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April 5, 2011

To: Members,
Board of Police Commissioners

Re: Employment Equity Plan 2010 – Annual Report

RECOMMENDATION

Receive and file.

CONCLUSION

The Regina Police Service is committed to becoming increasingly reflective of the community it serves.

BACKGROUND

The Saskatchewan Human Rights Commission (SHRC) provides the Regina Police Service with Employment Equity Reporting Guidelines. The SHRC asked sponsors to provide the following information:

1. Workforce data (statistical report); and
2. A brief narrative description of significant actions taken to implement the organization's equity plan.

These two components constitute the sponsor's annual monitoring report. Sponsors with a year-end of December 31st are asked to provide reports by March 31, 2011. Please refer to the attached for a copy of the Regina Police Service's Employment Equity Plan 2010 Annual Report.

The SHRC posts sponsor reports on its equity site. This promotes the transparency and accountability of equity programs and facilitates information sharing and networking.

Since the inception of the Regina Police Service plan in 1992, employment equity totals have increased over the years. A comparison of progress from 1992 thru to 2010 along with SHRC 2012 Goals is as follows:

Regina Police Service Employment Equity Statistical Comparison				
Category	1992	2009	2010	SHRC 2012 Goals
Women (in underrepresented occupations)	4.0%	22.1%	21.9%	47.0%
Aboriginal People	3.0%	8.3%	10.4%	13.1%
People with Disabilities	1.7%	3.3%	4.6%	9.7%
Visible Minority	1.2%	4.2%	4.8%	6.6%

*Women are considered underrepresented in an occupational classification if they occupy less than 47% of positions in that occupation.

The attached material shows improvement in workforce representation for all groups except Women (in underrepresented occupations), which showed only a slight decrease.

DISCUSSION

In 2010 the Regina Police Service continued to demonstrate management commitment and leadership towards a representative workforce and inclusive work environment.

The Regina Police Service's 2008-2010 Strategic Plan supports equity initiatives and directives "by continuing to implement the Human Resource Strategic Recruiting Plan." The Regina Police Service's 2011-2014 Strategic Plan continues to support our equity initiatives through Recruiting and Employee Development goals, which will have "a focus on First Nations and newcomer communities.

Human Resources will continue to monitor the Regina Police Service workforce demographic analysis and proactively address trends impacting the SHRC 2012 employment equity objectives.

RECOMMENDATION IMPLICATIONS

Financial Implications

None with respect to this report.

Environmental Implications

None with respect to this report.

Strategic Implications

To continue recruiting qualified personnel who are representative of the community we serve and strive to meet the SHRC 2012 employment equity goals.

Other Implications

None with respect to this report.

COMMUNICATIONS

The attached report will be filed with the Saskatchewan Human Rights Commission following approval by the Board. This report will also be available for viewing by all Regina Police Service employees following its submission to Saskatchewan Human Rights Commission.

Respectfully submitted,



Troy Hagen,
Chief of Police



REGINA POLICE SERVICE

EMPLOYMENT EQUITY PLAN 2010 ANNUAL REPORT

- EXECUTIVE SUMMARY -

The following is the Regina Police Service's Employment Equity Plan 2010 Annual Report in accordance with the Employment Equity Reporting Guidelines (Your File: A2089) of the Saskatchewan Human Rights Commission.

The report includes the required workforce data (statistical reports) and a brief narrative of significant actions taken in 2010 to enhance the organization's equity plan including management leadership; recruitment of equity groups; retention and career development; working environment; and staff training and awareness.

The Regina Police Service 2008 – 2010 Strategic Plan continues to support, foster and promote respect for individual rights, freedoms and multicultural diversities within our community and within our workplace. In 2010, the Regina Police Service developed the 2011-2014 Strategic Plan which continues with these principles.

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REGINA POLICE SERVICE

The Regina Police Services' Employment Equity Plan 2010 Annual Report is hereby submitted in the required format and time frame to meet the requirements for continued approval. This report contains the required workforce data (statistical report) and six narrative parts: management leadership; recruitment of equity groups; retention and career development; working environment; staff training and awareness; and collective agreement language relating to employment equity.

Part I. Workforce Data:

In 2010, the following figures were stated by the Saskatchewan Human Rights Commission as their 2012 long-term goals:

Women in underrepresented occupations	47.0%
Aboriginal People	13.1%
People with Disabilities	9.7%
Visible Minority	6.6%

The Regina Police Service has modified their goals to match those of the Saskatchewan Human Rights Commission.

The below table provides a statistical overview of the Regina Police Service's progression in obtaining the Saskatchewan Human Rights Commission goals.

	1992	2007	2008	2009	2010
*Women (in under represented occupations)	4.0%	21.3%	20.5%	22.1%	21.9%
Aboriginal People	3.0%	8.0%	8.0%	8.3%	10.4%
**People with Disabilities	1.7%	4.8%	5.8%	3.3%	4.6%
Visible Minority	1.2%	4.5%	3.5%	4.1%	4.8%

*Total female population as shown in Part III, Table 1 is 38.9%.

**The increase in the People with Disabilities category is a result of more individuals requiring accommodation in the 2010 calendar year. This number fluctuates based on the Service's accommodation needs.

Part II. Narrative Report

1. Management Leadership:

The Regina Police Service's 2008– 2010 Strategic Plan embraces equity initiatives and directives. The Regina Police Service Strategic Plan states support of the Employment Equity Program "by continuing to implement the Human Resource Strategic Recruiting Plan".

Objective 2.1.1: The Executive Director will ensure the strategic recruiting plan is built into normal and achievable Human Resource business processes. Components include: continuous improvement of the application-selection process; informed decisions on future resource needs; sustained recruiting media strategies; a diversity mentorship program; a civilian application database; and proactive efforts to attract Employment Equity candidates. The Executive Director will provide a report to Executive Committee outlining progress on and enhancements to strategic recruiting processes and initiatives.

Objective 2.1.2: The Inspector i/c Human Resources will monitor the Regina Police Service workforce demographic analysis and proactively address trends impacting our 2012 Employment Equity objectives. Examples of proactive activities include the continuation of the Civilian Diversity Summer Student Program, the Treaty Four Citizens' Police Academy and the Diversity Mentorship Program. The Regina Police Service's employment equity component of the overall personnel establishment will show an increase each year.

Objective 2.1.3: The Executive Director will develop and implement mentorship programs for recruits and for Aboriginal applicants that will assist them through the recruitment and selection processes and establish them successfully early in their careers. The programs will include a tracking mechanism to enable evaluation. The programs will be developed and implemented by December 31, 2008. This program is ongoing; please refer to #2, Recruitment of Equity Groups, Mentorship Program for additional information.

Objective 2.5.1: By ensuring recommendations from The Commission on First Nations and Métis Peoples and Justice Reform and The Commission into Matters Relating to the Death of Neil Stonechild related to cultural training are reflected in the delivery practice and course content of cultural training offered by the RPS. The recommendations are:

"This Commission recommends that all police services invite members of the First Nations and Métis communities to evaluate the effectiveness of existing cultural awareness programs and implement changes as required." (The

“That municipal police officers receive in-depth training in race relations. The training should include information about Aboriginal culture, history, societal and family structures. A refresher course should be provided every three years. It is important that course leaders include Aboriginal peace officers, including members of the RCMP. (The Commission into Matters Relating to the Death of Neil Stonechild-Recommendation 7).

2. Recruitment of Equity Groups

Treaty Four Citizens' Police Academy (T4CPA):

In 2010, the Regina Police Service entered into partnerships to implement and deliver the Treaty Four Citizen's Police Academy for the sixth year in a row. The Regina Police Service invited police agencies on the Saskatchewan Police Aboriginal Recruiting Committee (SPARC) working group to participate in the Treaty Four Citizens' Police Academy, by way of instructing, doing presentations and acting in a support role. Ongoing initiatives by SPARC have made contacts across the province with Aboriginal communities, resulting in applicants for the Treaty Four program and subsequently the police services. SPARC, its members and the partnerships formed within the Committee have been instrumental in ensuring the continued success of this program. The Tribal Councils actively support this initiative of promoting policing within the Aboriginal communities and within the municipal and RCMP police services.

SPARC

The Saskatchewan Police Aboriginal Recruiting Committee (SPARC) is committed to implementing diverse and non-discriminatory recruitment and retention practices for police services in the province of Saskatchewan to assist them in becoming reflective of the communities they serve. SPARC works toward identifying barriers to employment, preparing Aboriginal candidates to achieve success in policing careers and establishing Saskatchewan police services as the employer of choice. The Committee anticipates that its practices and goals will serve as a model to increasing diversity of all ethnicities, cultures, and backgrounds throughout Saskatchewan police services.

Mentorship Program

In September 2008, the Regina Police Service implemented a mentorship program. The mandate of the program is to increase the existing number of sworn diversity employees within the Regina Police Service and it provides the Service an opportunity to coach perspective employees in areas that they may need to be strengthened in. Examples of such areas include but are not

limited to: fitness, report writing, and public speaking. To date, the Program has mentored 5 individuals of which two are now police members.

Recruiting

In response to the challenging labour market, the Recruiting Unit of the Regina Police Service has explored and initiated innovative recruiting and advertising initiatives. The hiring process is adapted on an ongoing basis to meet these needs. The Recruiting Unit works closely with the Cultural Unit to identify and encourage diversity candidates. The Recruiting Unit will continue to strive to be flexible and progressive to meet the needs of the Service. The 2011-2014 Strategic Plan includes the development of a Cultural Relations Officer/Diversity Recruiter to add to our ability to recruit qualified diversity candidates.

Summer Student Program

A Civilian Aboriginal/Diversity Summer Student program was implemented in 2004. Initially the program targeted Aboriginal students only but in the last year the program has been expanded to include visible minority candidates as well. Funding is in place for three students for four months each summer. Positions vary based on need but usually include entry level clerical or Information Technology positions. Two of the candidates are now employed full time with the Regina Police Service while several others have remained as casual employees while they complete their education.

3. Retention and Career Development

The Regina Police Service is undertaking a needs assessment for developing and implementing a formal career planning process for employees. The Civilian Recruiter and Inspector i/c of Human Resources have been and will continue to conduct meetings with all 3 year employees to discuss career pathing, skills needed and training required.

4. Working Environment

The Strategic Plan includes initiatives towards improving the working environment. "The Inspector i/c Human Resources will identify initiatives to enhance teamwork and a respectful workplace through the Respectful Workplace Committee."

The Employee Engagement Committee has been created and actively works on enhancing our workplace. A recognition budget has been provided to all divisions to recognize the hard work and dedication of staff.

An updated personal harassment policy has been approved and will be introduced in 2011.

An employee satisfaction survey remains in the development stage, and is part of the 2011-2014 Strategic Plan.

Continued initiatives include working with and educating employees about the importance of balancing work and personal life; general physical and emotional wellness; and investigating the feasibility of implementing new human resource initiatives (e.g., sabbaticals, external work exchanges, etc.)

5. Staff Training and Awareness

The Executive Officer continues to review all cultural training recommendations and develop appropriate cultural training for implementation. Cultural training has been incorporated into the training budget and delivered on a bi-annual basis starting in 2008. In 2010, nine 2 day Diversity training sessions were held. 290 people attended these sessions and an additional eight 2 day sessions are scheduled for early 2011.

The Regina Police Service has a Cultural Relations Unit whose members sit on many internal and external boards and committees. This unit coordinates the Regina Police Service Round Dance and works closely with community organizations such as the Open Door Society, Immigrant Women, RTSIS (Regina Treaty Status Indian Services), The Regina Multicultural Council and SIAST, to name a few.

As well, the Cultural Relations Unit assists officers on a daily basis pertaining to language barriers and providing information on different cultures and traditions when dealing with the public.

The Cultural Relations Unit has a strong working relationship with the Aboriginal community and continues to maintain and develop new relationships. Ongoing projects such as educational videos and language cards are being done in cooperation with the Regina Open Door Society and Immigration Canada. In order to meet the growing demands of an increasingly diverse population, an increase in the Cultural Relations Unit staffing complement will come into effect in 2011.

6. Collective Agreement Language Relating to Employment Equity

The Regina Police Association is directly involved in many committees within the Regina Police Service inclusive of the joint Policy and Procedure Committee, the Representative Workforce Committee and the Human Resource Development Program Committee.

PART III. Statistical Tables (required):

Table 1: Workforce Analysis of Total Staff by Occupational Group

Table 2: Workforce Analysis by Occupational Group

- Police
- Civilian Permanent
- Civilian Non-Permanent

Table 3: Workforce Analysis of Management Staff
(Included at the request of the Saskatchewan
Human Rights Commission)

Regina Police Service
2010 Workforce Analysis
 Actuals as of December 31, 2010

TABLE 1
Total Staff

Occupational Groups	Workforce Analysis of Total Staff by Occupational Group														
	Total Women		Aboriginal People		People with Disabilities		Visible Minority		Total		Total		Total		
	Total	%	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
POLICE	383	21.9%	84	10	33	43	11.2%	9	9	18	4.7%	4	12	16	4.2%
CIVILIAN PERMANENT	140	76.4%	107	6	2	8	5.7%	3	2	5	3.6%	6	2	8	5.7%
CIVILIAN NON-PERMANENT	42	69.0%	29	4	4	8	19.0%	3	0	3	7.1%	1	2	3	7.1%
Total	565	38.9%	220	20	39	59	10.4%	15	11	26	4.6%	11	16	27	4.8%

* 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 47% of positions in that occupation."

Regina Police Service
2010 Workforce Analysis
 Actuals as at December 31, 2010

TABLE 2
Total Staff Breakdown by Occupational Groups

Occupational Groups		Women			Aboriginal People			People with Disabilities			Visible Minority			
		Total	%	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%
Police														
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	1	12.5%	1	1	1	12.5%	0	0	0	0	0	0	0.0%
STAFF SERGEANT	15	1	6.7%	2	2	2	13.3%	0	0	0	0	0	0	0.0%
SERGEANT	59	10	16.9%	4	7	11	18.6%	0	3	3	5.1%	0	6	10.2%
CORPORAL	28	8	28.6%	3	3	6	21.4%	3	1	4	14.3%	3	0	10.7%
CONSTABLE	262	60	22.9%	3	17	20	7.6%	6	5	11	4.2%	1	6	2.7%
SPECIAL CONSTABLE	7	4	57.1%	0	3	3	42.9%	0	0	0	0.0%	0	0	0.0%
Total	383	84	21.9%	10	33	43	11.2%	9	9	18	4.7%	4	12	4.2%
Civilian Permanent														
Occupational Groups		Women			Aboriginal People			People with Disabilities			Visible Minority			
Total			%	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%
SENIOR MANAGERS	5	4	80.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%
MIDDLE MANAGERS/SUPV.	12	8	66.7%	2	0	2	16.7%	1	0	1	8.3%	0	0	0.0%
PROFESSIONAL	11	9	81.8%	0	2	2	18.2%	0	0	0	0.0%	0	0	0.0%
TECH SUPPORT	9	1	11.1%	0	0	0	0.0%	0	1	1	11.1%	1	2	22.2%
GARAGE/MAINT/EV. MGMT	17	4	23.5%	1	0	1	5.9%	0	1	1	5.9%	0	0	0.0%
CLERICAL ADMIN SUPPORT	63	59	93.7%	1	0	1	1.6%	2	0	2	3.2%	5	6	9.5%
COMM OFFICERS	23	22	95.7%	2	0	2	8.7%	0	0	0	0.0%	0	0	0.0%
Total	140	107	76.4%	6	2	8	5.7%	3	2	5	3.6%	6	8	5.7%
Civilian Non-Permanent														
Occupational Groups		Women			Aboriginal People			People with Disabilities			Visible Minority			
Total			%	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%
CLERICAL/ADMIN. SUPPORT	16	14	87.5%	3	2	5	31.3%	1	0	1	6.3%	0	0	0.0%
COMM OFFICER	8	7	87.5%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%
MATRON/CLNR/CARETAKER	7	6	85.7%	1	0	1	14.3%	2	0	2	28.6%	1	0	14.3%
CHAPLAIN/ELDER	5	0	0.0%	0	2	2	40.0%	0	0	0	0.0%	0	2	40.0%
MENTORSHIP	1	1	100.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%
TECH SUPPORT	1	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%
GARAGE ATTENDANT	4	1	25.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%
Total	42	29	69.0%	4	4	8	19.0%	3	0	3	7.1%	1	3	7.1%

* 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 47% of positions in that occupation."

Regina Police Service

Table 3: As at December 31, 2010

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	17	5	29%	0	1	1	0	0	0	0	0	0	0%
Middle Managers	114	27	23%	9	10	19	4	4	8	3	6	9	8%
TOTAL	131	32	24%	9	11	20	4	4	8	3	6	9	7%

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.

