



## **MEMORANDUM**

To: The Regional Municipality of York Police Services Board

From: Maurizio Bevilacqua, Chair

Date: September 22, 2021

Subject: Board Training on Diversity, Equity and Inclusion

---

### **Recommendation**

1. That the Board members enroll in the Cornell University online Diversity and Inclusion executive certificate program.

### **Background**

When I was elected Chair of the Board in May, I committed to ensuring quality training on Diversity, Equity and Inclusion for our Board members including being the first police services board in Ontario to receive certification in this field.

Board staff researched various training opportunities for Board members related to diversity, equity and inclusion programs. Cornell University offers an excellent certificate program which offers leaders tools they can apply in their day-to-day roles. Board staff met with Cornell representatives to discuss its course offerings. It was determined that the Diversity and Inclusion certificate for leaders was a good fit for the Board; its program outcomes are aligned with the Board values and objectives. Please see Appendix A for course descriptions.

### **Analysis**

The Diversity and Inclusion program consists of four courses: Improving Engagement, Counteracting Unconscious Bias, Diversity and Inclusion at Work and Fostering an Inclusive Climate. Each course must be completed over a two-week period, and students are expected to spend three to five hours per week on each course.

The courses involve pre-recorded videos by leading experts in the field. The course includes multiple choice quizzes and collaboration with fellow participants through discussion forums.

Each course has various start dates and can be taken at members' own time within the two-week period. A final project is required for completion of each course. The project will be completed throughout the two-week period. At the completion of the four courses, Board members will receive a certificate from Cornell University. Each course has various start dates, and the certificate can be completed over 3-4 months.

## **Financial Implications**

The cost of the program is \$1,600 USD per member for a total of \$11,200 USD for seven Board members.

## **Conclusion**

To support the Board's vision and goals of inclusivity and diversity, I am recommending that the Board members enroll in the Diversity and Inclusion certificate program offered by Cornell University.

Maurizio Bevilacqua  
Chair, York Regional Police Services Board