



Durham Regional Police Service

Youth in Policing Initiative

2022-23 Winter Program Report



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Message from the Office of the Chief of Police

On behalf of the Durham Regional Police Service, we want to thank all those who have and continue to support our Youth in Policing (YIP) Program. This program, which began in 2006, continues to grow and make a difference in the lives of Durham Region Youth. The 70 YIP graduates exhibited exceptional leadership skills throughout the program, embodying the core values of the Regional Community Safety and Well-Being Plan. We extend our appreciation to the Ontario Ministry of Children, Community and Social Services and the Durham Regional Police Services Board for their unwavering support towards YIP. We also want to acknowledge and appreciate the dedication of the YIP Team Leaders, Supervising Team Leaders, Program Coordinators, YIP Police Service Liaisons, YIP Steering Committee, DRPS Members, and Community Partners who have set the benchmark for all YIP initiatives to follow. We are grateful to all the YIP students' parents, guardians, friends and family. Thank you for believing in YIP, as your commitment and support allow us to create a meaningful impact on youth in the Durham Region.

Peter Moreira
Chief of Police

Todd Rollauer
Chief of Police (Retired)

Dean Bertrim
Deputy Chief of Police

Joe Maiorano
Deputy Chief of Police

Stan MacLellan
Chief Administrative Officer

Message from the Program Coordinators

During the course of this initiative, it has been our utmost privilege to witness the Youth in Policing (YIP) cohort soar to new heights over the course of 14 weeks. For more than 16 years, YIP has united youths from diverse backgrounds to exchange ideas, gain new insights, grow both personally and professionally, and cultivate their communities. These exceptional students have continuously broken records and emphasized the importance of community leadership. This program has facilitated an all-embracing environment where our 70 Students and 13 Leadership Team members have persistently challenged themselves to achieve personal and professional growth. We extend our heartfelt congratulations to all YIP graduates and eagerly anticipate hearing about their future accomplishments.

Aaron Wood
Coordinator – Youth Engagement

Cynthia Nimri
Program Coordinator

Victoria Heaney
Program Coordinator

About Youth in Policing

The Durham Regional Police Service (DRPS) Youth in Policing (YIP) Initiative is a paid personal, professional, and community development opportunity for Durham youth aged 15-18. The program has run since 2006 in partnership with Ontario's Ministry of Children, Community and Social Services and has provided 1900 youth employment opportunities to date. Our mandate is to provide student employment for youth while enhancing relationships between police and the community. 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.

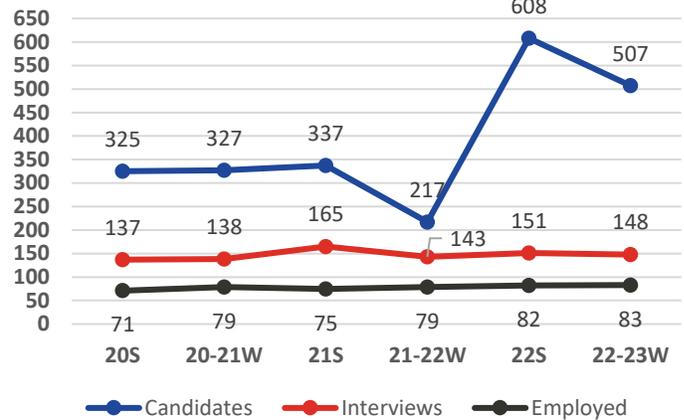


Hiring Details

The 2022-23 Winter hiring process ran from August 2022 to November 2022, involving 30 DRPS members.

- YIP received **507 applications** and conducted **148 interviews**, an increase compared to the 2021-22 Winter Initiative.
- YIP employed **83 youth**, including 70 Students, 7 Team Leaders, 4 Supervising Team Leaders, and 2 Program Coordinators.
- Employment began on November 23, 2022, with Students working 9 hours per week until March 29, 2023.
- Through a partnership with YMCA Durham, a student completed a paid placement with YIP.

Hiring Statistics



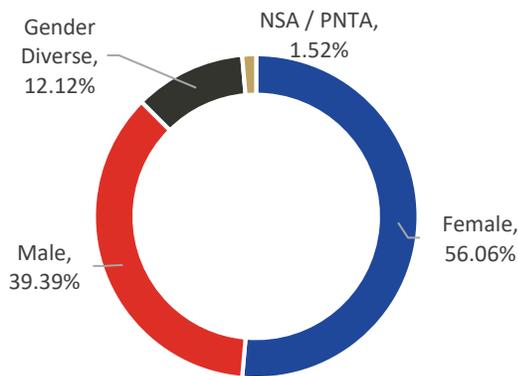
Program Demographics

YIP is proud to employ youth from diverse backgrounds across the region. The following statistics are derived from the Voluntary Self-Identification Survey; this report only reviews student candidates. Candidates could self-identify as multiple genders, sexual, and racial groups; therefore, these percentages will not total 100%. Note, self-identification data is not viewed by the hiring team until the hiring process is complete. NSA / PNTA = Not Specified Above / Prefer Not to Answer.

Gender and Identity

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

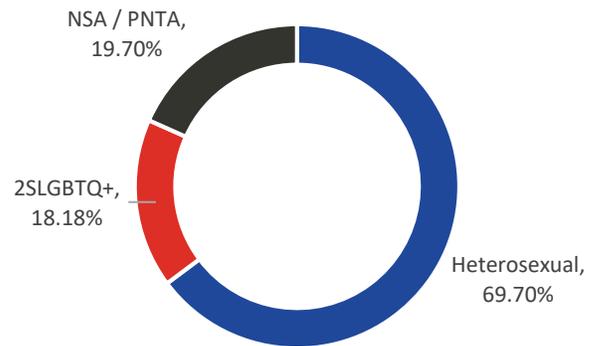
- 37 (56.06%) responded Female
- 1 (1.52%) responded Fluid
- 26 (39.39%) responded Male
- 4 (6.06%) responded Non-Binary
- 3 (4.55%) responded Transgender
- 1 (1.52%) preferred not to answer and/or indicated not specified above.



Sexual Orientation

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

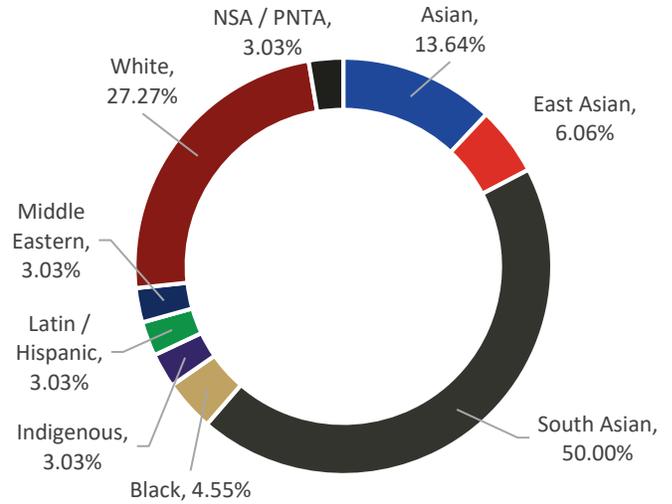
- 4 (6.06%) responded Asexual
- 4 (6.06%) responded Bisexual
- 2 (3.03%) responded Gay/Lesbian
- 46 (69.70%) responded Heterosexual
- 2 (3.03%) responded Queer
- 15 (19.70%) preferred not to answer and/or indicated not specified above.



Racial Ethnicity

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

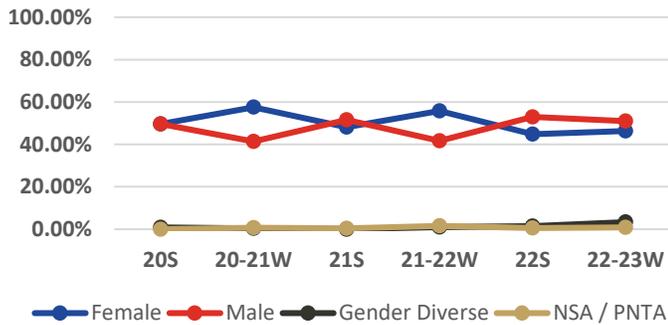
- 9 (13.64%) responded Asian
- 4 (6.06%) responded East Asian
- 33 (50.00%) responded South Asian
- 3 (4.55%) responded Black
- 2 (3.03%) responded Indigenous
- 2 (3.03%) responded Latin/Hispanic
- 2 (3.03%) responded Middle Eastern
- 18 (27.27%) responded White
- 2 (3.03%) preferred not to answer and/or indicated not specified above



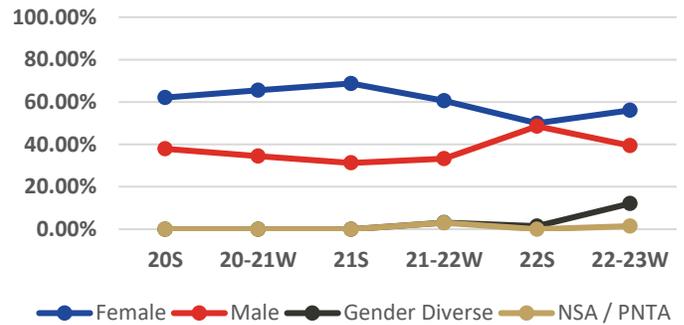
Comparative Statistics

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

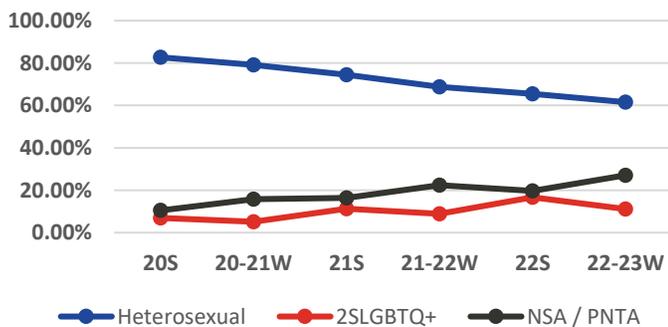
Gender and Identity - Applied



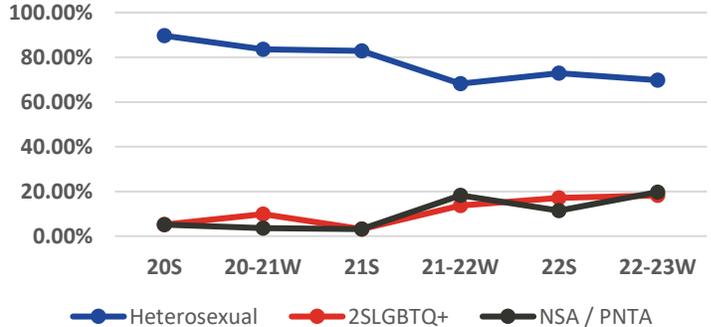
Gender and Identity - Hired



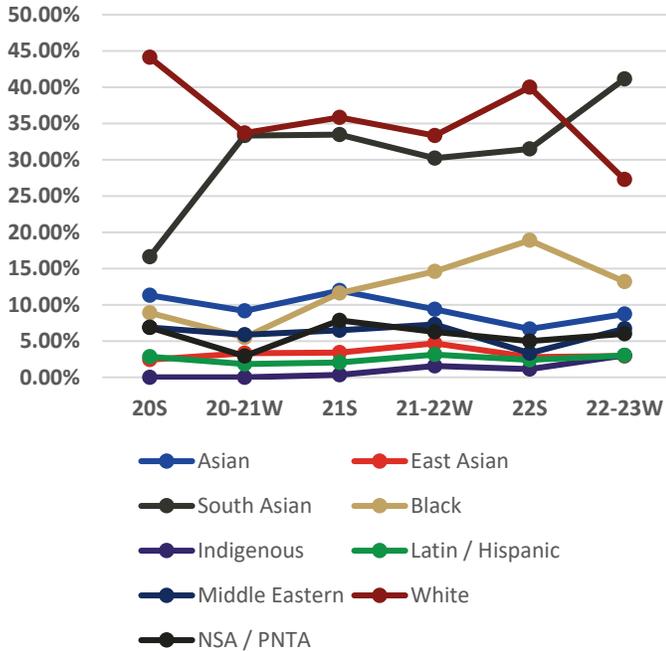
Sexual Orientation - Applied



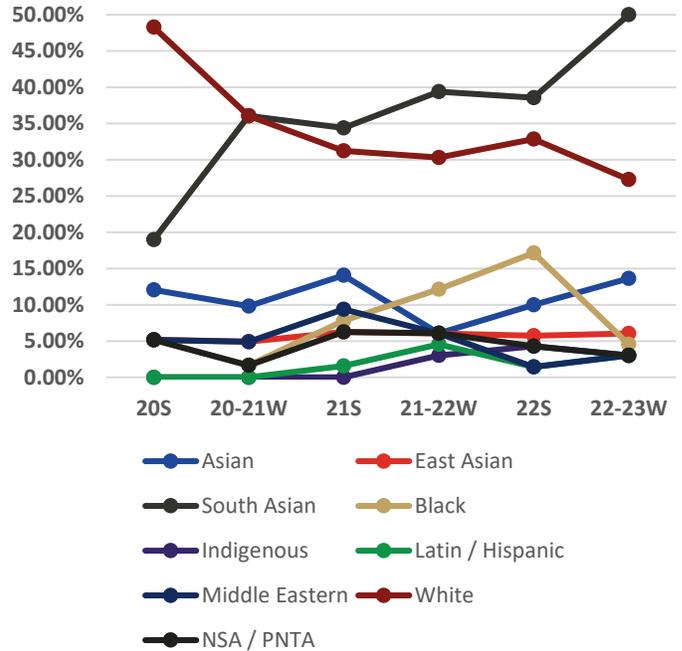
Sexual Orientation - Hired



Racial Ethnicity - Applied



Racial Ethnicity - Hired



Winter Programming

Over 14 working weeks, YIP developed programming to provide personal, professional, and community developmental opportunities. Members spent the winter gaining meaningful work experience in a positive group environment, which promoted active collaboration, communication, and leadership.

DRPS Involvement

During the Winter Initiative, **60 DRPS members** (excluding YIP Team Leaders and YIP Students) supported the program to inspire YIP members and help them discover policing beyond the uniform.

- Eight DRPS Units presented to YIP members, including:
 - Canine, Drug Enforcement, Education and Training Center, Equity and Inclusion, Forensic Investigative Services, Homicide, Recruiting, and Traffic Enforcement.
- DRPS Chief of Police Todd Rollauer and Chief Administrative Officer Stan MacLellan provided question-and-answer sessions to discuss their jobs, daily life, and more!



Workshops, Training, and Presentations

Members participated in different learning opportunities with **12 community organizations**.



St. John Ambulance

St. John Ambulance

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



Global Leadership Initiatives

3-hour certification on developing and understanding leadership skills.



Durham Continuing Education

Cooperative Education, earning member one high-school credit.



KnowledgeFlow

1-hour certification on online security and privacy of personal information.



Fair Chance Learning

5-hour workshop on digital literacy and Microsoft 365.



Toastmasters International

12-hour workshop to develop public speaking and confidence.



Lakeridge Health

Lakeridge Health

1-hour workshop on mental health, well-being, and coping.



Parasport Ontario

1-hour training and orientation on volunteerism with Parasport Ontario.



KLA E DEI Consulting & Training

2-hour workshop to understand equity, diversity, and inclusion (EDI).



YWCA Durham

Taught about Violence Against Women within the Durham Region.



Nadine Williams

1-hour workshop on black excellence, Fabric of Our Being Quilt Project.



The Refuge Youth Outreach Centre

1-hour presentation on youth homelessness and support.

Major Projects and Events

IMPACT Youth Forum

Inspire. Motivate. Persevere. Act. Create. Transcend.

The IMPACT Youth Forum is a large-scale virtual community event focused on leadership and empowerment, helping youth take a ripple of change and turn it into a meaningful impact.

- Approximately **338 youth** attended the Forum.
- Deputy Chief Dean Bertrim provided opening remarks and emphasized that small, consistent actions lead to making I.M.P.A.C.T.
- Keynote speakers Dillon Mendes and Sara Westbrook highlighted the importance of being emotionally in tune with ourselves.
- Oscar Li and Christine Lewis hosted interactive workshops that shared the importance of having the right intentions to make an impact.
- DRPS Top Story: [3rd Annual Youth Impact Forum](#)

Basketball Tournament for Special Olympics

The Basketball Tournament intended to connect YIP students with Special Olympic athletes to create positive relationships through sports.

- The Tournament consisted of **100 attendees**, including athletes, family, DRPS members, and YIP students.
- Throughout the day, participants played basketball games and practiced skills and drills. YIP members got to demonstrate leadership skills while building mentoring relationships with athletes.
- DRPS Top Story: [2023 Basketball Tournament for Special Olympics](#)



Ontario Parasport Games

YIP has renewed a partnership with Ontario Parasport Games, allowing students to volunteer at the games and connect with athletes from across the province with varying abilities and skills.

- Students assisted with sitting volleyball at the Abilities Centre, goalball at J. Clarke Richardson Collegiate, wheelchair basketball at Ontario Tech University, and visually impaired curling at the Oshawa Curling Club.
- DRPS Top Story: [2023 YIP Students Help with Parasport Games](#)



Coldest Night of the Year Fundraiser

The Coldest Night of the Year is a national event and fundraiser aimed to give participants an insight into homelessness in Canada and build a comprehensive understanding of how to create change in a team-oriented way.

- YIP partnered with The Refuge Youth Outreach Centre to support homelessness in the Durham Region, fundraising a record total of **\$24,648.35** and placing 1st in Oshawa and 15th in Canada!
- DRPS Top Story Link: [Coldest Night of the Year Fundraiser Breaks Record](#)



Operation GIVE

Operation GIVE focuses on finding new and innovative ways to support the community through *Giving Individuals Valuable Essentials*.

- YIP partnered with YWCA Durham, who supports providing essential services and resources in response to the changing needs of women, children, youth, and families.
- YIP collected and donated over **2000 items**, including clothing, toys, medical supplies and hygienic products.



CAN Conference

The CAN Conference creates opportunities for YIP Students and Alumni beyond the program through *Community, Advocacy, and Networking*.

- This conference highlighted the importance of community involvement and engagement. Youth learned how to become ambassador's change through the breadth of opportunities provided at YIP and across the Durham Region.
- CAN was opened to the public in which over **180 youth** from across the Durham Region attended and engaged with **11 booths**, allowing them to network with volunteer, employment, and support organizations.
- DRPS Top Story: [YIP's 7th Annual C.A.N. Conference](#)



Program Media and Graduation

Program Media and Graduation highlighted Students continued achievements.

- Program Media consisted of daily social media posts highlighting all ongoing events (@drps_yip).
- The YIP graduation on March 29, 2023, was the program's final day, which celebrated the success of YIP graduates and acknowledged their hard work in the program.
- DRPS Top Story: [2022-23 YIP Winter Initiative Graduation](#)

