



Canada's Best
Diversity
Employers **2008**

PRESENTED BY **BMO**  **Financial Group**

Toronto Police Service

Employer Description

Toronto Police Service provides law enforcement services for the City of Toronto. The Service is the largest municipal police service in Canada with over 7,900 employees. In addition to the Service's headquarters in downtown Toronto, employees work from 17 division offices and 47 support units across the city. Established in 1834, the Toronto Police Service of today serves over 2.5 million residents living within Canada's largest metropolitan area.

Established: 1834 **Full-Time Employees:** 7733 **Employees who are women:** 28% **Of managers:** 5% **Employees who are visible minorities:** 19% **Of managers:** 2%

The Toronto Police Service was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ developing a recruitment strategy to hire from underrepresented groups, with impressive results -- nearly half of their new recruits in 2006 were members of equity groups, including women, Aboriginal people, visible minorities, LGBT and persons with a disability
- ▶ attending job fairs, community events and other functions to recruit new officers from the city of Toronto's various cultural and ethnic groups
- ▶ establishing a Diversity Management Unit in 2006 to oversee their diversity policy and procedures, diversity management and training programs and other related matters
- ▶ reviewing their promotional process to ensure it is equitable and accessible for women, visible minorities, Aboriginal people, LGBT employees and persons with disabilities

Recruiting for Diversity

In 2006, The Toronto Police Service established a Diversity Management Unit, to oversee diversity management training, human rights issues, and a diversity policy and procedure review of policies at the Service. The Unit's mandate is to develop a more inclusive workplace environment for members of equity groups throughout the Toronto Police Service. Diversity training is also mandatory for all civilian officers, and includes components in areas such as human rights, religious and cultural awareness, and issues related to Aboriginal, LGBT and disabled employees.

In an effort to ensure that officers more accurately reflect the communities they serve, Toronto Police Service also has developed a recruiting strategy to increase the number of new recruits from the various equity groups. As part of this the Service also sets up recruitment booths at numerous ethnic community affairs and celebrations throughout year to attract potential visible minority candidates. The collective results of these efforts are demonstrated through the Service's appointment of its first visible minority deputy Chief of Police, and the recent fact that fully one-third of the Service's new recruits were from visible minority groups last year.

"I was quite nervous about the application process for Toronto Police, but the recruiting section was extremely helpful, and explained the process to me very clearly. The officers were very friendly and approachable, and supported me every step of the way throughout my application process. I don't think I could have done it without their help."

- Alan Cheng, Cadet-in-Training

In a similar undertaking, the Toronto Police Service has recently reviewed the accessibility and equity policies of their recruitment process for employees from other diversity groups, including women, Aboriginal persons, persons with disabilities, and LGBT individuals. The extensive review involved input from executive