

# 2022 Equity, Diversity and Inclusion Report

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**SASKATOON POLICE SERVICE**

Young, Jenny (Police)

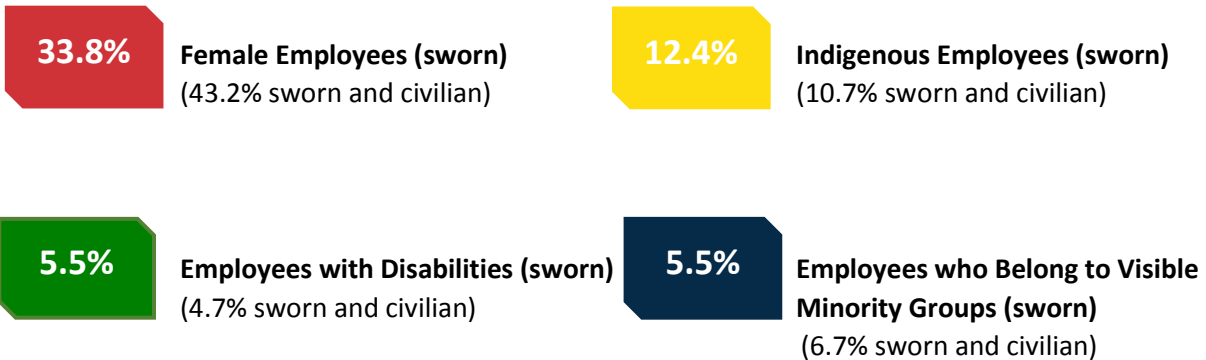


## 2022 Equity, Diversity and Inclusion Report, Saskatoon Police Service

The Saskatoon Police Service (SPS) approved an initial Employment Equity Plan twenty years ago. This report looks at the equity, diversity, and inclusion statistics over the past five years. The statistics shown are based on efforts to recruit and build community relationships within designated equity groups.

### Equity Groups

In 2022, SPS equity groups were represented as follows:



This report categorizes equity groups in alignment with groups identified by the Saskatchewan Human Rights Commission (SHRC). The SHRC released the following workforce representation targets in 2019 for businesses and stakeholders in Saskatchewan.

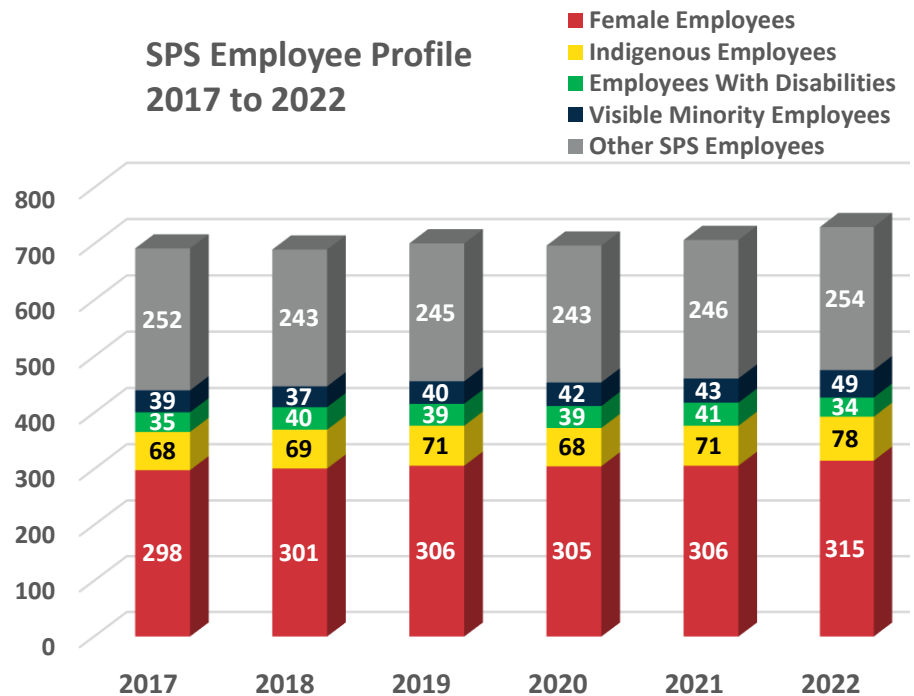
1. Women in underrepresented occupations (47%)
2. Indigenous persons (14%)
3. Visible minorities (22.2%)
4. People with disabilities (16.8%)

**The Saskatoon Police Service adopted the targets from SHRC to promote equity and a culture of inclusion.**

Since 2017, recruiting efforts consistently result in new hires comprising more than 60% of the equity groups being targeted; in 2022, 63% of new hires were from one or more employment equity group.

*Note: some equity group employees are counted more than once (example: female Indigenous).*

**SPS Employee Profile 2017 to 2022**



## Historical Comparisons of Employee Equity

The SPS highlights the importance of equity groups in policing during recruitment sessions. The Service has been named a Saskatchewan Top Employer for the 10<sup>th</sup> year in a row chosen based on its physical workplace, work atmosphere, health, financial and family benefits, vacation and time off, training, communications, performance management, and community involvement. However, a career in policing will not appeal to everyone. There are several aspects for all applicants to consider related to the nature of police work. Shift work, limited civilian opportunities, and events in recent years that highlight negative perceptions people have toward the police and police brutality may influence career choices.

SPS has made significant improvement in equity statistics over the past 20 years, particularly in reaching equivalent representation of Indigenous employees as compared to Saskatoon’s Indigenous population. Similarly, female employee representation has grown to 43% overall (33.8% sworn female members) as compared to 50% females in the City of Saskatoon. Based on 2022 statistics, visible minority employees is a group to consider for improved recruitment. Continuing to build community relationships through community policing work will expose more visible minority groups to policing which can influence their future career decisions.

**Table 1: Saskatoon Police Service Employee Equity Statistics, 2017 to 2022**

	% Female Employees (Sworn)	% Indigenous Employees	% Employees with Disabilities	% Visible Minority Employees
2017	30.7	9.8	5.1	5.6
2018	31.3	10	5.8	5.4
2019	32.3	10.1	5.6	5.7
2020	32.8	9.7	5.6	6
2021	33.3	10	5.8	6.1
2022	33.8	10.7	4.7	6.7
SHRC Target	47	14	22.2	16.8
City of Saskatoon* (2021)	50	11	no data	24

*Note: some employees are counted more than once (example: female Indigenous)*

*Note: statistics for sworn female employees are shown whereas other groups include civilian*

*\*Statistics Canada data*

### Saskatoon Police Service

With 730 employees (sworn and civilian), SPS accounts for approximately 0.3% of the City’s total population. In

2022, SPS experienced a net gain of 13 employees.

There were 53 new hires with 37 of those being sworn members. 63% of these new hires were from one or more employment equity groups.



### Female Employees (sworn and civilian)



In 2022, SPS had a total of 315 (43.2%) female employees with 196 (33.8%) of the SPS female employees being sworn members. Although the SPS has not yet met the SHRC target, the percentage of sworn female employees has increased by 3.1% since 2017. 13 of the 33 new female hires were sworn. Overall, there was a net gain of five female employees (sworn and civilian) in 2022.

### Indigenous Employees

The total number of indigenous employees was 78 (10.7%) in 2022, an overall 0.9% increase from 2017. While the SPS employee rate compares to the Saskatoon City rate of about 11% indigenous people, the SHRC target is set higher at 14%. In 2022, there was a net gain of seven Indigenous Employees. Six of the eight Indigenous employees hired were sworn members; the remaining two were civilian.



### Employees with Disabilities



A net decrease of three employees with disabilities was experienced in 2022. The rate dropped to 4.7% from a previous high of 5.8% experienced in 2018 and 2021; the SHRC target is 22.2%. The three retired employees from this category included one sworn male, one sworn female and one female civilian member. The definition of disability is somewhat vague which may contribute to a lower score in this group.

### Visible Minority Employees

In 2022 SPS had 49 (6.7%) employees identify as visible minorities, an increase of 1.1% from 2017. The SHRC target is 16.8%. Saskatoon reports approximately 24% visible minorities. Despite being consistently lower than target, there was a net gain of four visible minority employees in 2022 (sworn and civilian). Two of the seven new hires were sworn members.





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**2022 Workforce Analysis**

A table of workforce analysis identifies diversity groups according to rank. More senior ranks include the Executive and Supervisors. These rates have remained relatively consistent since 2017.

**Table 2: Workforce Analysis of Total Staff by Occupational Group as of December 31, 2022**

Occupational Groups	Total	Female Employees		Indigenous Employees				Employees with Disabilities				Visible Minority Employees			
		Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%
<b>Executive</b> <i>(Chief, Deputy Chiefs, Superintendents, Inspectors, Executive Director, Directors)</i>	19	6	31.6%	0	2	2	10.5%	0	0	0	0.0%	0	0	0	0.0%
<b>Supervisors</b> <i>(Staff Sergeants, Sergeants)</i>	127	30	23.6%	3	12	15	11.8%	5	5	10	7.9%	0	4	4	3.1%
<b>Constables</b>	352.5	94	26.6%	12	36	48	13.6 %	5	11	16	4.5%	2	21	23	6.5%
<b>Special Constables</b>	75	63	84.0%	2	4	6	8.0%	5	0	5	8.0%	4	1	5	6.7%
<b>Alternate Response Officers</b>	6	3	50.0%	1	0	1	16.7%	0	1	1	16.7%	0	0	0	0.0%
<b>Exempt Civilians</b>	41	24	58.5%	3	0	3	7.3%	0	0	0	0.0%	1	3	4	9.8%
<b>CUPE 59 Civilians</b>	109	95	87.2%	3	0	3	2.8%	2	0	2	1.8%	10	3	13	11.9%
<b>TOTAL</b>	<b>729.5</b>	<b>315</b>	<b>43.2%</b>	<b>24</b>	<b>54</b>	<b>78</b>	<b>10.7%</b>	<b>17</b>	<b>17</b>	<b>34</b>	<b>4.7%</b>	<b>17</b>	<b>32</b>	<b>49</b>	<b>6.7%</b>

## Looking Back at 2022

Areas of focus with diversity groups in 2022 included the following:

- Being representative of Saskatoon community diversity
- Sustaining and fostering relationships with multicultural communities and gender diverse communities
- Engaging in purposeful and meaningful ways with Indigenous communities
- Building trust with youth through education, collaboration and outreach

SPS completed a reorganization of services related to community policing in 2022. In addition to Patrol, Communications, Criminal Investigations, and other specialized police services, the Community Engagement Division at SPS was formed in 2022 to bring all services involved in community outreach together. Activities in this Division are solely focused on building relationships between the police and Saskatoon community groups. This allows the community to have positive experiences with police.

The Equity and Cultural Engagement Unit (ECEU) is part of the new Community Engagement Division at SPS. The ECEU is structured to build partnerships with Indigenous people and all culturally diverse communities within Saskatoon. The majority of the activities reported below relate to their work.

### Sustaining and fostering relationships with multicultural and gender diverse communities

- Attended the FSIN Powwow, Chinese New Year, annual Muslim, Sikh, Hindu and Jewish celebrations, and similar events within Saskatoon’s gender diverse community.
- Continued to provide information to the City’s Ethno-cultural communities through support agencies such as Newcomer Information Centre, Saskatoon Open Door Society, Global Gathering Place, Saskatchewan Intercultural Association and the International Women of Saskatoon.
- Participated on the Anti-Racism Network as well as being an active member with Reconciliation Saskatoon.
- Greeted over a dozen flights in 2022 carrying refugees and newcomers from Afghanistan and Ukraine.



- Celebrated Pride Month with the second annual SPS Pride community barbecue to support officers who are a part of Saskatoon’s queer community and to raise money for OUTSaskatoon in June 2022.

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- Hosted a Newcomer Safety Expo at SPS Headquarters on April 28, 2022 that included learning about fraud, bike safety, child seats and licensing requirements.
- Hosted the annual Diversity Breakfast event in commemoration of the International Day for the Elimination of Racial Discrimination, March 21, 2022.
- Actively supported OUTSaskatoon, Camp Caterpillar, CUMFI, MADD Saskatoon, Open Door Society, Saskatchewan Intercultural Association, Prairie Harm and the Community Clinic.
- Supported a variety of events related to Saskatoon's Ahmadiyya Muslim Community, Saskatoon's Sikh Community, and the Afghan Hazara Community.



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### Building trust with youth through education, collaboration and outreach

- Created a heart garden in the SPS cultural garden at Headquarters as part of “Honouring Memories, Planting Dreams” National initiative that honours residential school survivors and their families as well as the Truth and Reconciliation Commission of Canada.
- Promoted police services careers at various recruitment and information events throughout the year.
- Watched stunning dancers and drum groups at the Saskatoon Tribal Council (STC) Traditional Pow Wow in July 2022.
- School Resource Officers engaged with 22 community partners to improve response using the Violent Threat Risk Assessment Model.
- Participated in the Eagles Nest Cultural Camp’s tipi raising event, July 2022.
- Built the SPS tipi in the Saskatoon Public Schools Powwow event at SaskTel Center, June 2022.



### Engaging in purposeful and meaningful ways with Indigenous communities

- National Indigenous History Month was celebrated with events at high schools in Saskatoon.
  - National Indigenous Peoples day, June 21, 2022, was recognized to celebrate and honour the diversity, culture, traditions, and contributions of the First Nations, Metis, and Inuit peoples of this land.
  - Red Dress Day (Missing and Murdered Indigenous Women and Girls) was supported at Headquarters on May 5, 2022.
  - Honoured Indigenous veterans with Oskayak school and attended a trip to Chitek Lake to receive tipi teachings and gather new poles in October 2022.





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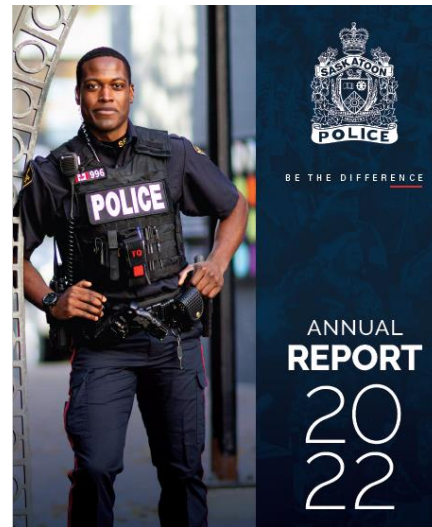
- Attended FSIN’s “Spirit of our Nations” cultural celebration powwow in October 2022.
- Promoted National Day for Truth and Reconciliation, September 30, 2022, as well as The Survivor’s Flag raising.
- Numerous Saskatoon Elementary School students attended at headquarters to show their support for Moose Hide Campaign Day to take a stand against violence towards women and children, and to take practical steps for our collective journey of reconciliation.
- Continued work with SPS Committees including the Advisory Committee on Diversity, Chief’s Indigenous Elders Advisory Committee, and the Indigenous Women and Two Spirit Advisory Circle.



### Other highlights from 2022

The SPS 2022 Annual Report highlights accomplishments within the Saskatoon Community to build relationships and be inclusive as well as awards of career accomplishment among SPS employees.

- A new process of reviewing sexual assault files called the Violence Against Women Advocate Case Review (VACR) was launched in 2022 to include partnership with the Saskatoon Sexual Assault and Information Centre and the Improving Institutional Accountability Project.
- A new Hate Crime Unit was established to enhance the ability to respond, reach, and educate.
- In August 2022, 300 people attended the third annual Diversity Disco, an event held between the SPS, Saskatchewan Intercultural Association, Global Gathering Place, International Women on Saskatoon, Saskatoon Open Door Society and the Truly Alice Youth and Family Foundation.
- Fourteen students in grades 11 and 12 graduated from the 2022 C.O.P.S. Cadets program.
- Eight female members received 20-year awards, three females received 30-year awards, and five other females received excellence and commendation awards.
- Inspector Erin Coates received a Leadership Award from the Saskatchewan Association of Chief’s of Police (SACP) for displaying leadership, passion and professionalism in her career.
- Dorothea Swiftwolfe received a Lifetime Achievement award at the 2022 FSIN Strength of Our Women Awards Gala for her role as a Missing Person Liaison.





## SPS Approach to Equity, Diversity and Inclusion Going Forward

In 2023 the SPS will focus on the following strategies:

- **Continue to support the mental and physical wellbeing of our people**
- **Work towards representing the population we serve**
- **Development of a human resources recruiting strategy**
- **Continue to engage with the Indigenous Community in a purposeful and meaningful way**
- **Build relationships with youth through education, collaboration and outreach way**
- **Sustain and foster existing positive relationships with multi-cultural communities**
- **Ensure the SPS is contributing to an age-friendly community**
- **Foster the relationship with LGBTQ2S+ community and enhance SPS's knowledge of LDBTQ2S+ challenges related to policing**

For the 2024 Business Plan, the SPS will continue to focus on ways to continue to engage with Saskatoon's broad diverse vibrant community.