

Classification **PUBLIC**

Meeting **November 5, 2012**

Agenda Item **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.
3. The Service shall ensure that our Human Resources processes are bias free in all job postings, learning opportunities, promotions and transfers.
4. Efforts and results surrounding the recruitment, hiring, and retention of underrepresented groups shall be reported to the Board annually.
5. The Service shall provide the Board an annual summary and year over year comparison of public complaints regarding either Board/Service policy or individual acts, Human Rights complaints, and any other legal process in which allegation(s) of discriminatory practices on grounds prohibited under the Human Rights Code of Ontario by any member, or policy of the Service is alleged.

### **Diversity Defined:**

The Durham Regional Police Service's Diversity Advisory Committee (DAC) was established to deal with challenges that impact the diverse communities of our region. Appointees to the Committee sit as a consultative and advisory body to the Chief Constable. The vision of the Diversity Advisory Committee is to enhance harmony and communication between the community and the Durham Regional Police Service in the interest of providing increased public safety.

The Diversity Advisory Committee defines diversity as a concept that promotes mutual respect, acceptance, teamwork, and productivity among people who differ in work background, experience, education, age, gender, race, ethnic origin, physical abilities, and all of the other ways in which we differ. The information presented in this report has been prepared with this definition in mind. While quantitative data is presented where relevant and available it is import to note diversity related matters cannot be captured solely as numeric values.

### **Data Support:**

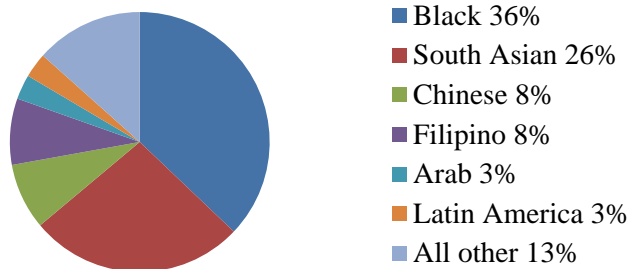
#### **1. REGION AND SERVICE COMPOSITION**

The data noted below regarding visible minorities and sworn female compliments appeared in last year's monitoring report (Board Minute M230-11 refers). It reappears in this report as it remains the most current information available. Results from Statistics Canada's 2011 National Household survey are included where relevant. Further results are expected in May 2013 and will assist in providing refreshed data for next year's monitoring report.

## Visible Minorities:

Statistics Canada 2006 reports that visible minorities comprised 16.8% of Durham's total population in 2006 as categorized below.

### VISIBLE MINORITIES IN THE REGION



Aside from the survey conducted in 2010, the Service does not have reliable data depicting members' ancestral groups to which they identify. This question is currently posed to all new sworn hires. As of January 1<sup>st</sup>, 2013 all new civilian hires will be offered the opportunity to identify which ancestral group to which they belong via post-hire declaration. To gather this information from active members West Division is currently piloting a divisional survey posing diversity related questions of staff assigned there. This survey will then be shared across each division to best capture the data across the Service, increasing the quality of data used to compare the Service against Statistics Canada's publications. In 2010, members were asked which ancestral group they most closely identify with; 63% of the Service responded and results are noted below.

Background	# of Members	Percentage
Aboriginal	25	3 %
Arab	4	.5 %
Black	14	2%
Central or West Asian	2	.2 %
Chinese	5	.6 %
Filipino	1	.1 %
Japanese	2	.2 %
Korean	1	.1 %
Latin American	5	.6 %
Other Visible Minorities Not Listed	19	2 %
Prefer Not to Answer	43	5 %
South Asian	10	1 %
South East Asian	1	.1 %
White	751	89 %

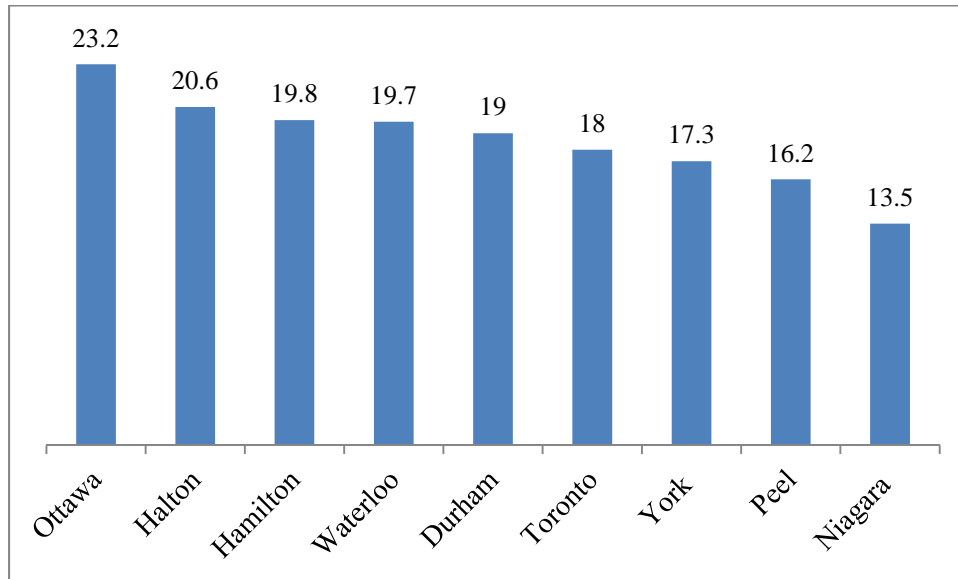
## Age:

The 2011 Census reports that youths aged 14 and under comprise 18.6% of the Region's total population, ranging from 15.6% (Scugog) to 20.8% (Whitby) across the municipalities. Conversely, seniors aged 65 and over comprise an average 5.7% of the Region's total population, ranging from 8.7% (Ajax) to 18.2% (Scugog). Statistics Canada projects that 2016 will be the first year that seniors will outnumber children under age 14.

**Sex:**

According to Statistics Canada’s 2011 Census, the population of the Regional Municipality of Durham is comprised of 51.3% females and 48.7% males. In comparison, female officers comprise 19% of the Service’s sworn compliment; this remains slightly above average across the comparators as noted in the chart below. The total number of members in the Senior Officers’ Association is 36, of which nine are female (25 %); six of the nine hold leadership roles.

**Percentage of Female Officers Across Comparators - 2010**



Source – Statistics Canada, Canadian Centre for Justice Statistics, Police Resources in Canada 2010

**Language:**

The 2011 Census categorizes *language spoken most often at home* in the Region as English 94.2 % of the time, followed by French at .6 % and Non-Official Languages at 5.2 % of the time. The top ten languages spoken most often at home are:

- |            |        |                     |       |
|------------|--------|---------------------|-------|
| 1. Urdu    | 10.2 % | 6. Tagalog/Filipino | 5.5 % |
| 2. Persian | 7.4 %  | 7. Arabic           | 4.7 % |
| 3. Tamil   | 7.2 %  | 8. Italian          | 4.7 % |
| 4. Spanish | 6.6 %  | 9. Chinese          | 3.9 % |
| 5. Polish  | 6.2 %  | 10. Cantonese       | 3.3 % |

Currently the Service has 50 members speaking 20 languages, seven of which are identified above in the top ten most spoken in the Region. The complete list of 20 includes:

- Arabic
- Cantonese/Mandarin
- Dutch
- French
- Filipino
- German
- Greek
- Hungarian
- Ibo
- Italian
- Jamaican
- Latvian
- Lithuanian
- Macedonian
- Persian
- Pidgin
- Polish
- Punjabi/Hindu/Urdu/Gujrati
- Serbo-Croatian
- Spanish

We also have one police constable registered as a sign language interpreter.

## **2. OUTREACH INITIATIVES**

In 2012, 16 members of various ranks across the organization formed the DRPS's Diversity Resource Group to advance diversity and inclusivity related initiatives within both the Service and the Community. Several of these members attended the OACP Diversity Committee's training symposium addressing hate crime and how better to deal with all aspects from a full circle approach.

Community events and committee work attended to date are noted in Appendix A and B. Notable initiatives relating to youth; seniors; English as second language; and lesbian, gay, bisexual, transgender and questioning (LGBTQ) groups include:

Youth in Policing (YIP) is arguably our Service's most successful youth engagement opportunity, offered in collaboration with the Ministry of Children and Youth Services. Area youth between the ages of 15 – 18 years spend the summer developing the life skills to become successful adult community leaders. This year's program saw 58 at-risk young people graduate at the end of the summer. Those youth were mentored by 11 team leaders, all previous YIP graduates, together with both sworn and civilian members across the organization. To reflect the community and with the regional demographic of female – male in mind, students were selected at the same 48.7% and 51.3% ratio respectively.

The Service is proud to have recently received a grant from the Ministry to host a groundbreaking after school YIP program. The program consists of two sessions, commencing November 5<sup>th</sup> 2012 and February 25<sup>th</sup> 2013 respectively, creating meaningful opportunities for 123 at-risk youths in the Region. As noted in the current business plan, educating youth and managing their unique issues is important to the future of the Region; this program will further increase the Service's capacity to promote positive interaction between youth and police.

Recognizing the importance of engaging and supporting our community's aging population, members of DRPS joined with agencies across the region for the "Grey Areas – Emerging Issues Facing Our Aging Population" seminar in March of this year. The event was aimed at supporting seniors coming into contact with the law, due to mental health and dementia issues. Registration was filled with over 150 community partners attending this informative and important event.

The Service continues to support the (LGBTQ) community through participation in the annual Durham Pride and the Toronto Pride parades. The Service holds the award for the Toronto Pride Parade – Special Judges Award for Best Accessory for our rainbow-cruiser entry. Use of the multi-coloured, themed cruiser has been the envy of police services province wide; representatives of the Ontario Police College have requested a photograph of the cruiser to be displayed at the college museum.

This fall, members of the Islamic Centre of Oshawa celebrated the grand opening of their new mosque. The Service participated in the celebration of this important event and continues to engage the greater Islamic community of Durham through various initiatives such as inclusion in the Multifaith Tour and regular committee participation.

To support and better serve residents speaking English as a second language, 150 languages are referenced on identification cards which have been issued to all frontline members. Posters depicting the same information are also displayed at all police facilities enabling officers to identify the language and contact a translator for further assistance.

## **3. BIAS FREE HUMAN RESOURCES PROCESSES**

Together with eight Service directives, the Human Resources Unit processes ensure fair treatment of members participating in job postings, promotions, transfers and learning opportunities. Further, processes reflect the

established guidelines noted in the Ministry of Community Safety and Correctional Services’ “Policing Standards Manual (2000)” regarding equal opportunities.

**Job Postings:**

The Service’s directive sets out its fair and transparent selection process; all vacancies are open to qualified members. Application packages are managed uniformly to all members via our human resources information system (PeopleSoft). Selection is merit based and the competencies of candidates are assessed by a panel through interviews, presentations, skills testing and/or resume reviews. In 2011 there were 88 jobs posted; 76 have been posted to date this year. The Service received a grievance from a civilian member in 2011 citing a pattern of discrimination on the basis of disability relating to 2008 job posting; this grievance remains active, pending arbitration. No complaints have been received for 2012 to date.

**Promotions:**

The promotional process continues to be a member-driven process; the responsibilities for completing the required components reside with each candidate. As a result of the process being refreshed in 2012, the timelines for completing various components have changed since last year’s report was submitted. At that time, the data reflected those candidates who had successfully completed all components and were deemed eligible for promotion. The data noted below reflects candidates who have completed the exam stage only and have not yet been recommended to continue in the process by their respective supervisors. The following table provides a demographic comparison of those candidates in each step of the promotional process against the population of the Region.

	<b>Durham Region</b>	<b>DRPS Sworn Compliment</b>	<b>Step 1</b> PC to Sgt 124 Candidates	<b>Step 2</b> Sgt to S/Sgt 50 Candidates	<b>Step 3</b> S/Sgt to Insp 18 Candidates
<b>Visible Minority Population</b>	16.8 %	9.32 %	13.7 %	16 %	16.7 %
<b>Female Population</b>	51.3 %	19 %	4.8 %	8 %	0 %

While not a true comparison due to the change in reporting caused by the amended process, the lack of female application to Step 3 for both years is noted.

**Transfers:**

In 2011, 26 Civilian and 240 Sworn members transferred positions across the Service; these numbers represent permanent transfers only and do not included temporary transfers or secondments. There were no complaints received alleging discriminatory practices.

**Learning Opportunities:**

Education and training initiatives that enhance members’ abilities and promote the highest standards of service delivery are provided through the Police Learning Centre, Human Resources, and community partners. The Anti-Racial Profiling electronic learning module (ELM) was launched on September 5<sup>th</sup>, 2012 to educate members on the value and importance of diversity and inclusivity amongst peers and within the broader community. Important best practices such as; criminal profiling versus racial profiling; engaging youth from a diversity aspect; and understanding relevant case law and outcomes are featured. This module is mandatory for

all members and must be completed by year end. As of September 30<sup>th</sup> the compliance rate for completion is 34.4 %; 65 members have commenced the training but have yet to complete it.

The Police Learning Centre continues to offer an educational assistance program which reimburses up to 75%, or as much as \$1500 per year for member’s developing themselves with relevant post-secondary education. The total budget for this initiative remains at thirty thousand dollars. Going forward, the centre will focus on innovating it’s delivery of education for all members, ensuring it is accessible, affordable and appropriate.

**4. RECRUITMENT, HIRING and RETENTION of UNDERREPRESENTED GROUPS**

While not actively hiring sworn members, the Service has had the opportunity to hire new employees to fill civilian vacancies caused by attrition. The table below shows 53 women hired in 2012 to date versus 45 male civilians during the same time period; a ration of 54% to 46% respectively. Four of the five full time hires were new communicators hired as a result of a provincial grant; the other full time position was to replace the resignation of the Forensic Audio/Video Analyst.

**New Hires**

<b>YEAR</b>	<b>2010</b>		<b>2011</b>		<b>2012 to date</b>	
<b>GENDER</b>	M	F	M	F	M	F
SOA	0	1 PT	0	1 FT	0	0
Full-time	1	1	0	0	1	4
Part-time	0	9	16	17	7	8
Summer Student	34	34	35	37	37	41
Total by Gender/Year	35	45	51	55	45	53
<b>Total</b>	<b>80</b>		<b>106</b>		<b>98</b>	

Cognizant of the need to promote policing as a future career of choice for women in our community, a female-only information session was held on October 22<sup>nd</sup> with 51 women in attendance. A female-only police readiness evaluation physical (PREP) test session is scheduled for November 5<sup>th</sup>; registration has reached its maximum at 31 participants. Both of these important initiatives aim to attract and engage female applicants, positioning us well for future recruitment drives.

To ensure support to member’s requiring religious support, the Service’s chaplaincy program was refreshed this year. The newly implemented policy acknowledges that everyone has the fundamental freedom of conscience and religion and guides the process for members seeking religious support. Chaplains for the DRPS are currently comprised of representatives of Catholic, Non-Denominational Christian and Hindu faiths.

The 2012-2015 Diversity and Inclusivity Strategic Plan was launched this summer, focusing on:

- Recruiting, selecting, retaining and promoting diverse talent;
- Building bridges within the community;
- Developing diversity competence within the Service; and,
- Promoting inclusivity within the organization.

Graybridge Malkham worked collaboratively with members of the Service and important stakeholders to develop the refreshed plan and will lead the training component in the coming months. Internal committees are working to ensure that these components are embraced and appropriately measured throughout various processes such as promotion, job selection and performance management for all members.

## 5. PUBLIC COMPLAINTS

The Service is currently finalizing its 2012 Public Opinion Survey which contains diversity related questions. 2010's public responses to diversity related survey questions were generally positive; respondents indicated overall that they felt the diversity of the staff of the DRPS is representative of their community. Almost half of the respondents indicated that based on their own experience the local police officers are culturally sensitive; a third indicated that they did not know and six percent said that police officers are never or rarely culturally sensitive. Data from the current survey will be measured against that captured in 2010 and will assist the Service in the planning and improvement of diversity related initiatives.

Despite our best efforts to recognize, reflect and support the diverse needs of our community, public complaints still occur as noted in the following chart:

<b>Type of Complaint</b>	<b>2010</b>	<b>2011</b>	<b>2012 to date</b>
Human Rights	4	2	4
Civil Suits	1	1	0
Professional Standards	2	7	2

Based on the above proof provided, I report compliance with the overall policy.



## **Appendix A**

### African Caribbean Advisory Committee

Identifies and discusses diversity issues relating to African and Caribbean members of Durham Region

### Communities Involved Lesbian Gay Bisexual and Transgender (LGBT) Committee

Addresses issues affecting the Lesbian Gay Bisexual and Transgender community within Durham Region

### Durham Children's Aid Society Diversity Committee

Deals with issues as it relates to children and their families who are currently in their social services program

### Durham Regional Police - Diversity Advisory Committee

Identifies and discusses diversity issues from a Regional perspective, specifically as it relates to policing in Durham Region

### First Nations Literacy Partnership Committee

Focuses on engagement of youth at the primary age and is coordinated with Durham District School Board. The focus is on delivering First Nation awareness to Durham Region students through books written by First Nations authors.

### Francophone Committee

Focuses on ensuring that service providers are aware of the challenges of the French Canadian community residing in Durham Region. Particular attention is paid to those who speak French as a first language.

### Kinark Diversity Committee

Deals with diversity issues as it relates to adolescence currently in their social services program

### Local Diversity & Immigration Partnership Council

Deals with issues of diversity and immigration with a specific focus on assisting Durham Region newcomers integrating into the community

### Ontario Association of Chiefs of Police Diversity Committee

Promotes an understanding of policing issues as they relate to diversity province wide. The Diversity Committee is the parent committee to the OACP Diversity Network and responsible for policy development.

### Ontario Association of Chiefs of Police Diversity Network

Poses as a network for police services across Ontario to share in best practices in relation to diversity

### Pickering Race Relations & Equity Committee

Addresses diversity and equity issues within the City of Pickering

### Pride Prom Committee

Organizes the Regional Lesbian Gay Bisexual and Transgender community prom event for young people

### Region of Durham Staff Diversity Committee

Addresses diversity issues in regards to all Regional staff and develop diversity initiatives to engage community members within Durham Region.

### Whitby Race Relations & Equity Committee

Addresses diversity and equity issues within the Town of Whitby

### Women in Law Enforcement

Encourages, promotes and advances women in law enforcement across Ontario.

## Appendix B

Community Partners	Event Participation
<ul style="list-style-type: none"> <li>• Pickering Canadian Caribbean Cultural Association</li> <li>• The Baha'is of Durham Region</li> <li>• The Hispanic Canadian Alliance</li> <li>• Mississauga's Of Scugog First Nations</li> <li>• Oshawa and Durham Region Métis Council</li> <li>• Canadian Afghan Council</li> <li>• Black Business Person Association</li> <li>• Congress of Black Women</li> <li>• PFLAG Oshawa Durham</li> <li>• Pride Durham</li> <li>• Aid Committee of Durham Region</li> <li>• Women's Multicultural Resource and Counseling Centre</li> <li>• Eastview Girls and Boys Club</li> <li>• Muslim Association of Whitby</li> <li>• Beth Zion Oshawa</li> <li>• Devi Mandir</li> <li>• Friends of Simon Wiesenthal centre for holocaust studies</li> <li>• Durham Tamil Association</li> <li>• Tamil Academic Society of Durham</li> <li>• Agape Church Pickering</li> <li>• UOIT / Durham College - Diversity</li> <li>• Club Carib of Oshawa</li> <li>• Organization of South Asian Police Officers</li> <li>• CCAA Asian Experience</li> <li>• Durham Children's Aid Society Diversity</li> <li>• Durham District School Board</li> <li>• Durham Catholic District School Board</li> <li>• Indo Canadian Cultural Association of Durham</li> <li>• The Association of Black Law Enforcers</li> <li>• Harmony Movement</li> </ul>	<ul style="list-style-type: none"> <li>• Take Back the Night</li> <li>• Chief for a Day</li> <li>• Abilities Equipment Centre</li> <li>• GTA kids hockey tournament</li> <li>• Cops and Kids event</li> <li>• ProAction Cops and Kids event bowling</li> <li>• Boys and girls club gala</li> <li>• Oshawa Pride parade</li> <li>• Toronto Pride parade</li> <li>• Haitian Mission</li> <li>• Cops for Cancer</li> <li>• Eastview Girls and Boys Club walk-a-thon</li> <li>• Refuge Annual Dinner</li> <li>• Afghanistan</li> <li>• Chief's 3 on 3 basketball tournament</li> <li>• Black History Month event</li> <li>• UOIT Canadian Intercultural Dialogue event</li> <li>• Senior Christmas event</li> <li>• New Citizenship Swearing in Ceremony</li> <li>• Habitat for Humanity event</li> <li>• Food and toy drive</li> <li>• Mississauga's of Scugog First Nation Pow Wow and Sunrise Ceremony</li> <li>• PFLAG (Parents For Lesbians and Gays) awards night</li> <li>• ABLE (Association of Black Law Enforcers)Scholarship Ball</li> <li>• Black History Month event – Club Carib of Oshawa</li> <li>• Black History Month youth event – City of Pickering</li> <li>• Organization of South Asian Police Officers event</li> <li>• Hispanic Canadian Alliance dinner and dance</li> <li>• Elimination of Racism</li> <li>• Metis Heritage Celebration</li> <li>• Fiesta Parade</li> <li>• Harry Jerome Awards Nights</li> <li>• Black Professionals Career Panel</li> <li>• Youth In Policing Tamil Presentation event</li> <li>• Presentation to English as a Second Language citizens</li> <li>• Holocaust Memorial event at Beth Zion</li> <li>• First Nations Literacy Partnership Program event</li> <li>• Aboriginal Social Day</li> <li>• Diversity and Immigration, Diversity Plan event in Ajax</li> <li>• Agape church event in Pickering</li> <li>• Aid Committee of Durham Peer Support event</li> <li>• Reality Day at J Clarke Richardson HS</li> <li>• Dyke March Toronto</li> <li>• Serving with Pride event</li> <li>• Grand Opening – Oshawa Mosque</li> <li>• Domestic Violence related awareness events</li> </ul>