

Classification **PUBLIC**

Meeting **October 1, 2015**

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.

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

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:

In 2003 the Durham Regional Police Service’s Diversity Advisory Committee (DAC) was established to serve as a consultative and advisory body to the Chief of Police for diversity, equity and inclusion related matters. Building the safest community through mutual trust and understanding is the primary guiding principle of this committee and in 2015 DAC has proceeded with renewed purpose lead by Co-chairs Shashi Bhatia (community) and Deputy Chief Fernandes (police service). The DAC assists the Service to recognize and respond to rapid social change in the external environment that creates challenges which may affect the internal police organization and the ability of the Service to respond equitably and fairly.

DAC 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. As in previous years’ editions, this monitoring report is prepared with the above definition in mind.

As part of the DAC 2015 work plan the committee is pleased to host the *#SpeakUpDurham* - Diversity Open House on October 8, 2015 from 7:00 pm to 9:00 pm at the City of Pickering, Council Chambers located at One The Esplanade, Pickering, ON. Residents from across the Region to are invited to participate in a discussion with our Command Team in relation to diversity, inclusion and police-community relations. This event contributes to an objective (B1) within the 2012-2015 Diversity and Inclusivity Strategic Plan to host forums to talk openly with residents who represent many dimensions of our diverse Region.

The DAC was instrumental in the review and replacement of the Anti-Racial Profiling directive (LE-01-011) with a more robust policy that provides the procedural framework for Bias-Free Policing. The Bias-Free Policing directive acknowledges that racial bias exists in Ontario and in its institutions, and that members of police services can be susceptible to its harmful influence. As such, our organization and its members, given the unique authority bestowed on police by society, have a heightened responsibility to ensure that our decisions are free of bias. The Service is committed to bias- free policing and to ensuring that the members of the Service carry out their duties in a manner that respects the rights and freedoms of all individuals. The Durham Regional Police Service is committed to the principle that all persons have the right to live and work in an environment

that is free of police action based on bias and racial profiling. This policy sets out the expectation that no member of Durham Regional Police will engage in biased policing or racial profiling.

An internal working committee has been established to review our policy and procedure relating to street checks to ensure we are able to adapt our practices once provincial regulations are introduced. The DAC has been and will continue to be consulted as we develop a 'Made in Durham' strategy in relation to this issue.

The Diversity Advisory Committee (DAC) has undergone a renewal process with the appointment of new co-chairs. The committee has established a new operating framework and is now focused on its membership growth and working to refine its mandate. The DAC is now building the framework to establish various consultative sub-committees to expand its membership and the ability of residents to provide input to the police on issues affecting their individual communities. The new DAC operating framework will begin to implement concrete measures and processes to address how diversity can institutionally be a resource for both business performance and effectiveness and for individual learning and development.

Diversity Within DRPS

Diversity and inclusion within the Durham Regional Police Service is a long standing priority. As we move toward the future I want to highlight our corporate commitment to diversity and the great efforts by our members to ensure that we develop, establish and sustain programs that celebrate the broad and diverse community composition of Durham Region. Diversity is not a position but instead is an open and respectful approach, attitude and function that is embedded into every role - and should be supported and practiced by every member within this great police service.

In 2005 we established a 5-year Diversity Strategic Plan, which was renewed in 2012 when a 3-year Strategic Diversity and Inclusion Plan was implemented. There are several organizational objectives within both plans and many of these objectives are at various stages of being realized. Diversity and inclusion continues to be one of the core priorities of this organization and to underscore the significance of this priority I have re-aligned the Diversity Portfolio within the Executive Branch under the direction of Deputy Chief Fernandes. In addition, Staff Sergeant Jeff Haskins was seconded to the Executive Staff in April 2015 to conduct an evaluation of our diversity plans, policies, programs and initiatives and to help broaden the strategic organizational framework. The Diversity Coordinator (Pam Devine) with the addition of a Diversity Training Coordinator (Keith Richards) and a Diversity Staff Sergeant has helped to implement many of the actions identified in both the aforesaid Diversity Plans. The Diversity and Inclusion Strategic Plan will be incorporated into the business planning process and will be a feature aspect of the 2017 - 2019 Business Plan.

I look forward to introducing a number of organizational changes and new programs that will highlight the importance of celebrating diversity while providing excellent police service to our residents. Durham Region is one of the fastest growing and increasingly diverse communities in Canada; therefore, it is of significant importance that we continue to adapt accordingly.

Data Support:

**No new data is available as a result of the Long Form census data being eliminated by the current government. This will pose a challenge for the Service to find relevant and comparator data going forward.*

1. REGION AND SERVICE COMPOSITION

Data support in this section relies largely on Statistics Canada; the information below is most current as provided by Stats Canada or is carried forward from earlier versions of the monitoring reports. Regional

composition pertaining to visible minority, sex, language and age together with Service compositions are noted below with results from the Service's 2012 Public Opinion Poll where relevant. In 2015, the police service will conduct an internal survey to collect up-to-date membership data relating to our diverse composition. This survey was last conducted in 2006. The survey will be disseminated to the membership in November 2015.

Visible Minorities:

In their 2011 National Household Survey, Statistics Canada reports that visible minorities comprised 21% of Durham's total population, up from 16.8% as noted in their 2006 Census. The results of the Service's 2012 Public Opinion Survey showed that 81.6% of the respondents feel that the diversity of staff of the Service is representative of their community. In 2015 the Service hired officers for the first time since 2009. Recruitment of racialized people continues to be a challenge due to the low applicant rate; however, in 2014 13% of our 15 new police officers are of an origin that is traditionally unrepresented in the policing and justice sector. In 2015 we hired 13 new police officers and 31% of those hired are of an origin that is traditionally unrepresented in the policing sector.

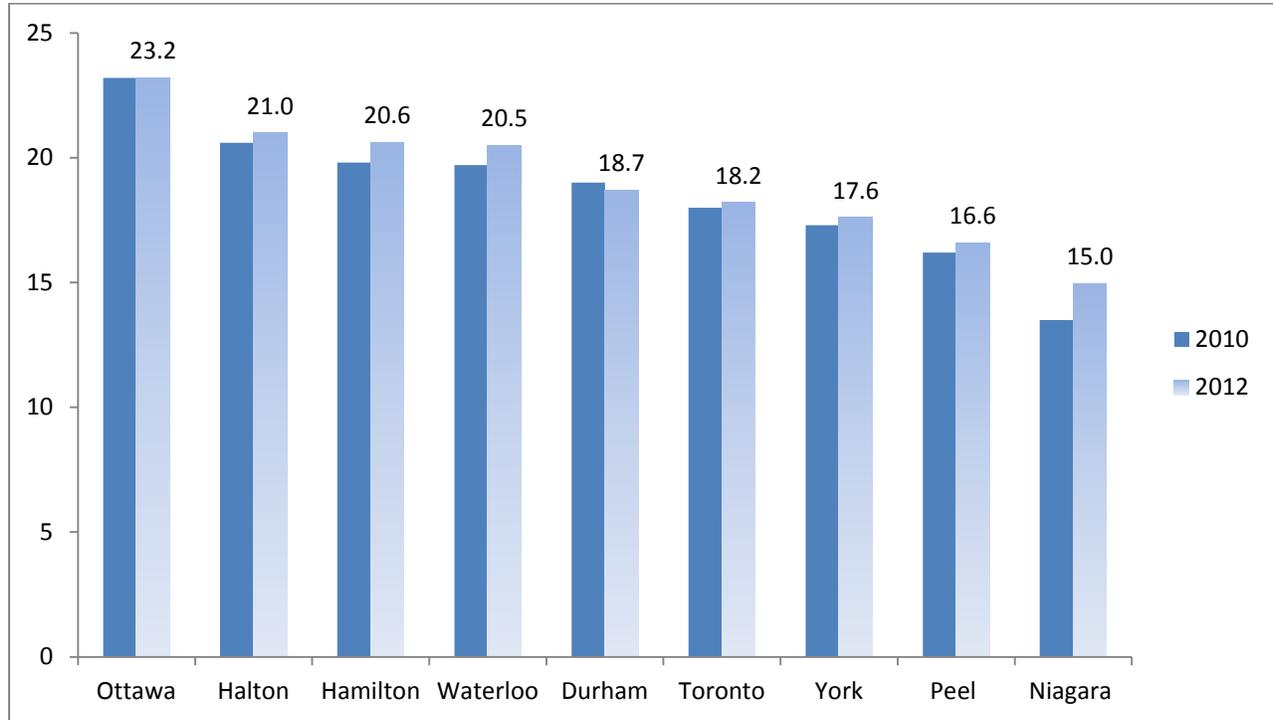
Age:

The 2011 National Household Survey reports that youths, aged 14 and under comprise 18.6% of the Region's total population. Conversely, seniors aged 65 and over comprise an average 12% of the Region's total population. Statistics Canada projects that 2016 will be the first year that seniors will outnumber children under age 14. It is important to note that no new current data is available at this time. This information helps the Service determine where support and partnerships are needed to continue to provide community safety. Engaging members from these two demographic groups is a focus for the Service as evidenced through our Youth in Policing (YIP) and Senior's programs.

Gender:

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. The following chart notes the percentage of sworn female officers across comparator services in 2010 and 2012 as recorded by Statistics Canada. Of the nine services captured, all services increased slightly except for Ottawa which remained the same and Durham which decreased slightly at 0.7%. No new data is available as a result of the Long Form census data being eliminated by the current government. This continues to pose a challenge for the Service to find relevant and comparator data going forward.

Percentage of Female Officers Across Comparators in 2010 and 2012



Source – Statistics Canada – Police Personnel in Municipal Police Services – Ontario 2012

Language:

As noted in 2014's Community Diversity Monitoring Report, 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 Non-Official languages spoken 5.2% of the time are broken down as follows:

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. Mandarin	3.9 %
5. Polish	6.2 %	10. Cantonese	3.3 %

In accordance with our 2006 Internal Survey the Service has 50 members speaking 20 languages, eight 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
- Igbo
- Italian
- Patois
- 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. The Service continues to post language aides at each physical location to be used as references to assist all of our residents.

OUTREACH INITIATIVES

The Service continues to participate in various community events with underrepresented groups across the Region in an effort to create new and strengthen current partnerships. A sample of some of this year's success stories are summarized below.

Black Experience Project

In 2015, the Durham Regional Police Service joined the Environics Institute, Ryerson University's Diversity Institute, the United Way Toronto and the YMCA of Greater Toronto to fund a ground breaking research study focusing on the Black community in the Greater Toronto Area (GTA). The Black Experience Project (BEP) aims to examine the Canadian Black experience as it applies to the GTA in order to investigate the extent to which members of the community face disproportionate socioeconomic disparities, as well as to identify untapped strengths and capacity.

The Black Experience Project is a ground-breaking seminal research study of about 2000 individuals who self-identify as Black across the GTA (Durham, Toronto, York, Peel and Halton). The purpose is to better understand the lived experiences of individuals within this community, and the factors leading to their success and challenges. The results are intended to provide valuable insight and direction in identifying policies and other initiatives that will contribute to the health and vibrancy of the Black community, and by doing so, the health and vibrancy of the entire GTA community and beyond.

Fifteen of our members who self-identify as being a member of the Black community agreed to participate in this important study. The DRPS also helped promote this research study within Durham Region in addition to partnering with the Region of Durham by contributing \$15,000.00 of the \$25,000.00 research contribution from the Region of Durham.

Throughout the month of February Black History Month offered a number of opportunities for the Service to engage community members. This year the Service was awarded the honour of hosting the ABLE Awards Gala in 2015. The Durham Regional Police Service in conjunction with The Association of Black Law Enforcers (ABLE) proudly hosted the 23rd Annual Scholarship Awards Ball on Saturday May 9, 2015 at the Ajax Convention Centre located at 550 Beck Cres. in Ajax, Ontario. The Scholarship Awards Ball is in recognition of the first Canadian Black Law Enforcers – Rose Fortune (1774-1864) and Peter C. Butler III. (1859-1943) Over the years, the Association of Black Law Enforcers has made over \$156,000.00 in scholarships available to many young people in our community. This annual event which was attended by over 500 law enforcement officers from around the world was held for the first time ever in Durham Region. The theme of this year's gala was Bridging the Gap – Fostering Community Relationships. The keynote speaker for the evening was Deputy Commissioner Kimberly Beaty from Buffalo Police Department and special guest speaker Captain Ron Johnson from Missouri State Highway Patrol. (Ferguson Crisis)

The Association of Black Law Enforcers (ABLE) is a non-profit organization which was formed in 1992 to address the needs and concerns of Black and other racial minorities in the law enforcement community. The membership includes: Police Officers, Custom Officers, Probation and Parole Officers, Immigration Officers, Court Services Officers, Sheriff's, By-Law Officers, Special Constables and members of the community.

Aboriginal Policing

For the past seven years the Service has participated in the Mississaugas of Scugog Island First Nations Pow Wow. This important cultural event allows members to experience firsthand our local First Nations culture and further strengthens our relationship with our host First Nations community. This celebration is also attended by our Youth in Policing Students, introducing future leaders to our host First Nations culture. In addition, our North Division leadership team continues to work collaboratively with the Chief of the Mississaugas of Scugog

Island First Nation. Chief LaRocca has been instrumental in developing a new education module for members of the Service to help build awareness about First Nations members, their culture, and their customs.

In September 2015 the North Division and Central East Division leadership representatives attended the National Aboriginal Policing Forum in Ottawa. We are the only municipal police service in Ontario that provides policing service to a reserve and to a large aboriginal community in Oshawa. The designated leaders attended to learn about the process of establishing sustainable policing programs specific to our First Nations community within Durham Region. Although we have a good working relationship with the Mississaugas of Scugog Island we have not tailored our police service strategy to provide service to this community and this forum has provided some valuable information to begin this process.

LGBTQ

This year our police service was the coordinator of the parade float entry into the Toronto Pride Parade on behalf of the Ontario Association of Chiefs of Police. The Service continues to support and recruit from the LGBTQ community through participation in the annual Durham Pride, London Pride, Ottawa Capital other related community engagement initiatives. Our multi-coloured, themed cruiser and our STOP Bullying pink coloured police cruiser were the envy of police services province wide.

In 2015 we established a program that is affiliated with the Ajax Youth Centre Colours Program. The program provides an open, unbiased, and safe environment for LGBTQ youth between the ages of 13 to 20 years. It fosters a strong sense of involvement in the community by building trusting relationships through offering community resources and workshops with special guests for all youth in attendance. We also work closely with the Durham Boys & Girls Club and support a variety of other youth focused programs that provide opportunities for LGBTQ youth.

Youth

Durham Region's youth community remains a priority of both the Service's current and successor business plans. To support the development of future leaders in our community the Service's Youth in Policing (YIP), offered in collaboration with the Ministry of Children and Youth Services is and continues to be a focal program (9 years). The program has grown and evolved and in 2015, 65 young people aged 15 – 18 graduated from the summer program. In the fall of 2014 an additional 69 YIP's started the after school program and graduated in the spring of 2015. Joining sworn and civilian members across the organization, 11 youths from the prior year's program returned in 2015 as team leaders and supervising team leaders as coaches and mentors to ensure the program's success. To reflect the Region's demographic compilation of female to male residents, students were selected to closely reflect the same ratio respectively.

The YIP Program, offered in partnership with Ministry, will engage students in positive and productive activities promoting leadership, team building and communication skills for them to successfully become ambassadors for the Durham Regional Police Service. As ambassadors, the students work to improve police and community relations. Students in youth programs tackle interesting topics such as; problem based learning; bridging the gap between youth & police; removing stigma and building positive relationships; raising awareness for a local youth shelter; and participating in physical activities such as the Special Olympics basketball tournament and soccer clinics.

In December 2014 a Youth Officer organized the Christmas Cop Shop program for a record 35 plus youth. This program is a partnership with the Durham District, Durham Catholic District School Board and the Pickering Town Centre and has been in existence for the past seven years. This program is a youth program that is intended to offer opportunity and aid to youth who are disadvantaged from a socioeconomic perspective. Each youth was given \$200.00 to shop in the stores at the Pickering Town Centre for Christmas gifts for members of their family or those close to them.

Other Initiatives

In 2015 the Service again participated in the career fair hosted by the Durham Chinese Canadian Culture Centre (DCCC) at the Trent University Campus in Oshawa. This event marked the third time the Service formally engaged the Durham Chinese community in discussions regarding community policing while presenting the Service as an employer of choice for future applicants.

Our East Division along with members of command continue to support the Walk a Mile in Her Shoes event held yearly to shine a spotlight on women who have been in and are trying to get out of abusive relationships. Many of our divisions provide support for elderly members of our community, with a DRPS member hosting a local TV program for seniors. Annually the Service participates in the Children's Games held at the Pickering Recreation Complex. This is an event to help support physical activities for children with special needs. Members come out and build relationships with these youth while assisting them in a day of fun activities.

Regional & Municipal Diversity Committee Partnerships

Members of the executive and divisional command are now serving as representatives at the Local Diversity Immigration Partnership Council and the Ethno Diversity Advisory Committee in Whitby. We also have a member serving as a Regional Director (Detective Constable Dena Peden) of the provincial law enforcement organization Serving With Pride. Additionally our police service has a representative serving as an executive committee member of the Ajax Pride House.

Results of the Service's 2012 Public Opinion Survey showed that 67.2% of respondents felt that the Service is appropriately represented at community events. With 54.9% of respondents reporting that they are not at all familiar with the community partnerships of the Service, an opportunity for improvement is presented. All members are encouraged to attend events and build relationships across the Region as representatives of the Service. Attendance at various events and committees throughout the Region in the last two months of 2014 and 2015 to date as reported to the Diversity Unit are noted in Appendix A and B.

2. 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:

Vacancies approved for posting are managed through a fair and transparent selection process; in accordance with relevant directives and collective agreement provisions. Application packages are collected uniformly for 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 2014 there were 63 jobs posted; 76 have been posted year to date. No complaints were received in 2013, nor have any been received regarding the 2014 process to date.

Promotions:

In 2015 the police service introduced the selection process as part of continuous improvement review recommendations stemming from the KPMG report. The following table provides an overview of the candidates in each step of the current selection process. The comparison data based on the internal census and

population of the Region has been removed from the report. The comparison data is no longer accurate because it relies on the 2011 census and our internal census survey (2006) is now outdated.

	Sergeant Job Posting 0 Candidates	Staff Sergeant Job Posting 48 Candidates	Inspector Job Posting 19 Candidates
Racialized Population	Scheduled for 2016	0.04%	15.7 %
Female Population	Scheduled for 2016	10.4%	0.05 %

Transfers:

As of December 2014, 9 SOA uniform, 28 civilian and 158 sworn members of the Service have been transferred to various units.

As of September 30th of this year, 20 SOA uniform, 56 civilian and 203 sworn members have been transferred. These numbers represent permanent transfers only and do not include 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 or facilitated through the Police Education and Innovation Centre.

Fair and Impartial Policing Program

The Fair and Impartial Policing (FIP) Program has been selected as the education curriculum specific to developing diversity competence within the Durham Regional Police Service (DRPS). Research within the United States has established that traditional racial-profiling police training programs have been based on outdated understandings about prejudice. Many such training programs have conveyed the message "stop being prejudiced," with an emphasis on reducing animus toward stereotyped groups. The Fair and Impartial Policing (FIP) training program applies the modern science of bias to policing; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases. The curricula address not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status and so forth. These curricula are founded on the following fundamental principles:

- All people, even well-intentioned people, have biases;
- having biases is normal to human functioning;
- biases are often unconscious or "implicit," thus influencing choices and actions without conscious thinking or decision-making.

Implementation of the Fair and Impartial Policing program has commenced. We are pleased to be working in partnership with Ottawa Police Service, Cobourg Police Service and the Ontario Police College as it relates to the Train-the-Trainer component of this program. We are also pleased to be working in partnership with the University of Waterloo as we evaluate the internal and external impact of this program over the next three years.

Internal Diversity Training Strategy

The Diversity Unit has also seconded a member to serve as a Diversity Training Coordinator. The Diversity Training Coordinator position is responsible for the implementation of the new block training curriculum that aims to familiarize our members with changes to the policies relating to bias-free policing. The Diversity Training Coordinator will also develop and coordinate similar training that has been adapted for our non-sworn membership. The Diversity Training Coordinator will serve as the lead trainer for the Fair and Impartial Policing (FIP) program. The Diversity Training Coordinator will also work with external stakeholders to develop diversity focused training that is topic specific and relevant to the roles and responsibilities of specific units. The Diversity Unit has launched the Human Differences Workshop Series and under this moniker the police service will host an ongoing variety of workshops to continue our efforts to build organizational awareness and cross-cultural diversity competence. The Diversity Coordinator position will have a decidedly internal focus to ensure that our members are provided with multiple diversity curricula that enhance the service we provide to the community.

3. RECRUITMENT, HIRING and RETENTION of UNDERREPRESENTED GROUPS

In 2015 the Service hired officers for the first time since 2009. Recruitment of women and racialized people continues to be a challenge due to the low applicant rate; however, in 2014 27% of our 15 new police officers were women and 13% are of an origin that is traditionally unrepresented in the policing and justice sector. In 2015 we hired 13 new police officers and 31% of those hired were women and 31% are of an origin that is traditionally unrepresented in the policing sector.

Recognizing the value of encouraging policing as a career choice for diverse groups, the Service has attended 23 events year to date at venues in the Region and across the greater Toronto area and southern Ontario such as: Oshawa and Toronto PRIDE; Congress of Black Women; PFLAG; CCAA Asian Experience; and, the Association of Black Law Enforcement Ball.

To promote policing as a future career of choice for women in our community, 4 female-only practice preparation sessions were held in 2014 with 119 women in attendance. In 2015, 3 female-only practice preparation sessions were held with 103 in attendance. These important initiatives aim to attract and engage female applicants, positioning us well for future recruitment drives.

The Recruiting Unit in collaboration with our Corporate Communications Branch and Diversity Unit are developing a cinematic quality series of organizational marketing and recruitment videos that will promote our police service as the employer of choice. The first and foundational episode of the new promotional videos was just completed and I look forward to sharing these videos with the Board.

The following table shows 49.5% of the members hired year-to- date are female.

New Hires

YEAR	2012		2013		2014		2015 (at Oct 1/15)	
	M	F	M	F	M	F	M	F
SOA	0	2	0	0	0	0	0	1
Full-time	2	6	0	0	11	4	10	5
Part-time	8	15	5	14	4	16	3	10
Summer Student	76	63	112	107	80	74	41	37
Total by Gender/Year	86	86	117	121	95	94	54	53
Total	172		238		189		107	

4. PUBLIC COMPLAINTS

In accordance with reporting requirements of this policy, complaints received by the Service from members of the public pertaining to Human Rights matters are as follows:

Type of Complaint	2011	2012	2013	2014	2015 (as of Oct 1/15)
Human Rights	2	4	3	4	0
Civil Suits	1	0	1	2	1
Professional Standards	7	2	6	3	5
Total	10	6	10	9	6

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

Appendix A

Association of Black Law Enforcement Officers

An association of officers who build bridges between law enforcement and the community

Communities Involved Lesbian Gay Bisexual and Transgender (LGBT) Committee

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

Congress of Black women of Canada

Offers support and networking for families and women of the black community in 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

Ethno-Cultural and Diversity Advisory Committee

Addresses diversity and equity issues within the Town of Whitby

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.

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

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.

Ontario Women in Law Enforcement

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

Durham Women in Law Enforcement

Encourages, promotes and advances women in law enforcement across Durham Region.

Appendix B

Community Partners

- The Baha'is of Durham Region
- The Hispanic Canadian Alliance
- Mississauga's Of Scugog First Nations
- Oshawa and Durham Region Métis Council
- Black Business Person Association
- Congress of Black Women
- PFLAG Oshawa Durham
- Pride Durham
- Aid Committee of Durham Region
- Women's Multicultural Resource and Counseling Centre
- Durham Girls and Boys Club
- Muslim Association of Whitby
- Sankat Mochan Hauman Mandir and Cultural Centre
- Friends of Simon Wiesenthal Centre for Holocaust Studies
- Durham Tamil Association
- Tamil Academic Society of Durham
- UOIT / Durham College - Diversity
- CCAA Asian Experience
- Durham Children's Aid Society Diversity
- Durham District School Board
- Durham Catholic District School Board
- Indo Canadian Cultural Association of Durham
- The Association of Black Law Enforcers
- Harmony Movement
- Kawartha Pine Ridge District School Board
- Peterborough Victoria Northumberland and Clarington Catholic District School Board

2014 Event Participation to date

- Aboriginal Social Day
- ABLE Scholarship Ball
- Aids Committee Of Durham Peer Support Event
- Black History Month – Cultrual Expressions Art Gallery
- Chief For A Day
- Chief's 3 on 3 Basketball Tournament
- Cops For Cancer Fundraiser
- Cop Shop, Pickering Town Centre
- Diversity & Immigration Diversity Plan Event, Ajax
- Durham Human Services Justice Coordinating Committee – Cyberspace Impact Conference
- Durham College Annual Donor & Student Reception
- Dyke March, Toronto
- Durham Boys & girls Club Annual Christmas Dinner
- Food & Toy Drive
- First Nations Literacy Partnership Program Event
- GTA Kids Hockey Tournament
- London PRIDE Parade
- Mississaugas Of Scugog Island First Nation POW WOW and Sunrise Ceremony
- Ontario Shores Baseball Tournament
- Open Doors Youth BBQ
- Oshawa PRIDE Parade
- Ottawa Capital PRIDE Parade
- Presentation To English As A Second Language Citizen
- PFLAG Dinner and Awards Night
- Pro Action Cops & Kids Board Meeting & Holiday Party
- Pro Action Cops & Kids Bowling
- Rachels Challenge
- Reality Day, J. Clarke Richardson H.S. Ajax
- Refugee Annual Dinner
- Seniors Christmas Event
- Serving With Pride Event
- Take Back The Night – Anti Violence Awareness
- Toronto PRIDE Parade
- Walk A Mile In Her Shoes – Domestic Violence Awareness
- Anti-bullying pink t-shirt pledge campaign
- YWCA Starry Nights Dinner and Gala