



REPORT TO THE POLICE SERVICES BOARD

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Title: Community Diversity

RECOMMENDATION

That the Board receive this report for informational purposes.

EXECUTIVE SUMMARY

The Service's 2020-2022 Equity and Inclusion Strategic Plan will be extended for the 2023 calendar year as the Service completes the development of the 2024 Durham Regional Police Service (DRPS) Strategic Plan. The Strategic Plan will include Equity, Diversity, and Inclusion (EDI) principles to unify efforts and achieve EDI goals over the next three years. The DRPS Equity and Inclusion (EI) Unit is the centralized branch that will lead Service-wide efforts toward a more equitable, diverse, and inclusive police service. This report summarizes the in-process and completed EDI initiatives undertaken by DRPS through 2022.

DISCUSSION

The current EI strategic plan is organized into five (5) strategic commitments. They are: total engaged community; workforce reflects the region demographically; leadership reflects the region demographically; diversity competent members and secure and supportive workplace. As the EI principles have begun to migrate to the overarching Business Plan, and in light of the overlap with responsibilities of the People, Development and Learning (PDL) unit, some of the corresponding metrics, particularly concerning the first, second and fifth commitments, can be found in the Service's Business Plan update. This is specific to metrics. The EI unit does support many of the initiatives undertaken by PDL and those items will be discussed under the corresponding headings. The EI Unit is conducting a restructuring review to ensure DRPS adopts the organizational structure required in 2024 to drive the strategic direction, advance core activities and embed EDI principles throughout the organization to yield greater outcomes.

#1 TOTAL ENGAGED COMMUNITY

Under the banner of this particular commitment, the Service's activities are plentiful. While there is some discussion around what an "engaged" community means, it is clear that DRPS places a priority on attending various community events and participating in flag raising initiatives to demonstrate our solidarity with the diverse communities that comprise the Region. Further, the Diversity Advisory and Youth Advisory committees continue to play a significant role in providing wise counsel with respect to our activities as a Service. In 2022, the EI Unit supported over 260 Service-Wide community engagement initiatives, including those community commitments initiated by Policing Operations, Operational Support and Administrative Support. Below are some highlights from the year's activities:

Community Engagement Highlights

@DRPSDiversity Twitter Account provided updates on community engagement opportunities, events, celebrations, religious/cultural festivals, and holidays.

- Over 2.3K Followers.
- Over 27,000 profile visits.
- 175,651 impressions.

Black History Month Celebration

- On February 1, 2022, the Black History Month Committee¹ held the Together We Rise Durham: A Celebration of Black Communities in Durham Region Event.
- The event featured talented performers, including Spoken Word Artist Dwayne Morgan and Acoustic Drummer Deshawn Jones.
- Participants engaged in a powerful panellist discussion highlighting Durham Region's Black Heroes, including General Practitioner Dr. Adwoa Amamoo, Advance Care Paramedic Jamere Bembridge, Clinical Lead Manager Jacqueline Chen and Registered Nurse Natasha Gray.
- Over 280 viewers joined through Facebook or the Live Feed. https://youtu.be/Sb_pIaOqsbc

Inaugural Race-Based Data Townhall Meeting

- Virtually on March 24, 2022, 64 community members provided feedback on the collection and release of race-based data with respect to use of force interactions.
- DRPS Senior Leaders and a DRPS Research Analyst formed a panel and engaged with the community members who asked questions.
- Over 200 Stakeholders were invited to the official release of this data.

Affiliation for Inspiring Youth Upliftment (AFIYU) Enterprise - Black Youth Mentorship Symposium

- On April 22, 2022, Cst. Moulton and Cst. Thomas joined a panel of speakers to inspire young Black youth by sharing their journey to policing as a career.
- 50 people in attendance.
- Youth ranged from the age of 9 to 17.

2022 Honouring Missing and Murdered Indigenous Peoples Gathering

- On May 5, 2022, members of the EI Unit and the Community Safety Unit joined 15 other community partners to support this event.
- Over 10 DRPS members participated in traditional Indigenous ceremonies to honour the missing and murdered Indigenous people.
- DRPS donated \$2500.00.

Pride Month

- DRPS recognizes the significance of Pride Month and participated in 11 community Pride events while sharing over 17 different Pride-related opportunities and resources with the membership. Highlights include participation in:
 - Drag Queen Story Times².
 - Youth Pride Durham Event, where Youth in Policing (YIP) set up a booth.
 - Durham Pride Parade.
 - [New] Participated in the inaugural Port Perry Pride picnic.

Durham's Commemorative Orange Crosswalk and Plaque

¹ The Black History Month Committee is a partnership between DRPS, the Region of Durham, the Ontario Black History Society, the Canadian Jamaican Club of Oshawa, Congress of Black Women, The Power to be International and DurhamONE.

² Drag Queen Story Time is a partnership between Youth Pride Durham and local libraries that promotes literacy, fun, diversity, respect and community.

- On September 24, 2022, a commemorative orange crosswalk and plaque was unveiled at the Regional Municipality of Durham – Headquarters.
- Attended by Regional Chair John Henry, Region of Durham's Diversity, Equity and Inclusion Unit, DRPS, DRPS YIP and the All Our Relations Métis Drum Circle.
- The event honoured the children taken, families left behind, and survivors through gathering, drumming and song.

6th Annual Women's Recruiting Symposium – "Resiliency In Policing"

- On September 24, 2022, 51 female participants attended to learn about the hiring process and what it takes to become a member of DRPS.

2nd Black Experience Townhall Meeting

- On October 6, 2022, in partnership with the Municipality of Clarington and the Clarington Public Library, Carion Fenn hosted a Townhall meeting at the Newcastle Community Hall.
- Panellists, including Deputy Chief Joe Marianno, Director Vidal Chavannes, and other community partners discussed building relationships with the Black Communities, the impact of policing and how to move forward.

OACP Diversity, Equity and Inclusion Executive Committee Meeting

- On October 23, 2022, at the DRPS Education Training Centre, the EI Unit hosted EDI practitioners from different Police Services and agencies across the province.
- Discussions on how we can move forward in our collective efforts to advance Equity and Inclusion.

Truth and Reconciliation Project

- [New] On July 5, 2022, the EI Unit started a Truth and Reconciliation Project to advance DRPS efforts toward reconciliation with Indigenous Peoples in Canada.
- The project's goal is for DRPS to adopt relevant Truth & Reconciliation Commission (TRC) Calls to Action to ensure the Service continues to close the gaps and build stronger relationships with Indigenous communities.
 - DRPS understands reconciliation goes beyond the scope of the Commission's recommendations.
- An update will be provided in the 2023 Equity & Inclusion Unit Annual Board Report.

Diversity Advisory Committee (DAC)

- The DAC was established to collaborate with DRPS to address challenges impacting the diverse communities of the Durham Region.
- The 10 appointed citizens (1 vacancy to be filled in 2023) form a consultative and advisory body to the Office of the Chief of Police.
- Over the last year, DAC members have been involved in consultation/participation in a variety of initiatives, such as:
 - The Chief's four initiatives to address systemic barriers,
 - Consultation with DRPS Communications on various media-related community concerns,
 - Consultation on the DRPS Missing Persons Project,
 - Consultation on the DRPS Truth and Reconciliation Project,
 - Consultation on DRPS Race-Based Data Townhall,
 - Consultation on the 2024-2026 DRPS Strategic Plan,
 - Participation in the hiring for the Youth in Policing Initiative,
 - Participation in the DRPS Citizens' Police Academy

Youth Advisory Committee (YAC)

- The DRPS established YAC on June 1, 2021, comprised of 19 Region of Durham residents between the ages of 16-24.

- The 19 appointed youth form a consultative and advisory body to the Office of the Chief of Police.
- Over the last year, YAC members have been involved in consultation/participation in a variety of initiatives, such as:
 - Consultation on the DRPS Missing Persons Project,
 - Consultation on the DRPS Truth and Reconciliation Project,
 - Consultation on the 2024-2026 DRPS Strategic Plan,
 - Consultation on the *2020-2022 Equity and Inclusion Strategic Plan Commitment #2 – Workforce Reflects the Region Demographically*,
 - Participation in the DRPS Speaker Series,
 - Participation in the hiring for the Youth in Policing Initiative,
 - Participation in Youth Pride Durham,
 - Participation in the DRPS Women’s Symposium

DRPS Citizens’ Police Academy

- In 2020, the DRPS – Citizens’ Police Academy (DRPS-CPA) was postponed due to the COVID-19 Pandemic.
- In September, the second class of (DRPS-CPA) commenced:
 - A 10-week program focused on the role of policing and the resources within DRPS.
 - 25 Citizens signed up and attend in-person presentations.
 - 5 of the 25 Citizens are from DAC
- With support from the EI Unit, DRPS-CPA is looking to host 2 classes per year in 2023.

ProAction Cops and Kids

- In 2020, due to the COVID-19 Pandemic, the ProAction Cops and Kids Portfolio was paused.
- The EI Unit has successfully relaunched the ProAction Cops & Kids program, bringing police and youth together in skill-building and mentoring programs to create trust and respect, and build safer communities.
- In 2022, five programs have received funding totalling over \$10,000.
- In 2022, the Durham Regional Police Services Board (DRPSB) provided a sponsorship of \$10,000 to ProAction Cops & Kids. An update to the DRPSB will be given on January 16, 2023.

#2 WORKFORCE REFLECTS THE REGION DEMOGRAPHICALLY

As per the Business Plan update, to assess DRPS’ ability to attract a workforce that reflects the diversity of the community, we collect data on and report the percentage of applicants for sworn positions who self-identify as racialized and as women. The larger SROP team is currently working with People, Development, and Learning to identify a more appropriate reporting schedule for this indicator to coincide with incoming classes. As part of the Service-Level Quarterly KPI project, data for this indicator was previously reported on for quarter one. Data for this indicator will be reported as soon as the appropriate reporting schedule is established.

Further, the EI unit is identifying next steps toward demographic data collection Service-wide. Further updates will be provided to the Board in the first quarter of 2023, in this regard.

#3 LEADERSHIP REFLECTS THE REGION DEMOGRAPHICALLY

In order to contribute to addressing the demographic profile of the Service’s leadership team, the EI unit will move forward with collecting demographic information across the Service in the first quarter of 2023. Further, the EI unit will work with PDL to review the promotional processes as well as the coaching and mentoring pilot project through an equitable and inclusive lens. Lastly, the EI unit will liaise with DAC and PDL to identify gaps in these processes.

#4 DIVERSITY COMPETENT MEMBERS

The EI unit recognizes the importance of education and training as a means of improving the EDI competencies across the organization. We continue to identify ways to not only make learning available, but also to evaluate the efficacy of said training. In 2022 the EI Unit provided 33 training opportunities relating to EDI for members. Training was provided through e-learning opportunities, conferences, seminars, presentations, and by posting educational resources on MediaOne.

EDI Training Delivered

- [New] The EI Unit is working with various Units across the Service to embed EDI Training modules within the current training program. The EI Unit delivered training within:
 - The OACP Professional Standards Course – this was the first time an EDI component was added to this course. Individuals from across the Province participated in this training.
 - The DRPS Staff Sergeant Orientation – this was the first time an EDI component was added to this course.
 - The onboarding process of new members hired by DRPS.

DRPS Speaker Series

- Provides DRPS members with the opportunity to attend, listen and learn from speakers on topics directly related to EDI, Anti-Racism, discrimination awareness and more.
- Presented bi-monthly, with the initial series delivered on September 14, 2021.
- In total, 8 DRPS Speaker Series installments have been delivered to over 400 people.
- Attendees complete a Post Survey to gather feedback on the Speaker Series's impact.
 - Over 98% of respondents said the information presented would be helpful in their daily duties
 - 100% would register for another installment of the DRPS Speaker Series
 - 100% would recommend the DRPS Speaker Series to a colleague
 - The impact of the DRPS Speaker Series is highlighted by the following testimonial: “The Speaker Series thus far has done an excellent job of bringing a wide variety of speakers and topics to the Service - nothing I can think of at the moment.”

2022 Speaker Series Installment highlights include:

Date	Topic	Presenter	#	Comments
February 24, 2022	Cultural Mindfulness	George Couchie	62	<i>“George Couchie was an amazing speaker who captivated me with their knowledge, experience and perspective. Every time we expand our perspective we grow.”</i>

Apr 21, 2022	Anti-Islamophobia and Countering Cyberhate	Kubra Mir, Natalia Kassim-Fontenelle and Farzana Balapatel	57	<i>“Please continue to share your learning series with other Police Services (OPP) so that we can all benefit from it. I am glad we are finally having a conversation about this. We have to stop being bystanders and learn how to be up standers to eliminate Islamophobia just like all other forms of hatred.”</i>
June 17, 2022	First Nations Cultural Awareness – A Historical & Legal Context Presentation	Chief Kelly LaRocca	57	<i>“This was an excellent, heartfelt presentation and certainly one very relevant to our Service & members - well done!”</i>
August 17, 2022	Power and Privilege	Dr. Michele Manocchi	51	<i>“Very informative session! It was great”</i>
November 24, 2022	Police and 2SLGBTQ+ Communities: Working Together through Education and Community Partnerships	Jake Farr	49	<i>“A very honest and thoughtful presentation that clearly was designed to educate and inform, not correct or chastise. Jake should be commended for his forthright and passionate delivery of information that is especially relevant for those of us in the public service sector. Well done!”</i>

UN World Day Against Human Trafficking Seminar

- On July 23, 2022, this Seminar hosted community members as a way to increase awareness and prevention against Human Trafficking on the United Nations World Day against Trafficking in Person.
- The EI Unit partnered with the Human Trafficking Unit and collaborated with community partners, the African Canadian Cultural Council Foundation (A3CF), the Indo-Canadian Cultural Association of Durham (ICCAD) and Victim Services Durham Region.

Canadian Association of Chiefs of Police (CACP) - Equity, Diversity and Inclusion Conference

- Held for 3 days beginning on October 2, 2022, DRPS members attended.
- Event focused on the path forward to creating equitable, diverse and inclusive police organizations.

2022 Ontario Association of Chiefs of Police (OACP)/Indigenous Police Chiefs of Ontario (IPCO) Indigenous Awareness Training

- Held for 2 days beginning on October 11, 2022, DRPS members attended.
- Event brought together several police leaders to provide education, cultural awareness, and insight into issues impacting Indigenous peoples and policing within Ontario.

#5 SECURE AND SUPPORTIVE WORKPLACE

The Service provides a number of programs and initiatives that are meant to establish a more secure and supportive workplace. EI works with PDL on a number of these to ensure an inclusive lens is applied. In addition to working with PDL, the EI unit also engaged in specific projects aimed at ensuring a more secure and supportive workplace. These include:

Digital Inclusion Calendar (@Calendar)

To track, organize and share community engagement initiatives with DRPS members, the EI Unit utilizes a Digital Inclusion Calendar known as the **@Calendar**.

- Over 260 Service-Wide community engagement opportunities, events, celebrations, religious/cultural festivals, holidays, observances and more are added into the **@Calendar**.

Project – Community Contact (CC) List

- [New] Project - CC was initiated on May 11, 2022, as one means to advance *Commitment #1- Total Engaged Community*, specifically, the goal to enhance police engagement with all communities through focused outreach.
- Project - CC's purpose is to:
 - Identify, organize and record community contacts.
 - Increase and engage community partners.
- Before Project - CC, the EI Unit held a Community Contact List with 498 community partners.
 - Since project implementation, there has been a 71% increase in the Community Contact List.
 - The Community Contact List now holds contact information for over 850 community partners.
- The information from Project – CC has contributed to Policing Operations, Operational Support and Administrative Support Branches in a variety of ways, such as
 - Body-Worn Camera (BWC) Project
 - The EI Unit provided community contacts for various stakeholders, leading to the BWC Team conducting over 15 community engagement presentations.
- Strategic Planning and Reporting
 - The EI Unit provided over 850 community contacts who have all received a request to contribute their feedback to the DRPS Community Input Survey.

Active Bystandership in Law Enforcement (ABLE)

- [New] ABLE is a program that has been implemented to:
 - Promote Health and Wellness
 - Reduce Mistakes
 - Prevent Misconduct
- In April 2022, 24 members became certified ABLE Instructors.
- ABLE is delivered on the 3rd Day of annual Block Training (launched on September 14, 2022)
- Program Sponsors are Dr. Vidal Chavannes and Supt Cyd Gillis
- Program Coordinators are S/Sgt Dena Peden and S/Sgt David Palmer
- As of November 22, 2022, 15 sessions have been delivered to over 270 DRPS members
- To learn more about the ABLE program, visit <https://www.law.georgetown.edu/cics/able/>

YOUTH IN POLICING (YIP) PORTFOLIO

- The Youth in Policing (YIP) Initiative is a paid personal, professional, and community development opportunity for Durham youth aged 15-18.
- YIP has been running since 2006 in partnership with Ontario's Ministry of Children, Community and Social Services (MCCSS) and has provided over 1800 youth employment opportunities.
- The DRPS serves as a Co-Chair on the MCCSS YIPI Community of Practice – Working Group (CoP-WG).
 - This working group allows provincial collaboration across over 30 Police Services to deliver YIP, where DRPS is a provincial leader.
- YIP Final Reports - <https://www.drps.ca/pages/y-i-p-final-reports/>

CONCLUSION

As noted in the report, DRPS has engaged in a number of activities and initiatives under the banner of equity and inclusion. Moving forward, efforts must be made to balance our attention to the important work in each of the strategic commitments. The EI Unit will continue to develop a means of collecting data to assess progress towards each of our commitments and to evaluate the impact of initiatives to ensure DRPS prioritizes activities with the most impact. The EI Unit aims to serve as a centralizing anchor for the Service as a whole and provide direction to individual units and divisions while also considering the potential for division-specific communities' needs. DRPS must also determine the role of members of various ranks in moving the Service towards being more equitable and inclusive.

Report Approval Details

Document Title:	Community Diversity.docx
Attachments:	
Final Approval Date:	Nov 30, 2022

This report and all of its attachments were approved and signed as outlined below:

A handwritten signature in black ink, appearing to be 'Todd Rollauer', with a stylized, somewhat abstract script.

Todd Rollauer