Ottawa Police Service

Workforce Census 2012
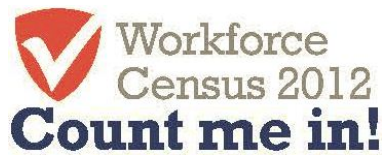**Count me in!**

Research Report:
OPS Member Composition

with Comparisons Back to
the Community and
2005 Workforce Census

Prepared by

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epsy consultancy

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to reveal the census results.

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Acknowledgements

Back on October 28, 2005 a total of 1,126 OPS members – an award-winning 73% – took part in the first ever Ottawa Police Census. This activity was repeated on November 5, 2012 by 1,643 employees, comprising 85% of the workforce, the highest response rate ever achieved for an OPS workforce survey.

First and foremost, we would like to thank each Ottawa Police Service member who took the time to fill out the 2012 Workforce Census and, by doing so, invested in your future. Only through your willing participation can we service our greatest asset – our members – and move to even greater heights in following through on this groundbreaking initiative. Your invaluable participation also resulted in a donation of $1,643 to a charity that provides needy children in our community with a snowsuit for this winter.

We also wish to recognize and thank the 2012 Census Team that, under the leadership of the Resourcing & Development management team, championed by Director General Debra Frazer, made an invaluable contribution to our success with this year's survey. Special thanks to Staff Sergeant Carl Cartright, Project Lead: Corporate Communications, Information Technology and Antonia Francis, Director of Employee Relations, who provided leadership and much needed support in their respective areas of expertise. Many thanks to Senior Officers, who responded efficiently to the request of the project team to reinforce the importance of Census participation and make survey completion a priority.

We appreciate the opportunity to have partnered with ePsy Consultancy, who administered the survey and analyzed the results.

Thank you to all who took the time to participate and for "Counting Yourself In".

Charles Bordeleau
Chief of Police
Ottawa Police Service

Paul Johnston
President
Senior Officers' Association

Matt Skof
President
Ottawa Police Association

Executive Summary

The Census report offers an excellent representation of OPS members, both based on stability and on shifts in **organizational demographics** between 2005 and 2012. The response rate to the OPS Census increased from 72.75% in 2005 to 84.56% in 2012 – an outstanding achievement of OPS members.

The value of being well-versed in OPS demographics is that the profiled characteristics lend considerable credibility to all other strategies and initiatives in the OPS. The structure of the report facilitates a quick read-through with thoughtful insights for strategic planning and decision making.

General Composition Section

OPS member composition

- Participating OPS members have worked in the OPS for an average of 13 years.
- Consistent with 2005, the typical OPS member is a Canadian citizen, married or in a relationship and very family-oriented, involved in the local community outside of work, and fairly house-based:
⇨ Most people work a full-time in a pre-set number of 35-44 regular hours (66.5%) or 45-54 hours (14.6%) per week.
⇨ About 40% of the OPS members are in their late thirties and early forties, which puts them in the Baby Bust Generation (in 2005 they were Generation X-ers, which is currently the second largest group of employees).
⇨ Since 2005, involvement in the care of children increased even more to 69.1%, while significantly more OPS members do this part-time.
⇨ Dependents of OPS members are mostly between the ages of 6-14 years, with a sizable number being of preschool age. In addition, roughly one out of every five OPS members also provides care for adults. The varying age range and circumstances of dependents place different demands on members.
⇨ In contrast to child care, the number of OPS members providing care to other dependents decreased somewhat to 45.1%, although these members spend more time on it than they did in 2005.
⇨ On top of children and dependent care, many OPS members spend about 5-14 hours per week on housework, yard work or home maintenance, though are more pressured for time to do so than in 2005.
⇨ Similar to 2005, work-care balance is complemented by 2.4 non-work activities per OPS member on average, which mostly entail physical fitness and hobbies.
⇨ This description is dominated by sworn members characteristics, as only 28.2% are civilian.

- There are almost two females for every three males in the OPS, while female numbers declined since 2005. Among civilian members, the ratio of male to female is 28.7%:71.3%. The opposite is found for sworn members, where 76.1% of these employees are male and 23.9% are female.

Executive Summary (cont.)

- Slightly up from 2005, one in every five OPS members is in a relationship with another OPS member.
- While 96.6% of respondents identify as heterosexual, several OPS members classified themselves as gay, lesbian, bisexual, transgendered, two-spirited or questioning (GLBTTQ) – 95 members left this question unanswered.
- OPS members are generally educated with most having completed or almost completed college with certification or a diploma, or a first university degree.
  ⇨ Relatively few (8.8%) have a post-graduate degree.
  ⇨ Significantly down from 2005, one out of every 10 OPS members (10.5%) is enrolled in any tertiary education.

- Most of the OPS members (84.8%) are white, slightly down from 2005. The Service includes 10.8% who are of visible minorities (up from 2005) – most notably Black with 3.8% – and 6.5% who are Aboriginal (down from 2005). There are 5.3% members (also down from 2005) who identified living with a disability.
- Most OPS members identify a religion, although the numbers are down from 2005. Out of the OPS members who practise a religion, 42.6% are Roman Catholic. Some members chose to not respond to this question.
- Almost nine out of every ten OPS members consider themselves Canadian, slightly down from 2005. In addition, members have a wide range of affiliation with other ethnic/cultural groups, in 2012 most notably with the Irish and Scottish, as well as with the British, and Italian.

- There are roughly three English-speaking members for every French-speaking member in the OPS – 48.3% speaks both English and French well enough to conduct a conversation.
- As many as 10.8% of the OPS members are capable of conducting a conversation in a language other than English or French, while 6.9% can converse in English, French and at least one other language, for example, Spanish.

Child and dependent care

- Some OPS members often rely on multiple resources for dependent care (i.e., a childcare facility and anyone who might be available); far fewer members (30.4%) than in 2005 rely on one resource only. A spouse or partner was used most often for dependent care, though less often than in 2005.
- Dependent care (mostly comprised of children) is an even more significant factor in the life of the OPS member since 2005.
  ⇨ Male OPS members have more childcare responsibilities than female OPS members.
  ⇨ The OPS members with families appear to be in two different life phases: those (two-thirds) with children in primary school years and/or younger, and those (one-third) with teenagers and/or young adults, or even older adults.

Executive Summary (cont.)

Working overtime

- OPS members who put in 1-14 hours per week for overtime pay beyond their regular/required duty declined to 23.7% from 2005.
- However, 134 OPS members (8.7% of those who responded) received payment for regular and overtime work where the time worked was 60 hours or more in the week, and/or the overtime exceeded regular hours. October-November could have been demanding months for the OPS.

Current landscape

- On the whole and similar to the rate of change in National demographics, OPS member statistics are consistent with overall composition trends in 2005, when they also aligned well with the demographics of the community they serve in the City of Ottawa.
- Since 2005 the OPS grew by 19.8% based on active members surveyed in the OPS Census: 1,622 paper surveys were distributed to members in 2005, compared to 1,943 online invitations that were sent to members in 2012. (A small group of members were excluded from participation each time for reasons such as long-term leave or secondment duties rendering members inaccessible.)   This significant expansion is evident in all its directorates, with the exception of larger comparative growth in Criminal Investigation and Patrol services (East and West divisions), and Emergency operations.
- Proportionally more officers were added (standing at 71.8%), while the number of civilians declined (now 28.2%) compared to those who responded in 2005. In addition, supervisory staff also declined (representing 23.4% of OPS members in 2012) from seven years ago.
- The human and social sciences and related fields dominate the educational specialization of OPS members. Employees are formally trained in all 11 educational classifications of Statistics Canada, some of which may be underutilised in the OPS. In addition, members bring a variety of other skills to the job.

Organizational diversity

- Increased from 2005, a total of 19.9% of OPS members are a member of a visible minority, non-white group, aboriginal group, or having a disability of some sort. An even higher number of members of a visible minority, and especially of those having a disability, is desired to demonstrate that the OPS is able to serve the community as needed in its capacity of being recognized as a progressive employer.
- As many as 48.3% of the OPS members speak both English and French.
- Community demand for other languages is greater than service supply.
- As many as 10.8% of the OPS members are capable of conducting a conversation in at least one language other than English or French.

Executive Summary (cont.)

A window on the future

- Almost 40% of the OPS members are in their late thirties and early forties – a large cohort from the Baby-boom Bust generation with known characteristics that can help explain patterns of behaviour.

- Almost a third of the workforce is Baby Boomers or older Generations X-ers, who will retire in the next ten years. This puts the OPS temporarily under more pressure than it was in 2005, since these two demographic cohorts are larger than the next Baby Bust cohort, which indicates that a substantial number of members will be retiring in the same period.

- The percentage of young adults under the age of 25, as well as those OPS members in the 25-34 year age category, is even smaller than in 2005.

- With many OPS members working full-time with opportunities for overtime pay which a good many act on, there is no threat of a fiscal cliff in the OPS. However, there are signs of a dependents cliff, caused by some who have limited resources to draw on and must be very self-reliant in providing dependent care, while others have to cope daily with dependents that range across the age spectrum from young children to older adults.

- Skills in speaking a language other than English and/or French, whether fluently or with an interpreter, often proves to be extremely useful on the job. However, members have little OPS support to improve and maintain proficiency outside of using that other language in the field. Given the demands for this skill in the field, this asset can benefit from improved management.

Diversity Composition Section

I. Male versus female members

- There are almost two females for every three males in the OPS.

- Overall, female numbers in the OPS declined by 3%, from 40.1% in 2005 to 37.1% in 2012.

- While overall female numbers decreased since 2005, both sworn male and sworn female numbers increased in the past seven years.

- Relatively speaking, females continue to dominate on the civilian side as opposed to the sworn side. By contrast, males feature strongest as sworn members rather than as civilians.

- In 2012, 53.8% of all female OPS members are civilian and 46.3% are sworn. By contrast, male OPS membership is divided between 12.8% civilian and 87.2% sworn at present. These shifted significantly from 2005 when 62.4% of all females were civilian and 85.4% of all males were sworn by comparison.

Executive Summary (cont.)

- Overall, the number of females compared to males in the OPS decreased from standing at 62:38% ratio prior to Census 2005 (older members) to representing a 68:32% ratio since OPS Census 2005 (newer members). Since 2005, the OPS recruited many sworn members while female civilians retired.

- **Among females only**
  - Civilian females shrank from 62.4% in 2005 to 53.8% in 2012.
  - Sworn females grew from 37.6% in 2005 to 46.3% in 2012.
  - 74.1% female members started working at the OPS prior to Census 2005 and 25.9% since then.

- **Among males only**
  - Civilian males shrank from 14.6% in 2005 to 12.8% in 2012.
  - Sworn males grew slightly from 85.4% in 2005 to 87.2% in 2012.
  - 69.2% male members started working at the OPS prior to Census 2005 and 30.8% since then.

- The OPS will do well to strengthen strategies to continue employing more male civilians, female sworn members, disabled members in general (male and female) and especially disabled male sworn members, as well as mixed race sworn members, provided all appointees will meet the requirements of the job.

II. Civilian versus Sworn members

- Consistently since 2005, there are approximately three civilian members for every seven sworn members in the OPS, who, by necessity, work mostly in different directorates.
- They share a similar number of years worked at the OPS on average, while civilians work together in significantly larger groups reporting to the same superior than sworn members.
- Proportionally, more civilians have alternative work agreements described other than full-time, permanent, while they also work less overtime paid hours than their counterparts.

- About 70% of OPS members have dependent care responsibilities, up from 65% in 2005; split between 59% for civilians and 75% for sworn members.
- Stronger recruitment activities on the sworn side of the organization had the unintended effect of an increase in dependent care overall, which becomes a larger OPS responsibility to its employees.

- The burden that sworn members carry with regards to dependent care is significantly greater than that of civilians.

Executive Summary (cont.)

- The largest category of civilians are from Generation X (45-54 years, a large cohort), while the largest category of sworn members are from the Baby Bust generation (35-44 years, a small cohort) at present. While the OPS employee pool were more simply understood in terms of one age cohort – Generation X – in 2005, the cohort divide across different members has created an added layer of complexity in 2012.

- **Among civilians only**
  - Female civilians shrank from 74.2% in 2005 to 71.3% in 2012.
  - Male civilians grew from 25.8% in 2005 to 28.7% in 2012.

- **Among sworn members only**
  - Female sworn members grew slightly from 22.8% in 2005 to 23.9% in 2012.
  - Male sworn members shrank slightly from 77.2% in 2005 to 76.1% in 2012.

- Marital status (married) and sexual orientation (heterosexual) remained consistent over the years, and are very comparable between civilians and sworn members in the OPS.

- On average, sworn members continue to be educated one level higher than civilians, while educational levels and skills vary more among the latter group.

- Overall diversity has increased similarly among both civilians (21.4%) and sworn members (19.7%) since 2005.

- Among those with a visible minority (increased to 10.8% from 8.0% in 2005), the ratio between sworn and civilian is roughly 4:1. At present, out of every 10 OPS members who reported to have a visible minority status, eight are sworn members (compared to seven in 2005). In the big picture, out of all OPS members, those with a visible minority comprise 8.4% sworn and 2.4% civilian.

- Overall, ethnic diversity increased among civilian members since 2005. Non-white membership continues to be more prominent among sworn members than among civilians, while Aboriginals are proportionally well represented in both classification groups.

- The presence of disability shifted dramatically towards civilian members since 2005. Down from seven years ago, only 4.1% of sworn members are disabled in some way.

- In summary and proportionately speaking, significantly more people with a visible minority can be found among sworn members, while significantly more people with a self-identified disability, or multiple disabilities, can be found among civilians.

- Since 2005, religious affiliation is consistently distributed among 12 different groups, and largely similar between civilian and sworn members. The number of OPS members with no religion increased by 3%.

- While more civilians speak multiple main and other languages than sworn members in 2012 and have opportunity to use these on the job, the capability to speak specific other languages is well distributed among the two groups alike.

Executive Summary (cont.)

III. Members Recruited Prior to, or Since OPS Census 2005

- Similar to the breakdown in civilian and sworn members but not related to membership status at all, there are approximately three newer members (hired since Census 2005, working at the OPS for four years on average) for every seven older members (hired prior to Census 2005, working at the OPS for 17 years on average).

- Recruitment efforts since Census 2005 appear to have targeted younger employees. Hence newer members are significantly younger than older members. Just over half of newer members are married, compared to two-thirds of older members.

- A statistically significantly higher number of newer members work in Patrol services, Resourcing and Development, and Support services. By contrast, older members are clustered in Criminal Investigations, Patrol Services and Support services also, and District services (in this order). While Emergency Operations and Corporate Services carry smaller employee numbers by comparison to other directorates, these are dominated by older members.

- Out of those with supervisory status, only 5.7% come from newer members, while the majority are older members.

- On average, members significantly have a lower rank in the OPS now than in 2005, while fewer members have supervisory status. A superior (sworn and civilian combined) is managing one direct report more where newer members are concerned, the difference being eight versus nine members on average.

- More members prior to 2005 have dependent care responsibilities, though newer members are expected to also grow into this picture in due time. The number of dependents members care for when they have this responsibility, are similar among older and newer members, though the type and age of dependents differ.

- Time spent during the week for volunteering is significantly decreased among newer members, while time spent on other activities outside work seems to be age-appropriate.

- The number of paid work hours is consistent among older and newer members.

- Newer members bring more skills to the job and a higher concentration of the same educational levels than older members. The latter is likely due to higher concentrations of OPS members in the 35-44 years and 45-54 age groups than before, combined with tertiary education on the rise in Canada.

- Newer members (with increased focus on the sworn side) proportionally skew significantly more towards males than older members. Conversely, the proportion of females in the OPS decreased from 38% before Census 2005 to 32% at present.

- Newer members since Census 2005 increased by 2.2% more in overall diversity than older members.

Executive Summary (cont.)

- **Among older members only – those recruited prior to Census 2005**
- o 62.4% older members recruited prior to OPS Census 2005 are male and 37.6% are female.

- **Among newer members only – those recruited since Census 2005 up to 2012**
- o 67.9% newer members recruited since OPS Census 2005 are male and 32.1% are female.

- Specific ethnic origins compare overall very well between older and newer members, except for fewer members of Irish origin among the latter group. When ethnic origin is grouped more broadly, recruitment proportions held steady for those from North American origin, while older members originate in significantly higher numbers from the British Isles and French. By contrast, ethnic origins of newer members are more diverse.

- Newer members proportionally include significantly more people who are a visible minority and non-White, but by contrast, fewer people who self-identify as disabled. Equity statistics improved most notably among newer members that are male.

- Proportionately, a larger number of newer members do not practice any religion, or are Christian (Orthodox or otherwise), while comparatively older members are more Roman Catholic.
- Newer members are significantly more able to conduct a conversation in one or more other languages than English, or English and French, notably an Asiatic or European language. By contrast, both older and newer members use all languages on the job with equal frequency.

Suggested next steps

The findings are summarised in a somewhat different order than that of the survey questions to facilitate a coherent picture of the current OPS workforce and the implications that the percentages may have. While the reported percentages are highly suggestive, they need to be weighed by a number of factors, including overall OPS strategies, budgetary and time constraints and opportunities, and further confirmation within the OPS of their significance.

Importantly, individual findings also need to be considered in the context of other findings offered in the Executive Summary and the remainder of the report. The numbers for most of the organizational demographics (division, location, rank and work agreement) are sufficiently large to allow for **additional segmentation and targeted analysis** in support of OPS initiatives, while the Census information can also be effectively merged with other member datasets available. The research team recommends that further mining of this data be optimised going forward, until a third Census survey can be launched again.

The reader is encouraged to make note of the reflection provided at the end of the main section, the composition summaries at the end of each sub-section, as well as the recommendations embedded in bold text in the diversity section of the report.

Methodology

The Workforce Census is the Ottawa Police Service (OPS)'s vehicle of choice to collect information about our workforce within the context of the profiled community we serve (see **Appendices A and B** for community composition coverage at the times of Census 2005 and 2012 respectively). The Census ensures a better understanding of how to serve identified needs of members within the organization. The results of this Census will provide the OPS with the ability to identify the demographic characteristics of our employee population and ponder the shifts in programs, staffing and operations that may have taken place since the first time the Census was completed in 2005. This information will in turn be used to strategize on, develop and implement OPS programs, policies, and practices as needed. The Census results will also help the organization to better address the needs of the community it serves.

It is critical that as many OPS members are "counted in" as possible. It is important that we get an accurate and honest indication of who our employees are and what characteristics they bring to the workforce. A high response rate to the Census survey will result in increased accuracy in understanding the composition and needs of this workforce. Participant information was analyzed and presented by an external consulting firm named ePsy Consultancy. The information provided is anonymous and has been kept strictly confidential by the external ePsy Consultancy, who processed the results and compiled this report. No individual results were, nor will be, made available to the OPS or any of its representatives. Individual participant responses have been combined with the responses of other OPS employees and reported in aggregate form only.

1. Operational aspects of the OPS Census

A successful start

A significant contributor to the success of the Census can be traced back to the careful planning and thorough organization that went into this initiative:

Planning

- In 2011 the Project Leads engaged Lansdowne Technologies Inc. to launch the 2012 Workforce Census.
- Full-time resources were assigned to the Workforce Census Project, which included the assignment of Staff Sergeant Carl Cartright.
- The Project Leads provided an overview of and received approval for the Census Project Plan from Executive Command on October 9, 2012.
- The Project Leads communicated with all Senior NCO's and Managers on the importance and value of participating in the Census survey.
- The Project Leads attended briefing sessions on the Census throughout several directorates during the two weeks preceding the launch date of the Census.

Methodology

Approval

- Building on the awareness for the Census Project created by Census Day in 2005, the project team provided a briefing session on the Census for the Executive Team on October 16, 2012.
- A letter from the Chief, President of the Senior Officers' Association and the President of the Police Association was distributed in support of the Census.
- A video of Chief Charles Bordeleau advocating the Census was posted on Intranet.

Communication

- A new Census 2012 "Count Me In" poster and logo were developed in conjunction with Communications strategy.
- Posters marketing the Census were distributed across all Directorates.
- Questions and answers about the Census and its administration were posted on the Intranet for all members to access.

Tracking and Accessibility

- An electronic tracking list of email addresses by directorate of all full-time members (1,943 employees, including a number with secondary email addresses) was prepared and provided to ePsy Consultancy for use in creating unique login codes for personal invitations to participate in the Census. (This list included all employees who were absent for reasons of secondment, annual leave, and other periods of extended leave.)
- ePsy Consultancy provided the OPS IT Security with the URL and IP address where the Census survey would be hosted for purposes of beta testing and ensuring compatibility with mobile terminals.

Motivation

- Two incentive programs to help boost the participation rate of members were implemented, namely:
  o One dollar was donated to a charitable organization, the Snow Suit Fund, for every completed survey.
  o Each participating member's personal code was entered in a raffle to win a prize – a 10" Samsung Tablet.

Implementation

- The Census survey invitation was electronically distributed on November 5, 2012 to all members at the same time. The survey was also available on the Patrol Mobile Data Terminals. Members had a choice to complete the survey in either English or French.

Methodology

Target-setting

- Members who had not completed the Census survey yet, were sent electronic reminders with instructions to participate online. A total of six rounds of reminders were sent in a three-week period: four in the first two weeks, and another two in the last week.
- The OPS sought a high response-rate target of 80%. At the end of two weeks, the response rate stood at about 79%, with satisfactory representation of each directorate.
- Where automated email replies in response to a Census email reminder included a secondary email, these were added to the electronic list of email addresses to receive a Census invitation.
- All enquiries from members about the Census were attended to promptly and individually throughout the three-week period in which the online survey remained open.

Follow-through

- Real-time tracking of response rates were enabled online by directorate. In addition, regular forecasting reports on response rates were provided to help focus and target encouragement for participation.
- The Executive Command, Superintendents and Directors were provided updates on their directorates rate of response during the survey administration
- Senior Officers ensured that all their employees had an opportunity to complete the Census survey. Every Senior Officer had a lead role in explaining the rationale and motivating each employee to participate in the Census.

Responsiveness

- A total of 1,943 online invitations for OPS Census 2012 participation were sent out to active members, based on which 1,643 survey completions were used in data analysis after cleaning and verification of the data were completed. This realised in a response rate of 84.56%.
- By comparison, in 2005 1,622 paper surveys were distributed to OPS members, of which 1,180 surveys were received back – a response rate of 72.75%. After data cleaning and verification, 1.126 responses were used in data analysis at the time (culminating in a realised response rate of 69.42%).
- Excluding a further 63 employees who were determined to be unreachable for the duration of the Census after invitations were sent out, technically the response rate was 87.39% based on 1,880 members.

Analysis

- All data collected are securely stored by an external party. Individual responses are not, nor will be, shared with the OPS in agreement with the commitment made to members who completed the survey.
- Data responses were verified for authenticity; the data were scrutinized for the identification and omission of any potential bogus, illogical, or extreme responses.
- Multiple responses by a few OPS members were manually cleaned to ensure that all participants have equal representation.

Methodology

Analysis (continued)

- The data were statistically analysed by Dr. Carina Fiedeldey-Van Dijk of ePsy Consultancy. The *Statistical Analysis System* (SAS) software was used for this purpose.
- Data verification, cleaning, syntax programming and statistical analysis occurred during November-December 2012 for purposes of the main report; subsequent analysis followed to segment the data further based on OPS interest.

Reporting

- A research report on the current OPS member composition was written by Dr. Carina Fiedeldey-Van Dijk of ePsy Consultancy on the back of the statistical findings from the 2012 Census data. The report styling and formatting resemble that of 2005 to facilitate continuation and easy comparison.
- Baseline statistics were updated from National Census statistics in 2006 and 2011, where available.
- The research report led to an on-site presentation of the findings by Dr. Carina Fiedeldey-Van Dijk to the OPS Executive Command. The two-hour session on January 14, 2013 based on Powerpoint slides included the sharing of first impressions and comment in the context of OPS strategies and functioning, with needs identification of further research specific to OPS needs.
- An expanded research report was provided to the OPS on January 21, 2013, which allows for comparisons against both community statistics and OPS member statistics from 2005.
- A second on-site meeting was held on February 20, 2013 between the OPS Director-General, the OPS Director of HR, and ePsy Consultancy to detail every aspect of the report and prepare the results for further implementation in the OPS via different departments.
- A third on-site meeting took place on March 31, 2014, which was attended by key decision-makers from different OPS departments and ePsy Consultancy. Suggestions for final editing and sign-off of the research report were made.
- At the third on-site meeting, the group participants were also introduced to the first OPS Census Report Extract, which focuses on findings from segmentation of the OPS Census data based on gender in the OPS. Further demographics that the OPS consider critical will lead to analysis and writing of additional Report Extracts.
- Critical demographics for segmentation identified during the meeting were Ethnicity – specifically Indigenous (Aboriginal) members, Asian members and Black members – and supervisory status and rank.

Sustainability

- The 2012 Census results will be communicated via the OPS intranet, newsletters and other media formats to key stakeholders by Corporate Communications starting April 2014. Key stakeholders are Senior Officers, heads of Directorates, community committees such as COMPAC, and others.
- Key trends, horizon issues, and objectives as directed by the findings of the 2012 Census will be discussed with the Chief for the purpose of OPS goal alignment and different ways in which the results can be used.

Methodology

Sustainability (continued)

- The results will be brought to the OPS Board on April 28, 2014 for full accountability.
- The OPS is committed to its plan to repeat the OPS Census every three years, which was met by Board approval in April 2006.

The route your Census survey took

Shortly after the Census date of November 5, 2012, survey responses were aggregated and analysed by ePsy Consultancy. The information on your survey, as part of that of 1,643 OPS colleagues, was electronically entered into a database hosted by Holophrastic Enterprises. **More than four out of every five OPS members took part in this initiative.** This commendable effort enables the OPS to have a highly comprehensive picture of the strengths, capabilities and diversity of its workforce.

Table 1: Summary of Implementation Activities

Scheduled activity	Responsibility	Date
Testing of URL and IP address for compliance and compatibility	OPS IT Security	Sept 13th onward
Development of 2012 Census Poster	Corp Communications S/Sgt. Cartright	Sept 12th onward
Presentation to DG	Director Francis / S/Sgt. Cartright	October 2nd
Online preparation of Census survey, email invitation and reminders	ePsy Consultancy / S/Sgt. Cartright	October 4th onward
Presentation to Exec Command	Director Francis / S/Sgt. Cartright	October 9th
Presentation to Exec Team	Director Francis / S/Sgt. Cartright	October 16th
Presentations to Platoon & Directorates	S/Sgt. Cartright	Week of Oct 29th and Nov 12th
Implement Communication Strategy	Corp. Communications	Nov 5th to 23rd
Activate Intranet Census Link	Corp. Communications	Nov 5th
Launch of online Census survey	All Members	Nov 5th
3rd Party online Survey Administration	ePsy Consultancy	Nov 5th to 23rd
Email reminders to members	Corp Communications / ePsy Consultancy	Nov 5th to 23rd
Daily monitoring and electronic updates of Census progress to Executive, Superintendents & Directors	S/Sgt. Cartright / ePsy Consultancy	Nov 5th to 23rd
Extension of Census Survey administration	S/Sgt. Cartright / ePsy Consultancy	Nov 19th
Closing of online Census Survey	ePsy Consultancy	Nov 23rd

Methodology

The Census survey proved to be a very effective way in which OPS employees can exercise a direct say in Human Resource policies and programs. A paper copy of the online survey – offered in English and French – can be found in **Appendix C**.

2. The power of the census results

The validity and reliability of the results

Every effort was made to ensure the consistency and accuracy of the data. **Most surveys were completely filled out.** A few exceptions exist, where an individual OPS member chose to enter the survey online but not complete it, or completed the survey partially but didn't return to finish it despite further email reminder requests to do so. A handful of members fully completed the survey more than once, in which case either their first or their most thorough completion was counted in.

The research team took considerable time and effort to clean and verify the data through cross-referencing opportunities that were built in the survey to ensure that the data are credible and as accurate a reflection of the current state of the OPS as possible. A total of 1,865 records were captured in the database; the **realized sample size,** on which the analysis was based, was **1,643 OPS members** out of a total of 1,943 to whom invitational emails were sent. Out of these, 63 OPS members were not reachable during the open survey time period of November 5-23 due to long-term leave, special secondment or other circumstances that prevented employees from reading and responding to emails and the survey. If these people are omitted from the count, **the corrected response rate is 87%**.

Throughout the report, responses to open questions are left intact to avoid adding possible researcher bias in interpretation. This means that the reader will see variations in spelling and description here and there, which reinforces the authenticity of the results as they were intended. Participants also had the option to leave a question blank if they felt a particular question is too sensitive or private, which are reflected in reported missing values.

We acknowledge that despite these efforts, it is not possible to discard all data inaccuracies with 100% certainty. This is true of every research study, and hence the results should be interpreted with about **1% fluctuation** in the reported percentages. This is true for both the OPS findings from 2012 and 2005, as well as for the baseline statistics offered by Statistics Canada. But what does a 1% fluctuation mean exactly? Let's take the OPS gender breakdown from 2005 as an example, where 60% participants were male and 40% were female:

```
                                        Cumulative  Cumulative
              Q13A    Frequency   Percent  Frequency    Percent
        -------------------------------------------------------
Male (52.49%)            662        59.9      662         59.9
Female (47.51%)          443        40.1     1105        100.0

               Frequency Missing = 21
```

Methodology

To change this ratio with just 1% will require 11 out of 1,126 OPS male members (who otherwise appear to have been honest in their responses, because the others have already been omitted) to either deliberately, or mistakenly indicate that they are female. The opposite situation can also be true, where 11 female members indicated that they are male.

If both males and females equally gave the wrong response for whatever reason, the inaccuracy will balance each other out and neutralise the impact on the reported statistic. (In this case the percentages are actually accurate despite individual inaccuracies.) However in practice inaccuracies are seldom perfectly random and hence perfectly balanced.

The reality is that in a sample size of more than 1,000 we have the luxury to accommodate a small number of inconsistencies and retain a large level of accuracy. Thus for a noticeable change in the reported percentages, we need a large number of people to respond inaccurately in the same manner. For people to respond inaccurately *in the same manner*, we need to have a good reason for them to do so (e.g., why would certain males choose to present themselves as females on the survey?). Theoretically the effect of noticeable inaccurate responding becomes even smaller as the number of response categories within a question increases.

Accommodating for 1% fluctuation in responses effectively means that for a question with only two response categories, 22 people of one group only must have provided the opposite response for good cause to make a 1% difference to the allowable fluctuation. This alone gives strong reason to state that not only the overall trends and patterns in the data, but also the percentages are expected to be a very accurate reflection of the OPS.

In addition, all comments and queries, received by OPS members about the initiative in general or the survey in particular, were addressed by the OPS Project Lead Census or by ePsy Consultancy. For example, a few individuals commented on the way a particular question may have been programmed online, which was noted and addressed promptly. Others received responses to specific questions they had in order to participate. The team took the stance that **every member is valued**, no matter what the question they had or situation they were in to accommodate participation.

Presentation of the results

Each question is presented as a stand-alone with the purpose of comparing OPS patterns and trends against that found in 2005. This is different from 2005, when the baseline for comparison was formed by the community it serves (as derived from National Census figures provided by Statistics Canada). The empirical findings, discussion, proposed action and further opportunities are concluded with a box stating at least one logical reason for originally including the question in the census survey, and possible benefits to help put the value of the question in perspective. These were familiar to the reader through the internal communication that took place in preparation for the launch of the online Census survey in consideration to participate.

The Census results should be viewed as a needed foundation for many strategies and initiatives in the OPS. Consequently, all readers will find value in the question-by-question findings, regardless of their stakeholder position in the OPS and the initiatives they are involved in. **Further analysis from other perspectives is possible and highly recommended.**

Methodology

The discussion of the findings is that of the author representing the research team and is by no means conclusive. Readers are encouraged to add their own ideas and creativity to the thoughts offered. After all, the results are only as good as the implementations that will follow them.

Who benefits from the Census results and data optimization?

The Census survey results are richly resourceful in prioritising and driving a variety of OPS objectives. The results offer insights and direction that grew far beyond the original impetus of the OPS Census back in 2005. The OPS is encouraged to use segmented Census data in informing and planning its strategies as much as possible.

The OPS recognises that the data provide many more opportunities to cross-tabulate questions for deeper insights. In addition, the Census data can be merged with other datasets available to the OPS to enable predictive modeling, allow for targeted development, and track success of OPS initiatives over time. It will be a loss to the OPS if the power of the Census results stops with this report.

3. <u>Becoming equipped to fully appreciate the census results</u>

A first cut at the data

The data were statistically analysed using world-renowned software called SAS (Statistical Analysis System). For the general section of the report, only **descriptive statistical procedures** were used, specifically frequencies, percentages, cumulative frequencies and percentages, mean, standard deviation, and measures of skewness and kurtosis (i.e., peakedness). These are further highlighted through selective graphs and charts. In addition, for the specified section on diversity, the research team added inferential statistics, specifically, Student T-tests and Chi-square contingency associations.

General census statistics for the City of Ottawa or the Ontario portion of Ottawa-Hull are available through Statistics Canada for most questions that were asked in the survey. In 2005, these were used as a **baseline and most credible reference available** against which the OPS results are compared. Readers may recall that in the 2005 OPS Census report, in each table of results the 2005 baseline statistics from the community were provided after the corresponding, labeled response options in parenthesis. In this report, these baseline community statistics, which were extracted from 2001 and later Canadian National Census findings for Ottawa-Hull – the OPS service boundaries at the time – are included in **Appendix A**.

Because the baseline community statistics were moved to Appendix A in this 2012 OPS Census report, the new reference statistics provided in parenthesis after each corresponding, labeled option in the tables of results represent the OPS statistics from 2005. In other words, the original community statistics made way for the OPS member reference statistics obtained in 2005 in this report.

Methodology

In addition, an update of the baseline community statistics is provided in **Appendix B**. These statistics were drawn from the most recent and available Canadian National Census findings (mostly 2006, some 2011) for Ottawa-Gatineau. By comparing the statistics between the two appendices, readers can appreciate overall minor shifts in demographic trends of the community that the OPS serves.

The first, general perspective on OPS comparative analysis gives the reader insight into the extent to which the organization changed from 2005. Since the first Census report, the comparison justly assumes that overall, the OPS resembles a fair representation of the community it serves. In other words, it is accepting and relying on the **face validity** of the initial results from 2005. Face validity is also termed logical or conceptual validity, so called because it is a form of validity determined by whether, on the face of it, the results related to a specific question makes sense against the backdrop of Ottawa's distribution statistics.

The comparative analysis has a further advantage in that it tells **a compelling story about a dynamic OPS profile**. It is akin to enjoying a 007 movie, no matter which actor plays the James Bond character this time! This report provides support and pointers for current and future strategies and action steps within the OPS in a professional spirit of transparency and foresight.

How to read the tables

Let's consider the age breakdown of the OPS members by way of an example from this year's results:

Question categories

Question number

Number of members who answered each category

Percentage of members who answered each category

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

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

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

          Frequency Missing = 15
```

Baseline statistics – percentage reflective of OPS members back in 2005

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

Number of members who did not complete the question

Methodology

Who to contact for more information about the Census

Should you have any technical questions about this report or have requests for additional insights, please do not hesitate to call Dr. Carina Fiedeldey-Van Dijk at 1-905-751-1673, or email her at carina@epsyconsultancy.com.

All other enquiries can be directed to:

1. Superintendent Daniel Delaney, Resourcing and Development at 1-613-236-1222 x 5620, or email him at delaneyd@ottawapolice.ca.
2. Staff Sergeant Carl Cartright, Project Lead Census at 1-613-236-1222 x 5896, or email him at cartrightc@ottawapolice.ca.
3. Staff Sergeant Debbie Miller, Outreach Recruitment and Resourcing at 1-613-236-1222 x 5209, or email her at millerd@ottawapolice.ca.

General Composition Section

The results detailed in this report are structured into two broad sections. The first section deals with general composition of OPS members as a whole, and provides an in-depth sense of typical OPS characteristics derived from a range of demographics whereby the metropolitan area of Ottawa-Gatineau can be similarly described.

This section will be followed by a closer look into specific composition of OPS members with a lens on diversity *per se*, where member groups will be contrasted and compared with one another.

Organizational Demographics

Overall, representation of OPS employees across different organizational demographics as tabled and graphed in this report is very comparable with that found in the first OPS Census (added in round parentheses next to the question response options as a base organizational reference). This lends credibility to the fact that the practice to directly compare results from 2005 to 2012 to determine shifts over time is valid and reliable.

For detailed OPS comparisons against the Canadian National Census results for Ottawa-Hull as it was demarcated back then, please consult the previous OPS Census report from 2005.

1. What directorate do you currently work in?

At first glance, it seems that most directorates saw a decline in numbers relative to organizational size over time. However, keep in mind that four new directorates were added to the six on the list from 2005. This development balances out the numbers across directorates so that directorate size remained very stable over the seven years since the first OPS Census and merely reflects overall employee growth in the OPS. Adjusted figures are provided in square parentheses to enable a direct comparison.

Q01A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Corporate services (13.3%) [8.9%]	137	8.5	137	8.5
Criminal investigation services (14.0%) [9.3%]	253	15.6	390	24.1
District (--%)	201	12.4	591	36.5
Emergency operations (7.4%) [4.9%]	124	7.6	715	44.1
Executive services (4.1%) [2.7%]	34	2.1	749	46.2
Office of the Chief (--%)	28	1.7	777	47.9
Patrol services (36.3%) [24.2%]	470	29.0	1247	76.9
Resourcing & development (--%)	58	3.6	1305	80.5
Seconded (--%)	20	1.2	1325	81.7
Support services (24.9%) [16.6%]	296	18.3	1621	100.0

Frequency Missing = 22

Known exceptions lie in *Criminal investigation services*, *Emergency operations* and *Patrol services*, where employee membership increased substantially. A closer look at the divisions within *Patrol services* revealed the following:

Organizational Demographics

Q01B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Patrol services, West division (31.1%)	158	33.6	158	33.6
Patrol services, Central division (40.1%)	170	36.2	328	69.8
Patrol services, East division (28.8%)	142	30.2	470	100.0

Frequency Missing = 1173

Note that an increase in membership occurred specifically in the West and East divisions, while proportionally, the Central division actually decreased in size from 2005.

Reason for asking Q1:
- We need to know the general composition of all directorates and divisions across the organization to understand the current and future changes that may occur. Understanding the composition allows us to plan better.
- This question cannot identify a person to a specific section or location.
- This will assist us in providing a snapshot of our current workforce.

Benefit to us:
- If we understand the composition of the directorates and divisions, we will be in a better position to predict areas where promotion and transfer opportunities will be available in the future.
- This can improve the way in which we identify skill gaps in the divisions that may help in making operational jobs more smoothly (by having more direct access to specialized skills).

Other possible benefits:
- It will allow the organization to verify deployment even more accurately.
- It will allow the organization to identify gaps in resources in order to lobby for them.
- This will further support our current Human Resources systems.

Organizational Demographics

2. At what police station or building do you currently work most of the time?

Adjusted for expansion in the number of police stations or buildings from nine to eleven since 2005, employee membership grew in St-Joseph Boulevard, whereas the percentages in other locations remained very stable.

Locations specified under *other* in the table below included mostly 1385 Woodroffe and 155 McArthur avenues, the drug office, and PDC – Algonquin College. A full list of alternative addresses can be provided upon request.

```
                                                          Cumulative  Cumulative
                                   Q02A  Frequency  Percent  Frequency   Percent
------------------------------------------------------------------------------
 474 Elgin (53.5%) [43.8%]                731       45.2       731        45.2
 245 Greenbank Rd. (18.3%) [15.0%]        235       14.5       966        59.7
 3343 St-Joseph Blvd. (7.5%) [6.1%]       156        9.6      1122        69.3
 4561 Bank St. (6.3%) [5.2%]               93        5.7      1215        75.1
 Provincial Court House (161 Elgn) (4.0%) [3.3%]  66  4.1      1281        79.2
 Ottawa International Airport (1.3%) [1.1%]  13      0.8      1294        80.0
 A Community Police Centre (0.9%) [0.7%]     2      0.1      1296        80.1
 Other (5.4%) [4.4%]                        74       4.6      1370        84.7
 19 Fairmont Ave. (--%)                     87       5.4      1457        90.0
 211 Huntmar Dr. (--%)                     146       9.0      1603        99.1
 2799 Swansea Cr. (--%)                     15       0.9      1618       100.0
                     Frequency Missing = 25
```

Reason for asking Q2:
- We need to know the general composition of all locations across the organization to understand the current and future changes that may occur. Understanding the composition allows us to plan better.
- This question cannot identify a specific person to a smaller location.
- This will assist us in providing a snapshot of our current workforce.

Benefit to us:
- If we understand the composition of specific locations, it will allow us to prepare for growth in the police service and the section locations. There is tremendous pressure for office space and we need to monitor this closely.
- We will be in a better position to predict areas where promotion and transfer opportunities will be available in the future.
- This can improve the way in which we identify skill gaps in your division that may help in making operational jobs smoother (by having more direct access to specialized skills).

Other possible benefits:
- It will allow the organization to verify deployment even more accurately.
- It will allow the organization to identify gaps in resources in order to lobby for them.
- This will further support our current Human Resources systems.

Organizational Demographics

3. What is your status with the OPS?

Status within the OPS shifted somewhat in the past seven years. While the number of *civilian* appointments declined, the number of employees in the rank of *Constable* increased significantly.

Q03A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Civilian (33.7%)	457	28.2	457	28.2
Special Constable* (3.0%)	49	3.0	506	31.2
Constable (42.7%)	815	50.3	1321	81.5
NCO (sergeants, staff sergeants) (15.5%)	214	13.2	1535	94.8
Acting NCO (sergeants, staff sergeants) (1.8%)	33	2.0	1568	96.8
Sr. Officer/Director (2.9%)	49	3.0	1617	99.8
Acting Sr. Officer/Director (0.4%)	3	0.2	1620	100.0

Frequency Missing = 23

Since 2005, the OPS appeared to have trimmed the number of employees with supervisory status slightly. However, keep in mind that in the first Census survey, supervisors responded to this particular question more diligently than regular staff, which may explain the slight decline in supervisory status in part.

Q03B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No (72.3%)	1236	76.6	1236	76.6
Yes (27.7%)	377	23.4	1613	100.0

Frequency Missing = 30

It should also be noted that the number of OPS employees grew from about 1,530 by roughly 150 members since 2005, or approximately 9.8% over a period of seven years. Compare this to the reported growth percentage of Statistics Canada for the metropolitan area of Ottawa-Gatineau between 2006 and 2011 – a period of five years – of 9.1%. (The national growth average is about 5.0%, the fastest of the G8 countries over the last five years, with Ontario and Quebec lying at 5.7% and 4.7% respectively.)

Adjusting for the time period, OPS membership grew by 7.0% in five years, which is below that of the community it serves.

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*   *In 2005, Special Constable was listed as a separate category and included in counts for sworn members. This practice was kept consistent in 2012 for the purpose of direct comparison of OPS Census findings. Since this group is small, it falls largely within the expected margin of error as explained the methodological section of the report. Refinement of the categories is planned for OPS Census 2016, for example, the large category of Constables may be separated from Auxiliary Constables.*

Organizational Demographics

Reason for asking Q3:
- We need to know the level of all members to compare the composition of different jobs to the other pressures and workload we face inside and outside the organization.

Benefit to us:
- If we understand the issues facing our different levels of employees and our sworn and civilian members, it will improve our ability to address work/life balance issues, levels of education and hours of work.
- It may improve the opportunity to receive additional professional development.

Other possible benefits:
- Most importantly, it will allow for better planning around staffing needs, and development of policies and approaches to new work that becomes a priority for the organization or the community.

Organizational Demographics

4. Are you working full-time or part-time, and on a permanent or contract basis?

OPS members overwhelmingly have a full-time, permanent work agreement with the OPS, while other types of agreements appear to be on the decline. No part-time, term agreements seem to exist, or if they do, no employee with this work arrangement participated in the Census.

```
                                           Cumulative  Cumulative
                  Q04    Frequency  Percent  Frequency   Percent
         --------------------------------------------------------
FT permanent (92.0%)       1555      95.9      1555       95.9
FT term (5.8%)               53       3.3      1608       99.2
Other arrangements (0.9%)    11       0.7      1619       99.9
PT permanent (0.6%)           2       0.1      1621      100.0

                  Frequency Missing = 22
```

Reason for asking Q4:
- We need to know what the make-up of our full-time and part-time members is to ensure there is a good cross-section.
- We can also compare the composition of different jobs to the other pressures and workload they face inside and outside the organization.
- It will add to our understanding of the contribution made by full- and part-time workers.

Benefit to us:
- If we understand the issues facing our full and part-time employees and our sworn and civilian members, it will improve our ability to address work-life balance issues, levels of education and hours of work.
- It may improve the opportunity to receive additional professional development.

Other possible benefits:
- Most importantly, it will allow for better planning around staffing needs, and development of policies and approaches to new work that is required.

Organizational Demographics

Concluding Organizational Demographics

Overall the organizational demographics as detailed by directorate and division, location, rank and supervisory status, and type of work agreement lend:

    i.   **Credibility to the further findings presented in this report.**

    ii.   **A distinct impression that the demographic profile of the organization remained relatively stable in the last seven years.**

The high degree of similarity between the participant percentages and that known of all OPS members sitting on top of a remarkably high response rate, gives the necessary impetus for basing future decisions on the findings of subsequent questions. It also implies that any differences in percentages that are found between the two snapshots in time are highly accurate and carry meaningful messages.

The thorough follow-up as mirrored on the first Census survey created a solid and trustworthy base for the usefulness of the next comparative findings. The time and investment that went into this initiative once again, are highly commendable and serve as a good example for other survey initiatives.

Reason for asking this section:

Our members are our greatest assets – and just like we keep track of the number of cars and rounds of ammunition we have, we are keeping an accurate inventory of the contributions of our members to the OPS.

Work Activities

5. Last week, how many hours did you spend working for pay?

Unchanged from 2005, the table below suggests that most people work a pre-set number of hours per week, falling in the category of 35-44 regular hours for about two-thirds of the workforce, with a select group working 45-54 hours under a full-time employee agreement with the OPS. The latter hours may be a result of members working shifts on a rotation that required more hours for that week. In the OPS, regular work hours need to be interpreted more flexibly than when employees work regular office hours, especially in the case of sworn members. Regardless, OPS members tend to work rather longer than shorter than a typical 40-hour work week.

In addition, work hours below 35-44 per week may reflect the work hours of part-time staff, which stands at 4% of the members (see Question 4), or casual staff. The slight increase in OPS members who reported that they did not work in the last week could be coincidental, or else more people than before may be on long-time leave for various reasons, among which perhaps stress. Keep in mind that with increased efforts to achieve a high response rate, more people under these circumstances may have completed the survey than in 2005, which could collectively alter the picture slightly. In any event, these percentages are low compared to the overall trend in hours worked in the last week.

A total of 5.8% of the workforce worked 55 hours or more, which is consistent over the years. However, it appears exceptionally high for regular duty requirements and deserves further scrutiny, especially in the light that overtime work on top of required duty is factored in elsewhere.

Regular/required duty

Q05A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (1.7%)	47	3.0	47	3.0
5 - 14 hours (1.3%)	15	0.9	62	3.9
15 - 24 hours (4.5%)	83	5.2	145	9.1
25 - 34 hours (3.6%)	66	4.1	211	13.3
35 - 44 hours (68.4%)	1058	66.5	1269	79.7
45 - 54 hours (13.9%)	232	14.6	1501	94.3
55 - 64 hours (4.0%)	47	3.0	1548	97.2
65 - 74 hours (1.6%)	25	1.6	1573	98.8
75+ (0.9%)	19	1.2	1592	100.0

Frequency Missing = 51

On top of the regular work hours for pay, comparative to 2005, fewer (only about one-quarter) of the employees put in overtime work for the OPS, which they mostly kept between 1-14 hours per week. In other words, if the hours of overtime work for pay in the last week as reported across the board of the OPS workforce can be argued as a good representation of any regular work week, and this occurred among significantly fewer members than in 2005, it might indicate a cost-cutting saving for the OPS.

Work Activities

Overtime for OPS

Q05B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (59.1%)	1129	73.2	1129	73.2
< 5 hours (17.6%)	209	13.6	1338	86.8
5 - 14 hours (15.9%)	155	10.1	1493	96.8
15 - 24 hours (2.8%)	24	1.6	1517	98.4
25 - 34 hours (2.2%)	7	0.5	1524	98.8
35 - 44 hours (0.9%)	9	0.6	1533	99.4
45 - 54 hours (1.2%)	3	0.2	1536	99.6
55 - 64 hours (0.4%)	3	0.2	1539	99.8
65 - 74 hours (0.0%)	1	0.1	1540	99.9
75+ (0.0%)	2	0.1	1542	100.0

Frequency Missing = 101

The 3.3% of employees who worked considerable hours on top of their regular duty will benefit from further investigation to determine whether these are exceptional circumstances. For example, it could be that they are accumulating work hours in a given week for the purpose of putting it towards personal time off later.

A two-dimensional perspective on regular versus overtime hours for pay is insightful when our point of departure is that agreed regular weekly hours with no or little overtime work required is expected and deemed healthy. Further analysis revealed that:

i. Most members lie within this domain, indicating a balance in paid work for OPS.

ii. Nine employees worked 24 hours or fewer and also put in paid overtime between 1-24 hours for a week in November, which effectively turns work to full-time, perhaps under special circumstances.

iii. As many as 23.9% of OPS full-time members (working 25-34 hours up to 75+ hours in a week), reported also having worked 1-34 hours of additional overtime hours in the same week. This percentage breaks down as follows:

- 12.4% full-time employees also worked 1-4 hours overtime.
- 9.7% full-time employees also worked 5-14 hours overtime.
- 1.4% full-time employees also worked 15-24 hours overtime.
- 0.5% full-time employees also worked 25-34 hours overtime.

iv. Six employees, who already worked 35-44 regular hours in the week, reported putting in overtime that exceeded those hours on top of full-time work. It could be that these are extremely exceptional circumstances, or else these few OPS members may have inflated the reporting of their work hours.

It would have been helpful if the above analysis could be further explained by the nature of the rotation shift of that week. Unfortunately, this information was not included in the Census survey. Care should be taken to view the reporting of weekly work hours in a broader context.

Work Activities

Reason for asking Q5:
- This question allows us to examine the amount of time we spend on work activities on the job.

Benefit to us:
- If we understand the amount of hours our members spend at work, it will give us a better understanding of work/life balance.
- It will add to our understanding of changing working patterns.

Other possible benefit:
- Knowledge about excessive overtime in a particular section would indicate a resource problem.

Work Activities

6. **Last week, how many hours did you spend doing the following unpaid activities?**

Consistently over the years, the OPS is positioned as a family-oriented organization based on its member profile, as 69.1% of OPS members are involved in the care of children. Accordingly, the number of hours spent per week on childcare is considerable. Interestingly, the child-care trend also shifted significantly to take the form of part-time care for some members, which is usually associated around more difficult economic times.

Keep in mind that with the second Census survey that was launched seven years later, so are the children of long-term OPS members. This necessitates a close look at potential shifts in the ages of children (and other dependents) as well, which is presented in the next section of this report.

Child care

Q06A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (36.3%)	491	31.0	491	31.0
< 5 hours (9.0%)	132	8.3	623	39.3
5 – 14 hours (16.0%)	178	11.2	801	50.6
15 – 24 hours (14.1%)	166	10.5	967	61.0
25 – 34 hours (7.0%)	153	9.7	1120	70.7
35 – 44 hours (4.3%)	158	10.0	1278	80.7
45 – 54 hours (3.5%)	83	5.2	1361	85.9
55 – 64 hours (3.0%)	48	3.0	1409	89.0
65 – 74 hours (4.6%)	40	2.5	1449	91.5
75+ (2.2%)	135	8.5	1584	100.0

Frequency Missing = 59

In contrast with the child-care responsibilities that increased slightly (which also may be a result of presumed efforts to push the recruitment of OPS members from younger generations since 2005), the percentage of employees who spends time on dependent care of others decreased somewhat. Regardless, 45.1% of employees carry this responsibility, and those who do, spend a bit more time on that than in 2005.

Dependent care

Q06B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (50.3%)	857	54.9	857	54.9
< 5 hours (20.9%)	282	18.1	1139	73.0
5 – 14 hours (21.0%)	259	16.6	1398	89.6
15 – 24 hours (4.4%)	95	6.1	1493	95.6
25 – 34 hours (1.7%)	32	2.0	1525	97.7
35 – 44 hours (0.8%)	12	0.8	1537	98.5
45 – 54 hours (0.6%)	11	0.7	1548	99.2
55 – 64 hours (0.2%)	2	0.1	1550	99.3
65 – 74 hours (0.1%)	3	0.2	1553	99.5
75+ (0.0%)	8	0.5	1561	100.0

Frequency Missing = 82

Work Activities

Likely as a result of the above increases, on average OPS members spend slightly less time on housework, yard work or home maintenance (mostly about 5-14 hours per week) compared to 2005, and less time to do unpaid volunteering work, whether OPS related or otherwise. The latter may also be in response to a high number of hours worked for payment.

House/yard maintenance

Q06C	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (2.7%)	19	1.2	19	1.2
< 5 hours (18.8%)	326	20.5	345	21.7
5 – 14 hours (50.7%)	876	55.1	1221	76.8
15 – 29 hours (22.2%)	288	18.1	1509	95.0
30 – 59 hours (4.3%)	65	4.1	1574	99.1
60+ hours (1.3%)	15	0.9	1589	100.0

Frequency Missing = 54

Volunteering – OPS

Q06D	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (81.5%)	1336	84.9	1336	84.9
< 5 hours (12.3%)	167	10.6	1503	95.5
5 – 14 hours (5.0%)	63	4.0	1566	99.6
15 – 29 hours (0.9%)	3	0.2	1569	99.7
60+ hours (0.3%)	4	0.3	1573	100.0

Frequency Missing = 70

Volunteering – Other

Q06E	Frequency	Percent	Cumulative Frequency	Cumulative Percent
None (61.7%)	996	63.2	996	63.2
< 5 hours (23.1%)	382	24.2	1378	87.4
5 – 14 hours (11.6%)	173	11.0	1551	98.4
15 – 29 hours (3.0%)	20	1.3	1571	99.6
30 – 59 hours (0.4%)	2	0.1	1573	99.7
60+ hours (0.2%)	4	0.3	1577	100.0

Frequency Missing = 66

These findings paint a steady picture that the typical OPS member is very family-oriented, involved in the local community where they can and time permits, and fairly house-based.

Work Activities

> *Reason for asking Q6:*
> - This question allows us to examine the amount of time we spend on work activities and volunteer time outside of work.
> - It allows us to get a more detailed look at the amount of time we spend on child and dependent care responsibilities where we might require additional support or consideration.
>
> *Benefit to us:*
> - If child-care or the helping of elderly parents is having an impact on us, it is something we may consider in creating a supportive workplace.
> - This will show us the pressures facing officers and civilians and will encourage a positive response through policy or other initiatives.

Work Activities

7. How do you spend your time outside work?

Work-care balance as reported before remained to be complemented mostly by hobbies and physical fitness as indicated in the graph below. Time spent on religious needs went down somewhat since 2005. Bear in mind that OPS members could check more than one category if preferred, hence each of the bars could potentially reach 100%. The average number of non-work activities listed per OPS member stayed the same to be 2.4 in 2012, ranging from 1 to 6 activities per employee.

Activities other than those listed below that OPS members are involved in, are wide-ranging. The detailed list can be provided upon request. Other activities are largely focused on home and family, sports and other extramural activities, socializing, chores, studying, and earning additional income.

Percentage

	'05	'12
Dependent care	34.4	33.3
Religious needs	10.0	7.4
Personal medical needs	11.5	13.8
Volunteering/community activities	23.6	23.1
Hobbies	68.7	66.0
Physical fitness	66.0	69.0
Other	17.9	18.0
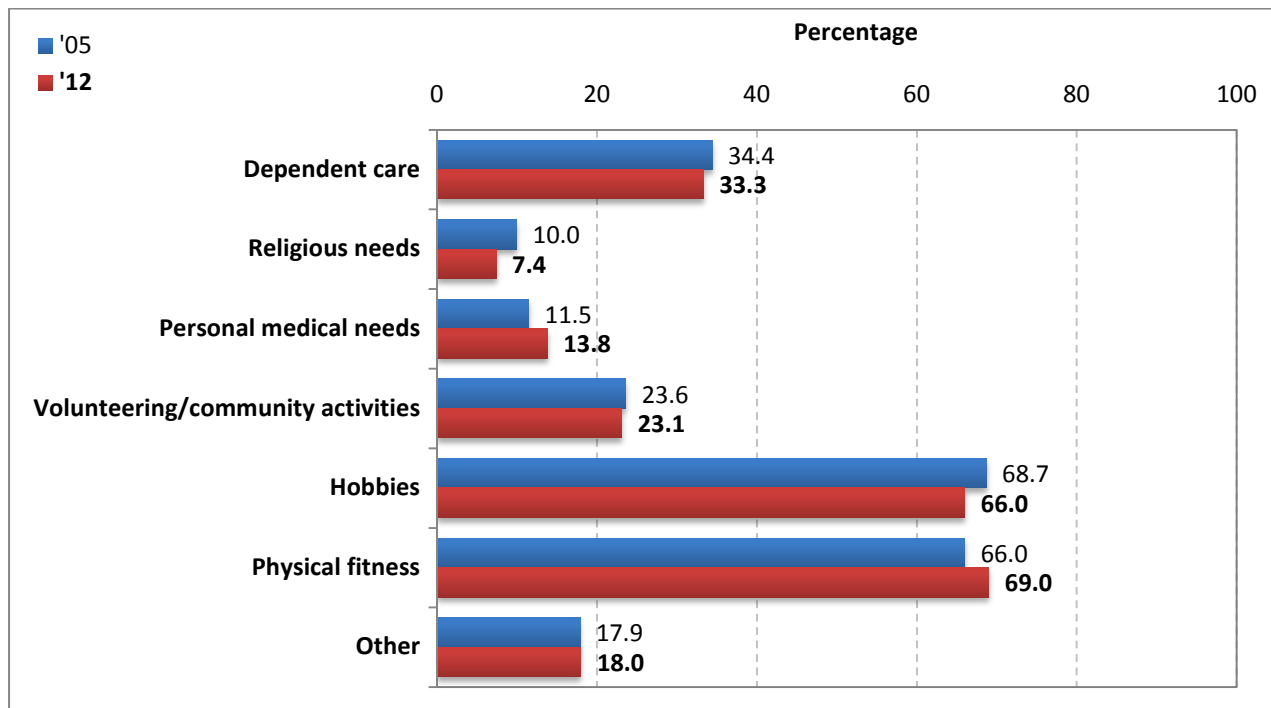
Work Activities

Reason for asking Q7:
- The question allows us to examine the amount of time we spend on activities outside of work (beyond those identified in other questions).
- The more information we have about time pressures on us, the better we are able to strive at a workplace that balances our professional and personal needs.

Benefit to us:
- The better our understanding of ourselves, the more influence we will have on changing our policies and approach to our needs.

Work Activities

Concluding Work Activities

Overall, the work activities confirm impressions from 2005 that that most (sworn) OPS members work 35-44 hours per week and devote the remainder of their time to child and dependent care. OPS members show care of their local community though are under increased pressure to find time to act out on it. Employees take pride in their family and home life. Hobbies and especially physical fitness continue to play a significant role when not at work. Further analysis of the data will increase understanding of the social side of OPS members from Census results. These profiled characteristics should be kept in mind when OPS initiatives are planned on every front.

Reason for asking this section: These questions allow us to examine the amount of time we spend on work activities, both on the job, and outside of work.

Children and Other Dependents

8. Who do you provide dependent care for?

The average *number* of different dependents that 70.6% of OPS members care for (up slightly from 67.8% in 2005), is 1.3, ranging from 1 to 5 dependents. Where reported, dependent care involves mostly children, but also includes other family members as the graph reveals below. (The response option *immediate family* from 2005 was split into two to single out the *stay-at-home spouse* in 2012, so the sum total of the two percentages can be compared directly with the one percentage reported before.)
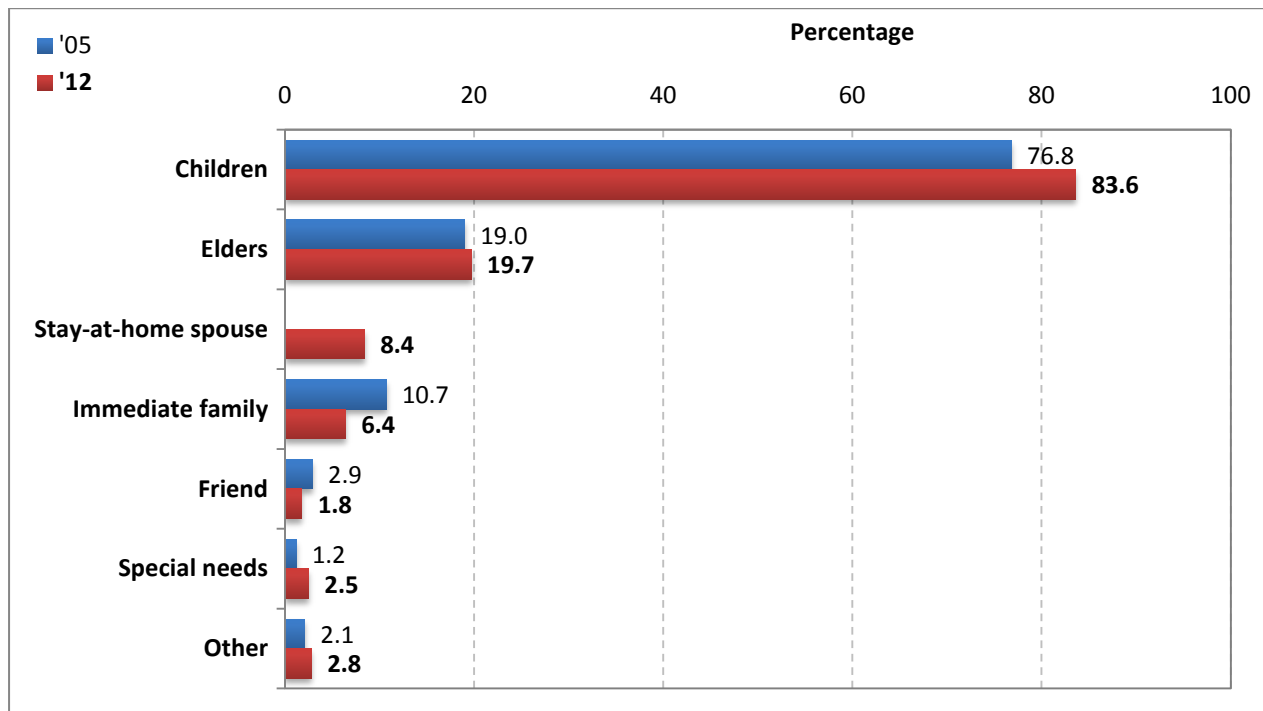
Provision for dependent children increased significantly, which is perhaps due to a sizable proportion of who are seven years older now than in 2005 but still dependent, while other OPS members with younger families grew in size. This is followed by a very slight increase in care for elders, reflecting our aging population amidst expected mortality rates.

In addition, note how the percentage care for dependents other than children increased slightly, in keeping with domestic trends at national levels due to economic and demographic pressures. Dependent care provided under the response option *other* included pets, adult children and extended family, children of neighbours, and anyone in need.

Children and Other Dependents

Q08GR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No dependent care	509	31.0	509	31.0
Children only	692	42.1	1201	73.1
Spouse only	13	0.8	1214	73.9
Children & spouse	75	4.6	1289	78.5
Elders only	82	5.0	1371	83.4
Children & elders	98	6.0	1469	89.4
Spouse & elders	2	0.1	1471	89.5
Other family only	29	1.8	1500	91.3
Family combos	30	1.8	1530	93.1
Non-family combos	28	1.7	1558	94.8
All other mixed combos (%)	85	5.2	1643	100.0

Reason for asking Q8:
- This allows us to understand the types of dependent care being expected of our members.

Benefit to us:
- The better we understand the impact of dependent care on us and our families, the more likely we are to address these issues through new and progressive policies.

Children and Other Dependents

9. How old are the dependents living with you?

A total of 7.1% employees said that they do not have any dependents living with them. Putting this in perspective, out of the 70.6% of OPS members who reported that they have dependents to care for, 10.1% of those who have dependents, carry responsibilities mainly outside of their own living arrangement. Conversely, nine out of every 10 OPS members with dependent care responsibilities have that from within their home.

The average *number* of different dependents living with 57.8% of OPS members who responded to this question (down significantly from 70.6% in 2005) for, is 2.2, ranging from 1 to as many as 16 live-in dependents. The percentages in the graph below reflect members in 2005 who revealed that they have dependents, against the 950 who responded this time.

The percentages suggest that the dependents of OPS members are mostly between the ages of 6-14 years, followed by those younger than 6 years. This helps explain the emphasis of OPS members on family life, and since 2005, young family life. The decrease in numbers for adult dependents also suggests that while a significant proportion of dependents likely moved out of the house since 2005, they are still dependent on OPS members.

No. of dependents	< 6 years	6-14 years	15-17 years	18-29 years	30+ years
1	52.3%	43.3%	76.0%	73.3%	89.2%
2	41.1%	46.0%	21.1%	19.0%	9.7%
3	6.7%	9.4%	2.3%	7.8%	0.0%
4+	0.0%	1.3%	0.6%	0.0%	1.1%

Children and Other Dependents

The age categories of children suggest that broadly speaking the OPS members with families are probably in two different life phases: the majority with children in primary school years and/or younger, and those (one-third) with teenagers and/or (young) adults. This may call for different approaches to work-life balance.

Q09AGR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
One dependent	228	24.0	228	24.0
Two dependents	458	48.2	686	72.2
Three dependents	197	20.7	883	92.9
Four or more dependents	67	7.1	950	100.0

Frequency Missing = 693

Reason for asking Q9:
- This allows us to understand the types of dependent care being expected of our employees, given the age of our dependents.

Benefit to us:
- The better we understand the impact of dependent care on us and our families, the more likely we are to address these issues through new and progressive policies.

Children and Other Dependents

10. **In the past 12 months, how often did someone else provide dependent care while you work?**

Comparatively, out of those OPS members who needed dependent care in the past 12 months while they worked, a spouse or partner remains to be used most often. However, a spouse/partner is used less often in 2012 than was the case in 2005. It could be that spouses/partners increasingly are less available for dependent care as they return to and are part of the workforce.

Additional help with dependent care came from other relatives or a sitter/neighbour on occasion, or from a childcare facility on a regular basis in 2005. This is still the case in 2012, however, childcare facilities and especially other options than those provided increased in popularity as method for additional dependent care. The latter is employed either on occasion, or as a standard practice, and may include friends, older or adult siblings, parents or grandparents, before- and-after-school care, homecare helpers, hospital care, and children staying home alone.

Spouse/partner

Q10A1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Never (34.5%)	617	40.6	617	40.6
Infrequently (9.6%)	131	8.6	748	49.3
Regularly (30.9%)	441	29.1	1189	78.3
Most of the time (12.9%)	188	12.4	1377	90.7
Always (12.0%)	141	9.3	1518	100.0

Frequency Missing = 125

Other relative

Q10A2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Never (52.6%)	843	57.2	843	57.2
Infrequently (28.5%)	380	25.8	1223	83.0
Regularly (14.8%)	195	13.2	1418	96.2
Most of the time (2.0%)	35	2.4	1453	98.6
Always (2.1%)	21	1.4	1474	100.0

Frequency Missing = 169

Sitter/neighbour

Q10A3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Never (69.0%)	1140	79.0	1140	79.0
Infrequently (16.6%)	200	13.9	1340	92.9
Regularly (11.5%)	80	5.5	1420	98.4
Most of the time (2.3%)	20	1.4	1440	99.8
Always (0.6%)	3	0.2	1443	100.0

Frequency Missing = 200

Children and Other Dependents

Nanny

```
                                       Cumulative  Cumulative
           Q10A4      Frequency  Percent  Frequency   Percent
--------------------------------------------------------------
Never (93.2%)             1370    95.1      1370       95.1
Infrequently (0.7%)         13     0.9      1383       96.0
Regularly (2.1%)            29     2.0      1412       98.1
Most of the time (2.5%)     15     1.0      1427       99.1
Always (1.6%)               13     0.9      1440      100.0

               Frequency Missing = 203
```

Childcare facility

```
                                       Cumulative  Cumulative
           Q10A5      Frequency  Percent  Frequency   Percent
--------------------------------------------------------------
Never (80.6%)             1199    82.3      1199       82.3
Infrequently (3.3%)         42     2.9      1241       85.2
Regularly (11.4%)          131     9.0      1372       94.2
Most of the time (2.9%)     53     3.6      1425       97.9
Always (1.9%)               31     2.1      1456      100.0

               Frequency Missing = 187
```

Eldercare facility

```
                                       Cumulative  Cumulative
           Q10A6      Frequency  Percent  Frequency   Percent
--------------------------------------------------------------
Never (92.5%)             1376    95.5      1376       95.5
Infrequently (1.2%)         15     1.0      1391       96.5
Regularly (3.3%)            16     1.1      1407       97.6
Most of the time (1.6%)     19     1.3      1426       99.0
Always (1.4%)               15     1.0      1441      100.0

               Frequency Missing = 202
```

Other

```
                                       Cumulative  Cumulative
           Q10A7      Frequency  Percent  Frequency   Percent
--------------------------------------------------------------
Never (93.0%)               11    24.4        11       24.4
Infrequently (1.6%)          6    13.3        17       37.8
Regularly (3.5%)            16    35.6        33       73.3
Most of the time (0.9%)      2     4.4        35       77.8
Always (0.9%)               10    22.2        45      100.0

               Frequency Missing = 1598
```

OPS members were allowed to check more than one dependent caregiver. This allowed for adding up the responses of the survey participants. A breakdown of multiple care provision while at work during the past 12 months looks as follows:

Children and Other Dependents

Q10A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
One care provider (44.9%)	315	30.4	315	30.4
Two care providers (32.8%)	356	34.3	671	64.7
Three care providers (18.7%)	254	24.5	925	89.2
Four care providers (3.3%)	94	9.1	1019	98.3
Five care providers (0.3%)	13	1.3	1032	99.5
Six care providers (0.0%)	4	0.4	1036	99.9
Seven care providers (0.0%)	1	0.1	1037	100.0

Frequency Missing = 606

This table suggests that OPS members often rely on multiple resources for dependent care, and became quite inventive in pooling from different resources compared to 2005. In other words, the decrease in frequency reported in the above tables needs to be read in the context each being reported as a stand-alone; when the current trend to use multiple resources for caregiving is factored in, drawing from extra help to meet dependent-care responsibilities is substantial.

While a network for dependent care is established for many members, note the high percentage of OPS members (30.4%, which is down from 44.9% in 2005) who still rely on one resource only. From the open responses the OPS does not appear to provide a dependent care facility.

Reason for asking Q10:
- The more detailed information we have on dependent care, the better we will be able to have an understanding of the issue.
- This allows us to understand the types of dependent care being expected of our members.

Benefit to us:
- The more we understand about the impact of dependent care on you and your family, the more likely we are to address these issues through new and progressive policies.
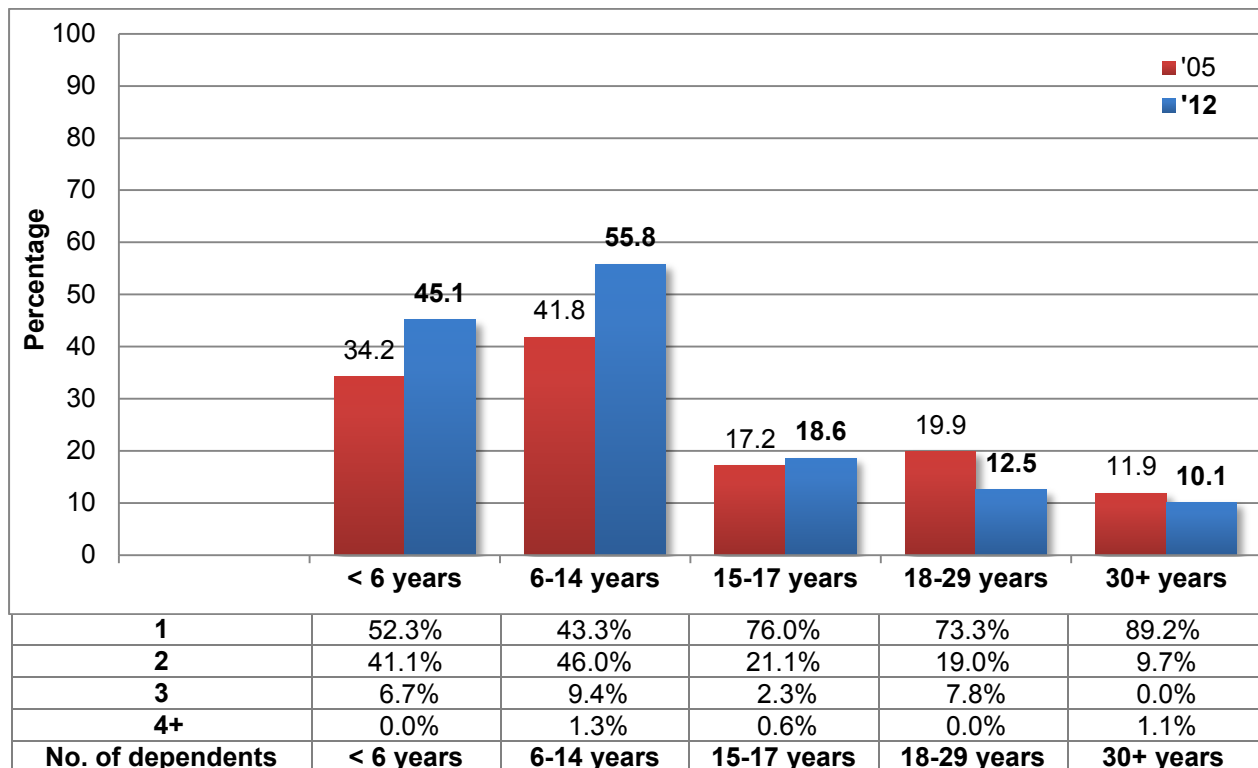

Children and Other Dependents

Concluding Children and Other Dependents

Consistent with 2005 and whether male or female, OPS members are more likely to be involved in childcare and other dependent care than not, and this picture seems to be on the increase. Not only does this shape the corporate culture and organizational climate in the OPS, but it also impacts on how OPS members create work-life balance, depending on the type of dependent care needed, and the resources available to them.

Because OPS members tend to work full-time and about a quarter put in considerable (paid) overtime as well, they may not experience the threat of a *fiscal cliff* like our neighbours to the south, but they do feel the pressure of a *dependents cliff*. Some may have no more than one dependent or category of dependents with multiple care providers available to them, while others are forced to be self-reliant in having to juggle different dependent care responsibilities during and after work.

Consider the facts that spouses/partners provide less childcare than before, and that about 22% (up from 2005) of the spouses/partners are also OPS members (this is revealed later). In addition, there is a distinct divide in dependent care between children of primary-school age or younger, and teenagers or young adults (students), or even older adults.

Reason for asking this section:

These questions help us understand the types of dependent care being expected of our members.

Workforce Demographics

11. What age group do you belong to?

Since 2005, OPS members will have moved on almost one generation, unless the organization continued to keep current and renew itself by employing members of a working age. In 2005, almost 40% of the OPS members were in their late thirties and early forties – Generation X. By natural progression, these employees will now be in the next demographic age category, meaning that the largest category should have been 45-54 years if the OPS did not respond proactively.

2012	Age category	2005	Generation (years born)
	Beginning to move into		Millennium Kids ('95-'2010)
'88-'94	<24 years	'81+	End of Baby-boom Echo ('80-'95)
'78-'87	25-34 years	'71-'80	Start-mid Baby-boom Echo ('80-'95)
'68-'77	*35-44 years*	*'61-'70*	Baby Bust ('67-'79)
'58-'67	45-54 years	'51-'60	Generation X ('60-'66)
'48-'57	55-64 years	'41-'50	Baby Boomer ('47-'66)
-'47	65+ years	-'40	World War II ('40-'46)
	No more employees in this era		Depression ('30-'39)

A close look at the findings below reveals that the largest age category remained the same since 2005, which represents the Baby Bust generation with distinctly different characteristics than Generation X. This also continues to match the unchanged profile of many members having children between 6-14 years as seen before.

```
                                      Cumulative  Cumulative
                 Q11  Frequency  Percent  Frequency   Percent
     ------------------------------------------------------------
     <24 years (3.6%)        18      1.1        18       1.1
     25-34 years (27.7%)    350     22.1       368      23.3
     35-44 years (39.8%)    642     40.6      1010      63.9
     45-54 years (23.9%)    504     31.9      1514      95.8
     55-64 years (5.0%)      63      4.0      1577      99.7
     65+ years (0.0%)         4      0.3      1581     100.0

                  Frequency Missing = 62
```

Workforce Demographics

Reason for asking Q11:
- This allows us to understand the age spectrum we represent.
- Understanding the ages in a clear way allows for detailed planning for future hiring, succession planning, meeting retirement needs and where experience is deployed in the organization.

Benefit to us:
- The more we can plan for staffing, the less likely we will have staff shortages in the near future.
- The more we understand retirements coming, the more we will be able to focus on retirement issues facing us now and soon.

Other possible benefits:
- It may improve the opportunity to receive additional personal development.

Workforce Demographics

12. Which of the following best describes your marital status?

The relational profile of OPS members remained very consistent over time, with most reportedly married or in a common-law relationship. This supports the family orientation and generational profile described earlier.

```
                                         Cumulative  Cumulative
                   Q12A   Frequency   Percent   Frequency    Percent
         ------------------------------------------------------------
         Single (13.9%)        157      10.0        157       10.0
         Married (61.5%)      1004      63.8       1161       73.8
         Separated (4.1%)       87       5.5       1248       79.3
         Common law (13.9%)    217      13.8       1465       93.1
         Divorced (6.7%)        98       6.2       1563       99.3
         Widowed (0.0%)         11       0.7       1574      100.0

                       Frequency Missing = 69
```

Consistent with 2005, a relatively high number of OPS members are related to another OPS member. Keep in mind that this percentage is relative to the number of OPS members who are in a relationship.

```
                                         Cumulative  Cumulative
                   Q12B   Frequency   Percent   Frequency    Percent
         -------------------------------------------------------------------
         Not OPS member (79.7%)   1053      78.3       1053       78.3
         OPS member (20.3%)        291      21.7       1344      100.0

                       Frequency Missing = 299
```

Reason for asking Q12:
- This question allows us to understand workforce issues associated with members who are married or not.
- It allows us to understand the complications or challenges associated with married partners on the job.

Benefit to us:
- The more we understand about the impact of married partners on the job, the more likely we are to address these issues through new and progressive policies.
- The more information we have about the effect of spouses/partners in the OPS, the better prepared we can be work towards a workplace that balances our professional and personal needs.

Workforce Demographics

13. What is your gender?

Male dominance grew slightly in the OPS since 2005, approaching roughly two males for every female at present.

```
                                  Cumulative  Cumulative
            Q13A   Frequency    Percent   Frequency    Percent
-------------------------------------------------------------
Male (59.9%)          992       62.9         992       62.9
Female (40.1%)        586       37.1        1578      100.0

               Frequency Missing = 65
```

The majority – 90% – of OPS members responded to a question about transgender. Of these, the number of employees responding affirmatively declined slightly since 2005. It is possible that a few additional trans-gendered members in the OPS preferred not to answer.

```
                                      Cumulative  Cumulative
             Q13B    Frequency    Percent   Frequency    Percent
----------------------------------------------------------------------
Not trans-gendered (99.1%)    1475      99.7       1475       99.7
Trans-gendered (0.9%)            5       0.3       1480      100.0

               Frequency Missing = 163
```

> *Reason for asking Q13:*
> - We need to know the gender make-up of our organization to ensure that specific needs are met, such as the planning for deployments of men and women to meet operational needs.
> - Information about our gender distribution helps us understand the potential for future maternity and parental leaves that will allow the organization to plan properly for replacements, adequate return to work and career continuance for women and men.
> - We are asking about trans-gender status in order to ensure the workplace is aware of the supports needed now or in the future for trans-gendered members. Many workplaces, including several Canadian police services, are dealing with an increased visibility of individuals who identify as being trans-gendered.

Workforce Demographics

14. What is your sexual orientation?

Largely consistent with 2005, most OPS members are heterosexual, with 3.4% having reported other orientations. (Note that about 1.8% of the members opted not to answer this question, whereas only four members dropped out of the survey completion at this point. This demonstrates a progressive attitude among OPS members, who are largely willing to accommodate demographic questions of this nature.)

```
                                            Cumulative  Cumulative
                  Q14   Frequency   Percent   Frequency    Percent
------------------------------------------------------------------
Heterosexual (96.2%)       1495      96.6        1495       96.6
Gay (0.7%)                    5       0.3        1500       96.9
Lesbian (1.8%)               30       1.9        1530       98.8
Bisexual (0.6%)               8       0.5        1538       99.4
Two-spirited (0.2%)           5       0.3        1543       99.7
Questioning (0.6%)            5       0.3        1548      100.0

              Frequency Missing = 95
```

Reason for asking Q14:
- We know we have members with different sexual orientations. We know that those who are of a minority sexual orientation at times face different challenges in the workplace. Understanding the scope of the diversity will allow us to create a work environment that is welcoming for all.
- As an organization, we have a responsibility to consider all members of our workforce.

Benefit to us:
- Heterosexual members may perhaps see little benefit in this question due to their majority status. Having an equal opportunity to identify our sexual orientation safely and anonymously will communicate a safe and welcoming workplace, which many studies have shown to be important to GLBTTQ individuals.

Other possible benefits:
- The responses to this question will allow us to answer the long-standing question of how many members are not heterosexual.

Workforce Demographics

15a) What is your highest level of education?

OPS members carry a considerable number of college certificates and diplomas, or university degrees. Compared to 2005, highest reported education in the lower levels decreased significantly, possibly helped in part with younger members entering the workforce and older members leaving. The level of education increased mostly in college and first university degree completion.

It is curious that there is a sharp decrease in OPS members pursuing post-graduate studies, which may be fuelled by tougher economic times since 2009 and less time available to pursue this actively.

Q15A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Elementary school (0.3%)	5	0.3	5	0.3
Secondary school (13.4%)	154	9.8	159	10.1
Trades certificate or diploma (2.2%)	30	1.9	189	12.0
College, w/o cert or dip (8.7%)	80	5.1	269	17.1
College, w/ trade cert or dip (3.3%)	48	3.0	317	20.1
College, w/ college cert or dip (3.4%)	416	26.4	733	46.6
University, first degree not completed (22.4%)	182	11.6	915	58.1
University, first degree completed (16.4%)	520	33.0	1435	91.2
University degree, post-bachelor (24.2%)	82	5.2	1517	96.4
University masters degree (3.0%)	55	3.5	1572	99.9
University doctorate degree (2.9%)	2	0.1	1574	100.0

Frequency Missing = 69

Reason for asking Q15a):
- This question helps us understand the resources that we have available in terms of skills, education and training.
- Developing both a skills and knowledge inventory will improve our ability to ensure that members with specific skills are matched to jobs that best use these skills.

Benefit to us:
- Existing skills that can be used for the benefit of the organization will likely increase our job satisfaction.
- Conversely, possible unused skills probably increase our levels of frustration.

Workforce Demographics

15b) **What was the major field of study or training of your highest level of education?**

Open responses to this question were grouped using a refined Census classification system for education provided by Statistics Canada. Where multiple fields were provided, the first-mentioned field was classified. In many cases these fields represented the same or highly complementary categories, for example, humanities and social sciences.

Similar to 2005, OPS members can be found in all categories. The humanities and social sciences dominate the educational specialization of the OPS members. Differences in percentages in these two categories are largely attributed to the fact that police foundations, law and security is moved from social sciences (e.g., psychology, sociology, communication, criminology) to humanities, were languages, philosophy, politics, journalism, etc. also reside. In addition, presence of commerce, management and business administration decreased somewhat over the years, while health and biological sciences picked up.

```
                                                                Cumulative   Cumulative
Q15BNUM                                    Frequency   Percent   Frequency     Percent
-------------------------------------------------------------------------------------
Educational, recreational & counseling (3.7%)     51       3.7          51         3.7
Mathematics, computer & physical sciences (4.7%)  53       3.9         104         7.6
No specialization (0.6%)                          15       1.1         119         8.7
Other (0.6%)                                       11       0.8         130         9.5
Fine & applied arts (1.5%)                         21       1.5         151        11.1
Humanities & related fields (6.4%)                472      34.6         623        45.7
Social sciences & related fields (55.7%)          440      32.3        1063        78.0
Commerce, management & business admin (18.9%)     156      11.4        1219        89.4
Agricult, biologic, nutrit & food sciences (1.2%)  46       3.4        1265        92.8
Engineering & applied sciences (2.1%)             32       2.3        1297        95.2
Applied science technologies & trades (3.2%)      41       3.0        1338        98.2
Health professions & related technologies (1.3%)  25       1.8        1363       100.0
                             Frequency Missing = 280
```

Reason for asking Q15b):
- This question helps us understand the resources that we have available in terms of skills, education and training.
- Developing both a skills and knowledge inventory will improve our ability to ensure that members with specific skills are matched to jobs that best use these skills.

Benefit to us:
- Existing skills that can be used for the benefit of the organization will likely increase our job satisfaction.
- Conversely, possible unused skills probably increase our levels of frustration.

Workforce Demographics

16. What specific certification/skills do you bring to the workplace?

The OPS members bring an extensive list of certification and skills to the workplace. These vary widely, from tertiary education not used in the workplace, to practical skills that round out duties on the job (e.g., CPR and first aid, technological and mechanical expertise, firefighting, public speaking) to skills that introduce dimensionality to officers (e.g., photography, fitness- and sports- and wellness-related expertise, woodworking) to skills that may have potential beyond the immediate work environment (e.g., singing, fiction writing, realty, fashion design, good looks).

Just under half of the survey participants (48.3%) listed one or more skills. A distribution of the *number of skills* they mentioned, which increased slightly from 2005 to 2012, is as follows:
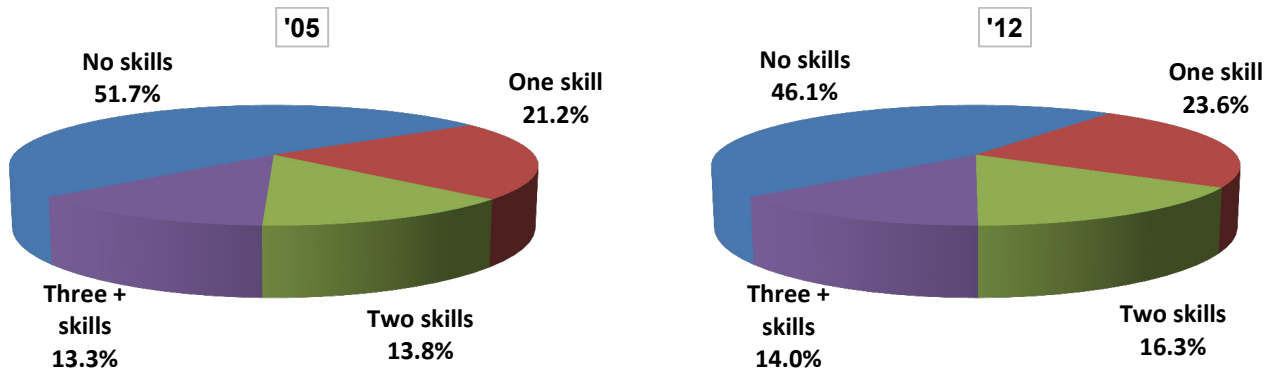
Reason for asking Q16:
• This question helps us understand the resources that we have available in terms of skills, education and training.
• Developing both a skills and knowledge inventory will improve our ability to ensure that members with specific skills are matched to jobs that best use these skills.
Benefit to us:
• Existing skills that can be used for the benefit of the organization will likely increase our job satisfaction.
• Conversely, possible unused skills probably increase our levels of frustration.

Workforce Demographics

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

Compared to 2005, enrolment in studies, even part-time, declined among OPS members. Apart from economic circumstances and time pressures, the small number of employees from the Baby-boom Echo generation, coupled with many who are fully immersed in the demands of family life, may be contributing factors to this.

Q17	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No (83.3%)	1400	89.5	1400	89.5
Yes, PT (14.4%)	151	9.7	1551	99.2
Yes, FT (2.3%)	13	0.8	1564	100.0

Frequency Missing = 79

Reason for asking Q17:
- This question will allow us to gauge more accurately how many members are working to further our education and skill sets.
- It allows us to determine if additional flexibility or support for members is needed.
- It allows a comparison to the use of other organizational benefits such as a tuition reimbursement program.

Benefit to us:
- The more we know about the skill development and educational aspirations of our members, the greater ability we have to adopt programs or initiatives to support this.

Workforce Demographics

18. **Please indicate the ethnic/cultural group(s) to which you, your parents, your grandparents, and your spouse/partner belong:**

The *number* of ethnic groups that OPS members originate from, as well as those indicated for their parents, grandparents and spouse/partner where applicable, compare well with figures reported in 2005. In contrast with seven years before, OPS members reported similar numbers for themselves and their spouse/partner, with the latter group lagging only slightly in average and range of ethnic origins reported.

Interestingly, ethnic origin increases slightly and ranges wider with each older generation. This can be explained by ethnic origin branching out with each generation further back, and also by the influx of immigrants after and since World War II. Of note is that current employees report this generation's origin still stemming from more than one ethnicity (see the four comparative graphs on the next pages), meaning that on average, OPS members are influenced by and open to other cultures.

Questions

Number of members on which the statistics on the right are based

The average for each of the questions

A measure showing the degree of consensus among members – smaller is desirable

The range within which scores vary

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
Q18Y	Diversity of own ethnic origin (1.5)	1546	1.50	0.79	1.00	6.00
Q18P	Diversity in ethnc orgn of parents (1.7)	1537	1.63	0.88	1.00	6.00
Q18G	Div in eth origin of grandparents (1.8)	1529	1.71	0.97	1.00	7.00
Q18S	Div in eth origin of spouse/partner (1.2)	1307	1.46	0.70	1.00	5.00

Meaning: Comparative average from seven years ago (2005)

Meaning: On average the OPS members identify with more than one ethnic/cultural group

Meaning: The average number of ethnic groups increases only slightly with each generation

Meaning: Consensus looks desirable – the average scores are good representations of the OPS members

Workforce Demographics

Question 18 lends itself to various exploratory analyses. The first exploration is a comparison, where provided, between *number of ethnic/cultural groups* that were checked for the OPS member, his/her parents, grandparents and spouse/partner.

Self
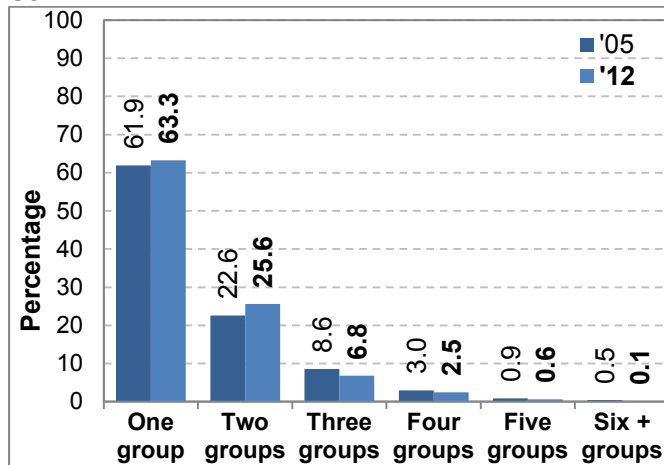
Parents
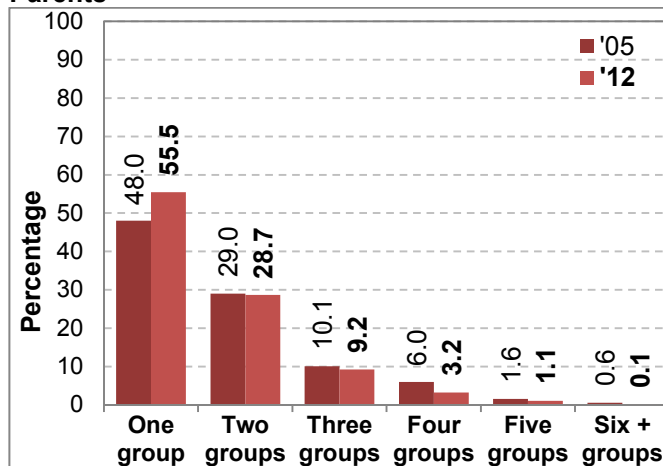
Workforce Demographics
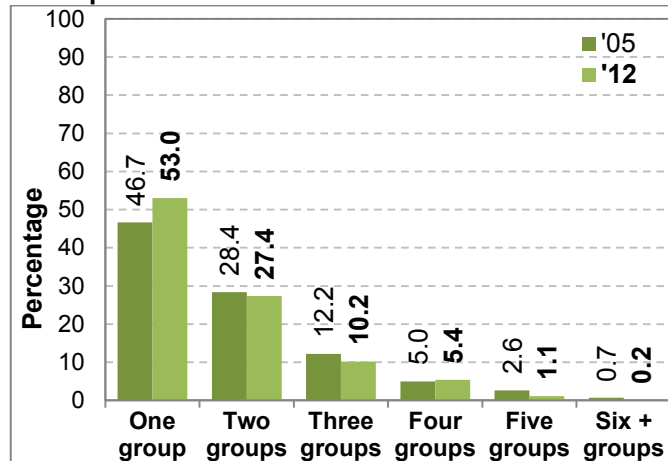
Grandparents

Spouse/partner
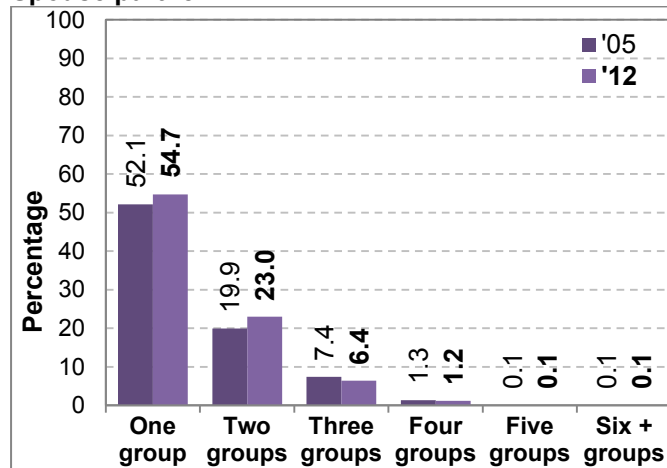
When the findings in the four graphs are compared with each other, it becomes apparent that with OPS members spanning approximately the same age ranges but having moved on in time, so did trends in ethnic origin. While grandparents and parents moved away from multiple ethnic origins to increasingly come from one origin by comparison, this trend is reversed for current OPS members. Interestingly, the ethnic origin of spouses/partners shows a transitional profile between that of OPS members and that of their parents and grandparents.

Keep in mind that spouses/partners should be roughly two-thirds female and one-third male, the flipside of the OPS member profile, and presumably slightly younger. If male OPS members are to follow their female spousal/partner counterpart and gender plays an insignificant role when 31 different ethnicity types are grouped together, both one and two ethnic groups per OPS member will feature strongly within the OPS for the next while, which endorses the action and opportunity proposed for Question 18.

Workforce Demographics

The second exploration on the next pages shows how many OPS members see themselves as being Canadian (with the community percentages in parenthesis), compared to how they see their parents, grandparents and spouse/partner (if applicable) as such. Almost nine out of ten OPS members see themselves as of Canadian origin. This ratio tapers off to 8/10 parents, 7/10 grandparents and 7/10 spouses/partners of Canadian origin. The ratios are trending slightly downwards for OPS members, their parents and grandparents, while it is trending upwards for spouses/partners to even out more with other groups.

Self

Canadian origin (91.4%)

Q18Y00	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	182	11.1	182	11.1
Checked	1461	88.9	1643	100.0

Canadian English (73.6%)

Q18Y01	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	404	24.6	404	24.6
Checked	1239	75.4	1643	100.0

Canadian French (29.7%)

Q18Y02	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1189	72.4	1189	72.4
Checked	454	27.6	1643	100.0

Parents

Canadian origin (83.6%)

Q18P00	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	298	18.1	298	18.1
Checked	1345	81.9	1643	100.0

Canadian English (65.8%)

Q18P01	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	539	32.8	539	32.8
Checked	1104	67.2	1643	100.0

Canadian French (34.3%)

Q18P02	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1133	69.0	1133	69.0
Checked	510	31.0	1643	100.0

Workforce Demographics

Grandparents

Canadian origin (75.6%)

Q18G00	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	456	27.8	456	27.8
Checked	1187	72.2	1643	100.0

Canadian English (56.3%)

Q18G01	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	729	44.4	729	44.4
Checked	914	55.6	1643	100.0

Canadian French (33.9%)

Q18G02	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1150	70.0	1150	70.0
Checked	493	30.0	1643	100.0

Spouse/partner

Canadian origin (72.3%)

Q18S00	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	442	26.9	442	26.9
Checked	1201	73.1	1643	100.0

Canadian English (54.8%)

Q18S01	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	681	41.4	681	41.4
Checked	962	58.6	1643	100.0

Canadian French (24.7%)

Q18S02	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1255	76.4	1255	76.4
Checked	388	23.6	1643	100.0

As for Canadian origin associated with the two main languages spoken in Canada, there are roughly three English-speaking Canadian members for every French-speaking Canadian member in the OPS workforce (with some overlap where OPS members represent both groups). This trend developed more to the English Canadian side for employees and their parents since 2005, with the ratio English-to-French Canadian standing at about 3:2 in the latter group.

Workforce Demographics

Canadian French resides more strongly among grandparents still, though the numbers in Canadian affiliation as a whole declined slightly from 2005 in favour of other origins. Substantially more spouses are from Canadian English, or non-Canadian origins. The OPS member affiliation with other ethnic/cultural groups looks as follows:

Group (self) (2005)	2005 Rank	2012 Self	Parents	Grand-parents	Spouse/ partner	Group (spouse/partner) (2005)
Irish (10.2%)	1	6.6%	8.0%	11.9%	4.4%	Irish (5.3%)
Scottish (6.5%)	2	4.1%	5.4%	9.1%	4.1%	Scottish (4.9%)
British (n/i elsewhere) (2.8%)	3.5	2.4%	5.0%	8.3%	3.5%	British (n/i elsewhere) (4.0%)
Italian (2.4%)	5	2.1%	2.7%	3.2%	2.6%	Italian (2.4%)
North American Indian (1.8%)	8	1.8%	2.1%	2.7%	0.8%	North American Indian (1.2%)
German (2.3%)	6	1.7%	3.6%	5.5%	1.6%	German (2.4%)
English (n/i elsewhere) (1.8%)	8	1.6%	2.4%	3.2%	2.5%	English (n/i elsewhere) (2.3%
French (n/i elsewhere) (2.8%)	3.5	1.5%	2.1%	2.5%	1.8%	French (n/i elsewhere) (2.6%)
East Indian (0.9%)	14	1.1%	1.2%	1.2%	0.9%	East Indian (0.7%)
Chinese (0.6%)	19	1.1%	1.2%	1.2%	1.0%	Chinese (0.6%)
Polish (1.2%)	10.5	1.0%	1.8%	2.4%	1.0%	Polish (0.9%)
American (USA) (0.6%)	19	1.0%	1.5%	2.3%	0.7%	American (USA) (0.9%)
Arab (0.4%)	23	1.0%	1.0%	0.9%	0.5%	Arab (0.4%)
Métis (1.8%)	8	0.9%	1.1%	1.5%	0.7%	Métis (1.2%)
Welsh (1.2%)	10.5	0.7%	0.8%	1.2%	0.5%	Welsh (0.6%)
Dutch (Netherlands) (1.1%)	12	0.7%	1.9%	2.3%	1.5%	Dutch (Netherlands) (1.7%)
Lebanese (0.8%)	16.5	0.7%	0.8%	0.7%	0.6%	Lebanese (0.4%)
Jamaican (0.4%)	23	0.7%	1.0%	1.2%	0.5%	Jamaican (0.7%)
Jewish (0.6%)	19	0.5%	0.7%	0.6%	0.3%	Jewish (0.5%)
Vietnamese (0.4%)	23	0.5%	0.5%	0.4%	0.4%	Vietnamese (0.1)
Portuguese (0.9%)	14	0.4%	0.5%	0.6%	0.5%	Portuguese (0.4%)
Somali (0.9%)	14	0.4%	0.4%	0.4%	0.3%	Somali (0.4%)
Spanish (0.4%)	23	0.4%	0.7%	0.7%	0.5%	Spanish (0.5%)
Haitian (0.2%)	27.5	0.4%	0.4%	0.5%	0.3%	Haitian (0.3%)
Ukrainian (0.8%)	16.5	0.2%	0.5%	1.0%	0.5%	Ukrainian (0.9%)
Hungarian (Magyar) (0.4%)	23	0.2%	0.5%	0.6%	0.3%	Hungarian (Magyar) (0.4)
South-Asian (0.3%)	26	0.2%	0.3%	0.2%	0.1%	South-Asian (0.2%)
Russian (0.2%)	27.5	0.1%	0.3%	0.7%	0.4%	Russian (0.4%)
Other (2.9%)		4.0%	6.2%	6.9%	3.8%	Other (2.3%)

n/i – not included

Representation of every ethnicity listed, which is also evident in the community that the OPS serves from Canadian National Census data, is a steady recognition of diversity within the organization. The lower percentages reported for the spouse/partner is partly due to some OPS members not being in a relationship. Ethnic origin is ordered according to highest frequency of OPS members (self). Compare this order to the ranks from 2005: East Indian, Chinese, American (USA), Arab, and Jamaican went up notably in position, while French (n/i elsewhere), Métis, Welsh, Dutch, Portuguese, Somali, Ukrainian went down in numbers and made way for other ethnicities from before. The first nine ethnic origins remained their top spots in the rank-order, although there is a steady decline in numbers from 2005 to make way for increases in other ethnicities.

Workforce Demographics

This trend is also evident among the spouses/partners, with the exception of those with Italian and English (n/i elsewhere) that increased since 2005. In addition, OPS members seem to have an affinity for a Dutch spouse/partner.

Cross-generational ethnic origins that are steadily decreasing within OPS member heritage are German, Polish, Métis, Dutch, Ukrainian, and Russian. This may be in keeping with community trends as well, which should be closely watched.

Lastly, the top four listed ethnic origins – Irish, Scottish, British (n/i elsewhere) and Italian deserves another mention. Apart from these origins being a result of main immigration trends since World War II, they may also reflect a cultural preference that exists within police services. Traditionally, these ethnicities were drawn towards policing with the security and status it offered. While this traditional attraction is declining steadily, the OPS may still be experiencing some of its lingering effects.

A third way to look at ethnic/cultural origin is by looking at a broader classification across multiple ethnic origins, where provided. This gives a good overview sense of where most OPS members reside. For these tables all checked ethnic/cultural groups were counted, rather than the number of people who responded affirmatively. This effectively takes into account multiple origins.

Own ethnic origin, specified

ORIGINY	Percent	Cumulative Percent
British Isles (8.4%)	10.5	10.5
French (1.1%)	0.8	11.3
Aboriginal (1.2%)	2.1	13.4
North American (82.3%)	75.1	88.5
Caribbean (0.3%)	1.0	89.5
European (4.3%)	6.3	95.8
African (0.2%)	0.3	96.1
Arab (0.6%)	1.2	97.3
Asian (1.5%)	2.7	100.0

Parent ethnic origin, specified

ORIGINP	Percent	Cumulative Percent
British Isles (12.7%)	14.9	14.9
French (1.6%)	0.8	15.8
Aboriginal (1.4%)	2.3	18.1
North American (73.6%)	66.5	84.6
Caribbean (0.6%)	1.3	85.8
European (7.1%)	9.7	95.5
African (0.5%)	0.3	95.8
Arab (0.9%)	1.3	97.2
Asian (1.7%)	2.8	100.0

Workforce Demographics

Grandparent ethnic origin, specified

```
                                          Cumulative
                       ORIGING   Percent   Percent
        ------------------------------------------------
        British Isles (19.0%)      21.3      21.3
        French (1.5%)               0.9      22.2
        Aboriginal (1.6%)           2.7      25.0
        North American (65.7%)     58.1      83.0
        Caribbean (0.5%)            1.3      84.4
        European (8.5%)            11.4      95.7
        African (0.3%)              0.3      96.0
        Arab (1.1%)                 1.3      97.3
        Asian (1.7%)                2.7     100.0
```

Spouse/partner ethnic origin, specified

```
                                          Cumulative
                       ORIGINS   Percent   Percent
        ------------------------------------------------
        British Isles (9.8%)        9.1       9.1
        French (1.7%)               1.2      10.3
        Aboriginal (0.9%)           0.7      11.0
        North American (79.4%)     80.0      91.0
        Caribbean (0.5%)            0.6      91.6
        European (5.7%)             5.7      97.2
        African (0.1%)              0.1      97.3
        Arab (0.6%)                 0.8      98.1
        Asian (1.2%)                1.9     100.0
```

Broadly speaking, the OPS members are by far North American, though compared to 2005, this dominance is on the decline to make way for higher numbers for those originating from the British Isles and Europe. This picture is echoed among the parents and grandparents of OPS members, but reversed for their spouse/partner. Also note the steady rise of employees and their relatives of Asian and Arab descent.

Workforce Demographics

Reason for asking Q18:
- This question will help us understand part of the composition of our workforce.
- There are various laws (Police Services Act) and policies (Police Services Board) and processes (OPS Business Plan) that speak to the need to reflect the community we serve. This will allow us to assess our success in meeting these requirements.
- By broadening the question beyond our own personal background, we are able to identify the significant diversity that members of our organization are linked to.

Benefit to us:
- We take pride in our heritage. Through our ethnic/cultural origins we are able to be a role model for our community and contribute in various ways to the organization or community.

Other possible benefits:
- We are regularly asked how much diversity our organization has, which we were not able to answer up to now. This question will allow us to have a much clearer understanding.
- If we see that there is a gap in our connection to the community, we can address that by putting effort into recruiting for qualified members in communities that are not fully addressed yet by our member constitution.
- We are likely more diverse than we claim to be. The community needs to be reassured of our connection with them. When we can show this connectivity to and awareness of the diverse community we serve, the overall relationship with the community will be improved through our front-line services. People like to know that they are understood; this identification will allow them to see that we do understand and that our members are well connected with many aspects of the community.

Workforce Demographics

19. Are you a Canadian citizen?

Canadian citizenship among OPS members is very high and identical to the percentage reported in 2005. Keep in mind that the OPS also hires citizens who have permanent resident or landed immigrant status, hence this may be an indication of a communal sense of belonging and loyalty to Canada.

Q19	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes (98.7%)	1543	98.7	1543	98.7
No (1.3%)	21	1.3	1564	100.0

Reason for asking Q19:
- We have been able to attract significant talent – both sworn and civilian – because of our citizenship requirements. This question will allow us to understand the make-up of our organization in comparison to other workplaces.

Benefit to us:
- This question will assist in planning and policy procedures.

Workforce Demographics

20a) **If "No" under 19), are you a permanent resident (landed immigrant) of Canada?**

Almost all survey participants who are not Canadian citizens at present have permanent-resident status, which they may have acquired in different years.

```
                                     Cumulative  Cumulative
          Q20A    Frequency  Percent  Frequency    Percent
---------------------------------------------------------
Yes (98.7%)          20       95.2         20        95.2
No  (1.3%)            1        4.8         21       100.0

                 Frequency Missing = 1622
```

Reason for asking Q20a):
• We have been able to attract significant talent – both sworn and civilian – because of our citizenship requirements. This question will allow us to understand the make-up of our organization in comparison to other workplaces.
Benefit to us:
• This question will assist in planning and policy purposes.

Workforce Demographics

20b) If "Yes" under 20a), when did you become a permanent resident?

The percentages from 2005 (in parentheses) in the table below include OPS members who were Canadian citizens at the time and were permanent residents before. In 2012, the numbers include only those members who answered yes under Question 20a) (i.e., they are permanent residents of Canada). Hence the two sets of percentages should not be compared directly.

Forty percent of the permanent residents in the OPS acquired their status fairly recently (later than 2005), are fairly new immigrants to Canada and perhaps not eligible yet to apply for citizenship status in this country. The other 60% (12 members) are legally eligible under normal circumstances but have not done so (yet). In any event, these numbers are very small by comparison to the overwhelming majority of employees who are Canadian citizens.

```
                                        Cumulative  Cumulative
            Q20B    Frequency   Percent  Frequency    Percent
-------------------------------------------------------------
Pre-1971 (41.3%)        2         10.0         2        10.0
1981-1985 (7.3%)        1          5.0         3        15.0
1991-1995 (2.8%)        2         10.0         5        25.0
1996-2000 (5.5%)        2         10.0         7        35.0
2001-2005 (7.3%)        5         25.0        12        60.0
2006-2010 (--%)         8         40.0        20       100.0

            Frequency Missing = 1623
```

Reason for asking Q20b):
- We have been able to attract significant talent – both sworn and civilian – because of our citizenship requirements. This question will allow us to understand the make-up of our organization in comparison to other workplaces.

Benefit to us:
- This question will assist in planning and policy purposes.

Workforce Demographics

21. *Members of visible minorities* **means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour. Based on this definition, do you consider yourself to be a visible minority person?**

The number of visible minorities picked up reasonably by 2.8% since 2005 to stand at 10.8% in 2012. (Note that another 1% of OPS dropped out of the survey completion at this point, which may be due to the nature of this question, or perhaps response fatigue at this point.)

Q21	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not visible minority (92.0%)	1380	89.2	1380	89.2
Visible minority (8.0%)	167	10.8	1547	100.0

Frequency Missing = 96

Reason for asking Q21:
- This question will help us understand part of the composition of our workforce.
- There are various laws (Police Services Act) and policies (Police Services Board) and processes (OPS Business Plan) that speak to the need to reflect the community we serve. This will allow us to assess our success in meeting these requirements.
- By broadening the question beyond our own personal background, we are able to identify the significant diversity that members of our organization are linked to.

Benefit to us:
- We take pride in our heritage. Through our membership status we are able to be a role model for our community and contribute in various ways to the organization or community.
- The more we know about our composition, the more we can point out the potential opportunities there are for us to learn more about different communities and cultures from our fellow members.

Other possible benefits:
- As we become more aware of the diversity within our organization, our members can increasingly use the talent within to connect with the communities we work with and improve our relationship with the communities we are committed to serve.
- This will assist in investigations such as specific drug operations or projects, such as *Project Cody* where our Vietnamese-speaking officers were crucial to the local investigation.

Workforce Demographics

22. Please indicate your group membership from the options below.

Where indicated, most of the OPS members are white (84.8%, slightly down from 85.6% in 2005). This includes employees who are white in combination with another category offered. Combinations of non-white categories as shown in the graph below may also exist. However, these form exceptions similar to what we've seen in 2005, where most people indicated that they belong to one group only.

Q22A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1 group (98.3%)	1513	97.9	1513	97.9
2 groups (1.6%)	32	2.1	1545	99.9
3 groups (0.1%)	1	0.1	1546	100.0

Frequency Missing = 97

Out of the non-white categories, Black group membership drew the highest numbers and increased since seven years ago. Other increases since then lie among Arab and Chinese employees, although numbers remain low compared to overall organizational size (i.e., in the low twenties). OPS members who chose *other* mentioned Aboriginal, or else provided options that point to ethnicity rather than race. Note that group membership percentages, both white and non-white, exclude those who dropped out of completing the survey (5.9%), and include those who belong to more than one group (2.2%).
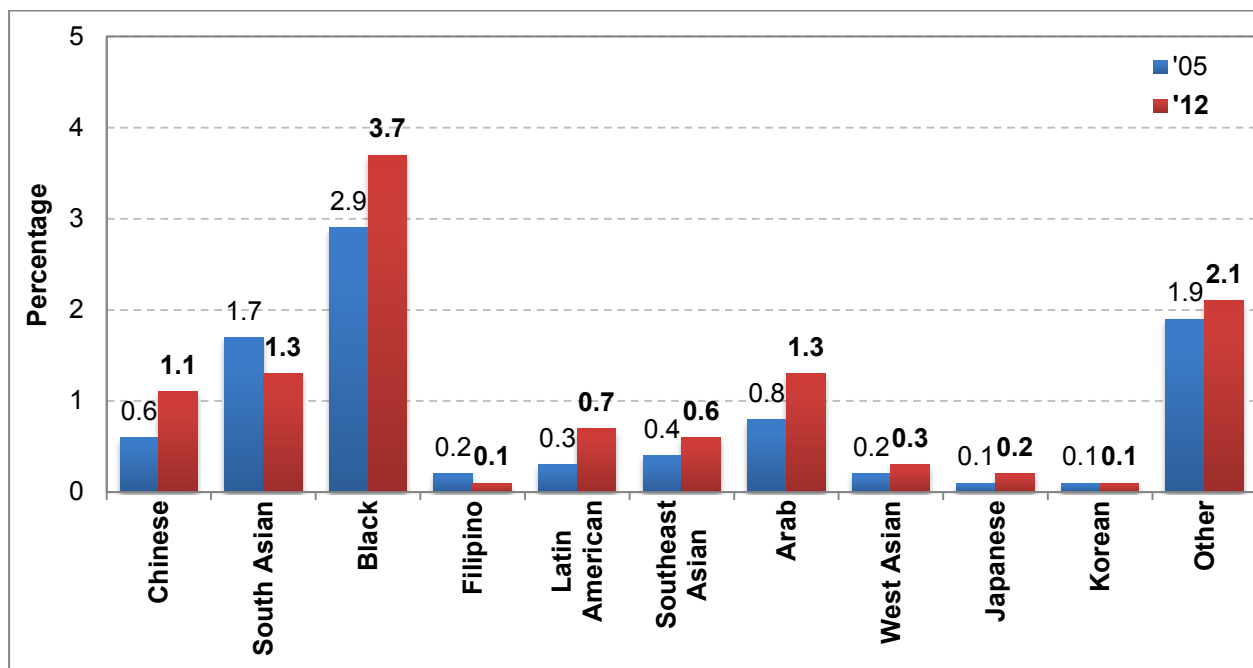
Workforce Demographics

Reason for asking Q22:
- This question will help us understand part of the composition of our workforce.
- There are various laws (Police Services Act) and policies (Police Services Board) and processes (OPS Business Plan) that speak to the need to reflect the community we serve. This will allow us to assess our success in meeting these requirements.
- By broadening the question beyond our own personal background, we are able to identify the significant diversity that members of our organization are linked to.

Benefit to us:
- We take pride in our heritage. Through our group membership we are able to be a role model for our community and contribute in various ways to the organization or community.

Other possible benefits:
- This will assist in areas such as homicide and other investigations (e.g., in the past four years, members from specific cultural communities have assisted *Major Crime* in investigative areas).

Workforce Demographics

23. *Aboriginal peoples* **means persons who are North American Indian, Métis or Inuit. Based on this definition, do you consider yourself to be of Aboriginal ancestry?**

Proportionally, Aboriginal people are well represented in the OPS and slightly down in percentage from 2005. Most of these people are either North American Indians (which increased significantly in size since seven years ago), or Métis.

	Q23A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not Aboriginal (92.3%)		1443	93.5	1443	93.5
Aboriginal (7.7%)		101	6.5	1544	100.0

Frequency Missing = 99

	Q23B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
North American Indian (55.3%)		63	62.4	63	62.4
Métis (42.1%)		36	35.6	99	98.0
Inuit (2.6%)		2	2.0	101	100.0

Frequency Missing = 1542

Workforce Demographics

Reason for asking Q23:
- This question will help us understand part of the composition of our workforce.
- There are various laws (Police Services Act) and policies (Police Services Board) and processes (OPS Business Plan) that speak to the need to reflect the community we serve. This will allow us to assess our success in meeting these requirements.
- By broadening the question beyond our own personal background, we are able to identify the significant diversity that members of our organization are linked to.

Benefit to us:
- We take pride in our heritage. Through our membership status we are able to be a role model for our community and contribute in various ways to the organization or community.
- If you are an Aboriginal person, the organization recognizes the unique position you bring as a member of one of Canada's First Nations.

Other possible benefits:
- The future challenges faced in our community with a rapidly growing urban Aboriginal population will be made easier with access to in-house personnel who may be able to contribute to a better understanding and approach.

Workforce Demographics

24. Do you consider yourself to be a person with a disability?

Disability figures among working-age OPS members declined slightly compared to 2005. Considering different requirements in OPS jobs, one can expect the organization to afford better accommodation of disability on the civilian than on the sworn side. When comparatively more hires took place among sworn members in the past seven years (see Question 1 for directorates representing sworn members), one can expect a slight decline in disability figures as well.

```
                                         Cumulative  Cumulative
                  Q24    Frequency  Percent  Frequency   Percent
----------------------------------------------------------------
Not disabled (93.7%)         1468     94.7       1468      94.7
Disabled (6.3%)                82      5.3       1550     100.0

                    Frequency Missing = 93
```

Reason for asking Q24:
- This will help us understand part of the composition of our workforce.
- There are various laws (Police Services Act) and policies (Police Services Board) and processes (OPS Business Plan) that speak to the need to reflect the community we serve. This will allow us to assess our success in meeting these requirements.
- By broadening the question beyond your own personal background, we are able to identify the significant diversity that members of our organization are linked to.

Benefit to us:
- Our organization wants to become the preferred policing entity for the community. This includes understanding and respecting people who may have disabilities and can contribute fully to the organization.

Workforce Demographics

Diversity: Putting It All Together

Looking at the different questions addressing diversity *together*, one gets a sense of the extent to which the OPS endeavours to be a progressive employer.

INEQUITY	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked (82.1%)	1316	80.1	1316	80.1
Checked (17.9%)	327	19.9	1643	100.0

In 2005, a total of 17.9% of OPS members self-qualified for being a member of a visible minority, non-white group, aboriginal group, or having a disability of some sort. This number increased to 19.9% since, which may be seen as a response to measures and approaches taken by the OPS in the past seven years that ensure equity in the workplace.
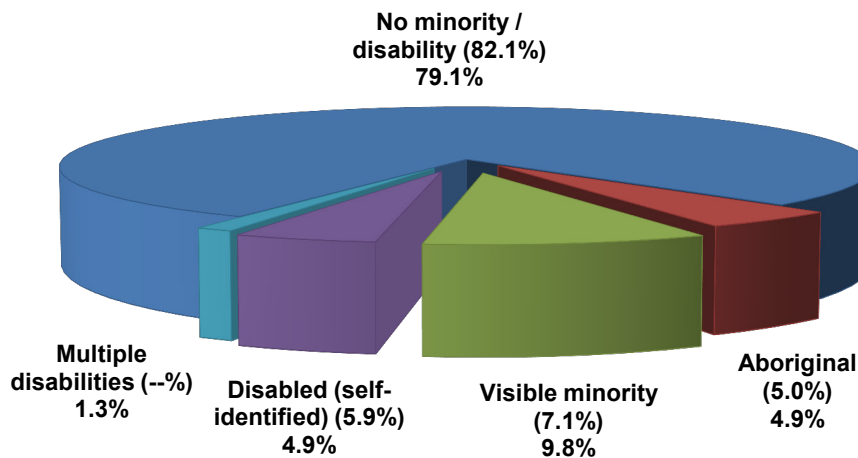
The pie chart above shows in what areas recruitment efforts paid off the most to minimise this possibility. The percentages in parentheses indicate the equity with respect to specific minority or disability groups in the OPS as it stood in 2005, followed by the percentages in 2012. The greatest strides were made in the area of visible minorities.

Workforce Demographics

25. What is your religion?

Most OPS members identify with a religion, though the number of people practicing no religion increased significantly in the last seven years. The largest group of employees in the organization is Roman Catholic. Protestant members appear to decreased steeply, but this is because in 2012 a new response option of Anglican was added, which caused a division of percentages. Another religious type of note that drew high OPS membership is Christianity.

Other religious types shared are United, Jehovah's Witness, Native spirituality, and those who are agnostic. Some OPS members chose to not reply to this question.

```
                                                         Cumulative  Cumulative
                          Q25A   Frequency    Percent     Frequency    Percent
          -------------------------------------------------------------------
          No religion (14.7%)           288      18.7          288       18.7
          Anglican (--%)                137       8.9          425       27.6
          Buddhist (0.6%)                12       0.8          437       28.4
          Christian Orthodox (1.4%)      30       1.9          467       30.3
          Christian, n/i elsewhere (13.1%)  203   13.2         670       43.5
          Hindu (0.5%)                    5       0.3          675       43.8
          Jewish (0.6%)                   7       0.5          682       44.3
          Muslim (1.2%)                  18       1.2          700       45.5
          Protestant (17.9%)            133       8.6          833       54.1
          Roman Catholic (45.4%)        656      42.6         1489       96.7
          Sikh (1.7%)                     9       0.6         1498       97.3
          Other (2.7%)                   42       2.7         1540      100.0

                       Frequency Missing = 103
```

Reason for asking Q25:
- This question will help us understand part of the composition of our workforce.
- There are various laws (Police Services Act) and policies (Police Services Board) and processes (OPS Business Plan) that speak to the need to reflect the community we serve. This will allow us to assess our success in meeting these requirements.

Other possible benefits:
- Many people are identifying themselves in terms of their religion or culture. By knowing the religious diversity of our workforce, it will allow us to tap into internal knowledge about religious or cultural questions we may face during our operations. We have to look at ways of collecting information from groups such as Muslims and Sikhs, for whom religion is an important cultural attribute in order to create a welcoming workplace, and whereby we can provide appropriate police services.

Workforce Demographics

26. What language(s) can you speak well enough to conduct a conversation?

Ethnic origin different from Canadian does not guarantee that an OPS member can speak the language associated with that ethnicity well, hence a question on language capabilities that exist within the OPS is valuable. In addition, some languages may reside across different countries (e.g., Spanish), meaning that language capabilities in the OPS may render a different perspective than ethnic origin.

Similar to 2005, apart from the fact that 93.3% of OPS members are able to speak English well, half of them can also speak French well enough to conduct a conversation. In addition to that and consistent with 2005, another one out of every 10 employees is able to converse in a language other than English and/or French.

Spoken English only (47.6%)

Q26A1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	903	55.0	903	55.0
Checked	740	45.0	1643	100.0

Spoken English & French (49.4%)

Q26A2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	849	51.7	849	51.7
Checked	794	48.3	1643	100.0

Spoken other languages (11.5%)

Q26A3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1465	89.2	1465	89.2
Checked	178	10.8	1643	100.0

Put together, where known, the main combinations with regards to language proficiency in the OPS are shown below, along with the total number of languages spoken per member.

Q26AGR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
English only (45.7%)	696	45.4	696	45.4
English and French (45.9%)	688	44.9	1384	90.2
English and Other (3.3%)	44	2.9	1428	93.1
English, French and Other (5.1%)	106	6.9	1534	100.0

Frequency Missing = 109

Workforce Demographics

The ability to speak in a language other than English or French is an asset that may prove valuable in daily tasks of OPS members. In addition, a handful of OPS members are able to speak more than one language other than English or French.

Q26BA	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked (88.5%)	1396	88.7	1396	88.7
1 listed (9.9%)	166	10.6	1562	99.3
2 listed (1.1%)	9	0.6	1571	99.9
3 listed (0.5%)	2	0.1	1573	100.0

Frequency Missing = 70

Spoken language specifics are provided in the next series of tables. First, note the tabled number of people who can speak a language in the specified language group and second, the names of the language proficiency that is available within the OPS, where revealed.

Spoken Aboriginal, specified

Q26B1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1641	99.9	1641	99.9
Checked	2	0.1	1643	100.0

Q26B1A	Frequency
Clabrian-dialects	1
Isindebele	1

Spoken African, specified

Q26B2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1635	99.5	1635	99.5
Checked	8	0.5	1643	100.0

Q26B2A	Frequency
Bambara	1
Luganda	1
Somali	4
Somali; Swahili; Bantu	1

Spoken Asiatic, specified

Q26B3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1623	98.8	1623	98.8
Checked	20	1.2	1643	100.0

Workforce Demographics

```
Q26B3A                              Frequency
------------------------------------------------
Cantonese                               4
Cantonese varied dialect                1
Chinese                                 3
Japanese                                4
Tamil                                   1
Vietnamese                              4
Cambodian                               1
japanese; korean                        1
mandarin                                1
teo chiu                                1
```

Spoken European, specified

Q26B4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1539	93.7	1539	93.7
Checked	104	6.3	1643	100.0

```
Q26B4A                                          Frequency
------------------------------------------------------------
Arabic                                              9
Arabic; Spanish; Portuguese                         1
Bulgarian                                           1
Croatian                                            2
Croatin; Slovakian; Slovenian; Serbian; Bosnian    1
Dutch                                               3
German                                             11
German/Swiss                                        1
Greek                                               3
Hebrew and Spanish                                  1
Hebrew; Romanian                                    1
Hungarian (Magyar)                                  1
Italian                                            12
Italian; Arabic                                     1
Italian; Greek                                      1
Maltese                                             1
Polish                                              8
Portuguese                                          5
Romanian                                            3
Slovak; Czech; Russian                              1
Spanish                                            28
Spanish; German; Arabic                             1
Spanish; Italian                                    1
Swiss-german                                        1
italian; portuguese; spanish                        1
limited Spanish                                     1
russian                                             1
serbian; croatian                                   1
```

Spoken Indo-Iranian, specified

Q26B5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1628	99.1	1628	99.1
Checked	15	0.9	1643	100.0

Workforce Demographics

Spoken Indo-Iranian, specified (cont.)

```
Q26B5A                                                  Frequency
-----------------------------------------------------------------
Farsi                                                          1
Hindi                                                          1
Hindi; Tamil; Urdhu and Kannada                               1
Hindi;Punjabi                                                  1
Punjabi                                                        7
Punjabi; Hindi; Urdu                                          1
Punjabi;Hindi;Urdu                                            2
urdu; hindi; punjabi                                          1
```

Spoken Physical Disability, specified

```
                                      Cumulative  Cumulative
        Q26B6   Frequency   Percent   Frequency    Percent
------------------------------------------------------------
Not checked      1639        99.8       1639         99.8
Checked             4         0.2       1643        100.0

        Q26B6A                           Frequency
        -----------------------------------------
        Asl                                  1
        Sign Language                        2
        Braille/sign language/bliss          1

            Frequency Missing = 1119
```

Spoken Other, specified

```
                                      Cumulative  Cumulative
        Q26B7   Frequency   Percent   Frequency    Percent
------------------------------------------------------------
Not checked      1606        97.7       1606         97.7
Checked            37         2.3       1643        100.0

Q26B7A                                                  Frequency
-----------------------------------------------------------------
ASL                                                           3
Arabic                                                        2
Arabic (its NOT European)!                                    1
Brazilian Portuguese                                          1
Bulgarian; Russian (not fluent)                               1
Creole                                                        8
Czech                                                         1
GREEK                                                         1
German                                                        1
Greek                                                         1
Hebrew                                                        1
Italian                                                       2
Jamaica                                                       1
Persian                                                       1
Polish                                                        1
Spanish                                                       5
Spanish (Mexican Spanish not same as European Spanish)        1
Swedish; Danish; Norwegian                                    1
Vietnamese                                                    2
dari; pashto ; persain                                        1
patois                                                        1
```

Many languages offered under *other* can group into language categories listed earlier.

Workforce Demographics

Reason for asking Q26:
- We want to begin to develop an accurate inventory of the language skills within OPS.
- Responses to this question can be compared with responses from the Canada Census to help us understand how much alignment we are with these skills compared to the community we police.

Benefit to us:
- If we speak an additional language, we may be able to work on projects or investigations where we can use this competence.

Other possible benefits:
- In the future, when we understand the scope of languages spoken by our members, we will be able to create a voluntary inventory such that investigators and OPS personnel can have access to members who are able to assist in another language.
- If we can provide direct service in people's first language, we will be much more responsive to the needs of victims.
- If we can tap more efficiently into in-house talent, we will be able to tackle investigations and crime in areas that previously suffered from our lack of knowledge.

Workforce Demographics

27. What language(s) do you use on a regular basis in your job at OPS?

The distribution of English only, or both English and French used regularly in the workplace by OPS members remained consistent since 2005 and likely reflects community needs as well.

```
                                                  Cumulative  Cumulative
                        Q27   Frequency   Percent  Frequency    Percent
         ----------------------------------------------------------------
         English only (64.1%)      1012      64.8       1012       64.8
         English & French (35.9%)   549      35.2       1561      100.0

                         Frequency Missing = 82
```

Reason for asking Q27:
• The need to provide services in languages other than English and French is increasing in Ottawa. It is essential that we understand the in-house talent we have to respond to such needs.
Benefit to us:
• If we speak an additional language, we may be able to work on projects or investigations where we can use our competence.
Other possible benefits:
• If we can provide direct service in people's language, we will be much more responsive to the needs of victims.
• If we can tap more efficiently into in-house talent, we will be able to tackle investigations and crime in areas that previously suffered from our lack of knowledge.
• In the future, when we understand the scope of languages spoken by our members, we will be able to create a voluntary inventory such that investigators and OPS personnel can have access to members who are able to assist in another language.

Workforce Demographics

28. **Have you ever used any of these languages in your job at OPS?**

When counting languages used on the job other than English and/or French, the number increased substantially from 13.4% in 2005 to 15.9% in 2012. This percentage increase underscores the importance of multiple language capability (see Question 26).

Q28AA	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1323	84.1	1323	84.1
1	228	14.5	1551	98.6
2	17	1.1	1568	99.7
3	1	0.1	1569	99.7
4	3	0.2	1572	99.9
7	1	0.1	1573	100.0

Frequency Missing = 70

Used language specifics are provided in the next series of tables, with the 2005 percentages in parentheses next to each language for comparison purposes. Note first the number of people who have used the specified language on the job before and second the names of those languages.

Used other Aboriginal (0.4%)

Q28A1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked	1631	99.3	1631	99.3
Checked	12	0.7	1643	100.0

Q28A1A	Frequency
Algonquian	1
Algonquin	1
Cree	1
Inuktitut	3
Mohawk	1
Ojibiwa...small amount	1
french	1
inuktituk	1

Numbers compare well between 2005 and 2012. However, the use of Aboriginal languages is higher than proficiency levels available within the OPS, which reveals an opportunity for the OPS.

Workforce Demographics

Used other African (1.2%)

```
                                    Cumulative  Cumulative
               Q28A2   Frequency   Percent   Frequency   Percent
          --------------------------------------------------------
          Not checked    1632       99.3       1632       99.3
          Checked          11        0.7       1643      100.0

Q28A2A                                                    Frequency
----------------------------------------------------------------
Luganda                                                         1
Somali                                                          3
Somali ;Swahili                                                 1
arab                                                            2
with interpreter                                                1
```

African languages were used slightly less than in 2005, and align well with current proficiency levels (see Question 26) in the OPS.

Used other Asiatic (2.0%)]

```
                                    Cumulative  Cumulative
               Q28A3   Frequency   Percent   Frequency   Percent
          --------------------------------------------------------
          Not checked    1620       98.6       1620       98.6
          Checked          23        1.4       1643      100.0

Q28A3A                                                    Frequency
----------------------------------------------------------------
Cantonese                                                       4
Chinese                                                         3
Japanese                                                        2
Tagalog                                                         1
Vietnamese                                                      5
cambodian                                                       1
chao zhou                                                       1
jam=panese and korean                                          1
mandarin                                                        1
with interpreter                                                1
```

Similarly, Asiatic languages were also used slightly less than in 2005, and align well with current proficiency levels (see Question 26) in the OPS.

Used other European (7.9%)

```
                                    Cumulative  Cumulative
               Q28A4   Frequency   Percent   Frequency   Percent
          --------------------------------------------------------
          Not checked    1514       92.1       1514       92.1
          Checked         129        7.9       1643      100.0
```

Workforce Demographics

Used other European (7.9%) (cont.)

```
Q28A4A                                                      Frequency
---------------------------------------------------------------------
Arabic                                                           12
Arabic & it is not a Eurepean Language                           1
Arabic; Spanish                                                  3
Bulgarian; Russian                                               1
Croatian                                                         2
Croatian; Slovakian                                              1
Croation/Bosnian/Yugo                                            1
Czech; Slovak; Russian; Polish                                   1
Dutch                                                            2
French                                                           1
German                                                           9
Greek                                                            5
Investigation                                                    1
Italian                                                         12
Italian; Spanish                                                 1
Polish                                                           9
Portuguese                                                       7
Romanian                                                         3
SErbian                                                          1
Serbian; Italian                                                 1
Spanish                                                         39
Spanish and Hebrew                                               1
Spanish at 911; trying to get info                               1
Ukrainian; Serbo-Croat                                           1
greek and Italian                                                1
on several calls                                                 1
portuguese / spanish                                             1
russian                                                          1
translated for investigator on a file involving a german male.   1
when I worked in Comm Centre                                     1
with interpreter                                                 1
```

Numbers reported in 2005 and 2012 pertaining to using other European languages on the job are identical. However, their use when working is higher than what OPS members reported in terms of their capabilities to conduct a good conversation in these languages. In comparing the results for European languages between Questions 26 and 28, a need for proficiency in Spanish and Arabic is evident. By contrast, there is more capability within the OPS to speak German than what there is a need to do so on the job.

Used other Indo-Iranian (1.2%)

	Q28A5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked		1624	98.8	1624	98.8
Checked		19	1.2	1643	100.0

Workforce Demographics

Used other Indo-Iranian (1.2%) (cont.)

```
Q28A5A                                                        Frequency
----------------------------------------------------------------------
Bengali; Hindi                                                    1
Calabrian                                                         1
Farsi                                                             1
Hindi; Punjabi                                                    1
Punjabi                                                           6
Punjabi; Hindi; Urdu                                              2
hindi                                                             1
punjabi; hindi                                                    1
urdu                                                              1
```

Presently, Asiatic languages are used as much what they were used in 2005, and very similar to proficiency levels internally available to the OPS.

Used Physical Disability (1.6%)

	Q28A6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked		1624	98.8	1624	98.8
Checked		19	1.2	1643	100.0

```
Q28A6A                                                        Frequency
----------------------------------------------------------------------
ASL                                                               2
Sign Language                                                     4
TDYmachine                                                        1
arab                                                              1
braille                                                           1
deaf mute                                                         1
sign                                                              4
trained a hearing impaired woman as part of a workplace program  1
with interpreter                                                  1
```

By contrast, current proficiency in American Sign Language to communicate with those with physical disability is below that needed in the job, even though there is a slight decline in its usage since 2005. This reveals another development opportunity that the OPS may want to support more assertively.

Used other Additional (1.9%)

	Q28A7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not checked		1572	95.7	1572	95.7
Checked		71	4.3	1643	100.0

Workforce Demographics

Used other Additional (1.9%) (cont.)

```
Q28A7A                                                          Frequency
--------------------------------------------------------------------------
American Sign Language                                              5
Arabic                                                             3
Arabic (its NOT European)!                                        1
Creole                                                             7
Croatian                                                          1
French                                                            19
French; Bulgarian; Russian                                        1
Gaelic                                                            1
German                                                            1
Greek                                                             1
Italian                                                           2
Jamaican                                                          1
Patois                                                            1
Patwa                                                             1
Polish                                                            1
Punjabi                                                           1
Spanish                                                           13
Vietnamese                                                        2
czech                                                             1
dari; pushto; persain                                             1
farsi                                                             1
magyar                                                            1
sign/ japanese                                                    1
spanish; but Im not comfortable with my level of knowledge now    1
```

Similar to Question 26, many of these responses can be grouped in earlier language categories.

Reason for asking Q28:
- The need to provide services in languages other than English and French is increasing in Ottawa. It is essential that we understand the in-house talent we have to respond to such needs.

Benefit to us:
- If we speak an additional language, we may be able to work on projects or investigations where we can use our competence.

Other possible benefits:
- If we can provide direct service in people's language, we will be much more responsive to the needs of victims.
- If we can tap more efficiently into in-house talent, we will be able to tackle investigations and crime in areas that previously suffered from our lack of knowledge.
- In the future, when we understand the scope of languages spoken by our members, we will be able to create a voluntary inventory such that investigators and OPS personnel can have access to members who are able to assist in another language.

Workforce Demographics

Concluding Workforce Demographics

Overall, the typical full-time OPS member is portrayed as white, heterosexual, hardworking, religious male officer with a college or university degree, who is married and has young children befitting the Baby-boom Bust generation – very similar to the 2005 picture, but a demographic generation younger than seven years ago. His (her) academic background likely lies in the human and/or social sciences and related fields, but with decreased and little time for studying or as much volunteering as years ago due to increased direct involvement in family commitments and dependent care, though other skills abound. Hobbies and physical fitness remain important activities outside work, and members are learning to be more resourceful in their reliance on others to help out with responsibilities outside work in challenging times.

Almost nine out of ten OPS members identify as Canadian with citizenship even when they (and their spouse/partner) have a rich heritage. They are fluent in English and sometimes also in French, and may have the capability to speak a third language such as Spanish. While they are likely rarely impacted by inequity themselves, they work with colleagues who are female, non-white, members of the GLBTTQ community, aboriginals, disabled or visible minorities. They also rely on colleagues who are able to converse in a foreign language when needed in the field.

Reason for asking this section:

These details enable us to better understand the composition of our workforce.

Conclusion of General Composition Section for 2012

The above discussion details the findings based on the Count-Me-In OPS Census launched in November 2012. The first time this Census was used in the OPS was October 2005, seven years earlier, when OPS member demographics were compared with Canadian National Census statistics focused on Ottawa-Gatineau. This time the OPS findings from 2005 form an excellent base for comparison to get a good sense of stability within the workforce and identify dynamic shifts that took place. The results serve to enlighten all key OPS stakeholders in support of their various initiatives.

Demographic trends and patterns within the OPS were explored and compared in the context of the community it serves on a question-by-question basis. Implications of the findings within each question were offered, with possible recommendations for OPS action, as well as opportunities for additional data analysis to get the full benefit from the data. Some of these may be implemented immediately, while others can be introduced in phases based on priority setting.

It is hoped that these and future revelations from the Census data will inform multiple initiatives within different sections and units of the OPS, and stimulate decision makers to ensure the OPS retains its status of being a great workplace to work in, while servicing its community with excellence. The reader is encouraged to see the results offered in this report as a beginning rather than an end, with opportunity for further data mining to tap into known and new areas where the OPS will benefit from empirical backing.

Diversity Composition Section

The impetus of the 2005 Census to shed light on diversity in the OPS is still important in 2012. This time we want to look at the OPS's diversity from two different lenses to ensure that OPS members continue to represent the community they serve, and also to demonstrate that the OPS is a progressive employer. The lenses are to:

  I. Take a closer look at gender placement in the OPS by comparing results from 2005 to that of 2012.
 II. Compare and contrast civilian and sworn members and possible shifts in their profiles since 2005.
III. Identify potential differences between recent employees hired since 2005 through the OPS's Outreach recruitment program and their colleagues who were recruited prior to the first OPS Census in 2005.

In comparing the Census results of two member groups from two different angles with each other, the research team used *Student t-tests* to determine statistical significance using a probability value p. The smaller the value of p and close to 0.0000, the stronger is the statistical significance of the described difference. In cases where demographic variables are categorical rather than continuous in nature, the research team relied on *Chi-square tests* with the same associated p value to determine significance. Only when they are statistically significant, are p values reported.

Male versus Female Members

1. Gender-based OPS member composition

- There are almost two females for every three males in the OPS.
- **Overall, female numbers in the OPS declined by 3%, from 40.1% in 2005 to 37.1% in 2012.**
- Female OPS members have fewer spousal, or spousal and childcare responsibilities than male OPS members.
- Male OPS members outrank female OPS members.

- Since 2005, desirable gains in gender diversity were made selectively, giving acknowledgement that:

    i   The requirements of the type of services offered by the OPS that may at times, or in some cases by nature, can be partial to gender, and
    ii The recruitment strategy since 2005 may have been focused on growing the sworn side of the OPS.

2. Gender and Membership Status

- Overall, the **shift in OPS members** across two dimensions, namely **OPS membership status** (on the X axis) and **Gender** (on the Y axis) can be graphically displayed as shown on the next page.
- In summary, while overall female numbers decreased since 2005, both sworn male and **sworn female numbers increased** in the past seven years.
- Relatively speaking, females continue to dominate on the civilian side as opposed to the sworn side. By contrast, males feature strongest as sworn members rather than as civilians.

Highlights specific to one dimension: Gender, or Membership Status

Among females only
- Civilian females shrank from 62.4% in 2005 to 53.8% in 2012.
- **Sworn females grew from 37.6% in 2005 to 46.3% in 2012.**

Among males only
- **Civilian males shrank from 14.6% in 2005 to 12.8% in 2012.**
- Sworn males grew slightly from 85.4% in 2005 to 87.2% in 2012.

Male versus Female Members

Among civilians only

- Female civilians shrank from 74.2% in 2005 to 71.3% in 2012.
- **Male civilians grew from 25.8% in 2005 to 28.7% in 2012.**

Among sworn members only

- Female sworn members grew slightly from 22.8% in 2005 to 23.9% in 2012.
- Male sworn members shrank slightly from 77.2% in 2005 to 76.1% in 2012.
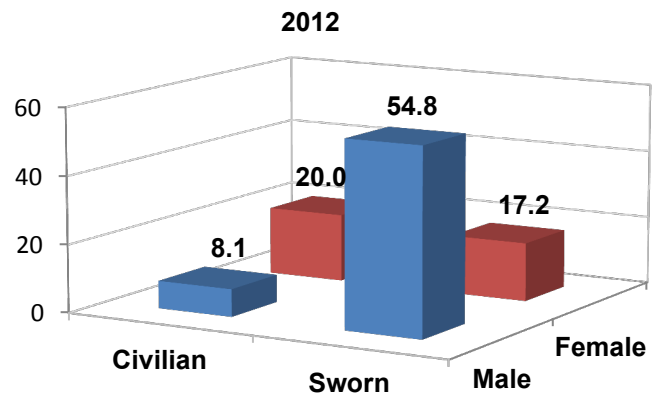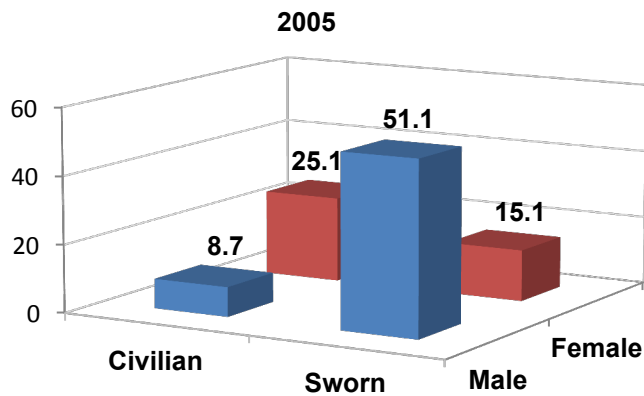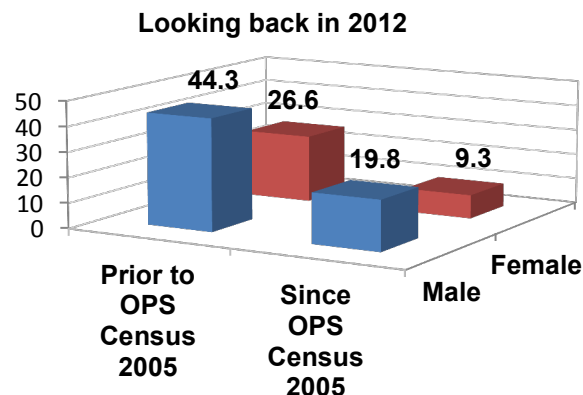
Male versus Female Members

3. Recruitment Progress since OPS Census 2005

- Overall, the number of females compared to males in the OPS decreased from standing at 62:38% ratio prior to Census 2005 (older members) to representing a 68:32% ratio since OPS Census 2005 (newer members). This effect was brought about, at least in part, by:
  - Focusing recruitment strategies on sworn members since Census 2005 (where males continue to dominate; sometimes by necessity)
  - Losing membership during the past seven years due to retirement and other natural causes, especially on the civilian side where many female OPS members resided in 2005.

- An increase in female members over the past seven years was slightly at the expense of male numbers specifically on the civilian side of the OPS. Gender distribution skews significantly towards proportionally more males among newer recruits than among older recruits ($p = 0.0421$).

- Since Census 2005, a significant number of visible minorities were added to both male and female newer recruits, while both were found to be lagging in members who self-identify as disabled.
- Indigenous (Aboriginal) recruits grew stronger among females than males since Census 2005.

- Overall, the **shift in OPS members** across two dimensions, namely **Recruitment activities prior to and since OPS Census 2005 (until 2012)** (on the X axis) and **Gender** (on the Y axis) can be graphically displayed as follows:

Looking back in 2012

Male versus Female Members

Highlights specific to one dimension: Gender, or Recruitment Progress

Among females only

- 74.1% female members started working at the OPS prior to Census 2005 and 25.9% since then.

Among males only

- 69.2% male members started working at the OPS prior to Census 2005 and 30.8% since then.

Among older members only – those recruited prior to OPS Census 2005

- 62.4% older members recruited prior to OPS Census 2005 are male and 37.6% are female.

Among newer members only – those recruited since OPS Census 2005 up to 2012

- 67.9% newer members recruited since OPS Census 2005 are male and 32.1% are female.

4. Continued efforts

- In 2012, 53.8% of all female OPS members are civilian and 46.3% are sworn. By contrast, male OPS membership is divided between 12.8% civilian and 87.2% sworn at present. These shifted significantly from 2005 when 62.4% of all females were civilian and 85.4% of all males were sworn by comparison.

- In conclusion, the OPS will do well to strengthen strategies to continue employing more male civilians, female sworn members, disabled members in general (male and female) and especially disabled male sworn members, as well as mixed race sworn members, provided all appointees will meet the requirements of the job.

Civilian versus Sworn Members

1. Membership status

The number of civilian (27.10%) versus sworn (72.90%) members back in 2005 as provided by Human Resources of the OPS compares well with those who responded to the Census survey this time. (The percentages in parenthesis below reveal that a larger proportion of civilian members responded to the Census survey in 2005.) Since 2005, the number of civilian versus sworn members consistently stands at an approximate ratio of 3:7.

```
                                         Cumulative   Cumulative
          Q03AGR     Frequency   Percent  Frequency     Percent
------------------------------------------------------------------
Civilian (33.7%)          457      28.2        457        28.2
Sworn (66.3%)            1163      71.8       1620       100.0

                    Frequency Missing = 23
```

Diversity in membership within each of these two groups at present, and whether the differences are statistically significant is of particular interest. This section provides further insights into this matter against the backdrop of the overall diversity picture of the OPS discussed earlier, an in comparison to the findings from the 2005 Census.

2. Work circumstances

By necessity, civilians work in different directorates – mostly corporate and support services – police stations and buildings as sworn members, who mostly work in criminal investigation, district, emergency operations, and patrol services. In addition, sworn membership includes a hierarchy of ranks, while civilian status is referred to as a singular aggregate (although a hierarchy in roles exists here too). These distinctions were also evident in 2005.

While the two groups share a similar number of years worked at the OPS on average, the range in number of years are significantly smaller for sworn members than for civilians ($p = 0.0018$). This may point to the fact that sworn members tend to retire at a younger age than civilians in general, while the latter group can also start their career with the OPS at a younger age.

Interestingly, civilians work together in significantly larger groups than sworn members ($p = 0.0001$): on average, 11 civilians report to the same superior, while about seven sworn members report to the same superior. Hence it makes sense that proportionally speaking, significantly more sworn members have supervisory status than civilians ($p = 0.0001$). By comparison, more civilians have a work arrangement other than full-time, permanent than their counterparts ($p = 0.0001$). As a result, their number of regular paid hours ($p = 0.0170$) and overtime paid hours ($p = 0.0001$) are slightly but significantly less than that of sworn members.

Civilian versus Sworn Members

3. Child and dependent care

This characteristic is included in the diversity discussion since it forms such a major part of the overall description of the typical OPS member. Individual members who do not fit this profile may have a less significant sense of belonging merely because they do not fit the stereotypical mould.

In putting child and dependent care in perspective, about 70% of members reported that they have dependent care responsibilities. This number increased from 2005, when about 65% of participating members indicated they had dependent care responsibilities. In 2005, the percentage that cared for dependents was comparable between civilian and sworn members, while in 2012, this percentage is significantly different.

The two-dimensional table on the next page, with supportive bubbles to assist with interpretation, indicates that proportionally, about 59% of civilians have dependent care responsibilities as opposed to those who do not, while this comparable statistic is 75% for sworn members. (See the comparable rows highlighted in blue in the table.)

In other words, **stronger recruitment activities on the sworn side of the organization had the unintended effect of an increase in dependent care overall, which becomes a larger OPS responsibility to its employees**. This means that the OPS will do well by paying particular attention to dependent care going forward, and how the needs may play out differently for civilian and sworn members in 2012:

Proportionately sworn members have larger child care ($p = 0.0000$) and dependent care ($p = 0.0026$) responsibilities and spend more time on it ($p = 0.0101$) than their civilian counterparts, while their house/yard maintenance duties are very comparable. Not surprisingly, more sworn members have dependents living with them than civilians ($p = 0.0070$), while the number of dependents living with them is also larger ($p = 0.0053$).

While the number of dependents needing care from OPS members is similar for civilians and sworn members alike, civilians care significantly less for children under 18 ($p = 0.0000$) (specifically those under six years old and those between 6-14 years), more for children between 18-29 years ($p = 0.0266$), more for elders ($p = 0.0283$), less for a stay-at-home spouse ($p = 0.0433$), and more for an immediate family member ($p = 0.0214$) than their sworn colleagues.

In terms of resources that OPS members can draw on to share the responsibility of and time spend on child and dependent care, civilians rely significantly less on a spouse ($p = 0.0001$), other relative ($p = 0.0001$), informal care provider such as a sitter or a neighbour ($p = 0.0001$), a nanny ($p = 0.0001$), a formal childcare facility ($p = 0.0026$), and formal eldercare facility ($p = 0.0290$), although this varies considerably for sworn members, some of whom has multiple care provision while at work, while others are mainly self-reliant.

In addition, sworn members spend more time on volunteering activities in- and outside of the OPS ($p = 0.0001$ each) than their civilian colleagues. Other free-time activities that civilians spend comparatively more time on, are personal medical needs ($p = 0.0099$), hobbies ($p = 0.0163$) and other activities not listed specifically ($p = 0.0010$). By contrast, sworn members spend more time on physical fitness ($p = 0.0001$).

Civilian versus Sworn Members

Row variable (in red, reads horizontally) and column variable (in blue, reads vertically)

Pointing to the five statistics in each cell

Statistics outside cells point to specific characteristics, e.g., *Civilian* or *Sworn*

No dependent care responsibilities (32.2%))

```
Frequency        |
Cell Chi-Square  |
Percentage       |        columns
Row Pct          |
Col Pct          |Not chec|Checked |  Total
                 |ked     |        |
-----------------+--------+--------+
Civilian (33.7%) |   269  |   188  |    457
                 | 8.3483 | 19.652 |
                 |  16.60 |  11.60 |  28.21
                 |  58.86 |  41.14 |
                 |  23.66 |  38.92 |
-----------------+--------+--------+
Sworn (66.3%)    |   868  |   295  |   1163
                 | 3.2804 | 7.7223 |
                 |  53.58 |  18.21 |  71.79
                 |  74.63 |  25.37 |
                 |  76.34 |  61.08 |
                 +--------+--------+
                     1137     483     1620
                    70.19    29.81   100.00
```

When comparing row s (horizontally) or columns (vertically), always make sure that the percentages add up to 100.

Membership status

rows

Meaning: Out of those with dependent care responsibilities, 61.08% are sworn members (col %). Conversely, 25.37% of sworn members have no dependent care responsibilities (row %). Proportionately, more civilians have no dependent care responsibilities than sworn members.

Meaning: 18.21% of sworn members have no dependent care responsibilities

A low probability value (close to 0) shows the two variables affect each other

```
Frequency Missing = 410

    STATISTICS FOR TABLE OF Q03AGR BY Q08A0

Statistic                    DF    Value      Prob
-----------------------------------------------------
Chi-Square                    1    39.003     0.001 -
```

Leans towards statistical significance Criterion for significance: $p < 0.05$

* *The chi-square value in each cell of the table above indicates the strength of the contribution that cell makes to the significance reported below the table. For example, the value of 19.652 in the top right cell (civilian members who do not have dependent care responsibilities) indicates the findings show in that cell attribute most to the differences found between cells/rows/columns. Chi-square is the name of a statistical technique used here to determine the strength of association between the demographics tabled cross-dimensionally.*

Civilian versus Sworn Members

4. Age

On average, Civilians are slightly older and present with a larger range in age than sworn members (p = 0.0077). With respect to different age categories between the two status groups, 38.6% of civilians are 45-54 years and 46.79% of sworn members are between 35-44 years of age, which represent two different demographic age cohorts of Generation X (a large cohort) and Baby Bust (a small cohort) respectively. One can argue that this difference in age category and cohort is largely in response to job requirements to best meet the needs of the community that the OPS serves.

This divide has shifted from the age cohort picture in 2005, when both civilians and sworn members were largely represented by Generation X (then 35-44 years of age) and the OPS employee pool at large could be understood under more uniform terms.

5. Gender

Gender distribution differs significantly (p =0.0000) between membership status in the OPS. Understandably tied to the requirements of different job descriptions, female members dominate the civilian side by 71.3% (compared to 74.2% in 2005), while 76.1% (compared to 77.8% in 2005) of sworn members are male. Since 2005, small gains in gender diversity were made.

Conversely, female OPS members are divided between 53.8% civilian and 46.3% sworn, while only 12.8% of males employed in the OPS are civilian in 2012. Compare this favourably to statistics in 2005, when female OPS members were divided between 62.4% civilian and 37.6% sworn, but at the same time, more males employed in the OPS were civilian (14.6%). **Going forward, one can argue that the OPS will benefit from continuing to employ more male civilians as a recruitment strategy.**

Proportionately, there is no difference in the percentage of members who are trans-gendered between civilian and sworn members, although the disclosed number is extremely small and hence any claim of statistical significance (or not) is deemed invalid. This picture is consistent with 2005.

6. Marital status and sexual orientation

Significantly more civilians reported to have no spouse or partner than sworn members (p = 0.0066). While almost two-thirds of members are married regardless of membership status (only slightly up from 2005), proportionately more widowed, single and divorced members (in this order) can be found among civilians in the OPS.

Occurrences of having a partner in the OPS also are similar between civilian and sworn members. This picture is virtually unchanged from 2005.

Since 2005, the distribution of sexual orientation continues to show similar ratios for civilian versus sworn members in the OPS, although significantly more variation is found in non-heterosexual orientation among the sworn members where males dominate and they are a larger group to begin with.

Civilian versus Sworn Members

7. Educational levels and skills

On average, civilian members have significantly different educational levels (p = 0.0001) and number of skills (p = 0.0028) than sworn members:

- Civilians have an education that is one level lower than that of sworn members.
- Civilians have one more skill than sworn members.
- Civilians have a larger variation in educational levels and number skills than sworn members.

Overall, this picture is very consistent with that in 2005. Generally speaking, the average civilian has a college education, while the average sworn member has a university degree either partially or fully completed. Patterns of school attendance among the two groups were found to be similar, with civilians still slightly more likely to pursue school on either a part-time basis, or else full time (increased since 2005).

8. Ethnic origin

Unlike 2005 when ethnic origin between the two membership groups were not statistically significantly different, at present civilian members belong to, and come from by virtue of their parents and grandparents, more ethnic groups and with a larger variety of different ethnic groups than their sworn counterparts (p = 0.0011, p = 0.0020 and p = 0.0001 respectively). This pattern is also evident in the spouse of civilian and sworn members (p = 0.0010) in 2012.

In addition, this diversity extends to civilians also being significantly more, and more uniformly, from Canadian origin than sworn members in the OPS (p = 0.0019). The found differences are further underscored by Canadian French origin specifically (p = 0.0001).

Where members reported non-Canadian origins, these were largely evenly distributed among the two comparative groups, with the exception of:

- More sworn members have East Indian origins (p = 0.0419) than civilians.
- More civilians have French (n/i elsewhere) origins (p = 0.0482) than sworn members.
- More sworn members have Jamaican origins (p = 0.0427) than civilians.

In terms of a broader classification where members could choose multiple other ethnic origins as applicable, significant differences exist between civilians and those in uniform. Specific differences are highlighted in bold in the table below, acknowledging that the differences lie mainly in classifications where numbers are low. This requires that interpretations are made with caution as the addition or subtraction of a few members in a small category can alter percentages significantly.

Civilian versus Sworn Members

ORIGINY (Other ethnic origin(s) categories of OPS members)

```
Frequency      |
Cell Chi-Square|
Percent        |
Row Pct        |
Col Pct        |British |French |Abori- |North   |Carib- |European|African |Arab   .|Asian   |  Total
               |Isles   |(1.1%) |ginal  |American|bean   |(4.3%)  |(0.2%)  |(0.6%)  |(1.5%)  |
               |(8.4%)  |       |(1.2%  |(82.3%) |(0.3%)  |        |        |        |        |
               |        |       |       |        |        |        |        |        |        |
---------------+--------+-------+-------+--------+--------+--------+--------+--------+--------+
Civilian       |   5285 |   828 |   430 |  39719 |   190  |  3214  |   396  |   711  |   743  |  51516
(33.7%)        | 3.7279 | 378.3 |385.37 | 30.248 | 202.95 | 0.4211 | 305.6  | 8.5939 | 295.48 |
               |   2.92 |  0.46 |  0.24 |  21.92 |  0.10  |  1.77  |  0.22  |  0.39  |  0.41  |   28.43
               |  10.26 |  1.61 |  0.83 |  77.10 |  0.37  |  6.24  |  0.77  |  1.38  |  1.44  |
               |  27.68 | 55.20 | 11.39 |  29.22 | 10.54  | 28.10  | 66.67  | 31.73  | 15.28  |
---------------+--------+-------+-------+--------+--------+--------+--------+--------+--------+
Sworn          |  13808 |   672 |  3345 |  96209 |  1613  |  8223  |   198  |  1530  |  4119  | 129717
(66.3%)        | 1.4805 |150.24 |153.04 | 12.013 | 80.598 | 0.1672 | 121.37 | 3.413  |117.35  |
               |   7.62 |  0.37 |  1.85 |  53.09 |  0.89  |  4.54  |  0.11  |  0.84  |  2.27  |   71.57
               |  10.64 |  0.52 |  2.58 |  74.17 |  1.24  |  6.34  |  0.15  |  1.18  |  3.18  |
               |  72.32 | 44.80 | 88.61 |  70.78 | 89.46  | 71.90  | 33.33  | 68.27  | 84.72  |
---------------+--------+-------+-------+--------+--------+--------+--------+--------+--------+
Total             19093    1500    3775   135928    1803    11437     594     2241     4862   181233
                  10.54    0.83    2.08    75.00    0.99     6.31    0.33     1.24     2.68   100.00
```

Frequency Missing = 41313 – numbers appear large due to multiple choice allowances

```
                    STATISTICS FOR TABLE OF Q03AGR BY ORIGINY

Statistic                      DF       Value        Prob
-----------------------------------------------------------
Chi-Square                      8     2250.352       0.001
```

9. Visible minority

Members with visible minority status – persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour – proportionally are found in **slightly higher numbers among sworn members** than among civilians in the OPS ($p = 0.0507$), whereas the difference was not statistically significant in 2005. **This development bodes well for the diverse community that the OPS serves and should be continued.**

However, among those with a visible minority, the ratio between sworn and civilian is roughly 4:1 (or 8:2) at present. This proportion shifted notably since 2005, when the ratio among visible minorities was 7:3. Conversely, there are now eight sworn members compared to seven in 2005 out of every 10 who reported to have a visible minority status among sworn members specifically.

10. Group membership

Similar to 2005, sworn members are significantly less White than civilians ($p = 0.0094$). In addition, no particular non-White group membership is favoured in numbers above another one in the status groups, both in 2005 and 2012. However, at present multiple group membership (i.e., employees who consider themselves of a mixed race) is proportionally outnumbered by civilian membership status where the ratio of members is 4:6 rather than 3:7 as found in 2005. **This leaves an opportunity to recruit more mixed race rather than non-White uniformed members** *per se* **in the OPS in the next years.**

Civilian versus Sworn Members

11. Aboriginal status

Similarly, Aboriginal peoples can be found among both civilians and sworn members in proportionally equal numbers in the OPS. Consistent with 2005, there is a slight tendency to find more Aboriginal employees on the civilian side in the OPS, albeit the difference between the groups is not statistically significant.

12. Disability

Proportionately, significantly more OPS members who perceive themselves to be a person with a disability work on the civilian side than in uniform (p = 0.0046): 43.9% of disabled employees in the OPS are civilian. This picture changed dramatically from 2005 where disabled people were proportionate to civilian and sworn membership status.

The 2012 numbers may be largely driven by job requirements of general ability in order to meet the needs of the community, rather than unfair recruitment practices. Importantly, among sworn members only, only 4.13% have a disability. While practical circumstances can play a significant role in finding suitable candidates who are also disabled and meet critical sworn job requirements, **more should be done in the OPS to recruit candidates with a disability as representative of the community**.

13. Diversity: Putting it all together

Looking at different questions addressing diversity *together* where the different types of disabilities are pitched against employees not being in a minority group or having a disability, civilian and sworn members present with a different picture (p = 0.0001).

```
                             INEQUIT (Distribution of human equity)
       Frequency          |
       Cell Chi-Square    |
       Percent            |
       Row Pct            |
       Col Pct            |No known|Abori-  |Visible |Disabled|Multiple|  Total
                          |minority|ginal   |minority|(self-  |disabi- |
                          |/disabi-|(5.0%   |(7.1%)  |identi- |lities  |
                          |lity    |        |        |fied)   |(--%)   |
                          |(82.1%) |        |        |(5.9%)  |        |
                     -----+--------+--------+--------+--------+--------+
                          |    359 |     25 |     37 |     27 |      9 |    457
       Civilian          | 0.0908 | 0.1508 | 1.7546 |  5.572 | 1.5971 |
       (33.7%)           |  22.16 |   1.54 |   2.28 |   1.67 |   0.56 |  28.21
                          |  78.56 |   5.47 |   8.10 |   5.91 |   1.97 |
                          |  27.76 |  30.49 |  22.70 |  44.26 |  42.86 |
                     -----+--------+--------+--------+--------+--------+
                          |    934 |     57 |    126 |     34 |     12 |   1163
       Sworn             | 0.0357 | 0.0593 | 0.6895 | 2.1895 | 0.6276 |
       (66.3%)           |  57.65 |   3.52 |   7.78 |   2.10 |   0.74 |  71.79
                          |  80.31 |   4.90 |  10.83 |   2.92 |   1.03 |
                          |  72.24 |  69.51 |  77.30 |  55.74 |  57.14 |
                     -----+--------+--------+--------+--------+--------+
       Total                  1293       82      163       61       21     1620
                             79.81     5.06    10.06     3.77     1.30   100.00

       Frequency Missing = 410
```

Civilian versus Sworn Members

```
            STATISTICS FOR TABLE OF Q03AGR BY INEQUIT

Statistic                        DF     Value      Prob
--------------------------------------------------------
Chi-Square                        4     12.767     0.012
```

Taking into account the proportion of civilian versus sworn members in the OPS, comparatively, the range of diversity skews significantly as follows:

- More people with a visible minority can be found among sworn members
- More people with a self-identified disability, or multiple disabilities, can be found among civilians.

Recall that in the diversity pie chart, which shows that 19.9% of all OPS employees who participated in Census 2012 reported that they are a member of a visible minority, non-white group, aboriginal group, or have a disability of some sort. When OPS employees are divided between civilian versus sworn members, the omission of 410 members who did not disclose their status brought **overall diversity in the OPS** to **20.2%**. Against the latter, **among civilians only the comparable statistic is 21.4%**, while **overall diversity among sworn members only is 19.7%,** showing only a slight difference between the two groups. Note that **overall diversity among both civilians and sworn members have increased since 2005**.

14. Religion

No statistically significant differences between civilian and sworn members in the OPS were found in large numbers within the 12 main regional religious groups. The number of OPS members with no religion increased by 3% since 2005. Civilian and sworn members also spend the same time on religious activities.

15. Spoken languages – capability and usage on the job

Similar to 2005, significantly more civilians speak multiple main languages (English, French, and other) than sworn members ($p = 0.0023$). In particular, more sworn members speak English only ($p = 0.0003$), while more civilians are conversational in both English and French ($p = 0.0001$).

The same picture emerged with regards to languages other than English and/or French: Civilian and sworn members' command of other languages is not significantly different from each other, although proportionally civilians can speak a higher number of other languages than sworn members ($p = 0.0295$). This capability was reversed in 2005. The capability to speak specific other languages is well distributed among the two groups alike.

Civilians use English and French both, as well as other languages, significantly more often on the job than sworn members do ($p = 0.0000$ and $p = 0.0001$ respectively), specifically European languages ($p = 0.0385$). By contrast, sworn members use Indo-Iranian significantly more than civilians ($p = 0.0017$), as well as languages not listed formally in the Census survey ($p = 0.0045$). By comparison in 2005, no significant differences in terms of other languages used on the job were found between civilians and sworn members.

Prior to, or Since Census 2005

1. Recruitment tactics in response to Census 2005

The Count-Me-In Census from 2005 marks a significant turning point in recruitment strategy and implementation in the OPS. Hence in cooperation with Human Resources, the hire date of OPS members was appended to the 2012 Census data externally by ePsy Consultancy. Thereby the research team was able to divide employees who participated into two groups around the date of April 1, 2006, when the recruitment recommendations from Census 2005 took practical effect.

The membership ratio mimics that of membership status within the OPS to be seven employees with hire dates prior to the first Census – older members – for every three employees hired since – newer members. However, since membership status and recruitment period as two separate lenses on diversity in the OPS are not related, the resemblance in these overarching, distinctive statistics is purely co-incidental.

```
                                                          Cumulative  Cumulative
              WRKYRCAT                   Frequency  Percent  Frequency   Percent
------------------------------------------------------------------------------
Older members, hired prior to Census 2005    1390     71.1      1390       71.1
Newer members, hired since Census 2005        564     28.9      1954      100.0

                         Frequency Missing = 76
```

Note that the size of the recruitment group since Census 2005 reflects both new hires against the backdrop of members retiring (mostly trimming the group of older members), and growth in member numbers since then.

On average, members who participated in Census 2012 have worked at the OPS for close to 13 years, ranging from one month to 43 years. Comparatively, this number breaks down to almost 17 years for those who were hired before Census 2005 (71% of members), and four years for those who started after the first Census in the OPS (29% of members). Interestingly, for civilians the average number of work years in the OPS was found to be just more than 13 years and for sworn members just less than 13 years, but no more than 36 years for the latter group.

A look at significant differences in member demographics prior to versus since Census 2005 provides an additional insight to the overall profile shared in the main part of this report. Through this diversity lens, the research team was able to identify shifts over time and disclose how the present workforce developed since prior to Census 2005. First, this perspective will help us understand the dynamics underlying the current employee mix of newer members with those who stayed on since before 2005.

Second, we are able to see the impact of newer members alone, which helps provide a sense of the success of the recruitment strategies and initiatives implemented since 2005. Since the pattern of community statistics remained very consistent over time, as is evident from comparing Appendices A and B with each other, differences between older and newer members can likely be attributed to recruitment tactics since April 2006 in response to the findings of Census 2005.

Prior to, or Since Census 2005

2. Work circumstances

Proportionately, a statistically significantly higher number of newer members work in Patrol services, Resourcing and Development, and Support services. By contrast, older members are clustered in Criminal Investigations, Patrol Services and Support services also, and District services (in this order). While Emergency Operations and Corporate Services carry smaller employee numbers by comparison to other directorates, these are dominated by older members. Older members can also be overwhelmingly found in the Office of the Chief, as well as being on Secondment.

As for OPS divisions, employee numbers are fairly equally distributed among older and newer members, although there is a tendency for West division to have the most newer members and East division to have the least newer members. Bear in mind that divisional differences are not statistically significant in terms of the members they draw.

With regards to type of employment agreement, a significant portion (8.8%) of newer members has a full-time, but term rather than permanent agreement with the OPS, whereas this type of agreement was rare before. Full-time employment remains the most popular work agreement choice in the OPS, despite more diversity in the marketplace in general. **It also appears that the appointment of employees in senior (and other) positions from other police and related services is rare. This might be a meaningful avenue for further exploration, especially if more members with experience are needed.**

From Question 3 in the main part of this report, we know that supervisory status dropped slightly since 2005. In addition, out of those with supervisory status, only 5.7% come from newer members, while the majority are older members. It may indicate that **supervisors are largely appointed from within the OPS based on years of job experience**.

On average, members significantly have a lower rank in the OPS now than in 2005 ($p = 0.0001$), while fewer members have supervisory status ($p = 0.0001$). This may be reflective of a membership pool with slightly less job experience in general than what members had seven years ago when many Baby Boomers and the eldest from Generation X were about to retire from the OPS. At the same time, proportionately more employees work on a full-time, permanent basis now, which would guarantee more worker experience in years to come.

Organizational structure

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
DRSIZE	No reporting to same superior	1903	8.23	5.30	1.00	0.00
WORKYEAR	Number of years on job	1567	12.98	8.47	0.15	43.38

On average, members hired prior to Census 2005 have 16.7% years of experience in the OPS, while members hired after the first Census have 4.0% years of experience on the job. The latter also reflects a recruitment push in numbers soon after Census 2005. Newer members work together in significantly larger groups than older members ($p = 0.0004$): a superior (sworn and civilian combined) is managing one direct report more where newer members are concerned, the difference being eight versus nine members on average. The number of paid work hours is consistent among older and newer members.

Prior to, or Since Census 2005

It appears that the OPS is currently in a position where it has considerable scope to develop newer members into positions of increasing job experience and supervisory status. Managing this growth is all the more important given that these people are part of a smaller cohort, positioned to manage a larger cohort of young incoming employees. See paragraph 4 in this section below for more details on this line of reasoning.

3. Child and dependent care

While the majority of newer members also reported that they have dependent care responsibilities just like the older members, this picture is significantly less strong for the former group: compare four out of every five older members as opposed to two out of every three newer members. Given what we know of typical patterns and trends associated with demographic cohorts worldwide, the softening in the typical OPS member profile based on younger members coming in is expected to be temporary and that **child and dependent care is predicted to prevail as a strong characteristic in the OPS in the next years to come**.

Currently, care for children under 18 and the time spent during the week on care for children in general is significantly lower for newer members ($p = 0.0030$ and $p = 0.0437$ respectively). By comparison, weekly time spent on other dependent care remained consistent though with more variation among newer members. While significantly more members from since 2005 have no dependent care responsibilities ($p = 0.0001$) (e.g., especially elders ($p = 0.0001$), a friend ($p = 0.0015$), a dependent with special needs ($p = 0.0146$)), the number of dependents that older and newer members care for where applicable, are similar.

Newer members have significantly less dependent care responsibilities across different types than older members ($p = 0.0033$), while slightly fewer dependents are living with them as well. Specifically, while proportionally a higher number of newer members have dependents under six years of age ($p = 0.0014$) who are living with them than older members, it is reversed for dependents between 6-14 years ($p = 0.0001$), 15-17 years ($p = 0.0001$), 18-29 years ($p = 0.0007$), and 30+ years ($p = 0.0063$. Older members also have significantly more 18-29 year-old children that are still living with them ($p = 0.0493$). Counting all dependents (young and old) together, newer members have significantly fewer dependents living with them than older members ($p = 0.0073$).

Newer members with dependent care responsibilities rely as much on a spouse, other relative, sitter/neighbour, formal childcare facility and other options not listed specifically than older members for providing care. By contrast, proportionately newer members rely significantly less on a nanny ($p = 0.0014$) and/or a formal eldercare facility ($p = 0.0031$) and with more consistency than older members. Those with multiple dependent care responsibilities are equally distributed among older and newer members.

Other changes between older and newer members in time spent during the week include volunteering in- and outside the OPS ($p = 0.0018$ and $p = 0.0000$ respectively), which decreased significantly. Across different activities on which OPS members spend their free time outside work, over time the picture remained consistent for religious needs. By comparison, free time spent is somewhat lower for newer members with regards to dependent care in general ($p = 0.0625$) and personal medical needs ($p = 0.0529$) (perhaps indicating that newer members are typically younger) and other activities not listed specifically ($p = 0.0283$), while they spend more time on hobbies ($p = 0.0000$) and physical fitness ($p = 0.0004$) than older members.

Prior to, or Since Census 2005

4. Age

On average, newer members are significantly younger than older members (p = 0.0000). One should ponder the extent to which this outcome may be the result of natural recruitment patterns – more young candidates naturally apply for jobs in general – and/or **targeted recruitment efforts in the OPS aimed at fresh talent**.

With respect to different age categories between the two recruitment groups, it is important to notice in what percentages each stretches backwards in age – hence forward in recruitment strategies – from Generation X (a large cohort), to the Baby Bust generation (a small cohort), to the beginning-mid Baby-boom Echo generation (a large cohort again). **Knowledge about the migration of different demographic age cohorts since 2005 and into the next years can be used to enhance the efficiency of recruitment targets in the OPS for the next years.**

Q11 (Working age group)

Frequency Cell Chi-Square Percent Row Pct Col Pct	Baby-boom Echo		Baby	Generatn	Baby	World	
	End	Start-Mid	Bust	X	Boomer	War II	
	<24 years (3.6%)	25-34 years (27.7%)	35-44 years (39.8%)	45-54 years (23.9%)	55-64 years (5.0%)	65+ years (0.0%)	Total
Prior to Census 2005	0 10.639 0.00 0.00	115 62.172 7.53 **10.62** 34.53	460 0.578 30.12 **42.47** 73.48	445 28.723 29.14 **41.09** 91.38	60 5.8419 3.93 5.54 96.77	3 0.0094 0.20 0.28 75.00	1083 70.92
Since Census 2005	15 25.949 0.98 3.38 100.00	218 151.65 14.28 **49.10** 65.47	166 1.4099 10.87 **37.39** 26.52	42 70.06 2.75 9.46 8.62	2 14.249 0.13 0.45 3.23	1 0.0229 0.07 0.23 25.00	444 29.08
Total	15 0.98	333 21.81	626 41.00	487 31.89	62 4.06	4 0.26	1527 100.00

Frequency Missing = 503

```
               STATISTICS FOR TABLE OF WRKYRCAT BY Q11

     Statistic                    DF      Value      Prob
     ------------------------------------------------------
     Chi-Square                    5     371.302     0.001
```

5. Gender

Gender distribution skews significantly towards proportionally more males among newer members than among older members (p =0.0421). This is likely due to the fact that employee growth in the OPS occurred more strongly among sworn members, where males dominate. Conversely, the proportion of females in the OPS decreased from 37.6% before Census 2005 to 32.1% reported in Census 2012, as can be seen in the table below. **The OPS should continue efforts to recruit more females in order to keep up historical ratios at the very least.**

Prior to, or Since Census 2005

```
                          Q13A(Gender)
          Frequency      |
          Cell Chi-Square |
          Percent        |
          Row Pct        |
          Col Pct        |Male    |Female  |   Total
                         |(59.9%) |(40.1%) |
          ---------------+--------+--------+
          Prior to       |   675  |   406  |   1081
          Census 2005    | 0.432  | 0.7694 |
                         | 44.29  | 26.64  |  70.93
                         | 62.44  | 37.56  |
                         | 69.16  | 74.09  |
          ---------------+--------+--------+
          Since          |   301  |   142  |    443
          Census 2005    | 1.0542 | 1.8775 |
                         | 19.75  |  9.32  |  29.07
                         | 67.95  | 32.05  |
                         | 30.84  | 25.91  |
          ---------------+--------+--------+
          Total              976      548      1524
                           64.04    35.96   100.00

               Frequency Missing = 506


          STATISTICS FOR TABLE OF WRKYRCAT BY Q13A

       Statistic              DF     Value      Prob
       ------------------------------------------------
       Chi-Square              1     4.133     0.042
```

Proportionately, there is no difference in the percentage of members who are trans-gendered between older and newer members, although the disclosed number is extremely small and hence any claim of statistical significance (or not) is deemed invalid.

6. Marital status and sexual orientation

Proportionately, a significantly higher number of newer members reported to have no spouse or partner (p = 0.0006). While two-thirds of older members are married, only 53.2% of newer members are married, while proportionately more of them are in common-law relationships or single, and fewer are divorced. (Proportionately, the same percentage of older and newer members is separated.)

Members who have a partner working for the OPS also is a significantly lower occurrence among newer members than among older members (p = 0.0001). The distribution of sexual orientation shows similar ratios for older and newer members in the OPS, although significantly more variation is found in non-heterosexual orientation among older members, which is a larger group also.

Prior to, or Since Census 2005

7. Educational levels and skills

While older and newer members have similar levels of education on average, educational levels vary less among newer members (p = 0.0009): comparatively more of them cluster in select pockets of education, such as college education with a certificate or diploma, or a university degrees post bachelor. In addition, newer members have a higher number of skills that they bring to the job (p = 0.0001). The main field of study or training, as well as patterns of school attendance among the two groups were found to be similar, with higher percentages of newer members to pursue school on a full-time basis.

8. Ethnic origin

Newer members belong to, and come from by virtue of their parents and grandparents, similar ethnic groups and with the same variety of different ethnic groups than older members. This finding is echoed between spouses of older and newer members, as well as pertaining to Canadian origin (whether English or French) and other origins. A noted exception is a proportionally lower number of newer members from Irish origin (p = 0.0012), which is associated with traditional immigration and attraction to policing, and higher numbers of newer members from other origins not formally listed in the Census survey (p = 0.0009).   (The ethnic origins listed were based on community composition from Canadian National Census statistics in 2005.)

In terms of a broader classification where members could choose multiple ethnic origins as applicable, significant differences exist between older and newer members. Specific differences are highlighted in bold in the table below, revealing again that the differences lie mainly in classifications where numbers are low and should be interpreted with caution.

ORIGINY (Other ethnic origin(s) categories of OPS members)

Frequency Cell Chi-Square Percent Row Pct Col Pct	British Isles (8.4%)	French (1.1%)	Abori- ginal (1.2%	North American (82.3%)	Carib- bean (0.3%)	European (4.3%)	African (0.2%)	Arab (0.6%)	. Asian (1.5%)	Total
Prior to Census 2005	384 0.6189 8.51 11.97 **73.99**	30 0.1875 0.66 0.94 **76.92**	63 1.2445 1.40 1.96 61.76	2358 0.4305 52.26 73.53 72.04	27 2.36 0.60 0.84 52.94	216 0.2783 4.79 6.74 68.57	9 1.125 0.20 0.28 50.00	36 1.0358 0.80 1.12 60.00	84 1.4893 1.86 2.62 62.22	3207 71.08
Since Census 2005	135 1.5209 2.99 10.34 26.01	9 0.4608 0.20 0.69 23.08	39 3.0583 0.86 2.99 **38.24**	915 1.0579 20.28 70.11 27.96	24 5.7998 0.53 1.84 **47.06**	99 0.6838 2.19 7.59 **31.43**	9 2.7647 0.20 0.69 **50.00**	24 2.5454 0.53 1.84 **40.00**	51 3.6598 1.13 3.91 **37.78**	1305 28.92
Total	519 11.50	39 0.86	102 2.26	3273 72.54	51 1.13	315 6.98	18 0.40	60 1.33	135 2.99	4512 100.00

Frequency Missing = 218034 – numbers appear large due to multiple choice allowances

STATISTICS FOR TABLE OF WRKYRCA1 BY ORIGINY

Statistic	DF	Value	Prob
Chi-Square	8	30.321	0.001

Prior to, or Since Census 2005

9. Visible minority

Members with visible minority status – persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour – proportionally are found in higher numbers among newer members than older members ($p = 0.0014$) in a ratio that is roughly 3:2.

10. Group membership

Newer members are less White than older members ($p = 0.0635$), while the OPS proportionally increased the percentage of non-White group membership since 2005 in the following categories:

- Latin America ($p = 0.0513$).
- Southeast Asian ($p = 0.0341$).
- West Asian (there were none prior to Census 2005).
- Some Arab.

Multiple group membership (i.e., employees who consider themselves of a mixed race) is evident in similar proportions among older and newer members. As mentioned before, **this leaves an opportunity to also recruit more mixed race members in the OPS in the next years.**

11. Aboriginal status

Amidst a slight decrease in the number of Aboriginal peoples working in the OPS since 2005, the recruitment of these members is still largely comparable over time if one is not particular about Métis or Inuit in particular.

12. Disability

Proportionately, significantly fewer OPS members who perceive themselves to be a person with a disability fall in the newer recruitment group than that they are older members ($p = 0.0001$), where 88.7% of disabled employees in the OPS can be found. **This presents an opportunity for the OPS to increase their recruitment efforts to employ more people with a perceived disability**, as only 1.8% of newer members have a disability.

13. Diversity: Putting it all together

When looking at different questions addressing diversity *together* where the different types of disabilities are pitched against employees not being in a minority group or having a disability, it was found that older and newer members in the OPS are very comparable. Newer members are more uniform in the types of disability or minority status they have ($p = 0.0019$): proportionately more members who are in the newer recruitment group are a visible minority, while representation of other diversity types is reversed to be better represented by older members.

Prior to, or Since Census 2005

Although overall diversity figures in the organization improved since 2005, the OPS has an opportunity to increase their recruitment efforts in specific disabilities in the next years as the suitability of potential candidates permits.

INEQUIT (Distribution of human equity)

```
Frequency        |
Cell Chi-Square  |
Percent          |
Row Pct          |
Col Pct          |No known|Abori-  |Visible |Disabled|Multiple|  Total
                 |minority|ginal   |minority|(self-  |disabi- |
                 |/disabi-|(5.0%   |(7.1%)  |identi- |lities  |
                 |lity    |        |        |fied)   |(--%)   |
                 |(82.1%) |        |        |(5.9%)  |        |
-----------------+--------+--------+--------+--------+--------+
Prior to         |   1177 |     57 |     93 |     45 |     18 |   1390
Census 2005      | 0.0685 | 0.0115 | 4.2923 | 1.7341 | 1.4877 |
                 |  60.24 |   2.92 |   4.76 |   2.30 |   0.92 |  71.14
                 |  84.68 |   4.10 |   6.69 |   3.24 |   1.29 |
                 |  71.68 |  72.15 |  57.41 |  86.54 |  94.74 |
-----------------+--------+--------+--------+--------+--------+
Since            |    465 |     22 |     69 |      7 |      1 |    564
Census 2005      | 0.1688 | 0.0282 | 10.578 | 4.2739 | 3.6665 |
                 |  23.80 |   1.13 |   3.53 |   0.36 |   0.05 |  28.86
                 |  82.45 |   3.90 |  12.23 |   1.24 |   0.18 |
                 |  28.32 |  27.85 |  42.59 |  13.46 |   5.26 |
-----------------+--------+--------+--------+--------+--------+
Total               1642       79      162       52       19     1954
                   84.03     4.04     8.29     2.66     0.97   100.00

Frequency Missing = 76
```

```
        STATISTICS FOR TABLE OF WRKYRCAT BY INEQUIT
  Statistic                       DF     Value      Prob
  ------------------------------------------------------
  Chi-Square                       4    26.310      0.001
```

The 19.9% of all OPS Census 2012 participants who reported that they are a member of a visible minority, non-white group, aboriginal group, or have a disability of some sort, older members carry 15.3% of this number whereas newer members revealed this **overall diversity** number to be **16.0%** when the Census data was appended to employees' starting date at the OPS in order to categorize them as either an older or newer member. Against this statistic, **15.3% of older members contributed to overall OPS diversity, whereas 17.5% newer members did so in 2012**. This demonstrates a desirable trend in the recruitment strategies applied since OPS Census 2005.

When overall diversity by OPS older and newer membership is broken down further by gender, the three-dimensional perspective reveals that among males, 19.4% of older members indicated they belonged to a minority or disability group as opposed to 23.6% of newer members. By comparison, females were very similar at 19.9% for both older and newer members. The diversity details for male and female OPS members are as follows:

Prior to, or Since Census 2005

INEQUIT (Distribution of male equity)

```
            Frequency      |
            Cell Chi-Square|
            Percent        |
            Row Pct        |
            Col Pct        |No known|Abori- |Visible |Disabled|Multiple|  Total
                           |minority|ginal  |minority|(self-  |disabi- |
                           |/disabi-|(5.0%  |(7.1%)  |identi- |lities  |
                           |lity    |       |        |fied)   |(--%)   |
                           |(82.1%) |       |        |(5.9%)  |        |
                           ---------+-------+--------+--------+--------+
            Prior to       |    544 |    36 |     65 |     23 |      7 |    675
            Census 2005    | 0.1415 |0.1316 | 3.9004 | 1.8858 | 0.3891 |
                           |  55.74 |  3.69 |   6.66 |   2.36 |   0.72 |  69.16
                           |  80.59 |  5.33 |   9.63 |   3.41 |   1.04 |
                           |  70.28 | 73.47 |  54.17 |  92.00 |  87.50 |
 Male                      ---------+-------+--------+--------+--------+
            Since          |    230 |    13 |     55 |      2 |      1 |    301
            Census 2005    | 0.3173 |0.2951 | 8.7468 | 4.2288 | 0.8725 |
                           |  23.57 |  1.33 |   5.64 |   0.20 |   0.10 |  30.84
                           |  76.41 |  4.32 |  18.27 |   0.66 |   0.33 |
                           |  29.72 | 26.53 |  45.83 |   8.00 |  12.50 |
                           ---------+-------+--------+--------+--------+
            Total               774      49     120      25       8        976
                              79.30    5.02   12.30    2.56    0.82     100.00

            Frequency Missing = 16
```

STATISTICS FOR TABLE 1 OF WRKYRCAT BY INEQUIT CONTROLLING FOR Q13A=Male (59.9%)

```
            Statistic                DF    Value      Prob
            ------------------------------------------------------
            Chi-Square                4    20.909     0.001
```

INEQUIT (Distribution of female equity)

```
            Frequency      |
            Cell Chi-Square|
            Percent        |
            Row Pct        |
            Col Pct        |No known|Abori- |Visible |Disabled|Multiple|  Total
                           |minority|ginal  |minority|(self-  |disabi- |
                           |/disabi-|(5.0%  |(7.1%)  |identi- |lities  |
                           |lity    |       |        |fied)   |(--%)   |
                           |(82.1%) |       |        |(5.9%)  |        |
                           ---------+-------+--------+--------+--------+
            Prior to       |    325 |    21 |     27 |     22 |     11 |    406
            Census 2005    | 0.0002 |0.0677 | 0.3752 | 0.1992 | 0.9969 |
                           |  59.31 |  3.83 |   4.93 |   4.01 |   2.01 |  74.09
                           |  80.05 |  5.17 |   6.65 |   5.42 |   2.71 |
                           |  74.03 | 70.00 |  65.85 |  81.48 | 100.00 |
 Female                    ---------+-------+--------+--------+--------+
            Since          |    114 |     9 |     14 |      5 |      0 |    142
            Census 2005    | 0.0005 |0.1934 | 1.0727 | 0.5696 | 2.8504 |
                           |  20.80 |  1.64 |   2.55 |   0.91 |   0.00 |  25.91
                           |  80.28 |  6.34 |   9.86 |   3.52 |   0.00 |
                           |  25.97 | 30.00 |  34.15 |  18.52 |   0.00 |
                           ---------+-------+--------+--------+--------+
            Total               439      30      41      27      11        548
                              80.11    5.47    7.48    4.93    2.01     100.00

            Frequency Missing = 38
```

STATISTICS FOR TABLE 2 OF WRKYRCAT BY INEQUIT CONTROLLING FOR Q13A=Female (40.1%)

```
            Statistic                DF    Value      Prob
            ------------------------------------------------------
            Chi-Square                4    6.326      0.176 – not significant
```

14. Religion

Newer members present themselves as statistically significantly different from older members in respect of the 12 main regional religious denominations offered in the Census survey ($p = 0.0000$). Focusing on larger categories only, a significantly higher number of newer members do not practice any religion, or are Christian (Orthodox or otherwise), while fewer are Roman Catholic. Both older and newer members spend the same time on religious activities.

15. Spoken languages – capability and usage on the job

Older and newer members speak the main languages (English, or English and French) proportionately in quantities. However, with regards to other languages, the ability to conduct a conversation in one of them increased significantly among newer members ($p = 0.0002$), and also in more than one other language ($p = 0.0002$). Specifically, newer members added express capability in spoken Asiatic ($p = 0.0157$), spoken European ($p = 0.0189$), and other languages spoken but not specifically listed ($p = 0.0695$).

By contrast, older and newer members use both main and other languages on the job with equal frequencies. **It appears that increased language capability in the OPS is proven useful on the job and that this need is not saturated yet, especially with regards to Asiatic and European languages.**

Conclusion of Diversity Composition Section for 2012

This section demonstrated that mining the data from different lenses or perspectives add valuable insight to the overall picture of the typical OPS member reported in the main part of the report. Recommendations and strategies for implementation can now be tailored to be more targeted, with an expected increase in effectiveness and reduction in implementation cost going forward.

The perspective on diversity composition *per* se brought findings to light that the OPS may choose to pay particular attention to in the next years. Decision makers may wish to take a closer look at ways to:

- Actively support child dependent care needs.
- Understand the challenges of employees from a smaller cohort, while simultaneously getting ready for a larger cohort of young employees.
- Uncompromisingly target fresh talent in recruitment strategies and plans.
- Employ more male civilians, female sworn members, disabled members in general and especially disabled male sworn members, as well as mixed-race sworn members who will meet the requirements of the job.
- Address a closer balance in ranking between male and female OPS members.
- Encourage members to retain their capability to speak a language other than English, or English and French.
- Attract and accept senior employees from other Police Services in the country and beyond also.
- Identify and develop the best employees for supervisory positions.

Appendix A:
Origin of Baseline Statistics

Closest Canadian National Census statistics available and used for:

q01 Division [Data internal to OPS]
      1   Executive services (3.08%)
      2   Support services (17.10%)
      3   Criminal investigation services (14.85%)
      4   Emergency operations (7.87%)
      5   Corporate services (13.37%)
      6   Patrol services, West division (13.96%)
      7   Patrol services, Central division (16.04%)
      8   Patrol services, East division (13.31%)
      9   Other (0.41%)

q02a Location [Data internal to OPS]
      1   474 Elgin (49.41%)
      2   245 Greenbank Rd. (18.38%)
      3   3343 St-Joseph Blvd (8.34%)
      4   95 Abbeyhill Rd. (3.08%)
      5   4561 Bank St. (6.80%)
      6   Provincial Court House [161 Elgin St.] (5.50%)
      7   Ottawa International Airport [50 Airport Rd.] (1.30%)
      8   A Community Police Centre [Addresses unknown] (?%)
      9   Other [May include CPC] (7.28%)

q02a9a Location: Other, specified

q03a Status: Rank [Data internal to OPS]
      1   Civilian (27.10%)
      2   Special Constable (3.73%)
      3   Constable (52.13%)
      4   NCO [May include Acting NCO] (14.44%)
      5   Acting NCO (?%)
      6   Sr. Officer/Director [May include Acting Sr. Officer/Dir] (2.60%)
      7   Acting Sr. Officer/Director (?%)

q03b Supervisor [Data internal to OPS]
      1   No (82.96%)
      2   Yes (17.04%)

q04 Status: FT/PT, permanent/term [Data internal to OPS]
      1   FT permanent [May include FT term] (95.21%)
      2   FT term [May include PT term] (4.79%)
      3   Other (?%)
      4   PT permanent (?%)
      5   PT term (?%)

q05a Paid hours: Regular [Data Adjusted from Ottawa-Hull CMA]
  1 none
  2 < 5 hours (5.59%)
  3 5 - 14 hours (4.43%)
  4 15 - 24 hours (5.78%)
  5 25 - 34 hours (16.68%)
  6 35 - 44 hours (46.36%)
  7 45 - 54 hours (9.56%)
  8 55 - 64 hours (7.74%)
  9 65 - 74 hours (3.87%)
  10 75+ (0.00%)

For the City of Ottawa, the reference hours used in the National Census data differ from the OPS census.
      [No hours worked (3.37%)]
  1 1-19 hours (8.86%)
  2 20-29 hours (7.12%)
  3 30-39 hours (26.23%)
  4 40 hours (28.70%)
  5 41-49 hours (10.23%)
  6 50 hours or more (15.49%)

q05b Paid hours: Overtime [Data Not Available]
  1 None
  2 < 5 hours
  3 5 - 14 hours
  4 15 - 24 hours
  5 25 - 34 hours
  6 35 - 44 hours
  7 45 - 54 hours
  8 55 - 64 hours
  9 65 - 74 hours
  10 75+

q06a Childcare [Based on Ottawa-Hull CMA Population]
  1 None (61.51%)
  2 < 5 hours (9.82%)
  3 5 - 14 hours (10.46%)
  4 15 - 29 hours (7.49%)
  5 30 - 59 hours (5.36%)
  6 60+ hours (5.37%)

q06b Dependent care [Based on Ottawa-Hull CMA Population – specified in census data as *Care for Seniors*]
  1 None (82.44%)
  2 < 5 hours (11.52%)
  3 5 - 14 hours (3.88%)
      [3.68% for 5 – 9 hours, and 2.36% for 10 or more hours]
  4 15 - 29 hours (0.59%)
  5 30 - 59 hours (1.18%)
  6 60+ hours (0.39%)

q06c House/yard maintenance [Based on Ottawa-Hull CMA Population]
     1   None (9.19%)
     2   < 5 hours (24.65%)
     3   5 - 14 hours (34.39%)
     4   15 - 29 hours (19.72%)
     5   30 - 59 hours (8.92%)
     6   60+ hours (3.12%)

q06d Volunteering on behalf of OPS [Data Not Available]
     1   None
     2   < 5 hours
     3   5 - 14 hours
     4   15 - 29 hours
     5   30 - 59 hours
     6   60+ hours

q06e Volunteering – other [Data Not Available] [Based on National Survey on Giving, Volunteering and Participating from 2000, the average annual hours contributed by volunteers was 162, or, 3.12 hours per week.]
     1   None
     2   < 5 hours
     3   5 - 14 hours
     4   15 - 29 hours
     5   30 - 59 hours
     6   60+ hours

q07a Number of free time activities [Data Not Available]

q07a1 Free time activities: Dependent care (?%)
q07a2 Free time activities: Religious needs (?%)
q07a3 Free time activities: Personal medical needs (?%)
q07a4 Free time activities: Volunteering/community activities (?%)
q07a5 Free time activities: Hobbies (?%)
q07a6 Free time activities: Physical fitness (?%)
     0   Not checked
     1   Checked

q07a7 Free time activities: Other [Not Available]
     0   Not checked
     1   1 listed
     2   2 listed
     3   3 listed
     4   4 listed
     5   5 listed
     6   6 listed

q07a7a Free time activities: Other, specified

q08a Number of dependents cared for [Data Not Available]

q08a1 Care for children (?%)
q08a2 Care for elders (?%)
q08a3 Care for immediate family member (?%)
q08a4 Care for friend (?%)
q08a5 Care for dependent with special needs (?%)
     0   Not checked
     1   Checked

q08a6 Care for other [Not Available]
     0   Not checked
     1   1 listed
     2   2 listed
     3   3 listed
     4   4 listed
     5   5 listed
     6   6 listed

q08a6a Dependents cared for: Other, specified

q09a Number of dependents [Based on Ontario portion of Ottawa-Hull CMA – All Family Structure Types]

q09a1 Have <6 years old (22.33%)
q09a2 Have 6-14 years old (37.81%)
q09a3 Have 15-17 years old (11.88%)
q09a4 Have 18-29 years old (22.90%)
q09a5 Have 30+ years old (5.08%)
     0   Not checked
     1   Checked

q09a1a Number <6 years old [Not Available]
q09a2a Number 6-14 years old [Not Available]
q09a3a Number 15-17 years old [Not Available]
q09a4a Number 18-29 years old [Not Available]
q09a5a Number 30+ years old [Not Available]

q10a1 Care provider: Spouse/partner (?%)
q10a2 Care provider: Other relative (?%)
q10a3 Care provider: Sitter/neighbour (?%)
q10a4 Care provider: Nanny (?%)
q10a5 Care provider: Childcare facility (?%)
q10a6 Care provider: Eldercare facility (?%)
q10a7 Care provider: Other (?%)
     1   Never
     2   Infrequently
     3   Regularly
     4   Most of the time
     5   Always

q10a7a Care provider: Other, specified

q11 Working age group [Based on Ontario portion of Ottawa-Hull CMA – Persons in the Ottawa labour force, not the general Ottawa population]
      1   <24 years (16.44%)   [Capped at national working age of minimum 15 years]
      2   25 - 34 years (22.91%)
      3   35 - 44 years (27.54%)
      4   45 - 54 years (22.58%)
      5   55 - 64 years (8.86%)
      6   65+ years (1.67%)

q12a Marital status [Based on Ontario portion of Ottawa-Hull CMA – Persons in the Ottawa labour force, not the general Ottawa population]
      1   Single (30.28%)
      2   Married (53.12%)
      3   Separated (3.18%)
      4   Common law (7.39%)
          [Presented as separate yes/no question in Canada-City of Ottawa Census]
      5   Divorced (5.09%)
      6   Widowed (0.93%)

q12b Partner OPS status [Data Not Available]
      1   Not OPS member
      2   OPS member

q13a Gender [Based on Ontario portion of Ottawa-Hull CMA – Persons in the Ottawa labour force, not the general Ottawa population]
      1   Male (52.49%)
      2   Female (47.51%)

q13b Trans-gender [Data Not Available] [Results from the Ottawa GLBT wellness study indicate that within the Ottawa GLBT sample, each group was represented as follows: Gay 51%, Lesbian 31%, Bisexual 8%, Transgender 4%, and Non-Response/Other 5%.]
[Combining these percentages with that of *sexual orientation* in q14 results in trans-gendered people to be 4% of the 1.7% of the Canadian people claiming to not be *heterosexual*.]
      1   Not trans-gendered (99.93%)
      2   Trans-gendered (0.07%)

q14 Sexual orientation [Based on Canadian Population] [Estimated from information published in http://www.statcan.ca/Daily/English/040615/d040615b.htm.]
      1   Heterosexual (98.30%)
      2   Gay (0.65%)
      3   Lesbian (0.35%)
      4   Bisexual (0.70%)
      5   Two-spirited (?%)
      6   Questioning (?%)

q15a Highest education [Based on Ontario portion of Ottawa-Hull CMA – Persons in the Ottawa labour force, not the general Ottawa population]
    1   Elementary school (1.52%) [Adjusted to split "Less than High School Diploma based on ratio observed in other census tables]
    2   Secondary school (22.87%) [Adjusted data to reflect those with diplomas plus those without – see above]
    3   Trades certificate or diploma (7.40%)
    4   College, w/o cert or dip (3.97%) [Adjusted to split "Some Post-Secondary" (13.15%) between college and university based on ratio observed in other census tables]
    5   College, w/ cert or dip (19.36%)
    6   University, first degree not completed (11.39%) [Adjusted data – see above, plus category Certificate/Diploma Below Bachelor's]
    7   University, first degree completed (20.75%)
    8   University degree, post-bachelor (3.03%)
    9   University masters degree (7.79%)
    10   University doctorate degree (1.93%)

q15b Highest field of study/training [Based on Ontario portion of Ottawa-Hull CMA – Persons in the Ottawa labour force, not the general Ottawa population]
The classfication key from StatCan that is specific to the 11 categories from the comparison data can be found at:
http://www12.statcan.ca/english/census01/Products/Reference/dict/appendices/app013.pdf.
    1   Educational, recreational and counseling services (8.06%)
    2   Fine and applied arts (3.86%)
    3   Humanities and related fields (8.76%)
    4   Social sciences and related fields (15.61%)
    5   Commerce, management and business administration (19.73%)
    6   Agricultural, biological, nutritional, and food sciences (3.75%)
    7   Engineering and applied sciences (8.64%)
    8   Applied science technologies and trades (15.72%)
    9   Health professions and related technologies (8.92%)
    10   Mathematics, computer and physical sciences (7.04%)
    11   No specialization (0.10%)

q16a Number of certification/skills [Data Not Available]

q16a1 Types of certification/skills 1-3 [Some listed more]

q17 School attendance [Based on Ontario portion of Ottawa-Hull CMA]
    1   No (80.79%)
    2   Yes, PT (12.13%)
    3   Yes, FT (7.08%)

q18y Diversity of own ethnic origin

[Based on City of Ottawa]
q18y00 Canadian (34.72%)
q18y01 Canadian English (23.53%)
q18y02 Canadian French (21.21%)

q18y03 American (USA) (0.84%)
q18y04 Arab (1.56%)
q18y05 British (n/i elsewhere) (0.82%)
q18y06 Chinese (3.96%)
q18y07 Dutch (Netherlands) (2.59%)
q18y08 East Indian (2.21%)
q18y09 English (n/i elsewhere) [Not Available]
q18y10 French (n/i elsewhere) [Not Available]
q18y11 German (7.27%)
q18y12 Haitian (0.60%)
q18y13 Hungarian (Magyar) (0.72%)
q18y14 Irish (20.87%)
q18y15 Italian (4.37%)
q18y16 Jamaican (0.75%)
q18y17 Jewish (1.64%)
q18y18 Lebanese (2.36%)
q18y19 Metis (0.60%)
q18y20 North American Indian (2.11%)
q18y21 Polish (2.77%)
q18y22 Portuguese (0.81%)
q18y23 Russian (1.03%)
q18y24 Scottish (18.18%)
q18y25 Somali (1.08%)
q18y26 South-Asian (1.00%)
q18y27 Spanish (0.85%)
q18y28 Ukrainian (2.08%)
q18y29 Vietnamese (0.80%)
q18y30 Welsh (1.51%)
        0   Not checked
        1   Checked

q18y31 Other (16.62%)
        0   Not checked
        1   1 listed
        2   2 listed
        3   3 listed
        4   4 listed
        5   5 listed
        6   6 listed

originy Own ethnic origin, specified
The classfication key from StatCan that is used to group the ethnic origin of OPS members can be found at:
http://www12.statcan.ca/english/census01/Products/Reference/dict/appendices/app003.pdf

q18p Diversity in ethnic origin of parents [Data Not Available]

q18p01 Canadian English
q18p02 Canadian French
q18p03 American (USA)
q18p04 Arab
q18p05 British (n/i elsewhere)
q18p06 Chinese
q18p07 Dutch (Netherlands)
q18p08 East Indian
q18p09 English (n/i elsewhere)
q18p10 French (n/i elsewhere)
q18p11 German
q18p12 Haitian
q18p13 Hungarian (Magyar)
q18p14 Irish
q18p15 Italian
q18p16 Jamaican
q18p17 Jewish
q18p18 Lebanese
q18p19 Metis
q18p20 North American Indian
q18p21 Polish
q18p22 Portuguese
q18p23 Russian
q18p24 Scottish
q18p25 Somali
q18p26 South-Asian
q18p27 Spanish
q18p28 Ukrainian
q18p29 Vietnamese
q18p30 Welsh
            0   Not checked
            1   Checked

q18p31 Other
            0   Not checked
            1   1 listed
            2   2 listed
            3   3 listed
            4   4 listed
            5   5 listed
            6   6 listed

originp Ethnic origin of parents, specified

q18g Diversity in ethnic origin of grandparents [Data Not Available]

q18g01 Canadian: English
q18g02 Canadian: French
q18g03 American (USA)
q18g04 Arab
q18g05 British (n/i elsewhere)
q18g06 Chinese
q18g07 Dutch (Netherlands)
q18g08 East Indian
q18g09 English (n/i elsewhere)
q18g10 French (n/i elsewhere)
q18g11 German
q18g12 Haitian
q18g13 Hungarian (Magyar)
q18g14 Irish
q18g15 Italian
q18g16 Jamaican
q18g17 Jewish
q18g18 Lebanese
q18g19 Metis
q18g20 North American Indian
q18g21 Polish
q18g22 Portuguese
q18g23 Russian
q18g24 Scottish
q18g25 Somali
q18g26 South-Asian
q18g27 Spanish
q18g28 Ukrainian
q18g29 Vietnamese
q18g30 Welsh
        0   Not checked
        1   Checked

q18g31 Other
        0   Not checked
        1   1 listed
        2   2 listed
        3   3 listed
        4   4 listed
        5   5 listed
        6   6 listed

origing Ethnic origin of grandparents, specified

q18s Diversity in ethnic origin of spouse/partner [Data Not Available]

q18s01 Canadian: English
q18s02 Canadian: French
q18s03 American (USA)
q18s04 Arab
q18s05 British (n/i elsewhere)
q18s06 Chinese
q18s07 Dutch (Netherlands)
q18s08 East Indian
q18s09 English (n/i elsewhere)
q18s10 French (n/i elsewhere)
q18s11 German
q18s12 Haitian
q18s13 Hungarian (Magyar)
q18s14 Irish
q18s15 Italian
q18s16 Jamacian
q18s17 Jewish
q18s18 Lebanese
q18s19 Metis
q18s20 North American Indian
q18s21 Polish
q18s22 Portuguese
q18s23 Russian
q18s24 Scottish
q18s25 Somali
q18s26 South-Asian
q18s27 Spanish
q18s28 Ukrainian
q18s29 Vietnamese
q18s30 Welsh
     0   Not checked
     1   Checked

q18s31 Other
     0   Not checked
     1   1 listed
     2   2 listed
     3   3 listed
     4   4 listed
     5   5 listed
     6   6 listed

origins Ethnic origin of spouse/partner, specified

q19 Canadian citizenship [Based on Ontario portion of Ottawa-Hull CMA]
  1 Yes (94.76%)
  2 No (5.24%)

q20a Permanent resident [Based on Ontario portion of Ottawa-Hull CMA]
  0 Canadian citizen (94.76%)
  1 Permanent resident (4.23%)
  2 Not permanent resident (1.01%)

q20b Years of permanent residence [Based on Ontario portion of Ottawa-Hull CMA] [Distribution based on population who have emigrated to Canada]
  1 Pre-1971 (28.26%)
  2 1971-1975 (7.51%) [Adjusted data from 1971-1980 (15.02%)]
  3 1976-1980 (7.51%) [Adjusted data from 1971-1980 (15.02%)]
  4 1981-1985 (10.33%) [Adjusted data from 1981-1990 (20.66%)]
  5 1986-1990 (10.33%) [Adjusted data from 1981-1990 (20.66%)]
  6 1991-1995 (17.58%)
  7 1996-2000 (17.54%) [Adjusted data from 1996-2001 (20.46%)]
  8 2001-2005 (3.41%) [Estimate for 2001 when Census last taken]

q21 Visible minority [Based on City of Ottawa]
  1 Not visible minority (82.03%)
  2 Visible minority (17.97%)

[Q22a based on City of Ottawa]

q22a Number of groups membership [Data Not Available]

q22a01 Group member of White (82.03%)
q22a02 Group member of Chinese (3.62%)
q22a03 Group member of South Asian (2.84%)
q22a04 Group member of Black (4.54%)
q22a05 Group member of Filipino (0.64%)
q22a06 Group member of Latin America (0.85%)
q22a07 Group member of Southeast Asian (1.14%)
q22a08 Group member of Arab (2.67%)
q22a09 Group member of West Asian (0.66%)
q22a10 Group member of Japanese (0.20%)
q22a11 Group member of Korean (0.19%)
  0 Not checked
  1 Checked

q22a12 Group member of other denomination (3.53%)
    0   Not checked
    1   1 listed
    2   2 listed
    3   3 listed
    4   4 listed
    5   5 listed
    6   6 listed

q22a12a Group membership: Other, specified

q23a Aboriginal [Based on City of Ottawa]
    1   Not Aboriginal (98.87%)
    2   Aboriginal (1.13%)

q23b Aboriginal type [Based on City of Ottawa]
    1   North American Indian (0.67%) [56.3% of Aboriginal]
    2   Metis (0.31%) [38.5% of Aboriginal]
    3   Inuit (0.06%) [5.0% of Aboriginal]

q24 Disabilities [Data Not Made Available for 2001 Census]
    1   Not disabled
    2   Disabled (15%) [Of entire Ottawa population, not working age]
         [Alternative: within working age persons in **Ontario** (11%)]

q25a Religion [Based on City of Ottawa]
    1   No religion (15.69%)
    2   Buddhist (1.20%)
    3   Christian Orthodox (2.06%)
    4   Christian, n/i elsewhere (1.83%)
    5   Hindu (1.06%)
    6   Jewish (1.46%)
    7   Muslim (5.15%)
    8   Protestant (27.57%)
    9   Roman Catholic (43.28%)
    10   Sikh (0.32%)
    11   Other (0.38%)
    12   Multiple chosen (?%)

q25a11a Religion: Other, specified [Data Not Available]

[Q26 based on Ontario portion of Ottawa-Hull CMA]

q26a1 Spoken languages: English (95.62%)
q26a2 Spoken languages: English & French (38.90%) [Statistic only available as % persons who can speak French]
       0   not checked
       1   checked

q26a3 Spoken languages: Other
       0   Not checked
       1   1 listed
       2   2 listed
       3   3 listed
       4   4 listed
       5   5 listed
       6   6 listed

q26b1 Spoken languages: Aboriginal (0.05%)
q26b2 Spoken languages: African (0.19%)
q26b3 Spoken languages: Asiatic (5.63%)
q26b4 Spoken languages: European (16.84%)
q26b5 Spoken languages: Indo-Iranian (3.28%)
q26b6 Spoken languages: Physical Ability (0.17%)
q26b7 Spoken languages: Other (2.37%)
       0   Not checked
       1   1 listed
       2   2 listed
       3   3 listed
       4   4 listed
       5   5 listed
       6   6 listed

q26b1a Spoken languages: Aboriginal, specified
q26b2a Spoken languages: African, specified
q26b3a Spoken languages: Asiatic, specified
q26b4a Spoken languages: European, specified
q26b5a Spoken languages: Indo-Iranian, specified
q26b6a Spoken languages: Physical ability, specified
q6b7a Spoken languages: Other, specified

q27 Languages used regularly in job at OPS [Based on Ontario portion of Ottawa-Hull CMA]
       1   English only (90.68%)
       2   English & French (3.07%) [These do not sum to 100% because there are five other categories used in the census: *French only* (5.08%), *Non-official language only* (0.78%), *English & non-official* (0.30%), *French & non-official* (0.02%), and *English, French & non-official* (0.07%).]

q28a Number of other languages used in job at OPS [Data Not Available – Statcan only reports use of non-official languages in a single category]

q28a1 Spoken other Aboriginal
q28a2 Spoken other African
q28a3 Spoken other Asiatic
q28a4 Spoken other European
q28a5 Spoken other Indo-Iranian
q28a6 Spoken other Physical Ability
q28a7 Spoken other Additional
- 0 Not checked
- 1 1 listed
- 2 2 listed
- 3 3 listed
- 4 4 listed
- 5 5 listed
- 6 6 listed

q28a1a OPS Language: Aboriginal, specified
q28a2a OPS Language: African, specified
q28a3a OPS Language: Asiatic, specified
q28a4a OPS Language: European, specified
q28a5a OPS Language: Indo-Iranian, specified
q28a6a OPS Language: Physical Ability, specified
q28a7a OPS Language: Other, specified

End of 2005 survey questions

Appendix B:
Update of Baseline Statistics

Most recent Canadian National Census statistics available and used for:

q01a Directorate [Data from OPS Census 2005; also refer to internal OPS data]
1 Corporate services (13.3%)
2 Criminal investigation services (14.0%)
3 District (--%)
4 Emergency operations (7.4%)
5 Executive services (4.1%)
6 Office of the Chief (--%)
7 Patrol services (36.3%)
8 Resourcing & development (--%)
9 Seconded (--%)
10 Support services (24.9%)

q01b Division [Data from OPS Census 2005; also refer to internal OPS data]
6 Patrol services, West division (31.1%)
7 Patrol services, Central division (40.1%)
8 Patrol services, East division (28.8%)

q02a Location [Data from OPS Census 2005; also refer to internal OPS data]
1 474 Elgin (53.5%)
2 245 Greenbank Rd. (18.3%)
3 3343 St-Joseph Blvd. (7.5%)
4 95 Abbeyhill Rd. (2.9%)
5 4561 Bank St. (6.3%)
10 19 Fairmont Ave. (--%)
6 Provincial Court House (161 Elgin) (4.0%)
7 Ottawa International Airport (1.3%)
8 A Community Police Centre (0.9%)
9 Other (5.4%)
11 211 Huntmar Dr. (--%)
12 2799 Swansea Cr. (--%)

q02a9a Location: Other, specified

q03a Status: Rank [Data from OPS Census 2005; also refer to internal OPS data]
1 Civilian (33.7%)
2 Special Constable (3.0%)
3 Constable (42.7%)
4 NCO (sergeants, staff sergeants) (15.5%)
5 Acting NCO (sergeants, staff sergeants) (1.8%)
6 Sr. Officer/Director (2.9%)
7 Acting Sr. Officer/Director (0.4%)

q03b Supervisor [Data from OPS Census 2005; also refer to internal OPS data]
1 No (72.3%)
2 Yes (27.7%)

q04 Status: FT/PT, permanent/term [Data from OPS Census 2005; also refer to internal OPS data]
      1   FT permanent (92.0%)
      2   FT term (5.8%)
      3   Other (0.9%)
      4   PT permanent (0.6%)
      5   PT term (0.7%)

q05a Paid hours: Regular [Census CMA data not available]
      1   none
      2   < 5 hours (?%)
      3   5 - 14 hours (?%)
      4   15 - 24 hours (?%)
      5   25 - 34 hours (?%)
      6   35 - 44 hours (?%)
      7   45 - 54 hours (?%)
      8   55 - 64 hours (?%)
      9   65 - 74 hours (?%)
      10 75+ (?%)

q05b Paid hours: Overtime [Census CMA data not available]
      1   None
      2   < 5 hours
      3   5 - 14 hours
      4   15 - 24 hours
      5   25 - 34 hours
      6   35 - 44 hours
      7   45 - 54 hours
      8   55 - 64 hours
      9   65 - 74 hours
      10 75+

q06a Unpaid hours: Childcare [Based on Ottawa-Gatineau CMA in 2006]
      1   None (62.13%)
      2   < 5 hours (9.53%)
      3   5 - 14 hours (9.79%)
      4   15 - 29 hours (7.16%)
      5   30 - 59 hours (5.38%)
      6   60+ hours (6.01%) [Categories were extended to that of paid hours]

q06b Unpaid hours: Dependent care [Based on Ottawa-Gatineau CMA in 2006 – specifically referring to *Care for Seniors*]
      1   None (81.73%)
      2   < 5 hours (11.77%)
      3   5 - 14 hours (4.52%) [Adjusted]
      4   15 - 29 hours (0.67%) [Adjusted]
      5   30 - 59 hours (0.65%) [Adjusted]
      6   60+ hours (?%) [Data not available; categories were extended to that of paid hours]

q06c House/yard maintenance [Based on Ottawa-Gatineau CMA in 2006]
    1   None (8.71%)
    2   < 5 hours (26.02%)
    3   5 - 14 hours (34.70%)
    4   15 - 29 hours (19.43%)
    5   30 - 59 hours (8.39%)
    6   60+ hours (2.75%)

q06d Volunteering on behalf of OPS [Census CMA data not available]
    1   None
    2   < 5 hours
    3   5 - 14 hours
    4   15 - 29 hours
    5   30 - 59 hours
    6   60+ hours

q06e Volunteering – other [Census CMA data not available]
    1   None
    2   < 5 hours
    3   5 - 14 hours
    4   15 - 29 hours
    5   30 - 59 hours
    6   60+ hours

q07a Number of free time activities [Census CMA data not available]

q07a1 Free time activities: Dependent care (?%)
q07a2 Free time activities: Religious needs (?%)
q07a3 Free time activities: Personal medical needs (?%)
q07a4 Free time activities: Volunteering/community activities (?%)
q07a5 Free time activities: Hobbies (?%)
q07a6 Free time activities: Physical fitness (?%)
    0   Not checked
    1   Checked

q07a7 Free time activities: Other
    0   Not checked
    1   1 listed
    2   2 listed
    3   3 listed
    4   4 listed
    5   5 listed
    6   6 listed

q07a7a Free time activities: Other, specified

q08a Number of dependents cared for [Census CMA data not available]

q08a0 No dependent care responsibilities (36.76%)　　　[Statistic pertains to children only]
q08a1 Care for children (?%)
q08a2 Care for elders (?%)
q08a3 Care for spouse (stay-at-home) (?%)
q08a4 Care for immediate family member (?%)
q08a5 Care for friend (?%)
q08a6 Care for dependent with special needs (?%)
      0　　Not checked
      1　　Checked

q08a7 Care for other
      0　　Not checked
      1　　1 listed
      2　　2 listed
      3　　3 listed
      4　　4 listed
      5　　5 listed
      6　　6 listed

q08a7a Dependents cared for: Other, specified

q09a Number of dependents [Based on Ottawa-Gatineau CMA in 2006 – 20% sample data from all family structure types]

q09a1 Have <6 years old (19.64%)
q09a2 Have 6-14 years old (31.67%)
q09a3 Have 15-17 years old (12.29%)
q09a4 Have 18-29 years old (36.42%) [Statistic includes next category]
q09a5 Have 30+ years old [Data not available]
      0　　Not checked
      1　　Checked

q09a1a Number <6 years old [Data not available]
q09a2a Number 6-14 years old [Data not available]
q09a3a Number 15-17 years old [Data not available]
q09a4a Number 18-29 years old [Data not available]
q09a5a Number 30+ years old [Data not available]

q10 Care providers [Census CMA data not available]

q10a1 Care provider: Spouse/partner (?%)
q10a2 Care provider: Other relative (?%)
q10a3 Care provider: Sitter/neighbour (?%)
q10a4 Care provider: Nanny (?%)
q10a5 Care provider: Childcare facility (?%)
q10a6 Care provider: Eldercare facility (?%)
q10a7 Care provider: Other (?%)

    1   Never
    2   Infrequently
    3   Regularly
    4   Most of the time
    5   Always

q10a7a Care provider: Other, specified

q11 Working age group [Based on Ottawa-Gatineau CMA in 2011 – persons of working age]
    1   <24 years (18.67%)   [Capped at national working age of minimum 15 years]
    2   25 - 34 years (18.08%)
    3   35 - 44 years (19.08%)
    4   45 - 54 years (22.08%)
    5   55 - 64 years (16.63%)
    6   65+ years (5.46%)

q12a Marital status [Based on Ottawa-Gatineau CMA in 2011]
    1   Single (29.89%)
    2   Married (45.00%)
    3   Separated (2.62%)
    4   Common law (11.57%)
    5   Divorced (6.06%)
    6   Widowed (4.86%)

q12b Partner OPS status [Data from OPS Census 2005, also refer to OPS internal data]
    1   Not OPS member (79.7%)
    2   OPS member (20.3%)

q13a Gender [Based on Ottawa-Gatineau CMA in 2011 – persons of working age
    1   Male (49.03%)
    2   Female (50.97%)

q13b Trans-gender [Census CMA data not available]
    1   Not trans-gendered (99.93%)
    2   Trans-gendered (0.07%)

q14 Sexual orientation [Census CMA data not available]
    1   Heterosexual (?%)
    2   Gay (?%)
    3   Lesbian (?%)
    4   Bisexual (?%)
    5   Two-spirited (?%)
    6   Questioning (?%)

q15a Highest education [Based on Ottawa-Gatineau CMA in 2006 for those of working age
      1   Elementary school (?%) [Data not available]
      2   Secondary school (20.95%)
      3   Trades certificate or diploma (8.29%)
      4   College, w/o cert or dip (20.53%)
  11 & 5   College, w/ cert or dip (4.57%)
      6   University, first degree not completed [Data not available]
      7   University, first degree completed (35.40%) [Includes degrees above bachelor's level]
      8   University degree, post-bachelor (?%)
      9   University masters degree (?%)
     10   University doctorate degree (?%)

q15b Highest field of study/training [Based on Ottawa-Gatineau CMA in 2006]
      1   Educational, recreational and counseling services (6.68%)
      2   Fine and applied arts (3.36%)
      3   Humanities and related fields (6.91%)
      4   Social sciences and related fields (14.91%)
      5   Commerce, management and business administration (21.00%)
      6   Agricultural, biological, nutritional, and food sciences (1.47%)
      7   Engineering and applied sciences (17.97%)
      8   Applied science technologies and trades (15.96%)
      9   Health professions and related technologies (4.47%)
     10   Mathematics, computer and physical sciences (7.25%)
     11   No specialization (0.00%)

q16a Number of certification/skills [Data not available]

q16a1 Types of certification/skills 1-3 [Some listed more]

q17 School attendance [Census CMA data not available]
      1   No (?%)
      2   Yes, PT (?%)
      3   Yes, FT (?%)

q18y Diversity of own ethnic origin

[Based on Ottawa-Gatineau CMA in 2006]
q18y00 Canadian (37.58%)
q18y01 Canadian English (?%) [Data not available]
q18y02 Canadian French (?%) [Data not available]

q18y03 American (USA) (0.9384%)
q18y04 Arab (4.05%)
q18y05 British (n/i elsewhere) (2.02%)
q18y06 Chinese (3.28%)
q18y07 Dutch (Netherlands) (2.29%)
q18y08 East Indian (1.90%)
q18y09 English (n/i elsewhere) [Not available]
q18y10 French (n/i elsewhere) [Not available]
q18y11 German (7.15%)
q18y12 Haitian (0.68%)
q18y13 Hungarian (Magyar) (0.71%)
q18y14 Irish (19.11%)
q18y15 Italian (4.02 %)
q18y16 Jamaican (0.60%)
q18y17 Jewish (1.12%)
q18y18 Lebanese (2.20%)
q18y19 Metis (1.09%)
q18y20 North American Indian (3.53%)
q18y21 Polish (2.56%)
q18y22 Portuguese (1.08%)
q18y23 Russian (1.07%)
q18y24 Scottish (15.82%)
q18y25 Somali (0.72%)
q18y26 South-Asian (2.62%)
q18y27 Spanish (1.04%)
q18y28 Ukrainian (1.93%)
q18y29 Vietnamese (0.74%)
q18y30 Welsh (1.44%)
            0   Not checked
            1   Checked

q18y31 Other (16.62%)
            0   Not checked
            1   1 listed
            2   2 listed
            3   3 listed
            4   4 listed
            5   5 listed
            6   6 listed

originy Own ethnic origin, specified

q18p Diversity in ethnic origin of parents [Census CMA data not available]

q18p01 Canadian English
q18p02 Canadian French
q18p03 American (USA)
q18p04 Arab
q18p05 British (n/i elsewhere)
q18p06 Chinese
q18p07 Dutch (Netherlands)
q18p08 East Indian
q18p09 English (n/i elsewhere)
q18p10 French (n/i elsewhere)
q18p11 German
q18p12 Haitian
q18p13 Hungarian (Magyar)
q18p14 Irish
q18p15 Italian
q18p16 Jamaican
q18p17 Jewish
q18p18 Lebanese
q18p19 Metis
q18p20 North American Indian
q18p21 Polish
q18p22 Portuguese
q18p23 Russian
q18p24 Scottish
q18p25 Somali
q18p26 South-Asian
q18p27 Spanish
q18p28 Ukrainian
q18p29 Vietnamese
q18p30 Welsh
      0   Not checked
      1   Checked

q18p31 Other
      0   Not checked
      1   1 listed
      2   2 listed
      3   3 listed
      4   4 listed
      5   5 listed
      6   6 listed

originp Ethnic origin of parents, specified

q18g Diversity in ethnic origin of grandparents [Census CMA data not available]

q18g01 Canadian: English
q18g02 Canadian: French
q18g03 American (USA)
q18g04 Arab
q18g05 British (n/i elsewhere)
q18g06 Chinese
q18g07 Dutch (Netherlands)
q18g08 East Indian
q18g09 English (n/i elsewhere)
q18g10 French (n/i elsewhere)
q18g11 German
q18g12 Haitian
q18g13 Hungarian (Magyar)
q18g14 Irish
q18g15 Italian
q18g16 Jamaican
q18g17 Jewish
q18g18 Lebanese
q18g19 Metis
q18g20 North American Indian
q18g21 Polish
q18g22 Portuguese
q18g23 Russian
q18g24 Scottish
q18g25 Somali
q18g26 South-Asian
q18g27 Spanish
q18g28 Ukrainian
q18g29 Vietnamese
q18g30 Welsh

      0   Not checked
      1   Checked

q18g31 Other

      0   Not checked
      1   1 listed
      2   2 listed
      3   3 listed
      4   4 listed
      5   5 listed
      6   6 listed

origing Ethnic origin of grandparents, specified

q18s Diversity in ethnic origin of spouse/partner [Census CMA data not available]

q18s01 Canadian: English
q18s02 Canadian: French
q18s03 American (USA)
q18s04 Arab
q18s05 British (n/i elsewhere)
q18s06 Chinese
q18s07 Dutch (Netherlands)
q18s08 East Indian
q18s09 English (n/i elsewhere)
q18s10 French (n/i elsewhere)
q18s11 German
q18s12 Haitian
q18s13 Hungarian (Magyar)
q18s14 Irish
q18s15 Italian
q18s16 Jamacian
q18s17 Jewish
q18s18 Lebanese
q18s19 Metis
q18s20 North American Indian
q18s21 Polish
q18s22 Portuguese
q18s23 Russian
q18s24 Scottish
q18s25 Somali
q18s26 South-Asian
q18s27 Spanish
q18s28 Ukrainian
q18s29 Vietnamese
q18s30 Welsh
        0   Not checked
        1   Checked

q18s31 Other
        0   Not checked
        1   1 listed
        2   2 listed
        3   3 listed
        4   4 listed
        5   5 listed
        6   6 listed

origins Ethnic origin of spouse/partner, specified

q19 Canadian citizenship [Based on Ottawa-Gatineau CMA in 2006]
      1   Yes (94.76%)
      2   No (5.24%)

q20a Permanent resident [Based on Ottawa-Gatineau CMA in 2006]
      0   Canadian citizen (81.08%) if 'no' under q19, different table
      1   Permanent resident (18.15%)
      2   Not permanent resident (0.77%)

q20b Years of permanent residence [Based on Ottawa-Gatineau CMA in 2006]
      1   Pre-1971 [Data not available]
      2   1971-1975 [Data not available]
      3   1976-1980 [Data not available]
      4   1981-1985 [Data not available]
      5   1986-1990 (53.10%) [Statistic includes previous categories]
      6   1991-1995 (14.57%)
      7   1996-2000 (15.03%)
      8   2001-2005 (17.31%)

q21 Visible minority [Based on Ottawa-Gatineau CMA in 2006]
      1   Not visible minority (85.37%)
      2   Visible minority (14.63%)

q22a Number of groups membership [Based on Ottawa-Gatineau CMA in 2006]

q22a01 Group member of White (85.37%)
q22a02 Group member of Chinese (2.82%)
q22a03 Group member of South Asian (2.33%)
q22a04 Group member of Black (3.34%)
q22a05 Group member of Filipino (0.62%)
q22a06 Group member of Latin America (0.96%)
q22a07 Group member of Southeast Asian (0.93%)
q22a08 Group member of Arab (2.27%)
q22a09 Group member of West Asian (0.58%)
q22a10 Group member of Japanese (0.15%)
q22a11 Group member of Korean (0.18%)
      0   Not checked
      1   Checked

q22a12 Group member of other denomination (3.53%)
      0   Not checked
      1   1 listed
      2   2 listed
      3   3 listed
      4   4 listed
      5   5 listed
      6   6 listed

q22a12a Group membership: Other, specified

q23a Aboriginal [Based on Ottawa-Gatineau in 2006]
       1   Not Aboriginal (95.36%)
       2   Aboriginal (4.64%)

q23b Aboriginal type [Based on Ottawa-Gatineau in 2006]
       1   North American Indian (3.53%) [76.04% of Aboriginal]
       2   Metis (1.09%) [23.55% of Aboriginal]
       3   Inuit (0.11%) [2.3% of Aboriginal]

q24 Disabilities [Census CMA data not available]
       1   Not disabled (?%)
       2   Disabled (?%)

q25a Religion [Census CMA data not available]
       1   No religion (15.69%)
       2   Buddhist (1.20%)
       3   Christian Orthodox (2.06%)
       4   Christian, n/i elsewhere (1.83%)
       5   Hindu (1.06%)
       6   Jewish (1.46%)
       7   Muslim (5.15%)
       8   Protestant (27.57%)
       9   Roman Catholic (43.28%)
     10   Sikh (0.32%)
     11   Other (0.38%)
     12   Multiple chosen (?%)

q25a11a Religion: Other, specified [Data not available]

q26a Spoken languages [Based on Ottawa-Gatineau CMA in 2011 as mother-tongue language]
       1   English only (49.01%)
       2   English & French (32.78%)
       3   Other languages (16.70%)

[q26b Census CMA data not available]
q26b1 Spoken languages: Aboriginal (?%)
q26b2 Spoken languages: African (?%)
q26b3 Spoken languages: Asiatic (?%)
q26b4 Spoken languages: European (?%)
q26b5 Spoken languages: Indo-Iranian (?%)
q26b6 Spoken languages: Physical Ability (?%)
q26b7 Spoken languages: Other (?%)
       0   Not checked
       1   1 listed
       2   2 listed
       3   3 listed
       4   4 listed
       5   5 listed
       6   6 listed

q26b1a Spoken languages: Aboriginal, specified
q26b2a Spoken languages: African, specified
q26b3a Spoken languages: Asiatic, specified
q26b4a Spoken languages: European, specified
q26b5a Spoken languages: Indo-Iranian, specified
q26b6a Spoken languages: Physical ability, specified
q6b7a Spoken languages: Other, specified

q27 Languages used regularly in job at OPS [Based on Ottawa-Gatineau CMA in 2006]
      1   English only (65.89%)
      2   English & French (3.82%)
      3   Other languages (2.49%)

q28a Number of other languages used in job at OPS [Census CMA data not available]

q28a0 No other language used in job

q28a1 Spoken other Aboriginal
q28a2 Spoken other African
q28a3 Spoken other Asiatic
q28a4 Spoken other European
q28a5 Spoken other Indo-Iranian
q28a6 Spoken other Physical Ability
q28a7 Spoken other Additional
      0   Not checked
      1   1 listed
      2   2 listed
      3   3 listed
      4   4 listed
      5   5 listed
      6   6 listed

q28a1a OPS Language: Aboriginal, specified
q28a2a OPS Language: African, specified
q28a3a OPS Language: Asiatic, specified
q28a4a OPS Language: European, specified
q28a5a OPS Language: Indo-Iranian, specified
q28a6a OPS Language: Physical Ability, specified
q28a7a OPS Language: Other, specified

End of 2012 survey questions

Appendix C:
Paper Replica of Count-Me-In Survey

Used online only in either English or French

OPS Workforce Census	**Count Me In**

The Ottawa Police Service is collecting information to understand the composition of our workforce. This information will help us to better meet the needs of our employees, our organization and the communities in which we operate.

All of the information that is collected is anonymous. Individual results will be kept strictly confidential by the external consulting company who will process the results. Your responses will be combined with the responses of other OPS employees and reported in aggregate form only.

The following questions ask you to provide information about characteristics that impact on your life at work. Please respond as accurately as possible by checking the appropriate box.

Organizational Demographics

1. **What directorate do you currently work in?**
   ☐ Corporate Services
   ☐ Criminal Investigation Services
   ☐ District
   ☐ Emergency Operations
   ☐ Executive Services
   ☐ Office of the Chief
   ☐ Patrol Services   <u>Members of Patrol Services, please indicate your division</u>:
   ☐ Resourcing &Development   ☐ West Division
   ☐ Seconded   ☐ Central Division
   ☐ Support Services   ☐ East Division

2. **At what Police station or building do you currently work most of the time?**
   ☐ 474 Elgin St.
   ☐ 245 Greenbank Rd.
   ☐ 3343 St-Joseph Blvd.
   ☐ 95 Abbeyhill Dr.
   ☐ 211 Huntmar Dr.
   ☐ 2799 Swansea Cres.
   ☐ 4561 Bank St..
   ☐ 19 Fairmont Ave.
   ☐ Provincial Court House
   ☐ Ottawa International Airport
   ☐ A Community Police Centre

   ☐ Other *(Please specify)* _____

3. **What is your status with the OPS?**
   ☐ Civilian   <u>Are you a supervisor</u>?
   ☐ Special Constable   ☐ No
   ☐ Constable   ☐ Yes
   ☐ NCO (sergeants, staff sergeants)
   ☐ Acting NCO (sergeants, staff sergeants)
   ☐ Sr. Officer/Director
   ☐ Acting Sr. Officer/Director

4. **Are you working full-time or part-time, and on a permanent or contract basis?**
   (Full time: 35-40 hours or more per week; Part time: less than 35 hours per week)
   ☐ Full-time, permanent   ☐ Part-time, permanent
   ☐ Full-time, term   ☐ Part-time, term
   ☐ Other arrangements

Work Activities

5. Last week, how many hours did you spend working for pay?

Regular/required duty

- ☐ 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

Overtime for OPS

- ☐ 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

6. Last week, how many hours did you spend doing the following unpaid activities?

Looking after children
(e.g., bathing, playing, driving, helping)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more

Other dependent care
(e.g., personal care, assistance of any type, keeping company)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more

Housework, yard work or home maintenance
(e.g., meals, laundry, shopping, lawn)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more

Volunteering on behalf of OPS
(e.g., United Way campaign, Boys and Girls Club events, Flatfooters)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more

Volunteering outside of OPS
(e.g., charitable organizations, coaching children's sports)

- ☐ None
- ☐ Less than 5 hours
- ☐ 5 to 14 hours
- ☐ 15 to 29 hours
- ☐ 30 to 59 hours
- ☐ 60 hours or more

7. How do you spend your time outside work?
(You may check more than one category.)

- ☐ Dependent care
- ☐ Religious needs
- ☐ Personal medical needs
- ☐ Volunteering/community activities
- ☐ Hobbies
- ☐ Physical fitness
- ☐ Other *(Please specify)* _____

Children and Other Dependents

8. **Who do you provide dependent care for?**
   (You may check more than one category.)

   ☐ No dependent care responsibilities (*Skip to question 10*)

   ☐ Children (under 18)
   ☐ Elders
   ☐ Spouse (stay at home)
   ☐ An immediate family member (other than child or elder indicated above)
   ☐ Friend (other than child or elder indicated above)
   ☐ Dependents with special needs

   ☐ Other *(Please specify)* _____

9. **How old are the dependents living with you?**
   (You may check more than one category.)

   ☐ No dependents are living with me (*Skip to question 10*)

   ☐ Younger than 6 years   Number of dependents: _
   ☐ 6 to 14 years   Number of dependents: _
   ☐ 15 to 17 years   Number of dependents: _
   ☐ 18 to 29 years   Number of dependents: _
   ☐ 30 years or older   Number of dependents: _

10. **In the past 12 months, how often did someone else provide dependent care while you work?**
    (Please check only one frequency for each of the categories in the left-hand column.)

	Never	Infrequently	Regularly	Most of the time	Always
Spouse/ex-spouse/partner/husband/wife	☐	☐	☐	☐	☐
Other relative	☐	☐	☐	☐	☐
Sitter/neighbour	☐	☐	☐	☐	☐
Nanny	☐	☐	☐	☐	☐
Childcare facility	☐	☐	☐	☐	☐
Eldercare facility	☐	☐	☐	☐	☐
Other *(Please specify)*	☐	☐	☐	☐	☐

_____

Workforce Demographics

11. What age group do you belong to?

- ☐ 24 years or younger
- ☐ 25 to 34 years
- ☐ 35 to 44 years
- ☐ 45 to 54 years
- ☐ 55 to 64 years
- ☐ 65 years or older

12. Which of the following best describes your marital status?

- ☐ Never legally married *(single)*
- ☐ Legally married *(and not separated)*
- ☐ Separated, but still legally married
- ☐ Common Law *(living together but not legally married)*
- ☐ Divorced
- ☐ Widowed

Is your partner also an OPS member?
- ☐ No
- ☐ Yes

13. What is your gender?

- ☐ Male
- ☐ Female

Are you transgendered?
- ☐ No
- ☐ Yes

14. What is your sexual orientation?

- ☐ Heterosexual
- ☐ Gay
- ☐ Lesbian
- ☐ Bisexual
- ☐ Two-spirited
- ☐ Questioning

15. a) What is your highest level of education?

- ☐ Elementary school
- ☐ Secondary school
- ☐ Trades certificate or diploma
- ☐ College, without trade or college certificate or diploma
- ☐ College, with trade certificate/diploma
- ☐ College, with college certificate/diploma
- ☐ University, with first degree not completed
- ☐ University, first degree completed
- ☐ University degree post-bachelor
- ☐ University masters degree
- ☐ University doctorate degree

b) What was the major field of study or training of your highest level of education?
(e.g., accounting, carpentry, civil engineering, history, legal secretary, welding, etc.)

Specify: _____

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

a. _____   b. _____   c. _____

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

☐ No
☐ Yes, part-time
☐ Yes, full-time

18. Please indicate the ethnic/cultural group(s) to which you, your parents, your grandparents, and your spouse/partner belong:

The list alphabetically reflects the dominant ethnic origins in Ottawa-Gatineau. Should the applicable ethnic/cultural group not be listed, please specify in the space provided below.

(You may check more than one category.)

<u>You</u>

☐ Canadian
    ☐ English
    ☐ French
☐ American (USA)
☐ Arab
☐ British, *not included elsewhere*
☐ Chinese
☐ Dutch (Netherlands)
☐ East Indian
☐ English, *not included elsewhere*
☐ French, *not included elsewhere*
☐ German
☐ Haitian
☐ Hungarian (Magyar)
☐ Irish
☐ Italian
☐ Jamaican
☐ Jewish
☐ Lebanese
☐ Métis
☐ North American Indian
☐ Polish
☐ Portuguese
☐ Russian
☐ Scottish
☐ Somali
☐ South-Asian
☐ Spanish
☐ Ukrainian
☐ Vietnamese
☐ Welsh

☐ Other *(Please specify)* _____

<u>Your Parents</u>

☐ Canadian
    ☐ English
    ☐ French
☐ American (USA)
☐ Arab
☐ British, *not included elsewhere*
☐ Chinese
☐ Dutch (Netherlands)
☐ East Indian
☐ English, *not included elsewhere*
☐ French, *not included elsewhere*
☐ German
☐ Haitian
☐ Hungarian (Magyar)
☐ Irish
☐ Italian
☐ Jamaican
☐ Jewish
☐ Lebanese
☐ Métis
☐ North American Indian
☐ Polish
☐ Portuguese
☐ Russian
☐ Scottish
☐ Somali
☐ South-Asian
☐ Spanish
☐ Ukrainian
☐ Vietnamese
☐ Welsh

☐ Other *(Please specify)* _____

(You may check more than one category.)

Your Grandparents	Your Spouse/Partner
☐ Canadian	☐ Canadian
☐ English	☐ English
☐ French	☐ French
☐ American (USA)	☐ American (USA)
☐ Arab	☐ Arab
☐ British, *not included elsewhere*	☐ British, *not included elsewhere*
☐ Chinese	☐ Chinese
☐ Dutch (Netherlands)	☐ Dutch (Netherlands)
☐ East Indian	☐ East Indian
☐ English, *not included elsewhere*	☐ English, *not included elsewhere*
☐ French, *not included elsewhere*	☐ French, *not included elsewhere*
☐ German	☐ German
☐ Haitian	☐ Haitian
☐ Hungarian (Magyar)	☐ Hungarian (Magyar)
☐ Irish	☐ Irish
☐ Italian	☐ Italian
☐ Jamaican	☐ Jamaican
☐ Jewish	☐ Jewish
☐ Lebanese	☐ Lebanese
☐ Métis	☐ Métis
☐ North American Indian	☐ North American Indian
☐ Polish	☐ Polish
☐ Portuguese	☐ Portuguese
☐ Russian	☐ Russian
☐ Scottish	☐ Scottish
☐ Somali	☐ Somali
☐ South-Asian	☐ South-Asian
☐ Spanish	☐ Spanish
☐ Ukrainian	☐ Ukrainian
☐ Vietnamese	☐ Vietnamese
☐ Welsh	☐ Welsh
☐ Other *(Please specify)* _____	☐ Other *(Please specify)* _____

19. Are you a Canadian citizen?

☐ Yes
☐ No

20. a) If "No" under 19), are you a permanent resident (landed immigrant) of Canada?

☐ Yes
☐ No

b) If "Yes" under 20a), when did you become a permanent resident?

☐ Before 1971
☐ 1971-1975
☐ 1976-1980
☐ 1981-1985
☐ 1986-1990
☐ 1991-1995
☐ 1996-2000
☐ 2001-2005
☐ 2006-2010
☐ 2011-2012

21. **Members of visible minorities** means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

    Based on this definition, do you consider yourself to be a visible minority person?
    ☐ No
    ☐ Yes

22. **Please indicate your group membership from the options below.**
    (You may check more than one category.)
    ☐ White
    ☐ Chinese
    ☐ South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
    ☐ Black
    ☐ Filipino
    ☐ Latin American
    ☐ Southeast Asian (e.g., Cambodian, Indonesian, Laotian, Vietnamese, etc.)
    ☐ Arab
    ☐ West Asian (e.g., Afghan, Iranian, etc.)
    ☐ Japanese
    ☐ Korean
    ☐ Other *(Please specify)* _____

23. **Aboriginal peoples** means persons who are North American Indian, Métis or Inuit.

    Based on this definition, do you consider yourself to be of Aboriginal ancestry?
    ☐ No
    ☐ Yes, I'm:
        ☐ North American Indian
        ☐ Métis
        ☐ Inuit

24. **Persons with disabilities** refers 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.

    Based on this definition, do you consider yourself to be a person with a disability?
    ☐ No
    ☐ Yes

25. **What is your religion?**
    ☐ No religion
    ☐ Anglican
    ☐ Buddhist
    ☐ Christian Orthodox
    ☐ Christian, *not included elsewhere*
    ☐ Hindu
    ☐ Jewish
    ☐ Muslim
    ☐ Protestant
    ☐ Roman Catholic
    ☐ Sikh
    ☐ Other *(Please specify)* _____

26. What language(s) can you speak well enough to conduct a conversation?
(You may check more than one category.)

☐ English only
☐ Both English and French
☐ Other language(s): *(Please indicate below.)*

☐ Aboriginal languages
(e.g., Algonquian, Athabaskan, Iroquian)   Specify: _____
☐ African languages
(e.g., Somali, Bantu, Niger-Congo languages)   Specify: _____
☐ Asiatic languages
(e.g., Chinese, Japanese, Korean, Lao, Malay, Tagalog, Tamil, Vietnamese)   Specify: _____
☐ European languages
(e.g.: Arabic, Croatian, Hebrew, Italian, Spanish, Polish, Greek, Turkish)   Specify: _____
☐ Indo-Iranian languages
(e.g., Bengali, Gujarati, Hindi, Kurdish, Punjabi, Urdu)   Specify: _____
☐ Languages related to physical disability
(e.g., Braille, Sign language)   Specify: _____
☐ Other languages, *not included above*

     Specify: _____

27. What language(s) do you use on a regular basis in your job at OPS?

☐ English only
☐ Both English and French

28. Have you ever used any of these languages in your job at OPS?
(You may check more than one category.)

☐ No

☐ Aboriginal languages
(e.g., Algonquian, Athabaskan, Iroquian)   Specify: _____
☐ African languages
(e.g., Somali, Bantu, Niger-Congo languages)   Specify: _____
☐ Asiatic languages
(e.g., Chinese, Japanese, Korean, Lao, Malay, Tagalog, Tamil, Vietnamese)   Specify: _____
☐ European languages
(e.g.: Arabic, Croatian, Hebrew, Italian, Spanish, Polish, Greek, Turkish)   Specify: _____
☐ Indo-Iranian languages
(e.g., Bengali, Gujarati, Hindi, Kurdish, Punjabi, Urdu)   Specify: _____
☐ Languages related to physical disability
(e.g., Braille, Sign language)   Specify: _____
☐ Other languages, *not included above*

     Specify: _____

**Thank you for completing the OPS "Count Me In" Workforce Census and for helping
us to better serve you, our employees, our organization and our community!**

Recensement des effectifs du SPO   **J'en suis**

Le Service de police d'Ottawa recueille des renseignements pour comprendre la composition de nos effectifs. Ces renseignements nous aideront à mieux répondre aux besoins de nos employés, de notre organisation et des collectivités dans lesquelles nous exploitons nos activités.

Tous les renseignements recueillis seront anonymes. Les résultats individuels seront conservés dans la plus stricte confidentialité par le cabinet-conseil externe qui les traitera. Vos réponses seront combinées aux réponses des autres employés du SPO et déclarées sous forme agrégée seulement.

Les questions suivantes vous demandent de fournir des renseignements sur les caractéristiques qui ont une incidence sur votre vie au travail. Veuillez répondre de manière aussi précise que possible en cochant la case pertinente.

Profil démographique de l'organisation

1. De quelle direction relevez-vous actuellement?
- ☐ Services organisationnels
- ☐ Services des enquêtes criminelles
- ☐ District
- ☐ Opérations d'urgence
- ☐ Services de la direction
- ☐ Bureau du chef
- ☐ Services de la patrouille   <u>Membres des Serv. de la patrouille (précisez la division)</u>
- ☐ Aff. des ress. et perfectionnement   ☐ Division de l'Ouest
- ☐ Mutations   ☐ Division du Centre
- ☐ Services du soutien   ☐ Division de l'Est

2. À quel poste de police ou immeuble travaillez-vous la plupart du temps actuellement?
- ☐ 474, rue Elgin
- ☐ 245, chemin Greenbank
- ☐ 3343, boul. St-Joseph
- ☐ 95, prom. Abbeyhill
- ☐ 211, prom. Huntmar
- ☐ 2799, crois. Swansea
- ☐ 4561, rue Bank
- ☐ 19, av. Fairmont
- ☐ Palais de justice provincial
- ☐ Aéroport international d'Ottawa
- ☐ Un centre de police communautaire
- ☐ Autre *(précisez)* _____

3. Quel est votre statut auprès du SPO?
- ☐ Civil   <u>Êtes-vous un superviseur</u>?
- ☐ Agent spécial   ☐ Non
- ☐ Agent   ☐ Oui
- ☐ Ss-off. (sergent, sergent d'état-major)
- ☐ Ss-off. p. i. (sergent, sergent d'état-major)
- ☐ Agent principal/directeur
- ☐ Agent principal/directeur p. i.

4. Travaillez-vous à temps plein ou à temps partiel, et de façon permanente ou contractuelle?
(Temps plein : 35-40 heures ou plus par semaine; Temps partiel : moins de 35 heures par semaine)
- ☐ Temps plein, à durée indéterminée   ☐ Temps partiel, à durée indéterminée
- ☐ Temps plein, à durée déterminée   ☐ Temps partiel, à durée déterminée
- ☐ Autres modalités

Activités professionnelles

5. **La semaine dernière, combien d'heures avez-vous consacrées à une tâche rémunérée?**

Fonctions habituelles/requises

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 24 heures
- [ ] De 25 à 34 heures
- [ ] De 35 à 44 heures
- [ ] De 45 à 54 heures
- [ ] De 55 à 64 heures
- [ ] De 65 à 74 heures
- [ ] 75 heures ou plus

Heures supplémentaires pour le SPO

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 24 heures
- [ ] De 25 à 34 heures
- [ ] De 35 à 44 heures
- [ ] De 45 à 54 heures
- [ ] De 55 à 64 heures
- [ ] De 65 à 74 heures
- [ ] 75 heures ou plus

6. **La semaine dernière, combien d'heures avez-vous consacrées aux activités non rémunérées suivantes?**

Soin des enfants
(p. ex., bains, jeux, conduite, aide)

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 29 heures
- [ ] De 30 à 59 heures
- [ ] 60 heures ou plus

Autres soins de personnes à charge
(p. ex., soins personnels, aide en tout genre, tenir compagnie)

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 29 heures
- [ ] De 30 à 59 heures
- [ ] 60 heures ou plus

Travaux ménagers ou entretien (cour / domicile)
(p. ex., repas, lessive, magasinage, pelouse)

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 29 heures
- [ ] De 30 à 59 heures
- [ ] 60 heures ou plus

Bénévolat au nom du SPO
(p. ex., campagne Centraide, évènements du Club des garçons et des filles, Flat Footers)

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 29 heures
- [ ] De 30 à 59 heures
- [ ] 60 heures ou plus

Bénévolat à l'extérieur du SPO
(p. ex., organisations caritatives, entraînement d'équipes sportives composées d'enfants)

- [ ] Aucune
- [ ] Moins de 5 heures
- [ ] De 5 à 14 heures
- [ ] De 15 à 29 heures
- [ ] De 30 à 59 heures
- [ ] 60 heures ou plus

7. **À quoi consacrez-vous votre temps à l'extérieur du travail?**
   (Vous pouvez cocher plus d'une catégorie.)

- [ ] Soins de personnes à charge
- [ ] Exigences religieuses
- [ ] Besoins médicaux personnels
- [ ] Bénévolat/activités communautaires
- [ ] Passe-temps
- [ ] Conditionnement physique

- [ ] Autre *(précisez)* _____

Enfants et autres personnes à charge

8. **À qui offrez-vous des soins pour personnes à charge?**
   (Vous pouvez cocher plus d'une catégorie.)

   ☐ Aucune responsabilité en matière de soins de personnes de charge *(Passez à la question 10)*

   ☐ Enfants (de moins de 18 ans)
   ☐ Aînés
   ☐ Conjoint (personne au foyer)
   ☐ Un membre de la famille immédiate (autre que les enfants ou les aînés susmentionnés)
   ☐ Ami (autre que les enfants ou les aînés susmentionnés)
   ☐ Personnes à charge ayant des besoins particuliers

   ☐ Autre *(précisez)* _____

9. **Quel âge ont les personnes à charge qui vivent avec vous?**
   (Vous pouvez cocher plus d'une catégorie.)

   ☐ Aucune personne à charge qui vit avec moi *(Passez à la question 10)*

   ☐ Enfant de moins de 6 ans   Nombre de personnes à charge : _

   ☐ De 6 à 14 ans   Nombre de personnes à charge : _

   ☐ De 15 à 17 ans   Nombre de personnes à charge : _

   ☐ De 18 à 29 ans   Nombre de personnes à charge : _

   ☐ 30 ans ou plus   Nombre de personnes à charge : _

10. **Au cours des 12 derniers mois, combien souvent quelqu'un d'autre a-t-il offert des soins à vos personnes à charge tandis que vous travailliez?**
    (Veuillez cocher une seule fréquence pour chacune des catégories énumérées dans la colonne de gauche.)

	Jamais	Rarement	Périodiquement	La plupart du temps	Toujours
Conjoint/ex-conjoint/partenaire	☐	☐	☐	☐	☐
Autre parent	☐	☐	☐	☐	☐
Gardienne/voisin	☐	☐	☐	☐	☐
Gouvernante	☐	☐	☐	☐	☐
Service de garde	☐	☐	☐	☐	☐
Service de soins aux aînés	☐	☐	☐	☐	☐
Autre *(précisez)*	☐	☐	☐	☐	☐
_____					

Profil démographique des effectifs

11. À quel groupe d'âges appartenez-vous?

- ☐ 24 ans ou moins
- ☐ De 25 à 34 ans
- ☐ De 35 à 44 ans
- ☐ De 45 à 54 ans
- ☐ De 55 à 64 ans
- ☐ 65 ans ou plus

12. Lequel des énoncés suivants décrit le mieux votre situation de famille?

- ☐ Jamais légalement marié *(célibataire)*
- ☐ Marié légalement *(mais non séparé)*
- ☐ Séparé, mais toujours légalement marié
- ☐ Conjoint de fait *(vivant avec l'autre personne mais non légalement marié)*
- ☐ Divorcé
- ☐ Veuf

<u>Votre partenaire est-il aussi membre du SPO?</u>
- ☐ Non
- ☐ Oui

13. De quel sexe êtes-vous?

- ☐ Homme
- ☐ Femme

<u>Êtes-vous transgenre</u>?
- ☐ Non
- ☐ Oui

14. Quelle est votre orientation sexuelle?

- ☐ Hétérosexuel
- ☐ Gay
- ☐ Lesbienne
- ☐ Bisexuel
- ☐ Bispirituel
- ☐ En questionnement

15. a) Quelle scolarité la plus élevée avez-vous obtenu?

- ☐ École primaire
- ☐ École secondaire
- ☐ Certificat ou diplôme professionnel
- ☐ Collège, sans certificat ni diplôme professionnel ou collégial
- ☐ Collège, avec certificat ou diplôme professionnel
- ☐ Collège, avec certificat ou diplôme collégial
- ☐ Université, avec baccalauréat non achevé
- ☐ Université, avec baccalauréat achevé
- ☐ Université, avec études supérieures
- ☐ Université, avec diplôme de maîtrise
- ☐ Université, avec diplôme de doctorat

b) Quel est le champ d'étude ou de formation principal de votre scolarité la plus élevée?
(p. ex., comptabilité, menuiserie, génie civil, histoire, secrétariat juridique, soudure, etc.)

Précisez : _____

16. Quelles attestations/compétences particulières contribuez-vous à votre milieu de travail?
(p. ex., formateur canin, comptable agréé, photographe professionnel, secouriste)

a. _____   b. _____   c. _____

17. Au cours des neuf derniers mois, avez-vous fréquenté une école, un collège ou une université?

☐ Non
☐ Oui, à temps partiel
☐ Oui, à temps plein

18. Veuillez indiquer le(s) groupe(s) ethnique(s)/culturel(s) au(x)quel(s) vous, vos parents, vos grands-parents et votre conjoint/partenaire appartenez :

La liste énumère les origines ethniques dominantes à Ottawa-Gatineau. Si le groupe ethnique/culturel pertinent ne figure pas dans la liste, veuillez préciser dans l'espace prévu à cet effet ci-dessous.

(Vous pouvez cocher plus d'une catégorie.)

<u>Vous</u>	<u>Vos parents</u>
☐ Canadien	☐ Canadien
☐ Anglais	☐ Anglais
☐ Français	☐ Français
☐ Américain (É.-U.)	☐ Américain (É.-U.)
☐ Arabe	☐ Arabe
☐ Britannique, *non inclus ailleurs*	☐ Britannique, *non inclus ailleurs*
☐ Chinois	☐ Chinois
☐ Hollandais (Pays-Bas)	☐ Hollandais (Pays-Bas)
☐ Indien d'Asie	☐ Indien d'Asie
☐ Anglais, *non inclus ailleurs*	☐ Anglais, *non inclus ailleurs*
☐ Français, *non inclus ailleurs*	☐ Français, *non inclus ailleurs*
☐ Allemand	☐ Allemand
☐ Haïtien	☐ Haïtien
☐ Hongrois (Magyar)	☐ Hongrois (Magyar)
☐ Irlandais	☐ Irlandais
☐ Italien	☐ Italien
☐ Jamaïcain	☐ Jamaïcain
☐ Juif	☐ Juif
☐ Libanais	☐ Libanais
☐ Métis	☐ Métis
☐ Indien d'Amérique du Nord	☐ Indien d'Amérique du Nord
☐ Polonais	☐ Polonais
☐ Portugais	☐ Portugais
☐ Russe	☐ Russe
☐ Écossais	☐ Écossais
☐ Somalien	☐ Somalien
☐ Asiatique du sud	☐ Asiatique du sud
☐ Espagnol	☐ Espagnol
☐ Ukrainien	☐ Ukrainien
☐ Vietnamien	☐ Vietnamien
☐ Gallois	☐ Gallois
☐ Autre *(précisez)* _____	☐ Autre *(précisez)* _____

(Vous pouvez cocher plus d'une catégorie.)

Vos grands-parents	Votre conjoint/partenaire
☐ Canadien	☐ Canadien
☐ Anglais	☐ Anglais
☐ Français	☐ Français
☐ Américain (É.-U.)	☐ Américain (É.-U.)
☐ Arabe	☐ Arabe
☐ Britannique, *non inclus ailleurs*	☐ Britannique, *non inclus ailleurs*
☐ Chinois	☐ Chinois
☐ Hollandais (Pays-Bas)	☐ Hollandais (Pays-Bas)
☐ Indien d'Asie	☐ Indien d'Asie
☐ Anglais, *non inclus ailleurs*	☐ Anglais, *non inclus ailleurs*
☐ Français, *non inclus ailleurs*	☐ Français, *non inclus ailleurs*
☐ Allemand	☐ Allemand
☐ Haïtien	☐ Haïtien
☐ Hongrois (Magyar)	☐ Hongrois (Magyar)
☐ Irlandais	☐ Irlandais
☐ Italien	☐ Italien
☐ Jamaïcain	☐ Jamaïcain
☐ Juif	☐ Juif
☐ Libanais	☐ Libanais
☐ Métis	☐ Métis
☐ Indien d'Amérique du Nord	☐ Indien d'Amérique du Nord
☐ Polonais	☐ Polonais
☐ Portugais	☐ Portugais
☐ Russe	☐ Russe
☐ Écossais	☐ Écossais
☐ Somalien	☐ Somalien
☐ Asiatique du sud	☐ Asiatique du sud
☐ Espagnol	☐ Espagnol
☐ Ukrainien	☐ Ukrainien
☐ Vietnamien	☐ Vietnamien
☐ Gallois	☐ Gallois
☐ Autre *(précisez)* _____	☐ Autre *(précisez)* _____

19. Êtes-vous citoyen canadien?

☐ Oui
☐ Non

20. a) Si « Non » à la question 19), êtes-vous résident permanent (immigrant reçu) du Canada?

    ☐ Oui
    ☐ Non

b) Si « Oui » à la question 20a), quand êtes-vous devenu résident permanent?

    ☐ Avant 1971
    ☐ Entre 1971 et 1975
    ☐ Entre 1976 et 1980
    ☐ Entre 1981 et 1985
    ☐ Entre 1986 et 1990
    ☐ Entre 1991 et 1995
    ☐ Entre 1996 et 2000
    ☐ Entre 2001 et 2005
    ☐ Entre 2006 et 2010
    ☐ Entre 2011 et 2012

21. L'expression **« membres des minorités visibles »** renvoie à toute personne, autre qu'un Autochtone, qui est de race non caucasienne ou de couleur autre que blanche.

À la lumière de cette définition, estimez-vous être un membre des minorités visibles?
- ☐ Non
- ☐ Oui

22. Veuillez indiquer votre adhésion à un groupe parmi les scénarios présentés ci-dessous.
(Vous pouvez cocher plus d'une catégorie.)
- ☐ Blanc
- ☐ Chinois
- ☐ Asiatique du sud (p. ex., Indien d'Asie, Pakistanais, Sri-lankais, etc.)
- ☐ Noir
- ☐ Philippin
- ☐ Latino-américain
- ☐ Asiatique du sud-est (p. ex., Cambodgien, Indonésien, Laotien, Vietnamien, etc.)
- ☐ Arabe
- ☐ Asiatique de l'ouest (p. ex., Afghan, Iranien, etc.)
- ☐ Japonais
- ☐ Coréen
- ☐ Autre *(précisez)* _____

23. L'expression **« peuples autochtones »** renvoie aux personnes qui sont des Indiens d'Amérique du Nord, des Métis ou des Inuits.

À la lumière de cette définition, estimez-vous être de descendance autochtone?
- ☐ Non
- ☐ Oui, je suis :
  - ☐ Indien d'Amérique du Nord
  - ☐ Métis
  - ☐ Inuit

24. L'expression **« personnes handicapées »** renvoie aux personnes qui ont une atteinte physique, intellectuelle, sensorielle, un trouble psychique ou une difficulté d'apprentissage à long terme ou récurrente et qui :

    a. s'estiment désavantagées sur le plan de l'emploi en raison de cette atteinte, de ce trouble ou de cette difficulté; ou

    b. estiment qu'un employeur ou un employeur potentiel les jugera vraisemblablement désavantagées sur le plan de l'emploi en raison de cette atteinte, de ce trouble ou de cette difficulté;

et comprend les personnes dont les limitations fonctionnelles attribuables à cette atteinte, à ce trouble ou à cette difficulté ont fait l'objet d'une mesure d'adaptation dans leur poste ou leur milieu de travail actuel.

À la lumière de cette définition, vous estimez-vous être une personne handicapée?
- ☐ Non
- ☐ Oui

25. De quelle religion êtes-vous?
- ☐ Sans religion
- ☐ Anglican
- ☐ Bouddhiste
- ☐ Chrétien orthodoxe
- ☐ Chrétien, *non inclus ailleurs*
- ☐ Hindou
- ☐ Juif
- ☐ Musulman
- ☐ Protestant
- ☐ Catholique romain
- ☐ Sikh
- ☐ Autre *(précisez)* _____

26. Quelle(s) langue(s) pouvez-vous parler suffisamment bien pour mener une conversation?
(Vous pouvez cocher plus d'une catégorie.)

☐ L'anglais seulement
☐ À la fois l'anglais et le français
☐ Autre(s) langue(s) : *(précisez ci-dessous)*

    ☐ Langues autochtones
       (p. ex., l'algonquin, l'athapascan, l'iroquois)   Précisez : _____

    ☐ Langues africaines
       (p. ex., le somalien, les langues bantoues, les langues du Niger-Congo)   Précisez : _____

    ☐ Langues asiatiques
       (p. ex., le chinois, le japonais, le coréen, le laotien, le malaisien, le tagalog, le tamoul, le vietnamien)
                                 Précisez : _____

    ☐ Langues européennes
       (p. ex., l'arabe, le croate, l'hébreu, l'italien, l'espagnol, le polonais, le grec, le turc) Précisez : _____

    ☐ Langues indo-iraniennes
       (p. ex., le bengali, le gujarati, l'hindi, le kurde, le pendjabi, l'ourdou)   Précisez : _____

    ☐ Langues affiliées à un handicap physique
       (p. ex., le braille, le langage gestuel)   Précisez : _____

    ☐ Autres langues, *non inclus ci-dessus*
                                 Précisez : _____

27. Quelle(s) langue(s) utilisez-vous de façon usuelle dans votre travail auprès du SPO?

☐ L'anglais seulement
☐ À la fois l'anglais et le français

28. Avez-vous déjà utilisé d'autres de ces langues dans votre travail auprès du SPO?
(Vous pouvez cocher plus d'une catégorie.)

☐ Non

    ☐ Langues autochtones
       (p. ex., l'algonquin, l'athapascan, l'iroquois)   Précisez : _____

    ☐ Langues africaines
       (p. ex., le somalien, les langues bantoues, les langues du Niger-Congo)   Précisez : _____

    ☐ Langues asiatiques
       (p. ex., le chinois, le japonais, le coréen, le laotien, le malaisien, le tagalog, le tamoul, le vietnamien)
                                 Précisez : _____

    ☐ Langues européennes
       (p. ex., l'arabe, le croate, l'hébreu, l'italien, l'espagnol, le polonais, le grec, le turc) Précisez : _____

    ☐ Langues indo-iraniennes
       (p. ex., le bengali, le gujarati, l'hindi, le kurde, le pendjabi, l'ourdou)   Précisez : _____

    ☐ Langues affiliées à un handicap physique
       (p. ex., le braille, le langage gestuel)   Précisez : _____

    ☐ Autres langues, *non inclus ci-dessus*
                                 Précisez : _____

Merci d'avoir rempli le Recensement des effectifs « J'en suis » du SPO et de nous avoir aidés à mieux vous servir, vous, nos employés, notre organisation et notre collectivité!