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# **EQUITY & INCLUSION**

D u r h a m   R e g i o n a l   P o l i c e   S e r v i c e

As the police service of record in Durham Region, we acknowledge that the area we serve has long been a site of meeting and exchange among the Mississaugas Peoples and is the traditional and treaty territory of the Mississaugas of Scugog Island First Nation. We honour, recognize and respect this nation and Indigenous Peoples as the traditional stewards of the lands and waters on which our police service operates.



Cst. LaFrance pictured donning traditional First Nations dress, is assigned to North Division



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## MISSION

As Leaders in Community Safety, we work proudly with all members of our community while holding ourselves accountable to improved effectiveness in everything we do. We proactively address future challenges while upholding our values.



## VALUES

Every member of the Durham Regional Police Service is committed to providing quality service in partnership with our community. While learning from each other, we will achieve excellence through pride, respect, understanding and ethical behaviour.

## VISION

To have the safest community for people to live, work and play.

# Welcome

## Executive Leadership Team



Welcome to the Durham Regional Police Service's (DRPS) Equity and Inclusion Strategic Plan 2020-2022. This Plan was developed as a pathway towards a more equitable and inclusive police service. We seek to challenge our members to use this plan as a means to create a more innovative and collaborative internal climate, and to foster better relationships with all of the communities we serve.

As an Executive Leadership Team, we hold fast to the five strategic commitments outlined in this document, as we work towards a more inclusive work environment for every member, and a police service that reflects the larger community. This Plan builds on past successes, while recognizing areas of opportunity that can continue to push DRPS along the inclusion



continuum. We are committed to communicating and fostering better relationships with communities across Durham Region, in a spirit of collaboration and trust-building.

To the fellow members of our Service, we intend for the commitments outlined in this document to help forge a clear path towards making our workplaces positive, engaging and safe for every single person. As we seek to weave equity and inclusion into the ways we operate, we know that we will build an organization that supports and values all members for their contributions.

To members of the public, we want you to know that the members of the Durham Regional Police Service are here for you. The commitments that we have agreed to champion through this Plan, will be better achieved through your input, collaboration and consideration. We will continue to reach out to you, as together we work towards the safety and security of Durham Region.

If at any time you have questions or feedback, please contact the Equity and Inclusion Unit at [equityandinclusion@drps.ca](mailto:equityandinclusion@drps.ca).



# EQUITY AND INCLUSION STRATEGIC PLAN

Durham Regional Police Service (DRPS) is committed to working towards a more equitable, inclusive and effective policing service, which addresses the safety and security needs of the diverse communities of Durham Region. The Equity & Inclusion Strategic Plan 2020-2022 (the Plan), is a guiding document that identifies priority commitments and success indicators, as a framework to help foster a community where everyone participates in making the community safe for us all.

This Plan builds on and connects previous and ongoing efforts related to the DEI Strategic Plan 2017-2019, including maintenance of the five organizational commitments: Total Engaged Community; Workforce Reflects the Region Demographically; Leadership Reflects the Region Demographically; Diversity Competent Members; Secure and Supportive Workplace.

As part of the development process for this Plan, members of the Equity & Inclusion (EI) Unit at DRPS sought out the voices and needs of the internal and external

stakeholders in the Region. This process included: an environmental scan of promising practices in the sector; a review of internal policies and procedures - inclusive of previous equity & inclusion plans; an analysis of internal and external opinion survey and focus group results; and more than 30 consultations with front-line officers, Board members, members of the Executive Leadership Team, community organizations and members of the public.

As you read through this Plan, you will find: highlights from the 2017-2019 Diversity, Equity and Inclusion Strategic Plan, a glance at the current profile of Durham Region and the Service; and a description of the commitments, associated objectives and success indicators.

Currently, service-level structures and processes are being developed to support implementation as well as accountability to the commitments, goals and success indicators in the Plan.



# 2017-2019 EQUITY AND INCLUSION HIGHLIGHTS



In 2019, the Equity and Inclusion Unit organized member's attendance at numerous training opportunities, such as Fair and Impartial Police training, OACP Equity and Inclusion Symposium, LGBTQ 101 Workshop, Leading Change Together Conference, Inclusive Leadership event and the Umbrella of Inclusion Symposium.

DRPS members support the LGBTQ community in Durham. (counter clockwise) walking in parades, marking Transgender Day of Remembrance, awards from PFLAG Durham for being Champions Against Homophobia/Transphobia and Youth Pride events.



Members of TSU collected more than \$4,000 in donations of underwear and socks for The Refuge, Bethesda House, Muslim Welfare House and Denise House.



Marking special days like anti-bullying pink shirt day and "every child matters" orange shirt day to educate about indigenous residential schools.



In 2019, 74 recruiting events were held, including job fairs, cultural festivals and an all-day Diversity Recruiting Symposium, where more than 80 people attended.



Cst. Jung served meals at an Intergenerational Dinner at a high school. It gives students and officers the opportunity to prepare and serve dinner to seniors in the community. The Intergenerational Dinner is aimed at encouraging positive relationships between seniors and local youth, as well as police.

## WOMEN IN POLICING

The DRPS Recruiting team held the 3rd annual Women's Symposium in 2019. More than 100 women interested in a career in policing attended. A panel discussion was held with officers and civilian members.



The duties of a police officer are both challenging and rewarding. The physical component of becoming an officer can be rigorous. To assist females with this portion of the application process, DRPS members host female-only prep sessions at regular intervals.



DRPS sent its biggest contingent of members to the Ontario Women in Law Enforcement (OWLE) conference in 2019. OWLE has honoured many members in the past, including S/Sgt. Stefanie Finateri, who was presented with the Mentoring and Coaching Award after she mentored more than 25 women, and Sgt. Kelleigh Traynor who received the Excellence in Performance Award.



As a tribute to National Indigenous Peoples Day, the DRPS raised custom-made flags featuring the medicine wheels. Members of the Mississaugas of Scugog Island First Nation attended North Division for the flag raising and smudging ceremony.

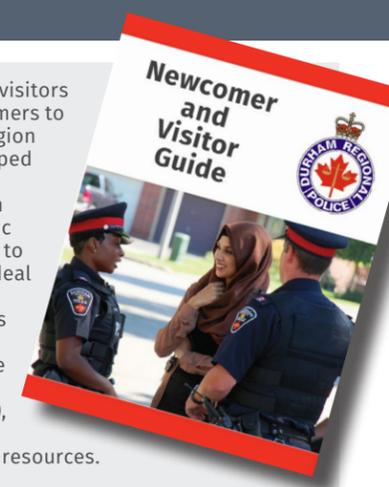


Members attended events and pavilions at the annual Fiesta Week in Oshawa. This annual celebration of the cultures is a highlight for many residents.



The DRPS, Region of Durham, Ontario Black History Society, Canadian Jamaican Club of Oshawa and DurhamOne kicked-off Black History Month with a special celebration that included 250 guests who enjoyed performances by Afiwi Groove Dance Studio and Anderson CVI students danced with Cst. Jarrod Singh. The event's theme, "My Story, Our Story: History in the Making," included an open and honest panel discussion moderated by DRPS officers, Cst. Melanie Moulton and Cst. Anthea DeSantos. The panel featured former MP Celina Caesar-Chavannes, ByBlacks.com editor-in-chief Camille Dundas and Kike Ojo-Thompson, one of Canada's leading practitioners in Diversity, Equity and Inclusion.

A guide for visitors and newcomers to Durham Region was developed to provide information about traffic safety, how to reach and deal with police interactions (including when to use 9-1-1 in an emergency), and lists of community resources.



# 2017-2019 YOUTH HIGHLIGHTS

Over the past three years, DRPS officers initiated 78 ProAction Cops & Kids programs designed to build positive relationships with under represented youth in the Durham Region.



The Filipino-Canadian Heritage and Resource of Durham Community Networking Session was held in Pickering and brought together the community to showcase new and unique opportunities for residents to get involved. West Division and the Equity and Inclusion Unit joined the evening and bonded with youth in attendance.



Cst. Janine Doyle and other DRPS members joined 120 female high school students at The Girls' Night In. It was designed to uplift, educate and empower young girls. Also, Sgt. Sean Samuels planned a "Building Character" event that hosted 120 male students and brought out Cst. Singh and D/Cst. Lindley along with Youth in Policing students.



More than 50 local students had a great day shopping with DRPS officers and Auxiliary members at the annual Cop Shop event. They get to know each other and connected while shopping for holiday gifts for themselves and their families.



The DRPS Youth in Policing Program engages youth to learn more about policing and to become strong leaders in their communities. They learn from interactions with officers and they also organized programs for other youth as well.



Since 1985, DRPS has hosted the annual Children's Games where kids with physical disabilities participated in a number of sporting events with officers and civilian members.

## THE REGION OF DURHAM AND THE DURHAM REGIONAL POLICE SERVICE

# At a Glance

Covering approximately 2,500 kilometres of mixed urban and rural land, Durham Region is geographically the largest municipal jurisdiction in the Greater Toronto Area, and has a population of more than 650,000. Comprised of eight municipalities and the Mississaugas of Scugog Island First Nation.



## RECRUITING

Over the past three years, the DRPS Recruiting Unit undertook

**198 recruiting initiatives.**

These included Women Symposiums, Mentoring Sessions, female-only preparation tests, YIP initiatives, community career fairs, Police Information Sessions, Diversity Recruiting Symposiums, school lectures, festivals, expos and camp days.

**692,500 POPULATION OF DURHAM REGION**

49% are male  
51% are female

**1,201 FULL-TIME DRPS MEMBERS**

66% are male  
34% are female

**57**  
MULTI-LINGUAL OFFICERS. WE SPEAK **34** DIFFERENT LANGUAGES:

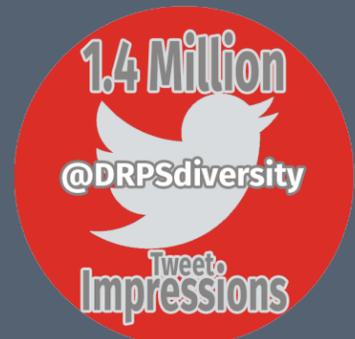
English, French, Indigenous languages, Albanian, Arabic, Bisaya, Cantonese, Croatian, Czech, Dari, Dutch, Farsi (Persian), German, Gujarati, Hebrew, Hindi, Hungarian, Indonesian, Italian, Lithuanian, Macedonian, Portuguese, Punjabi, Russian, Serbian, Slovak, Spanish, Tagalog, Tamil, Ukrainian, Urdu, Yali, Yiddish and sign language.

**5**  
TOP UNOFFICIAL LANGUAGES SPOKEN IN DURHAM REGION

Urdu  
Tamil  
Tagalog  
Italian  
Spanish

(DRPS officers have them covered)

DRPS has **5** bilingual English/Spanish speaking officers and in 2019, **3** community presentations were delivered in Spanish.

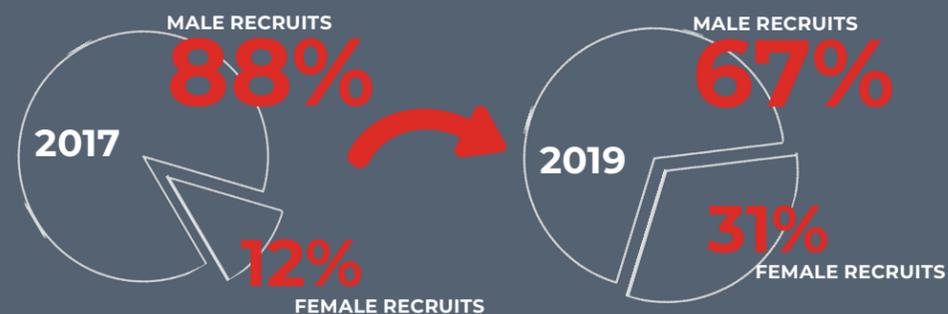


## TRAINING

◆ Fair and Impartial Police Training has been delivered every year since 2015. To date, **1,425** members have received the Implicit Bias training.

◆ **47** members attended the LGBTQ 101 Training session

◆ DRPS renewed a three-year contract as an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI), which includes unlimited access to any research information created by CCDI, access to their Knowledge Repository, free access to CCDI's Community of Practice Events, Webinars and Annual "Unconference."



# STRATEGIC COMMITMENTS

Five strategic commitments were adopted in the 2017-2019 DEI strategic plan, which will continue to guide DRPS forward through 2020-2022. While this Plan is shaped by the previous one, it takes its direction from, and is aligned with, the 2020 DRPS Strategic Plan. As such, each of the commitments outlined here in is linked to the strategic goals that govern the Service. In this way DRPS can demonstrate that a commitment to equity and inclusion is part of the 'way we do business'.



## COMMITMENT #1 TOTAL ENGAGED COMMUNITY

Durham Regional Police Service commits to ensuring that all community members, across demographic categories (defined by gender, race, culture, religion, lifestyle, socio-economic class, age, disability, geography or any other characteristic) are equally engaged in their own security, and feel that the police are a part of, and partners in, their safety.

### GOALS

Enhance safety and satisfaction rates among priority communities through collaborative initiatives and evidence-based policing.

Engage the Diversity Advisory Committee (DAC) and Youth Advisory Committee (YAC) in: identifying community concerns, developing plans to mitigate those concerns and reviewing organizational processes.

Enhance police engagement with all communities, through a focus on outreach, training and stakeholder consultation.

### SUCCESS INDICATORS

- ◆ Public opinion survey results
- ◆ Number of community engagement/evaluations stemming from those engagements
- ◆ Analytics from social media platforms
- ◆ Number of funded programs
- ◆ Reports on the Citizens' Academy
- ◆ Reports on community forums and our responses
- ◆ Reports on DAC and YAC involvement and feedback
- ◆ Member attendance at community events
- ◆ Bi-Annual reports to the Police Services Board

# STRATEGIC COMMITMENTS

## COMMITMENT #2 WORKFORCE REFLECTS THE REGION DEMOGRAPHICALLY

Durham Regional Police Service commits to attracting a skilled workforce that reflects the communities we serve. Better representation is one way to help foster the delivery of effective, sensitive service in Durham Region and to build and maintain the trust and confidence of the diverse communities that call this Region, home.

### GOALS

Track and report on workplace demographics, to ensure membership reflects the communities that we serve.

Increase applicant pools from marginalized communities.

Identify and mitigate structural barriers inherent in the selection process.

### SUCCESS INDICATORS

- ◆ Establish a demographic baseline of our members
- ◆ Comparative report on demographics of applicants
- ◆ Continuous Improvement Review of the recruitment process
- ◆ Report on the number of recruiting strategies specific to marginalized communities
- ◆ Monitor results of the new hires questionnaire
- ◆ Bi-Annual reports to the Police Services Board



## COMMITMENT #3 LEADERSHIP REFLECTS THE REGION DEMOGRAPHICALLY

Durham Regional Police Service commits to building a leadership team that reflects the communities we serve. Delivering effective service and fostering trust requires that decision-making and decisions are borne of the needs and expectations of the communities that comprise the Region.

### GOALS

Track and report on demographics of the leadership team, to ensure the team is reflective of the communities that we serve.

Develop strategies to ensure all members at DRPS have opportunities to build leadership competency

Identify and mitigate structural barriers inherent in the promotional process.

### SUCCESS INDICATORS

- ◆ Comparative report on demographics of applicants in the promotional process
- ◆ Year over year comparison of YIP
- ◆ Establish a demographic baseline of our leadership
- ◆ Continuous Improvement Review of the promotional process
- ◆ Number of development, mentorship and leadership opportunities
- ◆ Comparative report on the demographics of participants in those opportunities
- ◆ Bi-Annual reports to the Police Services Board

# STRATEGIC COMMITMENTS

## COMMITMENT #4 DIVERSITY COMPETENT MEMBERS

Durham Regional Police Service commits to ensuring that its members work towards developing an equitable and inclusive workplace, and employ the skills required therein, in their interactions with the external community. Improving diversity competence of all members will help to foster a more effective and just police service, which will contribute to safer communities.

### GOALS

Develop and implement a service-wide training plan to ensure an inclusive corporate environment.

Ensure cultural competency is part of the performance management process for all members.

### SUCCESS INDICATORS

- ◆ Number and description of professional development and training opportunities relating to DEI for members
- ◆ Evaluation of the development and training opportunities
- ◆ Report on the number of participants in these training opportunities
- ◆ Ensure diversity related competencies are assessed in PMPs
- ◆ Bi-Annual reports to the Police Services Board



## COMMITMENT #5 SECURE AND SUPPORTIVE WORKPLACE

Durham Regional Police Service commits to developing and maintaining a secure and supportive workplace for all members. In order to attract, retain, and have a fully engaged workforce, all members need to feel that the workplace is safe and supportive.

### GOALS

Improve internal survey results related to job satisfaction and member wellness through a variety of initiatives

Implement strategies designed to provide personal and professional development opportunities to all members.

Improve member awareness of, and engagement with, supports for mental wellness.

### SUCCESS INDICATORS

- ◆ Internal survey results
- ◆ Track the number of development opportunities available and the number who participate
- ◆ Track the use of mental health services
- ◆ Look at analytics of social media, especially those related to mental health
- ◆ Bi-Annual reports to the Police Services Board



# Definitions

## Command

Command refers to the Chief, the two Deputy Chiefs and the Chief Administrative Officer (CAO)

## Diverse Communities

In this report, diverse communities is used very broadly to refer to groups defined by a wide variety of characteristics, for example, culture or race, gender, Indigenous status, age, disability status, LGBTQ status, and other self-defined groups.

## Diversity

Diversity includes both individual differences and group differences such as those of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs or other ideologies.

## Diversity Competence

Diversity competent individuals have the motivation and the skills to engage with a range of people and groups different from themselves. Diversity competent individuals develop an understanding of the groups and the appropriate communications skills to develop working and social relationships with individuals in the group. A diversity competent organization has the structures, policies and practices so that the organization can work effectively with diverse people.

## Equity

Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life.

## Executive Leadership Team

The Executive Leadership Team is comprised of Superintendents, Directors and Command.

## Inclusion

Inclusion is another term used to include all members of a group, regardless of other characteristics.

## Senior Leadership

Senior Leadership refers to members who supervise other members who are part of the Senior Leadership Team (Superintendents/Directors and Inspectors/Managers)

## Stakeholders

In this report, "stakeholders" includes DRPS Police Services Board, Command, leadership and members, the Diversity Advisory Committee and all citizens of the Region.

Over the next three years, we will update members and the public on the status of the plan. Thank you to all those who have been supportive and contributed to this plan, which aims to make DRPS the most inclusive police service in Canada.



QUESTIONS OR FEEDBACK?



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# DURHAM REGIONAL POLICE SERVICE

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