



REPORT TO THE POLICE SERVICE BOARD

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RECOMMENDATION

That the Board finds that all provisions of the Community Diversity Policy have been complied with.

EXECUTIVE SUMMARY

Community Diversity Ends Policy **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 the communities served by the DRPS.

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 End of Community Diversity relates to Section 1 of the *Community Safety and Policing Act, 2019*, which identifies the need for policing in Ontario to be in accordance with the following principles:

- 1. The need to ensure the safety and security of all persons and property in Ontario, including on First Nation reserves.*
- 2. The importance of safeguarding the fundamental rights and freedoms guaranteed by the Canadian Charter of Rights and Freedoms and the Human Rights Code.*
- 3. The need for co-operation between policing providers and the communities they serve.*
- 4. The importance of respect for victims of crime and understanding of their needs.*

5. *The need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society.*
6. *The need to be responsive to the unique histories and cultures of First Nation, Inuit and Métis communities.*
7. *The need to ensure that police services and police service boards are representative of the communities they serve.*
8. *The need to ensure that all parts of Ontario, including First Nation reserves, receive equitable levels of policing.*

Furthermore, Section 10(1) of the Act speaks to the Police Service Board’s responsibility to ensure adequate and effective policing is provided in Durham “*in accordance with the needs of the population in the area and having regard for the diversity of the population.*” As Chief of Police, Section 79(1) further emphasizes my requirement to carry out my duties “*in a manner that reflects the needs of the community.*”

Additionally, Section 83(e) and 92(f) of the Act speak to the requirement for appointed Police Officers and Special Constables to complete Ministry-approved training with respect to:

- *“Human rights and systemic racism”*
- *“The diverse, multiracial and multicultural character of Ontario society”*
- *“The rights and cultures of First Nation, Inuit and Métis Peoples”*

It is my interpretation that the DRPS must embody inclusivity and respect for diversity in all aspects of its operations, aligning with the principles outlined. This includes fostering a safe and secure environment internally and externally, representing and reflecting the community’s diversity at all levels of the organization, providing ongoing training to members to understand and support our communities, and safeguarding fundamental rights and freedoms. A key aspect of this is earning trust through cooperation with the community, which is crucial in building strong strategic partnerships that enhance community safety. By prioritizing community-centred approaches and tailoring support to the cultural and individual needs across the Durham Region, the DRPS will emphasize our values of achieving excellence through pride, respect, understanding, and ethical behaviour.

Data Support:

Equity and Inclusion Unit

The Durham Regional Police Service (DRPS) Equity and Inclusion (E&I) Unit is a centralized branch that leads Service-wide efforts toward a more equitable, diverse, and inclusive police service.

- **Mandate:** Provide strategic direction, advance core activities, and embed Equity, Diversity, and Inclusion (EDI) principles throughout the organization to achieve transformative change. We aim to foster an equitable, diverse, and inclusive environment where all individuals are valued, respected, and empowered to contribute to the organization’s success.

The E&I Unit manages three primary portfolios: EDI Training, EDI Engagement, and Youth Engagement. These portfolios enable DRPS to implement focused strategies, facilitate essential conversations, and build partnerships to advance EDI principles within our organization and communities.

EDI Assessment Project

Led by the E&I Unit, the DRPS initiated a strategic partnership with Ty Smith, Principal Consultant at Facilitating Change, to conduct a comprehensive review and assessment of our EDI practices starting in April 2024. Ty Smith’s expertise will steer our commitment to integrating these principles throughout our organization. This assessment will culminate in a detailed report outlining a one-year action plan for 2025, leveraging ongoing efforts and proposing new strategies for improvement.

- **Goal:** Organizational change and development to institutionalize EDI principles and best practices within DRPS
- **Objectives:**
 - Describe DRPS’ current EDI capacity, leadership, practice, culture, and performance
 - Identify existing EDI systems, structures, practices, initiatives, and gaps
 - Determine structural, cultural, and performance enablers and barriers
 - Benchmark current DRPS practices against Global EDI Benchmarks
- **Approach:**
 - Systems-based change
 - Targeted universalism
 - Intersectional analysis
- **Activities:**
 - Document Review
 - Consultation (Interviews, Focus Groups, Surveys, and Benchmarking)

We look forward to reporting to the Board, membership, and community on the analysis, findings, and recommendations in January 2025. The implementation of the DRPS is scheduled to begin in 2025, with ongoing engagement with the consultant to ensure continued guidance and support throughout the process.

Diversity Advisory Committee (DAC)

Led by the E&I Unit, DAC was established to collaborate with DRPS in addressing challenges within Durham Region’s diverse communities. Currently, **19 appointed residents** serve as an advisory body to the Office of the Chief of Police.

- DAC’s **vision** is to foster trust, respect and public confidence while enhancing two-way communication between the community and the DRPS.
- The DACs **mission** is to forge a strong, safer, and mutual partnership between the community and the DRPS. Together, we will cultivate an environment of trust and openness, to facilitate ongoing dialogue and action that promotes safer and more inclusive communities.

- Throughout the year, DAC members discussed prevalent issues pertaining to police-community relationships. They participated in and provided input to a variety of initiatives.
- 2024 highlights include **54 initiatives**, which have included **16 requests** to provide feedback in areas such as:
 - The **Durham Region Anti-Racism Taskforce's** Hate Crime Campaign & Poster
 - Initial drafts of **Stakeholder Consultation materials** by DRPS EDI Consultant Ty Smith and participated in an anonymous survey for the EDI Assessment Project
 - **Job postings** for two Constable positions within the E&I Unit
 - The DRPS **Newcomer and Visitor Guide**
 - **FAQ documents** for the DRPS Data Portal
- DAC participated in **29 engagement opportunities** in 2024, including:
 - **36th Annual Ontario Black History Brunch**
 - **Youth in Policing initiatives:** Student Interviews, Chief's Question & Answer Session, Diversity Day, Newcomer Soccer Tournament and Graduation Ceremony
 - 42nd Black Business and Professional Association Harry Jerome Awards
 - **DRPS 50th Anniversary Gala**
 - **OACP EDI Training Course**
 - **DRPS Women's Recruiting Symposium**
 - **DRPS Exemplary Service Awards**
 - **Region of Durham DEI Strategy Meeting**
 - **DRPS Citizen Academy** - In March, a DAC member took the initiative to draft a DRPS Citizen's Academy Onboarding Package, inspired by feedback from her own experience. The E&I Unit collaborated with DAC, refined and launched the package on September 18, 2024, creating a valuable resource for the DRPS Citizen's Academy Program.

Learn more about DAC at www.drps.ca/dac.

Youth Advisory Committee (YAC)

Led by the E&I Unit, YAC was established on June 1, 2021, and is comprised of Region of Durham youth between the ages of 16-24. By working together and sharing knowledge, YAC identifies and responds to youth-related community challenges to provide strategic advice to the Chief of Police. **12 appointed youth** from across the Durham Region make up YAC, bringing diverse experiences and the youth perspective to DRPS services and initiatives. 2024 highlights include:

- The Committee met a total of **5 times**, covering topics such as:
 - DRPS 2024 Strategic Plan
 - Revised meeting structure to better provide/receive information
 - DRPS Organizational Structure
 - Corporate Communications
 - Police Service Board community engagement and community safety/policing priorities
- The Committee initiated **3 projects**, which aim to:
 - Improve the accessibility and awareness of DRPS youth resources and opportunities by developing a DRPS Youth Webpage

- Build trust with elementary-aged youth by developing sustainable community days focusing on education
- Understand the perceptions of safety and policing with secondary-aged youth through a climate survey to guide future YAC projects
- Members of YAC participated in **6 community engagement** opportunities alongside DRPS members.

Learn more about YAC at www.drps.ca/yac.

EDI Training Portfolio Update

The E&I Unit, in partnership with the DRPS Education & Training Centre, coordinates the development and delivery of Service-wide evidence-informed corporate training to enhance the EDI competency of DRPS members.

Mandatory E-Learning

The DRPS has several mandatory e-learnings related to EDI principles.

- **Call It Out: Racial Discrimination & Human Rights**
 - Provides a foundation for learning about race, racial discrimination, and human rights protection under Ontario’s Human Rights Code.
 - **735 sworn/civilian members** have completed this training.
- **Anti-Racism & Unconscious Bias for Workplaces**
 - Explores race-based discrimination and harassment in North American workplaces.
 - **771 sworn/civilian members** have completed this training.
- **Hate Crime Awareness**
 - The Hate Crimes Awareness training is designed to assist police officers in advancing their knowledge of and capacity to respond effectively to hate/bias-motivated crimes/incidents-
 - **1012 sworn/civilian members** have completed this training.
- **The Accessibility for Ontarians with Disabilities Act (AODA) - Integrated Accessibility Standards Regulation**
 - The AODA - IASR is a set of regulations under the AODA, 2005, aimed at ensuring accessibility for people with disabilities across various areas of public life in Ontario.
 - The IASR includes five standards for public sector organizations, including Communication, Employment, Transportation, Design of Public Spaces and Customer Service.
 - **770 sworn/civilian members** have completed this training.

As of April 1, 2024, the *Community Safety and Policing Act, 2019*, requires police officers, special constables, and Police Service Board members to successfully complete the ministry-approved Thematic Training. The 4-mandatory e-learnings include the following:

- Human Rights

- Systemic Racism
- Ontario’s Diverse, Multiracial & Multicultural Society
- The Rights and Cultures of First Nations, Inuit, and Metis Peoples

All sworn members will complete the mandatory training by March 2025.

Ontario Association of Chiefs of Police (OACP) EDI Training Course

Commencing January 2023, a member of the E&I Unit, in partnership with Halton Regional Police, began delivering the OACP EDI Training Course. Highlights include:

- The 5-day course has been **facilitated 4 times** in Halton, Durham, Peel, and Niagara
- The course has **trained 104 members** from **34 police organizations** across Ontario, including key figures from the Ontario Police College and Ontario Association of Police Service Boards
- Key speakers include:
 - **6 Policing Professionals** from **5 Police Services** (Deputy Chief, Chief Administrative Officer, Inspector, Staff Sergeant, Sergeant, and RCMP Corporal)
 - **6 PhD Academics:** Dr. B. Perry, Dr. M. Djikic, Dr. M. Manochi, Dr. J. Oesch, Dr. M. Phan, Dr. J. L. Couto
 - Director at the Ontario Human Rights Commission (J. Nicolet)
 - Senior Director of Equity, Diversity & Inclusion at the University of Toronto (C. S. Edwards)
 - Consultant at Equity Architect (S. Knight)
 - President of the Association of Black Law Enforcers & Manager at Correctional Services of Canada (J. Edwards)
 - Consultant and CEO of TWI Inc. (P. Wilson)
- **Topics include:** Understanding Your Role as a Member of EDI Team, Self Awareness, Human Rights Essentials, EDI Training and Development, Hate Crime and Extremism, Understanding Lived Experiences, A Human Rights Approach to Data, Collaborate & Contribute to Community EDI Efforts, Cultural Awareness, Recruitment/Talent Acquisition, Best Practices Review, Human Equity Management Model, Strategic & Adaptable Communication, Inclusive Leadership, Anti-Racism, Managing Conflict, Leading Critical Conversations.
- DRPS sent **3 DRPS DAC Members** to attend the course. Testimonials include:
 - *"I applied for this training for several reasons, two of which stand out: first, my skepticism regarding what the police are being taught, and second, the ongoing struggles within the Black community regarding police relations and underrepresentation in policing. The OACP EDI Training Course addressed these issues and so much more."*
 - *"Every participant and lecturer were curious, engaging, and encouraging of community involvement and perspectives."*
 - *"Having community in the same sessions as sworn and civilian service members provides for deeper conversations, alternate perspectives, and greater opportunity to build bridges."*
 - *"Returning home from this experience, I feel rejuvenated 'my cup is full'."*

This initiative reflects DRPS’s commitment to partnering with the OACP to foster diversity, equity, and inclusion within policing across Ontario.

Active Bystandership in Law Enforcement (ABLE)

Led by the E&I Unit, ABLE is a comprehensive training program implemented by DRPS in 2022, with 3 objectives: **Promote Health and Wellness, Reduce Mistakes, and Prevent Misconduct.**

- **833 sworn members** have received ABLE training, including new DRPS hires in 2024.
- Commencing 2025, the E&I Unit will deliver the ABLE Focus on Wellness Refresher Training virtually to all sworn members, including Special Constables, through certified ABLE instructors.
 - The purpose of the class is to focus learning on the health and wellness pillar of ABLE by teaching the indicators of health and wellness challenges as well as strategies to help ourselves and others.

Learn more about the ABLE program at www.law.georgetown.edu/cics/able.

Women in Policing – National Research Project

Commencing in November 2023, the DRPS partnered with a professor, at the University of Ontario Institute of Technology, to launch Canada's first police-led national survey on women officers' experiences in policing. Guided by a Steering committee of female leaders across Canada, with endorsements from the Canadian and Ontario Associations of Chiefs of Police, the project aims to document and improve women’s experiences in police organizations across Canada.

- The online survey ran from November 2023 to July 2024 and received responses from **1,429 women officer** participants (9% of Canada’s 16,430 women officers).
- Focus groups and consultations were held with DRPS members in June and July 2024 to address key study findings.

The DRPS is drafting reports, including findings and an action plan, to be shared with industry partners and publicly.

Hate Crimes

The DRPS recognizes the impact that hate has on our community, and we are dedicated to investigating all occurrences of hate/bias-motivated crimes and hate/bias-motivated incidents. The DRPS Intelligence Operations (IOS) includes a Hate Crime Coordinator responsible for monitoring all incidents, crimes, and propaganda related to hate and bias.

- **Hate/Bias Motivated Incident:** A Hate/Bias Motivated Incident involves behaviours that are motivated by bias against a victim’s colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability or similar factor which are not a criminal offence. For example, disrespectful, discriminatory or hostile speech.
- **Hate/Bias Motivated Crime:** A Hate/Bias Motivated Crime is a criminal offence, such as an assault, threat, or damage committed against a person or property, which is motivated solely or in part by the offender’s hate, bias, or prejudice based on colour, race, religion, national or ethnic

origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability or similar factor.

- **Hate Propaganda:** Hate Propaganda is any writing, sign or visible representation that advocates or promotes genocide or publicly communicates hatred against an identifiable group defined by race, colour, religion or sexual orientation found under sections 318 and 319 of the Criminal Code.

Hate Crimes Dashboard

On October 11, the DRPS Strategy, Research, and Organizational Performance team released a Hate Crimes Dashboard for internal members to stay informed about hate-related trends within the Region.

- There has been a **77% increase** in hate-motivated crimes/incidents from 57 (January to December 2023) to 101 (January to November 2024).
- The perceived motivations for the 158 reports include:
 - Race and Ethnicity (39%)
 - Religion (33%)
 - Sexual Orientation (12%)
 - Gender Identity (5%)
 - Combination of the above (11%)
- The municipal breakdown of reports is as follows:

○ Ajax (12.5%)	○ Pickering (19%)
○ Brock (1%)	○ Scugog (4%)
○ Clarington (12%)	○ Uxbridge (5%)
○ Oshawa (25%)	○ Whitby (21.5%)

The DRPS will continue to monitor data trends to ensure that hate/bias-motivated crimes/incidents are effectively investigated and addressed while ensuring the community's needs are met.

Education & Engagement

The DRPS is committed to educating and engaging DRPS and community members regarding hate/bias-motivated crimes/incidents.

- In 2024, IOS delivered presentations to 25 front-line platoons for officers on the differentiation between hate crimes and hate incidents
- IOS, the E&I Unit, DAC, and DRPS Corporate Communications are working with the Durham Region Anti-Racism Task Force to develop a public-facing Hate Crime Campaign for 2025.
- The DRPS Hate Crime Coordinator presented to DAC and the Clarington Anti-Black Racism Task Force in 2024, fostering dialogue and shared understanding.

You can learn more about Hate Crimes at www.drps.ca/hatecrime.

Accessible Services

In accordance with the *Accessibility for Ontarians with Disabilities Act, 2005*, the DRPS strives to provide services that are accessible to all persons. Highlights include:

- Commencing September 2024, DRPS launched a pilot project **with Languages in Motion**, introducing a tech-driven app to improve communication across languages. This tool helps front-line officers overcome language barriers, enhancing accessibility and fostering more effective, inclusive policing.
 - Officers and Dispatch Communicators have **24/7 access** to interpreters **within 30 seconds**, anytime, anywhere.
 - Integrated into officers' work-issued cell phones, members have access to interpretation in **200+ languages** with **audio and video interpretation** options.
 - Includes American Sign Language through video option.
- Each Division is equipped with a "**Hearing Loop**" system, designed to transmit audio directly to Bluetooth-enabled hearing aids.
 - Each Divisional front desk counter is equipped with a microphone, and the system's directional antenna creates a focused communication zone, minimizing interference and ensuring clear communication. Bluetooth activated.
- The DRPS website is built with accessibility in mind, allowing users to modify their operating system and browser to make it more accessible to them.
 - Powered by Google Translate, the website can be translated into **249 languages**.
 - The website includes PDFs, which can be provided in an accessible format upon request.
 - Check out www.drps.ca/pages/accessibility for more information.
- In partnership with Durham Deaf Services, the DRPS provides ongoing engagement through fraud prevention seminars, community events, and integration with the Youth in Policing Initiative on Deaf culture and aging.
- On October 9, educational materials on “Interacting with a Deaf Person” were posted for DRPS members, in addition to a short video on “I am Deaf” in American Sign Language.
- Led by the Older Adult Support and Investigative Services Unit, collaborative efforts have strengthened relationships with the Canadian Hearing Society over four years, including participating in Abuse of Older Adults training and transcription of DRPS training videos into American Sign Language at no cost.

By leveraging the tools and partnerships mentioned above, the DRPS is committed to creating a more inclusive environment and ensuring that our services are accessible to everyone.

Women's Symposium

The DRPS Women's Symposium encourages women in the community to explore a rewarding career in policing. Participants gain insight into diverse roles within DRPS, hear from women in law enforcement, and learn about the recruitment process and essential skills for success.

- In 2024, the 8th annual DRPS Women's Symposium welcomed **73 participants**.
- Since 2017, the event has engaged **648 participants**.
 - As of November 2024, the DRPS has **hired over 45 women** who have participated in the symposium.

- Surveys have all resulted in very positive feedback about the event, with a high majority of participants indicating that the perception and knowledge of the Service had increased drastically after the symposium. Testimonials include:
 - *"The DRPS Women's Symposium was an inspiring and empowering experience. It was incredible to connect with so many strong, driven women and learn from their diverse perspectives."*
 - *"The speakers and discussions were insightful, and the opportunity to network with women in policing and beyond was invaluable."*

The DRPS is committed to attracting more women to a career in policing through this recruitment symposium.

EDI Engagement Portfolio Update

The E&I Unit, through evidence-informed approaches, coordinates and develops EDI engagement initiatives to foster positive organizational culture and externally deliver services and programs that inspire the trust and confidence of all communities.

Internal Support Networks (ISNs)

In February 2024, DRPS created an ISN Directive, as DRPS is committed to providing and maintaining a working environment based on respect for the dignity and rights of everyone in the organization. The purpose of the ISNs is to support specific, self-identified groups and their allies by sharing information and experiences while providing mentoring and guidance to ensure all members of DRPS develop personally and professionally.

Women's Internal Support Network (WISN)

In April 2024, the DRPS WISN was formalized to provide a supportive and inclusive space for women civilian and sworn members of DRPS. The network aims to foster mentorship, cross-divisional networking, informal coaching, and cultural awareness while enhancing recruitment efforts and promoting information sharing. 2024 highlights include:

- **4 WISN Meetings** and **3 Steering Committee Meetings** were held this year.
- The first meeting had **35 members**, which **grew 43%** to **50 members** at the year-end meeting.
- WISN actively participated in the EDI Assessment Project by participating in a dedicated focus group.
- From September 1st to 5th, **10 DRPS women** attended the IAWP Conference in Chicago. This global event united women in policing to empower female leaders, foster international collaboration, and highlight innovative practices to promote gender equity in law enforcement.
- The Ontario Women in Law Enforcement Training Day, held on November 14, embraced the inspiring theme, *She's Not a Hero. She is a SHEro*. This day of empowerment and professional development celebrated the achievements of women in law enforcement and provided valuable learning opportunities.

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In its first year, WISN has established a solid foundation to empower and advance women in policing while fostering an inclusive and collaborative workplace.

Afro-Caribbean-Canadian Internal Support Network (ACCISN)

In October 2024, the ACCISN was formalized to provide a supportive and inclusive space for Afro-Caribbean-Canadian sworn/civilian members of the DRPS. The network aims to foster mentorship, cross-divisional networking, informal coaching, and cultural awareness while enhancing recruitment efforts and promoting information sharing. 2024 highlights include:

- **3 ACCISN Meetings** and **2 Steering Committee Meetings** were held this year.
- Approximately **40 members** have been engaged by the ISN.
- Held an inaugural general meeting on October 7, 2024, establishing leadership, including two Co-Chairs and a Steering Committee with 6 members
- ACCISN actively participated in the EDI Assessment Project by participating in a dedicated focus group.
- The ACCISN partnered with the E&I Unit to support community events such as:
 - 44th Annual Canadian Jamaican Club of Oshawa Gala
 - Association of Black Law Enforcers 32nd Annual Scholarship Awards Gala
 - A member of the ACCISN is on the planning committee for the 2025 Durham Region Black History Month Celebration: Together We Rise – Resistance. Resilience. Possibility! Event for February 5, 2025

As the network grows, we look forward to reporting on its future achievements and expanding its impact.

Police Service Board (PSB) Governance Process Policy: Engagement with the Community

The E&I Unit assists the PSB with implementing its "Engagement with the Community" policy. Adopted in December 2023, this policy aims to enhance the Board's ability to represent the public interest and better understand community perspectives, concerns, and experiences, particularly around policing and community safety.

An E&I Unit and DAC representative joins Board members at community meetings to discuss community safety and build partnerships. In 2024, two meetings were held with Dnaagdawenmag Binnoojiiyag Child & Family Services and pflag Canada Durham Region, with additional meetings scheduled for 2025.

Community Engagement Opportunities

In 2024, the E&I Unit supported over 80 engagement opportunities serve-wide; 2024 highlights include:

DATE	ENGAGEMENT
Jan 28	36th Annual Black History Month Kick-Off Brunch The 36th Annual Black History Month Kick-Off Brunch celebrated the rich contributions of the Black community in Canadian history through inspiring speeches, captivating performances, and award presentations. Members of DRPS and the Police Services Board attended the event, engaging in meaningful conversations about diversity and inclusion.

Feb 2	<p>Region of Durham 2024 Black History Celebration DRPS officers sat on the Black History Month Planning Committee and provided a donation in partnership with the Region of Durham to celebrate Black excellence and heritage. Numerous DRPS members from across the Service attended. The event brought together 350 participants.</p>
Feb 16	<p>Durham Community Action Group – In Their Own Voices 2 E&I Unit members participated in a youth dialogue to engage with approximately 40 Black and racialized youth on disrupting anti-Black racism in education and policing.</p>
Mar 23	<p>Holi Show hosted at the Devi Mandir The Equity and Inclusion Unit attended to raise awareness of Holi, one of the most celebrated festivals within the Hindu culture, known as the “festival of love” for its power to bring people together. Members of West Division provided greetings on behalf of DRPS alongside other political dignitaries, celebrating this important cultural event.</p>
Apr 27	<p>42nd Black Business and Professional Association Harry Jerome Awards 4 DRPS officers and 3 DAC members participated in this prestigious event, celebrating Black excellence and supporting this non-profit, charitable organization that addresses equity and opportunity for the Black community in business, employment, education and economic development.</p>
Apr 30	<p>Empower Her Conference 2 DRPS Officers ran 3 workshops to inspire 400 Black female high school students across the Durham Region. The workshops focused on career discussions and leadership.</p>
May 2	<p>Durham Black Educators Network Awards Committee An E&I Unit member was invited to be part of the selection committee to choose the winners of 6 educational grants and awards, further supporting Black youth in education.</p>
May 15	<p>R.S. McLaughlin Collegiate – Panel Discussion 2 DRPS Officers participated in a panel discussion on their journey into policing, engaging with over 50 Black female students at the school.</p>
May 25 – Jun 8	<p>Drag Queen Storytime The DRPS supported Durham Children’s Aid Society’s inclusive Drag Queen Storytime events, which over 1,000 people attended. Partners included Durham Children Aid Society, Whitby Central Library, Ajax Library, Oshawa Public Library - McLaughlin Branch, Pickering Central Library, and Bowmanville Library.</p>
Jun 2	<p>Durham Pride Parade 10 DRPS members and 16 Auxiliary Constables participated. Durham Pride connected several community partners, including the Town of Ajax, The City of Oshawa, TD Canada Trust, Rockbrune Bros Movers, IN Magazine, Durham CAS, North Durham Pride, Durham Alliance Outreach, and Club 717. There was positive community engagement despite a protest, which the DRPS addressed.</p>
Jun 4	<p>DDSB Gay-Straight-Alliance Conference In partnership with Durham Paramedics, the E&I Unit and DRPS Recruiting Unit conducted workshops with 30 students to foster an understanding of 2SLGBTQ+ issues and careers in first responder services.</p>
Jun 8	<p>North Durham Pride – Scugog PRIDE Parade The DRPS formed a new partnership with North Durham Pride, participating in the parade and fostering inclusivity in rural areas.</p>

Jun 22	Youth Pride Event Youth Pride was established in June 2018 by Durham CAS, focusing on supporting children and parents who identify as 2SLGBTQ+. DRPS sat on the planning committee and made a donation, engaging with over 40 community organizations. The DRPS was on site with a booth, and the DRPS Pride Cruiser used to engage with community members.
Jul 20	Mississauga of Scugog Island First Nation – 26th Annual Pow Wow The E&I Unit, 5 DRPS YAC members, and North Division Officers attended the celebration. This event allowed members to engage with Indigenous culture, fostering greater community connection and understanding. The Pow Wow celebrated traditions and teachings and showcased the vibrant culture of the Indigenous community.
Aug 1	Emancipation Day 5 DRPS Officers and 2 DRPS Civilians attended Emancipation Day in Pickering with the Black History-themed Cruiser, interacting with the community and sharing information about DRPS programs and initiatives.
Aug 22	Cram a Backpack from a Cruiser Hosted by Oshawa School Liaison Officers, this event partnered with the Durham Community Health Centre Oshawa to run a 3-hour drop-in with free lunch, games with police, police back-to-school safety, and ‘cram a backpack from a cruiser.’ The event was attended by 250 youth and was supported by 36 DRPS members.
Sep 20	Truth and Reconciliation Walk 7 DRPS members joined approximately 75-100 participants in a community walk to raise awareness of Truth and Reconciliation.
Oct 19	Canadian Jamaican Club of Oshawa 44th Anniversary Celebration 4 DRPS members attended this event and featured the DRPS Black History Month theme cruiser celebrating the achievements of the Jamaican community in the Region of Durham.
Nov 8	York Regional Police – 2nd Annual South Asian ISN Gala 2 DRPS members proudly represented the service at the 2 nd Annual South Asian Internal Support Network Gala hosted by York Regional Police. This event highlighted the commitment to fostering diversity, inclusion, and community engagement within law enforcement.
Nov 15	Toronto Police Service – South Asian ISN – 15th Annual SAIL Gala 8 DRPS members attended in support of the South Asian Internal Support Network and the South Asian Women's Centre.
Nov 16	Associations of Black Law Enforcers 32nd Annual Gala 12 DRPS members, 1 Police Services Board member, and 1 DAC member attended the 32 nd Annual ABLE Awards Gala. DRPS and the Police Services Board supported the event by purchasing two tables.

Community Flag Raising

DRPS commemorates and promotes awareness internally/publicly by raising **6 community flags** annually at all **5 DRPS Divisions** and **Operational Training Centre** to honour observances, including:

- Black History Month
- International Day Against Homophobia, Biphobia, and Transphobia
- National Indigenous History Month

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- Pride Month
- National Indigenous Peoples Day
- Transgender Day of Remembrance

The flag raisings demonstrate the DRPS' commitment to strengthening relationships, engaging in dialogue, and earning the trust and confidence of our communities.

Dates of Significance Project

The E&I Unit launched the Dates of Significance Project to raise awareness of key events such as Awareness Days, Religious Days, Cultural Celebrations, and Statutory Holidays. **Over 600 dates** were researched and categorized. The Unit shares informative posts on the internal platform MediaOne, offering educational materials, promoting events, and encouraging reflection and participation to foster cultural competency. Additionally, the E&I Unit collaborates with Corporate Communications to share relevant content on DRPS social media channels to acknowledge these dates publicly.

Community Safety Days

Community Safety Days allow community members to interact with and learn more about the DRPS.

50th Anniversary Celebration Event

On June 15, DRPS hosted a 50th Anniversary Community Event at Iroquois Park Arena, Whitby, celebrating 50 years of the Durham Regional Police Service.

- The event welcomed participants from across the Durham Region.
- The DRPS Pipes and Drums, Tactical Support Unit, and K-9 Unit performed live demonstrations, showcasing their skills and dedication.
- Police vehicles, equipment, and information booths were displayed for attendees to explore and learn more about the DRPS and community safety.
- A **micro-museum** chronicling DRPS highlights over the past 50 years offered attendees a chance to reflect on the organization's history and evolution.
- Following the event, officers delivered more than **1,000lbs of non-perishable food items** to the local food bank from the cram-a-cruiser donations made on the day.

The event successfully honoured DRPS's golden milestone by fostering a sense of community pride and connection. Attendees enjoyed learning about the organization's history and its role in maintaining safety and unity over the past five decades.

North Division Community Safety Day

On September 28, members of North Division hosted a Community Safety Day at the Port Perry Fairgrounds. Highlights include:

- **300 participants** from across Scugog, Uxbridge, and Brock.
- The event featured engaging displays by the Forensic Unit, including fingerprinting for kids, and the Tactical Unit, showcasing their Light Armored Vehicle and Marine boat.

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- Uxbridge and Brock Fire Departments participated with fire trucks, while children enjoyed activities like face painting and a jumping/slide castle.
- The Lions Club volunteered to run the BBQ, and Big Brothers Big Sisters hosted an informational booth.

The day successfully brought together families, community organizations, and emergency services, fostering connections and promoting public safety awareness in a fun, family-friendly atmosphere.

West Division Community Safety Day

On October 5, members of West Division hosted a Community Safety Day in partnership with the Pickering Fire Open House. Highlights include:

- **1000-1500 participants** from across Ajax and Pickering.
- **87 Event Staff/Volunteers**, including 26 DRPS members, 49 Community Partners, and 6 dedicated volunteers.
- Community engagement opportunities with **15 DRPS Stations**, including:
 - Forensic Investigative Services fingerprinting activity.
 - Tactical Support Unit's Light Armored Vehicle.
 - Regional Traffic Unit's enforcement vehicles.
 - DRPS Mental Health Response Unit.
 - Auxiliary Unit's Vintage Cruiser display.
 - The DRPS E&I Unit managed a Youth in Policing booth.
- Stations with **14 Community Service Providers**, including:
 - Giveaway station.
 - Kids' activity station.
 - Pickering Fire Services and Ontario Power Generation Fire Rescue Team offered fire truck tours and activities for families.
- **216lb of non-perishable food** were collected for the local St. Paul on the Hill community food bank, and over **15 sandwich bags of pop tabs** were donated for the DRP Children's Games.

Learn more about both events at www.drps.ca/news/drps-community-safety-days.

DRPS Citizens Academy

An annual volunteer-based program designed to engage and educate the public about police practices and operations. Offering a unique, behind-the-scenes look at how the DRPS serves the community. Over 10 weeks, participants gain firsthand insight into how DRPS operates, exploring various aspects of the service and key partnerships across the Durham Region. The Academy includes interactive demonstrations, informative presentations, and opportunities for voluntary participation. The 2024 session ran Wednesday evenings from September 18 to November 20. 2024 highlights include:

- **25 citizens** (100 total since inception) have participated in the program, along with **4 DRPS civilian** members who joined to understand our organization better.
- Presentations from several units, including:
 - Air Support Unit
 - Body-Work Camera Unit

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- Canine Unit
 - Communications-911 Unit
 - Forensic Identification Services
 - Major Crimes Branch
 - Mental Health Support Unit
 - Professional Standards Unit
 - Recruiting Unit
 - Regional Duty Office
 - Tactical Support Unit / Hostage Rescue Team / Incident Command
 - Traffic Services Unit
 - Use of Force Training
 - Day in the Life of a DRPS Member panel discussion
- The E&I Unit, in partnership with DAC, created the Citizen’s Academy Onboarding Package.
 - Over the past 2 years, 2 Alumni gatherings have taken place, providing a platform for past cohorts to reconnect, share experiences, and engage with DRPS members.
 - Testimonials from participants highlight the Academy's depth, its alignment with DRPS's Mission, Vision, and Values, and the opportunities it creates for engagement.
 - *"I have learned to appreciate, respect all the hard work DRPS officers and staff all do to protect and serve the Durham Regional Communities. This program has sparked my interest in law and inspired me to explore continued education and opportunities to volunteer in my community, bridging the gap between people and our Justice System."*
 - *"I have thoroughly enjoyed the last 10 weeks of this amazing program initiated by DRPS. It has deepened my respect for the dedication of officers and staff who work tirelessly to protect and serve our communities. This initiative has inspired me to explore further education and opportunities to give back to my community, while fostering a greater understanding of the Mission, Vision, and Values of DRPS."*

This program is an excellent opportunity to gain a deeper understanding of policing in the Durham Region and earn the trust and confidence of local communities.

The Monday Night Project (MNP)

Commenced in 2023 by the DRPS Human Trafficking Unit, the MNP program aims to provide a safe space for marginalized women in Oshawa, many of them victims of human trafficking. This program has made a profound impact, touching the lives of previously invisible and vulnerable women by offering them a safe place to develop friendships, have fun and connect to counselling, harm reduction, housing support, legal information, and basic needs. Program highlights include:

- **512 women** have participated to date.
- MNP operates as a collaborative initiative, with multiple partners providing on-site services and outreach. These include:
 - **Durham Community Health Centre:** Delivering healthcare education, providing wound care, and ensuring clients are added to centralized support systems like HIFIS and the Bi-Name List.
 - **Ontario Works:** Meeting clients in a safe environment to reactivate cases and provide referrals.
 - **Dnaagdawenmag Binnoojiiyag Child & Family Services:** Strengthening client connections and addressing long-standing cases.

- **Victim Services Durham Region:** Supporting victims of intimate partner violence and human trafficking while gathering vital information for ongoing cases.
- MNP recently partnered with the **Region of Durham** for the national Point-in-Time Count, which surveys the unsheltered population to inform policy and funding decisions. Using MNP as a home base in Oshawa, the program successfully supported data collection and ensured participants' voices were included.

The Monday Night Project embodies a community-centric approach, bringing together resources and compassion to support women in need. Its success highlights strong strategic partnerships that enhance community safety and the power of collaboration with partners to serve the Durham Region.

Project HOPE Durham

Founded by the Toronto Police Service in 2021 and launched by West Division Leadership in March 2024, the DRPS program aims to welcome Newcomers to Durham. The program provides valuable education on Canadian laws and available services while offering an opportunity for direct engagement with the DRPS, fostering trust and promoting positive community relations. Program Highlights:

- DRPS has hosted **10 educational sessions** across the region, providing information to Newcomers.
- The sessions address various important topics, such as:
 - Canadian laws
 - Domestic violence awareness
 - Human trafficking prevention
 - How criminals prey on vulnerable populations
 - The Highway Traffic Act
 - Housing rights and regulations
 - Employment laws and rights

- To date, the program has engaged approximately **500 Newcomers** in the community.
- Project HOPE partners with various organizations to provide support services such as:
 - **Toronto Police Service:** the program was initiated by the Toronto Police Service to foster better community relations and support newcomers in the region.
 - **Ajax Welcome Centre:** offers settlement assistance, language classes, and orientation programs to help Newcomer integrate into the local community.
 - **Durham Social Services:** Provides support in areas such as housing, financial assistance, family services, and access to mental health and addiction resources

Project HOPE builds relationships and trust by bringing DRPS officers into community spaces where newcomers naturally gather. These interactions help to create a sense of security and confidence in local law enforcement, strengthening ties between the police and the community.

Youth Engagement Portfolio Update

The E&I Unit coordinates and supports the regional delivery of youth-related programs and services to promote positive and trusting relationships between police, youth, and the community.

Youth in Policing (YIP) Initiative

Led by the E&I Unit, YIP is a paid personal, professional, and community development opportunity for Durham youth aged 15-18. The program has been running since 2006 in partnership with Ontario's Ministry of Children, Community and Social Services. To date, the program has provided **2331 employment opportunities**. 2024 highlights include:

- YIP began the **2024-25 Winter Initiative**, which will run from November 2024 to March 2025.
 - The Initiative received **590 applications** and completed a record of **200 interviews**.
 - **100 Students** and **18 Youth Leaders** are currently employed, with the program launching on November 20, 2024, and running until March 26, 2025.
 - This Winter Initiative is the largest YIP afterschool program in the province!
- YIP concluded the **2024 Summer Initiative**, which ran from July to August 2024.
 - A record-breaking **880 applications** were received, with youth coming from all communities and identities from across the Region.
 - Being the largest DRPS YIP program to date, **100 Students** and **18 Youth Leaders** were employed.
 - A total of **148 DRPS Members** (Sworn, Civilian, and Volunteer) from across all pillars of the organization supported YIP in some capacity.
 - The program has worked with **70 Community Organizations and Public Safety Partners** to support program delivery and events.
 - Through the summer's events and initiatives, YIP has directly impacted **2,635 members/youth of the community** in addition to donating **over \$10,500** and **3,400 food items** for charitable groups.

- YIP has amassed **4,597 followers** across three social media platforms (Instagram, Twitter, and Facebook), with over **18,880 accounts reached** on Instagram.
- YIP concluded the **2023-24 Winter Initiative**, which ran from November 2023 to March 2024.
 - **473 applications** were received for the program, resulting in the employment of **80 Students** and **14 Youth Leaders**.
 - The cohorting model was introduced, organizing Students into two groups of 40, offering more focused engagement and skill development opportunities.
 - A total of **56 DRPS Members** (Sworn, Civilian, and Volunteer) engaged with the program during the Winter.
 - The program worked with **61 Community Partners** to support program delivery.
 - Students facilitated several community initiatives and projects and fundraised **over \$16,000** for charity.
- The DRPS continued as co-chair for the provincial Youth in Policing Initiative – Community of Practice Working Group, leading the way for **21 Police Services**.
- Learn more about YIP at www.drps.ca/yip and read additional highlights at:
 - www.drps.ca/news/4th-annual-impact-youth-forum
 - www.drps.ca/news/special-olympics-basketball-tournament
 - www.drps.ca/news/celebrating-youth-awards
 - www.drps.ca/news/yip-s-c-a-n-conference
 - www.drps.ca/news/2023-24-yip-winter-initiative-graduation
 - www.drps.ca/news/soccer-tournament-welcomes-newcomer-youth
 - www.drps.ca/news/17th-annual-ripple-effect-youth-forum
 - www.drps.ca/news/operation-give-a-success
 - www.drps.ca/news/junior-yip-camp
 - www.drps.ca/news/drps-youth-in-policing-summer-initiative-graduation

ProAction Cops & Kids

Led by the E&I Unit, ProAction Cops & Kids began its partnership with DRPS in 2007. Their mission is to bring cops and kids together in skill-building and mentoring programs to create trust, respect, and safer communities. The Unit initiated a revamp project from October 2023 to October 2024 due to decreased participation across the Service since COVID. Highlights from this timeframe include:

- An increase in the number of **applications received by 580%** (5 to 34), **applications approved by 625%** (4 to 29), and **programs completed by 233%** (6 to 20) compared to the previous year.
- **\$50,527.15 in funding approved** for programs, an **increase of 971%** compared to the previous year (\$4,716.00).
- **694 youth** from across the Region involved with ProAction programs, an **increase of 286%** compared to the previous year (180).
- The ProAction Team being formally structured and now includes 4 core members and 5 key supporters who continue to drive program development and fundraising initiatives.

- Improvements to ProAction's systems and communication were made, including centralizing communication via the ProAction@drps.ca email, developing a ProAction calendar, creating e-forms, and enhancing internal/external marketing.
- ProAction was embedded into the Divisional Community Safety Plans, highlighting its importance to community engagement and safety.

Learn more about ProAction at www.copsandkids.ca and read additional highlights at www.drps.ca/news/proaction-cops-kids-2023-award-winners.

Suits for Youth / Gowns for Grads

Led by the DRPS Suits for Youths Committee and DRPS Gowns for Grads Committee, these events outfit young people with suits, dresses, and accessories they can use for their graduation ceremonies. The event takes donations for new or gently used suits, jackets, pants, shirts, dresses, shoes, ties, bow ties, accessories, and gift certificates. 2024 highlights include:

- More than **550 youth** from across the Region could pick up suits and gowns in preparation for graduation and prom.
- Over **95 volunteers** from across the DRPS and community supported the initiatives.

Read additional highlights at www.drps.ca/news/suits-for-youth-1 and www.drps.ca/news/gowns-for-grads-benefits-nearly-300-youth.

DRPS Children's Games

Led by the DRPS Children's Games Planning Committee, the Children's Games have enjoyed a long history of providing a fun and inclusive sporting opportunity to children aged 5-18 with various physical disabilities. Competitors across the GTA support one another in participation-based sporting activities, including basketball, wheelchair rugby, parachute, and more! 2024 highlights include:

- The 40th anniversary of the Children's Games brought together **61 athletes**, divided into eight teams representing Public Safety, Traffic, Detectives, Patrol, K9, Forensics, Auxiliary and Tactical.
- Over **150 volunteers** from across the DRPS and community came together to facilitate all elements of the Games.

Learn more about the Children's Games at www.drpschildrensgames.com and read additional highlights at www.drps.ca/news/40th-anniversary-children-s-games.

Food and Toy Drive

Led by the DRPS Crime Prevention Unit, DRPS Food and Toy Drive collects donations of non-perishable food items and new and unwrapped toys for designated partnering charitable organizations. 2024 highlights include:

- Wrapping up the 35th Annual Food and Toy Drive (2023).
 - Donations were received from **74 businesses/schools** and **12 youth minor hockey teams** across the Region.

- Food and Toys were delivered to **30 agencies** and shelters across the region, with several of these agencies also assisting smaller not-for-profits.
- Approximately **3,000 stuffed toys** were donated through customer purchases and delivered to **26 nursing homes, hospitals, and charities.**
- On the drive's final days, many charities advised that they could meet demands for assistance and more.
- Launched the **36th Annual Food and Toy Drive** (2024) on November 20, 2024.
 - Donations will be collected at all DRPS Police Stations, Regional Headquarters in Whitby, and Fire Stations in Ajax, Bowmanville, Oshawa, and Whitby.
 - Donations will be collected until December 20, 2024.

Learn more about the Food and Toy Drive at www.drps.ca/foodandtoy and read additional highlights at www.drps.ca/news/35th-annual-food-and-toy-drive and www.drps.ca/news/drps-food-and-toy-drive-launch-2024.

Cop Shop / Shop with a Cop

Led by DRPS School Liaison Officers, these events are hosted in partnership with the Oshawa Centre and The Shops at Pickering City Centre. It allows children to go shopping paired with an officer, get a photo with Santa, and get complimentary gift wrapping. The event is tailored towards youth recommended based on need, recognition of specific academic or sports achievements, or volunteer efforts that are making a difference in the community. December 2023 highlights include:

- A total of **69 kids** were partnered with an officer to search for the perfect presents.
- The kids had the opportunity to get breakfast/lunch, take a photo with Santa, and get complimentary gift wrapping during the initiative.
- The 2024 Cop Shop and Shop with a Cop events are scheduled for early December.

Read additional highlights at www.drps.ca/news/cop-shop-2023 and www.drps.ca/news/shop-with-a-cop.

Conclusion

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 with all provisions of this policy.

Report Approval Details

Document Title:	Community Diversity Monitoring Report .docx
Attachments:	
Final Approval Date:	Dec 4, 2024

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



Peter MOREIRA