



Inclusive Policing Action Plan 2023-2025

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April 24, 2024

DEEDS SPEAK





Presentation Overview

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Overview of the Inclusive Policing Action Plan 2023-2025

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Action Plan Accomplishments for 2023

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Updates on High Priority Areas Related to Racial Equity



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

DIVERSITY

- Consultant support for the Talent Management System
- Partnered with Anti-Racism Directorate to secure funding to build a Race and Identity Based Data Strategy

EQUITY

- Consultant confirmed to commence work on an Equity Audit
- Expansion of community partnerships (Committee for Action on Racial Equity)

TRAINING AND EDUCATION

- Continued development on Addressing Racism Training
- Actively working on Indigenous Awareness Training

ACCESSIBILITY

- Working with Restrictions ISN
- 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.

IMPLEMENTATION

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



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.

IMPLEMENTATION

- Request for proposal procurement process commenced in 2023
- Toronto Metropolitan University – Ted Rogers Diversity Institute identified as the successful vendor
- Consultant being on-boarded and the collection and review of policies has commenced
- Equity Audit will look at both 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 race-based data collection analysis, reporting and response system/policy.

IMPLEMENTATION

- In 2023, YRP partnered with the Anti-Racism 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 Owusu-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.

IMPLEMENTATION

- 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

- 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 conflict



Thank you



Questions?

