



Durham Regional Police Service's **Youth in Policing Initiative**



2024-25 ANNUAL REPORT *A UNITED APPROACH*

By Jeevika Selvakumar & Aaron Wood | March 27, 2025



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About Youth in Policing

The Durham Regional Police Service's (DRPS) Youth in Policing (YIP) Initiative is a paid personal, professional, and community development opportunity for Durham youth ages 15-18. The program has been running since 2006 in partnership with Ontario's Ministry of Children, Community, and Social Services (MCCSS).

Our Mission

Our mission is for all members to be **UNITED**:

Understand and appreciate diversity

Navigate their future through setting personal and professional goals

Involve themselves as leaders in the community

Think and reflect globally

Empower others to be ambassadors of change

Discover policing beyond the uniform

Message from the Office of the Chief of Police

On behalf of the DRPS, we want to thank all those who have and continue to support our YIP program. This program, which started in 2006, has been growing and positively impacting the lives of young people in the Durham Region. We are proud to say that the graduates of this year, represented by the 200 YIP Students, have shown exceptional leadership skills throughout the program and have embodied the core values of the Regional Community Safety and Well-Being Plan. We want to thank the Ontario Ministry of Children, Community and Social Services and the Durham Regional Police Service Board for their continuous support towards YIP. We also acknowledge and appreciate the hard work of the YIP Team Leaders, Supervising Team Leaders, Program Coordinators, Police Service Liaisons, DRPS Members, and Community Partners who have set the standards for all YIP initiatives. We are grateful to all the YIP students' parents, guardians, friends, and family, whose unwavering support and commitment have allowed us to create a meaningful impact on youth in the Durham Region.

Peter Moreira Kim Yeandle Chris Kirkpatrick Glenn Courneyea Stan MacLellan

Message from the Program Leadership

During both our 2024 Summer and 2024-2025 Winter initiatives, it has been an honour to witness the Youth in Policing program continue to reach new heights. For 19 years, YIP has brought together young people from diverse backgrounds, fostering change, personal and professional growth, and meaningful community contributions. This year, our exceptional students set new records and demonstrated the power of community leadership. In 2024-25, the program provided an inclusive environment where 200 students and 27 leadership team members challenged themselves, developed new skills, and achieved remarkable growth. We extend our heartfelt congratulations to all YIP graduates and look forward to celebrating their future successes.

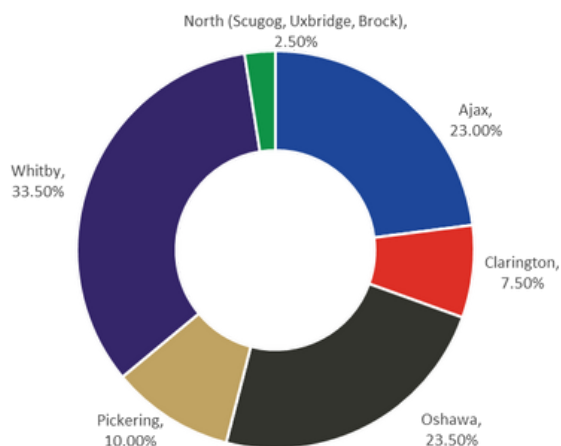
Aaron Wood Jeevika Selvakumar Hannah Crockford Sohile Farah Kale Juteau

Program & Hiring Details

The 2024-25 year saw a record

- **1470 applications,**
- **401 interviews,** and
- **238 employment opportunities!**

Municipality (Hired) - 2024-25



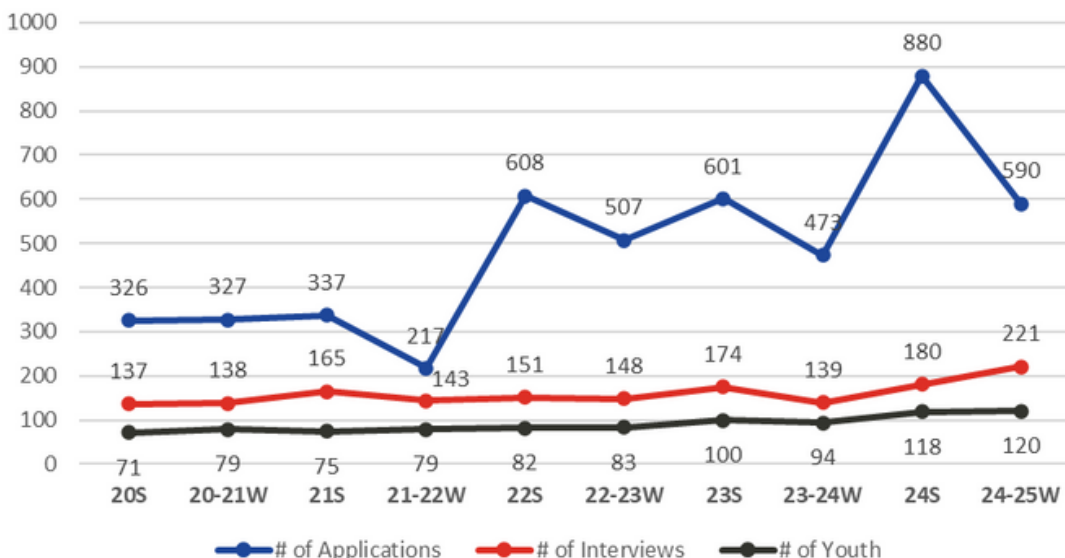
The 2024 Summer Initiative ran from July 2 to August 22, 2024, with the selection process occurring from January to May 2024.

The 2024-25 Winter Initiative ran from November 20, 2024, with the selection process occurring from June to October 2024.

Since 2006, YIP has continued to provide employment opportunities to youth across the Region!

2333
employment
opportunities

Hiring Statistics



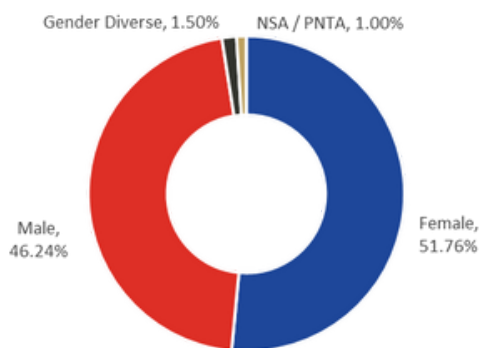
YIP continues to see a high demand for the program, highlighting increasing youth engagement and sustained interest in the experiences and opportunities available!

Program Demographics

YIP is proud to employ youth from diverse backgrounds across the Region. The following statistics are derived from the Voluntary Self-Identification Survey from both the Summer and Winter Initiative, in which this report only reviews Student candidates. Candidates could self-identify as multiple gender, sexual, and racial groups; therefore, these percentages will not total 100%. Of note, the hiring team does not view self-identification data until the hiring process is complete. NSA / PNTA = Not Specified Above / Prefer Not to Answer

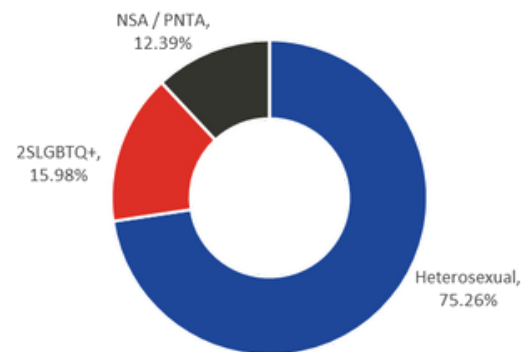
Gender and Identity

Candidates could self-identify as female, fluid, male, nonbinary, transgender, two-spirited, not specified above, and/or prefer not to answer. Of Student hires:



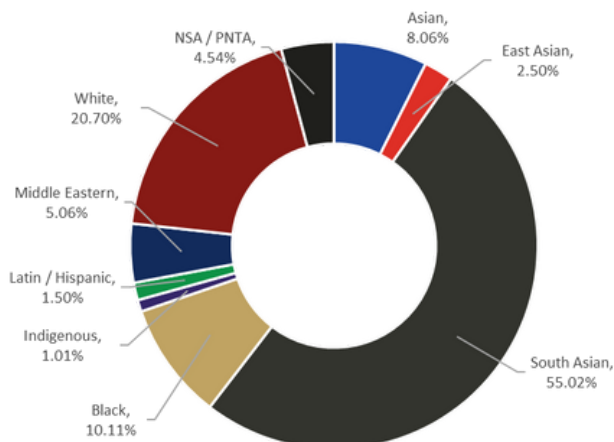
Sexual Orientation

Candidates could self-identify as asexual, bisexual, gay/lesbian, heterosexual, pansexual, queer, questioning, two-spirited, not specified above, and/or prefer not to answer. Of student hires:



Racial Ethnicity

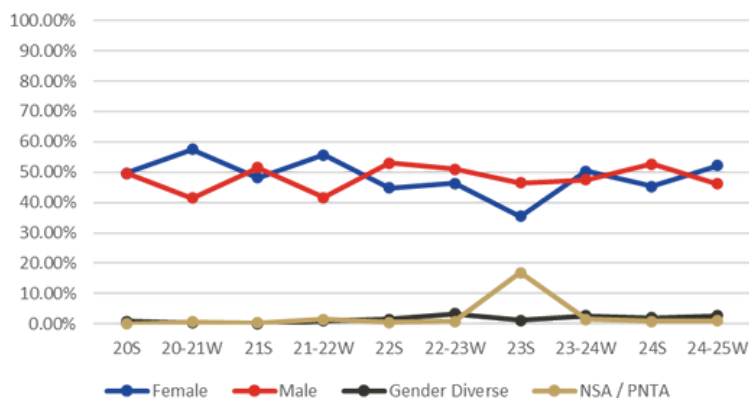
Candidates could identify as Asian, East Asian, South Asian, Black, Indigenous, Latin/Hispanic, Middle Eastern, White, not specified above, and/or prefer not to answer:



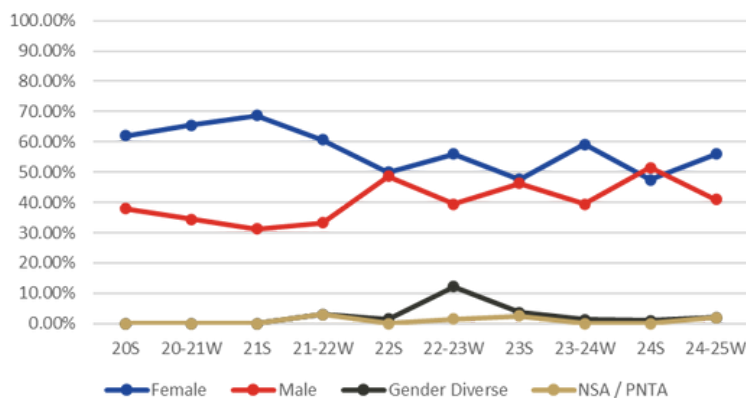
Comparative Statistics

Below is a comparison of Student Candidates versus Hires from the 2020 Summer Initiative to present (inclusive).

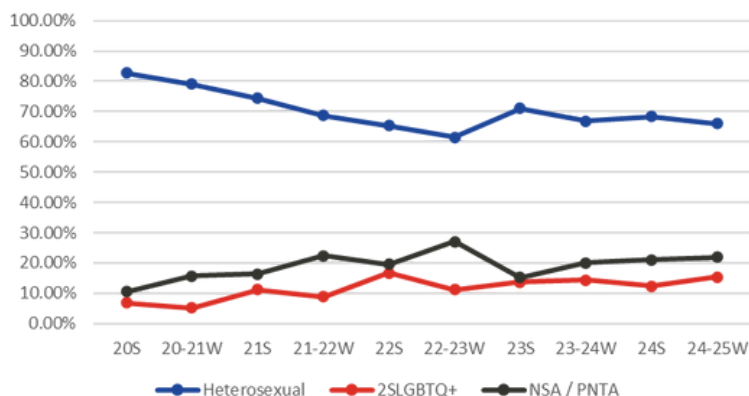
Gender & Identity - Candidates



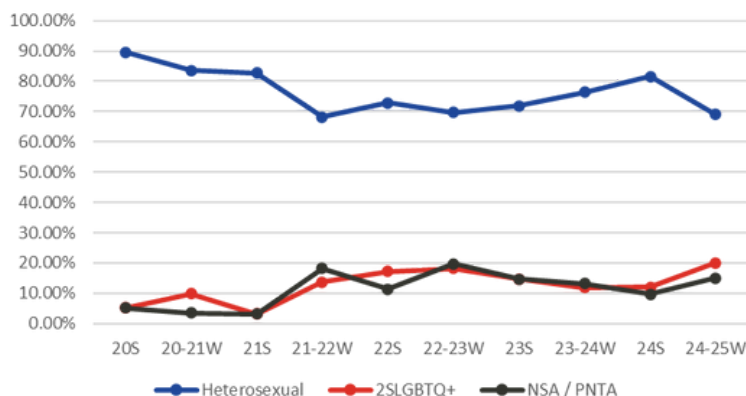
Gender & Identity - Hired



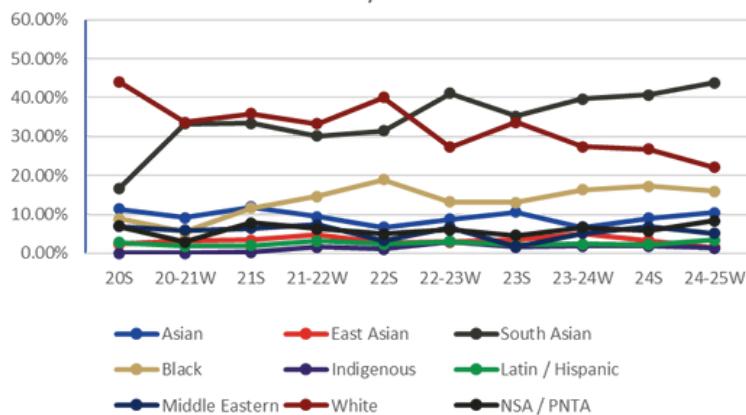
Sexual Orientation - Candidates



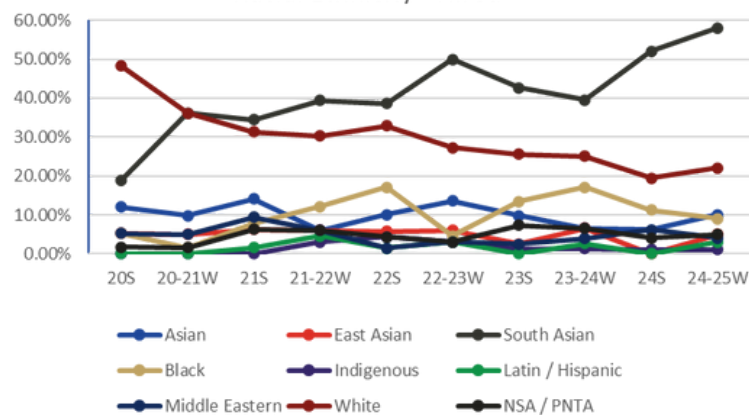
Sexual Orientation - Hired



Racial Ethnicity - Candidates



Racial Ethnicity - Hired



Fun Fact: Since 2006, YIP has recieved over 11,000 applications!



UNITED

Let's take a **UNITED** journey through YIP showcasing highlights including major events and the community organizations brought into the program!



Understand and appreciate diversity

Métis Nation of Ontario

A workshop facilitated by the Métis Nation of Ontario to enhance understanding and appreciation of Indigenous culture.

KLAЕ

A workshop to better understand diversity, equity, and inclusion with a focus on Bias Awareness.



A workshop to better understand Indigenous history

Newcomer Soccer Tournament



- 118 YIP members, 41 newcomer youth, and 18 DRPS members participated, fostering inclusivity and community-building through sport.

- YIP students and newcomer youth participated in soccer games, enhancing skills and engaging in team-building activities. YIP students showcased leadership, emphasizing inclusion, diversity, and healthy living throughout the day.



[Soccer Tournament Top Story](#)



Basketball Tournament for Special Olympics

- Over 140 attendees, including 15 athletes, their families, DRPS members, and the YIP team, participated in the 2025 Basketball Tournament for Special Olympics.
- YIP students, DRPS officers, and auxiliary officers engaged in basketball games, drills, and community-building activities with athletes.
- The event featured a final game, an award ceremony, and a demonstration by the Canine Unit.

130 + youth with unique needs in Durham Region had the chance to engage with DRPS officers and YIP students over 2 years!

[Basketball Tournament Top Story](#)



Introduction to aging: impact of a brain injury workshop.



Introduction to aging: the impact on caregivers workshop.



avigate their future though setting personal and professional goals

CAN Conference

The CAN Conference provided opportunities for YIP students and alumni to engage in community involvement, advocacy, and networking.

- In the summer, the event attracted over 250 attendees with 30 booths, while the winter session had 300+ attendees, also featuring 30 booths!
- Participants connected with various organizations and explored opportunities within the Durham Region

Wellness Event

The event aimed to promote positive mental health for YIP students by offering a variety of activities.

- YIP students participated in rotations throughout the day, engaging in collaborative practices that included an active boot camp, mindful meditation, pet therapy, henna art, painting, and Seeds 4 Tomorrow workshops.

Mock Trial

YIP hosted its first-ever Mock Trial event for members to apply what they've learned throughout the program in a criminal justice setting!

- Participants stepped into the courtroom experience, taking on various legal roles and gaining firsthand insight into the trial process, from case preparation to courtroom procedures.
- A lawyer, a judge, and a DRPS detective joined the event, offering expert guidance and real-world perspectives on the justice system.

95.7%

of participants rated their experience as Excellent or Good, reinforcing YIP's role as a transformative youth development initiative.



A certification aimed to develop public speaking and confidence.



safeTALK

Leadership team trained in SafeTalk to strengthen their ability to support individuals in distress



Certified members in Standard First Aid, CPR C, and AED.



Workshop on digital literacy and Microsoft 365



involve themselves as leaders in the community



Certification on understanding and developing leadership skills



YIP members supported the BGC camp by assisting with activities, engaging with youth, and fostering a positive and inclusive environment



A workshop to make activity kits for pediatric patients facing medical challenges



A presentation on Durham families coping with cancer diagnoses



A presentation on homelessness in northern Durham Region areas

Over **\$26,000** has been fundraised in the 2024-25 year

Hearth Place Fundraiser

Established in 1997, the Hearth Place Cancer Support Centre has provided vital support to individuals affected by cancer across Canada.

- Over the summer, YIP members raised **\$10,500** to contribute to this cause.
- Additionally, the team participated in a Boston Pizza (Ajax) Celebrity Server Night, raising over \$300 to further support the initiative.

Coldest Night of the Year Fundraiser

The Coldest Night of the Year is a national event raising awareness of homelessness in Canada.

- This winter, YIP partnered with The Refuge to support rural and northern areas of Durham Region.
- YIP members raised **\$15,572.20** over the winter and also participated in a Boston Pizza (Whitby) Celebrity Server Night, raising over \$100 to support the cause.

The program has worked with over **80** Community Organizations and Public Safety Partners to support program delivery and events

110,000 +

accounts were reached as YIP's digital footprint grew exponentially across social media platforms.

UNITED



think and reflect globally



Workshop to members about victimization and trafficking



Collected donations to support those in need and assisted in distributing meals at the Durham Outlook shelter



Collected donations to support those in need, with all contributions directed toward assisting individuals experiencing homelessness in Durham

Program Media & Graduation

The Program Media and Graduation project highlighted the collective achievements and successes of the program

- Program Media included daily social media posts showcasing ongoing events.
- At the conclusion of the initiative, the team created a final video review to be presented at the graduation, highlighting the remarkable accomplishments of YIP members throughout the summer.
- The YIP graduations, held on August 22, 2024, and March 26, 2025, celebrated the members' hard work and accomplishments, with attendance from YIP team members, DRPS dignitaries, community partners, and families.



Global News Canada featured YIP's Newcomer Soccer Tournament, showcasing its commitment to diversity and community engagement!

Operation GIVE

Operation GIVE focuses on providing essential items to the community by Giving Individuals Valuable Essentials.

- YIP partnered with Durham Outlook for the Needy in the summer and Community Care Durham in the winter.
- Over both initiatives, **4,900 items** were collected, including food, diapers, wipes, and other hygiene essentials





Empower for other to be ambassadors of change



A workshop educating members of fire safety and emergency services



A workshop to enhance understanding of energy production, promote environmental stewardship, and educate participants on nuclear safety



Alzheimer Society
DURHAM REGION

Introduction to aging workshops: on hearing loss and Alzheimer's

Junior YIP Leadership Camp

YIP hosted its 15th annual Junior Youth In Policing Leadership Camp at the Donald A Wilson Secondary School marking the largest turnout in years with 94 campers.

- The camp focuses on empowering younger community members to become future ambassadors of change. This year's theme, LEAD, taught campers valuable skills to Listen, Encourage, Adapt, and Devote.
- The campers were paired with YIP students, participating in team-building, educational activities, and engaging with various police units and emergency services, including DRPS Canine, Forensics, and Whitby Fire.



Herbert H. Carnegie
FUTURE ACES
FOUNDATION

A workshop that empowers youth to develop confidence, leadership skills, and a strong sense of community.

The YIP Team has attended **11 community events** and **18 schools** to share all about what the program has to offer for different youths around the community!



Traffic Enforcement



Education and Training



Equity and Inclusion

discover policing beyond the uniform

Ripple Effect Youth Forum

YIP hosted its 17th Annual Ripple Effect Youth Forum, which highlighted Fostering Resilience.

- The forum welcomed over 400 in-person participants from over 15 YIP programs across Ontario.
- The forum featured a dynamic lineup of speakers: Maryanne Oketch, Johnny Henderson, and Scott Hammell inspiring participants to become agents of change!



RIPPLE Effect Top Story

19 units

presented in the 2024-25 initiatives!

145+

DRPS members involved in the summer program

80+

DRPS members involved in the winter program



IMPACT Youth Forum

YIP hosted its 5th Annual IMPACT Youth Forum, which focused on the theme "Create," encouraging youth to transform ideas into action.

- There were over 300 youth in attendance
- Keynote speakers included Swish Goswami and Christine Lewis, with a panel of entrepreneurs from Ontario Tech University
- The forum also included a networking icebreaker and workshops on teamwork, collaboration, and innovation.



IMPACT Top Story

91% of youth agreed/ strongly agreed that their trust in DRPS officers has improved, indicating a positive shift in youth-police relations

UNITED

“ After a while in the program I told my friends to sign up for the program to be able to experience the amazing things I did. It’s an amazing learning opportunity and equips you with the right skills for your professional development!

YIP Student



“ Each of us came from different paths, yet this program connected us with people we never realized we’d meet

YIP Student

“ YIP really helps to build you and your future which is why I think all youth should at least apply.

YIP Student



We express our heartfelt thanks to all our community partners for their essential contributions to the success of our program!



Ministry of
Children, Community &
Social Services

**Government of
Ontario**



**Durham Continuing
Education**



**Durham District
School Board**



**Durham
College**



**Ontario Tech
University**



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