

EQUITY, DIVERSITY & INCLUSION PLAN

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**PEEL POLICE
SERVICE BOARD**

MESSAGE FROM THE CHAIR

I am pleased to present the Peel Police Service Board's first Diversity Plan Report. This report outlines our comprehensive strategy to promote diversity, equity, and inclusion within Peel Regional Police (PRP) and in our service to the community.

This plan demonstrates our commitment to ensuring PRP reflects the rich diversity of the Peel community we serve. Through thoughtful initiatives in recruitment, training, and community engagement, we aim to create an inclusive environment that fosters mutual respect, understanding, and collaboration.

Our vision is to establish PRP as a Canadian leader in diversity and inclusivity in law enforcement. We are dedicated to creating a police service that not only reflects, but also respects the diverse makeup of the Peel community. By embracing diversity, equity, and inclusion, we can enhance the effectiveness of our police services and strengthen the trust between the Board, PRP, and the communities we serve.

We recognize that true diversity and inclusion are ongoing journeys that require the commitment and collaboration of the Board, every member of PRP, and the active participation of the community we are honoured to serve. This report is a testament to our dedication to action, and it will serve as our guide towards a future where our police service is as diverse as the community it protects and serves.

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Chair, PPSB



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EXECUTIVE SUMMARY

This Diversity Plan Report outlines the Peel Police Service Board's comprehensive strategy to promote diversity, equity, and inclusion within the Peel Regional Police (PRP) and in our service to the community. It is also our commitment to ensure PRP truly reflects the community we are proud and honoured to serve.

The report is structured around four key objectives, each with specific strategies and action plans designed to address the requirements outlined in section 37(1)(e) of the Community Safety and Policing Act.

1. Reflect Community Diversity

Ensuring that the composition of PRP at all levels reflects the diverse demographic makeup of the Peel community through targeted recruitment campaigns, community partnerships, and regular demographic audits.

2. Enhance Cultural Competency

Improving PRP members' understanding, sensitivity, and respect for the cultural, religious, socio-economic, and first-language backgrounds of the Peel community members through mandatory cultural competency training, community engagement, and valuing cultural knowledge in recruitment and promotion processes.

3. Strengthen Community Trust

Building and continually fostering trust between the police and Peel's diverse communities through transparent practices, consistent engagement, and a focus on community safety and well-being.

4. Promote Inclusion and Equity

Ensuring equitable treatment and opportunities within PRP for all members, focusing on promotions and operational opportunities to create an inclusive workplace culture.

The report also outlines a robust monitoring and evaluation framework to assess the effectiveness of our diversity plan and ensure it remains responsive to the needs of the community and aligned with legislative requirements.

INTRODUCTION

Peel Region is one of the most diverse regions in Canada and as a result Peel Regional Police Service has been committed to delivering services that are not only inclusive and equitable, but also reflective of Peel Region's diverse communities.

Existing EDI initiatives within Peel Regional Police which provide a foundation for this plan include:

- **The EDI Bureau:** Established to lead PRP's diversity and inclusion efforts, ensuring ongoing progress and accountability.
- **Cultural Awareness and Anti-Bias Training:** Mandatory training for all members to enhance cultural competency and eliminate systemic biases in policing.
- **Community Engagement and Partnerships:** PRP actively collaborates with cultural groups, faith organizations, and community leaders to foster relationships and address community concerns proactively.
- **Targeted Recruitment Programs:** Focused recruitment by Outreach Officers, from Recruitment and Staff Support Bureau, connect with diverse communities across Peel Region and the Greater Toronto Area through in-person and virtual recruitment campaigns and targeted initiatives such as the FIT Bootcamp for Women and participation in key community events to remove and/or reduce barriers for underrepresented communities.
- **Language & Accessibility Services:** Enhanced support for multilingual communication and accessible policing services to ensure all community members receive inclusive service.

In September 2019, Peel Police Service Board and the Peel Regional Police committed in a historic partnership with the Ontario Human Rights Commission (OHRC) to action recommendations derived from seven key principles in the OHRC's Policy on Eliminating Racial Profiling in Law Enforcement.

In 2020, the Canadian Centre for Diversity and Inclusion conducted an internal audit of the Peel Regional Police resulting in a series of recommendations, which inform and guide the Service's approach to internal equity, diversity and inclusion practices.

Accepting the recommendations of these independent organizations reflects the shared commitment of the Peel Police Service Board and the Peel Regional Police to drive transformative change internally within the organization and reflected externally in our relationships with diverse communities. This effort is focused on delivering effective service to diverse communities, enhancing community safety and well-being, ensuring bias-free policing, and strengthening public trust.

The Peel Police Service Board's EDI Plan accordingly looks to integrate and continue building upon this foundation, ensuring that both the Service and the Board are committed to a transparent, measurable approach to fostering diversity, equity, and inclusion within our organization and in our service to community.

These objectives are not only fundamental for complying with legislative mandates, but are also integral to our vision of building the most progressive, innovative and inclusive police service in Canada.

In accordance with section 37(1)(e) of the Community Safety and Policing Act, the Peel Police Service Board (the Board), in collaboration with Peel Regional Police (PRP), has developed this comprehensive Diversity Plan Report.

This report outlines our vision, objectives, and strategies to promote diversity, equity, and inclusion within PRP and in our service to the Peel community.

The Board's approach will ensure that the PRP not only meets, but also exceeds the expectations set forth by the Community Safety and Policing Act by:

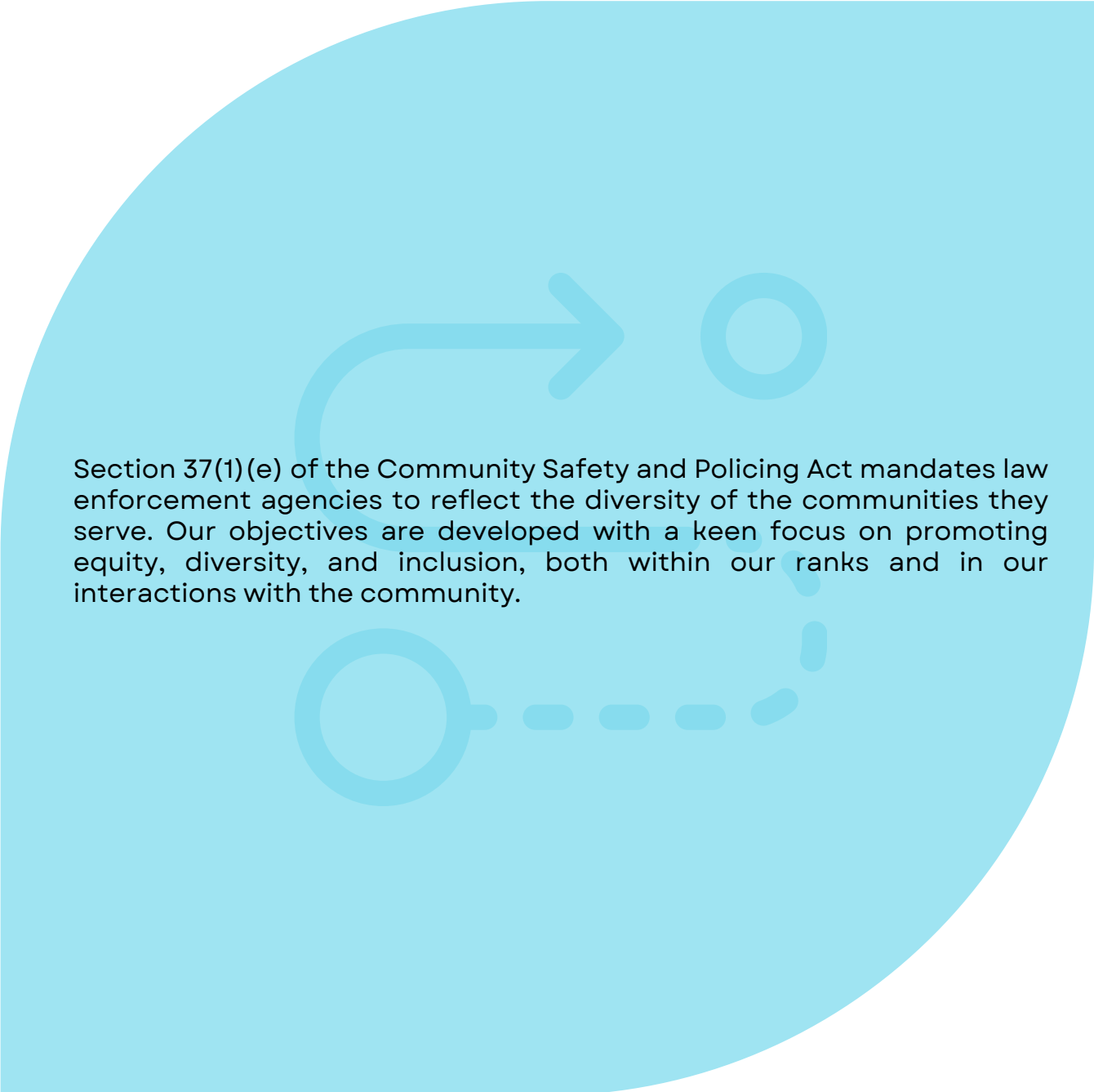
- **Recruitment:** Strategically enhancing our recruitment processes to attract a broad range of candidates from diverse backgrounds, aligning workforce demographics with those of the community.
- **Training:** Ensuring comprehensive training that includes cultural competency, anti-bias education, and practical scenarios to best prepare members of PRP with the skills needed to engage effectively with all community members.
- **Community Engagement:** Actively forging and maintaining partnerships with various community stakeholders, facilitating ongoing dialogue and cooperation to address community safety and well-being collaboratively.

VISION STATEMENT

Aligned with the principles and mandates of section 37(1)(e) of the Community Safety and Policing Act, our vision is to establish PRP as a Canadian leader in diversity and inclusivity in law enforcement.

We are dedicated to creating a police service that not only reflects, but also respects the diverse makeup of the Peel community. Through fostering an environment of mutual respect, understanding, and collaboration, we aim to enhance the effectiveness of our police services and strengthen the trust between the Board, PRP and the communities we serve.

OBJECTIVES & STRATEGIES



Section 37(1)(e) of the Community Safety and Policing Act mandates law enforcement agencies to reflect the diversity of the communities they serve. Our objectives are developed with a keen focus on promoting equity, diversity, and inclusion, both within our ranks and in our interactions with the community.

1. REFLECT COMMUNITY DIVERSITY

We recognize that building trust requires commitment, consistency, and a deep understanding of the diverse communities we serve. To strengthen these relationships, we are dedicated to ensuring that our Service reflects the rich diversity of Peel Region at all levels.

Objective: To ensure that the composition of PRP at all levels reflects the diverse demographic makeup of the Peel community, through language skills, cultural representation, gender identity, perspectives and lived experiences.

Strategies:

- **Targeted Recruitment** – We will implement focused outreach efforts to attract talent from underrepresented communities, ensuring our workplace is representative of Peel Region’s demographics.
- **Community Partnerships** – By working closely with local communities and organizations, we will create pathways for diverse applicants.
- **Demographic Audits & Adjustments** – Conduct regular demographic audits of our workforce composition to help identify gaps and refine recruitment strategies to foster equitable representation.

To strengthen relationships with the community, we are dedicated to ensuring that our Service reflects the rich diversity of Peel Region at all levels. By valuing and leveraging the unique backgrounds, experiences, and perspectives of our members, we enhance our ability to honour diversity, foster inclusion and serve community equitably.

2. ENHANCE CULTURAL COMPETENCY

We are committed to fostering a workforce that is culturally aware, respectful, and responsive to the diverse needs of the community. By deepening our cultural, religious, socio-economic and linguistic diversity, we strengthen trust, improve service delivery, and ensure meaningful engagement.

Objective: To ensure that PRP members continue to develop the requisite skills and abilities to support their work in community, rooted in their understanding, sensitivity, and respect for the cultural, religious, socio-economic, and first-language backgrounds of community members.

Strategies:

- **Cultural Competency Training:**
 - All members will receive ongoing training, with periodic updates to ensure alignment with current knowledge and best practices.
 - Continue the rollout of the Effective Community Policing Course for frontline members/ CSWB.
 - Ensure completion of Human Rights Focused Training.
 - Layer EDI principles and cultural competency into new and exiting recruit programs.
- **Community Engagement & Collaboration** – Regular engagement with community leaders and cultural experts to stay informed on evolving cultural dynamics and community needs.
- **Recruitment & Promotion Integration** – Recognizing language skills and cultural knowledge as valued competencies in recruitment and promotion processes.

By embedding cultural competency and responsiveness into our practices, Peel Regional Police reaffirms its commitment to equity, inclusion and respectful service for all members of the community.

3. STRENGTHEN COMMUNITY TRUST

Trust is the foundation of effective policing, and we are committed to fostering and maintaining strong relationships with Peel's diverse communities through transparent, accountable and meaningful engagement.

Objective: To build and continually foster trust between the police and Peel's diverse communities through transparent practices, consistent engagement, that encourages community feedback through consultation and dialogue with the shared goal of community safety and well-being.

Strategies:

- **Enhanced Community Liaison Efforts** – Strengthen relationships by actively engaging with community groups and organizations to bridge gaps and build mutual understanding.
- **Community Forums & Feedback Mechanisms:**
 - Establish structured platforms for open dialogue, gathering insights, and addressing concerns in a collaborative manner.
 - Continue to implement and prioritize recommendations from the Ontario Human Rights Commission and sustain engagement with the Anti-Racism Advisory Committee and other such community groups. This level of engagement ensures that the voice of community is heard and reflected in internal learning and practices that are adopted by the Service.
- **Transparent Reporting & Accountability** – Provide clear, accessible updates on police activities, policies, and outcomes to reinforce public confidence in PRP's commitment to fair and equitable policing.

By staying the course and demonstrating our commitment to openness and collaboration, PRP will continue to build trust with the communities we serve.

4. PROMOTE INCLUSION & EQUITY

Foster a workplace culture where every member has equitable access to opportunities and feels valued, respected, and empowered. By embedding inclusion and equity into our policies and practices, we strengthen our organization and enhance service to community.

Objective: To ensure equitable treatment and opportunities within PRP for all members, focusing on promotions and operational opportunities to create an inclusive workplace culture.

Strategies:


- **Policy Review & Bias Reduction** – Evaluate promotion and assignment policies to eliminate biases and barriers to advancement for all members.
- **Mentorship & Leadership Development** – Establish programs to support career growth and leadership pathways for members with consideration of diverse backgrounds, perspectives and lived experiences.
- **Ongoing EDI Audits & Accountability** – Conduct regular equity, diversity, and inclusion audits to identify and correct issues of inequity or exclusion.

Peel Police Service Board is dedicated to fostering a diverse, equitable, and inclusive organization—one that reflects the community we serve and upholds the highest standards of public trust and accountability. Through equitable recruitment, cultural competency, community engagement, and inclusive leadership, we can foster a workplace where every member thrives and is empowered to service delivery for the community, that strengthens public trust and confidence in our Service.

By aligning these objectives and strategies to the requirements of the Community Safety and Policing Act, the Board and PRP is committed to a transparent and measurable approach to advancing equity, diversity, and inclusion within our organization and in our service to the community.

These objectives not only ensure compliance with legislative mandates, but also reinforce our vision of becoming the most progressive, innovative and inclusive police service in Canada.

MONITORING & EVALUATION



A robust monitoring and evaluation framework is essential for assessing the effectiveness of our diversity plan and ensuring it remains responsive to the needs of the community and aligned with legislative requirements. The Board commits to regular reporting on progress and make informed adjustments to our diversity and inclusion strategies.

CONCLUSION

The diversity plan established by the Board represents a foundational step towards realizing a vision of community safety and well-being that not only mirrors the rich diversity of the community it serves, but also engages with the community in a manner that promotes trust, respect, and mutual understanding. This document is far more than a static set of guidelines; it is a dynamic and ever-changing framework designed to adapt and evolve in tandem with the shifting needs, demographics, and aspirations of the Peel community.

The Board recognizes that the path towards true equity, diversity and inclusion is ongoing and requires the commitment, effort, and collaboration of the Board and every member of PRP, as well as the active participation of the community we are honoured to serve. This plan is not an end in itself, but a means to an end—our guide towards a future where our police service is as diverse as the community it protects and serves, and where every policy and practice is informed by a deep understanding of the community's needs.

The Board's diversity plan is a commitment to action, grounded in the belief that diversity, equity, and inclusion are not just societal values, but are critical components of effective, community-centered policing. By embracing the diversity of the communities we serve, we not only enhance the legitimacy and effectiveness of how we police, but also strengthen the community for everyone that works and lives in Peel.



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