



## REPORT TO THE POLICE SERVICES BOARD

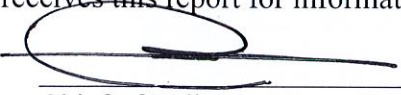
Author: Inspector Glenn COURNEYEA  
Subject: Monitoring Report – Diversity Equity and  
Inclusion Strategic Plan Quarterly Report

Date of Report: 4<sup>th</sup> September,  
2019  
Information or  
Decision Report

### RECOMMENDATION(S)

That Board receives this report for information purposes.

Signed:

  
Chief of Police

Date:

06 SEP 19

### EXECUTIVE SUMMARY

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.

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 Glenn Courneyea**

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

Taskforce Leader: A/Manager Angela Adu

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

Taskforce Goal: Employee Engagement

Taskforce Leader: Inspector Paul Hallett

## **Updates:**

### **Goal 1- Total Engaged Community- Inspector COURNEYEA**

Members of Goal 1 met on three (3) occasions, to discuss the progress on some initiatives including the creation of a Citizens Police Academy, partnership with the Welcome Centre in Ajax to provide new Canadians a pamphlet called “Newcomer and Visitor Guide” and best practices on tracking community engagement. The Team has grown in the past 3 months to now include members from specialty units beyond just frontline and civilian members. Members of Tactical Unit and Intelligence have joined the team. In addition, the team has branched out to create divisional sub-committees, focusing on Community Engagement. Initially the team was comprised of 10 members all front line uniform. Currently the team has expanded to 19 members with a mix of civilian, uniform, front line and specialty units. Including the divisional sub-committees there is now over 45 members actively working and reporting on Goal 1 objectives to increase Community Engagement. Below is a brief overview of the accomplishments for the Goal 1 Team and Divisional Subcommittees.

#### **Goal 1 Team**

Members presented to ELT on the creation of a Citizen’s Academy to begin in January 2020. The 10-week Academy will be an exclusive opportunity for community members with professional or personal interest in community policing to acquire knowledge on police issues, practices and operations in the Region of Durham with the desire to apply course materials to community policing issues and pass information on to community stakeholders. The application process will begin in Mid-September and the course will begin on January 8<sup>th</sup> 2020.

Members have partnered with the Welcome Centre in Ajax and Pickering to create a Newcomer and Visitor Guide accordion pamphlet that provides pertinent information for Citizen’s new to Canada and the Durham Region. The pamphlet provides information on calling 911, dealing with police and online community resources. The 1000 pamphlets are being made available to the Welcome Centre and officers are attending the Welcome Centre’s to speak with community members including a September 18<sup>th</sup> Event hosted by the Pickering Welcome Centre to provide support for immigrants in their job search.

### **North Division- Insp BAWDEN, A/Insp GALIPEAU, PC MAHARAJ**

#### **Coffee with a Cop**

Every Tuesday in North Durham officers attend a coffee shop to meet with community members. The coffee shops are located within each of the Townships; Brock, Scugog, Uxbridge as well as the Mississaugas of Scugog Island First Nations community. This program has been running since June of this year and has had many residents come join the officer(s) for casual discussions. The topics discussed have varied the past two months; senior fraud scams as well as safety tips, roadway safety, LGTBQ crosswalks, DRPS autism registry, youth troubles, break and enters, thefts, community celebrations and so much more. These visits are breaking down some barriers and allowing community members to share their voice and provide their insights.



**East Division- A/S/Sgt LAMOTHE**

**Migrant Worker Initiative**

This project's focus is on gathering information about the migrant worker program and sharing information about DRPS with the workers themselves. The overall goal will be to gather information and make contact in order to create dialogue with the workers and their employers in order to gain trust and share information.

On July 30<sup>th</sup> East division officers met with migrants from Algoma Farms explaining the project to them, and the differences about policing in Canada and their homelands.

They met with 120 males from Mexico, 20 from Jamaica and 2 gentlemen from Barbados. All were very polite and receptive, that DRPS members are approachable.

After the meeting officers were approached by about half a dozen workers whom had questions and just wanted to talk on a personal level, opening the lines of communication.

**Central East Division- S/Sgt MELNICK**

On June 16, Durham Regional Police took part in the Fiesta Day Parade in downtown Oshawa. DRPS was joined by 32 other community representatives, cultural pavilions and local dignitaries from the Durham Region. The Parade had over 1000 spectators and has been named the largest multicultural parade in all of Ontario.

**Central West Division- S/Sgt GIVELAS- Sgt SILIPO**

As of February 2019 the CW-DEI Team began working on various initiatives to build relationships with a wide variety of diverse members and groups within our community. Their goals and objectives were not to focus on just one action plan but it was to get involved in any event where they could make an impact, big or small, in communities residing in the Town of Whitby.

Below is a brief update of what they have accomplished as a team since April 2019.

**April 17, 2019** –A member from a local Mosque gave a presentation to platoons on how to improve police and Muslim member's relationships in the community. They spoke about culture and prayer at the Mosques. They also took the community member on a ride-along for an evening shift after the presentation.

**May 26, 2019** – A transgender community member gave a presentation to the platoon. The member spoke about the LGBTQ2 community and police interaction. This community member was also taken on a ride-along.

**June 2, 2019** – Members attended the Ramadan Celebration. This was a formal dinner in which the Muslim/Islamic Community invited DRPS to attend. This event was hosted by Maleeha Shahid, East Ward Councilor – Town of Whitby, as part of her work as the leader of the Entno-cultural and Diversity Committee.

**From July 2 to July 19** – Rabbi Tzali organized a summer camp for the kids at the Chabad Jewish Centre, 1121 Dundas St. East, Whitby. Members attended this Centre to spend time speaking with the Rabbi and the youth.

### **West Division- S/Sgt BROWN**

During the Months of June to August West Division Officers attended over 30 Community Engagement Events and Initiatives. Some of the events included:

- On June 2<sup>nd</sup>, Officers attended the Filipino Heritage Event. Officers spoke to event organizers to learn more about the Filipino Heritage event. Officers were invited inside to understand more about this event.
- On June 6<sup>th</sup>, An officer attended the Drag Queen Story Time held at the Pickering Library. There were numerous youths, parents in attendance while stories were read. The Police engaged in picture taking with the LGBT2Q cruiser. The night was well received.
- On July 7<sup>th</sup>, officers attended the Bay Ridges Fundraising BBQ event at the plaza on Krosno Avenue in support of the local businesses affected by a recent fire.
- On July 7<sup>th</sup>, officers attended the LGBTQ Canada Cup 2019 Softball Tournament in Scarborough and assisted at a DRPS Recruiting Booth.
- On July 16<sup>th</sup>, an officer attended the Al-Mahdi Islamic Community Centre located at 510 Concession Road 3 in Pickering. The officer built a strong relationship with members of the community center and learned that there is a daily daycare centre at this location with over 40 children. Members of the community center expressed that Police presence on their property is welcomed and that they would appreciate additional police patrol.
- On July 19<sup>th</sup>, an officer attended the 'Tender Years Day Centre' in Ajax to give presentations on safety to youths aged 4-12.
- On July 22<sup>nd</sup>, an officer attended a Pow Wow First Nation Ceremony on Scugog Island. The ceremony was followed by a garbage clean-up in the area.
- On July 31<sup>st</sup>, officers participated in the Youth in Policing community soccer tournament.
- On August 10<sup>th</sup> officer from West Division attended a dinner and dance in partnership with the Hispanic Alliance of Ontario
- On August 17<sup>th</sup> members of Hindu Swayamsevak Sangh, attended 19 Division at 1100 hours to celebrate Rakshabandan (the promise of safety). Officers and the building received a blessing.

### **Equity and Inclusion Unit- Inspector COURNEYEA-Sgt PEDEN- Sgt SAMUELS**

During the latter part of May and moving into June and July the Equity and Inclusion Unit led the organization in continued efforts toward increased community engagement across the region. Members throughout the organization participated in a variety of community events such as but not limited to Iftar celebrations with members of the Islamic community during the month of Ramadan, Pride celebrations, Rainbow Crosswalk dedications in Clarington and Brock Township, Chalking for Kindness with the Chabad of Durham Region Summer Camp in



male mentoring program as well as a total of 28 members attending the Association for Black Law Enforcement Scholarship Awards Gala.

In addition to the many events that we participated in, the effort in supporting the International Day Against Homophobia on May 17, 2019 was significant in that the unit coordinated attendance at a total of 14 flag raising ceremonies and proclamations across the region to recognize the International Day Against Homophobia, Transphobia and Biphobia throughout the day. Additionally, the DRPS raised the Pride flag at all divisions, the Operations Training Centre and Regional Headquarters and kept them up into June (Pride month) until June 21st. As a result of this showing of support for the LGBTQI+ community the DRPS received a letter of thanks from the new President of PFLAG Durham Region, Jake Farr, which highlighted the noted commitment of the DRPS to support members of the LGBTQI+ community and in turn taking steps to breaking down the barriers between the community and police. Also with respect to the LGBTQI+ community, the Equity and Inclusion Unit coordinated member's involvement in the Durham PRIDE Parade which consisted of approximately 50 officers in uniform and was among the larger groups marching in the parade.

With June also being the month that we as Canadians celebrate Indigenous People's History, the Equity and Inclusion Unit coordinated Medicine Wheel flag raisings at all of our divisions, the Operations Training Centre and Regional Headquarters on June 21 (National Indigenous People's Day) and continued flying the flag until the end of June. Aside from the flag raisings, members in 15 Division hosted a ceremony with representatives from the Mississauga's of Scugog Island First Nation to commemorate the day and the month. It should be noted that while there is much work to be done in bridging the gap between the police and Indigenous People in general, the DRPS is ahead of many of the neighboring police services in recognizing Indigenous People's History.

Finally, in support of the many other cultures that make up our region the Equity and Inclusion Unit with the leadership of Constable Vanessa Ford coordinated DRPS involvement in the Fiesta Parade. Furthermore, officers from 17 Division made significant efforts in attending every pavilion during Fiesta Week and engaging with our community.

## **Twitter**

In April 2017 a twitter account (@DRPSDiversity) was created and in January 2019 the account had 250 followers. The EI Unit implemented a Twitter Strategy on January 23, 2019 and as of August 30th, 2019, the account yields 930 followers. Over the past 6 months the account has resulted in a 260% increase in followers. The EI unit's objective is to better utilize the current Twitter platform in order to maximize the level of engagement and collaboration with the community. The use of social media provides law enforcement agencies the unique opportunity to leverage technology by sharing information and interacting with members of the community in less traditional ways. In addition to providing information and eliciting interactions, Police presence on Twitter helps an organization to shape and manage their public image, while also building a sense of community by facilitating collaboration with the public.



## **Goal 2 – Workforce reflects the Region demographically- Inspector FITZGERALD**

Members of Goal 2 met on two (2) occasions during this reporting period to discuss the progress of two initiatives and ongoing community engagement events in support of the goal.

The two initiatives discussed are the Recruit Mentoring Academy and a Recruiting brochure. Research has been completed on a potential Recruit Mentoring Academy including financial impacts and potential options for funding allocation. Identifying the various barriers that are contributing to the demographics of the recruit applicant pool is now underway, being led by the Recruiting Unit. Historical data is being examined and more current data is being collected through an internal member survey. Once the varying barriers that applicants face are identified, developing curriculum for the Academy will commence. The second initiative is the completion of a Recruiting brochure to assist frontline members, during their many daily community interactions, in providing information specific to highlighting the benefits and process to becoming a member of Durham Regional Police. The final draft brochure is completed and the project team will be seeking final approval in September from the Executive Leadership Team.

The following community engagement initiatives, which focus on enhancing the diverse composition of our recruit applicant pool, have been attended and/or organized since last reporting period:

- A total of twenty-two (22) specific recruiting initiatives were attended by members of the team in collaboration with the Recruiting Unit. The events were primarily located within Durham Region; however, efforts continue to reach outside of the Region to further attract diverse candidates.
- Five (5) Police Information Sessions and Female Prep Session have been held with over two hundred (200) registered attendees.
- Three (3) Youth in Policing events
- A Women's Symposium was also held in May of this year and approximately 115 females attended this recruiting initiative.
- Members also attended Ajax Pride Parade, Drag Queen Story Time, Proaction Cops and Kids event, Al-Mahdi Islamic Community Centre and POW Wow First Nation Ceremony – Scugog Island

All community engagement initiatives and events were attended in efforts to make connections and build relationships within the communities that are underrepresented within our Service

## **GOAL #3 – Leadership Reflects the Region- Vidal CHAVANNES**

Using the behavioral competencies, organized by rank / position that team members for goal #3 helped to identify, a variety of initiatives have been undertaken.



## **Leadership Development Course**

New content (grounded by the behavioral competencies) as well as a new delivery format (online) are two of the hallmarks of the new Leadership Development Course (LDC) that is available to uniform and civilian members at the Service. Members wishing to enter the promotional process can take this course in place of the OPC exam. The LDC was developed in partnership with Ontario Tech University (formerly UOIT); consequently, upon successful completion, participants can use the course as an undergraduate equivalency when applying to another Ontario Tech program in the Faculty of Social Science and Humanities. Thus far, two cohorts have completed the course, with one set to begin in September. The feedback loop is continually identifying opportunities for improvement as we fashion the course to meet the needs of the Service and our members.

## **Coaching Program (pilot)**

In April, a call was sent out to identify members interested in participating in a coaching pilot program, aimed at ascertaining the feasibility of expanding said program, and making it an official part of leadership/professional development at DRPS. Twenty (20) members (16 sworn, 4 civilian) are in the midst of completing the program, which is detailed in a workbook co-developed by DRPS and an external consultant. The program is offered in six stages, each with its own requirements of both the coach and coachee. The mid-term evaluation of the program (available upon request) yielded mostly positive feedback as well as opportunities to consider should the program be scaled up. During this pilot, 'coaches' were comprised of current members on the Executive Leadership Team.

## **Goal 4- Equity and Inclusion Competent Members- A/Manager Angela ADU**

Members of Goal 4 met on three (3) occasions and have had a number of interactions via email and phone regarding our progress as it relates to education and learning opportunities for goal 4. Specifically, we met to review the DEI Introduction video which was developed as an educational piece for our membership. The team is highly engaged and enthusiastic about this initiative and our goal is to ensure we "do it right". With this in mind, we have decided to better align our strategy with the Equity and Inclusion Unit and develop a more member driven introduction video for this goal. This will not only provide a learning tool for our members, but will create an opportunity to engage members in the process creating a more inclusive initiative for Equity and Inclusion. Brainstorming for this initiative is ongoing and the team will reconvene on this in the Fall.

Our Equity & Inclusion resource portal will remain as one of our main goals, and members are still encouraged to forward resources (as they find them) so that we may store them for future use in our library.

All our initiatives will have an assessment and evaluation focus. This will allow us to continually apply assessment tools to change and/or improve our initiatives based on the needs of our members. We will explore the development of options to gauge members level of learning, and usefulness of resources provided. By asking questions around level of knowledge going into



the course, and whether this has improved upon completion, we can have a sense of the overall usefulness of the resource.

As “Prime Time” presents a challenge in terms of scheduling, Goal 4 has decided that the best way to liaise and keep our momentum going over the summer is to collaborate with the E&I Unit on some of their initiatives. The team has been encouraged to help in the creation of questions to help collect input, feedback and advice for the development of the 2020-2022 Equity and Inclusion Strategic Plan. Members have been advised to share their input via email or in person.

### **Diversity Communication Strategy- Inspector Courneyea- Sgt Peden- Sgt Samuels**

In line with the 2017 - 2019 Diversity, Equity and Inclusion Strategic Plan (Goal #4 - Diversity Competent Members) the EI Unit has developed a “**Did You Know Series**”. This is a communication strategy to improve our ability to interact and effectively communicate emerging diversity issues, while providing education on related topics to expand overall diversity/cultural competence in our members. The EI Unit creates messaging around themed topics, such as:

Did You Know?

- History of the Pride Flag
- May is Asian Heritage Month
- June is National Indigenous History Month

The messaging affords the opportunity to present educational facts, start new conversations and gain new insight. The messaging is presented in text and uploaded to the DRPS MediaOne Internal member forum. The messaging coincides with emerging themes such as religious/cultural festivals, diversity related events/programs, celebrations, multifait, multicultural and diversity related holidays and observances. From May to September, the EI unit has released 11 different Did You Know Series messages.

### **Training**

Members throughout the Region also had the opportunity to attend various training and conferences focused on Equity and Inclusions they included the following:

#### **Leading Change Together Conference**

On May 15, 2019, the EI Unit was invited by Toronto Police Service, Royal Canadian Mounted Police and Canadian Armed forces to attend the George Taylor Dension III Armoury Messes in Toronto for a Leading Change Together Conference. The discussion was about Gender Identity & Sexual Orientation in defense and security. This marked the International Day Against Homophobia, Transphobia and Biphobia. Event Tweeted. (15,317 Impressions & 1,032 Total engagements).



### **COPE Whitby – Inclusive leadership**

On May 28, 2019, 12 members attended the Inclusive Leadership Community of Practice event put on by the Canadian Centre for Diversity and Inclusion (CCDI) Some topics explored were: What does it mean to be an inclusive leader? What should a leader be doing to ensure they are getting the most out of the people around them? Event Tweeted. (1,117 Impressions & 88 Total engagements).

### **The Umbrella of Inclusion Symposium**

On May 30, 2019, the EI Unit attended the Umbrella of Inclusion 2019 one-day symposium presented by Durham Diversity, Equity & Inclusion – Community of Practice & Youth Justice Ontario. Discussions were on identifying influencers in your organizations and future approaches to Inclusion. Event Tweeted. (2,327 Impressions & 86 Total engagements).

### **2<sup>nd</sup> World LGBTQ Conference for Criminal Justice Professionals**

On June 19-21, 2019, the EI unit attended the 2<sup>nd</sup> World LGBTQ Conference for Criminal Justice Professional in Toronto, Ontario. The focus of the conference concentrate on criminal justice issues as they relate to LGBTQ communities. The conference provided an opportunity for criminal justice professionals from around the world to communicate more effectively with each other. Through various workshops, panel discussions, case studies and lectures, attendees were able to facilitate the sharing of ideas, strategies and best practices for all subjects related to LGBTQ criminal justice professionals. The conference supported the EI unit members working toward establishing best practices and training necessary for the purpose of decreasing homophobia, transphobia and biphobia, while increasing overall cultural diversity awareness in the workplace. In total, 14 countries and approx. 200 international criminal justice professionals attended. Event Tweeted. (6,970 Impressions. & 257 Total engagements).

### **Goal 5 Team- Secure and Supportive Workplace- Inspector Paul HALLETT**

Due to other commitments, the DRPA representative was unable to continue in his role with the team, and our Strategic Planning representative left the Service to pursue a different employment opportunity. Fortunately, we were able to secure replacements for each of these members, and welcome them to Team #5.

On May 28, 2019, DEI Goal #5 Team Lead attended the COPE Inclusive Leadership seminar and participated in an inclusive leadership assessment exercise. This information will be discussed at the next Goal #5 meeting.

On June 11, 2019, the Respect in the Workplace investigators attended additional training on an evidence-based interviewing model to assist in conducting fair and thorough workplace investigations.

Finally, on June 26, 2019, all DEI team leads met with the CAO and DEI Unit to discuss barriers to progress within each of the DEI goals.

## **2020-2022 Equity and Inclusion Strategic Plan**

The Equity and Inclusion unit is in the planning stage for the development of the new 2020-2022 Equity and Inclusion (EI) Strategic Plan. The EI Strategic Plan will be developed in consultation with the Durham Regional Police Services Board and members of the DRPS. Commencing September 2019, the Equity and Inclusion Unit will be attending platoon parades, meeting individuals and/or groups of members who wish to consult in the development of the new EI strategy. An email address has been established as an accessible means to seek input, feedback and advice from different people at all levels in the organization-from different sectors and functions. Email: [equityandinclusion@drps.ca](mailto:equityandinclusion@drps.ca)