

Classification **PUBLIC**

Meeting **November 14, 2017**

Agenda Item **Interim Monitoring Report:  
COMMUNITY DIVERSITY**



Recommended Motion:

**THAT the Board finds that all provisions of the *Community Diversity Ends Policy* have been complied with.**

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I hereby submit my monitoring report on your Ends Policy “Community Diversity” according to the schedule set out. I certify that the information contained in this report is true.

I report compliance to all provisions of this policy.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Chief of Police

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**Board Policy Statement:**

*An effective and responsive police service must reflect the composition of the communities it serves. The police service must further demonstrate respect and sensitivity to the pluralistic, multiracial and multicultural character of its communities in the delivery of its programs and services.*

*It is the policy of the Durham Regional Police Services Board that the Durham Regional Police Service shall embrace diversity internally as an employer and externally through the services provided by the DRPS. The values of inclusiveness, tolerance, and respect will be promoted and maintained throughout the organization and in the communities served by the DRPS.*

**Reporting**

*An assessment of the level of diversity embraced by the DRPS shall rely upon quantitative and qualitative analyses of relevant data, information and public input.*

*The Chief shall report annually on outcomes resulting from this policy.*

**Interpretation of the Chief of Police:**

It is my interpretation that the Board Ends of Community Diversity is directly related to Section 1, principles 5 and 6 of the *Police Services Act, 1990* – Principle #5 identifies – “*The need for sensitivity to the pluralistic, multiracial, and multicultural character of Ontario society*”. Principle #6 identifies “*the need to ensure the police forces are representative of the communities they serve.*” It is my further interpretation that the Community Diversity Board Ends is responsive to sec 4 (3) of the *Police Services Act* regarding *Assistance to victims of crime* and our duty to provide adequate and effective police services in a multiracial and multicultural context.

Further it is my interpretation that:

1. The Durham Regional Police Service must come to reflect the multi-cultural, multi-racial, and pluralistic composition of the various communities that comprise Durham Region.
2. The Service shall report annually on outreach initiatives that seek to engage active participation in community/police relationships with underrepresented groups.

The Durham Regional Police Service (DRPS) honours and adheres to these values.

The Durham Region is becoming increasingly diverse and complex in terms of culture and race. Other groups (e.g., Indigenous Peoples, the lesbian, gay, bisexual, transgender, transsexual, queer (LGBTQ) community, persons with physical and invisible disabilities) add to the various dimensions of policing.

In order for the community and the DRPS to understand the full meaning of the rights and values enshrined in law in a diverse community, DRPS continues to gain a greater understanding of and sensitivity to its diverse communities. Enhanced community engagement and greater mutual support will lead to increased community safety across the Region, which is the vision of the DRPS.

### **Report Frequency and Format**

One of our objectives is to comprehensively report on the work effort, programs and initiatives that are undertaken by the Police Service as it relates to diversity, human equity and inclusion. In accordance with the 2017-2019 Diversity, Equity and Inclusion (DEI) Strategic Plan the Service has resolved to submit a Community Diversity Report on a quarterly basis to ensure that the Board can receive regular updates on the progress of the DEI strategy and monitor the many implementation outcomes. The results and progress can be measured using the success indicators included in Appendix 4 of the DEI Strategy.

## **DEI STRATEGY OBJECTIVES**

### **Goal 1 • Total engaged community**

Each demographic community (defined by gender, race, culture, religion, lifestyle, socio-economic class, age, disability, geography or any other characteristic) is equally engaged in it's own security, and feel that the police are a part of the community, partners in the safety of their community. This DEI goal is linked to the Business Plan Goal 1 – Deliver community safety through collaboration.

### **Goal 2 • Workforce reflects the Region demographically**

This goal is one of the strategies for delivering effective, sensitive service in a diverse Region, fostering the trust and confidence of diverse communities. This DEI goal is also the Business Plan Goal 3 – Build strength in our membership, Objective 3.1 – Attract a skilled workforce that reflects our community.

### **Goal 3 • Leadership reflects the Region demographically**

Delivering effective service and fostering trust in a diverse Region requires that decision-making and decisions reflect the diversity of community needs and expectations. This DEI goal is also the Business Plan Goal 3 – Build strength in our membership, Objective 3.2 – Develop leadership capacity in our organization.

### **Goal 4 • Diversity competent members**

This goal is another strategy for delivering effective, sensitive service in a diverse Region, fostering the trust and confidence of diverse communities. This DEI goal is linked to the Business Plan Goal 2 – Demonstrate excellence in core service delivery. Objective 2.2 – Provide policing services in a biasfree manner.

### **Goal 5 • Secure and supportive workplace**

In order to attract, retain, and have a fully engaged workforce, all members need to feel that the workplace is comfortable and supportive. This DEI goal is linked to the Business Plan Goal 3 – Build strength in our membership, Objective 3.4 – foster unity throughout our organization and Objective 3.5 – Support our members in achieving a healthy and balanced lifestyle.

## ADMINISTRATIVE IMPLEMENTATION PROGRESS

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### **A1.0 DEI Taskforce Framework**

As stated in the previous Interim Diversity Monitoring Report (January to June 2017) the Diversity, Human Equity and Inclusion Unit will steward the organizational implementation of the 2017-19 DEI Strategic Plan. In order to give the necessary attention to each of the goals, DRPS has identified five Champions – one for each of the DEI strategy goals. The following members of Command serve as the Champion for each of the DEI strategy goals:

- Goal 1 • Total engaged community – Deputy Chief Fernandes
- Goal 2 • Workforce reflects the Region demographically – CAO Maclellan
- Goal 3 • Leadership reflects the Region demographically – Chief Martin
- Goal 4 • Diversity competent members – Deputy Chief Jaswal
- Goal 5 • Secure and supportive workplace – Both Deputy Chiefs & CAO

These champions supported by the members of the Diversity, Human Equity and Inclusion Unit will be responsible for creating Goal Implementation Teams to operationalize their respective area of the strategy. Each Champion will be responsible to show significant progress related to their respective Goal. The Implementation Teams will create action plans outlining responsibility for the most important strategic initiatives for each year. The Goal Implementation Teams will be divided into taskforces, each responsible for one strategic initiative in the first year. A Project Charter(s) will be created by each of the taskforce champions and/or leaders and the Project Charter will articulate the initiative. The Project Charter does have the flexibility to grow and expand its scope. It is important to note that each taskforce is responsible for providing updates and reports accordingly.

The following Goal Implementation Team structure has been established:

#### **Goal 1 • Total Engaged Community – Champion: Deputy Chief Fernandes**

Taskforce Goal: Expand Community Relationships  
Taskforce Leader: A/Inspector Courneyea  
**(The Project Charter for this task force is attached to this report.)**

#### **Goal 2 • Workforce Reflects the Region demographically – Champion: CAO Maclellan**

Taskforce Goal: Attracting Qualified Candidates from under-represented groups.  
Taskforce Leader: Inspector Fitzgerald  
**(The Project Charter for this task force is attached to this report.)**

#### **Goal 3 • Leadership reflects the Region demographically – Champion: Chief Martin**

Taskforce Goal: Leadership Development Program  
Taskforce Leader: Vidal Chavannes  
**(The Project Charter for this task force is attached to this report.)**

#### **Goal 4 • Diversity competent members – Champion: Deputy Chief Jaswal**

Taskforce Goal: Member training and development; Specific focus on the DRPS Diversity, Human Equity and Inclusion Strategic Plan.  
Taskforce Leader: Angela Adu  
**(The Project Charter for this task force is attached to this report.)**

#### **Goal 5 • Secure and supportive workplace –Champion: Both Deputy Chiefs & CAO**

Taskforce Goal: \* **This initiative is currently being developed.**  
Taskforce Leader:

**B1.0 Diversity Advisory Council**

The Diversity Advisory Council (DAC) continues to meet on a monthly basis. However, it is important to note that during the month of September, the DAC committee met on two occasions separate and apart from the regular monthly meeting to discuss the circumstances relating to the incident involving Dafonte Miller. Resulting from those 2 additional meetings, DAC members elected to extend an invitation to representatives from the Durham Committee Action Group and the Multi-Cultural Council of Durham to join the monthly business meeting on September 20, 2017. The DAC led a collaborative discussion on emergent issues and engaged in a facilitated exercise to develop strategies to enhance the engagement between the Police Service and various populations within our diverse community.

The DAC are also pleased to have created a video featuring and profiling the challenges faced by two Syrian newcomers to Durham Region. The formal screening debut was at the October 2017 DRPS Police Services board meeting.

**B2.0 Black History Month Planning for 2018; September 2017 – January 29, 2018**

DRPS, the Region of Durham and the Canadian Jamaican Club of Durham have established a committee to plan the 2018 commemorative launch of Black History Month on January 29, 2018. The committee met on September 14, 2017 and developed the preliminary itinerary. Meetings will be held monthly between October - December 2017 and weekly in January 2018.

**B3.0 Black Experience Project**

The groundbreaking study called “Black Experience Project in the GTA,” released on July 19, 2017. In 2015, the Durham Regional Police Service and the Region of Durham joined the Environics Institute, Ryerson University's Diversity Institute, the United Way Toronto and the YMCA of Greater Toronto to fund a ground breaking research study focusing on the Black community in the Greater Toronto Area (GTA). The study offers insightful snapshots of attitudes, realities and resilience that inform the experiences of the historically, ethnically, geographically, religiously and economically diverse group of about 400,000 individuals in the GTA, many of whom identify as Black.

The results are intended to provide valuable insight and direction in identifying policies and other initiatives that will contribute to the health and vibrancy of the Black community, and by doing so, the health and vibrancy of the entire GTA community and beyond. Project results are expected to provide a focal point for the Black community to better harness its assets and expand its successes broadly throughout the entire community, as well as help the broader community (e.g., community leaders, decision-makers, policy makers, general public) understand and appreciate the diversity and vibrancy of the Black community within their vicinity. The Black Experience Project results will be provided to the Taskforce Champions, Leaders & Team members so they can make informed steps as they move forward with their tasks and goals.

**B4.0 Collection of Identifying Information in Certain Circumstances**

The Honorable Justice Michael H. Tulloch was recently appointed by Minister of Community Safety and Correctional Services to serve as the Independent Reviewer of Ontario Regulation 58/16: Collection of Identifying Information in Certain Circumstances – Prohibition and Duties.

On October 11<sup>th</sup> and 12<sup>th</sup>, 2017 Justice Tulloch accompanied by his review team visited the Durham Regional Police Service and meet with various stakeholders to conduct a review of the regulatory implementation of these new provisions.

As set out in the Terms of Reference, the review consisted of the following:

- Examine whether the regulation appropriately reflects the government’s goal of ensuring that police-public interactions are consistent, conducted without bias or discrimination, and done in a manner that promotes public confidence and keeps our communities safe;
- Assess whether police officers, chiefs of police and police services boards are in compliance with the regulation;
- Evaluate the curriculum and related training materials developed by the Ontario Police College to ensure compliance with the regulation – including providing findings on the effectiveness of the training;
- Examine the approaches police services have adopted and make any relevant recommendations on whether greater consistency is required regarding the implementation of specific aspects of the regulation;
- Identify whether there are any challenges, operational or otherwise, in applying the regulation and, if so, provide any recommendations regarding how they could be addressed;
- Examine whether the accountability and oversight mechanisms in the regulation are appropriate to ensure compliance and, if not, recommend how they could be improved; and
- Identify any potential regulatory amendments and policy and/or procedural changes recommended to improve the implementation of the regulation.

Justice Tulloch advised that he will be visiting 30 + Police Services and that his final report is not expected until Mid-year 2018. This report will be shared with our police service and of course recommendations will be reviewed and if applicable made accordingly.

## **B5.0 Youth**

### Colours Youth Program

In accordance with the organizational priority of delivering community safety through collaboration, members of DRPS have worked with the Carea Community Health Centre to host a meeting of the Colours Youth Group every month over the past year. The program is intended to provide vulnerable youth with a support network, and to also create opportunities for officers to mentor youth who identify as being a member or ally of the LGBTQ community.

In September 2017, a survey was administered to members of the Colours Youth Group in an effort to evaluate their experience in the program. Individuals between 13 and 21 years of age participated in the survey (average respondent age was 16.25 years). While the majority of youth in attendance reside in the Town of Ajax (67%), the survey does indicate that individuals from Oshawa and Whitby attend youth group meetings on an occasional to regular basis.

All of the participants who provided a valid response stated that their overall experience in the DRPS-hosted youth group meetings was either ‘very good’ (88%) or ‘good’ (12%). With respect to content, all of the participants responded favorably when asked if they felt the topics discussed at the meetings were relevant, and 70% reported that the activities were ‘always’ or ‘usually’ interesting and engaging. Respondents stated that their experience could be improved if the Canine Unit were to attend more frequently and if there were more publicity advertising when sessions are held.

The majority of respondents reported feeling that support was offered through the program (91%) and that they believe they were ‘always’ treated in a fair and respectful manner (89%). With respect to building and strengthening relationships between police and youth, 67% of respondents stated that, if they were the victim of a crime, they would feel comfortable reporting it to the DRPS. Additionally, after attending the DRPS-hosted youth group sessions, 78% of respondents reported that their perception of police officers has improved and 22% of respondents reported that their perception of police officers has remained the same.

The survey and summary of results was compiled by Crime Analyst Chris Doni of the DRPS Crime Analysis Unit.

## **B6.0 Youth Leadership – Basketball Tournament**

A/Sgt Mintz, A/S/Sgt Ganeshan and PC Peddle and Roberstson, have been building relationships with the Muslim community. These officers have been working closely with one of our Diversity Advisory Committee members, Mr. Mehdi Barezai. Together, they have created an opportunity for the Muslim youth in the Region to come and meet DRPS members for a fun filled afternoon of basketball, food, refreshments and employment opportunities. Over 18 DRPS members from across the service volunteered their time to help make this event a success. A recruiting representative was present to speak with prospective candidates. Through sponsorship, \$1,300.00 was raised for this event.

Results: A total of 60 youths from across the Region attended this event; 48 males and 12 females. DRPS recruiting officer was present and a total of 19 youths (15 males and 4 females) expressed an interest in employment. Most importantly, positive relationships have been made and further coaching and mentoring opportunities will follow with these young men and women.



### **B7.0 Seniors – Intergenerational Dinner**

Students at J Clarke Richardson high school reached out to DRPS to partner at this event. This is the third year we have been working together. DRPS members as well as the students in the culinary program receive not only the experience of interacting with senior citizens within our Region, they also gain experience with event planning and community togetherness. The students, along with DRPS held this event on October 25/17. Constable Marta Flis was the DRPS leader who inspired members within the service to participate.

Results: Approximately 40 culinary students hosted 190 seniors from throughout the Region. The divisional Inspector, Nick Lisi, was present as well as 4 other DRPS members. Constable Flis stated *“It was a fun-filled evening for everyone involved. A very enjoyable meal and even better dinner stories shared by all.”*

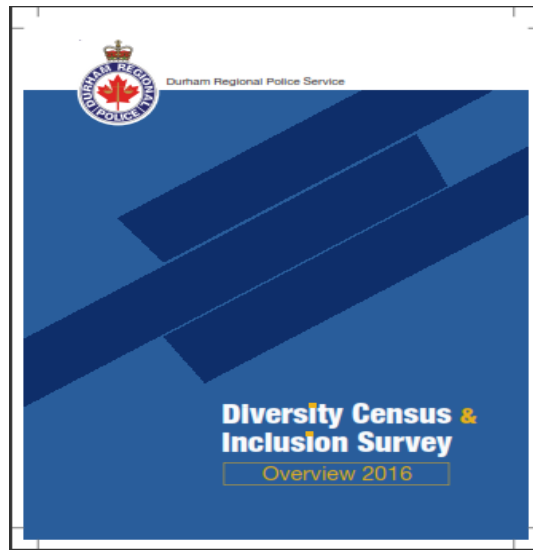
## **PROGRESS SUMMARY | Goal 2 • Workforce reflects the Region demographically (July to November 2017)**

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### **C1.0 Diversity Census and Inclusion Survey**

In 2016 our organization launched a Diversity Census and Inclusion Survey that was conducted by the Canadian Centre for Diversity and Inclusion (CCDI), an external non-profit organization. 916/1334 (68.67%) of all members completed the survey. The results of the internal survey are appended to this Interim Monitoring Report.

The dynamic nature of the survey tool allows our organization to add and remove members from the data set at regular intervals. This dynamic mode is designed so that when members retire or leave the organization the member and their survey responses will be removed from the database and conversely all new hires will be asked to complete the demographic census portion of the survey.



The DRPS has established a taskforce led by CAO Maclellan (Goal 2 • Workforce reflects the Region demographically) this task force will use the data from the Diversity Census and Inclusion Survey to formulate an organizational strategy to effectively recruit members from populations not proportionately represented within the Police Service.

#### **C2.0 Durham Regional Police Service – Women’s Symposium**

On Saturday October 21, 2017 the DRPS held its first ever Women’s Symposium. The symposium advertisement stated: *“Come and meet female officers including the recruiting unit to learn about the hiring process and what it takes to become a member of the Durham Regional Police Service.*

*What to expect from the Women’s Symposium:*

- *Panel discussion with female members on how policing has affected their lives*
- *Police information sessions on the current hiring process*
- *Participate in mock interviews*
- *Learn why Durham Regional Police Service is best for you! “*

Results: A total of 70 women attended this symposium. All of these women expressed an interest in employment at DRPS. There was 14 women who self identified from an under represented racialized group(s). In addition, 10 women identified that they speak a second language. Lastly, 45 of these women live within Durham Region.

The Blue Line Expo organization/magazine sent a representative to the symposium. A very positive article was published. Follow the link for further details; <https://www.blueline.ca/news/drps-hosts-first-womens-symposium-4857>

### **PROGRESS SUMMARY | Goal 3 • Leadership reflects the Region demographically (July to November 2017)**

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#### **D1.0 Leadership Orientation for Newly promoted Superintendents and Inspectors**

On November 2, 2017 a leadership training for the newly promoted SLT members was delivered. This training is a 3-day series being offered. (Nov 2, Nov 27 and Dec 13/17) The training includes; The leadership challenge, strategic communications, continuous improvement, Diversity, Equity and Inclusion strategy – roles and responsibilities, change management, succession planning, coaching and mentoring, strategic budget management, and policing in the 21<sup>st</sup> century.

## **PROGRESS SUMMARY | Goal 4 • Diversity competent members (July to November 2017)**

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### **E1.0 Senior Leadership Retreat – November 7, 2017**

On November 7, 2017 a Senior Leadership Retreat will be held capitalizing on the momentum established at a similar event on May 17, 2017. The purpose of this retreat is to advance the vision and goals of the 2017-19 Diversity, Equity and Inclusion Strategic Plan in concert with 1200 Strong Project.

There will be discussions around improving internal communications, being the leaders the organization deserves, developing stronger leaders, reflecting on what we can do as leaders to more positively impact employee engagement and building a stronger culture of trust within the organization.

### **E2.0 Community of Practice Event – October 13, 2017**

On October 13, 2017 the DRPS and Canadian Centre for Diversity and Inclusion (CCDI) co-hosted a session entitled the ROI (Return of Investment) of DEI for approximately 80 registrants.

The CCDI Community of Practice series are interactive sessions designed for the needs and interests of diversity and inclusion, human rights and equity and human resources professionals, as well as for others in organizations who aren't diversity professionals, but might be diversity champions and/or leading diversity councils or networks for instance. The format blended a presentation with roundtable discussion workshops for experiential peer learning.

### **E3.0 Fair and Impartial Policing Program**

The Fair and Impartial Policing (FIP) program is nearing completion and fall training sessions are currently underway. The University of Waterloo is currently conducting an evaluation of the organizational implementation of the FIP program and this evaluation is being led by principal investigator Dr. Jennifer Schulenberg and Ph.D. Candidate Kanika Samuels. It is anticipated that the entire Police Service will be FIP trained by February 2018.

## **PROGRESS SUMMARY | Goal 5 • Secure and supportive workplace (July to November 2017)**

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### **F1.0 Employee Resource Groups**

Employee Resource Groups (ERGs) are voluntary, employee-led groups that serve as a resource for members and organizations by fostering a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives. Other benefits include the development of future leaders, increased employee engagement, and expanded marketplace reach.

The DRPS is currently finalizing the corporate framework to support the establishment of professional networks within the Police Service. Professional Networks or Employee Resource Groups are an opportunity that will allow the voices of members to be heard and the power of diverse thinking to positively influence a supportive workplace culture. Employee resource groups are intended to strengthen the voices and identities of those who must represent the leadership of DRPS's future. ERGs can deliberately enable unique thinking and advance different points of view and perspectives that translate into solutions to meet the DRPS corporate objectives and initiatives. The intended purpose is to impact and influence organizational business goals and ERGs must remain continually focused on building a talent pipeline, increasing representation and inclusiveness (that includes expanding the role of executive sponsors), and advancing their employer of choice efforts.

On November 16<sup>th</sup> 2017 there will be a number of key organizational announcements specific to Employee Resource Groups and we look forward to sharing the progress of this work in January 2018.



# Project Charter- GOAL #1 Total Engaged Community

**Project Title: Diversity, Equity and Inclusion (DEI) - Expand Community Relationships**

**Project Champion: Deputy Chris Fernandes**

**Project Lead: A/Inspector Glenn Courneyea**

**Project Date: November 1, 2017**

## **Problem Statement:**

The DEI GOAL #1 taskforce would like to develop an inclusive inventory partnership list of all communities/committees within the Region whom have a DEI vision. Once that inclusive inventory list has been developed, the task force will identify the most appropriate DRPS representative to attend the community committee. Lastly, the taskforce will identify and implement two-way communication strategies which are aimed to improve our partnership relationships.

## **In Scope:**

- Examine the DEI committees within the Region. Ensuring this list is an inclusive list which represents all members within the Community.
- Design an electronic inventory list so members are aware of the DEI practitioners within the Community.
- Access and assign the most appropriate DRPS representative to attend the committee meetings
- Design and implement a two-way communication strategy to improve community partner relationship

## **Materials to consider for this task:**

- Obtain a historical baseline from the committee(s) chairperson as to the DRPS representation/attendance, effectiveness of two-way communication; quantitative and / or qualitative data.
- Utilize the DRPS Diversity Census & Inclusion Survey as well as the Ethnic diversity and Immigration Statistics Canada data.
- Examine the Community Safety plans

## **Measure(s) of Success/Deliverables:**

- Electronic Inclusive inventory list available to DRPS members.
- Consistent DRPS representation at the various DEI committees throughout the Region.
- Two-way communication strategy designed; including information and education sharing.
- Towards the conclusion of the project, seek both quantitative and qualitative data from the committee chairperson as to the effectiveness of this enhanced partnership.
- A concluding report to be completed.

## **Team Members:**

S/Sgt Lox Colquhoun, Sgt. Keith Richards, S/Sgt Rico Sirizzotti, Sgt. Tom Melnick, S/Sgt John Givelas, S/Sgt Colin Shaw, S/Sgt Steve Lawson

## Project Charter- GOAL #2 Workforce reflects the Region

**Project Title:** Diversity, Equity and Inclusion (DEI) - Attracting Qualified Candidates from under-represented groups

**Project Champion:** CAO Stan Maclellan

**Project Lead:** Inspector Fitzgerald

**Project Date:** November 1, 2017

**Problem Statement:**

The DEI GOAL #2 taskforce would like to develop recruitment strategies to attract under-represented candidates to the Durham regional Police Service.

**In Scope:**

- Host a women's only symposium
- Build relationships and create 6 opportunities to recruit from the under-represented groups; (ie: host sport themed events with a recruiting information session, work with respective school boards / Colleges / Universities to seek opportunities to recruit, leverage established DEI community partners to assist with attracting qualified candidates.)
- Create methods to measure the success of these events.

**Materials to consider for this task:**

- Diversity, Equity and Inclusion Strategic Plan
- Speak with the recently hired diverse candidates and seek their input.
- Utilize the DRPS Diversity Census & Inclusion Survey as well as the Ethnic Diversity and Immigration Statistics Canada data.
- Examine the Community Safety Plans
- Leverage and attend a DAC meeting(s) seeking input.
- Leverage established relationships with the respective school boards, colleges and universities.
- Speak with School resource officers for input

**Measure(s) of Success/Deliverables:**

- Hold a women's symposium. (measure the success of this event: gather quantitative and qualitative data from this event)
- Hold 6 recruitment opportunities from the under-represented groups. (measure the success of these events: gather quantitative and qualitative data from each event)
- A concluding report to be completed.

**Team Members: Suggestions:**

Danielle Kent-Johnson, Ryan Mintz, Amy Chatten, Sean Carter, Kevin Yamada, Ashleigh Snow, Jason Gomez, Lorelle Luciuk, Madison Smith

# Project Charter- GOAL # 3 Leadership Development

**Project Title:** Diversity, Equity and Inclusion – Leadership Development

**Project Champion:** Chief Martin

**Project Lead:** Vidal Chavannes

**Project Date:** October 25, 2017

**Problem Statement:**

Goal #3 requires that DRPS's Leadership reflect the Region. This means delivering effective service and fostering trust by making decisions that reflect the diversity of community needs and expectations. DRPS must be able to indicate how the leadership development process encourages existing and current organizational leaders, as well as all members, to increase their competencies in this regard.

**In Scope:**

- Interrogate the existing personnel development process to assess effectiveness and impact
- Design new processes, where required, that incorporate DEI principles
- Assess and evaluate the impact of DRPS' leadership development course with respect to DEI competencies

**Materials to consider for this goal:**

- DEI Strategic Plan
- Personnel development processes
- DRPS Leadership Development Course & other training and education courses / workshops

**Measure(s) of Success/Deliverables:**

- Demonstrable improvement in members' DEI competencies
- Evidence of infusion of DEI principles in leadership and personnel development processes
- A year-end report will be completed

**Team Members:**

Carolyn Publow; Lorelle Luciuk; Angela Adu; Shawn Heitzner; Chris Boileau; Danielle Kent-Johnson; Dave Mounstevan

# Project Charter- GOAL #4 Diversity Competent Members

**Project Title:** Diversity, Equity and Inclusion (DEI) - Member Training and Development

**Project Champion:** Deputy Chief Jaswal

**Project Lead:** Angela ADU

**Project Date:** October 24, 2017

**Problem Statement:**

The DEI Goal #4 taskforce would like to develop a lesson plan to deliver the DEI strategic plan 2017-2019 to all members within the police service. Their role within the strategy is essential towards achieving success.

**In Scope:**

- Prepare a lesson plan so members understand the DEI Strategic Plan 2017-2019. Within this lesson plan, members need to understand their roles and responsibilities.
- Prepare a “storybook”; a video which highlights the work that has been done within this DEI arena. This visual presentation allows members to see themselves in this DEI strategic plan.
- Deliver this presentation to all members at DRPS.

**Materials to consider for this task:**

- Diversity, Equity and Inclusion 2017-2019 Strategic Plan
- Work with DRPS Corporate Communications to obtain video’s, photographs and other social media examples to assist with the creation of a video presentation.
- Utilize the DRPS Diversity Census & Inclusion Survey as well as the Ethnic Diversity and Immigration Statistics Canada data.
- Utilize the Community Patrol Safety Plans / DRPS Business Plan

**Measure(s) of Success/Deliverables:**

- Assure all member receive this presentation within a one-year period.
- Create an assessment tool which measures members understanding before and after training
- Final report to be provided which will include quantitative and qualitative data.

**Team Members:**

Chris Theriault , further team members being determined.