



# PROGRESS REPORT

- 2022 -



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# INTRO

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The year 2020 marked an important call to action among police services across the globe.

The death of George Floyd, a 46-year-old black man who was murdered while in police custody, prompted a year of necessary change and awareness in policing.

Conversations surrounding Equity, Diversity and Inclusivity (EDI) began towards the latter part of 2019 for the CPS, and while the pandemic may have stalled some of these efforts, the death of George Floyd was a clear indication that EDI in policing must become a priority. His death greatly influenced the level of trust and confidence in police, resulting in a call to action for change.

In 2020, the CPS embarked on a journey to become an organization that is reflective and understanding of the communities it serves. As an organization, we are compelled to reflect on our values of equity, diversity and inclusion and the reality of the lived experiences of many diverse communities. In doing so, the CPS committed to developing an Equity, Diversity and Inclusivity Action Plan.

The following report will highlight the actions that have been taken by the CPS since 2020 to become an organization that prioritizes Equity, Diversity and Inclusivity.

## EDI ACTION PLAN

The CPS identified Staff Sergeant Tracey Pilon to lead the development of the EDI Action Plan. The plan was established with the intention to increase awareness of diversity issues within the CPS; ensure equitable treatment of all people; and, promote better relations between CPS employees and diverse communities. In September of 2020, a Framework for the Action Plan was presented to and endorsed by the Cornwall Police Services Board.

## POLICY STATEMENT

It is the Policy of the Cornwall Police Service to:

a) Provide the fullest possible services in a prompt, fair, and equitable manner to all persons, without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability contrary to the Ontario Human Rights Code;



b) Extend fair and equal treatment under the law to every community and individual without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability contrary to the Ontario Human Rights Code;

c) Maintain a respectful and co-operative relationship with all communities recognizing their racial, cultural, religious and linguistic diversity, thereby fostering the kind of community support that is essential to maintain a safer community together; and,

d) Maintain a discrimination-free workplace for all members, ensure that the organization is bias-free, and that it reflects the racial diversity of the community.

## TRAINING

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Each year, the CPS invests in EDI-related training which is mandatory for all members to attend. In 2022, the CPS was pleased to offer two service-wide training sessions:

### **INTRODUCTION TO EDI - OVERVIEW OF INCLUSION AND UNCONSCIOUS BIAS TRAINING – HOSTED BY ANNE MARIE SHROUDER – JANUARY 2022:**

Annemarie Shrouder has spent more than 20 years in the field of Diversity and Inclusion as a facilitator, consultant, and international speaker. A Diversity & Inclusion expert with a Masters focusing on Bias Awareness, Annemarie assists in the creation of healthy workplace communities using her Signature Methodology: the ABCs of Inclusion.

### **INDIGENOUS AWARENESS TRAINING - LIFE-CIRCLE CONSULTING – NOVEMBER 22, 2022 AND NOVEMBER 29, 2022:**

Life-Circle Consulting provided CPS members with a unique approach to Indigenous Awareness. Based on the PhD work of Managing Partner Michael Gauthier, a survivor of the trauma caused by residential schools, the team of Mr. Gauthier and retired Senior Executive, Mr. Mark Ethier, recognize historical facts with today's realities with an emphasis of creating a positive collaborative future.

In addition to the service-wide training sessions, several senior members also participated in training specific to Indigenous Awareness:

### **ONTARIO ASSOCIATION OF CHIEFS OF POLICE (OACP) INDIGENOUS AWARENESS TRAINING:**

The OACP hosted an Indigenous Awareness Training Conference in November of 2022, which was attended by senior leaders of the CPS. This course was designed to

bring together police leaders to provide education, cultural awareness, and insight into issues impacting Indigenous peoples and policing in Ontario.

Some of the topics included, Indigenous history, Residential Schools, Indigenous policing, political structures in First Nations and issues impacting policing, as well as Missing and Murdered Indigenous Women and Girls.

### **CANADIAN ASSOCIATION OF CHIEFS OF POLICE (CACP) EDI CONFERENCE:**

The CACP EDI Conference was attended by a member of the Senior Leadership Team from October 2-4, 2022.

The conference aimed to inform, train and collaborate on equity, diversity and inclusion best practices in the policing and other sectors, as well as to build leadership and organizational capacity by identifying and eliminating barriers to inclusive police organizations. At the conference, attendees also sought to identify current and emerging EDI trends that impact the health of organizations and quality of service delivery to our communities; while examining training and service delivery opportunities that help to maximize the health and effectiveness of police organizations. Finally, system racism and implicit bias within policing was also examined with an aim to work to eliminate both.

### **OACP VISIT TO REMOTE INDIGENOUS COMMUNITIES**



In September of 2022, Chief Spowart, being a Vice-President on the Board of Directors of the Ontario Association of Chiefs of Police, attended various remote Indigenous communities in Northern Ontario, alongside fellow members on the Board of Directors.



The visit served as an opportunity to improve relationships with Indigenous Police Chiefs of Ontario (IPCO) and gain a better understanding of the challenges faced by police services in Indigenous communities. The visit was also an opportunity for those in attendance to bring back the learnings and

apply them at a local level, recognizing how police services can ultimately better serve Indigenous communities. In addition to improving service to Indigenous communities in Cornwall and Akwesasne, Chief Spowart has made the commitment to enhance the partnership with the Akwesasne Mohawk Police Service, through greater collaboration.

Through this opportunity, Chief Spowart has also reflected on how this deeply impactful experience will have a lasting impression on her approach to leadership.







# COMMUNITY ENGAGEMENT

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In the 2021 CPS Strategic Plan survey, 75% of respondents who identified as belonging to a diverse community indicated that police presence at community events is important or very important to them.

In 2022, the CPS actively worked with members of diverse communities to understand opportunities where police could be invited to attend and interact. Police were fortunate to be invited as guests to a number of various events throughout the year.

### CORNWALL SPORTS FESTIVAL:

Multiple members from the CPS, including the Chief of Police, Director of Human Resources, and numerous uniformed police officers and civilians attended the event held at Optimist Park on Saturday, September 4<sup>th</sup>. The event was organized by Saint Mary Sports and spearheaded by Cornwall City Councillor, Mr. Fred Ngoundjo. Representatives of the CPS were able to talk with diverse participants of the festival about the Service, as well as discuss recruitment opportunities. Members of the CPS also enjoyed interacting with the many youth who attended as spectators to support their family members playing in the tournament. The youth were able to interact with officers, check out police cruisers and become more familiar with the CPS.

### CORNWALL PRIDE FESTIVAL:

On July 9<sup>th</sup>, 2022, members of the CPS, including the Deputy Chief of Police, were proud to participate in the Cornwall Pride Festival at Lamoureux Park. The CPS escorted participants in the Pride Parade before leading festival attendees to Lamoureux Park.



### FRANCO-ONTARIAN DAY:

On September 25<sup>th</sup> each year, the CPS is pleased to join our local francophone population in celebrating Franco-Ontarian Day. In 2022, Deputy Chief Foy proudly attended the celebration at Lamoureux Park and met with students from École secondaire catholique La Citadelle and École secondaire publique L'Héritage.





Photo by Moment.Us Photography





### **CORNWALL MALAYALI ASSOCIATION – ONAM CELEBRATION:**

Chief Spowart was honoured to attend the Cornwall Malayali Association's celebration of Onam on Saturday, September 10, 2022. Chief Spowart enjoyed the opportunity to connect with our local Malayali community and learn more about this important cultural festival.

### **INTERNATIONAL DAY OF THE GIRL:**

The CPS was proud to be a participant in the International Day of the Girl event held in Cornwall on October 11<sup>th</sup> for girls aged 12 to 17. The event was held in partnership with Maison Interlude House, Seaway Valley Community Health Centre, Centre de santé communautaire de l'Estrie, Boys and Girls Club of Cornwall, as well as action ontarienne contre la violence faite aux femmes. Chief Spowart provided a virtual address to kick off the event, noting her own experiences as being a female Chief of Police, as well as the influences of today's world and how they impact young girls, such as the Chief's own daughter.

The event aims to celebrate girls, provide encouragement, and empower them to lead their lives knowing they can accomplish anything.

### **TRUTH & RECONCILIATION DAY:**

Members of the CPS, including the Chief and Deputy Chief, proudly participated in the Day of Truth & Reconciliation, held on September 30<sup>th</sup>. Members wore Orange shirts as an important reminder to reflect and raise awareness to the harm caused through Residential Schools and honour all of the members of Indigenous communities who have been impacted. It is essential that we take time to listen, learn, and commit to the ongoing process of reconciliation.

CPS members attended the Orange Shirt/National Day of Truth and Reconciliation Community Gathering at Lamoureux Park that afternoon.

### **BLACK HISTORY MONTH:**

In February of 2022, the CPS was proud to celebrate Black History Month, celebrating the achievements of Black Canadians and commemorating those who continue to advocate for change today.

Activities during Black History Month included promotion of community events, including a virtual event hosted by the African Caribbean & International Association of Eastern Ontario.

Various social media posts were shared, bringing attention to the month. The CPS also provided a spotlight biography on Constable Andrew Booth-Reddick, being a member of the Black Community. Cst. Booth-Reddick spoke about his journey in choosing a career in policing, and some of the reasons he enjoys serving the community.

### **SUPPORTING THE AGAPE CENTRE:**

Throughout 2022, the CPS took part in several initiatives to help support our local Agape Centre. Numerous food drives took place in partnership with local grocery stores, including Baxtrom's Your Independent Grocer and Food Basics on Second Street, to help encourage patrons to "Stuff the Cruiser" by donating non-perishable food items or making donations.

Additionally, Deputy Chief Foy participated in the Agape Centre's "Empty Bowls" event on November 20, 2022, where attendees sampled gourmet soups and raised money to stock the shelves of the foodbank.

### **SUPPORTING THE SPECIAL OLYMPICS:**

The CPS is proud to be an ongoing partner and supporter of Special Olympics Ontario. Special Olympics Ontario is dedicated to enriching the lives of Ontarians with an intellectual disability through sport.

Members of the CPS have been honoured to attend various Special Olympics events that have taken place at Cornwall schools. In 2022, officers attended the St. Matthew's Secondary School Open House-Special Olympics event in support of this important cause.

In January 2022, officers also attended Cornwall Collegiate and Vocational Secondary School to join in promoting the "Choose to Include" limited edition Tim Hortons Donut. 100% of the proceeds from sales of the donut went directly to local Special Olympics community programs, supporting more than 41,000 athletes with a developmental disability across Canada.







POLICE

C. MACGREGOR



SUPERCYCLE





## SUPPORTING OUR YOUTH:

Numerous events and initiatives took place in 2022 to support our relationship with local youth in Cornwall and surrounding communities. These events include:

- Youth Symposium – In 2022, the CPS and Eastern Ontario Training Board were proud to announce the return of the annual Youth Symposium, an initiative to reach local high school students and promote resiliency and self-worth. JUNO Award & Canadian Screen Award-nominated singer-songwriter, Peter Katz, was welcomed as a keynote speaker for the event, reaching over 3000 high school students in March of 2022.
- Racing Against Drugs – held in both French and English, reaching over 1000 local grade 6 students. The annual event promotes making healthy choices and having the confidence to say “no” when it comes to drugs and alcohol.
- Bikes & Badges – the annual bike rodeo held each June brings police and young cyclists together to ensure youth are equipped with proper safety equipment and fully understand the rules of the road.
- Project PYPER – launched in 2021 in partnership with Dairy Queen Cornwall, each summer, officers are on the lookout for kids who are committing certain “acts”, such as wearing their bicycle helmet, doing a good deed, being kind or sharing, or volunteering, to name a few. These youth are rewarded with an official citation, granting them a free treat courtesy of Dairy Queen Cornwall.

These are just a few of the many examples of ways members of the CPS are taking opportunities to engage with local youth.

In addition to these specific initiatives, the CPS is pleased to offer a Youth Services Unit, which works directly with youth under the age of 18. These officers work with the youth to promote healthy choices and behavior, while building positive relationships with the youth.

## TAKE YOUR KID TO WORK DAY:

On November 2, 2022, the CPS invited six local Francophone youth to attend police headquarters for “Take Your Kid to Work Day.” The Grade 9 students received a tour of police headquarters, the Court Bureau and Crime Reduction & Community Partnerships Bureau and were exposed to the behind-the-scenes work that takes place through the Cornwall Police Service.







## **NEWCOMER PRESENTATIONS:**

Since 2021, members of the CPS have been actively holding “Newcomer Presentation Sessions” through Le Conseil Économique et Social d'Ottawa Carleton (CÉSOC) on safety and community policing to new Cornwall residents. These presentations are also conducted in partnership with Newcomer Employment Welcome Services (NEWS), L'Association des communautés francophones de l'Ontario, de Stormont, Dundas et Glengarry (ACFO SDG), and the Eastern Ontario Training Board (EOTB).

In 2022, several Newcomer presentations took place, greeting residents from the Democratic Republic of Congo.

Members of the CPS have engaged in an important conversation with attendees by introducing them to our community policing model, provide them with important information about their rights, how to access our services or call 911, as well as familiarize attendees with the police uniform, badges and vehicles.

These presentations have also translated into the school system, where members of the Crime Reduction and Community Partnerships Bureau have attended to meet with elementary students who have arrived internationally, in order to also familiarize them with police and how to find help if ever needed.

## **DEVCORE – ACFO SDG PARTNERSHIP:**

In late 2022, the CPS worked closely with the Association des communautés francophones de l'Ontario, de Stormont, Dundas et Glengarry (ACFO SDG) and Devcore Cornwall, after hundreds of asylum seekers began arriving in the community. The CPS has worked closely with these agencies in order to build relationships with the asylum seekers and familiarize them with how to access services and find help. Numerous presentations have been conducted with the asylum seekers, as well as police presence at multiple events and initiatives, including a Community event, alongside multiple community partners, and their Halloween Festival.

## **DIVERSITY CORNWALL BOARD REPRESENTATION:**

In 2022, the CPS was pleased to have Constable Marie Nissan identified as a candidate for a vacancy on the Diversity Cornwall Board. Constable Nissan was interviewed and unanimously voted onto the Board, providing CPS with greater insight into how the CPS can better engage and become a better partner with Diversity Cornwall and their members.

# HATE-BASED CRIMES/INCIDENTS

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As part of its EDI journey, the CPS identified the need to enhance its capacity in order to conduct investigations of hate-based incidents and crimes.

Since this time, the CPS has designated Detective Constable Gary Lee and Detective Constable Brian Langlois as the officers responsible for investigating and following-up all hate-based incidents.

These officers have received specialized training, enhancing their ability to review all incidents that may be a criminal offence or a hate-based incident with a view towards supporting the victim, educating the offender and ensuring the incident has been properly classified in the police database. The officers are also responsible for working closely with dispatchers and police officers to provide education and training in order to ensure incidents are handled and fully-investigated using a holistic approach.

A hate or bias motivated crime is defined as a criminal occurrence committed against a person or property, which is motivated by hate/bias or prejudice based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.

Non-criminal hate incidents involve the same characteristics as hate/bias crimes, but do not meet the threshold to be classified as criminal under Canada's Criminal Code. Given the nature of these incidents and their potential to generate widespread fear in affected communities, police have an important supportive role to play when responding to such occurrences.

The collection of data related to race-motivated incidents is an area the CPS is actively looking to improve upon. These incidents are captured as a reportable statistic within the CPS Records Management System. One of the ways the CPS is improving the way we track these incidents, is by assigning the Hate Crime Investigator to review all incidents and ensure they are properly classified within our system.

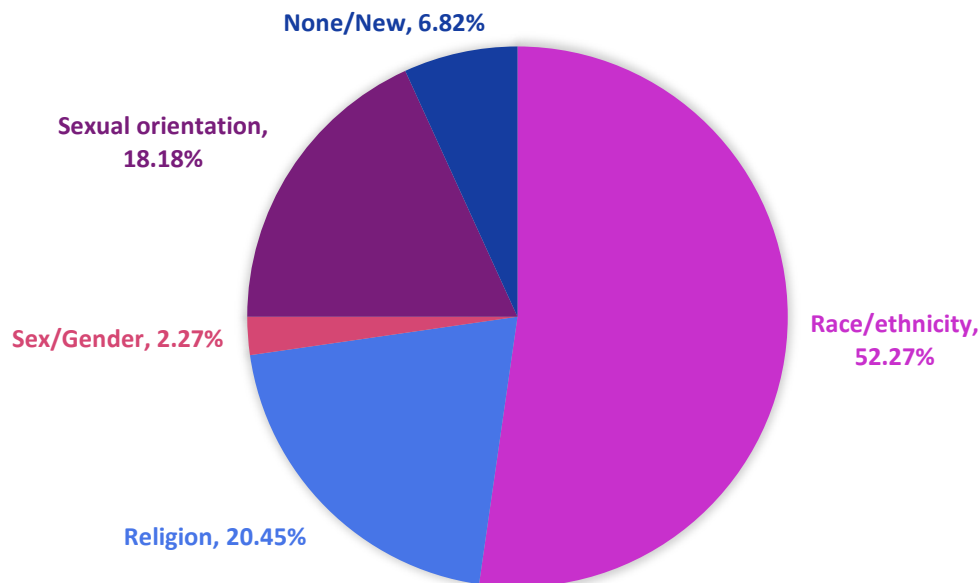
The CPS has undertaken efforts as part of its Equity, Diversity and Inclusivity Action Plan to improve relationships with diverse communities and encourage the reporting of incidents to police. Designated Hate Crime Investigators continue to conduct presentations to diverse groups and inform them about the various ways they can contact police for assistance and the importance of doing so.

The Hate Crime Investigator is a critical role for ensuring the victim is receiving necessary support and resources, while also ensuring any involved individuals or suspects are educated, regardless of whether or not the matter is criminal in nature. It

further allows for greater oversight in ensuring officers are investigating these incidents to the fullest extent.

As a result of numerous trust-building efforts, including presentations, public education, social media campaigns, etc., the CPS is reporting a 129% increase in hate crime/incidents reported to police in 2022 from 2021. This equates to a total of 32 unique incidents reported to police in 2022, with the majority of the incidents stemming from incidents of hate towards the complainant and/or victim's race/ethnicity, followed by religion, and then sexual orientation.

In 2022, a total of 6 individuals were charged with hate crime-related offences.



The CPS is cognizant of the fact that there needs to be a lot of work done to improve our relationship with diverse communities and develop the relationship to a point where communities feel comfortable reporting to police; however, we are hopeful that the increase in reporting in 2022 represents a significant improvement.

We are hopeful that with the continued execution of the Equity, Diversity and Inclusivity Action Plan, we can build a better relationship with the diverse communities we serve and foster a culturally competent membership.





**CORNWELL POLICE SERVICE**  
It is a privilege that the person named on this badge to protect and serve the citizens of the State of Connecticut.  
*Michael Brown*  
Officer  
This badge is the property of the State of Connecticut. It is loaned to you and must be returned to the State of Connecticut upon your termination of employment.



# RECRUITMENT

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Diversifying talent acquisition has been a major focal point for the CPS over the last year and a half. The CPS continues to strive to promote and demonstrate the values of Equity, Diversity and Inclusion. We are committed to reflecting the diversity of the community we serve and have been encouraging qualified candidates of all backgrounds and abilities to apply. We have adopted strategies to ensure that any new job postings reach members of diverse communities.

Through recruitment efforts in 2022, the CPS hired three experienced officers with previous policing experience in Indigenous communities. These officers have been able to offer their skills and experiences to the CPS and apply them in their interactions with our own Indigenous community to strive towards greater trust and service excellence.

In 2021, the CPS conducted an employee census to better understand the makeup of our police service. With significant strides over the last two years, we are eager to see the changes in our service's makeup, as we seek to better reflect the diversity of the community we serve.

## STUDENT MENTORSHIP PROGRAM:

Meet Rahul Gomez.

Rahul joined the Cornwall Police Service as the successful candidate for our Student Mentorship Opportunity posted in the Spring of 2022.

Born in Trivandrum, Kerala, India, Rahul completed his Masters in Physics and was a high school teacher prior to moving to Canada in 2021 to pursue a diploma as an Environmental Technician at St. Lawrence College.

Since moving to Cornwall, Rahul also works as a security officer at the Cornwall Community Hospital, and maintains other part-time job opportunities. Outside of work, he coaches U18 soccer locally, is an active volunteer of the Canadian Red Cross and was formerly a board member for the St. Lawrence College Student Union.

When Rahul saw the posting for the student mentorship opportunity with CPS, he became eager to apply, as one of his aspirations is to pursue a career in policing.





Since beginning the mentorship program, Rahul was exposed to several areas of the CPS, including the Court Bureau, Records Department, Dispatch, Identification Unit, and Community Patrol to name a few. He indicated that was an incredible experience and has helped him gain knowledge in various areas of policing, that he hopes to apply to his future career. Rahul has also been a voice in his community for helping to educate and share information about police, to help international students like him become more informed about laws and police activities.

While Rahul may have many takeaways from his experience with the CPS, our members have very much appreciated the opportunity to work with him and learn more about his experiences. An extremely charismatic individual, Rahul is known for putting a smile on the faces of employees across the Service with his great sense of humor and strong work ethic. His passion for helping others and becoming involved shined through during his time with the CPS and he will certainly be missed around the station!

The CPS would like to thank Rahul for all of his hard work and dedication. We wish you all the best in your future endeavors!

### **JOINT EDI COORDINATOR POSITION:**

In late 2022, the CPS and the Cornwall Community Hospital began discussions about an opportunity to partner and take measurable positive action in promoting Equity, Diversity and Inclusivity (EDI) through the recruitment of an EDI Coordinator.

This shared staff resource between CPS and CCH, two of our community's largest essential public service providers, will provide strategic guidance on EDI and help implement initiatives within both organizations, such as training, projects and outreach, to support the advancement of EDI in their respective workplaces and interactions with the public.

"During the development of the 2021-2023 CPS Strategic Plan, our Service named Equity, Diversity and Inclusivity as one of four core pillars, recognizing the need to interweave EDI into the day-to-day work of our members and ensure that it continues to be prioritized. Some of the goals within this pillar include building trust and relationships with diverse communities, addressing systemic barriers, creating a diverse workplace and ensuring a culturally competent membership. We value our partnership with CCH and look forward to the role of the EDI Coordinator in helping us better serve our community," said Chief of Police Shawna Spowart.

Both organizations are hopeful that the new EDI Coordinator will greatly assist with advancing the work that has already been started, while recognizing there is still a lot of work left to do.

“Through our stakeholder engagement, during the development of our 2022-2027 Strategic Plan, we heard that the hospital needs to enhance its work on prioritizing the wellbeing of our people and responding equitably to the needs of our diverse patient population and staff,” said Jeanette Despatie, President and Chief Executive Officer of Cornwall Hospital.

“Cornwall Hospital is committed to delivering collaborative and compassionate care that is equitable and empowering for those it serves. This new EDI Coordinator will help ensure that CCH can deliver on our strategic priority of Building a Culture of Equity, Diversity and Inclusion, and Embracing Reconciliation. We look forward to working with the CPS on this important partnership that will see two of our region’s essential service providers better meet the needs of our diverse community,” added Despatie.

The position was posted in late December for fulfillment in early January 2023.

## INTERNAL PROCEDURES

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### TRANSFERS/PROMOTIONS:

In 2021, the CPS implemented EDI into its internal transfers and promotions processes. This has been done by developing competency-based criteria as a means to ensure employees are competent in EDI and how it applies to their work, as a qualification for any promotion or transfer in the organization. This criteria continues to be embedded into all internal transfers and promotions.

This allows CPS employees to truly be cognizant of how EDI applies to the work that they do and how they execute the values of EDI in their everyday responsibilities.

### DIVERSITY LENS IN POLICY:

Since undertaking training in order to review policies using an EDI lens, all policy development or modifications are completed by applying this lens. Practices are being established to review all policies and procedures through a Diversity Lens. Approximately 127 policies were reviewed while applying an EDI lens in 2022.

### EMPLOYEE APPRAISALS:

In 2023, the CPS will be looking to implement a new electronic method for conducting employee appraisals. In 2022, a significant amount of work was conducting while in the planning stages of the system’s development. Once it becomes active in 2023, supervisors and employees will reflect on how CPS employees have applied EDI into their day-to-day work and report on specific incidents, actions or behaviours in which the employee promotes it throughout the organization and within the community.

# LOOKING AHEAD

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As we look ahead to 2023, the CPS is eager to continue to develop new ways of engaging diverse communities. We recognize that while efforts have been made to prioritize equity, diversity and inclusivity, there is still much to be done.

Community outreach and engagement has been identified as an important priority for 2023. While the CPS has made strides with increasing education and awareness surrounding EDI internally, we must also turn to members of the diverse communities we serve in order to build greater trust and relationships.

The COVID-19 pandemic created barriers and challenges with connecting to the community. As we exit the pandemic, we are eager to engage these communities in a truly effective way, where we can come together in the same place and have these honest and important conversations.

Some of the initiatives that we look forward to achieving in 2023

- Listening Tables
- Enhancing data collection surrounding diverse recruitment
- Implementation of Body Worn Cameras to instill greater trust and accountability
- Identify physical barriers for individuals who attend the police station
- Building upon existing strategies

## CONCLUSION:

This report has provided a summary of the work of the CPS in the year 2022 towards becoming an organization that is reflective and understanding of the communities it serves. While the work has only just begun, the CPS is eager to continue to execute actions and positive changes within our organization and throughout the community, in order to further build trust, enhance our relationship with diverse communities, address systemic barriers and create a diverse workplace, with a culturally competent membership.

We look forward to continuing to serve the communities of Cornwall and developing new ways of engaging diverse populations.



*Unity in Diversity*

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