

**Municipal Diversity Plan 2025**  
*pursuant to the Community Safety and Policing Act, 2019*

**Objective:** To ensure representation of the Peel Police Service Board (PPSB) is reflective of the diversity in the communities it serves.

**Strategic Alignment**

Establish alignment to foster a unified approach, to address any challenges or opportunities and to ensure that all initiatives work towards common objectives and outcomes.

**Community for Life**

**Vision:** Community for Life

**Mission:** Working with you to create a healthy, safe and connected community

**Long-Term Outcomes:**

- People’s lives are improved in their time of need.
- Communities are integrated, safe and complete.
- Government is future-oriented and accountable.

**DEI Strategy – DEI@Peel**

**Long-Term Outcomes:**

- Sense of belonging for all
- Community Well-Being
- Organizational Well-Being

**Alignment to DEI@Peel Activities and Initiatives:**

- Development of:
  - DEI core principles
  - DEI Standards, guidelines and tools
  - Responsibilities and mandatory training for governing bodies
  - DEI measurement framework

**Recommended Knowledge & Experience**

To ensure the members of the PPSB have the required knowledge and skills to effectively represent and make recommendations and decisions that impact the well-being and safety of the community, the following standards have been identified.

- Frontline not for profit, corporate and community experience
- Meaningful volunteer engagement – regular and long-term volunteer contribution
- Advocacy and mentorship experience with youth, newcomers and people facing both historical and current barriers
- Active commitment to sustainable change
- Understanding of mental health and wellness and the detrimental impact on diverse communities and peoples.

**Appendix I - Municipal Diversity Plan - Community Safety and Policing Act, 2019**

<p style="text-align: center;"><b>Community Representatives</b></p> <p>Community Representatives should have the following additional knowledge and/or experience:</p>	<p style="text-align: center;"><b>Council Representatives</b></p> <p>Council Representatives should have some or all of the following additional knowledge and/or experience:</p>	<p style="text-align: center;"><b>Provincial Representatives</b></p> <p>Provincial Representatives should have the following additional knowledge and/or experience:</p>
<ul style="list-style-type: none"> <li>• Demonstrated knowledge of diverse communities, peoples and groups</li> <li>• Knowledge and understanding of community groups and their specific issues and concerns</li> <li>• Working in/volunteering in work with diverse communities</li> <li>• Good understanding of your own power and privilege in relation to diverse communities</li> <li>• Understanding and knowledge of the realities/lived experience of diverse groups in the community</li> </ul>	<ul style="list-style-type: none"> <li>• Representative of diverse communities, peoples, and groups.</li> <li>• Understanding of government policy and programs.</li> <li>• Primary and secondary dimensions of diversity related to diverse communities, peoples, and groups.</li> <li>• Negative experiences and interactions with the police (first and second-hand experience)</li> </ul>	<ul style="list-style-type: none"> <li>• Mental health and first aid (MHFA) certified or be willing to acquire this in the first year</li> <li>• Knowledge and experience with diverse communities, peoples, groups, genders, etc.                             <ul style="list-style-type: none"> <li>○ Understand or be willing to learn that communities and groups are not monolithic</li> </ul> </li> </ul>
<p><b>Recommendations/Considerations for Improvements</b></p> <p>The following have been identified as steps that will embed DEI into process, policies and practices that will enable the selection of diverse candidates for the PPSB.</p>		
<p style="text-align: center;"><b>Community Representatives</b></p>	<p style="text-align: center;"><b>Council Representatives</b></p>	<p style="text-align: center;"><b>Provincial Representatives</b></p>
<ul style="list-style-type: none"> <li>• Review and revise <b><i>Policy G20-14, Community Member Appointments to Committees and Boards</i></b>, applying a DEI lens to all aspects of the policy and procedures to facilitate equitable practices and experiences</li> <li>• Incorporate a diverse interview and selection panel in the recruitment for the community representative for the PPSB, such as members of the Diversity, Equity and Anti-Racism Committee of Council</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the Peel community, peoples and groups and their unique needs and experiences</li> </ul>	<ul style="list-style-type: none"> <li>• A letter of support from the Regional Chair be sent to the Province to advocate for the provincial appointment process to adopt the required knowledge and experience for all PPSB members</li> <li>• Recommend and review the provincial recruitment process to ensure DEI principles are embedded and followed</li> <li>• Provincial representatives have knowledge and understanding of Peel communities, peoples and groups and their unique needs and experiences; and be a member of the Peel community</li> </ul>

## Appendix I - Municipal Diversity Plan - Community Safety and Policing Act, 2019

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| <ul style="list-style-type: none"><li>• Community representative should represent identities disproportionately experiencing harm from the police</li></ul> |  |  |
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### Overall Recommendations

#### **For Board Membership Selection:**

- Development and implementation of a skills matrix for the selection process for representatives to the PPSB
- Ensure diversity of the areas the Board serves is represented
- During the recruitment process clarify requirements for candidates outlined in the *G20-14 Community Member Appointments to Committees and Boards Policy* and address any critical questions to create a safe environment for participants during the selection process
- Involve members of the Diversity, Equity, and Anti-Racism (DEAR) Committee in the recruitment process to ensure that the voices of those disproportionately affected by police actions are represented