



FORUM
RESEARCH

Toronto Police Service

Equity & Inclusion Survey

Executive Summary Report

May 26, 2022

EQUITY & INCLUSION

SUMMARY OF SURVEY RESULTS REPORT (FORUM RESEARCH) HIGHLIGHTS

There are different experiences across different Service member demographics – most members recognize and perceive that the Service is improving, but there is more to do and opportunity for greater member engagement

Inclusive Environment

- Majority of respondents think that TPS is offering an inclusive environment to its employees
 - 78% agreed that TPS is making active efforts to build an inclusive environment, and 82% agreed that their colleagues at the TPS are inclusive to diverse members
 - Black (74%), South Asian (66%), and Middle Eastern (60%) respondents were less likely to feel this way than those with White (85%) race/racial backgrounds
 - Police officers (86%) were more likely to agree that their colleagues are inclusive to diverse members compared to civilians (80%)

Inclusiveness of Diverse Members

- Majority of respondents think supervisors/leaders are inclusive to members from diverse groups
 - Top 3 groups being: Women (81%), Black, Indigenous and People of Colour (79%), those who identify as LGBTQ2S+ (77%)
- Women (72%) are less likely to agree supervisors/leaders are inclusive to women than male (87%) respondents
- Police officers were more likely to agree that supervisors/leaders are inclusive to members from diverse groups compared to civilians

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Opinions on Inclusiveness

- Respondents were presented with different statements about diversity and inclusion at the TPS and were most likely to agree with the following:
 - Colleagues treat me respectfully (86%)
 - The TPS is committed to improve relations between people of all backgrounds across the Service (75%)
 - I would characterize the TPS as a supportive work environment (72%)
- For the most part, police officers were generally more likely to agree, compared to civilians, on various statements describing TPS as inclusive, such as:
 - The Service's training curriculum and programs include sufficient training to address issues related to diversity and inclusion (65% civilians compared to 77% police officers)
 - TPS members are likely to intervene when they witness racism and discrimination of diverse members (58% civilians compared to 66% police officers)

Experiences of Exclusion

- 30% of respondents have experienced discrimination when interacting with colleagues/supervisors on or off duty within the past 2 years
- Most common experiences of discriminatory behaviour include:
 - Being ignored after expressing or sharing ideas because of their diverse background (13% of the cases)
 - Having their experiences or qualifications undermined due to their diverse background (13%)
 - Being expected to explain and/or represent a part of their identity on issues related to the community(ies) they belong to (12%)

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Actions Against Discriminatory Behaviour

- Almost three-quarters of respondents (71%) stated they would feel comfortable openly expressing their disapproval if they were to hear a discriminatory joke or statement. However, fewer respondents (65%) would feel comfortable reporting harassment or discrimination to their supervisor and/or another appropriate person that could help.
 - Police officers more likely to feel comfortable in expressing their disapproval against a discriminatory joke (75%) and know the steps in reporting harassment (78%) compared to civilians (70% and 65%, respectively)
- 35% of respondents agreed that sexism is a problem, and 30% agreed that racism is a problem at the TPS. Less than one-fifth of respondents agreed that prejudice against sexual orientation (18%) and against persons with disabilities (17%) is a problem at the TPS.
 - Civilians (33%) more likely to agree racism is a problem in the TPS compared to police officers (27%)

Discriminatory Behaviours

- The most common discriminatory behaviours that members have either witnessed/had knowledge of were:
 - Unprofessional or discriminatory language (41%)
 - A police officer leaving a Unit/Division or the TPS because of harassment or an unwelcoming environment (27%)
- Police officers were more likely to witness the following discriminatory behaviours compared to civilian members:
 - Witness unprofessional or discriminatory language (25% police officers compared to 17% civilians)
 - Witness a member being discriminated against because of their gender (12% police officers compared to 6% civilians)
 - Witness a member being discriminated against because of their race/ethnic origin (9% police officers compared to 6% civilians)

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Progress Over 5 Years

- Almost half (47%) of respondents believe that things have gotten better over the past 5 years in terms of discriminatory behaviour at the TPS. However, there are differences among gender, age, years in the service, racial and police officer /civilian respondents who believe that things have gotten better. Those who believe things have gotten better were more likely to be:
 - Men (52%) compared to women (39%)
 - Aged between 35-64 (49%-51%) compared to 25-34 (39%)
 - Those who have been working at the TPS for more than 11 years (44%-59%) compared to those who have been working for less than 5 years (35%)
 - White (53%) compared to racialized members (e.g., Black – 36%, East/Southeast Asian – 39%, South Asian – 43%)
 - Police officers (53%) compared to civilians (41%)

Recommendations to Promote an Inclusive Workplace at the TPS

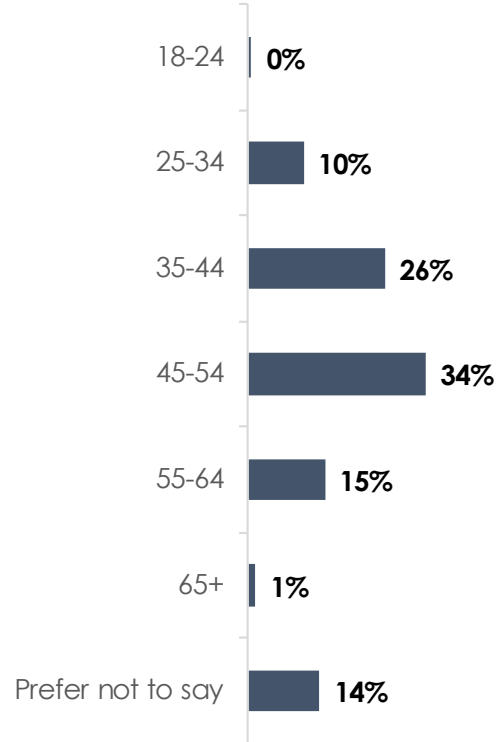
- “Education” and “Leadership” were some of the most mentioned areas where employees made recommendations to promote a healthy, inclusive, and bias-free workplace.
 - *“Continuous training and education in a form of smaller groups. This will allow individuals to be more comfortable participating and expressing concerns, ideas and recommendations.”*
 - *“More diversity in senior command. More promotion of diversity through the ranks.”*
- Civilians more likely to make recommendations around education/training, opportunities for dialogue, and full and impartial investigation of complaints compared to police officers
- Police officers more likely to be satisfied with the efforts of the TPS to promote an inclusive workplace, be more in favour of merit-based promotion, and think these discussions cause more divisiveness compared to civilians

EQUITY & INCLUSION METHODOLOGY

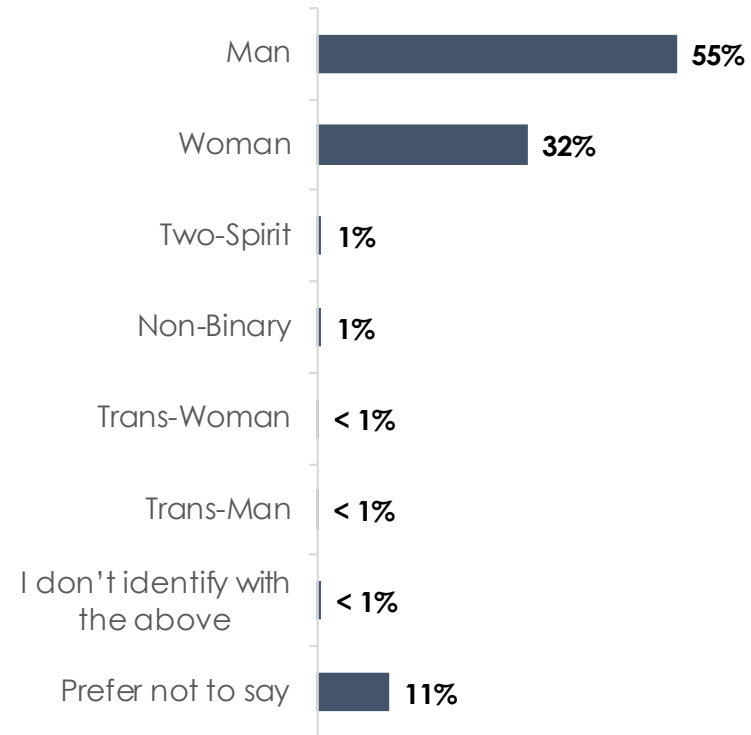
Method	<p>Qualitative: Focus group discussion*</p> <p>Quantitative: Computer Assisted Web Interviewing (CAWI)</p> <p>*Prior to the quantitative phase, 1 focus group discussion was conducted with the following objectives:</p> <ol style="list-style-type: none">1. reviewing the quantitative questionnaire,2. testing reactions to the questionnaire,3. identifying any barriers to participation, and4. brainstorming ideas and solutions for overcoming any identified barriers.
Criteria for Participation	Qualitative / Quantitative: Toronto Police Services employees
Sample Size	<p>Qualitative: 1 focus group discussion with 8 participants</p> <p>Quantitative: n = 1,930; MOE +/- 1.94%; Response rate = 24%**</p> <p>**Good response rate for a voluntary, sensitive topic study.</p>
Average Length	<p>Qualitative: 1.5 hours</p> <p>Quantitative: 17 minutes</p>
Fieldwork Dates	<p>Qualitative: June 10, 2021</p> <p>Quantitative: June 29 – July 28, 2021</p>

EQUITY & INCLUSION RESPONDENT PROFILE

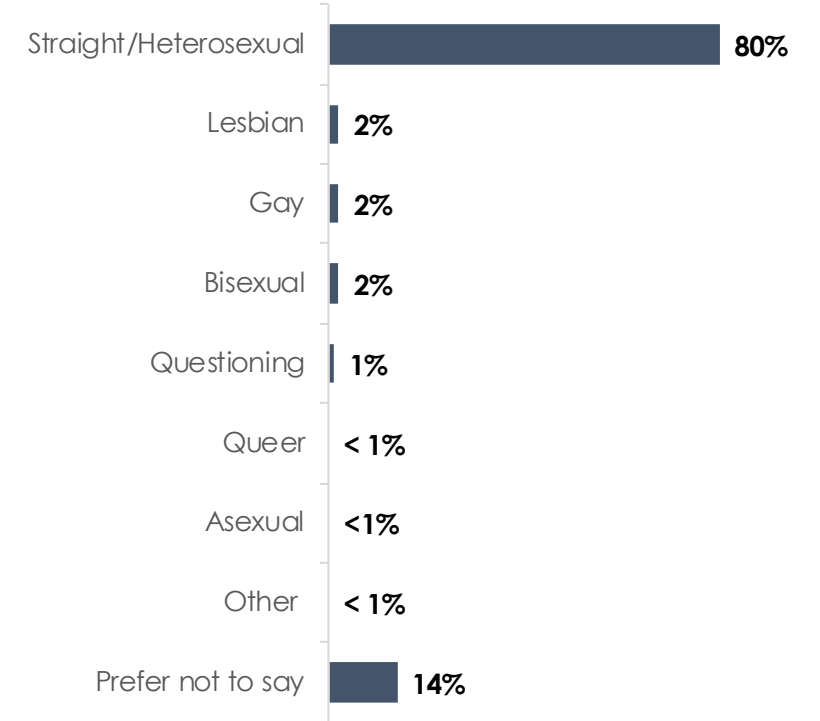
Age



Gender

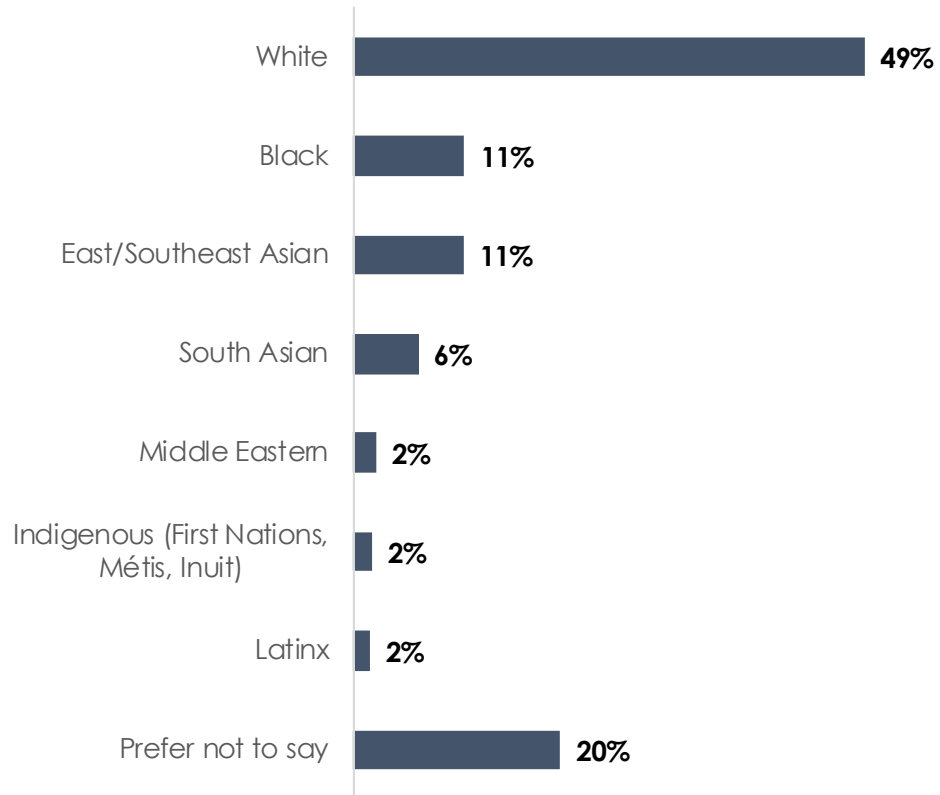


Sexual Orientation

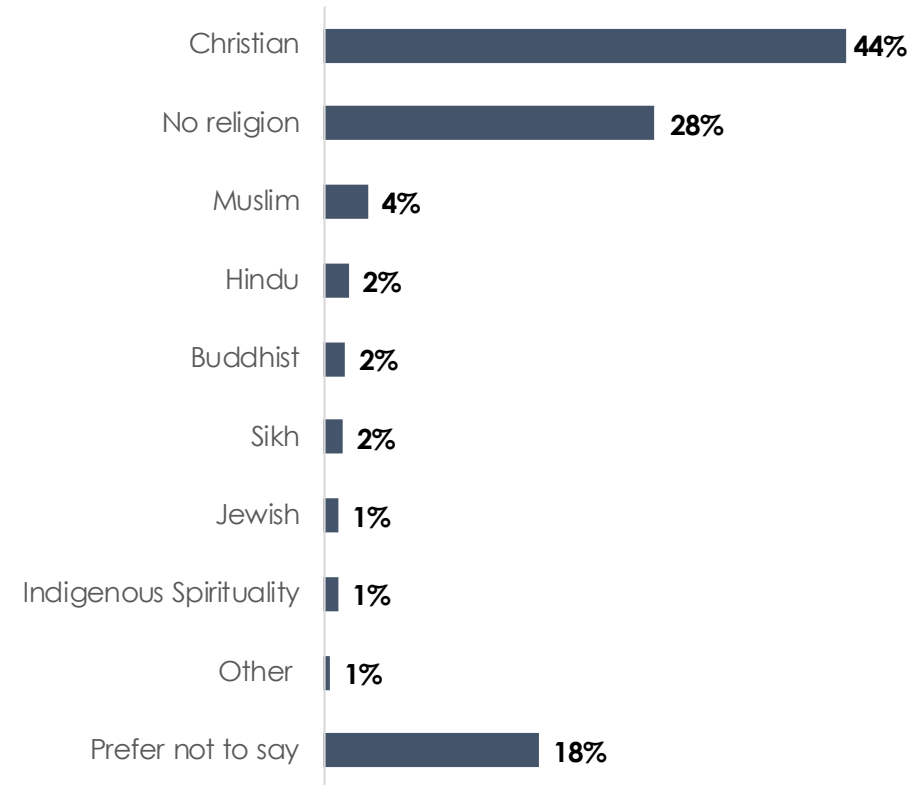


EQUITY & INCLUSION RESPONDENT PROFILE

Race / Racial Background



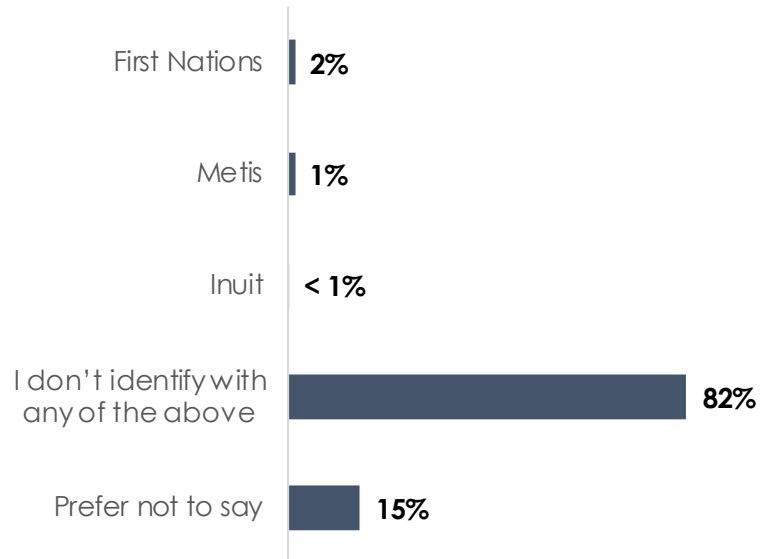
Religion / Spiritual Affiliation*



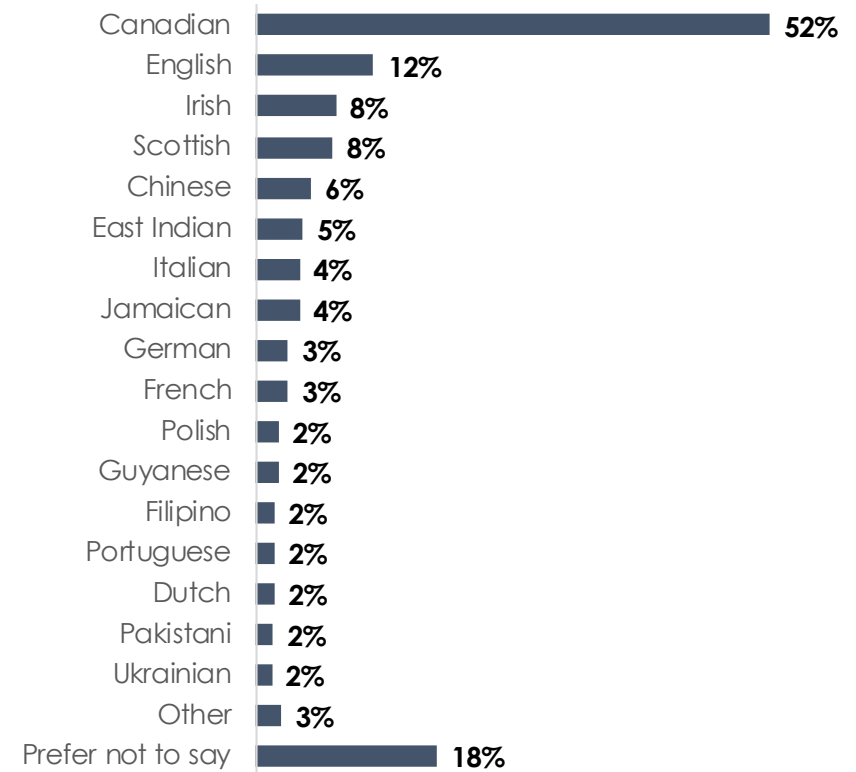
*Visual shows percentages 1% and higher

EQUITY & INCLUSION RESPONDENT PROFILE

Indigenous Origin



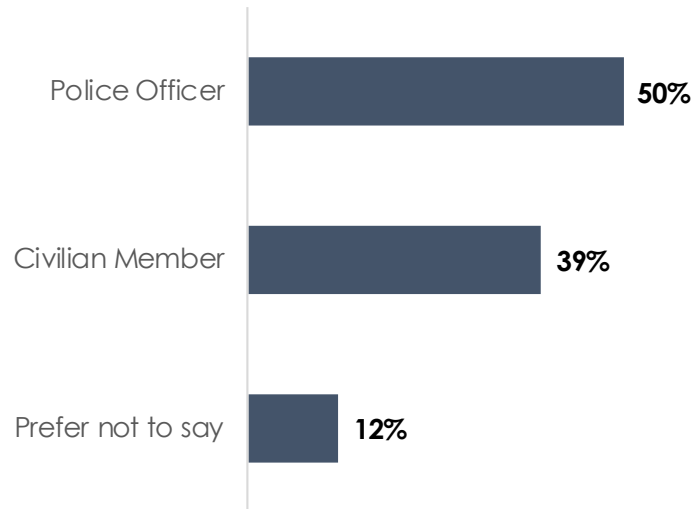
Ethnic / Cultural Origin*



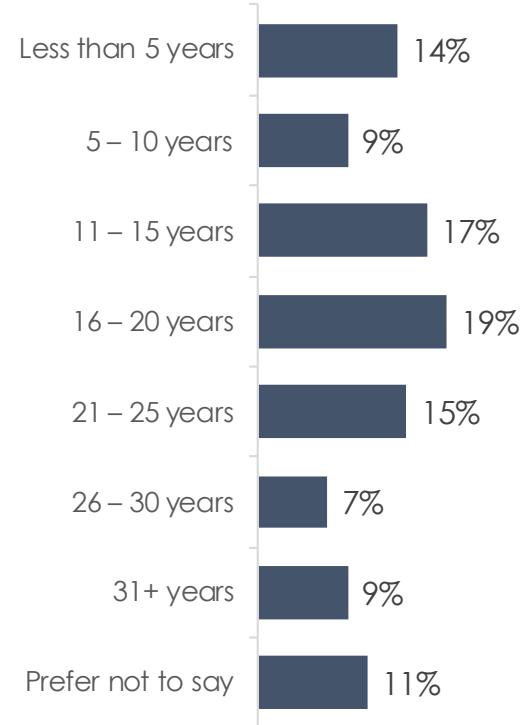
*Visual shows percentages higher than 1%

EQUITY & INCLUSION RESPONDENT PROFILE

Role in TPS

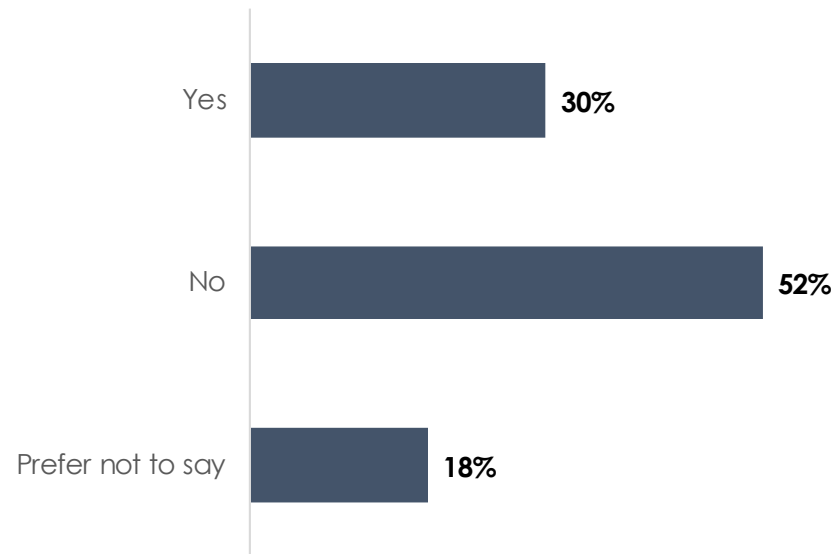


Years in Service



EQUITY & INCLUSION RESPONDENT PROFILE

Having People Management Responsibilities



Fluency in Languages Other Than English

