



## REPORT TO THE POLICE SERVICES BOARD

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Date of Report: 4<sup>th</sup> December, 2019

Subject: Monitoring Report – Diversity Equity and Inclusion Strategic Plan Quarterly Report

Information or Decision Report Information

### RECOMMENDATION(S)

That Board receives this report for information purposes.

Signed:

Chief of Police

Date: 09 DEC 19

### EXECUTIVE SUMMARY

As stated in the previous Interim Diversity Monitoring Reports, the Diversity, Human Equity and Inclusion Unit will steward the organizational implementation of the 2017-19 DEI Strategic Plan.

**September - December 2019 | Update**

This report provides a summary of activities the Equity and Inclusion Unit (EI) and EI Goal Team Members have delivered or coordinated in relation to diversity, equity and inclusion efforts:

#### **DRPS Newcomer and Visitor Guide**

Members from Central West Division partnered with the Durham Welcome Centre Immigrant Services to create a Newcomer and Visitor Guide. With support from the EI Unit, a pamphlet was launched to the public on September 25<sup>th</sup>, 2019. This guide provides pertinent information for newcomers to Canada and the Durham Region. A Chief's message was created to notify members about the pamphlet and its potential as another resource. The pamphlets are available at each division and were also provided to various community partners. A printable copy of the pamphlet is available on the DRPS website and accessible to all members through MediaOne under the Equity & Inclusion Homepage.

#### **Orange Shirt Day**

On September 30<sup>th</sup>, members from all civilian and sworn ranks wore orange shirts in support of Reconciliation. Orange shirts are one way to honour Indigenous children, their families & communities sent to residential schools and to recognize the long-lasting harmful effects. The EI Unit tweeted 13 photos of members wearing their orange shirt. Messaging was sent to members via the What's New platform providing education on the significance of Orange Shirt day while inspiring members to learn more about the history of Indigenous people.

#### **Qur'an & Bhagavad Gita Presentation**

On October 9<sup>th</sup>, Imam Shakir from the Oshawa Islamic centre and Pandit Tiwari from the Ajax Hindu congregation, Sankat Mochan Hanumaan Mandir, attended Regional Headquarters to present Chief

Martin with the holy books of each faith (Qu'ran and Bhagavad Gita). The ceremony resulted from the efforts of each Centre to provide some context and support in making the Qu'ran and the Bhagavad Gita available to our newest members when being sworn in. Each congregation offered to present a true copy of their respective holy books to Chief Martin to be used by members of our organization when required, as well as a gesture to promote the connection between our organization and the communities that we serve in general

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### **Community Highlights**

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Hearth Place Charity Dinner  
Durham Tamil Association Gala Night  
Hindu Heritage Month Proclamation at HQ  
Canadian Jamaican Club (Oshawa)  
Filipino-Canadian Heritage and Resource of  
Durham Community Networking Session  
Ajax Welcome Centre Picnic  
Islamic Heritage at Courtice Mosque  
Diwali Celebration

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### **Appreciation from 15 Community Leaders**

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On Oct 15<sup>th</sup>, fifteen leaders from various community organizations in Durham attended the monthly Board Meeting at HQ and brought messages of appreciation for Chief Martin and thanked all members for their service and commitment to establishing and maintaining relationships with Durham Region's diverse communities. Community leader Shashi Bhatia led the delegation, making remarks about DRPS' commitment to public safety and the sacrifices made to keep our community safe.

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### **OWLE Canada Training Conference**

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On November 14<sup>th</sup>, 30 DRPS members attended the Ontario Women in Law Enforcement (OWLE) conference in Mississauga. Over 500 people, predominantly women, from across Canada

attended to learn and inspire confidence together.

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### **Transgender Day of Remembrance**

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On November 20<sup>th</sup>, DRPS raised the Trans flag for the Transgender Day of Remembrance with greetings from Supt. Teresa Hutchinson, Regional Chair John Henry & PFlag Durham rep Theo Dowling *"We pledge to continue to advocate & educate for our vision of a world more inclusive, loving & supportive."* - Supt. Hutchinson. Across the Region DRPS raised 7 Flags for Transgender Day of Remembrance with flags raised at all 5 police stations, the operations training centre and regional headquarters to honour and mourn those lost, create awareness and show support.

#### **Feedback:**

*"A massive shout out to our @DRPSDiversity equity and inclusion unit for coordinating a respectful and loving Trans Day of Remembrance flag raising(s) and ceremony today."* - Cathy Bawden-Inspector

*"I second that! You achieved a new level today & we have been cheering you on from Toronto and from the West coast. Excellent work folks, I'm proud to know you."* - Christine Newman, member of the Trans Community.

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### **Latin American Community – Durham Region**

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Spanish is "one of the most prevalent non-official languages reported as mother tongue in Durham Region" (Statistics Canada 2016 Census). The EI Unit has been taking deliberate action to heighten trust and improve relationships between police and the Latin Canadian community in collaboration with the Durham based non-profit organization, Alianza Hispano-Canadiense de Ontario - Hispanic Canadian Alliance of Ontario (AHCO). With divisional support,



members have made many positive inroads, through community engagement and training opportunities.

### **Highlights:**

- **Hispanic Women's Cooking Class:** On a monthly basis, a group of Hispanic women gather at a grocery store "community kitchen" (graciously donated by the store). DRPS and the AHCO utilized this opportunity to participate in an afternoon of cooking, socializing and communication.
- **Appreciation Day for the Spanish Speaking Seniors Group:** The EI Unit visited with 15-20 Latin Canadian seniors and provided each member with a DRPS lunch bag.
- **AHCO Annual Family Picnic:** The AHCO was honoured to have DRPS officers stop by in their cruisers and interact with the large Latin Canadian community in attendance (estimated 200 attendees and 70 youth). Officers from 18 division attended to enjoy the live music, games, dancing and refreshments - *A/Sgt. M. Eid, Sgt/ D Wilson, Cst. D. Foote, Cst. A. Sigmann.*
- **AHCO - Fiesta Tropical Dinner/Dance:** Inspector Haskins purchased the DRPS table from West Division's budget to afford DRPS members this community engagement opportunity. The AHCO board members took this occasion to acknowledged DRPS as a community partner, which was met with fanfare and appreciation by the attendees. Officers in attendance; *Insp. J. Haskins, Sgt. D. Peden, Cst. A. Matanza, Cst J. Rodriguez, Cst A. Gouin, Cst. T. Wells.*

**Feedback:** "Thank you for all you do for our community" *Cecilia Waldron* - AHCO President

- **DRPS Seniors Driver's Licence Renewal Program:** The EI Unit and West Division attended the AHCO Spanish Speaking Seniors Group

delivering a presentation on the Seniors Driver's Licence Renewal Program. To eliminate barriers in understanding, DRPS officers delivered the presentation in English and Spanish. Officers in attendance: *Sgt. D. Peden, Cst. M. Wilson and Cst A. Matanza.*

**Feedback:** "Thank you very much again for your support, the whole group was very happy to receive such important information in their own language" *Cristina Gomez* - AHCO Project Coordinator Seniors group.

- **DRPS Fraud Awareness & Prevention Presentation for Seniors:** DRPS officer's delivered 2 Fraud Awareness & Prevention Presentations for Latin Canadian Seniors. Officers delivered the presentation in English and Spanish. Officers in attendance: *Sgt. D. Peden, D/Cst. M. Franssen and Cst. J. Rodriguez.*

**Feedback:** "On behalf of the Hispanic community and special senior group, we are very grateful for your support and we are very happy to know that we can have that workshop with so important information for our community"

- **Christmas Latin Fair (Feria Navidena):** Cst. Gomez from recruiting set up a booth and made himself available for questions by the 400 members in attendance.

Attended Events	DRPS Members	Community Members
8	25	Approx. 800
Social Media Influence		
Tweets	9	
Impressions	20,993	

### **Access IO: Community Safety and Well-Being Event**

On November 6<sup>th</sup>, DRPS hosted Access IO in partnership with Whitby Fire Services, Spark Angel Network, Spark Centre, The Region of Durham, The Town of Whitby, Startup

Durham Region, Angel Investors Ontario, and the National Angel Capital Organization to bring investors and entrepreneurs together under one roof to drive business and innovation forward. The Access IO event showcased some of the best technology and innovation start-ups in community safety, emergency response, and well-being space. This event welcomes industry partners, members of first responder organizations and guests of Angel groups, as well as key community stakeholders, startup founders, and local politicians. This fun, high-impact event drew 220 attendees with over 30 angel investors in attendance (from all over Ontario). Over 40 industry professionals from Police and Fire were in attendance including DRPS Chief Paul Martin and Whitby Fire Chief Dave Speed.

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### **EI Recruitment Strategies**

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DEI Goal Team #2 – Workforce Reflects the Region is focused on creating community engagement initiatives, which focus on enhancing the diverse composition of our recruit applicant pool.

- Over 20 specific recruiting initiatives were attended by members of the team in collaboration with DRPS Recruiting Unit. The events were primarily located within Durham Region; however, efforts continue to reach outside of the Region to further attract diverse candidates. (Examples include: Camp Rainbow, Durham Filipino Fest, Latin Fair, and the 18<sup>th</sup> Annual Tamil Festival.)
- 4 Female PREP sessions, supported by female DRPS members, were held which drew over 120 females from the community.
- 3 Police Information Sessions were held with over 80 candidates attending.

- 10 individual focused mentoring sessions held by members of the Recruiting Unit.
- On October 26<sup>th</sup>, the DRPS Diversity Symposium was held at Pine Ridge Secondary School. Over 87 members of the community registered, with 51 individuals attending this day long annual event. The symposium included presentations, panel discussions and unit level demonstrations by various members of the Police Service. The event served to enhance their understanding of the policing profession and build positive relationships with the community.

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### **Diversity Communication Strategy**

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The EI Unit has developed a “Did You Know Series”. This is a part of a communication strategy to improve our ability to interact and effectively communicate emerging diversity issues, while providing education on related topics to expand the diversity/cultural competence of our organization. The EI Unit creates messaging around themed topics.

#### **September's Did You Know Message topics:**

- Ukrainian-Canadian Heritage Day
- National Police Women Day
- Rosh Hashanah
- Orange Shirt Day
- National Indigenous History Month

#### **October's Did You Know Message Topics:**

- Diwali 2019
- Hindu Heritage Month
- Latin American Heritage Month
- Islamic Heritage Month

From August to December, the EI unit has released 9 different Did You Know Series messages. The messaging affords the opportunity to present educational facts, start



new conversations and allow members to gain new insights.

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### Internal Learning Portal

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DEI Goal Team #4 - Diversity Competent Members is focused on collecting educational resources such as videos, podcasts, articles, and other forms of media to build the DRPS Internal Learning Portal. This Learning Portal is accessible to all members. Members are working with the DRPS Information Technology Department and a representative from SharePoint to develop an interactive way to measure the success and engagement of the resources being placed on the Learning Portal. With the intuitiveness of SharePoint, DRPS has included a rating system which will allow users to immediately provide input on the effectiveness of the resources.

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### Internal Diversity Calendar

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The EI Unit developed an Internal Electronic Diversity Calendar. Internally, there was not a platform such as a Diversity Calendar that could be populated with upcoming Community Engagement/Diversity Events to help keep members informed. In speaking with Frontline members and staff in our Corporate Communications Unit, there was an emphasis made on the benefits of knowing, in advance, about Community Engagement/Diversity Events.

From February 2019 to December 2019 the EI Unit has added 241 community engagement opportunities, events, celebrations, religious/cultural festivals, holidays, observances etc.

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### Renewed Approach to Social Media

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One of the objects of the EI Unit for 2020 is to leverage the use of technology as an accessible means to communicate with our membership. The Unit is currently utilizing 6 multimedia platforms which will allow members the ability to directly receive

information as it relates to Equity and Inclusion efforts within the organization.



The use of technology provides an accessible means to communicate with members. All multimedia platforms are accessible 24 hours a day, 7 days a week and 365 days a year from anywhere.

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### Twitter

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In April 2017 a Twitter account (@DRPSDiversity) was created and by January 2019 the account had only 250 followers. The EI Unit implemented a Twitter Strategy on January 23<sup>rd</sup>, 2019 and as of November 26<sup>th</sup>, 2019 the account has 1,167 followers, representing a 367% increase in followers. The EI Unit's objective is to continue to better utilize the current Twitter platform in order to maximize the level of engagement and collaboration with the community. The use of social media provides law enforcement agencies the opportunity to leverage technology by sharing information and interacting with members of the community in less traditional ways. In addition to providing information and promoting interaction, police presence on Twitter helps an organization shape and manage their public image, while also building a sense of community by facilitating collaboration with the public.

#### Feedback:

*Thank you for what you do! Just your overall presence on Twitter. Very positive. I believe*

*in thanking people when they do good work. I'm very supportive of police in general as I feel they get a bad rap. I'm probably more interested in your account as I coach special needs kids in hockey and baseball. DRPS kids game was awesome. My first yet and some of my players were there and had a great time.*

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### **2020 Black History Month**

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Planning for the January 2020 Black History Month celebrations has started! DRPS has partnered with Ontario Black History Society, DurhamONE, Aids Durham Region, Region of Durham and the Canadian Jamaican Club of Oshawa to host Durham Black History Month Launch 2020 – Durham Region and Durham Regional Police Service “My Story, Our Story: History in the Making”. January 28<sup>th</sup>, 2020. Every Tuesday commencing November 26<sup>th</sup>, the EI Unit will compose one educational tweet as a means to honour the legacy of Black Canadians, past and present.

