

**Systemic Barriers – Correctional Service of Canada
Report of the Standing Committee on Public Accounts**

Recommendation 5

CSC should provide the Committee with a report including the following annual statistics from the prior fiscal year:

(1) the percentage of Indigenous, Black, and visible minorities inmates in the offenders population, and the percentage of front-line staff and management staff who are Indigenous, Black and visible minorities; and

(2) the percentage of Indigenous, visible minorities and Black offenders and of women, Indigenous, visible minorities and Black front-line staff and management staff, in women offender institutions.

Response:

The following table represents the percentage of all offenders under the Correctional Service Canada jurisdiction, at the end of fiscal year 2022-2023, broken down by ethnic grouping and status.

Percentage of Offenders under CSC Jurisdiction, at Fiscal Year End 2022-2023 Broken down by Ethnic Grouping and Status			
Ethnic Grouping	In Custody	Community	Total
Asian	3%	3%	6%
Black	6%	3%	9%
Caucasian	29%	23%	52%
Indigenous	20%	9%	29%
Hispanic	1%	0%	1%
Multiracial/Bi-Racial	1%	0%	1%
Other/Unknown	2%	1%	3%
Total	61%	39%	100%

(Source: Data Warehouse. Data current up to the end of fiscal year 2022-2023)

The following table represents the percentage of in-custody women offenders, at the end of fiscal year 2022-2023, broken down by ethnic grouping.

The results are limited to women offenders present in a women’s facility at the time of the extraction. CSC Women’s facilities include Buffalo Sage Wellness House, Eagle Women’s Lodge, Edmonton Institution for Women, Fraser Valley Institution, Grand Valley Institution for Women, Joliette Institution, Nova Institution for Women and Okimaw Ohci Healing Lodge.

Percentage of in-Custody Women Offenders, at Fiscal Year End 2022-2023 Broken down by Ethnic Grouping	
Ethnic Grouping	Total
Asian	3%
Black	3%
Caucasian	42%
Indigenous	47%
Hispanic	1%
Multiracial/Bi-Racial	1%
Other/Unknown	2%
Total	100%

(Source: Data Warehouse. Data current up to the end of fiscal year 2022-2023)

This report is based on information entered in the Offender Management System and its accuracy depends upon the timeliness and accuracy of the data entered in the system.

The offenders themselves identify to which race they belong.

"Asian" includes offenders who identify as Arab, Arab/West Asian, Asian-East and Southeast, Asian-South, Asian West, Asiatic, Chinese, East Indian, Filipino, Japanese, Korean, South Asian, Southeast Asian.

"Black" includes offenders who identify as Black, Caribbean, or Sub-Sahara African.

"Caucasian" includes offenders who identify as British Isles, European French, European-Eastern, European-Northern, European-Southern, European-Western, or White.

"Hispanic" includes offenders who identify as Hispanic and Latin American.

"Indigenous" includes offenders who identify as Inuit, Innu, Métis and First Nations.

"Multiracial/Bi-Racial" includes offenders who identify as Multiracial/Ethnic.

"Other/Unknown" includes offenders who identify as Oceania, offenders unable to identify to one race, other, and unknown.

A fiscal year starts on April 1 and ends on March 31 of the following year.

Sex: the sex corresponds to the biological sex of the offender entered in the Offender Management System at the date of extraction.

Intersex: variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical binary definitions of female or male.

The following table represents the percentage of front-line staff and management staff who are Indigenous, Black and visible minorities.

Overall Representation - Front-line staff		
Indigenous	Racialized (Visible Minorities)	Black
11.4%	12.8%	3.0%

Overall Representation - Management Staff

Group	Indigenous	Racialized	Black
EX 05	--	--	--
EX 04	--	--	--
EX 03	--	15.8%	--
EX 02	6.8%	6.5%	--
EX 01	4.2%	11.7%	2.7%
Equivalent	10.4%	12.2%	3.3%
Minus-1	8.6%	8.7%	1.3%
Minus-2	12.3%	10.7%	2.6%

The following table represents the percentage of Indigenous, visible minorities and Black offenders and of women, Indigenous, visible minorities and Black front-line staff and management staff, in women offender institutions.

Overall Representation - Front-line staff at Women Institutions			
Women	Indigenous	Racialized (Visible Minorities)	Black
77.4%	11.8%	14.5%	4.4%

Overall Representation - Management Staff at Women Institutions				
Group	Women	Indigenous	Racialized (Visible Minorities)	Black
EX 01	36.8%	--	--	--
Equivalent	62.1%	--	--	--
Minus-1	75.6%	--	--	--
Minus-2	71.4%	17.1%	16.9%	6.3%

Information is from CSC's HRMS and is based on employees' substantive positions; **March 31, 2023**

It includes employees with tenures of indeterminate and terms equal to or greater than three months who are active or on paid leave (does not include employees on leave without pay).

Suppression was applied when the number of employees was less than five (**5**), and in such cases, the symbol "--" was used.

"Front-line staff" is a standard definition for the following occupational classifications: CX, ED, MD, ND, NU, OP, PH, PS, SW, WP.

"Management staff" refers to individuals in EX, EX Equivalent, EX Minus-1, or EX Minus-2 positions. While not a standard definition at CSC, it will be adopted for the purpose of this recurring request. The "management staff" grouping includes the following classifications:

- **EX:** EX 01 to EX 05
- **Equivalent:** AR 07, AS 08, CS 05, ENENG06, IT 05, MDMSP01, MDMSP02, PC 05

- **EX Minus-1:** AR 06, AS 07, EC 07, EG 08, ENENG05, FI 04, IS 06, NUHOS08, PC 04, PE 06, PG 06, PM 06, PS 05, WP 06
- **EX Minus-2:** AR 05, AS 06, CS 04, CX 04, EC 06, EG 07, ENENG04, FI 03, GSSTS08, IS 05, IT 04, NUHOS07, OP 03, PC 03, PE 05, PG 05, PH 03, PM 05, PS 04, WP 05