



SMITHS FALLS

**POLICE**

COMMUNITY FIRST

## **SMITHS FALLS POLICE SERVICES' BOARD DIVERSITY PLAN**

**Adopted: September 18<sup>th</sup> 2024 PSB Board meeting**

**Chair Shawn Pankow**

The Smiths Falls Police Services Board is committed to attracting a skilled workforce that reflects the community we serve. Recognizing the changing demographics across our municipality, the Board and the Police Service have given careful consideration to equity, diversion and inclusion principles and practices for a number of years. Better representation is one way to help foster the delivery of effective, sensitive service within the town of Smiths Falls and to build and maintain trust and confidence of the people from diverse backgrounds.

The Community Safety and Policing Act 2019 compels the Board to prepare and adopt a diversity plan for the Smiths Falls Police Service (SFPS). This document fulfills that responsibility and sets out goals and strategies related to securing a more representative workforce.

### **The Plan: What are our goals and how will we achieve them?**

The Board is committed to following this Strategic Goal;

#### **Be a leader to innovative and modernized policing:**

The Smiths Falls Police Service continues to strive towards innovative and modernized ways of policing by not only adapting to the changes in our community, but also responding by upgrades to technology, support for victims, evidence based decision making, ensuring internal skills, training and activities meet the needs of our community.

#### **Objective:**

- Continue to develop a representative empowered, adaptable and skilled workforce

In order to evaluate progress in achieving this objective the following indicators are identified:

- % of applicants who are racialized or Indigenous
- % of applicants who are women
- % of successful applicants who are racialized or Indigenous
- % of successful applicants who are women
- # of formal community recruitment outreach engagements
- % of underrepresented group in leadership positions

Progress of these reports will be reported twice per year.

To pursue our objective a number of strategies will be employed:

1. Community and School engagement:

The SFPS Services Board in its efforts will strongly encourage the interest of individuals who belong in under-represented groups to pursue careers with the SFPS. Furthermore, the recruiting staff will continue to promote the SFPS as the employer of choice in schools, community groups, and through network of stakeholders within our municipality and beyond.

2. Diversity and Inclusion Committee- Smiths Falls for All:

The vision of the municipality and this committee is to enhance communication between the residents and the police as well as municipal members. Going forward the SFPS will continue with being a representative of this committee and engaging with the committee in ways of encouraging recruitment of new members to the service that reflect the diverse growth of Smiths Falls.

3. Youth in Policing (YIP):

The Board agrees to support the Chief of Police in youth related initiatives such as a YIP program for youth ages 15-18 years of age. This program runs in partnership with Ontario's Ministry of Children, Community and Social Services. If approved, this program would have youths engage in hands on learning experiences that emphasize importance of leadership, teamwork and community engagement. This in turn helps empower our youth in mentoring them in a positive direction.

4. Recruitment of Women:

The SFPS will continue to invest in attracting women in policing. The SFPS website and social media channels will continue to honour contributions of women in policing and opportunities within the work place. Further, the Service will continue to provide outreach to community groups, stakeholders and schools with positive female mentorship. The SFPS also works collaboratively with other female first responders in regards to recruitment in policing, fire or paramedic services.

**Conclusion;**

Becoming a more representative Police Service and Police Services' Board at all levels will remain a key organizational priority. The Board will assess the progress of this diversity plan through regular updates from the Service. The Board further will update their Strategic Plan to ensure it remains current to support the desired outcome.