

Royal Canadian Mounted Police  
Commissioner



Gendarmerie royale du Canada  
Commissaire

Guided by Integrity, Honesty, Professionalism, Compassion, Respect and Accountability

Les valeurs de la GRC reposent sur l'intégrité, l'honnêteté,  
le professionnalisme, la compassion, le respect et la responsabilisation

**DEC 30 2020**

Ms. Patricia Leson  
President  
National Council of Women of Canada  
**presncwc@gmail.com**

Dear Ms. Leson:

Thank you for your correspondence of December 9, 2020, regarding sexual harassment and discrimination within the Royal Canadian Mounted Police (RCMP).

The concerns raised by Justice Bastarache in his recent report are serious matters that the RCMP is committed to address. Sexual harassment and discrimination of any kind and magnitude is simply unacceptable and against the RCMP code of conduct.

As both Commissioner and a female member of the RCMP, reading the "Broken Dreams, Broken Lives" report was very difficult for me. It is troubling to see that although we have taken initiatives over the last three decades to change the culture at the RCMP, these negative behaviours continue to surface.

I said at the onset of my mandate that I am committed to bring about the change in the culture of the RCMP and eliminate workplace harassment and employee discrimination. I have spoken to our senior executive committee; they are all engaged to lead the necessary changes within RCMP.

In this light, the RCMP has launched a comprehensive modernization strategy, "Vision 150." Vision 150 aligns with key themes in the Merlo Davidson Settlement Agreement Report and seeks to address harassment, systemic barriers, how we recruit and onboard new members, training and leadership, and culture change.

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Some of the initiatives that are already being implemented include:

- Establishing a model for a new independent, centralized harassment resolution regime outside of the chain of command to ensure employees have access to a trusted, consistent process that is accessible, timely, and accountable. The new Independent Centre for Harassment Resolution will begin operation in summer 2021;
- Using Gender-Based Analysis+ to look at our training, our selection processes, and our policies in order to eliminate barriers for women and diverse groups;
- Implementing a robust RCMP Diversity, Equity and Inclusion Strategy, which outlines a number of commitments to bring about an inclusive workplace culture that values diversity and respects the dignity of all.

With these and many other initiatives underway, I am pleased to share that we have already begun to see some notable progress. My senior executive team is a daily example, as it now has gender parity and expert civilians in key corporate roles.

With that said, I recognize that we have a lot of work ahead of us to bring the change required to make the RCMP a more modern, trusted and inclusive organization. Rest assured that I am fully committed to implement my mandate.

Thank you for bringing your concerns to my attention. The RCMP looks forward to working with all stakeholders to achieve inclusivity for women across all sectors of our organization.

Kindest regards,

A handwritten signature in blue ink that reads "B Lucki". The signature is written in a cursive, flowing style.

Brenda Lucki  
Commissioner