



United Nations Peacekeeping Defence Ministerial Meeting in Vancouver, November 2017.

- A new WPS Chiefs of Defence Network was launched by Canada, the United Kingdom and Bangladesh to share best practices and compare progress in addressing barriers and challenges to integrating WPS in national militaries. Canada will succeed the United Kingdom as chair of the Network in 2019.
- Dedicated efforts were made to recruit women for the Canadian deployment to the UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), resulting in women making up 14% of the Canadian contingent, including the task force deputy commander, and to ensure gender-responsive action through the deployment of a gender advisor.
- Domestically, several measures were taken to recruit and retain women in the CAF, including the “Dare to be extraordinary” recruitment advertisement campaign that targets groups of all genders and sexual orientation. During the reporting period, 5,032 regular force employment offers were made, which resulted in the recruitment of 860 women (17%). Currently, women make up just over 15% of the CAF.<sup>17</sup>
- The RCMP drafted a survey of Canadian police women to identify potential barriers and facilitate women’s participation in policing, to be launched next year, when an action plan on this issue will be developed.
- Of the 45 Canadian police newly deployed to international peace operations during the fiscal year, women made up 18%, as compared to 14% the previous year.<sup>18</sup>
- Canada also supported UN efforts to increase the number of women police peacekeepers. For instance, Canadian funding supported efforts by UN Police to host women senior police officer command development courses in Ethiopia and Malaysia, which trained 91 senior policewomen.

<sup>17</sup> Women made up 14.9% of the regular force and 16.3% of the primary reserve, averaging 15.3% as of January 1, 2018. The target is to reach 25% women in the Canadian military by the end of fiscal year 2025-26.

<sup>18</sup> Of the total 70 police in deployment during the fiscal year, women represented on average 19% in fiscal year 2017-2018 and 18% in 2016-2017. The target is 20%, which equals the UN goal.