

Brenda Lucki, Commissioner
Royal Canadian Mounted Police
1200 Vanier Pkwy,
Ottawa ON, K1A 0R2

Dear Commissioner Lucki

Re: Toxic Culture in the RCMP

The National Council of Women of Canada (NCWC) is a non-profit non-governmental organization (NGO) currently composed of Local Councils in cities from Halifax to Vancouver, Provincial Councils in Quebec, Ontario, Saskatchewan, Manitoba, Alberta, and British Columbia, and several Nationally Organized Societies. For the past 127 years, the NCWC has worked to improve the quality of life for women, children, and families in Canada.

On behalf of the National Council of Women of Canada (NCWC), I urge you, without delay, to finally take steps to erase sexual harassment and discrimination within the RCMP.

In 1972, when the RCMP undertook the recruitment of women to serve along men, the NCWC raised concerns about the potential negative responses to women by a male dominated culture. In a letter to your predecessor Robert Paulson in 2011, the NCWC reiterated these concerns as it became clear that our worst fears were realized. Mr. Paulson assured our organization that change would occur.

However, it appears little has changed in the past years as the report "Broken Dreams, Broken Lives" headed by retired Supreme Court Justice Michel Bastarache describes the RCMP work culture as toxic.

It is encouraging to us that your response to the report included the statement that harassment and discrimination are unacceptable and against the RCMP code of conduct. As you have said employees have the right to work in a environment /culture that is free of debilitating conditions.

A first step will be to establish Initiatives to address the issues of professional conduct, accountability, and respect that support equality in the workplace. Consultation with your female colleagues on the management team, together with the support of their male counterparts across the country as well as experts in the field, is critical to the implementation of the initiatives.

While change in the culture of the RCMP will be a challenge, change, however, is mandatory. The NCWC is pleased to offer our support in any way you deem acceptable.

Sincerely
Patricia Leson, President
National Council of Women of Canada

The National Council of Women of Canada (NCWC) works in the spirit of truth and reconciliation, acknowledging Canada is the traditional territory of Indigenous and Metis People. We are grateful to join with others in peace and hope, advocating for an improved quality of life for women, children, families, and society.

*Text prepared by Monica Cullum, NCWC Convenor

C: Honourable Bill Blair , Minister Public Safety and Emergency Preparedness
Judge Michel Bastarache (Ret. Supreme Court of Canada)
Hon. Maryam Monsef, Minister of Women and Gender Equality
Senator Kim Pate
Senator Marilou McPhedren
Kathryn Wilkinson, President, Canadian Federation of University Women