



# Regina Police Service

## Employment Equity Report

### 2017



*"Working together to keep Regina safe"*

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# Executive Summary

The following is the Regina Police Service's Employment Equity Annual Report for 2017. It is submitted in accordance with the Employment Equity Reporting Guidelines (SHRC File: A2089) of the Saskatchewan Human Rights Commission.

This report includes the required workforce data (statistical reports) and a narrative report of significant actions taken in 2017 to enhance the organization's equity plan.

The Regina Police Service continues to support, foster and promote a respect for individual rights, freedoms and multicultural diversities within our community and within our workplace.

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# Part I: Workforce Data

In 1992 the Regina Police Service identified that the demographic of Regina was changing and in order to more effectively provide service it would be beneficial to have a workforce that reflected the community. An agreement was entered with the Saskatchewan Human Rights Commission (SHRC) and since this time, the Regina Police Service has been striving to achieve a representative workforce.

This report complies with the annual reporting requirements for continued approval of this agreement.

In 2017, the following figures were provided by the SHRC as their long term goals:

<b>Women in underrepresented occupations</b>	<b>46.0%</b>
<b>Aboriginal People</b>	<b>14.0%</b>
<b>People with Disabilities</b>	<b>12.4%</b>
<b>Visible Minorities</b>	<b>11.0%</b>

Each year, the Regina Police Service modifies its goals to match those set out by the SHRC.



The table below provides an overview of the Regina Police Service's progress in obtaining the SHRC goals.

	1992	2015	2016	2017	Change	Goals
<b>*Women (In under represented occupations)</b>	<b>4.0%</b>	<b>25.6%</b>	<b>25.4%</b>	<b>25.9%</b>	<b>+0.5%</b>	<b>46.0%</b>
<b>Aboriginal People</b>	<b>3.0%</b>	<b>9.7%</b>	<b>9.5%</b>	<b>8.7%</b>	<b>-0.8%</b>	<b>14.0%</b>
<b>**People with Disabilities</b>	<b>1.7%</b>	<b>4.6%</b>	<b>5.4%</b>	<b>9.3%</b>	<b>+3.9%</b>	<b>12.4%</b>
<b>Visible Minority</b>	<b>1.2%</b>	<b>6.6%</b>	<b>6.7%</b>	<b>8.2%</b>	<b>+1.5%</b>	<b>11.0%</b>

\*Total female population as shown in Part VI, Table 1 is %.

\*\*The increase in the People with Disabilities category is a result of more individuals requiring accommodation in the 2017 calendar year. This number fluctuates based on the Service's accommodation needs.



## Part II: Strategic Plan

The Regina Police Service continued with the Strategic Plan in 2017. In order to be more responsive to the changing environment and shifting priorities, the plan is based on four general themes to guide the organization's actions over the next four years.

The four themes identified are: Service, Communication, Our People and Improvements. These broad topics allow each organizational area to develop more specific business plans to guide their actions.



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## **Part III: Cultural and Community Diversity Initiatives**

The Cultural and Community Diversity Unit of the Regina Police Service is integral in the development and maintenance of community partnerships and initiatives. The unit consists of three sworn members (one Sergeant, two Constables) and one civilian member.

The members of this unit sit on many internal and external boards and committees. They work closely with community organizations such as the Regina Open Door Society, RTSIS (Regina Treaty Status Indian Services), the Regina Multicultural Council, First Nations University of Canada, the Islamic Association of Saskatchewan, the Synagogue, Sask Polytechnic, and UR Pride at the University of Regina to name a few. They also assist officers on a daily basis with challenges they may face in relation to understanding different cultures and traditions. The unit focuses upon developing new connections while building on the strong working relationships established with Regina's diverse communities.

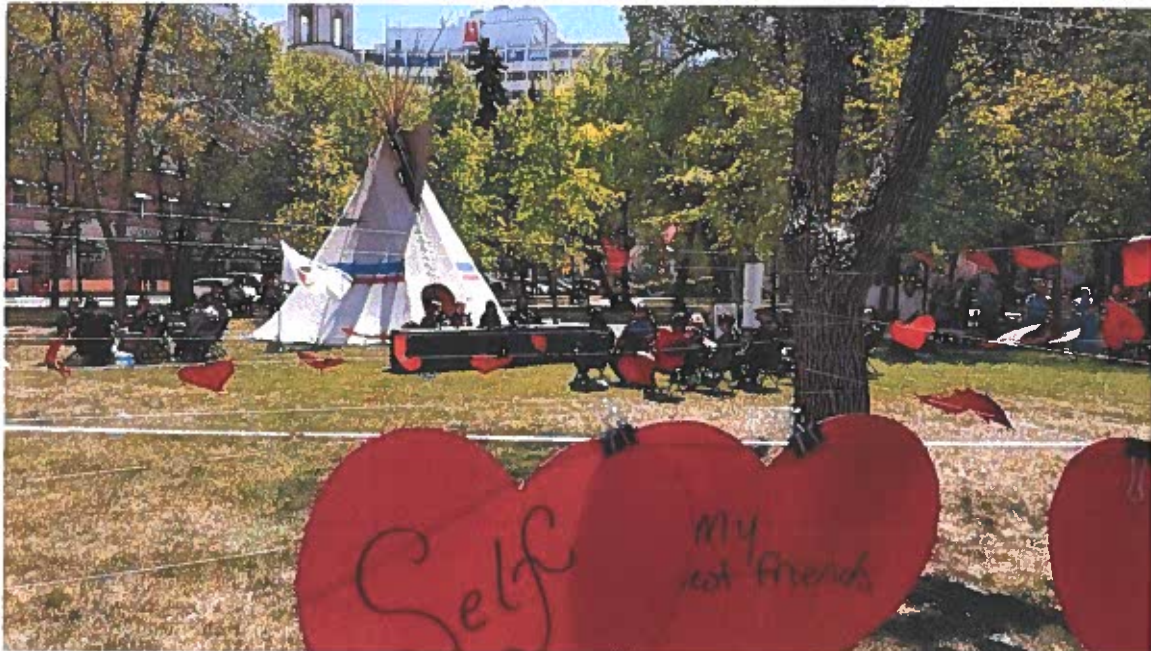
Some of the major initiatives accomplished in 2017 are highlighted below.

### ***Regina Police Service Tipi***

In 1997 the Regina Police Service acquired a traditional tipi for use as a cultural bridge between the Service and the community. This tipi is 'sacred' and is only used in accordance with Indigenous traditions.

The tipi is utilized to participate in special events in the Indigenous Community. In 2017, the tipi was used nine times at the following events: First Nations University of Canada Spring Pow Wow, North Central Smudge Walk, Treaty 4 Grad Pow Wow, 20<sup>th</sup> Anniversary of National Aboriginal Day, 40<sup>th</sup> Anniversary Celebrations of First Nations University of Canada,

Tony Cote Welcome Back Pow Wow, Sisters in Spirit Vigil, The Regina Ukrainian Fall Festival and the Federation of Sovereign Indigenous Nations Assembly.



### ***Chief's Elders Advisory Council***

In 1998, the Chief of Police formed an Elders Advisory Council. The Council consists of eight elders who have been invited to participate. They are involved in Indigenous ceremonies and participate in the strategic planning process. The Council provides oversight and guidance in matters relating to Indigenous culture and ceremony. In 2017, the Committee met three times.

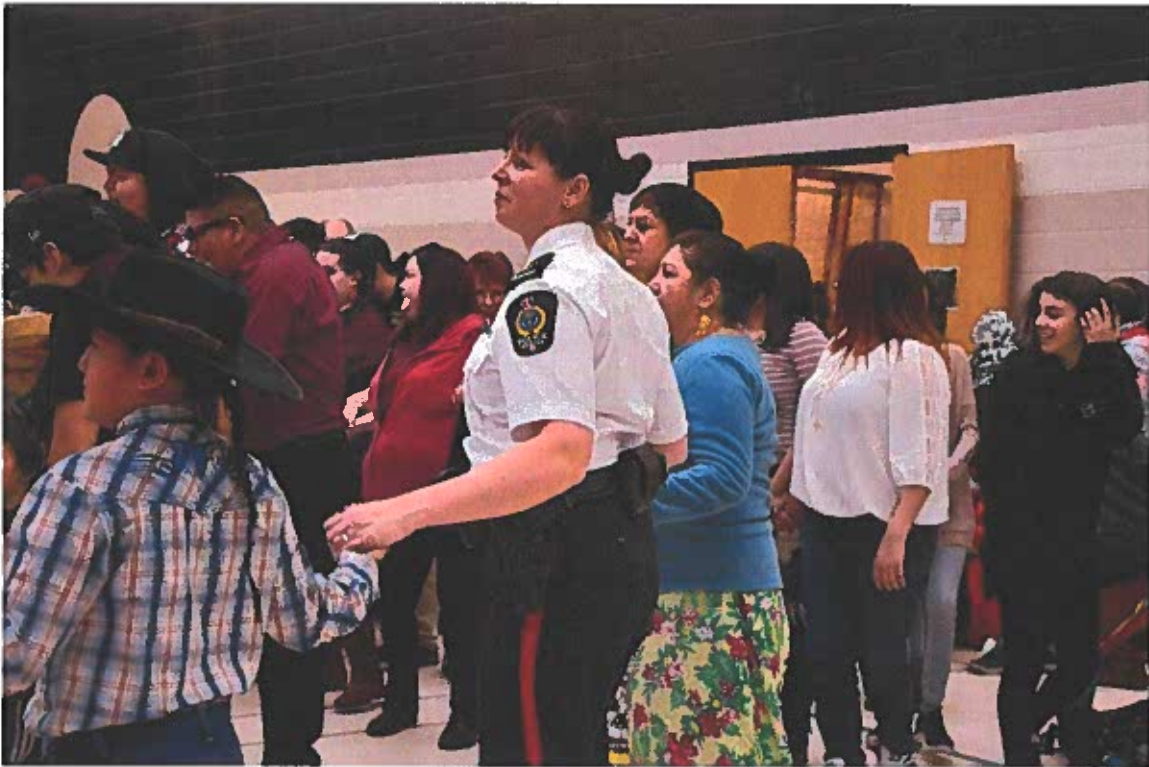
### ***Round Dance***

In February of 2017, the Regina Police Service hosted the 11<sup>th</sup> Annual Round Dance. The Round Dance is a social gathering of communities that occurs during the winter months to honour, celebrate and memorialize. The gathering is an interaction between the



community and police officers in a traditional setting to demonstrate the Service's willingness to take part in and understand the traditional values of the Indigenous community.

The 2017 Round Dance had approximately 1500 participants from many Indigenous communities and the Regina Police Service.



### ***Cadet Program***

In 2017, the Regina Police Service continued a partnership with the Wichitowin Foundation Inc., and the RCMP and delivered the 13<sup>th</sup> class of Community Cadet Corps (CCC) in the North Central Community. There were 13 cadets in the 2017 class.

The CCC was developed by the RCMP and was modeled after the Air/Army Cadet programs. The goal was to provide youth aged 12-18 who are active in school, the opportunity to learn discipline and goal setting. Although there is a strong military component which includes drill

and marching, there is also a sport and recreational component which allows for fun, healthy competition, teamwork and common goal setting.

The CCC is targeted to youth who display behaviours which make them more likely to come in contact with the law.

The CCC has a role modeling and self-disciplinary approach in its program delivery to guide Cadets to develop healthy adolescent behaviours in school. Its aim is to promote healthy self-confidence and provide leadership role models for newer cadets.

Cultural Relations Officers from the Cultural and Community Diversity Unit provide oversight and leadership to the cadets in this program.

### ***Other Community Events***

Each year, the Regina Police Service also participates in *many* other community events to develop relationships with organizations committed to inclusion. In 2017, these included but were not limited to:

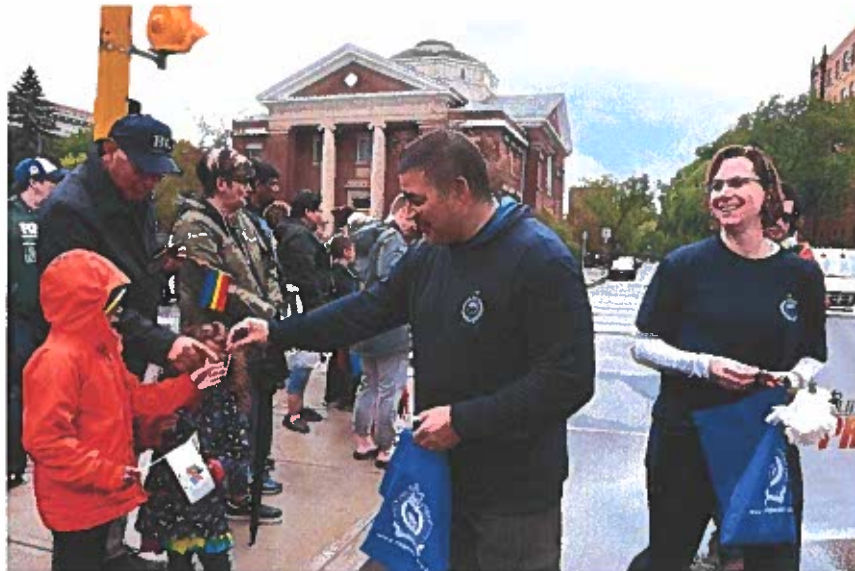
- Members from the Community Services Division participated in the Indian Metis Fellowship Garden Chili Cup.
- Participated along with members of our Community Services Division in the Christmas lunch for Sacred Heart and Albert School at the Double Tree hotel.
- Organized and participated in the Sisters in Spirit Missing Women's Vigil on October 4, 2017.
- Participated in the First Nations University of Canada Spring and Fall Pow Wows.
- Participated in Treaty 4 Days in Fort Qu'Appelle – taking part in the feast, parade and interactive career fair.
- Participated in an annual event called "CluedInClude" in partnership with the Open Door Society, Regina Treaty Indian Status Services and the Multicultural Council.

- Participated in the North Central Smudge Walk in June 2017.
- Participated in Camp Fyrefly and the Queen City Pride Parade.
- Involved in weekly collaboration with the Regina Multicultural Council and their members.
- Participated in Ramadan meals in Victoria Park.
- Assisted with organization of the annual Mosaic Festival and provided increased visual presence during the event.



- Participated in National Aboriginal Day June 21, 2017 event at Wascana Park, Circle Project and the Paul Dojack Youth Centre.
- Had a partner booth at Regina Police Service Showcase event in May 2017 with the Regina Open Door Society.
- Took part in the Vaisakhi Nager Kirtan Parade hosted by the Sikh community in Regina.
- Participated in the Santa Claus Parade with the Regina Police Service float, the Aboriginal Police Preparation Program students from Sask Polytechnic and the Community Cadet Corps.

- Participated on the planning committee for Spring Free from Racism.
- Sat on the steering committee for Women at High Risk of Abuse: Migrant, Aboriginal and Women with Intellectual and Health Disabilities (this is in partnership with the Institute for Research and Development on Inclusion and Society), Regina Immigrant Women and the Newo Yotina Friendship Centre.
- Sat on the steering committee for Interpersonal Violence and the Workplace (led by PATHS – Provincial Association of Transition Houses and Services of Saskatchewan).
- A member of the unit was elected to the UR Pride Board of directors.



- Delivered training to municipal police members at the Saskatchewan Police College on topics such as Indigenous cultures and protocols, Sikhism, hate crimes, honor-based violence and LGBTQ awareness.
- Various other partnerships with agencies such as: First Nations University of Canada Student Association, Saskatchewan Polytechnic Aboriginal Students Association, University of Regina Aboriginal Students Centre, Gabriel Dumont Institute, Newo Yotina

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Friendship Centre, Saskatchewan Polytechnic Aboriginal Police Preparation Program, City of Regina, TransSask Support Services, Trans Umbrella Foundation, Intercultural Dialogue Institute, Regina KidSport, Regina Region Local Immigration Partnership (RRLIP) and many more.



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## **Part IV: Recruitment and HR**

### ***Aboriginal Recruitment Liaison Officer***

In response to the elimination of the SPARC (Saskatchewan Police Aboriginal Recruiting Committee) program, the Regina Police Service sought to maintain and increase contacts and relationships with the Aboriginal community for the purpose of recruitment. An Aboriginal Recruitment Liaison Officer position was created in 2016. Initially created as a pilot project, the role has dual responsibility – building community relationships and active recruitment for both sworn and civilian positions. The position was established as a permanent position in 2017.

### ***Saskatchewan PolyTechnic – Aboriginal Police Preparation Program***

Through involvement with SPARC, the Regina Police Service has developed a partnership with Saskatchewan Polytechnic (formerly SIAST) and the Aboriginal Police Preparation Program. This program runs for 28 weeks and is offered in Prince Albert, Saskatoon and Regina. Although our involvement is focused on the Regina class, recruiting presentations are also made to the Saskatoon and Prince Albert classes.

The recruiting officer makes frequent visits to the Regina campus, allowing relationship building with students.

### ***Partnerships***

In 2017 informal partnerships were continued through contacts with the Aboriginal Student Employment Centre at the University of Regina and the Saskatchewan Indian Institute of Technology. Recruiting and career presentations were made to classes to inform of all opportunities with the

Service and to answer questions. The Recruiting Sergeant, Aboriginal Recruitment Liaison Officer and the Civilian HR Consultants continue to participate in community events, career fairs and academic programs which allow them to access potential diversity candidates.

### ***Treaty Four Citizen's Police Academy***

In 2017, the Regina Police Service coordinated and delivered the 12<sup>th</sup> annual Treaty Four Citizen's Police Academy. Aboriginal candidates were invited to participate in a one week workshop held in May at the Saskatchewan Police College. Candidates were required to stay in residence and attend classes and training in an effort to simulate the experience of Police College and increase their knowledge of policing in Saskatchewan. Candidates are identified through contacts in the Aboriginal communities. The Tribal Councils actively support this initiative of promoting policing within the First Nation communities and within municipal and RCMP police services.



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In 2017, there were 16 participants (11 male, 5 female; 8 visible minority and 3 Indigenous) in the Treaty Four Citizen's Police Academy.

### ***Mentorship Program***

In September 2008, the Regina Police Service implemented a mentorship program. The mandate of this program is to increase the number of sworn diversity employees within the Service and to provide an opportunity to coach and develop prospective employees to increase the probability of success in being employed. Areas of development include but are not limited to: fitness, report writing, and public speaking. To date the program has mentored six individuals, three of whom are now police members and one civilian member.

After being identified through the regular recruiting process, a mentorship candidate began in January of 2017. It is expected that this candidate will complete their term in 2018 and compete for Police College.

### ***Summer Students***

An Aboriginal/Diversity Summer Student program was implemented in 2004. Initially the program targeted Aboriginal students but in 2011 was expanded to include visible minority candidates. Funding is in place for three students for four months each summer. Positions vary depending upon organizational need but generally include entry level clerical or Information Technology positions. Two of the original summer student candidates are now employed full time with the Regina Police Service while several others have remained on as casual employees while they complete their education.

In 2017, three summer students were hired: all three were visible minority and one has remained on as a casual employee.

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## ***Working Environment***

Other continued initiatives include working with and educating employees about the importance of having a work life balance; focus on general physical health and emotional wellness; and the investigation of new human resource initiatives such as sabbaticals, external work exchanges and job shadowing.

## ***Retention and Career Development***

All members are encouraged to discuss their career plans with their supervisors. Likewise, supervisors are encouraged to engage their members/staff in career path discussions. Employees may forward requests for training to Human Resources for consideration at any time. In addition, supervisors attach a career path form, completed by the employee, to the employee's annual performance evaluation. The documents are forwarded to Human Resources for tracking and training considerations.

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## Part V: Going Forward

In 2018 the Regina Police Service will continue to maintain and develop relationships to enhance our diversity, both within our workforce and in the community. Some of the actions planned to assist us in achieving our goals are:

- Continue recruiting efforts in diversity areas by focusing on female organized sports teams, diversity career fairs, and outreach to diverse educational and community groups.
- Continue to develop the Aboriginal Recruitment Liaison position to best meet the needs of the community and our Service.
- Increase our representation at career fairs focusing on First Nations communities.
- Continue with the "Aboriginal Students Police Academy" in partnership with the File Hills Qu'Appelle Tribal Council focusing on First Nations communities surrounding Regina.
- Continue to deliver training in key areas in relation to cultural diversity. Topics for 2018 include education on Truth and Reconciliation.
- Continue involvement in the Cadet Program, Treaty Four Citizen's Police Academy, Round Dance and all other community events which the Regina Police Service participates in, as well as seeking new opportunities to expand relationships.
- Continue existing diversity development programs such as the Mentorship and Summer Student programs.
- Explore new ways to increase our applicant pool from all of the target demographics.



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## **Part VI: Tables**

***Table 1: Workforce Analysis (Total Staff)***

**Regina Police Service**  
**2017 Workforce Analysis**  
 Actuals as of December 31, 2017

**TABLE 1**  
**Total Staff**

Occupational Groups	Workforce Analysis of Total Staff by Occupational Groups														
	Total Women		Aboriginal People		People with Disabilities		Visible Minority		Total		Total		Total		
	Total	%	Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%	
POLICE	406	25.9%	105	11	31	42	10.3%	20	20	40	9.9%	1	21	22	5.4%
CIVILIAN PERMANENT	170	72.4%	123	6	2	8	4.7%	12	1	13	7.6%	13	8	21	12.4%
CIVILIAN NON-PERMANENT	34	67.6%	23	2	1	3	8.8%	4	0	4	11.8%	2	5	7	20.6%
<b>Total</b>	<b>610</b>	<b>41.1%</b>	<b>251</b>	<b>19</b>	<b>34</b>	<b>53</b>	<b>8.7%</b>	<b>36</b>	<b>21</b>	<b>57</b>	<b>9.3%</b>	<b>16</b>	<b>34</b>	<b>50</b>	<b>8.2%</b>

\* Police is the only occupational group which meets the SHRC's definition: "Women are considered underrepresented in an occupational classification if they occupy less than 46% of positions in that occupation."

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**Table 2: Workforce Analysis (Occupational Groups)**

**Regina Police Service**  
**2017 Workforce Analysis**  
 Actuals as at December 31, 2017

**TABLE 2**  
**Total Staff Breakdown by Occupational Groups**

Occupational Groups	Police												
	Women			Aboriginal People			People with Disabilities			Visible Minority			
	Total	%	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%
CHIEF	1	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0.0%
DEPUTY CHIEF	1	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0.0%
SUPERINTENDENT	2	0.0%	0.0%	0	0	0	0	0	0	0	0	0	0.0%
INSPECTOR	8	37.5%	25.0%	1	2	0	0	0	0	0	0	0	0.0%
STAFF SERGEANT	14	7.1%	14.3%	1	2	1	1	1	1	1	1	1	7.1%
SERGEANT	63	20.6%	14.3%	2	7	3	3	3	6	9.5%	8	8	12.7%
CORPORAL	56	13	23.2%	2	4	3	1	4	7.1%	2	2	2	3.6%
CONSTABLE	253	70	27.7%	5	18	14	15	29	11.5%	1	9	10	4.0%
SPECIAL CONSTABLE	8	5	62.5%	0	0	0	0	0	0.0%	0	1	1	12.5%
<b>Total</b>	<b>406</b>	<b>105</b>	<b>25.9%</b>	<b>11</b>	<b>31</b>	<b>42</b>	<b>20</b>	<b>40</b>	<b>9.9%</b>	<b>1</b>	<b>21</b>	<b>22</b>	<b>5.4%</b>
<b>Civilian Permanent</b>													
Occupational Groups	Women			Aboriginal People			People with Disabilities			Visible Minority			
	Total	%	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%
	SENIOR MANAGERS	9	66.7%	22.2%	1	2	0	0	0	0.0%	1	0	1
MIDDLE MANAGERS/SUPV.	17	13	76.5%	1	0	3	0	3	17.6%	1	0	1	5.9%
PROFESSIONAL	18	13	72.2%	2	1	3	0	0	0.0%	2	0	2	11.1%
TECH SUPPORT	14	3	21.4%	0	0	0	0	0	0.0%	0	2	4	42.9%
GARAGE/MAINT/EV. MGMT	19	4	21.1%	0	0	0	1	1	5.3%	0	3	3	15.8%
CLERICAL ADMIN SUPPORT	66	59	89.4%	1	0	1	3	0	4.5%	7	1	8	12.1%
COMM OFFICERS	27	25	92.6%	1	0	1	6	0	18.5%	0	0	0	0.0%
<b>Total</b>	<b>170</b>	<b>123</b>	<b>72.4%</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>1</b>	<b>7.6%</b>	<b>13</b>	<b>8</b>	<b>21</b>	<b>12.4%</b>
<b>Civilian Non-Permanent</b>													
Occupational Groups	Women			Aboriginal People			People with Disabilities			Visible Minority			
	Total	%	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%
	CLERICAL/ADMIN. SUPPORT	9	9	100.0%	2	0	2	2	0	22.2%	0	0	0
COMM OFFICER	13	10	76.9%	0	0	0	1	0	7.7%	2	0	2	15.4%
MATRON/CLNR/CARETAKER	5	3	60.0%	0	0	0	1	0	20.0%	0	2	2	40.0%
CHAPLAIN/ELDER	3	0	0.0%	0	0	0	0	0	0.0%	0	2	2	66.7%
MENTORSHIP	1	0	0.0%	0	1	1	100.0%	0	0.0%	0	0	0	0.0%
TECH SUPPORT	1	1	100.0%	0	0	0	0	0	0.0%	0	0	0	0.0%
GARAGE ATTENDANT	2	0	0.0%	0	0	0	0	0	0.0%	0	1	1	50.0%
<b>Total</b>	<b>34</b>	<b>23</b>	<b>67.6%</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>11.8%</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>20.6%</b>

\* Police is the only occupational group which meets the SHRC's definition: "Women are considered underrepresented in an occupational classification if they occupy less than 46% of positions"

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**Table 3: Workforce Analysis (Management Staff)**



## Regina Police Service

Table 3: As at December 31, 2017

WORKFORCE ANALYSIS OF MANAGEMENT STAFF															
Distribution of Equity Group Members at End of Reporting Year															
Occupational Groups	Total	Female Employees		Aboriginal Employees			Employees with Disabilities			Visible Minority Employees					
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Senior Managers	21	10	47.6%	2	2	4	19.0%	0	0	0	0.0%	1	0	1	4.8%
Middle Managers	150	40	26.7%	6	12	18	12.0%	8	5	13	8.7%	1	11	12	8.0%
<b>Total</b>	171	50	29.2%	8	14	22	12.9%	8	5	13	7.6%	2	11	13	7.6%

F = Female M = Male T = Total

\*Occupational groups may be established by each sponsor according to its own organizational needs and operations.

### NOTES

1. Please count each job incumbent as an employee, whether that person is full-time or part-time, permanent or non-permanent.
2. Please highlight in **bold type** those occupational groups where women represent less than 47 percent of employees in that group.
3. Senior managers consist of Chief Executive Officers, Presidents and Vice-Presidents.
4. Middle managers are managers (other than senior managers) who have managerial or supervisory responsibilities.
5. Senior managers (sworn) consist of the rank of Inspector and above.
6. Middle managers (sworn) consist of the ranks of Corporal to Staff Sergeant.