

Classification **PUBLIC**

Meeting **May , 2019**

Agenda Item **Interim Monitoring Report:
Community Diversity**




Recommended Motion:

THAT the Board finds that all provisions of the *Diversity, Equity and Inclusion Policy* have been complied with.

I hereby submit my monitoring report on "Diversity, Equity and Inclusion" 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: 
Chief of Police

Date: 08 MAY 19

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, equity and inclusion 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.

DEI STRATEGY OBJECTIVES

Goal 1 • Total engaged community

Each demographic community (defined by gender, race, culture, religion, 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

A1.0 DEI Taskforce Framework

As stated in the previous Interim Diversity Monitoring Reports, 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.

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. 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 Todd Rollauer

Taskforce Goal: Expand Community Relationships

Taskforce Leader: Inspector Courneyea

Goal 2 • Workforce reflects the Region demographically – Champion: CAO MacLellan

Taskforce Goal: Attracting Qualified Candidates from under-represented groups.

Taskforce Leader: Inspector Fitzgerald

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

Taskforce Goal: Leadership Development Program

Taskforce Leader: Vidal Chavannes

Goal 4 • Diversity competent members – Champion: Inspector Cathy Bawden

Taskforce Goal: Member training and development; Specific focus on the DRPS Diversity, Human Equity and Inclusion Strategic Plan.

Taskforce Leader: Angela Adu

Goal 5 • Secure and supportive workplace –Champion: Deputy Chief Dean Bertrim

Taskforce Goal: Employee Engagement

Taskforce Leader: S/Sgt Paul Hallett

B1.0 Quarterly report provided by Champion D/C Rollauer and Task Force Leader Inspector Glenn Courneyea

1. Within this section please identify the dates the team met:

February 26 – Met with Trevor Wilson regarding Charter update, and review of 2018.

March 5 – DEI Goal #1 Full team - Training with Trevor Wilson

Numerous Correspondence via email and telephone with team members on creation and implementation of a Citizen's Academy for Fall of 2019.

April 17 – Attended DAC meeting

2. With the Charter as your guide, please provide an update. Explain the steps the team has taken:

The team is researching best practices for a Citizen's academy to be held in the Fall. Development of Sub committees within each division is continuing. CW division has created a subcommittee and has met on one occasion to define roles and responsibilities.

3. Have you amended the Charter?

In 2019, DEI Project Teams utilized the Continuous Improvement Team and each of the project team charters were revised.

B2.0 Diversity Advisory Council

The Diversity Advisory Council (DAC) continued to meet on a monthly basis however due to inclement weather, the February DAC committee was cancelled. During the meeting in March, Inspector Gillis provided an update surrounding concerns of increased violence - more specifically in the Ajax-Pickering area.

It should be noted that there was a decline in DAC committee members attending the meetings over the past few years. A review was completed surrounding attendance and a decision to pause the DAC committee was determined for the purpose of re-building and re-structuring. It is anticipated that the DAC committee will begin again in September 2019.

B3.0 Coldest Night of the Year – The Refuge Youth Outreach Shelter in Oshawa

The DRPS Youth in Policing (YIP) students and DRPS members participated in the Coldest Night of the Year walk on February 23, 2019. The event raised funds for the youth shelter. The DRPS YIP team raised more than \$13,000.00 to contribute to the event total of \$89,000.00 making them the top team in Durham. More than 450 walkers trekked five kilometers through Oshawa. The Coldest Night of the Year symbolizes just some of the challenges faced by those who are homeless and reminds participants of the value of their empathy and selfless efforts.

B4.0 Ontario Shores – Annual Ball Hockey Scrimmage

The DRPS members and a team of all stars from Ontario Shores enjoyed a friendly game of ball hockey in support of mental health on February 14, 2019. This annual scrimmage at Ontario Shores featured special guest Team Canada Paralympic Snowboarder, Andrew Genge. This annual game aims to strengthen the relationship between DRPS and Ontario Shores to support those with mental illness. It also builds bridges between patients and police.

B5.0 Communities with Brooms- Oshawa

The DRPS members along with all levels of government, business groups and members of the community, attended downtown Oshawa on Thursday April 25th, 2019 where they picked-up garbage including around 80 syringes. Nearly 200 bags of garbage was collected and over 150 people participated.

B6. Sankat Mochan Hanuman Mandir and Cultural Centre

The DEI Unit attended the Hindu Holi celebration at Pickering High School in the Town of Ajax. Holi is the Spring festival of colours celebrating the triumph of good over evil. Members of the DEI Unit addressed the audience during the formal program and engaged with attendees throughout the evening.

B7. Immediate DRPS Response to New Zealand Shootings

On March 15, 2019 our community awoke to the news of the mass shootings of worshippers that had occurred at two mosques in Christchurch, New Zealand during the most heavily attended Friday afternoon prayers. Upon becoming aware of these horrific events DRPS Command led by Deputy Chief Rollauer provided direction to Senior Leadership to ensure that measures were taken to provide members of the Islamic community within Durham Region with support and reassurance.

Members of the DEI Unit took the lead by making contact with known mosques and Islamic prayer centers throughout the Durham Region. During these conversations members communicated with the leadership of each location expressing sadness at the violence that had occurred as well as support for the Islamic community. Furthermore, it was communicated that the DRPS would work toward providing an increased presence during prayer times and otherwise on that day and the days ahead in an effort to provide congregants with peace of mind as well as to deter any acts of vandalism or other types of crime.

As a result of the above noted efforts to support the Islamic community the DEI Unit has received very positive feedback from leaders within the Islamic community. Furthermore, a meeting between the DRPS and leaders within the Islamic community was organized on April 28, 2019 at the Oshawa Islamic Centre by the DEI Unit. The meeting was arranged to build on the relationship between the DRPS and the Islamic community of Durham as well as to discuss safety considerations for Ramadan which begins on May 6, 2019. The meeting was a great success and only a beginning to an enhanced working relationship with the Islamic community.

PROGRESS SUMMARY | Goal 2 • Workforce reflects the Region demographically (February-May 2019)

C1.0 Quarterly report provided by Champion CAO MacLellan / Task Force Leader Inspector Fitzgerald

1. Identify the dates the team met:

- January 16, 2019 - Charter Development
- February 13, 2019 - Career Planning Pamphlet
- February 19, 2019 - Charter Development
- February 28, 2019 - Career Planning Pamphlet
- March 21, 2019 - Charter Development
- March 21, 2019 - Conference Call – Trevor Wilson
- March 27, 2019 - Training – Trevor Wilson

2. With the Charter as your guide, please provide an update. Explain the steps the team has taken:

Members of the project team and Recruiting have participated in a number of community initiatives over the first quarter of 2019 and are actively planning for upcoming initiatives to assist in accomplishing goals of the project.

Community Initiatives - Completed

A total of 4 Female PREP sessions, held at Durham College were held with 169 registrants. Members of the Service assisted potential applicants in preparation for upcoming recruit applicant process.

Three Police Information Sessions have been held this year with registration still open for the April 29th, 2019 session. As well representatives from the Service attended the following events to attract recruit candidates;

- Fleming College Career Day (February 13, 2019)
- Durham College Career Day (March 21, 2019)
- York University Criminology Police Panel (March 14, 2019)
- Centennial College Police Games (March 5, 2019)
- Durham College Justice Games (March 14, 2019)

Community Initiatives – Future

- Women's Symposium – June 15, 2019 (64 registrants to date)
- Diversity Symposium – October 26, 2019

Goal Team #2 membership has expanded in 2019 to include members from our Major Crime Unit. Welcome the new members and look forward to their contribution.

3. Have you amended the Charter?

In 2019, DEI Project Teams utilized the Continuous Improvement team and each of the project team charters were revised.

C2.0

PROGRESS SUMMARY | Goal 3 • Leadership Reflects the Region

(February – May 2019)

D1.0 Quarterly report provided by Champion Chief Martin / Task Force Leader Vidal Chavannes

1. Within this section please identify the dates the team met:

April 10, 2019 – During this meeting, the team worked with the DEI consultant Trevor Wilson to evaluate the status of Goal #3 through the lens of the existing DEI Strategy. The team then considered next steps in identifying how aspects of the current strategy could be actioned moving forward, and considered new initiatives and objectives that might help populate the development of a new DEI Plan.

2. With the Charter as your guide, please provide an update. Explain the steps the team has taken:

There are a number of initiatives Team #3 has actioned in an attempt to meet the requirements inherent in this pillar of the Strategy. These include:

- Development and facilitation of a coaching pilot program: Twenty (20) DRPS Members put their names forward to participate in this pilot. It is a 3-month commitment that pairs these members with coaches from the Executive Leadership Team (ELT) – Superintendents and Directors – during which they will meet at least six (6) times, following a prescribed coaching curriculum. The results of this pilot will determine the feasibility of launching a formal coaching program at the Service.
- Certificate in Police Leadership (CPL): We are currently immersed in the second cohort of the new CPL. This program was developed in partnership with Ontario Tech University (formerly UOIT) and the PEIC, using the foundation of the behavioural competencies that were put forward by Team #3.

- Team #3 continues to work to identify ways to best incorporate the principles of DEI in aspects of leadership at the Service.

3. Have you amended the Charter?

In 2019, DEI Project Teams utilized the Continuous Improvement team and each of the project team charters were revised.

PROGRESS SUMMARY | Goal 4 • Diversity Competent Members

(February – May 2019)

E1.0 Quarterly report provided by Champion Inspector Bawden / Task Force Leader Angela Adu

1. Within this section please identify the dates the team met:

The following are core team and subcommittee meeting dates:

- February 20, 2019
- March 19, 2019
- April 24, 2019
- Ongoing correspondence with team members via phone and email

2. With the Charter as your guide, please provide an update. Explain the steps the team has taken:

- Defining what DEI means at DRPS – Team worked together (in collaboration with CI) to define what DEI means at DRPS. Our goal is to share this definition with other goal teams to help in delivering their message and achieving their goal.
- Finalizing the details of the DEI Video – Understanding “Why” DEI
- Determining a strategy for evaluation of DEI Competence
- Identifying how and what to evaluate
- Tools for evaluation – Survey Monkey
- Meeting with Trevor Wilson to identify Strengths, Challenges, Opportunities moving forward.
- New charter is currently being developed to reflect new goals for 2019 and beyond.
- Working in collaboration with CI, charter will focus on assessment and evaluation of tools and initiatives from 2018’s charter and assessment of 2019 DEI initiatives.
- Brainstorming ways to promote portal to other units – parade visits, MediaOne, Insider, word of mouth
- Continue to explore other DEI Training at UOIT/DC, CCDI Webinars, etc. to promote to membership to encourage learning and development in this area.

3. Have you amended the Charter?

- 2019: Working in collaboration with CI, a new charter was developed which focuses on assessment and evaluation of tools and initiatives from 2018’s charter and 2019 initiatives for DEI Goal #4.

E2.0 Corporate Communication Strategy

The DEI Unit meets with our Corporate Communications Unit regularly to discuss and develop strategies which communicates the DEI Vision, Business case, initiatives and achievements to the membership and the community. The two teams are working collaboratively to ensure these objectives within the Strategic Plan are met. Over the past 3 months a variety of communication methods concerning the DEI strategy have been delivered to our members and our community. To name a few communication techniques; media one, the Insider magazine, e-parade, video messaging, internal email exchanges, social media (Twitter, Facebook, Instagram and LinkedIn) and face to face discussions/meetings.

E3.0 Serving With Pride – LGTBQ101 training

On April 23, 2019, the DEI Unit collaborated with *Serving With Pride* and hosted a LGTBQ101 competency training for 32 DRPS members. A variety of topics that were covered in this all-day training. Agenda topics included: History of LGBTQ2 movement in Canada, LGBTQ Language and Terms, Sexual Orientation vs. Gender Identity, Gender Expression, Transgender, Transiting, Human Rights, Importance of Allies and Creating a Safe Space.

PROGRESS SUMMARY | Goal 5 • Secure and supportive workplace

(February – May 2019)

F1.0 Quarterly report provided by Champion Deputy Chief Bertrim / Task Force Leader Paul Hallett

1. Within this section please identify the dates the team met:

- February 19, 2019
- March 7, 2019
- March 19, 2019 (Team Lead only with DEI Inspector and ABEO Modus consultant)
- Next meeting: Week of May 13th, 2019

2. With the Charter as your guide, please provide an update. Explain the steps the team has taken:

- Early 2019 steps for DEI Goal Team #5 consisted primarily of a thorough review of the charter and a determination of the required revisions to move this goal forward in 2019 and beyond (see Section 3 for details).
- OACP DEI Symposium – April 2&3, 2019 – the DEI Goal #5 Team Lead and three members attended the symposium, which provided an excellent focus on the internal aspects of diversity, equity, and inclusion specifically within a policing environment. All sessions consisted of topics relevant to DEI Goal #5 as follows:
 - Wellness Panel
 - Advancing Women in Policing
 - Indigenous Liaison
 - Reassurance Protocol & Service Resources
 - Workplace Mental Health
 - Innovation through Diversity: 360 Tool
- At the next meeting, the team will be discussing the takeaways from the symposium to understand which of the ideas and programs presented would be a good fit for Durham Regional Police, especially with respect to Goal #5. For example, the Workplace Mental Health session emphasized the critical need for early intervention (both formally by the Service and informally by peers and supervisors); the Advancing Women in Policing session discussed the paramount importance of women in policing putting aside antagonistic feelings and instead fully supporting each other in achieving their career goals. All of the topics will be reviewed and assessed against the input provided by members in the Internal Member Survey to determine which initiatives would be of benefit if implemented.
- Respect in the Workplace follow-up training: a member of Goal Team #5 is holding a follow-up session in May 2019 for the RITW investigators who were trained in Fall 2018. The session will include a review of the Ontario Human Rights legislation and the DRPS Respect in the Workplace complaints & investigation process.

3. Have you amended the Charter?

- As previously reported, the DEI Goal #5 team met with the CIP Team and the DEI Unit to discuss the business impact and scope of the team charter.
- The charter content was further reviewed at the February 19th team meeting, with a preliminary draft prepared for review with DEI and ABEO Modus.
- On March 19, 2019, the revised charter was finalized and on March 27 was posted on the DRPS Equity and Inclusion internal webpage.
- All team members have been asked to review the final version in preparation for discussion at the next team meeting in mid-May. This meeting will also include analysis of the open-ended responses from the Internal Member Survey to determine a path forward based on the voice of the customer.

F2.0 Afternoon of Inspiration: Hayley Wickenheiser and D/Cst Jeff Tucker

On Monday March 25, 2019 an 'Afternoon of Inspiration' was held for DRPS members to attend. The event featured two very powerful speakers, Olympic gold medalist Hayley Wickenheiser and DRPS Jeff Tucker. Both spoke about the power of team work and shared their incredible stories. Over 75 DRPS members heard these two different stories from the hockey rink, but both had the same message: We can't do it alone.