



**MUNICIPAL DIVERSITY PLAN: COMMUNITY SAFETY AND POLICING ACT**  
**for the Towns of Innisfil, Bradford West Gwillimbury and the**  
**Bradford West Gwillimbury/Innisfil Police Service Board**

**1. Statement:**

The South Simcoe Police Service (SSPS) is committed to the safety and well-being of the Towns of Innisfil and Bradford West Gwillimbury.

The South Simcoe Police Service celebrates diversity, equity, and inclusion- both within our service and in the community. Being reflective of the people within its communities is vital to maintaining the support and trust of our residents. The SSPS Board recognizes the changing demographics across the Towns and gives careful consideration to equity, diversion and inclusion principles and practices in police service delivery to maintain the trust and confidence of the diverse communities served. This commitment is further reflected in the SSPS strategic plan through Pillar 2 - Ensure internal and external engagement through communication and outreach: demonstrate inclusivity & develop partnerships with diverse communities; and accompanied by the goal of developing a diversity, equity and inclusion strategy (internal and external).

The Towns of Innisfil and Bradford West Gwillimbury are also committed to diversity, equity and inclusion, and recognize the importance of our diverse communities. This commitment is expressed, in part, through strategic plans and priorities.

The Town of Innisfil's Strategic Plan 'Community First' guiding value reflects that as 'locally minded and priding ourselves on fostering ways to support one another, we value the insights and contributions of those who live and work here. At the same time, we recognize our roles as members of a global community, welcoming all and recognizing we are stronger together. We are committed to upholding the principles of diversity, equity, inclusion, and accessibility in all we do'. The 'Serve' pillar further identifies establishing the Town as a leader in diversity, equity and inclusion. Commitments under this pillar include developing a diversity, equity and inclusion strategy to ensure that the Town welcomes and accommodates all people within our organization and across the programs and services we deliver.

Similarly, the Town of Bradford West Gwillimbury is committed to ensuring that its practices, policies and services reflect the needs of its ever-diversifying community. Through adoption of the BWG Diversity & Inclusion Action Plan in 2021, the Town has embraced the following key objectives:

## 1.0 Workplace Culture

As an employer, the Town of Bradford West Gwillimbury will provide equitable opportunities for all employees to thrive within a workplace culture that is inclusive, supportive and representative of the community that we serve.

## 2.0 Delivery of Programs and Services

The town will consult with Black and racialized communities to identify and deliver affordable municipal programs and services that align with the needs and interests of those communities. All communities will be served by the town in a fair, equitable and respectful manner.

## 3.0 Advocacy within the Community

The town will take a leadership role in ensuring that Black and racialized communities enjoy barrier-free and equitable access to education, healthcare, social support services, and economic prosperity.

Among the implementation steps identified within the BWG Diversity & Inclusion Action Plan are efforts to recruit and appoint diverse candidates to the Town's advisory committees and service boards.

## 2. Purpose:

The *Community Safety and Policing Act, 2019*, section 28(1) requires that by April 1, 2025, every municipality that maintains a municipal board shall prepare and, by resolution, approve a diversity plan to ensure that members of the municipal board appointed by the municipality are representative of the diversity of their communities. As a joint Police Service Board, the Towns of Innisfil and Bradford West Gwillimbury have jointly developed the principles for this diversity plan. This diversity plan applies a 'guiding principles' framework for Police Service Board appointments.

## 3. Board Composition

In accordance with the *Community Safety and Policing Act, 2019*, Section 31, the SSPS Board is comprised of five (5) members:

- The head of both municipal councils or, if the head chooses not to be a member of the board, another member of the council appointed by resolution of the council;
- One person appointed by resolution of the councils, who is neither a member of the council nor an employee of the municipality;
- Two persons appointed by the Lieutenant Governor in Council.

The municipalities will consider the composition of the Board when appointing its one public member in line with the principles of this diversity plan.

The Towns of Innisfil and Bradford West Gwillimbury alternate in leading the appointment process for the one public member appointed by resolution of the councils. The

municipality will follow their Committee and Local Board Administration (or related) policy and procedures to support fair and equitable appointments.

#### **4. Application**

This diversity plan applies to Council appointments and reappointments to the SSPS Police Service Board. In line with the *Community Safety and Policing Act, 2019*, section 33 (1), Council:

In appointing or reappointing a member of a police service board, the appointing person or body shall consider,

- (a) the need to ensure that the police service board is representative of the area it serves, having regard for the diversity of the population in the area;
- (b) the need for the police service board to have members with the prescribed competencies, if any; and
- (c) any applicable diversity plan.

This diversity plan shall be provided to all decision-making bodies for consideration in any process to appoint or reappoint a Member of Council or member of the public to the Board, including but not limited to members of the nominating committee, members of the selection panel, all members of Council, and staff supporting the appointment process for the public member.

#### **5. Guiding Principles for Police Board Member Appointments**

These guiding principles provide a lens through which the work under this plan will be planned and implemented.

5.1 In line with section 29 (1) of the *Community Safety and Policing Act, 2019*, when the need to appoint a new member of the police service board {or reappoint} by resolution of a municipality is reasonably foreseeable, the municipality shall take reasonable steps to promote the availability of the appointment, having regard to the need to ensure that police service boards are representative of the communities they serve.

5.2 The lens of equity and inclusion and diversity will be considered throughout the public board member appointment process.

5.3 A multifaceted approach will be taken to promote the opportunity to a broad and diverse pool of applicants that reaches across the Towns' diverse communities. This may include advertising:

- on municipal websites
- on social media channels
- placing an advertisement with local newspapers (digital and/or print) in the municipality
- leveraging the network of diverse local community leaders, groups and associations
- posting flyers in local public facilities (i.e. library, arena, community centre)

- 5.4 Advertising posting content will utilize plain language and clear messaging to make the opportunity more approachable and accessible to reach across the diversity of the communities.
- 5.5 Applications will be reviewed to identify applicants that meet the board's needs, looking at all legislated eligibility requirements in the *Community Safety and Policing Act, 2019*, eligibility credentials and/or experience, professional and/or lived experiences and representation supportive of our communities.
- 5.6 An assessment of the applications will follow a pre-determined methodology to support the selection and appointment process.
- 5.7 Community composition information for the Town of Innisfil and Bradford West Gwillimbury may be requested as part of the process.
- 5.8 Police Service Board members will be required to successfully complete training as required under Section 35 (2) of the CSPA. This includes training with respect to human rights and systemic racism, diversity and Indigenous training and any other training prescribed by the Minister.

## **6. Publication, Review and Reports**

As required by the *Community Safety and Policing Act, 2019*, section 28 (2) to (4), the Towns of Innisfil and Bradford West Gwillimbury will:

- publish the diversity plan on the websites of the Towns of Innisfil and Bradford West Gwillimbury;
- review, and if appropriate, revise the plan at least once every four years;
- publish reports on the implementation of the plan on the Towns' websites in accordance with the regulations made by the Minister, if any.

The Board may post the Police Services diversity plan and associated reports, if any, on their website.

The diversity plan will be provided to all Members of Council in orientation material at the beginning of their term of office.