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The Regional Municipality of Durham Information Report

From: Chief Administrative Officer
Report: #2024-INFO-82
Date: November 29, 2024

Subject:

Development of a Municipal Diversity Plan for Appointments to the Durham Regional Police Service Board

Recommendation:

Receive for information.

Report:

1. Purpose

1.1 The purpose of this report is to discuss the new requirement, under the Community Safety and Policing Act, 2019, for municipalities to develop a Municipal Diversity Plan for appointments to police service boards.

2. Background

2.1 Effective April 1, 2024, the Police Services Act was repealed and replaced with the Community Safety and Policing Act (CSPA), 2019 to modernize policing and enhance community safety.

2.2 Included in the revised CSPA is legislation that requires local councils to set the size of police service boards, consider diversity in relation to the appointment of members to police service boards, and establish consistent mandated training requirements for board members and members of the police service.

3. Municipal Diversity Plan

3.1 When new appointments to a police service board are made, the CSPA now requires municipalities to take reasonable steps to promote the opportunity to members of socio-demographic groups that have been historically underrepresented on police service boards.

- 3.2 Section 28 of the CSPA requires municipalities to prepare and approve a Municipal Diversity Plan. The responsibility of the development and approval of this plan falls to the relevant municipality:
- CSPA, section 28 (1) “Every municipality that maintains a municipal board shall prepare and, by resolution, approve a diversity plan to ensure that the members of the municipal board appointed by the municipality are representative of the diversity of the population in the municipality.”
- 3.3 The appointment process that will be prescribed in the Municipal Diversity Plan will apply to both appointees from the community and members of Regional Council that will sit on the police service board.
- 3.4 The Region’s first Municipal Diversity Plan must be approved by Regional Council before April 2, 2025. The Region is responsible for reviewing and completing any revisions to the Plan at least every four years and publishing the plan online.
- 3.5 The principal goal of the Plan is to ensure **members of the police service board** are reflective of the diverse communities it serves. The Plan will establish minimum requirements for appointees and a prescribed selection process.
- 3.6 The development of the Municipal Diversity plan will be led by the Diversity Equity and Inclusion Division of the CAO's office in collaboration with Legislative Services and include a set of guiding principles to serve as a foundation for the police service board’s own strategies and plans. Under the CSPA, police service boards are also required to create their own Diversity Plans to ensure that the **members of the police service** reflect the diversity of the communities over which the board has policing responsibility.
- 3.7 Under the CSPA, Regional Council is also required to adopt a resolution determining the size of the police service board prior to the start of the next term of office. Failure to do so will result in the police service board defaulting to a size of five members. A recommendation to confirm the size of the police service board will be included alongside the proposed Municipal Diversity Plan for Council’s consideration.

4. Relationship to Strategic Plan

- 4.1 This report aligns with/addresses the following strategic goals and priorities in the Durham Region Strategic Plan:
- Goal 2: Community Vitality: To foster an exceptional quality of life with services that contribute to strong neighborhoods, vibrant and diverse communities, and influence our safety and well-being.
 - Goal 4: Social Investment: To ensure a range of programs, services and supports are available and accessible to those in need, so that no individuals are left behind.

5. Conclusion

- 5.1 A Municipal Diversity Plan will prescribe a process for appointments to the Region's police service board to ensure members are representative of the diversity of the population of Durham. The Plan also ensures the appointment process is equitable and transparent.
- 5.2 Staff will report back to the Committee of the Whole with a Municipal Diversity Plan in February 2025. This will provide sufficient time for review, revision, and approval ahead of the CSPA's April 2, 2025 deadline.
- 5.3 For additional information, contact: Allison Hector-Alexander, Director Diversity, Equity, and Inclusion at 905-668-7711, extension 3893.

Respectfully submitted,

Original signed by

Elaine C. Baxter-Trahair
Chief Administrative Officer