

SYNOPSIS OF SUPPORTING INITIATIVES

Professionalism, Leadership and Inclusion Office (PLIO)

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

In 2022, the PLIO grew, assigning a ten-member project team to advance professionalism, leadership and inclusion initiatives within YRP. The team's work plan includes the following projects:

1. Alternate Conflict Resolution Model – Reframe the alternative conflict resolution process
2. Awards and Recognition – Police fitness/wellness incentive, Outstanding Service Commendation Awards, Value Aligned Coins
3. Dependent Care Innovation – Explore progressive dependent care options
4. Flexible Schedule 6 Statutory Holidays – Offer members a suite of flexible working arrangement that considers various start times, statutory holiday time banks, review of remote work
5. Performance Management and Succession Planning – Modify the performance appraisal process, leadership succession

Diversity Equity and Inclusion Bureau

This year the Diversity, Equity and Inclusion Bureau hosted a Diversity, Equity and Inclusion Assembly. A number of public sector and non-profit agencies came together to learn about YRP's approach to policing through the lens of human rights.

Indigenous Truth and Reconciliation

More than 180 YRP members came together to increase their understanding of our Indigenous communities, through Cultural Mindfulness sessions offered during October to December 2022. George Couchie, a member of the Nipissing First Nation, who has 30 years of policing experience, led the seminars. His presentation provided information on Indigenous culture, teachings, traditions and history, including the systemic referral of indigenous peoples into the welfare system, the Indian Act and residential school system. Members also participated in a discussion on how collectively, we can move forward to ensure the past is not repeated.

Anti-Black Racism Working Group

In June of 2021, the YRP Anti-Black Racism Working Group (ABRWG) was formed to examine experiences of Black members in the organization and provide recommendations to address systemic concerns.

The ABRWG thought it was important to garner feedback from members with the intention of understanding lived experiences and provide an opportunity for them to offer up suggestions on what is needed to feel valued and included in this organization. The intent is to report on and inform the organization of what can be done to help eradicate anti-Black racism within YRP and contribute to positive change.

In November 2022, ABRWG submitted a report of findings and recommendations to the Executive Command Team for review.

Anti-Racism Training Program

YRP has now entered Phase 3 of its multi-year anti-racism training program. As of November 2022, the consultants of Fosters and Associates will be guiding the design and development of in-class training for this phase.

As bridge between Phases 2 and 3 of the program, YRP's Anti-Racism Working Group hosted the organization's first Together We Are More anti-racism forum on September 13, 2022. Two YRPSB members, two YRPA members, and more than 100 members of YRP, gathered to have important conversations about systemic racism. Dialogue centered on findings from the 2021 Census and Inclusion Survey, the work of YRP's Anti-Black Racism Internal Working Group, and the issue of anti-Asian hate. The forum provided a space for members to learn from each other, share experiences and discuss options on how to move forward as individuals, as an organization and in the community.

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.

To turn the curve up on a sense of community belonging and turn the curve down on hate crime incidents in York Region, MDIG focused on developing an external multi-phased education and awareness campaign titled #EndHateYR, including:

- What hate motivated crimes and incidents are
- Information around why these incidents are underreported
- The impact that hate motivated crimes and incidents have on people's lives
- What community members can do to work together to eliminate hate and support those impacted

In consultation with York Regional Police's Hate Crime Prevention Unit, this is a collective action of the MDIG. This #EndHateYR campaign aims to raise awareness about hate crimes and incidents – and their harmful effects, and inform residents, businesses and groups about how we can work together to end hate across York Region.

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. East-Southeast Asian
6. NEW – Working with Restrictions

The objective of the ISNs is to implement initiatives that promote the values of equity, diversity and social inclusion. There are approximately 475 YRP members involved with ISNs.

During 2022, members were involved in numerous internal and external events, collaborating with community partners. Some accomplishments of the ISNs include:

- African-Caribbean Canadian – Led YRP's Anti-Black Racism Internal Working Group in tabling a report 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 – Involved in approximately 20 community initiatives to help raise awareness and support 2SGLBTQ+
- Women in Leadership – Established YRP's first Women of Distinction Award
- East-Southeast Asian – Partnered with the Canadian Chinese Youth Athletic Association, a non-profit that promotes sports, fair play and a sense of community for youth. A 2022 Celebrity Classic charity basketball game was held to help raise funds for the Jeremy Lin Foundation and the CCYAA's new community centre
- Working with Restrictions – Held an event in support of multiple sclerosis to raise awareness amongst YRP members

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.