



North Bay Police Service Board

By-Law # 25 Diversity Plan

Legislative Reference / Authority:

Community Safety and Policing Act (CSPA), Regulations and *Human Rights Code*

1. Preamble

- a. As prescribed in the *Community Safety and Policing Act (CSPA)* and through Regulation the North Bay Police Service Board shall establish policy(ies) consistent with the *Act*, Regulation(s) and any other applicable legislation.
- b. It is the policy of the North Bay Police Service Board with respect to a plan supporting diversity, equality and inclusion that pursuant to Section 37 of the *CSPA* it will establish a Diversity Plan to ensure the workforce of the North Bay Police Service reflects the diverse population of the area for which the Board has policing responsibility.
- c. The goal of this plan is to ensure the personnel of the North Bay Police Service are reflective of the diverse community it serves. In part this will be achieved through enhancing relationships with the diverse communities within our policing jurisdiction and surrounding area. The results in developing and implementing a diversity plan will culminate with the understanding that diversity, equality and inclusiveness will make the Police Service better equipped to respond to challenges, attract top talent and serve our diverse population base.
- d. Engaging in this opportunity will in-part bolster the Board's commitment to the Service's Strategic Plan, which in part includes:
 - i. Vision of "a safe, engaged, and inclusive community;
 - ii. Mission "through strength in our members and collaboration with our community partners, the North Bay Police Service provides progressive and responsive policing to our public"; and
 - iii. Our values " excellence in policing, pride in professionalism, compassion for those in need, Honesty, integrity, growth and teamwork".

2. Definitions

- a. Plan refers to the North Bay Police Service Board's Diversity plan pursuant to section 37 (1) (e) of the *CSPA*.
- b. Diversity encompasses psychological, physical, and social differences that occur among any and all individuals. This includes but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender



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identity, sexual orientation, mental or physical ability, genetic information and learning styles.

- c. Equality in its simplest terms means the right of different groups of people to receive the same treatment.
- d. Inclusion refers to the act or practice of including and accommodating people who have historically been excluded because of their race, gender, sexuality, or ability. It fosters an environment where everyone feels a genuine sense of belonging and value.

3. Policy

In further support of this Plan the Chief of Police shall develop procedure(s) that not only enhance this plan but provides guidance to demonstrate the Service's commitment to diversity, equality and inclusiveness in the workplace by setting out the necessary steps to be taken. The procedure(s) shall include but is not limited to:

- a. Ensuring the Service's recruitment and selection process and associated procedure are reflective of the purpose of this Plan;
- b. Providing instruction to the Training Section to develop training related to diversity, equality and inclusiveness that all current and future personnel shall receive;
- c. Forming a committee(s) to manage the overall implementation of the plan while exploring how to deal with any barriers to the implementation of the plan;
- d. Communicate the objectives of the Board's Plan by issuing media releases, use of social media and conduct interviews to advocate the implementation of the Plan and its significance to the community;
- e. Engage with groups that support diversity, equality and inclusion;
- f. Focus on attracting individuals through recruiting efforts;
- g. Identify and collaborate with community partners to assist in identifying individuals and groups of persons of our diverse community and identify mechanism to attract potential recruits and new civilian personnel.
- h. Developing a mechanism(s) to evaluate results and to enhance improvements.



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Read the first time this 18th day of June 2024.

Read the second time this 18th day of June 2024.

Read the third time this 18th day of June 2024.

R. Stivrins
Board Chair