



YORK REGIONAL POLICE 2023–2025 INCLUSIVE POLICING ACTION PLAN





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Territorial Acknowledgment

York Regional Police is mindful that it operates within the traditional territory of many Indigenous peoples including the Anishinaabeg, Haudenosaunee, Huron-Wendat and Métis peoples and the treaty territories of the Haudenosaunee, Mississaugas of the Credit First Nation and Williams Treaties First Nations. Today this area is home to many diverse Indigenous Peoples, and we recognize their history, spirituality, culture and stewardship of this land. We also acknowledge the Chippewas of Georgina Island First Nation as our closest First Nation community.





Love one another: York Regional Police honours local communities through the inclusion of its art and culture in police facilities, classrooms and vehicles. Within the atrium of York Regional Police headquarters hangs a copy of *Zaagidyok* (Ojibwe), or *Love One Another*. The medicine wheel, an interconnected system of Anishinaabe teachings, features prominently as a motif. Medicine wheel teachings encourage us to find balance, equity, harmony and inclusion for all.

Inclusive Leadership Promise

To the York Regional Police Executive Leadership Team, inclusive leadership means ensuring that every YRP member and every citizen we serve is seen, heard and valued for their uniqueness. This means ensuring that leaders will be present, actively listen, seek out diverse perspectives, and act with intention to achieve Inclusion, Diversity, Equity and Accessibility (IDEA). The ELT's promise is to put people first. The Policing Action Plan is essential to advancing that commitment

The Action Plan will also help us build on the IDEA initiatives currently underway at YRP, including:

- **Indigenous Awareness Training Program:** As part of the Truth and Reconciliation Commission's Calls to Action, we challenge our policing lens and the way we interact with Indigenous groups.
- **Accessibility:** A new pathway added to the plan, do more to support York Regional Police members' abilities.
- **YRP/Community Partnerships:** Purposefully engage with community partners through meaningful and ongoing consultation on matters that affect them.



How We Got Here

Creating an inclusive organization and workplace goes beyond policies, programs and headcounts. Our members and community partners have expressed that inclusion means respecting their distinct needs and viewpoints while recognizing the potential each person has to make meaningful contributions to York Regional Police.

Our new Action Plan has been informed by the previous 2020 to 2022 Action Plan, consultations with internal and external stakeholders, and various reports from our members and community partners, including:

- Inclusive Policing Action Plan 2020–2022: Summary of Findings and Actions
- York Regional Police 2021 Census and Inclusion Survey: Summary of Findings
- 2023–2025 Business Plan member consultations
- Anti-Black Racism Internal Working Group report
- York Regional Police Services Board: Committee Report on Anti-Black Racism and Building Community Trust in Policing
- Enhanced Community Engagement and Community Policing: A Review of York Regional Police Anti-Racism Practice
- Working With Restrictions internal YRP study

Shared Goal

York Regional Police recognizes it is necessary to continually grow in its capacity and commitment to enhance inclusion, diversity, equity and accessibility initiatives.

Collectively, our shared goal is to enrich inclusive practices for our members and the community.



Four Pathways

The Action Plan contains four pathways, each of which drive York Regional Police forward in advancing inclusion, diversity, equity, inclusion and accessibility (IDEA) in the workplace and beyond.

Diversity

We seek diverse views and voices to improve service and representation for our members and the community.



Equity

We implement equitable systems and practices to ensure a culture of inclusion.



Training and Education

We develop skills and knowledge to improve our day-to-day conduct and decision making.



Accessibility

We support members of all abilities.



Diversity

Objective	Action
<p>Continue to embed equity principles in York Regional Police's recruitment and hiring processes</p>	<ul style="list-style-type: none"> • Assess demographic characteristics of members. (Year 2) • Identify barriers to inclusion in uniform and civilian hiring processes. (Year 2) • Develop actions to address the identified barriers and make changes to recruitment and hiring process. (Year 2) • Recruit and hire more members of equity-deserving groups to reflect the community we serve. (Year 1–3)
<p>Equity-deserving members feel supported and included to promote retention.</p>	<ul style="list-style-type: none"> • Enhance and promote the Mentorship Program within the organization. (Year 1–2) • Continue to promote internal support networks (ISN) within the organization. (Year 1) • Consult equity-deserving members to assist in identifying new support programs and services to encourage retention. (Year 1–2)
<p>Promotional processes are fair and impartial to ensure equitable representation</p>	<ul style="list-style-type: none"> • Review, identify and remove barriers to inclusion in promotional processes. (Year 1) • Collect, track and evaluate employee data to assess leadership representation. (Year 1–2) • Develop, enhance and promote leadership programs. (Year 1)

Key Performance Measures

- Increase in recruiting events that focus on equity-deserving communities.
- Increase in number of equity-deserving applicants hired to reflect the community we serve.

- Increase in participation of mentors and mentees in Mentorship Programs.
- Increase in promotional activities related to ISNs.
- Decrease in resignations due to perception of inequity, as assessed by exit interviews.

- Increase in applications to leadership positions.
- Increase in number of equity-deserving members in positional leadership roles.

Equity

Objective	Action
<p>York Regional Police policies, practices and processes are more equitable and inclusive.</p>	<ul style="list-style-type: none"> • Assess equity and inclusion within York Regional Police by conducting an Equity Audit of policies, practices and processes. (Year 1–2) • Conduct a Census and Inclusion survey. (Year 2) • Conduct an Organizational Culture Inventory survey. (Year 2)
<p>Anti-discrimination practices and processes are modernized to support a safe and respectful workplace.</p>	<ul style="list-style-type: none"> • Hire an Ombudsperson to assist with the fair and expeditious resolution of complaints and bring systemic concerns to the attention of the organization. (Year 1–2) • Develop and implement an Early and Alternate Resolution Model. (Year 1–2)
<p>Relationships between police and community are strengthened and improved.</p>	<ul style="list-style-type: none"> • Enhance community collaboration initiatives to reduce barriers and foster belonging. (Year 1–3) • Continue to facilitate dialogue with community groups and partners (e.g. Racial Equity Action Committee). (Year 1–3) • Review of YRP—community partner committees. (Year 1)

Key Performance Measures

- Equity Audit report is received and a plan for addressing results and recommendations is created.
- Determine benchmarks for growth from Equity Audit.
- Increase in proportion of members who perceive York Regional Police as committed to addressing issues related to equity and inclusion.
- Increase in proportion of members who perceive YRP to be an equitable workplace.
- Increase in proportion of members who perceive YRP to be an inclusive workplace.

- Increase in promotion and communication of Ombudsperson and Early and Alternate Resolution Model among members.
- Assess awareness and use of Ombudsperson and Early and Alternate Resolution Model.
- Shift in number and types of escalated complaints.

- Increase in community collaboration initiatives undertaken.
- Increase in proportion of the community who perceive YRP as committed to addressing issues related to IDEA.

Training and Education

Objective	Action
<p>Members are educated about the Truth and Reconciliation Commission findings and Calls to Action.</p>	<ul style="list-style-type: none"> • Develop and deliver an ongoing Indigenous Awareness program. (Year 1–3)
<p>Members’ knowledge of inclusion, diversity, equity and accessibility is increased.</p>	<ul style="list-style-type: none"> • Develop and deliver an ongoing inclusion, diversity, equity and accessibility (IDEA) program for all members. (Year 1–3)
<p>Leadership knowledge of inclusion, diversity, equity and accessibility is enriched and enhanced.</p>	<ul style="list-style-type: none"> • Develop and deliver an IDEA program for senior leaders. (Year 1–3)

Key Performance Measures

- Mandatory Indigenous awareness training and education events developed and delivered.
- All trainees indicate increased knowledge about Truth and Reconciliation Commission findings and Calls to Action (as per knowledge assessments)

- IDEA training and education events developed and delivered for members.
- All trainees indicate increased knowledge about IDEA (as per knowledge assessments)

- IDEA training and education events developed and delivered for senior leaders.
- All trainees indicate increased knowledge about IDEA (as per knowledge assessments).

Accessibility

Objective	Action
<p>York Regional Police wellness supports address the diverse biological, psychological, social and spiritual needs of members and their families.</p>	<ul style="list-style-type: none"> • Continue to promote awareness of and engagement with the York Regional Police’s Wellness Strategy. (Year 1–3) • Hire a family support counsellor. (Year 1)
<p>Members with accessibility needs are supported.</p>	<ul style="list-style-type: none"> • Educate the organization about available accommodations and associated processes. (Year 1–2) • Establish and promote awareness of an ISN for members with accessibility needs. (Year 1) • Establish and promote awareness of a Reintegration Unit to assist members’ return to work. (Year 1) • Evaluate existing processes and practices related to workplace accommodations. (Year 1–2) • Assess perceptions of members with accessibility. (Year 1)

Key Performance Measures

- Increase in awareness initiatives to promote programs and services related to member and family wellness (e.g. events, information sessions, communications initiatives).
- Increase in proportion of members who believe York Regional Police is committed to supporting members with accessibility needs.
- Increase in proportion of members who believe York Regional Police to be an accessible workplace.

Language Matters

Accessibility: A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children. ²

Anti-Black racism: Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians, which includes unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. ³

Anti-racism: Anti-racism is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities. ⁴

Discrimination: Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, religion, citizenship, family status, disability, sex, gender, gender identity or other personal characteristics (note: this is not a legal definition). ⁵

Diversity: The presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, gender, gender identity, educational background and expertise. ⁶

Equity: Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life. ⁷



² (Ontario Human Rights Commission, 2013)

³ (Ontario Government, 2022)

⁴ (Ontario Government, 2022)

⁵ (Ontario Human Rights Commission, 2013)

⁶ (Ontario Human Rights Commission, 2013)

⁷ (Ontario Human Rights Commission, 2013)

Language Matters



Equity-deserving groups: Groups of people who have been historically disadvantaged and under-represented. These groups include but are not limited to the four designated groups in Canada — women, visible minorities, Aboriginal Peoples, and people with disabilities — and people in the LGBTQ2+ community/people with diverse gender identities and sexual orientations. Equity-seeking groups identify barriers and unequal access, and actively seek social justice and reparation. ⁸

Inclusion: Inclusive processes, policies, services, program and practices are accessible to and usable by as many people as possible, regardless of race, ethnic origin, gender, age, disability, language, etc. An inclusive environment is open, safe, equitable and respectful. Everyone can enjoy a sense of trust, belonging and involvement, and everyone is encouraged to contribute and participate fully. ⁹

Indigenous: Indigenous people identify as being descended from the Original Peoples of what is currently known as Canada. In this context, Indigenous peoples include people who may identify as First Nations (status and non-status), Métis and/or Inuit and any related identities. ¹⁰

⁸ (Canadian Centre for Diversity and Inclusion, 2023)

⁹ (Ontario Government, 2022)

¹⁰ (Ontario Government, 2022)

Values



VISION

To make a difference in our community.



MISSION

We will ensure our citizens feel safe and secure through excellence in policing.



VALUES

Our shared values support two important pillars:
Our people and our community.

COMPASSION:

We care about the well-being of our members and the community.

COURAGE:

We have the moral strength to stand up and to do what is right.

FAIRNESS:

We are just and impartial in everything we say and do.

RESPECT:

We value and treat all people with dignity.

PROFESSIONALISM:

We conduct ourselves with honesty and integrity and we are accountable for our actions.



