



Human Rights

# Project Charter



## SAFE RESPECTFUL & INCLUSIVE STRATEGIES Conference

Sponsored by:

Centre for Research & Education on  
Violence against Women and Children

University of Western Ontario

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Diversity Management Unit



May 28 – 29, 2009



## In the beginning...

**Human Rights Project Charter (HRPC)**, was created through an Ontario Human Rights Commission (OHRC) request to Toronto Police Service (TPS) to include specific public interest remedies as part of a proposed settlement of a number of human rights complaints against the Service.

TPS and the Toronto Police Services Board (TPSB) responded by noting many of the requested organizational change initiatives were not only underway, but in varying stages of implementation.

The overall nature of these existing initiatives included a comprehensive review and re-design (where necessary), of TPS procedures and systems to ensure compliance with the Ontario Human Rights Code.





## The project commences...

On May 17<sup>th</sup>, 2007, the landmark Human Rights Project Charter, the first of its kind in Canada, was commenced, with the signing of a joint agreement, by the three leaders who would form the project's

### Sponsor Group

TPS Chief **William BLAIR**

TPSB Chair, **Dr. Alok MUKHERJEE**

OHRC Chief Commissioner, **Ms. Barbara HALL**

The Project would be jointly managed  
by:

Staff Superintendant **Tony CORRIE**  
and the **Diversity Management Unit**

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## Next Steps...

Four Sub-committees led by TPS Senior Officers, were formed to identify, strategize and implement the tasks required to achieve, Project Charter's objectives...

### Objective One...

The identification and elimination of any **discrimination that may exist in the employment policies** of the Toronto Police Services Board and the **practices** of the Toronto Police Service that may be contrary to the Ontario Human Rights Code.

### Objective Two...

The identification and elimination of any discrimination that may exist in the **providing of policing services** by the Toronto Police Service to the residents of the City of Toronto that may be contrary to the Ontario Human Rights Code.

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## The Sub-Committees

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The HRPC Sub-Committees & their issues (objectives)...

## Accountability

### Mandate:

Address issues of Risk Management.

### Sub-Committee Co-Chairs:

2 TPS Superintendants

### Issues & Objectives:

- Review & amend Service Governance related to Human Rights Issues.
- Review & reinforce Service Governance dealing with individual, management and corporate accountability surrounding human rights issues.
- Central Repository (database collection and maintenance)

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The HRPC Sub-Committees & their issues (objectives)...

## Learning

### Mandate:

Develop HRPC-oriented learning programs for TPS Members.

### Sub-Committee Co-Chairs:

2 TPS Superintendants

### Issues & Objectives:

- Creation of a learning program that addresses:
  - A human rights framework that can be used as a foundation for training/learning programs.
  - "Racial profiling" or 'racially-biased policing'.

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The HRPC Sub-Committees & their issues (objectives)...

## Public Education

### Mandate:

Increase public awareness of HRPC's tangible results and long-term projected impact on both the TPS and the community.

### Sub-Committee Co-Chairs:

1 TPS Civilian Manager and 1 TPS Inspector

### Issues & Objectives:

- Language & Messaging
- Communications Outreach
- Community Consultative Committees
- Website Content
- Affirmation of TPS commitment to human rights, internally & externally

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The HRPC Sub-Committees & their issues (objectives)...

## Recruitment, Selection, Promotion & Retention

### Mandate:

Address human resources issues.

### Sub-Committee Co-Chairs:

1 TPS Inspector and 1 Staff Inspector

### Issues & Objectives:

- Information / data evaluation systems, re: demographic makeup.
- Anti-racism and human rights precepts.
- Recruitment and outreach activities.
- Promotional process / systems - accessibility to some members.
- The Exit Survey – data / process to provide effective solutions.

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# Human Rights Project Charter



# The fruits of our labour...

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## The fruits of our labour...

### Accountability Sub-Committee

1. Review and amendment of TPS Service Governance issues with respect to Human Rights Issues.
2. Development of an internal communication plan to TPS Members, re: the above amendments.
3. Re-engineering of TPS systems to capture and more effectively utilize Human Rights complaint data.





## The fruits of our labour...

### Learning Sub-Committee

1. Development of a comprehensive "Human Rights 101" style training program for TPS Members.
  - Instructor led classroom settings
  - Self-directed online "E-Training"
  - Open discussions about "Racial Profiling" and "Racially Biased Policing"





## The fruits of our labour...

### Public Education Sub-Committee

1. Adoption of the revised "Public Information Mission Statement", as a guideline for all public communications, originating within TPS.
2. Diverse strategies to more effectively communicate with communities with limited access to electronic communications tools (eg. Media inserts to various targeted community papers, increased partnerships with CCC's, visually/hearing impaired etc..)
3. Re-development of the TPS website to communicate the revised policies initiated by HRPC.





## The fruits of our labour...

### Recruitment, Selection, Promotion & Retention Sub-Committee

1. Re-development of TPS data systems to more effectively capture and utilize demographic Member data.
2. Human Rights complaint data.
3. Ambassador Program





## In the end...

Human Rights Project Charter (HRPC), is scheduled to conclude on its third anniversary on May 17<sup>th</sup>, 2010.

Although its overall positive impact is gradual and will only be realized and improved with the passage of time, the participants of the *Ontario Human Right Project Charter* are confident that we have significantly begun to change and incorporate an environment which will ensure a *Safe, Respectful and Inclusive Workplace* in the future.





# Thank you.

Questions, Comments, Words of wisdom?



416.808.7029

Sgt. Keith HENDRICKS  
Diversity Management Unit

