



REPORT TO THE POLICE SERVICES BOARD

Author: Dr. Vidal Chavannes

Date of Report: Dec 15, 2020

Subject: **Community Diversity Monitoring Report**

RECOMMENDATION

That the Board receive this report for information purposes.

Signed: _____

Chief of Police

Date: _____

Dec 3/20

OVERVIEW

This report provides a summary of equity and inclusion initiatives that the Durham Regional Police Service (DRPS) has completed or is working toward. The following will be highlighted:

- 2020-2022 Equity & Inclusion Strategic Plan Update
- Diversity Advisory Committee
- Equity and Inclusion Communication Plan
- Youth in Policing (Virtual Program)
- Response to Hate Crime

2020-2022 EQUITY & INCLUSION STRATEGIC PLAN UPDATE

1. The DRPS 2020-2022 Equity & Inclusion Strategic Plan provides a framework to identify priority commitments and their associated success indicators, with the intention of helping to foster a safer and more inclusive community at work, and across the Region.
2. This plan was launched in May 2020 and builds upon the foundation of the 2017 -2019 Diversity, Equity and Inclusion Strategic Plan adopting the five strategic commitments: *Totally Engaged Community, Workforce Reflects the Region Demographically, Leadership Reflects the Region Demographically, Diversity Competent Members and Secure and Supportive Workplace.*
3. To support the aforementioned commitments, Strategic Commitment (SC) Teams were created through the engagement of our membership.
 - 3.1. A total of 90 DRPS members volunteered - civilian/sworn, from all levels/sectors of the Service.
 - 3.2. Each SC Team has 17-18 members, a Sponsor, Champion and Team Leader.
4. The following is a synopsis of the work done and pending within each of the strategic commitments:

Commitment #1: Totally Engaged Community

5. Community Engagement celebrations looked a little different this year due to the COVID-19 pandemic; however, DRPS still participated in a variety of community celebrations.
 - 5.1. **Canada Day** - Although large celebrations were not possible this year, many virtual celebrations were held including Canada Day the Durham Way. This online event brought together all municipalities and DRPS was honoured to have a member of our Pipes and Drums, Cst. Mike Lasseter, performing during this celebration.
 - 5.2. **Sweat for Change** – Constable Iyan Dusko and Staff Sergeant Kevin Yamada partnered with a coalition of Black community leaders to host a discussion with members of Black communities in an effort to improve the relationship and identify ways forward. To this point, eight separate virtual discussions have been hosted with 6 police officers and numerous members of the community. Additionally, the Sweat for Change event was planned on October 24, 2020 by this group as a means to bring Black youth and police officers together in a team training environment, which would have culminated in a facilitated discussion. Unfortunately, due to the second wave of the pandemic, the event has been put on hold until 2021. Planning is currently on-going to host bi-monthly themed virtual discussions in 2021.
 - 5.3. **Wounded Warriors Canada Virtual Ride for Mental Health** - August 22, participants from across Canada challenged their mental and physical health by bike, while supporting our Veterans, First Responders and their families.
 - 5.4. **Migrant Worker Clothes and Food Drive** – With assistance from the Equity and Inclusion and Community Safety Units, Detective Constable Ken Rogers organized a food and clothing drive to support the migrant workers in Clarington. The initiative was supported by 6-10 members of East and North Division at any given time and served approximately 100 migrant workers.
 - 5.5. **Orange Shirt Day Campaign** – On September 30, 2020 the Service marked Orange Shirt Day by sharing the Phyllis Webstad story with our membership to promote an understanding of the harm inflicted on Indigenous communities as a result of the Residential School System.
 - 5.6. **Harvest Cram-A-Cruiser Food Drive** – On September 27th and October 5th Constable Rice and the Community Safety Unit worked with members of the community to support the Salvation Army in Whitby and Simcoe Hall Settlement House in Oshawa to cram cruisers with non-perishable items.
 - 5.7. **Simcoe Hall Settlement House Partnership** - October 9, DRPS members dropped off pizzas for individuals and families in need.
 - 5.8. **36th Annual DRP Children's Games** - Due to COVID, we were unable to celebrate with athletes in person; however, thanks to the generosity of many local partners, athletes were presented with a gift box during a curb side pickup in Pickering.
 - 5.9. **Trans Day of Remembrance(TDOR)** - On November 20, 2021 we joined the community in marking the Transgender Day of Remembrance by raising the Transgender Flag at all divisions, the Operations Training Center and Regional Headquarters. By raising the flag on TDOR, we demonstrate our respect for trans people who live with indifference, prejudice and hatred. We also renew our commitment to continue to learn and educate so that we can participate in a more inclusive community.
 - 5.10. **DRPS/Durham Region's Annual Black History Month Launch** - On June 26, 2020 the committee, inclusive of community partners convened the first meeting to begin planning the 2021 Black History Month launch. Due to the climate stemming from the murder of

George Floyd and subsequent global protests, the conversation was initially focused on current events and what the committee could do beyond the event to bridge the gap with Black communities. At that time, the Chief's 4 initiatives to address systemic barriers were presented to the committee as a starting point for the Service. In subsequent meetings, it was determined that the annual launch would be presented in a virtual format.

Additionally, it was determined that the committee would plan to launch a virtual book club that would span the course of 2021 and would focus on the Canadian Black experience for members of our organization and the whole community. Both the book club and the annual launch are still in the planning phase but expected to launch in February 2021.

- 5.11. Cut The Talk: The Youth Speak Wrap-up Discussion – On October 23, 2020, Sergeant Keith Richards and Sergeant Sean Samuels participated in this discussion with other community partners and youth across Durham Region which was hosted by DurhamOne. The main goal of the session was to give the youth an opportunity to speak and be heard.
- 5.12. On July 28, 2020 The Congress of Black Women of Canada's Ajax/Pickering and Oshawa/Whitby chapters teamed up with Pickering Public Library, Ajax Public Library, Whitby Public Library, Oshawa Public Library, and Ontario Tech University to provide a FREE online panel discussion: Combatting the Roots of Anti-Black Racism. Sergeant Keith Richards was a guest speaker.
- 5.13. Wear Purple Day – In November, DRPS members across the service participated in numerous initiatives to recognize Women Abuse Prevention Month. Members showed support for abused women and girls by wearing purple to bring attention to the issue of gender based violence. All the Divisions were lit in purple and the Domestic Violence Unit marked the day by dressing in purple.
- 5.14. ProAction Cops & Kids Virtual Discovery Gala – On November 26, 2020 two DRPS officers from the ProAction Cops & Kids Durham Chapter became Durham Award Winners:

Cst Catherine Cornes was awarded the Chuck Mercier Award that recognizes the police officer who created the most innovative police-youth program which took place in Durham and funded by ProAction for her program: What's for Dinner

D/Cst Andrew Peden was awarded the Dave Wilson Award that recognizes the police officer who has shown the highest level of commitment to police-youth programs which took place in Durham and were funded by ProAction. D/Cst. Peden's program is: Youth Development Through Sport –Open Gym

Commitment 2: Workforce Reflects the Region Demographically

6. November 7, 2020 to assist females interested in becoming a police officer; DRPS held the 4th Annual Virtual Women Symposium. More than 100 registered attendees logged in to gain exposure into policing, meet female officers and learn about the recruiting and hiring process. Another successful event, with a panel discussion comprised of female DRPS member's civilian/sworn from various sectors of the service.
7. In early 2021 the Service will launch an internal demographic census and member survey, to help identify any existence of disproportionality or disparity in access to opportunity, performance management, workplace engagement, etc.
8. Beginning this month, community members who have volunteered to be part of a special committee, will participate in recruit interviews. In this way, the community can have a direct hand in the identification of new DRPS members.

Commitment 3: Leadership Reflects the Region Demographically

9. The results of the internal demographic census / member survey, will help the Service identify the current composition of our leadership team, and whether there are structural changes that should be implemented to ensure more equitable access to opportunities for all members considering leadership.

Commitment 4: Diversity Competent Members

10. The Equity and Inclusion (EI) Unit is working in collaboration with the Police Education and Innovation Centre (PEIC) to improve training programs across all levels of DRPS in the areas of;
 - 10.1. Training opportunities pertaining to equity and inclusion.
 - 10.2. New ways of evaluating the efficiency of training initiatives; including community-based evaluations.
 - 10.3. Naming anti-Black racism and ensure officers receive anti-Black racism training.
 - 10.4. Implementation of bystander/duty to intervene training to all members.
11. These training opportunities will be incorporated in areas such as; Leadership Training Programs, Supervisor School and Recruit Curriculum.
12. A Diversity, Equity and Inclusion Training Plan is being created.
13. Examples of some of the 16 DRPS equity and inclusion training opportunities various members participated in over the past 6 months, include:
 - 13.1. Jul 28 - Facebook Canada and Ontario Tech University co-hosted a virtual **Panel Discussion on Hate, Bias and Extremism**. This virtual event kicked off with a special announcement from Dr. Steven Murphy, Ontario Tech University President and Vice-Chancellor and Kevin Chan, Public Policy Director at Facebook Canada. Panel moderated by Dr. Barbara Perry, Director of the Centre on Hate, Bias and Extremism at Ontario Tech.
 - 13.2. Jul 28 - The Congress of Black Women of Canada's Ajax/Pickering and Oshawa/Whitby chapters teamed up with Pickering Public Library, Ajax Public Library, Whitby Public Library, Oshawa Public Library, and Ontario Tech University to provide a free online panel discussion **Combatting the Roots of Anti-Black Racism**. Sergeant Keith Richards was a guest speaker.
 - 13.3. Aug 6 - Over 7000 people including many DRPS members listened in, and shared stories/ideas about how the Region can address systemic anti-Black racism in **Durham Region Community Town Hall** held by Durham Regional Chair John Henry. Former Chief of Durham Police Paul Martin joined the virtual Community Town Hall. Numerous recommendations were received from the Town Hall and DRPS is working in collaboration with our partners in order to address those.
14. The EI Unit in partnership with Corporate Communication redesigned the Equity and Inclusion Internal Homepage and created an @E&I Resource Portal that acts as a Knowledge Repository. The Knowledge Repository was created to provide members with links to information and resources aimed at enhancing diversity/cultural competence. Members can access the Knowledge Repository 24/7 from anywhere. The EI unit provides bi-weekly MediaOne messages challenging members to

increase their knowledge on a variety of topics such as: Anti-Black Racism, Building Community Trust, Valuing and Adapting Diversity.

15. The EI Unit in partnership with Dnaagdawenmag Binnoojiiyag Child & Family Services (DBCFS) and Durham Children's Aid Society (DCAS), hosted a **Newly Revised Joint Operation Protocol and Partnership - Collaborative Virtual Education Session** on November 10, 2020 via MS Teams. The learning opportunity brought DRPS members and staff from DBCFS and DCAS together to learn about the DRPS/DBCFS/DRPS Memorandum of Understanding Child Abuse Protocol. 25+ DRPS members from various units such as Sexual Assault & Child Abuse Unit, Human Trafficking Unit and Domestic Violence Unit joined the presentation. A total of 90 attendees joined between the three organizations. Some highlights from the joint education session, include:
 - 15.1. A Traditional Land Acknowledgement, drumming and storytelling which brought everyone together.
 - 15.2. Indigenous cultural teachings throughout the presentation which allowed attendees the opportunity to expand intercultural competence.
 - 15.3. The presentation was recorded for future training and the educational presentation collected and stored on the EI Unit Knowledge Repository for members to access.

Commitment 5: Secure and Supportive Workplace

- 15.4. A committee of interested community members have participated in the review of some of our internal policies and directives. The two-way communication that has been generated by these discussions, has provided some good suggestions for amendments and allowed the committee some insight into our processes. The specific policies that have been reviewed, include: Code of Professional Conduct; Accessibility Standards; and Constable Recruitment and Selection.

DIVERSITY ADVISORY COMMITTEE (DAC)

16. After pausing the Diversity Advisory Committee (DAC) for over 1 year in 2019, the Equity and Inclusion Unit finalized selections for a renewed DAC which included 11 Durham citizens from as far west as Pickering, as far north as Beaverton and as far east as Oshawa.
 - 16.1. DAC members met for an orientation on August 11, 2020 with the EI Unit and Deputy Chief Bertrim and two additional meetings have occurred since that time with at least one member of the Command Team present.
 - 16.2. DAC will meet quarterly with an option for either Co-Chair to call additional meetings as needed.
 - 16.3. The DRPS external website was updated and launched while highlighting the process of the DAC renewal complete with DAC member profiles. DRPS social media platforms were also used to launch the introduction of DAC to the community.
 - 16.4. DAC members are the first citizens of Durham Region to get involved in the 4 initiatives to address systemic barriers. All DAC members have been trained in the recruit selection process with a focus on the Local Focus Interview. All members have reviewed the Demographic Census that will be delivered to the Service. Three members are participating on the DRPS Policy Review Team and six members have volunteered to be part of the Citizen Advisory Board for Race Based Data Collection.

- 16.5. DAC members are participating in providing advice on how the Service can address the recommendations of the Honourable Justice Michael Tulloch that are within the influence of the Service as identified in the Report of the Independent Street Checks Review.
- 16.6. DAC will support the efforts of the Service to address the additional recommendations made by community members at the Community Roundtable meeting on December 19, 2019.

EQUITY AND INCLUSION COMMUNICATION PLAN

- 17. In partnership with DRPS Corporate Communication Unit, the EI Unit has developed a draft Equity and Inclusion Communication Plan; this communications plan will outline the ways in which DRPS will reach out to our members and our community through various channels, while encouraging feedback and collaboration.
- 18. We identify that good communication is part of the underlying structure of any change efforts. In order to build ongoing collaboration and confidence, DRPS members and the community need to know what the service is doing to move along the diversity, equity and inclusion continuum and the why and the how behind our organization's strategic commitments.
- 19. Communication to DRPS member and community will be done regularly, persistently and effectively.
- 20. Each step in the implementation of the plan will have an associated communication means to ensure transparently and accountability.
- 21. Various communication platforms (social media channels, website, MediaOne, E-Parade, Chief's Video Messages, Town Halls) and any other platforms deemed appropriate to communicate regularly and foster engagement.
- 22. Social media analytics will assist in determining the success of outreach efforts to promote update the community on progress that is being made regarding the strategic commitments and the Chief's four initiatives.
- 23. Feedback collected through comments, emails, town halls will be included in a report to command to help contribute to changes in DRPS policies
 - 23.1. Once determined any changes updates to policies will be communicated to the public through a separate communications campaign.

YOUTH IN POLICING

- 24. The Youth in Policing (YIP) Program was founded in 2006 in partnership with the Ministry of Children, Community and Social Services. Created as an employment and personal development opportunity for youth ages 15-18, the program aims to empower students to make positive changes within their communities, personal lives and the lives of others. It helps youth develop and enhance professional skills in preparation for future employment and student advancement.
- 25. The **2020 Youth in Policing (YIP) Summer Program** transitioned from in-person to 100% virtual this year due to the pandemic; the first time the YIP program was conducted completely online since 2006. To move this program into a virtual environment required navigating many changes such as;
 - 25.1. Changes made to virtual purchasing, planning, hiring, and scheduling.
 - 25.2. Additional training for YIP staff on how to set up and facilitate Zoom accounts with maximum security and effectiveness.
 - 25.3. A considerable amount of time in the planning to develop and implement virtual programming; the existing programming had to be recreated to accommodate things such as; integrating

community partners and police unit presentations, workshops, training sessions and special events into a virtual schedule.

25.4. Change in content to be informative, engaging and interactive for virtual activities.

26. Some challenges experienced when transitioning to online programming were;

26.1. Not all training opportunities were viable in an online capacity for the number of YIP students for example; Mental Health First Aid Certification. Due to the much smaller number of students per virtual training classrooms YIP could not accommodate the 77 students to take the training in the allotted time frame.

26.2. The most common technology issues were connectivity;

26.2.1. A total of 269 connectivity issues arose throughout the 38-day program; 12.5% of the youth experienced connection issues, 0.6% experienced audio issues, and 0.6% experienced video issues.

26.2.2. All technical issues are being tracked to improve the current state.

27. The **2020-21 Youth in Policing (YIP) Afterschool Winter Program** is also virtual, and commenced on November 25, 2020. It runs every Wednesday 5:00pm to 8:00pm and Saturdays 9:00am to 3:00pm until March 31, 2021. The YIP Program has two new Police Liaison Officers for the Winter Program; Sergeant Dena Peden from the Equity and Inclusion Unit and Constable Conrad Wong from the Recruiting Unit. Exciting new changes are being made to enhance and expand YIP.

28. Hiring for the **2020-21 Youth in Policing Afterschool Winter Program** is complete:

HIRING TABLE			
2 Program Coordinators			
POSITION	APPLICATIONS	INTERVIEWED	HIRED
Student	281	108	61
Supervisor/Team Leader	46	31	3 - Supervisors 6 - Team Leaders
Satellite Expansion	7	7	7
TOTAL HIRED			77

29. **Youth in Policing Initiative Satellite Program: Long Term Strategic Plan - YIP Expansion:** Discussions with the Ministry of Children, Community and Social Services and Senior members from the Durham District School Board (DDSB) are underway with respect to expanding the current YIP Program into satellite programs within identified DDSB schools through a *Youth in Policing Initiative Satellite Program: Long Term Strategic Plan*.

29.1. DRPS is working in partnership with Ken MacNaughton DDSB Administrative Officer of Safe Schools. 7 additional DDSB students have been hired for this initiative as part of the expansion program.

29.2. The two first DDSB schools identified are: Pine Ridge Secondary School and J. Clarke Richardson Collegiate.

29.3. Planning is underway to expand YIP to 3 programs yearly starting 2022 (Spring, Summer and Winter Programs)

30. Youth Mentorship Program

30.1. For the first time, a Youth Mentorship Program will be introduced and piloted within the YIP Program. Students will be assigned to mentors. Details will follow.

RESPONSE TO HATE CRIME

31. Hate crime is committed to intimidate, harm or terrify not only a person, but an entire group of people to which the victim belongs. The impact of hate crimes often extends beyond physical and emotional trauma to the victim, encompassing other members of the community. Effective police and community response to hate crimes is required.
32. 44 hate crimes were reported to DRPS in 2019 and in 2020 to date; 38 hate crimes have been reported. The majority of all reported hate crimes are reported in the form of a mischief graffiti/tagging. DRPS is taking mindful approach to hate crimes happening in the Durham Region and beyond, for example;
 - 32.1. DRPS Support for the Islamic Community – On October 12 the Toronto Police Service reported that they were actively investigating threats against a local mosque that made reference the attacks on two mosques in Christchurch New Zealand in 2019. In an effort to convey a message of support as well as a commitment to continue to work with the community to provide peace of mind and to deter any acts of hate crime against members of their community all divisions reached out to the leaders of their local Islamic communities. Of particular note, West Division coordinated a virtual meeting bringing the leadership of each mosque in Ajax and Pickering together where they discussed a plan to support the needs of each congregation during this time of concern and beyond.
 - 32.2. St. Mary Catholic Secondary H.S. in Pickering – Racist Yearbook Comments - The Durham catholic School Board launched an internal investigation and notified the DRPS. Investigators subsequently became involved in a criminal investigation into this very high profile incident. On October 14, 2020 a drive-by birthday celebration was coordinated by the family of the victim in Pickering. As a result, Constables Jason Dimech and Pam Devine attended in an effort to stand against these hateful acts.