

Classification **PUBLIC**

Meeting **October 15th, 2013**

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:

Since its inception in 2003 the Durham Regional Police Service’s Diversity Advisory Committee (DAC) acts as a consultative and advisory body to the Chief Constable for diversity related matters. With building the safest community through mutual trust and understanding as a guiding principle, 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 year’s editions, this monitoring report is prepared with the above definition in mind.

A key role on the DAC, externally with our community partners and internally with all members, is that of the Service’s Diversity Coordinator. 2013 has been a year of transition for this important position which is currently vacant; the Service will identify the new incumbent in the coming months.

Data Support:

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 together with results from the Service’s 2012 Public Opinion Poll where relevant.

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. As noted in 2012's Community Diversity Monitoring Report, a pilot was initiated in West Division aimed at surveying members on diversity related matters including which ancestral groups members identify to. Regrettably, the resources offered to complete this pilot were reallocated prior to its completion; members of the Service's Diversity Resource Group will refresh this initiative in 2014.

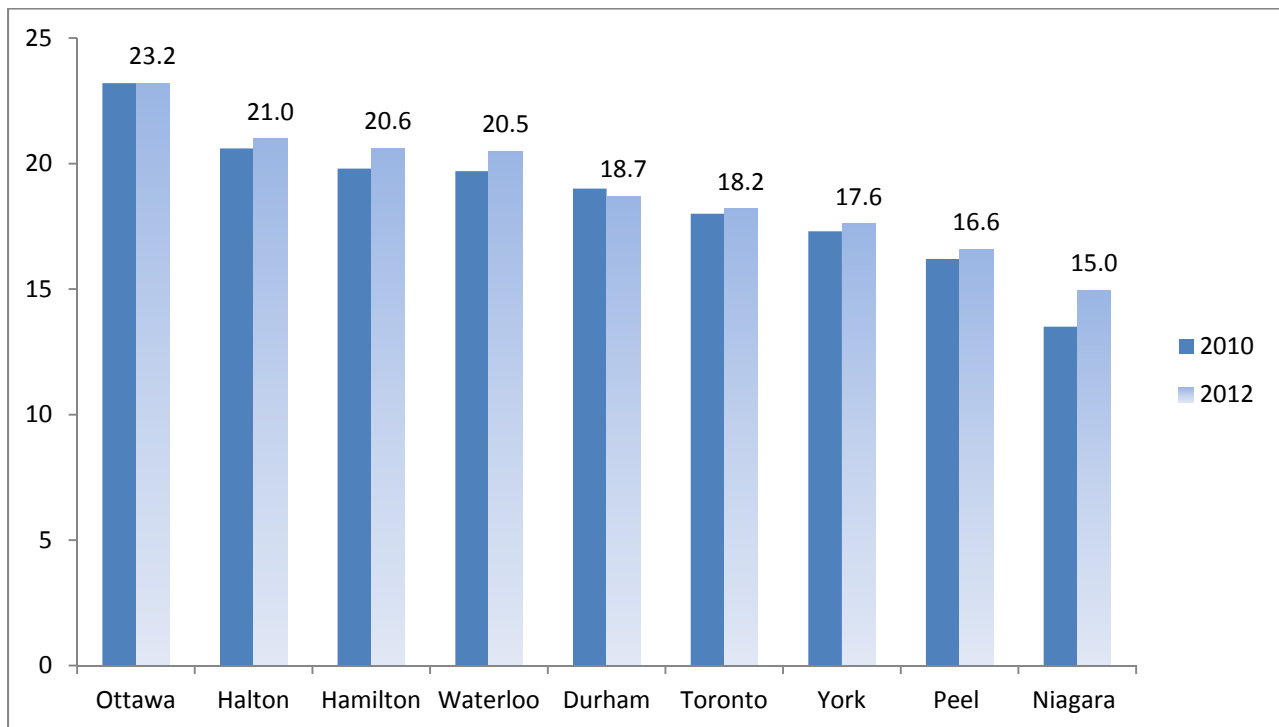
Age:

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.

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. The total number of members in the Senior Officers' Association is 41 of which 14 are female (34%) with 10 of the 14 holding leadership roles. The chart below 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%.

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 2012'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. Chinese	3.9 %
5. Polish	6.2 %	10. Cantonese	3.3 %

Currently 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
- Ibo
- Italian
- Patios
- 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 create strengthen new and current partnerships. A sample of some of this year's success stories are summarized below.

For the past five 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 the relationship with the Service and 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.

The Service was proud to partner with the Regional Municipality of Durham to host this year's "Diversity in our Community" event aimed at exploring and celebrating diversity throughout the Region. Tours of the Abilities Centre, Devi Mandir in Pickering, Islamic Centre of Oshawa, The Church of Jesus Christ of Latter Day Saints in Oshawa, and the Jewish Centre of Durham Region in Whitby were provided together with presentations from various community groups.

Black History Month continues offer a plethora of events throughout the month of February, providing opportunities for the Service engage community members. This year several representatives from the Service attended Trent University's Black History Month Celebration at their Oshawa campus to recognize local heroes in the community. We are proud to have had one of our member's receive a lifetime achievement for his commitment and contribution to advancing diversity and mentoring youth.

In 2013 the Service participated in the premier Durham Chinese Canadian Culture Centre (DCCC) career expose in Pickering. This event marked the first 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.

The Service continues to support and recruit from the LGBTQ community through participation in the annual Durham Pride and the Toronto Pride parades and related recruiting initiatives. Our multi-coloured, themed cruiser continues to be the envy of police services province wide; the cruiser was requested for and subsequently made appearances at both London and Ottawa Police Services' Pride Parades this year.

Durham Region's youth community remains a priority of both the Service's current and successor business plans. Results of the Service's 2012 Public Opinion Poll noted that 54.7% of respondents do not feel that DRPS interacts enough with youth in their community. 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, continues to be a focal program. In 2013, 62 young people aged 15 – 18 graduated from the summer program. Joining sworn and civilian members across the organization, 11 youths from last year's program returned in 2013 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 at the same 51.6% and 48.4% ratio respectively.

In February of this year, the Service hosted the second of two groundbreaking After School YIP programs for 138 youths and team leaders in the Region, some from at risk groups. The After School 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.

The Service partnered with the Diversity Advisory Committee to advance youth initiatives participating in events and/or event planning such as: PFLAG LGBTQ Youth Camp; Town of Ajax Youth Engagement Advisory Committee; Eastview Durham Boys and Girls Club; and, Durham Child's Nutrition Program.

The Service joined with Durham Human Services Justice Coordinating Committee for the "Cyberspace Impact" seminar this past March. The event was youth focused, targeting both on-line bullying and gaming/gambling addictions. Registration was filled with 200 community partner representatives.

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. To promote the importance of community partnerships the performance appraisal process was revamped in 2013 prompting members to report individual contributions which promote diversity and inclusivity. Attendance at various events and committees throughout the Region in the last two months of 2012 and 2013 to date as reported to Human Resources 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 2012 there were 92 jobs posted; 84 have been posted year to date. No complaints were received in 2012, nor have any been received regarding the 2013 process 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 current promotional process against the population of the Region; 2012 data is provided in parentheses.

	Durham Region	DRPS Sworn Compliment	Step 1 PC to Sgt 65 Candidates	Step 2 Sgt to S/Sgt 25 Candidates	Step 3 S/Sgt to Insp 9 Candidates
Visible Minority Population	21 %	9.32%	6.2% (13.7%)	0% (16%)	11 % (16.7%)
Female Population	51.3 %	18.7%	16.9% (4.8%)	16% (8%)	0 % (0%)

2013 saw an increase in females making successful application to Steps 1 and Step 2. The lack of female successful application at Step 3 is noted, and remains unchanged from last year's monitoring report. Visible minority successful application to all three steps has decreased in 2013.

Transfers:

In 2012, 26 Civilian, 12 SOA (which consists of 2 Civilian and 10 Sworn Members) and 224 Sworn members transferred positions across the Service.

As of September 30th of this year, 38 Civilian and 221 Sworn members have been transferred. 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 Education and Innovation Centre, Human Resources, and community

partners. As reported in the last year's monitoring report, the Anti-Racial Profiling electronic learning module (ELM) was launched on September 5th, 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. As of August, 2013, the compliance rate for completion is 85%; increased from 34.4% as reported in 2012.

Further to this and in partnership with the DAC, to increase member's cross-cultural competence, the Service is in the process of adding to its intranet links to various online references which cite appropriate diversity terminology.

To further educate and develop the members of our newly formed Diversity Resource Group two important learning opportunities were offered; "Lessons In Humanity" in the fall of 2012 at Simon Wiesenthal Centre followed by the "Diversity Training Module" with Graybridge Malkham in Jan 22, 2013. This group plays a key role in imbedding the goals of the 2012-2015 Diversity and Inclusivity Strategic Plan Service wide 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.

As noted throughout various segments of this report, the Service employed a number of coherent actions cited in the Diversity and Inclusivity Strategic Plan this year including:

- The inclusion of community contribution reporting in the performance appraisal system to promote and foster behaviour aimed at achieving positive dividends associated with diversity and inclusivity;
- The research, development and pending release of the Service's language repository to educate member's on appropriate diversity and inclusivity related matters;
- The regular distribution of internal communication celebrating activities, awards etc in order to keep diversity and inclusivity top of mind;
- The engagement of community partnerships to advance the Service's Business Plan priorities; changing negative views of police; and, promoting policing as a reputable career for all diverse groups through outreach initiatives.

3. RECRUITMENT, HIRING and RETENTION of UNDERREPRESENTED GROUPS

Recognizing the value of encouraging policing as a career choice of diverse groups, the Service has attended 16 job fairs year to date at venues in the Region and across the greater Toronto area such as: World Religion Day; 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, a female-only practice preparation session was held on September 3, 2013 with 14 women in attendance. A female-only police readiness evaluation physical (PREP) test session is scheduled for November with 21 out of the 30 available spots confirmed as of September 25th, 2013. Both of these important initiatives aim to attract and engage female applicants, positioning us well for future recruitment drives.

The following table shows 53% of the members hired year to date are female.

New Hires

YEAR	2010		2011		2012		2013 (at Aug 20)	
GENDER	M	F	M	F	M	F	M	F
SOA	0	1 PT	0	1 FT	0	2	0	0
Full-time	1	1	0	0	2	6	0	0
Part-time	0	9	16	17	8	15	3	14
Summer Student	34	34	35	37	76	63	73	72
Total by Gender/Year	35	45	51	55	86	86	76	86
Total	80		106		172		162	

The Service promotes numerous initiatives aimed at creating an inclusive environment and supporting various underrepresented groups. Religious support is provided to members through our Chaplaincy program which acknowledges the fundamental freedom of conscience and religion and guides the process for members seeking confidential religious-based assistance. Chaplains for the Service are currently comprised of representatives of Catholic, and Non-Denominational Christian faiths. The Service is currently reviewing the Chaplaincy Program to ensure we are meeting all of our members' needs effectively; increasing the presence of chaplains in the policing environment will be a key focus of the review.

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	2010	2011	2012	2013 to date
Human Rights	4	2	4	1
Civil Suits	1	1	0	2
Professional Standards	2	7	2	4
Total	7	10	6	7

Based on the above proof provided, I report overall compliance with the 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	2013 Event Participation to date
<ul style="list-style-type: none">• Pickering Canadian Caribbean Cultural Association• The Baha'is of Durham Region• The Hispanic Canadian Alliance• Mississauga's Of Scugog First Nations• Oshawa and Durham Region Métis Council• Canadian Afghan 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• Eastview Girls and Boys Club• Muslim Association of Whitby• Beth Zion Oshawa• Devi Mandir• Friends of Simon Wiesenthal centre for holocaust studies• Durham Tamil Association• Tamil Academic Society of Durham• Agape Church Pickering• UOIT / Durham College - Diversity• Club Carib of Oshawa• Organization of South Asian Police Officers• 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	<ul style="list-style-type: none">• Aboriginal Social Day• ABLE Scholarship Ball• Aids Committee Of Durham Peer Support Event• Black History Month – Trent University, A Celebration of Humanity, Oshawa• Black History Month – Club Carib Of Oshawa• Black History Month – Youth Event, Pickering• Black Professionals Career Panel• Chief For A Day• Chief's 3 on 3 Basketball Tournament• Cops For Cancer Fundraiser• Diversity & Immigration Diversity Plan Event, Ajax• Durham Human Services Justice Coordinating Committee – Cyberspace Impact Conference• Durham College Annual Donor & Student Reception• Dyke March, Toronto• Eastview Boys & girls Club Annual Christmas Dinner• Food & Toy Drive• First Nations Literacy Partnership Program Event• GTA Kids Hockey Tournament• Habitat For Humanity Project• Harry Jerome Awards Night• Holocaust Memorial Event, Beth Zion Oshawa• Mississaugas Of Scugog Island First Nation POW WOW and Sunrise Ceremony• New Citizenship Swearing In Ceremony• Ontario Shores Baseball Tournament• Organization Of South Asian Police Officers Event• Oshawa PRIDE Parade• Presentation To English As A Second Language Citizen• PFLAG Dinner and Awards Night• Pro Action Cops & Kids Board Meeting and Holiday Party• Pro Action Cops & Kids Bowling• Reality Day, J. Clarke Richardson H.S. Ajax• Refuge Annual Dinner• Senior 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• YWCA Starry Nights Dinner and Gala