9 0.0299 0.86 1.12 81.82	804 77.23
Female Sworn	97 0.4179 9.32 40.93 24.31	118 0.2977 11.34 49.79 21.65	15 448E-7 1.44 6.33 22.73	5 0.0438 0.48 2.11 25.00	2 0.1016 0.19 0.84 18.18	237 22.77
Total	399 38.33	545 52.35	66 6.34	20 1.92	11 1.06	1041 100.00

Frequency Missing = 73

STATISTICS FOR TABLE OF GENCS BY Q10R

Statistic	DF	Value	Prob
Chi-Square	4	1.115	0.892
Likelihood Ratio Chi-Square	4	1.117	0.892
Mantel-Haenszel Chi-Square	1	0.455	0.500
Phi Coefficient		0.033	
Contingency Coefficient		0.033	
Cramer's V		0.033	

Effective Sample Size = 1041

Frequency Missing = 73

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q10R

EXTRCT03(Supervisor-gender-membership status comb) Q10R(Care provided while at work (rounded))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Never	Infrequently	Regularly	Most of the time	Always	Total
Regular male Sworn	204 1.7164 19.45 35.05 50.62	319 0.7363 30.41 54.81 58.21	43 1.1124 4.10 7.39 65.15	10 0.1083 0.95 1.72 50.00	6 0.065 0.57 1.03 50.00	582 55.48
Regular female Sworn	75 0.263 7.15 40.76 18.61	90 0.3899 8.58 48.91 16.42	12 0.0155 1.14 6.52 18.18	4 0.069 0.38 2.17 20.00	3 0.3807 0.29 1.63 25.00	184 17.54
Supervisor male Sworn	99 1.9472 9.44 44.20 24.57	109 0.5494 10.39 48.66 19.89	8 2.6345 0.76 3.57 12.12	5 0.1245 0.48 2.23 25.00	3 0.0747 0.29 1.34 25.00	224 21.35
Supervisor female Sworn	25 0.2403 2.38 42.37 6.20	30 0.0219 2.86 50.85 5.47	3 0.1366 0.29 5.08 4.55	1 0.0139 0.10 1.69 5.00	0 0.6749 0.00 0.00 0.00	59 5.62
Total	403 38.42	548 52.24	66 6.29	20 1.91	12 1.14	1049 100.00

Frequency Missing = 65

STATISTICS FOR TABLE OF EXTRCT03 BY Q10R

Statistic	DF	Value	Prob
Chi-Square	12	11.274	0.506
Likelihood Ratio Chi-Square	12	12.298	0.422
Mantel-Haenszel Chi-Square	1	4.255	0.039
Phi Coefficient		0.104	
Contingency Coefficient		0.103	
Cramer's V		0.060	

Effective Sample Size = 1049

Frequency Missing = 65

WARNING: 35% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q10A

Q13A(Gender)	Q10A(Multiple care provision while at work)							
Frequency Cell Chi-Square Percent Row Pct Col Pct	One care provide r (44.9%)	Two care provide rs (32.8)	Three ca re provi ders (18 .7%)	Four car e provid ers (3.3)	Five car e provid ers (0.3)	Six care provide rs (0.0%)	Seven ca re provi ders (0. 0%)	Total
Male (59.9%)	165 0.025 21.46 27.78 78.20	206 0.0649 26.79 34.68 78.63	155 0.1067 20.16 26.09 75.24	58 0.0085 7.54 9.76 76.32	6 0.1303 0.78 1.01 66.67	3 0.0026 0.39 0.51 75.00	1 0.067 0.13 0.17 100.00	594 77.24
Female (40.1%)	46 0.0847 5.98 26.29 21.80	56 0.2201 7.28 32.00 21.37	51 0.3623 6.63 29.14 24.76	18 0.0287 2.34 10.29 23.68	3 0.4424 0.39 1.71 33.33	1 0.0088 0.13 0.57 25.00	0 0.2276 0.00 0.00 0.00	175 22.76
Total	211 27.44	262 34.07	206 26.79	76 9.88	9 1.17	4 0.52	1 0.13	769 100.00

Frequency Missing = 345

STATISTICS FOR TABLE OF Q13A BY Q10A

Statistic	DF	Value	Prob
Chi-Square	6	1.780	0.939
Likelihood Ratio Chi-Square	6	1.947	0.924
Mantel-Haenszel Chi-Square	1	0.625	0.429
Phi Coefficient		0.048	
Contingency Coefficient		0.048	
Cramer's V		0.048	

Effective Sample Size = 769

Frequency Missing = 345

WARNING: 31% of the data are missing.

WARNING: 36% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q10A

Q14B(Gender orientation)

Q10A(Multiple care provision while at work)

Frequency Cell Chi-Square Percent Row Pct Col Pct	One care provide r (44.9%)	Two care provide rs (32.8)	Three ca re provi ders (18 .7%)	Four car e provid ers (3.3)	Five car e provid ers (0.3)	Six care provide rs (0.0%)	Seven ca re provi ders (0. 0%)	Total
Male	165 0.0497 21.46 27.92 78.20	204 0.0347 26.53 34.52 77.86	154 0.1177 20.03 26.06 74.76	58 0.0029 7.54 9.81 76.32	6 0.1215 0.78 1.02 66.67	3 0.0018 0.39 0.51 75.00	1 0.0697 0.13 0.17 100.00	591 76.85
Female	44 0.1816 5.72 25.73 20.85	54 0.3115 7.02 31.58 20.61	51 0.5886 6.63 29.82 24.76	18 0.0716 2.34 10.53 23.68	3 0.4984 0.39 1.75 33.33	1 0.0137 0.13 0.58 25.00	0 0.2224 0.00 0.00 0.00	171 22.24
Other	2 0.0033 0.26 28.57 0.95	4 1.0937 0.52 57.14 1.53	1 0.4084 0.13 14.29 0.49	0 0.6918 0.00 0.00 0.00	0 0.0819 0.00 0.00 0.00	0 0.0364 0.00 0.00 0.00	0 0.0091 0.00 0.00 0.00	7 0.91
Total	211 27.44	262 34.07	206 26.79	76 9.88	9 1.17	4 0.52	1 0.13	769 100.00

Frequency Missing = 345

STATISTICS FOR TABLE OF Q14B BY Q10A

Statistic	DF	Value	Prob
Chi-Square	12	4.611	0.970
Likelihood Ratio Chi-Square	12	5.472	0.940
Mantel-Haenszel Chi-Square	1	0.297	0.586
Phi Coefficient		0.077	
Contingency Coefficient		0.077	
Cramer's V		0.055	

Effective Sample Size = 769

Frequency Missing = 345

WARNING: 31% of the data are missing.

WARNING: 57% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q10A

GENCS(Gender and membership status combined) Q10A(Multiple care provision while at work)

Frequency Cell Chi-Square Percent Row Pct Col Pct	One care provide r (44.9%)	Two care provide rs (32.8 %)	Three ca re provi ders (18 .7%)	Four car e provid ers (3.3 %)	Five car e provid ers (0.3 %)	Six care provide rs (0.0%)	Seven ca re provi ders (0. 0%)	Total
Male Sworn	165 0.0519 21.65 27.92 78.95	204 0.0759 26.77 34.52 79.07	154 0.157 20.21 26.06 75.12	58 0.0151 7.61 9.81 76.32	6 0.1377 0.79 1.02 66.67	3 0.0034 0.39 0.51 75.00	1 0.0649 0.13 0.17 100.00	591 77.56
Female Sworn	44 0.1795 5.77 25.73 21.05	54 0.2624 7.09 31.58 20.93	51 0.5426 6.69 29.82 24.88	18 0.0523 2.36 10.53 23.68	3 0.4758 0.39 1.75 33.33	1 0.0117 0.13 0.58 25.00	0 0.2244 0.00 0.00 0.00	171 22.44
Total	209 27.43	258 33.86	205 26.90	76 9.97	9 1.18	4 0.52	1 0.13	762 100.00

Frequency Missing = 352

STATISTICS FOR TABLE OF GENCS BY Q10A

Statistic	DF	Value	Prob
Chi-Square	6	2.255	0.895
Likelihood Ratio Chi-Square	6	2.409	0.879
Mantel-Haenszel Chi-Square	1	0.989	0.320
Phi Coefficient		0.054	
Contingency Coefficient		0.054	
Cramer's V		0.054	

Effective Sample Size = 762

Frequency Missing = 352

WARNING: 32% of the data are missing.

WARNING: 36% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q10A

EXTRCT03(Supervisor-gender-membership status comb) Q10A(Multiple care provision while at work)

Frequency Cell Chi-Square Percent Row Pct Col Pct	One care provide r (44.9%)	Two care provide rs (32.8)	Three ca re provi ders (18 .7%)	Four car e provid ers (3.3)	Five car e provid ers (0.3)	Six care provide rs (0.0%)	Seven ca re provi ders (0. 0%)	Total
Regular male Sworn	110 0.619 14.34 25.52 52.13	151 0.0968 19.69 35.03 57.63	115 0.0012 14.99 26.68 56.37	48 0.6561 6.26 11.14 63.16	5 0.0007 0.65 1.16 55.56	1 0.6926 0.13 0.23 25.00	1 0.3415 0.13 0.23 100.00	431 56.19
Regular female Sworn	30 0.7716 3.91 23.44 14.22	46 0.1185 6.00 35.94 17.56	36 0.1123 4.69 28.13 17.65	14 0.1367 1.83 10.94 18.42	2 0.1652 0.26 1.56 22.22	0 0.6675 0.00 0.00 0.00	0 0.1669 0.00 0.00 0.00	128 16.69
Supervisor male Sworn	55 2.5894 7.17 34.16 26.07	55 278E-9 7.17 34.16 20.99	38 0.5429 4.95 23.60 18.63	10 2.2215 1.30 6.21 13.16	1 0.4185 0.13 0.62 11.11	2 1.6036 0.26 1.24 50.00	0 0.2099 0.00 0.00 0.00	161 20.99
Supervisor female Sworn	16 0.7291 2.09 34.04 7.58	10 2.2834 1.30 21.28 3.82	15 0.4997 1.96 31.91 7.35	4 0.0927 0.52 8.51 5.26	1 0.3647 0.13 2.13 11.11	1 2.3249 0.13 2.13 25.00	0 0.0613 0.00 0.00 0.00	47 6.13
Total	211 27.51	262 34.16	204 26.60	76 9.91	9 1.17	4 0.52	1 0.13	767 100.00

Frequency Missing = 347

STATISTICS FOR TABLE OF EXTRCT03 BY Q10A

Statistic	DF	Value	Prob
Chi-Square	18	18.488	0.424
Likelihood Ratio Chi-Square	18	18.717	0.409
Mantel-Haenszel Chi-Square	1	1.847	0.174
Phi Coefficient		0.155	
Contingency Coefficient		0.153	
Cramer's V		0.090	

Effective Sample Size = 767

Frequency Missing = 347

WARNING: 31% of the data are missing.

WARNING: 43% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q11

Q13A(Gender)	Q11(Working age group)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	<24 year s (3.6%)	25-34 ye ars (27. 7%)	35-44 ye ars (39. 8%)	45-54 ye ars (23. 9%)	55-64 ye ars (5.0 %)	65+ year s (0.0%)	Total
Male (59.9%)	2	178	377	256	19	1	833
	0.0384	0.0206	0.5179	0.4262	0.276	0.0717	76.56
	0.18	16.36	34.65	23.53	1.75	0.09	
	0.24	21.37	45.26	30.73	2.28	0.12	
	66.67	77.39	73.78	79.75	86.36	100.00	
Female (40.1%)	1	52	134	65	3	0	255
	0.1253	0.0674	1.6918	1.3922	0.9017	0.2344	23.44
	0.09	4.78	12.32	5.97	0.28	0.00	
	0.39	20.39	52.55	25.49	1.18	0.00	
	33.33	22.61	26.22	20.25	13.64	0.00	
Total	3	230	511	321	22	1	1088
	0.28	21.14	46.97	29.50	2.02	0.09	100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q13A BY Q11

Statistic	DF	Value	Prob
Chi-Square	5	5.764	0.330
Likelihood Ratio Chi-Square	5	6.135	0.293
Mantel-Haenszel Chi-Square	1	1.679	0.195
Phi Coefficient		0.073	
Contingency Coefficient		0.073	
Cramer's V		0.073	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q11

Q14B(Gender orientation)		Q11(Working age group)						
Frequency	Cell Chi-Square	<24 year	25-34 ye	35-44 ye	45-54 ye	55-64 ye	65+ year	Total
Percent		s (3.6%)	ars (27.7%)	ars (39.8%)	ars (23.9%)	ars (5.0%)	s (0.0%)	
Row Pct								
Col Pct								
Male	2 0.0351 0.18 0.24 66.67	177 0.022 16.27 21.38 76.96	376 0.427 34.56 45.41 73.58	253 0.3105 23.25 30.56 78.82	19 0.3044 1.75 2.29 86.36	1 0.075 0.09 0.12 100.00		828 76.10
Female	1 0.1494 0.09 0.40 33.33	51 0.0283 4.69 20.65 22.17	130 1.6875 11.95 52.63 25.44	62 1.6226 5.70 25.10 19.31	3 0.7965 0.28 1.21 13.64	0 0.227 0.00 0.00 0.00		247 22.70
Other	0 0.0358 0.00 0.00 0.00	2 0.2037 0.18 15.38 0.87	5 0.2002 0.46 38.46 0.98	6 1.2215 0.55 46.15 1.87	0 0.2629 0.00 0.00 0.00	0 0.0119 0.00 0.00 0.00		13 1.19
Total	3 0.28	230 21.14	511 46.97	321 29.50	22 2.02	1 0.09		1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY Q11

Statistic	DF	Value	Prob
Chi-Square	10	7.621	0.666
Likelihood Ratio Chi-Square	10	8.135	0.616
Mantel-Haenszel Chi-Square	1	0.750	0.386
Phi Coefficient		0.084	
Contingency Coefficient		0.083	
Cramer's V		0.059	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 56% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q11

GENCS(Gender and membership status combined)		Q11(Working age group)					
Frequency	Cell Chi-Square	<24 year	25-34 ye	35-44 ye	45-54 ye	55-64 ye	65+ year
Percent	Percent	s (3.6%)	ars (27.7%)	ars (39.8%)	ars (23.9%)	ars (5.0%)	s (0.0%)
Row Pct	Row Pct						
Col Pct	Col Pct						
Male Sworn		2	177	376	253	19	1
	0.0418	0.011	0.4842	0.4438	0.2492	0.0685	
	0.19	16.47	34.98	23.53	1.77	0.09	
	0.24	21.38	45.41	30.56	2.29	0.12	
	66.67	77.63	74.31	80.32	86.36	100.00	
Female Sworn		1	51	130	62	3	0
	0.14	0.0367	1.6233	1.4877	0.8353	0.2298	
	0.09	4.74	12.09	5.77	0.28	0.00	
	0.40	20.65	52.63	25.10	1.21	0.00	
	33.33	22.37	25.69	19.68	13.64	0.00	
Total		3	228	506	315	22	1
	0.28	21.21	47.07	29.30	2.05	0.09	
							1075
							100.00

Frequency Missing = 39

STATISTICS FOR TABLE OF GENCS BY Q11

Statistic	DF	Value	Prob
Chi-Square	5	5.651	0.342
Likelihood Ratio Chi-Square	5	6.011	0.305
Mantel-Haenszel Chi-Square	1	1.841	0.175
Phi Coefficient		0.073	
Contingency Coefficient		0.072	
Cramer's V		0.073	

Effective Sample Size = 1075

Frequency Missing = 39

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q11

EXTRCT03(Supervisor-gender-membership status comb)		Q11(Working age group)						
Frequency	Cell Chi-Square	<24 year	25-34 ye	35-44 ye	45-54 ye	55-64 ye	65+ year	Total
Percent	Row Pct	s (3.6%)	ars (27.7%)	ars (39.8%)	ars (23.9%)	ars (5.0%)	s (0.0%)	
Col Pct								
Regular male Sworn	2	177	306	105	10	0		600
	0.0687	19.288	2.0435	29.114	0.2296	0.554		55.40
	0.18	16.34	28.25	9.70	0.92	0.00		
	0.33	29.50	51.00	17.50	1.67	0.00		
	66.67	76.96	60.12	32.92	47.62	0.00		
Regular female Sworn	1	52	105	32	2	0		192
	0.4121	3.0898	2.4148	10.661	0.7974	0.1773		17.73
	0.09	4.80	9.70	2.95	0.18	0.00		
	0.52	27.08	54.69	16.67	1.04	0.00		
	33.33	22.61	20.63	10.03	9.52	0.00		
Supervisor male Sworn	0	1	69	150	8	1		229
	0.6343	46.654	13.864	101.02	2.8534	2.9407		21.14
	0.00	0.09	6.37	13.85	0.74	0.09		
	0.00	0.44	30.13	65.50	3.49	0.44		
	0.00	0.43	13.56	47.02	38.10	100.00		
Supervisor female Sworn	0	0	29	32	1	0		62
	0.1717	13.167	0.0007	10.334	0.034	0.0572		5.72
	0.00	0.00	2.68	2.95	0.09	0.00		
	0.00	0.00	46.77	51.61	1.61	0.00		
	0.00	0.00	5.70	10.03	4.76	0.00		
Total	3	230	509	319	21	1		1083
	0.28	21.24	47.00	29.46	1.94	0.09		100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY Q11

Statistic	DF	Value	Prob
Chi-Square	15	260.582	0.001
Likelihood Ratio Chi-Square	15	292.565	0.001
Mantel-Haenszel Chi-Square	1	171.183	0.001
Phi Coefficient		0.491	
Contingency Coefficient		0.440	
Cramer's V		0.283	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 46% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q12B

Q13A(Gender)	Q12B(Partner OPS status)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not OPS member (79.7%)	OPS memb er (20.3%)	Total
Male (59.9%)	619 3.3219 65.30 84.22 83.42	116 11.965 12.24 15.78 56.31	735 77.53
Female (40.1%)	123 11.463 12.97 57.75 16.58	90 41.288 9.49 42.25 43.69	213 22.47
Total	742 78.27	206 21.73	948 100.00

Frequency Missing = 166

STATISTICS FOR TABLE OF Q13A BY Q12B

Statistic	DF	Value	Prob
Chi-Square	1	68.038	0.001
Likelihood Ratio Chi-Square	1	61.367	0.001
Continuity Adj. Chi-Square	1	66.491	0.001
Mantel-Haenszel Chi-Square	1	67.966	0.001
Fisher's Exact Test (Left)			1.000
(Right)			4.47E-15
(2-Tail)			7.18E-15
Phi Coefficient		0.268	
Contingency Coefficient		0.259	
Cramer's V		0.268	

Effective Sample Size = 948
Frequency Missing = 166
WARNING: 15% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q12B
Q14B(Gender orientation) Q12B(Partner OPS status)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not OPS member (79.7%)	OPS memb er (20.3%)	Total
Male	616 3.2367 64.98 84.15 83.02	116 11.659 12.24 15.85 56.31	732 77.22
Female	120 10.897 12.66 57.97 16.17	87 39.252 9.18 42.03 42.23	207 21.84
Other	6 0.1548 0.63 66.67 0.81	3 0.5576 0.32 33.33 1.46	9 0.95
Total	742 78.27	206 21.73	948 100.00

Frequency Missing = 166

STATISTICS FOR TABLE OF Q14B BY Q12B

Statistic	DF	Value	Prob
Chi-Square	2	65.757	0.001
Likelihood Ratio Chi-Square	2	59.411	0.001
Mantel-Haenszel Chi-Square	1	60.267	0.001
Phi Coefficient		0.263	
Contingency Coefficient		0.255	
Cramer's V		0.263	

Effective Sample Size = 948
Frequency Missing = 166
WARNING: 15% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q12B

GENCS(Gender and membership status combined) Q12B(Partner OPS status)			
Frequency	Not OPS	OPS memb	Total
Cell Chi-Square	member (	er (20.3	
Percent	79.7%)	%)	
Row Pct			
Col Pct			
Male Sworn	616	116	732
	3.1111	11.28	
	65.60	12.35	77.96
	84.15	15.85	
	83.70	57.14	
Female Sworn	120	87	207
	11.002	39.887	
	12.78	9.27	22.04
	57.97	42.03	
	16.30	42.86	
Total	736	203	939
	78.38	21.62	100.00

Frequency Missing = 175

STATISTICS FOR TABLE OF GENCS BY Q12B

Statistic	DF	Value	Prob
Chi-Square	1	65.280	0.001
Likelihood Ratio Chi-Square	1	58.762	0.001
Continuity Adj. Chi-Square	1	63.744	0.001
Mantel-Haenszel Chi-Square	1	65.210	0.001
Fisher's Exact Test (Left)			1.000
(Right)			1.67E-14
(2-Tail)			1.87E-14
Phi Coefficient		0.264	
Contingency Coefficient		0.255	
Cramer's V		0.264	

Effective Sample Size = 939
Frequency Missing = 175
WARNING: 16% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q12B

EXTRCT03(Supervisor-gender-membership status comb)
Q12B(Partner OPS status)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not OPS member (79.7%)	OPS memb er (20.3%)	Total
Regular male Sworn	446 2.8062 47.25 84.63 60.43	81 10.053 8.58 15.37 39.32	527 55.83
Regular female Sworn	87 9.2626 9.22 56.49 11.79	67 33.184 7.10 43.51 32.52	154 16.31
Supervisor male Sworn	170 0.5914 18.01 82.93 23.04	35 2.1185 3.71 17.07 16.99	205 21.72
Supervisor female Sworn	35 2.3594 3.71 60.34 4.74	23 8.4526 2.44 39.66 11.17	58 6.14
Total	738 78.18	206 21.82	944 100.00

Frequency Missing = 170

STATISTICS FOR TABLE OF EXTRCT03 BY Q12B

Statistic	DF	Value	Prob
Chi-Square	3	68.827	0.001
Likelihood Ratio Chi-Square	3	62.111	0.001
Mantel-Haenszel Chi-Square	1	12.875	0.001
Phi Coefficient		0.270	
Contingency Coefficient		0.261	
Cramer's V		0.270	

Effective Sample Size = 944
Frequency Missing = 170
WARNING: 15% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q01A

Q13A(Gender)	Q01A(Directorate)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	Corporat e servic es (13.3)	Criminal investi gation s ervices (14.0%)	District (--%)	Emergenc y operat ions (7. 4%)	Executiv e servic es (4.1%)	Total
Male (59.9%)	9 0.0397 0.83 1.08 81.82	160 0.0581 14.71 19.21 75.12	146 0.0907 13.42 17.53 78.49	93 1.9778 8.55 11.16 88.57	6 0.3583 0.55 0.72 60.00	833 76.56
Female (40.1%)	2 0.1296 0.18 0.78 18.18	53 0.1898 4.87 20.78 24.88	40 0.2963 3.68 15.69 21.51	12 6.4608 1.10 4.71 11.43	4 1.1704 0.37 1.57 40.00	255 23.44
Total	11 1.01	213 19.58	186 17.10	105 9.65	10 0.92	1088 100.00
(Continued)						

TABLE OF Q13A BY Q01A

Q13A(Gender)	Q01A(Directorate)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	Office o f the Ch ief (--%)	Patrol s ervices (36.3%)	Resourci ng & dev elopment (--%)	Seconded (--%)	Support services (24.9%)	Total
Male (59.9%)	14 0.0744 1.29 1.68 82.35	341 0.4048 31.34 40.94 73.97	24 0.2919 2.21 2.88 68.57	15 0.0141 1.38 1.80 78.95	25 0.0675 2.30 3.00 80.65	833 76.56
Female (40.1%)	3 0.2432 0.28 1.18 17.65	120 1.3224 11.03 47.06 26.03	11 0.9536 1.01 4.31 31.43	4 0.0461 0.37 1.57 21.05	6 0.2205 0.55 2.35 19.35	255 23.44
Total	17 1.56	461 42.37	35 3.22	19 1.75	31 2.85	1088 100.00

Frequency Missing = 26

Gender-rank breakdown for select sworn member characteristics

STATISTICS FOR TABLE OF Q13A BY Q01A

Statistic	DF	Value	Prob
Chi-Square	9	14.410	0.108
Likelihood Ratio Chi-Square	9	15.583	0.076
Mantel-Haenszel Chi-Square	1	1.170	0.279
Phi Coefficient		0.115	
Contingency Coefficient		0.114	
Cramer's V		0.115	

Effective Sample Size = 1088
Frequency Missing = 26

TABLE OF Q14B BY Q01A

Q14B(Gender orientation) Q01A(Directorate)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Corporat e servic es (13.3)	Criminal investi gation s ervices (14.0%)	District (--%)	Emergenc y operat ions (7. 4%)	Executiv e servic es (4.1%)	Total
Male	9 0.0472 0.83 1.09 81.82	159 0.0593 14.61 19.20 74.65	143 0.0148 13.14 17.27 76.88	93 2.1449 8.55 11.23 88.57	6 0.3407 0.55 0.72 60.00	828 76.10
Female	2 0.0099 0.18 0.81 18.18	53 0.4461 4.87 21.46 24.88	38 0.423 3.49 15.38 20.43	11 6.9134 1.01 4.45 10.48	3 0.2346 0.28 1.21 30.00	247 22.70
Other	0 0.1314 0.00 0.00 0.00	1 0.938 0.09 7.69 0.47	5 3.4714 0.46 38.46 2.69	1 0.0517 0.09 7.69 0.95	1 6.4887 0.09 7.69 10.00	13 1.19
Total	11 1.01	213 19.58	186 17.10	105 9.65	10 0.92	1088 100.00

(Continued)

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q01A

Q14B(Gender orientation) Q01A(Directorate)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Office of Chief (---%)	Patrol Services (36.3%)	Resource ng & dev elopment (---%)	Seconded (---%)	Support services (24.9%)	Total
Male	14 0.0873 1.29 1.69 82.35	340 0.3346 31.25 41.06 73.75	24 0.2609 2.21 2.90 68.57	15 0.0202 1.38 1.81 78.95	25 0.084 2.30 3.02 80.65	828 76.10
Female	3 0.1914 0.28 1.21 17.65	117 1.4557 10.75 47.37 25.38	10 0.5311 0.92 4.05 28.57	4 0.0228 0.37 1.62 21.05	6 0.153 0.55 2.43 19.35	247 22.70
Other	0 0.2031 0.00 0.00 0.00	4 0.413 0.37 30.77 0.87	1 0.8094 0.09 7.69 2.86	0 0.227 0.00 0.00 0.00	0 0.3704 0.00 0.00 0.00	13 1.19
Total	17 1.56	461 42.37	35 3.22	19 1.75	31 2.85	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY Q01A

Statistic	DF	Value	Prob
Chi-Square	18	26.968	0.080
Likelihood Ratio Chi-Square	18	24.674	0.134
Mantel-Haenszel Chi-Square	1	0.444	0.505
Phi Coefficient		0.157	
Contingency Coefficient		0.156	
Cramer's V		0.111	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 43% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q01A

GENCS(Gender and membership status combined)				Q01A(Directorate)		
Frequency						
Cell Chi-Square						
Percent						
Row Pct						
Col Pct						
	Corporate e servic es (13.3)	Criminal investi gation s ervices (14.0%)	District (--%)	Emergenc y operat ions (7. 4%)	Executiv e servic es (4.1%)	Total
Male Sworn	9 0.0328 0.84 1.09 81.82	159 0.1127 14.79 19.20 75.00	143 0.0923 13.30 17.27 79.01	93 2.0761 8.65 11.23 89.42	6 0.1253 0.56 0.72 66.67	828 77.02
Female Sworn	2 0.1101 0.19 0.81 18.18	53 0.3777 4.93 21.46 25.00	38 0.3095 3.53 15.38 20.99	11 6.9595 1.02 4.45 10.58	3 0.4201 0.28 1.21 33.33	247 22.98
Total	11 1.02	212 19.72	181 16.84	104 9.67	9 0.84	1075 100.00
(Continued)						

TABLE OF GENCS BY Q01A

GENCS(Gender and membership status combined)				Q01A(Directorate)		
Frequency						
Cell Chi-Square						
Percent						
Row Pct						
Col Pct						
	Office of the Chief (--%)	Patrol services (36.3%)	Resourceing & development (--%)	Seconded (--%)	Support services (24.9%)	Total
Male Sworn	14 0.0627 1.30 1.69 82.35	340 0.4088 31.63 41.06 74.40	24 0.1828 2.23 2.90 70.59	15 0.0091 1.40 1.81 78.95	25 0.0528 2.33 3.02 80.65	828 77.02
Female Sworn	3 0.2102 0.28 1.21 17.65	117 1.3705 10.88 47.37 25.60	10 0.6128 0.93 4.05 29.41	4 0.0306 0.37 1.62 21.05	6 0.177 0.56 2.43 19.35	247 22.98
Total	17 1.58	457 42.51	34 3.16	19 1.77	31 2.88	1075 100.00

Frequency Missing = 39

Gender-rank breakdown for select sworn member characteristics

STATISTICS FOR TABLE OF GENCS BY Q01A

Statistic	DF	Value	Prob
Chi-Square	9	13.733	0.132
Likelihood Ratio Chi-Square	9	15.293	0.083
Mantel-Haenszel Chi-Square	1	0.937	0.333
Phi Coefficient		0.113	
Contingency Coefficient		0.112	
Cramer's V		0.113	

Effective Sample Size = 1075
Frequency Missing = 39

TABLE OF EXTRCT03 BY Q01A

EXTRCT03(Supervisor-gender-membership status comb) Q01A(Directorate)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Corporat e servic es (13.3)	Criminal investi gation s ervices (14.0%)	District (--%)	Emergenc y operat ions (7. 4%)	Executiv e servic es (4.1%)	Total
Regular male Sworn	3 1.571 0.28 0.50 27.27	111 0.3544 10.25 18.50 52.36	102 0.0106 9.42 17.00 54.84	60 0.1511 5.54 10.00 58.25	3 1.1647 0.28 0.50 30.00	600 55.40
Regular female Sworn	0 1.9501 0.00 0.00 0.00	41 0.3104 3.79 21.35 19.34	25 1.9288 2.31 13.02 13.44	7 6.9438 0.65 3.65 6.80	1 0.3369 0.09 0.52 10.00	192 17.73
Supervisor male Sworn	6 5.8035 0.55 2.62 54.55	48 0.2245 4.43 20.96 22.64	44 0.5546 4.06 19.21 23.66	32 4.7964 2.95 13.97 31.07	3 0.3708 0.28 1.31 30.00	229 21.14
Supervisor female Sworn	2 2.9816 0.18 3.23 18.18	12 0.0015 1.11 19.35 5.66	15 1.7785 1.39 24.19 8.06	4 0.61 0.37 6.45 3.88	3 10.293 0.28 4.84 30.00	62 5.72
Total	11 1.02	212 19.58	186 17.17	103 9.51	10 0.92	1083 100.00
(Continued)						

OPS
Gender-Based Member Composition

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q01A

EXTRCT03(Supervisor-gender-membership status comb) Q01A(Directorate)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Office of Chief (---%)	Patrol services (36.3%)	Resource ng & dev elopment (---%)	Seconded (---%)	Support services (24.9%)	Total
Regular male Sworn	5 2.0727 0.46 0.83 29.41	283 3.2406 26.13 47.17 61.66	14 1.4986 1.29 2.33 40.00	11 0.0213 1.02 1.83 57.89	8 4.901 0.74 1.33 25.81	600 55.40
Regular female Sworn	0 3.0139 0.00 0.00 0.00	107 8.0701 9.88 55.73 23.31	4 0.7836 0.37 2.08 11.43	3 0.0403 0.28 1.56 15.79	4 0.4071 0.37 2.08 12.90	192 17.73
Supervisor male Sworn	9 8.1282 0.83 3.93 52.94	56 17.367 5.17 24.45 12.20	10 0.9129 0.92 4.37 28.57	4 0.0001 0.37 1.75 21.05	17 16.644 1.57 7.42 54.84	229 21.14
Supervisor female Sworn	3 4.2209 0.28 4.84 17.65	13 6.7085 1.20 20.97 2.83	7 12.459 0.65 11.29 20.00	1 0.0071 0.09 1.61 5.26	2 0.0286 0.18 3.23 6.45	62 5.72
Total	17 1.57	459 42.38	35 3.23	19 1.75	31 2.86	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY Q01A

Statistic	DF	Value	Prob
Chi-Square	27	132.661	0.001
Likelihood Ratio Chi-Square	27	123.445	0.001
Mantel-Haenszel Chi-Square	1	2.710	0.100
Phi Coefficient		0.350	
Contingency Coefficient		0.330	
Cramer's V		0.202	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 35% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q01B

Q13A(Gender)	Q01B(Division)			Total
Frequency Cell Chi-Square Percent Row Pct Col Pct	Patrol s ervices, West di vision (31.1%)	Patrol s ervices, Central division (40.1%)	Patrol s ervices, East di vision (28.8%)	
Male (59.9%)	113 0.0845 24.51 33.14 71.97	122 0.0051 26.46 35.78 73.49	106 0.1507 22.99 31.09 76.81	341 73.97
Female (40.1%)	44 0.2401 9.54 36.67 28.03	44 0.0144 9.54 36.67 26.51	32 0.4282 6.94 26.67 23.19	120 26.03
Total	157 34.06	166 36.01	138 29.93	461 100.00

Frequency Missing = 653

STATISTICS FOR TABLE OF Q13A BY Q01B

Statistic	DF	Value	Prob
Chi-Square	2	0.923	0.630
Likelihood Ratio Chi-Square	2	0.932	0.627
Mantel-Haenszel Chi-Square	1	0.877	0.349
Phi Coefficient		0.045	
Contingency Coefficient		0.045	
Cramer's V		0.045	

Effective Sample Size = 461
Frequency Missing = 653
WARNING: 59% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q01B

Q14B(Gender orientation)		Q01B(Division)		
Frequency	Cell Chi-Square	Patrol s	Patrol s	Patrol s
Percent		ervices,	ervices,	ervices,
Row Pct		West di	Central	East di
Col Pct		vision (	divisio	vision (
		31.1%)	n (40.1%	28.8%)
Male	112	122	106	340
	0.1242	0.0015	0.1751	
	24.30	26.46	22.99	73.75
	32.94	35.88	31.18	
	71.34	73.49	76.81	
Female	44	42	31	117
	0.4331	0.0004	0.4623	
	9.54	9.11	6.72	25.38
	37.61	35.90	26.50	
	28.03	25.30	22.46	
Other	1	2	1	4
	0.0963	0.2175	0.0325	
	0.22	0.43	0.22	0.87
	25.00	50.00	25.00	
	0.64	1.20	0.72	
Total	157	166	138	461
	34.06	36.01	29.93	100.00

Frequency Missing = 653

STATISTICS FOR TABLE OF Q14B BY Q01B

Statistic	DF	Value	Prob
Chi-Square	4	1.543	0.819
Likelihood Ratio Chi-Square	4	1.534	0.821
Mantel-Haenszel Chi-Square	1	0.972	0.324
Phi Coefficient		0.058	
Contingency Coefficient		0.058	
Cramer's V		0.041	

Effective Sample Size = 461
Frequency Missing = 653
WARNING: 59% of the data are missing.
WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q01B

GENCS(Gender and membership status combined) Q01B(Division)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	Patrol s ervices, West di vision (31.1%)	Patrol s ervices, Central division (40.1%)	Patrol s ervices, East di vision (28.8%)	Total
Male Sworn	112 0.1421 24.51 32.94 71.79	122 141E-8 26.70 35.88 74.39	106 0.1629 23.19 31.18 77.37	340 74.40
Female Sworn	44 0.413 9.63 37.61 28.21	42 411E-8 9.19 35.90 25.61	31 0.4733 6.78 26.50 22.63	117 25.60
Total	156 34.14	164 35.89	137 29.98	457 100.00

Frequency Missing = 657

STATISTICS FOR TABLE OF GENCS BY Q01B

Statistic	DF	Value	Prob
Chi-Square	2	1.191	0.551
Likelihood Ratio Chi-Square	2	1.197	0.550
Mantel-Haenszel Chi-Square	1	1.187	0.276
Phi Coefficient		0.051	
Contingency Coefficient		0.051	
Cramer's V		0.051	

Effective Sample Size = 457
Frequency Missing = 657
WARNING: 59% of the data are missing.

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q01B

EXTRCT03(Supervisor-gender-membership status comb) Q01B(Division)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	Patrol s ervices, West di vision (31.1%)	Patrol s ervices, Central divisio n (40.1%)	Patrol s ervices, East di vision (28.8%)	Total
Regular male Sworn	96 0.0003 20.92 33.92 61.54	101 0.0053 22.00 35.69 61.21	86 0.0098 18.74 30.39 62.32	283 61.66
Regular female Sworn	38 0.0734 8.28 35.51 24.36	40 0.0613 8.71 37.38 24.24	29 0.3124 6.32 27.10 21.01	107 23.31
Supervisor male Sworn	16 0.4832 3.49 28.57 10.26	20 0.0008 4.36 35.71 12.12	20 0.5944 4.36 35.71 14.49	56 12.20
Supervisor female Sworn	6 0.5662 1.31 46.15 3.85	4 0.097 0.87 30.77 2.42	3 0.2112 0.65 23.08 2.17	13 2.83
Total	156 33.99	165 35.95	138 30.07	459 100.00

Frequency Missing = 655

STATISTICS FOR TABLE OF EXTRCT03 BY Q01B

Statistic	DF	Value	Prob
Chi-Square	6	2.415	0.878
Likelihood Ratio Chi-Square	6	2.384	0.881
Mantel-Haenszel Chi-Square	1	0.000	0.993
Phi Coefficient		0.073	
Contingency Coefficient		0.072	
Cramer's V		0.051	

Effective Sample Size = 459

Frequency Missing = 655

WARNING: 59% of the data are missing.

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY Q03A

Q13A(Gender)	Q03A(Rank)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Constable (42.7%)	NCO (sergeants, staff sergeants) (15.5%)	Acting NCO (sergeants, staff sergeants) (1.8%)	Sr. Officer/Director (2.9%)	Acting Sr. Officer/Director (0.4%)	Total	
Male (59.9%)	599 0.1537 55.06 71.91 75.35	173 0.812 15.90 20.77 81.99	24 0.0102 2.21 2.88 75.00	35 0.0269 3.22 4.20 74.47	2 0.0384 0.18 0.24 66.67	833	
Female (40.1%)	196 0.502 18.01 76.86 24.65	38 2.6525 3.49 14.90 18.01	8 0.0333 0.74 3.14 25.00	12 0.088 1.10 4.71 25.53	1 0.1253 0.09 0.39 33.33	255	
Total	795 73.07	211 19.39	32 2.94	47 4.32	3 0.28	1088	100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q13A BY Q03A

Statistic	DF	Value	Prob
Chi-Square	4	4.442	0.349
Likelihood Ratio Chi-Square	4	4.633	0.327
Mantel-Haenszel Chi-Square	1	0.346	0.557
Phi Coefficient		0.064	
Contingency Coefficient		0.064	
Cramer's V		0.064	

Effective Sample Size = 1088
Frequency Missing = 26

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY Q03A

Q14B(Gender orientation)		Q03A(Rank)				
Frequency	Cell Chi-Square	Constable (42.7%)	NCO (sergeants, staff sergeants) (15.5%)	Acting NCO (sergeants, staff sergeants) (1.8%)	Sr. Officer/Director (2.9%)	Acting Sr. Officer/Director (0.4%)
Percent						
Row Pct						
Col Pct						
Male		596	171	24	35	2
	0.1344	0.6765	0.0051	0.0165	0.0351	
	54.78	15.72	2.21	3.22	0.18	76.10
	71.98	20.65	2.90	4.23	0.24	
	74.97	81.04	75.00	74.47	66.67	
Female		189	38	8	11	1
	0.402	2.0468	0.0744	0.0102	0.1494	
	17.37	3.49	0.74	1.01	0.09	22.70
	76.52	15.38	3.24	4.45	0.40	
	23.77	18.01	25.00	23.40	33.33	
Other		10	2	0	1	0
	0.0264	0.1077	0.3824	0.3423	0.0358	
	0.92	0.18	0.00	0.09	0.00	1.19
	76.92	15.38	0.00	7.69	0.00	
	1.26	0.95	0.00	2.13	0.00	
Total		795	211	32	47	3
	73.07	19.39	2.94	4.32	0.28	1088

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY Q03A

Statistic	DF	Value	Prob
Chi-Square	8	4.445	0.815
Likelihood Ratio Chi-Square	8	4.924	0.766
Mantel-Haenszel Chi-Square	1	0.300	0.584
Phi Coefficient		0.064	
Contingency Coefficient		0.064	
Cramer's V		0.045	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 40% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY Q03A

GENCS(Gender and membership status combined)				Q03A(Rank)		
Frequency						
Cell Chi-Square						
Percent						
Row Pct						
Col Pct						
	Constable (42.7%)	NCO (sergeants, staff sergeants) (15.5%)	Acting NCO (sergeants, staff sergeants) (1.8%)	Sr. Officer/Director (2.9%)	Acting Sr. Officer/Director (0.4%)	Total
Male Sworn	596 0.1233 55.44 71.98 75.92	171 0.6239 15.91 20.65 81.82	24 0.017 2.23 2.90 75.00	35 0.0052 3.26 4.23 76.09	2 0.0418 0.19 0.24 66.67	828 77.02
Female Sworn	189 0.4132 17.58 76.52 24.08	38 2.0913 3.53 15.38 18.18	8 0.057 0.74 3.24 25.00	11 0.0176 1.02 4.45 23.91	1 0.14 0.09 0.40 33.33	247 22.98
Total	785 73.02	209 19.44	32 2.98	46 4.28	3 0.28	1075 100.00

Frequency Missing = 39

STATISTICS FOR TABLE OF GENCS BY Q03A

Statistic	DF	Value	Prob
Chi-Square	4	3.530	0.473
Likelihood Ratio Chi-Square	4	3.658	0.454
Mantel-Haenszel Chi-Square	1	0.342	0.559
Phi Coefficient		0.057	
Contingency Coefficient		0.057	
Cramer's V		0.057	

Effective Sample Size = 1075
Frequency Missing = 39

OPS
Gender-Based Member Composition

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY Q03A

EXTRCT03(Supervisor-gender-membership status comb)						Q03A(Rank)
Frequency Cell Chi-Square Percent Row Pct Col Pct	Constabl e (42.7%)	NCO (ser geants, staff se rgeants) (15.5%)	Acting N CO (serg eants, s taff ser geants) (1.8%)	Sr. Offi cer/Dire ctor (2. 9%)	Acting S r. Offi cer/Dire ctor (0.4 %)	Total
Regular male Sworn	583 47.402 53.83 97.17 73.61	13 91.796 1.20 2.17 6.19	1 15.233 0.09 0.17 3.23	2 22.192 0.18 0.33 4.26	1 0.2637 0.09 0.17 33.33	600 55.40
Regular female Sworn	188 16.13 17.36 97.92 23.74	3 31.472 0.28 1.56 1.43	0 5.4958 0.00 0.00 0.00	1 6.4524 0.09 0.52 2.13	0 0.5319 0.00 0.00 0.00	192 17.73
Supervisor male Sworn	14 140.64 1.29 6.11 1.77	159 295.74 14.68 69.43 75.71	22 36.392 2.03 9.61 70.97	33 53.516 3.05 14.41 70.21	1 0.2108 0.09 0.44 33.33	229 21.14
Supervisor female Sworn	7 32.421 0.65 11.29 0.88	35 43.917 3.23 56.45 16.67	8 21.837 0.74 12.90 25.81	11 25.661 1.02 17.74 23.40	1 3.9943 0.09 1.61 33.33	62 5.72
Total	792 73.13	210 19.39	31 2.86	47 4.34	3 0.28	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY Q03A

Statistic	DF	Value	Prob
Chi-Square	12	891.297	0.001
Likelihood Ratio Chi-Square	12	924.581	0.001
Mantel-Haenszel Chi-Square	1	509.664	0.001
Phi Coefficient		0.907	
Contingency Coefficient		0.672	
Cramer's V		0.524	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 30% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q13A BY EXTRCT05
Q13A(Gender) EXTRCT05(Black, Asian, or other Cndian membership)

Frequency Cell Chi-Square Percent Row Pct Col Pct	White	Black	Asian Canadian	Latin American or Other	Total
Male (59.9%)	710 0.1112 66.98 87.76 75.37	34 0.1181 3.21 4.20 80.95	49 1.4712 4.62 6.06 90.74	16 0.0372 1.51 1.98 72.73	809 76.32
Female (40.1%)	232 0.3584 21.89 92.43 24.63	8 0.3805 0.75 3.19 19.05	5 4.7419 0.47 1.99 9.26	6 0.12 0.57 2.39 27.27	251 23.68
Total	942 88.87	42 3.96	54 5.09	22 2.08	1060 100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF Q13A BY EXTRCT05

Statistic	DF	Value	Prob
Chi-Square	3	7.339	0.062
Likelihood Ratio Chi-Square	3	8.712	0.033
Mantel-Haenszel Chi-Square	1	3.079	0.079
Phi Coefficient		0.083	
Contingency Coefficient		0.083	
Cramer's V		0.083	

Effective Sample Size = 1060
Frequency Missing = 54

Gender-rank breakdown for select sworn member characteristics

TABLE OF Q14B BY EXTRCT05

Q14B(Gender orientation)
EXTRCT05(Black, Asian, or other Cndian membership)

Frequency Cell Chi-Square Percent Row Pct Col Pct	White	Black	Asian Ca nadian	Latin Am erican o r Other	Total
Male	705 0.1263 66.51 87.69 74.84	34 0.1442 3.21 4.23 80.95	49 1.5788 4.62 6.09 90.74	16 0.0283 1.51 1.99 72.73	804 75.85
Female	226 0.4678 21.32 93.00 23.99	8 0.2754 0.75 3.29 19.05	4 5.6717 0.38 1.65 7.41	5 0.0004 0.47 2.06 22.73	243 22.92
Other	11 0.0265 1.04 84.62 1.17	0 0.5151 0.00 0.00 0.00	1 0.1722 0.09 7.69 1.85	1 1.9761 0.09 7.69 4.55	13 1.23
Total	942 88.87	42 3.96	54 5.09	22 2.08	1060 100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF Q14B BY EXTRCT05

Statistic	DF	Value	Prob
Chi-Square	6	10.983	0.089
Likelihood Ratio Chi-Square	6	12.621	0.049
Mantel-Haenszel Chi-Square	1	2.164	0.141
Phi Coefficient		0.102	
Contingency Coefficient		0.101	
Cramer's V		0.072	

Effective Sample Size = 1060

Frequency Missing = 54

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for select sworn member characteristics

TABLE OF GENCS BY EXTRCT05

GENCS(Gender and membership status combined)
EXTRCT05(Black, Asian, or other Cndian membership)

Frequency Cell Chi-Square Percent Row Pct Col Pct	White	Black	Asian Ca nadian	Latin Am erican o r Other	Total
Male Sworn	705 0.1377 67.34 87.69 75.73	34 0.0947 3.25 4.23 80.95	49 1.693 4.68 6.09 92.45	16 0.001 1.53 1.99 76.19	804 76.79
Female Sworn	226 0.4557 21.59 93.00 24.27	8 0.3134 0.76 3.29 19.05	4 5.6016 0.38 1.65 7.55	5 0.0033 0.48 2.06 23.81	243 23.21
Total	931 88.92	42 4.01	53 5.06	21 2.01	1047 100.00

Frequency Missing = 67

STATISTICS FOR TABLE OF GENCS BY EXTRCT05

Statistic	DF	Value	Prob
Chi-Square	3	8.300	0.040
Likelihood Ratio Chi-Square	3	10.222	0.017
Mantel-Haenszel Chi-Square	1	4.521	0.033
Phi Coefficient		0.089	
Contingency Coefficient		0.089	
Cramer's V		0.089	

Effective Sample Size = 1047
Frequency Missing = 67

Gender-rank breakdown for select sworn member characteristics

TABLE OF EXTRCT03 BY EXTRCT05

EXTRCT03(Supervisor-gender-membership status comb)

EXTRCT05(Black, Asian, or other Cndian membership)

Frequency Cell Chi-Square Percent Row Pct Col Pct	White	Black	Asian Ca nadian	Latin Am erican o r Other	Total
Regular male Sworn	503 0.5151 47.59 86.13 53.51	30 1.9895 2.84 5.14 71.43	37 1.7205 3.50 6.34 68.52	14 0.4953 1.32 2.40 66.67	584 55.25
Regular female Sworn	179 0.5955 16.93 94.21 19.04	5 0.8611 0.47 2.63 11.90	2 6.1188 0.19 1.05 3.70	4 0.0134 0.38 2.11 19.05	190 17.98
Supervisor male Sworn	205 0.2253 19.39 91.93 21.81	4 2.6666 0.38 1.79 9.52	12 0.0324 1.14 5.38 22.22	2 1.3333 0.19 0.90 9.52	223 21.10
Supervisor female Sworn	53 0.0024 5.01 88.33 5.64	3 0.1591 0.28 5.00 7.14	3 0.0014 0.28 5.00 5.56	1 0.0309 0.09 1.67 4.76	60 5.68
Total	940 88.93	42 3.97	54 5.11	21 1.99	1057 100.00

Frequency Missing = 57

STATISTICS FOR TABLE OF EXTRCT03 BY EXTRCT05

Statistic	DF	Value	Prob
Chi-Square	9	16.761	0.053
Likelihood Ratio Chi-Square	9	20.549	0.015
Mantel-Haenszel Chi-Square	1	4.097	0.043
Phi Coefficient		0.126	
Contingency Coefficient		0.125	
Cramer's V		0.073	

Effective Sample Size = 1057

Frequency Missing = 57

WARNING: 31% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY WRKYRCAT

Q13A(Gender)		WRKYRCAT(Historical time period of recruitment)		
Frequency	Cell Chi-Square			
Percent	Row Pct			
Col Pct				
		Prior to Census 2005	Since Ce nsus 200 5	Total
Male (59.9%)		582	238	820
	0.0159	0.0396		
	54.85	22.43		77.29
	70.98	29.02		
	76.88	78.29		
Female (40.1%)		175	66	241
	0.0542	0.1349		
	16.49	6.22		22.71
	72.61	27.39		
	23.12	21.71		
Total		757	304	1061
		71.35	28.65	100.00

Frequency Missing = 53

STATISTICS FOR TABLE OF Q13A BY WRKYRCAT

Statistic	DF	Value	Prob
Chi-Square	1	0.245	0.621
Likelihood Ratio Chi-Square	1	0.246	0.620
Continuity Adj. Chi-Square	1	0.171	0.679
Mantel-Haenszel Chi-Square	1	0.244	0.621
Fisher's Exact Test (Left)			0.342
(Right)			0.716
(2-Tail)			0.685
Phi Coefficient		-0.015	
Contingency Coefficient		0.015	
Cramer's V		-0.015	

Effective Sample Size = 1061
Frequency Missing = 53

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY WRKYRCAT

Q14B(Gender orientation)
WRKYRCAT(Historical time period of recruitment)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Prior to Census 2005	Since Ce nsus 200 5	Total
Male	577 0.0346 54.38 70.80 76.22	238 0.0861 22.43 29.20 78.29	815 76.81
Female	170 0.085 16.02 72.96 22.46	63 0.2117 5.94 27.04 20.72	233 21.96
Other	10 0.0566 0.94 76.92 1.32	3 0.141 0.28 23.08 0.99	13 1.23
Total	757 71.35	304 28.65	1061 100.00

Frequency Missing = 53

STATISTICS FOR TABLE OF Q14B BY WRKYRCAT

Statistic	DF	Value	Prob
Chi-Square	2	0.615	0.735
Likelihood Ratio Chi-Square	2	0.627	0.731
Mantel-Haenszel Chi-Square	1	0.598	0.439
Phi Coefficient		0.024	
Contingency Coefficient		0.024	
Cramer's V		0.024	

Effective Sample Size = 1061
Frequency Missing = 53

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY WRKYRCAT

Q03B(Supervisor)		WRKYRCAT(Historical time period of recruitment)		
Frequency	Cell Chi-Square			
Percent				
Row Pct				
Col Pct				
		Prior to Census 2005	Since Ce nsus 200 5	Total
No (72.3%)		488	301	789
	9.4126		23.109	
	45.27		27.92	73.19
	61.85		38.15	
	63.71		96.47	
Yes (27.7%)		278	11	289
	25.697		63.09	
	25.79		1.02	26.81
	96.19		3.81	
	36.29		3.53	
Total		766	312	1078
		71.06	28.94	100.00

Frequency Missing = 36

STATISTICS FOR TABLE OF Q03B BY WRKYRCAT

Statistic	DF	Value	Prob
Chi-Square	1	121.310	0.001
Likelihood Ratio Chi-Square	1	154.602	0.001
Continuity Adj. Chi-Square	1	119.645	0.001
Mantel-Haenszel Chi-Square	1	121.197	0.001
Fisher's Exact Test (Left)			3.80E-35
(Right)			1.000
(2-Tail)			6.18E-35
Phi Coefficient		-0.335	
Contingency Coefficient		0.318	
Cramer's V		-0.335	

Effective Sample Size = 1078
Frequency Missing = 36

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY WRKYRCAT

GENCS(Gender and membership status combined)
WRKYRCAT(Historical time period of recruitment)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Prior to Census 2005	Since Ce nsus 200 5	Total
Male Sworn	577 0.0265 55.06 70.80 77.24	238 0.0657 22.71 29.20 79.07	815 77.77
Female Sworn	170 0.0926 16.22 72.96 22.76	63 0.2297 6.01 27.04 20.93	233 22.23
Total	747 71.28	301 28.72	1048 100.00

Frequency Missing = 66

STATISTICS FOR TABLE OF GENCS BY WRKYRCAT

Statistic	DF	Value	Prob
Chi-Square	1	0.414	0.520
Likelihood Ratio Chi-Square	1	0.418	0.518
Continuity Adj. Chi-Square	1	0.315	0.574
Mantel-Haenszel Chi-Square	1	0.414	0.520
Fisher's Exact Test (Left)			0.289
(Right)			0.765
(2-Tail)			0.566
Phi Coefficient		-0.020	
Contingency Coefficient		0.020	
Cramer's V		-0.020	

Effective Sample Size = 1048
Frequency Missing = 66

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY WRKYRCAT
EXTRCT03(Supervisor-gender-membership status comb)
WRKYRCAT(Historical time period of recruitment)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Prior to Census 2005	Since Ce nsus 200 5	Total
Regular male Sworn	361 9.0875 34.19 60.77 48.01	233 22.48 22.06 39.23 76.64	594 56.25
Regular female Sworn	118 0.6051 11.17 66.29 15.69	60 1.4967 5.68 33.71 19.74	178 16.86
Supervisor male Sworn	217 21.951 20.55 97.75 28.86	5 54.3 0.47 2.25 1.64	222 21.02
Supervisor female Sworn	56 3.1797 5.30 90.32 7.45	6 7.8655 0.57 9.68 1.97	62 5.87
Total	752 71.21	304 28.79	1056 100.00

Frequency Missing = 58

STATISTICS FOR TABLE OF EXTRCT03 BY WRKYRCAT

Statistic	DF	Value	Prob
Chi-Square	3	120.965	0.001
Likelihood Ratio Chi-Square	3	157.296	0.001
Mantel-Haenszel Chi-Square	1	101.322	0.001
Phi Coefficient		0.338	
Contingency Coefficient		0.321	
Cramer's V		0.338	

Effective Sample Size = 1056
Frequency Missing = 58

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q04R

Q13A(Gender) Q04R(FT/PT, permanent/term (term agreement))

Frequency Cell Chi-Square Percent Row Pct Col Pct	Other ar rangemen ts (0.9%)	FT term (5.8%)	PT perma nent (0. 6%)	FT perma nent (92 .0%)	Total
Male (59.9%)	1 2.8114 0.09 0.12 16.67	3 0.1791 0.28 0.36 60.00	0 1.5313 0.00 0.00 0.00	829 0.0431 76.19 99.52 77.12	833 76.56
Female (40.1%)	5 9.184 0.46 1.96 83.33	2 0.5852 0.18 0.78 40.00	2 5.0021 0.18 0.78 100.00	246 0.1407 22.61 96.47 22.88	255 23.44
Total	6 0.55	5 0.46	2 0.18	1075 98.81	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q13A BY Q04R

Statistic	DF	Value	Prob
Chi-Square	3	19.477	0.001
Likelihood Ratio Chi-Square	3	16.299	0.001
Mantel-Haenszel Chi-Square	1	14.702	0.001
Phi Coefficient		0.134	
Contingency Coefficient		0.133	
Cramer's V		0.134	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 75% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q04R
Q14B(Gender orientation) Q04R(FT/PT, permanent/term (term agreement))

Frequency Cell Chi-Square Percent Row Pct Col Pct	Other ar rangemen ts (0.9%)	FT term (5.8%)	PT perma nent (0. 6%)	FT perma nent (92 .0%)	Total
Male	1 2.7852 0.09 0.12 16.67	3 0.1704 0.28 0.36 60.00	0 1.5221 0.00 0.00 0.00	824 0.0425 75.74 99.52 76.65	828 76.10
Female	5 9.7157 0.46 2.02 83.33	1 0.0161 0.09 0.40 20.00	2 5.2638 0.18 0.81 100.00	239 0.1044 21.97 96.76 22.23	247 22.70
Other	0 0.0717 0.00 0.00 0.00	1 14.798 0.09 7.69 20.00	0 0.0239 0.00 0.00 0.00	12 0.0555 1.10 92.31 1.12	13 1.19
Total	6 0.55	5 0.46	2 0.18	1075 98.81	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY Q04R

Statistic	DF	Value	Prob
Chi-Square	6	34.569	0.001
Likelihood Ratio Chi-Square	6	20.057	0.003
Mantel-Haenszel Chi-Square	1	14.524	0.001
Phi Coefficient		0.178	
Contingency Coefficient		0.175	
Cramer's V		0.126	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 75% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q04R

Q03B(Supervisor) Q04R(FT/PT, permanent/term (term agreement))

Frequency Cell Chi-Square Percent Row Pct Col Pct	Other ar rangemen ts (0.9%)	FT term (5.8%)	PT perma nent (0. 6%)	FT perma nent (92 .0%)	Total
No (72.3%)	5 0.0843 0.45 0.62 83.33	2 0.7527 0.18 0.25 40.00	2 0.1963 0.18 0.25 100.00	802 0.0003 72.38 98.89 73.24	811 73.19
Yes (27.7%)	1 0.2301 0.09 0.34 16.67	3 2.0554 0.27 1.01 60.00	0 0.5361 0.00 0.00 0.00	293 0.0009 26.44 98.65 26.76	297 26.81
Total	6 0.54	5 0.45	2 0.18	1095 98.83	1108 100.00

Frequency Missing = 6

STATISTICS FOR TABLE OF Q03B BY Q04R

Statistic	DF	Value	Prob
Chi-Square	3	3.856	0.277
Likelihood Ratio Chi-Square	3	4.014	0.260
Mantel-Haenszel Chi-Square	1	0.005	0.942
Phi Coefficient		0.059	
Contingency Coefficient		0.059	
Cramer's V		0.059	

Effective Sample Size = 1108

Frequency Missing = 6

WARNING: 75% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q04R

GENCS(Gender and membership status combined)
Q04R(FT/PT, permanent/term (term agreement))

Frequency Cell Chi-Square Percent Row Pct Col Pct	Other ar rangemen ts (0.9%)	FT term (5.8%)	PT perma nent (0. 6%)	FT perma nent (92 .0%)	Total
Male Sworn	1 2.8378 0.09 0.12 16.67	3 0.0021 0.28 0.36 75.00	0 1.5405 0.00 0.00 0.00	824 0.0336 76.65 99.52 77.52	828 77.02
Female Sworn	5 9.5129 0.47 2.02 83.33	1 0.0071 0.09 0.40 25.00	2 5.164 0.19 0.81 100.00	239 0.1125 22.23 96.76 22.48	247 22.98
Total	6 0.56	4 0.37	2 0.19	1063 98.88	1075 100.00

Frequency Missing = 39

STATISTICS FOR TABLE OF GENCS BY Q04R

Statistic	DF	Value	Prob
Chi-Square	3	19.210	0.001
Likelihood Ratio Chi-Square	3	15.861	0.001
Mantel-Haenszel Chi-Square	1	13.100	0.001
Phi Coefficient		0.134	
Contingency Coefficient		0.133	
Cramer's V		0.134	

Effective Sample Size = 1075

Frequency Missing = 39

WARNING: 75% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q04R

EXTRCT03(Supervisor-gender-membership status comb)
Q04R(FT/PT, permanent/term (term agreement))

Frequency Cell Chi-Square Percent Row Pct Col Pct	Other ar rangemen ts (0.9%)	FT term (5.8%)	PT perma nent (0. 6%)	FT perma nent (92 .0%)	Total
Regular male Sworn	0 3.3241 0.00 0.00 0.00	1 1.1311 0.09 0.17 20.00	0 1.108 0.00 0.00 0.00	599 0.0649 55.31 99.83 55.98	600 55.40
Regular female Sworn	5 14.566 0.46 2.60 83.33	1 0.0146 0.09 0.52 20.00	2 7.6358 0.18 1.04 100.00	184 0.171 16.99 95.83 17.20	192 17.73
Supervisor male Sworn	1 0.0569 0.09 0.44 16.67	2 0.8407 0.18 0.87 40.00	0 0.4229 0.00 0.00 0.00	226 0.0003 20.87 98.69 21.12	229 21.14
Supervisor female Sworn	0 0.3435 0.00 0.00 0.00	1 1.7798 0.09 1.61 20.00	0 0.1145 0.00 0.00 0.00	61 0.0011 5.63 98.39 5.70	62 5.72
Total	6 0.55	5 0.46	2 0.18	1070 98.80	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY Q04R

Statistic	DF	Value	Prob
Chi-Square	9	31.575	0.001
Likelihood Ratio Chi-Square	9	25.415	0.003
Mantel-Haenszel Chi-Square	1	3.010	0.083
Phi Coefficient		0.171	
Contingency Coefficient		0.168	
Cramer's V		0.099	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 75% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q06A

Q13A(Gender)	Q06A(Children care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	None (36 .3%)	< 5 hour s (9.0%)	5 - 14 h ours (16 .0%)	15 - 24 hours (1 4.1%)	25 - 34 hours (7 .0%)	Total
Male (59.9%)	195 0.3766 18.11 23.64 73.31	69 0.7791 6.41 8.36 85.19	110 0.9283 10.21 13.33 83.97	97 0.4834 9.01 11.76 82.20	105 1.0557 9.75 12.73 84.68	825 76.60
Female (40.1%)	71 1.2331 6.59 28.17 26.69	12 2.5505 1.11 4.76 14.81	21 3.0392 1.95 8.33 16.03	21 1.5825 1.95 8.33 17.80	19 3.4562 1.76 7.54 15.32	252 23.40
Total	266 24.70	81 7.52	131 12.16	118 10.96	124 11.51	1077 100.00

(Continued)

TABLE OF Q13A BY Q06A

Q13A(Gender)	Q06A(Children care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (4 .3%)	45 - 54 hours (3 .5%)	55 - 64 hours (3 .0%)	65 - 74 hours (4 .6%)	75+ (2.2 %)	Total
Male (59.9%)	95 0.0577 8.82 11.52 78.51	52 0.0002 4.83 6.30 76.47	24 1.7467 2.23 2.91 58.54	20 0.2208 1.86 2.42 68.97	58 3.8814 5.39 7.03 59.18	825 76.60
Female (40.1%)	26 0.1888 2.41 10.32 21.49	16 0.0005 1.49 6.35 23.53	17 5.7185 1.58 6.75 41.46	9 0.7227 0.84 3.57 31.03	40 12.707 3.71 15.87 40.82	252 23.40
Total	121 11.23	68 6.31	41 3.81	29 2.69	98 9.10	1077 100.00

Frequency Missing = 37

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q13A BY Q06A

Statistic	DF	Value	Prob
Chi-Square	9	40.729	0.001
Likelihood Ratio Chi-Square	9	38.996	0.001
Mantel-Haenszel Chi-Square	1	10.007	0.002
Phi Coefficient		0.194	
Contingency Coefficient		0.191	
Cramer's V		0.194	

Effective Sample Size = 1077
Frequency Missing = 37

TABLE OF Q14B BY Q06A

Q14B(Gender orientation) Q06A(Children care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	None (36 .3%)	< 5 hour s (9.0%)	5 - 14 h ours (16 .0%)	15 - 24 hours (1 4.1%)	25 - 34 hours (7 .0%)	Total
Male	194 0.3589 18.01 23.66 72.93	69 0.8709 6.41 8.41 85.19	109 0.8597 10.12 13.29 83.21	97 0.5703 9.01 11.83 82.20	104 0.974 9.66 12.68 83.87	820 76.14
Female	69 1.2665 6.41 28.28 25.94	12 2.198 1.11 4.92 14.81	21 2.5379 1.95 8.61 16.03	21 1.2297 1.95 8.61 17.80	19 2.9431 1.76 7.79 15.32	244 22.66
Other	3 0.0138 0.28 23.08 1.13	0 0.9777 0.00 0.00 0.00	1 0.2137 0.09 7.69 0.76	0 1.4243 0.00 0.00 0.00	1 0.1649 0.09 7.69 0.81	13 1.21
Total	266 24.70	81 7.52	131 12.16	118 10.96	124 11.51	1077 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q06A

Q14B(Gender orientation)	Q06A(Children care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (4 .3%)	45 - 54 hours (3 .5%)	55 - 64 hours (3 .0%)	65 - 74 hours (4 .6%)	75+ (2.2 %)	Total
Male	94 0.0381 8.73 11.46 77.69	51 0.0116 4.74 6.22 75.00	24 1.6682 2.23 2.93 58.54	20 0.1959 1.86 2.44 68.97	58 3.6996 5.39 7.07 59.18	820 76.14
Female	26 0.0729 2.41 10.66 21.49	13 0.3757 1.21 5.33 19.12	17 6.4016 1.58 6.97 41.46	9 0.8987 0.84 3.69 31.03	37 9.8624 3.44 15.16 37.76	244 22.66
Other	1 0.1452 0.09 7.69 0.83	4 12.314 0.37 30.77 5.88	0 0.4949 0.00 0.00 0.00	0 0.35 0.00 0.00 0.00	3 2.7912 0.28 23.08 3.06	13 1.21
Total	121 11.23	68 6.31	41 3.81	29 2.69	98 9.10	1077 100.00

Frequency Missing = 37

STATISTICS FOR TABLE OF Q14B BY Q06A

Statistic	DF	Value	Prob
Chi-Square	18	55.923	0.001
Likelihood Ratio Chi-Square	18	50.777	0.001
Mantel-Haenszel Chi-Square	1	11.160	0.001
Phi Coefficient		0.228	
Contingency Coefficient		0.222	
Cramer's V		0.161	

Effective Sample Size = 1077

Frequency Missing = 37

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q06A

Q03B(Supervisor)		Q06A(Children care)					
Frequency	Cell Chi-Square						
Percent							
Row Pct							
Col Pct							
		None (36 .3%)	< 5 hour s (9.0%)	5 - 14 h ours (16 .0%)	15 - 24 hours (14 .1%)	25 - 34 hours (7 .0%)	Total
No (72.3%)		205 0.6328 18.89 25.92 77.07	47 2.4596 4.33 5.94 58.02	77 3.8436 7.10 9.73 58.33	86 0.0066 7.93 10.87 72.27	92 0.0037 8.48 11.63 72.44	791 72.90
Yes (27.7%)		61 1.7025 5.62 20.75 22.93	34 6.6174 3.13 11.56 41.98	55 10.341 5.07 18.71 41.67	33 0.0177 3.04 11.22 27.73	35 0.01 3.23 11.90 27.56	294 27.10
Total		266 24.52	81 7.47	132 12.17	119 10.97	127 11.71	1085 100.00

(Continued)

TABLE OF Q03B BY Q06A

Q03B(Supervisor)		Q06A(Children care)					
Frequency	Cell Chi-Square						
Percent							
Row Pct							
Col Pct							
		35 - 44 hours (4 .3%)	45 - 54 hours (3 .5%)	55 - 64 hours (3 .0%)	65 - 74 hours (4 .6%)	75+ (2.2 %)	Total
No (72.3%)		95 0.4126 8.76 12.01 77.87	49 0.0005 4.52 6.19 73.13	31 0.0412 2.86 3.92 75.61	27 1.2028 2.49 3.41 90.00	82 1.1351 7.56 10.37 82.00	791 72.90
Yes (27.7%)		27 1.1102 2.49 9.18 22.13	18 0.0013 1.66 6.12 26.87	10 0.1108 0.92 3.40 24.39	3 3.2362 0.28 1.02 10.00	18 3.0539 1.66 6.12 18.00	294 27.10
Total		122 11.24	67 6.18	41 3.78	30 2.76	100 9.22	1085 100.00

Frequency Missing = 29

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q03B BY Q06A

Statistic	DF	Value	Prob
Chi-Square	9	35.940	0.001
Likelihood Ratio Chi-Square	9	35.456	0.001
Mantel-Haenszel Chi-Square	1	6.455	0.011
Phi Coefficient		0.182	
Contingency Coefficient		0.179	
Cramer's V		0.182	

Effective Sample Size = 1085
Frequency Missing = 29

TABLE OF GENCS BY Q06A

GENCS(Gender and membership status combined) Q06A(Children care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	None (36 .3%)	< 5 hour s (9.0%)	5 - 14 h ours (16 .0%)	15 - 24 hours (1 4.1%)	25 - 34 hours (7 .0%)	Total
Male Sworn	194 0.3724 18.23 23.66 73.76	69 0.6926 6.48 8.41 85.19	109 0.7751 10.24 13.29 83.85	97 0.4038 9.12 11.83 82.20	104 0.8942 9.77 12.68 84.55	820 77.07
Female Sworn	69 1.2515 6.48 28.28 26.24	12 2.3275 1.13 4.92 14.81	21 2.6047 1.97 8.61 16.15	21 1.3572 1.97 8.61 17.80	19 3.0051 1.79 7.79 15.45	244 22.93
Total	263 24.72	81 7.61	130 12.22	118 11.09	123 11.56	1064 100.00
(Continued)						

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q06A

GENCS(Gender and membership status combined)						Q06A(Children care)
Frequency	35 - 44	45 - 54	55 - 64	65 - 74	75+ (2.2	Total
Cell Chi-Square	hours (4	hours (3	hours (3	hours (4	%)	
Percent	.3%)	.5%)	.0%)	.6%)		
Row Pct						
Col Pct						
Male Sworn	94	51	24	20	58	820
	0.0249	0.057	1.8269	0.247	3.1616	
	8.83	4.79	2.26	1.88	5.45	77.07
	11.46	6.22	2.93	2.44	7.07	
	78.33	79.69	58.54	68.97	61.05	
Female Sworn	26	13	17	9	37	244
	0.0838	0.1915	6.1396	0.8301	10.625	
	2.44	1.22	1.60	0.85	3.48	22.93
	10.66	5.33	6.97	3.69	15.16	
	21.67	20.31	41.46	31.03	38.95	
Total	120	64	41	29	95	1064
	11.28	6.02	3.85	2.73	8.93	100.00

Frequency Missing = 50

STATISTICS FOR TABLE OF GENCS BY Q06A

Statistic	DF	Value	Prob
Chi-Square	9	36.872	0.001
Likelihood Ratio Chi-Square	9	35.178	0.001
Mantel-Haenszel Chi-Square	1	8.173	0.004
Phi Coefficient		0.186	
Contingency Coefficient		0.183	
Cramer's V		0.186	

Effective Sample Size = 1064
Frequency Missing = 50

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q06A

EXTRCT03(Supervisor-gender-membership status comb) Q06A(Children care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	None (36 .3%)	< 5 hour s (9.0%)	5 - 14 h ours (16 .0%)	15 - 24 hours (1 4.1%)	25 - 34 hours (7 .0%)	Total
Regular male Sworn	149 0.0601 13.90 25.13 56.44	39 0.6237 3.64 6.58 48.75	66 0.5769 6.16 11.13 50.38	72 0.693 6.72 12.14 61.02	74 0.4262 6.90 12.48 59.68	593 55.32
Regular female Sworn	55 1.536 5.13 29.10 20.83	8 2.642 0.75 4.23 10.00	11 6.3351 1.03 5.82 8.40	14 2.2253 1.31 7.41 11.86	15 2.1538 1.40 7.94 12.10	189 17.63
Supervisor male Sworn	45 2.2138 4.20 19.74 17.05	29 8.4421 2.71 12.72 36.25	44 9.3474 4.10 19.30 33.59	25 0.0004 2.33 10.96 21.19	31 0.8117 2.89 13.60 25.00	228 21.27
Supervisor female Sworn	15 0.0047 1.40 24.19 5.68	4 0.0849 0.37 6.45 5.00	10 0.7752 0.93 16.13 7.63	7 0.0045 0.65 11.29 5.93	4 1.4027 0.37 6.45 3.23	62 5.78
Total	264 24.63	80 7.46	131 12.22	118 11.01	124 11.57	1072 100.00
(Continued)						

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q06A

EXTRCT03(Supervisor-gender-membership status comb) Q06A(Children care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (4 .3%)	45 - 54 hours (3 .5%)	55 - 64 hours (3 .0%)	65 - 74 hours (4 .6%)	75+ (2.2 %)	Total
Regular male Sworn	73 0.6601 6.81 12.31 60.83	37 0.0001 3.45 6.24 55.22	20 0.3167 1.87 3.37 48.78	17 0.0572 1.59 2.87 58.62	46 1.2436 4.29 7.76 46.94	593 55.32
Regular female Sworn	20 0.0632 1.87 10.58 16.67	12 0.003 1.12 6.35 17.91	11 1.9677 1.03 5.82 26.83	9 2.9552 0.84 4.76 31.03	34 16.184 3.17 17.99 34.69	189 17.63
Supervisor male Sworn	21 0.8013 1.96 9.21 17.50	14 0.0044 1.31 6.14 20.90	4 2.555 0.37 1.75 9.76	3 1.6271 0.28 1.32 10.34	12 3.752 1.12 5.26 12.24	228 21.27
Supervisor female Sworn	6 0.1274 0.56 9.68 5.00	4 0.004 0.37 6.45 5.97	6 5.553 0.56 9.68 14.63	0 1.6772 0.00 0.00 0.00	6 0.0195 0.56 9.68 6.12	62 5.78
Total	120 11.19	67 6.25	41 3.82	29 2.71	98 9.14	1072 100.00

Frequency Missing = 42

STATISTICS FOR TABLE OF EXTRCT03 BY Q06A

Statistic	DF	Value	Prob
Chi-Square	27	79.931	0.001
Likelihood Ratio Chi-Square	27	77.293	0.001
Mantel-Haenszel Chi-Square	1	0.503	0.478
Phi Coefficient		0.273	
Contingency Coefficient		0.263	
Cramer's V		0.158	

Effective Sample Size = 1072
Frequency Missing = 42

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q06B

Q13A(Gender)	Q06B(Dependent care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	None (50 .3%)	< 5 hour s (20.9%)	5 - 14 h ours (21 .0%)	15 - 24 hours (4 .4%)	25 - 34 hours (1 .7%)	Total
Male (59.9%)	438 0.0846 41.52 54.21 77.66	152 0.0237 14.41 18.81 77.55	134 0.0697 12.70 16.58 74.86	48 0.3196 4.55 5.94 70.59	19 0.2745 1.80 2.35 86.36	808 76.59
Female (40.1%)	126 0.2768 11.94 51.01 22.34	44 0.0777 4.17 17.81 22.45	45 0.2281 4.27 18.22 25.14	20 1.0454 1.90 8.10 29.41	3 0.898 0.28 1.21 13.64	247 23.41
Total	564 53.46	196 18.58	179 16.97	68 6.45	22 2.09	1055 100.00

(Continued)

TABLE OF Q13A BY Q06B

Q13A(Gender)	Q06B(Dependent care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (0 .8%)	45 - 54 hours (0 .6%)	55 - 64 hours (0 .2%)	65 - 74 hours (0 .1%)	75+ (0.0 %)	Total
Male (59.9%)	2 1.4657 0.19 0.25 33.33	6 0.0026 0.57 0.74 75.00	1 0.0716 0.09 0.12 100.00	2 0.0386 0.19 0.25 66.67	6 0.0026 0.57 0.74 75.00	808 76.59
Female (40.1%)	4 4.7948 0.38 1.62 66.67	2 0.0086 0.19 0.81 25.00	0 0.2341 0.00 0.00 0.00	1 0.1261 0.09 0.40 33.33	2 0.0086 0.19 0.81 25.00	247 23.41
Total	6 0.57	8 0.76	1 0.09	3 0.28	8 0.76	1055 100.00

Frequency Missing = 59

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q13A BY Q06B

Statistic	DF	Value	Prob
Chi-Square	9	10.052	0.346
Likelihood Ratio Chi-Square	9	9.128	0.426
Mantel-Haenszel Chi-Square	1	1.403	0.236
Phi Coefficient		0.098	
Contingency Coefficient		0.097	
Cramer's V		0.098	

Effective Sample Size = 1055

Frequency Missing = 59

WARNING: 40% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

TABLE OF Q14B BY Q06B

Q14B(Gender orientation) Q06B(Dependent care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	None (50 .3%)	< 5 hour s (20.9%)	5 - 14 h ours (21 .0%)	15 - 24 hours (4 .4%)	25 - 34 hours (1 .7%)	Total
Male	436 0.089 41.33 54.23 77.30	152 0.0464 14.41 18.91 77.55	132 0.1428 12.51 16.42 73.74	48 0.2819 4.55 5.97 70.59	19 0.2977 1.80 2.36 86.36	804 76.21
Female	122 0.3097 11.56 50.83 21.63	43 0.0565 4.08 17.92 21.94	43 0.1276 4.08 17.92 24.02	20 1.327 1.90 8.33 29.41	3 0.803 0.28 1.25 13.64	240 22.75
Other	6 0.0024 0.57 54.55 1.06	1 0.5329 0.09 9.09 0.51	4 2.4392 0.38 36.36 2.23	0 0.709 0.00 0.00 0.00	0 0.2294 0.00 0.00 0.00	11 1.04
Total	564 53.46	196 18.58	179 16.97	68 6.45	22 2.09	1055 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q06B

Q14B(Gender orientation)		Q06B(Dependent care)				
Frequency	Cell Chi-Square	35 - 44	45 - 54	55 - 64	65 - 74	75+ (0.0
Percent		hours (0	hours (0	hours (0	hours (0	%)
Row Pct		.8%)	.6%)	.2%)	.1%)	
Col Pct						
Male		2	6	1	2	6
	1.4473	0.0015	0.0743	0.0358	0.0015	804
	0.19	0.57	0.09	0.19	0.57	76.21
	0.25	0.75	0.12	0.25	0.75	
	33.33	75.00	100.00	66.67	75.00	
Female		4	2	0	1	2
	5.0872	0.0178	0.2275	0.1477	0.0178	240
	0.38	0.19	0.00	0.09	0.19	22.75
	1.67	0.83	0.00	0.42	0.83	
	66.67	25.00	0.00	33.33	25.00	
Other		0	0	0	0	0
	0.0626	0.0834	0.0104	0.0313	0.0834	11
	0.00	0.00	0.00	0.00	0.00	1.04
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
Total		6	8	1	3	8
	0.57	0.76	0.09	0.28	0.76	1055
						100.00

Frequency Missing = 59

STATISTICS FOR TABLE OF Q14B BY Q06B

Statistic	DF	Value	Prob
Chi-Square	18	14.724	0.681
Likelihood Ratio Chi-Square	18	14.309	0.709
Mantel-Haenszel Chi-Square	1	1.053	0.305
Phi Coefficient		0.118	
Contingency Coefficient		0.117	
Cramer's V		0.084	

Effective Sample Size = 1055

Frequency Missing = 59

WARNING: 57% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q06B

Q03B(Supervisor)	Q06B(Dependent care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	None (50 .3%)	< 5 hour s (20.9%)	5 - 14 h ours (21 .0%)	15 - 24 hours (4 .4%)	25 - 34 hours (1 .7%)	Total
No (72.3%)	427 0.5022 40.09 55.10 75.31	133 0.6501 12.49 17.16 67.86	129 0.235 12.11 16.65 69.73	52 0.0637 4.88 6.71 75.36	14 0.2522 1.31 1.81 63.64	775 72.77
Yes (27.7%)	140 1.342 13.15 48.28 24.69	63 1.7373 5.92 21.72 32.14	56 0.628 5.26 19.31 30.27	17 0.1703 1.60 5.86 24.64	8 0.674 0.75 2.76 36.36	290 27.23
Total	567 53.24	196 18.40	185 17.37	69 6.48	22 2.07	1065 100.00

(Continued)

TABLE OF Q03B BY Q06B

Q03B(Supervisor)	Q06B(Dependent care)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (0 .8%)	45 - 54 hours (0 .6%)	55 - 64 hours (0 .2%)	65 - 74 hours (0 .1%)	75+ (0.0 %)	Total
No (72.3%)	4 0.0307 0.38 0.52 66.67	6 0.0055 0.56 0.77 75.00	1 0.1019 0.09 0.13 100.00	2 0.0154 0.19 0.26 66.67	7 0.2385 0.66 0.90 87.50	775 72.77
Yes (27.7%)	2 0.0821 0.19 0.69 33.33	2 0.0146 0.19 0.69 25.00	0 0.2723 0.00 0.00 0.00	1 0.041 0.09 0.34 33.33	1 0.6375 0.09 0.34 12.50	290 27.23
Total	6 0.56	8 0.75	1 0.09	3 0.28	8 0.75	1065 100.00

Frequency Missing = 49

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q03B BY Q06B

Statistic	DF	Value	Prob
Chi-Square	9	7.694	0.565
Likelihood Ratio Chi-Square	9	7.986	0.536
Mantel-Haenszel Chi-Square	1	0.400	0.527
Phi Coefficient		0.085	
Contingency Coefficient		0.085	
Cramer's V		0.085	

Effective Sample Size = 1065

Frequency Missing = 49

WARNING: 40% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

TABLE OF GENCS BY Q06B

GENCS(Gender and membership status combined) Q06B(Dependent care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	None (50 .3%)	< 5 hour s (20.9%)	5 - 14 h ours (21 .0%)	15 - 24 hours (4 .4%)	25 - 34 hours (1 .7%)	Total
Male Sworn	436 0.0917 41.76 54.23 78.14	152 0.0222 14.56 18.91 77.95	132 0.0569 12.64 16.42 75.43	48 0.3643 4.60 5.97 70.59	19 0.2499 1.82 2.36 86.36	804 77.01
Female Sworn	122 0.307 11.69 50.83 21.86	43 0.0745 4.12 17.92 22.05	43 0.1907 4.12 17.92 24.57	20 1.2204 1.92 8.33 29.41	3 0.837 0.29 1.25 13.64	240 22.99
Total	558 53.45	195 18.68	175 16.76	68 6.51	22 2.11	1044 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q06B

GENCS(Gender and membership status combined) Q06B(Dependent care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (0 .8%)	45 - 54 hours (0 .6%)	55 - 64 hours (0 .2%)	65 - 74 hours (0 .1%)	75+ (0.0 %)	Total
Male Sworn	2 1.4864 0.19 0.25 33.33	6 0.0042 0.57 0.75 75.00	1 0.0686 0.10 0.12 100.00	2 0.0417 0.19 0.25 66.67	6 0.0042 0.57 0.75 75.00	804 77.01
Female Sworn	4 4.9793 0.38 1.67 66.67	2 0.0141 0.19 0.83 25.00	0 0.2299 0.00 0.00 0.00	1 0.1397 0.10 0.42 33.33	2 0.0141 0.19 0.83 25.00	240 22.99
Total	6 0.57	8 0.77	1 0.10	3 0.29	8 0.77	1044 100.00

Frequency Missing = 70

STATISTICS FOR TABLE OF GENCS BY Q06B

Statistic	DF	Value	Prob
Chi-Square	9	10.397	0.319
Likelihood Ratio Chi-Square	9	9.354	0.405
Mantel-Haenszel Chi-Square	1	1.605	0.205
Phi Coefficient		0.100	
Contingency Coefficient		0.099	
Cramer's V		0.100	

Effective Sample Size = 1044

Frequency Missing = 70

WARNING: 40% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

OPS
Gender-Based Member Composition

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q06B

EXTRCT03(Supervisor-gender-membership status comb) Q06B(Dependent care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	None (50 .3%)	< 5 hour s (20.9%)	5 - 14 h ours (21 .0%)	15 - 24 hours (4 .4%)	25 - 34 hours (1 .7%)	Total
Regular male Sworn	324 0.6242 30.77 55.77 57.65	101 0.472 9.59 17.38 51.53	92 0.4633 8.74 15.83 51.40	38 0.0062 3.61 6.54 55.88	13 0.0611 1.23 2.24 59.09	581 55.18
Regular female Sworn	98 0.0163 9.31 52.69 17.44	32 0.1984 3.04 17.20 16.33	34 0.1794 3.23 18.28 18.99	14 0.3292 1.33 7.53 20.59	1 2.1434 0.09 0.54 4.55	186 17.66
Supervisor male Sworn	112 0.5444 10.64 49.78 19.93	51 1.9859 4.84 22.67 26.02	42 0.3681 3.99 18.67 23.46	10 1.4123 0.95 4.44 14.71	6 0.359 0.57 2.67 27.27	225 21.37
Supervisor female Sworn	28 0.6377 2.66 45.90 4.98	12 0.0367 1.14 19.67 6.12	11 0.0383 1.04 18.03 6.15	6 1.0781 0.57 9.84 8.82	2 0.4131 0.19 3.28 9.09	61 5.79
Total	562 53.37	196 18.61	179 17.00	68 6.46	22 2.09	1053 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q06B

EXTRCT03(Supervisor-gender-membership status comb) Q06B(Dependent care)

Frequency Cell Chi-Square Percent Row Pct Col Pct	35 - 44 hours (0 .8%)	45 - 54 hours (0 .6%)	55 - 64 hours (0 .2%)	65 - 74 hours (0 .1%)	75+ (0.0 %)	Total
Regular male Sworn	1 1.6126 0.09 0.17 16.67	5 0.0778 0.47 0.86 62.50	1 0.3641 0.09 0.17 100.00	1 0.2594 0.09 0.17 33.33	5 0.0778 0.47 0.86 62.50	581 55.18
Regular female Sworn	3 3.5518 0.28 1.61 50.00	1 0.1208 0.09 0.54 12.50	0 0.1766 0.00 0.00 0.00	1 0.417 0.09 0.54 33.33	2 0.2438 0.19 1.08 25.00	186 17.66
Supervisor male Sworn	1 0.0621 0.09 0.44 16.67	1 0.2944 0.09 0.44 12.50	0 0.2137 0.00 0.00 0.00	1 0.201 0.09 0.44 33.33	1 0.2944 0.09 0.44 12.50	225 21.37
Supervisor female Sworn	1 1.2246 0.09 1.64 16.67	1 0.6212 0.09 1.64 12.50	0 0.0579 0.00 0.00 0.00	0 0.1738 0.00 0.00 0.00	0 0.4634 0.00 0.00 0.00	61 5.79
Total	6 0.57	8 0.76	1 0.09	3 0.28	8 0.76	1053 100.00

Frequency Missing = 61

STATISTICS FOR TABLE OF EXTRCT03 BY Q06B

Statistic	DF	Value	Prob
Chi-Square	27	21.875	0.744
Likelihood Ratio Chi-Square	27	22.502	0.711
Mantel-Haenszel Chi-Square	1	0.814	0.367
Phi Coefficient		0.144	
Contingency Coefficient		0.143	
Cramer's V		0.083	

Effective Sample Size = 1053

Frequency Missing = 61

WARNING: 60% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q06C

Q13A(Gender)	Q06C(House/yard maintn)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	None (2.7%)	< 5 hours (18.8%)	5 - 14 hours (50.7%)	15 - 29 hours (22.2%)	30 - 59 hours (4.3%)	60+ hours (1.3%)	Total
Male (59.9%)	9	190	472	128	22	6	827
	0.654	1.5688	0.1144	1.2699	2.7822	1.0969	
	0.83	17.56	43.62	11.83	2.03	0.55	76.43
	1.09	22.97	57.07	15.48	2.66	0.73	
	100.00	83.70	77.63	69.19	53.66	50.00	
Female (40.1%)	0	37	136	57	19	6	255
	2.1211	5.0878	0.3709	4.1185	9.023	3.5575	
	0.00	3.42	12.57	5.27	1.76	0.55	23.57
	0.00	14.51	53.33	22.35	7.45	2.35	
	0.00	16.30	22.37	30.81	46.34	50.00	
Total	9	227	608	185	41	12	1082
	0.83	20.98	56.19	17.10	3.79	1.11	100.00

Frequency Missing = 32

STATISTICS FOR TABLE OF Q13A BY Q06C

Statistic	DF	Value	Prob
Chi-Square	5	31.765	0.001
Likelihood Ratio Chi-Square	5	31.686	0.001
Mantel-Haenszel Chi-Square	1	30.058	0.001
Phi Coefficient		0.171	
Contingency Coefficient		0.169	
Cramer's V		0.171	

Effective Sample Size = 1082
Frequency Missing = 32

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q06C

Q14B(Gender orientation)		Q06C(House/yard maintn)						Total
Frequency	Cell Chi-Square	None (2.7%)	< 5 hours (18.8%)	5 - 14 hours (50.7%)	15 - 29 hours (22.2%)	30 - 59 hours (4.3%)	60+ hours (1.3%)	
Male		9	188	469	128	22	6	822
	0.6841		1.4016	0.1091	1.1198	2.6867	1.0654	75.97
	0.83		17.38	43.35	11.83	2.03	0.55	
	1.09		22.87	57.06	15.57	2.68	0.73	
	100.00		82.82	77.14	69.19	53.66	50.00	
Female		0	36	132	56	19	4	247
	2.0545		4.8295	0.3326	4.4885	9.9299	0.5801	22.83
	0.00		3.33	12.20	5.18	1.76	0.37	
	0.00		14.57	53.44	22.67	7.69	1.62	
	0.00		15.86	21.71	30.27	46.34	33.33	
Other		0	3	7	1	0	2	13
	0.1081		0.0273	0.0127	0.6726	0.4926	23.888	1.20
	0.00		0.28	0.65	0.09	0.00	0.18	
	0.00		23.08	53.85	7.69	0.00	15.38	
	0.00		1.32	1.15	0.54	0.00	16.67	
Total		9	227	608	185	41	12	1082
	0.83		20.98	56.19	17.10	3.79	1.11	100.00

Frequency Missing = 32

STATISTICS FOR TABLE OF Q14B BY Q06C

Statistic	DF	Value	Prob
Chi-Square	10	54.483	0.001
Likelihood Ratio Chi-Square	10	38.413	0.001
Mantel-Haenszel Chi-Square	1	26.311	0.001
Phi Coefficient		0.224	
Contingency Coefficient		0.219	
Cramer's V		0.159	

Effective Sample Size = 1082

Frequency Missing = 32

WARNING: 39% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q06C

Q03B(Supervisor)		Q06C(House/yard maintn)						Total
Frequency	Cell Chi-Square	None (2.7%)	< 5 hours (18.8%)	5 - 14 hours (50.7%)	15 - 29 hours (22.2%)	30 - 59 hours (4.3%)	60+ hours (1.3%)	
Percent								
Row Pct								
Col Pct								
No (72.3%)		7	172	431	146	30	9	795
	0.0118	0.1958	0.6322	0.908	0.0003	0.007		
	0.64	15.78	39.54	13.39	2.75	0.83		72.94
	0.88	21.64	54.21	18.36	3.77	1.13		
	70.00	75.44	70.20	78.92	73.17	75.00		
Yes (27.7%)		3	56	183	39	11	3	295
	0.0318	0.5277	1.7037	2.447	0.0008	0.0189		
	0.28	5.14	16.79	3.58	1.01	0.28		27.06
	1.02	18.98	62.03	13.22	3.73	1.02		
	30.00	24.56	29.80	21.08	26.83	25.00		
Total		10	228	614	185	41	12	1090
	0.92	20.92	56.33	16.97	3.76	1.10		100.00

Frequency Missing = 24

STATISTICS FOR TABLE OF Q03B BY Q06C

Statistic	DF	Value	Prob
Chi-Square	5	6.485	0.262
Likelihood Ratio Chi-Square	5	6.632	0.249
Mantel-Haenszel Chi-Square	1	0.332	0.564
Phi Coefficient		0.077	
Contingency Coefficient		0.077	
Cramer's V		0.077	

Effective Sample Size = 1090
Frequency Missing = 24

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q06C

GENCS(Gender and membership status combined)				Q06C(House/yard maintn)			
Frequency							
Cell Chi-Square							
Percent							
Row Pct							
Col Pct	None (2.7%)	< 5 hours (18.8%)	5 - 14 hours (50.7%)	15 - 29 hours (22.2%)	30 - 59 hours (4.3%)	60+ hours (1.3%)	Total
Male Sworn	9	188	469	128	22	6	822
	0.6249	1.4414	0.102	1.2854	2.8787	0.3712	
	0.84	17.59	43.87	11.97	2.06	0.56	76.89
	1.09	22.87	57.06	15.57	2.68	0.73	
	100.00	83.93	78.04	69.57	53.66	60.00	
Female Sworn	0	36	132	56	19	4	247
	2.0795	4.797	0.3394	4.2776	9.5803	1.2353	
	0.00	3.37	12.35	5.24	1.78	0.37	23.11
	0.00	14.57	53.44	22.67	7.69	1.62	
	0.00	16.07	21.96	30.43	46.34	40.00	
Total	9	224	601	184	41	10	1069
	0.84	20.95	56.22	17.21	3.84	0.94	100.00

Frequency Missing = 45

STATISTICS FOR TABLE OF GENCS BY Q06C

Statistic	DF	Value	Prob
Chi-Square	5	29.013	0.001
Likelihood Ratio Chi-Square	5	29.193	0.001
Mantel-Haenszel Chi-Square	1	26.761	0.001
Phi Coefficient		0.165	
Contingency Coefficient		0.163	
Cramer's V		0.165	

Effective Sample Size = 1069
Frequency Missing = 45

OPS
Gender-Based Member Composition

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q06C

EXTRCT03(Supervisor-gender-membership status comb)		Q06C(House/yard maintn)						Total
Frequency Cell Chi-Square Percent Row Pct Col Pct		None (2.7%)	< 5 hours (18.8%)	5 - 14 hours (50.7%)	15 - 29 hours (22.2%)	30 - 59 hours (4.3%)	60+ hours (1.3%)	
Regular male Sworn	6 0.2163 0.56 1.01 66.67	141 2.1456 13.09 23.74 62.39	324 0.25 30.08 54.55 53.64	102 11E-6 9.47 17.17 55.14	16 1.9338 1.49 2.69 39.02	5 0.3957 0.46 0.84 41.67		594 55.15
Regular female Sworn	0 1.6045 0.00 0.00 0.00	29 3.1635 2.69 15.10 12.83	101 0.414 9.38 52.60 16.72	44 3.6819 4.09 22.92 23.78	14 6.1247 1.30 7.29 34.15	4 1.6184 0.37 2.08 33.33		192 17.83
Supervisor male Sworn	3 0.6167 0.28 1.31 33.33	48 604E-7 4.46 20.96 21.24	145 2.1386 13.46 63.32 24.01	26 4.5213 2.41 11.35 14.05	6 0.8472 0.56 2.62 14.63	1 0.9435 0.09 0.44 8.33		229 21.26
Supervisor female Sworn	0 0.5181 0.00 0.00 0.00	8 1.9294 0.74 12.90 3.54	34 0.0171 3.16 54.84 5.63	13 0.5186 1.21 20.97 7.03	5 2.9523 0.46 8.06 12.20	2 2.4811 0.19 3.23 16.67		62 5.76
Total	9 0.84	226 20.98	604 56.08	185 17.18	41 3.81	12 1.11		1077 100.00

Frequency Missing = 37

STATISTICS FOR TABLE OF EXTRCT03 BY Q06C

Statistic	DF	Value	Prob
Chi-Square	15	39.033	0.001
Likelihood Ratio Chi-Square	15	39.211	0.001
Mantel-Haenszel Chi-Square	1	3.155	0.076
Phi Coefficient		0.190	
Contingency Coefficient		0.187	
Cramer's V		0.110	

Effective Sample Size = 1077

Frequency Missing = 37

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q07A

Q13A(Gender)	Q07A(Number of free time activities (2.3%))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	4 listed	5 listed	6 listed	Total
Male (59.9%)	154 0.2233 14.30 18.71 79.38	352 0.5366 32.68 42.77 79.46	221 0.0729 20.52 26.85 77.82	70 2.5899 6.50 8.51 63.06	22 2.0426 2.04 2.67 56.41	4 0.0746 0.37 0.49 66.67	823 76.42
Female (40.1%)	40 0.7234 3.71 15.75 20.62	91 1.7385 8.45 35.83 20.54	63 0.2363 5.85 24.80 22.18	41 8.3918 3.81 16.14 36.94	17 6.6184 1.58 6.69 43.59	2 0.2418 0.19 0.79 33.33	254 23.58
Total	194 18.01	443 41.13	284 26.37	111 10.31	39 3.62	6 0.56	1077 100.00

Frequency Missing = 37

STATISTICS FOR TABLE OF Q13A BY Q07A

Statistic	DF	Value	Prob
Chi-Square	5	23.490	0.001
Likelihood Ratio Chi-Square	5	21.360	0.001
Mantel-Haenszel Chi-Square	1	15.372	0.001
Phi Coefficient		0.148	
Contingency Coefficient		0.146	
Cramer's V		0.148	

Effective Sample Size = 1077

Frequency Missing = 37

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q07A

Q14B(Gender orientation)	Q07A(Number of free time activities (2.3%))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	4 listed	5 listed	6 listed	Total
Male	153 0.2169 14.21 18.70 78.87	351 0.6278 32.59 42.91 79.23	219 0.0504 20.33 26.77 77.11	69 2.779 6.41 8.44 62.16	22 1.9608 2.04 2.69 56.41	4 0.0681 0.37 0.49 66.67	818 75.95
Female	38 0.8991 3.53 15.45 19.59	87 1.989 8.08 35.37 19.64	61 0.2308 5.66 24.80 21.48	41 9.6556 3.81 16.67 36.94	17 7.3505 1.58 6.91 43.59	2 0.2892 0.19 0.81 33.33	246 22.84
Other	3 0.1851 0.28 23.08 1.55	5 0.0226 0.46 38.46 1.13	4 0.0954 0.37 30.77 1.41	1 0.0862 0.09 7.69 0.90	0 0.4708 0.00 0.00 0.00	0 0.0724 0.00 0.00 0.00	13 1.21
Total	194 18.01	443 41.13	284 26.37	111 10.31	39 3.62	6 0.56	1077 100.00

Frequency Missing = 37

STATISTICS FOR TABLE OF Q14B BY Q07A

Statistic	DF	Value	Prob
Chi-Square	10	27.050	0.003
Likelihood Ratio Chi-Square	10	24.970	0.005
Mantel-Haenszel Chi-Square	1	12.306	0.001
Phi Coefficient		0.158	
Contingency Coefficient		0.157	
Cramer's V		0.112	

Effective Sample Size = 1077

Frequency Missing = 37

WARNING: 39% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q07A

Q03B(Supervisor)	Q07A(Number of free time activities (2.3%))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	4 listed	5 listed	6 listed	Total
No (72.3%)	148 0.1336 13.64 18.71 75.13	329 0.0456 30.32 41.59 73.77	197 0.4207 18.16 24.91 69.61	85 0.043 7.83 10.75 74.56	27 0.0721 2.49 3.41 69.23	5 0.0895 0.46 0.63 83.33	791 72.90
Yes (27.7%)	49 0.3595 4.52 16.67 24.87	117 0.1228 10.78 39.80 26.23	86 1.1318 7.93 29.25 30.39	29 0.1157 2.67 9.86 25.44	12 0.1941 1.11 4.08 30.77	1 0.2409 0.09 0.34 16.67	294 27.10
Total	197 18.16	446 41.11	283 26.08	114 10.51	39 3.59	6 0.55	1085 100.00

Frequency Missing = 29

STATISTICS FOR TABLE OF Q03B BY Q07A

Statistic	DF	Value	Prob
Chi-Square	5	2.969	0.705
Likelihood Ratio Chi-Square	5	2.972	0.704
Mantel-Haenszel Chi-Square	1	0.582	0.446
Phi Coefficient		0.052	
Contingency Coefficient		0.052	
Cramer's V		0.052	

Effective Sample Size = 1085

Frequency Missing = 29

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q07A

GENCS(Gender and membership status combined) Q07A(Number of free time activities (2.3%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	4 listed	5 listed	6 listed	Total
Male Sworn	153 0.2584 14.38 18.70 80.10	351 0.6045 32.99 42.91 80.14	219 0.0649 20.58 26.77 78.21	69 2.8658 6.48 8.44 62.73	22 2.1255 2.07 2.69 56.41	4 0.0814 0.38 0.49 66.67	818 76.88
Female Sworn	38 0.8592 3.57 15.45 19.90	87 2.01 8.18 35.37 19.86	61 0.2157 5.73 24.80 21.79	41 9.5293 3.85 16.67 37.27	17 7.0678 1.60 6.91 43.59	2 0.2707 0.19 0.81 33.33	246 23.12
Total	191 17.95	438 41.17	280 26.32	110 10.34	39 3.67	6 0.56	1064 100.00

Frequency Missing = 50

STATISTICS FOR TABLE OF GENCS BY Q07A

Statistic	DF	Value	Prob
Chi-Square	5	25.953	0.001
Likelihood Ratio Chi-Square	5	23.494	0.001
Mantel-Haenszel Chi-Square	1	17.305	0.001
Phi Coefficient		0.156	
Contingency Coefficient		0.154	
Cramer's V		0.156	

Effective Sample Size = 1064

Frequency Missing = 50

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q07A

EXTRCT03(Supervisor-gender-membership status comb)							
Q07A(Number of free time activities (2.3%))							
Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	4 listed	5 listed	6 listed	Total
Regular male Sworn	111 0.2505 10.35 18.78 57.81	258 0.91 24.07 43.65 58.50	154 0.0261 14.37 26.06 54.42	50 2.048 4.66 8.46 45.05	15 1.9656 1.40 2.54 38.46	3 0.0286 0.28 0.51 50.00	591 55.13
Regular female Sworn	33 0.0427 3.08 17.28 17.19	67 1.7048 6.25 35.08 15.19	43 1.0927 4.01 22.51 15.19	34 10.229 3.17 17.80 30.63	12 3.672 1.12 6.28 30.77	2 0.8107 0.19 1.05 33.33	191 17.82
Supervisor male Sworn	42 0.0332 3.92 18.42 21.88	92 0.0343 8.58 40.35 20.86	66 0.5608 6.16 28.95 23.32	20 0.5515 1.87 8.77 18.02	7 0.2021 0.65 3.07 17.95	1 0.0597 0.09 0.44 16.67	228 21.27
Supervisor female Sworn	6 2.3464 0.56 9.68 3.13	24 0.0889 2.24 38.71 5.44	20 0.8062 1.87 32.26 7.07	7 0.0524 0.65 11.29 6.31	5 3.3391 0.47 8.06 12.82	0 0.347 0.00 0.00 0.00	62 5.78
Total	192 17.91	441 41.14	283 26.40	111 10.35	39 3.64	6 0.56	1072 100.00

Frequency Missing = 42

STATISTICS FOR TABLE OF EXTRCT03 BY Q07A

Statistic	DF	Value	Prob
Chi-Square	15	31.202	0.008
Likelihood Ratio Chi-Square	15	28.975	0.016
Mantel-Haenszel Chi-Square	1	5.229	0.022
Phi Coefficient		0.171	
Contingency Coefficient		0.168	
Cramer's V		0.098	

Effective Sample Size = 1072

Frequency Missing = 42

WARNING: 21% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q08A

Q13A(Gender) Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Male (59.9%)	466 0.0939 58.91 77.15 75.28	123 0.1822 15.55 20.36 79.35	14 0.2601 1.77 2.32 87.50	1 0.0732 0.13 0.17 100.00	604 76.36
Female (40.1%)	153 0.3033 19.34 81.82 24.72	32 0.5884 4.05 17.11 20.65	2 0.84 0.25 1.07 12.50	0 0.2364 0.00 0.00 0.00	187 23.64
Total	619 78.26	155 19.60	16 2.02	1 0.13	791 100.00

Frequency Missing = 323

STATISTICS FOR TABLE OF Q13A BY Q08A

Statistic	DF	Value	Prob
Chi-Square	3	2.578	0.461
Likelihood Ratio Chi-Square	3	2.992	0.393
Mantel-Haenszel Chi-Square	1	2.455	0.117
Phi Coefficient		0.057	
Contingency Coefficient		0.057	
Cramer's V		0.057	

Effective Sample Size = 791

Frequency Missing = 323

WARNING: 29% of the data are missing.

WARNING: 38% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q08A

Q14B(Gender orientation) Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Male	462 0.1208 58.41 77.00 74.64	123 0.2505 15.55 20.50 79.35	14 0.2861 1.77 2.33 87.50	1 0.0769 0.13 0.17 100.00	600 75.85
Female	148 0.2182 18.71 81.32 23.91	32 0.3764 4.05 17.58 20.65	2 0.768 0.25 1.10 12.50	0 0.2301 0.00 0.00 0.00	182 23.01
Other	9 0.5438 1.14 100.00 1.45	0 1.7636 0.00 0.00 0.00	0 0.182 0.00 0.00 0.00	0 0.0114 0.00 0.00 0.00	9 1.14
Total	619 78.26	155 19.60	16 2.02	1 0.13	791 100.00

Frequency Missing = 323

STATISTICS FOR TABLE OF Q14B BY Q08A

Statistic	DF	Value	Prob
Chi-Square	6	4.828	0.566
Likelihood Ratio Chi-Square	6	7.112	0.311
Mantel-Haenszel Chi-Square	1	3.775	0.052
Phi Coefficient		0.078	
Contingency Coefficient		0.078	
Cramer's V		0.055	

Effective Sample Size = 791

Frequency Missing = 323

WARNING: 29% of the data are missing.

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q08A

Q03B(Supervisor) Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
No (72.3%)	450 0.3838 56.75 80.50 72.58	92 2.7273 11.60 16.46 59.35	16 1.3461 2.02 2.86 94.12	1 0.1235 0.13 0.18 100.00	559 70.49
Yes (27.7%)	170 0.9168 21.44 72.65 27.42	63 6.5151 7.94 26.92 40.65	1 3.2157 0.13 0.43 5.88	0 0.2951 0.00 0.00 0.00	234 29.51
Total	620 78.18	155 19.55	17 2.14	1 0.13	793 100.00

Frequency Missing = 321

STATISTICS FOR TABLE OF Q03B BY Q08A

Statistic	DF	Value	Prob
Chi-Square	3	15.523	0.001
Likelihood Ratio Chi-Square	3	16.748	0.001
Mantel-Haenszel Chi-Square	1	1.620	0.203
Phi Coefficient		0.140	
Contingency Coefficient		0.139	
Cramer's V		0.140	

Effective Sample Size = 793

Frequency Missing = 321

WARNING: 29% of the data are missing.

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q08A

GENCS(Gender and membership status combined)
Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Male Sworn	462 0.0777 59.08 77.00 75.74	123 0.1396 15.73 20.50 79.35	14 0.242 1.79 2.33 87.50	1 0.0706 0.13 0.17 100.00	600 76.73
Female Sworn	148 0.2562 18.93 81.32 24.26	32 0.4601 4.09 17.58 20.65	2 0.798 0.26 1.10 12.50	0 0.2327 0.00 0.00 0.00	182 23.27
Total	610 78.01	155 19.82	16 2.05	1 0.13	782 100.00

Frequency Missing = 332

STATISTICS FOR TABLE OF GENCS BY Q08A

Statistic	DF	Value	Prob
Chi-Square	3	2.277	0.517
Likelihood Ratio Chi-Square	3	2.670	0.445
Mantel-Haenszel Chi-Square	1	2.122	0.145
Phi Coefficient		0.054	
Contingency Coefficient		0.054	
Cramer's V		0.054	

Effective Sample Size = 782
Frequency Missing = 332
WARNING: 30% of the data are missing.
WARNING: 38% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q08A

EXTRCT03(Supervisor-gender-membership status comb)
Q08A(Number of dependents care for (1.1%))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 listed	2 listed	3 listed	5 listed	Total
Regular male Sworn	333 0.0433 42.21 79.10 53.97	73 1.139 9.25 17.34 47.10	14 3.4952 1.77 3.33 87.50	1 0.4077 0.13 0.24 100.00	421 53.36
Regular female Sworn	115 0.8423 14.58 85.19 18.64	19 2.1328 2.41 14.07 12.26	1 1.1029 0.13 0.74 6.25	0 0.1711 0.00 0.00 0.00	135 17.11
Supervisor male Sworn	131 0.7852 16.60 72.38 21.23	50 5.866 6.34 27.62 32.26	0 3.6705 0.00 0.00 0.00	0 0.2294 0.00 0.00 0.00	181 22.94
Supervisor female Sworn	38 0.1745 4.82 73.08 6.16	13 0.759 1.65 25.00 8.39	1 0.0028 0.13 1.92 6.25	0 0.0659 0.00 0.00 0.00	52 6.59
Total	617 78.20	155 19.65	16 2.03	1 0.13	789 100.00

Frequency Missing = 325

STATISTICS FOR TABLE OF EXTRCT03 BY Q08A

Statistic	DF	Value	Prob
Chi-Square	9	20.888	0.013
Likelihood Ratio Chi-Square	9	24.286	0.004
Mantel-Haenszel Chi-Square	1	0.333	0.564
Phi Coefficient		0.163	
Contingency Coefficient		0.161	
Cramer's V		0.094	

Effective Sample Size = 789
Frequency Missing = 325
WARNING: 29% of the data are missing.
WARNING: 44% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q15A

Q13A(Gender)	Q15A(Highest education working)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Elementa ry school l (0.3%)	Secondar y school (13.4%)	Trades c ertifica te or di ploma (2 .2%)	College, w/o cer t or dip (8.7%)	College, w/ coll ege cert or dip (3.4%)	Universi ty, first degree not com pleted (22.4%)	Total
Male (59.9%)	2 0.0376 0.18 0.24 66.67	59 0.7397 5.45 7.13 85.51	15 0.626 1.39 1.81 93.75	37 0.7444 3.42 4.47 88.10	205 0.0283 18.93 24.76 77.36	100 0.1522 9.23 12.08 73.53	828 76.45
Female (40.1%)	1 0.1221 0.09 0.39 33.33	10 2.4017 0.92 3.92 14.49	1 2.0328 0.09 0.39 6.25	5 2.4172 0.46 1.96 11.90	60 0.092 5.54 23.53 22.64	36 0.4941 3.32 14.12 26.47	255 23.55
Total	3 0.28	69 6.37	16 1.48	42 3.88	265 24.47	136 12.56	1083 100.00
(Continued)							

TABLE OF Q13A BY Q15A

Q13A(Gender)	Q15A(Highest education working)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	Universi ty, first degree comple ted (16.4 %)	Universi ty degree e, post- bachelor (24.2%)	Universi ty maste rs degree e (3.0%)	Universi ty docto rate deg ree (2.9 %)	College, w/ trad e cert o r dip (3 .3%)	Total
Male (59.9%)	304 0.6207 28.07 36.71 73.08	48 0.0578 4.43 5.80 73.85	30 0.1036 2.77 3.62 81.08	1 0.0725 0.09 0.12 100.00	27 0.1242 2.49 3.26 81.82	828 76.45
Female (40.1%)	112 2.0153 10.34 43.92 26.92	17 0.1878 1.57 6.67 26.15	7 0.3364 0.65 2.75 18.92	0 0.2355 0.00 0.00 0.00	6 0.4032 0.55 2.35 18.18	255 23.55
Total	416 38.41	65 6.00	37 3.42	1 0.09	33 3.05	1083 100.00

Frequency Missing = 31

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q13A BY Q15A

Statistic	DF	Value	Prob
Chi-Square	10	14.045	0.171
Likelihood Ratio Chi-Square	10	15.884	0.103
Mantel-Haenszel Chi-Square	1	3.345	0.067
Phi Coefficient		0.114	
Contingency Coefficient		0.113	
Cramer's V		0.114	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 23% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

TABLE OF Q14B BY Q15A

Q14B(Gender orientation) Q15A(Highest education working)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Elementary school (0.3%)	Secondary school (13.4%)	Trades certificate or diploma (2 .2%)	College, w/o certificate or diploma (8.7%)	College, w/ certificate or diploma (3.4%)	University, first degree not completed (22.4%)	Total
Male	2 0.0343 0.18 0.24 66.67	58 0.5906 5.36 7.05 84.06	15 0.6639 1.39 1.82 93.75	37 0.8095 3.42 4.50 88.10	205 0.0651 18.93 24.91 77.36	100 0.1086 9.23 12.15 73.53	823 75.99
Female	0 0.6842 0.00 0.00 0.00	10 2.0914 0.92 4.05 14.49	1 1.9232 0.09 0.40 6.25	5 2.1888 0.46 2.02 11.90	57 0.1956 5.26 23.08 21.51	35 0.5113 3.23 14.17 25.74	247 22.81
Other	1 25.805 0.09 7.69 33.33	1 0.0356 0.09 7.69 1.45	0 0.1921 0.00 0.00 0.00	0 0.5042 0.00 0.00 0.00	3 0.0103 0.28 23.08 1.13	1 0.2451 0.09 7.69 0.74	13 1.20
Total	3 0.28	69 6.37	16 1.48	42 3.88	265 24.47	136 12.56	1083 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q15A

Q14B(Gender orientation)		Q15A(Highest education working)				
Frequency						
Cell Chi-Square						
Percent						
Row Pct						
Col Pct						
	Universi ty, first degree comple ted (16.4 %)	Universi ty degree e, post- bachelor (24.2%)	Universi ty maste rs degree e (3.0%)	Universi ty docto rate deg ree (2.9 %)	College, w/ trad e cert o r dip (3 .3%)	Total
Male	300 0.8229 27.70 36.45 72.12	48 0.0394 4.43 5.83 73.85	30 0.1261 2.77 3.65 81.08	1 0.0758 0.09 0.12 100.00	27 0.1474 2.49 3.28 81.82	823 75.99
Female	110 2.4105 10.16 44.53 26.44	17 0.3192 1.57 6.88 26.15	6 0.7047 0.55 2.43 16.22	0 0.2281 0.00 0.00 0.00	6 0.3095 0.55 2.43 18.18	247 22.81
Other	6 0.2029 0.55 46.15 1.44	0 0.7802 0.00 0.00 0.00	1 0.6957 0.09 7.69 2.70	0 0.012 0.00 0.00 0.00	0 0.3961 0.00 0.00 0.00	13 1.20
Total	416 38.41	65 6.00	37 3.42	1 0.09	33 3.05	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF Q14B BY Q15A

Statistic	DF	Value	Prob
Chi-Square	20	43.930	0.002
Likelihood Ratio Chi-Square	20	26.901	0.138
Mantel-Haenszel Chi-Square	1	2.225	0.136
Phi Coefficient		0.201	
Contingency Coefficient		0.197	
Cramer's V		0.142	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 48% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q15A

Q03B(Supervisor)	Q15A(Highest education working)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Elementa ry school l (0.3%)	Secondar y school (13.4%)	Trades c ertifica te or di ploma (2 .2%)	College, w/o cer t or dip (8.7%)	College, w/ coll ege cert or dip (3.4%)	Universi ty, first degree not com pleted (22.4%)	Total
No (72.3%)	1 0.6485 0.09 0.13 33.33	47 0.2327 4.35 5.95 68.12	13 0.1461 1.20 1.65 81.25	33 0.1733 3.05 4.18 78.57	223 4.2095 20.63 28.23 83.83	99 0.0015 9.16 12.53 72.79	790 73.08
Yes (27.7%)	2 1.7606 0.19 0.69 66.67	22 0.6317 2.04 7.56 31.88	3 0.3967 0.28 1.03 18.75	9 0.4704 0.83 3.09 21.43	43 11.428 3.98 14.78 16.17	37 0.0041 3.42 12.71 27.21	291 26.92
Total	3 0.28	69 6.38	16 1.48	42 3.89	266 24.61	136 12.58	1081 100.00
(Continued)							

TABLE OF Q03B BY Q15A

Q03B(Supervisor)	Q15A(Highest education working)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	Universi ty, first degree comple ted (16.4 %)	Universi ty degree e, post- bachelor (24.2%)	Universi ty maste rs degree e (3.0%)	Universi ty docto rate deg ree (2.9 %)	College, w/ trad e cert o r dip (3 .3%)	Total
No (72.3%)	283 1.3566 26.18 35.82 68.19	49 0.0472 4.53 6.20 75.38	17 3.2938 1.57 2.15 47.22	1 0.0992 0.09 0.13 100.00	24 0.0161 2.22 3.04 75.00	790 73.08
Yes (27.7%)	132 3.6829 12.21 45.36 31.81	16 0.1282 1.48 5.50 24.62	19 8.942 1.76 6.53 52.78	0 0.2692 0.00 0.00 0.00	8 0.0438 0.74 2.75 25.00	291 26.92
Total	415 38.39	65 6.01	36 3.33	1 0.09	32 2.96	1081 100.00

Frequency Missing = 33

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q03B BY Q15A

Statistic	DF	Value	Prob
Chi-Square	10	37.982	0.001
Likelihood Ratio Chi-Square	10	37.997	0.001
Mantel-Haenszel Chi-Square	1	4.893	0.027
Phi Coefficient		0.187	
Contingency Coefficient		0.184	
Cramer's V		0.187	

Effective Sample Size = 1081

Frequency Missing = 33

WARNING: 23% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

TABLE OF GENCS BY Q15A

GENCS(Gender and membership status combined) Q15A(Highest education working)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Elementary school (0.3%)	Secondary school (13.4%)	Trades certificate or diploma (2 .2%)	College, w/o certificate or diploma (8.7%)	College, w/ certificate or diploma (3.4%)	University, first degree not completed (22.4%)	Total
Male Sworn	2 0.1386 0.19 0.24 100.00	58 0.6206 5.42 7.05 85.29	15 0.5895 1.40 1.82 93.75	37 0.6824 3.46 4.50 88.10	205 0.0601 19.16 24.91 78.24	100 0.1417 9.35 12.15 74.07	823 76.92
Female Sworn	0 0.4617 0.00 0.00 0.00	10 2.0678 0.93 4.05 14.71	1 1.9642 0.09 0.40 6.25	5 2.2739 0.47 2.02 11.90	57 0.2003 5.33 23.08 21.76	35 0.4723 3.27 14.17 25.93	247 23.08
Total	2 0.19	68 6.36	16 1.50	42 3.93	262 24.49	135 12.62	1070 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q15A

GENCS(Gender and membership status combined) Q15A(Highest education working)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Universi ty, first degree comple ted (16.4 %)	Universi ty degree e, post- bachelor (24.2%)	Universi ty maste rs degree e (3.0%)	Universi ty docto rate deg ree (2.9 %)	College, w/ trad e cert o r dip (3 .3%)	Total
Male Sworn	300 0.7477 28.04 36.45 73.17	48 0.0796 4.49 5.83 73.85	30 0.1928 2.80 3.65 83.33	1 0.0693 0.09 0.12 100.00	27 0.1031 2.52 3.28 81.82	823 76.92
Female Sworn	110 2.4912 10.28 44.53 26.83	17 0.2653 1.59 6.88 26.15	6 0.6423 0.56 2.43 16.67	0 0.2308 0.00 0.00 0.00	6 0.3436 0.56 2.43 18.18	247 23.08
Total	410 38.32	65 6.07	36 3.36	1 0.09	33 3.08	1070 100.00

Frequency Missing = 44

STATISTICS FOR TABLE OF GENCS BY Q15A

Statistic	DF	Value	Prob
Chi-Square	10	14.839	0.138
Likelihood Ratio Chi-Square	10	16.989	0.075
Mantel-Haenszel Chi-Square	1	3.900	0.048
Phi Coefficient		0.118	
Contingency Coefficient		0.117	
Cramer's V		0.118	

Effective Sample Size = 1070

Frequency Missing = 44

WARNING: 23% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

OPS
Gender-Based Member Composition

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q15A

EXTRCT03(Supervisor-gender-membership status comb) Q15A(Highest education working)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Elementa ry school l (0.3%)	Secondar y school (13.4%)	Trades c ertifica te or di ploma (2 .2%)	College, w/o cer t or dip (8.7%)	College, w/ coll ege cert or dip (3.4%)	Universi ty, first degree not com pleted (22.4%)	Total
Regular male Sworn	1 0.2606 0.09 0.17 33.33	37 0.0325 3.43 6.21 53.62	13 1.9602 1.20 2.18 81.25	28 0.9934 2.59 4.70 66.67	171 4.1423 15.85 28.69 64.53	74 0.0167 6.86 12.42 54.41	596 55.24
Regular female Sworn	0 0.5338 0.00 0.00 0.00	10 0.4227 0.93 5.21 14.49	0 2.8471 0.00 0.00 0.00	5 0.8187 0.46 2.60 11.90	51 0.3136 4.73 26.56 19.25	25 0.0264 2.32 13.02 18.38	192 17.79
Supervisor male Sworn	1 0.2073 0.09 0.44 33.33	22 3.6949 2.04 9.61 31.88	2 0.5737 0.19 0.87 12.50	9 0.0008 0.83 3.93 21.43	34 8.796 3.15 14.85 12.83	26 0.2841 2.41 11.35 19.12	229 21.22
Supervisor female Sworn	1 3.9735 0.09 1.61 33.33	0 3.9648 0.00 0.00 0.00	1 0.0071 0.09 1.61 6.25	0 2.4133 0.00 0.00 0.00	9 2.5465 0.83 14.52 3.40	11 1.2984 1.02 17.74 8.09	62 5.75
Total	3 0.28	69 6.39	16 1.48	42 3.89	265 24.56	136 12.60	1079 100.00

(Continued)

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q15A

EXTRCT03(Supervisor-gender-membership status comb) Q15A(Highest education working)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Universi ty, first t degree comple ed (16.4 %)	Universi ty degree e, post- bachelor (24.2%)	Universi ty maste rs degree e (3.0%)	Universi ty docto rate deg ree (2.9 %)	College, w/ trad e cert o r dip (3 .3%)	Total
Regular male Sworn	205 2.5613 19.00 34.40 49.40	35 0.0035 3.24 5.87 54.69	13 2.3839 1.20 2.18 36.11	1 0.3628 0.09 0.17 100.00	18 0.006 1.67 3.02 56.25	596 55.24
Regular female Sworn	78 0.2337 7.23 40.63 18.80	13 0.2281 1.20 6.77 20.31	4 0.9036 0.37 2.08 11.11	0 0.1779 0.00 0.00 0.00	6 0.0164 0.56 3.13 18.75	192 17.79
Supervisor male Sworn	99 1.3547 9.18 43.23 23.86	12 0.1845 1.11 5.24 18.75	16 9.1465 1.48 6.99 44.44	0 0.2122 0.00 0.00 0.00	8 0.2151 0.74 3.49 25.00	229 21.22
Supervisor female Sworn	33 3.5139 3.06 53.23 7.95	4 0.0283 0.37 6.45 6.25	3 0.4194 0.28 4.84 8.33	0 0.0575 0.00 0.00 0.00	0 1.8387 0.00 0.00 0.00	62 5.75
Total	415 38.46	64 5.93	36 3.34	1 0.09	32 2.97	1079 100.00

Frequency Missing = 35

STATISTICS FOR TABLE OF EXTRCT03 BY Q15A

Statistic	DF	Value	Prob
Chi-Square	30	63.976	0.001
Likelihood Ratio Chi-Square	30	72.678	0.001
Mantel-Haenszel Chi-Square	1	8.173	0.004
Phi Coefficient		0.243	
Contingency Coefficient		0.237	
Cramer's V		0.141	

Effective Sample Size = 1079

Frequency Missing = 35

WARNING: 36% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q16A

Q13A(Gender)	Q16A(Number of certification/skills listed)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	No skill s mention ed (51. 7%)	One skill l (21.2%)	Two skill ls (13.8 %)	Three or more sk ills (13 .3%)	Total
Male (59.9%)	419 0.7909 38.51 50.30 79.96	196 0.0119 18.01 23.53 75.97	137 0.018 12.59 16.45 75.69	81 2.2589 7.44 9.72 64.80	833 76.56
Female (40.1%)	105 2.5835 9.65 41.18 20.04	62 0.0388 5.70 24.31 24.03	44 0.0587 4.04 17.25 24.31	44 7.379 4.04 17.25 35.20	255 23.44
Total	524 48.16	258 23.71	181 16.64	125 11.49	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q13A BY Q16A

Statistic	DF	Value	Prob
Chi-Square	3	13.140	0.004
Likelihood Ratio Chi-Square	3	12.393	0.006
Mantel-Haenszel Chi-Square	1	11.075	0.001
Phi Coefficient		0.110	
Contingency Coefficient		0.109	
Cramer's V		0.110	

Effective Sample Size = 1088
Frequency Missing = 26

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q16A

Q14B(Gender orientation) Q16A(Number of certification/skills listed)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No skill s mention ed (51. 7%)	One skill l (21.2%)	Two skill ls (13.8 %)	Three or more sk ills (13 .3%)	Total
Male	416 0.7436 38.24 50.24 79.39	195 0.0092 17.92 23.55 75.58	137 0.004 12.59 16.55 75.69	80 2.406 7.35 9.66 64.00	828 76.10
Female	101 2.7114 9.28 40.89 19.27	61 0.1007 5.61 24.70 23.64	43 0.0887 3.95 17.41 23.76	42 6.5391 3.86 17.00 33.60	247 22.70
Other	7 0.0872 0.64 53.85 1.34	2 0.3803 0.18 15.38 0.78	1 0.6251 0.09 7.69 0.55	3 1.5194 0.28 23.08 2.40	13 1.19
Total	524 48.16	258 23.71	181 16.64	125 11.49	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY Q16A

Statistic	DF	Value	Prob
Chi-Square	6	15.215	0.019
Likelihood Ratio Chi-Square	6	14.499	0.025
Mantel-Haenszel Chi-Square	1	9.589	0.002
Phi Coefficient		0.118	
Contingency Coefficient		0.117	
Cramer's V		0.084	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q16A

Q03B(Supervisor) Q16A(Number of certification/skills listed)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No skill s mentio ned (51. 7%)	One skill l (21.2%)	Two skill ls (13.8 %)	Three or more sk ills (13 .3%)	Total
No (72.3%)	365 0.8474 33.52 45.85 69.66	199 0.5753 18.27 25.00 77.13	131 0.0128 12.03 16.46 72.38	101 0.8602 9.27 12.69 80.16	796 73.09
Yes (27.7%)	159 2.3021 14.60 54.27 30.34	59 1.5629 5.42 20.14 22.87	50 0.0348 4.59 17.06 27.62	25 2.337 2.30 8.53 19.84	293 26.91
Total	524 48.12	258 23.69	181 16.62	126 11.57	1089 100.00

Frequency Missing = 25

STATISTICS FOR TABLE OF Q03B BY Q16A

Statistic	DF	Value	Prob
Chi-Square	3	8.532	0.036
Likelihood Ratio Chi-Square	3	8.738	0.033
Mantel-Haenszel Chi-Square	1	5.038	0.025
Phi Coefficient		0.089	
Contingency Coefficient		0.088	
Cramer's V		0.089	

Effective Sample Size = 1089

Frequency Missing = 25

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q16A

GENCS(Gender and membership status combined)
Q16A(Number of certification/skills listed)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No skill s mention ed (51. 7%)	One skill l (21.2%)	Two skill ls (13.8 %)	Three or more sk ills (13 .3%)	Total
Male Sworn	416 0.7947 38.70 50.24 80.46	195 0.0241 18.14 23.55 76.17	137 0.0194 12.74 16.55 76.11	80 2.0764 7.44 9.66 65.57	828 77.02
Female Sworn	101 2.6642 9.40 40.89 19.54	61 0.0808 5.67 24.70 23.83	43 0.0652 4.00 17.41 23.89	42 6.9605 3.91 17.00 34.43	247 22.98
Total	517 48.09	256 23.81	180 16.74	122 11.35	1075 100.00

Frequency Missing = 39

STATISTICS FOR TABLE OF GENCS BY Q16A

Statistic	DF	Value	Prob
Chi-Square	3	12.685	0.005
Likelihood Ratio Chi-Square	3	11.994	0.007
Mantel-Haenszel Chi-Square	1	10.762	0.001
Phi Coefficient		0.109	
Contingency Coefficient		0.108	
Cramer's V		0.109	

Effective Sample Size = 1075
Frequency Missing = 39

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q16A

EXTRCT03(Supervisor-gender-membership status comb)					
Q16A(Number of certification/skills listed)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	No skill s mention ed (51. 7%)	One skill l (21.2%)	Two skill ls (13.8 %)	Three or more sk ills (13 .3%)	Total
Regular male Sworn	281 0.1485 25.95 46.83 54.14	154 0.8564 14.22 25.67 59.69	102 0.0296 9.42 17.00 56.35	63 0.5644 5.82 10.50 50.40	600 55.40
Regular female Sworn	81 1.3177 7.48 42.19 15.61	45 0.012 4.16 23.44 17.44	29 0.2973 2.68 15.10 16.02	37 9.9368 3.42 19.27 29.60	192 17.73
Supervisor male Sworn	134 5.3619 12.37 58.52 25.82	42 2.8889 3.88 18.34 16.28	35 0.2798 3.23 15.28 19.34	18 2.6894 1.66 7.86 14.40	229 21.14
Supervisor female Sworn	23 1.5162 2.12 37.10 4.43	17 0.3367 1.57 27.42 6.59	15 2.076 1.39 24.19 8.29	7 0.0034 0.65 11.29 5.60	62 5.72
Total	519 47.92	258 23.82	181 16.71	125 11.54	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY Q16A

Statistic	DF	Value	Prob
Chi-Square	9	28.315	0.001
Likelihood Ratio Chi-Square	9	26.800	0.002
Mantel-Haenszel Chi-Square	1	0.290	0.590
Phi Coefficient		0.162	
Contingency Coefficient		0.160	
Cramer's V		0.093	

Effective Sample Size = 1083
Frequency Missing = 31

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q17

Q13A(Gender)	Q17(School attendance)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	No (83.3 %)	Yes, PT (14.4%)	Yes, FT (2.3%)	Total
Male (59.9%)	732 0.048 68.22 89.49 75.62	82 0.5646 7.64 10.02 82.83	4 0.0721 0.37 0.49 66.67	818 76.23
Female (40.1%)	236 0.1541 21.99 92.55 24.38	17 1.811 1.58 6.67 17.17	2 0.2311 0.19 0.78 33.33	255 23.77
Total	968 90.21	99 9.23	6 0.56	1073 100.00

Frequency Missing = 41

STATISTICS FOR TABLE OF Q13A BY Q17

Statistic	DF	Value	Prob
Chi-Square	2	2.881	0.237
Likelihood Ratio Chi-Square	2	3.037	0.219
Mantel-Haenszel Chi-Square	1	1.431	0.232
Phi Coefficient		0.052	
Contingency Coefficient		0.052	
Cramer's V		0.052	

Effective Sample Size = 1073

Frequency Missing = 41

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q17

Q14B(Gender orientation) Q17(School attendance)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No (83.3 %)	Yes, PT (14.4%)	Yes, FT (2.3%)	Total
Male	727 0.0566 67.75 89.42 75.10	82 0.6512 7.64 10.09 82.83	4 0.0656 0.37 0.49 66.67	813 75.77
Female	228 0.12 21.25 92.31 23.55	17 1.4707 1.58 6.88 17.17	2 0.2773 0.19 0.81 33.33	247 23.02
Other	13 0.138 1.21 100.00 1.34	0 1.1994 0.00 0.00 0.00	0 0.0727 0.00 0.00 0.00	13 1.21
Total	968 90.21	99 9.23	6 0.56	1073 100.00

Frequency Missing = 41

STATISTICS FOR TABLE OF Q14B BY Q17

Statistic	DF	Value	Prob
Chi-Square	4	4.051	0.399
Likelihood Ratio Chi-Square	4	5.411	0.248
Mantel-Haenszel Chi-Square	1	2.196	0.138
Phi Coefficient		0.061	
Contingency Coefficient		0.061	
Cramer's V		0.043	

Effective Sample Size = 1073

Frequency Missing = 41

WARNING: 44% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q17

Q03B(Supervisor)		Q17(School attendance)			
Frequency	Cell Chi-Square				
Percent					
Row Pct					
Col Pct					
	No (83.3%)	Yes, PT (14.4%)	Yes, FT (2.3%)		Total
No (72.3%)	720	60	3		783
	0.2655	2.0958	0.4361		
	67.16	5.60	0.28		73.04
	91.95	7.66	0.38		
	74.46	60.61	50.00		
Yes (27.7%)	247	39	3		289
	0.7192	5.6784	1.1816		
	23.04	3.64	0.28		26.96
	85.47	13.49	1.04		
	25.54	39.39	50.00		
Total	967	99	6		1072
	90.21	9.24	0.56		100.00

Frequency Missing = 42

STATISTICS FOR TABLE OF Q03B BY Q17

Statistic	DF	Value	Prob
Chi-Square	2	10.377	0.006
Likelihood Ratio Chi-Square	2	9.618	0.008
Mantel-Haenszel Chi-Square	1	10.341	0.001
Phi Coefficient		0.098	
Contingency Coefficient		0.098	
Cramer's V		0.098	

Effective Sample Size = 1072

Frequency Missing = 42

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q17

GENCS(Gender and membership status combined)
Q17(School attendance)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No (83.3 %)	Yes, PT (14.4%)	Yes, FT (2.3%)	Total
Male Sworn	727 0.0408 68.58 89.42 76.13	82 0.4851 7.74 10.09 82.83	4 0.0787 0.38 0.49 66.67	813 76.70
Female Sworn	228 0.1343 21.51 92.31 23.87	17 1.5966 1.60 6.88 17.17	2 0.2591 0.19 0.81 33.33	247 23.30
Total	955 90.09	99 9.34	6 0.57	1060 100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF GENCS BY Q17

Statistic	DF	Value	Prob
Chi-Square	2	2.595	0.273
Likelihood Ratio Chi-Square	2	2.716	0.257
Mantel-Haenszel Chi-Square	1	1.188	0.276
Phi Coefficient		0.049	
Contingency Coefficient		0.049	
Cramer's V		0.049	

Effective Sample Size = 1060

Frequency Missing = 54

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q17

EXTRCT03(Supervisor-gender-membership status comb)
Q17(School attendance)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No (83.3 %)	Yes, PT (14.4%)	Yes, FT (2.3%)	Total
Regular male Sworn	537 0.0633 50.19 91.17 55.65	49 0.5543 4.58 8.32 49.49	3 0.0278 0.28 0.51 50.00	589 55.05
Regular female Sworn	181 0.3551 16.92 94.27 18.76	11 2.5758 1.03 5.73 11.11	0 1.0766 0.00 0.00 0.00	192 17.94
Supervisor male Sworn	193 0.6714 18.04 85.02 20.00	33 6.853 3.08 14.54 33.33	1 0.0585 0.09 0.44 16.67	227 21.21
Supervisor female Sworn	54 0.0656 5.05 87.10 5.60	6 0.0121 0.56 9.68 6.06	2 7.853 0.19 3.23 33.33	62 5.79
Total	965 90.19	99 9.25	6 0.56	1070 100.00

Frequency Missing = 44

STATISTICS FOR TABLE OF EXTRCT03 BY Q17

Statistic	DF	Value	Prob
Chi-Square	6	20.167	0.003
Likelihood Ratio Chi-Square	6	16.501	0.011
Mantel-Haenszel Chi-Square	1	5.781	0.016
Phi Coefficient		0.137	
Contingency Coefficient		0.136	
Cramer's V		0.097	

Effective Sample Size = 1070

Frequency Missing = 44

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q18Y

Q13A(Gender)	Q18Y(Diversity of own ethnic origin (1.5))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Six groups	Total
Male (59.9%)	527 0.3861 49.67 65.22 74.12	206 0.8165 19.42 25.50 81.10	56 0.1359 5.28 6.93 80.00	13 0.1492 1.23 1.61 68.42	5 0.0406 0.47 0.62 83.33	1 0.0747 0.09 0.12 100.00	808 76.15
Female (40.1%)	184 1.2331 17.34 72.73 25.88	48 2.6077 4.52 18.97 18.90	14 0.4341 1.32 5.53 20.00	6 0.4765 0.57 2.37 31.58	1 0.1297 0.09 0.40 16.67	0 0.2385 0.00 0.00 0.00	253 23.85
Total	711 67.01	254 23.94	70 6.60	19 1.79	6 0.57	1 0.09	1061 100.00

Frequency Missing = 53

STATISTICS FOR TABLE OF Q13A BY Q18Y

Statistic	DF	Value	Prob
Chi-Square	5	6.723	0.242
Likelihood Ratio Chi-Square	5	7.107	0.213
Mantel-Haenszel Chi-Square	1	2.448	0.118
Phi Coefficient		0.080	
Contingency Coefficient		0.079	
Cramer's V		0.080	

Effective Sample Size = 1061

Frequency Missing = 53

WARNING: 42% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q18Y

Q14B(Gender orientation) Q18Y(Diversity of own ethnic origin (1.5))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Six groups	Total
Male	524 0.4054 49.39 65.17 73.70	206 0.9504 19.42 25.62 81.10	55 0.0721 5.18 6.84 78.57	13 0.1357 1.23 1.62 68.42	5 0.0452 0.47 0.62 83.33	1 0.0774 0.09 0.12 100.00	804 75.78
Female	180 1.5244 16.97 73.47 25.32	46 2.7293 4.34 18.78 18.11	13 0.6193 1.23 5.31 18.57	5 0.0855 0.47 2.04 26.32	1 0.1073 0.09 0.41 16.67	0 0.2309 0.00 0.00 0.00	245 23.09
Other	7 0.1349 0.66 58.33 0.98	2 0.2651 0.19 16.67 0.79	2 1.8441 0.19 16.67 2.86	1 2.8684 0.09 8.33 5.26	0 0.0679 0.00 0.00 0.00	0 0.0113 0.00 0.00 0.00	12 1.13
Total	711 67.01	254 23.94	70 6.60	19 1.79	6 0.57	1 0.09	1061 100.00

Frequency Missing = 53

STATISTICS FOR TABLE OF Q14B BY Q18Y

Statistic	DF	Value	Prob
Chi-Square	10	12.175	0.274
Likelihood Ratio Chi-Square	10	10.810	0.373
Mantel-Haenszel Chi-Square	1	1.248	0.264
Phi Coefficient		0.107	
Contingency Coefficient		0.107	
Cramer's V		0.076	

Effective Sample Size = 1061

Frequency Missing = 53

WARNING: 56% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q18Y

Q03B(Supervisor)	Q18Y(Diversity of own ethnic origin (1.5))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Six groups	Total
No (72.3%)	518 0.0088 48.91 66.58 73.16	193 0.1712 18.22 24.81 75.69	51 0.0035 4.82 6.56 72.86	11 0.627 1.04 1.41 57.89	4 0.0378 0.38 0.51 66.67	1 0.0958 0.09 0.13 100.00	778 73.47
Yes (27.7%)	190 0.0243 17.94 67.62 26.84	62 0.4739 5.85 22.06 24.31	19 0.0098 1.79 6.76 27.14	8 1.7361 0.76 2.85 42.11	2 0.1045 0.19 0.71 33.33	0 0.2653 0.00 0.00 0.00	281 26.53
Total	708 66.86	255 24.08	70 6.61	19 1.79	6 0.57	1 0.09	1059 100.00

Frequency Missing = 55

STATISTICS FOR TABLE OF Q03B BY Q18Y

Statistic	DF	Value	Prob
Chi-Square	5	3.558	0.615
Likelihood Ratio Chi-Square	5	3.603	0.608
Mantel-Haenszel Chi-Square	1	0.161	0.688
Phi Coefficient		0.058	
Contingency Coefficient		0.058	
Cramer's V		0.058	

Effective Sample Size = 1059

Frequency Missing = 55

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q18Y

GENCS(Gender and membership status combined) Q18Y(Diversity of own ethnic origin (1.5))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Six groups	Total
	p	ps	oups	ups	ups	ps	
Male Sworn	524	206	55	13	5	1	804
	0.4497	0.8557	0.1593	0.0459	0.035	0.0712	
	49.95	19.64	5.24	1.24	0.48	0.10	76.64
	65.17	25.62	6.84	1.62	0.62	0.12	
	74.43	81.75	80.88	72.22	83.33	100.00	
Female Sworn	180	46	13	5	1	0	245
	1.4757	2.8082	0.5229	0.1507	0.1149	0.2336	
	17.16	4.39	1.24	0.48	0.10	0.00	23.36
	73.47	18.78	5.31	2.04	0.41	0.00	
	25.57	18.25	19.12	27.78	16.67	0.00	
Total	704	252	68	18	6	1	1049
	67.11	24.02	6.48	1.72	0.57	0.10	100.00

Frequency Missing = 65

STATISTICS FOR TABLE OF GENCS BY Q18Y

Statistic	DF	Value	Prob
Chi-Square	5	6.923	0.226
Likelihood Ratio Chi-Square	5	7.358	0.195
Mantel-Haenszel Chi-Square	1	3.385	0.066
Phi Coefficient		0.081	
Contingency Coefficient		0.081	
Cramer's V		0.081	

Effective Sample Size = 1049

Frequency Missing = 65

WARNING: 42% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q18Y

EXTRCT03(Supervisor-gender-membership status comb) Q18Y(Diversity of own ethnic origin (1.5))							
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Six groups	Total
Regular male Sworn	374 0.7641 35.38 63.93 52.90	159 2.4144 15.04 27.18 62.60	41 0.1316 3.88 7.01 58.57	7 1.1753 0.66 1.20 36.84	3 0.031 0.28 0.51 50.00	1 0.3603 0.09 0.17 100.00	585 55.35
Regular female Sworn	143 1.8192 13.53 74.87 20.23	33 3.6244 3.12 17.28 12.99	10 0.5548 0.95 5.24 14.29	4 0.0935 0.38 2.09 21.05	1 0.0065 0.09 0.52 16.67	0 0.1807 0.00 0.00 0.00	191 18.07
Supervisor male Sworn	150 0.0551 14.19 68.18 21.22	47 0.651 4.45 21.36 18.50	15 0.0127 1.42 6.82 21.43	6 1.0579 0.57 2.73 31.58	2 0.4518 0.19 0.91 33.33	0 0.2081 0.00 0.00 0.00	220 20.81
Supervisor female Sworn	40 0.0157 3.78 65.57 5.66	15 0.008 1.42 24.59 5.91	4 0.0004 0.38 6.56 5.71	2 0.7445 0.19 3.28 10.53	0 0.3463 0.00 0.00 0.00	0 0.0577 0.00 0.00 0.00	61 5.77
Total	707 66.89	254 24.03	70 6.62	19 1.80	6 0.57	1 0.09	1057 100.00

Frequency Missing = 57

STATISTICS FOR TABLE OF EXTRCT03 BY Q18Y

Statistic	DF	Value	Prob
Chi-Square	15	14.765	0.468
Likelihood Ratio Chi-Square	15	15.586	0.410
Mantel-Haenszel Chi-Square	1	0.102	0.749
Phi Coefficient		0.118	
Contingency Coefficient		0.117	
Cramer's V		0.068	

Effective Sample Size = 1057

Frequency Missing = 57

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q18P

Q13A(Gender)	Q18P(Diversity in ethnrc orgn of parents (1.7))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	One grou p	Two grou ps	Three gr oups	Four gro ups	Five gro ups	Six grou ps	Total
Male (59.9%)	473 0.0121 44.88 58.90 75.80	226 0.0345 21.44 28.14 77.13	69 0.1575 6.55 8.59 72.63	25 0.0809 2.37 3.11 80.65	9 0.2505 0.85 1.12 90.00	1 0.0744 0.09 0.12 100.00	803 76.19
Female (40.1%)	151 0.0388 14.33 60.16 24.20	67 0.1104 6.36 26.69 22.87	26 0.504 2.47 10.36 27.37	6 0.2588 0.57 2.39 19.35	1 0.8013 0.09 0.40 10.00	0 0.2381 0.00 0.00 0.00	251 23.81
Total	624 59.20	293 27.80	95 9.01	31 2.94	10 0.95	1 0.09	1054 100.00

Frequency Missing = 60

STATISTICS FOR TABLE OF Q13A BY Q18P

Statistic	DF	Value	Prob
Chi-Square	5	2.561	0.767
Likelihood Ratio Chi-Square	5	3.002	0.700
Mantel-Haenszel Chi-Square	1	0.339	0.561
Phi Coefficient		0.049	
Contingency Coefficient		0.049	
Cramer's V		0.049	

Effective Sample Size = 1054

Frequency Missing = 60

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q18P

Q14B(Gender orientation)		Q18P(Diversity in ethnnc orgn of parents (1.7))					
Frequency	Cell Chi-Square						
Percent	Row Pct						
Col Pct							
		One grou	Two grou	Three gr	Four gro	Five gro	Six grou
		p	ps	oups	ups	ups	ps
Male		471	225	69	24	9	1
	0.0087	0.0375	0.1263	0.0106	0.2658	0.0772	
	44.69	21.35	6.55	2.28	0.85	0.09	75.81
	58.95	28.16	8.64	3.00	1.13	0.13	
	75.48	76.79	72.63	77.42	90.00	100.00	
Female		147	66	25	4	1	0
	0.0684	0.0356	0.4381	1.3857	0.7392	0.2306	
	13.95	6.26	2.37	0.38	0.09	0.00	23.06
	60.49	27.16	10.29	1.65	0.41	0.00	
	23.56	22.53	26.32	12.90	10.00	0.00	
Other		6	2	1	3	0	0
	0.1717	0.535	0.0062	19.853	0.1139	0.0114	
	0.57	0.19	0.09	0.28	0.00	0.00	1.14
	50.00	16.67	8.33	25.00	0.00	0.00	
	0.96	0.68	1.05	9.68	0.00	0.00	
Total		624	293	95	31	10	1
		59.20	27.80	9.01	2.94	0.95	0.09
							1054
							100.00

Frequency Missing = 60

STATISTICS FOR TABLE OF Q14B BY Q18P

Statistic	DF	Value	Prob
Chi-Square	10	24.115	0.007
Likelihood Ratio Chi-Square	10	12.690	0.242
Mantel-Haenszel Chi-Square	1	0.003	0.957
Phi Coefficient		0.151	
Contingency Coefficient		0.150	
Cramer's V		0.107	

Effective Sample Size = 1054

Frequency Missing = 60

WARNING: 44% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q18P

Q03B(Supervisor)		Q18P(Diversity in ethn c orgn of parents (1.7))					
Frequency	Cell Chi-Square						
Percent	Row Pct						
Col Pct		One grou	Two grou	Three gr	Four gro	Five gro	Six grou
		p	ps	oups	ups	ups	ps
No (72.3%)		467	214	67	19	8	0
	0.1979	0.0309	0.1274	0.6448	0.0544	0.7367	
	44.39	20.34	6.37	1.81	0.76	0.00	73.67
	60.26	27.61	8.65	2.45	1.03	0.00	
	75.20	72.79	70.53	61.29	80.00	0.00	
Yes (27.7%)		154	80	28	12	2	1
	0.5536	0.0865	0.3564	1.8041	0.1522	2.0611	
	14.64	7.60	2.66	1.14	0.19	0.10	26.33
	55.60	28.88	10.11	4.33	0.72	0.36	
	24.80	27.21	29.47	38.71	20.00	100.00	
Total		621	294	95	31	10	1
		59.03	27.95	9.03	2.95	0.95	0.10
							1052
							100.00

Frequency Missing = 62

STATISTICS FOR TABLE OF Q03B BY Q18P

Statistic	DF	Value	Prob
Chi-Square	5	6.806	0.235
Likelihood Ratio Chi-Square	5	6.496	0.261
Mantel-Haenszel Chi-Square	1	3.012	0.083
Phi Coefficient		0.080	
Contingency Coefficient		0.080	
Cramer's V		0.080	

Effective Sample Size = 1052

Frequency Missing = 62

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q18P

GENCS(Gender and membership status combined) Q18P(Diversity in ethn c orgn of parents (1.7))							
Frequency Cell Chi-Square Percent Row Pct Col Pct	One grou p	Two grou ps	Three gr oups	Four gro ups	Five gro ups	Six grou ps	Total
Male Sworn	471 0.0175 45.20 58.95 76.21	225 0.0156 21.59 28.16 77.32	69 0.1315 6.62 8.64 73.40	24 0.2981 2.30 3.00 85.71	9 0.2314 0.86 1.13 90.00	1 0.0709 0.10 0.13 100.00	799 76.68
Female Sworn	147 0.0575 14.11 60.49 23.79	66 0.0511 6.33 27.16 22.68	25 0.4324 2.40 10.29 26.60	4 0.9801 0.38 1.65 14.29	1 0.7609 0.10 0.41 10.00	0 0.2332 0.00 0.00 0.00	243 23.32
Total	618 59.31	291 27.93	94 9.02	28 2.69	10 0.96	1 0.10	1042 100.00

Frequency Missing = 72

STATISTICS FOR TABLE OF GENCS BY Q18P

Statistic	DF	Value	Prob
Chi-Square	5	3.280	0.657
Likelihood Ratio Chi-Square	5	3.835	0.573
Mantel-Haenszel Chi-Square	1	0.715	0.398
Phi Coefficient		0.056	
Contingency Coefficient		0.056	
Cramer's V		0.056	

Effective Sample Size = 1042

Frequency Missing = 72

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q18P

EXTRCT03(Supervisor-gender-membership status comb) Q18P(Diversity in ethn c orgn of parents (1.7))							
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two group	Three groups	Four groups	Five groups	Six groups	Total
Regular male Sworn	352 0.1746 33.52 60.38 56.77	163 0.0006 15.52 27.96 55.63	48 0.4273 4.57 8.23 50.53	13 1.0309 1.24 2.23 41.94	7 0.3774 0.67 1.20 70.00	0 0.5552 0.00 0.00 0.00	583 55.52
Regular female Sworn	114 0.0292 10.86 60.00 18.39	50 0.1719 4.76 26.32 17.06	19 0.1905 1.81 10.00 20.00	6 0.0272 0.57 3.16 19.35	1 0.3622 0.10 0.53 10.00	0 0.181 0.00 0.00 0.00	190 18.10
Supervisor male Sworn	118 0.8014 11.24 54.38 19.03	63 0.0989 6.00 29.03 21.50	21 0.0951 2.00 9.68 22.11	12 4.8833 1.14 5.53 38.71	2 0.0022 0.19 0.92 20.00	1 3.0454 0.10 0.46 100.00	217 20.67
Supervisor female Sworn	36 0.0092 3.43 60.00 5.81	17 0.0039 1.62 28.33 5.80	7 0.4549 0.67 11.67 7.37	0 1.7714 0.00 0.00 0.00	0 0.5714 0.00 0.00 0.00	0 0.0571 0.00 0.00 0.00	60 5.71
Total	620 59.05	293 27.90	95 9.05	31 2.95	10 0.95	1 0.10	1050 100.00

Frequency Missing = 64

STATISTICS FOR TABLE OF EXTRCT03 BY Q18P

Statistic	DF	Value	Prob
Chi-Square	15	15.322	0.428
Likelihood Ratio Chi-Square	15	16.098	0.376
Mantel-Haenszel Chi-Square	1	1.747	0.186
Phi Coefficient		0.121	
Contingency Coefficient		0.120	
Cramer's V		0.070	

Effective Sample Size = 1050

Frequency Missing = 64

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q18G

Q13A(Gender)	Q18G(Div in eth origin of grandparents (1.8))					
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Total
Male (59.9%)	465 0.2424 44.46 58.49 77.76	215 0.0692 20.55 27.04 74.65	65 1.2075 6.21 8.18 66.33	39 0.0262 3.73 4.91 78.00	11 0.3873 1.05 1.38 91.67	795 76.00
Female (40.1%)	133 0.7679 12.72 52.99 22.24	73 0.2191 6.98 29.08 25.35	33 3.8247 3.15 13.15 33.67	11 0.083 1.05 4.38 22.00	1 1.2268 0.10 0.40 8.33	251 24.00
Total	598 57.17	288 27.53	98 9.37	50 4.78	12 1.15	1046 100.00

Frequency Missing = 68

STATISTICS FOR TABLE OF Q13A BY Q18G

Statistic	DF	Value	Prob
Chi-Square	4	8.054	0.090
Likelihood Ratio Chi-Square	4	8.088	0.088
Mantel-Haenszel Chi-Square	1	0.952	0.329
Phi Coefficient		0.088	
Contingency Coefficient		0.087	
Cramer's V		0.088	

Effective Sample Size = 1046
Frequency Missing = 68

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q18G

Q14B(Gender orientation) Q18G(Div in eth origin of grandparents (1.8))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Total
Male	463 0.2572 44.26 58.53 77.42	214 0.0659 20.46 27.05 74.31	64 1.3789 6.12 8.09 65.31	39 0.0374 3.73 4.93 78.00	11 0.4085 1.05 1.39 91.67	791 75.62
Female	130 0.6463 12.43 53.28 21.74	73 0.5039 6.98 29.92 25.35	31 2.8981 2.96 12.70 31.63	9 0.6082 0.86 3.69 18.00	1 1.1565 0.10 0.41 8.33	244 23.33
Other	5 0.2641 0.48 45.45 0.84	1 1.3589 0.10 9.09 0.35	3 3.7634 0.29 27.27 3.06	2 4.1331 0.19 18.18 4.00	0 0.1262 0.00 0.00 0.00	11 1.05
Total	598 57.17	288 27.53	98 9.37	50 4.78	12 1.15	1046 100.00

Frequency Missing = 68

STATISTICS FOR TABLE OF Q14B BY Q18G

Statistic	DF	Value	Prob
Chi-Square	8	17.607	0.024
Likelihood Ratio Chi-Square	8	15.389	0.052
Mantel-Haenszel Chi-Square	1	1.863	0.172
Phi Coefficient		0.130	
Contingency Coefficient		0.129	
Cramer's V		0.092	

Effective Sample Size = 1046

Frequency Missing = 68

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q18G

Q03B(Supervisor) Q18G(Div in eth origin of grandparents (1.8))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Total
No (72.3%)	443 0.0588 42.35 57.83 74.08	211 416E-7 20.17 27.55 73.26	70 0.0435 6.69 9.14 71.43	35 0.0713 3.35 4.57 70.00	7 0.3637 0.67 0.91 58.33	766 73.23
Yes (27.7%)	155 0.161 14.82 55.36 25.92	77 0.0001 7.36 27.50 26.74	28 0.119 2.68 10.00 28.57	15 0.195 1.43 5.36 30.00	5 0.995 0.48 1.79 41.67	280 26.77
Total	598 57.17	288 27.53	98 9.37	50 4.78	12 1.15	1046 100.00

Frequency Missing = 68

STATISTICS FOR TABLE OF Q03B BY Q18G

Statistic	DF	Value	Prob
Chi-Square	4	2.007	0.734
Likelihood Ratio Chi-Square	4	1.882	0.757
Mantel-Haenszel Chi-Square	1	1.384	0.239
Phi Coefficient		0.044	
Contingency Coefficient		0.044	
Cramer's V		0.044	

Effective Sample Size = 1046

Frequency Missing = 68

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q18G

GENCS(Gender and membership status combined)						
Q18G(Div in eth origin of grandparents (1.8))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Total
Male Sworn	463 0.2119 44.73 58.53 78.08	214 0.13 20.68 27.05 74.56	64 1.0196 6.18 8.09 67.37	39 0.1462 3.77 4.93 81.25	11 0.3648 1.06 1.39 91.67	791 76.43
Female Sworn	130 0.6869 12.56 53.28 21.92	73 0.4215 7.05 29.92 25.44	31 3.3053 3.00 12.70 32.63	9 0.474 0.87 3.69 18.75	1 1.1825 0.10 0.41 8.33	244 23.57
Total	593 57.29	287 27.73	95 9.18	48 4.64	12 1.16	1035 100.00

Frequency Missing = 79

STATISTICS FOR TABLE OF GENCS BY Q18G

Statistic	DF	Value	Prob
Chi-Square	4	7.943	0.094
Likelihood Ratio Chi-Square	4	8.041	0.090
Mantel-Haenszel Chi-Square	1	0.443	0.506
Phi Coefficient		0.088	
Contingency Coefficient		0.087	
Cramer's V		0.088	

Effective Sample Size = 1035

Frequency Missing = 79

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q18G

EXTRCT03(Supervisor-gender-membership status comb) Q18G(Div in eth origin of grandparents (1.8))						
Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Five groups	Total
Regular male Sworn	343 0.7178 32.85 59.86 57.45	153 0.1297 14.66 26.70 53.31	46 1.1275 4.41 8.03 46.94	25 0.2174 2.39 4.36 50.00	6 0.0522 0.57 1.05 50.00	573 54.89
Regular female Sworn	99 0.9565 9.48 51.83 16.58	57 0.3845 5.46 29.84 19.86	24 2.0556 2.30 12.57 24.49	10 0.0794 0.96 5.24 20.00	1 0.6509 0.10 0.52 8.33	191 18.30
Supervisor male Sworn	121 0.1835 11.59 55.00 20.27	61 0.0045 5.84 27.73 21.25	19 0.132 1.82 8.64 19.39	14 1.1386 1.34 6.36 28.00	5 2.4151 0.48 2.27 41.67	220 21.07
Supervisor female Sworn	34 0.0028 3.26 56.67 5.70	16 0.0148 1.53 26.67 5.57	9 2.0138 0.86 15.00 9.18	1 1.2216 0.10 1.67 2.00	0 0.6897 0.00 0.00 0.00	60 5.75
Total	597 57.18	287 27.49	98 9.39	50 4.79	12 1.15	1044 100.00

Frequency Missing = 70

STATISTICS FOR TABLE OF EXTRCT03 BY Q18G

Statistic	DF	Value	Prob
Chi-Square	12	14.188	0.289
Likelihood Ratio Chi-Square	12	14.382	0.277
Mantel-Haenszel Chi-Square	1	2.241	0.134
Phi Coefficient		0.117	
Contingency Coefficient		0.116	
Cramer's V		0.067	

Effective Sample Size = 1044

Frequency Missing = 70

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q18S

Q13A(Gender) Q18S(Div in eth origin of spouse/partner (1.2))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Total
Male (59.9%)	472 0.1605 51.42 65.56 77.00	194 0.509 21.13 26.94 82.55	44 0.0488 4.79 6.11 75.86	10 0.0368 1.09 1.39 83.33	720 78.43
Female (40.1%)	141 0.5836 15.36 71.21 23.00	41 1.8511 4.47 20.71 17.45	14 0.1775 1.53 7.07 24.14	2 0.1337 0.22 1.01 16.67	198 21.57
Total	613 66.78	235 25.60	58 6.32	12 1.31	918 100.00

Frequency Missing = 196

STATISTICS FOR TABLE OF Q13A BY Q18S

Statistic	DF	Value	Prob
Chi-Square	3	3.501	0.321
Likelihood Ratio Chi-Square	3	3.616	0.306
Mantel-Haenszel Chi-Square	1	1.029	0.310
Phi Coefficient		0.062	
Contingency Coefficient		0.062	
Cramer's V		0.062	

Effective Sample Size = 918
Frequency Missing = 196
WARNING: 18% of the data are missing.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q18S

Q14B(Gender orientation)		Q18S(Div in eth origin of spouse/partner (1.2))			
Frequency	Cell Chi-Square				
Percent	Row Pct				
Col Pct		One group	Two groups	Three groups	Four groups
		p	ps	oups	ups
Male		469	194	43	10
	0.1737	0.6258	0.1107	0.0438	
	51.09	21.13	4.68	1.09	78.00
	65.50	27.09	6.01	1.40	
	76.51	82.55	74.14	83.33	
Female		137	41	13	2
	0.512	1.4303	0.0533	0.1084	
	14.92	4.47	1.42	0.22	21.02
	70.98	21.24	6.74	1.04	
	22.35	17.45	22.41	16.67	
Other		7	0	2	0
	0.1631	2.3039	3.6031	0.1176	
	0.76	0.00	0.22	0.00	0.98
	77.78	0.00	22.22	0.00	
	1.14	0.00	3.45	0.00	
Total		613	235	58	12
	66.78	25.60	6.32	1.31	100.00

Frequency Missing = 196

STATISTICS FOR TABLE OF Q14B BY Q18S

Statistic	DF	Value	Prob
Chi-Square	6	9.246	0.160
Likelihood Ratio Chi-Square	6	10.300	0.113
Mantel-Haenszel Chi-Square	1	0.780	0.377
Phi Coefficient		0.100	
Contingency Coefficient		0.100	
Cramer's V		0.071	

Effective Sample Size = 918

Frequency Missing = 196

WARNING: 18% of the data are missing.

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q18S

Q03B(Supervisor) Q18S(Div in eth origin of spouse/partner (1.2))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Total
No (72.3%)	453 0.1299 49.35 67.92 73.90	169 0.0179 18.41 25.34 71.91	39 0.2342 4.25 5.85 67.24	6 0.8479 0.65 0.90 50.00	667 72.66
Yes (27.7%)	160 0.3452 17.43 63.75 26.10	66 0.0475 7.19 26.29 28.09	19 0.6224 2.07 7.57 32.76	6 2.2532 0.65 2.39 50.00	251 27.34
Total	613 66.78	235 25.60	58 6.32	12 1.31	918 100.00

Frequency Missing = 196

STATISTICS FOR TABLE OF Q03B BY Q18S

Statistic	DF	Value	Prob
Chi-Square	3	4.498	0.212
Likelihood Ratio Chi-Square	3	4.128	0.248
Mantel-Haenszel Chi-Square	1	3.199	0.074
Phi Coefficient		0.070	
Contingency Coefficient		0.070	
Cramer's V		0.070	

Effective Sample Size = 918
Frequency Missing = 196
WARNING: 18% of the data are missing.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q18S

GENCS(Gender and membership status combined)
Q18S(Div in eth origin of spouse/partner (1.2))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Total
Male Sworn	469 0.1455 51.60 65.50 77.39	194 0.4275 21.34 27.09 82.55	43 0.0279 4.73 6.01 76.79	10 0.0318 1.10 1.40 83.33	716 78.77
Female Sworn	137 0.5397 15.07 70.98 22.61	41 1.5859 4.51 21.24 17.45	13 0.1036 1.43 6.74 23.21	2 0.1178 0.22 1.04 16.67	193 21.23
Total	606 66.67	235 25.85	56 6.16	12 1.32	909 100.00

Frequency Missing = 205

STATISTICS FOR TABLE OF GENCS BY Q18S

Statistic	DF	Value	Prob
Chi-Square	3	2.980	0.395
Likelihood Ratio Chi-Square	3	3.072	0.381
Mantel-Haenszel Chi-Square	1	1.019	0.313
Phi Coefficient		0.057	
Contingency Coefficient		0.057	
Cramer's V		0.057	

Effective Sample Size = 909
Frequency Missing = 205
WARNING: 18% of the data are missing.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q18S

EXTRCT03(Supervisor-gender-membership status comb)
Q18S(Div in eth origin of spouse/partner (1.2))

Frequency Cell Chi-Square Percent Row Pct Col Pct	One group	Two groups	Three groups	Four groups	Total
Regular male Sworn	346 0.0084 37.73 66.41 56.54	142 0.539 15.49 27.26 60.43	28 0.7445 3.05 5.37 48.28	5 0.4847 0.55 0.96 41.67	521 56.82
Regular female Sworn	106 0.8799 11.56 73.10 17.32	27 2.7775 2.94 18.62 11.49	11 0.3647 1.20 7.59 18.97	1 0.4245 0.11 0.69 8.33	145 15.81
Supervisor male Sworn	125 0.3862 13.63 63.13 20.42	52 0.0312 5.67 26.26 22.13	16 0.9651 1.74 8.08 27.59	5 2.2396 0.55 2.53 41.67	198 21.59
Supervisor female Sworn	35 0.0039 3.82 66.04 5.72	14 0.0128 1.53 26.42 5.96	3 0.037 0.33 5.66 5.17	1 0.1354 0.11 1.89 8.33	53 5.78
Total	612 66.74	235 25.63	58 6.32	12 1.31	917 100.00

Frequency Missing = 197

STATISTICS FOR TABLE OF EXTRCT03 BY Q18S

Statistic	DF	Value	Prob
Chi-Square	9	10.035	0.348
Likelihood Ratio Chi-Square	9	9.878	0.360
Mantel-Haenszel Chi-Square	1	1.406	0.236
Phi Coefficient		0.105	
Contingency Coefficient		0.104	
Cramer's V		0.060	

Effective Sample Size = 917

Frequency Missing = 197

WARNING: 18% of the data are missing.

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q19_20

Q13A(Gender)	Q19_20(Residential status)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	Temporar y (0.4%)	Permanen t reside nt (2.3%)	Canadian citizen (97.3%)	Total
Male (59.9%)	0 0.7651 0.00 0.00 0.00	16 0.3602 1.49 1.95 88.89	805 0.0027 75.02 98.05 76.38	821 76.51
Female (40.1%)	1 2.4928 0.09 0.40 100.00	2 1.1736 0.19 0.79 11.11	249 0.0086 23.21 98.81 23.62	252 23.49
Total	1 0.09	18 1.68	1054 98.23	1073 100.00

Frequency Missing = 41

STATISTICS FOR TABLE OF Q13A BY Q19_20

Statistic	DF	Value	Prob
Chi-Square	2	4.803	0.091
Likelihood Ratio Chi-Square	2	4.712	0.095
Mantel-Haenszel Chi-Square	1	0.125	0.724
Phi Coefficient		0.067	
Contingency Coefficient		0.067	
Cramer's V		0.067	

Effective Sample Size = 1073

Frequency Missing = 41

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q19_20

Q14B(Gender orientation) Q19_20(Residential status)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Temporar y (0.4%)	Permanen t reside nt (2.3%)	Canadian citizen (97.3%)	Total
Male	0 0.7605 0.00 0.00 0.00	16 0.3902 1.49 1.96 88.89	800 0.003 74.56 98.04 75.90	816 76.05
Female	1 2.6249 0.09 0.41 100.00	2 1.0704 0.19 0.82 11.11	241 0.0073 22.46 98.77 22.87	244 22.74
Other	0 0.0121 0.00 0.00 0.00	0 0.2181 0.00 0.00 0.00	13 0.0041 1.21 100.00 1.23	13 1.21
Total	1 0.09	18 1.68	1054 98.23	1073 100.00

Frequency Missing = 41

STATISTICS FOR TABLE OF Q14B BY Q19_20

Statistic	DF	Value	Prob
Chi-Square	4	5.091	0.278
Likelihood Ratio Chi-Square	4	5.104	0.277
Mantel-Haenszel Chi-Square	1	0.232	0.630
Phi Coefficient		0.069	
Contingency Coefficient		0.069	
Cramer's V		0.049	

Effective Sample Size = 1073

Frequency Missing = 41

WARNING: 56% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q19_20

Q03B(Supervisor)	Q19_20(Residential status)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	Tempor y (0.4%)	Permanen t reside nt (2.3%)	Canadian citizen (97.3%)	Total
No (72.3%)	1 0.0979 0.09 0.13 100.00	16 0.6029 1.49 2.04 88.89	768 0.0124 71.64 97.83 72.93	785 73.23
Yes (27.7%)	0 0.2677 0.00 0.00 0.00	2 1.6491 0.19 0.70 11.11	285 0.0338 26.59 99.30 27.07	287 26.77
Total	1 0.09	18 1.68	1053 98.23	1072 100.00

Frequency Missing = 42

STATISTICS FOR TABLE OF Q03B BY Q19_20

Statistic	DF	Value	Prob
Chi-Square	2	2.664	0.264
Likelihood Ratio Chi-Square	2	3.354	0.187
Mantel-Haenszel Chi-Square	1	2.651	0.103
Phi Coefficient		0.050	
Contingency Coefficient		0.050	
Cramer's V		0.050	

Effective Sample Size = 1072

Frequency Missing = 42

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q19_20

GENCS(Gender and membership status combined) Q19_20(Residential status)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	Temporar y (0.4%)	Permanen t reside nt (2.3%)	Canadian citizen (97.3%)	Total
Male Sworn	0 0.7698 0.00 0.00 0.00	16 0.3315 1.51 1.96 88.89	800 0.0024 75.47 98.04 76.85	816 76.98
Female Sworn	1 2.5745 0.09 0.41 100.00	2 1.1088 0.19 0.82 11.11	241 0.0079 22.74 98.77 23.15	244 23.02
Total	1 0.09	18 1.70	1041 98.21	1060 100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF GENCS BY Q19_20

Statistic	DF	Value	Prob
Chi-Square	2	4.795	0.091
Likelihood Ratio Chi-Square	2	4.637	0.098
Mantel-Haenszel Chi-Square	1	0.095	0.758
Phi Coefficient		0.067	
Contingency Coefficient		0.067	
Cramer's V		0.067	

Effective Sample Size = 1060
Frequency Missing = 54
WARNING: 50% of the cells have expected counts less
than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q19_20

EXTRCT03(Supervisor-gender-membership status comb) Q19_20(Residential status)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	Temporar y (0.4%)	Permanen t reside nt (2.3%)	Canadian citizen (97.3%)	Total
Regular male Sworn	0 0.5538 0.00 0.00 0.00	15 2.54 1.40 2.53 83.33	577 0.0345 53.98 97.47 54.95	592 55.38
Regular female Sworn	1 3.8041 0.09 0.53 100.00	1 1.5118 0.09 0.53 5.56	188 0.0102 17.59 98.95 17.90	190 17.77
Supervisor male Sworn	0 0.2114 0.00 0.00 0.00	1 2.0682 0.09 0.44 5.56	225 0.041 21.05 99.56 21.43	226 21.14
Supervisor female Sworn	0 0.0571 0.00 0.00 0.00	1 0.0007 0.09 1.64 5.56	60 0.0001 5.61 98.36 5.71	61 5.71
Total	1 0.09	18 1.68	1050 98.22	1069 100.00

Frequency Missing = 45

STATISTICS FOR TABLE OF EXTRCT03 BY Q19_20

Statistic	DF	Value	Prob
Chi-Square	6	10.833	0.094
Likelihood Ratio Chi-Square	6	10.748	0.096
Mantel-Haenszel Chi-Square	1	2.713	0.100
Phi Coefficient		0.101	
Contingency Coefficient		0.100	
Cramer's V		0.071	

Effective Sample Size = 1069

Frequency Missing = 45

WARNING: 58% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q21

Q13A(Gender)	Q21(Visible minority status)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not visi ble mino rity (92 .0%)	Visible minority (8.0%)	Total
Male (59.9%)	706 0.1746 66.48 86.95 75.27	106 1.3208 9.98 13.05 85.48	812 76.46
Female (40.1%)	232 0.5671 21.85 92.80 24.73	18 4.2898 1.69 7.20 14.52	250 23.54
Total	938 88.32	124 11.68	1062 100.00

Frequency Missing = 52

STATISTICS FOR TABLE OF Q13A BY Q21

Statistic	DF	Value	Prob
Chi-Square	1	6.352	0.012
Likelihood Ratio Chi-Square	1	6.981	0.008
Continuity Adj. Chi-Square	1	5.797	0.016
Mantel-Haenszel Chi-Square	1	6.346	0.012
Fisher's Exact Test (Left)			6.22E-03
(Right)			0.997
(2-Tail)			0.013
Phi Coefficient		-0.077	
Contingency Coefficient		0.077	
Cramer's V		-0.077	

Effective Sample Size = 1062
Frequency Missing = 52

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q21

Q14B(Gender orientation)		Q21(Visible minority status)	
Frequency	Cell Chi-Square		
Percent			
Row Pct			
Col Pct			
		Not visi- ble mino- rity (92 .0%)	Visible minority (8.0%)
Male		702 0.1629 66.10 86.99 74.84	105 1.2319 9.89 13.01 84.68
			807 75.99
Female		226 0.7028 21.28 93.39 24.09	16 5.3161 1.51 6.61 12.90
			242 22.79
Other		10 0.1913 0.94 76.92 1.07	3 1.4472 0.28 23.08 2.42
			13 1.22
Total		938 88.32	124 11.68 1062 100.00

Frequency Missing = 52

STATISTICS FOR TABLE OF Q14B BY Q21

Statistic	DF	Value	Prob
Chi-Square	2	9.052	0.011
Likelihood Ratio Chi-Square	2	9.678	0.008
Mantel-Haenszel Chi-Square	1	3.695	0.055
Phi Coefficient		0.092	
Contingency Coefficient		0.092	
Cramer's V		0.092	

Effective Sample Size = 1062
Frequency Missing = 52

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q21

Q03B(Supervisor)	Q21(Visible minority status)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not visi- ble mino- rity (92 .0%)	Visible minority (8.0%)	Total
No (72.3%)	682 0.0218 64.40 87.89 72.86	94 0.1661 8.88 12.11 76.42	776 73.28
Yes (27.7%)	254 0.0599 23.98 89.75 27.14	29 0.4556 2.74 10.25 23.58	283 26.72
Total	936 88.39	123 11.61	1059 100.00

Frequency Missing = 55

STATISTICS FOR TABLE OF Q03B BY Q21

Statistic	DF	Value	Prob
Chi-Square	1	0.703	0.402
Likelihood Ratio Chi-Square	1	0.720	0.396
Continuity Adj. Chi-Square	1	0.533	0.465
Mantel-Haenszel Chi-Square	1	0.703	0.402
Fisher's Exact Test (Left)			0.235
(Right)			0.828
(2-Tail)			0.449
Phi Coefficient		-0.026	
Contingency Coefficient		0.026	
Cramer's V		-0.026	

Effective Sample Size = 1059
Frequency Missing = 55

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q21

GENCS(Gender and membership status combined) Q21(Visible minority status)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not visi- ble mino- rity (92 .0%)	Visible minority (8.0%)	Total
Male Sworn	702 0.1988 66.92 86.99 75.65	105 1.5249 10.01 13.01 86.78	807 76.93
Female Sworn	226 0.663 21.54 93.39 24.35	16 5.0852 1.53 6.61 13.22	242 23.07
Total	928 88.47	121 11.53	1049 100.00

Frequency Missing = 65

STATISTICS FOR TABLE OF GENCS BY Q21

Statistic	DF	Value	Prob
Chi-Square	1	7.472	0.006
Likelihood Ratio Chi-Square	1	8.334	0.004
Continuity Adj. Chi-Square	1	6.858	0.009
Mantel-Haenszel Chi-Square	1	7.465	0.006
Fisher's Exact Test (Left)			3.08E-03
(Right)			0.999
(2-Tail)			5.68E-03
Phi Coefficient		-0.084	
Contingency Coefficient		0.084	
Cramer's V		-0.084	

Effective Sample Size = 1049
Frequency Missing = 65

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q21

EXTRCT03(Supervisor-gender-membership status comb)
Q21(Visible minority status)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not visi ble mino rity (92 .0%)	Visible minority (8.0%)	Total
Regular male Sworn	503 0.4591 47.54 85.84 53.74	83 3.5221 7.84 14.16 68.03	586 55.39
Regular female Sworn	179 0.8319 16.92 94.71 19.12	10 6.3824 0.95 5.29 8.20	189 17.86
Supervisor male Sworn	201 0.0699 19.00 90.13 21.47	22 0.5366 2.08 9.87 18.03	223 21.08
Supervisor female Sworn	53 0.0001 5.01 88.33 5.66	7 0.001 0.66 11.67 5.74	60 5.67
Total	936 88.47	122 11.53	1058 100.00

Frequency Missing = 56

STATISTICS FOR TABLE OF EXTRCT03 BY Q21

Statistic	DF	Value	Prob
Chi-Square	3	11.803	0.008
Likelihood Ratio Chi-Square	3	13.200	0.004
Mantel-Haenszel Chi-Square	1	3.552	0.059
Phi Coefficient		0.106	
Contingency Coefficient		0.105	
Cramer's V		0.106	

Effective Sample Size = 1058
Frequency Missing = 56

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q22A

Q13A(Gender) Q22A(Number of groups membership (1.0))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 group (98.3%)	2 groups (1.6%)	Total
Male (59.9%)	794 0.002 74.91 98.15 76.20	15 0.116 1.42 1.85 83.33	809 76.32
Female (40.1%)	248 0.0065 23.40 98.80 23.80	3 0.3738 0.28 1.20 16.67	251 23.68
Total	1042 98.30	18 1.70	1060 100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF Q13A BY Q22A

Statistic	DF	Value	Prob
Chi-Square	1	0.498	0.480
Likelihood Ratio Chi-Square	1	0.538	0.463
Continuity Adj. Chi-Square	1	0.182	0.670
Mantel-Haenszel Chi-Square	1	0.498	0.480
Fisher's Exact Test (Left)			0.351
(Right)			0.838
(2-Tail)			0.588
Phi Coefficient		-0.022	
Contingency Coefficient		0.022	
Cramer's V		-0.022	

Effective Sample Size = 1060

Frequency Missing = 54

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q22A

Q14B(Gender orientation)		Q22A(Number of groups membership (1.0))		
Frequency	Cell Chi-Square			
Percent				
Row Pct				
Col Pct				
		1 group (98.3%)	2 groups (1.6%)	Total
Male		789	15	804
	0.0023		0.1329	
	74.43		1.42	75.85
	98.13		1.87	
	75.72		83.33	
Female		240	3	243
	0.0053		0.3075	
	22.64		0.28	22.92
	98.77		1.23	
	23.03		16.67	
Other		13	0	13
	0.0038		0.2208	
	1.23		0.00	1.23
	100.00		0.00	
	1.25		0.00	
Total		1042	18	1060
		98.30	1.70	100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF Q14B BY Q22A

Statistic	DF	Value	Prob
Chi-Square	2	0.673	0.714
Likelihood Ratio Chi-Square	2	0.922	0.631
Mantel-Haenszel Chi-Square	1	0.649	0.420
Phi Coefficient		0.025	
Contingency Coefficient		0.025	
Cramer's V		0.025	

Effective Sample Size = 1060

Frequency Missing = 54

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q22A

Q03B(Supervisor)		Q22A(Number of groups membership (1.0))		
Frequency	Cell Chi-Square			
Percent				
Row Pct				
Col Pct				
		1 group (98.3%)	2 groups (1.6%)	Total
No (72.3%)		761	14	775
	0.0031		0.1922	
	71.93		1.32	73.25
	98.19		1.81	
	73.10		82.35	
Yes (27.7%)		280	3	283
	0.0086		0.5265	
	26.47		0.28	26.75
	98.94		1.06	
	26.90		17.65	
Total		1041	17	1058
		98.39	1.61	100.00

Frequency Missing = 56

STATISTICS FOR TABLE OF Q03B BY Q22A

Statistic	DF	Value	Prob
Chi-Square	1	0.730	0.393
Likelihood Ratio Chi-Square	1	0.796	0.372
Continuity Adj. Chi-Square	1	0.335	0.563
Mantel-Haenszel Chi-Square	1	0.730	0.393
Fisher's Exact Test (Left)			0.292
(Right)			0.874
(2-Tail)			0.582
Phi Coefficient		-0.026	
Contingency Coefficient		0.026	
Cramer's V		-0.026	

Effective Sample Size = 1058

Frequency Missing = 56

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q22A

GENCS(Gender and membership status combined)			
Q22A(Number of groups membership (1.0))			
Frequency Cell Chi-Square Percent Row Pct Col Pct	1 group (98.3%)	2 groups (1.6%)	Total
Male Sworn	789 0.0018 75.36 98.13 76.68	15 0.1003 1.43 1.87 83.33	804 76.79
Female Sworn	240 0.0058 22.92 98.77 23.32	3 0.332 0.29 1.23 16.67	243 23.21
Total	1029 98.28	18 1.72	1047 100.00

Frequency Missing = 67

STATISTICS FOR TABLE OF GENCS BY Q22A

Statistic	DF	Value	Prob
Chi-Square	1	0.440	0.507
Likelihood Ratio Chi-Square	1	0.474	0.491
Continuity Adj. Chi-Square	1	0.146	0.703
Mantel-Haenszel Chi-Square	1	0.439	0.507
Fisher's Exact Test (Left)			0.369
(Right)			0.826
(2-Tail)			0.778
Phi Coefficient		-0.020	
Contingency Coefficient		0.020	
Cramer's V		-0.020	

Effective Sample Size = 1047

Frequency Missing = 67

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q22A

EXTRCT03(Supervisor-gender-membership status comb)
Q22A(Number of groups membership (1.0))

Frequency Cell Chi-Square Percent Row Pct Col Pct	1 group (98.3%)	2 groups (1.6%)	Total
Regular male Sworn	573 0.0045 54.21 98.12 55.10	11 0.2751 1.04 1.88 64.71	584 55.25
Regular female Sworn	187 167E-7 17.69 98.42 17.98	3 0.001 0.28 1.58 17.65	190 17.98
Supervisor male Sworn	220 0.0016 20.81 98.65 21.15	3 0.0959 0.28 1.35 17.65	223 21.10
Supervisor female Sworn	60 0.0158 5.68 100.00 5.77	0 0.965 0.00 0.00 0.00	60 5.68
Total	1040 98.39	17 1.61	1057 100.00

Frequency Missing = 57

STATISTICS FOR TABLE OF EXTRCT03 BY Q22A

Statistic	DF	Value	Prob
Chi-Square	3	1.359	0.715
Likelihood Ratio Chi-Square	3	2.315	0.510
Mantel-Haenszel Chi-Square	1	1.082	0.298
Phi Coefficient		0.036	
Contingency Coefficient		0.036	
Cramer's V		0.036	

Effective Sample Size = 1057

Frequency Missing = 57

WARNING: 38% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY INEQUITY

Q13A(Gender)		INEQUITY(Potentially at risk of human inequity)		
Frequency	Cell Chi-Square			
Percent	Row Pct			
Col Pct		Not chec	Checked	Total
		ked (82.1%)	(17.9%)	
Male (59.9%)		658	175	833
	0.0983		0.3925	
	60.48		16.08	76.56
	78.99		21.01	
	75.63		80.28	
Female (40.1%)		212	43	255
	0.3213		1.2821	
	19.49		3.95	23.44
	83.14		16.86	
	24.37		19.72	
Total		870	218	1088
		79.96	20.04	100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q13A BY INEQUITY

Statistic	DF	Value	Prob
Chi-Square	1	2.094	0.148
Likelihood Ratio Chi-Square	1	2.158	0.142
Continuity Adj. Chi-Square	1	1.843	0.175
Mantel-Haenszel Chi-Square	1	2.092	0.148
Fisher's Exact Test (Left)			0.086
(Right)			0.940
(2-Tail)			0.154
Phi Coefficient		-0.044	
Contingency Coefficient		0.044	
Cramer's V		-0.044	

Effective Sample Size = 1088
Frequency Missing = 26

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY INEQUITY

Q14B(Gender orientation)		INEQUITY(Potentially at risk of human inequity)		
Frequency	Cell Chi-Square			
Percent				
Row Pct				
Col Pct				
		Not chec ked (82. 1%)	Checked (17.9%)	Total
Male		654 0.099 60.11 78.99 75.17	174 0.395 15.99 21.01 79.82	828 76.10
Female		206 0.365 18.93 83.40 23.68	41 1.4567 3.77 16.60 18.81	247 22.70
Other		10 0.015 0.92 76.92 1.15	3 0.06 0.28 23.08 1.38	13 1.19
Total		870 79.96	218 20.04	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY INEQUITY

Statistic	DF	Value	Prob
Chi-Square	2	2.391	0.303
Likelihood Ratio Chi-Square	2	2.468	0.291
Mantel-Haenszel Chi-Square	1	1.604	0.205
Phi Coefficient		0.047	
Contingency Coefficient		0.047	
Cramer's V		0.047	

Effective Sample Size = 1088
Frequency Missing = 26

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY INEQUITY

Q03B(Supervisor)		INEQUITY(Potentially at risk of human inequity)		
Frequency	Cell Chi-Square			
Percent				
Row Pct				
Col Pct				
		Not chec ked (82. 1%)	Checked (17.9%)	Total
No (72.3%)		646	165	811
	0.0583		0.2394	
	58.30		14.89	73.19
	79.65		20.35	
	72.50		76.04	
Yes (27.7%)		245	52	297
	0.1592		0.6538	
	22.11		4.69	26.81
	82.49		17.51	
	27.50		23.96	
Total		891	217	1108
		80.42	19.58	100.00

Frequency Missing = 6

STATISTICS FOR TABLE OF Q03B BY INEQUITY

Statistic	DF	Value	Prob
Chi-Square	1	1.111	0.292
Likelihood Ratio Chi-Square	1	1.131	0.288
Continuity Adj. Chi-Square	1	0.938	0.333
Mantel-Haenszel Chi-Square	1	1.110	0.292
Fisher's Exact Test (Left)			0.167
(Right)			0.873
(2-Tail)			0.306
Phi Coefficient		-0.032	
Contingency Coefficient		0.032	
Cramer's V		-0.032	

Effective Sample Size = 1108
Frequency Missing = 6

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY INEQUITY

GENCS(Gender and membership status combined)
INEQUITY(Potentially at risk of human inequity)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not chec ked (82. 1%)	Checked (17.9%)	Total
Male Sworn	654 0.1065 60.84 78.99 76.05	174 0.4261 16.19 21.01 80.93	828 77.02
Female Sworn	206 0.3571 19.16 83.40 23.95	41 1.4283 3.81 16.60 19.07	247 22.98
Total	860 80.00	215 20.00	1075 100.00

Frequency Missing = 39

STATISTICS FOR TABLE OF GENCS BY INEQUITY

Statistic	DF	Value	Prob
Chi-Square	1	2.318	0.128
Likelihood Ratio Chi-Square	1	2.395	0.122
Continuity Adj. Chi-Square	1	2.050	0.152
Mantel-Haenszel Chi-Square	1	2.316	0.128
Fisher's Exact Test (Left)			0.074
(Right)			0.949
(2-Tail)			0.147
Phi Coefficient		-0.046	
Contingency Coefficient		0.046	
Cramer's V		-0.046	

Effective Sample Size = 1075
Frequency Missing = 39

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY INEQUITY

EXTRCT03(Supervisor-gender-membership status comb)
INEQUITY(Potentially at risk of human inequity)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not chec ked (82. 1%)	Checked (17.9%)	Total
Regular male Sworn	470 0.2223 43.40 78.33 54.21	130 0.8921 12.00 21.67 60.19	600 55.40
Regular female Sworn	158 0.1199 14.59 82.29 18.22	34 0.4814 3.14 17.71 15.74	192 17.73
Supervisor male Sworn	185 0.0153 17.08 80.79 21.34	44 0.0613 4.06 19.21 20.37	229 21.14
Supervisor female Sworn	54 0.384 4.99 87.10 6.23	8 1.5413 0.74 12.90 3.70	62 5.72
Total	867 80.06	216 19.94	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY INEQUITY

Statistic	DF	Value	Prob
Chi-Square	3	3.718	0.294
Likelihood Ratio Chi-Square	3	3.925	0.270
Mantel-Haenszel Chi-Square	1	2.636	0.104
Phi Coefficient		0.059	
Contingency Coefficient		0.058	
Cramer's V		0.059	

Effective Sample Size = 1083
Frequency Missing = 31

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY INEQUIT

Q13A(Gender)	INEQUIT(Distribtn of potntl human inequity risk)					
Frequency Cell Chi-Square Percent Row Pct Col Pct	No known minority/disability (82.1%)	Aboriginal (5.0%)	Visible minority (7.1%)	Disabled (self-identified) (5.9%)	Multiple disabilities (-%)	Total
Male (59.9%)	658 0.0983 60.48 78.99 75.63	44 0.0295 4.04 5.28 78.57	106 1.9265 9.74 12.73 87.60	20 0.3837 1.84 2.40 66.67	5 1.3903 0.46 0.60 45.45	833 76.56
Female (40.1%)	212 0.3213 19.49 83.14 24.37	12 0.0964 1.10 4.71 21.43	15 6.2933 1.38 5.88 12.40	10 1.2535 0.92 3.92 33.33	6 4.5418 0.55 2.35 54.55	255 23.44
Total	870 79.96	56 5.15	121 11.12	30 2.76	11 1.01	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q13A BY INEQUIT

Statistic	DF	Value	Prob
Chi-Square	4	16.335	0.003
Likelihood Ratio Chi-Square	4	16.427	0.002
Mantel-Haenszel Chi-Square	1	0.188	0.664
Phi Coefficient		0.123	
Contingency Coefficient		0.122	
Cramer's V		0.123	

Effective Sample Size = 1088
Frequency Missing = 26

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY INEQUIT

Q14B(Gender orientation) INEQUIT(Distribtn of potntl human inequity risk)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No known minority/disability (82.1%)	Aborigin al (5.0%)	Visible minority (7.1%)	Disabled (self-identified) (5.9%)	Multiple disabilities (-%)	Total
Male	654 0.099 60.11 78.99 75.17	44 0.0448 4.04 5.31 78.57	105 1.8115 9.65 12.68 86.78	20 0.351 1.84 2.42 66.67	5 1.3577 0.46 0.60 45.45	828 76.10
Female	206 0.365 18.93 83.40 23.68	12 0.04 1.10 4.86 21.43	14 6.6048 1.29 5.67 11.57	10 1.4935 0.92 4.05 33.33	5 2.5083 0.46 2.02 45.45	247 22.70
Other	10 0.015 0.92 76.92 1.15	0 0.6691 0.00 0.00 0.00	2 0.2125 0.18 15.38 1.65	0 0.3585 0.00 0.00 0.00	1 5.7398 0.09 7.69 9.09	13 1.19
Total	870 79.96	56 5.15	121 11.12	30 2.76	11 1.01	1088 100.00

Frequency Missing = 26

STATISTICS FOR TABLE OF Q14B BY INEQUIT

Statistic	DF	Value	Prob
Chi-Square	8	21.671	0.006
Likelihood Ratio Chi-Square	8	20.120	0.010
Mantel-Haenszel Chi-Square	1	0.033	0.855
Phi Coefficient		0.141	
Contingency Coefficient		0.140	
Cramer's V		0.100	

Effective Sample Size = 1088

Frequency Missing = 26

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY INEQUIT

Q03B(Supervisor) INEQUIT(Distribtn of potntl human inequity risk)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No known minority/disability (82.1%)	Aboriginal (5.0%)	Visible minority (7.1%)	Disabled (self-identified) (5.9%)	Multiple disabilities (-%)	Total
No (72.3%)	646 0.0583 58.30 79.65 72.50	44 0.2212 3.97 5.43 78.57	91 0.1141 8.21 11.22 75.83	20 0.1747 1.81 2.47 66.67	10 0.4716 0.90 1.23 90.91	811 73.19
Yes (27.7%)	245 0.1592 22.11 82.49 27.50	12 0.6039 1.08 4.04 21.43	29 0.3116 2.62 9.76 24.17	10 0.477 0.90 3.37 33.33	1 1.2877 0.09 0.34 9.09	297 26.81
Total	891 80.42	56 5.05	120 10.83	30 2.71	11 0.99	1108 100.00

Frequency Missing = 6

STATISTICS FOR TABLE OF Q03B BY INEQUIT

Statistic	DF	Value	Prob
Chi-Square	4	3.879	0.423
Likelihood Ratio Chi-Square	4	4.311	0.366
Mantel-Haenszel Chi-Square	1	0.792	0.373
Phi Coefficient		0.059	
Contingency Coefficient		0.059	
Cramer's V		0.059	

Effective Sample Size = 1108
Frequency Missing = 6

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY INEQUIT

GENCS(Gender and membership status combined)						
INEQUIT(Distribtn of potntl human inequity risk)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	No known minority/disability (82.1%)	Aboriginal (5.0%)	Visible minority (7.1%)	Disabled (self-identified) (5.9%)	Multiple disabilities (-%)	Total
Male Sworn	654 0.1065 60.84 78.99 76.05	44 0.0174 4.09 5.31 78.57	105 1.9422 9.77 12.68 88.24	20 0.4178 1.86 2.42 66.67	5 0.9481 0.47 0.60 50.00	828 77.02
Female Sworn	206 0.3571 19.16 83.40 23.95	12 0.0584 1.12 4.86 21.43	14 6.5107 1.30 5.67 11.76	10 1.4004 0.93 4.05 33.33	5 3.1782 0.47 2.02 50.00	247 22.98
Total	860 80.00	56 5.21	119 11.07	30 2.79	10 0.93	1075 100.00

Frequency Missing = 39

STATISTICS FOR TABLE OF GENCS BY INEQUIT

Statistic	DF	Value	Prob
Chi-Square	4	14.937	0.005
Likelihood Ratio Chi-Square	4	15.452	0.004
Mantel-Haenszel Chi-Square	1	0.391	0.532
Phi Coefficient		0.118	
Contingency Coefficient		0.117	
Cramer's V		0.118	

Effective Sample Size = 1075
Frequency Missing = 39

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY INEQUIT

EXTRCT03(Supervisor-gender-membership status comb)						
INEQUIT(Distrbtion of potntl human inequity risk)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	No known minority/disability (82.1%)	Aboriginal (5.0%)	Visible minority (7.1%)	Disabled (self-identified) (5.9%)	Multiple disabilities (-%)	Total
Regular male Sworn	470 0.2223 43.40 78.33 54.21	32 0.0306 2.95 5.33 57.14	82 3.9181 7.57 13.67 68.91	11 1.9007 1.02 1.83 36.67	5 0.1965 0.46 0.83 45.45	600 55.40
Regular female Sworn	158 0.1199 14.59 82.29 18.22	12 0.4324 1.11 6.25 21.43	8 8.1306 0.74 4.17 6.72	9 2.5482 0.83 4.69 30.00	5 4.7697 0.46 2.60 45.45	192 17.73
Supervisor male Sworn	185 0.0153 17.08 80.79 21.34	12 0.0021 1.11 5.24 21.43	23 0.1859 2.12 10.04 19.33	9 1.1125 0.83 3.93 30.00	0 2.3259 0.00 0.00 0.00	229 21.14
Supervisor female Sworn	54 0.384 4.99 87.10 6.23	0 3.2059 0.00 0.00 0.00	6 0.0969 0.55 9.68 5.04	1 0.2997 0.09 1.61 3.33	1 0.2177 0.09 1.61 9.09	62 5.72
Total	867 80.06	56 5.17	119 10.99	30 2.77	11 1.02	1083 100.00

Frequency Missing = 31

STATISTICS FOR TABLE OF EXTRCT03 BY INEQUIT

Statistic	DF	Value	Prob
Chi-Square	12	30.115	0.003
Likelihood Ratio Chi-Square	12	36.150	0.001
Mantel-Haenszel Chi-Square	1	1.056	0.304
Phi Coefficient		0.167	
Contingency Coefficient		0.164	
Cramer's V		0.096	

Effective Sample Size = 1083

Frequency Missing = 31

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q23A

Q13A(Gender)	Q23A(Aboriginal status)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not Abor iginal (92.3%)	Aborigin al (7.7%)	Total
Male (59.9%)	760 0.0006 71.77 93.94 76.46	49 0.0086 4.63 6.06 75.38	809 76.39
Female (40.1%)	234 0.0018 22.10 93.60 23.54	16 0.028 1.51 6.40 24.62	250 23.61
Total	994 93.86	65 6.14	1059 100.00

Frequency Missing = 55

STATISTICS FOR TABLE OF Q13A BY Q23A

Statistic	DF	Value	Prob
Chi-Square	1	0.039	0.843
Likelihood Ratio Chi-Square	1	0.039	0.844
Continuity Adj. Chi-Square	1	0.002	0.963
Mantel-Haenszel Chi-Square	1	0.039	0.843
Fisher's Exact Test (Left)			0.644
(Right)			0.472
(2-Tail)			0.880
Phi Coefficient		0.006	
Contingency Coefficient		0.006	
Cramer's V		0.006	

Effective Sample Size = 1059
Frequency Missing = 55

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q23A
Q14B(Gender orientation) Q23A(Aboriginal status)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not Abor- iginal (92.3%)	Aborigin- al (7.7%)	Total
Male	755 0.0002 71.29 93.91 75.96	49 0.0025 4.63 6.09 75.38	804 75.92
Female	227 0.0001 21.44 93.80 22.84	15 0.0014 1.42 6.20 23.08	242 22.85
Other	12 0.0033 1.13 92.31 1.21	1 0.0512 0.09 7.69 1.54	13 1.23
Total	994 93.86	65 6.14	1059 100.00

Frequency Missing = 55

STATISTICS FOR TABLE OF Q14B BY Q23A

Statistic	DF	Value	Prob
Chi-Square	2	0.059	0.971
Likelihood Ratio Chi-Square	2	0.055	0.973
Mantel-Haenszel Chi-Square	1	0.023	0.879
Phi Coefficient		0.007	
Contingency Coefficient		0.007	
Cramer's V		0.007	

Effective Sample Size = 1059
Frequency Missing = 55

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q23A

Q03B(Supervisor)		Q23A(Aboriginal status)	
Frequency	Cell Chi-Square		
Percent			
Row Pct			
Col Pct			
	Not Abor	Aborigin	Total
	iginal (92.3%)	al (7.7%)	
No (72.3%)	725	51	776
	0.0216	0.3351	
	68.66	4.83	73.48
	93.43	6.57	
	73.08	79.69	
Yes (27.7%)	267	13	280
	0.0599	0.9286	
	25.28	1.23	26.52
	95.36	4.64	
	26.92	20.31	
Total	992	64	1056
	93.94	6.06	100.00

Frequency Missing = 58

STATISTICS FOR TABLE OF Q03B BY Q23A

Statistic	DF	Value	Prob
Chi-Square	1	1.345	0.246
Likelihood Ratio Chi-Square	1	1.418	0.234
Continuity Adj. Chi-Square	1	1.028	0.311
Mantel-Haenszel Chi-Square	1	1.344	0.246
Fisher's Exact Test (Left)			0.155
(Right)			0.907
(2-Tail)			0.306
Phi Coefficient		-0.036	
Contingency Coefficient		0.036	
Cramer's V		-0.036	

Effective Sample Size = 1056
Frequency Missing = 58

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q23A

GENCS(Gender and membership status combined) Q23A(Aboriginal status)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not Abor iginal (92.3%)	Aborigin al (7.7%)	Total
Male Sworn	755 494E-7 72.18 93.91 76.88	49 0.0008 4.68 6.09 76.56	804 76.86
Female Sworn	227 0.0002 21.70 93.80 23.12	15 0.0025 1.43 6.20 23.44	242 23.14
Total	982 93.88	64 6.12	1046 100.00

Frequency Missing = 68

STATISTICS FOR TABLE OF GENCS BY Q23A

Statistic	DF	Value	Prob
Chi-Square	1	0.003	0.953
Likelihood Ratio Chi-Square	1	0.003	0.953
Continuity Adj. Chi-Square	1	0.000	1.000
Mantel-Haenszel Chi-Square	1	0.003	0.953
Fisher's Exact Test (Left)			0.593
(Right)			0.528
(2-Tail)			1.000
Phi Coefficient		0.002	
Contingency Coefficient		0.002	
Cramer's V		0.002	

Effective Sample Size = 1046
Frequency Missing = 68

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q23A

EXTRCT03(Supervisor-gender-membership status comb)
Q23A(Aboriginal status)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not Abor iginal (92.3%)	Aborigin al (7.7%)	Total
Regular male Sworn	549 0.0005 52.04 93.85 55.40	36 0.0074 3.41 6.15 56.25	585 55.45
Regular female Sworn	175 0.0676 16.59 92.11 17.66	15 1.047 1.42 7.89 23.44	190 18.01
Supervisor male Sworn	208 0.0008 19.72 94.12 20.99	13 0.0123 1.23 5.88 20.31	221 20.95
Supervisor female Sworn	59 0.2311 5.59 100.00 5.95	0 3.5791 0.00 0.00 0.00	59 5.59
Total	991 93.93	64 6.07	1055 100.00

Frequency Missing = 59

STATISTICS FOR TABLE OF EXTRCT03 BY Q23A

Statistic	DF	Value	Prob
Chi-Square	3	4.946	0.176
Likelihood Ratio Chi-Square	3	8.429	0.038
Mantel-Haenszel Chi-Square	1	1.162	0.281
Phi Coefficient		0.068	
Contingency Coefficient		0.068	
Cramer's V		0.068	

Effective Sample Size = 1055
Frequency Missing = 59

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q23B

Q13A(Gender)	Q23B(Aboriginal type)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	North American Indian (55.3%)	Métis (42.1%)	Inuit (2.6%)	Total
Male (59.9%)	33 0.1416 50.77 67.35 80.49	15 0.3154 23.08 30.61 65.22	1 0.0804 1.54 2.04 100.00	49 75.38
Female (40.1%)	8 0.4338 12.31 50.00 19.51	8 0.9659 12.31 50.00 34.78	0 0.2462 0.00 0.00 0.00	16 24.62
Total	41 63.08	23 35.38	1 1.54	65 100.00

Frequency Missing = 1049

STATISTICS FOR TABLE OF Q13A BY Q23B

Statistic	DF	Value	Prob
Chi-Square	2	2.183	0.336
Likelihood Ratio Chi-Square	2	2.357	0.308
Mantel-Haenszel Chi-Square	1	1.040	0.308
Phi Coefficient		0.183	
Contingency Coefficient		0.180	
Cramer's V		0.183	

Effective Sample Size = 65
 Frequency Missing = 1049
 WARNING: 94% of the data are missing.
 WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q23B

Q14B(Gender orientation) Q23B(Aboriginal type)

Frequency Cell Chi-Square Percent Row Pct Col Pct	North American Indian (55.3%)	Métis (42.1%)	Inuit (2.6%)	Total
Male	33 0.1416 50.77 67.35 80.49	15 0.3154 23.08 30.61 65.22	1 0.0804 1.54 2.04 100.00	49 75.38
Female	7 0.6404 10.77 46.67 17.07	8 1.3657 12.31 53.33 34.78	0 0.2308 0.00 0.00 0.00	15 23.08
Other	1 0.2161 1.54 100.00 2.44	0 0.3538 0.00 0.00 0.00	0 0.0154 0.00 0.00 0.00	1 1.54
Total	41 63.08	23 35.38	1 1.54	65 100.00

Frequency Missing = 1049

STATISTICS FOR TABLE OF Q14B BY Q23B

Statistic	DF	Value	Prob
Chi-Square	4	3.360	0.500
Likelihood Ratio Chi-Square	4	3.810	0.432
Mantel-Haenszel Chi-Square	1	0.540	0.462
Phi Coefficient		0.227	
Contingency Coefficient		0.222	
Cramer's V		0.161	

Effective Sample Size = 65

Frequency Missing = 1049

WARNING: 94% of the data are missing.

WARNING: 56% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q23B

Q03B(Supervisor)	Q23B(Aboriginal type)			
Frequency Cell Chi-Square Percent Row Pct Col Pct	North Am erican I ndian (5 5.3%)	Métis (4 2.1%)	Inuit (2 .6%)	Total
No (72.3%)	30 0.1103 46.88 58.82 75.00	20 0.1525 31.25 39.22 86.96	1 0.0518 1.56 1.96 100.00	51 79.69
Yes (27.7%)	10 0.4327 15.63 76.92 25.00	3 0.5983 4.69 23.08 13.04	0 0.2031 0.00 0.00 0.00	13 20.31
Total	40 62.50	23 35.94	1 1.56	64 100.00

Frequency Missing = 1050

STATISTICS FOR TABLE OF Q03B BY Q23B

Statistic	DF	Value	Prob
Chi-Square	2	1.549	0.461
Likelihood Ratio Chi-Square	2	1.804	0.406
Mantel-Haenszel Chi-Square	1	1.524	0.217
Phi Coefficient		0.156	
Contingency Coefficient		0.154	
Cramer's V		0.156	

Effective Sample Size = 64

Frequency Missing = 1050

WARNING: 94% of the data are missing.

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q23B

GENCS(Gender and membership status combined)
Q23B(Aboriginal type)

Frequency Cell Chi-Square Percent Row Pct Col Pct	North American Indian (55.3%)	Métis (42.1%)	Inuit (2.6%)	Total
Male Sworn	33 0.1842 51.56 67.35 82.50	15 0.3867 23.44 30.61 65.22	1 0.0717 1.56 2.04 100.00	49 76.56
Female Sworn	7 0.6017 10.94 46.67 17.50	8 1.2631 12.50 53.33 34.78	0 0.2344 0.00 0.00 0.00	15 23.44
Total	40 62.50	23 35.94	1 1.56	64 100.00

Frequency Missing = 1050

STATISTICS FOR TABLE OF GENCS BY Q23B

Statistic	DF	Value	Prob
Chi-Square	2	2.742	0.254
Likelihood Ratio Chi-Square	2	2.879	0.237
Mantel-Haenszel Chi-Square	1	1.459	0.227
Phi Coefficient		0.207	
Contingency Coefficient		0.203	
Cramer's V		0.207	

Effective Sample Size = 64
Frequency Missing = 1050
WARNING: 94% of the data are missing.
WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q23B

EXTRCT03(Supervisor-gender-membership status comb)
Q23B(Aboriginal type)

Frequency Cell Chi-Square Percent Row Pct Col Pct	North American Indian (55.3%)	Métis (42.1%)	Inuit (2.6%)	Total
Regular male Sworn	23 0.0111 35.94 63.89 57.50	12 0.0679 18.75 33.33 52.17	1 0.3403 1.56 2.78 100.00	36 56.25
Regular female Sworn	7 0.6017 10.94 46.67 17.50	8 1.2631 12.50 53.33 34.78	0 0.2344 0.00 0.00 0.00	15 23.44
Supervisor male Sworn	10 0.4327 15.63 76.92 25.00	3 0.5983 4.69 23.08 13.04	0 0.2031 0.00 0.00 0.00	13 20.31
Supervisor female Sworn	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00
Total	40 62.50	23 35.94	1 1.56	64 100.00

Frequency Missing = 1050

STATISTICS FOR TABLE OF EXTRCT03 BY Q23B
(ROWS AND COLUMNS WITH ZERO TOTALS EXCLUDED)

Statistic	DF	Value	Prob
Chi-Square	4	3.753	0.441
Likelihood Ratio Chi-Square	4	4.078	0.396
Mantel-Haenszel Chi-Square	1	0.365	0.546
Phi Coefficient		0.242	
Contingency Coefficient		0.235	
Cramer's V		0.171	

Effective Sample Size = 64

Frequency Missing = 1050

WARNING: 94% of the data are missing.

WARNING: 44% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q24

Q13A(Gender)	Q24(Disability within working age)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Not disa bled (93 .7%)	Disabled (6.3%)	Total
Male (59.9%)	788 0.0508 73.99 96.92 76.95	25 1.2675 2.35 3.08 60.98	813 76.34
Female (40.1%)	236 0.1637 22.16 93.65 23.05	16 4.0893 1.50 6.35 39.02	252 23.66
Total	1024 96.15	41 3.85	1065 100.00

Frequency Missing = 49

STATISTICS FOR TABLE OF Q13A BY Q24

Statistic	DF	Value	Prob
Chi-Square	1	5.571	0.018
Likelihood Ratio Chi-Square	1	4.991	0.025
Continuity Adj. Chi-Square	1	4.722	0.030
Mantel-Haenszel Chi-Square	1	5.566	0.018
Fisher's Exact Test (Left)			0.992
(Right)			0.018
(2-Tail)			0.024
Phi Coefficient		0.072	
Contingency Coefficient		0.072	
Cramer's V		0.072	

Effective Sample Size = 1065
Frequency Missing = 49

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q24

Q14B(Gender orientation)		Q24(Disability within working age)	
Frequency	Cell Chi-Square		
Percent			
Row Pct			
Col Pct			
		Not disa bled (93 .7%)	Disabled (6.3%)
			Total
Male	783 0.048 73.52 96.91 76.46	25 1.1986 2.35 3.09 60.98	808 75.87
Female	229 0.134 21.50 93.85 22.36	15 3.3463 1.41 6.15 36.59	244 22.91
Other	12 0.02 1.13 92.31 1.17	1 0.4986 0.09 7.69 2.44	13 1.22
Total	1024 96.15	41 3.85	1065 100.00

Frequency Missing = 49

STATISTICS FOR TABLE OF Q14B BY Q24

Statistic	DF	Value	Prob
Chi-Square	2	5.246	0.073
Likelihood Ratio Chi-Square	2	4.702	0.095
Mantel-Haenszel Chi-Square	1	5.176	0.023
Phi Coefficient		0.070	
Contingency Coefficient		0.070	
Cramer's V		0.070	

Effective Sample Size = 1065
Frequency Missing = 49

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q24

Q03B(Supervisor) Q24(Disability within working age)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not disa bled (93 .7%)	Disabled (6.3%)	Total
No (72.3%)	748 171E-8 70.43 96.14 73.26	30 426E-7 2.82 3.86 73.17	778 73.26
Yes (27.7%)	273 469E-8 25.71 96.13 26.74	11 0.0001 1.04 3.87 26.83	284 26.74
Total	1021 96.14	41 3.86	1062 100.00

Frequency Missing = 52

STATISTICS FOR TABLE OF Q03B BY Q24

Statistic	DF	Value	Prob
Chi-Square	1	0.000	0.990
Likelihood Ratio Chi-Square	1	0.000	0.990
Continuity Adj. Chi-Square	1	0.000	1.000
Mantel-Haenszel Chi-Square	1	0.000	0.990
Fisher's Exact Test (Left)			0.586
(Right)			0.556
(2-Tail)			1.000
Phi Coefficient		0.000	
Contingency Coefficient		0.000	
Cramer's V		0.000	

Effective Sample Size = 1062
Frequency Missing = 52

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q24

GENCS(Gender and membership status combined)
Q24(Disability within working age)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not disa bled (93 .7%)	Disabled (6.3%)	Total
Male Sworn	783 0.0421 74.43 96.91 77.37	25 1.0659 2.38 3.09 62.50	808 76.81
Female Sworn	229 0.1395 21.77 93.85 22.63	15 3.5296 1.43 6.15 37.50	244 23.19
Total	1012 96.20	40 3.80	1052 100.00

Frequency Missing = 62

STATISTICS FOR TABLE OF GENCS BY Q24

Statistic	DF	Value	Prob
Chi-Square	1	4.777	0.029
Likelihood Ratio Chi-Square	1	4.290	0.038
Continuity Adj. Chi-Square	1	3.979	0.046
Mantel-Haenszel Chi-Square	1	4.773	0.029
Fisher's Exact Test (Left)			0.988
(Right)			0.027
(2-Tail)			0.036
Phi Coefficient		0.067	
Contingency Coefficient		0.067	
Cramer's V		0.067	

Effective Sample Size = 1052
Frequency Missing = 62

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q24

EXTRCT03(Supervisor-gender-membership status comb)
Q24(Disability within working age)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Not disa bled (93 .7%)	Disabled (6.3%)	Total
Regular male Sworn	571 0.0792 53.82 97.27 55.98	16 1.9691 1.51 2.73 39.02	587 55.33
Regular female Sworn	176 0.2427 16.59 92.63 17.25	14 6.0374 1.32 7.37 34.15	190 17.91
Supervisor male Sworn	214 0.0007 20.17 95.96 20.98	9 0.017 0.85 4.04 21.95	223 21.02
Supervisor female Sworn	59 0.0022 5.56 96.72 5.78	2 0.0541 0.19 3.28 4.88	61 5.75
Total	1020 96.14	41 3.86	1061 100.00

Frequency Missing = 53

STATISTICS FOR TABLE OF EXTRCT03 BY Q24

Statistic	DF	Value	Prob
Chi-Square	3	8.402	0.038
Likelihood Ratio Chi-Square	3	7.355	0.061
Mantel-Haenszel Chi-Square	1	1.086	0.297
Phi Coefficient		0.089	
Contingency Coefficient		0.089	
Cramer's V		0.089	

Effective Sample Size = 1061
Frequency Missing = 53

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q25A

Q13A(Gender)	Q25A(Religion)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	No relig ion (14. 7%)	Anglican (--%)	Buddhist (0.6%)	Christia n Orthod ox (1.4%)	Christia n, n/i e lsewhere (13.1%)	Hindu (0 .5%)	Total
Male (59.9%)	153 0.001 14.50 19.01 76.50	67 0.3113 6.35 8.32 71.28	8 0.0179 0.76 0.99 80.00	20 0.3421 1.90 2.48 86.96	118 0.4896 11.18 14.66 81.38	4 0.2944 0.38 0.50 100.00	805 76.30
Female (40.1%)	47 0.0033 4.45 18.80 23.50	27 1.0023 2.56 10.80 28.72	2 0.0577 0.19 0.80 20.00	3 1.1015 0.28 1.20 13.04	27 1.5766 2.56 10.80 18.62	0 0.9479 0.00 0.00	250 23.70
Total	200 18.96	94 8.91	10 0.95	23 2.18	145 13.74	4 0.38	1055 100.00
(Continued)							

TABLE OF Q13A BY Q25A

Q13A(Gender)	Q25A(Religion)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Jewish (0.6%)	Muslim (1.2%)	Protesta nt (17.9%)	Roman Ca tholic (45.4%)	Sikh (1.7%)	Other (2.7%)	Total
Male (59.9%)	3 0.0009 0.28 0.37 75.00	11 0.3712 1.04 1.37 91.67	70 0.4063 6.64 8.70 70.71	322 0.0872 30.52 40.00 75.06	8 0.1868 0.76 0.99 88.89	21 0.068 1.99 2.61 80.77	805 76.30
Female (40.1%)	1 0.0029 0.09 0.40 25.00	1 1.1953 0.09 0.40 8.33	29 1.3084 2.75 11.60 29.29	107 0.2806 10.14 42.80 24.94	1 0.6016 0.09 0.40 11.11	5 0.2188 0.47 2.00 19.23	250 23.70
Total	4 0.38	12 1.14	99 9.38	429 40.66	9 0.85	26 2.46	1055 100.00

Frequency Missing = 59

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q13A BY Q25A

Statistic	DF	Value	Prob
Chi-Square	11	10.874	0.454
Likelihood Ratio Chi-Square	11	12.505	0.327
Mantel-Haenszel Chi-Square	1	0.118	0.731
Phi Coefficient		0.102	
Contingency Coefficient		0.101	
Cramer's V		0.102	

Effective Sample Size = 1055

Frequency Missing = 59

WARNING: 29% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

TABLE OF Q14B BY Q25A

Q14B(Gender orientation)

Q25A(Religion)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No relig ion (14. 7%)	Anglican (--%)	Buddhist (0.6%)	Christia n Orthod ox (1.4)	Christia n, n/i e lsewhere (13.1%)	Hindu (0 .5%)	Total
Male	151 0.0029 14.31 18.88 75.50	67 0.2569 6.35 8.38 71.28	8 0.0229 0.76 1.00 80.00	20 0.3755 1.90 2.50 86.96	118 0.589 11.18 14.75 81.38	4 0.3082 0.38 0.50 100.00	800 75.83
Female	45 0.0168 4.27 18.60 22.50	27 1.3714 2.56 11.16 28.72	1 0.7298 0.09 0.41 10.00	3 0.9817 0.28 1.24 13.04	26 1.585 2.46 10.74 17.93	0 0.9175 0.00 0.00 0.00	242 22.94
Other	4 0.9568 0.38 30.77 2.00	0 1.1583 0.00 0.00 0.00	1 6.2386 0.09 7.69 10.00	0 0.2834 0.00 0.00 0.00	1 0.3464 0.09 7.69 0.69	0 0.0493 0.00 0.00 0.00	13 1.23
Total	200 18.96	94 8.91	10 0.95	23 2.18	145 13.74	4 0.38	1055 100.00
(Continued)							

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q25A

Q14B(Gender orientation)		Q25A(Religion)						
Frequency	Cell Chi-Square							
Percent	Row Pct							
Col Pct		Jewish (0.6%)	Muslim (1.2%)	Protestant (17.9%)	Roman Catholic (45.4%)	Sikh (1.7%)	Other (2.7%)	Total
Male		3 0.0004 0.28 0.38 75.00	11 0.3969 1.04 1.38 91.67	70 0.3426 6.64 8.75 70.71	319 0.1223 30.24 39.88 74.36	8 0.2024 0.76 1.00 88.89	21 0.0837 1.99 2.63 80.77	800 75.83
Female		1 0.0074 0.09 0.41 25.00	1 1.1159 0.09 0.41 8.33	29 1.7428 2.75 11.98 29.29	104 0.318 9.86 42.98 24.24	0 2.0645 0.00 0.00 0.00	5 0.1558 0.47 2.07 19.23	242 22.94
Other		0 0.0493 0.00 0.00 0.00	0 0.1479 0.00 0.00 0.00	0 1.2199 0.00 0.00 0.00	6 0.0964 0.57 46.15 1.40	1 7.128 0.09 7.69 11.11	0 0.3204 0.00 0.00 0.00	13 1.23
Total		4 0.38	12 1.14	99 9.38	429 40.66	9 0.85	26 2.46	1055 100.00

Frequency Missing = 59

STATISTICS FOR TABLE OF Q14B BY Q25A

Statistic	DF	Value	Prob
Chi-Square	22	31.705	0.083
Likelihood Ratio Chi-Square	22	30.062	0.117
Mantel-Haenszel Chi-Square	1	0.061	0.805
Phi Coefficient		0.173	
Contingency Coefficient		0.171	
Cramer's V		0.123	

Effective Sample Size = 1055

Frequency Missing = 59

WARNING: 50% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q25A

Q03B(Supervisor)	Q25A(Religion)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	No relig ion (14. 7%)	Anglican (--%)	Buddhist (0.6%)	Christia n Orthod ox (1.4%)	Christia n, n/i e lsewhere (13.1%)	Hindu (0 .5%)	Total
No (72.3%)	156 0.8767 14.83 20.29 78.79	62 0.6558 5.89 8.06 65.96	8 0.0652 0.76 1.04 80.00	21 1.0429 2.00 2.73 91.30	122 2.1864 11.60 15.86 83.56	3 0.002 0.29 0.39 75.00	769 73.10
Yes (27.7%)	42 2.3822 3.99 14.84 21.21	32 1.7821 3.04 11.31 34.04	2 0.177 0.19 0.71 20.00	2 2.8338 0.19 0.71 8.70	24 5.9412 2.28 8.48 16.44	1 0.0054 0.10 0.35 25.00	283 26.90
Total	198 18.82	94 8.94	10 0.95	23 2.19	146 13.88	4 0.38	1052 100.00
(Continued)							

TABLE OF Q03B BY Q25A

Q03B(Supervisor)	Q25A(Religion)						
Frequency Cell Chi-Square Percent Row Pct Col Pct	Jewish (0.6%)	Muslim (1.2%)	Protesta nt (17.9 %)	Roman Ca tholic (45.4%)	Sikh (1.7%)	Other (2.7%)	Total
No (72.3%)	2 0.292 0.19 0.26 50.00	8 0.0679 0.76 1.04 66.67	64 0.9676 6.08 8.32 64.65	299 0.5525 28.42 38.88 70.02	6 0.0509 0.57 0.78 66.67	18 0.0532 1.71 2.34 69.23	769 73.10
Yes (27.7%)	2 0.7934 0.19 0.71 50.00	4 0.1846 0.38 1.41 33.33	35 2.6292 3.33 12.37 35.35	128 1.5013 12.17 45.23 29.98	3 0.1384 0.29 1.06 33.33	8 0.1446 0.76 2.83 30.77	283 26.90
Total	4 0.38	12 1.14	99 9.41	427 40.59	9 0.86	26 2.47	1052 100.00

Frequency Missing = 62

Gender-rank breakdown for all other sworn member characteristics

STATISTICS FOR TABLE OF Q03B BY Q25A

Statistic	DF	Value	Prob
Chi-Square	11	25.326	0.008
Likelihood Ratio Chi-Square	11	26.812	0.005
Mantel-Haenszel Chi-Square	1	6.897	0.009
Phi Coefficient		0.155	
Contingency Coefficient		0.153	
Cramer's V		0.155	

Effective Sample Size = 1052

Frequency Missing = 62

WARNING: 29% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

TABLE OF GENCS BY Q25A

GENCS(Gender and membership status combined) Q25A(Religion)

Frequency Cell Chi-Square Percent Row Pct Col Pct	No relig ion (14. 7%)	Anglican (--%)	Buddhist (0.6%)	Christia n Orthod ox (1.4)	Christia n, n/i e lsewhere (13.1%)	Hindu (0 .5%)	Total
Male Sworn	151 0.0018 14.49 18.88 77.04	67 0.3702 6.43 8.38 71.28	8 0.172 0.77 1.00 88.89	20 0.3105 1.92 2.50 86.96	118 0.5011 11.32 14.75 81.94	4 0.281 0.38 0.50 100.00	800 76.78
Female Sworn	45 0.0059 4.32 18.60 22.96	27 1.2238 2.59 11.16 28.72	1 0.5686 0.10 0.41 11.11	3 1.0265 0.29 1.24 13.04	26 1.6566 2.50 10.74 18.06	0 0.929 0.00 0.00 0.00	242 23.22
Total	196 18.81	94 9.02	9 0.86	23 2.21	144 13.82	4 0.38	1042 100.00
(Continued)							

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q25A

GENCS(Gender and membership status combined)				Q25A(Religion)			
Frequency							
Cell Chi-Square							
Percent							
Row Pct							
Col Pct							
	Jewish (0.6%)	Muslim (1.2%)	Protestant (17.9%)	Roman Catholic (45.4%)	Sikh (1.7%)	Other (2.7%)	Total
Male Sworn	3 0.0016 0.29 0.38 75.00	11 0.3466 1.06 1.38 91.67	70 0.4748 6.72 8.75 70.71	319 0.1022 30.61 39.88 75.41	8 0.562 0.77 1.00 100.00	21 0.054 2.02 2.63 80.77	800 76.78
Female Sworn	1 0.0054 0.10 0.41 25.00	1 1.1458 0.10 0.41 8.33	29 1.5697 2.78 11.98 29.29	104 0.3377 9.98 42.98 24.59	0 1.858 0.00 0.00 0.00	5 0.1786 0.48 2.07 19.23	242 23.22
Total	4 0.38	12 1.15	99 9.50	423 40.60	8 0.77	26 2.50	1042 100.00

Frequency Missing = 72

STATISTICS FOR TABLE OF GENCS BY Q25A

Statistic	DF	Value	Prob
Chi-Square	11	13.684	0.251
Likelihood Ratio Chi-Square	11	17.012	0.108
Mantel-Haenszel Chi-Square	1	0.138	0.710
Phi Coefficient		0.115	
Contingency Coefficient		0.114	
Cramer's V		0.115	

Effective Sample Size = 1042

Frequency Missing = 72

WARNING: 29% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

OPS
Gender-Based Member Composition

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q25A

EXTRCT03(Supervisor-gender-membership status comb)					Q25A(Religion)		
Frequency							
Cell Chi-Square							
Percent							
Row Pct							
Col Pct							
	No relig ion (14. 7%)	Anglican (--%)	Buddhist (0.6%)	Christia n Orthod ox (1.4%)	Christia n, n/i e lsewhere (13.1%)	Hindu (0 .5%)	Total
Regular male Sworn	118	42	6	19	100	3	579
	0.7296	1.8489	0.0438	3.1615	5.0672	0.2878	
	11.23	4.00	0.57	1.81	9.51	0.29	55.09
	20.38	7.25	1.04	3.28	17.27	0.52	
	59.60	44.68	60.00	82.61	68.97	75.00	
Regular female Sworn	38	20	2	2	21	0	189
	0.161	0.5671	0.0226	1.1032	0.9878	0.7193	
	3.62	1.90	0.19	0.19	2.00	0.00	17.98
	20.11	10.58	1.06	1.06	11.11	0.00	
	19.19	21.28	20.00	8.70	14.48	0.00	
Supervisor male Sworn	34	25	2	1	18	1	223
	1.5277	1.2813	0.007	3.085	5.2971	0.027	
	3.24	2.38	0.19	0.10	1.71	0.10	21.22
	15.25	11.21	0.90	0.45	8.07	0.45	
	17.17	26.60	20.00	4.35	12.41	25.00	
Supervisor female Sworn	8	7	0	1	6	0	60
	0.9655	0.4973	0.5709	0.0746	0.6268	0.2284	
	0.76	0.67	0.00	0.10	0.57	0.00	5.71
	13.33	11.67	0.00	1.67	10.00	0.00	
	4.04	7.45	0.00	4.35	4.14	0.00	
Total	198	94	10	23	145	4	1051
(Continued)	18.84	8.94	0.95	2.19	13.80	0.38	100.00

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q25A

EXTRCT03(Supervisor-gender-membership status comb)					Q25A(Religion)		
Frequency Cell Chi-Square Percent Row Pct Col Pct	Jewish (0.6%)	Muslim (1.2%)	Protestant (17.9%)	Roman Catholic (45.4%)	Sikh (1.7%)	Other (2.7%)	Total
Regular male Sworn	2 0.0188 0.19 0.35 50.00	7 0.0229 0.67 1.21 58.33	44 2.0367 4.19 7.60 44.44	218 1.2629 20.74 37.65 51.05	6 0.2189 0.57 1.04 66.67	14 0.0073 1.33 2.42 53.85	579 55.09
Regular female Sworn	0 0.7193 0.00 0.00 0.00	1 0.6213 0.10 0.53 8.33	20 0.2711 1.90 10.58 20.20	81 0.2312 7.71 42.86 18.97	0 1.6185 0.00 0.00 0.00	4 0.0976 0.38 2.12 15.38	189 17.98
Supervisor male Sworn	1 0.027 0.10 0.45 25.00	4 0.8302 0.38 1.79 33.33	26 1.1874 2.47 11.66 26.26	102 1.4343 9.71 45.74 23.89	2 0.0043 0.19 0.90 22.22	7 0.3989 0.67 3.14 26.92	223 21.22
Supervisor female Sworn	1 2.6075 0.10 1.67 25.00	0 0.6851 0.00 0.00 0.00	9 1.9836 0.86 15.00 9.09	26 0.1081 2.47 43.33 6.09	1 0.4601 0.10 1.67 11.11	1 0.158 0.10 1.67 3.85	60 5.71
Total	4 0.38	12 1.14	99 9.42	427 40.63	9 0.86	26 2.47	1051 100.00

Frequency Missing = 63

STATISTICS FOR TABLE OF EXTRCT03 BY Q25A

Statistic	DF	Value	Prob
Chi-Square	33	45.899	0.067
Likelihood Ratio Chi-Square	33	51.034	0.023
Mantel-Haenszel Chi-Square	1	6.672	0.010
Phi Coefficient		0.209	
Contingency Coefficient		0.205	
Cramer's V		0.121	

Effective Sample Size = 1051

Frequency Missing = 63

WARNING: 48% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q26AGR

Q13A(Gender)	Q26AGR(Spoken language groups)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (45 .7%)	English and Fren ch (45.9 %)	English and Othe r (3.3%)	English, French and Othe r (5.1%)	Total
Male (59.9%)	385 0.0003 36.67 47.95 76.54	328 0.2145 31.24 40.85 74.55	28 0.5085 2.67 3.49 87.50	62 0.3758 5.90 7.72 82.67	803 76.48
Female (40.1%)	118 0.0009 11.24 47.77 23.46	112 0.6973 10.67 45.34 25.45	4 1.6531 0.38 1.62 12.50	13 1.2218 1.24 5.26 17.33	247 23.52
Total	503 47.90	440 41.90	32 3.05	75 7.14	1050 100.00

Frequency Missing = 64

STATISTICS FOR TABLE OF Q13A BY Q26AGR

Statistic	DF	Value	Prob
Chi-Square	3	4.672	0.197
Likelihood Ratio Chi-Square	3	5.091	0.165
Mantel-Haenszel Chi-Square	1	1.175	0.278
Phi Coefficient		0.067	
Contingency Coefficient		0.067	
Cramer's V		0.067	

Effective Sample Size = 1050
Frequency Missing = 64

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q26AGR

Q14B(Gender orientation) Q26AGR(Spoken language groups)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (45 .7%)	English and Fren ch (45.9 %)	English and Othe r (3.3%)	English, French and Othe r (5.1%)	Total
Male	382 0.0002 36.38 47.87 75.94	326 0.211 31.05 40.85 74.09	28 0.5568 2.67 3.51 87.50	62 0.4386 5.90 7.77 82.67	798 76.00
Female	114 0.0082 10.86 47.50 22.66	109 0.7064 10.38 45.42 24.77	4 1.5018 0.38 1.67 12.50	13 1.0012 1.24 5.42 17.33	240 22.86
Other	7 0.2724 0.67 58.33 1.39	5 0.0002 0.48 41.67 1.14	0 0.3657 0.00 0.00 0.00	0 0.8571 0.00 0.00 0.00	12 1.14
Total	503 47.90	440 41.90	32 3.05	75 7.14	1050 100.00

Frequency Missing = 64

STATISTICS FOR TABLE OF Q14B BY Q26AGR

Statistic	DF	Value	Prob
Chi-Square	6	5.920	0.432
Likelihood Ratio Chi-Square	6	7.460	0.280
Mantel-Haenszel Chi-Square	1	1.921	0.166
Phi Coefficient		0.075	
Contingency Coefficient		0.075	
Cramer's V		0.053	

Effective Sample Size = 1050
Frequency Missing = 64

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q26AGR

Q03B(Supervisor)	Q26AGR(Spoken language groups)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (45 .7%)	English and Fren ch (45.9 %)	English and Othe r (3.3%)	English, French and Othe r (5.1%)	Total
No (72.3%)	366 0.0013 34.92 47.91 72.76	317 0.0288 30.25 41.49 72.21	23 0.0046 2.19 3.01 71.88	58 0.3046 5.53 7.59 78.38	764 72.90
Yes (27.7%)	137 0.0035 13.07 48.24 27.24	122 0.0774 11.64 42.96 27.79	9 0.0124 0.86 3.17 28.13	16 0.8193 1.53 5.63 21.62	284 27.10
Total	503 48.00	439 41.89	32 3.05	74 7.06	1048 100.00

Frequency Missing = 66

STATISTICS FOR TABLE OF Q03B BY Q26AGR

Statistic	DF	Value	Prob
Chi-Square	3	1.252	0.741
Likelihood Ratio Chi-Square	3	1.305	0.728
Mantel-Haenszel Chi-Square	1	0.496	0.481
Phi Coefficient		0.035	
Contingency Coefficient		0.035	
Cramer's V		0.035	

Effective Sample Size = 1048
Frequency Missing = 66

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q26AGR

GENCS(Gender and membership status combined)
Q26AGR(Spoken language groups)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (45 .7%)	English and Fren ch (45.9 %)	English and Othe r (3.3%)	English, French and Othe r (5.1%)	Total
Male Sworn	382 0.0012 36.80 47.87 77.02	326 0.2121 31.41 40.85 74.94	28 0.4696 2.70 3.51 87.50	62 0.3268 5.97 7.77 82.67	798 76.88
Female Sworn	114 0.0041 10.98 47.50 22.98	109 0.7052 10.50 45.42 25.06	4 1.5613 0.39 1.67 12.50	13 1.0867 1.25 5.42 17.33	240 23.12
Total	496 47.78	435 41.91	32 3.08	75 7.23	1038 100.00

Frequency Missing = 76

STATISTICS FOR TABLE OF GENCS BY Q26AGR

Statistic	DF	Value	Prob
Chi-Square	3	4.367	0.224
Likelihood Ratio Chi-Square	3	4.742	0.192
Mantel-Haenszel Chi-Square	1	0.996	0.318
Phi Coefficient		0.065	
Contingency Coefficient		0.065	
Cramer's V		0.065	

Effective Sample Size = 1038
Frequency Missing = 76

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q26AGR

EXTRCT03(Supervisor-gender-membership status comb)
Q26AGR(Spoken language groups)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (45 .7%)	English and Fren ch (45.9 %)	English and Othe r (3.3%)	English, French and Othe r (5.1%)	Total
Regular male Sworn	272 0.0712 26.00 47.22 54.18	234 0.2145 22.37 40.63 53.42	21 0.6478 2.01 3.65 65.63	49 1.6705 4.68 8.51 66.22	576 55.07
Regular female Sworn	93 0.1562 8.89 50.00 18.53	82 0.2174 7.84 44.09 18.72	2 2.3932 0.19 1.08 6.25	9 1.3143 0.86 4.84 12.16	186 17.78
Supervisor male Sworn	112 0.1881 10.71 50.00 22.31	93 0.0068 8.89 41.52 21.23	7 0.0032 0.67 3.13 21.88	12 0.9339 1.15 5.36 16.22	224 21.41
Supervisor female Sworn	25 0.5003 2.39 41.67 4.98	29 0.5979 2.77 48.33 6.62	2 0.0147 0.19 3.33 6.25	4 0.0141 0.38 6.67 5.41	60 5.74
Total	502 47.99	438 41.87	32 3.06	74 7.07	1046 100.00

Frequency Missing = 68

STATISTICS FOR TABLE OF EXTRCT03 BY Q26AGR

Statistic	DF	Value	Prob
Chi-Square	9	8.944	0.442
Likelihood Ratio Chi-Square	9	9.849	0.363
Mantel-Haenszel Chi-Square	1	1.252	0.263
Phi Coefficient		0.092	
Contingency Coefficient		0.092	
Cramer's V		0.053	

Effective Sample Size = 1046
Frequency Missing = 68

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q26ALL

Q13A(Gender)	Q26ALL(All spoken languages count)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	1	2	3	4	Total
Male (59.9%)	403 0.0007 37.56 49.09 76.62	356 0.0533 33.18 43.36 75.58	59 0.177 5.50 7.19 80.82	3 0.2163 0.28 0.37 100.00	821 76.51
Female (40.1%)	123 0.0023 11.46 48.81 23.38	115 0.1737 10.72 45.63 24.42	14 0.5767 1.30 5.56 19.18	0 0.7046 0.00 0.00 0.00	252 23.49
Total	526 49.02	471 43.90	73 6.80	3 0.28	1073 100.00

Frequency Missing = 41

STATISTICS FOR TABLE OF Q13A BY Q26ALL

Statistic	DF	Value	Prob
Chi-Square	3	1.905	0.592
Likelihood Ratio Chi-Square	3	2.624	0.453
Mantel-Haenszel Chi-Square	1	0.211	0.646
Phi Coefficient		0.042	
Contingency Coefficient		0.042	
Cramer's V		0.042	

Effective Sample Size = 1073

Frequency Missing = 41

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q26ALL

Q14B(Gender orientation) Q26ALL(All spoken languages count)

Frequency Cell Chi-Square Percent Row Pct Col Pct	1	2	3	4	Total
Male	400 556E-9 37.28 49.02 76.05	354 0.049 32.99 43.38 75.16	59 0.2187 5.50 7.23 80.82	3 0.2263 0.28 0.37 100.00	816 76.05
Female	118 0.0217 11.00 48.36 22.43	112 0.2237 10.44 45.90 23.78	14 0.4073 1.30 5.74 19.18	0 0.6822 0.00 0.00 0.00	244 22.74
Other	8 0.4155 0.75 61.54 1.52	5 0.0875 0.47 38.46 1.06	0 0.8844 0.00 0.00 0.00	0 0.0363 0.00 0.00 0.00	13 1.21
Total	526 49.02	471 43.90	73 6.80	3 0.28	1073 100.00

Frequency Missing = 41

STATISTICS FOR TABLE OF Q14B BY Q26ALL

Statistic	DF	Value	Prob
Chi-Square	6	3.253	0.777
Likelihood Ratio Chi-Square	6	4.823	0.567
Mantel-Haenszel Chi-Square	1	0.626	0.429
Phi Coefficient		0.055	
Contingency Coefficient		0.055	
Cramer's V		0.039	

Effective Sample Size = 1073

Frequency Missing = 41

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q26ALL

Q03B(Supervisor)	Q26ALL(All spoken languages count)				
Frequency Cell Chi-Square Percent Row Pct Col Pct	1	2	3	4	Total
No (72.3%)	385 0.0005 35.95 49.17 73.19	340 0.038 31.75 43.42 72.34	56 0.2146 5.23 7.15 77.78	2 0.017 0.19 0.26 66.67	783 73.11
Yes (27.7%)	141 0.0014 13.17 48.96 26.81	130 0.1033 12.14 45.14 27.66	16 0.5836 1.49 5.56 22.22	1 0.0463 0.09 0.35 33.33	288 26.89
Total	526 49.11	470 43.88	72 6.72	3 0.28	1071 100.00

Frequency Missing = 43

STATISTICS FOR TABLE OF Q03B BY Q26ALL

Statistic	DF	Value	Prob
Chi-Square	3	1.005	0.800
Likelihood Ratio Chi-Square	3	1.034	0.793
Mantel-Haenszel Chi-Square	1	0.077	0.781
Phi Coefficient		0.031	
Contingency Coefficient		0.031	
Cramer's V		0.031	

Effective Sample Size = 1071

Frequency Missing = 43

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q26ALL

GENCS(Gender and membership status combined)
Q26ALL(All spoken languages count)

Frequency Cell Chi-Square Percent Row Pct Col Pct	1	2	3	4	Total
Male Sworn	400 0.0038 37.74 49.02 77.22	354 0.0624 33.40 43.38 75.97	59 0.1399 5.57 7.23 80.82	3 0.2065 0.28 0.37 100.00	816 76.98
Female Sworn	118 0.0128 11.13 48.36 22.78	112 0.2088 10.57 45.90 24.03	14 0.4678 1.32 5.74 19.18	0 0.6906 0.00 0.00 0.00	244 23.02
Total	518 48.87	466 43.96	73 6.89	3 0.28	1060 100.00

Frequency Missing = 54

STATISTICS FOR TABLE OF GENCS BY Q26ALL

Statistic	DF	Value	Prob
Chi-Square	3	1.793	0.617
Likelihood Ratio Chi-Square	3	2.489	0.477
Mantel-Haenszel Chi-Square	1	0.116	0.733
Phi Coefficient		0.041	
Contingency Coefficient		0.041	
Cramer's V		0.041	

Effective Sample Size = 1060

Frequency Missing = 54

WARNING: 25% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q26ALL

EXTRCT03(Supervisor-gender-membership status comb)
Q26ALL(All spoken languages count)

Frequency Cell Chi-Square Percent Row Pct Col Pct	1	2	3	4	Total
Regular male Sworn	287 0.0363 26.85 48.56 54.67	255 0.0709 23.85 43.15 54.37	47 1.3004 4.40 7.95 65.28	2 0.0703 0.19 0.34 66.67	591 55.29
Regular female Sworn	97 0.1458 9.07 51.05 18.48	84 0.0049 7.86 44.21 17.91	9 1.1266 0.84 4.74 12.50	0 0.5332 0.00 0.00 0.00	190 17.77
Supervisor male Sworn	115 0.111 10.76 50.66 21.90	100 0.0017 9.35 44.05 21.32	11 1.2032 1.03 4.85 15.28	1 0.2068 0.09 0.44 33.33	227 21.23
Supervisor female Sworn	26 0.5229 2.43 42.62 4.95	30 0.3917 2.81 49.18 6.40	5 0.1934 0.47 8.20 6.94	0 0.1712 0.00 0.00 0.00	61 5.71
Total	525 49.11	469 43.87	72 6.74	3 0.28	1069 100.00

Frequency Missing = 45

STATISTICS FOR TABLE OF EXTRCT03 BY Q26ALL

Statistic	DF	Value	Prob
Chi-Square	9	6.090	0.731
Likelihood Ratio Chi-Square	9	6.945	0.643
Mantel-Haenszel Chi-Square	1	0.212	0.645
Phi Coefficient		0.075	
Contingency Coefficient		0.075	
Cramer's V		0.044	

Effective Sample Size = 1069

Frequency Missing = 45

WARNING: 31% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY Q27

Q13A(Gender) Q27(Languages use regularly in job)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (64 .1%)	English & French (35.9%)	Total
Male (59.9%)	569 0.0356 53.08 69.39 77.10	251 0.0787 23.41 30.61 75.15	820 76.49
Female (40.1%)	169 0.116 15.76 67.06 22.90	83 0.2562 7.74 32.94 24.85	252 23.51
Total	738 68.84	334 31.16	1072 100.00

Frequency Missing = 42

STATISTICS FOR TABLE OF Q13A BY Q27

Statistic	DF	Value	Prob
Chi-Square	1	0.487	0.485
Likelihood Ratio Chi-Square	1	0.483	0.487
Continuity Adj. Chi-Square	1	0.384	0.535
Mantel-Haenszel Chi-Square	1	0.486	0.486
Fisher's Exact Test (Left)			0.782
(Right)			0.267
(2-Tail)			0.485
Phi Coefficient		0.021	
Contingency Coefficient		0.021	
Cramer's V		0.021	

Effective Sample Size = 1072
Frequency Missing = 42

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY Q27

Q14B(Gender orientation)		Q27(Languages use regularly in job)	
Frequency	Cell Chi-Square		
Percent			
Row Pct			
Col Pct			
		English only (64.1%)	English & French (35.9%)
Male		565	250
	0.0275	0.0607	
	52.71	23.32	
	69.33	30.67	
	76.56	74.85	
Female		163	81
	0.1475	0.3259	
	15.21	7.56	
	66.80	33.20	
	22.09	24.25	
Other		10	3
	0.1233	0.2724	
	0.93	0.28	
	76.92	23.08	
	1.36	0.90	
Total		738	334
	68.84	31.16	100.00

Frequency Missing = 42

STATISTICS FOR TABLE OF Q14B BY Q27

Statistic	DF	Value	Prob
Chi-Square	2	0.957	0.620
Likelihood Ratio Chi-Square	2	0.975	0.614
Mantel-Haenszel Chi-Square	1	0.169	0.681
Phi Coefficient		0.030	
Contingency Coefficient		0.030	
Cramer's V		0.030	

Effective Sample Size = 1072
Frequency Missing = 42

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY Q27

Q03B(Supervisor) Q27(Languages use regularly in job)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (64 .1%)	English & French (35.9%)	Total
No (72.3%)	536 0.0204 50.09 68.45 72.73	247 0.0452 23.08 31.55 74.17	783 73.18
Yes (27.7%)	201 0.0557 18.79 70.03 27.27	86 0.1233 8.04 29.97 25.83	287 26.82
Total	737 68.88	333 31.12	1070 100.00

Frequency Missing = 44

STATISTICS FOR TABLE OF Q03B BY Q27

Statistic	DF	Value	Prob
Chi-Square	1	0.245	0.621
Likelihood Ratio Chi-Square	1	0.246	0.620
Continuity Adj. Chi-Square	1	0.176	0.674
Mantel-Haenszel Chi-Square	1	0.244	0.621
Fisher's Exact Test (Left)			0.339
(Right)			0.714
(2-Tail)			0.655
Phi Coefficient		-0.015	
Contingency Coefficient		0.015	
Cramer's V		-0.015	

Effective Sample Size = 1070
Frequency Missing = 44

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY Q27

GENCS(Gender and membership status combined)
Q27(Languages use regularly in job)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (64 .1%)	English & French (35.9%)	Total
Male Sworn	565 0.04 53.35 69.33 77.61	250 0.088 23.61 30.67 75.53	815 76.96
Female Sworn	163 0.1337 15.39 66.80 22.39	81 0.2941 7.65 33.20 24.47	244 23.04
Total	728 68.74	331 31.26	1059 100.00

Frequency Missing = 55

STATISTICS FOR TABLE OF GENCS BY Q27

Statistic	DF	Value	Prob
Chi-Square	1	0.556	0.456
Likelihood Ratio Chi-Square	1	0.552	0.458
Continuity Adj. Chi-Square	1	0.445	0.505
Mantel-Haenszel Chi-Square	1	0.555	0.456
Fisher's Exact Test (Left)			0.796
(Right)			0.252
(2-Tail)			0.479
Phi Coefficient		0.023	
Contingency Coefficient		0.023	
Cramer's V		0.023	

Effective Sample Size = 1059
Frequency Missing = 55

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY Q27

EXTRCT03(Supervisor-gender-membership status comb)
Q27(Languages use regularly in job)

Frequency Cell Chi-Square Percent Row Pct Col Pct	English only (64 .1%)	English & French (35.9%)	Total
Regular male Sworn	410 0.0182 38.39 69.37 55.71	181 0.0402 16.95 30.63 54.52	591 55.34
Regular female Sworn	125 0.2691 11.70 65.79 16.98	65 0.5966 6.09 34.21 19.58	190 17.79
Supervisor male Sworn	158 0.0326 14.79 69.91 21.47	68 0.0724 6.37 30.09 20.48	226 21.16
Supervisor female Sworn	43 0.022 4.03 70.49 5.84	18 0.0489 1.69 29.51 5.42	61 5.71
Total	736 68.91	332 31.09	1068 100.00

Frequency Missing = 46

STATISTICS FOR TABLE OF EXTRCT03 BY Q27

Statistic	DF	Value	Prob
Chi-Square	3	1.100	0.777
Likelihood Ratio Chi-Square	3	1.087	0.780
Mantel-Haenszel Chi-Square	1	0.010	0.921
Phi Coefficient		0.032	
Contingency Coefficient		0.032	
Cramer's V		0.032	

Effective Sample Size = 1068
Frequency Missing = 46

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q13A BY DRSIZEC

Q13A(Gender)	DRSIZEC(Member category reporting to same suprr)									
Frequency Cell Chi-Square Percent Row Pct Col Pct	1-3 dire ct repor ts	4 direct reports	5 direct reports	6 direct reports	7 direct reports	8 direct reports	9-14 dir ect repo rts	15-30 di rect rep orts	Total	
Male (59.9%)	75 0.0379 7.16 9.24 75.76	96 1.3612 9.16 11.82 87.27	98 0.1207 9.35 12.07 74.81	151 0.1955 14.41 18.60 80.32	123 0.0151 11.74 15.15 78.34	139 0.0252 13.26 17.12 78.53	100 0.4483 9.54 12.32 72.46	30 1.3903 2.86 3.69 62.50	812 77.48	
Female (40.1%)	24 0.1306 2.29 10.17 24.24	14 4.6835 1.34 5.93 12.73	33 0.4153 3.15 13.98 25.19	37 0.6725 3.53 15.68 19.68	34 0.0519 3.24 14.41 21.66	38 0.0867 3.63 16.10 21.47	38 1.5426 3.63 16.10 27.54	18 4.7837 1.72 7.63 37.50	236 22.52	
Total	99 9.45	110 10.50	131 12.50	188 17.94	157 14.98	177 16.89	138 13.17	48 4.58	1048 100.00	

Frequency Missing = 66

STATISTICS FOR TABLE OF Q13A BY DRSIZEC

Statistic	DF	Value	Prob
Chi-Square	7	15.961	0.025
Likelihood Ratio Chi-Square	7	16.001	0.025
Mantel-Haenszel Chi-Square	1	4.569	0.033
Phi Coefficient		0.123	
Contingency Coefficient		0.122	
Cramer's V		0.123	

Effective Sample Size = 1048
Frequency Missing = 66

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q14B BY DRSIZEC

Q14B(Gender orientation)		DRSIZEC(Member category reporting to same suprr)								Total
Frequency	Cell Chi-Square	1-3 direct reports	4 direct reports	5 direct reports	6 direct reports	7 direct reports	8 direct reports	9-14 direct reports	15-30 direct reports	
Percent										
Row Pct										
Col Pct										
Male		75 0.02 7.16 9.29 75.76	95 1.2515 9.06 11.77 86.36	97 0.1489 9.26 12.02 74.05	150 0.1891 14.31 18.59 79.79	123 0.0366 11.74 15.24 78.34	137 0.0036 13.07 16.98 77.40	100 0.3694 9.54 12.39 72.46	30 1.3113 2.86 3.72 62.50	807 77.00
Female		24 0.2591 2.29 10.48 24.24	14 4.1906 1.34 6.11 12.73	33 0.6687 3.15 14.41 25.19	36 0.6282 3.44 15.72 19.15	33 0.0497 3.15 14.41 21.02	36 0.1852 3.44 15.72 20.34	35 0.7786 3.34 15.28 25.36	18 5.3794 1.72 7.86 37.50	229 21.85
Other		0 1.1336 0.00 0.00 0.00	1 0.0535 0.10 8.33 0.91	1 0.1667 0.10 8.33 0.76	2 0.0108 0.19 16.67 1.06	1 0.354 0.10 8.33 0.64	4 1.9213 0.38 33.33 2.26	3 1.2758 0.29 25.00 2.17	0 0.5496 0.00 0.00 0.00	12 1.15
Total		99 9.45	110 10.50	131 12.50	188 17.94	157 14.98	177 16.89	138 13.17	48 4.58	1048 100.00

Frequency Missing = 66

STATISTICS FOR TABLE OF Q14B BY DRSIZEC

Statistic	DF	Value	Prob
Chi-Square	14	20.935	0.103
Likelihood Ratio Chi-Square	14	21.808	0.083
Mantel-Haenszel Chi-Square	1	5.083	0.024
Phi Coefficient		0.141	
Contingency Coefficient		0.140	
Cramer's V		0.100	

Effective Sample Size = 1048

Frequency Missing = 66

WARNING: 33% of the cells have expected counts less than 5. Chi-Square may not be a valid test.

Gender-rank breakdown for all other sworn member characteristics

TABLE OF Q03B BY DRSIZEC

Q03B(Supervisor)	DRSIZEC(Member category reporting to same suprr)									
Frequency Cell Chi-Square Percent Row Pct Col Pct	1-3 dire ct repor ts	4 direct reports	5 direct reports	6 direct reports	7 direct reports	8 direct reports	9-14 dir ect repo rts	15-30 di rect rep orts	Total	
No (72.3%)	50 7.6145 4.69 6.44 49.50	59 5.6286 5.54 7.59 53.64	86 0.9592 8.08 11.07 65.65	154 1.5403 14.46 19.82 80.63	136 2.234 12.77 17.50 82.93	148 2.7559 13.90 19.05 83.62	107 0.0684 10.05 13.77 74.83	37 0.112 3.47 4.76 77.08	777 72.96	
Yes (27.7%)	51 20.543 4.79 17.71 50.50	51 15.185 4.79 17.71 46.36	45 2.5878 4.23 15.63 34.35	37 4.1557 3.47 12.85 19.37	28 6.0271 2.63 9.72 17.07	29 7.4351 2.72 10.07 16.38	36 0.1844 3.38 12.50 25.17	11 0.3021 1.03 3.82 22.92	288 27.04	
Total	101 9.48	110 10.33	131 12.30	191 17.93	164 15.40	177 16.62	143 13.43	48 4.51	1065 100.00	

Frequency Missing = 49

STATISTICS FOR TABLE OF Q03B BY DRSIZEC

Statistic	DF	Value	Prob
Chi-Square	7	77.334	0.001
Likelihood Ratio Chi-Square	7	74.148	0.001
Mantel-Haenszel Chi-Square	1	45.131	0.001
Phi Coefficient		0.269	
Contingency Coefficient		0.260	
Cramer's V		0.269	

Effective Sample Size = 1065
Frequency Missing = 49

Gender-rank breakdown for all other sworn member characteristics

TABLE OF GENCS BY DRSIZEC

GENCS(Gender and membership status combined) DRSIZEC(Member category reporting to same suppr)

Frequency Cell Chi-Square Percent Row Pct Col Pct	1-3 dire ct repor ts	4 direct reports	5 direct reports	6 direct reports	7 direct reports	8 direct reports	9-14 dir ect repo rts	15-30 di rect rep orts	Total
Male Sworn	75 0.0581 7.24 9.29 75.76	95 1.1999 9.17 11.77 87.16	97 0.1796 9.36 12.02 74.62	150 0.1805 14.48 18.59 80.65	123 0.0181 11.87 15.24 78.85	137 0.0372 13.22 16.98 79.19	100 0.2531 9.65 12.39 74.07	30 1.4606 2.90 3.72 62.50	807 77.90
Female Sworn	24 0.2048 2.32 10.48 24.24	14 4.2286 1.35 6.11 12.84	33 0.6329 3.19 14.41 25.38	36 0.6361 3.47 15.72 19.35	33 0.0637 3.19 14.41 21.15	36 0.1313 3.47 15.72 20.81	35 0.892 3.38 15.28 25.93	18 5.1472 1.74 7.86 37.50	229 22.10
Total	99 9.56	109 10.52	130 12.55	186 17.95	156 15.06	173 16.70	135 13.03	48 4.63	1036 100.00

Frequency Missing = 78

STATISTICS FOR TABLE OF GENCS BY DRSIZEC

Statistic	DF	Value	Prob
Chi-Square	7	15.324	0.032
Likelihood Ratio Chi-Square	7	15.199	0.034
Mantel-Haenszel Chi-Square	1	3.358	0.067
Phi Coefficient		0.122	
Contingency Coefficient		0.121	
Cramer's V		0.122	

Effective Sample Size = 1036
Frequency Missing = 78

Gender-rank breakdown for all other sworn member characteristics

TABLE OF EXTRCT03 BY DRSIZEC

EXTRCT03(Supervisor-gender-membership status comb) DRSIZEC(Member category reporting to same suprr)

Frequency Cell Chi-Square Percent Row Pct Col Pct	1-3 dire ct repor ts	4 direct reports	5 direct reports	6 direct reports	7 direct reports	8 direct reports	9-14 dir ect repo rts	15-30 di rect rep orts	Total
Regular male Sworn	34 8.1137 3.26 5.79 34.69	54 0.8795 5.18 9.20 49.54	68 0.3645 6.52 11.58 52.31	121 2.1818 11.60 20.61 64.36	104 2.7685 9.97 17.72 66.24	115 2.376 11.03 19.59 64.97	70 0.5589 6.71 11.93 51.47	21 1.339 2.01 3.58 43.75	587 56.28
Regular female Sworn	14 0.3128 1.34 8.09 14.29	4 10.965 0.38 2.31 3.67	17 0.9655 1.63 9.83 13.08	30 0.0449 2.88 17.34 15.96	27 0.0353 2.59 15.61 17.20	33 0.4517 3.16 19.08 18.64	32 3.9521 3.07 18.50 23.53	16 8.1158 1.53 9.25 33.33	173 16.59
Supervisor male Sworn	40 17.817 3.84 18.10 40.82	41 13.879 3.93 18.55 37.61	29 0.0768 2.78 13.12 22.31	30 2.4282 2.88 13.57 15.96	19 6.1183 1.82 8.60 12.10	24 4.8625 2.30 10.86 13.56	29 0.0012 2.78 13.12 21.32	9 0.1347 0.86 4.07 18.75	221 21.19
Supervisor female Sworn	10 2.9914 0.96 16.13 10.20	10 1.9129 0.96 16.13 9.17	16 8.8553 1.53 25.81 12.31	7 1.5601 0.67 11.29 3.72	7 0.5831 0.67 11.29 4.46	5 2.8976 0.48 8.06 2.82	5 1.1768 0.48 8.06 3.68	2 0.2552 0.19 3.23 4.17	62 5.94
Total	98 9.40	109 10.45	130 12.46	188 18.02	157 15.05	177 16.97	136 13.04	48 4.60	1043 100.00

Frequency Missing = 71

STATISTICS FOR TABLE OF EXTRCT03 BY DRSIZEC

Statistic	DF	Value	Prob
Chi-Square	21	108.975	0.001
Likelihood Ratio Chi-Square	21	106.889	0.001
Mantel-Haenszel Chi-Square	1	28.427	0.001
Phi Coefficient		0.323	
Contingency Coefficient		0.308	
Cramer's V		0.187	

Effective Sample Size = 1043
Frequency Missing = 71