

The History of Serving and Veteran Women in Canada: *Royal Canadian Mounted Police*

This is a living document last updated: October 14, 2026.¹

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Scope and approach

The Invisible No More (INM) project team presents this chronology as a shared basis for work on the House of Commons Standing Committee on Veterans Affairs (ACVA) report recommendations. It highlights policy, service, health, research, engagement, and leadership milestones affecting serving and former RCMP women in Canada. It complements the military chronology developed by the team while recognizing each community's distinct institutions and service experiences. It is not a complete history. Verification notes identify uncertain details; entries distinguish milestones from demonstrated implementation and outcomes.

Appendices

- A — Acronyms and abbreviations
- B — References and resources

Chronology

Date	Canadian Women's Milestone	Why It Matters / Detail
Before 1974	Women work in and alongside the Force, but cannot serve as regular members	Women serve in civilian, administrative, technical, and support roles and in policing-related work, but the regular-member occupation remains formally male. A fuller account of early women employees and Indigenous, Métis, and Inuit women's relationships with the Force requires dedicated archival and community-led work (verification required).
May 23, 1974	RCMP Act changes permit women to be appointed as regular members	The change removes the formal sex barrier to regular-member service. It does not by itself redesign equipment, facilities, career systems, occupational health, or organizational culture around women's needs.
Sept. 16, 1974	First women regular-member recruits begin training	Thirty-two women of Troop 17 enter Depot in Regina; thirty graduate in March 1975. Their arrival is the central institutional milestone commonly used to mark women's integration into regular-member policing.

¹ **Suggested citation:** *The History of Serving and Veteran Women in Canada: Royal Canadian Mounted Police* [Resource]. October 2026. Centre for Social Innovation and Community Engagement in Military Affairs (SICEMA), Mount Saint Vincent University, Halifax, Canada.

Date	Canadian Women's Milestone	Why It Matters / Detail
1970s– 1980s	Integration proceeds within a male-designed system	Women enter general-duty policing and progressively wider functions, while uniforms, equipment, accommodation, promotion norms, mobility expectations, and informal culture continue to reflect the historic male workforce. Precise policy milestones require further archival verification.
1979– 1986	Early research documents women's workplace experiences and attrition	Linden and Minch's 1984 Women in Policing review and Fred Stark's 1986 study of women constables in "E" Division document workplace attitudes, cultural barriers, and substantially higher attrition among women members. These early findings do not develop into a sustained women-centred occupational-health or longitudinal research program.
1988	Treatment of Women RCMP raised in Parliament	Caroline O'Farrell's experience becomes an early public example of the organizational and health consequences of harassment and failures in supervision and redress. Later inquiries repeatedly identify similar systemic patterns.
1989– 1990	Research and advocacy document equality barriers	Joseph Lawrence (Larry) Comeau's work on women's struggle for equality and other early studies examine organizational culture, occupational roles, and career progression. The evidence base remains small and largely disconnected from health and post-service outcomes.
1990s– 2000s	Operational and leadership roles expand	Women serve across general duty, federal policing, forensics, protective operations, specialized units, Indigenous and contract policing, international missions, and senior command. A distinctions-based history of First Nations, Inuit, and Métis women in and affected by RCMP policing remains necessary.
1992	First RCMP Officer Commission	Beverley Busson becomes the first woman commissioned as an officer of the RCMP on June 11, 1992.
Dec. 2006–Jul. 2007	First RCMP Commissioner (interim)	Beverley Busson serves as interim Commissioner, becoming the first woman to lead the RCMP. She assumes the role following Commissioner Giuliano Zaccardelli's resignation in December 2006 amid major scrutiny of the RCMP, including contradictory testimony concerning the Maher Arar affair and a separate pension and insurance administration scandal involving allegations of financial mismanagement, abuse of authority, and reprisals against employees who raise concerns. Parliament subsequently criticizes Zaccardelli's leadership in the pension and insurance matter. Brenda Lucki later becomes the first woman appointed to the role on a non-interim basis in 2018.

Date	Canadian Women's Milestone	Why It Matters / Detail
2007– 2010	Successive reviews call for governance, leadership, and cultural reform	2007: David Brown's A Matter of Trust examines governance, accountability, and treatment of employees who raise concerns and recommends a Task Force on Governance and Cultural Change. Linda Duxbury's The RCMP Yesterday, Today and Tomorrow makes 75 recommendations on culture, leadership, HR, promotion, workload, and well-being. Brown's Task Force Rebuilding the Trust makes 49 recommendations. The Reform Implementation Council then issues its 2008 Interim Report, 2009 Second Report, 2009 Third Report, 2010 Delivering Change, and final report From Reform to Continuous Improvement, monitoring implementation and emphasizing that reform needs to be embedded in RCMP culture and ethos. Together with the 2010 Senate study Toward a Red Serge Revival (17 recommendations), these reports repeatedly identify governance, leadership, diversity, accountability, and organizational-trust concerns.
2010	RCMP becomes a founding partner in Canada's first Women, Peace and Security (WPS) National Action Plan	RCMP participation initially centres mainly on international police peacekeeping and peace operations: increasing women's participation, integrating gender perspectives, addressing sexual and gender-based violence, and supporting women's leadership in security institutions.
2011	Public disclosures accelerate scrutiny of harassment	Catherine Galliford and other current and former members speak publicly. Their disclosures, and advocacy by many women, help to move harassment, bullying, institutional response, and associated health harms from individual complaints to questions of culture, governance, and accountability.
2012– 2013	Gender, respect, and workplace-harassment reviews intensify	2012 "E" Division consultations identify fear of retribution, poor supervision, lack of trust and transparency, inadequate training, and a historically male-dominated culture. The 2013 Gender and Respect Action Plan contains 37 actions. The CRCC's Public Interest Investigation examines 718 workplace-harassment complaints and makes 11 recommendations; the Commissioner's response and CRCC Chair's Final Report follow. The Senate's Conduct Becoming report examines culture, harassment, leadership, discipline, accountability, whistleblowing, and oversight and makes 15 recommendations.
2013	Enhancing RCMP Accountability Act receives Royal Assent	Bill C-42 changes discipline, grievance, and human resources processes and strengthens the external complaints framework. Critics and affected members argue that legislation alone cannot resolve culture, trust, and independent-accountability concerns.
2013– 2014	Four Shattered Dreams roundtables and expert summit	MP Judy Sgro and Senator Grant Mitchell convene roundtables in Ottawa, Vancouver, Edmonton, and St. John's, followed by a January 2014 expert summit. Jane Hall and Ron Lewis participate on behalf of the RCMP Veteran Women's Council. The December 2014 Shattered Dreams report examines harassment, systemic discontent, leadership, oversight, member advocacy, mental health, and HR and makes 13 recommendations.

Date	Canadian Women's Milestone	Why It Matters / Detail
June 3, 2013– June 2014	RCMP Veteran Women's Council established and issues Addressing a Crisis in Leadership	Established by the National Board of Directors of the RCMP Veterans' Association as a subcommittee of the Association, the long-standing RCMP Veteran Women's Council brings former members' institutional knowledge and independent Veteran perspectives into the reform debate. Its June 2014 report identifies interconnected deficiencies in executive leadership development, systemic barriers to diversity, mechanisms for identifying workplace problems, and independent redress. Its four recommendations call for top-down ethos change, action on systemic barriers, independently administered exit interviews, and an Ombudsperson reporting directly to Parliament and accessible to current and Veteran members. Justice Bastarache later cites and discusses the report as an earlier identification of persistent institutional problems.
2014	Women RCMP Veterans organize and assert Veteran identity	Veteran-led organizing makes visible the service and post-service needs of former RCMP women, including lack of awareness that former members may be Veterans eligible for VAC programs. Veteran presence, however, is not the same as influence over policy, research, or benefit design.
2015	Historical scholarship documents women's long fight for equality	Bonnie Reilly Schmidt's <i>Silenced</i> preserves an institutional history often absent from official narratives. Historical evidence is important for understanding cumulative occupational and post-service effects, not simply commemorating "firsts."
2016– 2017	Merlo–Davidson settlement approved	The gender- and sexual-orientation-based harassment and discrimination settlement is reached in October 2016 and approved by the Federal Court in 2017. It affects women RCMP regular members, civilian members, and public service employees from 1974 to 2017 and creates a confidential, independent six-level claims process overseen by former Supreme Court Justice Michel Bastarache.
2016– 2017	Further investigations find continuing deficiencies	The 2016 Explosives Training Unit report examines sexual misconduct, supervision, discipline, transfers, investigations, and treatment of victims and witnesses and makes 28 recommendations. Sheila Fraser's 2017 review examines four women's civil-litigation cases and makes 3 recommendations. The CRCC's 2017 follow-up workplace-harassment report makes 10 recommendations and finds persistent harassment and inadequate implementation of earlier recommendations. The Auditor General's 2017 mental health audit makes 7 recommendations and identifies deficiencies in access to mental health services, return-to-work support, and evaluation.
2017– 2022	Second WPS National Action Plan	The RCMP continues as a federal implementing partner, largely through international police deployments, pre-deployment training, gender-responsive programming, and efforts to increase women's meaningful participation in peace operations. The domestic application of WPS remains comparatively underdeveloped.

Date	Canadian Women's Milestone	Why It Matters / Detail
2018– 2026	RCMP-specific longitudinal research expands evidence on mental health and service-to-Veteran outcomes	Dr. R. Nicholas Carleton and colleagues lead the RCMP Study, a prospective longitudinal cohort beginning in cadet training and following participants through early service with repeated mental-health assessments. Subsequent research examines mental health at the start and after the first year of service. In 2026, related research expands to former and retired RCMP, examining post-service mental health, occupational exposures, supports, and needs. These studies provide important RCMP-specific evidence while women-specific analyses and broader service-to-Veteran outcomes remain important gaps.
2018– ongoing	Women-focused Veteran initiatives receive funding	VAC's Veteran and Family Well-Being Fund supports women-specific Veteran research and service initiatives. This creates opportunities to address women RCMP Veterans' needs; eligibility, funded RCMP-specific projects, and demonstrated outcomes require verification.
Apr. 2018– Mar. 2023	First RCMP Women Commissioner (permanent)	Brenda Lucki becomes the first woman appointed Commissioner on a non-interim basis. Her tenure includes modernization, equity, diversity, and inclusion initiatives and increased representation of women in senior leadership. Continuing external scrutiny of harassment, governance, and trust underscores the need to assess sustained outcomes against earlier reviews and inquiries.
2019– 2020	Claims process reveals scale of Merlo–Davidson harms	The Independent Assessor receives 3,086 claims; 2,304 claimants receive compensation, with awards totalling \$125.4 million. These figures document the reach of the settlement process, not the full prevalence of harm or whether institutional prevention, health, and accountability outcomes improve.
May 2019	First Women Veterans Forum	VAC convenes its first Women Veterans Forum in Charlottetown, bringing together women Veterans, researchers, and community partners to discuss sex- and gender-specific experiences after service. It establishes an engagement pathway relevant to both CAF and RCMP women Veterans.
Jul. 2019 / Mar. 2020	VAC Office of Women and LGBTQ2 Veterans	VAC creates the office in July 2019 and announces it publicly in March 2020 to address systemic barriers in policy, programs, and services. Later known as the Office of Women and 2SLGBTQI+ Veterans, its work is relevant to women RCMP Veterans as well as CAF Veterans.
2020– ongoing	RCMP modernization and culture-change initiatives	The RCMP pursues harassment-resolution reforms, Independent Centre for Harassment Resolution functions, equity/diversity/inclusion work, GBA Plus, leadership development, race-based data initiatives, and Vision 150 and Beyond. These are significant activities; coordinated outcome measurement and women-member/Veteran accountability remain essential.

Date	Canadian Women's Milestone	Why It Matters / Detail
Fall 2020	Second Women Veterans Forum	VAC holds a series of four virtual engagement events focused on Women and LGBTQ2+ Veterans, continuing the dialogue begun in 2019. These provide a shared federal engagement route; RCMP-specific participation and follow-through should be distinguished from overall attendance.
Nov. 2020	Broken Dreams, Broken Lives final report	Justice Bastarache's final implementation report examines decades of sexual harassment, discrimination, misogyny, retaliation, and organizational culture affecting women in the RCMP and makes 52 recommendations. It is a major evidence source; implementation status and demonstrated outcomes require continued public verification.
2021–2022	Scoping reviews identify a major RCMP evidence gap	Megan Poole's Office of the Veterans Ombud review and Eichler, Poole, Smith-Evans, and Spanner's 2022 Advancing Canadian Research on Servicewomen and Women Veterans find major gaps in Canadian research on women RCMP Veterans and serving RCMP women. The Eichler et al. study explicitly identifies RCMP members and Veterans as a "blind spot" in military and Veteran research and develops research priorities through a comprehensive scoping review and consultation with women Veterans, their organizations, VAC, the RCMP, and other knowledge holders.
June 30, 2021	Independent Centre for Harassment Resolution established	The RCMP launches the Independent Centre for Harassment Resolution (ICHR) on June 30, 2021, creating a centralized civilian-staffed process outside the chain of command for resolving workplace harassment and violence. Investigations are conducted by external investigators, and the ICHR monitors implementation of recommendations and workplace-restoration measures. The process operates under the Canada Labour Code and is focused on prevention and resolution; disciplinary action and personal remedies do not occur through the ICHR process. The Centre receives more than 1,200 notices of occurrence in its first three years, while early implementation is affected by staffing and investigative-capacity challenges.
2022	Character Leadership Advisory Services established	The RCMP formally establishes Character Leadership Advisory Services in January 2022 as part of its efforts to strengthen leadership and organizational culture. Character Leadership training is incorporated into cadet training and subsequently into management and executive development programs. The initiative emphasizes character, values, ethical behaviour, and leadership judgement alongside traditional competencies. While not a women-specific initiative, it forms part of the RCMP's broader response to concerns about organizational culture and leadership and later becomes relevant to efforts to address systemic barriers affecting women and other marginalized employees.

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2022– 2024	RCMP Veteran Women's Council instrumental in ending Merlo–Davidson pension clawbacks	The RCMP Veteran Women's Council is instrumental in bringing to light and challenging Veterans Affairs Canada's claw back of disability pensions from some women RCMP Veterans who receive compensation through the Merlo Davidson class action settlement. After the Council raises concerns with the Veterans Ombud, the Ombud finds unfairness in the treatment of claimants and recommends that VAC cease the reductions and issue corrective payments. The Council continues to advocate for affected women before Parliament and for changes to the Pension Act to prevent settlement damages for sexual misconduct from being subject to pension clawbacks. VAC subsequently makes adjustments and corrective payments for known affected claimants.
2022– 2024	ACVA undertakes its first study devoted to experiences of women Veterans	On October 3, 2022, the Standing Committee on Veterans Affairs (ACVA) adopts a motion to undertake a comprehensive study of the experience of women Veterans—the Committee's first study devoted specifically to women Veterans. Public hearings begin in March 2023 and continue into February 2024, examining women Veterans' health, transition, economic circumstances, and other experiences. The study includes testimony and written submissions from women Veterans, organizations, and other experts, including former RCMP women. The study comprises 23 meetings and is the largest study undertaken by ACVA since its creation as a standing committee in 2006. Nearly 100 individuals appear as witnesses. VWC Co-chairs Jane Hall and Vivienne Stewart testify at the hearings, with Darlene Worth in attendance, providing the Committee with the perspectives and experiences of women RCMP Veterans.
2023 / Mar. 28, 2024	VAC joins Canada's third WPS National Action Plan	VAC becomes the tenth federal implementing partner in the 2023–2029 Women, Peace and Security National Action Plan, launched on March 28, 2024. Its implementation plan creates a connection between Veteran policy and the RCMP's domestic and international WPS commitments; coordinated delivery and outcomes require verification.
2023– 2024	VAC reviews known Merlo–Davidson cases and makes corrections	VAC contacts known self-identified claimants, recalculates offsets where settlement information shows compensation is not for the same pensioned disability, issues corrective payments where appropriate, and increases monthly amounts going forward. In February 2024, the Ombud reports that VAC addresses the intent of her recommendations for all known claimants. It is more accurate to describe this as ending or correcting inappropriate offsets for known cases—not a universal repeal of Pension Act offset rules.

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2023–2029	Third WPS National Action Plan broadens RCMP work domestically	The RCMP remains a founding partner and now explicitly connects WPS to domestic culture change, recruitment and promotion of women, harassment, leadership, disaggregated data, GBA Plus, intersectionality, and inclusion, alongside peace operations. Deputy Commissioner Jodie Boudreau is named WPS implementation champion.
Feb. 23, 2023,	Veterans Ombud challenges Merlo–Davidson Disability Pension offsets	The Ombud recommends that VAC immediately stop reductions for settlement levels 1–2 and issue corrective payments and publish a defensible method for levels 3–6 or stop those reductions too. The issue shows how workplace-harm settlement and Veteran disability benefits can interact in ways experienced as unfair and potentially re-traumatizing.
Feb. 9 and 16, 2023	Third Women Veterans Forum	VAC hosts the third Women and 2SLGBTQI+ Veterans Forum through virtual and hybrid sessions. The forum addresses barriers, equity, and access to supports across Veteran communities, with RCMP-specific needs requiring explicit attention.
May 2023	Atlas convenes the Athena Project working group	The Atlas Institute for Veterans and Families convenes women CAF and RCMP Veterans in an Athena Project working group, building on fall 2022 consultations. Women Veterans and researchers collaborate on research questions, survey measures, and recruitment relating to health, access to care, and well-being.
Dec. 2023–Jan. 2025	Minister of Veterans Affairs' Women Veterans Council announced, created, and convened	The Minister of Veterans Affairs announces the intention to establish a Women Veterans Council during an ACVA meeting in December 2023, recommits to it in March 2024, opens applications in June 2024, and names twelve inaugural members in December 2024. The Council first meets in January 2025 as a ministerial advisory body with military and RCMP women Veteran representation. It is separate from the long-standing RCMP Veteran Women's Council, which is a subcommittee of the RCMP Veterans' Association.
2024–2025	Invisible No More project launches at Mount Saint Vincent University	The Invisible No More: Canadian Women Veterans Moving the ACVA Report Recommendations to Full Implementation is a project established at Mount Saint Vincent University following the 2024 parliamentary report. The ongoing participatory action research project is led by Dr. Maya Eichler and Veteran Partner Lead Dr. Karen Breeck, with women Veterans serving as co-creators and research partners. Darlene Worth is the RCMP Veteran research partner on the project. The project brings together women Veterans and researchers to examine implementation of the report's 42 recommendations and support meaningful, coordinated, and accountable action. The project is supported by funding from Veterans Affairs Canada, the Social Sciences and Humanities Research Council, and the Department of National Defence.

Date	Canadian Women's Milestone	Why It Matters / Detail
2024–2026	Women RCMP Veterans gain greater visibility in federal Veteran forums	RCMP women Veterans participate in parliamentary work, VAC engagement, the RCMP Veteran Women's Council, and cross-community initiatives. VAC data show 3,220 women among 19,135 RCMP Veteran clients in March 2022 (16.8%); no authoritative public denominator for all living former RCMP members by sex is available in the sources reviewed.
Mar. 7–8, 2024	Fourth Women Veterans Forum	VAC holds a hybrid Women Veterans Forum in Montréal. Discussions cover service experiences, homelessness, recognition, and life after service. These issues also affect women RCMP Veterans, whose distinct benefit and transition pathways need to be reflected in subsequent action.
Jun. 12, 2024	Invisible No More parliamentary report	ACVA adopts its report on May 6, 2024, and presents Invisible No More. The Experiences of Canadian Women Veterans to the House of Commons on June 12, 2024. The report, based on 23 meetings and testimony from nearly 100 witnesses, makes 42 recommendations addressing research, health care, support services, recognition, and systemic change for women Veterans, including former RCMP women.
Sept. 2024	50 years of women regular members	The anniversary recognizes the first 1974 troop and five decades of service. Commemoration can preserve history and recognize contribution; it should be paired with transparent measures of representation by rank and occupation, retention, health, complaints, promotion, and post-service outcomes.
Oct. 10, 2024	Government responds to Invisible No More parliamentary report	The Government tables its response to the report's 42 recommendations. The response is an important baseline for tracking departmental commitments; agreement with a recommendation is distinct from implementation. RCMP, Public Safety, and VAC responsibilities require clear mapping where recommendations affect women RCMP Veterans.
Oct. 28, 2024	Second Parliamentary Reception Honouring Women Veterans	MPs Rachel Blaney and Luc Desilets host the second annual Parliament Hill reception honouring women Veterans. The event sustains cross-party attention after the ACVA report; RCMP participation and specific follow-up require verification.
2025–Jan. 2026	Ministerial Women Veterans Council leadership	Vivienne Stewart and Sarah Lefurgey hold leadership roles in the Minister of Veterans Affairs' Women Veterans Council during its first cohort. This is distinct from leadership of the RCMP Veteran Women's Council. The January 2026 transition is described separately below; exact co-chair appointment and succession dates require verification.
2025	Library of Parliament publication on women Veterans	Women and 2SLGBTQI+ Veterans in Canada consolidates demographic, health, service, program, and parliamentary evidence. It provides a shared policy reference while the lack of a complete population denominator for former RCMP women remains a limitation.

Date	Canadian Women's Milestone	Why It Matters / Detail
2025–2026	RCMP advances Women, Peace and Security commitments	The RCMP continues work under Canada's third National Action Plan on Women, Peace and Security, with a growing domestic focus on women's participation, inclusion, and the removal of barriers within the organization. The RCMP's implementation plan identifies commitments to strengthen internal WPS leadership and capacity, develop new domestic commitments, enhance GBA Plus capacity, and identify and remove barriers affecting diverse groups. The 2025–26 Departmental Plan continues this work through initiatives including a GBA Plus implementation plan and ongoing workplace-culture modernization.
2025–2026	WPS implementation and evidence expectations mature	The third plan emphasizes domestic commitments, gender-disaggregated data, feminist monitoring/evaluation/learning, and results beyond participation counts. Public verification is still required for delivery dates, resources, completed commitments, and effects on diverse serving and former RCMP women.
Mar. 6–7, 2025	Fifth Women Veterans Forum	VAC holds Honouring Her Service in Ottawa, with optional activities on March 6 and main discussions on March 7. The hybrid forum includes research planning, health, and community connection. Agenda consultations explicitly include women serving in, or formerly serving in, the CAF and RCMP.
Jun. 12, 2025	First anniversary of the Invisible No More report	INM project representatives meet with the Minister of Veterans Affairs to sustain attention to implementation of the report's 42 recommendations. The shared implementation agenda includes women RCMP Veterans while requiring RCMP-specific authorities and pathways.
October 30, 2025,	Women Veterans Engage: Ottawa Workshop	As part of the Invisible No More project, Mount Saint Vincent University co-hosts the Women Veterans Engage: Ottawa Workshop with the National Association of Federal Retirees and the Women Veterans Research and Engagement Network. Thirty CAF and RCMP women Veterans from across Canada participate. The workshop brings women Veterans together to examine the 42 recommendations of Invisible No More. The Experiences of Canadian Women Veterans, identify priorities for implementation, share lived experience, and build connections to support continued action. It serves as both a community-engagement event and a knowledge-translation activity linking women Veterans, research, and policy implementation.
Oct. 30, 2025	NAFR honours women Veterans at a parliamentary reception	Following the Women Veterans Engage Ottawa workshop, the National Association of Federal Retirees hosts a Parliament Hill reception connecting CAF and RCMP women Veterans with parliamentarians. This complements the workshop's research and implementation discussions.
Nov. 3, 2025	Third Parliamentary Reception Honouring Women Veterans	MP Alana Hirtle co-hosts a Parliament Hill reception honouring women Veterans. It forms part of continuing parliamentary recognition and engagement; RCMP participation and resulting commitments require verification.

Date	Canadian Women's Milestone	Why It Matters / Detail
Jan. 13–14, 2026	Ministerial Women Veterans Council resignations and leadership change	Vivienne Stewart's term on the Council ends as part of the planned January 2026 transition. Telah Morrison remains on the Council. Five other Canadian Armed Forces Veteran members announce their decision to step down and issue a public letter raising concerns about the Council's mandate, governance, transparency, resources, and effectiveness. Sarah Lefurgey, an RCMP Veteran, subsequently becomes Co-chair, with the Assistant Deputy Minister, Veterans Affairs Canada, serving as the second Co-chair. The transition prompts further discussion about the Council's governance, mandate, and sustainability.
Jun. 9–10, 2026	Sixth Women Veterans Forum	VAC hosts Her Story, Her Strength in Ottawa in partnership with the CAF and Women Veterans Council, with in-person and virtual participation. Serving and former CAF and RCMP women and gender-diverse members attend. The forum provides another opportunity to connect service experiences, research priorities, and Veteran support; implementation outcomes require verification.
Jun. 12, 2026	Second anniversary of Invisible No More and parliamentary engagement	INM project representatives meet with the Minister of Veterans Affairs and the Parliamentary Veterans Friendship Group, co-chaired by MP Anita Vandenberg and Senator Rebecca Patterson. Members' Statements also draw attention to the report and implementation. RCMP women remain part of the shared women Veteran agenda.
Sept. 2026	Women Veterans Council releases its first annual report	The Council's first annual report covers December 2024 to December 2025 and discusses governance and communication. Its reporting period ends before the January 2026 membership changes. The exact release date requires verification; the Council is distinct from the RCMP Veteran Women's Council.
Oct. 18, 2026,	Invisible No More research roundtable – Halifax (planned)	The Veteran co-led and co-created National Research Roundtable on ACVA Recommendation 1 is planned for Halifax on October 18, 2026. Building on existing capacity, it aims to advance decisions on governance, priorities, coordination, funding, accountability, responsible authorities, and next steps. RCMP women Veterans require a distinct but connected research stream with clear RCMP, Public Safety, and VAC responsibilities and fair compensation for decision-making partners.

What the chronology establishes

- Women's entry into the RCMP in 1974 marks the beginning of institutional integration, not its completion. The subsequent record shows that formal access to membership does not eliminate gender-based barriers in recruitment, workplace culture, harassment, promotion, retention, occupational health, or leadership.
- The same broad problems recur across successive reviews and inquiries. From the 1980s through the present, research, parliamentary studies, audits, independent reviews, and Veteran-led work repeatedly identify concerns relating to organizational culture, leadership, harassment,

discrimination, trust, redress, health, and accountability. The recurrence of these findings makes implementation and sustained outcomes—not simply the existence of individual initiatives—the critical measure of progress.

- The evidence base continues to grow, but remains uneven. Important RCMP-specific research now exists, including longitudinal research on mental health and occupational stress among serving members and emerging research on the post-service experiences of former and retired RCMP members. However, women RCMP members and Veterans remain insufficiently represented in this research, particularly in research designed specifically around women's health, occupational experiences, transition, and post-service outcomes.
- Women's experiences are often documented through individual cases and institutional reviews rather than sustained research on the full service-to-Veteran life course. Existing research provides important evidence about mental health, occupational stress, and organizational experiences, but significant questions remain about how gender, occupational exposures, workplace experiences, and service history interact over time.
- The Merlo–Davidson settlement provides important evidence of harm and institutional failure, but it is not a prevalence study. Its claims and settlement figures document serious experiences of harassment and abuse and the need for redress; they cannot be used to estimate the prevalence of these experiences among women in the RCMP.
- Women RCMP Veterans remain comparatively underrepresented in Canadian Veteran research. The 2021 scoping review finds that virtually no research focuses specifically on the needs and experiences of women RCMP Veterans. Subsequent work begins to address this gap, but the evidence base remains much smaller than that available for CAF Veterans.
- Women RCMP Veterans are increasingly participating in research, parliamentary, Veteran, and policy initiatives. The record includes significant Veteran-led advocacy as well as emerging participatory research models in which women Veterans help shape research questions and knowledge mobilization. Representation and participation, however, need to be accompanied by meaningful influence, accountability, and demonstrable outcomes.
- The central challenge is now to connect existing research, fill the specific gaps affecting women RCMP members and Veterans, and translate evidence into measurable change. The objective should not be to duplicate existing RCMP research, but to ensure that women are adequately represented within it and that research addresses questions across the full service-to-Veteran life course.

Priority gaps for a parallel RCMP research stream

- Build on existing RCMP research rather than duplicate it. Map current and completed RCMP-specific research, including longitudinal mental-health and occupational-stress studies, to identify what is known and where gaps remain across serving members, former members, and Veterans.
- Ensure women are adequately represented in RCMP research. Report sex- and gender-disaggregated findings and examine differences in risk factors, exposures, health, career trajectories, and intervention outcomes.
- Conduct research specifically addressing women RCMP members and Veterans. Priorities include reproductive and pelvic health, menopause, ergonomics and equipment, musculoskeletal injury, occupational exposures, sleep and shift work, chronic pain, trauma, moral and institutional injury, mental health, harassment and discrimination, accommodation, promotion, retention, release, and transition.

- Follow women across the service-to-Veteran life course. Research should examine how service exposures, workplace experiences, health, career trajectories, release, and post-service outcomes interact over time.
- Establish a reliable population denominator. Better population data are needed to understand the number and characteristics of serving and former RCMP women and to assess reach, unmet need, and outcomes.
- Connect RCMP-specific and broader women Veteran research. The objective should be to connect evidence rather than fragment it or allow RCMP women to disappear within CAF-dominated research frameworks.
- Strengthen Veteran participation and research governance. Research should provide fair compensation, meaningful decision-making roles, methodological quality, transparency, independence, appropriate governance, and demonstrable benefit for participating Veterans.
- Evaluate implementation and outcomes—not activities alone. Research and reporting should examine safety, trust, harassment, retention, promotion, health, accommodation, transition, and Veteran outcomes, and map findings against recommendations and the organizations responsible for action.

Appendix A: Acronyms and Abbreviations

2SLGBTQI+ — Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional sexual and gender identities

ACVA — House of Commons Standing Committee on Veterans Affairs

CAF — Canadian Armed Forces

CIMVHR — Canadian Institute for Military and Veteran Health Research

CRCC — Civilian Review and Complaints Commission for the RCMP

DND — Department of National Defence

GBA Plus — Gender-Based Analysis Plus

HR — Human resources

ICHR — Independent Centre for Harassment Resolution

INM — Invisible No More

LGBTQ2+ — Lesbian, gay, bisexual, transgender, queer, Two-Spirit, and additional identities (historical terminology)

MP — Member of Parliament

MSVU — Mount Saint Vincent University

NAFR — National Association of Federal Retirees

OVO — Office of the Veterans Ombud

RCMP — Royal Canadian Mounted Police

SSHRC — Social Sciences and Humanities Research Council

TPL — True Patriot Love

VAC — Veterans Affairs Canada

VWC — RCMP Veteran Women's Council, a subcommittee of the RCMP Veterans' Association

WPS — Women, Peace and Security

WREN — Women Veterans Research and Engagement Network

WVC — Minister of Veterans Affairs' Women Veterans Council, a separate ministerial advisory body

Council distinction: VWC refers to the long-standing RCMP Veteran Women's Council within the RCMP Veterans' Association. WVC refers to the Minister of Veterans Affairs' separate Women Veterans Council, established in 2024. Their memberships, mandates, and leadership histories must be read separately.

Appendix B: Selected Source Base

This is a working source list, not a final legal bibliography. Hyperlinks and archived copies should be checked before circulation.

2026

- Veterans Affairs Canada: Women Veterans Council records of discussion and related Council materials, January 2026.
- Mount Saint Vincent University: Invisible No More project outputs, including 2026 evaluation and research materials.
- Carleton, R. Nicholas et al.: Mental health of Royal Canadian Mounted Police after the first year of service, 2026.

2025

- Mount Saint Vincent University: Invisible No More: Canadian Women Veterans Moving the ACVA Report Recommendations to Full Implementation: 2025 project materials and briefing note.
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2024

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2023–2024

- Office of the Veterans Ombud: Merlo–Davidson correspondence and recommendations concerning disability-pension reductions.

2022

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