



REPORT TO THE POLICE SERVICE BOARD

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Date of Report: 12/17/2024

Type of Report: Public

Title: Demographic Breakdown of Recruit Constables 2024

RECOMMENDATION

THAT the Board receives the following information regarding the Demographic Breakdown of Recruit Constables hired for the 2024-4 Class.

EXECUTIVE SUMMARY

This report was created in order to provide demographic information of the Recruit Constable Class hired in August 2024 as requested by the Board.

To protect the confidentiality of the candidates and hired Recruit Constables demographic information has been aggregated. For the purpose of this report, underrepresented refers to those who self-identify as being part of a group that are underrepresented in policing such as racial/ethnic identity, gender, sexual orientation and Indigenous Ancestry.

DISCUSSION

Candidates are asked to complete a voluntary survey to self-identify demographic information. The terminology used in the survey is generally consistent with the Canadian Centre for Diversity and Inclusion (CCDI). All of the questions are voluntary with the option of selecting “*prefer not to answer*”.

Responses are used to collect information that can be used to plan the Service’s strategy to attract future candidates who will reflect the communities in the Region of Durham. The survey responses are reviewed after selections take place and are not used in the assessment of candidates.

Highlights of the 2024-4 Class Recruit Constables

Of the seventeen (17) Recruit Constables, all had completed the full survey. Of the seventeen (17) recruits, twelve (71%) reside in Durham Region. Of the seventeen (17), sixteen (94%) have completed post-secondary education. Seven (41%) identified as female. The Recruit Constables ages ranged from twenty (20) to thirty-nine (39) years of age, with majority being twenty (20) to twenty-four (24) years of age.

Report Approval Details

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

Danielle Kent Johnston

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