



## EQUITY, DIVERSITY AND INCLUSION

Policing is about people. The New Brunswick RCMP is committed to equity, diversity and inclusion among our employees and in the communities we serve. Our diverse backgrounds provide invaluable experience, broaden understanding, strengthen relationships and maximize engagement.

### WHAT'S IN A NAME



Respectful dialogue begins with appropriate vocabulary. The RCMP consults widely to ensure the words we use are reflective and respectful of all those we serve, and to remove outdated terms. It is continuous work, and we seek input from affected groups to help us stay current with preferred, appropriate and inclusive language.

### INPUT

We also value the individual experiences of our employees, by seeking ongoing input and regular advice from the Indigenous Employees Advisory Committee and Equity, Diversity and Inclusion Committee.

### TRAINING AND DEVELOPMENT

NB RCMP employees take a variety of mandatory courses fostering awareness of the perspectives of Indigenous Peoples, LGBTQIA2S+, and persons with diverse abilities. There are also required courses on gender, bias awareness, cultural awareness and humility, mental health, and crisis intervention and de-escalation.



### THE KAIROS BLANKET EXERCISE

was developed with Indigenous Elders and helps participants gain a better understanding and appreciation of Indigenous perspectives, experiences and resilience. It is offered to NB RCMP employees at all levels.



### OFFICIAL LANGUAGES

**68.19%**  
EMPLOYEES ARE BILINGUAL

The NB RCMP has implemented the Official Languages Strategic Action Plan to increase the number of bilingual employees and the quality of their language skills.

### DID YOU KNOW?

J Division provides policing services to

**14** OF  
NEW BRUNSWICK'S  
**15** FIRST NATIONS



**4.46%**  
INDIGENOUS  
EMPLOYEES



**6**  
Community Program Officers for Indigenous Communities



### EAGLE FEATHER

the NB RCMP offers the option of holding an Eagle Feather when providing statements, swearing an oath or affirmation, or being interviewed by a police officer.



### WHAT'S MORE



**43.40%**  
ARE  
FEMALE  
EMPLOYEES



**3.91%**  
RACIAL DIVERSITY  
EMPLOYEES



**1.52%**  
EMPLOYEES WITH  
DIVERSE ABILITIES

### OUR EMPLOYEES ALSO SPEAK

**26** OTHER  
LANGUAGES

including various Indigenous languages, Farsi, Japanese, Estonian, Gaelic and more.

*\*As per 2020 employee survey*

