

# **The Regional Municipality of York Police Services Board**

Public Board Meeting  
February 22, 2023

Report of the Chief of Police

## **Annual Report on Equity and Inclusion Strategy**

### **1. Recommendation**

That the Board receive this annual report for information pursuant to the Board's Equity and Inclusion Policy No. 04/11.

### **2. Summary**

We are pleased to submit this report in accordance with the annual reporting requirements of The Regional Municipality of York Police Services Board's (the "Board") Equity and Inclusion Policy No. 04/11 (the "Policy"), which was amended on September 20, 2017.

Within the annual reporting requirements, York Regional Police (YRP) is providing updates to its organizational inclusion strategy. The strategy covers, but is not limited to, the following areas:

- **Service Delivery:** Programs and services to the public that support diversity and inclusivity, and are delivered in a manner that is fair, respectful and equitable
- **Employment Practices:** Recruitment, selection, hiring and promotional practices that comply with the objectives of inclusivity, equity and fairness. The workforce is reflective of the community it serves within all areas and levels of the organization

- **Communications:** All communications reach and respond to the different needs of the diverse communities of York Region and are available in accessible formats upon request
- **Professional Development and Training:** All YRP members are provided with the training and knowledge that is consistent with this policy and with related legislative responsibility

### 3. Background

The Policy requires the Chief of Police to develop a strategy and procedures that aim to promote equity, inclusion and diversity across the organization. The strategy will aim to prevent discrimination and harassment in the delivery of its services to the public and in the workplace. It is the duty of the Chief of Police to provide the Board with an annual report on the strategy. This includes associated performance indicators, as well as programs, initiatives and/or other mechanisms that support the Policy.

#### **EQUITY AND INCLUSION STRATEGY**

The York Regional Police's Inclusive Policing 2020-2022 Action Plan is a key deliverable of this Policy. The Action Plan is our desired state of an inclusive workplace. It also shares a common purpose of ensuring a safe community for all York Region residents.

#### **Priority Objectives**

The three-year organizational plan is rooted in action and accountability. It contains four pathways (Diversity, Equity, Skill and Growth) and identifies 10 objectives.

Priority objectives of the strategy include:

1. Recruit and retain a talented and diverse workforce that reflects the community
2. Review talent management processes to ensure equitable opportunity
3. Incorporate measures that ensure YRP members are treated fairly
4. Reduce harassment and discrimination in the workplace
5. Support members to be advocates for equity and inclusion
6. Support leaders to be advocates for equity and inclusion
7. Develop awareness of the link between equity, inclusion and personal well-being
8. Elevate and advance equity and inclusion within York Regional Police and York Region
9. Develop public reporting on equity and inclusion
10. Strengthen practices that reduce barriers and foster belonging between police and community

## 4. Analysis

This is York Regional Police's year-three update of its Inclusive Policing Action Plan 2020-2022. The Plan and the work it involves, continues to be all-encompassing; being embedded throughout the organization.

### PERFORMANCE INDICATORS

Key performance indicators for year three of the plan is included as an attachment.

### Supporting Initiatives

A synopsis of programs and initiatives, including training programs developed and/or administered to support this policy are added as an attachment.

## 5. Financial

Not applicable.

## 6. Conclusion

As YRP's first official three-year plan closes out, the organization recognizes its accomplishments and acknowledges that there is still much work to be done to become a fully inclusive and accessible organization. With this, the Professionalism, Leadership and Inclusion Office has grown in its capacity by forming a ten-member project team and establishing a new Supervisor, Equity and Inclusion position. This growth aims to support YRP in its advancement of equity and inclusion in the workplace and beyond.

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Accessible formats or communication supports are available upon request

Jim MacSween, M.O.M., B.A.A.  
Chief of Police

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Attachment(2) - 1: Inclusive Policing 2022 Key Performance Indicators  
- 2: Synopsis of Supporting Initiatives