

The Regional Municipality of York Police Services Board

Private Board Meeting
January 23, 2023

Report of the Chief of Police

York Regional Police 2021 Census and Inclusion Survey

1. Recommendation

That the Board accept this report for information and awareness.

2. Summary

York Regional Police (YRP) is pleased to report back on the YRP 2021 Census and Inclusion Survey. This is the second survey of this kind for the organization. The first survey was launched in 2018. The Canadian Centre of Diversity and Inclusion (CCDI) administered the survey to all YRP members in October 2021. The 2021 Census and Inclusion Survey aims to capture data on inclusion, diversity, equity and accessibility (IDEA). The survey also fulfills a key objective of YRP's Inclusive Policing Action Plan 2020 – 2022.

3. Background

WORKFORCE CENSUS

In 2018, YRP initiated its first census and inclusion survey; the results were used to develop an organizational Inclusion Strategy. The data collected established the first demographic profile of both sworn and civilian YRP members. It provided awareness of the organization's

workforce and the personal lives of its members, highlighting some of the challenges they faced. In the interval between the 2018 and 2021 surveys, YRP's Inclusive Policing Action Plan 2020 – 2022 emerged, advocating for the continued collection of workforce data.

Inclusive Policing Action Plan 2020 - 2022

One of YRP's Inclusive Policing Action Plan 2020 – 2022 actions is to establish a baseline of equity and accessibility by implementing a Census and Inclusion Survey. Note that a survey of this type provides a snapshot in time of YRP members, as it relates to diversity and feelings of inclusion within the workplace.

Employment data collection helps to better understand who YRP members are and to identify gaps in representation. The data also enables YRP to create programs, priorities, and resources to help foster an even more inclusive, respectful, and supportive environment for all members.

4. Analysis

INSIGHTS

Response Rate

Of the 2456 employees invited to complete the survey, 1389 employees completed the survey, providing a response rate of 56.6%. CCDI uses an industry standard of 80% response rate to gauge demographic data results as indicative of trends throughout the workforce. Note that a response rate of 56.6% may not accurately reflect the views of the entire workforce. As such, CCDI presents findings that require further exploration by the organization.

Diversity and Inclusion

Overall, 71% of members perceive YRP is committed to and supportive of diversity. Focusing on overall sentiments of inclusion can conceal differing sentiments from typically under-represented groups.

An infographic document is included as an attachment, providing more results and actions.

Key Themes

Accommodations, flexibility and workplace support – Respondents' comments indicate perceptions of stigma associated with requesting accommodations for persons with visible and invisible disabilities.

Harassment and discrimination – Respondents' comments indicate perceptions of witnessing and experiencing issues of harassment and discrimination, including racism, sexism, ageism, systemic discrimination, microaggressions and other subtle forms of exclusion due to race, gender, religion or role.

Work-life integration, advancement and promotion – Respondents’ comments indicate perceived challenges integrating home and work-life.

Perceptions of leaders and managers/supervisors – Respondents’ comments identify lack of leadership buy-in on IDEA initiatives, which is perceived as leading to inconsistent application of management practices.

Actions

Support accommodation practices – In March 2022, the Chief approved a Working with Restrictions Internal Support Network that aims to give a voice to Working with Restrictions YRP members, when returning to work.

Evaluate YRP’s workplace harassment process and procedures – In 2021, the Executive Command Team approved an Alternate Complaint Resolution Model. Its function will be part of the Professionalism, Leadership and Inclusion Office.

Enhance work-flexibility practices – Flexible Frontline Day Shifts for Districts was piloted in October 2021. The goal of this initiative is to improve wellness for frontline members by providing them with the flexibility to assist with short term needs. Officers can accommodate child care, family needs, education commitments and other personal needs, allowing them to better balance their work and life.

Educate supervisors on inclusive leadership, culture change, equity and inclusion – In 2020, the Anti-Racism Training Working Group launched a multi-year training program that will extend into 2024 and beyond, addressing racism in all forms. In 2022, YRP engaged with a consultant team to assist in developing Phase 3 of the mandatory program, which aims to have training specifically geared towards YRP’s senior leadership.

5. Financial

Not applicable.

6. Conclusion

The intent of this report is to provide meaningful data to inform future decisions on issues of inclusion, diversity, equity, and accessibility (IDEA) in the workplace. YRP’s Professionalism, Leadership and Inclusion Office will incorporate the results and recommendations to inform York Regional Police’s next Inclusive Policing Action Plan 2023 – 2025.

Accessible formats or communication supports are available upon request

Cecile Hammond
Acting Chief of Police

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Attachment(1) - YRP 2021 Census and Inclusion Survey Board Report – Attachment 1