

05-09-23



REPORT Police Services Board

For Information

File Class: 1-01-02-01

PSB REC: SEPT. 06, 2023
LOG # 39-23
FILE CLASS: P01

Cross-Reference File Class: _____

DATE: August 29, 2023
SUBJECT: **2022 EQUAL OPPORTUNITY REPORT**
FROM: Mark Dapat, Deputy Chief, Community Safety and Well-Being Command

RECOMMENDATION

That the 2022 Equal Opportunity Report be forwarded to the Police Service Board for Information

REPORT HIGHLIGHTS

- The Equal Opportunity Report details our efforts and successes in 2022 in providing equitable access to Uniform and Civilian employment with the Organization.
- The Report examines recruiting, hiring, transfer and promotion efforts and outcomes.

DISCUSSION

Annually, Recruitment & Staff Support compiles a statistical report based on information collected through a voluntary self-identification survey process for existing employees and applicants entering and progressing through the employment process. The program identifies four prescribed groups: Indigenous, racialized persons, persons with disabilities and women. The purpose of this Report is to provide CMG and the Board with statistically valid data for the calendar year 2022 affirming the organization's support for, and adherence to, the Equal Opportunity principles within the Police Services Act and the policies of the Police Services Board and Peel Regional Police (PRP).

1. Strategic Plan Alignment

Goal: 2. Inclusive, Engaged and Progressive Workplace
Priority: 2.4 Professional and skilled employees that represent our community

2. Highlights

One of the identified areas of focus of PRP's Strategic Plan is to have professional and skilled employees that represent our community, which is achieved by attracting and retaining skilled employees who represent our community. The statistical data reflects our successful efforts in 2022.

- Positive Recruitment Trends: These positive trends are a direct result of continued Outreach programs and recruiting initiatives along with new online mediums commenced because of the Global Pandemic. In addition, the establishments of the FIT (Female Inclusion Team) which provides mentorship and support for female applicants through the application process and by doing so, positions PRP as the employer of choice for many new applicants;
- Racialized applicants increased to 75.9% (+3.4%);
- Female applicants slightly increased to 22.4% (1.2%);
- While there was a slight decrease in indigenous persons by 1.9%, (-0.4%);
- In 2022, uniform new hires included 61.6% Racialized Persons, 31.2% Females and 4% Indigenous. Civilian new hires included representation from all 4 groups, 65.5% Racialized Persons, 63.8% Female, 1.1% Persons with a disability and 2.3% Indigenous;
- The Cadet, Auxiliary and COPS programs assist in the development of its members and encourages participating individuals to consider a career in policing. In 2022, there were 17 Cadets promoted to Recruit Constable. Of those promotions, 7 (41.2%) were racialized persons, 7 (41.2%) were female and none were indigenous. 12 Auxiliary members were successful in achieving Recruit Constable positions within the organization, which clearly demonstrates the success of these programs.

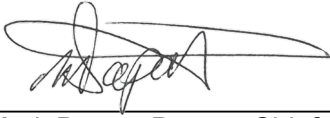
All of these initiatives contribute to PRP's efforts and progress in building a workforce that is representative of the community served by PRP. Of note, 70.8% of the total population of the Region of Peel is racialized which is aligned with 75.9% of PRP's total number of Uniform applicant being racialized. This demonstrates how the total number of applicants is representative of the community we serve, highlighting PRP as being an employer of choice.

CONCLUSION

PRP's hiring and human resources practices continue to demonstrate a commitment to ensure that employment opportunities are equitable and available to all persons who possess the requisite skills at a competitive level.

PRP recognizes that attracting, hiring and retaining a professional workforce, reflective of the community it serves, is essential to success as an organization. Transparency and integrity requires strict adherence to the principles that merit is the basis of hiring and promoting within the service. R&SS acknowledges and welcomes the responsibility to continue to maintain the vision of Peel Regional Police: "A Safer Community Together".

Approved for Submission:



Mark Dapat, Deputy Chief, Corporate Services Command

For further information regarding this report, please contact Inspector Andrew Cooper at extension 3835 or via email at 1754@peelpolice.ca

Authored By:Inspector Andrew Cooper