



LONDON POLICE SERVICES BOARD

“Deeds Not Words”

Report #: 20-01

To: Chair and Members of the London Police Services Board

Date: January 16, 2020

Subject: London Police Service Diversity, Equity, and Inclusion Plan

Board Action:

- ☒ Update / Information Purposes Only
- ☐ Seeking Input
- ☐ Seeking Decision
- ☐ Evaluation

Synopsis:

The London Police Service (LPS) currently has a Diversity Plan available to members of the public on the Service’s external website and to members on our internal website.

The Diversity Plan has undergone a significant re-write and has been rebranded as the Diversity, Equity, and Inclusion Plan. This Plan will be posted on our external and internal website and messaged internally to all our members with the expectation that they familiarize themselves with the Plan, following the Police Services Board meeting on January 16, 2020.

The LPS Diversity, Equity, and Inclusion Plan reflects the Organization’s continued commitment to diversity, equity, and inclusion, recognizing that ‘together, we are stronger’. We are stronger, as an Organization, for our diversity, not only in physical composition but also in the diverse perspectives and views we can bring to bear in any and all situations. We are stronger and better able to meet the needs of our community when we have members who are reflective of the community. We are stronger because we are inclusive.

Under the guidance and direction of Chief Williams, every internal selection panel and every promotional panel will be comprised of both men and women and will include a member from a diverse background where possible.

Measurement of our progress toward achieving our stated goals, as contained in the Plan, will be tracked through semi-annual reports to the Deputy Chief of Administration. The Plan will be evaluated annually, and an Employee Census will be administered every three years, with the next Census to be administered in 2021 to enable a more nimble and agile response to the changing nature of our community.

Background:

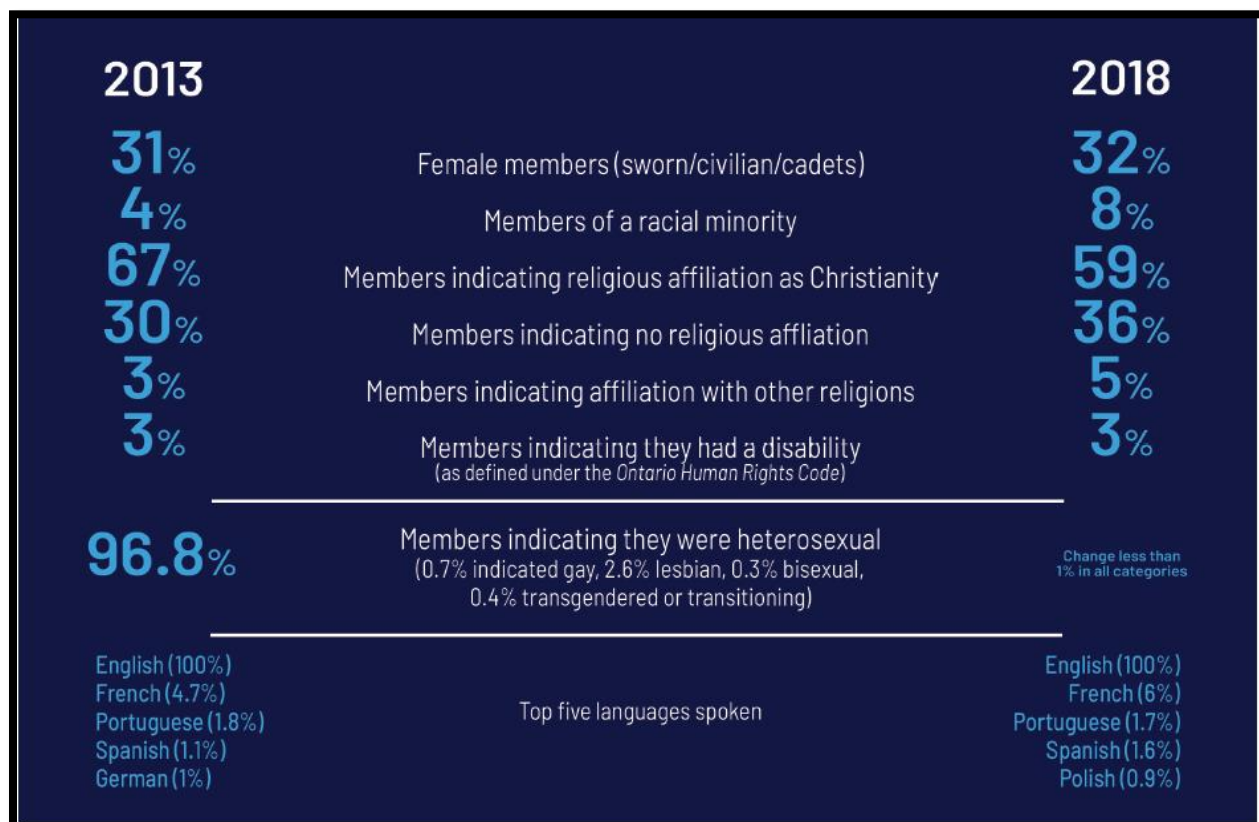
The first LPS Diversity Plan was presented to the Board in July 2015 and was made available to members of the public via a link on the external website, and to LPS members via the internal Intranet. The plan listed the stages of Outreach, Meeting New Contacts, and Mentoring, all of which had been identified as a means to achieving hiring goals with a view to increase diversity and enhance service to the community.

The LPS Diversity Plan was one of the first plans within the Ontario policing community to set specific goals for the hiring of women and members from our many diverse communities.

Efforts included hosting information seminars to promote policing as a career, outreach via a dedicated Diversity officer who was tasked with enhancing police/community partnerships, as well as Diversity Ambassadors. A survey was designed and provided to all applicants to voluntarily complete as part of the application process to assist us in understanding our applicants, with a goal of using the data to direct recruiting efforts from under-represented communities. Finally, a voluntary internal LPS Employee Census was administered, first in 2013 and again in 2018 to ascertain the diversity within the Organization.

The new LPS Diversity, Equity, and Inclusion Plan provides the results from our 2015 Plan, including key findings from the Employee Census, and sets the path toward the future; it is inclusive of our entire Organization – sworn and civilian members alike.

Highlights of the findings contained in the plan include:



Diversity and Inclusiveness are Values of the London Police Service, and by embracing them, we are stronger.

Recommendation:

It is recommended that the Board receive this Plan for their information.

SUBMITTED BY: Stuart Betts, Deputy Chief - Administration