

YOUTH IN POLICING INITIATIVE



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.

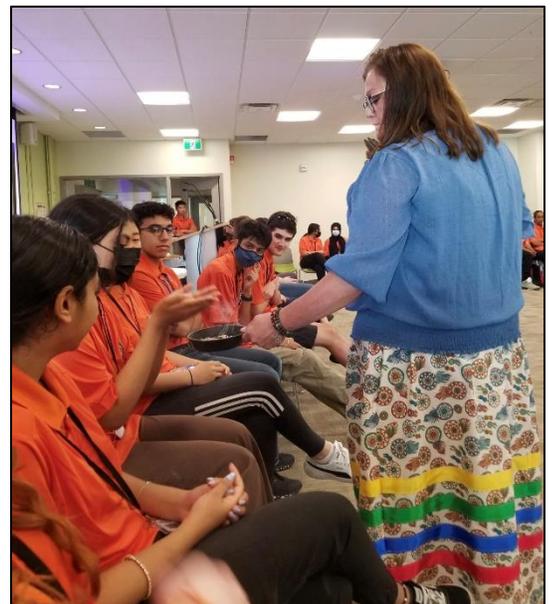
YIP Mission

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

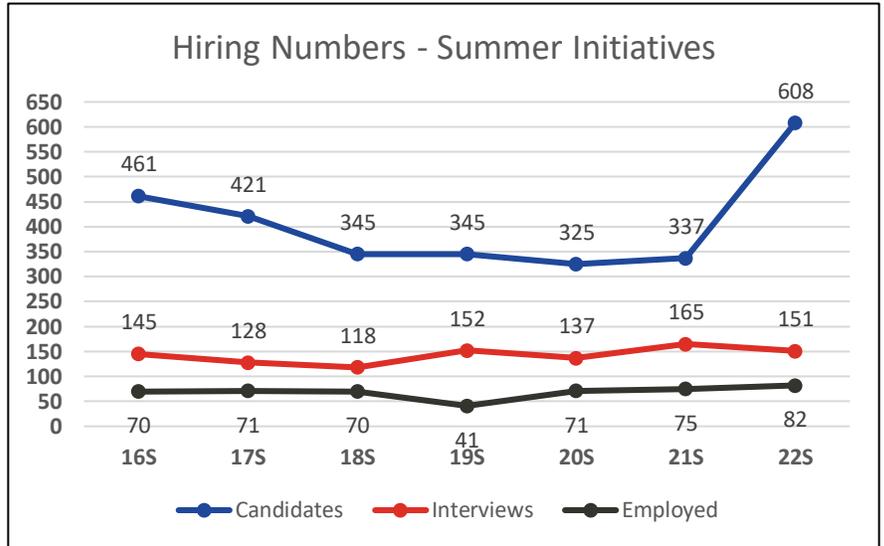
To provide student employment for youth while enhancing relationships between police and the community.



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.



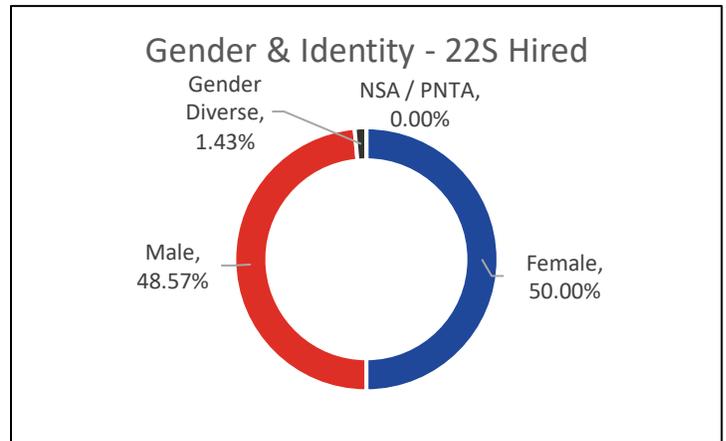
Program Demographics

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.

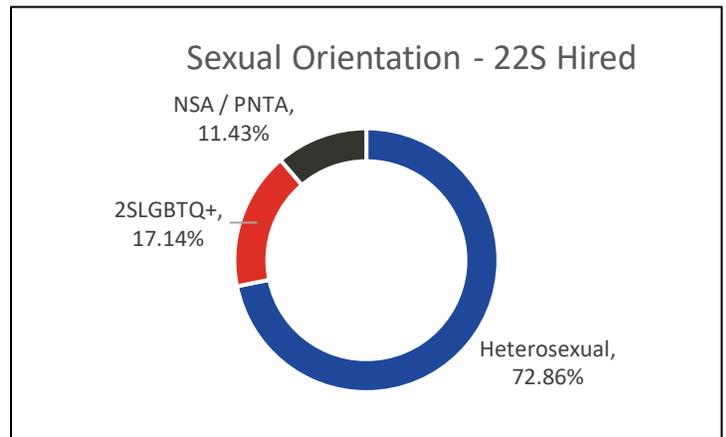
- ❖ Of Student hires, 35 (50.00%) responded female, 1 (1.43%) responded fluid, and 34 (48.57%) responded male.



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.

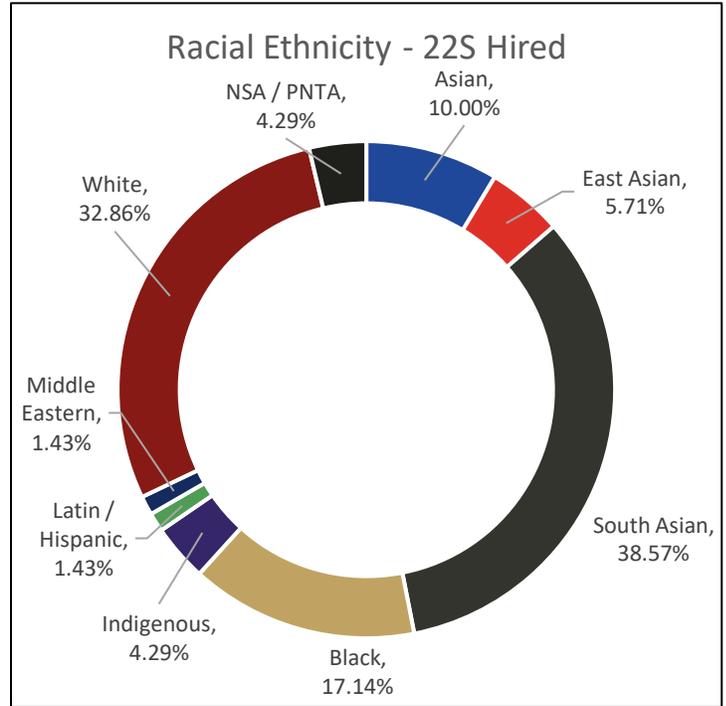
- ❖ Of Student hires, 3 (4.29%) responded asexual, 4 (5.71%) responded bisexual, 1 (1.43%) responded gay/lesbian, 51 (72.86%) responded heterosexual, 2 (2.86%) responded pansexual, 2 (2.86%) responded questioning, and 8 (11.42%) preferred not to answer and/or indicated not specified above.



Racial Ethnicity

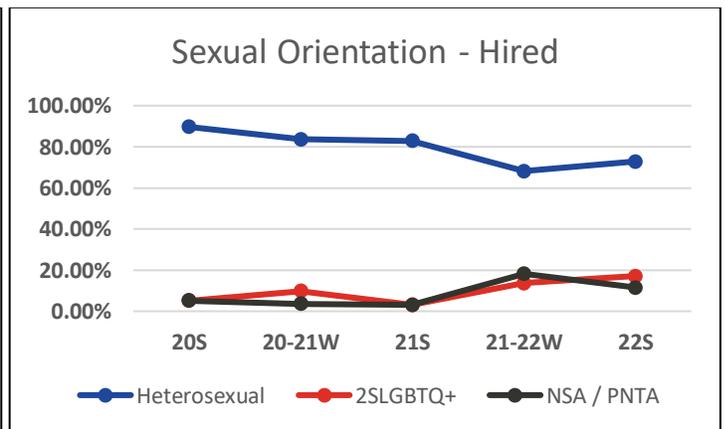
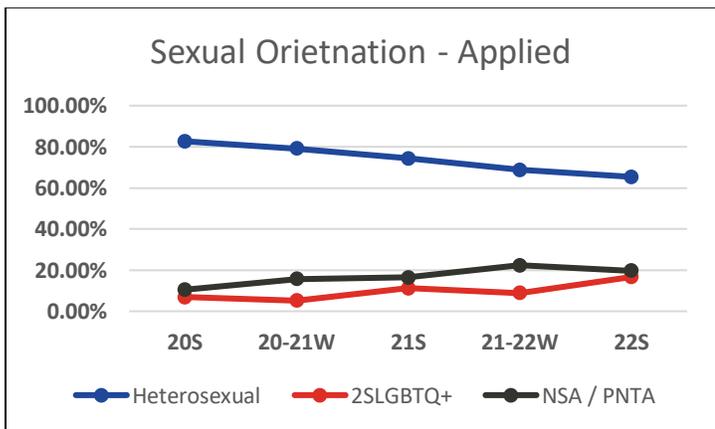
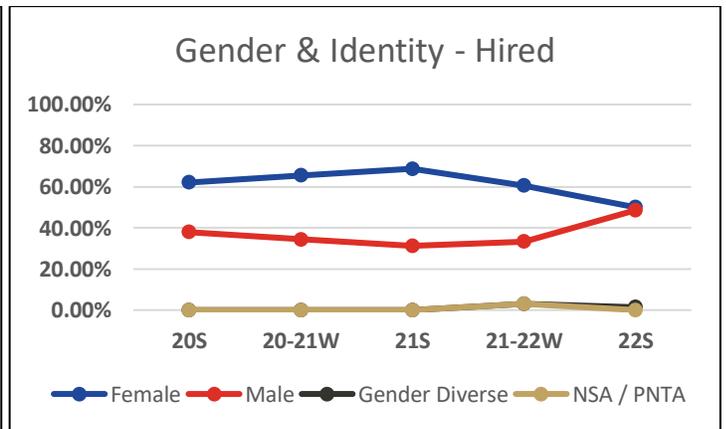
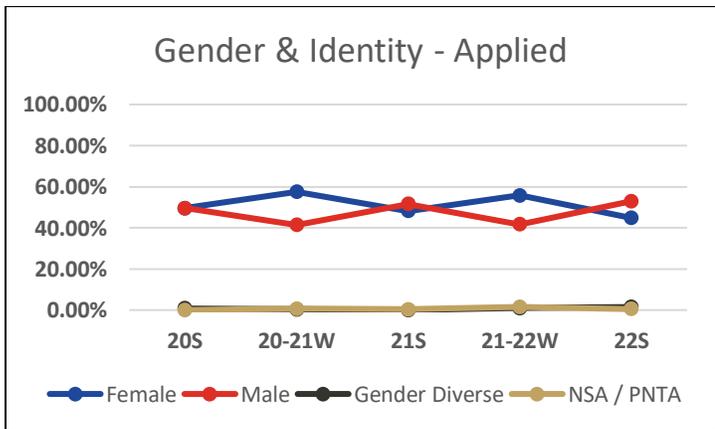
Candidates could identify as Asian, Black, East Asian, Indigenous, Latin/Hispanic, Middle Eastern, South Asian, White, not specified above, and/or prefer not to answer.

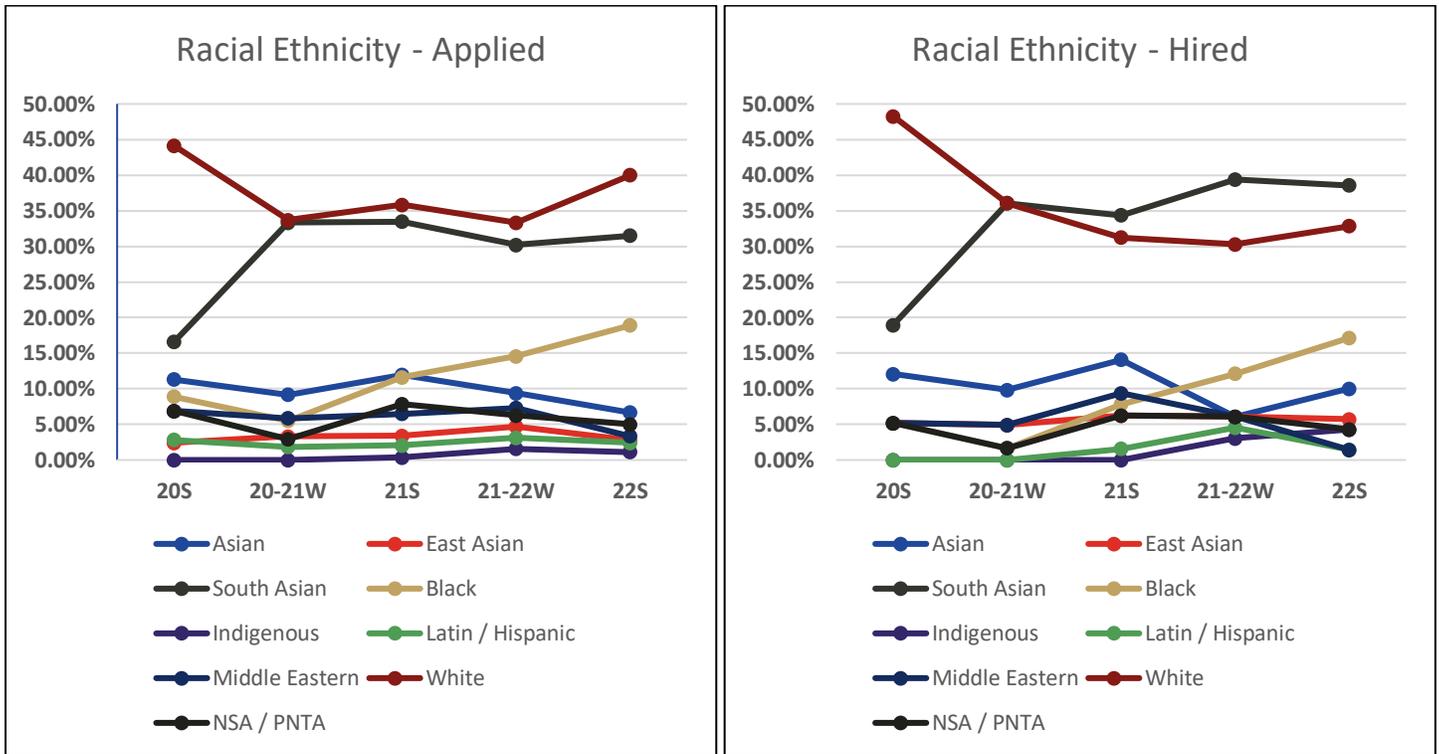
- ❖ Of Student hires, 7 (10.00%) responded Asian, 4 (5.71%) responded East Asian, 27 (38.57%) responded South Asian, 12 (17.14%) responded Black, 3 (4.29%) responded Indigenous, 1 (1.43%) responded Latin/Hispanic, 1 (1.43%) responded Middle Eastern, 23 (32.86%) responded White, and 3 (4.29%) preferred 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:
 - 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

A 9-hour certification on understanding and developing leadership skills.



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.



**pflagcanada.
DURHAM REGION**

Pflag Canada

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



Toastmasters International

A 15-hour workshop to develop public speaking and confidence.



Care. Compassion. Community.

Carea Community Health Centre

A 3-hour interactive workshop to better understand the life and culture of Indigenous peoples.



Future Aces Foundation

A 2-hour workshop about Herb Carnegie inspiring members to make a personal impact in their communities.



KLAE DEI Consulting & Training

A 6-hour workshop to better understand diversity, equity, inclusion, and bias awareness.



Oshawa Wing Chun & Martial Arts

A 3-hour workshop to develop basic self-protection techniques.



Mental Health Commission of Canada
Commission de la santé mentale du Canada

Mental Health Commission of Canada

A 12-hour certification on Mental Health for Adults who Interact with Youth.



Royal Bank of Canada

A 1.5-hour workshop on developing financial literacy skills.



Alzheimer Society Durham

Introduction to aging: dementia experience workshop



Durham Deaf Services

Introduction to aging: impact of hearing loss and introduction to ASL workshops



Brain Injury Association of Ontario

Introduction to aging: impact of a brain injury workshop.



Ontario Caregiver Organization

Introduction to aging: the impact on caregivers workshop.



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
 - Approximately **550 individuals** participated in the forum, both in-person and virtually.
 - 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.
 - 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:
 - Alzheimer's Society Durham, Boys & Girls Club of Durham, Carea Community Health Centre, DRPS Recruiting Unit, DRPS Youth in Policing, Durham ACES Association, Durham Family Cultural Services, Footprints4Autism, Hearth Place Cancer Support Centre, John Howard Society of Durham Region, LA Fitness, North House, Ontario Power Generation, Ontario Provincial Police, Oshawa Public Library, Toastmasters International, Whitby Fire Department, Whitby Public Library, YMCA PlayOn Program, Youth Initiatives Durham, and YouthOrpha.
- ❖ 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!