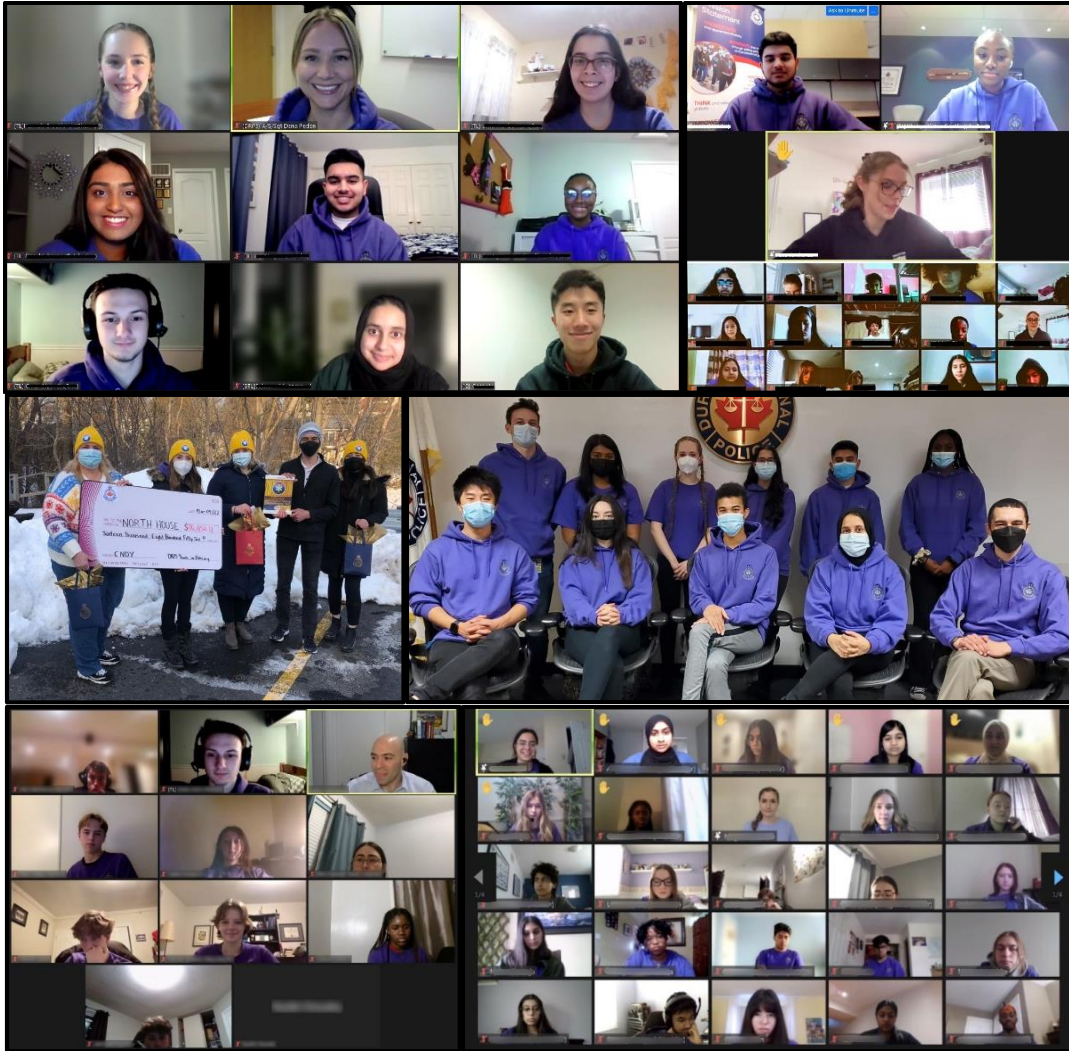


YOUTH IN POLICING INITIATIVE

PROGRAM REPORT



2021-22 Virtual Winter Initiative



Message from the Liaison Officers

On behalf of the Durham Regional Police Service, thank you for taking the time to review our Youth in Policing 2021-22 Winter Initiative Report. Over the course of 14 weeks, we have seen tremendous growth in the 79 youth, both in the Students and Leadership Team. Thank you to the YIP Team Leaders, Supervising Team Leaders, and Program Coordinators for their continued efforts in making this program a success. To the DRPS Command Team, Youth in Policing Steering Committee, DRPS Members, and Community Partners, thank you for continuing to believe in the youth and our program. It really does take a village, and we appreciate you all being part of ours.

Dena Peden

A/Staff Sergeant, Equity & Inclusion Unit

Conrad Wong

Constable, Equity & Inclusion Unit

Melanie Moulton

Constable, Equity & Inclusion Unit

Message from the Program Coordinators

It is amazing to see the growth in the youth from day one to graduation, and beyond. For nearly 16 years Youth in Policing has youth from all walks of life come together to share their experiences, learn from others, develop personally, develop professionally, and develop their communities. The 2021-22 Winter was no different, with the program reaching new heights and continuing to serve 68 Students and 11 Leadership Team members in a meaningful, inclusive, and virtual environment. We are so proud of you all and cannot wait to hear all the great things you will do next!

Aaron Wood

Administrative & Hiring Coordinator, Youth in Policing

Oscar Li

Operations & Outreach Coordinator, Youth in Policing

About Youth in Policing

The Youth in Policing (YIP) Initiative is a paid employment program run by the Durham Regional Police Service (DRPS), in partnership with the Ontario Ministry of Children, Community and Social Services (MCCSS). The program has been running since 2006 and has provided **1645** youth employment opportunities to date.

YIP Mission

We want all members to be **UNITED**:

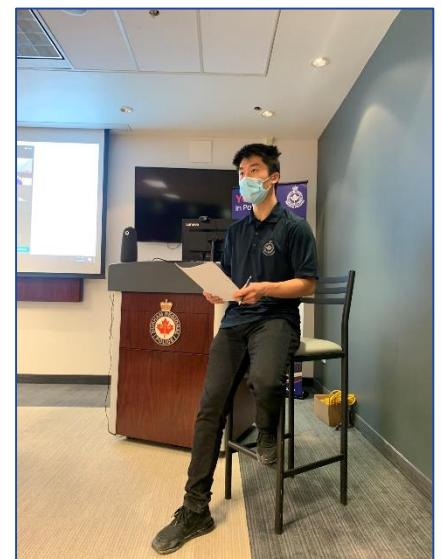
- ❖ Understand and appreciate diversity
- ❖ Navigate their future through setting personal and professional goals
- ❖ Involve themselves as leaders in the community
- ❖ Think and reflect globally
- ❖ Empower others to be ambassadors or change
- ❖ Discover policing beyond the uniform

YIP Mandate

To provide student employment for youth while enhancing relationships between police and the community.

Provincial & Police Service Support

DRPS is proud to serve as a Co-Chair on the MCCSS provincial YIPI Community of Practice – Working Group (YIPI-CoPWG). This working group allows provincial collaboration across over 30 Police Services for the delivery of YIP, where DRPS is a provincial leader. Additionally, DRPS has launched an internal YIP Steering Committee to better support the operations, hiring, outreach, and administrative elements of the program.



Hiring Details

The primarily virtual hiring process spanned over 4 months from August to November 2021, involved 30 DRPS members.

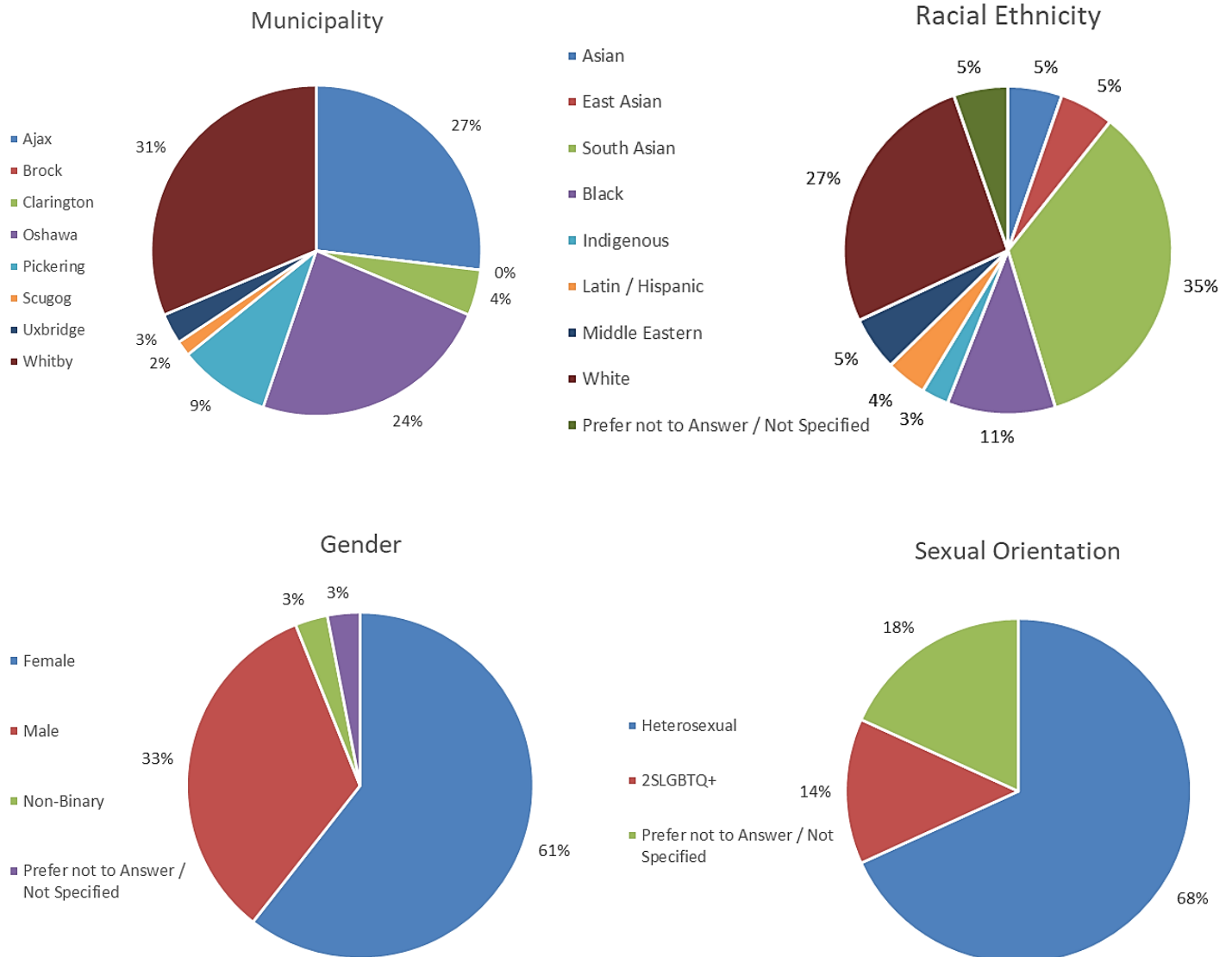
- ❖ The hiring process includes applications, review, interviews, and paperwork collection/processing.

79 youth were employed during the 2021-22 Winter Initiative.

- ❖ This includes 68 Students, 6 Team Leaders, 3 Supervising Team Leaders, and 2 Program Coordinators.
 - Two new supervisory roles have been formed to better support the needs of YIP, which include a designated Administrative Supervisor and Outreach Supervisor.
- ❖ A total of 217 applications were received and 143 interviews were conducted.
- ❖ Students began virtual employment on November 24, 2021, working 9 hours per week until March 30, 2022.
- ❖ YIP has begun a *High Risk Youth Support Plan* to better identify and support “high risk” youth during the hiring process and within the program. This project is being spearheaded by an Ontario Tech University practicum student.

Demographics

The following demographic data is a representation of what hired Student’s self-identified as during the hiring process.



Winter Programming

Over the course of 14 working weeks, programming was developed to engage youth in a virtual setting while still providing meaningful work experience. YIP members spent the Winter working in a positive group environment which promoted active teamwork, collaboration, communication, and leadership.

Workshops, Training, and Presentations

YIP members participated in different learning opportunities with 12 unique community organizations designed to provide relevant and tangible skills while demonstrating how youth can make a positive difference in their communities.



St. John Ambulance

St. John Ambulance

Certified members in Standard First Aid, CPR C, and AED.



Global Leadership Initiatives

A 6-hour certification on exceptional leadership by design and developing leadership skills.



Durham Continuing Education

Cooperative Education course, earning each member one high-school credit.



Impact Over Intention

Impact over Intention

A 2.5-hour workshop on connecting with the community and change making through the impact of words.



pflagcanada.
DURHAM REGION

Pflag Canada

A 1.5-hour workshop learning about the 2SLGBTQ+ community and how to be an ally in the community.



Toastmasters International

A 13.5-hour workshop, bringing in 10 mentors to help members develop public speaking skills and confidence.

REDTAIL HAWK
TRAINING & CONSULTING



Redtail Hawk Training & Consultants

A 3-hour interactive workshop to better understand the life and culture of Indigenous peoples.



Future Aces Foundation

A 2-hour workshop about Herb Carnegie where members were inspired to make a personal impact in their communities.



CCMW

Canadian Council of Muslim Women

A 2-hour Digital Anti-Racism Education (DARE) certification to understand racism, hate, and Islamophobia.



KLAE DEI Consulting & Training

A 6-hour workshop to better understand diversity, equity, and inclusion with a focus on Bias Awareness.



Global Research & Consulting

A 1.5-hour employability workshop which provided information around the job market and effective networking.



LIVINGWORKS

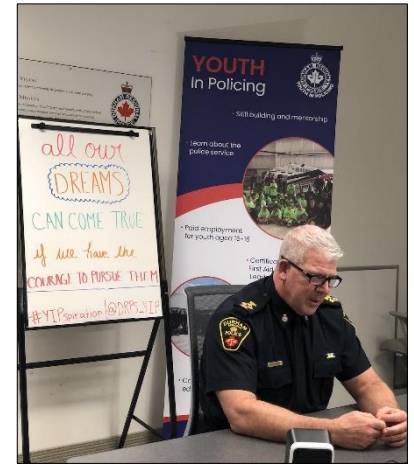
LivingWorks

A 3-hour of Suicide Awareness for Everyone (safeTALK) certification for Leadership Team members.

DRPS Involvement

During the Winter Initiative, **58 DRPS members** (excluding YIP Team Leaders and YIP Students) got involved in some capacity to support the program and inspire, educate, and develop YIP members.

- ❖ 11 DRPS Units presented to YIP members, including the:
 - Canine Unit, Domestic Violence Intervention Unit, Drug Enforcement Unit, Education & Training Center, Electric Crimes Unit, Equity & Inclusion Unit, Homicide Unit, Mental Health Support Unit, Recruiting Unit, Use of Force, and Victim Services.
- ❖ DRPS Chief of Police Todd Rollauer provided a question and answer session to discuss what his job is like, favourite components, daily life, and more! All of the YIP members were grateful and thoroughly enjoyed the opportunity; many students commented on how open and honest the Chief was in providing his responses.
- ❖ YIP was excited to welcome Devon Clunis to our space, Ontario's first Inspector General of Policing! He joined YIP members to share his story, his history in policing, and those who had inspired him along the way.
- ❖ In partnership with the DRPS Domestic Violence Intervention Unit, YIP collected over 115 items which were donated to the Lavender Hill Healing Home to support November's Domestic Violence Awareness Month!



Major Projects and Events

YIP facilitated 6 major projects throughout the Winter, each spearheaded by a YIP Supervising Team Leader, YIP Team Leader, and their YIP Student Teams.

IMPACT Youth Forum

Inspire. Motivate. Persevere. Act. Create. Transcend.

The IMPACT Youth Forum is a large-scale virtual community event focused on leadership and empowerment; helping youth take a ripple of change and turn it into a meaningful impact.

- ❖ Speakers Sarah Wells, Dillon Mendes, and Mark Black joined to share their lived experiences and provide knowledge of how to pursue their goals and make change in the community.
- ❖ Youth engaged in YIP led activities and participated in Student-led workshops
- ❖ Approximately **1780 individuals** participated in the forum – this is YIP's most attended forum to date!
 - Participants logged on from 19 countries including
 - Bangladesh, Canada, China, Egypt, Ethiopia, Germany, Guyana, India, Iran, Italy, Jamaica, Lebanon, Pakistan, South Korea, Sri Lanka, Sudan, Syria, United Arab Emirates, and the United States of America.
- ❖ Thank you to the community organization and sponsors who helped make this event a success!
 - Town of Whitby, City of Oshawa, Exotic Knacks, Business Advisory Centre Durham, Domino's Pizza, McDonald's, Booster Juice, and Shoppers Drug Mart.
- ❖ DRPS Top Story: [IMPACT Youth Forum Reaches New Heights.](#)

Coldest Night of the Year Fundraiser

The Coldest Night of the Year is a national event and fundraiser aimed to give participants an insight into homelessness in Canada and have a comprehensive understanding on how to create change in a team oriented way. This year, YIP partnered with [North House](#) to better support homelessness within rural and northern areas of Durham Region.

- ❖ A grand total of **\$16,881.12** was fundraised by YIP members over the course of the Winter.
- ❖ The team also collected and donated over 15 boxes of supplies that ranged from, but were not limited to dental hygiene products, body/personal care items, outdoor living necessities, and other hygiene items.
- ❖ DRPS Top Story: [Coldest Night of the Year Fundraiser Makes an Impact.](#)

Operation GIVE

Operation GIVE focuses on *Giving Individuals Valuable Essentials*, which was a non-monetary give back to the community.

- ❖ The team did a Holiday Hero's event, taking the time to reflect on who inspires them and write/record personalized messages for their personal hero's!
- ❖ The Clarington Library invited YIP to participate in the 19th annual WinterWonder Learn event! DRPS YIP highlighted our youth friendly activity booklet and policing video playlist which was provided to 259 youth and their families.

- ❖ The team also launched a brand new environmental sustainability event! This Student planned and led event hosted workshops on being environmental stewards and invited speakers Deborah and Hillary McGregor to discuss an indigenous lens to sustainability. This is the first YIP event to focus on environmental sustainability and was well received by the YIP members!

GetUP

GetUP is an internal process which highlighted the individual talents, skills, and abilities of YIP members. The GetUP team showcased the various talents and personalities with the rest of the program and our community.

- ❖ A total of **3 episodes** were created and shared on social media.

CAN Conference

The CAN Conference creates opportunities for YIP Students and Alumni beyond the program through *Community, Advocacy, and Networking*. CAN takes YIP members talents and transfers them into tangible employability skills. This Initiative, CAN focused on opportunity finding, utilizing resources, personal and professional development, and networking.

- ❖ Speaker Saara Kharal joined to share how she started an international foundation to support those with cognitive diseases.
- ❖ Global Research & Consulting (GRC) provided a workshop on coffee chats, networking, and fostering relationships.
- ❖ YIP Students had the opportunity to participate in Mock Interviews, led by 4 DRPS members.
- ❖ All participants were provided with a resource document to help find volunteer organizations as well as resume tips!

Program Media and Graduation

Program Media and Graduation was a project that highlighted the collective achievements and successes of the Winter.

- ❖ Program Media consisted of weekly social media posts highlighting all events ongoing. At the end of the initiative, a final initiative in review video was created to showcase at graduation, demonstrating all of the amazing achievements of YIP members throughout the Winter.
- ❖ The YIP graduation on March 30, 2022, was the final day of the program, dedicated to recognizing all of the hard work and achievements by YIP members during the Winter. Over 200 individuals were in attendance including the YIP team, DRPS dignitaries, community members and partners, as well as family and friends.
- ❖ DRPS Top Story: [2021-22 Winter Initiative Youth in Policing Graduation](#).

Mentorship and Development

- ❖ YIP Students had daily observations completed by Team Leaders to get a comprehensive understanding of performance. Daily observations tracked Active Engagement, Communication, Responsibility, Initiative, Attitude/ Respect, Leadership, Technical Issues, and Attendance.
- ❖ Individual Action Plans (IAPs) provided one-on-one mentorship between a Students and dedicated members of the DRPS. These IAPs are designed to focus on personal goals and growth, providing support and guidance on SMART goals.
- ❖ Performance evaluations were conducted on Team Leaders and Supervising Team Leaders to better support professional growth and help keep YIP sustainable for future programs. This is a self and 360-degree review model aimed to help the Leadership Team become well rounded individuals.

A total of **1419 Daily Observations** were completed by YIP Team Leaders.

IAP mentors completed **153 sessions**, spending **over 31 hours** with mentees.

A total of **109 self and 360-degree evaluations** were submitted to better support the development of YIP Leaders.

2022 Summer Initiative

Applications for the 2022 Summer Initiative opened on February 4, 2022, and will close **May 3, 2022**.

- ❖ Yip is excited to announce that the 2022 Summer Initiative will be facilitated **in-person!**
- ❖ There has been a significant overhaul of the application process to make it easier than ever to apply.
- ❖ More information can be found at www.drps.ca/yip.

"I cannot put into words how rewarding and life-changing this experience has been. I gained so many skills and confidence. Thank you for giving me the opportunity to meet like-minded people and be in an environment where I felt like I fit in and was able to be inspired while also inspiring my fellow students! It's sad that the program has ended but I will definitely put what I learned from the initiative to use and help improve the community. Youth in Policing has truly impacted my life, for the better, and I can already see the changes in my lifestyle and my actions."

- 2021-22 Winter YIP Student -