



# YOUTH IN POLICING

## 2021 Virtual Summer Initiative Report

The Youth in Policing (YIP) Initiative is a paid employment program run by the Durham Regional Police Service (DRPS), in partnership with the Ontario Ministry of Children, Community and Social Services (MCCSS).



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## Message from the Coordinating Team

The Coordinating Team would like to take a moment to recognize all of the hard work put in by the YIP Students and Leadership Team this summer. Although virtual, every single member gave it their all to make this summer as meaningful and impactful as possible! We would also like to highlight all of the amazing ways YIP has developed and improved over the past few months; this program continues to soar to new heights and it is the team effort that makes change happen. Thank you all.

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## Program Overview

### Mission

YIPs 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.

### Mandate

The YIP mandate is to provide student employment for youth while enhancing relationships between police and the community.

### DRPS and Community Involvement

- ❖ 154 individuals from across the DRPS contributed to make the 2021 Summer Initiative a success.
  - **84 DRPS Members** helped with facilitation and engagement (including 53 sworn officers, 22 civilians, 2 Diversity Advisory Committee members, 2 YIP Liaison Officers, 2 YIP Coordinators, and 3 YIP Supervising Team Leaders).
  - 6 YIP Team Leaders and 64 YIP Students made up the core YIP cohort.
- ❖ YIP continued to actively share with the community all of the achievements throughout the Summer via 6 Top Stories on the [DRPS Website](#) as well as on Social Media ([Instagram/Twitter/Facebook](#) @drps\_yip).

### Summer Hiring

- ❖ The primarily virtual hiring process spanned over 6 months, involving 45 DRPS members.
  - The hiring process includes applications, review, interviews, and paperwork collection/processing.
- ❖ 75 youth were employed during the 2021 Summer Initiative.
  - This includes 64 Students, 6 Team Leaders, 3 Supervising Team Leaders, and 2 Program Coordinators.
  - A total of 337 applications were received and 165 interviews were conducted.
  - Students began virtual employment on July 5, 2021, working 28 hours per week until August 26, 2021.
- ❖ DRPS Top Story: [Summer Youth in Policing Virtual Program Kicks Off](#).

## Summer Programming

Over the course of 8 weeks, programming was developed to engage youth in a virtual setting while still providing meaningful work experience. YIP members spent the summer working in a positive group environment which promoted active teamwork, collaboration, communication, and leadership.

- A total of 16 *new* and 12 returning community organizations and partners were brought to the table to provide YIP members with a variety of skills and experience.

## Workshops

YIP members participated in workshops with 12 different organizations designed to provide relevant and tangible skills.

<b>Broken Silence (Christine Lewis)</b> <ul style="list-style-type: none"> <li>Members participated in an Impact over Intention workshop; a training module on connecting with the community and creating meaningful change.</li> </ul>	<b>Dnaagdawenmag Binnoojiiyag Child and Family Services</b> <ul style="list-style-type: none"> <li>Provided a two-day interactive workshop to better understand the life and culture of Indigenous peoples.</li> </ul>	<b>DUCA Financial Services Credit Union</b> <ul style="list-style-type: none"> <li>Presentation teaching YIP members about Financial Literacy.</li> </ul>	<b>Durham College</b> <ul style="list-style-type: none"> <li>Provided Inclusion Training which covered how to embrace and promote diversity as well as how to build authentic and powerful connections through positive and generous interactions.</li> </ul>	<b>Durham Continuing Education</b> <ul style="list-style-type: none"> <li>Provided Cooperative Education training allowing each member to earn 2 high school credits.</li> </ul>	<b>Durham Unemployed Help Centre</b> <ul style="list-style-type: none"> <li>Provided an employability skills workshop that discussed working with employers, hard and soft skills, social media usage, resumes, and cover letters.</li> </ul>
<b>Global Leadership Initiatives</b> <ul style="list-style-type: none"> <li>Provided a 3-part workshop on understanding and using Leadership Theory.</li> </ul>	<b>Global Research and Consulting Group (Toronto Chapter)</b> <ul style="list-style-type: none"> <li>Delivered a workshop on communication and consulting.</li> </ul>	<b>Grandview Kids</b> <ul style="list-style-type: none"> <li>Provided an interactive presentation about helping individuals who may live with a disability and discussed the goals and how to get involved with their organization.</li> </ul>	<b>PFLAG Canada Durham Region</b> <ul style="list-style-type: none"> <li>Provided YIP members with an engaging workshop learning about the 2SLGBTQ+ community and how to be an ally in the community.</li> </ul>	<b>St. John Ambulance</b> <ul style="list-style-type: none"> <li>Provided an online training course coupled with in-person sessions (groups of 7-13) to certify each member in <i>Standard First Aid – CPR C – AED Blended</i>.</li> </ul>	<b>Toastmasters International</b> <ul style="list-style-type: none"> <li>Delivered a 10-hour workshop over the course of the Initiative, bringing 10 mentors to help YIP members develop public speaking skills and confidence.</li> </ul>

## Community Presentations

YIP members had the opportunity to learn about different community organizations throughout the region and how they can contribute to creating a difference in Durham and beyond.

<b>Canadian Blood Services</b>	Joined to share the different opportunities and community benefits that go along with donating blood.
<b>CBIC Run for the Cure</b>	Joined YIP to talk about their ongoing efforts to raise awareness about cancer support and how YIP members can get involved with their initiative.
<b>Durham Children’s Aid Society and Durham Children’s Aid Foundation</b>	Provided a joint presentation discussing the numerous opportunities and initiatives provided by the organizations and how YIP members can get involved.
<b>DurhamONE</b>	Introduced their <i>Know Your Rights – Youth Edition Campaign</i> and launched a survey to get a better understanding of youths’ interaction with Police Officers.
<b>Future Aces Foundation</b>	YIP members learned about the story of Herb Carnegie, being inspired to make an impact in their personal lives and community.
<b>Ontario Shores Centre for Mental Health Sciences</b>	Joined to share great mental health resources in the community and provide members with information on how to volunteer with the centre.
<b>Victim Services of Durham Region</b>	Provided YIP members with a lot of valuable information regarding Human Trafficking Prevention in addition to how they can help support the organization as well as the community.

## DRPS Involvement

During the course of the actual Initiative, 53 DRPS members (excluding YIP Team Leaders and YIP Students) got involved in some capacity to help inspire, educate, and develop YIP members.

- ❖ 12 DRPS Units presented to YIP members, including the:
  - Air Support Unit, Body Worn Camera Unit, Canine Unit, Drug Enforcement Unit, Equity & Inclusion Unit, Forensic Identification Services, Guns and gangs Enforcement Unit, Homicide Unit, Marine Unit, Mental Health Support Unit, Recruiting Unit, and Tactical Support Unit.
- ❖ Senior Leaders of the DRPS provided question and answer sessions to discuss what their job is like, favourite components, daily life, and more! All of the members were grateful and thoroughly enjoyed the opportunity; many students commented on how open and honest the leaders were in providing their responses.
  - The first session was with Chief of Police Todd Rollauer – DRPS Top Story: [Q & A with Chief Rollauer](#).
  - The second session with Strategy, Research and Organizational Performance Director Dr. Vidal Chavannes.
- ❖ To further promote equity and inclusion, DRPS Sgt. Keith Richards hosted a Diversity and Bias Awareness Training with Students. YIP worked with local business [Exotic Knacks](#) to provide every member with a diversity box, containing a random collection of international snacks to try on this day.
  - YIP along with DRPS Senior Leadership and DRPS Members also celebrated the retirement of Sergeant Keith Richards who was a founding member of YIP back in 2006.
- ❖ DRPS members also engaged YIP during the numerous community events/projects hosted throughout the Summer.



## Major Projects and Events

YIP facilitated 6 major projects throughout the summer, each spearheaded by a YIP Supervising Team Leader, YIP Team Leader, and their 10-12 assigned YIP Students.

### Ripple Effect Youth Forum

The Ripple Effect Youth Forum is a large-scale virtual community event focused on leadership and empowerment; helping others to create a ripple effect of positive change within their communities.

- ❖ Speakers Adonis Rosalle, Johnny Henderson, and Community Youth Action panellists joined to share their lived experiences and provide knowledge of how to pursue their goals and make change in the community.
- ❖ Youth also engaged in YIP lead activities and participated in Student-led workshops.
- ❖ Approximately 550 individuals participated in the forum.
  - The Ministry of Children, Community, and Social services were in attendance.
  - 14 police services from across Ontario joined including the Durham Regional Police Service, Greater Sudbury Police Service, Halton Regional Police Service, Kingston Police Service, London Police Service, Niagara Regional Police Service, North Bay Police Service, Peel Regional Police, Timmins Police Service, Toronto Police Service, Treaty Three Police Service, Waterloo Regional Police Service, Woodstock Police Service, and York Regional Police.
  - Youth from 10 countries worldwide joined including Canada (including Alberta, British Columbia, Nova Scotia, Nunavut, Ontario, Prince Edward Island, and Quebec), China, Ecuador, Guyana, Iraq, Nepal, New Zealand, Philippines, United States (including Texas, New Jersey, Wisconsin, and Florida), and Zimbabwe.
- ❖ DRPS Top Story: [YIP Hosts Successful Ripple Effect Youth Forum](#).

### Hearth Place Fundraiser

YIP members participated in a Hearth Place Cancer Support Centre fundraiser. This was the first time YIP partnered with Hearth Place and a lot of frameworks were established to make this fundraiser a success.

- ❖ Through compassionate care, Hearth Place supports the emotional needs of families within the Durham Community and beyond. Established in 1997, Hearth Place Cancer Support Centre welcomes cancer patients and their families to come and share their experiences, find resources, and discover new ways to care for themselves and each other.
- ❖ A grand total of **\$15,581.00** was fundraised by YIP members over the course of the Initiative.
- ❖ DRPS Top Story: [YIP Students Raising Money for Cancer Support Centre](#).

## Junior Youth in Policing Leadership Camp

YIP hosted its 12th annual Junior YIP Leadership Camp, which was a free, virtual camp that invited youth aged 10 to 13 from across the Durham Region to connect virtually to discuss collaboration and leadership.

- ❖ A total of **49 Jr. YIP Campers** were paired up with YIP students to participate in various educational activities, interact with emergency services in the community and learn valuable leadership skills.
- ❖ Youth connected with 13 DRPS officers to inspire youth to become a leader within their communities.
- ❖ DRPS Top Story: [Youth Leadership Camp a Success.](#)

## Operation GIVE

Operation GIVE focuses on *Giving Individuals Valuable Essentials*, which was a non-monetary give back to the community.

- ❖ The team focused on building connections between youth and seniors and raising awareness about how to support seniors in the community. YIP partnered with Chartwell Retirement Residencies to host an interactive day to meet with seniors, talk with care professionals, and learn about seniors' mental health.
- ❖ YIP also build a partnership with the Rotary Club of Pickering to collect school and personal hygiene supplies to support the Dennis Franklin Cromarty High School's Indigenous community in Thunder Bay, resulting in over **3000 items** being donated! DRPS Top Story: [YIP Program Collects Supplies for First Nations High School.](#)

## GetUP and CAN Conference

A YIP team was responsible for the development of the GetUP and CAN Conference project. This project highlighted the individual talents, skills, and abilities of YIP members.

- ❖ GetUP is an internal process which showcased the various talents and personalities with the rest of the program and our community. A total of **5 episodes** were created and shared on social media.
- ❖ CAN Conference creates opportunities for YIP Students and Alumni beyond the program through Community, Advocacy, and Networking. The Conference included a DRPS intersectionality panel, a Durham Unemployed Help Centre workshop and a YIP led workshop on employability skills, a mock interview session, and a networking session.
  - The networking session connected YIP with community volunteer organizations including the YMCA-GTA, Footprints4Autism, CurEthica, and Future Majority.

## Program Media and Graduation

Program Media and Graduation was a project that highlighted the collective achievements and successes of the YIP summer.

- ❖ Program Media consisted of weekly newsletters and social media posts highlighting all of the major and minor events for that week. At the end of the initiative, a final initiative in review was created to showcase at graduation, demonstrating all of the amazing achievements of YIP members throughout the summer.
- ❖ The YIP graduation on August 26, 2021 was the final day of the program, dedicated to recognizing all of the hard work and achievements by YIP members during the program. Over 120 individuals were in attendance including the YIP team, DRPS dignitaries, community members and partners, as well as family and friends.



## Mentorship and Development

- ❖ YIP Students had daily observations completed by Team Leaders to get a comprehensive understanding of performance. Daily observations tracked Active Engagement, Communication, Responsibility, Initiative, Attitude/ Respect, Leadership, Technical Issues, and Attendance.
- ❖ Individual Action Plans (IAPs) provide one-on-one mentorship between a Students and dedicated members of the DRPS. These IAPs are designed to focus on personal goals and growth, providing support and guidance on SMART goals.
- ❖ New performance evaluations were conducted on Team Leaders and Supervising Team Leaders to better support professional growth and help keep YIP sustainable for future programs. This is a self and 360-degree review model aimed to help the Leadership Team become well rounded individuals.
- ❖ There was a total of 4 incidents that happened during the Summer resulting in a report to be filed. In each situation, the problem was addressed by the YIP Coordinators and Liaison Officers to ensure member safety and positive outcomes.

A total of **1220 Daily Observations** were completed by YIP Team Leaders.

IAP mentors completed **128 sessions** spending **over 21 hours** with mentees.

A total of **79 self and 360-degree evaluations** were submitted to better help the development of YIP leaders.

## Provincial Collaboration

- ❖ The MCCSS hosted a provincial meeting where a YIPI Community of Practice – Working Group (YIPI-CoPWG) was introduced.
  - A draft Terms of Reference was presented for all services to review; the next meeting will be mid-September.
  - A YIP SharePoint was also launched, allowing all provincial YIP facilitators to share news, events, and resources.
- ❖ The YIP Leadership Team have finished the new Program Manual series which is now in its final approval stage. Once complete, these will be added as a toolkit for future YIP Leadership Team members to continue a sustainable program.
  - These will be added to the SharePoint to help other Police Services facilitate and develop their own programs.
  - The YIP team had the opportunity to collaborate with 3 police services to provide direct advice and resources in the development of their own mentorship programs.
- ❖ Additionally, they were welcomed into the DRPS space for them to observe how the DRPS YIP operates.
  - This included the Owen Sound Police Service, Kingston Police Service, and Sault Ste. Marie Police Service.

## 2021-22 Winter Initiative

Applications for the 2021-22 Virtual Winter Initiative opened on August 2, 2021, and will close **September 30, 2021**.

- More information can be found at [www.drps.ca/yip](http://www.drps.ca/yip).

