

Inclusive Policing Action Plan 2023-2025

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DEEDS SPEAK

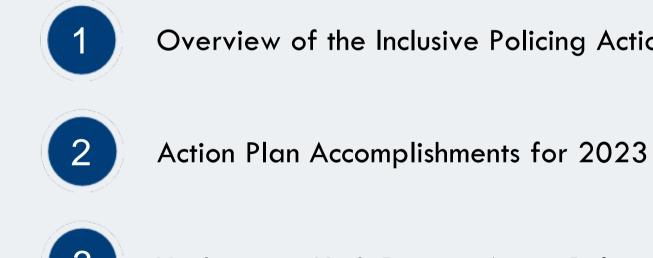








Presentation **Overview**





Updates on High Priority Areas Related to Racial Equity

Overview of the Inclusive Policing Action Plan 2023-2025



Inclusive Policing Action Plan – An Informed Plan

- Inclusive Policing Action Plan 2020-2022
- York Regional Police 2021 Census and Inclusion Survey
- 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 Service Anti-Racism Practice (Foster & Associates)
- Working with Restrictions internal YRP study



Shared Goal To enrich inclusive practices for our members and the community





Pathways to IDEA

DIVERSITY

• We value diversity.

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.





Areas of Focus

DIVERSITY

• Data collection of member representation

EQUITY

• Employment experience of members and service delivery experience from community partners

TRAINING AND EDUCATION

• Building training programs with adequate input from members and the community

ACCESSIBILITY

• How well the organization understands accessibility



Accomplishments - 2023

• Consultant support for the Talent Management System Partnered with Anti-Racism Directorate to secure DIVERSITY funding to build a Race and Identity Based Data Strategy • Consultant confirmed to commence work on an Equity Audit EQUITY • Expansion of community partnerships (Committee for Action on Racial Equity) Continued development on Addressing Racism **TRAINING AND** Training Actively working on Indigenous Awareness Training EDUCATION Working with Restrictions ISN ACCESSIBILITY • Reintegration Unit



Looking Forward - 2024

DIVERSITY

- Consultant onboarded to assess Talent Management **System**
- Onboarded consultant to support the build out of a Race and Identity Based Data Collection Strategy

EQUITY

- Consultant commenced work on Equity Audit
- Expansion of community partnerships (Committee for Action on Racial Equity), engaged and support projects

TRAINING AND EDUCATION

- Launched Addressing Racism Training
- Actively working on Indigenous Awareness Training

ACCESSIBILITY

• Kick-off of Accommodation Project



Pathways towards Racial Equity – Update

High Priority Areas for Racial Equity

- Racial Equity Action Plan
- Equity Audit
- Race and Identity Based Data Collection
- Addressing Racism Training
- Ombudsperson



Racial Equity Action Plan

RECOMMENDATION

Board and Chief are to create and implement an anti-racism and race equity strategy. It will address the areas of service delivery, professional development, recruitment, selection and promotion, professional conduct, supervision, and accountability, and public communication and consultation.

- Formed the Committee for Action on
 Racial Equity (CARE)
- YRP and CARE to co-create Racial Equity Action Plan
- Draft plan May 2024
 - Draft plan to be reviewed by CARE in



Equity Audit

RECOMMENDATION

Board and YRP should conduct an audit to ensure policies at the service level and the Chief are working to foster accountability.

Board/YRP conducts racial equity impact assessments/review of programs through an anti-racism and anti-Black racism lens of new policies and procedures.

- Request for proposal procurement \bullet process commenced in 2023
- Toronto Metropolitan University Ted \bullet Rogers Diversity Institute identified as the successful vendor
- Consultant being on-boarded and the lacksquarecollection and review of policies has commenced
- Equity Audit will look at both \bullet employment practices and operational service delivery



Race and Identity Based Data Collection

RECOMMENDATION

Board and the Chief, in consultation with the public, should each develop a racebased data collection analysis, reporting and response system/policy.

- In 2023, YRP partnered with the AntilacksquareRacism Directorate to secure funding to identify and onboard a consultant to support the development of a Race and Identity Based Data Strategy In 2024, YRP has onboarded Dr. Akwasi
- lacksquareOwusu-Bempah
- Race and Identity Based Data Collection will be a two year project focusing on employment data and police interactions.



Addressing-Racism Training

RECOMMENDATION

Board and the Chief should each revise its training policy to make ongoing EDI and anti-racism training mandatory for all members. The training should include a test that learners must pass. The training should be subject to evaluation.

- Mandatory, full-day addressing racism training has commenced
- Specialized training (Investigating Race Based Cases) provided to YRP members involved in conducting workplace investigations
- Micro learning events continue to be offered to focus on anti-Black racism, anti-Asian racism and the intersectionality of race and religion



Ombudsperson

RECOMMENDATION

Establish a new internal complaint process that is independent, confidential, and built to handle concerns of racism and other human right matters. Report and act on these incidences.

IMPLEMENTATION

- conflict

• YRP has engaged Boyden Executive **Recruitment Services to assist in the** recruitment of an Ombudsperson • Once hired the Ombudsperson will oversee the intake of confidential concerns / complaints surrounding human rights matters and workplace



Thank you



Questions?