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REPORT
Police Services Board

For Information

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DATE: June 1, 2019

SUBJECT: **CANADIAN CENTRE FOR DIVERSITY AND INCLUSION IMPLEMENTATION UPDATE**

FROM: Christopher McCord, Chief of Police

RECOMMENDATION

It is recommended that this report highlighting the progress implementing recommendations from the Canadian Centre for Diversity and Inclusion be received by the Police Services Board for information purposes.

REPORT HIGHLIGHTS

- Peel Police has engaged with the Canadian Centre for Diversity and Inclusion (CCDI) as a consultant to provide professional advisory services
- A cross-functional Diversity and Inclusion Project Team will be formed, Chaired by Mr. Mark Figueiredo
- A Diversity and Inclusion Specialist will be hired to assist PRP in becoming "best in-class" for Diversity and Inclusion

DISCUSSION

With the public release of the CCDI report on March 22, 2019, Peel Regional Police committed to embracing the findings of the report and developing a fulsome multi-year strategy to implement the report's recommendations. The goal of this implementation strategy is to improve the organization's cultural competence and make Peel Regional Police a "best in-class" police service for diversity and inclusion.

The implementation strategy will include measurable objectives that are tied to organizational goals and will outline programs and initiatives to meet these goals over the next several years, and allows the organization to put an "equity lens" over all of its internal and external processes and systems. The following steps towards implementation have been completed to date:

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1. Communication:

In collaboration with the Police Services Board (PSB), Chief McCord immediately developed and initiated both an internal and external communication strategy following the release of the CCDI report. This started with an internal video featuring Chief McCord and PSB Chair Nando Iannicca informing members of Peel Regional Police (PRP) of their joint commitment implementing change in the culture and practices of PRP.

Chief McCord further provided a copy of the report to all Chief's Advisory Committees, including the Black, Chinese, Sikh, Muslim, LGBTQ+, and Youth committees with the commitment to make meaningful change in the organization. This internal communication strategy ensured that employees would be apprised of the process through ongoing communication.

Externally, a press release was provided to the media outlining and reinforcing to the public the commitment PRP is making towards moving forward with implementing change in the Organization and to support PRP leaders and employees by enhancing their cultural competencies.

Communication both internally and externally with all organizational stakeholders will continue throughout the implementation process.

The Office of the Chief conducted an environmental scan of the Financial and Business sector, other police services, educational institutions, and government agencies to assess what others are doing or have done in the area of Diversity and Inclusion to help determine the approach that PRP should take in implementing change. This environmental scan indicated that while many other organizations have implemented D&I initiatives and processes – that most of the work done by these organizations has been on an ad hoc basis.

2. Establishing a Project Team:

Mr Mark Figueredo, Director of Materials Management for Peel Regional Police, was chosen to lead a cross-functional Diversity and Inclusion (D&I) Project Team, reporting directly to the Office of the Chief. The Project Team will oversee the conduct of the CCDI implementation project, including the co-ordination of PRP resources needed in the delivery and execution of the project as well as reviewing all deliverables.

3. Engagement with CCDI:

PRP has engaged CCDI as a consultant to provide professional advisory services to assist and support the Project Team in its recruitment of a Diversity and Inclusion Specialist and with the development and execution of its equity, diversity and inclusion strategy. This partnership with CCDI will help provide the Project Team with tools to enhance their understanding and awareness surrounding diversity and inclusion, and to

strengthen our capacity to meet future needs within the community. CCDI will assist with the following:

- Recruitment and selection of the cross-functional Diversity and Inclusion (“D&I”) Project Team within Peel Police. This recruitment process will include an application by candidates who express interest as well as providing an explanation as to why the candidate should be selected to be a member of the working group. This working group will contain 12-15 members, and will be selected by CCDI to ensure the members selected represent a truly inclusive cross-section of the organization.
- Onboarding and training of the D&I Project Team
- Delivery of a “vision” session with the D&I Project Team on the scope of the D&I Specialist role.
- Development of a D&I Strategy for the organization
- Support related to internal and external communications on inclusion and the progress the organization is making in this area.

4. CCDI – Webinar:

Peel Regional Police have provided numerous CCDI webinars to our employees over the years on various topics relating to D&I.

On June 6, 2019, the Learning and Development Unit held a one hour Webinar, related to LGBTQ2+ in today’s world, presented by the CCDI. The objective of the Webinar is to explore what it means to be out and provides some insight as to the importance of being out in the workplace and how employers can improve work life for their LGBTQ2+ members.

PRP will continue to utilize CCDI to provide these invaluable webinars.

5. Uniform Recruiting – Reporting to Chief:

Consistent with the commitment made to PSB and to the community to be more inclusive and culturally competent, effective May 19, 2019, the Uniform Recruiting Bureau was transferred under the command of Executive Administration, reporting directly to the Office of the Chief. This structural change allows the Chief’s office oversight relating to the hiring practices of the Recruiting Bureau and ensuring that an equity lens is placed on our recruiting practices and processes.

6. Engagement with Senior Leadership

Ensuring consistency with the implementation process, Senior Leadership has been engaged in dialogue to assist with internal communications ensuring all employees are aware of the commitment that was made by PRP and PSB and the implementation process.

CONCLUSION

Peel Regional Police are committed to change, and will continue to work towards being best in-class in Diversity and Inclusion. Our partnership with CCDI will certainly help pave the road to positive change that will allow this goal to be met within the next few years.

Approved for Submission:



Christopher McCord
Chief of Police

For further information regarding this report, please contact Chief Christopher McCord at extension 4000 or via e-mail at Christopher.McCord@peelpolice.ca

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