Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Ottawa Police Service 2017 Member Census:

Insights Report

July 17, 2018

Contents

Background

The intent of this report

The intent of this report is to measure Ottawa Police Service's progress in having a diverse workplace that reflects the community it serves, by using available benchmarks and past census results. It is also intended to provide meaningful data to Ottawa Police Service for the purposes of informing future decisions on issues of diversity and inclusion in the workplace.

The data we provide and the insights we derive from the data are based on proven statistical methods to determine significant associations between certain identities and workplace opportunities, in terms of hiring and advancement and other talent management processes.

Unfortunately, the data does not tell us *why* a particular trend is happening or not happening. We can only use our experience and expertise combined with relevant research to provide insights, to the best of our ability, on what the *potential* reasons might be for one trend or another. Based on these potentialities, we also provide recommendations for next steps to address the key findings presented by the data.

Privacy and confidentiality

This report has been prepared for Ottawa Police Service for the sole purpose of providing information and analysis of the organization-specific data.

As per the engagement letter, Ottawa Police Service is able to use the organization-specific data contained in this report for its own purposes. Those purposes may include (but are not limited to) internal reporting and communications, proposals for clients, responses to request for proposals, external communications, etc. Ottawa Police Service is not limited in how it uses its organization-specific data.

Should you have any questions related to the use or release of any information contained in this document, please contact:

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About the Canadian Centre for Diversity and Inclusion

CCDI has a mission to help the organizations we work with be inclusive, free of prejudice and discrimination – and to generate the awareness, dialogue and action for people to recognize diversity as an asset and not an obstacle. Through the research, reports and toolkits we develop and our workshops, events and workplace consultations, we're helping Canadian employers understand their diversity, plan for it and create inclusion.

CCDI's leadership has a proven model that has cultivated trust as an impartial third party. Our expertise is focused on the topics of inclusion that are relevant in Canada now and the regional differences that shape diversity.

A charitable organization that thinks like a business, and through our Measurement and Analytics Team, we have created a niche with our innovative research technology and data analysis that brings a deeper understanding of Canadian diversity demographics and mindsets at any given moment.

CCDI is grateful for the support of our over 170 Employer Partners across Canada. For more information, contact:

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Why Diversity *and* Inclusion?

The Diversity and Inclusion mix is about capturing the uniqueness of individuals and creating an environment that values and respects these individuals for their talents, skills and abilities. A diverse and inclusive organization not only has heterogeneous employees, but also adapts to each person's needs, such as Disabilities, Religious and cultural differences, and varied ways of thinking and working. This means ensuring that employees do not have to engage in "covering" behaviour, downplaying who they really are for fear of being judged, excluded or actively discriminated against.[1]

But why is Diversity and Inclusion an imperative in workplaces today?

Human rights and justice demand it

First, it is necessary to actively promote Diversity and Inclusion in order to meet standards of human rights and justice. While it is easy to believe that every person gains employment because of their skills and talent, structural barriers mean that it can be difficult for some to be hired and to advance in the workplace. For example, it is next to impossible for a person who is physically disabled to work in an environment that is not accessible. Further, unconscious bias and conscious stereotypes, including sexism, ableism, ageism, racism, and homophobia, can impact whether a candidate obtains a job or an employee is promoted. Legal acts like the Accessibility for Ontarians with Disabilities Act and the Employment Equity Act are helpful, but these are not enough to enable workplaces to become truly diverse and inclusive.

Employees are more engaged

Second, there is a very strong business case for promoting Diversity and Inclusion. For example, Diversity and Inclusion policies are vital for attracting, retaining, and engaging employees. Canada is a highly diverse country, and if diverse candidates perceive a workplace as alienating – whether through company research or interviews – they are less likely to join that work environment.[2] This can prevent organizations from finding great candidates, who are diverse, for the job.

Likewise, employees who do not feel comfortable in their workplaces are more likely to take unnecessary absent days or leave their jobs, which can translate to high company costs. Lack of inclusion for employees with diverse needs can also lead to "presenteeism", where employees are physically present but are distracted by unaddressed physical or emotional

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[1] Juliet Bourke, Christie Smith, Heather Stockton and Nicky Wakefield, "From Diversity to inclusion: Move from compliance to diversity as a business strategy", last modified March 7, 2014, http://dupress.com/articles/hc-trends-2014-diversity-to-inclusion/.

[2] Ibid.

issues. It is estimated that presenteeism and absenteeism contribute to $6 billion in annual losses in Canada.[3]

To address this, a 2015 report by Deloitte found that a diverse and inclusive work environment can double the level of engagement of employees who feel included, relative to those who do not. This means that a strong focus on both Diversity and Inclusion increases the chances that "an employee is likely to stay with their employer, advocate for their employer and go the extra mile" at work.[4] An organization that does not prioritize Diversity and Inclusion is missing out on a truly talented and dedicated workforce.

Higher organizational performance is supported

Several studies have also discovered that Diversity and inclusion lead to higher organizational performance. A Diversity and inclusion strategy can allow workplaces to harness the varying talents, skills, and knowledge of their employees to benefit the collective. Deloitte found that when employees perceive that their organization is committed to Diversity and inclusion, they are also 80% more likely to state that the organization provides "great customer service, shares diverse ideas to develop innovative solutions, and works collaboratively to achieve their goals".[5]

Other research has demonstrated that within businesses, Gender and Racial diversity can help companies to increase sales, attract a greater number of customers, possess a greater market share, and earn larger relative profits.[6]   Finally, diverse teams understand customers' and clients' needs better than homogeneous organizations, which often fail to consider different perspectives.[7]

Diversity goes hand in hand with inclusion

It is important to note that Diversity and inclusion go hand in hand, and an organization that focuses on one without the other cannot reap full benefits. For instance, a work environment that has a diverse pool of employees but is not inclusive to their needs will not achieve discernible change.[8] In fact, both Deloitte[9] and Kochan et al.[10] found that diversity is most strongly associated with high organizational performance when there are practices in place that

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[3] Kathryn May, "'Presenteeism' worse than absenteeism? Thousands of public servants have mental health issues, expert says", *The National Post*, June 1, 2015, http://news.nationalpost.com/news/canada/canadian-politics/presenteeism-worse-than-absenteeism-thousands-of-public-servants-have-mental-health-issues-expert-says.

[4] Deloitte Australia, "Waiter, is that inclusion in my soup?: A new recipe to improve business performance", last modified April 16, 2015, http://www.globaldiversityexchange.ca/waiter-is-that-inclusion-in-my-soup/.

[5] Ibid.

[6] Cedric Herring, "Does Diversity Pay?: Race, Gender, and the Business Case for diversity", *American Sociological Review* 74 (2009): 208.

[7] Bourke, Smith, Stockton and Wakefield, "From Diversity to inclusion".

[8] Stephen Frost, *The Inclusion Imperative* (London: Kogan Page, 2014), 45.

[9] Deloitte Australia, "Waiter, is that inclusion in my soup?"

[10] Thomas Kochan, Katerina Bezrukova, Robin Ely, Susan Jackson, Aparna Joshi, Karen Jehn, Jonathan Leonard, David Levine, and David Thomas, "The Effects of Diversity on Business Performance: Report of the Diversity Research Network", *Human Resource Management* 42(2003): 9.

actively aim to integrate employees. This means not only ensuring that every unique individual has a chance to participate, but also that each employee feels that they belong and has the confidence to speak up.[11] Alternatively, as explained above, an inclusive and homogeneous work environment will not perform as well as one that is diverse and inclusive.

Overall, Diversity and inclusion initiatives in workplaces are not only imperative for the active promotion of human rights and justice in Canada. They are also vital for organizations that wish to take advantage of the talent and potential of a diverse labour force and improve their overall performance in a global economy.

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[11] Deloitte Australia, "Waiter, is that inclusion in my soup?"

Executive summary

Executive Summary[12]

Census Information

The census was an anonymous online survey with individual invitations sent to all Ottawa Police Service members.

Date: November 15, 2017-December 21, 2017
Sample Size: 1899 (adjusted from 1980 to remove 81 members on leave)
Respondents: 1381
Completion rate: 72.72%
Margin of error: +/- 1.38% 19 times out of 20.

Positive findings

There is strong representation of some minority groups overall and in Leadership Roles.

» Persons with a Disability, Indigenous persons, Latin / Hispanic persons, and LGB2sQ+ persons are strongly represented at Ottawa Police Service when compared to various available benchmarks.

» Please interpret the finding for Persons with a Disability with caution. We use a benchmark from the 2012 Canadian Survey on Disability (CSD), and this survey uses a different definition than the 2017 OPS census; nevertheless, this is the best comparator available. In particular, the CSD includes limitations in daily activities as part of its definition (even when limitations occur rarely), while the 2017 OPS census did not. However, mental, developmental and learning disabilities are included in both definitions.

Demographic Group	Ottawa Police Service	Benchmark
Persons with a Disability	15.57%	10.08% (Canadian population)
Indigenous	5.79%	2.50% (Ottawa population)
Latin / Hispanic	1.69%	1.37% (Ottawa labour force)
LGB2sQ+	6.01%	5.1% (Ontario population)

» Persons with a Disability, Persons Born Outside of Canada, and Racialized persons are proportionally represented across Duties and in Senior Leadership, compared to their representation overall.

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[12] Please note that detailed comparisons of OPS's data to that of other police services are not available at the time of this report.

» Females are proportionally represented as Senior Managers and in Senior Leadership, compared to their representation overall.

Persons Born Outside of Canada feel as included as Persons Born in Canada.

» There were no significant differences in sentiments of inclusion between Persons Born Outside of Canada and Persons Born in Canada.

Since 2012, representation of Females, Racialized persons, LGB2sQ+ persons, Indigenous persons, and Persons with a Disability has increased or remained almost the same.

» There has been a small increase in Female representation, from 35.67% to 38.45%.
» Racialized representation has increased significantly from 9.40% to 13.45%.
» LGb2sQ+ representation has increased significantly from 3.23% to 6.01%.
» Indigenous representation has remained similar, decreasing from 6.15% to 5.79%.
» Persons with a Disability representation has increased from 4.99% to 15.57%. **However, the definition of Persons with a Disability shifted from the 2012 to the 2017 census to become much broader. In particular, the definition in the 2017 census did not specify that having a Disability entails perceiving one is disadvantaged in employment, while the 2012 census did. This likely affected increase in representation.**

Demographic	2012 representation	2017 representation	Percentage difference
Female*	35.67%	38.45%	2.78%
Racialized	9.40%	13.45%	4.05%
LGB2sQ+	3.23%	6.01%	2.78%
Indigenous*	6.15%	5.79%	-0.36%
Persons with a Disability	4.99%	15.57%	10.58%

*This is not a statistically significant change in representation.

There is a lower proportion of Persons Born in Canada in 2017 than in 2012, more Religious diversity, and more diversity in terms of Dependant Status.

» In 2012, 88.90% of Respondents were Born in Canada; in 2017 this percentage decreased to 80.59% (see table on next page).
» Christian representation decreased significantly, from 70.54% to 58.58%.
» The percentage of Persons with Dependants decreased from 69.23% to 48.23%. However, a definition of Dependants was given on the 2017 census, but not on the 2012 census. **The definition in 2017 was: "a person who relies on you as their main source of financial support or someone who requires your daily assistance in attending to their basic personal needs and care." The lack of definition in 2012 means Respondents may have had a broader interpretation of the term. This may have affected the change in representation shown below.**

Demographic	2012 representation	2017 representation	Percentage difference
Born in Canada	88.90%	80.59%	-8.31%
Christian	70.54%	58.58%	-11.96%
Persons with Dependants	69.23%	48.23%	-21.00%

Since 2012, a higher proportion of Respondents have a post-secondary diploma or certificate, and / or a Bachelor's Degree.

» In 2012, the percentage of Respondents with a post-secondary diploma or certificate was 30.10%. This increased to 38.50% in 2017.

» The percentage of Respondents with a Bachelor's degree increased from 36.6% in 2012 to 40.80% in 2017.

Demographic	2012 representation	2017 representation	Percentage difference
Diploma or certificate from technical or vocational school, community college, business college or University	30.10%	38.50%	8.4%
Bachelor's degree	36.60%	40.80%	4.2%

The percentage of Females in Police Officer Roles has remained about the same since 2012, while the percentage of Males in Civilian Roles has increased.

» Of Police Officers, 23.90% were Female in 2012. In 2017, this percentage is 23.20%.

» Of Civilian Members, 28.70% were Male in 2012. In 2017, this percentage is 32.61%.
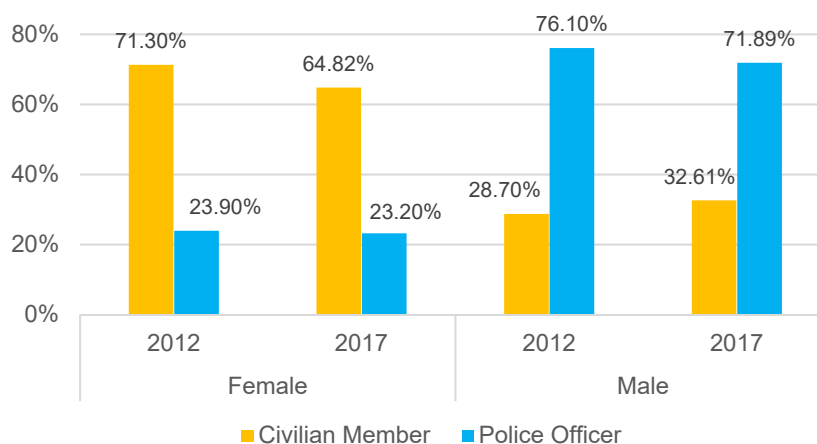
Areas to improve

There is low representation of some minority groups overall and in Leadership Roles.

» Females, Racialized persons, and Persons Born Outside of Canada are under-represented at Ottawa Police Service overall, when compared to Ottawa labour force statistics.

» When looking at more granular Racialized groups, Asian, Black, and Middle Eastern groups are also under-represented when compared to Ottawa labour force statistics.

Demographic	Ottawa Police Service	Ottawa Labour Force
Females	38.45%	49.02%
Racialized	13.45%	20.06%
Asian	4.07%	8.74%
Black	3.31%	5.38%
Middle Eastern	1.46%	3.83%
Born Outside of Canada	12.61%	20.80%

There is low overall positive response on Inclusion Survey questions.

» Of four Inclusion Survey questions, three received a positive response (agree or strongly agree) of 50% or lower. Less than 50% of Respondents agree for the following statements:
   o "At my organization, I am treated fairly and with respect."
   o "At my organization, my unique value is known and appreciated."
   o "At my organization, I feel included."

Further analysis indicates employees are perceiving relatively low diversity and feeling low levels of inclusion overall.

» As part of Inclusion Survey analysis, we used the Inclusion Survey responses to group Respondents into four different groups to understand where Ottawa Police Service can focus their D&I initiatives. The groups are:
   1) High perception of diversity and high feeling of inclusion
   2) Low perception of diversity and high feeling of inclusion
   3) High perception of diversity and low feeling of inclusion
   4) Low perception of diversity and low feeling of inclusion

» We found that 35% of the sample perceive high diversity and experience high levels of inclusion. **Of eleven CCDI clients who have undergone this analysis, the average proportion in the high / high group is 66%.**

» Further, 33% of the sample perceive low diversity and experience low levels of inclusion. **Of eleven CCDI clients who have undergone this analysis, the average proportion in the low / low group is 19%.**

» These proportions may suggest that members are perceiving relatively low diversity and feeling low levels of inclusion, overall.

» Racialized persons, Non-Christians, and Persons with a Disability are particularly over-represented in the low / low group, when compared to their representation overall.

There is a relatively low positive response on Inclusion Survey questions from Persons with a Disability and Racialized persons.

» Persons with a Disability disagree more than Non-Disabled persons for all Inclusion Survey questions.
» Racialized persons, particularly those who identify as Asian and Black, disagree more than Caucasians on the following two Inclusion Survey questions:
   o "My organization is committed to and supportive of diversity."
   o "At my organization, my unique value is known and appreciated."

Females are not feeling as included as Males.

» Females show higher neutral response rates than Males for the following Inclusion Survey questions:
   o "My organization is committed to and supportive of diversity."
   o "At my organization, I am treated fairly and with respect."
   o "At my organization, my unique value is known and appreciated."

Themes in open-response comments point to several areas of focus for Diversity and Inclusion.

» Of 1381 respondents, 184 (13%) gave open-response comments. Within these comments, some of the most common themes were:
   o Comments related to the need for meritocracy (26.10%)
   o Dissatisfied with or disconnected from leadership (11.96%)
   o Diversity and Inclusion survey is a waste of time and / or resources (11.41%)
   o Feelings of low morale (11.41%)

The population is ageing, which may be a risk if succession planning is not attended to.

» Respondents aged 25-34 years decreased from 21.3% in 2012 to 12.7% in 2017.
» Respondents aged 35-44 years decreased from 39.1% in 2012 to 28.5% in 2017.
» Respondents aged 55-64 years increased from 3.8% in 2012 to 8.9% in 2017.
» This trend may indicate a need for attention to succession planning, as the proportion of older workers continues to grow.

Demographic	2012 representation	2017 representation	Percentage difference
25-34 years	21.3%	12.7%	-8.6%
45-54 years	39.1%	28.5%	-10.5%
55-64 years	3.8%	8.9%	5.1%

Sworn Females are more likely to have Dependants and spend longer hours on childcare than other Gender and Role groups. This may be important to understand when considering need for flexibility.

» Of all Respondents, 48.23% have Dependants. Of Sworn Females, 55.17% have Dependants.
» Further, of all Respondents, 23.18% said they spent 60 hours or more on childcare in the last week (at the time of the survey). Of Sworn Females, 34.65% said they spent 60 hours or more on childcare. Further, 30.77% of Civilian Females said the same.
  o In comparison, only 12.16% of Civilian Males and 19.50% of Sworn Males said they spent this much time on childcare.
» This may be important information for understanding work-life balance needs for certain groups.

Conclusions and recommendations

The representation of many minority groups in Ottawa Police Service is strong, both overall and across high-ranking Roles. However, Inclusion Survey results are low for Respondents across all groups, as well as for specific groups like Persons with a Disability, Racialized persons and Females.

Some recommendations for moving forward in Diversity and Inclusion initiatives include the following.[13]

Focus on under-representation of Women, Racialized persons, and Persons Born Outside of Canada

» Focus recruitment advertising on diversity-targeted career websites and social media, and by networking with external diversity groups.
» Those in charge of advancement should be educated in, and receive training on, understanding differences and the impact their biases may have on selection, development, and advancement decisions.

Address lack of inclusion overall

» Encourage employees to discuss Diversity and Inclusion and provide input to Ottawa Police Service, for example through a Diversity and Inclusion council.
» Diversity and Inclusion should be integrated into the organization's overall learning and education programs, and employees should receive training to help implement the organization's D&I strategy, relevant to their jobs and levels.
» Coach the leadership team in Diversity and Inclusion so they are competent in its key principles. Ensure leadership makes Diversity and Inclusion one of their regular responsibilities.

Address lack of inclusion of Racialized persons and Females

» Examine practices, requirements and culture within your organization to understand why Racialized persons and Females feel undervalued within Ottawa Police Service.
» Ensure there are programs in place to educate on privilege, stereotypes, and bias, particularly pertaining to Gender and Race, to develop employees' understanding of how these issues affect Females and Racialized persons.
» Offer development programs to employees, particularly Females and Racialized persons, and encourage them to consider development opportunities and positions outside their current functional, technical, or professional area.

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[13] Please note there are more comprehensive recommendations in "Next steps" on page 82.

Address lack of inclusion for Persons with a Disability

» The organization should regularly, systematically communicate, through different channels, about its accommodation policies.

» Job requirements and descriptions should not be confused by factors such as disability, gender, school graduated from, religion, age, sexual orientation, appearance preferences, or culturally specific behaviors, which are not job-related.

» Your organization's health and wellness benefits may consider including clinics, employee assistance programs, and preventive healthcare, including for mental health issues.

Snapshot: Demographics at Ottawa Police Service

Role

- Civilian Member: 36.64%
- Police Officer: 63.36%

Leadership Status

- Senior Leader: 6.23%
- Non Senior Leader: 92.11%
- PNTA: 1.67%

Duties

- Member: 73.14%
- Supervisor: 14.55%
- Manager: 7.17%
- Senior Officer: 3.04%
- Executive Command: 0.36%
- PNTA: 1.74%

Role and Gender

Civilian Member:
- Male: 11.95%
- Female: 23.75%

Police Officer:
- Male: 45.55%
- Female: 14.70%
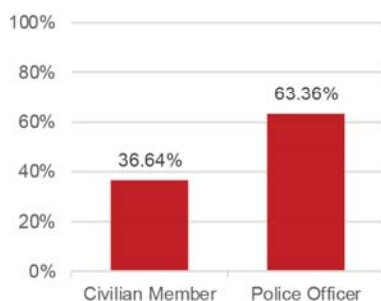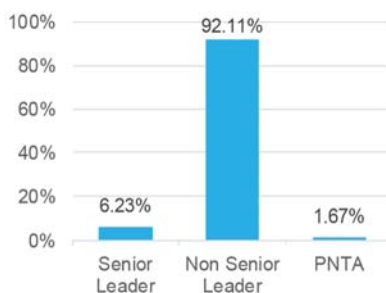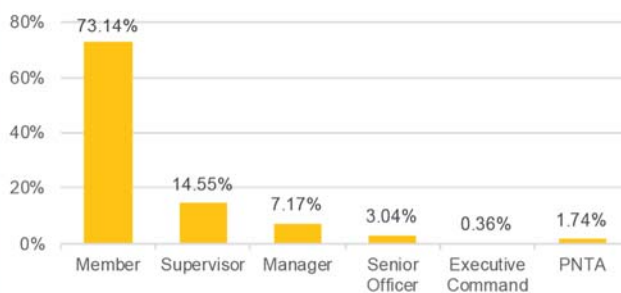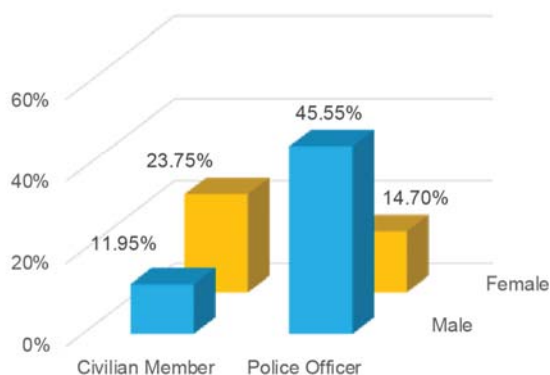
Employment Status

Full time	98.70%
Part time	N
Job share	N
PNTA	0.80%

Permanent or Term

- Permanent: 96.16%
- Term: 2.90%
- PNTA: 0.94%

Status

- Civilian Pay Group 1-4: 10.07%
- Communication Centre Clerk: 5.14%
- Civilian OPA Pay Group 5-11 (non-supervisory): 11.66%
- Civilian OPA Supervisor: 2.53%
- Civilian OPA Manager: 2.75%
- Special Constable: 2.46%
- Constable: 44.32%
- NCO (sergeants, staff sergeants): 15.86%
- Sr. Officer/Director (Swom/Civilian): 3.11%
- PNTA: 2.10%

Are you currently...

- In an acting role/temporary assignment: 13.69%
- On secondment: 1.45%
- None of the above: 82.48%
- PNTA: 2.17%

*PNTA refers to "Prefer Not to Answer". Note that categories with 0.00% or less than 5 Respondents have been removed from tables and figures.

Snapshot: Demographics at Ottawa Police Service

Work Location

Central - 474 Elgin St.	43.66%
West - 245 Greenbank Rd.	13.61%
Rural West – 211 Huntmar Dr.	6.95%
East - 3343 St-Joseph Blvd.	7.31%
Rural East Letrim - 4561 Bank St	5.87%
Airport – 1000 Airport Parkway Pvt.	0.36%
Courthouse – 161 Elgin St.	4.34%
Evidence Control – 2799 Swansea Cres.	0.58%
19 Fairmont Ave.	6.44%
Records Services Centre – 2670 Queensview Dr.	4.06%
Programs Centre – 21 Concourse Gate	0.36%
Not specified above	1.67%
PNTA	4.49%

Length of Employment

Less than a year	2.61%
Between 1 and 3 years	7.24%
Between 3 and 5 years	3.40%
Between 5 and 10 years	16.94%
Between 10 and 15 years	19.19%
Between 15 and 20 years	18.90%
Between 20 and 25 years	10.50%
25 Years and above	12.45%
PNTA	8.76%
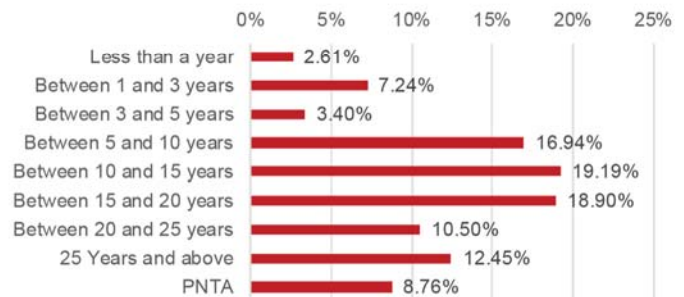
Directorate

Frontline Directorate/Community Relations & Frontline Specialized Support	37.94%
Support Services	18.60%
Criminal Investigations	21.00%
Resourcing & Development	3.85%
Corporate Support	9.08%
Office of the Chief/Executive Services/Planning Performance and Analytics	4.80%
PNTA	4.72%

Frontline Directorate / Community Relations & Frontline Specialized Support Directorate

Platoon Central	22.99%
Platoon East	17.82%
Platoon West	16.48%
Fixed Patrol/Airport	6.32%
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	9.00%
Marine Dive & Trails/Canine	1.92%
Tactical	4.41%
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	5.75%
Traffic Enforcement & Escort/Impaired Countermeasures	3.64%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	1.34%
Not specified above	5.56%
PNTA	4.79%

Support Services

Courthouse Prisoner Care & Transport/Cell Block	14.84%
Court Liaison	15.63%
Call Centre/Switchboard	7.42%
Communications Centre/911/Electronics Technology/Radios	37.50%
Front Desk Services/eMVC QA/Impounded Vehicles	6.64%
Not specified above	11.33%
PNTA	4.69%

Snapshot: Demographics at Ottawa Police Service

Resourcing & Development

Category	Percentage
Health, Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	39.62%
Outreach and Recruiting	15.09%
Professional Development Centre	37.74%

Criminal Investigations

Category	Percentage
Criminal Investigations - East	4.15%
Criminal Investigations - West	4.15%
Criminal Investigations - Central	7.96%
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	3.81%
Robbery/Break & Enter	6.57%
Drugs/Proceeds of Crime/POAF/Street Crime	6.23%
Forensic Ident/Imaging Services/Automated Fingerprint Identification System	7.61%
Guns & Gangs/Direct Action Response Team/Provincial Weapons Enforcement	5.54%
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	6.23%
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized…	8.30%
Major Crime/Polygraph/Victim Crisis Unit	7.27%
Partner Assault	5.54%
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	4.50%
Sexual Assault & Child Abuse	6.23%
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	2.77%
Not specified above	2.42%
PNTA	9.34%

Corporate Support

Category	Percentage
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	30.40%
Records & Info Management	28.80%
Financial Planning/Scheduling & Attendance/Mail Services	10.40%
Security Operations/Capital Projects/Facilities Management/Parking	12.80%
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	12.00%

Office of the Chief / Executive Services / Planning Performance and Analytics

Category	Percentage
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	21.21%
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	21.21%
Planning, Performance and Analytics	37.88%
Service Initiative	7.58%

Snapshot: Demographics at Ottawa Police Service

Race

PNTA, 5.61%
Not specified above, 1.31%
Racialized, 13.45%
Caucasian, 79.63%

Race	Percentage
Asian	4.07%
Black	3.31%
Latin/Hispanic	1.69%
Middle Eastern	1.46%
Mixed Race	2.69%

Place of Origin and Year of Arrival

	Percentage
Born in Canada	85.55%
Born outside of Canada	12.61%
PNTA	1.84%

Decade	Percentage
1960s	8.54%
1970s	26.22%
1980s	23.78%
1990s	14.02%
2000s	14.02%
2010s	4.88%
PNTA	7.93%

Indigenous Status and Ancestry

PNTA, 4.34%
Indigenous, 5.79%
Non Indigenous, 89.86%

Of Indigenous persons, 25.00% are First Nations, 37.50% are Metis, 23.75% are Mixed-Race Indigenous, and 7.50% preferred not to answer.

Age

Age	Percentage
< 24 years	0.36%
25-34 years	12.67%
35-44 years	28.53%
45-54 years	34.97%
55-64 years	8.91%
PNTA	14.34%

Generation

Generation	Percentage
Baby Boomer	12.60%
Generation X	49.02%
Millennials	24.04%
PNTA	14.34%

Language

Language	Percentage
English only	47.14%
English and French only	37.51%
English and one or more other language(s)	6.66%
English and French and one or more other language(s)	6.08%
PNTA	2.24%

What language do you use on a regular basis in your job at Ottawa Police Service?

Language	Percentage
English	~100%
French	~29%
Not specified above	~1%
PNTA	~1%

Snapshot: Demographics at Ottawa Police Service

Gender

Male, 57.49%
Female, 38.45%
PNTA, 3.33%
All Other Genders, 0.58%
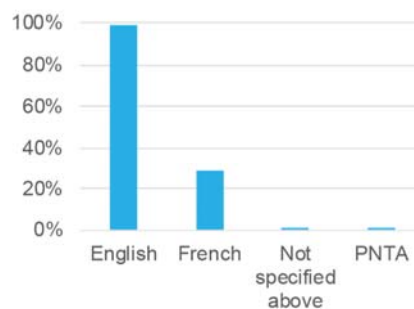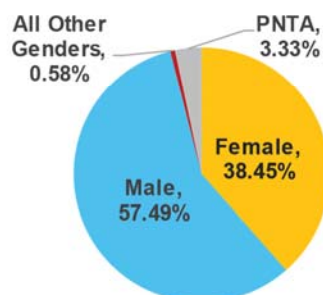
60.00% of persons who identify as Genders other than Male or Female are not open about their Gender Identity at work. All other categories for Gender Identity openness questions are below the threshold for reporting and cannot be shown.

Sex

Male, 57.71%
Female, 38.38%
PNTA, 3.48%

Relationship Status

Divorced	5.79%
Life Partner	2.46%
Living common law	11.66%
Separated	3.91%
Single	8.11%
Married	62.13%
PNTA	5.72%
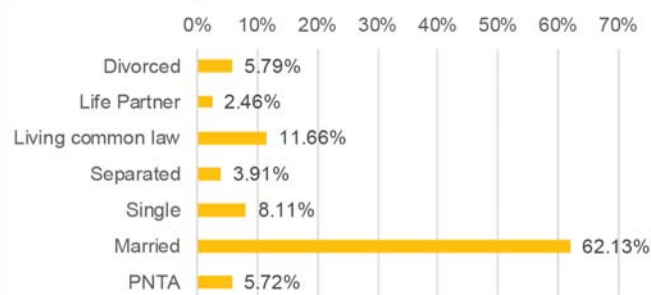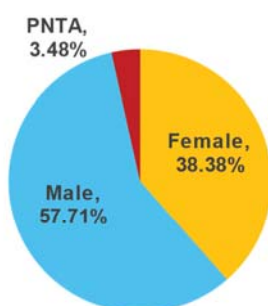
For persons who are Married, Living common law, or Life Partners, is your partner also an OPS member?

Yes, 18.52%
No, 80.06%
PNTA, 1.42%
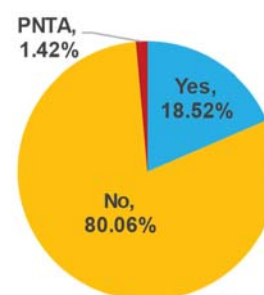
Dependant Status, Type and Accommodation

Dependants, 48.23%
No Dependants, 48.52%
PNTA, 3.26%
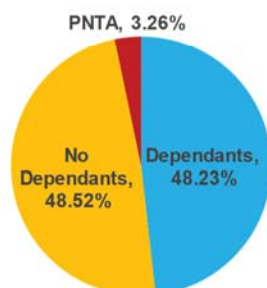
2.85% of Persons with Dependants receive accommodation for dependant care in their current position.

57.96% of Persons with Dependants would request accommodation for dependant care if needed.
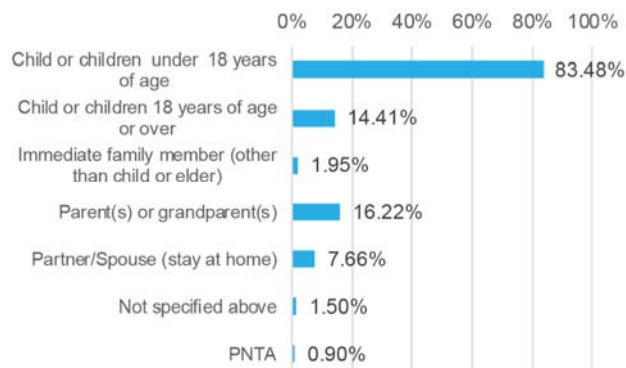
In the last week, how many hours did you spend looking after children?

None	Less than 5 hours	5 to 14 hours	15 to 29 hours	30 to 59 hours	60 hours or more	PNTA
5.30%	4.14%	13.25%	21.36%	29.47%	23.18%	3.31%

Child or children under 18 years of age	83.48%
Child or children 18 years of age or over	14.41%
Immediate family member (other than child or elder)	1.95%
Parent(s) or grandparent(s)	16.22%
Partner/Spouse (stay at home)	7.66%
Not specified above	1.50%
PNTA	0.90%
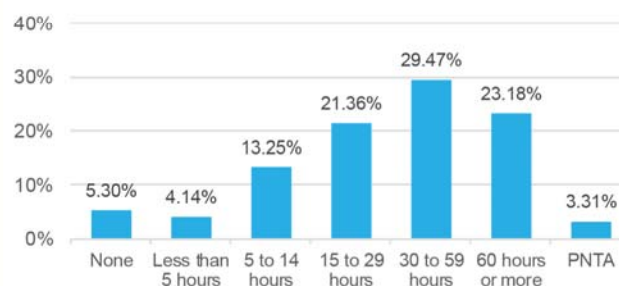
In the last week, how many hours did you spend providing dependant care (for dependants other than children)?

None	Less than 5 hours	5 to 14 hours	15 to 29 hours	30 to 59 hours	PNTA
12.96%	25.31%	35.19%	13.58%	6.17%	4.32%

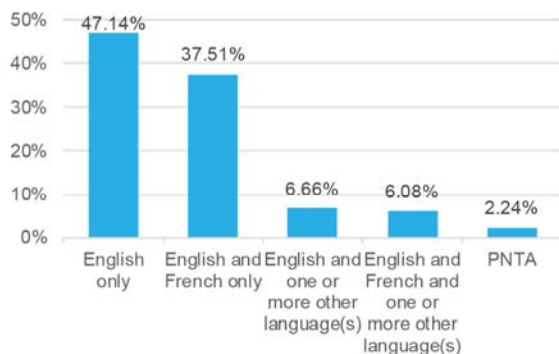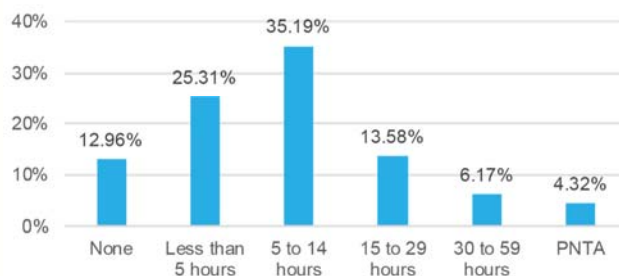# Snapshot: Demographics at Ottawa Police Service

How old are the dependants living with you?
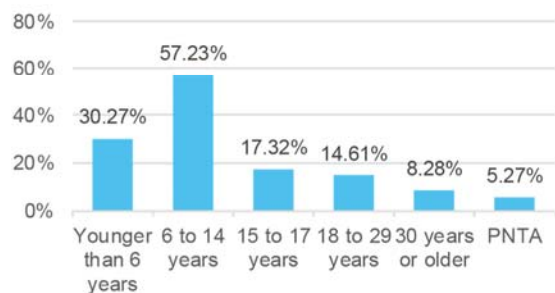
- Younger than 6 years: 30.27%
- 6 to 14 years: 57.23%
- 15 to 17 years: 17.32%
- 18 to 29 years: 14.61%
- 30 years or older: 8.28%
- PNTA: 5.27%

What is the number of dependants that are younger than 6 years?

- 1: 56.86%
- 2: 35.29%
- 3: 4.90%

What is the number of dependants that are 6 to 14 years?

- 1: 40.63%
- 2: 44.53%
- 3: 12.50%
- PNTA: 2.08%

What is the number of dependants that are 15 to 17 years?

- 1: 82.61%
- 2: 12.17%
- 3: 4.35%

What is the number of dependants that are 18 to 29 years?

- 1: 62.89%
- 2: 30.93%

What is the number of dependants that are 30 years or older?

- 1: 85.45%
- 2: 10.91%

How do you spend your time outside of work?

- Dependent care: 43.01%
- Religious needs: 6.81%
- Personal medical needs: 11.01%
- Volunteering/community activities: 32.37%
- Hobbies: 69.15%
- Physical fitness: 66.04%
- Not specified above: 8.11%
- PNTA: 8.69%

In the last week, how many hours did you spend on housework, yard work or home maintenance?

- None: 0.36%
- Less than 5 hours: 12.45%
- 5 to 14 hours: 51.63%
- 15 to 29 hours: 24.11%
- 30 to 59 hours: 6.01%
- 60 hours or more: 1.38%
- PNTA: 4.06%

In the last week, how many hours did you spend working for pay (regular / required duty)?

- None: 1.88%
- 5 to 14 hours: 0.51%
- 15 to 24 hours: 2.17%
- 25 to 34 hours: 4.42%
- 35 to 44 hours: 67.92%
- 45 to 54 hours: 14.12%
- 55 to 64 hours: 3.69%
- 65 to 74 hours: 1.30%
- 75 hours or more: 1.01%
- PNTA: 2.90%
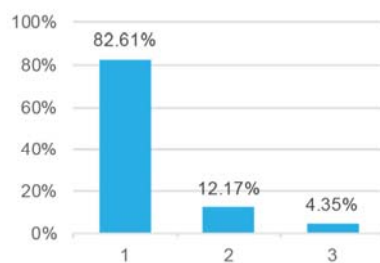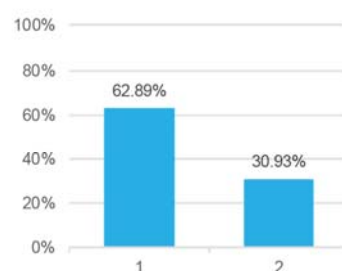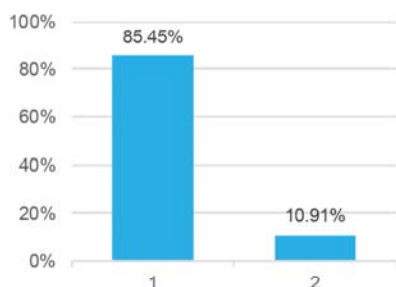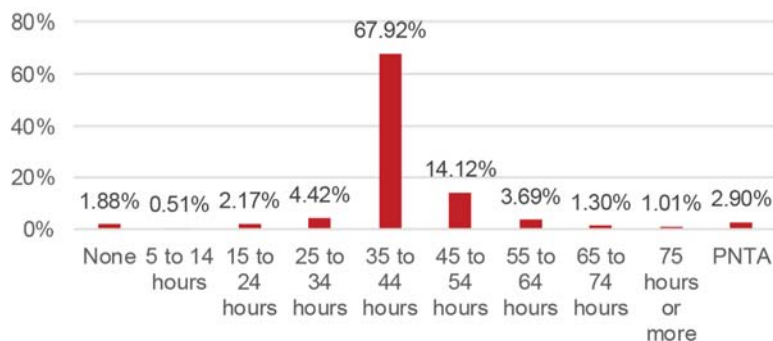
Snapshot: Demographics at Ottawa Police Service

In the last week, how many hours did you spend working for pay (overtime for Ottawa Police Service)?
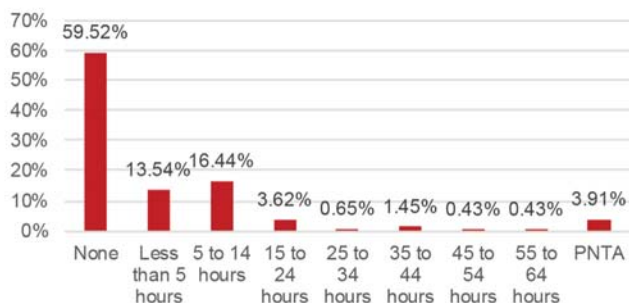
- None: 59.52%
- Less than 5 hours: 13.54%
- 5 to 14 hours: 16.44%
- 15 to 24 hours: 3.62%
- 25 to 34 hours: 0.65%
- 35 to 44 hours: 1.45%
- 45 to 54 hours: 0.43%
- 55 to 64 hours: 0.43%
- PNTA: 3.91%

In the last week, how many hours did you spend volunteering on behalf of OPS?

- None: 78.49%
- Less than 5 hours: 11.51%
- 5 to 14 hours: 3.48%
- 15 to 29 hours: 0.87%
- PNTA: 5.36%
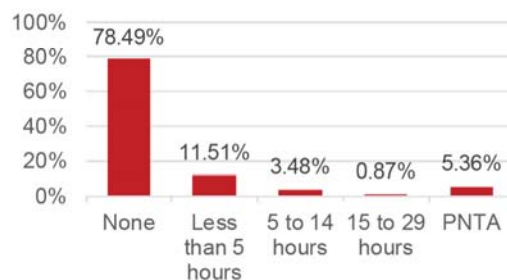
Disability Status, Type and Accommodation

- Person with a Disability: 15.57%
- Non-Disabled: 79.29%
- PNTA: 5.14%

- Addiction: 5.12%
- Chronic illness: 19.53%
- Learning disability: 14.42%
- Mental illness: 43.72%
- Physical disability: 7.44%
- Sensory disability: 12.09%
- Not specified above: 6.98%
- PNTA: 13.02%
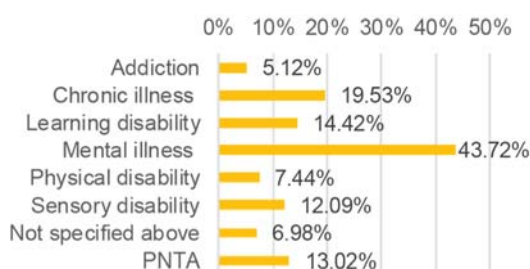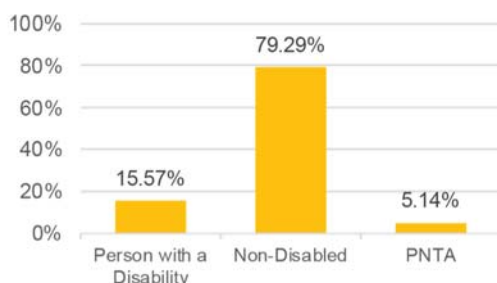
22.79% of Persons with a Disability receive permanent or temporary accommodation in their current position.

70.23% of Persons with a Disability would request permanent or temporary accommodation if needed.

Sexual Orientation and Openness
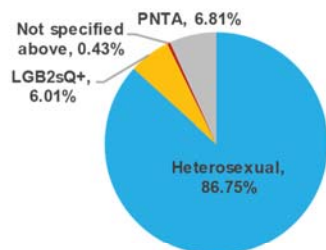
- PNTA, 6.81%
- Not specified above, 0.43%
- LGB2sQ+, 6.01%
- Heterosexual, 86.75%

For LGB2sQ+ persons: who have you shared your Sexual Orientation with at work?

- With your manager / supervisor: 49.44%
- With co-workers/peers: 52.81%
- With others I interact with through work: 39.33%
- I am not open about my sexual orientation at work: 30.34%
- PNTA: 13.48%

For LGB2sQ+ persons: who have you shared your Sexual Orientation with outside of work?

- With family: 62.92%
- With friends: 68.54%
- I am not open about my sexual orientation outside of work: 16.85%
- PNTA: 12.36%

Religion

- Not specified above, 1.09%
- PNTA, 9.41%
- Non-Religious, 11.80%
- Non-Christian, 6.37%
- Atheist, 7.17%
- Agnostic, 5.58%
- Christian, 58.58%
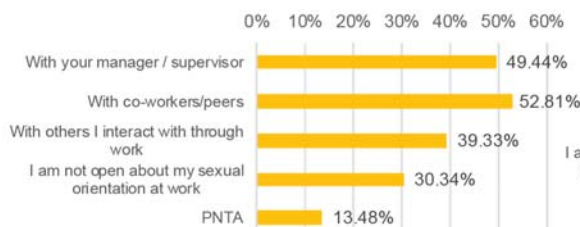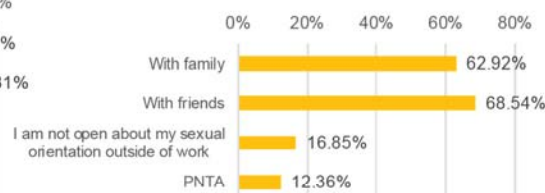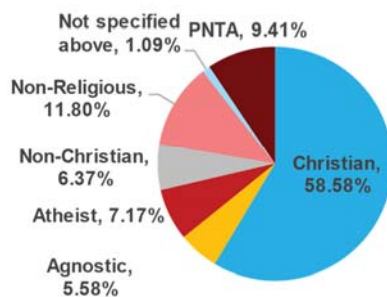
Snapshot: Demographics at Ottawa Police Service

Level of Education
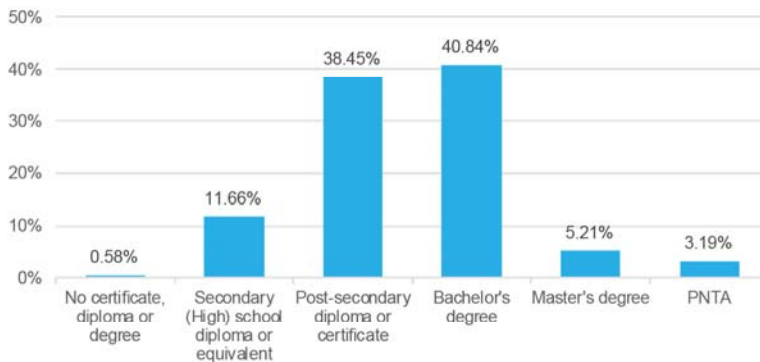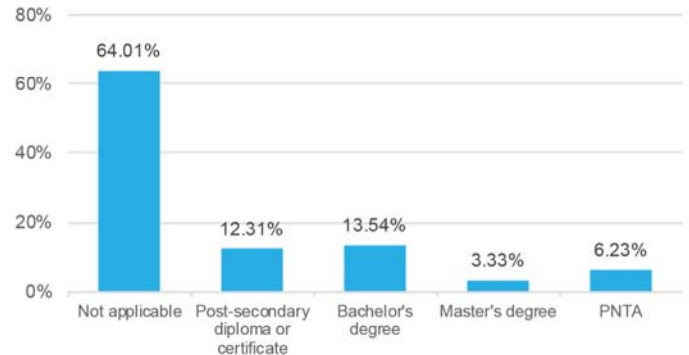
- No certificate, diploma or degree: 0.58%
- Secondary (High) school diploma or equivalent: 11.66%
- Post-secondary diploma or certificate: 38.45%
- Bachelor's degree: 40.84%
- Master's degree: 5.21%
- PNTA: 3.19%

What education have you pursued but only partially completed?

- Not applicable: 64.01%
- Post-secondary diploma or certificate: 12.31%
- Bachelor's degree: 13.54%
- Master's degree: 3.33%
- PNTA: 6.23%

Are you using your highest level of education in your current work or placement?

- PNTA, 5.10%
- No, 34.89%
- Yes, 60.01%
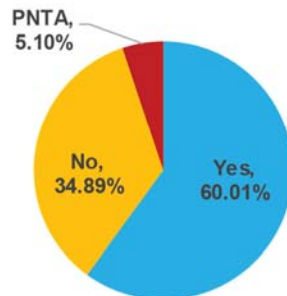
For those who answered no, why are you not using your highest level of education in your current work or placement?

- I chose to change professions: 34.24%
- I cannot find a job, placement or residency in the field in which I originally qualified in: 6.68%
- The opportunity does not exist in the organization: 34.24%
- Not specified above: 15.24%
- PNTA: 19.00%

Did you get your highest level of education in Canada?

- No, 6.19%
- PNTA, 2.04%
- Yes, 91.77%

What was the major field of study or training of your highest level of education?

- Educational, recreational and counseling services: 4.13%
- Fine and applied arts: 3.77%
- Humanities and related fields: 3.04%
- Social Sciences and related fields: 32.87%
- Commerce, management and business administration: 9.05%
- Agricultural, biological, nutritional and food sciences: 0.51%
- Engineering and applied sciences: 2.32%
- Applied science technologies and trades: 3.26%
- Health professions and related technologies: 2.75%
- Mathematics, computer and physical sciences: 3.77%
- No specialization: 9.20%
- Not specified above: 17.09%
- PNTA: 8.25%

In the past nine months, did you attend a school, college, or university?

- Yes, part-time: 5.36%
- Yes, full-time: 1.45%
- No: 91.38%
- PNTA: 1.81%

Methodology

Data collection[14]

Survey information

The survey launched on November 15, 2017 and closed December 21, 2017. The survey was originally supposed to close on December 15, 2017, but was extended by one week to increase completion rate. The survey was available for participants to complete in English or French.

CCDI sent a save-the-date email to Ottawa Police Service employees on November 9, 2017, as a reminder that the survey would begin in one week. Subsequently, reminder emails to complete the survey were sent to employees who had not yet completed it on November 29, December 6, December 13, and December 19. A final reminder was sent on the day of closing, December 21.

Survey communications

Ottawa Police Service promoted the survey to its members in several different ways, including the following methods:

» Communications from the Office of the Chief to promote the completion of the survey, including reminders during the survey window.
» The creation of an intranet/WIKI page containing information about the survey, including a Frequently Asked Questions section.
» Three types of incentives for survey participation:
  o A draw for a Fitbit watch for participants who completed the survey;
  o A pizza party for the five organization Sections with the highest participation rates;
  o A donation of $1 for every completed survey to a charity selected by members.
» To boost completion rates during the survey window, Senior Leadership received updates regarding survey participation rates by Directorate and by Section. Middle management also received communications.
» Communications were conveyed to members in English and French.

Quality assurance

CCDI delivered a unique survey link to each employee of Ottawa Police Service, resulting in no duplicate surveys. The architecture of the survey allows for only one response to the majority of the questions, and a survey is not submitted until all questions are answered. Because of this, there were no irrelevant pieces of data to clean and each survey was complete. However, quality assurance of the data was conducted to ensure consistency in answers between main and sub-questions (example: the Disability Type question only being available for Respondents that answered "Yes" to being a Person with a Disability).

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[14] See "Appendix A: Data analysis" for a detailed discussion of the Methodology.

Completion rate and accuracy of findings

Ottawa Police Service's overall survey completion rate exceeds the averages for all CCDI clients as well as for CCDI Police Services clients, and is sufficient to consider the data collected to be statistically accurate or representative of all Ottawa Police Service members.

Completion rate

Ottawa Police Service's Workforce Management section provided a list of 1980 Ottawa Police Service member names and email addresses (representing all permanent employees) that CCDI used to issue invitations to participate in the Census survey. Ottawa Police Service made efforts to reach out to 81 members on leave to encourage their participation in the Census. However, in recognition of their lower likelihood of completion, the sample size was adjusted to remove members who are on leave and who did not complete the Census. Thus, the adjusted sample size is 1899.

Based on this adjusted sample size of 1899 and completion by 1381 members, the final completion rate was 72.72% for Ottawa Police Service as a whole. However, as shown in Table 1 on the next page, completion rate varied by Directorate.

Comparison to average completion rates

For comparison, the average census completion rate of all CCDI clients to-date is 68.57%.[15] The average completion rate for CCDI's Police Service clients to-date is 65.84%. This completion rate includes four Police Services, including Ottawa Police Service. **Therefore, Ottawa Police Service's completion rate is higher than both averages.**

When data on five Police Services is collected, we will be able to benchmark Ottawa Police Service's demographic and inclusion data against that of similar organizations. At the time of this report, this comparative data is not yet available.

Accuracy of findings

Calculation of a margin of error requires a randomly selected sample, which was not the case here because Ottawa Police Service was conducting a Census with the goal of gathering input from all permanent employees. However, to aid in interpretation of findings, we calculated an estimated margin of error in order to provide a general sense of how representative the Ottawa Police Service sample is. The smaller the margin of error, the more confidence you may have in your results; the higher the margin of error, the less likely it is that the results of the survey are

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[15] This includes 79 completion rates from 43 of CCDI's clients, including Ottawa Police Service. Many clients have completed the survey more than once.

true for the whole population. In general, a margin of error of up to ±5% at a 95% level of confidence is considered acceptable.

The estimated margin of error for Ottawa Police Service's adjusted sample size as a whole is ±1.38% 19 times out of 20.

Completion rate by Directorate

Table 1 outlines the completion rates and margin of error by Directorate. As shown, the margin of error for all Directorates with one exception are less than ±5%.

Completion Group	Total Users	Completed	Completed of Total	Margin of Error
Frontline Directorate	662	359	54.23%	**±3.50%**
Resourcing & Development Directorate	67	59	88.06%	**±4.44%**
Corporate Support Directorate	196	170	86.73%	**±2.74%**
Support Services Directorate	339	279	82.3%	**±2.47%**
Criminal Investigations Directorate	398	306	76.88%	**±2.70%**
Community Relations & Frontline Specialized Support Directorate	154	131	85.06%	**±3.32%**
Executive Services Directorate	40	39	97.5%	**±2.51%**
Office of the Chief Directorate	14	9	64.29%	**±20.26%**
Planning Performance & Analytics Directorate	29	29	100%	**±0.00%**
Total	**1899**	**1381**	**72.72%**	**±1.38%**

Table 1: Completion rates by Directorate.

Clarifications

» The "Racialized" Racial and Ethnic Identity category is an aggregate of Asian, Black, Latin / Hispanic, Middle Eastern, Israeli, and Mixed Race.

» Unless otherwise specified, all labour force or population comparison data comes from the 2016 Statistics Canada census.

» The 2012 percentages in the year-over-year comparisons in this report may differ from those in Ottawa Police Service's 2012 census report. This is because we have included the "Missing" count and percentage in our percentage calculations, while in the 2012 census report they were omitted.

» Where we have provided a visual representation of the data in the form of charts, tables and graphs, we show percentages with two decimal points. As a consequence of rounding, on occasion, the total may be over/under by 0.01%.

» The threshold for a sample size in the report is five Respondents from any one particular group. For groups with no Respondents, results are indicated with a zero. For groups with more than one but less than five Respondents, the results will be indicated by an 'N'. Omitted categories in graphs are due to these categories being below the minimum threshold.

» Some questions allowed Respondents to select multiple options. As such, these questions will not total 100%. We have indicated where this is the case.

Key demographic findings

How key demographic findings were selected

This section includes several subsections:

- » Overall Ottawa Police representation vs. demographic benchmarks
- » Profile of Senior Leadership
- » Sworn Vs. Civilian Roles
- » Gender
- » Gender and Roles
- » Race
- » Persons Born Outside of Canada
- » Persons with a Disability

The first section on overall representations is intended to provide an overarching look of the demographic makeup of Ottawa Police Service in comparison to benchmarks from the 2016 Canadian census or other sources, as available. The profile of Senior Leadership aims to show the demographic makeup of those who hold positions of power within the organization.

The sections on Sworn vs. Civilian Roles, as well as Gender and Roles, are of interest to Ottawa Police Service to compare 2012 census results with those from 2017.

The remaining sections (Gender, Race, Persons Born Outside of Canada, and Persons with a Disability) were selected by doing a demographic trend analysis on the representation of all groups within Duties and Senior Leadership at Ottawa Police Service. We also did a concurrent analysis of demographic groups' Inclusion Survey results. Demographic groups that showed notable results in both representation (including proportional representation across Duties and in Senior Leadership) and in Inclusion Survey results were selected as groups to include in key findings. We then undertook statistical tests to see if there was an association between belonging to a specific demographic group and being represented in certain roles or disagreeing with certain Inclusion Survey questions.

Details of the methodology are discussed in Appendix B: Data Analysis.

Overall Ottawa Police Service representations vs. demographic benchmarks

At Ottawa Police Service, Persons with a Disability[16], Indigenous persons[17], and LGB2sQ+[18] persons are strongly represented when compared to the Canadian population, Ottawa population and Ontario population, respectively. However, Females, Racialized[19] persons, and Persons Born Outside of Canada[20] are less represented at Ottawa Police Service than in the Ottawa labour force, suggesting that these groups may face barriers to entering the organization.

Please interpret the finding for Persons with a Disability with caution. The Persons with a Disability benchmark comes from the 2012 Canadian Survey on Disability (CSD), and this survey uses a different definition than the OPS census; therefore, the comparison is not exact. However, this is the best comparator available. The CSD defines disability as "the relationship between body function and structure, daily activities and social participation, while recognizing the role of environmental factor. In keeping with this definition, the CSD targeted respondents who not only have difficulty or impairment due to a long-term condition or health problem, but also experience a limitation in their daily activities**. The CSD definition includes anyone who reported being "sometimes," "often" or "always" limited in their daily activities due to a long-term condition or health problem, but also those who reported being "rarely" limited if they were also unable to do certain tasks or could do them only with a lot of difficulty." The OPS census did not make specifications about limitations on activities. However, mental, developmental and learning disabilities are included in both definitions.

Demographic Group	Ottawa Police Service	Ottawa Labour Force
Persons with a Disability	15.57%	10.08% (Canadian population)
Indigenous	5.79%	2.50% (Ottawa population)
LGB2sQ+	6.01%	5.1% (Ontario population)[21]
Females	38.45%	49.02%
Racialized	13.45%	20.06%
Persons Born Outside of Canada	12.61%	20.80%[22]

Table 2: Comparison of representation of minority groups.

[16] Persons with a Disability on the 2017 OPS census is defined as those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment that has been medically diagnosed. These include disabilities that impact work and disabilities that are managed through medical treatment. Examples of disabilities include, but are not limited to, Addiction, Chronic Illness, Developmental Disability, Learning Disability, Mental Illness, Physical Disability, and Sensory Disability.

[17] Indigenous is a term used in Canada to describe the original inhabitants of Canada and their descendants. Indigenous people in Canada include First Nations, Inuit and Métis people.

[18] LGB2sQ+ is a term combining Lesbian, Gay, Bisexual, Two-spirit, Queer, Asexual, Pansexual, and Questioning (i.e. Non-Heterosexual Orientations).

[21] *Forum Research Inc.,* "One twentieth of Canadians claim to be LGBT," last updated June 28, 2012, https://www.forumresearch.com/forms/News%20Archives/News%20Releases/67741_Canada-wide_-_Federal_LGBT_(Forum_Research)_(20120628).pdf. Note that this statistic is for identifying as LGBT, not LGB2sQ+, but it is the closest comparator available.

Profile of Senior Leadership[23]

We looked at the representation of demographic groups in Senior Leadership when compared to their representation overall, to see if there are any over or under-representations. The table below shows the dominant groups at Ottawa Police Service. That is, for each personal demographic question, these are the groups that are dominantly represented overall. For example, "Male" is listed in this table because there is, in general, a higher representation of Males than Females at Ottawa Police Service.

The only group that is not dominant in the organization is the "Divorced" group. However, we included this group because we noticed they are overrepresented in Senior Leadership compared to their representation overall. We also found overrepresentations of Baby Boomers[24] and Married persons in Senior Leadership, when compared to their representation overall. All other groups are proportionally represented.[25]

Demographic	Overall representation	Percentage of Senior Leadership	Percentage difference
Non-Indigenous	89.86%	90.70%	0.84%
Heterosexual	86.75%	90.70%	3.95%
Born in Canada	85.55%	85.54%	-0.01%
Caucasian	79.63%	77.11%	-2.52%
Non-Disabled	79.29%	79.07%	-0.22%
Married	62.13%	69.77%	7.64%
Christian	58.58%	62.59%	4.01%
Male	57.49%	55.81%	-1.68%
No Dependants	48.52%	50.00%	1.48%
English only-speaking	47.14%	45.35%	-1.79%
Baby Boomer	12.60%	30.23%	17.63%
Divorced	5.79%	11.63%	5.84%

Table 3: Profile of Senior Leadership.

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[20] Born Outside of Canada is a term referring to any person who was not born in Canada.

[21] *Forum Research Inc.,* "One twentieth of Canadians claim to be LGBT," last updated June 28, 2012, https://www.forumresearch.com/forms/News%20Archives/News%20Releases/67741_Canada-wide_-_Federal_LGBT_(Forum_Research)_(20120628).pdf. Note that this statistic is for identifying as LGBT, not LGB2sQ+, but it is the closest comparator available.

[22] This statistic refers to Immigrants in the Ottawa labour force, where Immigrant is defined as a person who is, or who has ever been, a landed immigrant or permanent resident. Such a person has been granted the right to live in Canada permanently by immigration authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this group.

[23] The definition of Senior Leader on the 2017 census is "A person occupying a senior leadership role within an organization is someone who is part of the senior leadership team, influences the direction of the organization, and may include those with titles such as Chief, Deputy Chief, Superintendent, Chief Official, Inspector, Director, etc."

[24] A person who was born from 1947 to 1964.

[25] Note that none of these percentage differences were found to be statistically significant.

Sworn vs. Civilian Roles

Section summary

» We found significant associations with Roles for the following demographics:

» **Language:** Those who speak English only are less represented as Civilian Members than they are overall, at 41.11% compared to 47.14%. Those who speak English and French only are more represented as Civilian Members than overall, at 46.05% compared to 37.51%.

» **Age:** Baby Boomers are more represented as Civilian Members than overall, at 19.37% compared to 12.60%. Those in Generation X are less represented as Civilian Members than overall, at 38.93% compared to 49.02%; they are more represented as Police Officers, at 54.86%.

» **Relationship Status:** Those who are Married are slightly more represented as Police Officers than they are overall, at 66.29% compared to 62.13%. Those who identify as Single are more represented as Civilian Members than overall, at 12.85% compared to 8.11%.

» **Persons with Dependants who would request accommodation:** Of Civilian Members with Dependants, 64.42% said they would request accommodation (based on their Dependant Status) if needed. In comparison, 57.96% of Persons with Dependants overall said they would request accommodation if needed. On the other hand, 39.96% of Police Officers with Dependants said they would *not* request accommodation if needed. Only 36.79% of Persons with Dependants overall said they would *not* request accommodation if needed.

Section details

We looked at the representation of different personal demographics in Sworn vs. Civilian Roles to see if some groups are more represented than others in certain Roles, compared to their representation overall. We found that there are associations for Language, Generation, Relationship Status, Dependant Status, Race, Gender, Education, and Accommodation Request (Dependants). This section does not include analysis of Role by Race and by Gender because this data has been reported in other sections (starting on page 47 and page 40).

When looking at Language by Role, we see that those who speak English only are **less represented** as Civilian Members than they are overall, at 41.11% compared to 47.14% (Figure 1 on the next page). On the other hand, those who speak English and French only are **more represented** as Civilian Members than they are overall, at 46.05% compared to 37.51%.
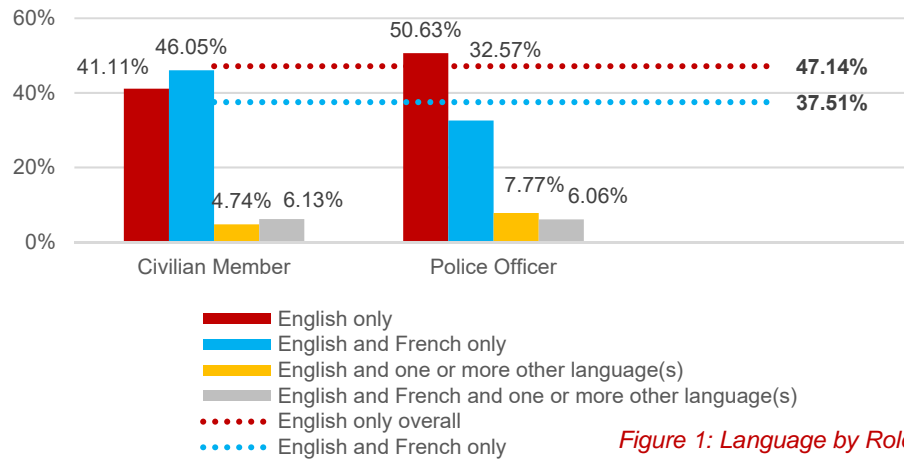
Figure 1: Language by Role.

In terms of Generation by Role, we see that Baby Boomers are **more represented** as Civilian Members than overall, at 19.37% compared to 12.60% (Figure 2). Those in Generation X are **less represented** as Civilian Members than overall, at 38.93% compared to 49.02%; they are **more represented** as Police Officers, at 54.86%.
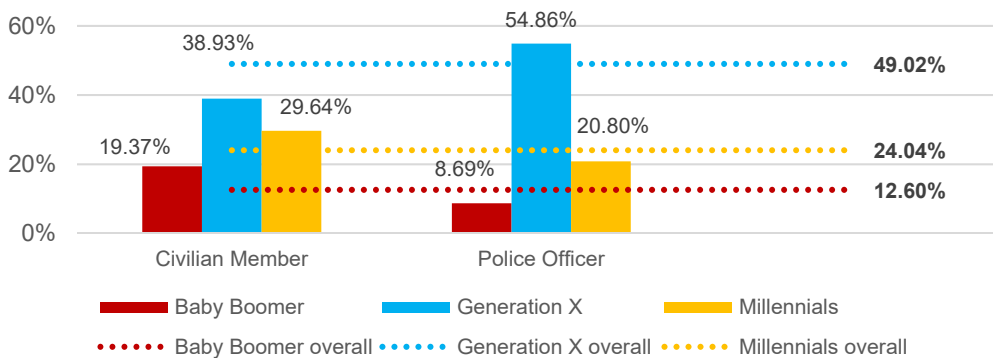
Figure 2: Generation by Role.

Looking at Relationship Status by Role shows us that those who are Married are slightly **more represented** as Police Officers than they are overall, at 66.29% compared to 62.13% (Figure 3 on the next page). On the other hand, those who identify as Single are **more represented** as Civilian Members than overall, at 12.85% compared to 8.11%.
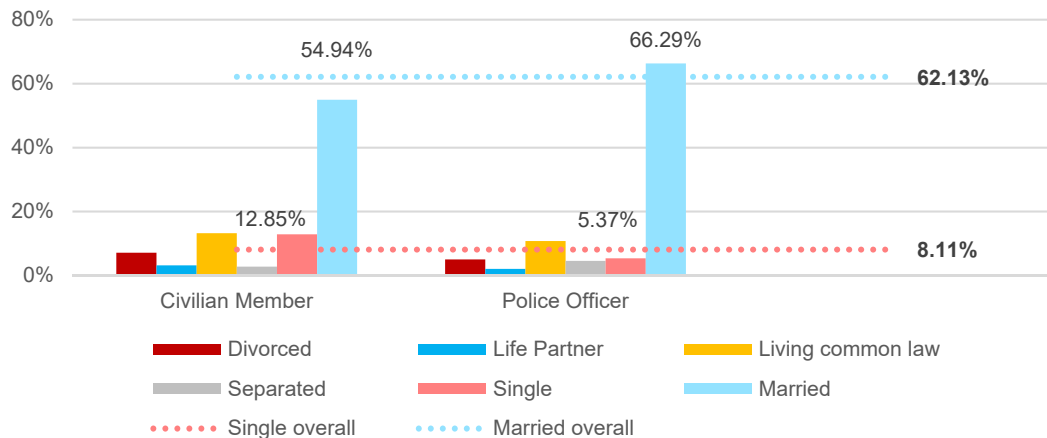
Figure 3: Relationship Status by Role.

Of all Respondents, 48.52% do not have Dependants, and 48.23% have Dependants. These proportions are almost the same. However, those with Dependants are **more represented** as Police Officers than they are overall, at 52.34% compared to 48.23% (Figure 4). On the other hand, those without Dependants are more likely to be Civilian Members, at 55.14% compared to 48.52% overall.
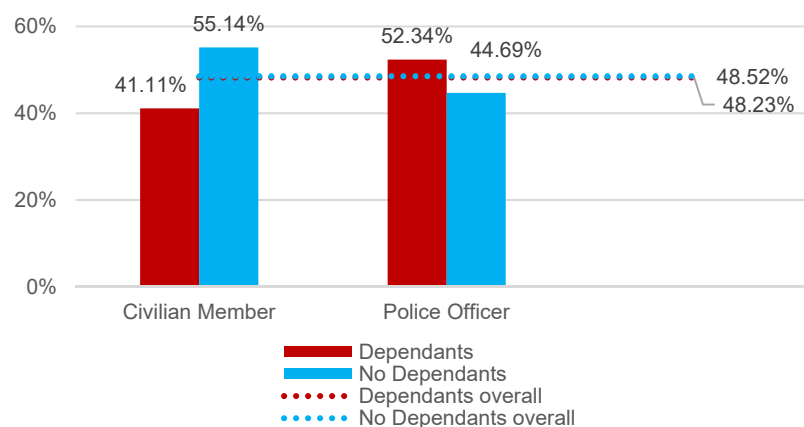
Figure 4: Dependant Status by Role.

We also found an association when looking at the question for accommodation requests for Persons with Dependants. Of Civilian Members with Dependants, 64.42% said they would request accommodation (based on their Dependant Status) if needed (Figure 5 on the next page). In comparison, 57.96% of Persons with Dependants **overall** said they would request accommodation if needed. On the other hand, 39.96% of Police Officers with Dependants said they would **not** request accommodation if needed. Only 36.79% of Persons with Dependants **overall** said they would **not** request accommodation if needed.

It is possible that Civilian Members with Dependants are more comfortable requesting accommodation if needed than Police Officers with Dependants; however, we cannot state this conclusively.
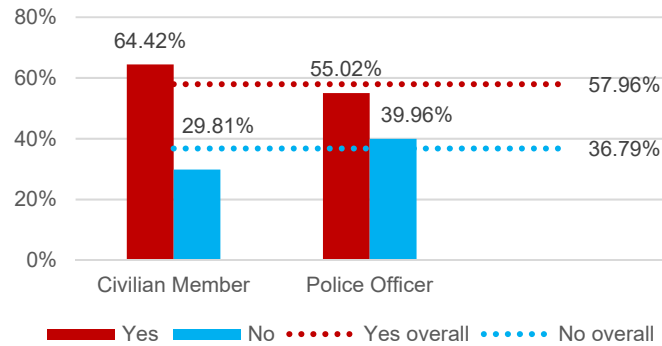
Figure 5: "Would you request accommodation (based on Dependant Status) if needed?" by Role.

Finally, at Education by Role shows that those with a Bachelor's Degree are **more represented** as Police Officers than overall. Of Police Officers, 47.54% have a Bachelor's Degree, compared to 40.84% overall (Figure 6). Those with a Secondary School Diploma are **more represented** as Civilian Members, at 18.58% compared to 11.66% overall.
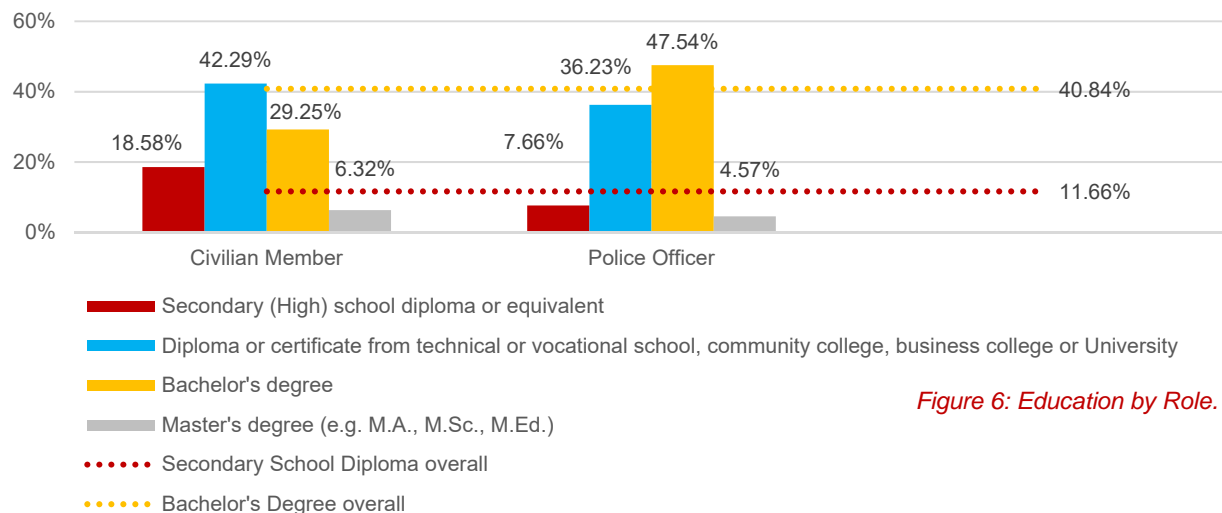
Figure 6: Education by Role.

Gender

Section summary

» Females are **less represented** in Ottawa Police Service than in Ottawa's labour force.

» Females are slightly **less represented** in Supervisor Duties compared to their representation overall; however, they are **proportionally represented** in Senior Leadership.

» Females show differences in inclusion from Males, with **higher neutral response** for three Inclusion Survey questions.

» Since 2012, the percentage of Females has **increased** from 35.67% to 38.45%. The percentage of Males has **decreased** from 60.38% to 57.49%.

» The percentage of Females in Civilian Member Roles has **decreased** from 71.30% in 2012 to 64.82% in 2017. Their representation as Police Officers has **remained similar**, at around 23%. Male representation as Civilian Members **increased** from 28.70% in 2012 to 32.61% in 2017, and their representation as Police Officers **decreased** from 76.10% in 2012 to 71.89% in 2017.

Section details
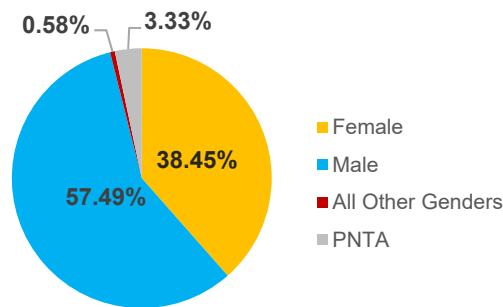
Figure 7: Gender, overall.
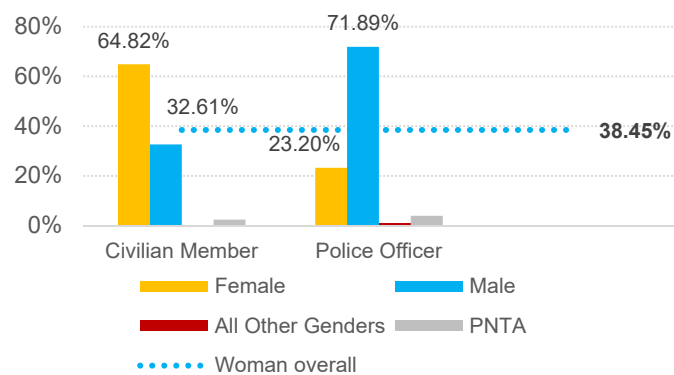
Figure 8: Gender by Role and overall.

At Ottawa Police Service, Females make up 38.45% of the organization (Figure 7). This is **low** compared to the percentage of Females in Ottawa's labour force, which is 49.02%.

In Figure 8, we see that Females are **more represented** as Civilian Members than overall, at 64.82% compared to 38.45%. On the other hand, they **are less represented** as Police Officers, at 23.20%. Males show the opposite trend: 71.89% of Police Officers are Male.

The concentration of Females and Males in certain Roles is at least partly indicative of the gendered culture of the Police Service profession in general, where Males are much more likely than Females to join policing and become Officers. Therefore, this finding is evidenced elsewhere and is not specific to Ottawa Police Service.[26]

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[26] Angela Workman-Stark, "From exclusion to inclusion: A proposed approach to addressing the culture of masculinity within policing", *Equality, Diversity and Inclusion: An International Journal* 34 (2015): 764-775.

When looking at Gender by Role from 2012 to 2017, we see that the percentage of Females in Civilian Member Roles has fallen from 71.30% in 2012 to 64.82% in 2017 (Figure 9). Their representation as Police Officers has remained similar, at around 23%. Male representation as Civilian Members increased from 28.70% in 2012 to 32.61% in 2017, and their representation as Police Officers decreased from 76.10% in 2012 to 71.89% in 2017.
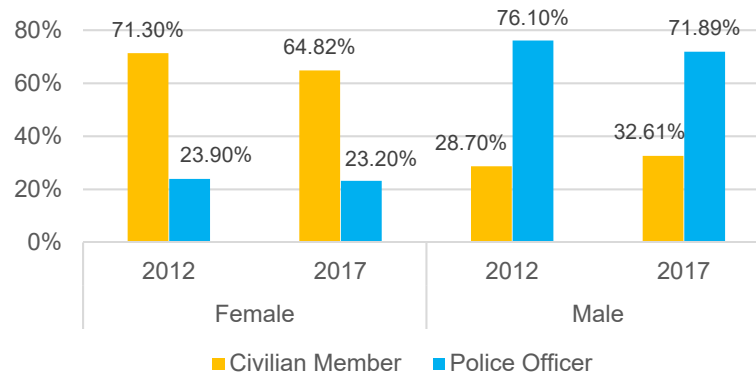
Figure 9: Gender by Role, 2012 and 2017.

When looking at Female representation across Duties, we see that they are slightly **less represented** as Supervisors than they are overall, at 26.87% compared to 38.45% (Figure 11). However, they show **proportional representation** as Senior Managers, at 38.10%.
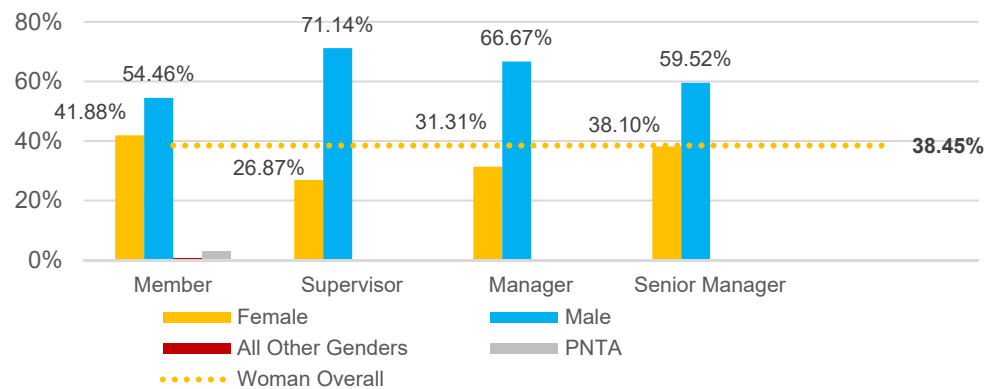
Figure 11: Gender by Duties and overall.

Further, Females are **proportionally represented** in Senior Leadership at Ottawa Police Service. Of Senior Leaders, 38.37% are Females, compared to 38.45% of the organization overall (Figure 12).
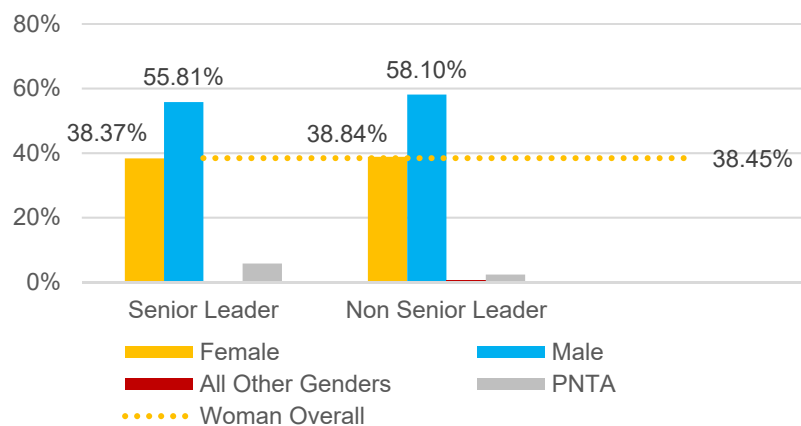
Figure 12: Gender by Leadership Status and overall.

Another aspect of policing culture that we explored was the relationship between Gender, Leadership Status, and Relationship Status. We investigated if Females who are in a long-term relationship with someone at Ottawa Police Service are less likely to be in Leadership than Males who are in a long-term relationship with someone at Ottawa Police Service. We wanted to see whether Gendered expectations about Males being in higher positions than their Female partners influences Female attainment of Leadership Roles. That is, we were interested in looking at whether Relationship Status may create barriers to advancement for Females in policing.

We did not find a strong difference in representation in Leadership between Genders. In Table 4, we see that Males and Females in a relationship with someone at Ottawa Police Service have similar representation as Non Senior Leaders. That is, 95.10% of Females are Non Senior Leaders, and 94.44% of Males are Non Senior Leaders. Thus, we can reasonably conclude that Males and Females also have similar representation as Senior Leaders – even though the representation of Males in Leadership is below the privacy threshold for reporting.

This may suggest that being in a relationship with someone else at Ottawa Police Service does not affect Females' advancement to Leadership.

Response Type	Female	Male
Senior Leader	4.90%	N
Non Senior Leader	95.10%	94.44%
PNTA	0.00%	N

Table 4: Senior Leadership by Gender among employees in a long-term relationship with someone else at OPS.

On the Inclusion Survey, Females show **higher rates of neutral sentiment**[27] than Males for three questions. While it is difficult to ascertain what high rates of neutral sentiment mean, it is important to note that for these questions, a higher percentage of Females than Males chose not to agree or strongly agree with the question.

Response Type	Female	Male
Positive	59.70%	66.88%
Neutral	25.24%	15.24%
Negative	7.34%	10.33%
PNTA	7.72%	7.56%

Table 5: Inclusion Survey Question 1, by Gender.

For Question 1, "My organization is committed to and supportive of diversity", only 59.70% of Females agree, compared to 66.88% of Males (Table 5). Female responses are more concentrated in neutral sentiment: 25.24% of Females slightly agree or slightly disagree with the question, compared to only 15.24% of Males.

Response Type	Female	Male
Positive	46.70%	51.39%
Neutral	34.46%	25.82%
Negative	15.82%	19.52%
PNTA	3.01%	3.27%

Table 6: Inclusion Survey Question 2, by Gender.

Similarly, for Question 2, "I am treated fairly and with respect", Females again show a higher neutral response than Males, at 34.46% compared to 25.82% of Males (Table 6). Further, only 46.70% of Females agree or strongly agree with the statement, compared to 51.39% of Males.

Response Type	Female	Male
Positive	28.81%	32.12%
Neutral	40.49%	32.62%
Negative	25.80%	29.97%
PNTA	4.90%	5.29%

Table 7: Inclusion Survey Question 3, by Gender.

Finally, for Question 3, "At my organization, my unique value is known and appreciated", Females have a significantly higher neutral response than Males, at 40.49% compared to 32.62% (Table 7). Further, for this question, both Females and Males have noticeably low positive response, at 28.81% and 32.12%, respectively.

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[27] A neutral response means the percentage of Respondents who slightly agree or slightly disagree with the question. A positive response means the percentage of Respondents who agree or strongly agree, while a negative response means the percentage of Respondents who disagree or strongly disagree.

Finally, in the open-response comments on the survey, five comments out of 184 (2.72%) discussed Gender inequality at Ottawa Police Service. Considering higher rates of neutral sentiment on the Inclusion Survey, these comments are important to consider, despite the small number. Open-response comments are qualitative data, so they are not representative of the whole organization. However, they are not to be interpreted as important only when there is a high percentage of the organization discussing these issues. That is, they show lived experiences of employees, and are important to take into consideration on their own. For Ottawa Police, they can also be read simultaneously with census results.

Some example comments of gender inequality in the organization include:

"In my opinion, the OPS touts itself as inclusive and supportive of diversity but in reality sexism is rampant within the organization. In recent years people have learned that it is not politically correct to be open about the sexism, but the sexism has not gone away, it is just now hidden."

"Educate the members. Respectful Workplace training is basic in that you can't force your members to be accepting of others. There are SEVERAL examples and testimonies about sexism, racism, harassment (sexual and otherwise), intimidation, preferential treatment, that you would learn about if it could be guaranteed to be confidential."

"Background investigators are retired white males that screen out qualified diverse candidates. I know of cases where OPS background investigations on candidates were disproven by other services and candidates were hired there. There are outright racists and sexists hired as background investigators by OPS and this is where the bottleneck is when it comes to finding qualified diverse candidates."

Year-over-year comparison of Gender representation

In 2012, Female representation at Ottawa Police Service was 35.67%; in 2017 it **rose** to 38.45% (Figure 13 and Table 8).[28] On the other hand, Male representation has **dropped** from 60.38% in 2012 to 57.49% in 2017. The representation of those who identify as All Other Genders also rose from 0.30% in 2012 to 0.58% in 2017.
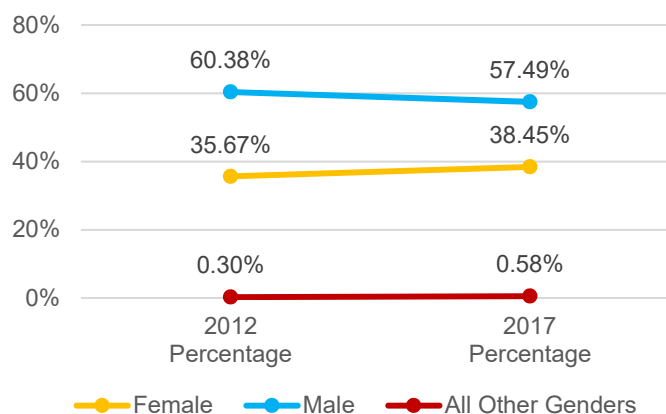
Figure 13: Year-over-year comparison of Gender, overall.

Answer	2012 Responses	2012 Percentage	2017 Responses	2017 Percentage	Percentage difference
Female	586	35.67%	531	38.45%	2.78%
Male	992	60.38%	794	57.49%	-2.89%
All Other Genders	5	0.30%	8	0.58%	0.28%
Two-spirit	N/A	N/A	6	0.43%	N/A
Trans - Female to Male (FtM)	N/A	N/A	N	0.00%	N/A
Trans - Male to Female (MtF)	N/A	N/A	N	0.00%	N/A
Not specified above	N/A	N/A	N	0.00%	N/A
Prefer not to answer	N/A	N/A	46	3.33%	N/A
Missing	60	3.65%	N/A	N/A	N/A

Table 8: Year-over-year comparison of Gender, overall.

As discussed on page 41, there have also been slight changes in Gender representation by Role. Table 9 on the next page shows these changes.

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[28] The 2012 percentages here differ from those in Ottawa Police Service's 2012 census report. This is because we have included the "Missing" count and percentage in our percentage calculations, while in the 2012 census report they were omitted.

	Year	Civilian Member	Police Officer
Female	2012	71.30%	23.90%
	2017	64.82%	23.20%
Percentage difference		-6.48%	-0.70%
Male	2012	28.70%	76.10%
	2017	32.61%	71.89%
Percentage difference		3.91%	-4.21%
All Other Genders	2012	N/A	N/A
	2017	0.20%	0.80%
Percentage difference		N/A	N/A
Not specified above	2012	N/A	N/A
	2017	0.00%	0.23%
Percentage difference		N/A	N/A
PNTA	2012	N/A	N/A
	2017	2.37%	2.37%
Percentage difference		N/A	N/A

Table 9: Year-over-year comparison of Gender representation, by Role.

Gender and Role

Section summary

» The following section looks at certain demographics by Gender and Role (i.e. Civilian Females, Civilian Males, Sworn Females and Sworn Males). Other than Education, Language, and Generation, these demographics were chosen as areas of interest by Ottawa Police Service. Education, Language, and Generation are shown here because of significant differences across Gender and Role groups.

» **Senior Leadership:** Senior Leaders are proportionally represented across Gender and Role groups.

» **Duties:** Managers are more represented as Civilian Males than in other Gender and Role groups: 13.33% of Civilian Males are Managers compared to 7.17% of all Respondents. Supervisors are more represented as Sworn Males, at 20.51% compared to 14.55% overall.

» **Relationship Status:** Of all Respondents, 62.13% are Married. Married Respondents are more represented as Sworn Males: 72.66% of Sworn Males are Married.

» **Partner at Ottawa Police Service:** Of all Respondents with long-term partners, 18.52% have a partner who also works at Ottawa Police Service. However, of Sworn Females with long-term partners, 40.30% have a partner who also works at Ottawa Police Service.

» **Dependant Status**: Of all Respondents, 48.23% have Dependants. This group is more represented as Sworn Females: of Sworn Females, 55.17% have Dependants. They are less represented as Civilian Females, of whom 38.41% have Dependants.

» **Hours spent on childcare:** Of all Respondents, 29.47% spent 30 to 59 hours on childcare in the last week. Of Civilian Males, 41.89% spent this many hours on childcare. Further, of all Respondents, 23.18% spent 60 or more hours on childcare. Of Sworn Females, 34.65% said they spent 60 hours or more on childcare.

» **Hours spent on Dependant care (other than childcare):** Of all Respondents, 25.31% said they spent less than 5 hours in the last week on Dependant care. Civilian Females and Sworn Males have a higher representation of this group, at 33.33% and 31.25%, respectively. Of all Respondents, 12.96% chose "None" when asked how many hours they spent on Dependant care. Of Civilian Males, 20.29% chose this option.

» **Sexual Orientation openness at work:** Non-Heterosexual Sworn Females are more likely to be open about their Sexual Orientation at work than other Gender and Role groups, to coworkers, managers / supervisors, and others they interact with at work.

» **Education:** Respondents with a Bachelor's Degree are more represented as Sworn Females than overall: of this group, 54.19% have a Bachelor's Degree, compared to 40.84% overall.

» **Language:** Respondents who speak English only are more likely to be Sworn Females: 59.61% of Sworn Females speak English only, compared to 47.14% overall. Of Civilian Females, 50.61% speak English and French only, compared to 37.51% overall.

» **Generation:** Of all Respondents, 24.04% are Millennials; of Civilian Males, 36.97% are Millennials. Of all Respondents, 12.60% are Baby Boomers. In contrast, of Civilian Females, 22.26% are Baby Boomers.

Section details

We looked at the representation of different demographics by Gender and Role to see if some groups are more represented than others in certain Gender and Role groups, compared to their representation overall.

Overall, 6.23% of Respondents are Senior Leaders. We see that there is a **fairly even** representation of Senior Leaders across Gender and Role. The highest representation of Senior Leaders is in the Civilian Male group – 7.88% of this group are Senior Leaders. Sworn Females have a slightly lower representation of Senior Leaders: 4.93% of this group are Senior Leaders (Figure 14).
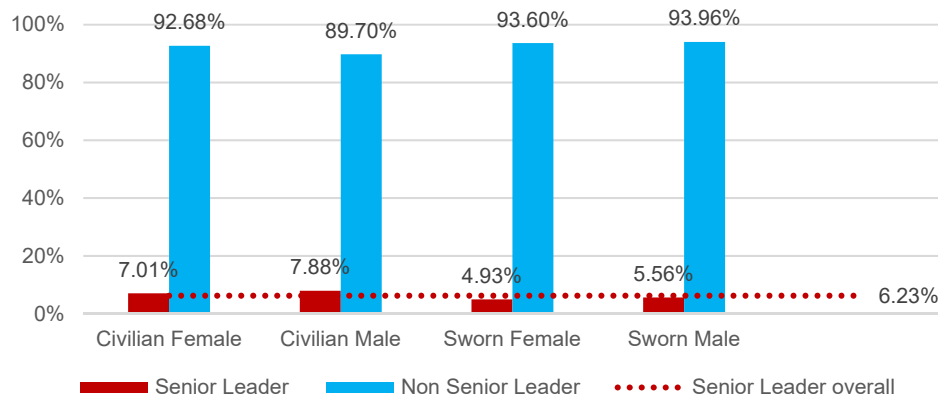
Figure 14: Senior Leadership Status by Gender and Role.

We also looked at Gender and Role by Duties. In Figure 15 we see that 7.17% of Respondents identified as Managers. This group is **more represented** as Civilian Males than in other groups: of Civilian Males, 13.33% are Managers. Further, Supervisors represent 14.55% of all Respondents, but are more represented as Sworn Males (20.51%). Note that the representation in the Executive Command category was too small to show in this graph.
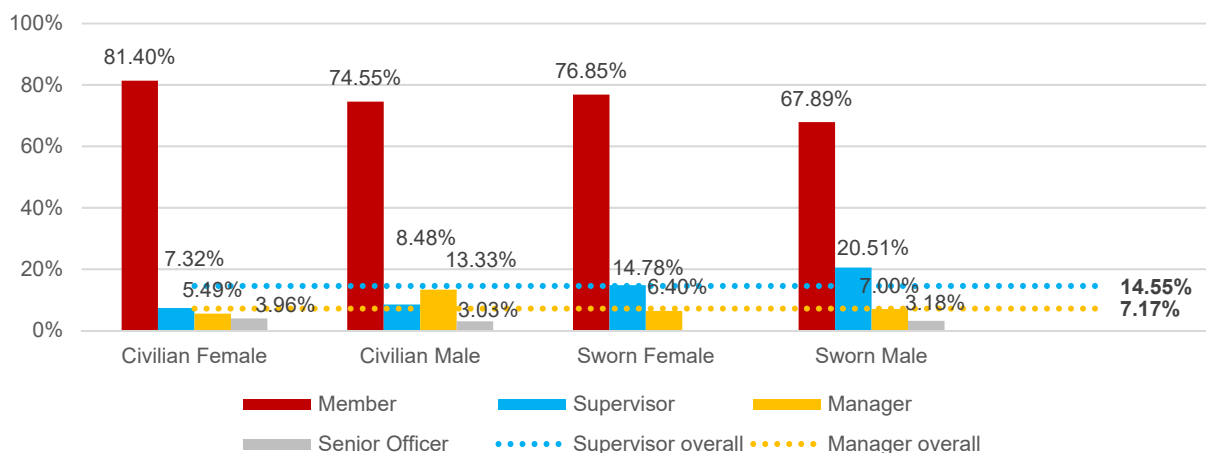
Figure 15: Duties by Gender and Role.

When looking at Dependant Status, we see that of all Respondents, 48.23% have Dependants. Those with Dependants are **less represented** as Civilian Females: of Civilian Females, only 38.41% have Dependants (Figure 16). In contrast, they are more represented as Sworn Females: of this group, 55.17% have Dependants.
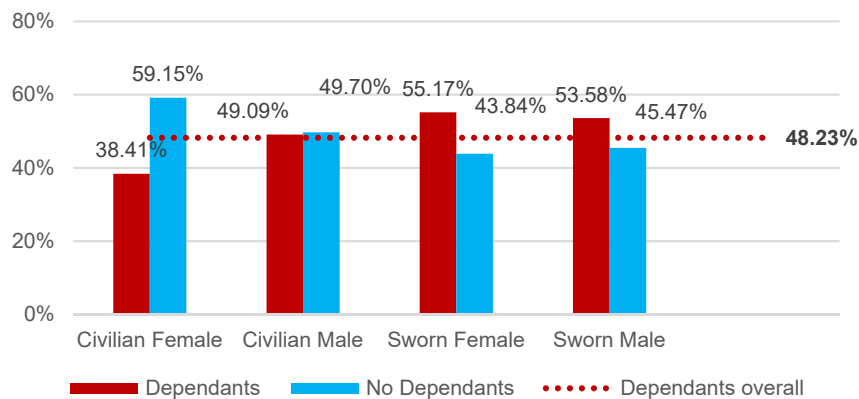
Figure 16: Dependant Status by Gender and Role.

When asked how many hours Respondents spent on childcare in the last week, 21.36% of all Respondents said 15 to 29 hours. This group is **more represented** as Sworn Males: of this group, 26.73% said they spent 15 to 29 hours on childcare (Figure 17).

Overall, 29.47% of Respondents said they spent 30 to 59 hours on childcare. Of Civilian Males, 41.89% chose this response. Thus, the 30 to 59 hour group is **more represented** as Civilian Males than in other Gender and Role groups.

Finally, of all Respondents, 23.18% said they spent 60 hours or more on childcare. However, 30.77% of Civilian Females and 34.65% of Sworn Females chose 60 hours or more. This may suggest that both Civilian and Sworn Females spend more time on childcare than Respondents overall.
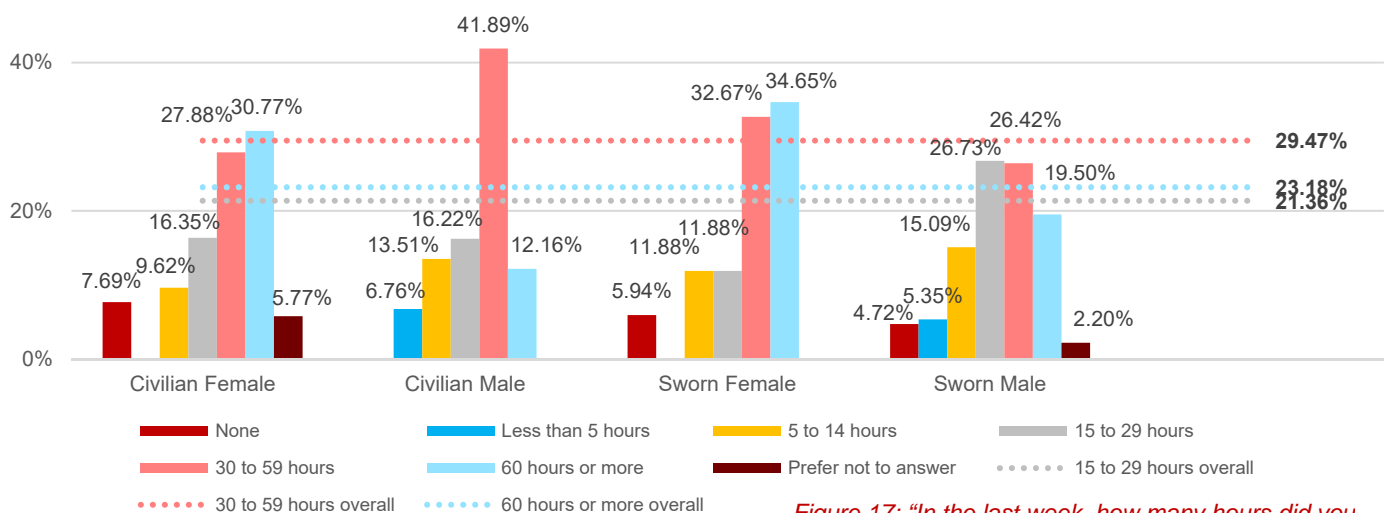
Figure 17: "In the last week, how many hours did you spend on childcare?" by Gender and Role.

When asked how many hours they spent in the last week on Dependant care (other than childcare), 25.31% of all Respondents said less than 5 hours. Of Civilian Females, 33.33% said less than 5 hours; of Sworn Males, 31.25% did (Figure 18). This may suggest the less than 5 hours group is **more represented** as Civilian Females and Sworn Males than overall.

Of all Respondents, 35.19% chose 5 to 14 hours; however, 42.42% of Civilian Females chose this option. This group is **more represented** as Civilian Females than overall.

Finally, of all Respondents, 12.96% chose "None" when asked how many hours they spent on Dependant care in the last week. Of Civilian Males, 20.29% chose this option. This may suggest that Civilian Males are more likely than other Genders and Roles to not spend any time on Dependant care (other than childcare). Note that for all other Genders and Roles, the number of people who chose "None" is below the privacy threshold for reporting (5 Respondents).
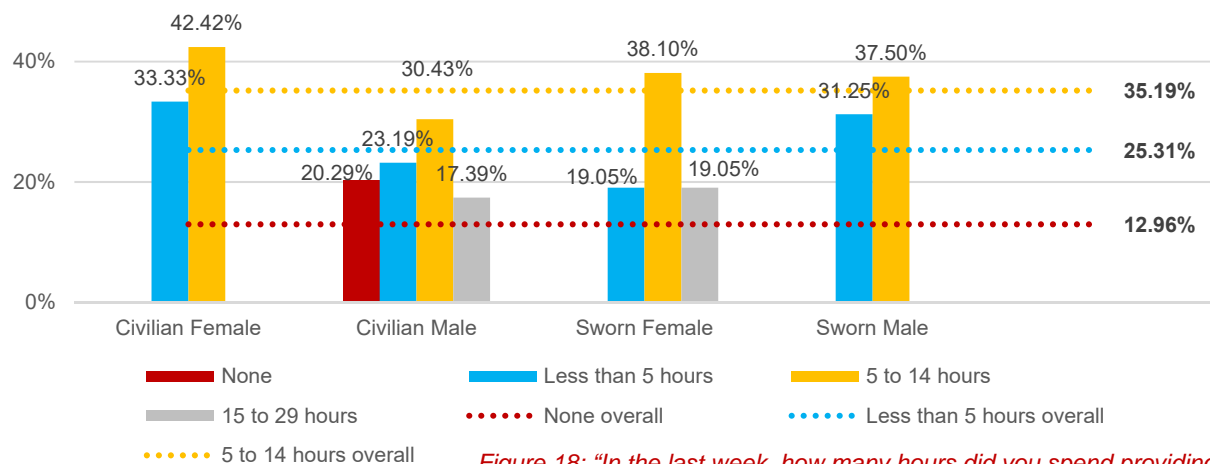
Figure 18: "In the last week, how many hours did you spend providing dependant care (other than childcare)?" by Gender and Role.

When looking at Relationship Status by Gender and Role, we see that Married persons are **more represented** as Sworn Males than they are overall (72.66%, compared to 62.13%). In contrast, Married persons are **less represented** as Civilian Females – only 51.22% of Civilian Females are Married (Figure 19 on next page).

Note that 18.52% of Respondents who are Married, Living Common Law, or have Life Partners, have partners who are also members of Ottawa Police Service.

In comparison, of Sworn Females who are Married, Living Common Law, or have Life Partners, 40.30% have partners who are also members of Ottawa Police Service (Figure 20 on next page).

This may suggest that Sworn Females are **more likely** than other Gender and Role groups to have partners who also work for Ottawa Police Service.
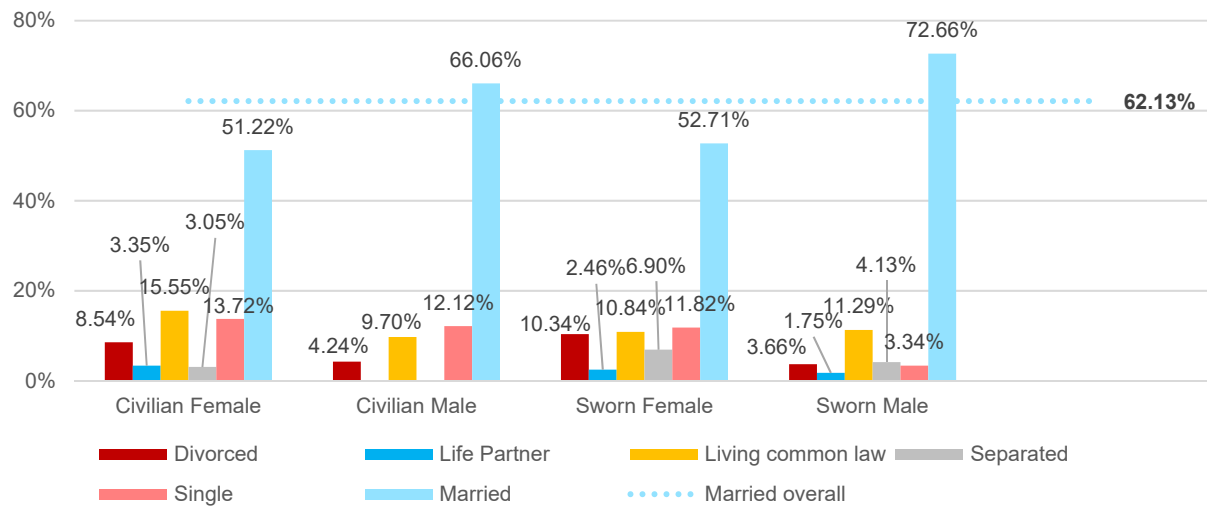
Figure 19: Relationship Status by Gender and Role.
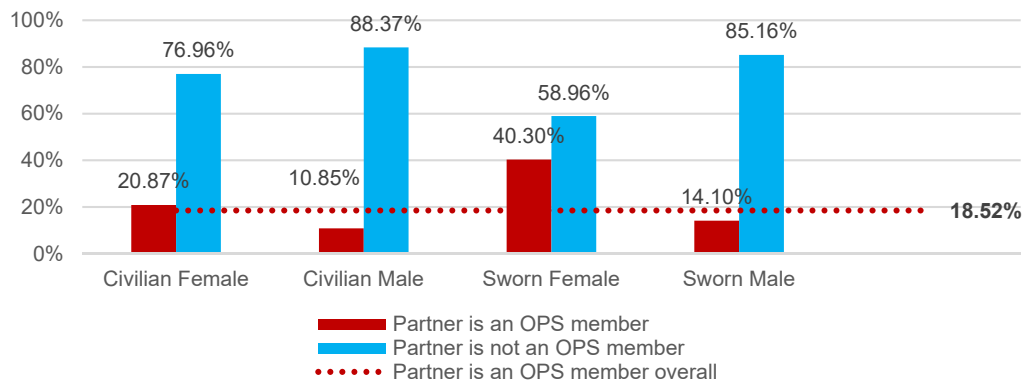
Figure 20: "Is your partner also an OPS member?" by Gender and Role.

On the census, non-Heterosexual Respondents were asked a multiple-choice question on who they have shared their Sexual Orientation with at work. Of these Respondents, 52.81% said they are open with their co-workers / peers. In comparison, 65.63% of non-Heterosexual Sworn Females said they are open with their co-workers / peers (Figure 21 on the next page). Along this same trend, only 39.33% of all non-Heterosexual Respondents said they are open with others they interact with through work, but 53.13% of Sworn Females said the same. Finally, only 49.44% of non-Heterosexual Respondents said they are open with their manager / supervisor, but 68.75% of Sworn Females said they are. In comparison, only 41.18% of non-Heterosexual Civilian Females and 40.00% of Sworn Males said they are open with their manager / supervisor.

This may suggest that non-Heterosexual Sworn Females are **more open** about their Sexual Orientation at work than other Gender and Role groups. Note that the numbers for non-Heterosexual Civilian Males are below the privacy threshold for reporting (5 Respondents).
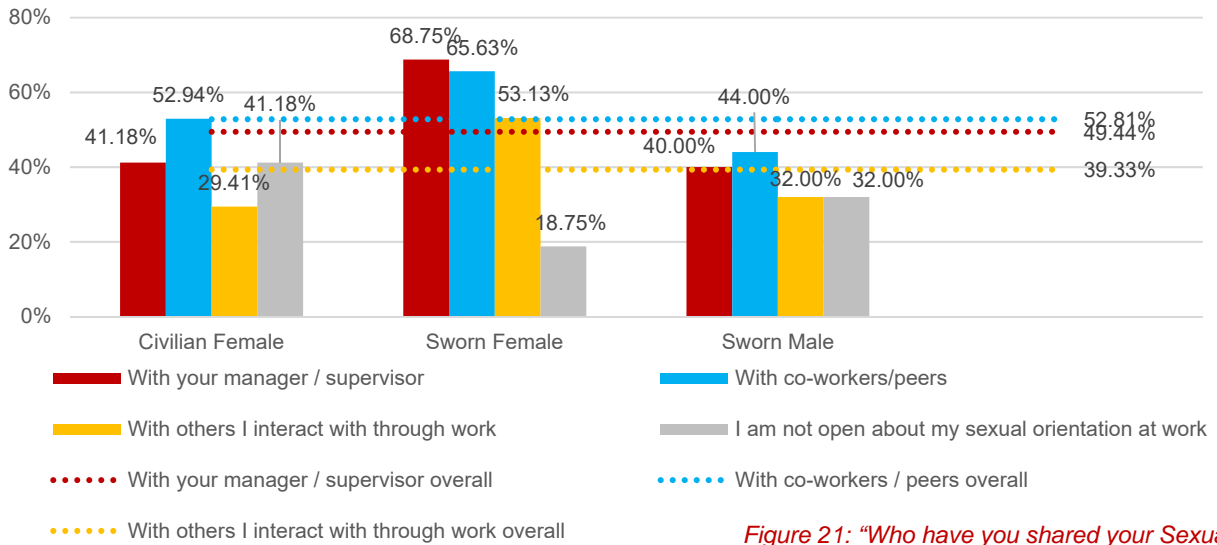
Figure 21: "Who have you shared your Sexual Orientation with at work?" by Gender and Role.

We also looked at Age by Gender and Role. Of all Respondents, 24.04% are Millennials (Figure 22). Note that Millennials are **more represented** as Civilian Males than they are overall: of this group, 36.97% are Millennial. Further, Baby Boomers represent 12.60% of Respondents, but 22.26% of Civilian Females. This suggests that Baby Boomers are **more likely** to be Civilian Females than in other Gender and Role groups, and Millennials are more likely to be Civilian Males.
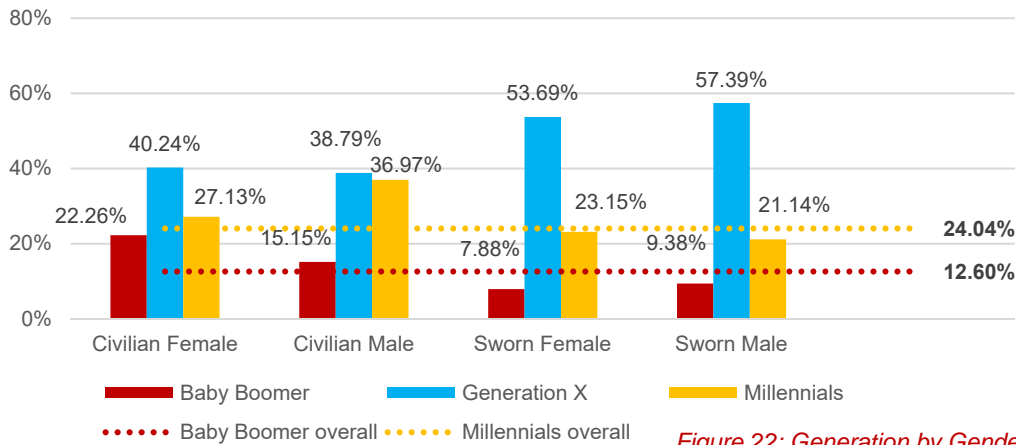
Figure 22: Generation by Gender and Role.

On the census, 40.84% of all Respondents chose a Bachelor's Degree as their Highest Level of Education (Figure 23). Respondents with a Bachelor's Degree are **more represented** as Sworn Females than they are overall – of Sworn Females, 54.19% have this as their Highest Level of Education.

Further, Respondents with a Secondary school diploma represent 11.66% of all Respondents. They are **more represented** as Civilian Females than overall, at 20.12% compared to 11.66%.
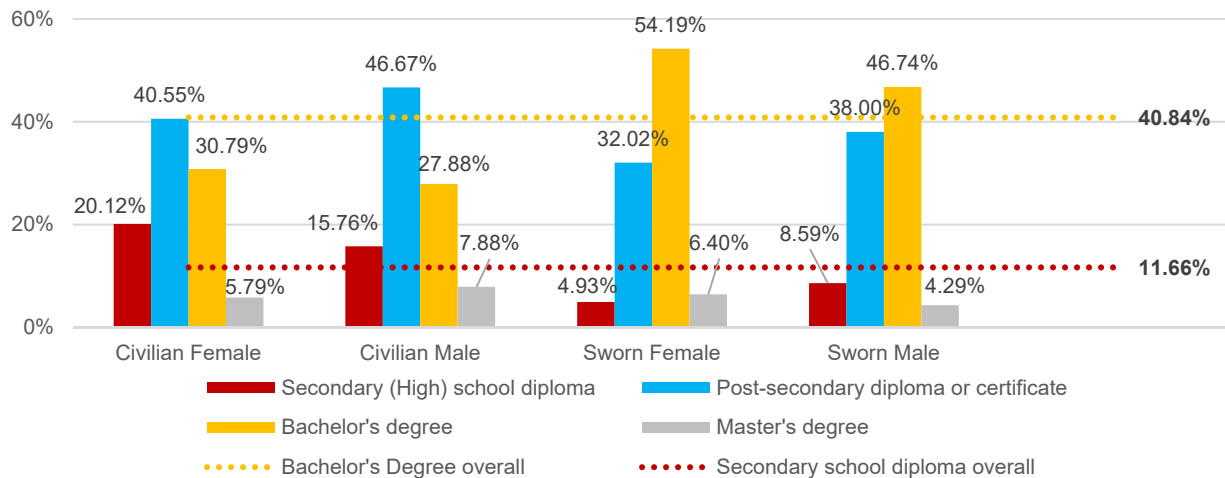
Figure 23: Highest Level of Education by Gender and Role.

When looking at Language, we see that 47.14% of Respondents speak English only (Figure 24). This group is **more represented** as Sworn Females: 59.61% of Sworn Females speak English only. Further, 37.51% of Respondents speak English and French only. This Language group is **more represented** as Civilian Females than overall: of Civilian Females, 50.61% speak English and French only.
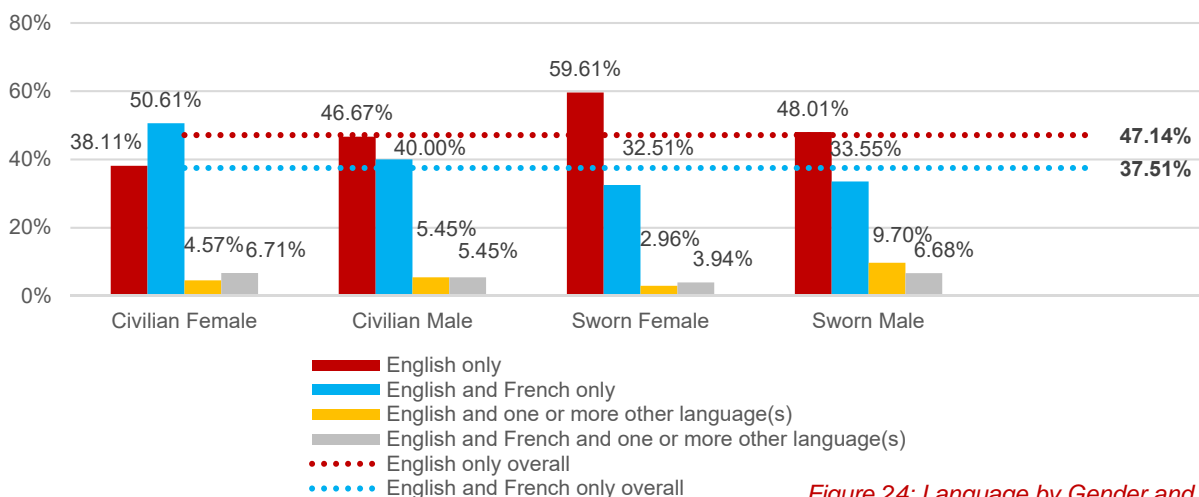
Figure 24: Language by Gender and Role.

Race

Section summary

» Racialized[29] persons are **less represented** at Ottawa Police Service than they are in the Ottawa labour force.

» Racialized persons are **proportionally represented** across Duties and in Senior Leadership when compared to their representation overall.

» These above findings may suggest that Racialized persons may not face barriers to advancement, even though they are underrepresented overall.

» However, Racialized persons, particularly those who identify as Black or Asian, **disagree significantly more** than Caucasians for two Inclusion Survey questions.

» Of 184 open-response comments, 12 (6.52%) discuss Racial bias or inequality at Ottawa Police Service.

Section details

At Ottawa Police Service, 13.45% of the sample is Racialized (Figure 25). This is a **low** percentage compared to the Ottawa labour force, where 20.06% are Visible Minorities.[30] The most common Racialized identity at Ottawa Police Service is Asian, at 4.07%, followed by Black at 3.31% (Figure 26).
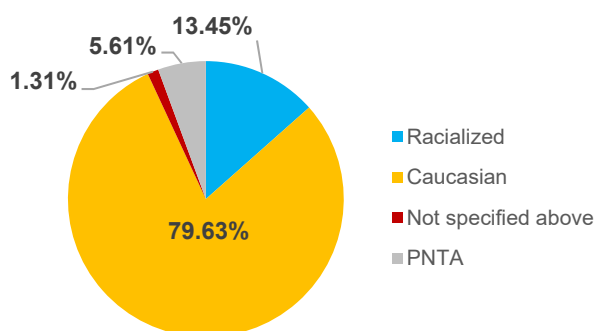
Figure 25: Race, overall.
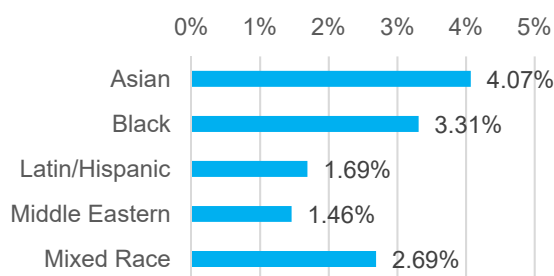
Figure 26: Racialized groups, overall.

When comparing the representation of Racialized groups at Ottawa Police Service with the Ottawa labour force, we see that Asian, Black and Middle Eastern groups are notably less represented at Ottawa Police Service (Table 10 on next page). The Latin / Hispanic group is proportionally represented, at 1.69% at Ottawa Police Service compared to 1.37% in the Ottawa labour force.

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[29] The Racialized Racial and Ethnic Identity category is an aggregate of Asian, Black, Latin / Hispanic, Middle Eastern, Israeli, and Mixed Race.

[30] Racialized is not the same term as Visible Minority; however, Statistics Canada uses Visible Minority Status in their data, so this is the best comparator available. Many people who are Racialized (e.g. not Caucasian) do not identify with the term Visible Minority, so it is possible this comparator statistic (20.06%) does not entirely encapsulate the representation of Racialized people in the Ottawa labour force.

Racialized group	Ottawa Police Service	Ottawa Labour Force
Asian	4.07%	8.74%
Black	3.31%	5.38%
Latin / Hispanic	1.69%	1.37%
Middle Eastern	1.46%	3.83%

Table 10: Comparison of Racialized groups at OPS and Ottawa labour force.

When looking at Race by Duties, we see that Racialized persons are **proportionally represented** across Duties when compared to their representation overall (Figure 27). They are not represented in Executive Command; however, this category only comprises five people.

Further, Racialized persons are **proportionally represented** in Senior Leadership, at 14.46% compared to 13.45% overall (Figure 28). These are positive findings, as they suggest that Racialized persons may not face barriers to advancement at Ottawa Police Service, even though they are underrepresented overall.

By Role, Racialized persons are slightly **less represented** as Civilian Members than overall, at 10.36% compared to 13.45% (Figure 29). They are slightly **more represented** as Police Officers, at 15.22%.
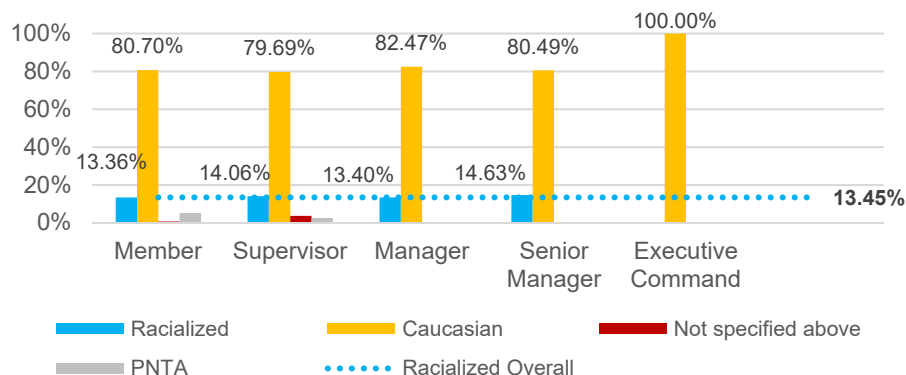
Figure 27: Race by Duties and overall.
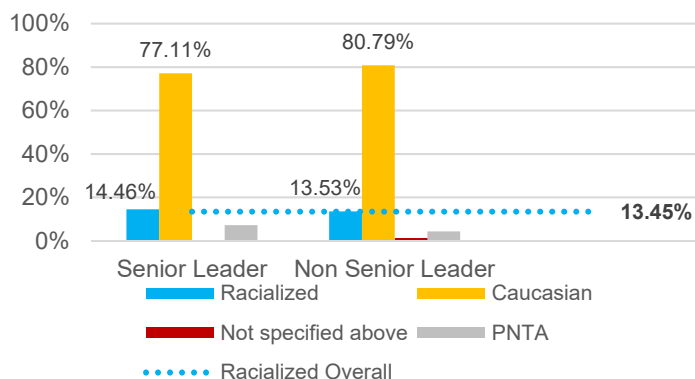
Figure 28: Race by Leadership Status and overall.
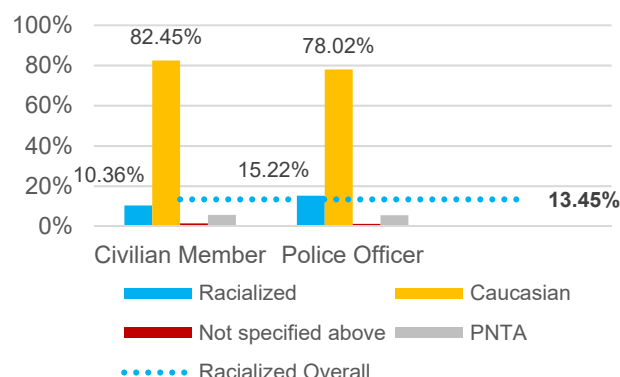
Figure 29: Race by Role and overall.

On the Inclusion Survey, we see that Racialized persons have **higher disagreement** than Caucasians for two questions. This suggests that even though Racialized persons are strongly represented across the organization, they are not feeling as included as Caucasians.

For Inclusion Survey Question 1, "My organization is committed to and supportive of diversity", Racialized persons have **more than twice the negative response** that Caucasians do, at 15.79% compared to 6.47% (Table 10 on the next page). When we look at more granular Race categories, we see that Asian and Black persons, in particular, disagree with this question. Their negative responses are both around 35.00%, about **five times larger** than that showing for Caucasians (Table 11).

We do not see significant differences when comparing Inclusion responses of Racialized persons and Caucasians for Inclusion Survey Question 3, "At my organization, my unique value is known and appreciated". However, we do see differences when looking at more granular Race categories. Specifically, Black persons have nearly **twice the disagreement** that Caucasians do. Of Black persons, 46.51% disagree or strongly disagree, compared to only 26.93% of Caucasians (Table 12). Further, only 13.95% of Black persons agree or strongly agree with this question, which is a noticeably low positive response.

Response Type	Racialized	Caucasian
Positive	52.63%	67.34%
Neutral	28.95%	18.26%
Negative	15.79%	6.47%
PNTA	2.63%	7.92%

Table 11: Inclusion Survey Question 1, by Race.

Response Type	Asian	Black	Latin / Hispanic	Middle Eastern	Caucasian	Mixed Race
Positive	37.74%	27.91%	77.27%	47.37%	67.37%	51.43%
Neutral	24.53%	34.88%	18.18%	36.84%	18.24%	28.57%
Negative	35.85%	34.88%	4.55%	5.26%	6.47%	17.14%
PNTA	1.89%	2.33%	0.00%	10.53%	7.92%	2.86%

Table 12: Inclusion Survey Question 1, by granular Race categories.

Response Type	Asian	Black	Latin / Hispanic	Middle Eastern	Caucasian	Mixed Race
Positive	24.53%	13.95%	40.91%	31.58%	31.76%	22.86%
Neutral	30.19%	37.21%	27.27%	31.58%	36.49%	37.14%
Negative	41.51%	46.51%	22.73%	26.32%	26.93%	37.14%
PNTA	3.77%	2.33%	9.09%	10.53%	4.83%	2.86%

Table 13: Inclusion Survey Question 3, by granular Race categories.

Finally, of 184 open response comments on the survey, 12 comments, or 6.52%, discussed racial bias or inequality at Ottawa Police Service, including Racialized groups being treated differently in a negative manner. Some examples include:

"Having worked for OPS for over 22 years I've seen on numerous occasions the blatant differential treatment when it comes to racialized members. I have many examples of this. Many minorities who were treated poorly, under-valued and saw no chance of advancement within OPS have left the Organization."

"Completing this census is pointless if it is not used for change. The census needs to reflect change in the organization. As an organization, we talk about inclusion and diversity but it is not reflected from where I stand. The people that just do their jobs and don't bring attention to themselves are often unnoticed. Racism continues to exist, just not overtly but it is still very much felt."

"Since I have been the member of OPS, I have noticed a racial divide in many different ranks.

I believe the membership in general need further sensitivity training and those who continue to be show Bias towards minority groups need to be punished."

"OPS does NOT practice what it outwardly projects to the public. OPS preaches about equity and diversity and transparency but it does NOT exist. Non-white officers are still treated differently and have to work twice as hard and still fight to be given even similar opportunities that are 'gifted' to white officers. And being female complicates and presents even more challenges. The Ottawa Police Service has destroyed my belief in what policing in 2017 should look like."

Year-over-year comparison of Race representation

In Figure 30 and Table 13 we see that the percentage of Racialized persons has increased since 2012, from 9.40% to 13.45% in 2017.[31] On the other hand, the percentage of Caucasians has decreased from 84.80% in 2012 to 79.63% in 2017.

Note that there is a full table showing more granular categories in Appendix F of this report.
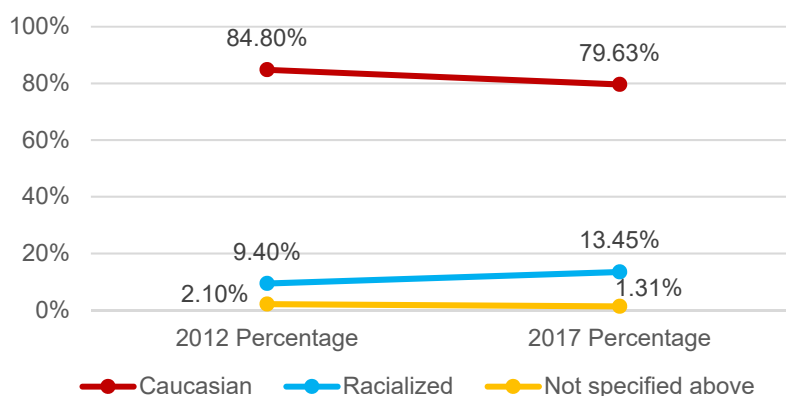
Figure 30: Year-over-year comparison of Race, overall.

Answer	2012 Responses	2012 Percentage	2017 Responses	2017 Percentage	Percentage difference
Caucasian	1311	84.80%	1036	79.63%	-5.17%
Racialized	145	9.40%	175	13.45%	4.05%
Not specified above	32	2.10%	17	1.31%	-0.79%
Prefer not to answer	N/A	N/A	73	5.61%	N/A

Table 14: Year-over-year comparison of Race, overall.

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[31] The 2012 percentages here do not differ from the 2012 census report because counts for Race were not available in the report. Recalculation is therefore not possible.

Persons Born Outside of Canada

Section summary

» Persons Born Outside of Canada are much **less represented** in the organization than they are in the Ottawa labour force.

» Persons Born Outside of Canada are **proportionally represented** as Senior Managers and in Senior Leadership compared to their representation overall.

» Persons Born Outside of Canada show **no significant differences** in inclusion from Persons Born in Canada.

» Together, these trends may suggest that Persons Born Outside of Canada do not face barriers to accessing higher ranking Roles at Ottawa Police Service.

Section details

At Ottawa Police Service, Persons Born Outside of Canada make up 12.61% of the organization (Figure 31).[32] This is **low** compared to the Ottawa labour force, where 20.80% are Immigrants.[33] Note that "Immigrants" according to Statistics Canada refers to persons who are, or have ever been, landed immigrants or permanent residents. This is the best comparator available to Ottawa Police Service's 2017 census, which asked Respondents "Were you born in Canada?" However, it is possible the difference in representation may relate to definitions used.

Over 50.00% of Persons Born Outside of Canada at Ottawa Police Service arrived in the 1970s and 1980s (Figure 32).
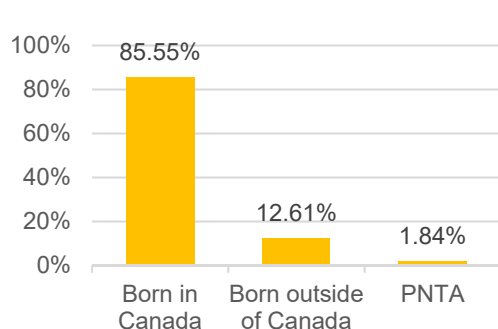
Figure 32: Place of Origin, overall.
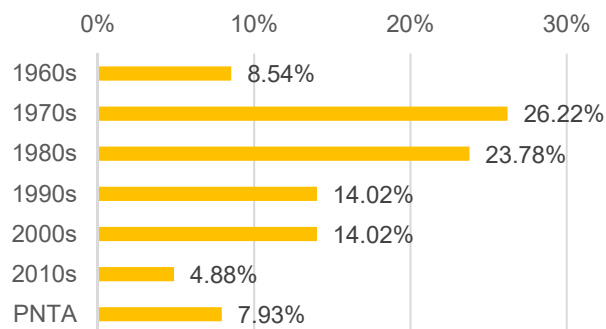
Figure 31: Place of Origin, Year of Arrival.

If we look at the representation of Persons Born Outside of Canada by Duties, we see a trend where the proportion of Persons Born Outside of Canada increases while moving along the hierarchy (Figure 33 on the next page). In fact, Persons Born Outside of Canada are slightly

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[32] The data for charts and tables in the "Key findings" section are located in "Appendix D: Cross-tabulations".

[33] Statistics Canada states that "'Immigrants' includes persons who are, or who have ever been, landed immigrants or permanent residents. Such persons have been granted the right to live in Canada permanently by immigration authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this category. In the 2016 Census of Population, 'Immigrants' includes immigrants who landed in Canada on or prior to May 10, 2016."

more represented as Senior Managers than they are overall, at 19.51% compared to 12.61%. They do not show representation in Executive Command, but this category is made up of only five people.

Similarly, Place of Origin does not appear to influence employees' abilities to access Senior Leadership roles. Of Senior Leaders, 13.25% are Persons Born Outside of Canada, as are 12.70% of Non Senior Leaders (Figure 34). Together, these trends may suggest that Persons Born Outside of Canada do not face barriers to accessing higher ranking Roles at Ottawa Police Service.
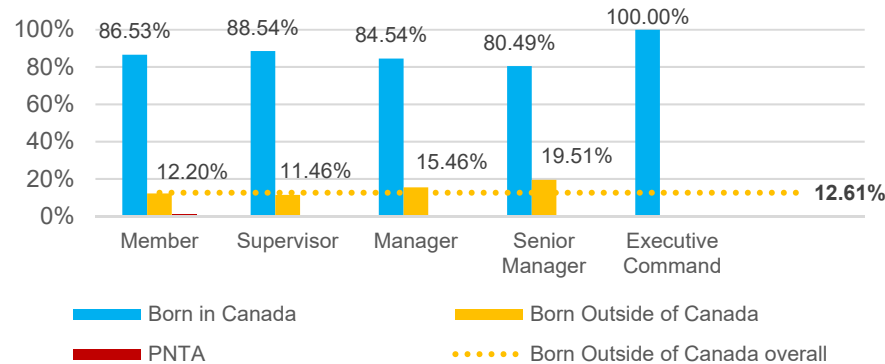
Figure 33: Place of Origin by Duties and overall.
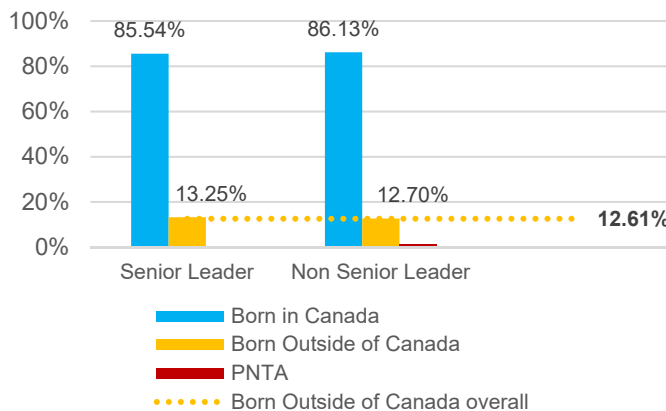
Figure 34: Place of Origin by Leadership Status and overall.
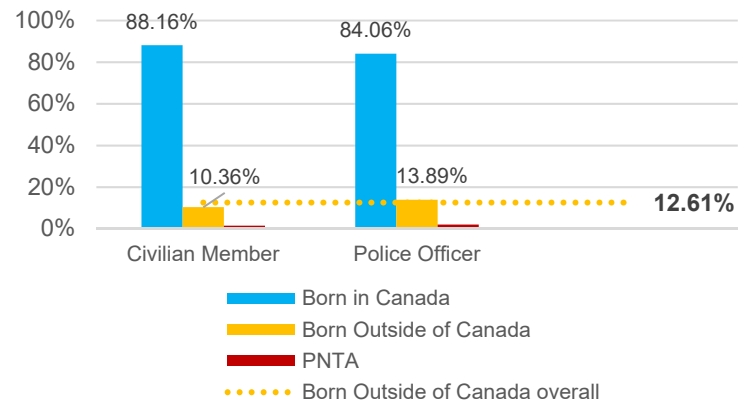
Figure 35: Place of Origin by Role and overall.

Persons Born Outside of Canada are also **proportionally represented** across Roles at Ottawa Police Service. Of Civilian Members, 10.36% are Persons Born Outside of Canada, as are 13.89% of Police Officers (Figure 35).

Further, on the Inclusion Survey, there **are no significant differences in sentiment** between Persons Born Outside of Canada and persons Born in Canada. This indicates that Persons Born Outside of Canada are not feeling less included than persons Born in Canada, and is another significant Diversity and Inclusion-related accomplishment for Ottawa Police Service.

Year-over-year comparison of Persons Born Outside of Canada representation

Persons Born Outside of Canada representation at Ottawa Police Service has increased slightly since 2012; it is now 11.88% compared to 11.10% in 2012.[34] In comparison, representation of Persons Born in Canada has decreased from 88.90% in 2012 to 80.59% in 2017.

Note that in 2017, 80 people identified as Indigenous, and in the survey, did not receive the question on whether or not they were born in Canada. Therefore, Table 15 below shows 80 "Missing" Respondents.
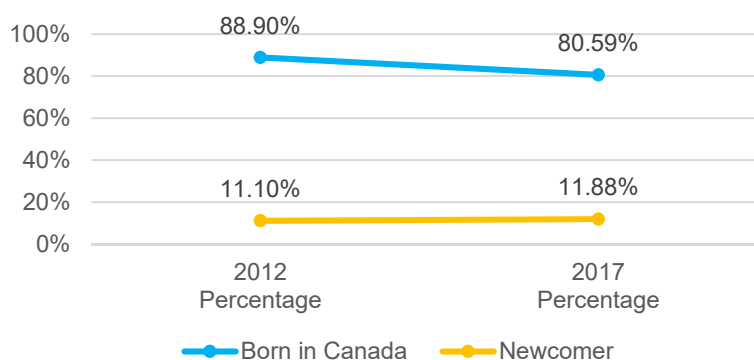
Figure 36: Year-over-year comparison of Place of Origin, overall.

Answer	2012 Responses	2012 Percentage	2017 Responses	2017 Percentage	Percentage difference
Born in Canada	1461	88.90%	1113	80.59%	-8.31%
Born Outside of Canada	182	11.10%	164	11.88%	0.78%
Prefer not to answer	N/A	N/A	24	1.74%	N/A
Missing	0	0	80	6.79%	6.79%

Table 15: Year-over-year comparison of Place of Origin, overall.

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[34] The 2012 percentages differ from those in Ottawa Police Service's 2012 census report. This is because we have included the "Missing" count and percentage in our percentage calculations, while in the 2012 census report they were omitted.

Persons with a Disability[35]

Section summary

» Persons with a Disability are **strongly represented** at Ottawa Police Service compared to the Canadian population. However, note that the definition of Persons with a Disability used on the survey differs from that of available benchmarks, as discussed in more detail in this section.

» Persons with a Disability are **proportionally represented** in Senior Leadership and across Roles.

» Persons with a Disability show **significantly higher negative response** on the Inclusion Survey than Non-Disabled persons.

» The representation of Persons with a Disability has **increased** since 2012. However, the definitions on the 2012 and 2017 censuses differed, where the 2017 census definition was much broader, and did not specify that Disability entails being disadvantaged at work. Further, a number of changes over the past few years at Ottawa Police Service may have had an impact on members' perceptions of, and willingness to, report disability. For instance, in 2016, Ontario passed *Supporting Ontario's First Responders Act* that creates the presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related and expedites access to WSIB benefits, resources, and treatment. As well, through the OPS Wellness Initiative, there is enhanced access to peer supports, and members have participated in Road to Mental Readiness training which may have reduced the stigma associated with mental health reporting and changed perceptions of disability.

» **Combined, these factors may have influenced the change in representation of Persons with a Disability.**

» Of 184 open-response comments, 13 discuss perceptions that too many employees receive accommodations at Ottawa Police Service, suggesting a stigma around accommodations in general.

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[35] On the 2017 census, Persons with Disabilities are those who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment that has been medically diagnosed. These include disabilities that impact work and disabilities that are managed through medical treatment. Examples of disabilities include, but are not limited to, Addiction, Chronic Illness, Developmental Disability, Learning Disability, Mental Illness, Physical Disability, and Sensory Disability.

Section details

There are two important clarifications to make in this section. Firstly, the definitions on the 2012 and 2017 censuses differed. In 2012, Persons with Disabilities referred to persons who have a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment and who:
a. consider themselves to be disadvantaged in employment by reason of that impairment, or
b. believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment,
and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

In 2017, the CCDI census definition was Persons with Disabilities was broader, including those who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment that has been medically diagnosed. These included disabilities that impact work and disabilities that are managed through medical treatment. Examples of disabilities include, but are not limited to, Addiction, Chronic Illness, Developmental Disability, Learning Disability, Mental Illness, Physical Disability, and Sensory Disability. Explicitly stating Mental Illness and Chronic Illness may have further influenced results, as many people with these conditions may not have necessarily defined them as Disabilities if they were not listed.

This CCDI definition is derived from the Ontario Human Rights Commission, which purposely uses a broad definition. A definition that only focuses on those who are disadvantaged in employment can exclude many people who still identify as having a Disability even though it may not necessarily affect their day-to-day functions. **Since the 2017 definition is broader, representation in 2017 is not perfectly comparable to representation in 2012. Further, Respondents who identified as having a Disability in 2017 do not necessarily consider it disadvantageous to their employment or have functional limitations that need to be accommodated.**

Moreover, a number of changes over the past few years at Ottawa Police Service may have had an impact on members' perceptions of, and willingness to, report disability. For instance, in 2016, Ontario passed *Supporting Ontario's First Responders Act* that creates the presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related and expedites access to WSIB benefits, resources, and treatment. As well, through the OPS Wellness Initiative, there is enhanced access to peer supports, and members have participated in Road to Mental Readiness training which may have reduced the stigma associated with mental health reporting and changed perceptions of disability.

Please keep these changes in mind when reading any results on Disability in this report.

On the 2017 census, 15.57% of those who participated in the survey identify as having a Disability (Figure 37). This is **high** compared to the percentage of Persons with a Disability in the Canadian population aged 15-64, which is 10.08%.

This benchmarking statistic comes from the 2012 Canadian Survey on Disability (CSD), which uses a different definition than on Ottawa Police Service's 2017 census. Therefore, these are not perfect comparators, but is the only benchmark available for Disability in the Canadian population. The CSD defines Disability as "the relationship between body function and structure, daily activities and social participation, while recognizing the role of environmental factor. In keeping with this definition, the CSD targeted respondents who not only have difficulty or impairment due to a long-term condition or health problem, but also experience a limitation in their daily activities**.** The CSD definition includes not only people who reported being "sometimes," "often" or "always" limited in their daily activities due to a long-term condition or health problem, but also those who reported being "rarely" limited if they were also unable to do certain tasks or could do them only with a lot of difficulty." This definition includes Mental Health related, Pain-related, Flexibility, Mobility, Dexterity, Hearing, Seeing, Memory, Learning, Developmental and Unknown Disability Types.

Note that Ottawa Police Service also has a high representation of Persons with a Disability when compared to the average of CCDI's other clients, all of which used the same definition as the 2017 Ottawa Police census. This average is 9.95%. It is also high when compared to the average of four Police Service clients, including Ottawa Police, which is 12.97%.
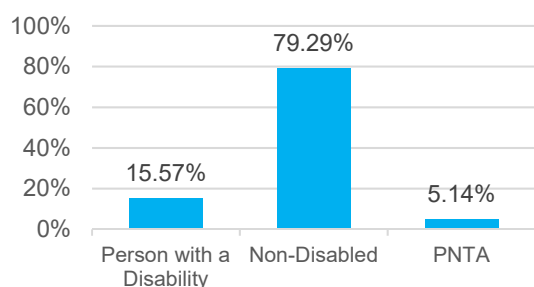
Figure 37: Disability Status, overall.
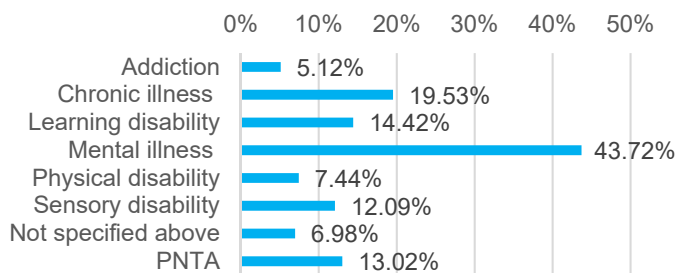
Figure 38: Disability Type.

Of Persons with a Disability at Ottawa Police Service, the most prevalent Disability Type is Mental Illness (43.72%) (Figure 38). The next most common is Chronic Illness, at 19.53%, followed by Learning Disability at 14.42%. The percentage of Persons with a Disability who chose not to identify their Disability Type is relatively high, at 13.02%. This may suggest a potential stigma surrounding disclosing Disability Type.

When looking at Disability Status by Duties, we see that Persons with a Disability are **more represented** as Supervisors than they are overall, at 22.89% compared to 15.57%. However, they are also **proportionally represented** as Managers and Senior Managers, at 17.17% and 19.05%, which suggests they do not face barriers to advancement (Figure 39 on the next page).
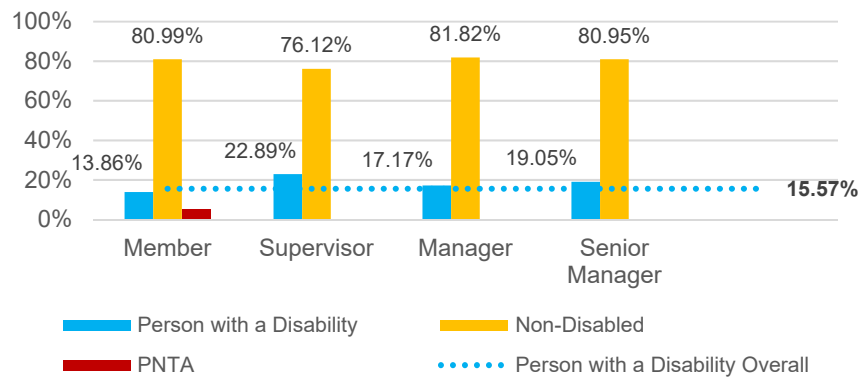
Figure 39: Disability Status by Duties and overall.

Further, when looking at Disability Status by Leadership Status, we see that Persons with a Disability are **proportionally represented** in Senior Leadership, at 18.60% compared to 15.57% overall (Figure 40). However, we cannot ascertain whether Disability occurred before or after Respondents entered Leadership Roles. Further, keep in mind that the definition of Disability used in the 2017 census include those who do not consider their Disability to disadvantage their employment.

Persons with a Disability are also **proportionally represented** across Roles; they fill 17.98% of Civilian Member Roles and 14.17% of Police Officer Roles (Figure 41).
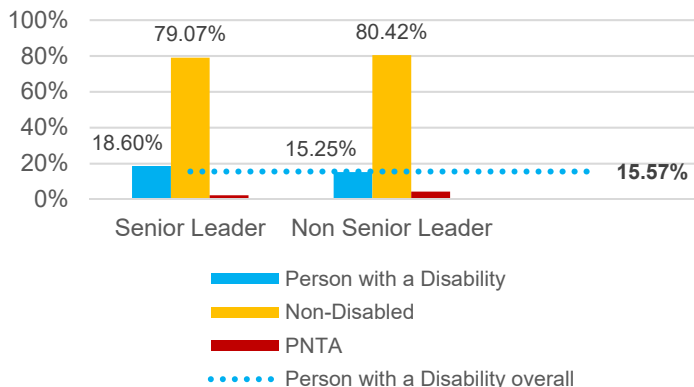
Figure 40: Disability Status by Leadership Status and overall.
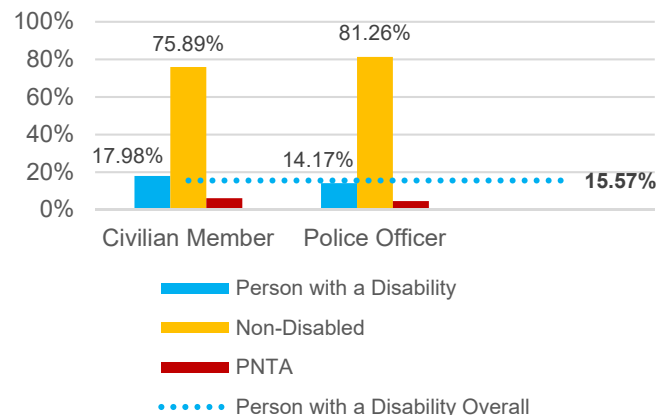
Figure 41: Disability Status by Role and overall.

Although they appear strongly represented across the organization's levels, on the Inclusion Survey, Persons with a Disability show **significantly higher disagreement** than Non-Disabled persons for all four questions.

For Inclusion Survey Question 1, "My organization is committed to and supportive of diversity", 18.60% of Persons with a Disability disagree or strongly disagree, which is more than **twice the negative response** showing for Non-Disabled Persons (7.31%, as shown in Table 15).

For Inclusion Survey Question 2, "At my organization, I am treated fairly and with respect", 35.81% of Persons with a Disability disagree or strongly disagree, which is more than **double the negative response** showing for Non-Disabled persons (14.98% as shown in Table 16).

For Inclusion Survey Question 3, "At my organization, my unique value is known and appreciated", 42.79% of Persons with a Disability disagree or strongly disagree (Table 17). This means that almost half of Persons with a Disability at the organization do not think their unique value is known and appreciated. Non-Disabled persons only disagree at a rate of 25.84%.

Finally, for Inclusion Survey Question 4, "At my organization, I feel included", 41.40% of Persons with a Disability disagree or strongly disagree, which is, again, more than **double the negative response** showing for Non-Disabled persons (17.63% as shown in Table 18).

Response Type	Person with a Disability	Non-Disabled
Positive	57.21%	66.30%
Neutral	19.07%	19.18%
Negative	18.60%	7.31%
PNTA	5.12%	7.21%

Table 16: Inclusion Survey Question 1, by Disability Status.

Response Type	Person with a Disability	Non-Disabled
Positive	32.09%	53.42%
Neutral	29.30%	29.04%
Negative	35.81%	14.98%
PNTA	2.79%	2.56%

Table 17: Inclusion Survey Question 2, by Disability Status.

Response Type	Person with a Disability	Non-Disabled
Positive	20.93%	33.33%
Neutral	32.56%	36.07%
Negative	42.79%	25.84%
PNTA	3.72%	4.75%

Table 18: Inclusion Survey Question 3, by Disability Status.

Response Type	Person with a Disability	Non-Disabled
Positive	24.19%	45.30%
Neutral	32.09%	34.43%
Negative	41.40%	17.63%
PNTA	2.33%	2.65%

Table 19: Inclusion Survey Question 4, by Disability Status.

In the open-response comments on the survey, 13 out of 184 comments (7.07%) express dissatisfaction with accommodations at Ottawa Police Service. In particular, the comments explained that Ottawa Police Service gives too many accommodations, that employees who receive accommodations get better assignments, and / or that accommodations mean other employees have to work harder.

However, only 3.55% of Respondents report receiving accommodation for a Disability, and only 1.37% report receiving accommodation for Dependants, which are relatively small percentages. The low inclusion rates of Persons with a Disability and the prevalence of comments complaining about accommodations suggests there may be a stigma surrounding accommodation at Ottawa Police Service in general.

Some sample comments of this theme include:

"Personally I have no complaints with the treatment I receive, however I am disappointed with the new trends of accommodations. I feel the organization has gone too far with accommodations and special assignments for people's own life choices and it is destroying the morale with hard working officers. The new way of thinking for many great officers/investigators is "why even bother", just get accommodated."

"Stop accommodating lazy people. Since being provincially mandated many ops members have begun taking advantage by getting doctor notes. This continues to be a cancerous spreading issue in OPS. If we don't start becoming vigilant at monitoring this, there will be no working front line officers left at OPS."

"Sick leave, accommodations and WSIB claims are all out of control.

Ops is not family friendly.

OPS rewards laziness and has no interest in promoting hard work.

Call in sick 40 days a year, call in sick one day a year. You get paid the same."

Year-over-year comparison of Disability Status representation

Note: Before reading this section, please keep in mind that the definition of Disability changed from the 2012 to 2017 census. See full details on page 63.

In Figure 42 and Table 20 (page 69), we see that the percentage of Persons with a Disability overall has increased since 2012, from 4.99% to 15.57% in 2017.[36] However, this comparison is challenging to make for several reasons. Firstly, in the 2012 census, the definition stated that Disability involves being disadvantaged in employment due to impairment, while the 2017 census did not. Therefore, the 2017 census definition can encompass those who do not feel disadvantaged due to their condition, creating a broader range of employees.

Secondly, the 2017 census explicitly included Mental Illness and Chronic Illness in its definition. These were not included in the 2012 census. Unless it is explicitly stated, many people may not consider their Mental Illness or Chronic Illness as a Disability, and as stated on page 63, the most common Disability Types at Ottawa Police Service are Mental Illness and Chronic Illness. The 2012 census may not have captured data for people with these Disability Types.

Finally, a number of changes over the past few years at Ottawa Police Service may have had an impact on members' perceptions of, and willingness to, report disability. For instance, in 2016, Ontario passed *Supporting Ontario's First Responders Act* that creates the presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related and expedites access to WSIB benefits, resources, and treatment. As well, through the OPS Wellness Initiative, there is enhanced access to peer supports, and members have participated in Road to Mental Readiness training which may have reduced the stigma associated with mental health reporting and changed perceptions of disability.

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[36] The 2012 percentages in the year-over-year comparisons in this report differ from those in Ottawa Police Service's 2012 census report. This is because we have included the "Missing" count and percentage in our percentage calculations, while in the 2012 census report they were omitted.
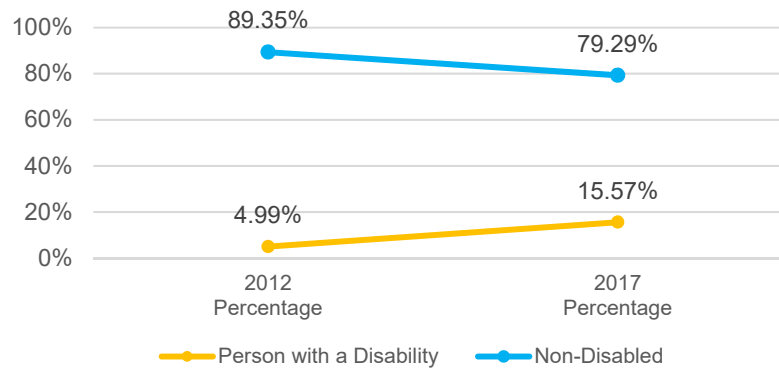
Figure 42: Year-over-year comparison of Disability Status, overall.

Answer	2012 Responses	2012 Percentage	2017 Responses	2017 Percentage	Percentage difference
Person with a Disability	82	4.99%	215	15.57%	10.58%
Non-Disabled	1468	89.35%	1095	79.29%	-10.06%
PNTA	N/A	N/A	71	5.14%	N/A
Missing	93	5.66%	N/A	N/A	N/A

Table 21: Year-over-year comparison of Disability Status, overall.

Answer	Year	Civilian Member	Police Officer
Person with a Disability	2012	N/A	4.13%
	2017	17.98%	14.17%
Non-Disabled	2012	N/A	N/A
	2017	75.89%	81.26%
PNTA	2012	N/A	N/A
	2017	6.13%	4.57%

Table 20: Year-over-year comparison of Disability Status, by Role.

Perceptions of inclusion and engagement

Perceptions of inclusion

Section summary

» Ottawa Police Service asked four Inclusion Survey questions pertaining to members' perceptions of diversity, fairness and respect, value and belonging, and inclusivity in their workplace. One open-response question was also included, where Respondents could write their views related to Diversity and Inclusion at work.

» Overall, Inclusion Survey questions received low positive response, with less than 50% of Respondents agreeing or strongly agreeing with three out of four questions.

Section details

On the Inclusion Survey, **only one question received a positive response of over 60.00%.[37]** Inclusion Survey Questions 2, 3 and 4 received overall positive responses of less than 50.00% (Table 21). Of particular note is Question 3, "At my organization, my unique value is known and appreciated". Less than one in three Respondents agree or strongly agree with this question. This suggests that in general, employees do not agree that they are valued and belong at Ottawa Police Service.

Question	Positive Response	Neutral Response	Negative Response	PNTA
My organization is committed to and supportive of diversity.	63.00%	18.68%	9.05%	9.27%
At my organization, I am treated fairly and with respect.	48.30%	28.53%	18.75%	4.42%
At my organization, my unique value is known and appreciated.	30.05%	34.76%	28.82%	6.37%
At my organization, I feel included.	40.41%	33.31%	21.87%	4.42%

Table 22: Inclusion Survey overall responses.

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[37] A positive response means the percentage of Respondents who agree or strongly agree, while a negative response means the percentage of Respondents who disagree or strongly disagree. A neutral response means the percentage of Respondents who slightly agree or slightly disagree with the question.

Engagement

Section summary

As discussed in the "Why Diversity and Inclusion?" section and "Appendix A: Data analysis", Deloitte Australia has modelled and compared the agreement versus disagreement on organizational outcomes of Diversity and Inclusion among four groups:

- » Employees who have a High perception of diversity and High feeling of inclusion ("High / High").
- » Employees who have a Low perception of diversity and High feeling of inclusion ("Low / High").
- » Employees who have a High perception of diversity and Low feeling of inclusion ("High / Low").
- » Employees who have a Low perception of diversity and Low feeling of inclusion ("Low / Low").

Using their responses for Inclusion Survey questions 1 to 4, we grouped employees from Ottawa Police Service into the above four categories. We found that:

- » There is almost equal representation of engaged and disengaged people in the sample.
- » The Low / Low group has high representations of Racialized, Non-Christian[38], and Person with a Disability Respondents.

Section details

Overall categorizations

As shown in Table 22, 33.16% of people in the sample perceive Low diversity / Low inclusion, while 35.44% perceive High Diversity / High Inclusion.

When comparing the Low diversity / Low inclusion and High diversity / High inclusion groups at Ottawa Police Service, the sample shows they have similar representations. While one-third show inclusion results that would cause us to classify them as engaged, one third also showed results that cause us to classify them as disengaged.

Diversity		Low	High
	High	217 27.47%	280 35.44%
	Low	262 33.16%	31 3.92%
		Low	High

Inclusion

Table 23: Percentage distribution by perceptions of Diversity and Inclusion

In Table 23 on page 73, we see the average representation in the Low / Low group for CCDI's clients[39] is 18.81%; in the High / High group it is 65.71%. The average representation in the Low / Low group for Police Services is 23.73%; for the High / High group it is 59.45%.[40] For both

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[38] "Non-Christian" refers to any person who identified with one of the following Non-Christian Religions: Buddhism, Hinduism, Judaism, Islam, Paganism, Sikhism, Spiritualism, and Spiritualism (Aboriginal or Indigenous).
[39] This includes data from 11 clients, all the clients for whom we have done this analysis (including Ottawa Police Service).
[40] This comprises data from 4 Police Services, including Ottawa Police Service.

comparators, Ottawa Police Service is showing higher representation than average in the Low / Low group, and lower representation than average in the High / High group.

	Low Diversity / Low Inclusion	High Diversity / High Inclusion
Client Average	18.81%	65.71%
Police Services Average	23.73%	59.45%
Ottawa Police Service	**33.16%**	**35.44%**

Table 24: Comparison of representation in Low / Low and High / High groups.

Profile of groups more likely to be disengaged

To create a profile of those in the Low / Low group, we isolated demographics that have high representation as Low / Low, relative to their representation overall (Table 24).

We found that Racialized (specifically Black and Asian) persons, Non-Christians, and Persons with a Disability are more represented in the Low / Low group compared to their representation overall at Ottawa Police Service. This means that these groups are perceiving relatively less diversity and feeling relatively less included than other groups. This also means they are more likely to be disengaged, and therefore should be a focus in your Diversity and Inclusion efforts.

Demographic	Overall Representation	Low/Low Representation	Difference
Racialized	13.45%	26.19%	~1.95x
Black	3.31%	8.73%	~2.64x
Asian	4.07%	9.52%	~2.34x
Non-Christian	6.37%	14.50%	~2.28x
Person with a Disability	15.57%	25.57%	~1.64x

Table 25: Over-represented demographic groups in the Low diversity / Low inclusion group.

Open-ended comments

Section summary

» Of 1381 Respondents, 184 left open-response comments (13.32% of Respondents). The most common themes were the following:
  - Comments related to meritocracy (26.09% of comments)
  - Lack of interest in census (11.41%)
  - Lack of fairness in promotions and opportunities (11.41%)
  - Dissatisfied with or disconnected from leadership (11.96%)
  - Low morale (11.41%)
  - Understaffing (8.70%)

Section details

In the 184 open-response comments on the survey, the most common themes related to meritocracy, lack of interest in census, lack of fairness in promotions and opportunities, dissatisfaction with or disconnection from leadership, low morale, and understaffing. All these issues relate to low inclusion scores overall and suggest areas that need to be addressed in future Diversity and Inclusion initiatives.

Open-response comments are included here not only because these themes came up the most frequently within the comments, but also because they align with quantitative data in the Inclusion Survey. The themes presented show lived experiences of employees, to be read simultaneously with Inclusion Survey results. Since open-response comments are qualitative data, they are not representative of the whole organization. However, they are not to be interpreted as important only when there is a high percentage of the organization discussing these issues. The qualitative findings function to support quantitative findings, not stand alone from them.

Comments related to meritocracy

The most common theme in the comments was employees perceiving that Diversity and Inclusion means that non-minority groups like Caucasian Men are disadvantaged at work, and that advancement or hiring is no longer based on merit. Of 184 comments, 48 or 26.09% discussed this perception.

Calls for meritocracy and claims that minority employees are not being hired and / or promoted based on their qualifications mean that employees may not understand why Diversity and Inclusion is important, and that certain groups have been and are marginalized across all levels of society. Further, these comments contrast with the results we have seen above, e.g. Racialized persons and Persons with a Disability feel less included than Caucasians and Non-Disabled persons, respectively. This suggests that employees making comments related to a need for meritocracy are not seeing how minority groups experience the workplace differently than they do.

Some sample comments of this theme are displayed below.

"As it pertains to diversity, in 2017 OPS employees recognize and embrace diversity; however, the attitude of forcing diversity on us by changing transfer and promotion policy is highly counter-productive. Instead of jumping on the transparency and P.C. bandwagon, OPS should lead from the front and direct promotions and transfers to the employees that deserve them. OPS will eventually be brought into disrepute by doing what they are doing now."

"I fully support EDI in the workplace. I do not support putting people in positions strictly to fulfill EDI compliment. Same goes for accommodated people getting priority placed. The most suitable candidate in any competition should be placed in that position. OPS has created a terrible environment for the people that want to give it their all, but don't fit into the EDI or accommodated spectrum. It is absolutely shameful."

"I get times changed and we need to include EVERYONE. That said we need to hire the BEST CANDIDATE for CST jobs and not only to meet criteria. I don't care from what minority group as long that they're the best candidate. Internal position should be the same choose the best person for the job not only because of race and or gender. There are good people from all minority groups that do work hard. We need to stop pleasing/accomm persons because they threaten to complain and reward the hard workers."

Lack of interest in census

On a related note, 21 of 184 comments (11.41%) discussed how they think a Diversity and Inclusion census is a waste of time and resources for Ottawa Police Service. This further indicates that employees are not seeing the need for Diversity and Inclusion initiatives in their workplace. Some sample comments of this theme are on the next page.

"A waste of time, energy and money. Try spending more on policing and public safety measures instead of social work. I would like to see an audit created to measure satisfaction, happiness and fulfillment of personal and professional values in the workplace. I would also like to see an audit created to measure our performance as an organization and also one that measures the members support of the executive, their decisions, the leadership and direction of this organization."

"The fact that I was compelled to fulfill this member "survey" is not only insulting and a waste of time, but it is a typical example of all that has gone wrong with this organization. Come out and talk with your people (all people not just the ones with pedigree) and get to know their concerns, fears and what they have to offer this employer and stop wasting money on consultants that change nothing."

"Can we get back to real police work and stop this bullshit with all this diversity. How many sexual preferences can someone have? We have gone too far. Creating make work with sections dealing with reaching out to the community and all this "feel good" stuff. Get back to catching bad guys!!!! And all this time that employees fill out this survey they could be doing real police work."

Lack of fairness in promotions or opportunities

Further, of 184 comments, 19 (10.33%), discussed how staff are not properly recognized for their work, and that they feel people who receive promotions do not deserve them. This comment relates to the above theme of meritocracy. Potentially, employees are perceiving that advancement is not occurring fairly and, as a consequence, are placing blame on equity and diversity initiatives. Some examples include:

"You should ask how many hours people work above their normal schedule that were not paid. This is fairly routine in this organization. Especially with a lack of resources and pressure to handle the workload. People in all areas put in extra hours because they're dedicated, but it's overlooked and not recognized from above."

"OPS still need to work on their promotional process in recognizing the different skills and abilities brought to the table during the promotional process. They require an unbiased member that won't compare their experience within the organization as the recognized assets to getting promoted. I would even suggest having a civilian member of HR monitor the interview."

"Give opportunities to the civilians, there is nothing for us. You try and advance in your career and you get cut at the knees. This happened 3 times to me in 15 years. You guys need to reward, train and give opportunity to your strong leaders and what I refer to "company people"."

Dissatisfied with or disconnected from leadership

Moreover, 22 of 184 comments (11.96%) discuss poor leadership at Ottawa Police Service, particularly suggesting that there is a disconnect regarding how the workplace is experienced by those in leadership and those who are staff. Some examples include:

"The lack of senior / executive leadership is at an all-time low. It's very sad to see and appears that the police service board refuses to hear about it and simple looks the other direction for their own agenda. Very unfortunate, I used to be extremely proud to be a member of OPS."

"As a sworn member approaching 11 years of service, I find myself confused with the direction this organization is taking. The leadership and treatment of members is inconsistent which negatively impacts morale as it seems we are playing by different rules. This needs to change or all these efforts to improve diversity and equality is pointless."

"Our service is in desperate need of executive leadership and transparency. It is clear that the SI has failed, the service is understaffed at all levels. I truly believe that executive command would NOT support their boots on the ground if push comes to shove. We are weak at the top. It's time for a change, we are in need of a change...Your question at the end proves my point entirely, executive is completely out of touch with the reality of this police service. It's embarrassing."

Low morale

Further, 21 of 184 comments (11.41%) discussed how they feel morale is low at Ottawa Police Service, and that they and their coworkers feel generally unhappy at work. Many of these comments mention disconnected leadership (as discussed above), lack of resources, feeling undervalued, and understaffing. Some sample comments include:

"Morale is horrible. Patrol, the backbone of any police service, seem neglected & unappreciated. Numbers are not realistic & are skewed by the executive to make the public feel safe. Diversity & inclusion?? What ever happened to best person for the job?"

"This survey does not pose questions that relate to the health and happiness of the members of this service with respect to the leadership of this organization, its lack of providing resources, ie: bodies on patrol, radios, nor does it seek to understand morale of any members. A focus on diversity and personal relationships of members is a waste of money."

"This organization puts up a façade wanting to make people, the public think they care but at the end of the day they treat their staff very poorly. The lack of respect with decision making that affects the morale of the staff. The morale is at an all-time low and the executive is clueless!!!!!"

"I have never held a job where morale is so low. It is emotionally draining. I think a change in leadership would be a great start to re-building this workplace."

Understaffing

Finally, of 184 comments, 16 (8.70%) discuss how Ottawa Police Service is understaffed and how it is taking a toll on the current employees, who feel overworked. As discussed above, this issue intersects with the others mentioned above. For example, many comments mentioned how understaffing leads to low morale, and how they do not perceive leadership is making changes. Some example comments are found below.

"We need 300 more hard working officers to maintain real policework. I could care less what colour or what gender they are, as long as they work all shifts and earn their pay. The understaffing issue has put this outfit in crisis and made people ill. People are scrambling and planning literally 2 seconds in front of their face. There is NO proper leadership at the top and they are out of touch from those on the front line. Leaders no courage to challenge the politicians."

"We as members are currently at a point where we cannot sustain the work demand asked of us. There needs to be a change in either the message delivered to the public (that we cannot fulfill certain services) or we need to increase the number of sworn officers. Specifically, on the front line."

"If they really want to include the feelings of the membership, then hire more officers. All platoons, sections, and units are SEVERELY UNDER STAFFED!!...overworked and it's a mess"

"OPS needs a massive influx of people. officers are burning out and you will see a massive increase in sick time over the next 5 years."

Conclusions and recommendations

Next steps

This section uses the Global Diversity and Inclusion Benchmarks (GDIB) to guide your next steps in your Diversity and Inclusion initiatives. The Global Diversity and Inclusion Benchmarks document, sponsored by The Centre for Global Inclusion, is a comprehensive global tool that provides Diversity and Inclusion standards and best practices for organizations across all sectors. It helps organizations:

» Realize the depth, breadth, and integrated scope of Diversity and Inclusion practices;
» Assess the current state of Diversity and Inclusion;
» Determine strategy, and;
» Measure progress in managing diversity and fostering inclusion.[41]

We use the GDIB here because it is a set of standards that is easy to reference, and measure your development from, as you enact Diversity and Inclusion initiatives for different parts of your organization, e.g. your workforce, policies, with leadership, etc. It is a free, downloadable tool with a guide and many sources of additional information to assist you in your Diversity and Inclusion journey going forward.

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[41] Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World", 2017 (http://centreforglobalinclusion.org/wp-content/uploads/2017/09/GDIB-V.090517.pdf)

Focus on under-representation of minority groups overall

Data shows that Females, Racialized persons and Persons Born Outside of Canada are much less represented at Ottawa Police Service when compared to their representation in Ottawa's labour force. It is imperative to purposefully focus on recruitment and promotion of these groups in order to have and maintain a diverse workforce that represents the community Ottawa Police Service serves. Some next steps include:

Next steps	GDIB Reference Number[42]
Those in charge of advancement should be educated in understanding differences and the impact their biases may have on selection, development, and advancement decisions.	4.13, 7.12
Focus recruitment advertising on diversity-focused career websites and by using social media, and network with external diversity groups.	4.5
Ottawa Police Service should ensure its D&I vision and goals, as well as the requirement to embed equity, prevent harassment, and reduce discrimination, are fully supported and rewarded.	1.5

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[42] These numbers refer to a practice within the GDIB document that you can reference and / or focus on in the development of your Diversity and Inclusion initiatives.

Address lack of inclusion for employees overall

The positive response on the Inclusion Survey questions is generally very low for all four questions, with three out of four questions receiving less than 50% agreement. In other words, for these three questions, more than half of Respondents do not feel they are treated fairly and with respect, that their unique value is known and appreciated, and that they are included.

Further, open-response comments showed that Respondents feel disconnected from leadership and their decisions, that they are overworked, and that they do not feel advancement decisions are fair. Many comments also showed a lack of awareness of the importance of Diversity and Inclusion, as it is evident that some believe it is leading to discrimination against socially advantaged groups. Note that this sentiment appeared despite the fact that Racialized persons, Persons with a Disability, and Females showed significantly lower rates of inclusion than Respondents overall.

Members should feel like their needs are heard and are being addressed. It is also vital that Ottawa Police Service educates its members on the importance of Diversity and Inclusion. In our experience, Senior Leaders are a cornerstone of Diversity and Inclusion strategies, as any organizational change must be initiated from the top. Steps forward to improve inclusion for employees at Ottawa Police Service include the following:

Next steps	GDIB Reference Number
Encourage employees to discuss Diversity and Inclusion and provide input to Ottawa Police Service.	9.9
Monitor organizational culture through audits and surveys and act on any complaints or issues.	8.6
Employees should be made aware of Ottawa Police Service's D&I vision, strategy, and goals through intra-organization communications.	9.10
Diversity and Inclusion should be integrated into the organization's overall learning and education programs, and employees should receive training to help implement the organization's D&I strategy, relevant to their jobs and levels.	7.10, 7.15
Coach leadership team in Diversity and Inclusion so they are competent in its key principles. Ensure leadership makes Diversity and Inclusion one of their regular responsibilities.	2.13, 210

Address lack of inclusion of Racialized persons and Females

Our data shows that Racialized persons, particularly Asian and Black persons, have high negative response when asked whether Ottawa Police Service is committed to and supportive of diversity, and whether they feel that their unique value is known and appreciated. Further, Females show significantly higher neutral response than Males on three questions on the Inclusion Survey. Several open-response comments also discussed Gender and Racial issues within the organization, including perceptions of discrimination and a lack of Gender and Racial diversity.

Some steps forward for addressing Race and Gender-based bias, discrimination, and / or exclusion include the following.

Next steps	GDIB Reference Number
Examine practices, requirements and culture within your organization to understand why Racialized persons and Females feel undervalued within Ottawa Police Service.	1.9
Ensure there are programs in place educating on privilege, stereotypes, and bias, particularly pertaining to Gender and Race, to develop employees' understanding of how these issues affect Females and Racialized persons.	7.12
Offer development programs to employees, particularly Females and Racialized persons, and encourage them to consider development opportunities and positions outside their current functional, technical, or professional area.	4.15, 4.8

Address lack of inclusion for Persons with a Disability

While Persons with a Disability are strongly represented across Roles, Inclusion Survey results show that they disagree more than Non-Disabled persons on all questions. Further, 13 out of 184 open-response comments discussed accommodations at Ottawa Police Service, suggesting a potential stigma around accommodations. This stigma could directly affect feelings of inclusion for Persons with a Disability. These findings may suggest that particular attention should be paid to this group in terms of feeling included at work.

Some steps forward to address this lack of inclusion include the following:

Next steps	GDIB Reference Number
The organization should regularly, systematically communicate, through different channels, about its accommodation policies.	9.6, 9.7
Your organization's health and wellness benefits may consider including clinics, employee assistance programs, and preventive healthcare, including for mental health issues.	5.9
Job requirements and descriptions should not be confused by non-job-related factors such as disability, gender, school graduated from, religion, age, sexual orientation, appearance preferences, or culturally specific behaviors.	6.6
Policies and practices related to disability should be applied equitably across the organization.	5.12

Global Diversity and Inclusion Benchmarks Foundation Group

It is important to note that the basis for a successful Diversity and Inclusion strategy lies in the Foundation Group of the Global Diversity and Inclusion Benchmarks, consisting of three elements.[43] These elements include:

» **Diversity and Inclusion Vision, Strategy, and Business Case.**
  o Developing a strong rationale for D&I vision and strategy and aligning it to organizational goals.
» **Leadership and Accountability.**
  o Holding leaders accountable for implementing the organization's Diversity and Inclusion vision, setting goals, achieving results, and being role models.
» **Diversity and Inclusion Structure and Implementation.**
  o Providing dedicated support and structure with authority and budget to effectively implement Diversity and Inclusion.

Without these foundation elements, addressing any of the other GDIB categories (internal, external, and bridging elements) will likely be ineffective. While this section references these other categories because they relate to the key findings in the report, *the GDIB foundational elements are imperative for any successful Diversity and Inclusion strategy.*

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[43] The section on the Foundation Group starts on page 22 of "Global Diversity and Inclusion Benchmarks", http://centreforglobalinclusion.org/wp-content/uploads/2017/09/GDIB-V.090517.pdf.

Appendices

Appendix A: Glossary

General terms

PNTA

Prefer Not to Answer.

Positive response

The percentage of responses who selected "Strongly agree" or "Agree" for an inclusion question.

Neutral response

The percentage of responses who selected "Slightly agree" or "Slightly disagree" for an inclusion question.

Negative response

The percentage of responses who selected "Strongly disagree" or "Disagree" for an inclusion question.

Senior Leader

The definition of Senior Leader as indicated on the census is "A person occupying a senior leadership role within an organization is someone who is part of the senior leadership team, influences the direction of the organization, and may include those with titles such as Chief, Deputy Chief, Superintendent, Chief Official, Inspector, Director, etc.".

Demographic terms

Indigenous

A term used in Canada to describe the original inhabitants of Canada and their descendants. Indigenous people in Canada include First Nations, Inuit and Métis people.

Age

Traditionalist

A person who was born on or before 1946.

Baby boomer

A person who was born from 1947 to 1964.

Generation X

A person who was born from 1965 to 1979.

Millennials / Generation Y

A person who was born from 1980 to 1998.

Generation Z

A person who was born from 1999 to present.

Disability

Person with a Disability

A person who has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment that has been medically diagnosed. These include disabilities that impact work and disabilities that are managed through medical treatment. Examples of disabilities include, but are not limited to, Addiction, Chronic Illness, Developmental Disability, Learning Disability, Mental Illness, Physical Disability, and Sensory Disability.

Gender identity

Not Specified Above

This option was provided for those who did not identify by any of the survey options provided.

Trans - Female to Male (also known as Trans Man)

A person who is born female, but identifies as male. This person may or may not have undergone Gender reassignment surgery, but may (or may not) present as male on a day-to-day basis.

Trans - Male to Female (also known as Trans Woman)

A person who is born male, but identifies as female. This person may or may not have undergone Gender reassignment surgery, but may (or may not) present as female on a day-to-day basis.

Two-spirit

A term used by some Native, Aboriginal or Indigenous peoples who identify as Trans in some way. Two-spirit can be a Gender Identity and/or a Sexual Orientation.

Place of Origin

Persons Born Outside of Canada

A person who was not born in Canada.

Sex

Intersex

A term used to describe a person who is born with a reproductive or sexual anatomy that doesn't necessarily fit the typical definitions of female or male.

Sexual Orientation

Asexual

A person who has no sexual attraction or desire.

Bisexual

A person of any Gender who is attracted, sexually or romantically, to both men and women.

Gay

A person who is attracted, sexually or romantically, to people of the same Gender. This term is generally used by men who are attracted to men; however, some women choose to identify with it, particularly those of older generations.

Heterosexual

A person who is attracted, sexually or romantically, to people of the opposite Gender.

Lesbian

A Woman or Trans Woman who is attracted, sexually or romantically, to people of the same Gender or Gender identity.

LGB2sQ+

A combination of Lesbian, Gay, Bisexual, Two-spirit, Queer, Asexual, Pansexual, and Questioning (i.e. Non-Heterosexual Orientations).

Not Specified Above

This option was provided for those who did not identify by any of the survey options provided.

Pansexual

A person who does not limit their sexual attraction to people of a specific sex, Gender, or Gender Identity.

Queer

An umbrella term for Sexual and Gender minorities who are not Heterosexual, nor Cisgender.

Questioning

A person who is unsure of or is exploring their sexual identity, or who does not wish to label their Sexual Orientation.

Appendix B: Data analysis

Cross-tabulations

The main form of data presentation and analysis in the report is through graphs based on cross-tabulations. A cross-tabulation is the measurement of the association between two variables, and it investigates how much the distribution of one variable differs according to the various levels of another variable. The example in Figure 43 below shows the association between Gender and Leadership Status. The next section explains the different ways we calculate percentage representations and interpret them from a cross-tabulation.

Measuring the effect of workplace demographics

The main function of the first type of graph in the "Key findings" section (modelled as in Figure 43) is to describe the demographic make up of workplace categories. These graphs show percentage distributions of personal demographics within workplace demographics (e.g. how many Senior Managers are females vs. how many Senior Managers are men). We use this method of data presentation to see if there are concentrations of specific groups that we can compare across Roles. For example, below, 50.98% of those in Leadership are Male, while 7.41% of those that are Non-Leadership are Male.
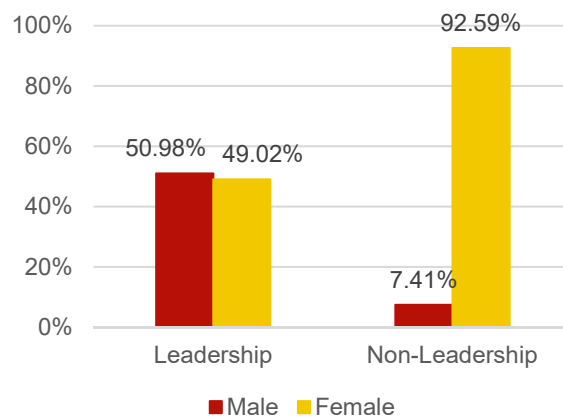
Figure 43: Example of Gender by Leadership Status.

Are the differences significant, and is there an association between the variables?

We establish association by performing a chi-square test of significance. A chi-square test assesses whether a disproportionate representation found in a cross-tabulation is caused by chance, or whether it reflects an association between variables.

First, we compare observed cell counts in a cross-tabulation with expected counts (expected counts reflect column and row proportions, and indicate no association between variables). We calculate expected counts for each cell by multiplying their column total by their row total and dividing by the grand total. In Table 25, the formula for the expected count for Males in Leadership is (30x51)/105. Given that the representation of people in Leadership is 48.57%, the formula expresses that you would expect 48.57% of the 30 Males to be in Leadership (i.e. approximately 14.57 Males).

| | | | GENDER | | TOTAL |
			Male	Female	
LEADERSHIP STATUS	Leadership	Observed	26	25	51 (48.57%)
		Expected	14.57	36.43	
	Non-Leadership	Observed	4	50	54 (51.43%)
		Expected	15.43	38.57	
TOTAL			30 (28.57%)	75 (71.43%)	105 (100.00%)

Table 26: Methodology, Example of Chi-Square Observed and Expected Frequencies.

We then calculate the chi-squared statistic by squaring the differences between observed and expected frequencies: if the observed count is close to the expected count, the square of the deviations will be small. Therefore, this step can pinpoint pronounced differences between observed and expected counts. The last step is to divide the result by the expected count, which weights the findings (if an expected count is 1000, a difference of 10 would not be as drastic as if an expected count was 20, so it is necessary to provide this weight). The resulting chi-squared statistic is mapped to critical values for the statistic. These values infer whether there is or is not an association between variables. We set our probability level at 5% (p=0.05), meaning that there is only a 5% possibility that the association established in the cross-tabulation is due to chance (i.e. that we are 95% confident that there is an association between the variables).

Thematic analysis of survey comments

To analyze the survey's verbatim comments, we implement thematic analysis, a widely-used, cross-disciplinary qualitative method that identifies important themes based on patterns across a data set.[44]

First, we read through all comments and group them according to themes. We select themes based on their prevalence in the data, provided that they are related to Diversity and inclusion, such as discussion of bias or barriers faced in the workplace. We then create a percentage rate for how often each theme appears relative to all the comments, so that we can identify which are the most common. Note that percentages are related to unique comments. This means that if a comment mentions lack of diversity in leadership in different ways, we only count it once for that theme.

We use thematic analysis here because it is often difficult to draw conclusions from specific comments. However, many comments mention very similar issues, and these are useful to identify in order to understand shared sentiments at Ottawa Police Service. Overall, thematic analysis allows us to go into rich detail while still providing a synthesis of significant findings in the data. The results of this analysis are listed in detail in Appendix C.

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[44] V. Braun and V. Clarke, "Using thematic analysis in psychology", Qualitative Research in Psychology 3:2 (2006), 77-101.

Measuring high diversity and high inclusion

Our own experience and research have shown that organizations need to have both diversity and inclusion to fully realize the improved organizational outcomes that come with a diverse workforce. This is supported by Deloitte Australia's exploratory research in the potential uplift in business performance when employees feel included in an organization that is committed to and supportive of diversity. [45]

Deloitte compared the opinions of employees who scored high in perceptions of Diversity and inclusion in their organization with three other groups: those who felt their organization was diverse but not inclusive, those who thought their organization was inclusive but not diverse, and those who thought their organization was neither diverse or inclusive.

The hierarchy of employee perceptions of Diversity and inclusion correlates with better organizational outcomes, with a high perception of diversity and a high feeling of inclusion creating a workforce that will provide an organization with the best outcomes. This ranking, from best to worst, is:

» **High** perception of diversity and **high** feeling of inclusion.
» **Low** perception of diversity and **high** feeling of inclusion.
» **High** perception of diversity and **low** feeling of inclusion.
» **Low** perception of diversity and **low** feeling of inclusion.

Our four mandatory questions in the Inclusion Survey allowed us to replicate Deloitte's comparison of employees who feel or do not feel included, and perceive or do not perceive diversity within the organization

Establishing high and low perceptions of diversity

Respondents were labelled as "High Diversity" when they either Strongly Agreed or Agreed with the following Inclusion Survey question:

» Question one: My organization is committed to and supportive of diversity.

If a Respondent chose Slightly Agree or lower to this question, we labelled them "Low Diversity."

If a Respondent chose Prefer not to answer, we omitted them from the High / Low Diversity measure.

Establishing high and low feelings of inclusion

Respondents were labelled as "High Inclusion" when they chose Strongly Agree or Agree for the following three Inclusion Survey questions:

» Question 2: At my organization, I am treated fairly and with respect.

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[45] Deloitte Australia, "Waiter, is that inclusion in my soup?"

» Question 3: At my organization, my unique value is known and appreciated.
» Question 4: At my organization, I feel included.

If, for one or two of these questions, a Respondent chose Slightly Agree or lower, or Prefer not to answer, we omitted them from the High / Low Inclusion measure.

If a Respondent chose Slightly Agree or lower for all of these questions, we labelled them as "Low Inclusion."

We then compare representations of demographic groups overall with their representation in the Low / Low group, to see which groups are feeling most disengaged.

Appendix C: Overarching themes in comments

Below is a table showing the most common themes from the 184 open-response comments of the survey. Several examples of these comments, as well as further descriptions of what the themes entail, are in the "Key findings" section of the report.

Theme	Count	Percentage
Need for meritocracy	48	26.10%
Dissatisfied or disconnected with leadership	22	11.96%
Diversity and Inclusion Survey is a waste of time / resources	21	11.41%
Low morale	21	11.41%
Lack of fairness in promotions or opportunities	19	10.33%
Understaffed	16	8.70%

Appendix D: 2017 Census results by Gender and Role

Below is a table showing overall 2017 Census results, compared against crosstabulations by Gender and by Role.

Question	2017 Census		Gender				Role			
	N=1381		**Male** N=794		**Female** N=531		**Sworn** N=875		**Civilian** N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
What is your current role within your Police Service?										
I am a Civilian Member	506	36.6%	165	20.78%	328	61.77%	0	0.00%	506	100.00%
I am a Police Officer	875	63.4%	629	79.22%	203	38.23%	875	100.00%	0	0.00%
Prefer not to answer	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I have a senior leadership role within my Police Service. (Incl. Chief, Deputy Chief, Superintendent, Chief Official, Inspector, Director)										
Yes	86	6.2%	48	6.05%	33	6.21%	47	5.37%	39	7.71%
No	1272	92.1%	739	93.07%	494	93.03%	815	93.14%	457	90.32%
Prefer not to answer	23	1.7%	7	0.88%	<5	0.00%	13	1.49%	10	1.98%
Which of the following most closely reflects your current duties?										
I am a Member (not listed in other options below, Sworn or Civilian)	1010	73.1%	550	69.27%	423	79.66%	611	69.83%	399	78.85%
I am a Supervisor (Sergeant, Civilian Supervisor)	201	14.6%	143	18.01%	54	10.17%	163	18.63%	38	7.51%
I am a Manager (Staff Sergeant, Civilian Manager)	99	7.2%	66	8.31%	31	5.84%	59	6.74%	40	7.91%
I am a Senior Officer	42	3.0%	25	3.15%	16	3.01%	24	2.74%	18	3.56%
I am a member of Executive Command (Chief, Deputy Chief, Director General)	5	0.4%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	24	1.7%	8	1.01%	<5	0.00%	15	1.71%	9	1.78%
When did you begin your employment at this organization? NOTE: answers will be grouped into aggregate categories of year ranges.[46]										
Less than a year	22	1.59%	11	1.39%	11	2.07%	7	0.80%	15	2.96%
Between 1 and 3 years	106	7.68%	61	7.68%	41	7.72%	51	5.83%	55	10.87%
Between 3 and 5 years	46	3.33%	23	2.90%	23	4.33%	20	2.29%	26	5.14%

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[46] Note that this data on length of employment differs slightly from the data in the rest of this report. This variable updates monthly to place employees in the correct category, so numbers in reports from our Diversity Census Tool will shift over time. All of the length of employment data in this table was downloaded in April 2018; therefore, it is different from Length of Employment data in the rest of the report, which was downloaded in January 2018.

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Between 5 and 10 years	236	17.09%	148	18.64%	86	16.20%	136	15.54%	100	19.76%
Between 10 and 15 years	265	19.19%	156	19.65%	100	18.83%	174	19.89%	91	17.98%
Between 15 and 20 years	264	19.12%	176	22.17%	84	15.82%	190	21.71%	74	14.62%
Between 20 and 25 years	148	10.72%	80	10.08%	66	12.43%	107	12.23%	41	8.10%
25 Years and above	173	12.53%	82	10.33%	84	15.82%	101	11.54%	72	14.23%
Prefer not to answer	121	8.76%	57	7.18%	36	6.78%	89	10.17%	32	6.32%
At what Police station or building do you currently work most of the time?										
Central - 474 Elgin St.	603	43.7%	358	45.09%	227	42.75%	376	42.97%	227	44.86%
West - 245 Greenbank Rd.	188	13.6%	125	15.74%	62	11.68%	139	15.89%	49	9.68%
Rural West – 211 Huntmar Dr.	96	7.0%	61	7.68%	31	5.84%	93	10.63%	<5	0.00%
East - 3343 St-Joseph Blvd.	101	7.3%	75	9.45%	21	3.95%	98	11.20%	<5	0.00%
Rural East Letrim - 4561 Bank St	81	5.9%	62	7.81%	15	2.82%	78	8.91%	<5	0.00%
Airport – 1000 Airport Parkway Pvt.	5	0.4%	<5	0.00%	<5	0.00%	5	0.57%	0	0.00%
Courthouse – 161 Elgin St.	60	4.3%	21	2.64%	38	7.16%	5	0.57%	55	10.87%
Courts/PON – 100 Constellation Dr.	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Evidence Control – 2799 Swansea Cres.	8	0.6%	5	0.63%	<5	0.00%	<5	0.00%	7	1.38%
19 Fairmont Ave.	89	6.4%	28	3.53%	61	11.49%	15	1.71%	74	14.62%
Records Services Centre – 2670 Queensview Dr.	56	4.1%	14	1.76%	42	7.91%	0	0.00%	56	11.07%
Programs Centre – 21 Concourse Gate	5	0.4%	0	0.00%	5	0.94%	<5	0.00%	<5	0.00%
A Community Police Centre	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not specified above	23	1.7%	15	1.89%	8	1.51%	19	2.17%	<5	0.00%
Prefer not to answer	62	4.5%	27	3.40%	13	2.45%	45	5.14%	17	3.36%
What is your status within the OPS?										
Civilian Pay Group 1-4	139	10.1%	29	3.65%	109	20.53%	<5	0.00%	138	27.27%
Communication Centre Clerk	71	5.1%	14	1.76%	56	10.55%	0	0.00%	71	14.03%
Civilian OPA Pay Group 5-11 (non-supervisory)	161	11.7%	64	8.06%	96	18.08%	0	0.00%	161	31.82%
Civilian OPA Supervisor	35	2.5%	13	1.64%	22	4.14%	<5	0.00%	34	6.72%
Civilian OPA Manager	38	2.8%	19	2.39%	19	3.58%	0	0.00%	38	7.51%
Other OPA Civilian Role	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Special Constable	34	2.5%	22	2.77%	10	1.88%	<5	0.00%	33	6.52%
Constable	612	44.3%	430	54.16%	154	29.00%	612	69.94%	0	0.00%
NCO (sergeants, staff sergeants)	219	15.9%	170	21.41%	43	8.10%	219	25.03%	0	0.00%
Sr. Officer/Director (Sworn/Civilian)	43	3.1%	27	3.40%	15	2.82%	27	3.09%	16	3.16%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Prefer not to answer	29	2.1%	6	0.76%	7	1.32%	14	1.60%	15	2.96%
What directorate do you currently work in?										
Frontline Directorate/Community Relations & Frontline Specialized Support Directorate	522	37.9%	383	48.36%	114	21.59%	502	57.57%	20	3.97%
Support Services Directorate	256	18.6%	100	12.63%	152	28.79%	39	4.47%	217	43.06%
Criminal Investigations Directorate	289	21.0%	183	23.11%	99	18.75%	257	29.47%	32	6.35%
Resourcing & Development Directorate	53	3.9%	20	2.53%	33	6.25%	24	2.75%	29	5.75%
Corporate Support Directorate	125	9.1%	61	7.70%	64	12.12%	N	0.00%	122	24.21%
Office of the Chief Directorate/Executive Services Directorate/PP&A Directorate	66	4.8%	19	2.40%	47	8.90%	13	1.49%	53	10.52%
Prefer not to answer	65	4.7%	26	3.28%	19	3.60%	34	3.90%	31	6.15%
What Section are you in? FLD/CRFSS										
Platoon Central	120	23.0%	95	24.80%	19	16.67%	118	23.51%	<5	0.00%
Platoon East	93	17.8%	73	19.06%	17	14.91%	93	18.53%	0	0.00%
Platoon West	86	16.5%	60	15.67%	23	20.18%	85	16.93%	<5	0.00%
Fixed Patrol/Airport	33	6.3%	24	6.27%	8	7.02%	33	6.57%	0	0.00%
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	47	9.0%	25	6.53%	21	18.42%	42	8.37%	5	25.00%
Marine Dive & Trails/Canine	10	1.9%	10	2.61%	0	0.00%	10	1.99%	0	0.00%
Tactical	23	4.4%	20	5.22%	0	0.00%	23	4.58%	0	0.00%
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	30	5.8%	24	6.27%	6	5.26%	28	5.58%	<5	0.00%
Traffic Enforcement & Escort/Impaired Countermeasures	19	3.6%	17	4.44%	<5	0.00%	19	3.78%	0	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	7	1.3%	5	1.31%	<5	0.00%	7	1.39%	0	0.00%
Not specified above	29	5.6%	14	3.66%	14	12.28%	19	3.78%	10	50.00%
Prefer not to answer	25	4.8%	16	4.18%	<5	0.00%	25	4.98%	0	0.00%
What Section are you in? SSD										
Courthouse Prisoner Care & Transport/Cell Block	38	14.8%	29	29.00%	7	4.61%	<5	0.00%	34	15.67%
Courthouse Building Security/POA – Constellation Crescent	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Court Liaison	40	15.6%	6	6.00%	33	21.71%	<5	0.00%	39	17.97%
Call Centre/Switchboard	19	7.4%	5	5.00%	14	9.21%	0	0.00%	19	8.76%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Communications Centre/911/Electronics Technology/Radios	96	37.5%	28	28.00%	67	44.08%	<5	0.00%	94	43.32%
Front Desk Services/eMVC QA/Impounded Vehicles	17	6.6%	9	9.00%	8	5.26%	16	41.03%	<5	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Not specified above	29	11.3%	16	16.00%	13	8.55%	10	25.64%	19	8.76%
Prefer not to answer	12	4.7%	5	5.00%	7	4.61%	<5	0.00%	9	4.15%
What Section are you in? CID										
Criminal Investigations - East	12	4.2%	11	6.01%	<5	0.00%	12	4.67%	0	0.00%
Criminal Investigations - West	12	4.2%	7	3.83%	5	5.05%	11	4.28%	<5	0.00%
Criminal Investigations - Central	23	8.0%	17	9.29%	5	5.05%	23	8.95%	0	0.00%
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	11	3.8%	8	4.37%	<5	0.00%	11	4.28%	0	0.00%
Robbery/Break & Enter	19	6.6%	15	8.20%	<5	0.00%	19	7.39%	0	0.00%
Drugs/Proceeds of Crime/POAF/Street Crime	18	6.2%	15	8.20%	<5	0.00%	17	6.61%	<5	0.00%
Forensic Ident/Imaging Services/Automated Fingerprint Identification System	22	7.6%	16	8.74%	6	6.06%	17	6.61%	5	15.63%
Guns & Gangs/Direct Action Response Team/Provincial Weapons Enforcement	16	5.5%	11	6.01%	<5	0.00%	16	6.23%	0	0.00%
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	18	6.2%	5	2.73%	13	13.13%	11	4.28%	7	21.88%
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection	24	8.3%	17	9.29%	6	6.06%	20	7.78%	<5	0.00%
Major Crime/Polygraph/Victim Crisis Unit	21	7.3%	12	6.56%	9	9.09%	15	5.84%	6	18.75%
Partner Assault	16	5.5%	10	5.46%	6	6.06%	16	6.23%	0	0.00%
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	13	4.5%	9	4.92%	<5	0.00%	13	5.06%	0	0.00%
Sexual Assault & Child Abuse	18	6.2%	<5	0.00%	16	16.16%	15	5.84%	<5	0.00%
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	8	2.8%	8	4.37%	0	0.00%	8	3.11%	0	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Not specified above	7	2.4%	<5	0.00%	<5	0.00%	5	1.95%	<5	0.00%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Prefer not to answer	27	9.3%	15	8.20%	10	10.10%	25	9.73%	<5	0.00%
What Section are you in? RDD										
Health, Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	21	39.6%	7	35.00%	14	42.42%	<5	0.00%	18	62.07%
Outreach and Recruiting	8	15.1%	<5	0.00%	6	18.18%	5	20.83%	<5	0.00%
Professional Development Centre	20	37.7%	11	55.00%	9	27.27%	16	66.67%	<5	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Not specified above	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Prefer not to answer	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
What Section are you in? CSD										
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	38	30.4%	27	44.26%	11	17.19%	<5	0.00%	37	30.33%
Records & Info Management	36	28.8%	7	11.48%	29	45.31%	0	0.00%	36	29.51%
Financial Planning/Scheduling & Attendance/Mail Services	13	10.4%	<5	0.00%	9	14.06%	0	0.00%	13	10.66%
Security Operations/Capital Projects/Facilities Management/Parking	16	12.8%	<5	0.00%	12	18.75%	0	0.00%	16	13.11%
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	15	12.0%	14	22.95%	<5	0.00%	<5	0.00%	13	10.66%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Not specified above	<5	0.0%	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Prefer not to answer	<5	0.0%	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%
What Section are you in? OCD/ESD/PPA										
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	14	21.2%	<5	0.00%	10	21.28%	5	38.46%	9	16.98%
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	14	21.2%	5	26.32%	9	19.15%	<5	0.00%	11	20.75%
Planning, Performance and Analytics	25	37.9%	6	31.58%	19	40.43%	0	0.00%	25	47.17%
Service Initiative	5	7.6%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	N/A	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Not specified above	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Prefer not to answer	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
What is your employment status?										
Full time	1363	98.7%	791	99.62%	525	98.87%	862	98.51%	501	99.01%
Part time	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Job share	<5	0.0%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	11	0.8%	<5	0.00%	0	0.00%	8	0.91%	<5	0.00%
Are you working in permanent or term employment?										
Permanent	1328	96.2%	771	97.10%	509	95.86%	858	98.06%	470	92.89%
Term	40	2.9%	20	2.52%	20	3.77%	8	0.91%	32	6.32%
Prefer not to answer	13	0.9%	<5	0.00%	<5	0.00%	9	1.03%	<5	0.00%
Are you currently:										
In an acting role/temporary assignment	189	13.7%	100	12.59%	87	16.38%	112	12.80%	77	15.22%
On secondment	20	1.5%	17	2.14%	<5	0.00%	17	1.94%	<5	0.00%
On leave	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
None of the above	1139	82.5%	665	83.75%	433	81.54%	720	82.29%	419	82.81%
Prefer not to answer	30	2.2%	10	1.26%	7	1.32%	23	2.63%	7	1.38%
What is the highest level of education you have attained (fully completed)?										
No certificate, diploma or degree	8	0.6%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Secondary (High) school diploma or equivalent	161	11.7%	80	10.08%	76	14.31%	67	7.66%	94	18.58%
Diploma or certificate from technical or vocational school, community college, business college or University	531	38.5%	316	39.80%	198	37.29%	317	36.23%	214	42.29%
Bachelor's degree	564	40.8%	340	42.82%	211	39.74%	416	47.54%	148	29.25%
Master's degree (e.g. M.A., M.Sc., M.Ed.)	72	5.2%	40	5.04%	32	6.03%	40	4.57%	32	6.32%
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	44	3.2%	14	1.76%	10	1.88%	30	3.43%	14	2.77%
What (if any) education have you pursued but only partially completed?										
Not applicable	884	64.0%	526	66.25%	341	64.22%	577	65.94%	307	60.67%
Secondary (High) school diploma or equivalent	<5	0.0%	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Diploma or certificate from technical or vocational school, community college, business college or University	170	12.3%	87	10.96%	80	15.07%	81	9.26%	89	17.59%
Bachelor's degree	187	13.5%	113	14.23%	68	12.81%	124	14.17%	63	12.45%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Master's degree (e.g. M.A., M.Sc., M.Ed.)	46	3.3%	29	3.65%	14	2.64%	37	4.23%	9	1.78%
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	86	6.2%	34	4.28%	26	4.90%	52	5.94%	34	6.72%
Did you get your highest level of education in Canada?										
Yes	1260	91.8%	731	92.41%	494	93.74%	796	91.39%	464	92.43%
No	85	6.2%	54	6.83%	29	5.50%	55	6.31%	30	5.98%
Prefer not to answer	28	2.0%	6	0.76%	<5	0.00%	20	2.30%	8	1.59%
Are you using your highest level of education in your current work or placement?										
Yes	824	60.0%	496	62.71%	308	58.44%	510	58.55%	314	62.55%
No	479	34.9%	273	34.51%	191	36.24%	322	36.97%	157	31.27%
Prefer not to answer	70	5.1%	22	2.78%	28	5.31%	39	4.48%	31	6.18%
Please identify why you are not using your highest level of education in your current work or placement. Check all that apply.										
My education is not recognized in Canada	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I chose to change professions	164	34.2%	98	35.90%	63	32.98%	113	35.09%	51	32.48%
I cannot find a job, placement or residency in the field in which I originally qualified in	32	6.7%	16	5.86%	14	7.33%	11	3.42%	21	13.38%
The opportunity does not exist in the organization	164	34.2%	110	40.29%	47	24.61%	122	37.89%	42	26.75%
Not specified above	73	15.2%	33	12.09%	38	19.90%	48	14.91%	25	15.92%
Prefer not to answer	91	19.0%	43	15.75%	44	23.04%	55	17.08%	36	22.93%
What was the major field of study or training of your highest level of education?										
Educational, recreational and counseling services	57	4.1%	29	3.65%	27	5.08%	41	4.69%	16	3.16%
Fine and applied arts	52	3.8%	33	4.16%	19	3.58%	31	3.54%	21	4.15%
Humanities and related fields	42	3.0%	23	2.90%	17	3.20%	35	4.00%	7	1.38%
Social Sciences and related fields	454	32.9%	260	32.75%	183	34.46%	318	36.34%	136	26.88%
Commerce, management and business administration	125	9.1%	60	7.56%	64	12.05%	56	6.40%	69	13.64%
Agricultural, biological, nutritional and food sciences	7	0.5%	<5	0.00%	5	0.94%	<5	0.00%	<5	0.00%
Engineering and applied sciences	32	2.3%	25	3.15%	6	1.13%	20	2.29%	12	2.37%
Applied science technologies and trades	45	3.3%	33	4.16%	11	2.07%	21	2.40%	24	4.74%
Health professions and related technologies	38	2.8%	16	2.02%	20	3.77%	28	3.20%	10	1.98%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Mathematics, computer and physical sciences	52	3.8%	39	4.91%	12	2.26%	17	1.94%	35	6.92%
No specialization	127	9.2%	79	9.95%	46	8.66%	70	8.00%	57	11.26%
Not specified above	236	17.1%	146	18.39%	87	16.38%	157	17.94%	79	15.61%
Prefer not to answer	114	8.3%	49	6.17%	34	6.40%	77	8.80%	37	7.31%
In the past nine months, did you attend a school, college, or university?										
Yes, part-time	74	5.4%	36	4.53%	34	6.40%	42	4.80%	32	6.32%
Yes, full-time	20	1.5%	15	1.89%	5	0.94%	17	1.94%	<5	0.00%
No	1262	91.4%	738	92.95%	489	92.09%	801	91.54%	461	91.11%
Prefer not to answer	25	1.8%	5	0.63%	<5	0.00%	15	1.71%	10	1.98%
What language(s) do you speak proficiently? (Official languages of Canada and others)										
English only	651	47.1%	379	47.73%	246	46.33%	443	50.63%	208	41.11%
French only	<5	0.0%	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%
English and French only	518	37.5%	277	34.89%	232	43.69%	285	32.57%	233	46.05%
English and one or more other language(s)	92	6.7%	70	8.82%	21	3.95%	68	7.77%	24	4.74%
French and one or more other language(s)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
English and French and one or more other language(s)	84	6.1%	51	6.42%	30	5.65%	53	6.06%	31	6.13%
Arabic	14	1.0%	9	1.13%	5	0.94%	8	0.91%	6	1.19%
Hindi	9	0.7%	8	1.01%	<5	0.00%	7	0.80%	<5	0.00%
Hebrew	<5	0.0%	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Gujarati	<5	0.0%	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%
Greek	5	0.4%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
German	11	0.8%	7	0.88%	<5	0.00%	8	0.91%	<5	0.00%
Dutch	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Chinese (Mandarin)	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Chinese (Cantonese)	9	0.7%	8	1.01%	<5	0.00%	5	0.57%	<5	0.00%
Albanian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Bulgarian	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Croatian	6	0.4%	5	0.63%	<5	0.00%	5	0.57%	<5	0.00%
Czech	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Danish	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Estonian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Finnish	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Bengali	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Creole	10	0.7%	7	0.88%	<5	0.00%	5	0.57%	5	0.99%
Russian	<5	0.0%	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Punjabi	10	0.7%	9	1.13%	<5	0.00%	7	0.80%	<5	0.00%
Portuguese	10	0.7%	7	0.88%	<5	0.00%	7	0.80%	<5	0.00%
Polish	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Korean	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Italian	19	1.4%	11	1.39%	8	1.51%	10	1.14%	9	1.78%
Farsi (Persian)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Hungarian	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Japanese	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Latvian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Lithuanian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Macedonian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Norwegian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Romanian	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Serbian	5	0.4%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Slovak	<5	0.0%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Swahili	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Pashto	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Vietnamese	6	0.4%	5	0.63%	<5	0.00%	5	0.57%	<5	0.00%
Ukrainian	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Urdu	5	0.4%	5	0.63%	0	0.00%	<5	0.00%	<5	0.00%
Tamil	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Tagalog	<5	0.0%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Spanish	36	2.6%	23	2.90%	12	2.26%	24	2.74%	12	2.37%
Slovene	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Yiddish	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Swedish	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Somali	6	0.4%	5	0.63%	<5	0.00%	<5	0.00%	<5	0.00%
Indigenous languages (e.g. Cree, Ojibway, Inuktitut, Mohawk, Algonquian, Athabaskan, and Iroquoian)	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Languages related to physical disability (e.g. American sign Language or Langue des signes Québécoise, etc.)	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Not specified above	11	0.8%	8	1.01%	<5	0.00%	10	1.14%	<5	0.00%

Question	2017 Census		Gender				Role			
	N=1381		**Male** **N=794**		**Female** **N=531**		**Sworn** **N=875**		**Civilian** **N=506**	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Prefer not to answer	31	2.2%	12	1.51%	<5	0.00%	22	2.51%	9	1.78%
What is your year of birth?										
Traditionalist	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Baby Boomer	174	12.6%	84	10.58%	89	16.76%	76	8.69%	98	19.37%
Generation X	677	49.0%	425	53.53%	241	45.39%	480	54.86%	197	38.93%
Millennials / Generation Y	332	24.0%	194	24.43%	136	25.61%	182	20.80%	150	29.64%
Generation Z	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	198	14.3%	91	11.46%	65	12.24%	137	15.66%	61	12.06%
Please identify your current relationship status.										
Divorced	80	5.8%	30	3.78%	49	9.23%	44	5.03%	36	7.11%
Life Partner	34	2.5%	15	1.89%	16	3.01%	18	2.06%	16	3.16%
Living common law	161	11.7%	87	10.96%	73	13.75%	94	10.74%	67	13.24%
Separated	54	3.9%	30	3.78%	24	4.52%	40	4.57%	14	2.77%
Single	112	8.1%	41	5.16%	69	12.99%	47	5.37%	65	12.85%
Married	858	62.1%	566	71.28%	275	51.79%	580	66.29%	278	54.94%
Widowed	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Prefer not to answer	79	5.7%	25	3.15%	22	4.14%	52	5.94%	27	5.34%
Is your partner also an OPS member?										
Yes	195	18.5%	90	13.47%	102	28.02%	133	19.22%	62	17.17%
No	843	80.1%	573	85.78%	256	70.33%	552	79.77%	291	80.61%
Prefer not to answer	15	1.4%	5	0.75%	6	1.65%	7	1.01%	8	2.22%
Based on the above, do you identify as living with a disability?										
Yes	215	15.6%	115	14.48%	92	17.33%	124	14.17%	91	17.98%
No	1095	79.3%	655	82.49%	420	79.10%	711	81.26%	384	75.89%
Prefer not to answer	71	5.1%	24	3.02%	19	3.58%	40	4.57%	31	6.13%
What type of disability do you have? **Check all that apply. Some examples follow each type.**										
Addiction (e.g. alcohol, drugs, gambling)	11	5.1%	7	6.09%	<5	0.00%	7	5.65%	<5	0.00%
Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes, multiple sclerosis, arthritis)	42	19.5%	21	18.26%	20	21.74%	23	18.55%	19	20.88%
Developmental disability (e.g. autism, Down syndrome)	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Learning disability (e.g. dyslexia, attention deficit hyperactivity disorder (ADHD))	31	14.4%	18	15.65%	12	13.04%	23	18.55%	8	8.79%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Mental illness (e.g. schizophrenia, depression, anxiety, PTSD)	94	43.7%	42	36.52%	51	55.43%	46	37.10%	48	52.75%
Physical disability (e.g. cerebral palsy, spinal cord injury, amputation, tremors)	16	7.4%	12	10.43%	<5	0.00%	11	8.87%	5	5.49%
Sensory disability (e.g. hearing or vision loss)	26	12.1%	16	13.91%	8	8.70%	13	10.48%	13	14.29%
Not specified above	15	7.0%	8	6.96%	7	7.61%	9	7.26%	6	6.59%
Prefer not to answer	28	13.0%	16	13.91%	9	9.78%	22	17.74%	6	6.59%
Do you currently receive permanent or temporary accommodation for a disability in your current position?										
Yes	49	22.8%	25	21.74%	24	26.09%	34	27.42%	15	16.48%
No	164	76.3%	89	77.39%	67	72.83%	89	71.77%	75	82.42%
Prefer not to answer	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Would you request permanent or temporary accommodation from your employer if needed?										
Yes	151	70.2%	78	67.83%	70	76.09%	86	69.35%	65	71.43%
No	54	25.1%	31	26.96%	20	21.74%	32	25.81%	22	24.18%
Prefer not to answer	10	4.7%	6	5.22%	<5	0.00%	6	4.84%	<5	0.00%
Do you provide care to a dependant (to a child, parent, other family member, person with a disability, etc.)?										
Yes	666	48.2%	418	52.64%	238	44.82%	458	52.34%	208	41.11%
No	670	48.5%	368	46.35%	283	53.30%	391	44.69%	279	55.14%
Prefer not to answer	45	3.3%	8	1.01%	10	1.88%	26	2.97%	19	3.75%
Who do you provide dependant care for? Check all that apply, including dependants that do not live with you in your home.										
Child or children under 18 years of age	556	83.5%	367	87.80%	182	76.47%	399	87.12%	157	75.48%
Child or children 18 years of age or over	96	14.4%	50	11.96%	44	18.49%	62	13.54%	34	16.35%
Friend	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Immediate family member (other than child or elder)	13	2.0%	6	1.44%	7	2.94%	<5	0.00%	9	4.33%
Parent(s) or grandparent(s)	108	16.2%	45	10.77%	61	25.63%	65	14.19%	43	20.67%
Partner/Spouse (stay at home)	51	7.7%	38	9.09%	12	5.04%	37	8.08%	14	6.73%
Not specified above	10	1.5%	6	1.44%	<5	0.00%	6	1.31%	<5	0.00%
Prefer not to answer	6	0.9%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%

Question	2017 Census N=1381 Freq	%	Gender Male N=794 Freq	%	Female N=531 Freq	%	Role Sworn N=875 Freq	%	Civilian N=506 Freq	%
Do you currently receive accommodation for dependant care in your current position?										
Yes	19	2.9%	7	1.67%	11	4.62%	11	2.40%	8	3.85%
No	638	95.8%	406	97.13%	224	94.12%	441	96.29%	197	94.71%
Prefer not to answer	9	1.4%	5	1.20%	<5	0.00%	6	1.31%	<5	0.00%
Would you request accommodation for dependant care from your employer if needed?										
Yes	386	58.0%	238	56.94%	144	60.50%	252	55.02%	134	64.42%
No	245	36.8%	160	38.28%	82	34.45%	183	39.96%	62	29.81%
Prefer not to answer	35	5.3%	20	4.78%	12	5.04%	23	5.02%	12	5.77%
Based on this definition, do you consider yourself to be of Indigenous or Aboriginal ancestry?										
Yes	80	5.8%	36	4.53%	38	7.16%	47	5.37%	33	6.52%
No	1241	89.9%	739	93.07%	485	91.34%	787	89.94%	454	89.72%
Prefer not to answer	60	4.3%	19	2.39%	8	1.51%	41	4.69%	19	3.75%
Which of the following best describes your Indigenous or Aboriginal ancestry?										
First Nations	20	25.0%	10	27.78%	8	21.05%	12	25.53%	8	24.24%
Inuit	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Métis	30	37.5%	18	50.00%	11	28.95%	20	42.55%	10	30.30%
Mixed-race Aboriginal or Indigenous ancestry	19	23.8%	5	13.89%	12	31.58%	8	17.02%	11	33.33%
Aboriginal or Indigenous not included here	<5	0.0%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Prefer not to answer	6	7.5%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Which of the following best describes your racial or ethnic identity?										
White	1036	79.6%	597	78.76%	426	86.41%	646	78.02%	390	82.45%
European (e.g. Dutch, German, Russian, UK)	186	14.3%	119	15.70%	64	12.98%	121	14.61%	65	13.74%
Caucasian - North American (e.g. Canadian, American)	783	60.2%	445	58.71%	331	67.14%	485	58.57%	298	63.00%
South / Central American (e.g. Argentinian, Chilean)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
African (e.g. South African, Namibian)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Caucasian - Not specified above	65	5.0%	31	4.09%	31	6.29%	38	4.59%	27	5.71%
Asian	53	4.1%	43	5.67%	10	2.03%	38	4.59%	15	3.17%
Asian Caribbean (e.g. Trinidadian)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
East Asian (e.g. Chinese, Japanese, Korean)	15	1.2%	12	1.58%	<5	0.00%	8	0.97%	7	1.48%
South Asian (e.g. Indian, Pakistani, Sri Lankan)	19	1.5%	17	2.24%	<5	0.00%	16	1.93%	<5	0.00%
South East Asian (e.g. Malaysian, Filipino, Vietnamese)	11	0.9%	8	1.06%	<5	0.00%	9	1.09%	<5	0.00%
Asian - European (e.g. British, French)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Asian - North American (e.g. Canadian, American)	5	0.4%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Asian - Not specified above	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black	43	3.3%	34	4.49%	9	1.83%	35	4.23%	8	1.69%
African (e.g. Ghanaian, Kenyan, Somali)	8	0.6%	8	1.06%	0	0.00%	7	0.85%	<5	0.00%
Caribbean (e.g. Barbadian, Jamaican, Grenadian)	25	1.9%	19	2.51%	6	1.22%	21	2.54%	<5	0.00%
Black - North American (e.g. Canadian, American)	9	0.7%	6	0.79%	<5	0.00%	6	0.72%	<5	0.00%
South or Central American (e.g. Brazilian, Panamanian)	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black - European (e.g. British, French)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Black - Not specified above	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Israeli	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Israeli	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Israeli - European (e.g. French, British)	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Israeli - North American (e.g. Canadian, American)	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Latin/Hispanic	22	1.7%	18	2.37%	<5	0.00%	18	2.17%	<5	0.00%
Caribbean (e.g. Cuban, Puerto Rican)	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Central American (e.g. Honduran, El Salvadorian)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
European (e.g. Spanish, Portuguese)	13	1.0%	10	1.32%	<5	0.00%	10	1.21%	<5	0.00%
South American (e.g. Brazilian, Argentinian, Guyanese)	6	0.5%	5	0.66%	<5	0.00%	5	0.60%	<5	0.00%
Latin / Hispanic - North American (e.g. Mexican, Canadian, American)	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Latin / Hispanic - Not specified above	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Middle Eastern	19	1.5%	13	1.72%	6	1.22%	11	1.33%	8	1.69%
Middle Eastern (e.g. Syrian, Lebanese)	13	1.0%	8	1.06%	5	1.01%	7	0.85%	6	1.27%
North African (e.g. Libyan, Moroccan)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
West Asian (e.g. Iranian, Afghani)	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Middle Eastern - North American (e.g. Canadian, American)	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Middle Eastern - European (e.g. British, French)	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Middle Eastern - Not specified above	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed Race (e.g. for those who do not identify with a single racial / ethnic identity)	35	2.7%	19	2.51%	15	3.04%	22	2.66%	13	2.75%
Not specified above	17	1.3%	9	1.19%	7	1.42%	10	1.21%	7	1.48%
Prefer not to answer	73	5.6%	23	3.03%	15	3.04%	46	5.56%	27	5.71%
Visible Minority Status										
Visible Minority	175	13.5%	165	20.78%	83	15.63%	173	19.77%	82	16.21%
Not visible Minority	1036	79.6%	597	75.19%	426	80.23%	646	73.83%	390	77.08%
Not specified	17	1.3%	9	1.13%	7	1.32%	10	1.14%	7	1.38%
Prefer not to answer	73	5.6%	23	2.90%	15	2.82%	46	5.26%	27	5.34%
Were you born in Canada?										
Yes	1113	85.6%	630	83.11%	453	91.89%	696	84.06%	417	88.16%
No	164	12.6%	125	16.49%	37	7.51%	115	13.89%	49	10.36%
Prefer not to answer	24	1.8%	<5	0.00%		0.00%	17	2.05%	7	1.48%
What year did you arrive in Canada?										
1920s	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
1930s	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
1940s	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
1950s	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
1960s	14	8.5%	9	7.20%	5	13.51%	9	7.83%	5	10.20%
1970s	43	26.2%	32	25.60%	11	29.73%	34	29.57%	9	18.37%
1980s	39	23.8%	30	24.00%	9	24.32%	28	24.35%	11	22.45%
1990s	23	14.0%	17	13.60%	6	16.22%	12	10.43%	11	22.45%
2000s	23	14.0%	19	15.20%	<5	0.00%	18	15.65%	5	10.20%
2010s	8	4.9%	8	6.40%	0	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	13	7.9%	9	7.20%	<5	0.00%	9	7.83%	<5	0.00%
Which of the following best describes your religious or spiritual affiliation?										
Christian	809	58.6%	462	58.19%	339	63.84%	518	59.20%	291	57.51%
Christian - Catholic / Roman Catholic	545	39.5%	310	39.04%	230	43.31%	336	38.40%	209	41.30%
Christian - Orthodox / Eastern Orthodox	16	1.2%	12	1.51%	<5	0.00%	11	1.26%	5	0.99%
Christian - not included elsewhere	33	2.4%	17	2.14%	16	3.01%	20	2.29%	13	2.57%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Christian - Protestant (e.g. Adventist, (Ana)Baptist, Anglican, Baptist, Calvinist, Lutheran, Methodist, Pentecostal)	213	15.4%	122	15.37%	89	16.76%	149	17.03%	64	12.65%
Unitarian	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Agnostic (someone who believes that nothing is known or can be known of the existence or nature of God or gods)	77	5.6%	46	5.79%	29	5.46%	43	4.91%	34	6.72%
Atheist (someone who does not believe in any God or gods)	99	7.2%	77	9.70%	19	3.58%	60	6.86%	39	7.71%
Non-Christian	88	6.4%	49	6.17%	37	6.97%	60	6.86%	28	5.53%
Baha'i Faith practitioner	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Buddhist	13	0.9%	9	1.13%	<5	0.00%	11	1.26%	<5	0.00%
Hindu	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Jain	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Jewish	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Muslim	15	1.1%	11	1.39%	<5	0.00%	11	1.26%	<5	0.00%
Pagan	<5	0.0%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Rastafarian	<5	0.0%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Sikh	6	0.4%	6	0.76%	0	0.00%	5	0.57%	<5	0.00%
Spiritual	37	2.7%	<5	1.39%	26	4.90%	19	2.17%	18	3.56%
Spiritual (Aboriginal or Indigenous)	5	0.4%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Zoroastrian	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
I do not have a religious or spiritual affiliation	163	11.8%	97	12.22%	66	12.43%	102	11.66%	61	12.06%
Not specified above	15	1.1%	6	0.76%	5	0.94%	8	0.91%	7	1.38%
Prefer not to answer	130	9.4%	57	7.18%	36	6.78%	84	9.60%	46	9.09%
What best describes your Sex?										
Female	530	38.4%	<5	0.00%	525	98.87%	201	22.97%	329	65.02%
Intersex	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Male	797	57.7%	787	99.12%	<5	0.00%	631	72.11%	166	32.81%
Not specified above	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	48	3.5%	5	0.63%	<5	0.00%	37	4.23%	11	2.17%
What is your Gender / Gender identity?										
Female	531	38.5%	0	0.00%	531	100.00%	203	23.20%	328	64.82%
Male	794	57.5%	794	100.00%	0	0.00%	629	71.89%	165	32.61%
All Other Genders	8	0.6%	0	0.00%	0	0.00%	7	0.80%	<5	0.00%
Two-spirit	6	0.4%	0	0.00%	0	0.00%	5	0.57%	<5	0.00%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Trans - Female to Male (FtM)	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Trans - Male to Female (MtF)	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Not specified above	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	46	3.3%	0	0.00%	0	0.00%	34	3.89%	12	2.37%
Who have you shared your Gender / Gender Identity with at work? Check all that apply.										
With your manager / supervisor	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
With co-workers/peers	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
With others I interact with through work	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
I am not open about my gender / gender identity at work	6	60.0%	0	0.00%	0	0.00%	6	66.67%	0	0.00%
Prefer not to answer	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Who have you shared your Gender / Gender Identity with outside of work? Check all that apply.										
With family	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
With friends	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
I am not open about my gender / gender identity outside of work	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
What is your Sexual Orientation?										
Heterosexual	1198	86.8%	738	92.95%	454	85.50%	756	86.40%	442	87.35%
LGB2sQ	83	6.0%	28	3.53%	48	9.04%	60	6.86%	23	4.55%
Asexual	19	1.4%	14	1.76%	5	0.94%	15	1.71%	<5	0.00%
Bisexual	15	1.1%	<5	0.00%	11	2.07%	10	1.14%	5	0.99%
Gay	14	1.0%	7	0.88%	6	1.13%	11	1.26%	<5	0.00%
Lesbian	21	1.5%	0	0.00%	20	3.77%	16	1.83%	5	0.99%
Pansexual	9	0.7%	<5	0.00%	<5	0.00%	5	0.57%	<5	0.00%
Queer	<5	0.0%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Questioning	<5	0.0%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Two-spirit	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not specified above	6	0.4%	<5	0.00%	<5	0.00%	5	0.57%	<5	0.00%
Prefer not to answer	94	6.8%	25	3.15%	28	5.27%	54	6.17%	40	7.91%
Who have you shared your Sexual Orientation with at work? Check all that apply.										
With your manager / supervisor	44	49.4%	13	41.94%	29	59.18%	34	52.31%	10	41.67%
With co-workers/peers	47	52.8%	14	45.16%	30	61.22%	35	53.85%	12	50.00%

Question	2017 Census		Gender				Role			
	N=1381		**Male** **N=794**		**Female** **N=531**		**Sworn** **N=875**		**Civilian** **N=506**	
	Freq	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**
With others I interact with through work	35	39.3%	11	35.48%	22	44.90%	27	41.54%	8	33.33%
I am not open about my sexual orientation at work	27	30.3%	10	32.26%	13	26.53%	18	27.69%	9	37.50%
Prefer not to answer	12	13.5%	6	19.35%	<5	0.00%	11	16.92%	<5	0.00%
Who have you shared your Sexual Orientation with outside of work? Check all that apply.										
With family	56	62.9%	14	45.16%	38	77.55%	39	60.00%	17	70.83%
With friends	61	68.5%	19	61.29%	40	81.63%	43	66.15%	18	75.00%
I am not open about my sexual orientation outside of work	15	16.9%	6	19.35%	6	12.24%	10	15.38%	5	20.83%
Prefer not to answer	11	12.4%	6	19.35%	<5	0.00%	10	15.38%	<5	0.00%
What language(s) do you use on a regular basis in your job at OPS? Check all that apply.										
English	1363	98.7%	790	99.50%	530	99.81%	861	98.40%	502	99.21%
French	401	29.0%	219	27.58%	178	33.52%	223	25.49%	178	35.18%
Not specified above	10	0.7%	7	0.88%	<5	0.00%	9	1.03%	<5	0.00%
Prefer not to answer	18	1.3%	<5	0.00%	<5	0.00%	14	1.60%	<5	0.00%
How do you spend your time outside of work? Check all that apply.										
Dependent care	594	43.0%	359	45.21%	227	42.75%	407	46.51%	187	36.96%
Religious needs	94	6.8%	59	7.43%	35	6.59%	58	6.63%	36	7.11%
Personal medical needs	152	11.0%	62	7.81%	85	16.01%	84	9.60%	68	13.44%
Volunteering/community activities	447	32.4%	269	33.88%	164	30.89%	321	36.69%	126	24.90%
Hobbies	955	69.2%	597	75.19%	344	64.78%	604	69.03%	351	69.37%
Physical fitness	912	66.0%	566	71.28%	331	62.34%	634	72.46%	278	54.94%
Not specified above	112	8.1%	64	8.06%	46	8.66%	59	6.74%	53	10.47%
Prefer not to answer	120	8.7%	37	4.66%	50	9.42%	61	6.97%	59	11.66%
In the last week, how many hours did you spend working for pay (regular/required duty)?										
None	26	1.9%	14	1.76%	12	2.26%	13	1.49%	13	2.57%
Less than 5 hours	<5	0.0%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
5 to 14 hours	7	0.5%	<5	0.00%	6	1.13%	5	0.57%	<5	0.00%
15 to 24 hours	30	2.2%	17	2.14%	12	2.26%	21	2.40%	9	1.78%
25 to 34 hours	61	4.4%	31	3.90%	27	5.08%	34	3.89%	27	5.34%
35 to 44 hours	938	67.9%	546	68.77%	371	69.87%	562	64.23%	376	74.31%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
45 to 54 hours	195	14.1%	121	15.24%	68	12.81%	154	17.60%	41	8.10%
55 to 64 hours	51	3.7%	30	3.78%	17	3.20%	40	4.57%	11	2.17%
65 to 74 hours	18	1.3%	12	1.51%	5	0.94%	11	1.26%	7	1.38%
75 hours or more	14	1.0%	9	1.13%	<5	0.00%	11	1.26%	N	0.00%
Prefer not to answer	40	2.9%	13	1.64%	8	1.51%	23	2.63%	17	3.36%
In the last week, how many hours did you spend working for pay (overtime for OPS)?										
None	822	59.5%	439	55.29%	365	68.74%	452	51.66%	370	73.12%
Less than 5 hours	187	13.5%	115	14.48%	66	12.43%	131	14.97%	56	11.07%
5 to 14 hours	227	16.4%	151	19.02%	67	12.62%	183	20.91%	44	8.70%
15 to 24 hours	50	3.6%	40	5.04%	10	1.88%	44	5.03%	6	1.19%
25 to 34 hours	9	0.7%	6	0.76%	<5	0.00%	9	1.03%	0	0.00%
35 to 44 hours	20	1.5%	15	1.89%	<5	0.00%	13	1.49%	7	1.38%
45 to 54 hours	6	0.4%	6	0.76%	0	0.00%	6	0.69%	0	0.00%
55 to 64 hours	6	0.4%	5	0.63%	<5	0.00%	6	0.69%	0	0.00%
65 to 74 hours	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
75 hours or more	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	54	3.9%	17	2.14%	16	3.01%	31	3.54%	23	4.55%
In the last week, how many hours did you spend looking after children? (e.g., bathing, playing, driving, helping)										
None	32	5.3%	18	4.59%	14	6.83%	21	4.94%	11	6.15%
Less than 5 hours	25	4.1%	22	5.61%	<5	0.00%	18	4.24%	7	3.91%
5 to 14 hours	80	13.3%	58	14.80%	22	10.73%	60	14.12%	20	11.17%
15 to 29 hours	129	21.4%	97	24.74%	29	14.15%	100	23.53%	29	16.20%
30 to 59 hours	178	29.5%	115	29.34%	62	30.24%	117	27.53%	61	34.08%
60 hours or more	140	23.2%	71	18.11%	67	32.68%	99	23.29%	41	22.91%
Prefer not to answer	20	3.3%	11	2.81%	8	3.90%	10	2.35%	10	5.59%
In the last week, how many hours did you spend providing dependent care (for dependents other than children)? (e.g., personal care, assistance of any type, keeping company)										
None	21	13.0%	17	20.00%	<5	0.00%	17	16.35%	<5	0.00%
Less than 5 hours	41	25.3%	21	24.71%	19	25.33%	28	26.92%	13	22.41%
5 to 14 hours	57	35.2%	27	31.76%	30	40.00%	35	33.65%	22	37.93%
15 to 29 hours	22	13.6%	13	15.29%	9	12.00%	13	12.50%	9	15.52%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
30 to 59 hours	10	6.2%	<5	0.00%	7	9.33%	5	4.81%	5	8.62%
60 hours or more	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	7	4.3%	<5	0.00%	5	6.67%	<5	0.00%	<5	0.00%
How old are the Dependants living with you? **Check all that apply**										
Younger than 6 years	201	30.3%	136	32.61%	64	27.00%	123	26.86%	78	37.86%
6 to 14 years	380	57.2%	251	60.19%	121	51.05%	289	63.10%	91	44.17%
15 to 17 years	115	17.3%	72	17.27%	41	17.30%	92	20.09%	23	11.17%
18 to 29 years	97	14.6%	53	12.71%	43	18.14%	62	13.54%	35	16.99%
30 years or older	55	8.3%	29	6.95%	26	10.97%	29	6.33%	26	12.62%
Prefer not to answer	35	5.3%	15	3.60%	19	8.02%	25	5.46%	10	4.85%
What is the number of dependants that are younger than 6 Years?										
1	116	56.86%	68	49.28%	47	73.44%	72	58.06%	44	55.00%
2	72	35.29%	60	43.48%	12	18.75%	43	34.68%	29	36.25%
3	10	4.90%	6	4.35%	<5	0.00%	7	5.65%	<5	0.00%
4	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
What is the number of dependants that are 6 to 14 years?										
1	156	40.63%	100	39.37%	54	44.63%	114	39.18%	42	45.16%
2	171	44.53%	116	45.67%	51	42.15%	131	45.02%	40	43.01%
3	48	12.50%	36	14.17%	12	9.92%	41	14.09%	7	7.53%
4	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	8	2.08%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
What is the number of dependants that are 15 to 17 years?										
1	95	82.61%	58	80.56%	36	87.80%	75	81.52%	20	86.96%
2	14	12.17%	9	12.50%	<5	0.00%	12	13.04%	<5	0.00%
3	5	4.35%	5	6.94%	0	0.00%	5	5.43%	0	0.00%
4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
What is the number of dependants that are 18 to 29 years?										

Question	2017 Census N=1381		Gender Male N=794		Female N=531		Role Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
1	61	62.89%	37	69.81%	24	55.81%	43	69.35%	18	51.43%
2	30	30.93%	12	22.64%	17	39.53%	15	24.19%	15	42.86%
3	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
What is the number of dependants that are 30 years or older?										
1	47	85.45%	27	93.10%	20	76.92%	29	100.00%	18	69.23%
2	6	10.91%	<5	0.00%	<5	0.00%	0	0.00%	6	23.08%
3	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
In the last week, how many hours did you spend on housework, yard work or home maintenance? (e.g., meals, laundry, shopping, lawn)										
None	5	0.4%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Less than 5 hours	172	12.5%	114	14.36%	54	10.17%	108	12.34%	64	12.65%
5 to 14 hours	713	51.6%	429	54.03%	272	51.22%	464	53.03%	249	49.21%
15 to 29 hours	333	24.1%	182	22.92%	146	27.50%	201	22.97%	132	26.09%
30 to 59 hours	83	6.0%	36	4.53%	43	8.10%	53	6.06%	30	5.93%
60 hours or more	19	1.4%	13	1.64%	5	0.94%	12	1.37%	7	1.38%
Prefer not to answer	56	4.1%	16	2.02%	10	1.88%	35	4.00%	21	4.15%
In the last week, how many hours did you spend volunteering on behalf of OPS? (e.g., United Way campaign, Boys and Girls Club events, Flatfooters)										
None	1084	78.5%	633	79.72%	433	81.54%	650	74.29%	434	85.77%
Less than 5 hours	159	11.5%	99	12.47%	56	10.55%	129	14.74%	30	5.93%
5 to 14 hours	48	3.5%	34	4.28%	14	2.64%	37	4.23%	11	2.17%
15 to 29 hours	12	0.9%	5	0.63%	6	1.13%	8	0.91%	<5	0.00%
30 to 59 hours	<5	0.0%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
60 hours or more	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	74	5.4%	22	2.77%	19	3.58%	49	5.60%	25	4.94%
Section - Detailed Breakout (Based on HRIS Data Vs. Survey Response)										

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Platoon East	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professional Development Centre	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	25	1.81%	20	2.52%	<5	0.00%	<5	0.00%	23	4.55%
Court Liaison	42	3.04%	5	0.63%	32	6.03%	<5	0.00%	40	7.91%
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	14	1.01%	11	1.39%	<5	0.00%	14	1.60%	0	0.00%
Tactical	24	1.74%	19	2.39%	0	0.00%	24	2.74%	0	0.00%
Fixed Patrol/Airport	46	3.33%	34	4.28%	8	1.51%	45	5.14%	<5	0.00%
Platoon West	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	52	3.77%	26	3.27%	24	4.52%	27	3.09%	25	4.94%
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	20	1.45%	9	1.13%	11	2.07%	11	1.26%	9	1.78%
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection	20	1.45%	14	1.76%	5	0.94%	15	1.71%	5	0.99%
Major Crime/Polygraph/Victim Crisis Unit	21	1.52%	12	1.51%	9	1.69%	15	1.71%	6	1.19%
Sexual Assault & Child Abuse	17	1.23%	<5	0.00%	15	2.82%	14	1.60%	<5	0.00%
Traffic Enforcement & Escort/Impaired Countermeasures	24	1.74%	22	2.77%	<5	0.00%	24	2.74%	0	0.00%
Courthouse Building Security/POA - Constellation Crescent	36	2.61%	22	2.77%	11	2.07%	7	0.80%	29	5.73%
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	35	2.53%	27	3.40%	7	1.32%	32	3.66%	<5	0.00%
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	17	1.23%	10	1.26%	7	1.32%	17	1.94%	0	0.00%
Front Desk Services/eMVC QA/Impounded Vehicles	52	3.77%	24	3.02%	27	5.08%	52	5.94%	0	0.00%
Guns & Gangs/DART/Provincial Weapons Enforcement	14	1.01%	9	1.13%	<5	0.00%	14	1.60%	0	0.00%
Outreach and Recruiting	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other (please specify)	6	0.43%	<5	0.00%	<5	0.00%	6	0.69%	0	0.00%
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	18	1.30%	10	1.26%	8	1.51%	17	1.94%	<5	0.00%
Platoon Central	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Marine Dive & Trails/Canine	15	1.09%	15	1.89%	0	0.00%	15	1.71%	0	0.00%
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	49	3.55%	24	3.02%	24	4.52%	43	4.91%	6	1.19%
Criminal Investigations - Central	23	1.67%	14	1.76%	8	1.51%	23	2.63%	0	0.00%
Criminal Investigations - East	14	1.01%	11	1.39%	<5	0.00%	14	1.60%	0	0.00%
Partner Assault	22	1.59%	12	1.51%	10	1.88%	20	2.29%	<5	0.00%
Criminal Investigations - West	13	0.94%	10	1.26%	<5	0.00%	13	1.49%	0	0.00%
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	23	1.67%	9	1.13%	13	2.45%	17	1.94%	6	1.19%
Drugs/Proceeds of Crime/POAF/Street Crime	29	2.10%	22	2.77%	<5	0.00%	28	3.20%	<5	0.00%
Communications Centre/911/Electronics Technology/Radios	105	7.60%	29	3.65%	72	13.56%	<5	0.00%	104	20.55%
Forensic Identification/Imaging Services/Automated Fingerprint Identification System	24	1.74%	17	2.14%	7	1.32%	18	2.06%	6	1.19%
Robbery/Break & Enter	28	2.03%	23	2.90%	<5	0.00%	28	3.20%	0	0.00%
Courthouse Prisoner Care & Transport/Cell Block	18	1.30%	16	2.02%	<5	0.00%	5	0.57%	13	2.57%
Service Initiative	9	0.65%	<5	0.00%	5	0.94%	5	0.57%	<5	0.00%
Intelligence/Technical Support/CISO/Biker Enforcement Unit/Justice Officer Police Intelligence Section/Witness Protection	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	13	0.94%	<5	0.00%	9	1.69%	<5	0.00%	9	1.78%
Planning Performance & Analytics	26	1.88%	6	0.76%	20	3.77%	<5	0.00%	25	4.94%
Health Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	20	1.45%	7	0.88%	13	2.45%	<5	0.00%	17	3.36%
Call Centre/Switchboard	21	1.52%	5	0.63%	16	3.01%	0	0.00%	21	4.15%
Records & Info Management	59	4.27%	14	1.76%	44	8.29%	0	0.00%	59	11.66%
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	45	3.26%	33	4.16%	12	2.26%	0	0.00%	45	8.89%
Financial Planning/Scheduling & Attendance/Mail Services	18	1.30%	<5	0.00%	14	2.64%	0	0.00%	18	3.56%

Question	2017 Census		Gender				Role			
			Male		Female		Sworn		Civilian	
	N=1381		N=794		N=531		N=875		N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Security Operations/Capital Projects/Facilities Management/Parking	18	1.30%	6	0.76%	12	2.26%	0	0.00%	18	3.56%
Fleet & Technical Services/Evidence Control/Quartermaster	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Platoon - D - East	14	1.01%	11	1.39%	<5	0.00%	14	1.60%	0	0.00%
Outreach and Recruiting/Professional Development Centre	31	2.24%	14	1.76%	16	3.01%	24	2.74%	7	1.38%
Platoon - F - West	19	1.38%	13	1.64%	5	0.94%	19	2.17%	0	0.00%
Platoon - E - East	23	1.67%	18	2.27%	<5	0.00%	23	2.63%	0	0.00%
Platoon - B - East	15	1.09%	12	1.51%	0	0.00%	15	1.71%	0	0.00%
Platoon - A - West	11	0.80%	8	1.01%	<5	0.00%	11	1.26%	0	0.00%
Platoon - D - West	5	0.36%	<5	0.00%	<5	0.00%	5	0.57%	0	0.00%
Platoon - E - West	13	0.94%	11	1.39%	<5	0.00%	13	1.49%	0	0.00%
Platoon - C - Central	18	1.30%	18	2.27%	0	0.00%	18	2.06%	0	0.00%
Platoon - A - Central	18	1.30%	14	1.76%	<5	0.00%	18	2.06%	0	0.00%
Platoon - B - Central	14	1.01%	11	1.39%	<5	0.00%	14	1.60%	0	0.00%
Platoon - B - West	9	0.65%	6	0.76%	<5	0.00%	9	1.03%	0	0.00%
Platoon - C - East	10	0.72%	8	1.01%	0	0.00%	10	1.14%	0	0.00%
Platoon - E - Central	16	1.16%	13	1.64%	<5	0.00%	16	1.83%	0	0.00%
Platoon - C - West	15	1.09%	12	1.51%	<5	0.00%	15	1.71%	0	0.00%
Platoon - A - East	13	0.94%	9	1.13%	<5	0.00%	13	1.49%	0	0.00%
Platoon - F - Central	16	1.16%	12	1.51%	<5	0.00%	16	1.83%	0	0.00%
Operational Backfill	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Platoon - D - Central	20	1.45%	17	2.14%	<5	0.00%	20	2.29%	0	0.00%
Platoon - F - East	10	0.72%	7	0.88%	<5	0.00%	10	1.14%	0	0.00%
Just in Time Program	14	1.01%	10	1.26%	<5	0.00%	14	1.60%	0	0.00%
Prefer not to answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Directorate (Based on HRIS Data vs. Survey Response)										
FLD	359	26.0%	274	34.51%	61	11.49%	353	40.34%	6	1.19%
RDD	59	4.3%	23	2.90%	35	6.59%	30	3.43%	29	5.73%
CSD	170	12.3%	80	10.08%	88	16.57%	<5	0.00%	167	33.00%
SSD	279	20.2%	104	13.10%	162	30.51%	71	8.11%	208	41.11%
CID	306	22.2%	193	24.31%	103	19.40%	275	31.43%	31	6.13%
CRFSS	131	9.5%	93	11.71%	32	6.03%	121	13.83%	10	1.98%
ESD	39	2.8%	12	1.51%	27	5.08%	12	1.37%	27	5.34%

Question	2017 Census		Gender				Role			
	N=1381		Male N=794		Female N=531		Sworn N=875		Civilian N=506	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
OCD	9	0.7%	7	0.88%	<5	0.00%	8	0.91%	<5	0.00%
PPAD	29	2.1%	8	1.01%	21	3.95%	<5	0.00%	27	5.34%
Prefer not to answer	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Appendix E: 2017 Census results by Gender and Role combined

Below is a table showing overall 2017 Census results, compared against crosstabulations by Gender and by Role combined.

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
What is your current role within your Police Service?										
I am a Civilian Member	506	36.64%	0	0.00%	0	0.00%	328	100.00%	165	100.00%
I am a Police Officer	875	63.36%	203	100.00%	629	100.00%	0	0.00%	0	0.00%
Prefer not to answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I have a senior leadership role within my Police Service.										
Yes	86	6.23%	10	4.93%	35	5.56%	23	7.01%	13	7.88%
No	1272	92.11%	190	93.60%	591	93.96%	304	92.68%	148	89.70%
Prefer not to answer	23	1.67%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Which of the following most closely reflects your current duties?										
I am a Member (not listed in other options below, Sworn or Civilian)	1010	73.14%	156	76.85%	427	67.89%	267	81.40%	123	74.55%
I am a Supervisor (Sergeant, Civilian Supervisor)	201	14.55%	30	14.78%	129	20.51%	24	7.32%	14	8.48%
I am a Manager (Staff Sergeant, Civilian Manager)	99	7.17%	13	6.40%	44	7.00%	18	5.49%	22	13.33%
I am a Senior Officer (Inspector, Director, Chief Official, Superintendent, SOA Manager, Legal Counsel, Executive Advisor, Executive Officer, Labour Relations Advisor, Executive Assistant to the Chief)	42	3.04%	<5	0.00%	20	3.18%	13	3.96%	5	3.03%
I am a member of Executive Command (Chief, Deputy Chief, Director General)	5	0.36%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	24	1.74%	0	0.00%	7	1.11%	<5	0.00%	<5	0.00%
When did you begin your employment at this organization? NOTE: answers will be grouped into aggregate categories of year ranges.										
Less than a year	17	1.23%	0	0.00%	5	0.79%	8	2.44%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Between 1 and 3 years	106	7.68%	10	4.93%	39	6.20%	30	9.15%	23	13.94%
Between 3 and 5 years	51	3.69%	7	3.45%	13	2.07%	20	6.10%	11	6.67%
Between 5 and 10 years	227	16.44%	25	12.32%	102	16.22%	58	17.68%	40	24.24%
Between 10 and 15 years	263	19.04%	43	21.18%	123	19.55%	56	17.07%	32	19.39%
Between 15 and 20 years	271	19.62%	38	18.72%	156	24.80%	46	14.02%	27	16.36%
Between 20 and 25 years	151	10.93%	35	17.24%	71	11.29%	34	10.37%	9	5.45%
25 Years and above	174	12.60%	25	12.32%	71	11.29%	60	18.29%	11	6.67%
Prefer not to answer	121	8.76%	20	9.85%	49	7.79%	16	4.88%	8	4.85%
At what Police station or building do you currently work most of the time?										
Central - 474 Elgin St.	603	43.66%	95	46.80%	266	42.29%	132	40.24%	92	55.76%
West - 245 Greenbank Rd.	188	13.61%	23	11.33%	115	18.28%	39	11.89%	10	6.06%
Rural West – 211 Huntmar Dr.	96	6.95%	28	13.79%	61	9.70%	<5	0.00%	0	0.00%
East - 3343 St-Joseph Blvd.	101	7.31%	21	10.34%	72	11.45%	0	0.00%	<5	0.00%
Rural East Letrim - 4561 Bank St	81	5.87%	15	7.39%	59	9.38%	0	0.00%	<5	0.00%
Airport – 1000 Airport Parkway Pvt.	5	0.36%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Courthouse – 161 Elgin St.	60	4.34%	<5	0.00%	<5	0.00%	36	10.98%	18	10.91%
Courts/PON – 100 Constellation Dr.	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Evidence Control – 2799 Swansea Cres.	8	0.58%	<5	0.00%	0	0.00%	<5	0.00%	5	3.03%
19 Fairmont Ave.	89	6.44%	<5	0.00%	11	1.75%	57	17.38%	17	10.30%
Records Services Centre – 2670 Queensview Dr.	56	4.06%	0	0.00%	0	0.00%	42	12.80%	14	8.48%
Programs Centre – 21 Concourse Gate	5	0.36%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
A Community Police Centre	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not specified above	23	1.67%	5	2.46%	14	2.23%	<5	0.00%	<5	0.00%
Prefer not to answer	62	4.49%	6	2.96%	25	3.97%	7	2.13%	<5	0.00%
What is your status within the OPS?										
Civilian Pay Group 1-4	139	10.07%	<5	0.00%	0	0.00%	108	32.93%	29	17.58%
Communication Centre Clerk	71	5.14%	0	0.00%	0	0.00%	56	17.07%	14	8.48%
Civilian OPA Pay Group 5-11 (non-supervisory)	161	11.66%	0	0.00%	0	0.00%	96	29.27%	64	38.79%
Civilian OPA Supervisor	35	2.53%	0	0.00%	<5	0.00%	22	6.71%	12	7.27%
Civilian OPA Manager	38	2.75%	0	0.00%	0	0.00%	19	5.79%	19	11.52%
Other OPA Civilian Role	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Special Constable	34	2.46%	0	0.00%	<5	0.00%	10	3.05%	21	12.73%

Question	2017 Census N= 1,381		Sworn Female N= 203		Male N=629		Civilian Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Constable	612	44.32%	154	75.86%	430	68.36%	0	0.00%	0	0.00%
NCO (sergeants, staff sergeants)	219	15.86%	43	21.18%	170	27.03%	0	0.00%	0	0.00%
Sr. Officer/Director (Sworn/Civilian)	43	3.11%	<5	0.00%	22	3.50%	11	3.35%	5	3.03%
Prefer not to answer	29	2.10%	<5	0.00%	5	0.79%	6	1.83%	<5	0.00%
What directorate do you currently work in?										
Frontline Directorate/Community Relations & Frontline Specialized Support Directorate	522	37.94%	96	47.52%	382	60.93%	18	5.52%	<5	0.00%
Support Services Directorate	256	18.60%	15	7.43%	24	3.83%	137	42.02%	76	46.06%
Criminal Investigations Directorate	289	21.00%	74	36.63%	176	28.07%	25	7.67%	7	4.24%
Resourcing & Development Directorate	53	3.85%	9	4.46%	15	2.39%	24	7.36%	5	3.03%
Corporate Support Directorate	125	9.08%	0	0.00%	<5	0.00%	64	19.63%	58	35.15%
Office of the Chief Directorate/Executive Services Directorate/Planning Performance and Analytics Directorate	66	4.80%	<5	0.00%	10	1.59%	44	13.50%	9	5.45%
Prefer not to answer	65	4.72%	5	2.48%	17	2.71%	14	4.29%	9	5.45%
What Section are you in (Frontline Directorate)?										
Platoon Central	120	22.99%	17	17.71%	95	24.87%	<5	0.00%	0	0.00%
Platoon East	93	17.82%	17	17.71%	73	19.11%	0	0.00%	0	0.00%
Platoon West	86	16.48%	22	22.92%	60	15.71%	<5	0.00%	0	0.00%
Fixed Patrol/Airport	33	6.32%	8	8.33%	24	6.28%	0	0.00%	0	0.00%
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	47	9.00%	16	16.67%	25	6.54%	5	27.78%	0	0.00%
Marine Dive & Trails/Canine	10	1.92%	0	0.00%	10	2.62%	0	0.00%	0	0.00%
Tactical	23	4.41%	0	0.00%	20	5.24%	0	0.00%	0	0.00%
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	30	5.75%	<5	0.00%	24	6.28%	<5	0.00%	0	0.00%
Traffic Enforcement & Escort/Impaired Countermeasures	19	3.64%	<5	0.00%	17	4.45%	0	0.00%	0	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	7	1.34%	<5	0.00%	5	1.31%	0	0.00%	0	0.00%
Not specified above	29	5.56%	6	6.25%	13	3.40%	8	44.44%	<5	0.00%
Prefer not to answer	25	4.79%	<5	0.00%	16	4.19%	0	0.00%	0	0.00%
What Section are you in (Support Services Directorate)?										
Courthouse Prisoner Care & Transport/Cell Block	38	14.84%	0	0.00%	<5	0.00%	7	5.11%	25	32.89%
Courthouse Building Security/POA – Constellation Crescent	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Court Liaison	40	15.63%	0	0.00%	<5	0.00%	33	24.09%	5	6.58%
Call Centre/Switchboard	19	7.42%	0	0.00%	0	0.00%	14	10.22%	5	6.58%
Communications Centre/911/Electronics Technology/Radios	96	37.50%	0	0.00%	<5	0.00%	67	48.91%	26	34.21%
Front Desk Services/eMVC QA/Impounded Vehicles	17	6.64%	8	53.33%	8	33.33%	0	0.00%	<5	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Not specified above	29	11.33%	<5	0.00%	6	25.00%	9	6.57%	10	13.16%
Prefer not to answer	12	4.69%	<5	0.00%	<5	0.00%	5	3.65%	<5	0.00%
What Section are you in (Criminal Investigations Directorate)?										
Criminal Investigations - East	12	4.15%	<5	0.00%	11	6.25%	0	0.00%	0	0.00%
Criminal Investigations - West	12	4.15%	<5	0.00%	7	3.98%	<5	0.00%	0	0.00%
Criminal Investigations - Central	23	7.96%	5	6.76%	17	9.66%	0	0.00%	0	0.00%
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	11	3.81%	<5	0.00%	8	4.55%	0	0.00%	0	0.00%
Robbery/Break & Enter	19	6.57%	<5	0.00%	15	8.52%	0	0.00%	0	0.00%
Drugs/Proceeds of Crime/POAF/Street Crime	18	6.23%	<5	0.00%	15	8.52%	<5	0.00%	0	0.00%
Forensic Ident/Imaging Services/Automated Fingerprint Identification System	22	7.61%	6	8.11%	11	6.25%	0	0.00%	5	71.43%

Question	2017 Census		Sworn				Civilian			
	N= 1,381		Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Guns & Gangs/Direct Action Response Team/Provincial Weapons Enforcement	16	5.54%	<5	0.00%	11	6.25%	0	0.00%	0	0.00%
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	18	6.23%	6	8.11%	5	2.84%	7	28.00%	0	0.00%
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection	24	8.30%	<5	0.00%	16	9.09%	<5	0.00%	<5	0.00%
Major Crime/Polygraph/Victim Crisis Unit	21	7.27%	<5	0.00%	12	6.82%	6	24.00%	0	0.00%
Partner Assault	16	5.54%	6	8.11%	10	5.68%	0	0.00%	0	0.00%
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	13	4.50%	<5	0.00%	9	5.11%	0	0.00%	0	0.00%
Sexual Assault & Child Abuse	18	6.23%	13	17.57%	<5	0.00%	<5	0.00%	0	0.00%
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	8	2.77%	0	0.00%	8	4.55%	0	0.00%	0	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Not specified above	7	2.42%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	27	9.34%	8	10.81%	15	8.52%	<5	0.00%	0	0.00%
What Section are you in (Resourcing & Development Directorate)?										
Health, Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	21	39.62%	0	0.00%	<5	0.00%	14	58.33%	<5	0.00%
Outreach and Recruiting	8	15.09%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Professional Development Centre	20	37.74%	6	66.67%	10	66.67%	<5	0.00%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Not specified above	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
What Section are you in (Corporate Support Directorate)?										
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	38	30.40%	0	0.00%	<5	0.00%	11	17.19%	26	44.83%
Records & Info Management	36	28.80%	0	0.00%	0	0.00%	29	45.31%	7	12.07%
Financial Planning/Scheduling & Attendance/Mail Services	13	10.40%	0	0.00%	0	0.00%	9	14.06%	<5	0.00%
Security Operations/Capital Projects/Facilities Management/Parking	16	12.80%	0	0.00%	0	0.00%	12	18.75%	<5	0.00%
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	15	12.00%	0	0.00%	<5	0.00%	<5	0.00%	12	20.69%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Not specified above	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	<5	0.00%
What Section are you in (Office of the Chief Directorate/Executive Services Directorate/Planning Performance and Analytics Directorate)?										
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	14	21.21%	<5	0.00%	<5	0.00%	9	20.45%	0	0.00%
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	14	21.21%	<5	0.00%	<5	0.00%	8	18.18%	<5	0.00%
Planning, Performance and Analytics	25	37.88%	0	0.00%	0	0.00%	19	43.18%	6	66.67%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Service Initiative	5	7.58%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not specified above	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
What is your employment status?										
Full time	1363	98.70%	199	98.03%	626	99.52%	326	99.39%	165	100.00%
Part time	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Job share	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	11	0.80%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Are you working in permanent or term employment?										
Permanent	1328	96.16%	202	99.51%	618	98.25%	307	93.60%	153	92.73%
Term	40	2.90%	0	0.00%	8	1.27%	20	6.10%	12	7.27%
Prefer not to answer	13	0.94%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Are you currently:										
In an acting role/temporary assignment	189	13.69%	30	14.78%	80	12.72%	57	17.38%	20	12.12%
On secondment	20	1.45%	<5	0.00%	15	2.38%	<5	0.00%	<5	0.00%
On leave	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
None of the above	1139	82.48%	167	82.27%	522	82.99%	266	81.10%	143	86.67%
Prefer not to answer	30	2.17%	<5	0.00%	10	1.59%	<5	0.00%	0	0.00%
What is the highest level of education you have attained (fully completed)?										
No certificate, diploma or degree	8	0.58%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Secondary (High) school diploma or equivalent	161	11.66%	10	4.93%	54	8.59%	66	20.12%	26	15.76%
Diploma or certificate from technical or vocational school, community college, business college or University	531	38.45%	65	32.02%	239	38.00%	133	40.55%	77	46.67%
Bachelor's degree	564	40.84%	110	54.19%	294	46.74%	101	30.79%	46	27.88%
Master's degree (e.g. M.A., M.Sc., M.Ed.)	72	5.21%	13	6.40%	27	4.29%	19	5.79%	13	7.88%
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Prefer not to answer	44	3.19%	<5	0.00%	11	1.75%	6	1.83%	<5	0.00%

Question	2017 Census		Sworn				Civilian			
	N= 1,381		Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Did you get your highest level of education in Canada?										
Yes	1260	91.77%	189	93.56%	579	92.49%	305	93.85%	152	92.12%
No	85	6.19%	12	5.94%	41	6.55%	17	5.23%	13	7.88%
Prefer not to answer	28	2.04%	<5	0.00%	6	0.96%	<5	0.00%	0	0.00%
Are you using your highest level of education in your current work or placement?										
Yes	824	60.01%	108	53.47%	386	61.66%	200	61.54%	110	66.67%
No	479	34.89%	86	42.57%	224	35.78%	105	32.31%	49	29.70%
Prefer not to answer	70	5.10%	8	3.96%	16	2.56%	20	6.15%	6	3.64%
Please identify why you are not using your highest level of education in your current work or placement. **Check all that apply.**										
My education is not recognized in Canada	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I chose to change professions	164	34.24%	32	37.21%	78	34.82%	31	29.52%	20	40.82%
I cannot find a job, placement or residency in the field in which I originally qualified in	32	6.68%	<5	0.00%	8	3.57%	12	11.43%	8	16.33%
The opportunity does not exist in the organization	164	34.24%	20	23.26%	97	43.30%	27	25.71%	13	26.53%
Not specified above	73	15.24%	18	20.93%	29	12.95%	20	19.05%	<5	0.00%
Prefer not to answer	91	19.00%	19	22.09%	32	14.29%	25	23.81%	11	22.45%
What (if any) education have you pursued but only partially completed?										
Not applicable	884	64.01%	137	67.49%	424	67.41%	204	62.20%	102	61.82%
Secondary (High) school diploma or equivalent	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Diploma or certificate from technical or vocational school, community college, business college or University	170	12.31%	18	8.87%	61	9.70%	62	18.90%	26	15.76%
Bachelor's degree	187	13.54%	31	15.27%	89	14.15%	37	11.28%	24	14.55%

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Master's degree (e.g. M.A., M.Sc., M.Ed.)	46	3.33%	9	4.43%	25	3.97%	5	1.52%	<5	0.00%
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Prefer not to answer	86	6.23%	8	3.94%	26	4.13%	18	5.49%	8	4.85%
What was the major field of study or training of your highest level of education?										
Educational, recreational and counseling services	57	4.13%	13	6.40%	27	4.29%	14	4.27%	<5	0.00%
Fine and applied arts	52	3.77%	6	2.96%	25	3.97%	13	3.96%	8	4.85%
Humanities and related fields	42	3.04%	13	6.40%	20	3.18%	<5	0.00%	<5	0.00%
Social Sciences and related fields	454	32.87%	83	40.89%	226	35.93%	100	30.49%	34	20.61%
Commerce, management and business administration	125	9.05%	9	4.43%	46	7.31%	55	16.77%	14	8.48%
Agricultural, biological, nutritional and food sciences	7	0.51%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Engineering and applied sciences	32	2.32%	<5	0.00%	16	2.54%	<5	0.00%	9	5.45%
Applied science technologies and trades	45	3.26%	<5	0.00%	16	2.54%	7	2.13%	17	10.30%
Health professions and related technologies	38	2.75%	12	5.91%	14	2.23%	8	2.44%	<5	0.00%
Mathematics, computer and physical sciences	52	3.77%	<5	0.00%	13	2.07%	8	2.44%	26	15.76%
No specialization	127	9.20%	5	2.46%	65	10.33%	41	12.50%	14	8.48%
Not specified above	236	17.09%	35	17.24%	119	18.92%	52	15.85%	27	16.36%
Prefer not to answer	114	8.25%	14	6.90%	40	6.36%	20	6.10%	9	5.45%
In the past nine months, did you attend a school, college, or university?										
Yes, part-time	74	5.36%	10	4.93%	29	4.61%	24	7.32%	7	4.24%
Yes, full-time	20	1.45%	<5	0.00%	15	2.38%	<5	0.00%	0	0.00%
No	1262	91.38%	190	93.60%	582	92.53%	299	91.16%	156	94.55%
Prefer not to answer	25	1.81%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
What language(s) do you speak proficiently? (Official languages of Canada and others)										
English only	651	47.14%	121	59.61%	302	48.01%	125	38.11%	77	46.67%

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
French only	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	<5	0.00%
English and French only	518	37.51%	66	32.51%	211	33.55%	166	50.61%	66	40.00%
English and one or more other language(s)	92	6.66%	6	2.96%	61	9.70%	15	4.57%	9	5.45%
French and one or more other language(s)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
English and French and one or more other language(s)	84	6.08%	8	3.94%	42	6.68%	22	6.71%	9	5.45%
Arabic	14	1.01%	<5	0.00%	6	0.95%	<5	0.00%	<5	0.00%
Hindi	9	0.65%	0	0.00%	7	1.11%	<5	0.00%	<5	0.00%
Hebrew	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Gujarati	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	<5	0.00%
Greek	5	0.36%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
German	11	0.80%	<5	0.00%	7	1.11%	<5	0.00%	0	0.00%
Dutch	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Chinese (Mandarin)	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Chinese (Cantonese)	9	0.65%	0	0.00%	5	0.79%	<5	0.00%	<5	0.00%
Albanian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Bulgarian	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Croatian	6	0.43%	0	0.00%	5	0.79%	<5	0.00%	0	0.00%
Czech	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Danish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Estonian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Finnish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Bengali	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Creole	10	0.72%	0	0.00%	5	0.79%	<5	0.00%	<5	0.00%
Russian	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Punjabi	10	0.72%	0	0.00%	7	1.11%	<5	0.00%	<5	0.00%
Portuguese	10	0.72%	0	0.00%	7	1.11%	<5	0.00%	0	0.00%
Polish	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Korean	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Italian	19	1.38%	0	0.00%	10	1.59%	8	2.44%	<5	0.00%
Farsi (Persian)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Hungarian	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Japanese	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Latvian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Lithuanian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Macedonian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Norwegian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Romanian	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Serbian	5	0.36%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Slovak	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Swahili	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Pashto	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Vietnamese	6	0.43%	0	0.00%	5	0.79%	<5	0.00%	0	0.00%
Ukrainian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Urdu	5	0.36%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Tamil	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Tagalog	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Spanish	36	2.61%	<5	0.00%	19	3.02%	8	2.44%	<5	0.00%
Slovene	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Yiddish	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Swedish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Somali	6	0.43%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Indigenous languages (e.g. Cree, Ojibway, Inuktitut, Mohawk, Algonquian, Athabaskan, and Iroquoian)	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Languages related to physical disability (e.g. American sign Language or Langue des signes Québécoise, etc.)	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Not specified above	11	0.80%	<5	0.00%	8	1.27%	<5	0.00%	0	0.00%
Prefer not to answer	31	2.24%	<5	0.00%	9	1.43%	0	0.00%	<5	0.00%
What is your year of birth?										
Traditionalist	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Baby Boomer	174	12.60%	16	7.88%	59	9.38%	73	22.26%	25	15.15%
Generation X	677	49.02%	109	53.69%	361	57.39%	132	40.24%	64	38.79%
Millennials / Generation Y	332	24.04%	47	23.15%	133	21.14%	89	27.13%	61	36.97%
Generation Z	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	198	14.34%	31	15.27%	76	12.08%	34	10.37%	15	9.09%
Please identify your current relationship status.										
Divorced	80	5.79%	21	10.34%	23	3.66%	28	8.54%	7	4.24%
Life Partner	34	2.46%	5	2.46%	11	1.75%	11	3.35%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Living common law	161	11.66%	22	10.84%	71	11.29%	51	15.55%	16	9.70%
Separated	54	3.91%	14	6.90%	26	4.13%	10	3.05%	<5	0.00%
Single	112	8.11%	24	11.82%	21	3.34%	45	13.72%	20	12.12%
Married	858	62.13%	107	52.71%	457	72.66%	168	51.22%	109	66.06%
Widowed	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	79	5.72%	10	4.93%	20	3.18%	12	3.66%	5	3.03%
Is your partner also an OPS member?										
Yes	195	18.52%	54	40.30%	76	14.10%	48	20.87%	14	10.85%
No	843	80.06%	79	58.96%	459	85.16%	177	76.96%	114	88.37%
Prefer not to answer	15	1.42%	<5	0.00%	<5	0.00%	5	2.17%	<5	0.00%
Based on the above, do you identify as living with a disability?										
Yes	215	15.57%	30	14.78%	87	13.83%	62	18.90%	28	16.97%
No	1095	79.29%	167	82.27%	525	83.47%	253	77.13%	130	78.79%
Prefer not to answer	71	5.14%	6	2.96%	17	2.70%	13	3.96%	7	4.24%
What type of disability do you have? Please check all that apply. Some examples follow each type.										
Addiction (e.g. alcohol, drugs, gambling)	11	5.12%	<5	0.00%	5	5.75%	<5	0.00%	<5	0.00%
Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes, multiple sclerosis, arthritis)	42	19.53%	5	16.67%	17	19.54%	15	24.19%	<5	0.00%
Developmental disability (e.g. autism, Down syndrome)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Learning disability (e.g. dyslexia, attention deficit hyperactivity disorder (ADHD))	31	14.42%	7	23.33%	16	18.39%	5	8.06%	<5	0.00%
Mental illness (e.g. schizophrenia, depression, anxiety, PTSD)	94	43.72%	12	40.00%	33	37.93%	39	62.90%	9	32.14%
Physical disability (e.g. cerebral palsy, spinal cord injury, amputation, tremors)	16	7.44%	<5	0.00%	10	11.49%	<5	0.00%	<5	0.00%
Sensory disability (e.g. hearing or vision loss)	26	12.09%	<5	0.00%	7	8.05%	<5	0.00%	9	32.14%
Not specified above	15	6.98%	<5	0.00%	6	6.90%	<5	0.00%	<5	0.00%
Prefer not to answer	28	13.02%	5	16.67%	14	16.09%	<5	0.00%	<5	0.00%

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Do you currently receive permanent or temporary accommodation for a disability in your current position?										
Yes	49	22.79%	12	40.00%	22	25.29%	12	19.35%	<5	0.00%
No	164	76.28%	18	60.00%	64	73.56%	49	79.03%	25	89.29%
Prefer not to answer	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Would you request permanent or temporary accommodation from your employer if needed?										
Yes	151	70.23%	21	70.00%	62	71.26%	49	79.03%	16	57.14%
No	54	25.12%	8	26.67%	21	24.14%	12	19.35%	10	35.71%
Prefer not to answer	10	4.65%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Do you provide care to a dependant (to a child, parent, other family member, person with a disability, etc.)?										
Yes	666	48.23%	112	55.17%	337	53.58%	126	38.41%	81	49.09%
No	670	48.52%	89	43.84%	286	45.47%	194	59.15%	82	49.70%
Prefer not to answer	45	3.26%	<5	0.00%	6	0.95%	8	2.44%	<5	0.00%
Who do you provide dependant care for? **Please check all that apply, including dependants that do not live with you in your home.**										
Child or children under 18 years of age	556	83.48%	94	83.93%	299	88.72%	88	69.84%	68	83.95%
Child or children 18 years of age or over	96	14.41%	21	18.75%	40	11.87%	23	18.25%	10	12.35%
Friend	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%
Immediate family member (other than child or elder)	13	1.95%	<5	0.00%	<5	0.00%	6	4.76%	<5	0.00%
Parent(s) or grandparent(s)	108	16.22%	27	24.11%	36	10.68%	34	26.98%	9	11.11%
Partner/Spouse (stay at home)	51	7.66%	6	5.36%	30	8.90%	6	4.76%	8	9.88%
Not specified above	10	1.50%	0	0.00%	6	1.78%	<5	0.00%	0	0.00%
Prefer not to answer	6	0.90%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Do you currently receive accommodation for dependant care in your current position?										
Yes	19	2.85%	<5	0.00%	6	1.78%	7	5.56%	<5	0.00%
No	638	95.80%	107	95.54%	327	97.03%	117	92.86%	79	97.53%
Prefer not to answer	9	1.35%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Would you request accommodation for dependant care from your employer if needed?										
Yes	386	57.96%	57	50.89%	191	56.68%	87	69.05%	47	58.02%
No	245	36.79%	47	41.96%	133	39.47%	35	27.78%	27	33.33%
Prefer not to answer	35	5.26%	8	7.14%	13	3.86%	<5	0.00%	7	8.64%
Based on this definition, do you consider yourself to be of Indigenous or Aboriginal ancestry?										
Yes	80	5.79%	14	6.90%	27	4.29%	24	7.32%	9	5.45%
No	1241	89.86%	186	91.63%	586	93.16%	299	91.16%	153	92.73%
Prefer not to answer	60	4.34%	<5	0.00%	16	2.54%	5	1.52%	<5	0.00%
Which of the following best describes your Indigenous or Aboriginal ancestry?										
First Nations	20	25.00%	<5	0.00%	8	29.63%	6	25.00%	<5	0.00%
Inuit	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Métis	30	37.50%	5	35.71%	14	51.85%	6	25.00%	<5	0.00%
Mixed-race Aboriginal or Indigenous ancestry	19	23.75%	<5	0.00%	<5	0.00%	8	33.33%	<5	0.00%
Aboriginal or Indigenous not included here	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	6	7.50%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Which of the following best describes your racial or ethnic identity?										
White	1036	79.63%	166	87.83%	470	78.07%	260	85.53%	127	81.41%
European (e.g. Dutch, German, Russian, UK)	186	14.30%	19	10.05%	99	16.45%	45	14.80%	20	12.82%
Caucasian - North American (e.g. Canadian, American)	783	60.18%	135	71.43%	345	57.31%	196	64.47%	100	64.10%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
South / Central American (e.g. Argentinian, Chilean)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
African (e.g. South African, Namibian)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Caucasian - Not specified above	65	5.00%	12	6.35%	24	3.99%	19	6.25%	7	4.49%
Asian	53	4.07%	<5	0.00%	36	5.98%	8	2.63%	7	4.49%
Asian Caribbean (e.g. Trinidadian)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
East Asian (e.g. Chinese, Japanese, Korean)	15	1.15%	<5	0.00%	7	1.16%	<5	0.00%	5	3.21%
South Asian (e.g. Indian, Pakistani, Sri Lankan)	19	1.46%	0	0.00%	16	2.66%	<5	0.00%	<5	0.00%
South East Asian (e.g. Malaysian, Filipino, Vietnamese)	11	0.85%	<5	0.00%	8	1.33%	<5	0.00%	0	0.00%
Asian - European (e.g. British, French)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Asian - North American (e.g. Canadian, American)	5	0.38%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Asian - Not specified above	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black	43	3.31%	5	2.65%	30	4.98%	<5	0.00%	<5	0.00%
African (e.g. Ghanaian, Kenyan, Somali)	8	0.61%	0	0.00%	7	1.16%	0	0.00%	<5	0.00%
Caribbean (e.g. Barbadian, Jamaican, Grenadian)	25	1.92%	<5	0.00%	17	2.82%	<5	0.00%	<5	0.00%
Black - North American (e.g. Canadian, American)	9	0.69%	<5	0.00%	5	0.83%	<5	0.00%	<5	0.00%
South or Central American (e.g. Brazilian, Panamanian)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black - European (e.g. British, French)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Black - Not specified above	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Israeli	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Israeli	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Israeli - European (e.g. French, British)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Israeli - North American (e.g. Canadian, American)	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Latin/Hispanic	22	1.69%	<5	0.00%	17	2.82%	<5	0.00%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Caribbean (e.g. Cuban, Puerto Rican)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Central American (e.g. Honduran, El Salvadorian)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
European (e.g. Spanish, Portuguese)	13	1.00%	<5	0.00%	9	1.50%	<5	0.00%	<5	0.00%
South American (e.g. Brazilian, Argentinian, Guyanese)	6	0.46%	0	0.00%	5	0.83%	<5	0.00%	0	0.00%
Latin / Hispanic - North American (e.g. Mexican, Canadian, American)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Latin / Hispanic - Not specified above	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Middle Eastern	19	1.46%	<5	0.00%	9	1.50%	<5	0.00%	<5	0.00%
Middle Eastern (e.g. Syrian, Lebanese)	13	1.00%	<5	0.00%	5	0.83%	<5	0.00%	<5	0.00%
North African (e.g. Libyan, Moroccan)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
West Asian (e.g. Iranian, Afghani)	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Middle Eastern - North American (e.g. Canadian, American)	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Middle Eastern - European (e.g. British, French)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Middle Eastern - Not specified above	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed Race (e.g. for those who do not identify with a single racial / ethnic identity)	35	2.69%	5	2.65%	16	2.66%	10	3.29%	<5	0.00%
Not specified above	17	1.31%	<5	0.00%	7	1.16%	5	1.64%	<5	0.00%
Prefer not to answer	73	5.61%	6	3.17%	15	2.49%	9	2.96%	8	5.13%
Were you born in Canada?										
Yes	1113	85.55%	179	94.71%	495	82.23%	274	90.13%	135	86.54%
No	164	12.61%	9	4.76%	104	17.28%	28	9.21%	21	13.46%
Prefer not to answer	24	1.84%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
What year did you arrive in Canada?										
1920s	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
1930s	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
1940s	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
1950s	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
1960s	14	8.54%	<5	0.00%	8	7.69%	<5	0.00%	<5	0.00%
1970s	43	26.22%	5	55.56%	29	27.88%	6	21.43%	<5	0.00%
1980s	39	23.78%	<5	0.00%	27	25.96%	8	28.57%	<5	0.00%
1990s	23	14.02%	0	0.00%	12	11.54%	6	21.43%	5	23.81%
2000s	23	14.02%	<5	0.00%	15	14.42%	<5	0.00%	<5	0.00%
2010s	8	4.88%	0	0.00%	<5	0.00%	0	0.00%	<5	0.00%
Prefer not to answer	13	7.93%	0	0.00%	8	7.69%	<5	0.00%	<5	0.00%
Which of the following best describes your religious or spiritual affiliation?										
Christian	809	58.58%	129	63.55%	383	60.89%	210	64.02%	79	47.88%
Christian - Catholic / Roman Catholic	545	39.46%	71	34.98%	261	41.49%	159	48.48%	49	29.70%
Christian - Orthodox / Eastern Orthodox	16	1.16%	<5	0.00%	9	1.43%	<5	0.00%	<5	0.00%
Christian - not included elsewhere	33	2.39%	9	4.43%	11	1.75%	7	2.13%	6	3.64%
Christian - Protestant (e.g. Adventist, (Ana)Baptist, Anglican, Baptist, Calvinist, Lutheran, Methodist, Pentecostal)	213	15.42%	47	23.15%	101	16.06%	42	12.80%	21	12.73%
Unitarian	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Agnostic (someone who believes that nothing is known or can be known of the existence or nature of God or gods)	77	5.58%	11	5.42%	31	4.93%	18	5.49%	15	9.09%
Atheist (someone who does not believe in any God or gods)	99	7.17%	8	3.94%	49	7.79%	11	3.35%	28	16.97%
Non-Christian	88	6.37%	15	7.39%	43	6.84%	22	6.71%	6	3.64%
Baha'i Faith practitioner	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Buddhist	13	0.94%	<5	0.00%	9	1.43%	<5	0.00%	0	0.00%
Hindu	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Jain	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Jewish	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Muslim	15	1.09%	<5	0.00%	9	1.43%	<5	0.00%	<5	0.00%
Pagan	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Rastafarian	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%	0	0.00%
Sikh	6	0.43%	0	0.00%	5	0.79%	0	0.00%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Spiritual	37	2.68%	10	4.93%	9	1.43%	16	4.88%	<5	0.00%
Spiritual (Aboriginal or Indigenous)	5	0.36%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Zoroastrian	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I do not have a religious or spiritual affiliation	163	11.80%	25	12.32%	77	12.24%	41	12.50%	20	12.12%
Not specified above	15	1.09%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Prefer not to answer	130	9.41%	13	6.40%	44	7.00%	23	7.01%	13	7.88%
What best describes your Sex?										
Female	530	38.38%	199	98.03%	<5	0.00%	326	99.39%	<5	0.00%
Intersex	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Male	797	57.71%	<5	0.00%	623	99.05%	0	0.00%	164	99.39%
Not specified above	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	48	3.48%	<5	0.00%	5	0.79%	<5	0.00%	0	0.00%
What is your Gender / Gender identity? **See below for detailed definitions of each term.**										
Female	531	38.45%	203	100.00%	0	0.00%	328	100.00%	0	0.00%
Male	794	57.49%	0	0.00%	629	100.00%	0	0.00%	165	100.00%
All Other Genders	8	0.58%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two-spirit	6	0.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Trans - Female to Male (FtM)	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Trans - Male to Female (MtF)	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not specified above	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	46	3.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Who have you shared your Gender / Gender Identity with at work? **Please check all that apply.**										
With your manager / supervisor	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
With co-workers/peers	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
With others I interact with through work	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I am not open about my gender / gender identity at work	6	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Who have you shared your Gender / Gender Identity with outside of work? Please check all that apply.										
With family	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
With friends	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
I am not open about my gender / gender identity outside of work	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
What is your Sexual Orientation? See below for detailed definitions of each term.										
Heterosexual	1198	86.75%	164	80.79%	587	93.32%	290	88.41%	151	91.52%
LGB2sQ	83	6.01%	32	15.76%	22	3.50%	16	4.88%	6	3.64%
Asexual	19	1.38%	<5	0.00%	12	1.91%	<5	0.00%	<5	0.00%
Bisexual	15	1.09%	6	2.96%	<5	0.00%	5	1.52%	0	0.00%
Gay	14	1.01%	6	2.96%	<5	0.00%	0	0.00%	<5	0.00%
Lesbian	21	1.52%	15	7.39%	0	0.00%	5	1.52%	0	0.00%
Pansexual	9	0.65%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Queer	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%
Questioning	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two-spirit	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not specified above	6	0.43%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Prefer not to answer	94	6.81%	7	3.45%	17	2.70%	21	6.40%	8	4.85%
Who have you shared your Sexual Orientation with at work? Please check all that apply.										
With your manager / supervisor	44	49.44%	22	68.75%	10	40.00%	7	41.18%	<5	0.00%
With co-workers/peers	47	52.81%	21	65.63%	11	44.00%	9	52.94%	<5	0.00%
With others I interact with through work	35	39.33%	17	53.13%	8	32.00%	5	29.41%	<5	0.00%
I am not open about my sexual orientation at work	27	30.34%	6	18.75%	8	32.00%	7	41.18%	<5	0.00%
Prefer not to answer	12	13.48%	<5	0.00%	6	24.00%	0	0.00%	0	0.00%
Who have you shared your Sexual Orientation with outside of work? Please check all that apply.										

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
With family	56	62.92%	25	78.13%	10	40.00%	13	76.47%	<5	0.00%
With friends	61	68.54%	27	84.38%	14	56.00%	13	76.47%	5	83.33%
I am not open about my sexual orientation outside of work	15	16.85%	<5	0.00%	5	20.00%	<5	0.00%	<5	0.00%
Prefer not to answer	11	12.36%	<5	0.00%	6	24.00%	0	0.00%	0	0.00%
What language(s) do you use on a regular basis in your job at OPS? Please check all that apply.										
English	1363	98.70%	202	99.51%	625	99.36%	328	100.00%	165	100.00%
French	401	29.04%	59	29.06%	162	25.76%	119	36.28%	57	34.55%
Not specified above	10	0.72%	<5	0.00%	7	1.11%	<5	0.00%	0	0.00%
Prefer not to answer	18	1.30%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
How do you spend your time outside of work? Please check all that apply.										
Dependent care	594	43.01%	103	50.74%	297	47.22%	124	37.80%	62	37.58%
Religious needs	94	6.81%	14	6.90%	44	7.00%	21	6.40%	15	9.09%
Personal medical needs	152	11.01%	34	16.75%	45	7.15%	51	15.55%	17	10.30%
Volunteering/community activities	447	32.37%	82	40.39%	228	36.25%	82	25.00%	41	24.85%
Hobbies	955	69.15%	127	62.56%	466	74.09%	217	66.16%	131	79.39%
Physical fitness	912	66.04%	154	75.86%	468	74.40%	177	53.96%	98	59.39%
Not specified above	112	8.11%	10	4.93%	47	7.47%	36	10.98%	17	10.30%
Prefer not to answer	120	8.69%	11	5.42%	26	4.13%	39	11.89%	11	6.67%
In the last week, how many hours did you spend working for pay (regular/required duty)?										
None	26	1.88%	<5	0.00%	11	1.75%	10	3.05%	<5	0.00%
Less than 5 hours	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%	0	0.00%
5 to 14 hours	7	0.51%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
15 to 24 hours	30	2.17%	<5	0.00%	16	2.54%	8	2.44%	<5	0.00%
25 to 34 hours	61	4.42%	8	3.94%	24	3.82%	19	5.79%	7	4.24%
35 to 44 hours	938	67.92%	133	65.52%	413	65.66%	238	72.56%	133	80.61%
45 to 54 hours	195	14.12%	39	19.21%	109	17.33%	29	8.84%	12	7.27%
55 to 64 hours	51	3.69%	7	3.45%	29	4.61%	10	3.05%	<5	0.00%
65 to 74 hours	18	1.30%	<5	0.00%	9	1.43%	<5	0.00%	<5	0.00%
75 hours or more	14	1.01%	<5	0.00%	9	1.43%	<5	0.00%	0	0.00%
Prefer not to answer	40	2.90%	<5	0.00%	8	1.27%	5	1.52%	5	3.03%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
In the last week, how many hours did you spend working for pay (overtime for OPS)?										
None	822	59.52%	118	58.13%	322	51.19%	247	75.30%	117	70.91%
Less than 5 hours	187	13.54%	31	15.27%	94	14.94%	35	10.67%	21	12.73%
5 to 14 hours	227	16.44%	40	19.70%	134	21.30%	27	8.23%	17	10.30%
15 to 24 hours	50	3.62%	5	2.46%	39	6.20%	5	1.52%	<5	0.00%
25 to 34 hours	9	0.65%	<5	0.00%	6	0.95%	0	0.00%	0	0.00%
35 to 44 hours	20	1.45%	<5	0.00%	11	1.75%	<5	0.00%	<5	0.00%
45 to 54 hours	6	0.43%	0	0.00%	6	0.95%	0	0.00%	0	0.00%
55 to 64 hours	6	0.43%	<5	0.00%	5	0.79%	0	0.00%	0	0.00%
65 to 74 hours	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
75 hours or more	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	54	3.91%	5	2.46%	12	1.91%	11	3.35%	5	3.03%
In the last week, how many hours did you spend looking after children? (e.g., bathing, playing, driving, helping)										
None	32	5.30%	6	5.94%	15	4.72%	8	7.69%	<5	0.00%
Less than 5 hours	25	4.14%	<5	0.00%	17	5.35%	<5	0.00%	5	6.76%
5 to 14 hours	80	13.25%	12	11.88%	48	15.09%	10	9.62%	10	13.51%
15 to 29 hours	129	21.36%	12	11.88%	85	26.73%	17	16.35%	12	16.22%
30 to 59 hours	178	29.47%	33	32.67%	84	26.42%	29	27.88%	31	41.89%
60 hours or more	140	23.18%	35	34.65%	62	19.50%	32	30.77%	9	12.16%
Prefer not to answer	20	3.31%	<5	0.00%	7	2.20%	6	5.77%	<5	0.00%
In the last week, how many hours did you spend providing dependent care (for dependents other than children)? (e.g., personal care, assistance of any type, keeping company)										
None	21	12.96%	<5	0.00%	14	20.29%	<5	0.00%	<5	0.00%
Less than 5 hours	41	25.31%	11	33.33%	16	23.19%	8	19.05%	5	31.25%
5 to 14 hours	57	35.19%	14	42.42%	21	30.43%	16	38.10%	6	37.50%
15 to 29 hours	22	13.58%	<5	0.00%	12	17.39%	8	19.05%	<5	0.00%
30 to 59 hours	10	6.17%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
60 hours or more	<5	0.00%	0	0.00%	<5	0.00%	<5	0.00%	0	0.00%

Question	2017 Census		Sworn				Civilian			
	N= 1,381		Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Prefer not to answer	7	4.32%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
How old are the Dependants living with you?										
Younger than 6 years	201	30.27%	26	23.21%	96	28.49%	38	30.40%	40	50.00%
6 to 14 years	380	57.23%	65	58.04%	217	64.39%	56	44.80%	34	42.50%
15 to 17 years	115	17.32%	26	23.21%	64	18.99%	15	12.00%	8	10.00%
18 to 29 years	97	14.61%	19	16.96%	43	12.76%	24	19.20%	10	12.50%
30 years or older	55	8.28%	6	5.36%	23	6.82%	20	16.00%	6	7.50%
Prefer not to answer	35	5.27%	11	9.82%	13	3.86%	8	6.40%	<5	0.00%
What is the number of dependants that are younger than 6 Years?										
1	116	56.86%	19	73.08%	52	53.61%	28	73.68%	16	39.02%
2	72	35.29%	5	19.23%	38	39.18%	7	18.42%	22	53.66%
3	10	4.90%	<5	0.00%	6	6.19%	<5	0.00%	0	0.00%
4	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	<5	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%	<5	0.00%
What is the number of dependants that are 6 to 14 years?										
1	156	40.63%	25	38.46%	87	39.73%	29	51.79%	13	37.14%
2	171	44.53%	32	49.23%	96	43.84%	19	33.93%	20	57.14%
3	48	12.50%	6	9.23%	35	15.98%	6	10.71%	<5	0.00%
4	<5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	8	2.08%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
What is the number of dependants that are 15 to 17 years?										
1	95	82.61%	22	84.62%	52	81.25%	14	93.33%	6	75.00%
2	14	12.17%	<5	0.00%	7	10.94%	0	0.00%	<5	0.00%
3	5	4.35%	0	0.00%	5	7.81%	0	0.00%	0	0.00%
4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
What is the number of dependants that are 18 to 29 years?										
1	61	62.89%	11	57.89%	32	74.42%	13	54.17%	5	50.00%
2	30	30.93%	7	36.84%	8	18.60%	10	41.67%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
3	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Prefer not to answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
What is the number of dependants that are 30 years or older?										
1	47	85.45%	6	100.00%	23	100.00%	14	70.00%	<5	0.00%
2	6	10.91%	0	0.00%	0	0.00%	<5	0.00%	<5	0.00%
3	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	<5	0.00%	0	0.00%	0	0.00%	<5	0.00%	0	0.00%
In the last week, how many hours did you spend on housework, yard work or home maintenance? (e.g., meals, laundry, shopping, lawn)										
None	5	0.36%	0	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
Less than 5 hours	172	12.45%	15	7.39%	89	14.15%	39	11.89%	25	15.15%
5 to 14 hours	713	51.63%	113	55.67%	340	54.05%	159	48.48%	89	53.94%
15 to 29 hours	333	24.11%	51	25.12%	147	23.37%	95	28.96%	35	21.21%
30 to 59 hours	83	6.01%	20	9.85%	29	4.61%	23	7.01%	7	4.24%
60 hours or more	19	1.38%	<5	0.00%	11	1.75%	<5	0.00%	<5	0.00%
Prefer not to answer	56	4.06%	<5	0.00%	11	1.75%	7	2.13%	5	3.03%
In the last week, how many hours did you spend volunteering on behalf of OPS? (e.g., United Way campaign, Boys and Girls Club events, Flatfooters)										
None	1084	78.49%	143	70.44%	492	78.22%	290	88.41%	141	85.45%
Less than 5 hours	159	11.51%	39	19.21%	86	13.67%	17	5.18%	13	7.88%
5 to 14 hours	48	3.48%	7	3.45%	30	4.77%	7	2.13%	<5	0.00%
15 to 29 hours	12	0.87%	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%
30 to 59 hours	<5	0.00%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
60 hours or more	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to answer	74	5.36%	10	4.93%	16	2.54%	9	2.74%	6	3.64%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Which charity would you prefer Ottawa Police Service donate $1 to for every survey submitted?										
Ottawa Mission	115	8.33%	14	6.90%	53	8.43%	29	8.84%	17	10.30%
Ottawa Food Bank	379	27.44%	49	24.14%	141	22.42%	133	40.55%	51	30.91%
Snowsuit Fund	353	25.56%	56	27.59%	170	27.03%	80	24.39%	35	21.21%
United Way	169	12.24%	31	15.27%	77	12.24%	36	10.98%	21	12.73%
Ottawa Senators Foundation	207	14.99%	36	17.73%	116	18.44%	22	6.71%	25	15.15%
Prefer not to answer	158	11.44%	17	8.37%	72	11.45%	28	8.54%	16	9.70%
Do you have additional comments you would like to share as it relates to Ottawa Police Service's 2017 Member Workforce Census? The information you provide will be kept strictly confidential.										
Yes	195	14.12%	32	15.76%	99	15.74%	31	9.45%	21	12.73%
No	1103	79.87%	162	79.80%	501	79.65%	277	84.45%	136	82.42%
Prefer not to answer	83	6.01%	9	4.43%	29	4.61%	20	6.10%	8	4.85%
Section										
Platoon East	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professional Development Centre	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	25	1.81%	<5	0.00%	<5	0.00%	<5	0.00%	19	11.52%
Court Liaison	42	3.04%	0	0.00%	<5	0.00%	32	9.76%	<5	0.00%
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	14	1.01%	<5	0.00%	11	1.75%	0	0.00%	0	0.00%
Tactical	24	1.74%	0	0.00%	19	3.02%	0	0.00%	0	0.00%
Fixed Patrol/Airport	46	3.33%	7	3.45%	34	5.41%	<5	0.00%	0	0.00%
Platoon West	<5	0.00%	0	0.00%	<5	0.00%	0	0.00%	0	0.00%
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	52	3.77%	<5	0.00%	21	3.34%	20	6.10%	5	3.03%
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	20	1.45%	<5	0.00%	9	1.43%	9	2.74%	0	0.00%

Question	2017 Census N= 1,381		Sworn				Civilian			
			Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection	20	1.45%	<5	0.00%	13	2.07%	<5	0.00%	<5	0.00%
Major Crime/Polygraph/Victim Crisis Unit	21	1.52%	<5	0.00%	12	1.91%	6	1.83%	0	0.00%
Sexual Assault & Child Abuse	17	1.23%	12	5.91%	<5	0.00%	<5	0.00%	0	0.00%
Traffic Enforcement & Escort/Impaired Countermeasures	24	1.74%	<5	0.00%	22	3.50%	0	0.00%	0	0.00%
Courthouse Building Security/POA - Constellation Crescent	36	2.61%	<5	0.00%	5	0.79%	10	3.05%	17	10.30%
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	35	2.53%	5	2.46%	27	4.29%	<5	0.00%	0	0.00%
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	17	1.23%	7	3.45%	10	1.59%	0	0.00%	0	0.00%
Front Desk Services/eMVC QA/Impounded Vehicles	52	3.77%	27	13.30%	24	3.82%	0	0.00%	0	0.00%
Guns & Gangs/DART/Provincial Weapons Enforcement	14	1.01%	<5	0.00%	9	1.43%	0	0.00%	0	0.00%
Outreach and Recruiting	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other (please specify)	6	0.43%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	18	1.30%	7	3.45%	10	1.59%	<5	0.00%	0	0.00%
Platoon Central	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%	0	0.00%
Marine Dive & Trails/Canine	15	1.09%	0	0.00%	15	2.38%	0	0.00%	0	0.00%
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	49	3.55%	19	9.36%	23	3.66%	5	1.52%	<5	0.00%
Criminal Investigations - Central	23	1.67%	8	3.94%	14	2.23%	0	0.00%	0	0.00%
Criminal Investigations - East	14	1.01%	<5	0.00%	11	1.75%	0	0.00%	0	0.00%
Partner Assault	22	1.59%	8	3.94%	12	1.91%	<5	0.00%	0	0.00%
Criminal Investigations - West	13	0.94%	<5	0.00%	10	1.59%	0	0.00%	0	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	23	1.67%	7	3.45%	9	1.43%	6	1.83%	0	0.00%
Drugs/Proceeds of Crime/POAF/Street Crime	29	2.10%	<5	0.00%	22	3.50%	<5	0.00%	0	0.00%
Communications Centre/911/Electronics Technology/Radios	105	7.60%	0	0.00%	<5	0.00%	72	21.95%	28	16.97%
Forensic Identification/Imaging Services/Automated Fingerprint Identification System	24	1.74%	7	3.45%	11	1.75%	0	0.00%	6	3.64%
Robbery/Break & Enter	28	2.03%	<5	0.00%	23	3.66%	0	0.00%	0	0.00%
Courthouse Prisoner Care & Transport/Cell Block	18	1.30%	0	0.00%	5	0.79%	<5	0.00%	11	6.67%
Service Initiative	9	0.65%	<5	0.00%	<5	0.00%	<5	0.00%	0	0.00%
Intelligence/Technical Support/CISO/Biker Enforcement Unit/Justice Officer Police Intelligence Section/Witness Protection	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	13	0.94%	<5	0.00%	<5	0.00%	8	2.44%	<5	0.00%
Planning Performance & Analytics	26	1.88%	0	0.00%	<5	0.00%	20	6.10%	5	3.03%
Health Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	20	1.45%	0	0.00%	<5	0.00%	13	3.96%	<5	0.00%
Call Centre/Switchboard	21	1.52%	0	0.00%	0	0.00%	16	4.88%	5	3.03%
Records & Info Management	59	4.27%	0	0.00%	0	0.00%	44	13.41%	14	8.48%
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	45	3.26%	0	0.00%	0	0.00%	12	3.66%	33	20.00%
Financial Planning/Scheduling & Attendance/Mail Services	18	1.30%	0	0.00%	0	0.00%	14	4.27%	<5	0.00%

Question	2017 Census N= 1,381		Sworn Female N= 203		Sworn Male N=629		Civilian Female N=328		Civilian Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Security Operations/Capital Projects/Facilities Management/Parking	18	1.30%	0	0.00%	0	0.00%	12	3.66%	6	3.64%
Fleet & Technical Services/Evidence Control/Quartermaster	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Platoon - D - East	14	1.01%	<5	0.00%	11	1.75%	0	0.00%	0	0.00%
Outreach and Recruiting/Professional Development Centre	31	2.24%	10	4.93%	13	2.07%	6	1.83%	<5	0.00%
Platoon - F - West	19	1.38%	5	2.46%	13	2.07%	0	0.00%	0	0.00%
Platoon - E - East	23	1.67%	<5	0.00%	18	2.86%	0	0.00%	0	0.00%
Platoon - B - East	15	1.09%	0	0.00%	12	1.91%	0	0.00%	0	0.00%
Platoon - A - West	11	0.80%	<5	0.00%	8	1.27%	0	0.00%	0	0.00%
Platoon - D - West	5	0.36%	<5	0.00%	<5	0.00%	0	0.00%	0	0.00%
Platoon - E - West	13	0.94%	<5	0.00%	11	1.75%	0	0.00%	0	0.00%
Platoon - C - Central	18	1.30%	0	0.00%	18	2.86%	0	0.00%	0	0.00%
Platoon - A - Central	18	1.30%	<5	0.00%	14	2.23%	0	0.00%	0	0.00%
Platoon - B - Central	14	1.01%	<5	0.00%	11	1.75%	0	0.00%	0	0.00%
Platoon - B - West	9	0.65%	<5	0.00%	6	0.95%	0	0.00%	0	0.00%
Platoon - C - East	10	0.72%	0	0.00%	8	1.27%	0	0.00%	0	0.00%
Platoon - E - Central	16	1.16%	<5	0.00%	13	2.07%	0	0.00%	0	0.00%
Platoon - C - West	15	1.09%	<5	0.00%	12	1.91%	0	0.00%	0	0.00%
Platoon - A - East	13	0.94%	<5	0.00%	9	1.43%	0	0.00%	0	0.00%
Platoon - F - Central	16	1.16%	<5	0.00%	12	1.91%	0	0.00%	0	0.00%
Operational Backfill	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Platoon - D - Central	20	1.45%	<5	0.00%	17	2.70%	0	0.00%	0	0.00%
Platoon - F - East	10	0.72%	<5	0.00%	7	1.11%	0	0.00%	0	0.00%
Just in Time Program	14	1.01%	<5	0.00%	10	1.59%	0	0.00%	0	0.00%
Prefer not to answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Directorate										
FLD	359	26.00%	56	27.59%	274	43.56%	5	1.52%	0	0.00%
RDD	59	4.27%	11	5.42%	18	2.86%	24	7.32%	5	3.03%
CSD	170	12.31%	<5	0.00%	<5	0.00%	87	26.52%	78	47.27%
SSD	279	20.20%	29	14.29%	39	6.20%	133	40.55%	65	39.39%
CID	306	22.16%	79	38.92%	186	29.57%	24	7.32%	7	4.24%
CRFSS	131	9.49%	23	11.33%	92	14.63%	9	2.74%	<5	0.00%
ESD	39	2.82%	<5	0.00%	9	1.43%	24	7.32%	<5	0.00%
OCD	9	0.65%	<5	0.00%	7	1.11%	<5	0.00%	0	0.00%

Question	2017 Census		Sworn				Civilian			
	N= 1,381		Female N= 203		Male N=629		Female N=328		Male N=165	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
PPAD	29	2.10%	0	0.00%	<5	0.00%	21	6.40%	6	3.64%
Prefer not to answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Appendix F: 2017 vs. 2012 comparisons

The following section shows the demographic data for all census questions at Ottawa Police Service. Questions with available comparisons to the 2012 census have 2012 comparison data included. **The 2012 percentages in the year-over-year comparisons in this report differ from those in Ottawa Police Service's 2012 census report. This is because we have included the "Missing" count and percentage in our percentage calculations, while in the 2012 census report they were omitted.**

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
What is your current role within your Police Service?						
I am a Civilian Member	506	36.6%	457	27.8%	8.8%	
I am a Police Officer	875	63.4%	1163	70.8%	-7.4%	
Prefer not to answer	0	0.0%	23	1.4%	-1.4%	Missing/no response in 2012 Census
I have a senior leadership role within my Police Service. (Incl. Chief, Deputy Chief, Superintendent, Chief Official, Inspector, Director)						
Yes	86	6.2%	n/a	n/a	n/a	Not asked in 2012 Census
No	1272	92.1%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	23	1.7%	n/a	n/a	n/a	Not asked in 2012 Census
Which of the following most closely reflects your current duties?						
I am a Member (not listed in other options below, Sworn or Civilian)	1010	73.1%	n/a	n/a	n/a	Not asked in 2012 Census
I am a Supervisor (Sergeant, Civilian Supervisor)	201	14.6%	n/a	n/a	n/a	Not asked in 2012 Census
I am a Manager (Staff Sergeant, Civilian Manager)	99	7.2%	n/a	n/a	n/a	Not asked in 2012 Census
I am a Senior Officer	42	3.0%	n/a	n/a	n/a	Not asked in 2012 Census
I am a member of Executive Command (Chief, Deputy Chief, Director General)	5	0.4%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	24	1.7%	n/a	n/a	n/a	Not asked in 2012 Census
When did you begin your employment at this organization? NOTE: answers will be grouped into aggregate categories of year ranges.						
Less than a year	36	2.6%	n/a	n/a	n/a	Not asked in 2012 Census
Between 1 and 3 years	100	7.2%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Between 3 and 5 years	47	3.4%	n/a	n/a	n/a	Not asked in 2012 Census
Between 5 and 10 years	234	16.9%	n/a	n/a	n/a	Not asked in 2012 Census
Between 10 and 15 years	265	19.2%	n/a	n/a	n/a	Not asked in 2012 Census
Between 15 and 20 years	261	18.9%	n/a	n/a	n/a	Not asked in 2012 Census
Between 20 and 25 years	145	10.5%	n/a	n/a	n/a	Not asked in 2012 Census
25 Years and above	172	12.5%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	121	8.8%	n/a	n/a	n/a	Not asked in 2012 Census
At what Police station or building do you currently work most of the time?						Response options revised for 2017 Census
Central - 474 Elgin St.	603	43.7%	731	44.5%	-0.8%	
West - 245 Greenbank Rd.	188	13.6%	235	14.3%	-0.7%	
Rural West – 211 Huntmar Dr.	96	7.0%	146	8.9%	-1.9%	
East - 3343 St-Joseph Blvd.	101	7.3%	156	9.5%	-2.2%	
Rural East Letrim - 4561 Bank St	81	5.9%	93	5.7%	0.2%	
Airport – 1000 Airport Parkway Pvt.	5	0.4%	13	0.8%	-0.4%	
Courthouse – 161 Elgin St.	60	4.3%	66	4.0%	0.3%	
Courts/PON – 100 Constellation Dr.	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Evidence Control – 2799 Swansea Cres.	8	0.6%	15	0.9%	-0.3%	
19 Fairmont Ave.	89	6.4%	87	5.3%	1.1%	
Records Services Centre – 2670 Queensview Dr.	56	4.1%	n/a	n/a	n/a	Not asked in 2012 Census
Programs Centre – 21 Concourse Gate	5	0.4%	n/a	n/a	n/a	Not asked in 2012 Census
A Community Police Centre	0	0.0%	2	0.1%	-0.1%	
Not specified above	23	1.7%	74	4.5%	-2.8%	Other in 2012 Census
Prefer not to answer	62	4.5%	25	1.5%	3.0%	Missing/no response in 2012 Census
What is your status within the OPS?						Response options revised for 2017 Census
Civilian	n/a	n/a	457	27.8%	n/a	Split Civilian category in 2017 Census
Civilian Pay Group 1-4	139	10.1%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Communication Centre Clerk	71	5.1%	n/a	n/a	n/a	Not asked in 2012 Census
Civilian OPA Pay Group 5-11 (non-supervisory)	161	11.7%	n/a	n/a	n/a	Not asked in 2012 Census
Civilian OPA Supervisor	35	2.5%	n/a	n/a	n/a	Not asked in 2012 Census
Civilian OPA Manager	38	2.8%	n/a	n/a	n/a	Not asked in 2012 Census
Other OPA Civilian Role	0	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Special Constable	34	2.5%	49	3.0%	-0.5%	
Constable	612	44.3%	815	49.6%	-5.3%	
NCO (sergeants, staff sergeants)	219	15.9%	247	15.0%	0.8%	
Sr. Officer/Director (Sworn/Civilian)	43	3.1%	52	3.2%	-0.1%	
Prefer not to answer	29	2.1%	23	1.4%	0.7%	Missing/no response in 2012 Census
What directorate do you currently work in?						Response options revised for 2017 Census
Frontline Directorate/Community Relations & Frontline Specialized Support Directorate	522	37.9%	n/a	n/a	n/a	Not asked in 2012 Census
Support Services Directorate	256	18.6%	296	18.0%	0.6%	
Criminal Investigations Directorate	289	21.0%	253	15.4%	5.6%	Criminal Investigation Services in 2012 Census
Resourcing & Development Directorate	53	3.9%	58	3.5%	0.3%	
Corporate Support Directorate	125	9.1%	137	8.3%	0.7%	Corporate Services in 2012 Census
Office of the Chief Directorate/Executive Services Directorate/PP&A Directorate	66	4.8%	n/a	n/a	n/a	Not combined in 2012 Census
Prefer not to answer	65	4.7%	22	1.3%	3.4%	Missing/no response in 2012 Census
Patrol Services	n/a	n/a	470	28.6%	n/a	Not asked in 2012 Census
District	n/a	n/a	201	12.2%	n/a	Not asked in 2012 Census
Executive Services	n/a	n/a	34	2.1%	n/a	Combined in 2017 Census
Office of the Chief	n/a	n/a	28	1.7%	n/a	Combined in 2017 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Emergency Operations	n/a	n/a	124	7.5%	n/a	Not asked in 2012 Census
What Section are you in? FLD/CRFSS						Section not asked in 2012, except for Platoons. Note: boundaries have changed
Platoon Central	120	23.0%	170	36%	-13.2%	Patrol Services, Central Division in 2012 Census
Platoon East	93	17.8%	142	30%	-12.4%	Patrol Services, East Division in 2012 Census
Platoon West	86	16.5%	158	34%	-17.1%	Patrol Services, West Division in 2012 Census
Fixed Patrol/Airport	33	6.3%	n/a	n/a	n/a	Not asked in 2012 Census
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	47	9.0%	n/a	n/a	n/a	Not asked in 2012 Census
Marine Dive & Trails/Canine	10	1.9%	n/a	n/a	n/a	Not asked in 2012 Census
Tactical	23	4.4%	n/a	n/a	n/a	Not asked in 2012 Census
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	30	5.8%	n/a	n/a	n/a	Not asked in 2012 Census
Traffic Enforcement & Escort/Impaired Countermeasures	19	3.6%	n/a	n/a	n/a	Not asked in 2012 Census
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	7	1.3%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	29	5.6%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	25	4.8%	n/a	n/a	n/a	Not asked in 2012 Census
What Section are you in? SSD						Section not asked in 2012
Courthouse Prisoner Care & Transport/Cell Block	38	14.8%	n/a	n/a	n/a	Not asked in 2012 Census
Courthouse Building Security/POA – Constellation Crescent	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Court Liaison	40	15.6%	n/a	n/a	n/a	Not asked in 2012 Census
Call Centre/Switchboard	19	7.4%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Communications Centre/911/Electronics Technology/Radios	96	37.5%	n/a	n/a	n/a	Not asked in 2012 Census
Front Desk Services/eMVC QA/Impounded Vehicles	17	6.6%	n/a	n/a	n/a	Not asked in 2012 Census
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	29	11.3%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	12	4.7%	n/a	n/a	n/a	Not asked in 2012 Census
What Section are you in? CID						Section not asked in 2012
Criminal Investigations - East	12	4.2%	n/a	n/a	n/a	Not asked in 2012 Census
Criminal Investigations - West	12	4.2%	n/a	n/a	n/a	Not asked in 2012 Census
Criminal Investigations - Central	23	8.0%	n/a	n/a	n/a	Not asked in 2012 Census
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	11	3.8%	n/a	n/a	n/a	Not asked in 2012 Census
Robbery/Break & Enter	19	6.6%	n/a	n/a	n/a	Not asked in 2012 Census
Drugs/Proceeds of Crime/POAF/Street Crime	18	6.2%	n/a	n/a	n/a	Not asked in 2012 Census
Forensic Ident/Imaging Services/Automated Fingerprint Identification System	22	7.6%	n/a	n/a	n/a	Not asked in 2012 Census
Guns & Gangs/Direct Action Response Team/Provincial Weapons Enforcement	16	5.5%	n/a	n/a	n/a	Not asked in 2012 Census
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	18	6.2%	n/a	n/a	n/a	Not asked in 2012 Census
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection	24	8.3%	n/a	n/a	n/a	Not asked in 2012 Census
Major Crime/Polygraph/Victim Crisis Unit	21	7.3%	n/a	n/a	n/a	Not asked in 2012 Census
Partner Assault	16	5.5%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	13	4.5%	n/a	n/a	n/a	Not asked in 2012 Census
Sexual Assault & Child Abuse	18	6.2%	n/a	n/a	n/a	Not asked in 2012 Census
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	8	2.8%	n/a	n/a	n/a	Not asked in 2012 Census
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	7	2.4%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	27	9.3%	n/a	n/a	n/a	Not asked in 2012 Census
What Section are you in? RDD						Section not asked in 2012
Health, Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	21	39.6%	n/a	n/a	n/a	Not asked in 2012 Census
Outreach and Recruiting	8	15.1%	n/a	n/a	n/a	Not asked in 2012 Census
Professional Development Centre	20	37.7%	n/a	n/a	n/a	Not asked in 2012 Census
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
What Section are you in? CSD						Section not asked in 2012
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	38	30.4%	n/a	n/a	n/a	Not asked in 2012 Census
Records & Info Management	36	28.8%	n/a	n/a	n/a	Not asked in 2012 Census
Financial Planning/Scheduling & Attendance/Mail Services	13	10.4%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	**%**	**Frequ**	**%**		
Security Operations/Capital Projects/Facilities Management/Parking	16	12.8%	n/a	n/a	n/a	Not asked in 2012 Census
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	15	12.0%	n/a	n/a	n/a	Not asked in 2012 Census
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
What Section are you in? OCD/ESD/PPA						Section not asked in 2012
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	14	21.2%	n/a	n/a	n/a	Not asked in 2012 Census
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	14	21.2%	n/a	n/a	n/a	Not asked in 2012 Census
Planning, Performance and Analytics	25	37.9%	n/a	n/a	n/a	Not asked in 2012 Census
Service Initiative	5	7.6%	n/a	n/a	n/a	Not asked in 2012 Census
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	N/A	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
What is your employment status?						Full Time/Part Time and Permanent/Term were combined in 2012 Census but split out in 2017
Full time	1363	98.7%	n/a	n/a	n/a	Not asked in 2012 Census
Part time	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Job share	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	11	0.8%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Are you working in permanent or term employment?						Full Time/Part Time and Permanent/Term were combined in 2012 Census but split out in 2017
Permanent	1328	96.2%	n/a	n/a	n/a	Not asked in 2012 Census
Term	40	2.9%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	13	0.9%	22	1.3%	-0.4%	Missing/no response in 2012 Census
FT Permanent	1320	95.6%	1555	94.6%	0.9%	Not asked in 2017 Census, but filtered results to obtain
FT Term	39	2.8%	53	3.2%	-0.4%	Not asked in 2017 Census, but filtered results to obtain
PT Permanent	<5	n/a	2	0.1%	n/a	Not asked in 2017 Census, but filtered results to obtain
Other arrangements	n/a	n/a	11	0.7%	n/a	Not asked in 2017 Census
Are you currently:						Not asked in this format in 2012 Census
In an acting role/temporary assignment	189	13.7%	36	2.2%	11.5%	from Q3 2012 Census
On secondment	20	1.5%	20	1.2%	0.2%	from Q1 2012 Census
On leave	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
None of the above	1139	82.5%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	30	2.2%	n/a	n/a	n/a	Not asked in 2012 Census
What is the highest level of education you have attained (fully completed)?						Educational status was asked differently in 2017 Census. In 2012, partial and full completion of degrees was included in same question while in 2017, these had to be split. Some categories had slightly different wording.
No certificate, diploma or degree	8	0.6%	5	0.3%	0.3%	Elementary School in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Secondary (High) school diploma or equivalent	161	11.7%	154	9.4%	2.3%	Secondary School in 2012 Census
Diploma or certificate from technical or vocational school, community college, business college or University	531	38.5%	494	30.1%	8.4%	college with certificate or diploma + trades certificate or diploma in 2012 Census
Bachelor's degree	564	40.8%	602	36.6%	4.2%	University, first degree completed + university degree, post-bachelor in 2012 Census
Master's degree (e.g. M.A., M.Sc., M.Ed.)	72	5.2%	55	3.3%	1.9%	University Master's degree in 2012 Census
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	<5	0.0%	2	0.1%	-0.1%	University Doctorate degree in 2012 Census
Prefer not to answer	44	3.2%	69	4.2%	-1.0%	Missing/no response in 2012 Census
What (if any) education have you pursued but only partially completed?						Educational status was asked differently in 2017 Census. In 2012, partial and full completion of degrees was included in same question while in 2017, these had to be split. Some categories had slightly different wording.
Not applicable	884	64.0%	n/a	n/a	n/a	Not asked in 2012 Census
Secondary (High) school diploma or equivalent	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
Diploma or certificate from technical or vocational school, community college, business college or University	170	12.3%	80	5%	7.4%	College, without certificate or diploma in 2012 Census
Bachelor's degree	187	13.5%	182	11%	2.5%	University, first degree not completed in 2012 Census
Master's degree (e.g. M.A., M.Sc., M.Ed.)	46	3.3%	n/a	n/a	n/a	Not asked in 2012 Census
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Prefer not to answer	86	6.2%	n/a	n/a	n/a	Not asked in 2012 Census
Did you get your highest level of education in Canada?						
Yes	1260	91.8%	n/a	n/a	n/a	Not asked in 2012 Census
No	85	6.2%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	28	2.0%	n/a	n/a	n/a	Not asked in 2012 Census
Are you using your highest level of education in your current work or placement?						
Yes	824	60.0%	n/a	n/a	n/a	Not asked in 2012 Census
No	479	34.9%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	70	5.1%	n/a	n/a	n/a	Not asked in 2012 Census
Please identify why you are not using your highest level of education in your current work or placement. Check all that apply.						
My education is not recognized in Canada	0	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
I chose to change professions	164	34.2%	n/a	n/a	n/a	Not asked in 2012 Census
I cannot find a job, placement or residency in the field in which I originally qualified in	32	6.7%	n/a	n/a	n/a	Not asked in 2012 Census
The opportunity does not exist in the organization	164	34.2%	n/a	n/a	n/a	Not asked in 2012 Census
Not specified above	73	15.2%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	91	19.0%	n/a	n/a	n/a	Not asked in 2012 Census
What was the major field of study or training of your highest level of education?						Census 2012 question was asked in open-ended format, then responses coded into these categories. For 2017 Census we asked for same response categories for closed-ended question. Differences may relate to perceptions about what is included in

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
						"humanities and related fields".
Educational, recreational and counseling services	57	4.1%	51	3.1%	1.0%	
Fine and applied arts	52	3.8%	21	1.3%	2.5%	
Humanities and related fields	42	3.0%	472	28.7%	-25.7%	
Social Sciences and related fields	454	32.9%	440	26.8%	6.1%	
Commerce, management and business administration	125	9.1%	156	9.5%	-0.4%	
Agricultural, biological, nutritional and food sciences	7	0.5%	46	2.8%	-2.3%	
Engineering and applied sciences	32	2.3%	32	1.9%	0.4%	
Applied science technologies and trades	45	3.3%	41	2.5%	0.8%	
Health professions and related technologies	38	2.8%	25	1.5%	1.2%	
Mathematics, computer and physical sciences	52	3.8%	53	3.2%	0.5%	
No specialization	127	9.2%	15	0.9%	8.3%	
Not specified above	236	17.1%	11	0.7%	16.4%	
Prefer not to answer	114	8.3%	280	17.0%	-8.8%	Missing/no response in 2012 Census
In the past nine months, did you attend a school, college, or university?						
Yes, part-time	74	5.4%	151	9.2%	-3.8%	
Yes, full-time	20	1.5%	13	0.8%	0.7%	
No	1262	91.4%	1400	85.2%	6.2%	
Prefer not to answer	25	1.8%	79	4.8%	-3.0%	Missing/no response in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
What language(s) do you speak proficiently? (Official languages of Canada and others)						Question wording differed slightly vs 2012 Census: What language(s) can you speak well enough to conduct a conversation (check all that apply). Also, 2017 Census asked about languages in closed-ended format, Census 2012 asked in open-ended format and was then coded/themed and only selected findings were reported. Data reported in 2012 Census report are provided below.
English only	651	47.1%	740	45.0%	2.1%	
French only	<5	0.0%	n/a	n/a	n/a	Not asked in 2012 Census
English and French only	518	37.5%	n/a	n/a	n/a	Not asked in 2012 Census
Both English and French	n/a	n/a	794	48.3%	n/a	Not asked in 2017 Census
English and one or more other language(s)	92	6.7%	44	2.7%	4.0%	English and other
French and one or more other language(s)	<5	0.0%	NR	NR	n/a	Not reported in Census 2012 report
English and French and one or more other language(s)	84	6.1%	106	6.5%	-0.4%	English, French and other
Arabic	14	1.0%	15	0.9%	0.1%	Coded from open ended responses in Census 2012
Hindi	9	0.7%	7	0.4%	0.2%	Coded from open ended responses in Census 2012
Hebrew	<5	0.0%	3	0.2%	-0.2%	Coded from open ended responses in Census 2012
Gujarati	<5	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Greek	5	0.4%	5	0%	0.1%	Coded from open ended responses in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
German	11	0.8%	15	0.9%	-0.1%	Coded from open ended responses in Census 2012
Dutch	<5	0.0%	3	0.2%	-0.2%	Coded from open ended responses in Census 2012
Chinese (Mandarin)	<5	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Chinese (Cantonese)	9	0.7%	5	0.3%	0.3%	Coded from open ended responses in Census 2012
Chinese	n/a	n/a	3	0.2%	n/a	Not asked in Census 2017 - split into Mandarin/Cantonese
Albanian	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Bulgarian	<5	0.0%	2	0.1%	-0.1%	Coded from open ended responses in Census 2012
Croatian	6	0.4%	4	0.2%	0.2%	Coded from open ended responses in Census 2012
Czech	<5	0.0%	2	0.1%	-0.1%	Coded from open ended responses in Census 2012
Danish	0	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Estonian	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Finnish	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Bengali	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Creole	10	0.7%	2	0.1%	0.6%	Coded from open ended responses in Census 2012 (Creole & Patois)
Russian	<5	0.0%	3	0.2%	-0.2%	Coded from open ended responses in Census 2012
Punjabi	10	0.7%	12	0.7%	0.0%	Coded from open ended responses in Census 2012
Portuguese	10	0.7%	8	0.5%	0.2%	Coded from open ended responses in Census 2012
Polish	<5	0.0%	9	0.5%	-0.5%	Coded from open ended responses in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Korean	<5	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Italian	19	1.4%	24	1.5%	-0.1%	Coded from open ended responses in Census 2012
Farsi (Persian)	<5	0.0%	3	0.2%	-0.2%	Coded from open ended responses in Census 2012
Hungarian	<5	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Japanese	<5	0.0%	5	0.3%	-0.3%	Coded from open ended responses in Census 2012
Latvian	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Lithuanian	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Macedonian	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Norwegian	0	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Romanian	<5	0.0%	4	0.2%	-0.2%	Coded from open ended responses in Census 2012
Serbian	5	0.4%	2	0.1%	0.2%	Coded from open ended responses in Census 2012
Slovak	<5	0.0%	2	0.1%	-0.1%	Coded from open ended responses in Census 2012
Swahili	<5	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Pashto	<5	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Vietnamese	6	0.4%	6	0.4%	0.1%	Coded from open ended responses in Census 2012
Ukrainian	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Urdu	5	0.4%	5	0.3%	0.1%	Coded from open ended responses in Census 2012
Tamil	<5	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Tagalog	<5	0.0%	NR	NR	n/a	Not reported in Census 2012 report

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Spanish	36	2.6%	34	2.1%	0.5%	Coded from open ended responses in Census 2012
Slovene	0	0.0%	1	0.1%	-0.1%	Coded from open ended responses in Census 2012
Yiddish	<5	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Swedish	0	0.0%	NR	NR	n/a	Not reported in Census 2012 report
Somali	6	0.4%	5	0.3%	0.1%	Coded from open ended responses in Census 2012
Indigenous languages (e.g. Cree, Ojibway, Inuktitut, Mohawk, Algonquian, Athabaskan, and Iroquoian)	<5	0.0%	2	0.1%	-0.1%	Coded from open ended responses in Census 2012
Languages related to physical disability (e.g. American sign Language or Langue des signes Québécoise, etc.)	<5	0.0%	4	0.2%	-0.2%	Coded from open ended responses in Census 2012
Not specified above	11	0.8%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	31	2.2%	NR	NR	n/a	Missing/no response in 2012 Census
What is your year of birth?						Census 2017 respondents were asked year of birth and responses were grouped into generations, but we also requested distribution by same grouping as reported in Census 2012 report for more direct comparisons.
Traditionalist	0	0.0%	n/a	n/a	n/a	Not categorized this way in Census 2012
Baby Boomer	174	12.6%	n/a	n/a	n/a	Not categorized this way in Census 2012
Generation X	677	49.0%	n/a	n/a	n/a	Not categorized this way in Census 2012
Millennials / Generation Y	332	24.0%	n/a	n/a	n/a	Not categorized this way in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Generation Z	0	0.0%	n/a	n/a	n/a	Not categorized this way in Census 2012
Prefer not to answer	198	14.3%	62	3.8%	10.6%	Missing/no response in 2012 Census
<24 years	5	0.4%	18	1.1%	-0.7%	Not grouped this way in Census 2017, but requested
25-34 years	175	12.7%	350	21.3%	-8.6%	Not grouped this way in Census 2017, but requested
35-44 years	394	28.5%	642	39.1%	-10.5%	Not grouped this way in Census 2017, but requested
45-54 years	483	35.0%	504	30.7%	4.3%	Not grouped this way in Census 2017, but requested
55-64 years	123	8.9%	63	3.8%	5.1%	Not grouped this way in Census 2017, but requested
65+ years	<5	0.0%	4	0.2%	-0.2%	Not grouped this way in Census 2017, but requested
Please identify your current relationship status.						
Divorced	80	5.8%	98	6.0%	-0.2%	
Life Partner	34	2.5%	n/a	n/a	n/a	Not asked in Census 2012
Living common law	161	11.7%	217	13.2%	-1.5%	
Separated	54	3.9%	87	5.3%	-1.4%	
Single	112	8.1%	157	9.6%	-1.4%	
Married	858	62.1%	1004	61.1%	1.0%	
Widowed	<5	0.0%	11	0.7%	-0.7%	
Prefer not to answer	79	5.7%	69	4.2%	1.5%	Missing/no response in 2012 Census
Is your partner also an OPS member?						The 2017 Census survey asked about whether partner also an OPS member only for those who indicated they were married, living

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	**%**	**Frequ**	**%**		
						common law or had a life partner whereas the 2012 survey asked this question of all respondents.
Yes	195	18.5%	291	17.7%	0.8%	
No	843	80.1%	1053	64.1%	16.0%	This includes not applicable (no partner)
Prefer not to answer	15	1.4%	299	18.2%	-16.8%	Missing/no response in 2012 Census
Based on the above, do you identify as living with a disability?						The 2017 and 2012 Censuses used differing definitions of disability, and the 2017 Census provided examples of 7 categories of disability with examples for clarity
Yes	215	15.6%	82	5.0%	10.6%	
No	1095	79.3%	1468	89.3%	-10.1%	
Prefer not to answer	71	5.1%	93	5.7%	-0.5%	Missing/no response in 2012 Census
What type of disability do you have? **Check all that apply. Some examples follow each type.**						
Addiction (e.g. alcohol, drugs, gambling)	11	5.1%	n/a	n/a	n/a	Not asked in Census 2012
Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes, multiple sclerosis, arthritis)	42	19.5%	n/a	n/a	n/a	Not asked in Census 2012
Developmental disability (e.g. autism, Down syndrome)	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Learning disability (e.g. dyslexia, attention deficit hyperactivity disorder (ADHD))	31	14.4%	n/a	n/a	n/a	Not asked in Census 2012
Mental illness (e.g. schizophrenia, depression, anxiety, PTSD)	94	43.7%	n/a	n/a	n/a	Not asked in Census 2012
Physical disability (e.g. cerebral palsy, spinal cord injury, amputation, tremors)	16	7.4%	n/a	n/a	n/a	Not asked in Census 2012
Sensory disability (e.g. hearing or vision loss)	26	12.1%	n/a	n/a	n/a	Not asked in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Not specified above	15	7.0%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	28	13.0%	n/a	n/a	n/a	Not asked in Census 2012
Do you currently receive permanent or temporary accommodation for a disability in your current position?						
Yes	49	22.8%	n/a	n/a	n/a	Not asked in Census 2012
No	164	76.3%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Would you request permanent or temporary accommodation from your employer if needed?						
Yes	151	70.2%	n/a	n/a	n/a	Not asked in Census 2012
No	54	25.1%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	10	4.7%	n/a	n/a	n/a	Not asked in Census 2012
Do you provide care to a dependant (to a child, parent, other family member, person with a disability, etc.)?						The 2017 Census survey provided a definition of dependent whereas the 2012 Census did not provide any definition
Yes	666	48.2%	1134	69.0%	-20.8%	
No	670	48.5%	509	31.0%	17.5%	
Prefer not to answer	45	3.3%	0	0.0%	3.3%	
Who do you provide dependant care for? **Check all that apply, including dependants that do not live with you in your home.**						
Children (unspecified age)	604	90.7%	NR	83.6%	7.1%	Not asked in Census 2017, but filtered results to obtain
Child or children under 18 years of age	556	83.5%	n/a	n/a	n/a	Not asked in Census 2012
Child or children 18 years of age or over	96	14.4%	n/a	n/a	n/a	Not asked in Census 2012
Friend	<5	0.0%	NR	1.8%	-1.8%	
Immediate family member (other than child or elder)	13	2.0%	NR	6.4%	-4.5%	Immediate family in Census 2012
Parent(s) or grandparent(s)	108	16.2%	NR	19.7%	-3.5%	Elders in Census 2012
Partner/Spouse (stay at home)	51	7.7%	NR	8.4%	-0.7%	Stay-at-home spouse in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Special needs	n/a	n/a	NR	2.5%	n/a	Not asked in Census 2017
Not specified above	10	1.5%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	6	0.9%	NR	NR	n/a	Missing/no response in 2012 Census
Do you currently receive accommodation for dependant care in your current position?						
Yes	19	2.9%	n/a	n/a	n/a	Not asked in Census 2012
No	638	95.8%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	9	1.4%	n/a	n/a	n/a	Not asked in Census 2012
Would you request accommodation for dependant care from your employer if needed?						
Yes	386	58.0%	n/a	n/a	n/a	Not asked in Census 2012
No	245	36.8%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	35	5.3%	n/a	n/a	n/a	Not asked in Census 2012
Based on this definition, do you consider yourself to be of Indigenous or Aboriginal ancestry?						Different terminology/definition in 2017 vs 2012 Census
Yes	80	5.8%	101	6.1%	-0.4%	
No	1241	89.9%	1443	87.8%	2.0%	
Prefer not to answer	60	4.3%	99	6.0%	-1.7%	Missing/no response in 2012 Census
Which of the following best describes your Indigenous or Aboriginal ancestry?						Different terminology in 2017 vs 2012 Census
First Nations	20	25.0%	n/a	n/a	n/a	Not asked in Census 2012
Inuit	<5	0.0%	2	2.0%	-2.0%	
Métis	30	37.5%	36	35.6%	1.9%	
Mixed-race Aboriginal or Indigenous ancestry	19	23.8%	n/a	n/a	n/a	Not asked in Census 2012
Aboriginal or Indigenous not included here	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	6	7.5%	0	0.0%	7.5%	
North American Indian	n/a	n/a	63	62.4%	n/a	Not asked in Census 2017

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Which of the following best describes your racial or ethnic identity?						Response categories differed somewhat between Census 2017 and Census 2012, but generally larger broad categories consistent (and some sub-categories).
White	1036	79.6%	NR	84.8%	-5.2%	
European (e.g. Dutch, German, Russian, UK)	186	14.3%	n/a	n/a	n/a	Not asked in Census 2012
Caucasian - North American (e.g. Canadian, American)	783	60.2%	n/a	n/a	n/a	Not asked in Census 2012
South / Central American (e.g. Argentinian, Chilean)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
African (e.g. South African, Namibian)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Caucasian - Not specified above	65	5.0%	n/a	n/a	n/a	Not asked in Census 2012
Asian	53	4.1%	n/a	n/a	n/a	Not asked in Census 2012
Asian Caribbean (e.g. Trinidadian)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
East Asian (e.g. Chinese, Japanese, Korean)	15	1.2%	NR	1.4%	-0.3%	Japanese, Korean, Chinese used in Census 2012
South Asian (e.g. Indian, Pakistani, Sri Lankan)	19	1.5%	NR	1.3%	0.2%	
South East Asian (e.g. Malaysian, Filipino, Vietnamese)	11	0.9%	NR	0.7%	0.2%	Southeast Asian + Filipino used in Census 2012
Asian - European (e.g. British, French)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Asian - North American (e.g. Canadian, American)	5	0.4%	n/a	n/a	n/a	Not asked in Census 2012
Asian - Not specified above	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Black	43	3.3%	NR	3.7%	-0.4%	
African (e.g. Ghanaian, Kenyan, Somali)	8	0.6%	n/a	n/a	n/a	Not asked in Census 2012
Caribbean (e.g. Barbadian, Jamaican, Grenadian)	25	1.9%	n/a	n/a	n/a	Not asked in Census 2012
Black - North American (e.g. Canadian, American)	9	0.7%	n/a	n/a	n/a	Not asked in Census 2012
South or Central American (e.g. Brazilian, Panamanian)	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Black - European (e.g. British, French)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Black - Not specified above	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Israeli	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Israeli	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Israeli - European (e.g. French, British)	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Israeli - North American (e.g. Canadian, American)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Latin/Hispanic	22	1.7%	NR	0.7%	1.0%	Latin American used in Census 2012
Caribbean (e.g. Cuban, Puerto Rican)	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Central American (e.g. Honduran, El Salvadorian)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
European (e.g. Spanish, Portuguese)	13	1.0%	n/a	n/a	n/a	Not asked in Census 2012
South American (e.g. Brazilian, Argentinian, Guyanese)	6	0.5%	n/a	n/a	n/a	Not asked in Census 2012
Latin / Hispanic - North American (e.g. Mexican, Canadian, American)	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Latin / Hispanic - Not specified above	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Middle Eastern	19	1.5%	NR	1.3%	0.2%	Arab used in Census 2012
Middle Eastern (e.g. Syrian, Lebanese)	13	1.0%	n/a	n/a	n/a	Not asked in Census 2012
North African (e.g. Libyan, Moroccan)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
West Asian (e.g. Iranian, Afghani)	<5	0.0%	NR	0.3%	-0.3%	
Middle Eastern - North American (e.g. Canadian, American)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Middle Eastern - European (e.g. British, French)	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Middle Eastern - Not specified above	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Mixed Race (e.g. for those who do not identify with a single racial / ethnic identity)	35	2.7%	n/a	n/a	n/a	Not asked in Census 2012
Not specified above	17	1.3%	NR	2.1%	-0.8%	Other used in Census 2012
Prefer not to answer	73	5.6%	NR	5.9%	-0.3%	Missing/no response in 2012 Census

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Visible Minority Status						Visible minority status was not asked as a question in Census 2017 but can be derived from responses to question above for comparison to Census 2012 in which respondents were asked to self-report as a visible minority person based on definition (persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour). **In 2017, 80 persons who identified as Indigenous did not receive the question on Race, which is why the total in Census 2017 column is 1301 and not 1381.**
Visible Minority	175	13.5%	167	10.2%	3.3%	Self-reported in Census 2012, derived in Census 2017
Not visible Minority	1036	79.6%	1380	84.0%	-4.4%	Self-reported in Census 2012, derived in Census 2017
Not specified	17	1.3%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	73	5.6%	96	5.8%	-0.6%	Missing/no response in 2012 Census
Were you born in Canada?						Census 2017 asked about whether member born in Canada, and year of arrival for those not born in Canada, while Census 2012 asked about Canadian

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
						Citizenship, and permanent resident status. **In 2017, 80 persons who identified as Indigenous did not receive the question on Place of Origin, which is why the total in Census 2017 column is 1301 and not 1381.**
Yes	1113	85.6%	n/a	n/a	n/a	Not asked in Census 2012
No	164	12.6%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	24	1.8%	n/a	n/a	n/a	Missing/no response in 2012 Census
Are you a Canadian Citizen?						Census 2017 asked about whether member born in Canada, and year of arrival for those not born in Canada, while Census 2012 asked about Canadian Citizenship, and permanent resident status
Yes	n/a	n/a	1543	98.7%	n/a	Not asked in Census 2017
No	n/a	n/a	21	1.3%	n/a	Not asked in Census 2017
Are you a Permanent Resident (landed immigrant)?						Census 2017 asked about whether member born in Canada, and year of arrival for those not born in Canada, while Census 2012 asked about Canadian Citizenship, and permanent resident status
Yes	n/a	n/a	20	95.2%	n/a	Not asked in Census 2017
No	n/a	n/a	1	4.8%	n/a	Not asked in Census 2017

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
What year did you arrive in Canada?						Census 2017 asked about year of arrival in Canada for those who were not born in Canada, while Census 2012 asked about year of arrival for landed immigrants
1920s	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
1930s	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
1940s	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
1950s	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
1960s	14	8.5%	n/a	n/a	n/a	Not asked in Census 2012
1970s	43	26.2%	n/a	n/a	n/a	Not asked in Census 2012
1980s	39	23.8%	n/a	n/a	n/a	Not asked in Census 2012
1990s	23	14.0%	n/a	n/a	n/a	Not asked in Census 2012
2000s	23	14.0%	n/a	n/a	n/a	Not asked in Census 2012
2010s	8	4.9%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	13	7.9%	n/a	n/a	n/a	Not asked in Census 2012
What did you become a permanent resident?						Census 2017 asked about year of arrival in Canada for those who were not born in Canada, while Census 2012 asked about year of arrival for landed immigrants
pre-1971	n/a	n/a	2	10.0%	n/a	Not asked in Census 2017
1981-1985	n/a	n/a	1	5.0%	n/a	Not asked in Census 2017
1991-1995	n/a	n/a	2	10.0%	n/a	Not asked in Census 2017
1996-2000	n/a	n/a	2	10.0%	n/a	Not asked in Census 2017
2001-2005	n/a	n/a	5	25.0%	n/a	Not asked in Census 2017
2006-2010	n/a	n/a	8	40.0%	n/a	Not asked in Census 2017

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Which of the following best describes your religious or spiritual affiliation?						Response options revised for 2017 Census
Christian	809	58.6%	1026	62.4%	-3.9%	
Christian - Catholic / Roman Catholic	545	39.5%	656	39.9%	-0.5%	
Christian - Orthodox / Eastern Orthodox	16	1.2%	30	1.8%	-0.7%	
Christian - not included elsewhere	33	2.4%	203	12.4%	-10.0%	
Christian - Protestant (e.g. Adventist, (Ana)Baptist, Anglican, Baptist, Calvinist, Lutheran, Methodist, Pentecostal)	213	15.4%	n/a	n/a	n/a	Anglican used in Census 2012, but grouped within broader category in 2017 Census
Anglican	n/a	n/a	137	8.3%	n/a	Anglican used in Census 2012, but grouped within broader category in 2017 Census
Unitarian	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Agnostic (someone who believes that nothing is known or can be known of the existence or nature of God or gods)	77	5.6%	n/a	n/a	n/a	Not asked in Census 2012
Atheist (someone who does not believe in any God or gods)	99	7.2%	n/a	n/a	n/a	Not asked in Census 2012
Non-Christian	88	6.4%	51	3.1%	3.3%	
Baha'i Faith practitioner	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Buddhist	13	0.9%	12	0.7%	0.2%	
Hindu	<5	0.0%	5	0.3%	-0.3%	
Jain	0	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Jewish	<5	0.0%	7	0.4%	-0.4%	
Muslim	15	1.1%	18	1.1%	0.0%	
Pagan	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Rastafarian	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Sikh	6	0.4%	9	0.5%	-0.1%	
Spiritual	37	2.7%	n/a	n/a	n/a	Not asked in Census 2012
Spiritual (Aboriginal or Indigenous)	5	0.4%	n/a	n/a	n/a	Not asked in Census 2012
Zoroastrian	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
I do not have a religious or spiritual affiliation	163	11.8%	288	17.5%	-5.7%	
Not specified above	15	1.1%	42	2.6%	-1.5%	Other used in Census 2012
Prefer not to answer	130	9.4%	103	6.3%	3.1%	Missing/no response in 2012 Census
What best describes your Sex?						
Female	530	38.4%	n/a	n/a	n/a	Not asked in Census 2012
Intersex	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Male	797	57.7%	n/a	n/a	n/a	Not asked in Census 2012
Not specified above	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	48	3.5%	n/a	n/a	n/a	Not asked in Census 2012
What is your Gender / Gender identity?						The definition/terminology differed slightly between Census 2017 vs Census 2012
Female	531	38.5%	586	35.7%	2.8%	
Male	794	57.5%	992	60.4%	-2.9%	
All Other Genders	8	0.6%	n/a	n/a	n/a	Not asked in Census 2012
Two-spirit	6	0.4%	n/a	n/a	n/a	Not asked in Census 2012
Trans - Female to Male (FtM)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Trans - Male to Female (MtF)	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Transgendered (unspecified)	n/a	n/a	5	0.3%	n/a	Not asked in Census 2017
Not specified above	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	46	3.3%	65	4.0%	-0.6%	Missing/no response in 2012 Census
Who have you shared your Gender / Gender Identity with at work? Check all that apply.						
With your manager / supervisor	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
With co-workers/peers	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
With others I interact with through work	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
I am not open about my gender / gender identity at work	6	60.0%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Who have you shared your Gender / Gender Identity with outside of work? Check all that apply.						
With family	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
With friends	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
I am not open about my gender / gender identity outside of work	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
What is your Sexual Orientation?						Response categories differed somewhat between Census 2017 and Census 2012, but generally larger broad categories consistent (and some sub-categories)
Heterosexual	1198	86.8%	1495	91.0%	-4.2%	
LGB2sQ	83	6.0%	53	3.2%	2.8%	
Asexual	19	1.4%	n/a	n/a	n/a	Not asked in Census 2012
Bisexual	15	1.1%	8	0.5%	0.6%	
Gay	14	1.0%	5	0.3%	0.7%	
Lesbian	21	1.5%	30	1.8%	-0.3%	
Pansexual	9	0.7%	n/a	n/a	n/a	Not asked in Census 2012
Queer	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
Questioning	<5	0.0%	5	0.3%	-0.3%	
Two-spirit	0	0.0%	5	0.3%	-0.3%	
Not specified above	6	0.4%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	94	6.8%	95	5.8%	1.0%	Missing/no response in 2012 Census
Who have you shared your Sexual Orientation with at work? Check all that apply.						
With your manager / supervisor	44	49.4%	n/a	n/a	n/a	Not asked in Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
With co-workers/peers	47	52.8%	n/a	n/a	n/a	Not asked in Census 2012
With others I interact with through work	35	39.3%	n/a	n/a	n/a	Not asked in Census 2012
I am not open about my sexual orientation at work	27	30.3%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	12	13.5%	n/a	n/a	n/a	Not asked in Census 2012
Who have you shared your Sexual Orientation with outside of work? Check all that apply.						
With family	56	62.9%	n/a	n/a	n/a	Not asked in Census 2012
With friends	61	68.5%	n/a	n/a	n/a	Not asked in Census 2012
I am not open about my sexual orientation outside of work	15	16.9%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	11	12.4%	n/a	n/a	n/a	Not asked in Census 2012
What language(s) do you use on a regular basis in your job at OPS? Check all that apply.						This question was asked as "check all that apply" in 2017, but forced choice in 2012. However, the frequency that selected both options can be identified.
English	1363	98.7%	1561	95.0%	3.7%	Not asked in Census 2012, but calculated
French	401	29.0%	n/a	n/a	n/a	Not asked in Census 2012
Not specified above	10	0.7%	n/a	n/a	n/a	Not asked in Census 2012
Prefer not to answer	18	1.3%	82	5.0%	-3.7%	Missing/no response in 2012 Census
English only	n/a	n/a	1012	61.6%	n/a	Not asked in Census 2017
English & French	401	29.0%	549	33.4%	-4.4%	Not asked in Census 2017, but calculated
How do you spend your time outside of work? Check all that apply.						
Dependent care	594	43.0%	NR	33.3%	9.7%	
Religious needs	94	6.8%	NR	7.4%	-0.6%	
Personal medical needs	152	11.0%	NR	13.8%	-2.8%	
Volunteering/community activities	447	32.4%	NR	23.1%	9.3%	

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Hobbies	955	69.2%	NR	66.0%	3.2%	
Physical fitness	912	66.0%	NR	69.0%	-3.0%	
Not specified above	112	8.1%	NR	18.0%	-9.9%	Other used in Census 2012
Prefer not to answer	120	8.7%	NR	n/a	n/a	
In the last week, how many hours did you spend working for pay (regular/required duty)?						
None	26	1.9%	47	2.9%	-1.0%	
Less than 5 hours	<5	0.0%	n/a	n/a	n/a	
5 to 14 hours	7	0.5%	15	0.9%	-0.4%	
15 to 24 hours	30	2.2%	83	5.1%	-2.9%	
25 to 34 hours	61	4.4%	66	4.0%	0.4%	
35 to 44 hours	938	67.9%	1058	64.4%	3.5%	
45 to 54 hours	195	14.1%	232	14.1%	0.0%	
55 to 64 hours	51	3.7%	47	2.9%	0.8%	
65 to 74 hours	18	1.3%	25	1.5%	-0.2%	
75 hours or more	14	1.0%	19	1.2%	-0.1%	
Prefer not to answer	40	2.9%	51	3.1%	-0.2%	Missing/no response in 2012 Census
In the last week, how many hours did you spend working for pay (overtime for OPS)?						
None	822	59.5%	1129	68.7%	-9.2%	
Less than 5 hours	187	13.5%	209	12.7%	0.8%	
5 to 14 hours	227	16.4%	155	9.4%	7.0%	
15 to 24 hours	50	3.6%	24	1.5%	2.2%	
25 to 34 hours	9	0.7%	7	0.4%	0.2%	
35 to 44 hours	20	1.5%	9	0.5%	0.9%	
45 to 54 hours	6	0.4%	3	0.2%	0.2%	
55 to 64 hours	6	0.4%	3	0.2%	0.2%	
65 to 74 hours	0	0.0%	1	0.1%	-0.1%	
75 hours or more	0	0.0%	2	0.1%	-0.1%	
Prefer not to answer	54	3.9%	101	6.1%	-2.2%	Missing/no response in 2012 Census
In the last week, how many hours did you spend looking after children? **(e.g., bathing, playing, driving, helping)**						In Census 2017, only those who responded to an earlier question that they had dependent children were asked this question.

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
						However, in Census 2012 all respondents were asked this question and those who answered 'none' would be a mixture of those for whom it's not applicable and those who have children but did not provide care in past week. Answer categories differ slightly between Census 2012 and Census 2017.
None	32	5.3%	491	29.9%	-24.6%	
Less than 5 hours	25	4.1%	132	8.0%	-3.9%	
5 to 14 hours	80	13.3%	178	10.8%	2.4%	
15 to 29 hours	129	21.4%	n/a	n/a	n/a	Not asked in Census 2012
15 to 24 hours	n/a	n/a	166	10.1%	n/a	Not asked in Census 2017
25 to 34 hours	n/a	n/a	153	9.3%	n/a	Not asked in Census 2017
30 to 59 hours	178	29.5%	n/a	n/a	n/a	Not asked in Census 2012
35 to 44 hours	n/a	n/a	158	9.6%	n/a	Not asked in Census 2017
45 to 54 hours	n/a	n/a	83	5.1%	n/a	Not asked in Census 2017
55 to 64 hours	n/a	n/a	48	2.9%	n/a	Not asked in Census 2017
60 hours or more	140	23.2%	n/a	n/a	n/a	Not asked in Census 2012
65 to 74 hours	n/a	n/a	40	2.4%	n/a	Not asked in Census 2017
75+	n/a	n/a	135	8.2%	n/a	Not asked in Census 2017
Prefer not to answer	20	3.3%	59	3.6%	-0.3%	Missing/no response in 2012 Census
In the last week, how many hours did you spend providing dependent care (for dependents other than children)? (e.g., personal care, assistance of any type, keeping company)						In Census 2017, only those who responded to an earlier question that they had dependent children were asked this question.

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
						However, in Census 2012 all respondents were asked this question and those who answered 'none' would be a mixture of those for whom it's not applicable and those who have children but did not provide care in past week. Answer categories differ slightly between Census 2012 and Census 2017.
None	21	13.0%	857	52.2%	-39.2%	
Less than 5 hours	41	25.3%	282	17.2%	8.1%	
5 to 14 hours	57	35.2%	259	15.8%	19.4%	
15 to 24 hours	n/a	n/a	95	5.8%	n/a	Not asked in Census 2017
15 to 29 hours	22	13.6%	n/a	n/a	n/a	Not asked in Census 2012
25 to 34 hours	n/a	n/a	32	1.9%	n/a	Not asked in Census 2017
30 to 59 hours	10	6.2%	n/a	n/a	n/a	Not asked in Census 2012
35 to 44 hours	n/a	n/a	12	0.7%	n/a	Not asked in Census 2017
45 to 54 hours	n/a	n/a	11	0.7%	n/a	Not asked in Census 2017
55 to 64 hours	n/a	n/a	2	0.1%	n/a	Not asked in Census 2017
60 hours or more	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
65 to 74 hours	n/a	n/a	3	0.2%	n/a	Not asked in Census 2017
75+	n/a	n/a	8	0.5%	n/a	Not asked in Census 2017
Prefer not to answer	7	4.3%	82	5.0%	-0.7%	Missing/no response in 2012 Census
How old are the Dependants living with you? Check all that apply						
Younger than 6 years	201	30.3%	NR	45.1%	-14.8%	
6 to 14 years	380	57.2%	NR	55.8%	1.4%	
15 to 17 years	115	17.3%	NR	18.6%	-1.3%	

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
18 to 29 years	97	14.6%	NR	12.5%	2.1%	
30 years or older	55	8.3%	NR	10.1%	-1.8%	
Prefer not to answer	35	5.3%	NR	NR	n/a	Missing/no response in 2012 Census
What is the number of dependants that are younger than 6 Years?						
1	116	56.9%	NR	52.3%	4.6%	
2	72	35.3%	NR	41.1%	-5.8%	
3	10	4.9%	NR	6.7%	-1.8%	
4+	<5	0.0%	NR	0.0%	0.0%	
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Missing/no response in 2012 Census
What is the number of dependants that are 6 to 14 years?						
1	156	40.6%	NR	43.3%	-2.7%	
2	171	44.5%	NR	46.0%	-1.5%	
3	48	12.5%	NR	9.4%	3.1%	
4+	<5	0.0%	NR	1.3%	-1.3%	
Prefer not to answer	8	2.1%	n/a	n/a	n/a	Missing/no response in 2012 Census
What is the number of dependants that are 15 to 17 years?						
1	95	82.6%	NR	76.0%	6.6%	
2	14	12.2%	NR	21.1%	-8.9%	
3	5	4.4%	NR	2.3%	2.1%	
4+	0	0.0%	NR	0.6%	-0.6%	
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Missing/no response in 2012 Census
What is the number of dependants that are 18 to 29 years?						
1	61	62.9%	NR	73.3%	-10.4%	
2	30	30.9%	NR	19.0%	11.9%	
3	<5	0.0%	NR	7.8%	-7.8%	
4+	0	0.0%	NR	0.0%	0.0%	
Prefer not to answer	0	0.0%	n/a	n/a	n/a	Missing/no response in 2012 Census
What is the number of dependants that are 30 years or older?						
1	47	85.5%	NR	89.2%	-3.8%	
2	6	10.9%	NR	9.7%	1.2%	
3	<5	0.0%	NR	0.0%	0.0%	
4+	0	0.0%	NR	1.1%	-1.1%	

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Prefer not to answer	<5	0.0%	n/a	n/a	n/a	Missing/no response in 2012 Census
In the last week, how many hours did you spend on housework, yard work or home maintenance? (e.g., meals, laundry, shopping, lawn)						
None	5	0.4%	19	1.2%	-0.8%	
Less than 5 hours	172	12.5%	326	19.8%	-7.4%	
5 to 14 hours	713	51.6%	876	53.3%	-1.7%	
15 to 29 hours	333	24.1%	288	17.5%	6.6%	
30 to 59 hours	83	6.0%	65	4.0%	2.1%	
60 hours or more	19	1.4%	15	0.9%	0.5%	
Prefer not to answer	56	4.1%	54	3.3%	0.8%	Missing/no response in 2012 Census
In the last week, how many hours did you spend volunteering on behalf of OPS? (e.g., United Way campaign, Boys and Girls Club events, Flatfooters)						
None	1084	78.5%	1336	81.3%	-2.8%	
Less than 5 hours	159	11.5%	167	10.2%	1.3%	
5 to 14 hours	48	3.5%	63	3.8%	-0.4%	
15 to 29 hours	12	0.9%	3	0.2%	0.7%	
30 to 59 hours	<5	0.0%	n/a	n/a	n/a	Not asked in Census 2012
60 hours or more	0	0.0%	4	0.2%	-0.2%	
Prefer not to answer	74	5.4%	70	4.3%	1.1%	Missing/no response in 2012 Census
Which charity would you prefer Ottawa Police Service donate $1 to for every survey submitted?						
Ottawa Mission	115	8.3%	n/a	n/a	n/a	Not asked in 2012 Census
Ottawa Food Bank	379	27.4%	n/a	n/a	n/a	Not asked in 2012 Census
Snowsuit Fund	353	25.6%	n/a	n/a	n/a	Not asked in 2012 Census
United Way	169	12.2%	n/a	n/a	n/a	Not asked in 2012 Census
Ottawa Senators Foundation	207	15.0%	n/a	n/a	n/a	Not asked in 2012 Census
Prefer not to answer	158	11.4%	n/a	n/a	n/a	Not asked in 2012 Census
Section - Detailed Breakout (Based on HRIS Data Vs. Survey Response)						In Census 2012, HRIS data re. Section was not provided

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Fleet & Technical Services/Evidence Control/Quartermaster/Material Management	25	1.8%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Court Liaison	42	3.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support	14	1.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Tactical	24	1.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Fixed Patrol/Airport	46	3.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer	52	3.8%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values	20	1.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection	20	1.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Major Crime/Polygraph/Victim Crisis Unit	21	1.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Sexual Assault & Child Abuse	17	1.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Traffic Enforcement & Escort/Impaired Countermeasures	24	1.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Courthouse Building Security/POA - Constellation Crescent	36	2.6%	n/a	n/a	n/a	HRIS data not provided for Census 2012
OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect	35	2.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse	17	1.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Front Desk Services/eMVC QA/Impounded Vehicles	52	3.8%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Guns & Gangs/DART/Provincial Weapons Enforcement	14	1.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Outreach and Recruiting	0	0.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Other (please specify)	6	0.4%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation	18	1.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Marine Dive & Trails/Canine	15	1.1%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers	49	3.6%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Criminal Investigations - Central	23	1.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Criminal Investigations - East	14	1.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Partner Assault	22	1.6%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Criminal Investigations - West	13	0.9%	n/a	n/a	n/a	HRIS data not provided for Census 2012
ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons	23	1.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Drugs/Proceeds of Crime/POAF/Street Crime	29	2.1%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Communications Centre/911/Electronics Technology/Radios	105	7.6%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Forensic Identification/Imaging Services/Automated Fingerprint Identification System	24	1.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Robbery/Break & Enter	28	2.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Courthouse Prisoner Care & Transport/Cell Block	18	1.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Service Initiative	9	0.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Intelligence/Technical Support/CISO/Biker Enforcement Unit/Justice Officer Police Intelligence Section/Witness Protection	0	0.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Community Development/Diversity & Race Relations/Corporate Communications/Media Relations	13	0.9%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Planning Performance & Analytics	26	1.9%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Health Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing	20	1.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Call Centre/Switchboard	21	1.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Records & Info Management	59	4.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison	45	3.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Financial Planning/Scheduling & Attendance/Mail Services	18	1.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Security Operations/Capital Projects/Facilities Management/Parking	18	1.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Fleet & Technical Services/Evidence Control/Quartermaster	0	0.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - D - East	14	1.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Outreach and Recruiting/Professional Development Centre	31	2.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Platoon - F - West	19	1.4%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - E - East	23	1.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - B - East	15	1.1%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - A - West	11	0.8%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - D - West	5	0.4%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - E - West	13	0.9%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - C - Central	18	1.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - A - Central	18	1.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - B - Central	14	1.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - B - West	9	0.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - C - East	10	0.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - E - Central	16	1.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - C - West	15	1.1%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - A - East	13	0.9%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - F - Central	16	1.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - D - Central	20	1.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Platoon - F - East	10	0.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012

Question	2017 Census N=1381		2012 Census N=1643		Shifts (>5% highlighted)	Notes
	Frequ	%	Frequ	%		
Just in Time Program	14	1.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Directorate (Based on HRIS Data vs. Survey Response)						In Census 2012, HRIS data re. directorate was not provided, and there have been changes in organizational structure
FLD	359	26.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012
RDD	59	4.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
CSD	170	12.3%	n/a	n/a	n/a	HRIS data not provided for Census 2012
SSD	279	20.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012
CID	306	22.2%	n/a	n/a	n/a	HRIS data not provided for Census 2012
CRFSS	131	9.5%	n/a	n/a	n/a	HRIS data not provided for Census 2012
ESD	39	2.8%	n/a	n/a	n/a	HRIS data not provided for Census 2012
OCD	9	0.7%	n/a	n/a	n/a	HRIS data not provided for Census 2012
PPAD	29	2.1%	n/a	n/a	n/a	HRIS data not provided for Census 2012
Prefer not to answer	0	0.0%	n/a	n/a	n/a	HRIS data not provided for Census 2012

Appendix G: Cross-tabulations for key demographic findings

The following section shows cross-tabulations for all demographics discussed in the "Key demographic findings" section of this report (starting on page 33).

Sworn vs. Civilian

Response	English only	French only	English and French only	English and one or more other language(s)	French and one or more other language(s)	English and French and one or more other language(s)	PNTA
Civilian Member	41.11%	N	46.05%	4.74%	0.00%	6.13%	1.78%
Police Officer	50.63%	0.00%	32.57%	7.77%	N	6.06%	2.51%

Response	Traditionalist	Baby Boomer	Generation X	Millennials	Generation Z	PNTA
Civilian Member	0.00%	19.37%	38.93%	29.64%	0.00%	12.06%
Police Officer	0.00%	8.69%	54.86%	20.80%	0.00%	15.66%

Response	Divorced	Life Partner	Living common law	Separated	Single	Married	Widowed	Not specified above	PNTA
Civilian Member	7.11%	3.16%	13.24%	2.77%	12.85%	54.94%	N	0.00%	5.34%
Police Officer	5.03%	2.06%	10.74%	4.57%	5.37%	66.29%	0.00%	0.00%	5.94%

Response	Dependants	No Dependants	PNTA
Civilian Member	41.11%	55.14%	3.75%
Police Officer	52.34%	44.69%	2.97%

Response	(For those with Dependants) Would you request an accommodation from your employer if needed? - Yes	(For those with Dependants Would you request an accommodation from your employer if needed? - No	PNTA
Civilian Member	64.42%	29.81%	5.77%
Police Officer	55.02%	39.96%	5.02%

Response	No certificate, diploma or degree	Secondary (High) school diploma or equivalent	Post-secondary diploma or certificate	Bachelor's degree	Master's degree	Earned doctorate	PNTA
Civilian Member	N	18.58%	42.29%	29.25%	6.32%	0.00%	2.77%
Police Officer	N	7.66%	36.23%	47.54%	4.57%	N	3.43%

Gender

When looking at Gender by Role, we see Females are much more represented as Civilian Members than they are as Police Officers, at 64.82% compared to 23.20%. Males show the opposite trend, where 71.89% of Police Officers are Male and 32.61% of Civilian Members are Male.

Role	Female	Male	All Other Genders	Not specified above	PNTA
Civilian Member	64.82%	32.61%	N	0.00%	2.37%
Police Officer	23.20%	71.89%	0.80%	N	3.89%

The table below on Gender by Leadership Status shows that Females are similarly represented in Senior Leader and Non Senior Leader Roles, at 38.37% and 38.84%, respectively

Leadership Status	Female	Male	All Other Genders	Not specified above	PNTA
Senior Leader	38.37%	55.81%	0.00%	0.00%	5.81%
Non Senior Leader	38.84%	58.10%	0.55%	N	2.36%
PNTA	N	30.43%	N	0.00%	47.83%

Looking at Gender by Duties, we see that Females are best represented as Members and as Senior Managers, at 41.88% and 38.10%, respectively. They are less represented as Supervisors, at 26.87%.

Duties	Female	Male	All Other Genders	Not specified above	PNTA
I am a Member	41.88%	54.46%	0.50%	N	2.97%
I am a Supervisor	26.87%	71.14%	N	0.00%	N
I am a Manager	31.31%	66.67%	N	0.00%	N
I am a Senior Manager	38.10%	59.52%	0.00%	0.00%	N
I am a member of Executive Command	N	N	0.00%	0.00%	0.00%
PNTA	N	33.33%	N	0.00%	45.83%

The table below on Gender by Length of Employment displays that Women are best represented in the "Between 3 and 5 years" category, at 54.76%. They are less represented in "Between 15 and 20 years", at 31.68%.

Length of Employment	Female	Male	All Other Genders	Not specified above	PNTA
Less than a year	45.16%	51.61%	0.00%	0.00%	N
Between 1 and 3 years	37.50%	59.62%	N	0.00%	N
Between 3 and 5 years	54.76%	45.24%	0.00%	0.00%	0.00%
Between 5 and 10 years	35.98%	63.18%	0.00%	0.00%	N
Between 10 and 15 years	38.02%	58.56%	N	0.00%	2.28%
Between 15 and 20 years	31.68%	66.79%	0.00%	0.00%	N
Between 20 and 25 years	45.58%	53.06%	0.00%	N	N
25 Years and above	48.26%	47.67%	N	0.00%	2.91%
PNTA	29.75%	47.11%	N	N	20.66%

By Status, we see that Females are best represented in Civilian Pay Group 1-4 and in Communication Centre Clerk, at 78.42% and 78.87%, respectively. They are much less represented in NCO (19.63%) and Constable (25.16%).

Status	Female	Male	All Other Genders	Not specified above	PNTA
Civilian Pay Group 1-4	78.42%	20.86%	0.00%	0.00%	N
Communication Centre Clerk	78.87%	19.72%	0.00%	0.00%	N
Civilian OPA Pay Group 5-11 (non-supervisory)	59.63%	39.75%	0.00%	0.00%	N
Civilian OPA Supervisor	62.86%	37.14%	0.00%	0.00%	0.00%
Civilian OPA Manager	50.00%	50.00%	0.00%	0.00%	0.00%
Other OPA Civilian Role	0.00%	0.00%	0.00%	0.00%	0.00%
Special Constable	29.41%	64.71%	N	0.00%	N
Constable	25.16%	70.26%	N	N	3.59%
NCO (sergeants, staff sergeants)	19.63%	77.63%	N	0.00%	N
Sr. Officer/Director (Sworn/Civilian)	34.88%	62.79%	0.00%	0.00%	N
PNTA	24.14%	20.69%	N	0.00%	51.72%

The table below shows that 46.03% of those in an acting role / temporary assignment are Female. Their representation in the other categories is below the privacy threshold for reporting.

Employment	Female	Male	All Other Genders	Not specified above	PNTA
In an acting role/temporary assignment	46.03%	52.91%	0.00%	0.00%	N
On secondment	N	85.00%	0.00%	0.00%	0.00%
On leave	N	N	0.00%	0.00%	0.00%
None of the above	38.02%	58.38%	0.53%	N	2.90%
PNTA	23.33%	33.33%	N	0.00%	36.67%

Gender and Role

Response	Sworn Female	Sworn Male	Civilian Female	Civilian Male
Senior Leader	4.93%	5.56%	7.01%	7.88%
Non Senior Leader	93.60%	93.96%	92.68%	89.70%
PNTA	N	N	N	N

Response	Sworn Female	Sworn Male	Civilian Female	Civilian Male
I am a Member (not listed in other options below, Sworn or Civilian)	76.85%	67.89%	81.40%	74.55%
I am a Supervisor (Sergeant, Civilian Supervisor)	14.78%	20.51%	7.32%	8.48%
I am a Manager (Staff Sergeant, Civilian Manager)	6.40%	7.00%	5.49%	13.33%
I am a Senior Officer (Inspector, Director, Chief Official, Superintendent, SOA Manager, Legal Counsel, Executive Advisor, Executive Officer, Labour Relations Advisor, Executive Assistant to the Chief)	0.00%	3.18%	3.96%	3.03%
I am a member of Executive Command (Chief, Deputy Chief, Director General)	N	N	N	N
PNTA	0.00%	1.11%	0.00%	0.00%

Response	Sworn Female	Sworn Male	Civilian Female	Civilian Male
Dependants	55.17%	53.58%	38.41%	49.09%
No Dependants	43.84%	45.47%	59.15%	49.70%
PNTA	N	0.95%	2.44%	N

Response (In the last week, how many hours have you spent on childcare?)	Sworn Female	Sworn Male	Civilian Female	Civilian Male
None	5.94%	4.72%	7.69%	N
Less than 5 hours	N	5.35%	N	6.76%
5 to 14 hours	11.88%	15.09%	9.62%	13.51%
15 to 29 hours	11.88%	26.73%	16.35%	16.22%
30 to 59 hours	32.67%	26.42%	27.88%	41.89%
60 hours or more	34.65%	19.50%	30.77%	12.16%
PNTA	N	2.20%	5.77%	N

Response (In the last week, how many hours have you spent on Dependant Care other than childcare?)	Sworn Female	Sworn Male	Civilian Female	Civilian Male
None	N	20.29%	N	N
Less than 5 hours	33.33%	23.19%	19.05%	31.25%
5 to 14 hours	42.42%	30.43%	38.10%	37.50%
15 to 29 hours	N	17.39%	19.05%	N
30 to 59 hours	N	N	N	N
60 hours or more	0.00%	N	N	0.00%
PNTA	N	N	N	0.00%

Response	Sworn Female	Sworn Male	Civilian Female	Civilian Male
Divorced	10.34%	3.66%	8.54%	4.24%
Life Partner	2.46%	1.75%	3.35%	N
Living common law	10.84%	11.29%	15.55%	9.70%
Separated	6.90%	4.13%	3.05%	N
Single	11.82%	3.34%	13.72%	12.12%
Married	52.71%	72.66%	51.22%	66.06%
Widowed	0.00%	0.00%	N	0.00%
PNTA	4.93%	3.18%	3.66%	3.03%

Response (Is your partner an OPS member?)	Sworn Female	Sworn Male	Civilian Female	Civilian Male
Yes	40.30%	14.10%	20.87%	10.85%
No	58.96%	85.16%	76.96%	88.37%
PNTA	N	N	2.17%	N

Response (For LGB2sQ+ persons, who have you shared your Sexual Orientation with at work?)	Sworn Female	Sworn Male	Civilian Female	Civilian Male
With your manager / supervisor	68.75%	40.00%	41.18%	N
With co-workers/peers	65.63%	44.00%	52.94%	N
With others I interact with through work	53.13%	32.00%	29.41%	N
I am not open about my sexual orientation at work	18.75%	32.00%	41.18%	N
PNTA	N	24.00%	0.00%	0.00%

Response	Sworn Female	Sworn Male	Civilian Female	Civilian Male
Traditionalist	0.00%	0.00%	0.00%	0.00%
Baby Boomer	7.88%	9.38%	22.26%	15.15%
Generation X	53.69%	57.39%	40.24%	38.79%
Millennials / Generation Y	23.15%	21.14%	27.13%	36.97%
Generation Z	0.00%	0.00%	0.00%	0.00%
PNTA	15.27%	12.08%	10.37%	9.09%

Response	Sworn Female	Sworn Male	Civilian Female	Civilian Male
English only	59.61%	48.01%	38.11%	46.67%
French only	0.00%	0.00%	0.00%	N
English and French only	32.51%	33.55%	50.61%	40.00%
English and one or more other language(s)	2.96%	9.70%	4.57%	5.45%
French and one or more other language(s)	0.00%	N	0.00%	0.00%
English and French and one or more other language(s)	3.94%	6.68%	6.71%	5.45%
PNTA	N	1.43%	0.00%	N

Response (Highest Level of Education)	Sworn Female	Sworn Male	Civilian Female	Civilian Male
No certificate, diploma or degree	N	N	N	0.00%
Secondary (High) school diploma or equivalent	4.93%	8.59%	20.12%	15.76%
Diploma or certificate from technical or vocational school, community college, business college or University	32.02%	38.00%	40.55%	46.67%
Bachelor's degree	54.19%	46.74%	30.79%	27.88%
Master's degree (e.g. M.A., M.Sc., M.Ed.)	6.40%	4.29%	5.79%	7.88%
Doctorate (e.g. Ph.D., D.Sc., D.Ed.)	0.00%	N	0.00%	0.00%
PNTA	N	1.75%	1.83%	N

Race

When looking at Race by Role, we see Racialized persons make up 15.22% of Police Officers. This is higher than their representation as Civilian Members, at 10.36%.

Role	Racialized	Caucasian	Not specified above	PNTA
Civilian Member	10.36%	82.45%	1.48%	5.71%
Police Officer	15.22%	78.02%	1.21%	5.56%

The table below shows Race by Leadership Status. Racialized persons are similarly represented in Senior Leader and Non Senior Leader Roles, at 14.46% and 13.53%, respectively.

Leadership Status	Racialized	Caucasian	Not specified above	PNTA
Senior Leader	14.46%	77.11%	N	7.23%
Non Senior Leader	13.53%	80.79%	1.34%	4.34%
PNTA	N	23.81%	0.00%	71.43%

Below, we see that Racialized persons are similarly represented across Duties. Of Senior Managers, 14.63% are Racialized, as are 13.40% of Managers, 14.06% of Supervisors, and 13.36% of Members.

Duties	Racialized	Caucasian	Not specified above	PNTA
I am a Member	13.36%	80.70%	0.74%	5.20%
I am a Supervisor	14.06%	79.69%	3.65%	2.60%
I am a Manager	13.40%	82.47%	N	N
I am a Senior Manager	14.63%	80.49%	N	N
I am a member of Executive Command	0.00%	100.00%	0.00%	0.00%
PNTA	N	N	0.00%	69.57%

When looking at Race by Length of Employment, we see that Racialized Persons are best represented in "Less than a year" and "Between 1 and 3 years" categories, at 24.14% and 20.41%, respectively. Their representation decreases as Length of Employment increases.

Length of Employment	Racialized	Caucasian	Not specified above	PNTA
Less than a year	24.14%	68.97%	0.00%	N
Between 1 and 3 years	20.41%	75.51%	N	N
Between 3 and 5 years	12.50%	77.50%	N	N
Between 5 and 10 years	15.11%	84.44%	0.00%	N
Between 10 and 15 years	14.75%	81.56%	N	2.87%
Between 15 and 20 years	9.96%	86.06%	N	3.19%
Between 20 and 25 years	14.29%	77.14%	4.29%	4.29%
25 Years and above	13.04%	81.99%	N	3.11%
PNTA	6.19%	58.41%	N	34.51%

The table below shows Race by Status, with Racialized persons showing strong representation in Civilian OPA Supervisor (15.15%) and Constable (16.17%). They are least represented in Civilian Pay Group 1-4 (10.94%).

Status	Racialized	Caucasian	Not specified above	PNTA
Civilian Pay Group 1-4	10.94%	85.16%	N	N
Communication Centre Clerk	N	87.30%	N	N
Civilian OPA Pay Group 5-11 (non-supervisory)	11.11%	83.01%	N	4.58%
Civilian OPA Supervisor	15.15%	78.79%	N	N
Civilian OPA Manager	N	89.19%	0.00%	N
Other OPA Civilian Role	0.00%	0.00%	0.00%	0.00%
Special Constable	N	80.65%	N	N
Constable	16.17%	78.26%	N	5.22%
NCO (sergeants, staff sergeants)	13.68%	80.19%	3.30%	2.83%
Sr. Officer/Director (Sworn/Civilian)	14.29%	80.95%	N	N
PNTA	N	25.93%	0.00%	70.37%

Of those in an acting role / temporary assignment, 16.29% are Racialized persons.

Employment	Racialized	Caucasian	Not specified above	PNTA
In an acting role/temporary assignment	16.29%	81.46%	N	N
On secondment	N	77.78%	0.00%	0.00%
On leave	0.00%	N	0.00%	0.00%
None of the above	12.93%	80.56%	1.21%	5.30%
PNTA	N	29.63%	N	55.56%

Place of Origin

When looking at Place of Origin by Role, we see Persons Born Outside of Canada have similar representation as Civilian Members and Police Officers, at 10.36% and 13.89%, respectively.

Role	Born in Canada	Born Outside of Canada	Not specified above	PNTA
Civilian Member	88.16%	10.36%	0.00%	1.48%
Police Officer	84.06%	13.89%	0.00%	2.05%

The table on Place of Origin by Senior Leadership shows that Persons Born Outside of Canada have similar representation as Senior Leaders and Non Senior Leaders, at 13.25% and 12.70%.

Senior Leadership	Born in Canada	Born Outside of Canada	Not specified above	PNTA
Senior Leader	85.54%	13.25%	0.00%	N
Non Senior Leader	86.13%	12.70%	0.00%	1.17%
PNTA	52.38%	N	0.00%	42.86%

Looking at Place of Origin by Duties displays that Persons Born Outside of Canada are strongly represented as Senior Managers, at 19.51%. They are less represented as Managers, Supervisors and Members, at 15.46%, 11.46%, and 12.20%, respectively.

Duties	Born in Canada	Born Outside of Canada	Not specified above	PNTA
I am a Member	86.53%	12.20%	0.00%	1.27%
I am a Supervisor	88.54%	11.46%	0.00%	0.00%
I am a Manager	84.54%	15.46%	0.00%	0.00%
I am a Senior Manager	80.49%	19.51%	0.00%	0.00%
I am a member of Executive Command	100.00%	0.00%	0.00%	0.00%
PNTA	30.43%	N	0.00%	52.17%

Looking at Place of Origin by Length of Employment shows that Persons Born Outside of Canada are strongly represented in the "Less than a year" and "Between 1 and 3 years" categories, at 20.69% and 20.41%, respectively. This indicates that, compared to persons Born in Canada,

Persons Born Outside of Canada are more likely to have worked at Ottawa Police Service for a relatively short amount of time.

Length of Employment	Born in Canada	Born Outside of Canada	Not specified above	PNTA
Less than a year	79.31%	20.69%	0.00%	0.00%
Between 1 and 3 years	79.59%	20.41%	0.00%	0.00%
Between 3 and 5 years	82.50%	17.50%	0.00%	0.00%
Between 5 and 10 years	88.00%	12.00%	0.00%	0.00%
Between 10 and 15 years	85.25%	13.93%	0.00%	N
Between 15 and 20 years	87.65%	11.16%	0.00%	N
Between 20 and 25 years	90.71%	9.29%	0.00%	0.00%
25 Years and above	86.96%	11.80%	0.00%	N
PNTA	76.11%	8.85%	0.00%	15.04%

By Status, Persons Born Outside of Canada are most represented as Special Constables, making up 16.13% of this category, as well as in the Civilian OPA Pay Group 5-11, at 15.69%. They are less represented in Civilian Pay Group 1-4, at 8.59%.

Status	Born in Canada	Born Outside of Canada	Not specified above	PNTA
Civilian Pay Group 1-4	91.41%	8.59%	0.00%	0.00%
Communication Centre Clerk	98.41%	N	0.00%	0.00%
Civilian OPA Pay Group 5-11 (non-supervisory)	83.66%	15.69%	0.00%	N
Civilian OPA Supervisor	96.97%	N	0.00%	0.00%
Civilian OPA Manager	86.49%	13.51%	0.00%	0.00%
Other OPA Civilian Role	0.00%	0.00%	0.00%	0.00%
Special Constable	80.65%	16.13%	0.00%	N
Constable	84.17%	14.26%	0.00%	1.57%
NCO (sergeants, staff sergeants)	86.79%	13.21%	0.00%	0.00%
Sr. Officer/Director (Sworn/Civilian)	85.71%	14.29%	0.00%	0.00%
PNTA	48.15%	N	0.00%	48.15%

Of those in an acting role / temporary assignment, 16.85% are Persons Born Outside of Canada.

Employment	Born in Canada	Born Outside of Canada	Not specified above	PNTA
In an acting role/temporary assignment	82.02%	16.85%	0.00%	N
On secondment	83.33%	N	0.00%	0.00%
On leave	N	0.00%	0.00%	0.00%
None of the above	86.70%	12.09%	0.00%	1.21%
PNTA	62.96%	N	0.00%	33.33%

Disability Status

When looking at Disability Status by Role, we see Persons with a Disability are similarly represented as Civilian Members and Police Officers, at 17.98% and 14.17%, respectively.

Role	Person with a Disability	Non-Disabled	PNTA
Civilian Member	17.98%	75.89%	6.13%
Police Officer	14.17%	81.26%	4.57%

The table below shows that Persons with a Disability are in fact better represented as Senior Leaders than as Non Senior Leaders. They fill 18.60% of Senior Leader Roles compared to 15.25% of Non Senior Leader Roles.

Leadership Status	Person with a Disability	Non-Disabled	PNTA
Senior Leader	18.60%	79.07%	N
Non Senior Leader	15.25%	80.42%	4.32%
PNTA	21.74%	N	60.87%

Looking at Disability Status by Duties shows us that Persons with a Disability are strongly represented as Supervisors, at 22.89%. They are less represented as Members, at 13.86%.

Duties	Person with a Disability	Non-Disabled	PNTA
I am a Member	13.86%	80.99%	5.15%
I am a Supervisor	22.89%	76.12%	N
I am a Manager	17.17%	81.82%	N
I am a Senior Manager	19.05%	80.95%	0.00%
I am a member of Executive Command	N	N	0.00%
PNTA	12.50%	20.83%	66.67%

The table below shows Disability Status by Length of Employment. We see Persons with a Disability are best represented in the "Between 15 and 20 years" and "25 Years and above" categories, at 20.23% and 22.67%, respectively, suggesting they are more likely to have been employed long-term at Ottawa Police Service.

Length of Employment	Person with a Disability	Non-Disabled	PNTA
Less than a year	N	93.55%	N
Between 1 and 3 years	8.65%	89.42%	N
Between 3 and 5 years	11.90%	85.71%	N
Between 5 and 10 years	14.23%	83.68%	2.09%
Between 10 and 15 years	11.03%	84.41%	4.56%
Between 15 and 20 years	20.23%	77.48%	2.29%
Between 20 and 25 years	14.97%	81.63%	3.40%
25 Years and above	22.67%	73.26%	4.07%
PNTA	19.01%	54.55%	26.45%

By Status, we see Persons with a Disability are best represented in Civilian OPA Supervisor (28.57%) and Civilian Pay Group 1-4 (22.30%). They are less represented in Constable (11.76%) and Civilian OPA Pay Group 5-11 (14.29%).

Status	Person with a Disability	Non-Disabled	PNTA
Civilian Pay Group 1-4	22.30%	74.10%	3.60%
Communication Centre Clerk	16.90%	76.06%	7.04%
Civilian OPA Pay Group 5-11 (non-supervisory)	14.29%	81.37%	4.35%
Civilian OPA Supervisor	28.57%	68.57%	N
Civilian OPA Manager	21.05%	78.95%	0.00%
Other OPA Civilian Role	0.00%	0.00%	0.00%
Special Constable	N	82.35%	N
Constable	11.76%	83.66%	4.58%
NCO (sergeants, staff sergeants)	20.09%	79.00%	N
Sr. Officer/Director (Sworn/Civilian)	18.60%	81.40%	0.00%
PNTA	N	17.24%	68.97%

Persons with a Disability make up 21.69% of those in an acting role / temporary assignment. Their representation in other categories is below the privacy threshold for reporting.

Employment	Person with a Disability	Non-Disabled	PNTA
In an acting role/temporary assignment	21.69%	75.66%	2.65%
On secondment	N	85.00%	N
On leave	N	N	0.00%
None of the above	14.40%	80.86%	4.74%
PNTA	23.33%	40.00%	36.67%

Appendix H: Census questionnaire

Below is the full questionnaire given to employees (in English).

INTRODUCTION

Why is Ottawa Police Service conducting a Member Workforce Census?

Thank you for participating in Ottawa Police Service's 2017 Member Workforce Census. By completing this census, you are helping Ottawa Police Service to better understand the composition of our workforce. This helps us to develop or improve specific programs, policies, and practices that support all members of the OPS community and continually improve our organization to create an equitable and inclusive organization for all.
The data will help us to:

- gather objective, data-driven insights to inform the Diversity Audit, and to track progress following the audit;
- measure the progress of our recruitment program to diversify our workforce;
- have objective data regarding the representation of demographic groups across sections and ranks within the OPS that will support our talent management processes; and,
- better respond to various external requests for workforce demographics that the OPS receives on a regular basis.

The OPS is committed to encouraging an accessible, fair, equitable and respectful environment regardless of personal characteristics like race, religion, gender or sexual orientation. The census will provide us with important information about whether we are meeting the needs of our workforce and continuing to create a welcoming work environment.

What is the Diversity by the Numbers: The Policing Sector project?

The *Diversity by the Numbers: The Policing Sector* project is an exciting initiative that seeks to better understand the demographic makeup of the police service sector in Canada. It is being led by the Canadian Centre for Diversity and Inclusion (CCDI), is composed of a minimum of 5 police services, and only reports data at the aggregate level. Because confidentiality is paramount, data will <u>never</u> allow the identification of individuals or participating police services.

PRIVACY COMMITMENT

How is my privacy protected?

The information you provide in this census will be kept strictly **confidential**. Your responses are encrypted, stored outside of Ottawa Police Service, and handled in accordance with privacy legislation. The census is run by a third party/external organization (the Canadian Centre for Diversity and Inclusion (CCDI)). CCDI collects your responses and creates anonymized and aggregated reports for Ottawa Police Service. In other words, CCDI puts your responses together with the responses of other members at Ottawa Police Service, so your specific responses can never be matched to you. Ottawa Police Service **will never be able to review your information or the answers you provided and your information will only ever be used to create aggregate reports.**

The aggregate information from the reports will be used for the following purposes:

» Develop or improve specific programs, policies, and practices that support all members of the organization.
» Establish objective, data-driven insights to structure diversity and inclusion action plans.
» Compare the demographic characteristics and needs of our members with the aggregate of other police services, and with the communities Ottawa Police serves, where possible.
» Participate in CCDI's Diversity by the Numbers project, as available.

The information will not be used for any other purposes.

BEFORE YOU START

How do I complete the census?

To fully complete the census, you must provide a response to each question and you must select "Submit" at the end of the census. Your input will not be submitted otherwise. If you would prefer not to provide a response to a question, click "Prefer not to answer."

NOTE: Though answers will not be submitted until you complete the survey, you can return to a partially completed survey to finish and submit. You can change your responses at any time during the survey window by logging in using the most recent survey link emailed to you.

Understanding and Consent

☐ By completing this census, I consent to the collection and use of my personal, aggregate information for the purposes described above.

Diversity Profile Module

SECTION ONE – WORKPLACE DEMOGRAPHICS

1. **What is your current role within your Police Service?**

   ☐ I am a Civilian Member
   ☐ I am a Police Officer

2. **I have a senior leadership role within my Police Service.** A person occupying a senior leadership role within an organization is someone who is part of the senior leadership team, influences the direction of the organization, and may include those with titles such as Chief, Deputy Chief, Superintendent, Chief Official, Inspector, Director, etc.

   ☐ Yes
   ☐ No
   ☐ Prefer not to answer

3. **Which of the following most closely reflects your current duties?**

   ☐ I am a Member (not listed in other options below, Sworn or Civilian)
   ☐ I am a Supervisor (Sergeant, Civilian Supervisor)
   ☐ I am a Manager (Staff Sergeant, Civilian Manager)
   ☐ I am a Senior Officer (Inspector, Director, Chief Official, Superintendent, SOA Manager, Legal Counsel, Executive Advisor, Executive Officer, Labour Relations Advisor, Executive Assistant to the Chief))
   ☐ I am a member of Executive Command (Chief, Deputy Chief, Director General)
   ☐ Prefer not to answer

4. **When did you begin your employment at this organization?**

   NOTE: answers will be grouped into aggregate categories of year ranges.

   Drop down month drop down year.

5. **At what Police station or building do you currently work most of the time?** (All Groups)
   - ☐ Central - 474 Elgin St.
   - ☐ West - 245 Greenbank Rd.
   - ☐ Rural West – 211 Huntmar Dr.
   - ☐ East - 3343 St-Joseph Blvd.
   - ☐ Rural East Letrim - 4561 Bank St
   - ☐ Airport – 1000 Airport Parkway Pvt.
   - ☐ Courthouse – 161 Elgin St.
   - ☐ Courts/PON – 100 Constellation Dr.
   - ☐ Evidence Control – 2799 Swansea Cres.
   - ☐ 19 Fairmont Ave.
   - ☐ Records Services Centre – 2670 Queensview Dr.
   - ☐ Programs Centre – 21 Concourse Gate
   - ☐ A Community Police Centre
   - ☐ Not specified above <Please Specify>
   - ☐ Prefer not to answer

6. **What is your status within the OPS?** (All Groups)
   - ☐ Civilian Pay Group 1-4
   - ☐ Communication Centre Clerk
   - ☐ Civilian OPA Pay Group 5-11 (non-supervisory)
   - ☐ Civilian OPA Supervisor
   - ☐ Civilian OPA Manager
   - ☐ Other OPA Civilian Role
   - ☐ Special Constable
   - ☐ Constable
   - ☐ NCO (sergeants, staff sergeants)
   - ☐ Sr. Officer/Director (Sworn/Civilian)
   - ☐ Prefer not to answer

7. **What directorate do you currently work in?** (All Groups except those who answered Executive Command in question 3)
   - ☐ Frontline Directorate/Community Relations & Frontline Specialized Support Directorate (go to question 8.a.)
   - ☐ Support Services Directorate (go to question 8.b.)
   - ☐ Criminal Investigations Directorate (go to question 8.c.)
   - ☐ Resourcing & Development Directorate (go to question 8.d.)
   - ☐ Corporate Support Directorate (go to question 8.e.)
   - ☐ Office of the Chief Directorate/Executive Services Directorate/Planning Performance and Analytics Directorate (go to question 8.f.)
   - ☐ Prefer not to answer (go to question 9.)

8. What Section are you in? (All Groups except those who answered Executive Command in question 3)

8.a Frontline Directorate/Community Relations & Frontline Specialized Support Directorate

- ☐ Platoon Central
- ☐ Platoon East
- ☐ Platoon West
- ☐ Fixed Patrol/Airport
- ☐ Community/Youth/SRO/Mental Health/Crime Prevention/Crime Stoppers
- ☐ Marine Dive & Trails/Canine
- ☐ Tactical
- ☐ OPSOC/Events Planning & Coordination/Paid Duties/Public Labour Relations/CBRNE/ESU/Intersect
- ☐ Traffic Enforcement & Escort/Impaired Countermeasures
- ☐ Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer
- ☐ Other (please specify)

8.b. Support Services Directorate

- ☐ Courthouse Prisoner Care & Transport/Cell Block
- ☐ Courthouse Building Security/POA – Constellation Crescent
- ☐ Court Liaison
- ☐ Call Centre/Switchboard
- ☐ Communications Centre/911/Electronics Technology/Radios
- ☐ Front Desk Services/eMVC QA/Impounded Vehicles
- ☐ Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer
- ☐ Other (please specify)

8.c. Criminal Investigations Directorate

- ☐ Criminal Investigations - East
- ☐ Criminal Investigations - West
- ☐ Criminal Investigations - Central
- ☐ Arson/Organized Fraud/Fraud/Elder Fraud/Elder Abuse
- ☐ Robbery/Break & Enter
- ☐ Drugs/Proceeds of Crime/POAF/Street Crime
- ☐ Forensic Ident/Imaging Services/Automated Fingerprint Identification System
- ☐ Guns & Gangs/Direct Action Response Team/Provincial Weapons Enforcement
- ☐ ViClas/Major Case Management/Offender Management/Human Trafficking/Missing Persons
- ☐ Intelligence/Covert Operations/Technical Support/CISO/Biker Enforcement Unit/Organized Crime/Justice Officer Police Intelligence Section/Witness Protection
- ☐ Major Crime/Polygraph/Victim Crisis Unit
- ☐ Partner Assault

- ☐ Collision Investigations/Computer Forensic Unit/Cyber Crime/Internet Child Exploitation
- ☐ Sexual Assault & Child Abuse
- ☐ Surveillance/Organized Auto Theft/Repeat Offender Parole Enforcement/Air Support
- ☐ Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer
- ☐ Other (please specify)

8.d. Resourcing & Development Directorate

- ☐ Health, Safety & Lifestyles/Wellness/Workforce Management/Employee Services/Job Evaluation/Employee Relations/Talent Management/Sworn Staffing
- ☐ Outreach and Recruiting
- ☐ Professional Development Centre
- ☐ Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer
- ☐ Other (please specify)

8.e. Corporate Support Directorate

- ☐ Infrastructure Support/Service Centre/Telecommunications/Business Solutions Support/BIS Projects/Client Liaison
- ☐ Records & Info Management
- ☐ Financial Planning/Scheduling & Attendance/Mail Services
- ☐ Security Operations/Capital Projects/Facilities Management/Parking
- ☐ Fleet & Technical Services/Evidence Control/Quartermaster/Material Management
- ☐ Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer
- ☐ Other (please specify)

8.f. Office of the Chief Directorate/Executive Services Directorate/Planning Performance & Analytics Directorate

- ☐ Office of the Chief/Legal Services/Professional Standards/Respect Conduct & Values
- ☐ Community Development/Diversity & Race Relations/Corporate Communications/Media Relations
- ☐ Planning, Performance and Analytics
- ☐ Service Initiative
- ☐ Office of Superintendent/Chief Official/Inspector/Director/Staffing Officer Other (please specify)

9. **What is your employment status?** (All Groups)

- ☐ Full time
- ☐ Part time
- ☐ Job share
- ☐ Prefer not to answer

10. Are you working in permanent or term employment? (All Groups)

☐ Permanent
☐ Term
☐ Prefer not to answer

11. Are you currently: (All Groups)

☐ In an acting role/temporary assignment
☐ On secondment
☐ On leave
☐ None of the above
☐ Prefer not to answer

SECTION TWO – EDUCATION (Standard Module)

1. **What is the highest level of education you have attained (fully completed)?** (All Groups)

    ☐   No certificate, diploma or degree (User will be directed to question 4)

    ☐   Secondary (High) school diploma or equivalent

    ☐   Diploma or certificate from technical or vocational school, community college, business college or University.

    ☐   Bachelor's degree

    ☐   Master's degree (e.g. M.A., M.Sc., M.Ed.)

    ☐   Doctorate (e.g. Ph.D., D.Sc., D.Ed.)

    ☐   Prefer not to answer

2. **Did you get your highest level of education in Canada?**

    ☐   Yes

    ☐   No

    ☐   Prefer not to answer

3. **Are you using your highest level of education in your current work or placement?**

    ☐   Yes (User will be directed to Question 4)

    ☐   No (User will be directed to Question 3a)

    ☐   Prefer not to answer (User will be directed to Question 4)

3.a. Please identify why you are not using your highest level of education in your current work or placement?

*Check **all** that apply.*

☐   My education is not recognized in Canada

☐   I chose to change professions

☐   I cannot find a job, placement or residency in the field in which I originally qualified

☐   The opportunity does not exist in the organization

☐   Not specified above <Please Specify>

☐   Prefer not to answer

4. What (if any) education have you pursued but only partially completed?

☐ Not applicable
☐ Secondary (High) school diploma or equivalent
☐ Diploma or certificate from technical or vocational school, community college, business college or University.
☐ Bachelor's degree
☐ Master's degree (e.g. M.A., M.Sc., M.Ed.)
☐ Doctorate (e.g. Ph.D., D.Sc., D.Ed.)
☐ Prefer not to answer

5. What was the major field of study or training of your highest level of education?

☐ Educational, recreational and counseling services
☐ Fine and applied arts
☐ Humanities and related fields
☐ Social Sciences and related fields
☐ Commerce, management and business administration
☐ Agricultural, biological, nutritional and food sciences
☐ Engineering and applied sciences
☐ Applied science technologies and trades
☐ Health professions and related technologies
☐ Mathematics, computer and physical sciences
☐ No specialization
☐ Not specified above <Please Specify>
☐ Prefer not to answer

6. In the past nine months, did you attend a school, college, or university?

☐ Yes, part-time

☐ Yes, full-time

☐ No

☐ Prefer not to answer

7. What specific certification/skills do you bring to the workplace? (e.g., dog trainer, Certified Accountant, professional photographer, first aid)

☐ Text box

☐ Prefer not to answer

SECTION THREE – PERSONAL DEMOGRAPHICS (All Groups)

Languages Spoken

1. What language(s) do you speak proficiently? (Official languages of Canada and others)

- ☐ English only (User directed to question 2)
- ☐ French only (User directed to question 2)
- ☐ English and French only (User directed to question 2)
- ☐ English and one or more other language(s) (User directed to Languages question 1.a)
- ☐ French and one or more other language(s) (User directed to Languages question 1.a)
- ☐ English and French and one or more other language(s) (User directed to Languages question 1.a)
- ☐ Prefer not to answer (User directed to question 2)

1.a. Which languages do you speak proficiently in addition to English and /or French? Check _all_ that apply.

- ☐ Arabic
- ☐ Albanian
- ☐ Bengali
- ☐ Bulgarian
- ☐ Chinese (Cantonese)
- ☐ Chinese (Mandarin)
- ☐ Creole
- ☐ Croatian
- ☐ Czech
- ☐ Danish
- ☐ Dutch
- ☐ Estonian
- ☐ Farsi (Persian)
- ☐ Finnish
- ☐ German
- ☐ Greek
- ☐ Gujarati
- ☐ Hebrew
- ☐ Hindi
- ☐ Hungarian

- ☐ Italian
- ☐ Japanese
- ☐ Korean
- ☐ Latvian
- ☐ Lithuanian
- ☐ Macedonian
- ☐ Norwegian
- ☐ Pashto
- ☐ Polish
- ☐ Portuguese
- ☐ Punjabi
- ☐ Romanian
- ☐ Russian
- ☐ Serbian
- ☐ Slovak
- ☐ Slovene
- ☐ Somali
- ☐ Spanish
- ☐ Swahili
- ☐ Swedish

- ☐ Tagalog
- ☐ Tamil
- ☐ Ukrainian
- ☐ Urdu
- ☐ Vietnamese
- ☐ Yiddish
- ☐ Indigenous languages (e.g. Cree, Ojibway, Inuktitut, Mohawk, Algonquian, Athabaskan, and Iroquoian)
- ☐ languages related to physical disability (e.g. American sign Language or Langue des signes Québécoise, etc.)
- ☐ Not specified above <Please Specify>

_____

Age

2. What is your year of birth?

_____

    (Drop-down year)   ☐ Prefer not to answer

Relationship Status

3. Please identify your current relationship status.

☐ Divorced

☐ Life Partner

☐ Living common law

☐ Separated

☐ Single

☐ Married

☐ Widowed

☐ Not specified above <Please specify>_____

☐ Prefer not to answer

Life Partner: For the purposes of this survey, Life Partner indicates an individual with whom you have a long-term committed relationship that does not meet the definition of Living common law

Living common law: For the purposes of this survey, Living common law means you have been living together for at least 12 continuous months.

3.a. Is your partner also an OPS member?

☐ Yes

☐ No

☐ Prefer not to answer

Disability Status

Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment that has been medically diagnosed. These include disabilities that impact work and disabilities that are managed through medical treatment.

Examples of disabilities include, but are not limited to:

- Addiction (e.g. alcohol, drugs, gambling)

- Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes, multiple sclerosis)

- Developmental disability (e.g. autism, Down syndrome)

- Learning disability (e.g. dyslexia, attention deficit hyperactivity disorder (ADHD))

- Mental illness (e.g. schizophrenia, depression, anxiety, PTSD)

- Physical disability (e.g. cerebral palsy, spinal cord injury, amputation, tremors)

- Sensory disability (e.g. hearing or vision loss)

4. Based on the above, do you identify as living with a disability?

☐ Yes (User will be directed to question 4a)

☐ No (User will be directed to question 5)

☐ Prefer not to answer (User will be directed to question 5)

4.a. What type of disability do you have?

*Check **all** that apply. Some examples follow each type.*

☐ Addiction (e.g. alcohol, drugs, gambling)

☐ Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes, multiple sclerosis)

☐ Developmental disability (e.g. autism, Down syndrome)

☐ Learning disability (e.g. dyslexia, attention deficit hyperactivity disorder (ADHD))

☐ Mental illness (e.g. schizophrenia, depression, anxiety, PTSD)

☐ Physical disability (e.g. cerebral palsy, spinal cord injury, amputation, tremors)

☐ Sensory disability (e.g. hearing or vision loss)

☐ Not specified above <Please Specify>

☐ Prefer not to answer

4.b. Accommodation

Accommodation for disability is required by law to eliminate barriers to employment and enable all employees to realize their potential and contribute fully.

The duty to accommodate means that sometimes it is necessary to treat someone differently in order to be equitable. For example, asking all job applicants to pass a written test may not be fair to a person with a visual disability. In such cases, the duty to accommodate may require that alternative arrangements be made to ensure full participation of a person or group. (Canadian Human Rights Commission)

4.b.i. Do you currently receive permanent or temporary accommodation for a disability in your current position?

☐   Yes

☐   No

☐   Prefer not to answer

4.b.ii. Would you request permanent or temporary accommodation from your employer if needed?

☐   Yes (Go to Question 5)

☐   No (Go to Question 4.b.iii)

☐   Prefer not to answer (Go to Question 5)

4.b.iii. Why would you not request permanent or temporary accommodation?

☐   Text box

☐   Prefer not to answer

Dependants

A dependant is a person who relies on you as their <u>main source</u> of financial support or someone who requires your daily assistance in attending to their basic personal needs and care.

5. Do you provide care to a dependant (to a child, parent, other family member, person with a disability, etc.)?

☐   Yes (User will be directed to question 5a)

☐   No (User will be directed to question 6)

☐   Prefer not to answer (User will be directed to question 6)

5.a. Who do you provide dependant care for?

*Check **all** that apply, including dependants that do not live with you in your home.*

☐   Child or children under 18 years of age

☐   Child or children 18 years of age or over

☐   Friend

☐   Immediate family member (other than child or elder)

☐   Parent(s) or grandparent(s)

☐   Partner/Spouse (stay at home)

☐   Not specified above <Please Specify>

☐   Prefer not to answer

5.b. Accommodation

5.b.i. Do you currently receive accommodation for dependant care in your current position?

☐   Yes

☐   No

☐   Prefer not to answer

5.b.ii. Would you request accommodation for dependant care from your employer if needed?

- ☐ Yes (Go to Question 6)

- ☐ No (Go to Question 5.b.iii)

- ☐ Prefer not to answer (Go to Question 6)

5.b.iii. Why would you not request dependant care accommodation?

- ☐ Text box

- ☐ Prefer not to answer

Indigenous or Aboriginal Identity

Indigenous is a term used in Canada to describe the original inhabitants of Canada and their descendants. Indigenous people in Canada include *First Nations*, *Inuit* and *Métis* people.

6. Based on this definition, do you consider yourself to be of Indigenous or Aboriginal ancestry?

☐ No (User will be directed to question 7)

☐ Yes (User will be directed to question 6a)

☐ Prefer not to answer (User will be directed to question 7)

6.a. Which of the following <u>best</u> describes your Indigenous or Aboriginal ancestry?

☐ First Nations (User will be directed to question 9)

☐ Inuit (User will be directed to question 9)

☐ Métis (User will be directed to question 9)

☐ Mixed-race Aboriginal or Indigenous ancestry (User will be directed to question 9)

☐ Aboriginal or Indigenous not included here (User will be directed to question 9)

☐ Prefer not to answer (User will be directed to question 9)

Racial / Ethnic Identity

7. Which of the following <u>best</u> describes your racial or ethnic identity?

Asian

☐ Asian Caribbean (e.g. Trinidadian)

☐ East Asian (e.g. Chinese, Japanese, Korean)

☐ South Asian (e.g. Indian, Pakistani, Sri Lankan)

☐ South East Asian (e.g. Malaysian, Filipino, Vietnamese)

☐ Asian – North American (e.g. Canadian, American)

☐ Asian – European (e.g. British, French)

☐ Asian – Not specified above

Black

☐ African (e.g. Ghanaian, Kenyan, Somali)

☐ Caribbean (e.g. Barbadian, Jamaican, Grenadian)

☐ South or Central American (e.g. Brazilian, Panamanian)

☐ Black – North American (e.g. Canadian, American)

☐ Black – European (e.g. British, French)

☐ Black – Not specified above

Latin / Hispanic

☐ Caribbean (e.g. Cuban, Puerto Rican)

☐ Central American (e.g. Honduran, El Salvadorian)

☐ European (e.g. Spanish, Portuguese)

☐ South American (e.g. Brazilian, Argentinian, Guyanese)

☐ Latin / Hispanic – North American (e.g. Mexican, Canadian, American)

☐ Latin / Hispanic – Not specified above

Middle Eastern

☐ Middle Eastern (e.g. Syrian, Lebanese)

☐ North African (e.g. Libyan, Moroccan)

☐ West Asian (e.g. Iranian, Afghani)

☐ Middle Eastern – North American (e.g. Canadian, American)

☐ Middle Eastern – European (e.g. British, French)

☐ Middle Eastern – Not specified above

Caucasian (White)

☐ European (e.g. Dutch, German, Russian, UK)

☐ South / Central American (e.g. Argentinian, Chilean)

☐ African (e.g. South African, Namibian)

☐ Caucasian – North American (e.g. Canadian, American)

☐ Caucasian – Not specified above

Israeli

☐ Israeli

☐ Israeli – North American (e.g. Canadian, American)

☐ Israeli – European (e.g. French, British)

Mixed Race

☐ Mixed Race (e.g. for those who do not identify with a single racial / ethnic identity.

☐ Not specified above (*Please specify*)_____

☐ Prefer not to answer

Place of Origin

8. Were you born in Canada?

☐ Yes (User will be directed to question 9)

☐ No (User will be directed to question 8a)

☐ Prefer not to answer (User will be directed to question 9)

Newcomer Status

8.a. What year did you arrive in Canada?

_____

(Drop-down year)

☐ Prefer not to answer

Religion, Faith and Spirituality.

9. Which of the following <u>best</u> describes your religious or spiritual affiliation?

- ☐ Agnostic (someone who believes that nothing is known or can be known of the existence or nature of God or gods)
- ☐ Atheist (someone who does not believe in any God or gods)
- ☐ Baha'i Faith practitioner
- ☐ Buddhist
- ☐ Christian – Catholic / Roman Catholic
- ☐ Christian – Orthodox / Eastern Orthodox
- ☐ Christian – Protestant (e.g.: Adventist, (Ana)Baptist, Anglican, Baptist, Calvinist, Lutheran, Methodist, Pentecostal)
- ☐ Christian – not included elsewhere
- ☐ Hindu
- ☐ Jain
- ☐ Jewish
- ☐ Muslim
- ☐ Pagan
- ☐ Rastafarian
- ☐ Sikh
- ☐ Spiritual
- ☐ Spiritual (Aboriginal or Indigenous)
- ☐ Unitarian
- ☐ Zoroastrian
- ☐ I do not have a religious or spiritual affiliation
- ☐ Not specified above (*Please specify*) _____
- ☐ Prefer not to answer

Sex

Sex refers to biological and physiological characteristics; chromosomes, hormonal profiles, internal and external sex organs, usually assigned at birth. Sex can be different than gender or gender identify.

10. What best describes your Sex?

- ☐ Female
- ☐ Intersex
- ☐ Male
- ☐ Prefer not to answer

Intersex refers to people whose bodies, reproductive systems, chromosomes and/or hormones are not easily characterized as male or female. This might include a woman with XY chromosomes or a man with ovaries instead of testes. Intersex people may identify as male, female, or intersex. Not all intersex people identify with the gender they were assigned at birth.

Gender and Gender Identity

Gender is a broad term encompassing a range of characteristics including physical anatomy, secondary sex characteristics that develop at and after puberty, behaviour and conduct, sense of self, and clothing.

Gender Identity is linked to a person's sense of self, and the sense of being male, female, both or neither. This may be different than the gender one was assigned at birth.

11. What is your Gender / Gender identity?

See below for detailed definitions of each term.

- ☐ Female (Users will be directed to Question 12)
- ☐ Male (Users will be directed to Question 12)

Transgender

- ☐ Trans - Female to Male (FtM) (Users will be directed to Question 11.a.)
- ☐ Trans - Male to Female (MtF) (Users will be directed to Question 11.a.)
- ☐ Two-spirited (Users will be directed to Question 11.a.)

☐   Not specified above <Please Specify>_____ (Users will be directed to Question 11.a.)

☐   Prefer not to answer (Users will be directed to Question 12)

Trans is an abbreviation that includes transgender, transsexual, gender non-conforming, and gender questioning persons. It is used to describe individuals who do not conform to what society usually defines as a man or a woman, but exist between or cross over the gender spectrum.

Female to Male (FtM): A person who was assigned female at birth but has a male gender identity. FtM may sometimes identify as a transman or man.

Male to Female (MtF): A person who was assigned male at birth but has a female gender identity. MtF might identify as a transwoman or woman.

Two-Spirit: Traditionally in Aboriginal cultures, this person was one who had received a gift from the Creator – the privilege of housing both male and female characteristics within their spirit. Today, it is used to describe First Nations and Métis people who are known in non-Aboriginal society as either gay, lesbian, bisexual, intersex or trans.

11.a. Who have you shared your Gender / Gender Identity with at work?

(Please check <u>all</u> that apply)

☐   With your manager / supervisor
☐   With co-workers/peers
☐   With others I interact with through work

☐   I am not open about my gender / gender identity at work.
☐   Prefer not to answer

11.b. Who have you shared your Gender / Gender Identity with outside of work?

(Please check <u>all</u> that apply)

☐   With family

☐   With friends

☐   I am not open about my gender / gender identity outside of work.

☐   Prefer not to answer

Sexual Orientation

Sexual Orientation describes our romantic or sexual attraction or our emotional and physical relationships. Being lesbian, gay, bisexual, two-spirited, or heterosexual are all sexual orientations.

12. What is your Sexual Orientation?

See below for detailed definitions of each term.

☐   Asexual (Users will be directed to the Question 12.a.)

☐   Bisexual (Users will be directed to the Question 12.a.)

☐   Gay (Users will be directed to the Question 12.a.)

☐   Heterosexual (Users will be directed to Question 13)

☐   Lesbian (Users will be directed to the Question 12.a.)

☐   Pansexual (Users will be directed to the Question 12.a.)

☐   Queer (Users will be directed to the Question 12.a.)

☐   Questioning (Users will be directed to the Question 12.a.)

☐   Two-spirit (Users will be directed to the Question 12.a.)

☐   Not specified above (*Please specify*) _____ (Users will be directed to the Question 12.a.)

☐   Prefer not to answer (Users will be directed to the Question 13.

Asexual is a term to describe people who have a lack of (or low level of) sexual attraction to others and / or a lack of interest or desire for sex or sexual partners.

Bisexual is a term describing people who are emotionally, romantically, and/or physically attracted to both men and women.

Gay is a term describing people whose emotional, romantic, and / or physical attraction is to people of the same sex.

Heterosexual ("straight") is a term describing people whose emotional, romantic and/or physical attraction is to people of the sex opposite of their own.

Lesbian is a term describing women whose emotional, romantic, and / or physical attraction is to people of the same sex.

Pansexual is a term describing people who are not limited in sexual choice with regard to biological sex, gender, or gender identity.

Queer is an umbrella term used by some who do not identify with conventional terminology (such as bisexual, gay, lesbian, or straight).

Questioning is a term describing people who are unsure about or are exploring their own sexual orientation.

Two-Spirit: Traditionally in Aboriginal cultures, this person was one who had received a gift from the Creator – the privilege of housing both male and female characteristics within their spirit. Today, it is used to describe First Nations and Métis people who are known in non-Aboriginal society as either gay, lesbian, bisexual, intersex or trans.

12.a. Who have you shared your Sexual Orientation with at work?

(Please check <u>all</u> that apply)

☐ With your manager / supervisor
☐ With co-workers/peers
☐ With others I interact with through work

☐ I am not open about my sexual orientation at work.

☐ Prefer not to answer

12.b. Who have you shared your Sexual Orientation with outside of work?

(Please check <u>all</u> that apply)

☐ With family

☐ With friends

☐ I am not open about my sexual orientation outside of work.

☐ Prefer not to answer

Additional questions

13. What language(s) do you use on a regular basis in your job at OPS?
Please check all that apply

- ☐ English
- ☐ French
- ☐ Another language (please specify:_____)
- ☐ Prefer not to answer

14. How do you spend your time outside of work? (check all that apply) (All respondents)

- ☐ Dependent care
- ☐ Religious needs
- ☐ Personal medical needs
- ☐ Volunteering/community activities
- ☐ Hobbies
- ☐ Physical fitness
- ☐ Not specified above <Please Specify>
- ☐ Prefer not to answer

15. In the last week, how many hours did you spend working for pay (regular/required duty)**?** (All respondents)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 24 hours
- ☐ 25 to 34 hours
- ☐ 35 to 44 hours
- ☐ 45 to 54 hours
- ☐ 55 to 64 hours
- ☐ 65 to 74 hours
- ☐ 75 hours or more
- ☐ Prefer not to answer

16. In the last week, how many hours did you spend working for pay (overtime for OPS)? (All respondents)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 24 hours
- ☐ 25 to 34 hours
- ☐ 35 to 44 hours
- ☐ 45 to 54 hours
- ☐ 55 to 64 hours
- ☐ 65 to 74 hours
- ☐ 75 hours or more
- ☐ Prefer not to answer

17. In the last week, how many hours did you spend looking after children? (e.g., bathing, playing, driving, helping) (Respondents who answered "Child or children under 18 years of age" or "Child or children 18 years of age or over" in Question 5.a)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours

- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more
- ☐ Prefer not to answer

18. **In the last week, how many hours did you spend providing dependent care (for dependents other than children)? (e.g., personal care, assistance of any type, keeping company)** (Respondents who answered "friend" or "immediate family member" or "parent(s) or grandparent(s)" or "partner/spouse" or "not specified above" in Question 5.a)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more
- ☐ Prefer not to answer

19. How old are the Dependants living with you?

(Please check <u>all</u> that apply)

(respondents who answered "Yes" to Question 5, Dependants)
- ☐ Younger than 6 years
- ☐ 6 to 14 years
- ☐ 15 to 17 years
- ☐ 18 to 29 years
- ☐ 30 years or older
- ☐ Prefer not to answer

19.a. What is the number of dependants that are younger than 6 Years? (respondents who answered "Younger than 6 years" to Question 19)

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 +

19.b. What is the number of dependants that are 6 to 14 years? (respondents who answered "6 to 14 years" to Question 19)

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 +

19.c. What is the number of dependants that are 15 to 17 years? (respondents who answered "15 to 17 years" to Question 19)

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 +

19.d. What is the number of dependants that are 18 to 29 years? (respondents who answered "18 to 29 years" to Question 19)

- ☐ 1
- ☐ 2
- ☐ 3

☐ 4
☐ 5 +

19.e. What is the number of dependants that are 30 years or older? (respondents who answered "30 years or older" to Question 19)

☐ 1
☐ 2
☐ 3
☐ 4
☐ 5 +

20. In the last week, how many hours did you spend on housework, yard work or home maintenance? (e.g., meals, laundry, shopping, lawn) (All respondents)

☐ None
☐ Less than 5 hours
☐ 5 to 14 hours
☐ 15 to 29 hours
☐ 30 to 59 hours
☐ 60 hours or more
☐ Prefer not to answer

21. In the last week, how many hours did you spend volunteering on behalf of OPS? (e.g., United Way campaign, Boys and Girls Club events, Flatfooters) (All respondents)

☐ None
☐ Less than 5 hours
☐ 5 to 14 hours
☐ 15 to 29 hours
☐ 30 to 59 hours
☐ 60 hours or more
☐ Prefer not to answer

22. Which charity would you prefer Ottawa Police Service donate $1 to for every survey submitted? (All respondents)

☐ Ottawa Mission
☐ Ottawa Food Bank
☐ Snowsuit Fund
☐ United Way
☐ Ottawa Senators Foundation

Inclusion Module

Working at OPS

Please choose one answer that best describes your experience working at Ottawa Police Service.

Please respond to these questions according to how you personally feel – not how you think others feel. There are no wrong answers.

1. My organization is committed to **and** supportive of diversity.
- ☐ Strongly Agree
- ☐ Agree
- ☐ Slightly Agree
- ☐ Slightly Disagree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Prefer not to answer

2. At my organization, I am treated fairly **and** with respect.
- ☐ Strongly Agree
- ☐ Agree
- ☐ Slightly Agree
- ☐ Slightly Disagree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Prefer not to answer

3. At my organization, my unique value is known **and** appreciated.
- ☐ Strongly Agree
- ☐ Agree
- ☐ Slightly Agree
- ☐ Slightly Disagree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Prefer not to answer

4. At my organization, I feel included.
- ☐ Strongly Agree
- ☐ Agree
- ☐ Slightly Agree
- ☐ Slightly Disagree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Prefer not to answer

COMMENTS

1a. Do you have additional comments you would like to share as it relates to Ottawa Police Service's 2017 Member Workforce Census? The information you provide will be kept strictly confidential.

☐   Yes (go to question 1b)

☐   No (go to Thank You)

☐   Prefer not to answer (go to Thank You)

1b. Please use the comment box below to enter your additional comments as it relates to Ottawa Police Service's 2017 Member Workforce Census. Specifically, what, in your view, should Ottawa Police Service be doing to further the goals of diversity and inclusion? *Please note that your response cannot exceed **500** characters.*

☐   Text box

☐   Prefer not to answer (go to Thank You)

THANK YOU!

Thank you for taking the time to complete Ottawa Police Service's 2017 Member Workforce Census. As part of Ottawa Police Service's ongoing commitment to diversity and inclusion, your feedback is very important. Look for an update on the census over the coming weeks.

If you would like to change any of your responses, you can do so at any time within the survey window. Simply visit Ottawa Police Service's Member Workforce Census Intranet/WIKI page for more information.

Thank you again for your participation!

By clicking on the "Submit" button below, you confirm that you have completed the census.

Canadian Centre for Diversity and Inclusion (CCDI)

CCDI has a mission to help the organizations we work with be inclusive, free of prejudice and discrimination – and to generate the awareness, dialogue and action for people to recognize diversity as an asset and not an obstacle. Through the research, reports and toolkits we develop and our workshops, events and workplace consultations, we're helping Canadian employers understand their diversity, plan for it and create inclusion.

CCDI's leadership has a proven model that's cultivated trust as an impartial third party. Our expertise is focused on the topics of inclusion that are relevant in Canada now and the regional differences that shape diversity.

A charitable organization that thinks like a business, we have created a niche with our innovative research technology and data analysis that brings a deeper understanding of Canadian diversity demographics and mindsets at any given moment.

CCDI is grateful for the support of our over 150 Employer Partners across Canada.

Contact us

For any questions regarding the benefits of becoming a CCDI Employer Partner, please contact:

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For any questions regarding other CCDI services, please contact:

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CCDI is grateful for the ongoing support of our Founding Partners.

www.ccdi.ca