



The Regional Municipality of York Police Services Board

Public Board Meeting
April 24, 2024
For Decision

Report of the Chief of Police

Annual Report on Equity and Inclusion Strategy

1. Recommendations

1. It is recommended that the Board approve York Regional Police's Inclusive Policing Action Plan 2023 to 2025 pursuant to the Board's Equity and Inclusion Policy No. 04/11; and
2. That the Board receive this Annual Report for information pursuant to the Board's Equity and Inclusion Policy No. 04/11.

2. Purpose

Within the annual reporting requirements, York Regional Police (YRP) is seeking Board approval of an organizational inclusion strategy.

3. Background

This Policy requires the Chief of Police to develop a strategy and procedures that aims to promote Inclusion, Diversity, Equity, and Accessibility (IDEA), across the organization and out in the community. It is the duty of the Chief of Police to provide the Board with an annual report on the strategy, including the associated performance indicators and accomplishments.

INCLUSIVE POLICING ACTION PLAN

York Regional Police's Inclusive Policing Action Plan 2023 to 2025 is essential to advancing our commitment to achieving inclusion, diversity, equity, and accessibility that puts people

first. It reflects collective actions in continuing to advance a more inclusive York Regional Police. The Inclusive Policing Action Plan 2023 to 2025 is included as attachment.

Priority Objectives

The three-year organizational plan is action-based, solution-focused and puts people first. It contains four pathways (Diversity, Equity, Training and Education and Accessibility) and identifies 11 objectives.

Priority objectives of the plan include:

1. Continue to embed equity principles in York Regional Police's recruitment and hiring processes
2. Equity-deserving members feel supported and included to promote retention
3. Promotional processes are fair and impartial to ensure equitable representation
4. York Regional Police policies, practices and processes are more equitable and inclusive
5. Anti-discrimination practices and processes are modernized to support a safe and respectful workplace
6. Relationships between police and community are strengthened and improved
7. Members are educated about the Truth and Reconciliation Commission findings and Calls to Action
8. Members' knowledge of inclusion, diversity, equity and accessibility is increased
9. Leadership knowledge of inclusion, equity and accessibility is enriched and enhanced
10. York Regional Police's wellness supports address the diverse biological, psychological, social and spiritual needs of members and their families
11. Members with accessibility needs are supported

4. Analysis

Our new Action Plan has been informed by the previous [Inclusive Policing Action Plan 2020 to 2022: Summary of Findings and Actions](#), consultations with internal and external stakeholders, and various reports from our members and community partners.

KEY PERFORMANCE INDICATORS

The Plan's key performance indicators and associated accomplishments that occurred in 2023, are included as an attachment.

5. Financial Considerations

Not applicable.

6. Local Impact

Not applicable.

7. Conclusion

York Regional Police's Inclusive Policing Action Plan 2023 to 2025, puts people first. With that, the organization recognizes it is necessary to continually grow and evolve to enhance inclusion, diversity, equity and accessibility initiatives. The Professionalism, Leadership and Inclusion office will oversee the Action Plan. Year one of the Plan focuses on building organizational capacity and resources to help us do the work required of all of us in this space.

Alternative formats or communication supports are available upon request.

Approved for Submission: Jim MacSween, M.O.M., B.A.A.
Chief of Police

April 8, 2024

Attachments (2)-York Regional Police Inclusive Policing Action Plan 2023 to 2025
-Inclusive Policing Action Plan 2023 Key Performance Indicators and
Accomplishments