



— SASKATOON —
POLICE SERVICE
BE THE DIFFERENCE



Representative Workforce 2021

FEMALE EMPLOYEES

2002 → 80

2021 → **224**



180%

INDIGENOUS EMPLOYEES

2002 → 30

2021 → **66**



120%

EMPLOYEES WITH DISABILITIES

2002 → 12

2021 → **40**



233%

EMPLOYEES WHO BELONG TO VISIBLE MINORITY GROUPS

2002 → 7

2021 → **33**



371%

We have made progress over the last 20 years having a more representative work force in the organization.

While sworn and out of scope positions have grown by 56% in the last 20 years, there has been greater gains in diverse groups.



Where we are at in 2021



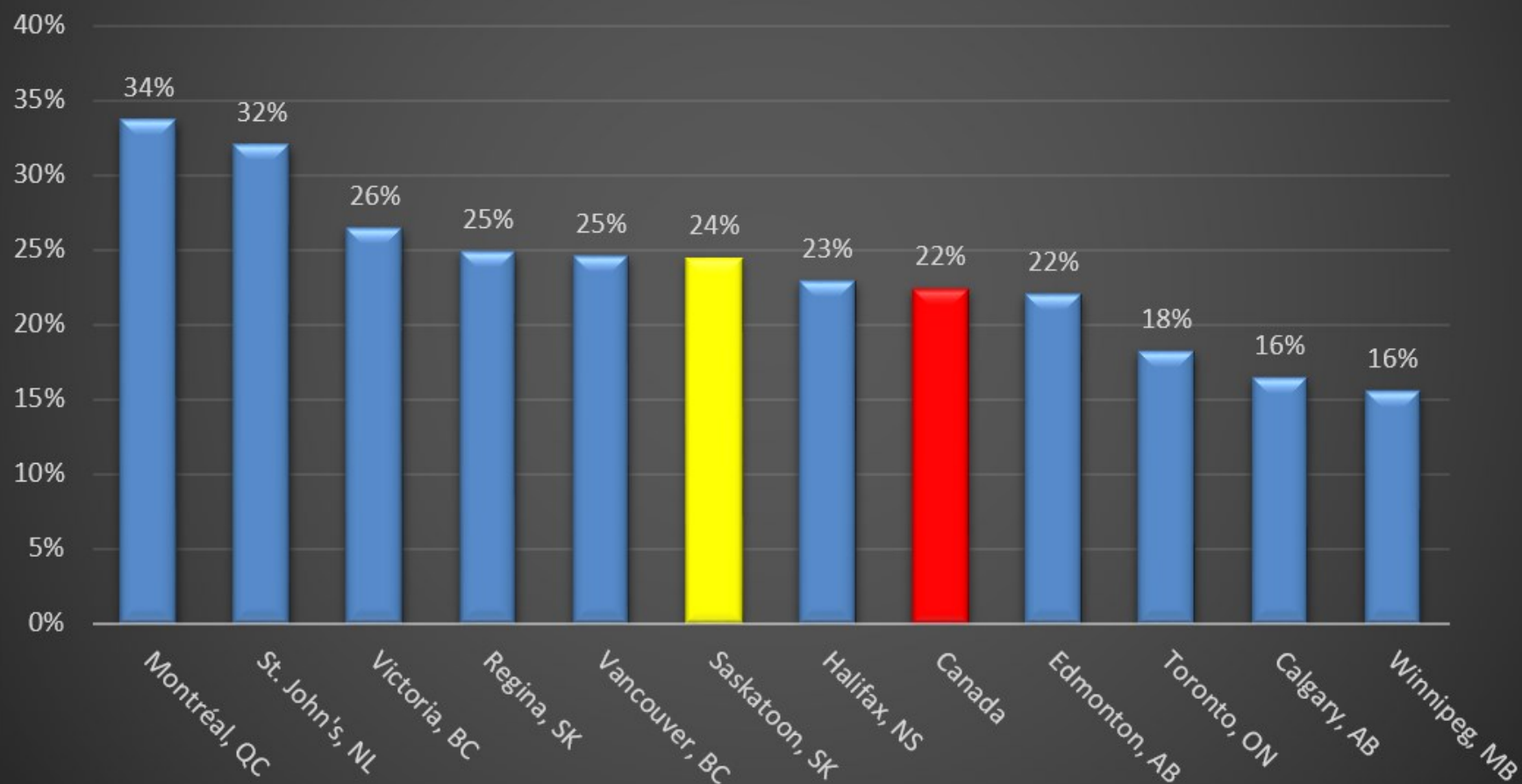
Equity Group	SHRC Goal 2021%	SPS 2021 %
Indigenous People	14%	10%
Members of Visible Minority	16.8%	6.1%
Persons with Disabilities	22.2%	5.8%
Women in Underrepresented Occupations	47%	43.3%

While we have made progress, there is more work to do.

Note: SHRC %'s are based on the provincial populations – SPS's goal would be to reflect the diversity of the community we serve.



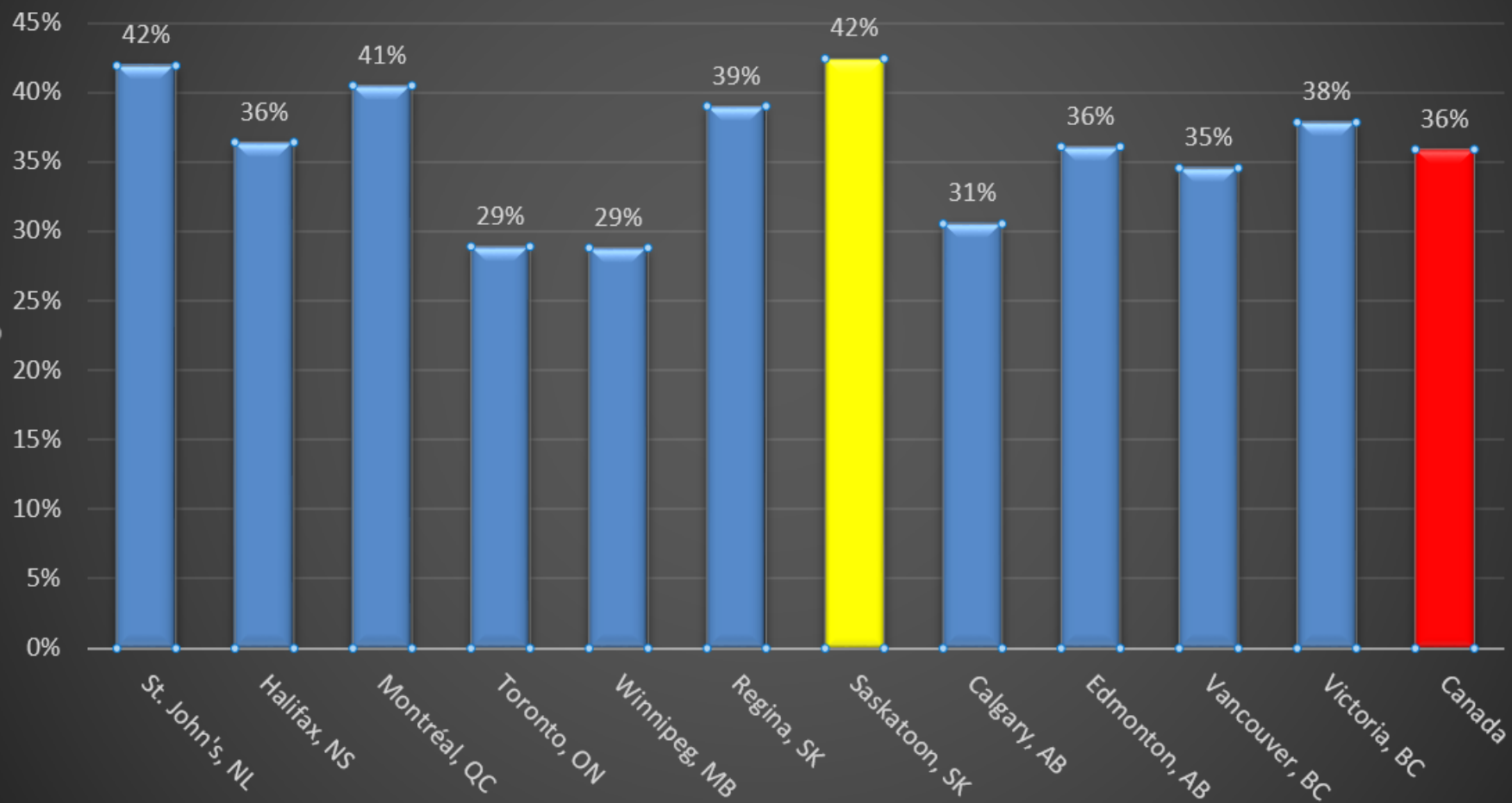
Female Police Officers as Percent of Total Police Officers, Selected Municipal Police Services in Canada, 2021



[Statistics Canada. Table 35-10-0079-01 Police personnel by gender, municipal police services](#)

[Statistics Canada. Table 35-10-0078-01 Police personnel by detailed rank, duties and gender](#)

Percent of Total Female Police Personnel, Selected Municipal Police Services in Canada, 2021



Source:

[Statistics Canada. Table 35-10-0079-01 Police personnel by gender municipal police services](#)
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5 Strategies to Make Progress

1. Continued work to have SPS be representative of Saskatoon community diversity
2. Engage in purposeful and meaningful ways with Indigenous community
3. Build trust with youth through education, collaboration and outreach
4. Sustain and foster relationships with multi-cultural communities
5. Foster relationship with gender diverse community



Success Highlights 2021

- Expanded 2021 ad campaign to recruit targeted groups
- Virtual outreach for recruitment and career fairs and through Facebook
- Providing information to Saskatoon's growing ethno-cultural communities through their on-line platforms
- Work with OUTSaskatoon to create the Gender Based Violence Workshop
- Continued online meetings with Indigenous Advisory groups



Programs and Events Planned for 2022

- Annual Diversity Breakfast
- Cadet Orientation Police Studies (COPS)
- Saskatoon Police Peacekeeper Cadets
- Aboriginal Police Preparation Program (Sask Polytechnic)
- New Canadian Youth Summer Program
- Race Against Racism



Questions

