



## REPORT TO THE POLICE SERVICE BOARD

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### RECOMMENDATION

That the Board receives the following information related to the Ministry of Children Community and Social Services partnership with Durham Regional Police Service regarding the Youth in Policing initiative, Extrajudicial Measures partnership and DRPS' risk assessment.

### EXECUTIVE SUMMARY

Durham Regional Police Service (DRPS) is a trusted partner and recipient of grant funding from the Ministry of Children, Community and Social Services (MCCSS). This funding supports the Youth in Policing program and the Extrajudicial Measures partnership, both crucial in providing youth employment opportunities and reducing youth involvement in crime. The partnership between DRPS and MCCSS is vital for the success for both of these programs. In January, DRPS underwent a risk assessment by MCCSS and received a low-risk rating, indicating strong organizational practices and minimal risk associated with the partnership.

### DISCUSSION

Durham Regional Police Service is a trusted partner and recipient of grant funding from the Ministry of Children, Community and Social Services. For the 2024-2025 period, DRPS received over \$750,000 in funding, which was allocated to support the Youth in Policing (YIP) initiative and the Extrajudicial Measures (EJM) partnership. These programs are essential in supporting youth—through YIP by offering employment opportunities for professional development, and through the EJM partnership by helping reduce youth involvement in crime. The ongoing partnership between DRPS and MCCSS is critical to the continued success of these initiatives.

### Youth in Policing

The Durham Regional Police Service's YIP initiative is an industry leading, paid opportunity for personal, professional, and community development for youth aged 15-18 in Durham. The program consists of two cohorts: the Summer Initiative running from July 2 to August 22, 2024, and the Winter Initiative, running from November 20 to March 26, 2025. In partnership with MCCSS, the program has been running since 2006, receiving over 11,000 applications and creating 2,333 employment opportunities for youth from diverse backgrounds across Durham Region.

YIP continues to see a high demand for the program, highlighting increasing youth engagement and sustained interest in the experiences and opportunities available. The 2024-2025 year saw a record 1,470 applications, 401 interviews, and 238 employment opportunities. This year, our exceptional students set new records and demonstrated the power of community leadership, while challenging themselves, developing new skills, and achieving remarkable growth.

Students participated in a UNITED journey through YIP, participating in major events and partnering with community organizations. Some memorable events include:

- Understand and appreciate diversity
  - Participated in the 2025 Basketball Tournament for Special Olympics, with 140+ attendees, including 15 athletes, their families, DRPS members, and the YIP team.
- Navigate their future through setting personal and professional goals
  - YIP hosted its first-ever Mock Trial event for members, to apply what they've learned throughout the program in a criminal justice setting.
- Involve themselves as leaders in the community
  - The Coldest Night of the Year is a national event raising awareness of homelessness in Canada. YIP partnered with The Refuge and raised \$15,572.20 over the winter.
- Think and reflect globally
  - Global News Canada featured YIP's Newcomer Soccer Tournament, showcasing YIP's commitment to diversity and community engagement.
- Empower for others to be ambassadors of change
  - YIP hosted its 15th annual Junior Youth in Policing Leadership Camp at Donald A Wilson Secondary School, marking the largest turnout in years with 94 campers.
- Discover policing beyond the uniform
  - YIP hosted its 17th Annual Ripple Effect Youth Forum (highlighting Fostering Resilience), welcoming welcomed over 400 participants from 15+ YIP programs across Ontario

The YIP team has attended 11 community events and 18 schools to share what the program has to offer for different youths around the community. 91% of youth agreed/strongly agreed that their trust in DRPS officers has improved, indicating a positive shift in youth-police relations. Overall, 95.7% of participants rated their experience in the program as Excellent or Good, reinforcing YIP's role as a transformative youth development initiative. The tremendous success of the YIP program would not have been possible without the crucial support of all the community partners, including MCCSS.

## **Extrajudicial Measures**

The Durham Regional Police Service is involved in a collaborative partnership funded through the Ministry of Children, Community and Social Services, which also oversees the program. The goal of the Extrajudicial Measures Partnership is to promote youth safety and reduce youth involvement in crime. The partnership meets regularly to discuss service levels, case management protocols, the evolving needs of youth, and innovative ways to utilize existing community support services in collaboration with the MCCSS supervisor. This collaboration focuses on addressing the needs of young people in conflict with the law through a range of programs, services, and community supports.

Significant progress has been made in implementing and operating the pre-charge diversion program. The program allows for DRPS to refer youth aged 12 to 17 to the diversion program, as an alternative to laying charges for select minor criminal offences. Through the Youth Diversion Program, young people are held accountable for their actions while receiving services that address the underlying causes of their behavior. Officers who divert youth have a lasting impact not only on the individuals involved, but also on their families, the community, and the justice system as a whole.

In 2024, DRPS had a total of 1,006 youth-related incidents. Of those incidents, 528 youths were charged, 233 were cleared, 86 were warned, and 159 were referred for a diversion through the EJM program. Two detailed stories from successful diversions completed in 2024 can be found in Appendix A.

### **DRPS Risk Assessment**

To ensure MCCSS is minimizing any potential program-related or organizational risks, risk assessment questionnaires are conducted for grant recipients. In January 2025, organizations were requested by MCCSS to undergo a comprehensive risk assessment. The risk assessment included a 16-question survey that evaluated different aspects of the organization. Some questions specifically addressed the YIP/EJM partnership, while others assessed the overall risk of DRPS as an organization – categories included:

- Human Resources / People
- Finance
- Information Technology
- Program Design and Delivery
- Legal
- Emergency Management
- Reputational Risk

Some key criteria of the risk assessment included:

- Community and media response policies and procedures
- Business continuity and emergency management training
- Established policies for continuous improvement
- Information Technology policies: including data protection and backup measures
- Timely and complete financial reporting to the Ministry
- Accessibility and inclusion initiatives
- Policies and procedures in Infection Prevention and Control (IPAC)
- Legal concerns or potential improprieties

Cross-functional teams across DRPS provided valuable input in their respective areas. The collaboration process required extensive teamwork to ensure that all aspects of the organization were thoroughly assessed and the necessary information was provided for an accurate evaluation. As a result of the assessment, DRPS was rated overall as **low risk**, which is the lowest possible rating and reflects the organization's proactive approach to risk management and operational resilience.

Despite the overall low-risk rating, four specific criteria were assessed as medium risk:

1. IPAC (Infection Prevention and Control) policies and procedures
2. Business continuity and emergency management plan
3. Complete and timely financial reports to the Ministry
4. Community and media response policies and procedures

While the first three medium-risk items can be reduced through updated directives and adjusted procedures, the last medium-risk item is inherent to the nature of policing and cannot be fully eliminated. Policing, as a profession, sometimes faces negative media coverage due to operational matters, which DRPS addresses accordingly. However, none of this negative attention pertains to the programs funded by this Ministry. In fact, the YIP program has garnered significant positive media coverage over the past two years, including features on Global News, DRPS News Stories, and social media (@drps\_yip).

Attachments: YIP 2024-25 Annual Report, DRPS Risk Assessment Questionnaire, DRPS Risk Assessment Scorecard

## **Appendix A – 2024 EJM Success Stories**

### Healthy Relationships Success Story

A young man was referred to our Healthy Relationships Program to participate in activities focused on technology. Through his work with the facilitator, he gained insight into the potential consequences of engaging in risky online behaviors with peers. As rapport was built with him, he began to trust the diversion counselor and opened up about his declining mental health, which was largely due to significant stress caused by family dynamics at home. With the counselor's support, additional resources were brought into the home through CAS to improve safety, well-being, and family relationships. The young man expressed deep gratitude and relief toward the diversion program and counselor for their guidance and support during a challenging and frightening time.

### Managing Emotions and Anti- Theft Success

Before working with our diversion counselors, many of the youth we serve—who live with significant mental health challenges and neurodevelopmental differences—were initially hesitant to engage in an "Anger Management Program or "Anti- Theft Program." Parents often shared concerns, stating that their children "really don't like therapy and are very anxious about connecting with anyone," due to the stigma and misunderstanding surrounding the challenges these youth face daily. When they first entered the diversion program, many of these youth were disengaged, reserved, and reluctant to participate, often just going through the motions to avoid a charge.

However, by taking the time to understand and build rapport with these individuals, our diversion counselors gradually saw these youth open up, becoming more engaged and interested in learning about their emotions, theft and themselves. Many of these youth were able to make connections between their anger and situations in their personal lives acting as contributing factors, such as home dynamics, trauma, bullying, etc. Many of these youth became aware of contributing factors to their theft, with the counsellors providing a safe space for these youth to explore topics such as family dynamics, grief, socioeconomic challenges, and peer pressure-- building awareness of sources for their decisions to steal. By the end of the program, many of these youth expressed how much they enjoyed the weekly discussions and how much they had learned about managing their emotions, and the impacts of theft. Common feedback included statements like, "This wasn't at all what I expected," or "I'm actually sad that these sessions are ending." Additionally, many parents have reached out for extra sessions, sharing that their child has expressed a desire to continue participating in the program voluntarily after completing their diversion.

## Report Approval Details

Document Title:	DRPS - Ministry of Children, Community and Social Services Partnership.docx
Attachments:	<ul style="list-style-type: none"><li>- YIP 2024-25 Annual Report.pdf</li><li>- DRPS Risk Assessment Questionnaire.pdf</li><li>- DRPS Risk Assessment Scorecard.pdf</li></ul>
Final Approval Date:	Apr 2, 2025

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

Teresa Fetter

Stan MacLellan

A handwritten signature in black ink, appearing to read 'Peter Moreira', with a stylized flourish at the end.

Peter MOREIRA