



Durham Regional Police Service Board – Diversity Plan 2024

The Context

The Durham Regional Police Service Board is committed to attracting a skilled workforce that reflects the communities we serve. Recognizing the changing demographics across the Region, the Board and the Police Service have given careful consideration to equity, diversion and inclusion principles and practices for a number of years. While important progress has been made, continued and focused organizational effort is essential. Better representation is one way to help foster the delivery of effective, sensitive service in Durham Region and to build and maintain the trust and confidence of the people from diverse communities who call this Region home.

The *Community Safety and Policing Act, 2019*, compels the Board to prepare and adopt a diversity Plan for the DRPS. This document fulfills that responsibility, and sets out the goals and strategies related to securing a more representative workforce.

The Plan: What are our goals and how will we achieve them?

The Board is committed to the following Strategic Goal, as identified in its 2024 Strategic Plan:

Be a leader in innovative and modernized policing

The Durham Regional Police Service continues to strive to be a leader in innovative and modernized policing by not only adapting and responding to changes in our communities through technological advancements and evidence-based decision-making, but also by ensuring our internal structures, member skills, and activities match our communities' needs.

The following is one objective under this Strategic Goal:

- **Continue to develop a representative, empowered, adaptable, and highly-skilled workforce**

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In order to evaluate progress in achieving this objective, the following success indicators are identified:

- ✓ % of applicants who are racialized or Indigenous
- ✓ % of applicants who are women
- ✓ % of successful applicants who are racialized or Indigenous
- ✓ % of successful applicants who are women
- ✓ # of formal community recruiting outreach engagements
- ✓ % of underrepresented groups in leadership positions, such as supervisors, managers, and executives

Progress will be reported on these indicators to the Board twice per year.

To pursue this objective, a number of strategies will be employed:

1. Community Engagement

The Board, in its outreach efforts, will strongly encourage the interest of individuals belonging to under-represented groups to pursue careers at the DRPS. Furthermore, the Equity and Inclusion and Recruiting Units will continue to promote the DRPS as an employer of choice among diverse communities in places such as educational institutions and places of worship, and through its network of stakeholder groups throughout the Region.

2. DRPS Diversity Advisory Committee:

The vision of the Diversity Advisory Committee is to enhance harmony and communication between the community and the Durham Regional Police Service in the interest of providing increased public safety. The mission of the Diversity Advisory Committee is to create a mutual partnership between the community and the DRPS. It works collectively to create an environment of trust and openness to stimulate dialogue that results in a safer and a more inclusive community. The DAC will continue to assist the DRPS by providing advice and support on matters including the recruitment of new members to ensure the DRPS is more representative of the community.

3. Youth in Policing

The Youth in Policing (YIP) Initiative is a paid employment and personal development opportunity for youth ages 15-18. The program has been running since 2006 in partnership with Ontario's Ministry of Children, Community and Social Services. Each year, YIP employs more than 120 students from across Durham Region. As employees of the DRPS, youth engage in hands-on learning experiences that emphasize the importance of leadership, teamwork, and community engagement. YIP aims to

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empower others to make positive changes within their communities, personal lives, and the lives of others.

The DRPS makes a concerted effort to ensure that diversity and inclusion are a key focus of every YIP cohort, and many of the youth who participate in YIP are from historically under-represented groups. The Service will increasingly aim to rely on the strength of this pool of young talent as it assembles its workforce of the future.

4. Recruitment of Women

The DRPS will continue to invest in attracting more women to a career in policing. The DRPS web site and social media channels will continue to honour the contributions of women to policing and will emphasize the opportunities within the Service for women to enhance community safety in an inclusive, respectful and diverse workplace.

Symposiums specifically focused on recruiting women police officers will continue to be held regularly.

Conclusion

Becoming a more representative Police Service, at all levels of the organization, will remain a key organizational priority. The Board will assess the progress of this Diversity Plan through regular updates from the Service on the Strategic Plan. This Plan will be reviewed and updated with the Strategic Plan to ensure that it remains current and supports the achievement of the desired outcomes.