



Durham Regional Police Service's
Youth in Policing Initiative

2023-24 ANNUAL

PROGRAM REPORT

A **UNITED** APPROACH



drps_yip



drps_yip



drps.yip



www.drps.ca/yip



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About Youth in Policing

The Durham Regional Police Service's (DRPS) Youth in Policing (YIP) Initiative is a paid program for Durham youth aged 15-18, providing personal, professional, and community development opportunities. It has been running since 2006 in partnership with Ontario's Ministry of Children, Community, and Social Services (MCCSS), providing 2095 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!



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. The graduates of this year, represented by the 155 YIP Students, have shown exceptional leadership skills throughout the program. They have embodied the core values of the Regional Community Safety and Well-Being Plan. We would like to thank the Ontario Ministry of Children, Community and Social Services and the Durham Regional Police Services 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 parents, guardians, friends and family of the YIP students. Your unwavering support and commitment have allowed us to create a meaningful impact on youth in the Durham Region.

Peter Moreira
Chief of Police

Chris Kirkpatrick
Deputy Chief of Police

Kim Yeandle
Deputy Chief of Police

Dean Bertrim
Deputy Chief of Police

Stan MacLellan
Chief Administrative Officer

Message from the Program Coordinators

During both our 2023 Summer and 2023-2024 Winter initiatives, it has been an honour to witness the Youth in Policing (YIP) group reach new heights this year. For over 16 years, YIP has brought together youths from diverse backgrounds to share ideas, gain insights, grow personally and professionally, and contribute to their communities. These exceptional students have continuously broken records and emphasized the importance of community leadership. In 2023, the program facilitated an inclusive environment where 155 students and 21 leadership team members 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

Jeevika Selvakumar
YIP Program Coordinator

Hannah Crockford
YIP Program Coordinator

Hiring Details

2023 Summer

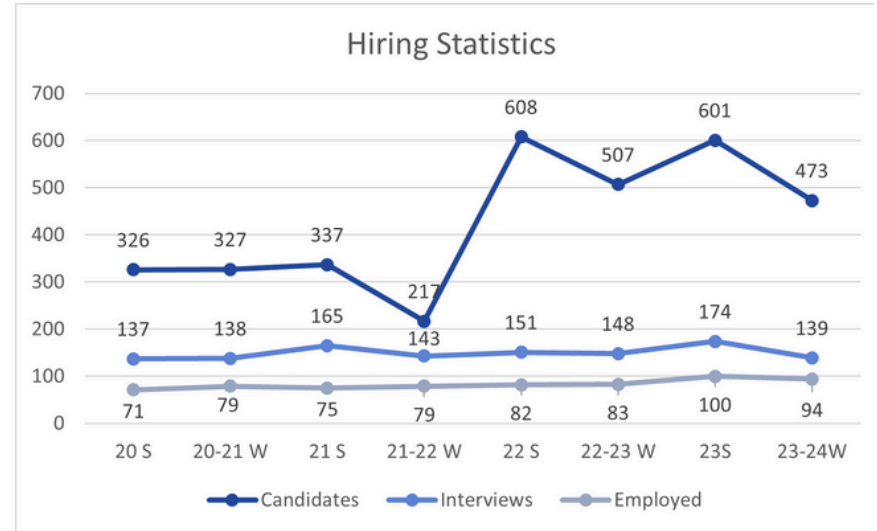
The 2023 Summer hiring process ran from March 2023 to April 2023, involving 30 DRPS members.

- YIP received 601 applications and conducted 174 interviews
- YIP employed 100 youth, including 85 Students, 8 Team Leaders, 4 Supervising Team Leaders, and 3 Program Coordinators.
- Employment began on July 4, 2023, with Students working 32 hours per week until August 24, 2023.

2023-24 Winter

The 2023-24 Winter hiring process ran from August 2023 to September 2023, involving 19 DRPS members.

- YIP received 473 applications and conducted 139 interviews
- YIP employed 94 youth, including 80 Students, 8 Team Leaders, 4 Supervising Team Leaders, and 2 Program Coordinators.
- Employment began on November 22, 2023, with Students working 10 hours per week until March 27, 2024.



Did you know?

Since 2006, YIP has offered **2095 youths** a personal and professional employment development opportunity!



Special shoutout to all the DRPS members who have helped the YIP program with the hiring process, from reviewing applications to interviewing candidates.
THANK YOU!



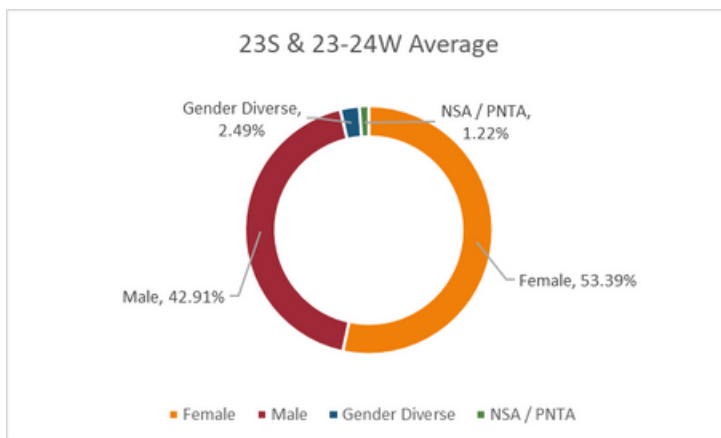
Program Demographics

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 genders, sexual, and racial groups; therefore, these percentages will not total 100%. Note, that 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, nonbinary, transgender, two-spirited, not specified above, and/or prefer not to answer. Of Student hires:

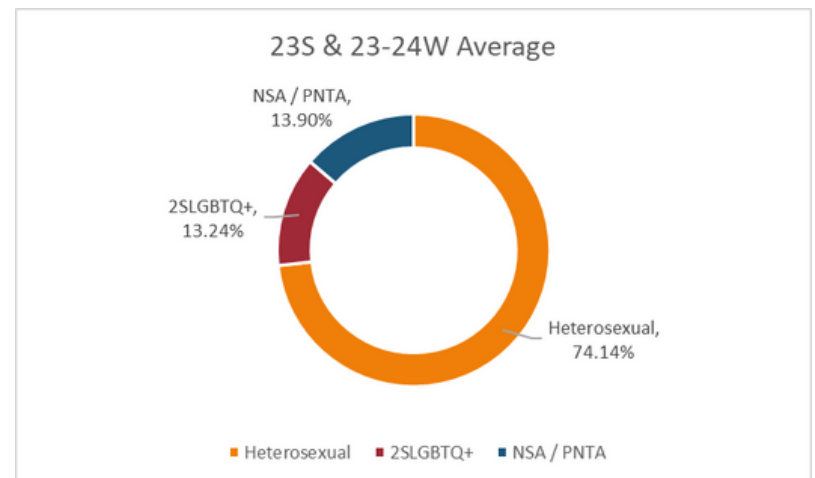
- 53.39% responded Female
- 1.27% responded Fluid
- 42.91% responded Male
- 1.22% responded Non-Binary
- 1.22% preferred not to answer and/or indicated not specified above.



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:

- 3.81% responded Asexual
- 4.98 %responded Bisexual
- 74.17 %responded Heterosexual
- 1.32% responded Queer
- 1.27% responded Questioning
- 13.90% preferred not to answer and/or indicated not specified above.

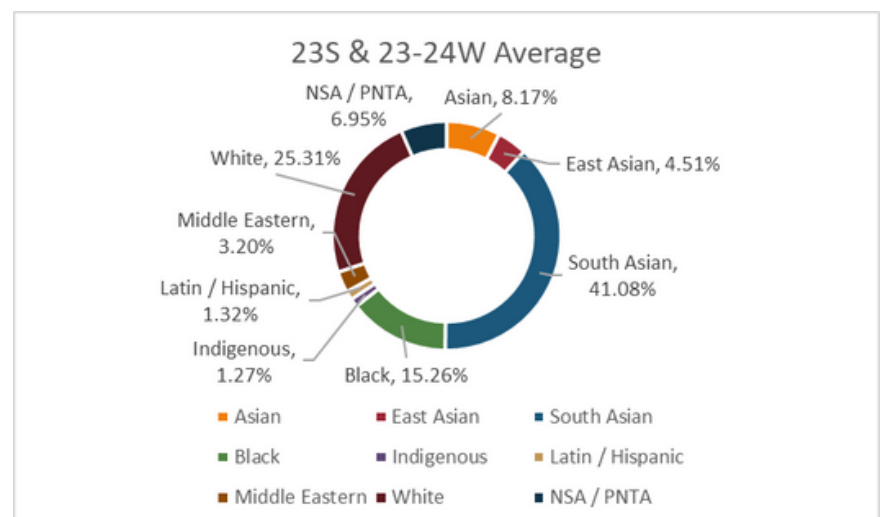


Racial Ethnicity

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.

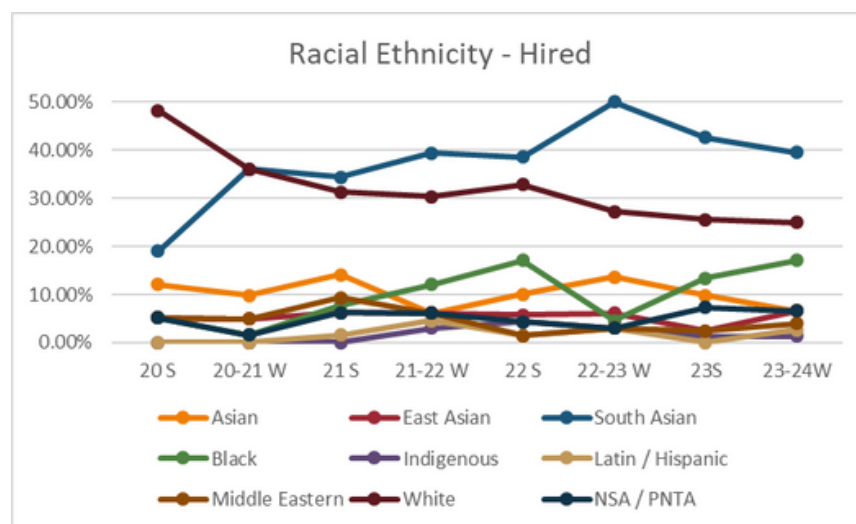
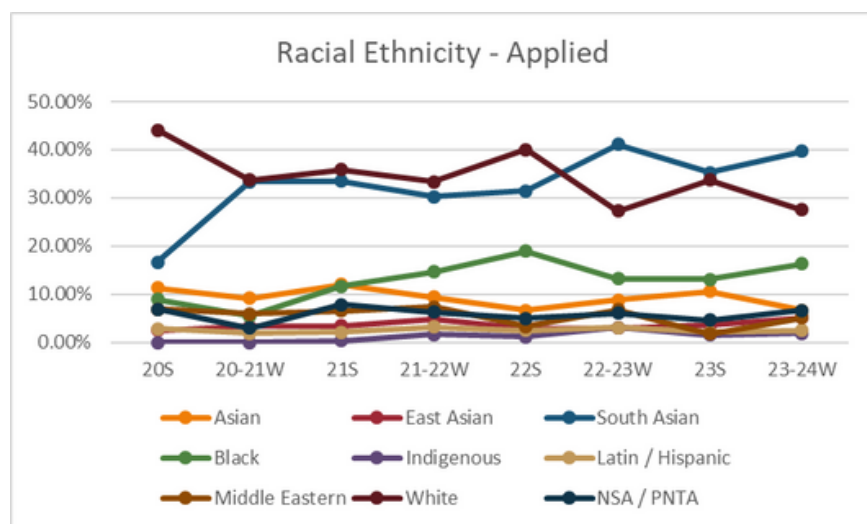
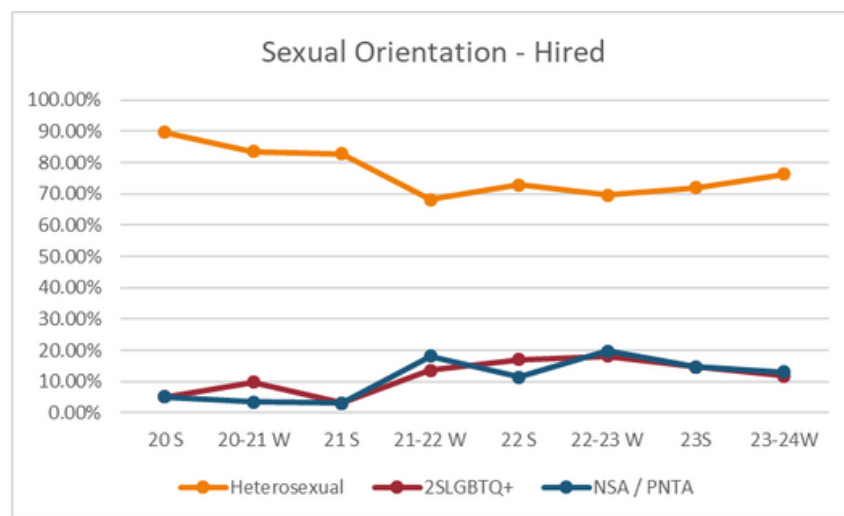
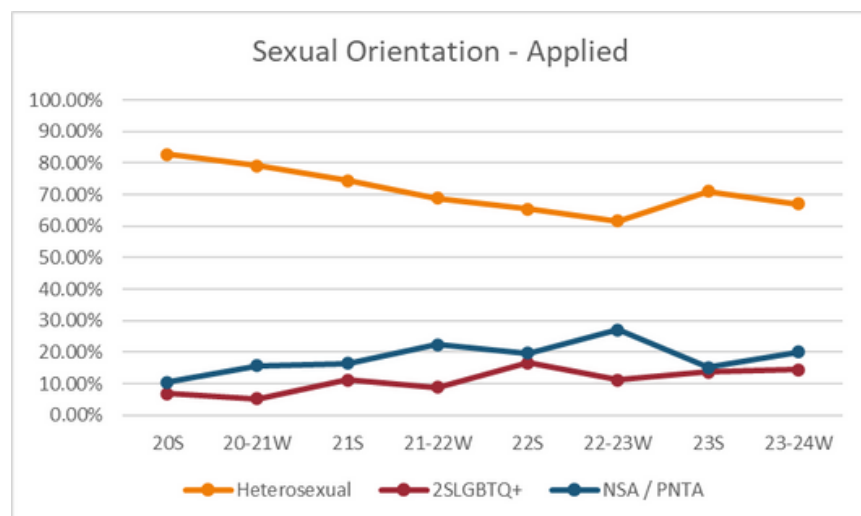
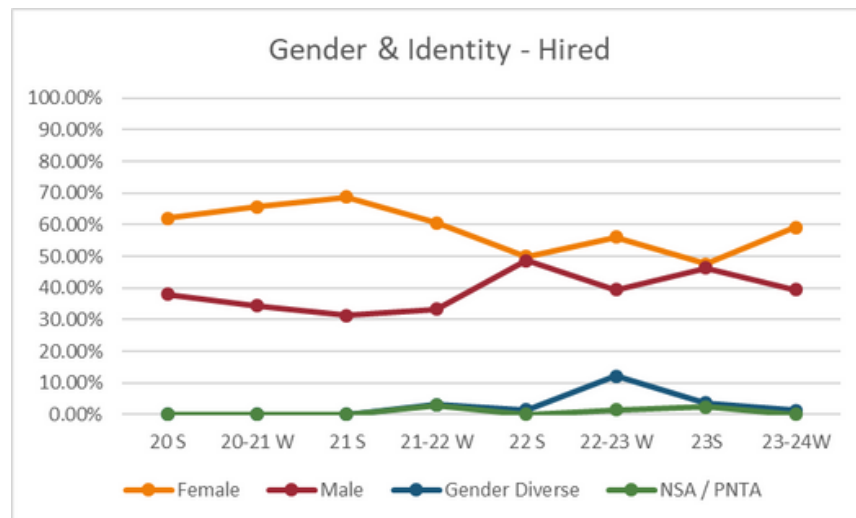
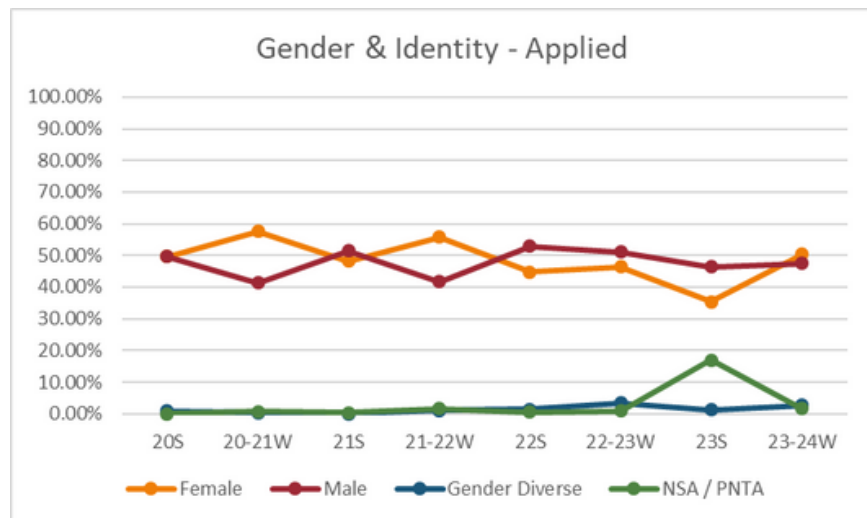
Of Student hires:

- 8.17% responded Asian
- 4.51% responded East Asian
- 41.08% responded South Asian
- 15.26% responded Black
- 1.27% responded Indigenous
- 1.32% responded Latin/Hispanic
- 3.20% responded Middle Eastern
- 25.31% responded White
- 6.95% preferred not to answer and/or indicated not specified above



Comparative Statistics

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



FUN FACT: Since 2006, YIP has received over **10,000 applications** and conducted nearly **4,000 interviews**. Our team is committed to maximizing opportunities for youth from across the Region from all walks of life!

UNITED



Let's take a U.N.I.T.E.D. journey
through YIP...

"UNITED. Now, I finally understand the depth of that word. I want to thank the Team Leaders, Supervising Team Leaders, and Program Coordinators for being exemplary role models and for ensuring the program was as engaging as possible".

-Winter 2023-24 YIP Student



A workshop learning about the 2SLGBTQ+ community and allyship.



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

UNDERSTAND AND APPRECIATE DIVERSITY



A workshop led by the Indigenous Bureau to better understand Indigenous history.



Introduction to aging: the impact on caregivers workshop.



Introduction to aging: impact of a brain injury workshop.

MAJOR PROJECT AND EVENTS

Newcomer Soccer Tournament (Summer 2023)

Partnering with the Community Development Council Durham, YIP hosted their newcomer soccer tournament to strengthen connections between our YIP students, and youth who are new to Canada.

- There were over 30 participants who attended between the ages of 14-24.
- Throughout the day, YIP students and newcomer youth got together to enhance their skills, contribute in team-building activities, and participate in various games of soccer.
- YIP students demonstrated leadership while outlining the importance of inclusion, diversity, and healthy living.
- DRPS Top Story: [DRPS Youth in Policing Soccer Tournament](#)



Basketball Tournament for Special Olympics (Winter 2023-24)

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

- The Tournament consisted of over **140** attendees, including athletes, family, DRPS members, and YIP students.
- Throughout the day, participants played basketball games, practiced skills and drills and engaged in **DRPS Canine and Forensics** presentations
- YIP members got to demonstrate leadership skills while building mentoring relationships with athletes.
- DRPS Top Story: [Special Olympics Basketball Tournament](#)





Workshop aimed to develop critical abilities and preventing cybercrime victimization.



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



A certification aimed to develop public speaking and confidence.

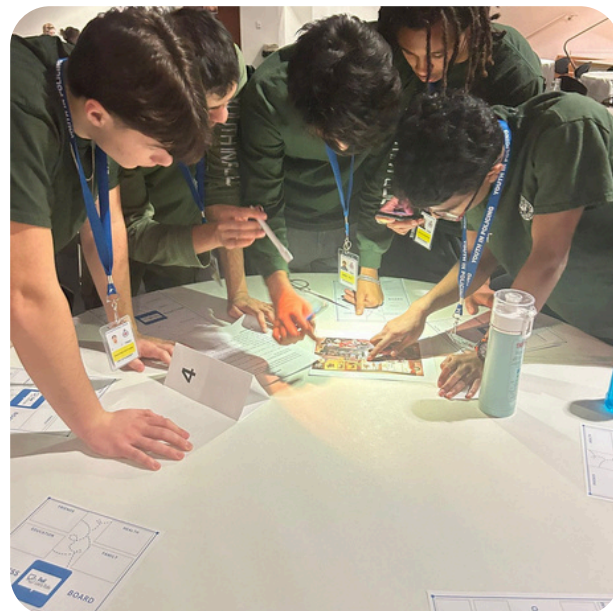


Workshop on digital literacy and Microsoft 365



A workshop aimed at improving students' financial literacy,

NAVIGATE THIER
FUTURE THROUGH
SETTING PERSONAL
AND PROFESSIONAL
GOALS



FUN FACT: YIP has been partnering with Toastmasters for each initiative since 2021!

MAJOR PROJECT AND EVENTS

Wellness Event (Summer 2023 and Winter 2023-24)

A brand new event for the YIP program which was first introduced in Summer 2023 to help promote positive mental health for YIP students.

- YIP students participated in rotations throughout the day to practice positive mental health in a collaborative setting.
- Notable activities include participating in an active boot camp, mindful meditation, pet therapy, and creating DRPS wellness packages, which were provided to officers (was to at RHQ).



C.A.N. Conference (Summer 2023 and Winter 2023-24)

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

- These conferences 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 400 youth** from across the Durham Region attended and engaged with **over 50 booths** over the course of the two conferences, allowing them to network with volunteer, employment, and support organizations.
- DRPS Top Story (Winter 2023-24): [YIP's Spring C.A.N Conference](#)





Certification on understanding and developing leadership skills.



Workshop dedicated to protecting and providing compassionate care for unwanted and abused animals in Durham Region

INVOLVE
THEMSELVES
AS LEADERS IN
THE
COMMUNITY



POST-SURVEY RESULTS
More than 95% of YIP Students expressed that they had a positive experience when asked to rate their experience at YIP as positive, neutral or negative.



A workshop to develop basic self-protection techniques.



A presentation on Durham families coping with cancer diagnoses.



A presentation on homelessness in northern Durham Region areas.



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

MAJOR PROJECT AND EVENTS

Coldest Night of the Year Fundraiser (Winter 2023-24)

The Coldest Night of the Year is a national event and fundraiser aimed to give participants an insight into homelessness in Canada and have a comprehensive understanding on how to create change in a team oriented way. This year, YIP partnered with North House to better support homelessness within rural and northern areas of Durham Region.

- A grand total of **\$16,282.23** was fundraised by YIP members over the course of the Winter.
- The YIP team participated in a **Boston Pizza Celebrity Server Night** in partnership with Boston Pizza Whitby and fundraised over \$300.00
- DRPS Top Story: [YIP's Coldest Night of the Year Fundraiser](#)



Hearth Place Fundraiser (Summer 2023)

Established in 1997, the Hearth Place Cancer Support Centre has touched the lives of thousands across Canada by creating spaces to support anyone impacted by cancer.

- YIP members fundraised over \$11,000.00 throughout the Summer.
- The YIP team participated in a Boston Pizza Celebrity Server Night in partnership with Boston Pizza Ajax and fundraised over \$300.00



FUN FACT: YIP has been fundraising bi-annually for the past 10 years and has raised more than \$200,000!



This certification equips students with skills to aid individuals in mental health crises.



Workshop to create mentally healthy teams that are connected, effective and purpose driven.

THINK AND REFLECT GLOBALLY



COMMUNITY SPONSORS

The 2024 IMPACT Forum had 6 community sponsors who helped provide an unforgettable experience for the attendees!



Workshop on giving back to the community with a focus on the Build-A-Backpack initiative.



Introduction to aging: impact of hearing loss and introduction to ASL workshop.



Dnaagdawenmag Binnoojiiyag
Child & Family Services

An introduction to the multi-service Indigenous Child Well-Being Agency.

MAJOR PROJECT AND EVENTS

Operation G.I.V.E (Summer 2023)

Operation GIVE focuses on finding new ways to provide to our community by Giving Individuals Valuable Essentials.

- YIP partnered with Dnaagdawenmag Binnoojiiyag Child and Family Services who provides various services and care to Indigenous children and families.
- Over 8 weeks, YIP collected and donated over 350 items, these include diapers, wipes, and other hygiene essentials.



Program Media and Graduation (Summer 2023 and Winter 2023-24)

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

- Program Media consisted of daily social media posts highlighting all ongoing events. At the end of the initiative, the team created a final initiative-in-review video to showcase at graduation, demonstrating all of the fantastic achievements of YIP members throughout the Summer.
- The Summer YIP graduation on **August 24, 2023** and Winter YIP Graduation on **March 27, 2024**, was the program's final day, dedicated to recognizing all of the hard work and achievements of YIP members during the Summer. Attendance included the YIP team, DRPS dignitaries, community members and partners, family, and friends.
- DRPS Top Story (Summer 2023): [Youth in Policing Graduation](#)
- [DRPS Top Story \(Winter 2023-24\):](#)





Eastdale CVI Information Booth



DRUHC's Confronting Racism Fair



Boston Pizza Celebrity Server Night

C O M M U N I T Y

EMPOWER
OTHERS TO
AMBASSADORS
OF CHANGE



A workshop inspired by
Herb Carnegie aimed to
make a community impact.



A workshop on gambling and its
impacts through the Youth
Gambling Awareness Program.

The YIP Team has attended **over 10 community events** to share all about what the program has to offer for different youths around the community!

MAJOR PROJECT AND EVENTS

Jr. Youth in Policing Camp (Summer 2023)

YIP hosted its 14th annual Junior Youth In Policing Leadership Camp at the Kids Safety Village. Junior YIP Camp focuses on targeting younger members of our community to empower others to be future ambassadors of change.

- This year's focus surrounded the theme of LEAD where campers were learning the valuable skills to; *Listen, Encourage, Adapt, and Devote*.
- 81 Campers were paired with our YIP students where they participated in team building activities, educational activities, and interacting with various police units and other emergency services.
- DRPS Canine, Forensics and Whitby Fire joined for engaging presentations for the campers.
- DRPS Top Story: [14th Annual Jr. Youth in Policing Camp](#)



CHIEF Q & A

YIP's continued tradition in having a Q&A Session with a DRPS command member learning more about their roles and responsibilities in the service



DISCOVER POLICING BEYOND THE UNIFORM



Education and Training Centre



Tactical Unit



K9 Unit

The YIP space has welcomed over **15 DRPS units** and **60 DRPS members** to help students *discover policing beyond the uniform*.

MAJOR PROJECT AND EVENTS

Ripple Effect Youth Forum (Summer 2023)

This year YIP held their 16th annual Ripple Effect Youth Forum. This large-scale community event is about influencing youth in the community to make positive ripples of change, with this year's focus on vision and altruism.

- Approximately **450** youth attended
- YIP was joined by incredible keynote speakers; **Aubrey Noronha, Christine Lewis, and Mike D'Urzo** who shared their lived experiences to encourage and inspire youth to make positive change within themselves and the community.
- All attendees helped give back by creating themed care packages for paediatric children, hosted by Project Sunshine.
- Over **12** Youth In Policing Initiatives that joined from across Ontario.
- DRPS Top Story: [16th Annual Ripple Effect Forum](#)



I.M.P.A.C.T. Youth Forum (Winter 2023-24)

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.

- More than **160** youth attended in-person and over **80** attended online!
- Chief Peter Moreira provided opening remarks and emphasized that small, consistent actions lead to making I.M.P.A.C.T.
- Keynote speakers Sunjay Nath, De-Mario Knowles, Mike Shoreman and Tracy Schmitt highlighted the importance of taking action and making a difference in the community.
- DRPS Top Story: [IMPACT Youth Forum](#)



UNITED



"The memories of working side by side and achieving common goals will stay with me, reminding me of the power of unity and collaboration. These friendships are more than just program connections, they're lasting bonds that I will carry forward."

YIP Student 2023/2024 Winter



“

The one thing that I will personally remember from this program is the sense of camaraderie and support among my peers. The bonds formed during our time together, the shared experiences, and the mutual encouragement will stay with me long after the program ends. These connections have not only enriched my YIP experience but have also inspired me to continue fostering meaningful relationships and collaborating with others in pursuit of common goals.

YIP Student 2023/2024 Winter

"All the individuals in leadership roles sincerely cared about our growth and helped us attain that growth throughout the initiative. As a 90-year-old man, I will not have much room in my memory, but this job's environment will stick with me."

YIP Student 2023/2024 Winter



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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