



2022 CPS Workplace Census Report



A Message from Chief Constable Mark Neufeld

Thank you to all CPS members who took the time to complete the Workplace Census. I am proud to share these results with all of you and with the community we serve.

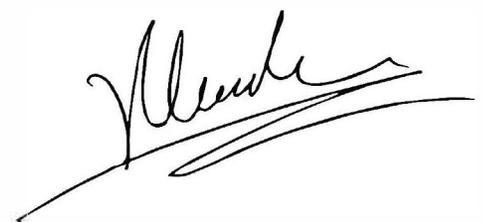
At CPS, we know that every single one of us has a deep commitment to the work we do, and I am proud to be your Chief Constable. We are not all the same, and that is a good thing. Our individual identities – who we are as people – is a critical part of how we show up at work and for our community. This Census shows us that we don't just serve the community, we reflect it, and we are a part of it.

Knowing who makes up our Service will help all of us understand the unique identities of our people and serves as a touchpoint from where we make sure our processes and policies are meeting the needs of our workforce, ultimately helping them meet the needs of our community.

This information is about all of us. It shows who we are as people, as co-workers, as friends and as community members.

I want to thank all of those who participated in the Census and who shared who they are. The more we understand one another, the more we can work together to serve Calgarians.

Chief Constable Mark Neufeld (He/Him)

A handwritten signature in black ink, appearing to read 'Mark Neufeld', with a long horizontal flourish underneath.

Introduction

The 2022 CPS Workplace Census was conducted online in November 2022 by independent research company, Leger. Aggregate data was shared with the Service.

The Census covers aspects of self-identification, including work area, length of time at CPS, gender identity, sexual orientation, education, Indigeneity, race, disability (visible and invisible), belief system, and language. These questions align with information collected during our last Census in 2017 and questions found on the federal census. Many questions used the “prefer not to answer” option available to ensure comfort and choice in answering.



“A good data set for the Census helps the organization in strategic direction, budget and staffing increases, planning projects, annual plans. It also lets us understand who we all are as a team and the outstanding experience amongst us. I’ve taken it and encourage you to do the same.”

Phil Hoetger, Inspector,
Technical Investigations Section

Census data will also allow us to understand the representation we have in our Service and how it reflects our community, and underscores our commitment to making us a police employer of choice and an equitable, diverse, and inclusive workplace.

We are often rightfully asked by the community, potential new employees, the media, research partners and oversight bodies about the demographics of our Service. This is a tangible way for us to share the diversity and lived experience that each one of us brings to the job.

Census information will help all of us understand the unique and intersecting identities of our people at CPS and make sure we are supporting our workforce with the right policies and processes.



“We are becoming a more diverse police service and we should be proud of that and be proud that we represent our families and our communities. It is important those we serve understand we are just like them, we are them.”

Joel Matthews, Inspector, District 4

Census results highlight that CPS demographics are fairly comparable to the City of Calgary's demographic, especially in areas that include Indigeneity, the composition of Racialized groups, ethnic or cultural origins, language, and identifying as a person with a disability. Where applicable, comparative data has been retrieved from The City of Calgary, Citizen Research that provides detailed reports on Calgary's profiles based on Census Canada/Statistics Canada data and Calgary Civic Census data.

CPS at a Glance

Eligible Respondents **3,177**
Including Consultants

Actual Respondents **1,729**
Including Consultants

Note From Leger:

Once 40 per cent of a population responds to a survey or provides input then those results can be generalized to the entire population with confidence.

Response Rate 54%



“The Census will allow us all to understand each other better. We all share commonalities, the one thing we have in common is that we work for CPS and we try and make a difference. Sworn members wear a uniform that make us all look the same, but there is so much more to us than a red stripe on our pants. Sharing and understanding who we are as people makes a difference.”

Jas Kainth, Staff Sergeant, Youth Services Section

Sworn Respondants

67%

Civilian Respondants

33%

Supervisory Role

21%

Non-Supervisory Role

79%

Primary Work Area

5%

Office of the Chief

- Legal & Regulatory Services Division - 2%
- Executive Officer Division - 1%

43%

Bureau of Community Policing

- Resource Team - <1%
- Community Policing South Division - 18%
- Community Policing North Division - 13%
- Operational Support Division - 7%

20%

Bureau of Investigative Support

- Resource Team - <1%
- Criminal Investigations Division - 12%
- Criminal Operations & Intelligence Division - 6%

22%

Bureau of Service & Community Support

- Project Management - <1%
- Finance & Fleet Division - 2%
- Strategic Planning & Partnership Division - 3%
- Information Technology & Infrastructure Division - 5%
- Information & Risk Management Division - 5%

10%

Bureau of People & Organizational Development

- Office of Respect & Inclusion - <1%
- People Strategy & Analytics Resource Team - <1%
- Learning & Recruiting Division - 4%
- Wellness & Resiliency Division - 1%
- Human Resources Division - 3%

16% of respondents selected not applicable.

Gender Identity & Sexual Orientation

Man 57%

Woman 37%

Diverse Gender Identity 5%

Over half of the respondents (57 per cent) identify as a man. This is 20 percentage points higher than those who identify as women (37 per cent). While a smaller percentage overall, about 5 per cent of the respondents identify as having diverse gender identities. In 2017, 63 per cent identified as male, 34 per cent identified as female, and 3 per cent identified as other.

A large majority of the respondents (86 per cent) identifies as heterosexual. This has decreased from 2017, where 91 per cent of the service identified as heterosexual. There was a 2 per cent increase from 2017 in the population identifying as gay or lesbian. The proportion of prefer not to answer responses has increased from 4 per cent in 2017 to 7 per cent in 2022.

Statistics Canada defines gender as gender identity (how one feels internally) and gender expression (how a person expresses their self-identity publicly). A person's current gender may differ from sex assigned at birth and from what is indicated on legal documents.

Statistics Canada defines sexual orientation as an umbrella term that includes a person's sexual identity (how a person perceives their sexuality), sexual attraction (whom a person finds sexually appealing) and sexual behaviour (whom a person engages in sexual activity with).

Heterosexual

86%

Gay or Lesbian

4%

Length of Time at CPS



The average length of employment for individuals at CPS is **12.52 years**



“Any improvement requires measurement, so we can gauge our progress. Sharing our data in the Census is another way to help the CPS identify areas of improvement. For example, I think more and more of us have aging parents that rely or will soon rely upon us for supports. That can bring stressors to the work place, or even require additional flexibility for schedules. But until we get all the data, we won’t truly know what areas we need to focus our efforts. I hope people will consider sharing their story.”

Scott Boyd, Superintendent,
Community Policing South Division

Age

The greatest proportion of respondents are **45 to 54 years old** (33 per cent). This is in contrast to 2017 where 35 to 44 was the age bracket with the greatest proportion of respondents. This increase of an average of five years age could be just the progression of respondents in that age group from the 2017 Census. The workforce at the CPS remains quite young, with only 13 per cent approaching retirement. It will be important to monitor the ages of CPS employees to ensure that younger members are entering the workplace at similar rates to retirement.

Identify as Indigenous

Three per cent (3%) of respondents identify as Indigenous persons.

2017 Workplace Census

1%

2022 Workplace Census

3%

Stats Canada (Calgary)

3%

Identify as a person with a disability

2017 Workplace Census

7%

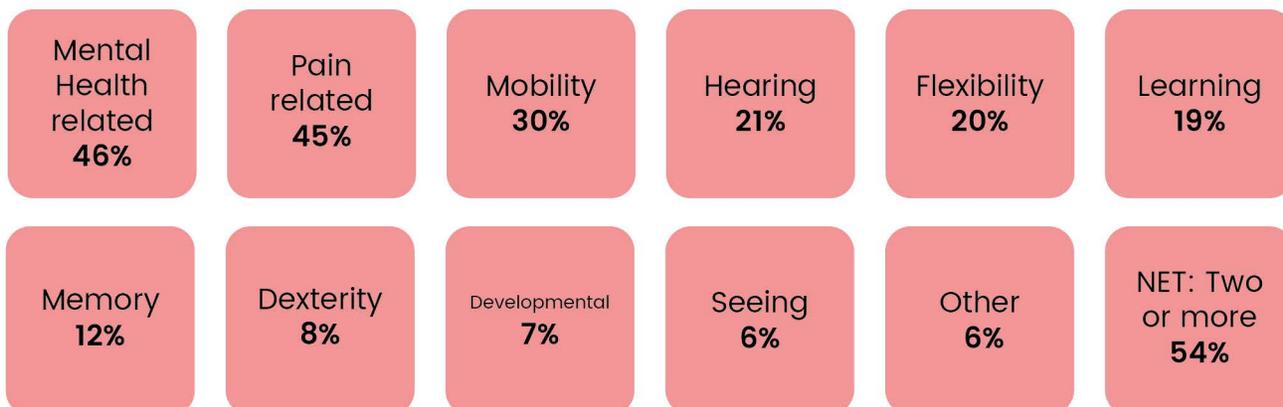
2022 Workplace Census

9%

Stats Canada (Calgary)

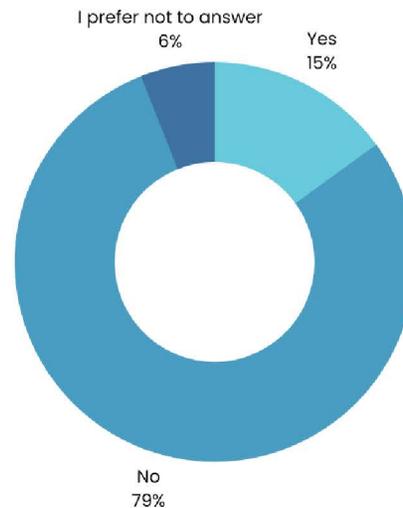
10%

Disability Classification



Identify as Racialized or Person of Colour

15 per cent of the Calgary Police Service identify as a Racialized person or a Person of Colour. This is lower than Calgary’s general population, where 49 per cent of Calgarians identify as a visible minority (Statistics Canada, 2022). However, the composition of Racialized groups identified by respondents is comparable to the Calgary demographic.

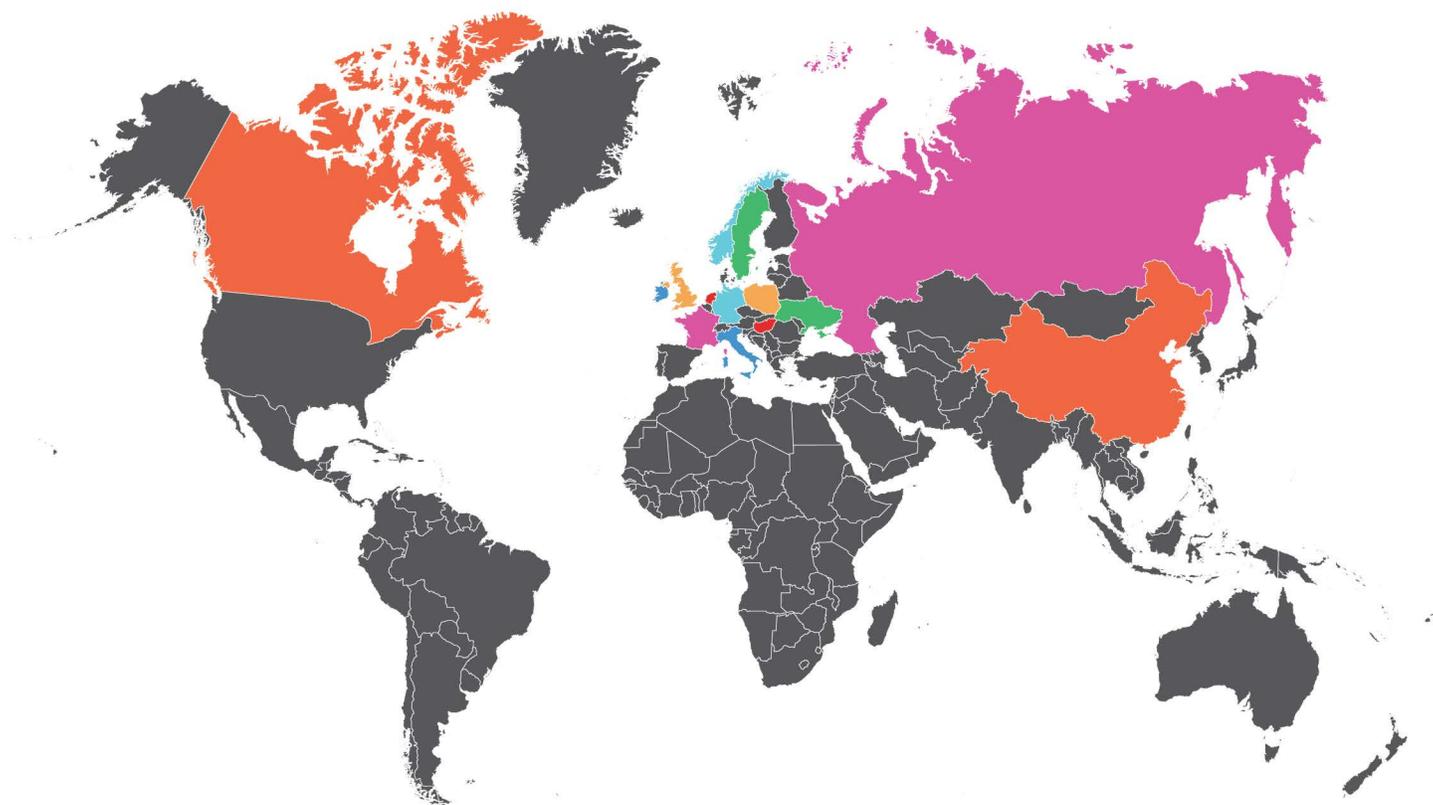


Racialized Groups	2022 Workplace Census	Stats Canada (Calgary)
South Asian (e.g., Indian, Pakistani, Bangladeshi, Sri Lankan etc.)	25%	26%
East Asian (e.g., Chinese, Japanese, North Korean, South Korean, Taiwanese etc.)	23%	21%
Black	19%	13%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai etc.)	12%	21%
Latin American	8%	6%
Arab	6%	6%
West Asian (e.g., Iranian, Afghan etc.)	6%	3%
Caucasian (unspecified)*	5%	-
Mixed (unspecified)*	4%	4%
Caribbean*	1%	-
Western European (e.g. Italian, Greek, German, French, Portuguese, etc.)*	1%	-
NET: Two or more	9%	N/A
Other	3%	1%
I prefer not to answer	10%	-

*Represents self-identified Racialized groups entered in the open-ended responses to this question.

Ethnic or Cultural Origins

The CPS is comprised of employees from a variety of ethnic and cultural backgrounds. There was a total of 342 unique ethnic and cultural backgrounds identified; those with more than 30 or more employees are displayed in the chart below.



In 2021, 53 per cent of the Calgary population identified as having a European ethnic origin. The following represents the top five ethnicities that were entered by CPS members.

2022 Workplace Census		Stats Canada (Calgary)	
English	20%	English	16%
Scottish	20%	Scottish	14%
Irish	16%	Irish	12%
German	15%	German	11%
Canadian	13%	Canadian	10%

Knowledge of Non-Official Languages

Hindi | 2%

Sign Language | 2%

Tagalog | 1%

German | 2%

Spanish | 2%

Punjabi | 2%

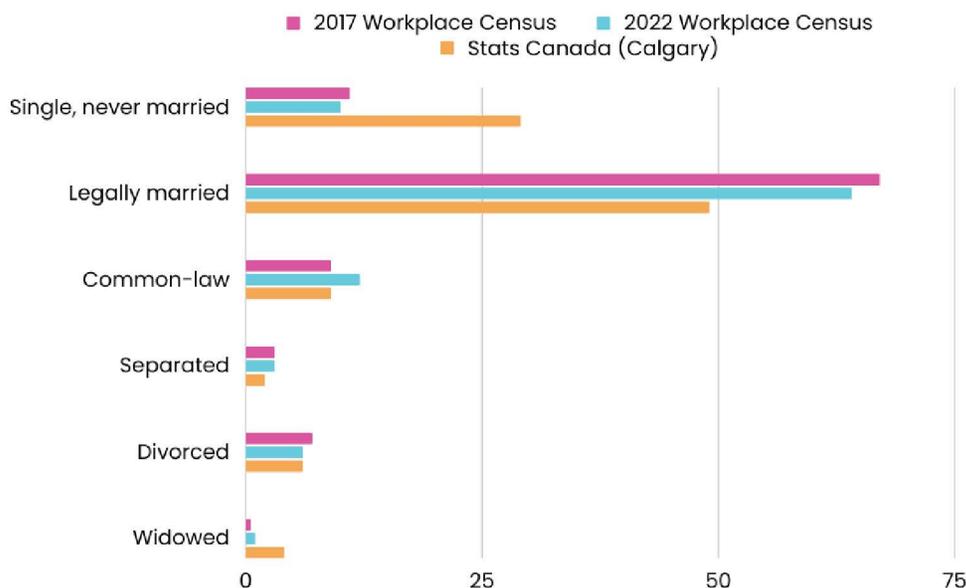
According to the 2021 Statistics Canada report the most common languages other than English or French are:

Ranking	2022 Workplace Census	Stats Canada (Calgary)
1	German	Punjabi
2	Hindi	Tagalog
3	Punjabi	Mandarin
4	Spanish	Cantonese
5	Tagalog	Spanish

Household Demographics

Marital Status

Just under two-thirds of the respondents are legally married (64 per cent). This has decreased somewhat since 2017 (67 per cent) but is significantly higher compared to the general Calgary population, where only half of the population is legally married (49 per cent) (Statistics Canada, 2022). Only 10 per cent of the workforce is single and never legally married, compared to 29 per cent of Calgary’s general population.



Household Composition

Of the 84 per cent who live in a multi-person household **38 per cent** have children 12 years of age and younger, **22 per cent** have children between the ages of 13 and 18, and **6 per cent** live with seniors 65 years of age or older.



84% | Multi-person Household



11% | Live Alone

Religion

Ranking	2022 Workplace Census	Stats Canada (Calgary)
1	Christian (38%)	Christian (45%)
2	No religion & secular perspectives (24%)	No religion & secular perspectives (39%)
3	Atheism (12%)	Muslim (7%)
4	Spiritual, not Religious (11%)	Sikh (4%)
5	Agnostic (6%)	Hindu (3%)
6	Muslim (2%)	Buddhist (2%)
7	Sikh (2%)	Other religions & spiritual traditions (1%)
8	Buddhist (2%)	United States of America (0.5%)
9	Indigenous Spirituality (2%)	Traditional North American Indigenous Spirituality (0.10%)

The religious composition of CPS is relatively proportional to the religious composition of Calgary's general population.

Education

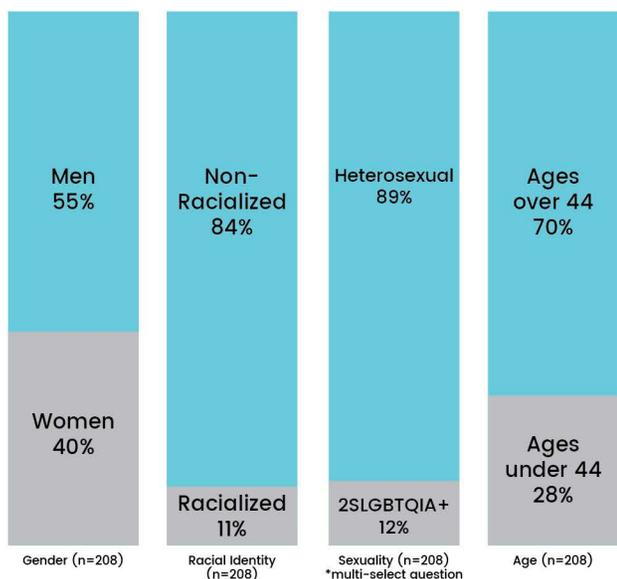
Level of Education	2022 Workplace Census	Stats Canada (Calgary)
High school diploma or equivalency certificate	11%	21%
Trade certificate or diploma	6%	6%
Non-university certificate from a community college, technical institute, vocational college etc.	26%	18%
Some university at the bachelor's level	12%	-
Bachelor's degree	36%	29%
Master's degree	9%	9%
Doctorate degree	<1%	1%

The largest proportion of the respondents has a bachelor's degree. Thirty-six per cent of respondents have a bachelor's degree, which is seven percentage points higher compared to the Calgary population.

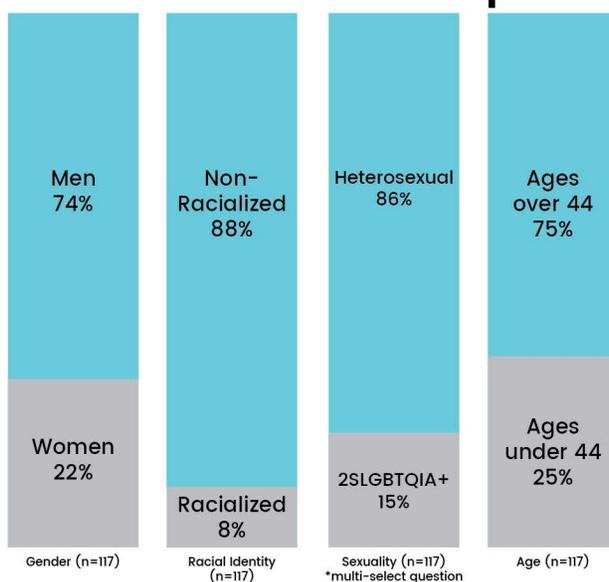
Leadership at CPS

The following demographics apply to those respondents that identified as sworn and civilian leadership, which included Management Exempt Supervisors, Staff Sergeants, Inspectors, and Senior and Executive Leadership Team members.

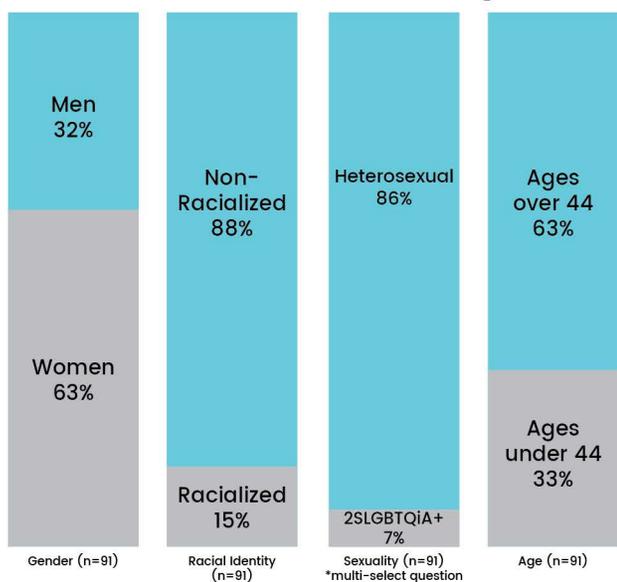
Totals



Sworn Leadership



Civilian Leadership

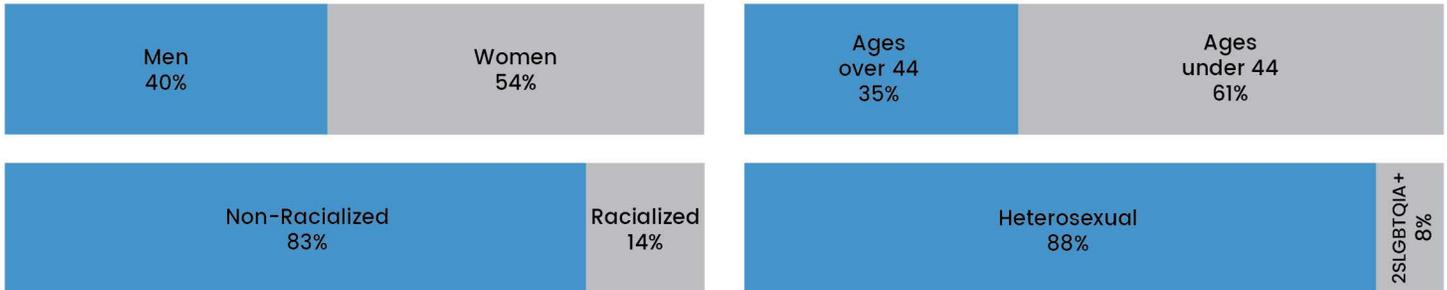


“The Census is incredibly valuable. It will give us a clear picture of who makes up our Service and recognize the richness of the diversity here at CPS. Good data is the foundation of good policy-making and good decision-making. I strongly encourage you to participate.”

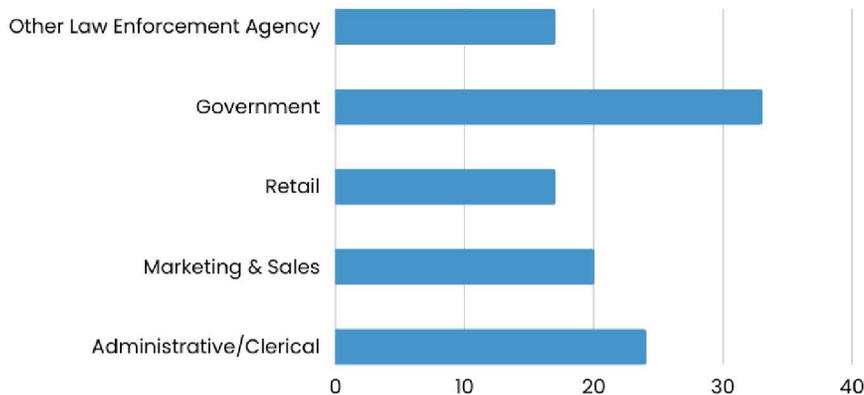
Katherine Murphy, Executive Director,
Legal and Regulatory Services Division

Bureaus at a Glance

Office of the Chief



Previous Work Experience



Roles

Civilian Member | 52%
 Detective or Sergeant | 13%
 Management Exempt | 14%

Person with Disability

Seven per cent (7%) of the Office of the Chief identify as having a disability.

Languages Spoken

Twenty-five per cent (25%) speak two or more languages. The top three languages spoken other than English are:

- French | 11%
- Punjabi | 4%
- Spanish | 4%

Ethnic or Cultural Origin

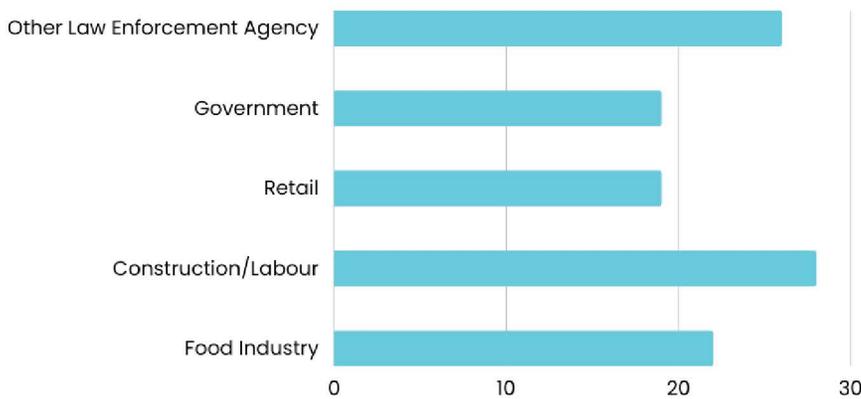
Fifty-four per cent (54%) identify as having two or more ethnicities. The following represent the top three ethnicities in Office of the Chief:

- Canadian | 23%
- English | 20%
- German | 20%

Bureau of Community Policing



Previous Work Experience



Roles

- Constable | 73%
- Civilian Member | 5%
- Detective or Sergeant | 15%

Person with Disability

Six per cent (6%) of the Bureau of Community Policing identify as having a disability.

Languages Spoken

Twenty-three per cent (23%) speak two or more languages. The top three languages spoken other than English are:

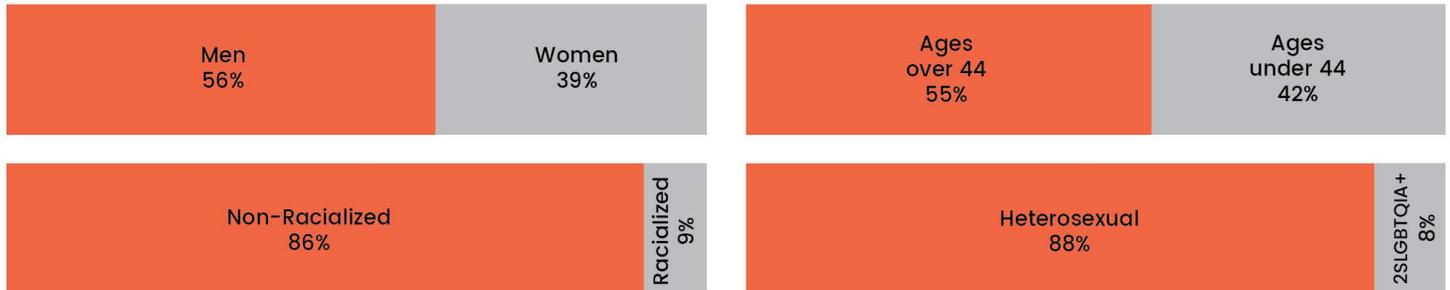
- French | 11%
- Punjabi | 2%
- Hindi | 2%

Ethnic or Cultural Origin

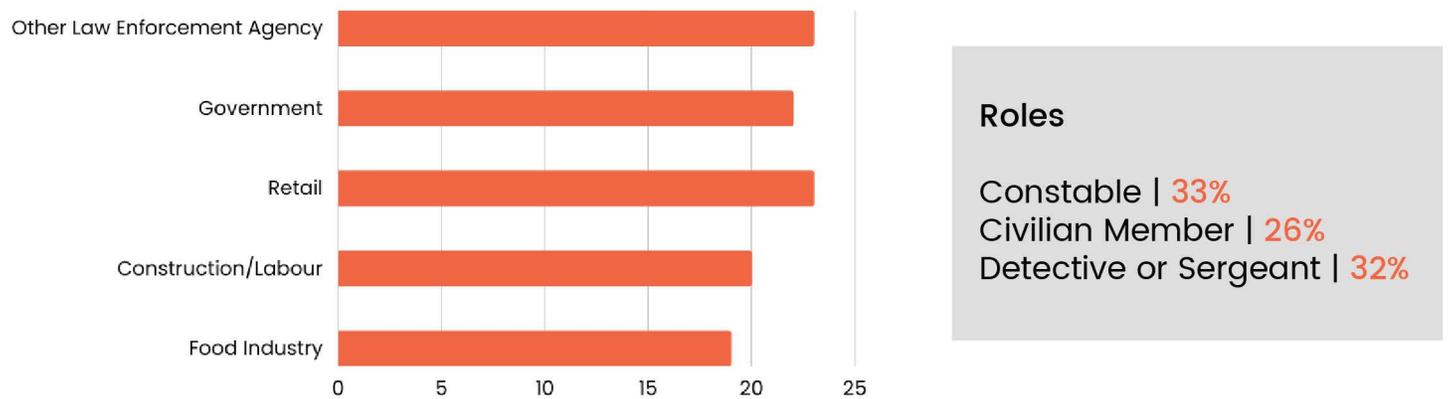
Fifty-two per cent (52%) identify as having two or more ethnicities. The following represent the top three ethnicities in Bureau of Community Policing:

- English | 20%
- Scottish | 20%
- Irish | 20%

Bureau of Investigative Support



Previous Work Experience



Person with Disability

Nine per cent (9%) of the Bureau of Investigative Support identify as having a disability.

Languages Spoken

Seventeen per cent (17%) of the Bureau of Investigative Support speak two or more languages. The top three languages spoken other than English are:

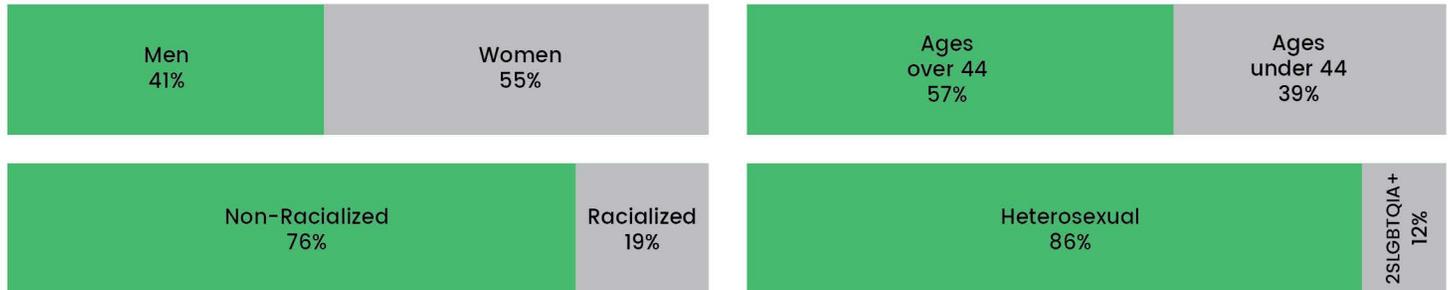
- French | 8%
- Spanish | 2%
- Sign Language | 2%

Ethnic or Cultural Origin

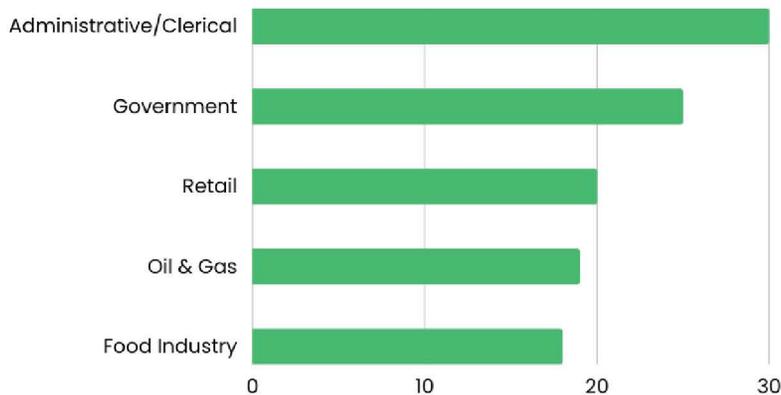
Sixty-three per cent (63%) identify as having two or more ethnicities. The following represent the top three ethnicities in Bureau of Investigative Support:

- English | 23%
- Scottish | 22%
- Irish | 20%

Bureau of Service & Community Support



Previous Work Experience



Roles

Constable | 24%
 Civilian Member | 59%
 Management Exempt | 10%

Person with Disability

Twelve per cent (12%) of the Bureau of Service & Community Support identify as having a disability.

Languages Spoken

Twenty-seven per cent (27%) of the Bureau of Service & Community Support speak two or more languages. The top three languages spoken other than English are:

- French | 10%
- Spanish | 3%
- Tagalog | 2%

Ethnic or Cultural Origin

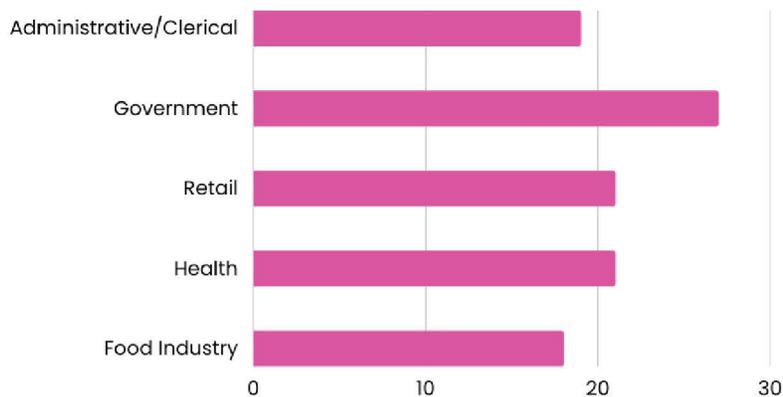
Fifty-six per cent (56%) identify as having two or more ethnicities. The following represent the top three ethnicities in Bureau of Service & Community:

- Scottish | 20%
- English | 18%
- Irish | 16%

Bureau of People & Organizational Development



Previous Work Experience



Roles

Constable | 18%
 Civilian Member | 52%
 Management Exempt | 15%

Person with Disability

Fifteen per cent (15%) of the Bureau of People & Organizational Development identify as having a disability.

Languages Spoken

Thirty per cent (30%) of the Bureau of People & Organizational Development speak two or more languages. The top three languages spoken other than English are:

- French | 8%
- Punjabi | 3%
- Tagalog | 3%

Ethnic or Cultural Origin

Fifty-six per cent (56%) identify as having two or more ethnicities. The following represent the top three ethnicities in Bureau of People & Organizational Development:

- English | 20%
- Scottish | 19%
- Irish | 15%

Application of 2022 CPS Workplace Census Results

Suggestions made by Leger

Note that these suggestions are not coming from a specialized lens of equity, diversity and inclusion but from a broader workforce census analysis. We also want to recognize that many of these recommendations have been in place at CPS for a considerable period of time.

Based on the results of the 2022 CPS Workplace Census, there are some areas where policies, procedures and EDI initiatives could be implemented to overall improve the workplace environment at the CPS. Some of these suggestions include:

- Understand the EDI landscape in Canada and across police services in Canada.
- Promote EDI research and statistics to CPS employees, communities and prospects.
- Monitor the age of CPS employees to ensure that younger members are entering the workplace at similar rates to retirement.
- Policies or initiatives that encourage women or those who identify as a gender other than a woman or man to apply for the CPS. Ensuring the CPS is a safe and comfortable place for women and those who identify as another gender to work and obtain leadership positions.
- Continue to work on EDI initiatives that support 2SLGBTQIA+ members.
- Establish ongoing initiatives to ensure that Indigenous employees have proper workplace supports.
- Expand policies or initiatives that encourage racialized individuals to apply to CPS, ensure the workplace is inclusive and supportive, and demonstrate that Racialized individuals can achieve leadership positions.
- Implement policies or initiatives that emphasize acceptance of differing cultural and ethnic backgrounds.
- Establish initiatives that encourage CPS members to learn new languages or common phrases from other languages.
- Form policies that emphasize work-life balance to ensure that members are balancing workplace commitments, their family environment, and personal interests.
- Provide supports for those with dependent care responsibilities with paid time off, flexibility with scheduling, or even childcare supports.
- Include that CPS members come from a wide variety of educational and professional backgrounds in recruitment efforts.

Next Steps

The Office of Respect and Inclusion acknowledges the recommendations made by Leger while also understanding that we must move from baseline recommendations to deep, meaningful and sustainable efforts to build a truer sense of belonging.

Immediate steps to be taken include:

- 1** **Sharing 2022 CPS Workplace Census Results**
 - With CPS members, CPC, and the community.
- 2** **Working with Executive and Senior Leadership Team**
 - Identify and implement initiatives that create a deeper sense of belonging.
- 3** **Employee Resource Groups**
 - Create a framework for the creation and sustainability of these groups.
- 4** **Enhanced Resources**
 - Building out Office of Respect and Inclusion website with resources to foster greater understanding and address questions.
 - Making staff available for workshops with teams.
- 5** **Equity, Diversity and Inclusion Framework and Lens**
 - Equipping all members with tools to address assumptions, be deliberate and continue the journey to making our workplace and community fair and equitable.
- 6** **Ongoing Data Collection**
 - Work with teams at CPS to determine how the collection of Census data can be normalized and implemented into day-to-day practices. continue the journey to making our workplace and community fair and equitable.



CALGARY POLICE SERVICE