2022 Summer Initiative – Program Report

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Message from the Office of the Chief of Police

On behalf of the Durham Regional Police Service (DRPS) and Command, I want to thank all those who support our Youth in Policing Program. We have seen tremendous growth in demand and evolution over the years and it has become the benchmark for other services to follow. The collective support of this program is absolutely making a difference in the lives of our youth who are our future leaders. YIP is transformative and supports our mission of community safety. Thank you to the Province and the Durham Regional Police Services Board for believing in this program and our youth. Success doesn’t happen by accident and I want to thank the YIP Team Leaders, Supervising Team Leaders, Program Coordinators, YIP Liaison Officers, YIP Steering Committee, DRPS Members, and Community Partners for their continued efforts in making this program a success. Thank you for continuing to believe in the youth and our program. It does take a village, and we appreciate you all being part of ours.

Todd Rollauer
Chief of Police

Dean Bertrim
Deputy Chief of Police

Joe Maiorano
Deputy Chief of Police

Stan MacLellan
Chief Administrative Officer

Message from the Program Coordinators

It is incredible to see the growth in the youth from day one to graduation and beyond. For over 16 years, Youth in Policing has had youth from all walks of life come together to share their experiences, learn from others, develop personally and professionally, and develop their communities. The 2022 Summer was no different, with the program transitioning back in-person to reach new heights and continuing to serve 70 Students and 12 Leadership Team members in a meaningful and inclusive environment. We are so proud of you all and cannot wait to hear all the great things you will do next!

Aaron Wood
YIP Program Coordinator

Oscar Li
YIP Program Coordinator

Cynthia Nimri
YIP Program Coordinator

About Youth in Policing

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). The program has been running since 2006 and has provided 1816 youth employment opportunities.

YIP Mission
We want 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 or change
- Discover policing beyond the uniform

YIP Mandate
To provide student employment for youth while enhancing relationships between police and the community.
**Hiring Details**

The hiring process ran from February 2022 to June 2022, involving 41 DRPS members. YIP employed a total of **82 youths**.

- Our team included 70 Students, 6 Team Leaders, 3 Supervising Team Leaders, and 3 Program Coordinators.
- The number of candidates increased by 80% compared to the 2021 Summer Initiative, receiving 608 applications and conducting 151 interviews.
- Employment began on July 4, 2022, working 28 hours per week until August 25, 2022.

**Program Demographics**

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%. 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, 35 (50.00%) responded female, 1 (1.43%) responded fluid, and 34 (48.57%) responded male.

**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 (4.29%) responded asexual, 4 (5.71%) responded bisexual, 1 (1.43%) responded gay/lesbian, 51 (72.86%) responded heterosexual, 2 (2.86%) responded pansexual, 2 (2.86%) responded questioning, and 8 (11.42%) 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, 7 (10.00%) responded Asian, 4 (5.71%) responded East Asian, 27 (38.57%) responded South Asian, 12 (17.14%) responded Black, 3 (4.29%) responded Indigenous, 1 (1.43%) responded Latin/Hispanic, 1 (1.43%) responded Middle Eastern, 23 (32.86%) responded White, and 3 (4.29%) preferred not to answer and/or indicated not specified above.

Comparative Trends
Below is a comparison of Student Candidates versus Hires from the 2020 Summer Initiative to the present (inclusive).
Summer Programming
Over eight weeks, YIP developed programming to provide personal, professional, and community developmental opportunities. Members spent the Summer gaining meaningful work experience in a positive group environment, which promoted active collaboration, communication, and leadership.

DRPS Involvement
During the Summer Initiative, 77 DRPS members (excluding YIP Team Leaders and YIP Students) got involved in some capacity to support the program and inspire, educate, and develop YIP members.

❖ 13 DRPS Units presented to YIP members, including the following:
  o Air Support Unit, Community Safety Unit, Drug Enforcement Unit, Education & Training Center, Equity & Inclusion Unit, Forensic Investigative Services Unit, Homicide Unit, Mental Health Support Unit, Professional Standards Unit, Public Safety Unit, Recruiting Unit, Tactical Support Unit, and Victim Services Unit.

❖ DRPS Chief of Police Todd Rollauer and Deputy Chief Dean Bertrim provided question-and-answer sessions to discuss their jobs, daily life, and more!

Workshops, Training, and Presentations
Members participated in different learning opportunities with 17 community organizations.
LIFESAVING SOCIETY
Lifesaving Society
Certified members in Standard First Aid, CPR C, and AED.

GLOBAL LEADERSHIP INITIATIVES
Global Leadership Initiatives
A 9-hour certification on understanding and developing leadership skills.

DURHAM CONTINUING EDUCATION
Durham Continuing Education
Cooperative Education, earning member two high-school credits.

Impact Over Intention
Impact over Intention
A 3-hour workshop on change-making and the impact of words.

PFLAG CANADA
PFLAG Canada
A 2-hour workshop learning about the 2SLGBTQ+ community and allyship.

TOASTMASTER'S INTERNATIONAL
Toastmasters International
A 15-hour workshop to develop public speaking and confidence.

CAREA COMMUNITY HEALTH CENTRE
CAREA Community Health Centre
A 3-hour interactive workshop to better understand the life and culture of Indigenous peoples.

FUTURE ACES FOUNDATION
Future Aces Foundation
A 2-hour workshop about Herb Carnegie inspiring members to make a personal impact in their communities.

KLAE DEI CONSULTING & TRAINING
KLAE DEI Consulting & Training
A 6-hour workshop to better understand diversity, equity, inclusion, and bias awareness.

OSHAWA WING CHUN & MARTIAL ARTS
Oshawa Wing Chun & Martial Arts
A 3-hour workshop to develop basic self-protection techniques.

MENTAL HEALTH COMMISSION OF CANADA
Mental Health Commission of Canada
A 12-hour certification on Mental Health for Adults who Interact with Youth.

ROYAL BANK OF CANADA
Royal Bank of Canada
A 1.5-hour workshop on developing financial literacy skills.

ALZHEIMER SOCIETY DURHAM
Alzheimer Society Durham
Introduction to aging: dementia experience workshop.

DURHAM DEAF SERVICES
Durham Deaf Services
Introduction to aging: impact of hearing loss and introduction to ASL workshops.

BRAIN INJURY ASSOCIATION OF ONTARIO
Brain Injury Association of Ontario
Introduction to aging: impact of a brain injury workshop.

ONTARIO CAREGIVER ORGANIZATION
Ontario Caregiver Organization
Introduction to aging: the impact on caregivers workshop.

GLOBAL RESEARCH & CONSULTING
Global Research & Consulting
A 1.5-hour workshop on marketing and design.
Major Projects and Events

YIP facilitated six significant projects throughout the Summer, each spearheaded by a YIP Supervising Team Leader, YIP Team Leader, and their YIP Student Teams.

Ripple Effect Youth Forum
The 15th annual Ripple Effect Youth Forum was a large-scale community event focused on defining diligence while exploring consistency, cooperation, and conscientiousness concepts.

❖ Speakers Sultan Akif, Johnny Henderson, and Adonis Rosalle joined to share their experiences and provide knowledge about pursuing their goals and changing the community.
❖ Youth engaged in YIP-led activities and participated in Student-led workshops
  o Approximately 550 individuals participated in the forum, both in-person and virtually.
  o Virtual participants logged on from 9 countries, including
    ▪ Bangladesh, Canada, Barbados, Kuwait, Lebanon, Pakistan, Turkey, the United Kingdom, and the United States of America.
❖ Thank you to the 15 community organizations and sponsors who helped make this event a success!
❖ DRPS Top Story: Youth Forum explores Leadership and Empowerment.

Hearth Place Cancer Support Centre Fundraiser
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 a total of $10,420.52 throughout the Summer.
❖ The team participated in three celebrity server nights in partnership with Buffalo Wild Wings Ajax, Boston Pizza Ajax, and Boston Pizza Whitby.
❖ DRPS Top Story: YIP sets sights on new fundraising goal.

Operation GIVE
Operation GIVE focuses on Giving Individuals Valuable Essentials, a non-monetary giveback to the community.
❖ Part 1 focused on environmental stewardship. The team participated in workshops to learn about plastic waste, utilizing what is around them, and working together to create change.
  o The team organized a "Grab. Use. Change." Community cleanup at Stone Street Park, where they collected 22 bags of trash.
❖ Part 2 focused on providing backpacks and school supplies to youth in need. In partnership with Ignite Durham, the team donated over 110 bags and 1500 items!
Junior Youth in Policing Camp
YIP hosted its 13th annual Junior Youth in Policing Leadership Camp (Jr. YIP Camp) from the Kid's Safety Village.
- Seventy campers were paired with one of our YIP students to participate in team building and various educational activities, interact with emergency services in the community, and learn valuable leadership skills.
- DRPS Top Story: 13th Annual Junior Youth in Policing Leadership Camp.

CAN Conference
The CAN Conference creates opportunities for YIP Students and Alumni beyond the program through Community, Advocacy, and Networking. CAN takes YIP members' talents and transfers them into tangible employability skills. This Initiative, CAN focused on interview best practices, resume checks, time management tricks, and building your path.
- Speaker Sarah Syed joined to share about building a small business and entrepreneurship.
- CAN hosted a job fair for our 70 students and 100 members of the public. 21 community partners set up booths to provide information on their organizations:
- DRPS Top Story: CAN Conference Provides Networking Opportunities for Durham Youth.

Program Media and Graduation
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 YIP graduation on August 25, 2022, 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: Youth in Policing Graduation.

Closing Word
Thank you for reviewing this final report for the Youth in Policing 2022 Summer Initiative!