

Classification **PUBLIC**

Meeting **May 14, 2018**

Agenda Item **Interim Monitoring Report:  
Diversity, Equity and Inclusion**



Recommended Motion:

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

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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: \_\_\_\_\_

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, 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, 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 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. 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 \*Charter provided in Nov/17 board report

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

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

Taskforce Leader: Inspector Fitzgerald \*Charter provided in Nov/17 board report

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

Taskforce Goal: Leadership Development Program

Taskforce Leader: Vidal Chavannes \*Charter provided in Nov/17 board 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 \*Charter provided in Nov/17 board report

#### **Goal 5 • Secure and supportive workplace –Champion: A/Superintendent Dean Bertrim**

Taskforce Goal: Employee Engagement

Taskforce Leader: S/Sgt Paul Hallett \*Charter provided in Feb/18 board report

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

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

On February 6<sup>th</sup> the full team met at RHQ. Agenda for this meeting was to review the Goal #1 Charter, internal discussion on training for all team members, discussion on the creation of our Community Contact lists.

On March 19<sup>th</sup>, the full team met at RHQ. Agenda for this meeting was a team discussion on an Evaluation Strategy for our Charter, Discussion on creation of Subcommittee for Goal #1 within each division, and initial discussion on what 2-way communication should look like.

The team met a third date on April 10<sup>th</sup>. This was the Training for all members of the DEI strategy teams. During this training we had discussions regarding our Progress achieved, progress needed and our most crucial action required.

The team welcomed new member, who is a crime analyst, from West Division.

On March 21<sup>st</sup>, Goal 1 members attended the DAC meeting where the committee discussed the Project Charter and provided feedback and recommendations.

**2. With the Charter as your guide, please provide an update.**

The team met on 3 occasions and during these meetings discussion was on how to ensure we are expanding our community relationships and how to define the communities we need to reach. Decision was made to use the 2016 Durham Census, and Human Rights Code as a baseline to ensure inclusion within Durham Region. A report was completed by our Research Analyst on “Ethno cultural Diversity in Durham Region”. This report was shared and made available to other teams.

The internal list has been completed and is available for members on Media One. As the list is a live document, it will need to continuously be updated.

At the March DAC meeting, Goal 1 team members attended and sought advisory from these leaders. Some of the takeaways from the meeting were, more visible community outreach needs to occur at the “road officer level” and how to promote, encourage and track the work that is done within this field by the officers. One option was to include a diversity component within each member’s PMP. This suggestion was brought back to the team and it was determined we will be moving forward this suggestion for the 2019 PMP process.

The team also had discussions on how to get a baseline of how DRPS is doing regarding its 2-way communication furthermore seeking input on how to improve communication. A compelling suggestion was made to conduct a survey. The survey is in the process of development. This survey would be sent to our community members/partners inventory list; seeking input.

The team has also created sub-committees within each division. These sub-committees will have further responsibility to enhance engagement as well as improve 2-way communication. For example, Central East has made connections with the Folk-Arts Council and have plans to be more involved in the Fiesta Week festivities and the parade this year. As well as Central West division invited a DAC member who is also the Diversity Coordinator for the Whitby Muslim Community to speak with members of “D” Platoon to discuss religion and culture. Parade was attended by members of D Platoon, CRU, CIB, Duty Inspector and Media. The DAC member began the open forum discussion by explaining the Muslim religion and the belief in the holy book the Quran. He then presented a few readings from the Quran and translated their meaning for everyone to understand. After the readings, he spoke candidly about their religion and some misconceptions that are portrayed in the media. He explained that the Muslim religion is about peace and acceptance not hatred and division. What is portrayed in the media are very radical individuals that are not

representatives of the large majority of practicing Muslims. The discussion was very beneficial and was well over an hour long.

### 3. Have you amended the Charter?

Charter has not been amended.

### B2.0 Diversity Advisory Council

The Diversity Advisory Council (DAC) continues to meet on a monthly basis. The DAC committee - in the February meeting – invited members from Goal # 2 (Champion MacLellan and Team Leader Fitzgerald) to attend to seek advice on how to better recruit members who are underrepresented within our service. During the month of March, Goal #1 (Champion Fernandes and Team Leader Courneyea) meet with the DAC team to seek advice on how to better engage with our communities. At the April meeting, Goal 4 (Champion Jaswal and Team Leader Adu) met with DAC members to seek advice on how to enhance and further train our members on Diversity, Equity and Inclusion.

#### Additional DAC member involvement outside of the meetings;

Mr. Mehdi Barezai, attended Central West Division and did a presentation to the Platoon / Criminal Investigations Unit on the different Muslim cultural traditions, customs and experiences he has had. This was received extremely well and has been invited to attend and speak with all of the platoons within this division.

Mr. Muttukumar Chandrakumaran attended the all-day Diversity, Equity and Inclusion training on April 10, 2018. He was able to learn from our service as well as share his lived experience with our members.

Wally Tello spoke with leaders at the Canadian Hispanic Alliance of Ontario concerning, improving recruitment strategies as well as improving community engagement. Wally ensured the themes of these discussions were formally captured and a report was prepared and sent to the DEI Inspector as well as Team Leaders for goals 1 & 2.

### B3.0 Durham Tamil Association (DTA)

The Durham Tamil Association invited DRPS to the opening ceremonies of DTA's first ever Tamil Cultural, Recreation and Resource Centre. After many years of hard work and dedication, The DTA is pleased to announce that this Cultural Centre will be serving Pickering, Ajax, Whitby Oshawa and neighboring cities in Durham Region.

On Sunday, April 8th, members of the DRPS attended the opening ceremonies in Ajax to help celebrate the hard work and dedication of the Durham Tamil Association.

On Saturday, April 21st members of the DRPS attended the Durham Tamil Association Annual Gala. Recruiting as well as Youth in Policing leaders were also present to further develop relationships with the community. (Goal 2)



## **B4.0 Youth Pride Durham Event**

On Sunday May 27, 2018 the first ever Youth Pride Durham event will be held. In fact, we believe this is the first youth pride event within Canada. A total of 9 community agencies have partnered together to host and celebrate PRIDE month with our community. The event has a particular focus on youth between the ages 14-21 years. However, all are welcomed. The event is being held at the Durham CAS building located at 1320 Airport Blvd. Oshawa. There will be lots of entertainment, activities, food, and even a marketplace with other community support organizations. DRPS recruiting as well as GOAL 2 team members will be at the event participating in a recruiting initiative.

## **PROGRESS SUMMARY | Goal 2 • Workforce reflects the Region demographically (February – May 2018)**

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### **C1.0 Quarterly report provided by Champion CAO Maclellan / Task Force Leader Inspector Fitzgerald**

#### **Identify the dates the team met:**

Since last report the team has met on four dates (January 25, February 15<sup>th</sup>, March 28<sup>th</sup> and April 11<sup>th</sup>, 2018). The team has also attended a DAC meeting, seeking input and building relationships with the members. DAC member David Mitchell has committed to working with the project team towards achieving the deliverables. A follow-up meeting is scheduled for early May 2018 with Mr. Mitchell.

#### **With the Charter as your guide, please explain the steps the team has taken:**

Team has worked closely with Planning, DEI and Recruiting to collect data<sup>1</sup> on under-represented groups to provide focus for the Project Team members specific to the deliverable; “Increase the recruitment candidates, from the under-represented groups...” Eight under-represented(UR) Focus Groups have been identified. The UR Focus Groups include; Females, LGBTQ, Black, Asian, Latin Hispanic, Middle Eastern, Israeli and Indigenous. Each UR Focus Group has an identified lead for development of strategic recruitment initiatives.

The Project Team has leveraged the experience of the team members and developed a recruitment strategy that can be utilized for each recruiting initiative in furtherance of project deliverables. An evaluation strategy has also been developed to ensure both qualitative and quantitative data is captured to support the effectiveness of an initiatives and measure successes.

On May 26, 2018 the DRPS will be hosting the second annual Women’s Symposium to raise awareness to women who are interested in a career with our Service. PC Amy Chatten, HR-Recruiting is leading this initiative. Numerous members of the service will be in attendance and assisting with the event. Anticipate approximately 100 women will be attending RHQ for this initiative.

Research is ongoing specific to the development of a potential DRPS Police Recruit Academy and Recruit Potential Program. Sgt. Stefanie Finateri has established contact with Edmonton Police Service, gathered information and data from their Recruit Academy and will be presenting the material to Command as part of the DRPS Police Leadership Course. Further research and development will continue by the Project Team.

#### **Have you amended the Charter?**

No amendments have been made to the Charter during this reporting period.

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

**Identify the dates the team met:** The team has formally met on March 6<sup>th</sup> and April 11<sup>th</sup> 2018.

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

- Developed and facilitated a new orientation program for newly-promoted Sergeants and Staff Sergeants
- Finalized a set of behavioural competencies organized by rank/position
- Developed a communication strategy to seek feedback on those competencies from members across the Service

**Have you amended the Charter?**

No changes to the charter other than the team welcomed an additional 2 DRPS members.

**Other:**

It is important to note that this committee is working on leadership as it pertains to the DEI Strategy Goal #3, as well as leadership development as it pertains to 1200 Strong.

**D2.0 Leadership Development**

There are a few initiatives that have been enacted in recent months, under the Leadership Development banner, that include a consideration of Diversity, Equity and Inclusion (DEI) principles. First, a three-day orientation was organized for the newly-promoted Inspectors and Superintendents. Participants received information on a variety of internal priorities and processes, as well as training specific to inclusive leadership and their role as Senior Leaders in the facilitation of the DEI strategy. This was followed by a similar orientation for the newly-promoted Sergeants and Staff Sergeants.

On March 8, 2018 as part of the Senior Leadership Team off-site training, the entire complement of Senior Leaders (sworn and civilian), participated in a Leadership Development workshop, facilitated by Emile Studham from X-Performance. Emile focused his presentation on small changes that can have big impact on organizational culture. Each of the Senior Leaders has committed to enacting one small change over the next three months.

**D3.0 Leadership within the Community / Community Engagement**

The UNIFOR Local 222 union held an All-day Conference for women. Inspector Bawden was asked to speak on the topic of Leadership and Mentoring. While presenting, she also spoke about the Diversity, Equity and Inclusion plan; more specifically “Workforce which reflects the Region.” Four women have signed up to attend the May 26<sup>th</sup> 2018 DRPS Women’s Symposium. (Goal 2)

**E1.0 Quarterly report provided by Champion D/C Jaswal / Task Force Leader Angela Adu**

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

- January 24, 2018
- January 29, 30 2018
- February 13, 2018
- March 1, 2018
- April 9, 2018
- April 10, 2018 (Full Team Training – All Task Forces)
- 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:**

- Still conducting research via environmental scan – Members attended Peel Regional Police to explore how they are engaging DEI in their organization.
- We decided on the output we would use to deliver our message – Video / Online Learning
- We decided to develop 3 learning videos that would address components of Diversity, Human Equity and Inclusion for and within our organization
- We started to define and identify what it meant for us individually and also what it meant as a member of DRPS.
- Recognized it would be more of a challenge to identify areas on Equity and Inclusion.
- Our team began brainstorming concepts of a storyboard for our first learning opportunity that will focus on What does DEI mean at DRPS?
- We will be releasing / promoting learning opportunities to our members – as part of creating a DEI competent membership. (OHRC “Call it Out”, DEI Training at UOIT/DC, CCDI Webinars)
- In an effort to promote inclusivity, we have decided to do an “Open Call” and invite our members to participate in our DEI training videos.
- More communication on these opportunities will be available in the coming weeks.

**3. Have you amended the Charter?**

- We amended the charter – primarily because our goal name required updating. On the course of our meetings, we quickly recognized that our focus should not solely be on “Diversity Competent Members”. As a result, the group decided to update the Goal name to “Diversity, Equity and Inclusion Competent Members”

**E2.0 Fair and Impartial Policing Program**

Having completed an audit of the Fair and Impartial Policing (FIP) program, in terms of training completion, there are still approximately 200 members that require the training. On April 20, 2018 a meeting of all qualified FIP facilitators was conducted to establish a plan to ensure all requiring training are provided that training, expeditiously.

The research project that was highlighted in last month’s report, specific to FIP, is under review. This will be detailed in the next Board Report.

Lastly, the team at the Police Education and Innovation Centre, (PEIC) will be conducting an internal review of the FIP program, from a quality assurance perspective, as FIP will be provided to all new and experienced recruits as part of their initial training at the PEIC.

### **E3.0 Scenario- Based Mental Health and De-Escalation Training**

**This article - in part – was written by Mr. Vidal Chavannes (Dean of the PEIC) and featured in the April internal news letter.**

*“Within the last decade, policing has experienced a growing demand for response to individuals with mental health crises and/or complex needs. A number of police services have estimated this challenge as being 20 to 25 % of their calls for service, resulting in a necessity to improve training and tactics to intervene, assist and support these citizens effectively. As a “Leader in Community Safety”, the DRPS has invested significant resources within the last few years to improve by:*

- *Reviewing current practices and mental health response models in place across Canada, and internationally and adapting those concepts that are appropriate and sustainable in Durham Region;*
- *Investing in enhanced, evidence-based training for members;*
- *Leveraging partnerships and collaborative initiatives that strengthen our community response to persons with mental health challenges and ensuring that when possible, mental health and medical experts lead this response;*
- *Emphasizing the importance of mental health for DRPS members, so they are better positioned to assist others in need.*

*In the coming days, all uniform and communication personnel will receive an email from the PEIC inviting them to participate in a mandatory, leading, and innovative program, designed to provide tools and strategies to assist with interactions with individuals in mental health crisis.*

*Scenario-based Mental Health and De-escalation Training is an award-winning course designed to help participants refresh skills in the areas of expressed empathy, effective verbal and non-verbal communication, and de-escalation in order to improve the quality and safety of interactions with individuals who have, mental health issues. Using interactive scenarios and lived experiences, this course engages learners at critical decision points to demonstrate how responses and behaviours can defuse and interaction, improve a subject’s cooperation, and decrease the need for force.”*

### **E4.0 Corporate Communication Strategy**

The DEI Unit has met with Corporate Communications Unit to discuss and develop a strategy 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. We will continue to be creative and keep members aware of our efforts.

### **E5.0 Hate Crime Conference**

Three DRPS Intelligence officers attended the; 2018 Hate Crime Conference

Content included the following:

- CC Provisions – offences and sentencing provisions
- Recent amendments to Hate Crime provisions.
- MAG Policy
- Police Reported Hate Crime stats

Sub-topics involved:

- The community perspective on Hate Crime with six key-note speakers from various leadership areas.
- The Police perspective on Hate Crime with representation from five agencies.
- Lessons learned on prosecuting hate crimes from three different regional crown attorneys.

Various guest speakers such as a former white supremacist, senior investigative reporter from Southern Poverty Law Center, Human Rights Lawyer, and the Attorney General, Mr. Yasir Naqvi. The DEI Unit and the Intelligence Unit meet on a monthly basis to ensure we are collaborating on topical issues within the community.

## **E6.0 Diversity, Equity and Inclusion Training – ALL 5 teams & Corporate Communications**

Over the past several months, the DEI Unit has been attending and supporting all of the teams as they pursue and work towards achieving the DEI goals. One common theme we began to recognize was the need for additional clarity as it pertains to the strategic plan itself. In addition, members within the teams required additional education on Diversity, Equity and Inclusion competency. Therefore, the DEI Unit, Champions, Team Leaders, Team members and Corporate Communications all gathered for a 1-day educational opportunity. Mr. Trevor Wilson facilitated this day of learning for our members. Resulting from this day, members expressed “*clarity*”, “*a new appreciation*” and were genuinely thankful to have all the teams together to see the “*bigger picture.*” Below were the objectives clarified to our members:

- Review progress on the DRPS DEI Strategic Plan, project charters and opportunities for improvement and reduced overlap
- Introduce quarterly sessions as an enhancement to execution strategy of DEI plan
- Clarify definitions of diversity, inclusion and human equity using the Equity Continuum
- Review changing demographics of the Durham area and its possible impact on DRPS
- Understand culture shock and culture clash as normal outcomes of cultural differences
- Opportunity to self- reflect on their role as pillar and taskforce members

## **E7.0 Understanding Our Community Diversity Series – Posted and made available to all members at DRPS.**

The DRPS *Understanding Our Community Diversity Series* continues with a bestselling guide on appreciating multiculturalism: **Kiss, Bow or Shake Hands**. This book was recommended by Mr. Trevor WILSON, Global Human Equity Strategist for TWI Inc., at last week's DEI Quarterly Pillar Session.

**Kiss, Bow or Shake Hands** is an internationally renowned communication resource for understanding cultural fundamentals in over 60 countries. Helpful topics include "Cultural Orientation", which discusses inherent cognitive styles, negotiation strategies and value systems.

The e-book is currently available as an open source through the internet. A digital copy was provided to our members.

## **F1.0 Champion and Team Update**

Within the February board report this team had established their Project Charter and it was provided. During the month of January, this team had some significant changes. At the inception of this goal there were 3 Champions however that had to be re-visited. Resulting from that, A/Superintendent Dean Bertrim was identified to assume that Champion role. Additionally, S/Sgt Todd Wilson was unable to continue as the team leader which resulted in selecting a new member to lead this team. S/Sgt Paul Hallett is now the team leader.

Additionally, there has been some changes made to enhance this team. DRPA, Vice-President Brad Durst is now a team member as well as others who represent from within the special constable, civilian and front line uniform positions.

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

January 19, 2018  
January 29, 2018  
March 9, 2018  
April 10, 2018

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

Expand the Safeguard Program:

- Received quotes from Ontario Shores to assist in budgeting for programming
- Expansion of the program will be solely dependent on quotes and finding other budget sources

Electronic Platform (App) Development

- Waiting for ethics board to approve questionnaire to be used in self-assessment
- Workshops tentatively scheduled for the end of February
- Self-assessment piece will link members to beneficial resources

Healthy Apples

- Removed the cost of each participant to speak with the nutritionist to save money to allow for expansion of program.
- Identified the need to determine if there is a correlation between participation in Healthy Apples and overall wellness, reduction of sick time.

Respect in the Workplace

- Relaunch RWITP e-learning June 2018
- Strengthen capacity for internal RITWP investigators – Anticipate training 25 members throughout the organization.
- On May 25th, senior leaders are required to attend an all-day Respect in the Workplace Training. It will be facilitated by Jennifer White from Rubin Thomlinson LLP. “Recent reports would offer that there are concerns with civility and a respectful workplace within the Service. This includes reports from KPMG, Dr. Workman-Stark, Shearer/Lattal and Deputy Chief Dan Rioux.”

The session is meant to give each of us the tools to understand our current landscape, legislative responsibilities and our roles and responsibilities.

- Two DRPS team members attended the TEMA Conference on February 9th in order to gain some understanding of some of the programs and philosophies out there with respect to supporting our members, especially as it relates to PTSD.

**(No Changes to the Project Charter to report)**

## **F2.0 Employee Resource Groups (ERG)**

The members who are spearheading this ERG are still in the process of developing the infrastructure. There has been limited movement on this since the last board report however some members are expressing their desire to have it established. The team has advised that they are planning to meet in the coming weeks.

It is important to note that the DEI Unit has sent members within our service to 2 external ERG networks to learn more. For example, 6 DRPS members attended the East Asian Internal Support Network with the Toronto Police Service. Our members advised that they had a great opportunity to gain a better understanding on how this internal support network operates and were able to establish contacts to help support our own network.

As well as, the South Asian Internal support network within the Toronto Police Service has invited Deputy Chief Jaswal to speak at an upcoming May event. The DEI unit has purchased a table and has invited 10 DRPS members to attend, learn and network.