

ST. THOMAS POLICE SERVICE

DIVERSITY ACTION PLAN

2024

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DEFINITIONS



VISION, MISSION & VALUES

Vision

To enhance community well-being through engagement, trust, and partnership.

Mission

Act with integrity to reduce crime and enhance public safety and well-being while treating all residents with respect, compassion, and fairness.

Values

Fairness

We are fair. We are committed to consistently treating people in a courteous and impartial manner.

Respect

We are respectful. Mutual respect is the foundation for every interaction. We value diversity and encourage open communication by treating everyone with dignity and fairness.

Compassion

We are compassionate. Compassion guides our actions as we care for one another. We treat people with kindness and respect while working for the benefit of all.

Integrity

We have Integrity. We hold ourselves accountable and demand the highest level of ethical and moral standards from all. We are role models, acting with courage and building trust within the organization.

Message from the Executive Leadership Team



Front Left to Right: Chief Marc Roskamp, Deputy Chief Scott Barnes
Back Left to Right: Alison Lyle - Human Resources Coordinator, Staff Inspector Steve Bogart, Inspector Kim Manuel, Tiffany Terpstra - Executive Administrator

As the St. Thomas Police Service's Executive Leadership Team, we are proud to launch this plan as the first step of our commitment to creating a more diverse and inclusive police service for our members and our community. We will use this plan in coordination with our Strategic Plan to move forward on important issues that our community and our members have identified for action. The St. Thomas Police Service strives to be reflective of the diverse community it serves. With this Diversity Action Plan, we will enhance relationships with the diverse communities of St. Thomas, and attract and retain qualified candidates from all communities.

By prioritizing and committing to diversification initiatives, our police service will increase its productivity, creativity, and problem solving. When we recognize diverse perspectives and opinions, we can find alternative solutions that in turn help to better address issues specific to our community. All members of the St. Thomas Police Service deserve to have the opportunity to achieve their full potential. By committing to building a diverse police service, we can create a more inclusive environment for all. In this inclusive environment, we can celebrate values of diversity and social inclusion.

The St. Thomas Police Service partnered with Consilium Public Sector Services (CP2S) to create the foundation on which the 2024-2027 Strategic Plan was created. CP2S met with the Police Services Board, Internal Police Services Staff, City of St. Thomas Staff and Politicians, Community Partners and Community Residents. In addition to the interviews, research was conducted on similar sized jurisdictions to create benchmarks and a realistic scope of the Strategic Plan. After research was conducted, the Strategic Plan was drafted that identified key issues. Strategic priorities were created with specific objectives for implementation to address these key issues. The Diversity Action Plan was derived from these strategic priorities.

This plan details the identified issues and will serve as a guide for implementation throughout the life of the 2024-2027 Strategic Plan. The St. Thomas Police Service commits to reviewing the Diversity Action Plan regularly to ensure it remains relevant in the times of our ever growing and changing community.

DIVERSITY ACTION PLAN

TO ENHANCE COMMUNITY WELL-BEING THROUGH FAIRNESS, REFLECTION
AND REPRESENTATION.

The St. Thomas Police Service is committed to ensuring that the members of our organization, our leadership, and our governance are representative of the diversity of the population of the municipality that we serve. In order to provide adequate and effective police services to the community of St. Thomas, we are dedicated to creating and implementing this Diversity Action Plan that identifies and prioritizes issues in our community and outlines an actionable plan for addressing those concerns while building and enhancing relationships with the diverse communities of St. Thomas.

Policing in Ontario and across Canada is undergoing many changes. Demographic changes within our communities bring together a richness of diverse discussions, which reflect changes in opinion, needs, transparency, and services. These changes need to be studied and evaluated, and then solutions must be selected for implementation. Once selected, changes and solutions must be communicated to community partners to ensure that there is a clear understanding of the role police officers will undertake and the services the community partners can bring to the equation.

The goal is to enhance public safety and ensure that our community continues to be safe and vibrant, one in which citizens trust the police and obey laws as intended.

This issue also underscores the need to respond to systemic racism, a historical and ongoing challenge for police services in Ontario. The effective, accountable and transparent response to the needs of all communities enhances public trust in police services and alleviates questions of police legitimacy.

An aging population within St. Thomas will also require new approaches to service by the STPS. This demographic group will impact STPS resources over time; therefore, the Service intends to pursue an enhancement of relationships with its community partners and, as necessary, develop new partnerships with groups or organizations that serve the senior citizen population in the community.





ST. THOMAS POLICE SERVICE DIVERSITY SURVEY

Objective To administer and collect information from members on an annual basis to identify trends and to meet goals set by this plan.

The purpose of the St. Thomas Police Service Diversity Survey is to gather information for the Diversity Action Plan to ensure that we are meeting the needs of our diverse community and internal membership. The survey was administered and collected data on a voluntary basis. The survey collected information regarding Indigenous identity, ethnicity, gender identity, sexual orientation, multilingualism, and religious affiliation.

The 2024 survey received a 68.4% response rate.

130

Total members in 2024

5%

6 Members - sworn and civilian - Executive Leadership Team

37%

48 Civilian personnel.

63%

82 Sworn personnel

29%

24 Sworn Females

50%

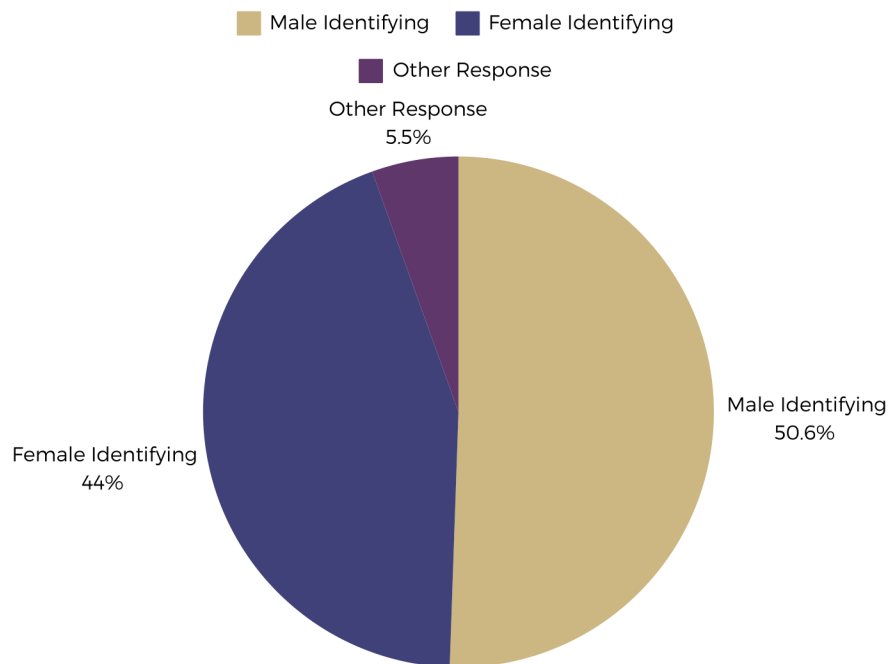
50% of the Executive Leadership Team is comprised of female identifying personnel.

44%

44% of Members identify as female.

51%

51% of Members identify as Male.



SURVEY RESULTS

Indigenous Identity

4.65% of the members surveyed identify as either First Nations, Metis or Inuit. 94.19% of the membership identify as non-indigenous.

Cultural or Ethnic Origin

Of the responses received, 87% identify as Canadian, 1% British, 1% East Indian, 2% Italian, 1% Filipino, 9% Scottish, 9% Irish, 1% Ojibway, 1% Haudenosaunee, 3% Portuguese, 4% German, 4% Dutch, 3% French, 1% Lebanese, 1% Cuban and 6% Other.

Racial Categories

Of the respondents, 90% identify as White (European Descent), 1.1% Black (African, Afro-Caribbean, African-Canadian Descent), 1.1% Southeast Asian (Filipino, Vietnamese, Cambodian, Thai, Indonesian or other Southeast Asian Descent), 1.1% Middle Eastern (Arab, Persian, West Asian descent (ex. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish etc.), 1.1% South Asian (South Asian descent (Ex. East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean etc.), 2% Other

Gender Identity

44% of membership are Female identifying, 50% are Male identifying, 1.1% are Two Spirit, 4% identify as Other.

Sexual Orientation

84% identify as Monosexual, 7% Asexual, 1% Pansexual, 1% Queer, 6.6% Other.

Members Living with a Disability

93% identified that they are not living with a disability, and 7% identified that they are living with a disability.

English as a First Language

95% of STPS membership who participated in the survey speak English as their first language. 5% of the membership have listed other languages as their first language.

Other Languages Spoken

100% of the membership speaks English, 11.2% speak French, 1.1% speak Spanish, 1.1% speak German, 1.1% speak Hindi, 1.1% speak Portuguese, 1.1% speak Afrikaans, 1.1% speak Punjabi, 1.1% speak Filipino.

Religious Affiliation

5.5% of the responding membership affiliate with Protestant religion, 23% with Catholic religion, 22% Christian religion, 2% Native American, 48% have no religious affiliation and 5.5% responded Other.

CITY OF ST. THOMAS CENSUS HIGHLIGHTS

St. Thomas ranks 52nd in the province in population size. In reviewing the 2021 statistics available, the following breakdown is revealed regarding the demographic makeup of the community and residents served. This information is important because the burgeoning growth happening in St. Thomas is reflective of society seeking out better cost of living opportunities. Being situated between a terminus of Windsor, London and Toronto makes the region favourable and thus brings a greater influx of racialized residents.

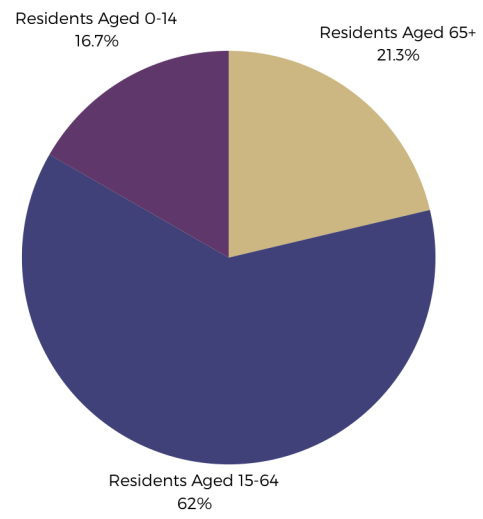


CITY OF ST. THOMAS CENSUS HIGHLIGHTS

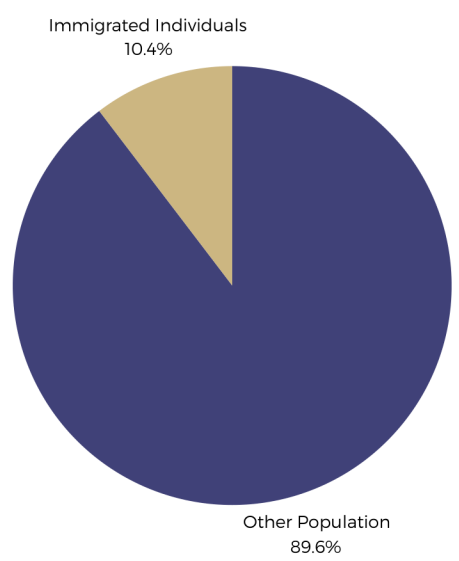
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People aged 65 and over currently account for 21.3% of St. Thomas' population. In 2021, 7,155 children (aged 0-14) were enumerated in St. Thomas, representing 16.7% of the total population. The working age population (aged 15-64) represented 62% of the total population. Citizens identifying as Indigenous make up 2.8% of the population of St. Thomas as of 2021. Immigrated individuals account for approximately 10.4% of the St. Thomas population and racialized persons account for 4% of St. Thomas' overall population.¹

ST. THOMAS RESIDENTS' AGE DEMOGRAPHIC



ST. THOMAS POPULATION DEMOGRAPHICS



¹ "Focus on Geography Series, 2021 Census of Population." 2021 Census, Statistics Canada, 16 Dec. 2022. <https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=9&dguid=2021A00053534021&lang=E>. 29 Apr. 2024.

17 POINT PLAN

In order to ensure success with our goals and commitments made in this plan, the following points outline our planned objectives to improve relationships with, and better represent the diverse community of St. Thomas.

We will

1. Identify and attend events involving diverse communities. Members of the Chief of Police Community Inclusion Council as well as the Executive Leadership Team will continue to bring forward perspectives from these communities for consideration and review. In all external activities, we will use these opportunities to connect and identify potential applicants and encourage them to consider a career in policing with the St. Thomas Police Service.
2. Provide diversity and inclusivity training to all members of the St. Thomas Police Service. In addition to this training, STPS commits to ensuring each member is trained with the knowledge that a diverse workplace benefits all members.
3. Host and participate in community events such as PRIDE in the Park, Truth and Reconciliation Day, Meals on Wheels, Torch Run, Special Olympics Events, New Comer Events, and engagement opportunities with our Muslim Community. We will continue to establish and participate in committees that support and enhance meaningful consultations with community partners to ensure that a collaborative approach to problem-solving is maintained within the STPS.
4. Host open house events to invite diverse community members to meet police personnel, welcome new comers to the area and communicate resources for those who are new to the St. Thomas community.
5. Enhance STPS website and social media presence to more effectively promote civilian employment opportunities by posting civilian positions and providing clear information on the hiring process.
6. Continue to promote STPS as a potential employer by highlighting the St. Thomas housing market, quality of life, and public health and education institutions to attract diverse applicants.
7. Encourage diverse STPS members to speak with their acquaintances, family, and friends about considering a career with STPS.



17 POINT PLAN

Continued



8. Ensure Human Resources and Police Officers are providing recruitment information to Secondary Students expressing interest in a career in law enforcement.
9. Review surveys completed by applicants which provide demographic information about those who apply to STPS. The review will ensure compliance with the Anti-Racism Directorate's Data Standards for the identification and Monitoring of Systemic Racism.
10. Promote the service as an employer of choice and encourage applications from qualified, diverse applicants.
11. Attend local career fairs in the surrounding area for those from diverse backgrounds to educate and inform applicants on career opportunities and the process to apply.
12. Mentor prospective candidates from diverse communities. A member belonging to the the recruitment team will have ongoing contact with potential candidates to assist with applying to the service.
13. Coordinate and assign mentors to new diverse sworn members when they are assigned to a community patrol platoon.
14. When possible, increase presence of diverse officer's in areas identified as having a significant population of citizens similar to the officer's diversity.
15. Develop a Human Resource Strategy to strengthen organizational performance and drive strategic priorities in a collaborative and transparent manner to build a more inclusive, diverse, effective and healthy workplace.
16. Develop a robust training plan that supports and develops staff to their full potential, encourages growth for promotions and succession, and equips staff to effectively meet the needs of the growing and diverse community. A significant training focus will be on Diversity curriculum.
17. Embed all aspects of an Anti-Racism Strategy in organizational procedures, policies, practices and training to ensure compliance, accountability and an enhanced work environment. This objective will be executed with a global approach and a comprehensive service delivery review of all departments and units.

EQUITABLE REPRESENTATION, PARTICIPATION & OPPORTUNITY

All internal selection panels will be comprised of both male and female identifying individuals.

Every promotional panel will be comprised of both male and female identifying individuals.

It will be the responsibility of St. Thomas Police Service Human Resources to ensure the objectives and action plan items are applied, monitored and tracked. Semi-annual reports will be submitted to the Chief of Police and form part of the annual STPS Diversity Report to the St. Thomas Police Services Board.

The STPS employee diversity survey will be conducted once every three years. This collection of data will allow for accurate measures progress, and to identify opportunities for growth and improvement. This information will also lay the foundation for adjusting diversity goals for the future.



DEFINITIONS

Demographic Group

Individuals who are grouped together based on statistics that describe populations and their characteristics.

Diversity

Diversity includes both individual differences and group differences such as those of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs or other ideologies.

Equity

Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life.

Executive Leadership Team

The Executive Leadership Team is comprised of the Chief of Police, Deputy Chief of Police, Staff Inspector, Executive Administrator, and the Human Resources Coordinator.

Inclusion

Inclusion is another term used to include all members of a group, regardless of other characteristics.

Senior Leadership

Senior Leadership refers to members who belong to the Executive Leadership Team

Stakeholders

Individuals or groups of individuals who have an interest in an organization and can be affected by the activities and decisions made by that organization.



QUESTIONS & FEEDBACK

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