

SYNOPSIS OF SUPPORTING INITIATIVES

Professionalism, Leadership and Inclusion Office

This new office aims to support York Regional Police members in reaching their full potential by ensuring organizational systems, procedures and practices are inclusive and equitable.

The PLI office's work plan, specific to equity and inclusion, includes the following:

1. Operationalize YRP's Inclusive Policing 2020-2022 Action Plan
2. Lead an organizational Anti-Racism Action Plan
3. Grow an Inclusion Team to embed an inclusion lens across York Regional Police

Diversity Equity and Inclusion Bureau

This year the Diversity, Equity and Inclusion Bureau hosted a Diversity, Equity and Inclusion Summit, in which 14 police agencies came together to form proactive partnerships that will better serve our diverse communities. The two-day summit also emphasized the importance of policing with a global mindset and the power of engaging with members and the community to make positive change.

York Regional Police has a significant amount of programs and initiatives that run year round. However, the engagement of racialized youth is very limited. Cookie with Rookie is an initiative to foster positive engagement amongst racialized youths and YRP. The program focusses on micro-interactions that generate healthy conversations, positive impressions and lasting relationships.

Indigenous Truth and Reconciliation

It was a day of remembrance and education as YRP raised flags to recognize the first-ever National Day for Truth and Reconciliation on September 30. In consultation with the Chippewas of Georgina Island, the orange flag was selected to fly above Headquarters and #3 District in honour of the day.

Acknowledging the painful history and ongoing impact of residential schools is a vital component of the reconciliation process. It is also a way for Canadians to honour the lost children, survivors, their families and communities.

For the first time, flags at YRP facilities were lowered to half-mast to commemorate Indigenous Veterans Day on November 8.

Anti-Black Racism Working Group

YRP's Anti-Racism Action Plan has identified initiatives to address systemic concerns, one of which is the formation of an Anti-Black Racism Working Group (ABRWG). The ABRWG's purpose is:

- To listen and to learn from experiences of Black members across YRP, with the goal of making substantive change
- To identify barriers and actionable solutions within areas such as recruiting, selection, retention, development, promotion

- Provide recommendations relating to anti-Black racism, which will assist in mitigating risk, attract talent, encourage diversity of thought, and increase community representation within YRP

Their projects will examine the social, cultural, and systemic barriers that effect anti-Black racism within YRP.

Anti-Racism Training Program

It is imperative that YRP continues to encourage positive practices that reduce barriers and foster belonging between police and community. York Regional Police is not immune from the challenges of systemic racism and discrimination.

The anti-racism training program consists of four phases. Phase two was launched in June 2021 and focuses on YRP's two organizational pillars, Our People and Our Community. It provides a snapshot of the impact of racial discrimination within the York Region community and within York Regional Police. The goal is to listen and learn from both our members and our community stakeholders.

Inclusion Charter of York Region

The Inclusion Charter for York Region is a community initiative that brings together organizations with a common commitment to creating an inclusive and welcoming environment for all who live, work and play in York Region. The Regional Municipality of York co-chairs the Municipal Diversity and Inclusion Group (MDIG), along with York Regional Police, and acts as the driver and secretariat of the initiative.

York Regional Police is pleased to share the [2021 Inclusion Charter Progress Report](#) that highlights the progress of the Inclusion Charter for York Region. Together, we are fostering inclusive and welcoming communities through our collective actions, as noted in the report, such as:

- The MDIG collective action campaign and the internal education and awareness actions that were undertaken to raise awareness about the Inclusion Charter initiative
- The launch of the public-facing diversity calendar, available at [Diversity and Inclusion - York Region](#), and developing the Inclusive Language guide
- Activities with the United Nations Institute for Training and Research (UNITAR), including the [launch of CIFAL York](#)
- Inclusion Charter endorsement highlights and plans for expanded endorsements of the Inclusion Charter
- The launch of the Inclusion Charter Community of Practice
- Plans for an external community collective action campaign

Internal Support Networks

Internal Support Networks (ISNs) were established to focus on mutual support for York Regional Police members. This includes education, professional development and mentorship. YRP currently has six ISNs:

1. African-Caribbean Canadian

2. Women in Leadership
3. Christian
4. YRP Pride
5. Can Be Conquered, providing support to members who are cancer survivors or who have been impacted by cancer
6. NEW – East Asian/Southeast Asian

The objective of the ISNs is to implement initiatives that promote the values of equity, diversity and social inclusion. There are approximately 250 YRP members involved with ISNs.

During 2021, members were involved in numerous internal and external events, collaborating with community partners. Some accomplishments of the ISNs include:

- African-Caribbean Canadian (ACC) – Established an Anti-Black Racism Internal Working Group that aims to identify barriers and provide recommendations relating to anti-Black racism within YRP
- Christian – Continued to support members with virtual Chapels hosted by YRP chaplains
- YRP Pride – In collaboration with the Canadian Civil Liberties Association and Pflag York Region, YRP Pride hosted a two-hour seminar, introducing awareness through the lens of human rights, hate crime and mental health
- Women in Leadership – During Women's History Month in October, hosted a financial literacy webinar and released a video that spoke about the challenges faced by women at YRP when the organization was first established and how far we have come since then
- East Asian/Southeast Asian – Volunteered their time to deliver Fraud presentations to three senior homes

Equity and Inclusion Training Programs

In addition to the programs mentioned above, YRP provided the following training relating to equity and inclusion:

Before Operational Stress

Before Operational Stress provides public safety personnel with the tools necessary to mitigate the effects of stressors they will encounter throughout their operational careers. The program provides theoretical and practical learning that includes information about the markers of operational stress, common reactions to trauma and how to use coping behaviours to manage stressful situations when they occur.

Human Rights 101

Mandatory training to raise awareness of *Ontario Human Rights Code*.

Call it out: racism, racial discrimination and human rights

Mandatory training that offers a foundation for learning about race, racial discrimination and human rights protections under the *Ontario's Human Rights Code*.

Anti-Racism in York Region – Our Community, Our People

Mandatory training concentrating on the impact of racial discrimination within the York Region community and within York Regional Police.

Language Matters

Mandatory training regarding importance of the use of inclusive language.

Creating an Accessible York Region

Mandatory AODA training for new hires and volunteers.

Hate Crime Investigations and DEIB Cultural Resources

Education for Level 3 Recruits.

Canadian Centre for Diversity and Inclusion (CCDI)

Various training opportunities provided to YRP by CCDI as part of an employer partner agreement. Includes free webinars and conferences.

Inclusive Leadership

Delivered to newly promoted Staff Sergeants and Detective Sergeants that interprets inclusive leadership models, comprehends inclusive leadership skills and traits, and identifies leadership competencies.

Conscious Leadership

YorkLEADS training that focuses on a leader's mindset by which a leader becomes self-aware, and centres on building a culture of "we" rather than a culture of "me."

Internal Support Networks

Various educational opportunities provided to YRP employees by members of the ISNs.