



Ottawa Police Service



**Research Extract 01:
Gender-Based OPS Member Composition**

**with Comparisons Back to
the Community and
2005 Workforce Census**

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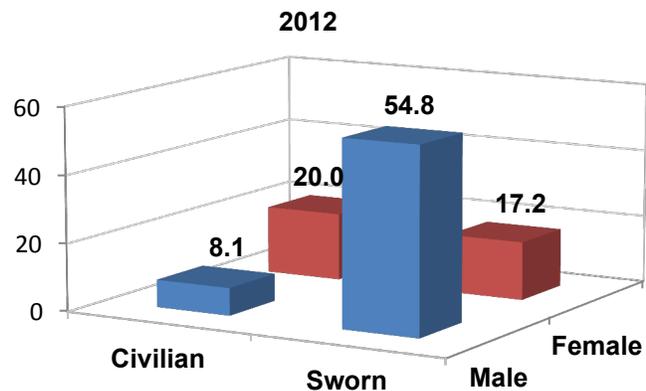
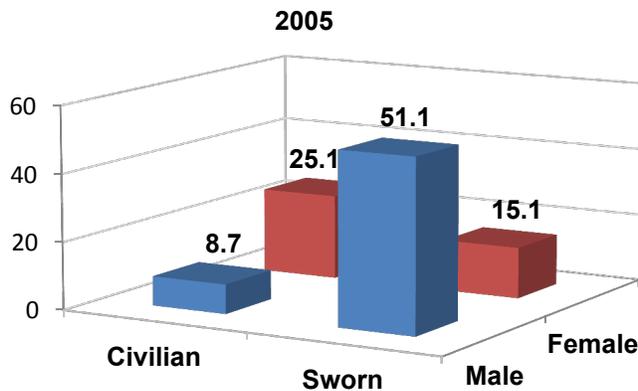


Gender-based OPS member composition

- 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.

1. 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 follows:



- 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.

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.](#)

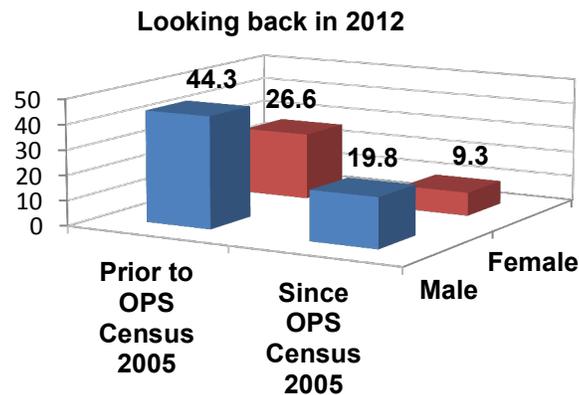
Among sworn members only

- 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.

2. 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:



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.

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.