



WINDSOR POLICE SERVICE



Count me in! **2018**

WORKPLACE CENSUS REPORT





WINDSOR POLICE SERVICE WORKPLACE CENSUS

On behalf of the dedicated members of the Windsor Police Service, I am proud to release the findings of the 2018 Windsor Police Service Workplace Census. This is the second census completed during my tenure as Police Chief; the last census was completed in 2012.

The census was prepared to examine the makeup of the Windsor Police Service and share this information with the residents of our City. The report also provides us with an understanding of who works here, and ensures we have a plan in place to provide the support they need.

The information from the report highlights some progress, but also brings to our attention areas in which we need to improve. For our analysis, the information from the census was gathered from both Police Officers and Civilian employees.

The Senior Leadership Team firmly supports creating a diverse and inclusive environment. We know and understand that it is best practice for the makeup of a police service to reflect the diversity and the

demographics of the city it serves. With the creation of the new diversity, inclusion and recruitment officer, the Senior Leadership Team have affirmed our commitment to establishing a more diverse and inclusive work environment.

Diversity and inclusion initiatives involve more than just the racial and gender breakdown of our workplace. Together, we are working toward creating an environment where each employee feels respected, valued and appreciated for their individuality and diverse viewpoints. As an organization, we are committed to celebrating this individuality and diversity. The findings of this report will help play a role in how we move forward as a police service.

I would like to also take this opportunity to thank all members of the Service, both sworn and civilian who participated in the survey.

Albert Frederick
Chief of Police

INTRODUCTION

A workplace census is a count of employees in an organization, used to gather a more detailed picture of staff in the workplace. The information collected through a workplace census can help organizations better understand and serve the interests of all employees.

We believe that the Windsor Police Service 2018 Workforce Census will help us identify our strengths and weaknesses, which we can then develop plans and supports to address.

The Windsor Police Service is a diverse organization; however, there may be gaps in the make-up of our workforce as compared to the demographics of the city of Windsor. The Windsor Police Service recognizes the need to be proactive in meeting the changing needs of our community.

METHODOLOGY

The census project commenced with considerable planning and promotion in the form of posters, emails, and video messages to inform employees within the organization months in advance of the actual survey launch.

The questionnaire and method used to tally the data were structured so there was no possibility of identifying respondents. To guarantee full anonymity, the survey did not include questions regarding position or work unit, and analysis of the responses was on a question-by-question basis only. The only separator utilized was the colour-coding of the census forms: civilian members' forms were yellow, while sworn member forms were white. Windsor Police civilian members are non-police personnel and sworn members are police personnel.

The vast majority of data collection occurred during the initial census collection period between April 22 and May 13, 2018. The goal was to obtain a 100% return of the census from all active WPS employees. Active employees included all members at work during the initial census period and those members not available during the initial census data collection period due to a short-term absence, but did not include any employees absent on a long-term basis. Secure drop boxes were distributed throughout all WPS facilities to ease the convenient and efficient collection of completed census questionnaires.

WPS COMPARISON STATISTICS CANADA DATA

Most of the questions in the Windsor Police Service census questionnaire were identical to questions used in the 2016 Canadian census. These statistics were used as a baseline to make comparisons between trends in the Service's demographic profile and the profile for the Windsor community.

RESPONSE RATES

The census was released to 591 employees, which represents 95.1% of all Windsor Police Service employees. Of the 591 employees who were provided the census, 584 employees returned the survey and seven employees chose not to submit the census.

The total population count for most of the questions is 584 respondents, consisting of 416 sworn members and 168 civilian members.

Based on the number of responses to each question, it can be concluded that most surveys were completely filled out. A few exceptions exist, where a Windsor Police Service member returned the census but did not complete the entire survey, did not complete some of the questions, or answered the same question with multiple responses, thus spoiling that question.

The data is presented in graphical and tabular format in the order in which each question appeared in the census. All 32 questions for the workplace census are included, in addition to a number of supplementary analysis and comparisons. The number of respondents who chose "I prefer not to answer" or the census was blank or corrupt is also reported. For all tables and graphs, sums may not equal 100% due to rounding.



LIMITATIONS OF DATA

Responses to the questions were analyzed on a question-by-question basis. Due to the size, demographic make-up, and structure of the Windsor Police Service, if questions were combined when analyzed, many individuals could be identified based on their responses. The guarantee of full anonymity was promised to maximize the response rate, so this question-by-question analysis method was used. This type of analysis limits the scope of the results and the possibility of verifying some of the collected data.



PARTICIPATION RATES

- 98.3% of all eligible sworn employees returned a census.
- 100% of all eligible civilian employees returned a census.
- A total 98.8% of all eligible Windsor Police Service employees returned a census.

KEY FINDINGS

DEMOGRAPHICS

- 66.7% of all Windsor Police Service employees are between the age of 35 and 54. Only six people indicated they were under 24 years old. That represents 1.1% of the total workforce.
- 77.2% of all Windsor Police Service employees are legally married, or in a common-law relationship.
- 41.1% of all Windsor Police Service employees identify as Catholic. In total 17 different religions were identified as the employees' religion.
- 63 different countries were indicated as the ethnic or cultural origin of their grandparents.
- 4.3% of all Windsor Police Service employees classify themselves as having a disability as defined by the Ontario Human Rights Code.
- 93.6% of all Windsor Police Service employees were born in Canada. Of those employees 90.3% were born in Ontario.
- 12.6% of all Windsor Police Service employees indicated that they speak French well enough to conduct a conversation.
- There were 28 different languages in which respondents reported they were able to communicate fluently. The top three most frequently reported languages other than English were Arabic, Italian, and Spanish.
- 7.9% of all Windsor Police Service employees are married to another Windsor Police Service employee. At the time of hire, 2.4% of all employees were married to another Windsor Police Service employee.
- 2.6% of respondents self-identify as Aboriginal persons, that is, North American Indian, Metis, or Inuit. Of those, 4 respondents indicated they were a member of an Indian Band/First Nation.
- The top three racial identities most commonly reported by respondents were (1) White (83.7%), (2) Arab (3.3%), (3) Afro-Canadian (3.1 %).
- Of the respondents who indicated the sexual orientation with which they identify, the most frequent response was heterosexual (95.9%), while another 4.1% identify as LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning).
- Of the total respondents, 66% indicated male as their gender identity and 34% indicated female. To break down this number 83.7% of sworn employees indicated male and 18.3% indicated female as their gender identity. On the civilian census, 71.2 % of civilian members indicated female and 28.8 % male as their gender identity.



KEY FINDINGS

EDUCATION

- 95.6 % of all Windsor Police employees possess a university degree or college certificate or diploma.
- Of the total respondents 39.3% graduated from the social and behavior science and law field of study. The next two highest field of studies were personal, protective and transportation services (19.5%) and business, management and public administration (16.7%).
- 94% of respondents indicated that they completed their highest level of education in Ontario.

- 12.1% of all respondents indicated they attended a school, college or university in the previous 9 months.

WORK ACTIVITIES

- 81.1% of all Windsor Police Service employees worked between 35 and 54 hours, the previous week.
- A motor vehicle is the usual commuting method for 97.4% of all employees.

UNPAID WORK ACTIVITY – PERSONAL & VOLUNTEER ACTIVITY

- 34.4% of all employees spend between 10 and 19 hours a week doing housework, yard work, or home maintenance for members of their household or others.
- 24.9% of all employees look after one or more of their own children, or the children of others for 30 hours a week or more; while 33.9%, look after no children.
- 28% of all employees provide care or assistance to one or more seniors.
- 150 employees volunteer their time to activities/services related to the Windsor Police Service.
- 215 employees volunteer their time to activities/services outside the Windsor Police Service.

CHILDREN & OTHER DEPENDENTS

- 59.1% of all Windsor Police Service employees provide dependent care for one or more people.
- Children account for 83.4% of all dependents.
- 57.9% of the dependents who require care are under the age of 12.
- In the last 12 months, 33.2% of employees required someone else to provide dependent care while they were at work.
- In the last 12 months, 64.7% of all respondents required a spouse/partner or grandparent/parent to provide dependent care while they were at work.

WHO WE ARE

WINDSOR POLICE SERVICE 2018 CENSUS

The 2018 Windsor Police Service Workplace Census was released to 591 employees, which is a representation of 95.1% of all WPS employees. 584 WPS employees completed the census; 416 sworn members and 168 civilian members.

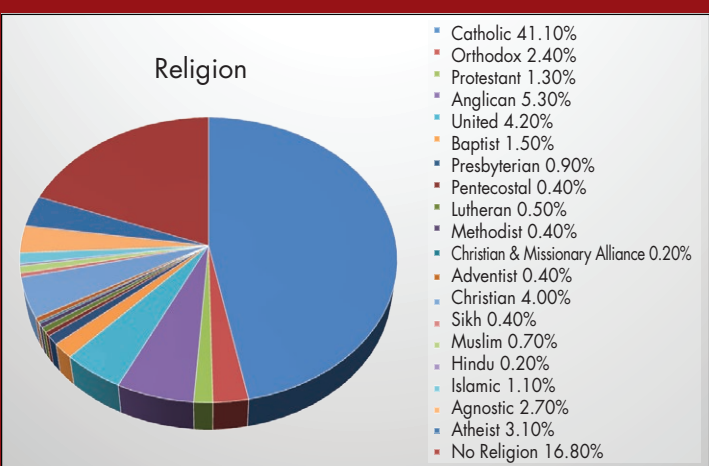
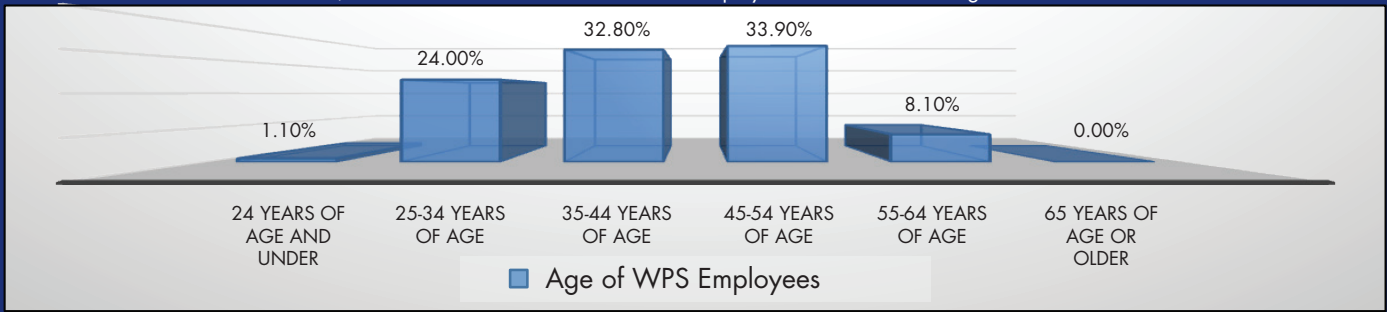
The data collected from the Windsor Police Service Census will assist in verifying, measuring and addressing the progress related to staff diversity. It will also allow us to proactively recognize opportunity for improvement and growth.

The Windsor Police Service values the on-going commitment of progressive leaders, committed to diversity and inclusion and being representative of our community in achieving organizational goals and strategic objectives.

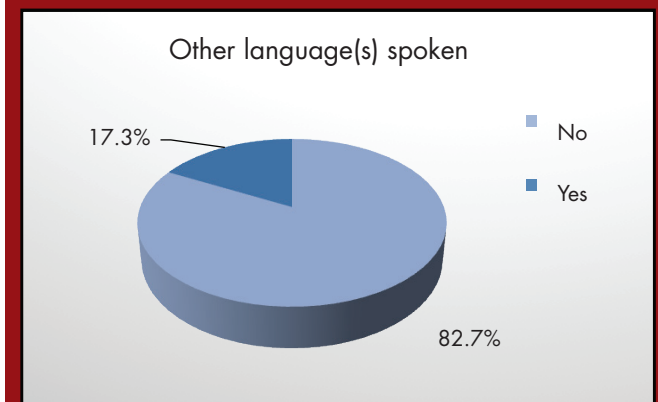
Listed below is a snapshot of some of the census results. Please see the Windsor Police Service Website for a detailed Census report:

<http://www.police.windsor.on.ca/>

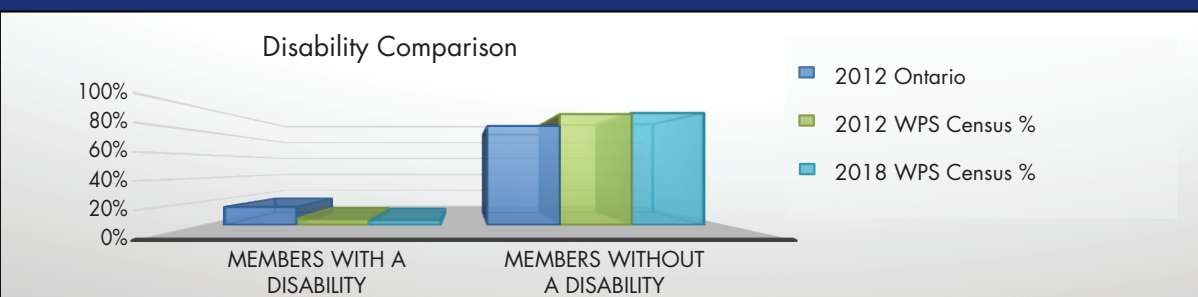
In 2018, 66.7% of all Windsor Police Service employees are between the age of 35 and 54.



41.1% of all Windsor Police Service employees identify their current religion as Catholic. Overall 17 different religions were identified as the employees' religion.

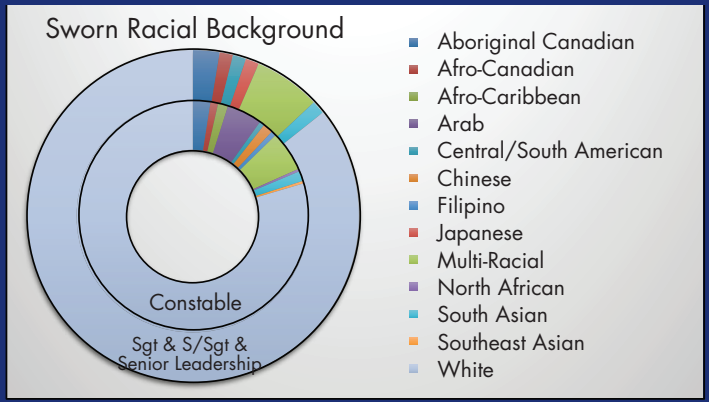
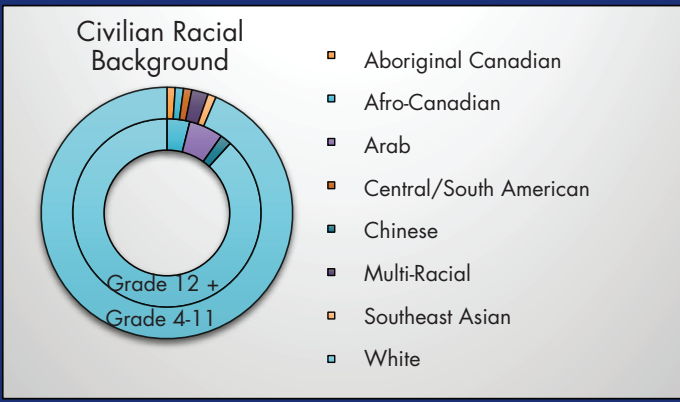
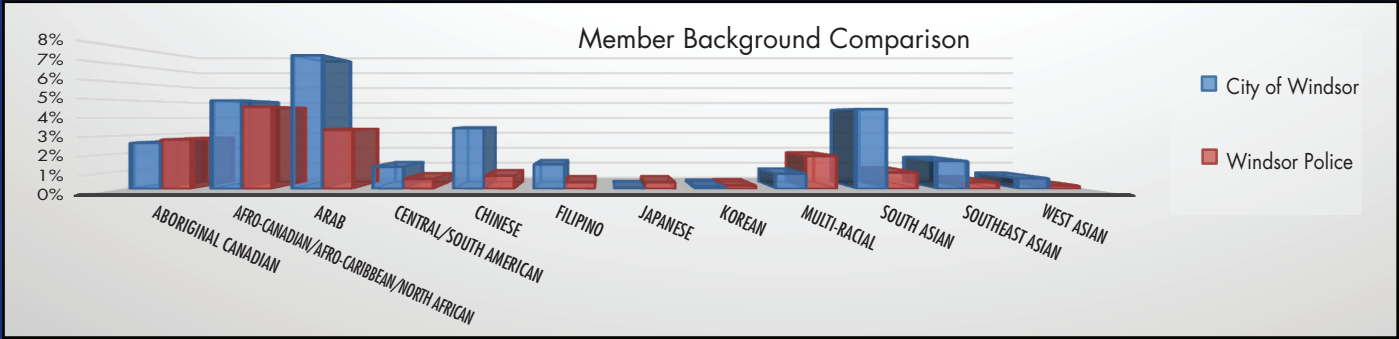


Of all respondents, 17.3% indicated they spoke another language. In total, there were 28 different languages in which respondents reported they were able to communicate fluently. The top three most frequently reported languages other than English were Arabic, Italian, and Spanish.

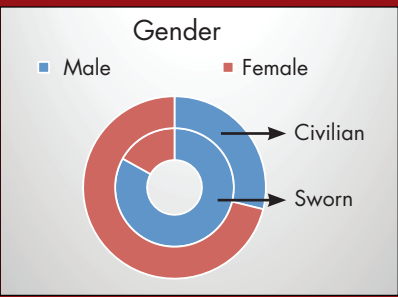
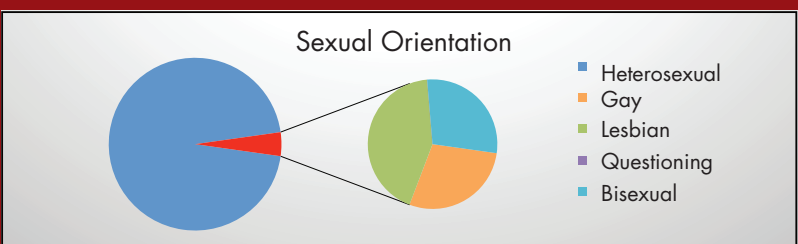


4.3% of all Windsor Police Service employees classify themselves as having a disability as defined by the Ontario Human Rights Code.

The top three racial backgrounds reported by employees were: White (European) 83.7%, Arab 3.3% and, Afro-Canadian 3.1%.

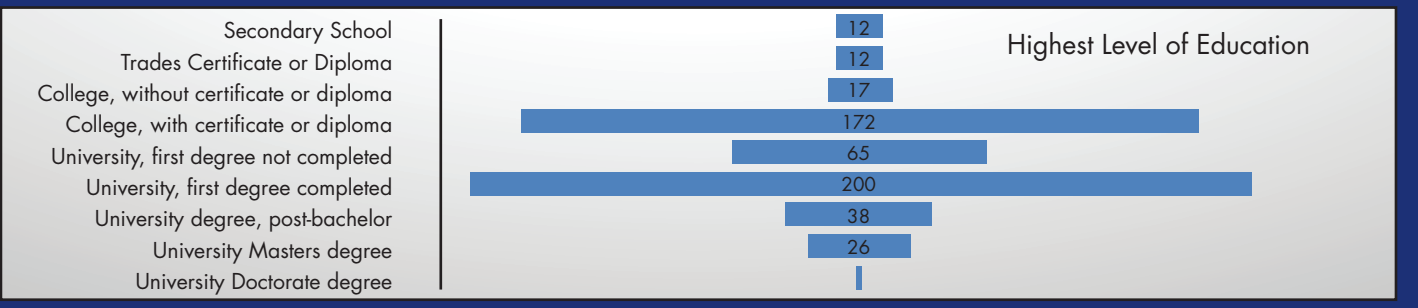
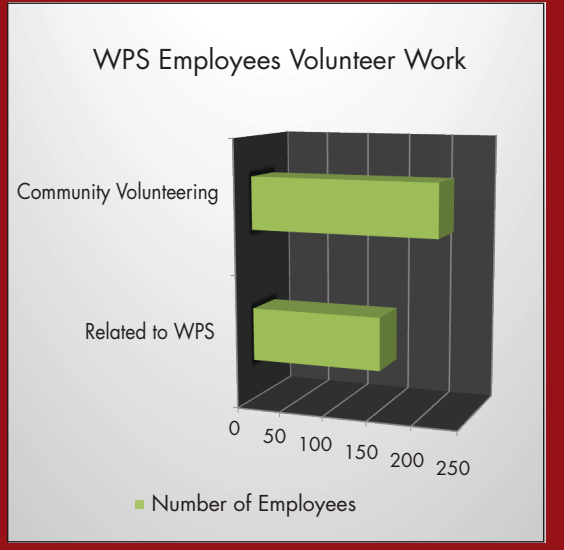


The chart below looks at the representation of respondents who indicated the sexual orientation with which they identify, the most frequent response was heterosexual (95.9%), while another 4.1% identify as LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning).



Of the total respondents, 66% indicated male as their gender identity and 34% indicated female. To break down this number 83.7% of sworn employees indicated male and 18.3% indicated female as their gender identity. On the civilian census, 71.2% of civilian members indicated female and 28.8% male as their gender identity.

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Superintendent Frank Providenti would like to thank everyone who contributed to this publication.