

New Directions in Recruiting

by Cpl. Paul Vani, Recruiting Task Force

"The RCMP will reflect Canada's cultural mosaic"

...Commissioner N.D. Inkster.

With these words last fall, the Force was directed to take up one of its most exciting and interesting challenges in recent years.

We are now committed to increasing the participation of visible minorities, females, francophones, university graduates, and bilingual persons in our ranks. In addition, efforts are underway to getting more aboriginal persons into Regular Member positions and disabled persons into our Civilian Member category.

While the objective enunciated by the Commissioner includes more than the visible minority component, it is this group that has generated much of the early interest and the greatest number of enquiries from the public, the media and our own members. Therefore, much of the focus of this, the first of several articles, will be on the visible minority sector.

Because our traditional methods of recruiting have not produced many applicants from the targetted groups, especially the visible minority and indigenous communities, special initiatives are now underway including the formation of a National Recruiting Team.

Two members were assigned to do the initial legwork and to look after the logistics of setting up the National Recruiting Team. Since 1987-10-16 when these members started, a lot has been done and we would like to share some of the key points with you. If you will then, this could be seen as a progress

report to you on a subject in which you have considerable interest.

Defining Visible Minority

The Employment Equity Act defines a "visible minority" as someone, other than the aboriginal peoples, who, because of their race or colour are considered to be a visible minority in Canada, as they are non-caucasian in race and non-white in colour. They may have been born in or outside Canada.

Most visible minorities will fall into one of the following groups: Blacks, Chinese, Japanese, Korean, Filipino, Indo-Pakistani, West Asian and Arab, or Southeast Asian.

Why the Interest in Visible Minorities by Police Forces

Canada's population has been gradually changing and statistics show that an ever-increasing number of immigrants come from other than the traditional European sources. Because of their race, colour, creed, accents and customs, many of our newest citizens stand out from the crowd.

As a police force, it is only normal that we would want to establish good relations with these new Canadians just as we do for the rest of society. We have an obligation to ensure that our links with these communities are forged by the spirit of co-operation, understanding and fairplay. How better to do that than by having members of these communities serving with us.

Two other reasons also exist. Firstly, the Force has a responsibility to ensure that