

COUNT ME IN!

WINDSOR POLICE SERVICE WORKPLACE CENSUS

**Report on the Windsor Police Service's
Demographic Profile**

December 2012



Ontario
Human Rights Commission
Commission ontarienne des
droits de la personne



Human Rights Project



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Acknowledgements

Beginning in May 2012, Windsor Police Service members took part in the first ever Workplace Census. The completion of the census was voluntary. The response rate by Windsor Police Service members was tremendous and speaks to the dedication of our members to our community and our Service.

We would like to thank each member who took the time to fill out the census. In doing so, you have contributed to the Human Rights Project and all of its various committees dedicated to working in community partnerships to develop and implement initiatives aimed at identifying, eliminating, and preventing any possible discrimination in its employment practices and its service delivery to Windsor's diverse community.

Without your willing and thorough participation, it would have been difficult to plot a course for our improved future.



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Summary

The following are highlights of the Windsor Police Service members' demographic profile:

Demographics

- Almost 79% of Windsor Police Service members are 35 years of age and older;
- The number of members who are legally married or in a common-law relationship is almost four out of every five members;
- Over 83% of members identify with a religion, with nearly half being Catholic;
- There is diversity in the ethnic or cultural origin of WPS members' grandparents, though 80% are from British Isles or European origins;
- Almost 90% of members were born in Ontario;
- All members can speak English. 10% are conversational fluent in French and almost 15% can carry a conversation in a language other than English or French;
- In terms of workplace familial relationships, 15% of members are directly related to another member of the Service. The predominant relationship is a spouse or common-law partner;
- The Service's visible minority population is 11.1% (compared to 21% for the community). The percentage of members identifying their racial background as White is 86.7%;
- Just over 5% of Service members identify as aboriginal persons;
- Almost 3% of Service members identify as gay, lesbian, bisexual, or questioning;
- The percentage of members with a disability is 5.2%; and
- The percentage of males in the total workforce is 70%. Among sworn members there is about one female for every five males. For civilian members the makeup is 73.5% females and 26.5% males.

Education

- Windsor Police Service members are highly educated with 42% of members holding a university degree, certificate, or diploma and 28% holding a college diploma or certificate. The social and behavioural sciences dominate as the major field of study for WPS members. Almost all members were educated in Canada, specifically in Ontario. About one-eighth of members were enrolled in post-secondary education in the 9 months prior to completing the survey.



Summary continued

Work Activities

- Most members worked 35 to 44 hours during the week prior to taking the survey and about 21% of members worked between 45 to 54 hours. Over 93% of Service members drive a vehicle to work.

Unpaid Work and Volunteer Activity

- Over 87% of members spend 5 hours or more per week doing housework, yard work, or home maintenance. Over two thirds of the WPS members are involved in caring for children, compared to fewer than 40% of community members, with 57% of members spending 5 hours or more per week on child care. Another one third of members provide care or assistance to seniors. The volunteer rate for Windsor Police Service members is 48% for activities or services not related to the Windsor Police Service.

Children and Other Dependents

- The percentage of members providing dependent care for children is 85%, with 56% caring for children under the age of 12. Nearly 55% of employees rely on someone else to provide care while they were at work either regularly, most of the time or always. Two thirds of respondents relied on their spouse/partner or a grandparent.



Introduction

Between May 24, 2012 and August 31, 2012, the Windsor Police Service (WPS) conducted a comprehensive workplace census. The census was initiated by the Human Rights Project Team, specifically the Research Group and the Recruitment, Selection, Promotion, and Retention Subcommittee. The Human Rights Project is a joint initiative with the Windsor Police Service, Windsor Police Services Board, Ontario Human Rights Commission, and Ontario Police College. The main objective of the Human Rights Project is to develop and implement initiatives aimed at identifying, eliminating, and preventing any possible discrimination in the employment practices and service delivery of the WPS. The census comprises a key building block of the overall Project.

The WPS identified inadequacies in information and data evaluation systems with respect to its demographic makeup, which impeded the organization's ability to establish a baseline by which future initiatives and activities can be assessed. The census was determined to be the ideal instrument for measuring its success in developing a workforce that is reflective and representative of the diversity in the community.

Methodology

The census project commenced with considerable planning and promotion in the form of posters, email, and video messages to inform employees within the organization months in advance of the actual survey launch. A Census Rationale document was prepared and made available to all members through the Service Infonet. The rationale document outlined the purpose of the census, reasons for asking each question, and measures taken to ensure anonymity. The senior leadership team, Project team members, and workplace supervisors were responsible for promoting the value and importance of the census.

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

The vast majority of data collection occurred during an initial census collection period between May 24th and June 1st, 2012. The goal was to obtain a 100% return of the census form 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 it did not include any employees absent on a long term basis. Secure drop boxes were distributed throughout all WPS facilities to facilitate the convenient and efficient collection of completed census questionnaires.

Response Rates

By August 31st, 2012, all 602 active employees had responded to the workplace census, resulting in a 100% net response rate. Factoring in the 22 employees currently on long term absences, the gross response rate is 96% for all Service employees. Of the members who responded to the census, 594 submitted a census questionnaire and 8 chose not to submit a questionnaire.

The total population count for most of the questions is 594 respondents, consisting of 439 sworn members and 155 civilian members. The exceptions are questions 9 thru 11, which had 592 respondents and question 22a) thru 22d), which had 593 respondents.

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, or did not complete some of the questions, which was an option available to each employee. The proportion of fully completed census surveys is over 92%.

With such a large sample taken of the overall eligible survey population, the results of the data make for a confidence level (the degree to which you can be sure of something) of 99% with a confidence interval (margin of error) of just 1%. A 99% confidence interval means responses are accurate 99 times out of 100 in terms of the data being representative.

Limitations of data

Responses to the questions were only analyzed on a question-by-question basis. Due to the size, demographic make-up and structure of the organization, if questions were combined when analyzed or if questions were asked about a persons' rank, position, or work unit, many individuals could be identified based on their responses. The guarantee of full anonymity was needed to maximize the response rate, so the question-by-question analysis was used and questions related to rank or position were not asked. This type of analysis limits the scope of the results and the possibility of verifying some of the collected data.



In future workplace censuses, the Service may need to reassess the method used to analyze the data to gain deeper understanding and insight into the Service's demographic profile.

WPS Comparison with Statistics Canada Data

Most questions in the WPS census questionnaire are identical to questions used in recent Canadian censuses. 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. Such a comparison is valuable in the assessment of the Human Rights Project strategies.



Demographics

1. What age group do you belong to?

Overall, 79% of WPS members are 35 years of age and older. Just less than 40% of our workforce is between 45 and 54 years and most of these members will be eligible to retire in the next 10 years. About 5% of members are 55 years and older.

| Q1. | 2011 Census Windsor | # of Respondents | % of Respondents |
|------------------------------|---------------------|------------------|------------------|
| 24 years of age and under | 9.6% ¹ | 1 | 0.2% |
| 25-34 years of age | 12.5% | 117 | 21.2% |
| 35-44 years of age | 13.6% | 188 | 34.1% |
| 45-54 years of age | 15.1% | 215 | 38.9% |
| 55-64 years of age | 12.4% | 29 | 5.3% |
| 65 years of age or older | 15.7% | 2 | 0.4% |
| I prefer not to answer | | 11 | |
| Blank or corrupted responses | | 31 | |

¹ Census data for population aged 18 – 24 years.



Demographics

2. Which best describes your current marital status?

Just under 71% of WPS employees are legally married and 11% are single compared to the community's population of 45% legally married and just over 30% single. When only the sworn component is examined, the percentage of members legally married rises to 81.7%.

| Q2. | 2011 Census Windsor ² | # of Respondents | % of Respondents |
|---------------------------------------|----------------------------------|------------------|------------------|
| Legally married (and not separated) | 45.0% | 386 | 70.8% |
| Common-law (cohabitating as a couple) | 6.9% | 39 | 7.2% |
| Separated, but still legally married | 3.6% | 28 | 5.1% |
| Divorced | 7.6% | 29 | 5.3% |
| Widowed | 6.8% | 3 | 0.6% |
| Never legally married (single) | 30.2% | 60 | 11.0% |
| I prefer not to answer | | 19 | |
| Blank or corrupted | | 30 | |

² Census data for population aged 15 years and over.



Demographics

3. What is your religion?

The percentage of WPS employees who identify with a religion is just over 83%. Of these members 56% are Catholic, which is 8% higher than the figure for the community. The percentage of members who identify with Protestant denominations is similar to the Windsor population. Approximately one sixth of all WPS respondents indicated they have no religious affiliation or are atheist or agnostic. This is noticeably higher than the community proportion which stands at approximately one eighth. Also noteworthy is the number of respondents who chose not to answer this question, which is almost one-fifth (18.7%) of the total respondents, the highest percentage of all the census questions.

| Q3. | 2001 Census Windsor | # of Respondents | % of Respondents |
|-----------------------------------|---------------------|------------------|------------------|
| Christian | 77.53% | 398 | 82.4% |
| Catholic | 48.10% | 271 | 55.9% |
| Catholic ³ | na | 65 | 13.3% |
| Roman Catholic | 47.80% | 205 | 42.4% |
| Ukrainian Catholic | 0.30% | 1 | 0.2% |
| Orthodox ⁴ | 4.10% | 7 | 1.4% |
| Protestant | 21.20% | 110 | 23.0% |
| Anglican | 7.00% | 35 | 7.5% |
| Nondenominational ⁵ | 0.30% | 1 | 0.2% |
| United | 5.50% | 30 | 6.2% |
| Baptist | 2.40% | 11 | 2.3% |
| Presbyterian | 1.50% | 7 | 1.4% |
| Pentecostal | 1.40% | 4 | 0.8% |
| Brethren | 0.20% | 1 | 0.2% |
| Lutheran | 1.10% | 3 | 0.6% |
| Methodist | 0.20% | 1 | 0.2% |
| Christian and Missionary Alliance | 0.10% | 1 | 0.2% |
| Mennonite | 0.01% | 0 | 0.0% |
| Hutterite | 0.06% | 0 | 0.0% |
| Protestant ⁶ | 3.00% | 16 | 3.3% |
| Unity | na | 1 | 0.2% |
| Jehovah's Witnesses | 0.31% | 0 | 0.0% |
| Church of Jesus Christ of Latter- | 0.14% | 0 | 0.0% |

³ Includes persons who reported only 'Catholic'. Also includes 'Anglican Catholic'.

⁴ Includes persons who report 'Orthodox'. Also includes Greek Orthodox, Ukrainian Orthodox, Serbian Orthodox, Armenian Apostolic, Bulgarian Orthodox, Ethiopian Orthodox and Macedonian Orthodox.

⁵ Includes persons who only report 'Non-Denominational'.

⁶ Includes persons who report only 'Protestant'.



Demographics

| Q3. | 2001 Census Windsor | # of Respondents | % of Respondents |
|-------------------------------------|---------------------|------------------|------------------|
| day Saints (Mormons) | | | |
| Salvation Army | 0.17% | 0 | 0.0% |
| Christian Reformed Church | 0.05% | 0 | 0.0% |
| Evangelical Missionary Church | 0.10% | 0 | 0.0% |
| Adventist | 0.16% | 0 | 0.0% |
| Christian ⁷ | 3.20% | 9 | 1.9% |
| Sikh | 0.70% | 1 | 0.2% |
| Buddhist | 1.00% | 1 | 0.2% |
| Muslim | 4.80% | 2 | 0.4% |
| Judaism | 0.60% | 0 | 0.0% |
| Hindu | 0.75% | 0 | 0.0% |
| Aboriginal Spirituality | 0.04% | 0 | 0.0% |
| Pagan | 0.07% | 0 | 0.0% |
| No religion/Atheist/Agnostic | 12.30% | 81 | 16.8% |
| I prefer not to answer | | 77 | |
| Blank or corrupted | | 34 | |

⁷ Includes persons who report 'Christian', and those who report 'Apostolic', Born Again Christian' and 'Evangelical'.



Demographics

4. What were the ethnic or cultural origins of your grandparents?

The ethnic or cultural origin of over 40% of Windsor Police Service members' grandparents is from the British Isles, far greater than the figure of 35% for the community. Many other ethnic and cultural origins, spanning many countries of the world, are also represented among WPS members, but the percentages are smaller than in comparison to the community. The number of WPS employees having French ancestry at just under 13% is significantly lower than the Windsor census figure of just over 21%. Only about 6% of employees identified Canada as the origin of their grandparents compared to 28% for those in our surrounding community.

| Q4. | 2006 Census Windsor ⁸ | # of Respondents ⁹ | % of Respondents |
|--|----------------------------------|-------------------------------|------------------|
| British Isles Origins | 35.08% | 404 | 41.3% |
| England/English | 20.36% | 148 | 15.1% |
| Scotland/Scottish | 13.66% | 123 | 12.6% |
| Ireland/Irish | 13.94% | 122 | 12.5% |
| Welsh | 1.14% | 11 | 1.1% |
| French Origins | 21.33% | 123 | 12.6% |
| French | 21.30% | 123 | 12.6% |
| Aboriginal Origins | 3.82% | 19 | 1.9% |
| Inuit | 0.04% | 1 | 0.1% |
| Métis | 0.73% | 1 | 0.1% |
| First Nations | 3.10% | 17 | 1.7% |
| Other North American Origins | 24.74% | 85 | 8.7% |
| Canada/Canadian | 23.81% | 58 | 5.9% |
| French Canadian | na | 27 | 2.8% |
| Caribbean Origins | 0.94% | 5 | 0.5% |
| Cuban | 0.03% | 1 | 0.1% |
| Jamaican | 0.49% | 2 | 0.2% |
| West Indian | 0.13% | 1 | 0.1% |
| Caribbean, n.i.e. ¹⁰ | 0.03% | 1 | 0.1% |
| Latin, Central and South American Origins | 1.31% | 4 | 0.4% |

⁸ Canada census data collected was the ethnic or cultural origins of a person's ancestors. An ancestor is defined as usually more distant than a grandparent.

⁹ The sum of the ethnic groups in this table is greater than the total population count because a person may report more than one ethnic origin in the census.

¹⁰ The abbreviation n.i.e. means 'not included elsewhere'.



Demographics

| Q4. | 2006 Census Windsor ⁸ | # of Respondents ⁹ | % of Respondents |
|--|----------------------------------|-------------------------------|------------------|
| Argentinean | 0.06% | 2 | 0.2% |
| Mexican | 0.28% | 1 | 0.1% |
| Latin, Central or South American, n.i.e. | 0.09% | 1 | 0.1% |
| European Origins | 38.31% | 284 | 29.0% |
| West European Origins | 11.49% | 92 | 9.4% |
| Austrian | 0.44% | 2 | 0.2% |
| Belgian | 0.54% | 4 | 0.4% |
| Dutch (Netherlands) | 2.30% | 26 | 2.7% |
| German | 8.91% | 60 | 6.1% |
| Northern European origins | 1.24% | 12 | 1.2% |
| Finnish | 0.34% | 4 | 0.4% |
| Scandinavian origins | 0.94% | 8 | 0.8% |
| <i>Danish</i> | <i>0.29%</i> | <i>1</i> | <i>0.1%</i> |
| <i>Norwegian</i> | <i>0.32%</i> | <i>4</i> | <i>0.4%</i> |
| <i>Swedish</i> | <i>0.30%</i> | <i>3</i> | <i>0.3%</i> |
| Eastern European Origins | 12.02% | 81 | 8.3% |
| Baltic origins | 0.11% | 2 | 0.2% |
| <i>Estonian</i> | <i>0.00%</i> | <i>1</i> | <i>0.1%</i> |
| <i>Latvian</i> | <i>0.03%</i> | <i>1</i> | <i>0.1%</i> |
| Czech and Slovak origins | 1.27% | 5 | 0.5% |
| <i>Czech</i> | <i>0.38%</i> | <i>1</i> | <i>0.1%</i> |
| <i>Slovak</i> | <i>0.77%</i> | <i>4</i> | <i>0.4%</i> |
| Hungarian | 2.10% | 16 | 1.6% |
| Polish | 4.24% | 18 | 1.8% |
| Romanian | 1.93% | 10 | 1.0% |
| Russian | 0.95% | 6 | 0.6% |
| Ukrainian | 2.93% | 24 | 2.5% |
| Southern European origins | 17.26% | 93 | 9.5% |
| Croatian | 1.34% | 5 | 0.5% |
| Greek | 1.11% | 2 | 0.2% |
| Italy/Italian | 9.56% | 67 | 6.9% |
| Macedonian | 0.69% | 1 | 0.1% |
| Portuguese | 0.65% | 1 | 0.1% |
| Serbian | 1.40% | 5 | 0.5% |
| Slovenian | 0.18% | 2 | 0.2% |



Demographics

| Q4. | 2006 Census Windsor ⁸ | # of Respondents ⁹ | % of Respondents |
|---|----------------------------------|-------------------------------|------------------|
| Spanish | 0.86% | 4 | 0.4% |
| Yugoslavia | 0.75% | 6 | 0.6% |
| Other European origins | 0.72% | 6 | 0.6% |
| Jewish | 0.57% | 1 | 0.1% |
| European, n.i.e. | 0.12% | 5 | 0.5% |
| African origins | 2.88% | 2 | 0.2% |
| Kenyan | 0.01% | 1 | 0.1% |
| African, n.i.e. | 0.84% | 1 | 0.1% |
| Arab origins | 6.67% | 20 | 2.0% |
| Lebanon/Lebanese | 3.38% | 19 | 1.9% |
| Syrian | 0.25% | 1 | 0.1% |
| West Asian origins | 1.24% | 0 | 0.0% |
| South Asian origins | 4.18% | 4 | 0.4% |
| East Indian | 2.72% | 3 | 0.3% |
| South Asian, n.i.e. | 0.22% | 1 | 0.1% |
| East and Southeast Asian origins | 6.28% | 7 | 0.7% |
| Chinese | 3.62% | 4 | 0.4% |
| Japanese | 0.07% | 1 | 0.1% |
| Asian, n.o.s. ¹¹ | 0.00% | 2 | 0.2% |
| Oceania origins | 0.05% | 0 | 0.0% |
| Other | na | 20 | 2.0% |
| Anglo Saxon/Caucasian/White | na | 6 | 0.6% |
| Indian | na | 4 | 0.4% |
| Cantonese | na | 1 | 0.1% |
| Black | na | 5 | 0.5% |
| African American | na | 1 | 0.1% |
| African Canadian | na | 3 | |
| Unknown | na | 1 | 0.1% |
| Blank or corrupted | | 109 | |

¹¹ The abbreviation n.o.s. means 'not otherwise specified'.

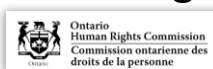


Demographics

5. Where were you born?

The vast majority of WPS members (89%) were born in Ontario. The only other locations that had a proportion higher than 1% were Quebec, the United States, and Scotland, which totaled less than 4%.

| Q5. | 2006 Census Windsor | # of Respondents | % of Respondents |
|-----------------------------------|---------------------|------------------|------------------|
| Canada | 70.5% | 517 | 92.7% |
| Ontario | na | 496 | 88.9% |
| Quebec | na | 8 | 1.4% |
| Alberta | na | 4 | 0.7% |
| Nova Scotia | na | 4 | 0.7% |
| Saskatchewan | na | 2 | 0.4% |
| New Brunswick | na | 1 | 0.2% |
| Manitoba | na | 1 | 0.2% |
| B.C. | na | 1 | 0.2% |
| United States | 2.3% | 6 | 1.1% |
| Central America | 0.8% | 2 | 0.4% |
| Mexico | na | 1 | 0.2% |
| Nicaragua | na | 1 | 0.2% |
| Western Europe | 1.0% | 2 | 0.4% |
| West Germany | na | 1 | 0.2% |
| Germany | na | 1 | 0.2% |
| Eastern Europe | 3.2% | 3 | 0.5% |
| Ukraine | na | 1 | 0.2% |
| Hungary | na | 1 | 0.2% |
| Romania | na | 1 | 0.2% |
| Northern Europe | 1.8% | 8 | 1.4% |
| North Ireland | | 1 | 0.2% |
| Scotland | 1.6% | 6 | 1.1% |
| England | | 1 | 0.2% |
| Southern Europe | 6.2% | 7 | 1.3% |
| Italy | 2.7% | 2 | 0.4% |
| Macedonia | na | 2 | 0.4% |
| Bosnia | na | 1 | 0.2% |
| Yugoslavia | na | 1 | 0.2% |
| Portugal | na | 1 | 0.2% |
| Caribbean & Bermuda | 0.5% | 3 | 0.5% |
| Jamaica | na | 1 | 0.2% |
| Trinidad & Tobago | na | 2 | 0.4% |
| <i>Asia & The Middle East</i> | <i>11.8%</i> | <i>9</i> | <i>1.6%</i> |



Demographics

| Q5. | 2006 Census Windsor | # of Respondents | % of Respondents |
|--|---------------------|------------------|------------------|
| West Central Asia & the Middle East | 4.5% | 3 | 0.5% |
| Saudi Arabia | na | 1 | 0.2% |
| Lebanon | na | 2 | 0.4% |
| Southern Asia | 3.0% | 1 | 0.2% |
| India | na | 1 | 0.2% |
| Eastern Asia | 2.4% | 4 | 0.7% |
| China | 1.9% | 3 | 0.5% |
| Hong Kong | na | 1 | 0.2% |
| Southeast Asia | 2.0% | 1 | 0.2% |
| Cambodia | na | 1 | 0.2% |
| Africa | 1.59% | 0 | 0.0% |
| Oceania and Other | 0.05% | 0 | 0.0% |
| Blank or corrupted | | 37 | |



Demographics

6. Can you speak French well enough to conduct a conversation?

While all WPS members are able to speak English, 10% of the workforce is also conversationally fluent in French, which is higher than the Windsor population at 8.5%.

| Q6. | 2011 Census Windsor | # of Respondents | % of Respondents |
|--------------------|---------------------|------------------|------------------|
| No | 89.5% | 505 | 90.0% |
| Yes | 8.5% | 56 | 10.0% |
| Blank or corrupted | | 33 | |



Demographics

7. What language(s) other than English or French can you speak well enough to conduct a conversation?

Almost 15% of WPS members are capable of conducting a conversation in a language other than English or French, which is similar to the percentage for the City of Windsor. This reveals a workforce with diversity in language skills, which is a valuable asset for the Service.

| Q7. | 2011 Census Windsor | # of Respondents ¹² | % of Respondents |
|----------------|---------------------|--------------------------------|------------------|
| None | 83.45% | 482 | 85.46% |
| Italian | 2.35% | 24 | 4.26% |
| Arabic | 4.53% | 8 | 1.42% |
| Hungarian | 0.32% | 5 | 0.89% |
| German | 0.31% | 5 | 0.89% |
| Cantonese | 0.50% | 3 | 0.53% |
| Chinese | 1.32% | 3 | 0.53% |
| Croatian | 0.49% | 2 | 0.35% |
| Macedonian | 0.31% | 2 | 0.35% |
| Serbian | 1.03% | 3 | 0.53% |
| Serbo-Croatian | 0.08% | 1 | 0.18% |
| Spanish | 1.19% | 4 | 0.71% |
| Dutch | 0.04% | 1 | 0.18% |
| Hindi/Urdu | 1.01% | 1 | 0.18% |
| Jamaican | na | 1 | 0.18% |
| Lebanese | na | 2 | 0.35% |
| Norwegian | 0.00% | 1 | 0.18% |
| Polish | 1.00% | 2 | 0.35% |
| Punjabi | 0.68% | 1 | 0.18% |
| Romanian | 0.78% | 1 | 0.18% |
| Ukrainian | 0.11% | 2 | 0.35% |
| Russian | 0.18% | 1 | 0.18% |
| Korean | 0.10% | 1 | 0.18% |
| Japanese | 0.02% | 1 | 0.18% |
| Vietnamese | 0.78% | 1 | 0.18% |
| Bosnian | 0.12% | 1 | 0.18% |
| Greek | 0.35% | 1 | 0.18% |
| Portuguese | 0.19% | 2 | 0.35% |
| Slovak | 0.12% | 1 | 0.18% |

¹² The sum of the number of respondents in this table is greater than the total population count because a person may report more than one language.



Demographics

| Q7. | 2011 Census Windsor | # of Respondents ¹² | % of Respondents |
|------------------------|---------------------|--------------------------------|------------------|
| American Sign language | 0.04% | 1 | 0.18% |
| Blank or corrupted | | 37 | |



Demographics

8. a) **As of today, are you directly related to another member of the Windsor Police Service?**
 b) **At the time of your initial hiring, were you directly related to another member of the Windsor Police Service?**

Of the WPS workers surveyed, 15% indicated they are directly related to another WPS employee. At the time of hiring, only 10% of all employees were directly related to another WPS employee (broken down as 7% of sworn members and 17% of civilian members). At the time of hiring, the predominant relationship was a parent working at the Service. The current predominant relationship is a spouse or common-law partner.

| Q8a. | Baseline Statistics | # of Respondents | % of Respondents |
|---|---------------------|------------------|------------------|
| No | na | 470 | 85.0% |
| Yes – my spouse/common-law partner works here | na | 54 | 9.8% |
| Yes - parent(s) works here | na | 4 | 0.7% |
| Yes – my sibling(s) works here | na | 22 | 4.0% |
| Yes – my child(ren) work here | na | 3 | 0.5% |
| I prefer not to answer | | 11 | |
| Blank or corrupted | | 34 | |

| Q8b. | Baseline Statistics | # of Respondents | % of Respondents |
|---|---------------------|------------------|------------------|
| No | na | 495 | 90.0% |
| Yes – my spouse/common-law partner works here | na | 10 | 1.8% |
| Yes - parent(s) works here | na | 28 | 5.1% |
| Yes – my sibling(s) works here | na | 17 | 3.1% |
| Yes – my child(ren) work here | na | 0 | 0.0% |
| I prefer not to answer | | 11 | |
| Blank or corrupted | | 35 | |



Demographics

9. Are you an Aboriginal person, that is, North American Indian, Métis, or Inuit?

WPS employees who identified themselves as an Aboriginal person totaled just over 5%, which is higher than the community's total of 2%.

| Q9. | 2006 Census Windsor | # of Respondents | % of Respondents |
|--------------------|---------------------|------------------|--------------------|
| No | 98.2% | 533 | 94.8% |
| Yes | 1.8% | 29 | 5.2% ¹³ |
| Blank or corrupted | | 30 | |

¹³ There is a discrepancy between the responses to Question 9 and Question 11. In question 11, 2.2% of respondents identify Aboriginal Canadian as their racial background and in Question 9, 5.2% of respondents identify themselves as an Aboriginal person. Due to method used to collect and analyze the data, responses to these questions could not be checked for accuracy.



Demographics

10. Are you a member of an Indian Band/First Nation?

| Q10. | Baseline Statistics | # of Respondents | % of Respondents |
|--|---------------------|-------------------|------------------|
| No | na | 412 | 97.4% |
| Yes, member of an Indian Band/First Nation | na | 11 | 2.6% |
| Burnt Church | na | 1 | |
| Métis | na | 1 | |
| Micmac | na | 1 | |
| Not Specified | na | 8 | |
| Blank or corrupted | | 169 ¹⁴ | |

¹⁴ The high number of blank or corrupted responses is due to the question format, which directed respondents to proceed to question 11, if they answered 'No' to question 9.



Demographics

11. Do you identify your racial background as:

Most WPS members identify White as their racial background, which includes European, Canadian, and Aboriginal Canadian. Almost four fifths of the Windsor population also identifies White as their racial background, but the WPS percentage is almost 10% higher than the community percentage. The difference is even greater when examining only the civilian section where 93% identify White as their racial background. The percentage of multi-racial persons at WPS at just fewer than 3% is above the community average of less than one half of one percent.

Numbers for Afro-Canadian and Afro-Caribbean are about two thirds of that for the City of Windsor (2.7% compared to just under 4%). Similarly, there are several other communities that are markedly underrepresented within the WPS. The total visible minority population in the Windsor community is 21% compared to 11% in the WPS.

| Q11. | 2006 Census Windsor | # of Respondents ¹⁵ | % of Respondents |
|--|---------------------|--------------------------------|------------------|
| White (European), Canadian | 79.0% ¹⁶ | 476 | 86.7% |
| Aboriginal Canadian | | 12 | 2.2% |
| Multi-racial ¹⁷ | 0.4% ¹⁸ | 16 | 2.9% |
| Arab | 4.2% | 11 | 2.0% |
| Afro-Canadian | 3.9% ¹⁹ | 9 | 1.6% |
| Afro-Caribbean | | 6 | 1.1% |
| Chinese | 3.3% | 6 | 1.1% |
| South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.) | 4.1% | 5 | 0.9% |
| Central/South American (Mexican, Ecuadorean, Peruvian, etc.) | 1.2% ²⁰ | 3 | 0.5% |
| West Asian (e.g. Iranian, Afghan) | 0.8% | 2 | 0.4% |
| Japanese | 0.05% | 1 | 0.2% |
| North African (Libyan, Tunisian, | na ²¹ | 1 | 0.2% |

¹⁵ The sum of the racial backgrounds in this table is greater than the total population count because a person may report more than one racial background in the census.

¹⁶ Canada Census category is 'Not a Visible Minority' and includes respondents who reported "yes" to the Aboriginal identity question, as well as respondents who are not considered to be members of a visible minority group.

¹⁷ The WPS census includes this as a standalone category. Respondents are included in this category only if they check this mark-in circle.

¹⁸ Canada census category is 'Multiple Visible Minority' and includes respondents who reported more than one visible minority group by checking two or more mark-in circles, e.g., 'Black' and 'South Asian.'

¹⁹ Canada Census category is Black.

²⁰ Canada Census category is Latin American.

²¹ Canada Census does not include this category.



Demographics

| Q11. etc.) | 2006 Census Windsor | # of Respondents ¹⁵ | % of Respondents |
|--|------------------------|-----------------------------------|---------------------|
| Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.) | 1.3% | 1 | 0.2% |
| Filipino | 1.2% | 0 | 0.0% |
| Korean | 0.2% | 0 | 0.0% |
| Total visible minority population ²² | 21.0% | 61 | 11.1% |
| Blank or corrupted | | 61 | |

²² The Employment Equity Act defines visible minorities as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour'.



Demographics

12. Do you have a disability as defined by the Ontario Human Rights Code?

The number of employees who indicated they have a disability is 5%. The provincial percentage for those aged 15 years and older who identify as having a disability is 18%. There is a slightly higher percentage of civilian members with a disability (6.3%) than sworn personnel (4.7%).

| Q12. | 2006 PALS Ontario ²³ | # of Respondents | % of Respondents |
|------------------------|---------------------------------|------------------|------------------|
| No | 81.9% | 515 | 94.8% |
| Yes | 18.1% | 28 | 5.2% |
| I prefer not to answer | | 19 | |
| Blank or corrupted | | 32 | |

²³ Statistics Canada, Participation and Activity Limitation Survey, 2006 data for those aged 15 years and over for the province of Ontario.



Demographics

13. What is your sexual orientation?

Most WPS employees indicated they are heterosexual at 97%, which is very comparable to the national average at just over 98%. Percentages for gay and lesbian, while modest in total were higher than the national average.

| Q13. | 2004 GSS Canada ²⁴ | # of Respondents | % of Respondents |
|------------------------|----------------------------------|---------------------|---------------------|
| Heterosexual | 98.3% | 521 | 97.0% |
| Gay | 0.7% | 6 | 1.1% |
| Lesbian | 0.4% | 5 | 0.9% |
| Bisexual | 0.7% | 4 | 0.7% |
| Questioning | na | 1 | 0.2% |
| I prefer not to answer | | 19 | |
| Blank or corrupted | | 38 | |

²⁴ Statistics Canada, General Social Survey, 2004, data for Canadians aged 18 years and older.



Demographics

14. What is your gender?

The proportion of WPS employees who are male is just over two thirds of the total. This is well above the national average of just over 48%. The proportion is further exaggerated when only the sworn complement is considered at over 83% male. For the civilian section, males comprise under one third of the total members.

All WPS Members:

| Q14. | 2011 Census Windsor | # of Respondents | % of Respondents |
|------------------------|---------------------|------------------|------------------|
| Male | 48.5% | 368 | 67.8% |
| Female | 51.5% | 175 | 32.2% |
| Transgender | na | 0 | 0.0% |
| I prefer not to answer | | 18 | |
| Blank or corrupted | | 33 | |

Sworn WPS Members:

| Q14. | 2011 Census Windsor | # of Respondents | % of Respondents |
|------------------------|---------------------|------------------|------------------|
| Male | 48.5% | 329 | 83.1% |
| Female | 51.5% | 67 | 16.9% |
| Transgender | na | 0 | 0.0% |
| I prefer not to answer | | 15 | |
| Blank or corrupted | | 28 | |

Civilian WPS Members:

| Q14. | 2011 Census Windsor | # of Respondents | % of Respondents |
|------------------------|---------------------|------------------|------------------|
| Male | 48.5% | 39 | 26.5% |
| Female | 51.5% | 108 | 73.5% |
| Transgender | na | 0 | 0.0% |
| I prefer not to answer | | 3 | |
| Blank or corrupted | | 5 | |



Education

15. What is the highest level of education achieved?

By comparison, WPS members hold more university and college degrees than Windsor community members. Those in the community who have completed a university degree, certificate or diploma stands at 18% while the employees of the WPS are at 42%. Similarly, those having a college diploma or certificate are at 17% while WPS employees with a college diploma are at 28%.

| Q15. | 2006 Census Windsor ²⁵ | # of Respondents | % of Respondents |
|---|-----------------------------------|------------------|------------------|
| Secondary School | 30.5% | 28 | 5.0% |
| Trades certificate or diploma | 7.8% | 6 | 1.1% |
| College, without certificate or diploma | na | 31 | 5.6% |
| College, with certificate or diploma | 17.1% | 156 | 28.0% |
| University, first degree not completed | na | 102 | 18.3% |
| University, first degree completed | 10.9% | 183 | 32.8% |
| University degree, post-bachelor | 2.8% | 44 | 7.9% |
| University masters degree | 3.6% | 8 | 1.4% |
| University doctorate degree | 0.8% | 0 | 0.0% |
| No certificate, degree or diploma | 23.0% | 0 | 0.0% |
| Blank or corrupted | | 36 | |

²⁵ Census data for persons 15 years of age and over.



Education

16. What was the major field of study of the highest degree, certificate, or diploma that you have completed?

There is a very diverse range of disciplines represented in the major field of study for WPS employees. Criminology was the field studied by the highest number of staff (14.5%) followed by Law and Security at 10.4%. Other popular fields of study include psychology, sociology, business administration, police foundations, business, communications, and political science. There are also members with backgrounds in machining, biology, law, nursing, economics, engineering, mold making, education, computer science, marketing, medicine, and English.

| Q16. | 2006 Census Windsor ²⁶ | # of Respondents | % of Respondents |
|---|-----------------------------------|------------------|------------------|
| Education | 6.74% | 8 | 1.5% |
| Visual & performing Arts, and Communications Technologies | 2.38% | 4 | 0.8% |
| Humanities | 4.52% | 36 | 6.8% |
| Social and Behavioural Sciences and Law | 10.96% | 214 | 40.4% |
| Criminology | na | 77 | 14.5% |
| Business Management and Public Administration | 19.04% | 89 | 16.8% |
| Physical and Life Sciences and Technologies | 3.10% | 17 | 3.2% |
| Mathematics, Computer and Information Sciences | 4.68% | 20 | 3.8% |
| Architecture , Engineering, and Related Technologies | 26.16% | 25 | 4.7% |
| Agriculture, Natural Resources and Conservation | 0.89% | 0 | 0.0% |
| Health, Parks, Recreation and Fitness | 15.32% | 23 | 4.3% |
| Personal, Protective and Transportation Services | 6.22% | 94 | 17.7% |
| Law & Security | na | 55 | 10.4% |
| Blank or corrupted | | 119 | |

²⁶ Census data for persons 15 years of age and older.



Education

17. In what province, territory, or country did you complete your highest degree, certificate, or diploma?

Only 2.4% of members completed their educational training outside of Canada. Most members, 96.2%, completed their education in Ontario.

| Q17. | 2006 Census Windsor ²⁷ | # of Respondents | % of Respondents |
|---------------------------|-----------------------------------|------------------|------------------|
| Canada | 75.80% | 535 | 97.3% |
| Ontario | 72.59% | 529 | 96.2% |
| Nova Scotia | 0.38% | 2 | 0.4% |
| New Brunswick | 0.21% | 1 | 0.2% |
| Quebec | 0.79% | 1 | 0.2% |
| British Columbia | 0.36% | 1 | 0.2% |
| Alberta | 0.74% | 1 | 0.2% |
| Newfoundland and Labrador | 0.18% | 0 | 0 |
| PEI | 0.03% | 0 | 0 |
| Manitoba | 0.20% | 0 | 0 |
| Yukon Territory | 0.02% | 0 | 0 |
| Northwest Territories | 0.0% | 0 | 0 |
| Nunavut | 0.0% | 0 | 0 |
| United States | 24.26% | 13 | 2.4% |
| China | | 1 | 0.2% |
| India | | 1 | 0.2% |
| Blank or corrupted | | 44 | |

²⁷ Census data for total population 25 to 64 years with postsecondary qualification.



Education

18. Other than OPC (Ontario Police College), CPC (Canadian Police College) or police related training, have you attended a school, college, CEGEP or university in the previous 9 months?

One-eighth of Windsor Police Service members attended some form of school, other than police related training, during the previous 9 months, compared to one-fifth of the Windsor population.

| Q18. | 2006 Census Windsor ²⁸ | # of Respondents | % of Respondents |
|---|-----------------------------------|------------------|------------------|
| Yes, attended trade school, college, CEGEP, or other non-university institution | 19.4% | 19 | 3.4% |
| Yes, attended university | | 24 | 4.3% |
| Yes, on-line or through distance learning | | 26 | 4.7% |
| No, did not attend school in the previous 9 months | 80.6% | 490 | 87.7% |
| Blank or corrupted | | 42 | |

²⁸ Census data for persons aged 15 years and over.



Work Activities

Last week, how many hours did you spend working for pay?

Most Windsor Police Service members (59%) worked between 35 and 44 hours the week before the survey.

| Q19. | Baseline Statistics | # of Respondents | % of Respondents |
|--------------------|---------------------|------------------|------------------|
| Less than 5 hours | na | 26 | 4.7% |
| 5 to 14 hours | na | 8 | 1.4% |
| 15 to 24 hours | na | 11 | 2.0% |
| 25 to 34 hours | na | 16 | 2.9% |
| 35 to 44 hours | na | 325 | 58.6% |
| 45 to 54 hours | na | 121 | 21.8% |
| 55 to 64 hours | na | 38 | 6.8% |
| 65 to 74 hours | na | 8 | 1.4% |
| 75 hours or more | na | 2 | 0.4% |
| Blank or corrupted | | 39 | |



Work Activities

19. How do you usually get to work?

Over 93% of employees get to work by driving a car, truck, or van. This is almost 14% higher than the Windsor population. Community members who get to work in a car, truck, or van as a passenger comprise 8% of the working population compared to only 1% of WPS employees.

| Q20. | 2006 Census Windsor ²⁹ | # of Respondents | % of Respondents |
|---|-----------------------------------|------------------|------------------|
| Car, truck, or van – as driver | 79.32% | 514 | 93.5% |
| Bicycle | 1.77% | 20 | 3.6% |
| Car, truck, or van – as passenger (carpool) | 8.14% | 5 | 0.9% |
| Motorcycle | 0.12% | 6 | 1.1% |
| Walked to work | 5.37% | 3 | 0.5% |
| Public transit | 4.33% | 1 | 0.2% |
| Taxicab | 0.39% | 0 | 0.0% |
| Other method | 0.55% | 1 | 0.2% |
| Blank or corrupted | | 44 | |

²⁹ Census data for total employed labour force 15 years and over.



Unpaid Work Activities – Personal and Volunteering

Last week, how many hours did you spend doing the following activities:

- Doing unpaid housework, yard work, or home maintenance for members of your household or others?
- Looking after one or more of your own children, or the children of others, without pay?
- Providing unpaid care or assistance to one or more seniors?
- Volunteering time to activities/services related to the WPS?
- Volunteering time to activities/services not related to the WPS?

Only 2.3% of employees do not spend any time doing unpaid housework, yard work, or similar residence related work, compared to 10% of Windsor residents.

When it comes to unpaid child care, over two-thirds of Windsor Police Service employees spend time looking after children without pay, compared to 42% of the Windsor population.

Over one third of WPS employees provide some degree of unpaid work in caring or assisting one or more seniors, which is higher than the community average of just 17%.

Over 30% of employees volunteer in activities relating to the WPS. The volunteer rate for non-Windsor Police related activities is 48% which is the same as the Ontario volunteering percentage in the 2010 Canada Survey on Giving, Volunteering, and Participating.

| Q21a. | 2006 Census Windsor ³⁰ | # of Respondents | % of Respondents |
|--------------------|-----------------------------------|------------------|------------------|
| None | 10.4% | 13 | 2.3% |
| Less than 5 hours | 22.6% | 57 | 10.2% |
| 5 to 9 hours | 52.3% | 163 | 29.2% |
| 10 to 19 hours | | 178 | 31.8% |
| 20 to 29 hours | | 76 | 13.6% |
| 30 hours or more | 14.7% | 72 | 12.9% |
| Blank or corrupted | | 35 | |

³⁰ Census data for total population 15 years and over.



Unpaid Work Activities – Personal and Volunteering

| Q21b. | 2006 Census Windsor ³¹ | # of Respondents | % of Respondents |
|--------------------|-----------------------------------|------------------|------------------|
| None | 62.9% | 179 | 31.9% |
| Less than 5 hours | 8.3% | 61 | 10.9% |
| 5 to 14 hours | 9.2% | 104 | 18.5% |
| 15 to 29 hours | 6.1% | 87 | 15.5% |
| 30 to 59 hours | 5.4% | 71 | 12.7% |
| 60 hours or more | 8.2% | 59 | 10.5% |
| Blank or corrupted | | 33 | |

| Q21c. | 2006 Census Windsor ³² | # of Respondents | % of Respondents |
|--------------------|-----------------------------------|------------------|------------------|
| None | 82.5% | 373 | 66.5% |
| Less than 5 hours | 9.8% | 116 | 20.7% |
| 5 to 9 hours | 4.3% | 48 | 8.6% |
| 10 to 19 hours | 1.6% | 20 | 3.6% |
| 20 hours or more | 1.8% | 4 | 0.7% |
| Blank or corrupted | | 33 | |

| Q21d. | Baseline Statistics | # of Respondents | % of Respondents |
|------------------------------|---------------------|------------------|------------------|
| None | na | 389 | 69.2% |
| Less than 5 hours | na | 114 | 20.3% |
| 5 to 9 hours, 10 to 19 hours | na | 45 | 8.0% |
| 20 hours or more | na | 14 | 2.5% |
| Blank or corrupted | | 32 | |

³¹ Census data for total population 15 years and over.

³² Census data for total population 15 years and over.



Unpaid Work Activities – Personal and Volunteering

| Q21e. | 2010 CSGVP Ontario ³³ | # of Respondents | % of Respondents |
|--------------------|-------------------------------------|---------------------|---------------------|
| None | 52% | 292 | 52.1% |
| Less than 5 hours | 48% | 135 | 24.1% |
| 5 to 9 hours | | 82 | 14.6% |
| 10 to 19 hours | | 39 | 7.0% |
| 20 hours or more | | 12 | 2.1% |
| Blank or corrupted | | 34 | |

³³ Statistics Canada, Canada Survey of Giving, Volunteering and Participating for the province of Ontario, persons aged 15 years and over who did any activities without pay on behalf of a group or organization, at least once in the last 12 months preceding the survey.



Children and Other Dependents

How many persons do you provide dependent care for?

- Whom do you provide dependent care for?**
- How old are the dependents living with you?**
- In the past 12 months, how often did someone else provide dependent care while you were at work?**
- In the past 12 months, who provided care for your dependents while you were at work?**

Over half (55%) of WPS employees provide dependent care for at least one other individual; the most common number being two persons (28% of respondents). In most circumstances, this involves children (86%) but also other family members as well. The age of dependents ranges greatly from infants on up to adults.

Nearly 55% of Windsor Police Service members have someone else provide care for their dependents while they are at work, either regularly, most of the time or always. Such care was often performed by a spouse or grandparent (two thirds of the time) but also by a child care facility or sitter/nanny 29% of the time.

| Q22. | 2006 Canada Census ³⁴ | # of Respondents | % of Respondents |
|--------------------|----------------------------------|------------------|------------------|
| None | 34.26% | 254 | 45.3% |
| 1 | 30.39% | 61 | 10.9% |
| 2 | 24.00% | 155 | 27.6% |
| 3 | 11.33% | 70 | 12.5% |
| 4 | | 20 | 3.6% |
| 5 or more | | 1 | 0.2% |
| Blank or corrupted | | 32 | |

³⁴ Census data for number of children at home for the total number of census families, which refers to a married couple (with or without children of either or both spouses), a couple living common-law (with or without children of either or both partners) or a lone parent of any marital status, with at least one child living in the same dwelling. A couple may be of opposite or same sex. 'Children' in a census family include grandchildren living with their grandparent(s) but with no parents present.



Children and Other Dependents

| Q22a. | Baseline Statistics | # of Respondents | % of Respondents |
|---|---------------------|------------------|------------------|
| Child/children | na | 297 | 85.6% |
| Immediate family (parents, in-laws, siblings) | na | 31 | 8.9% |
| Seniors (grandparents, uncles, aunts, etc.) | na | 14 | 4.0% |
| Friend | na | 1 | 0.3% |
| Person with special needs | na | 4 | 1.2% |

| Q22b. | Baseline Statistics | # of Respondents | % of Respondents |
|---------------------------|---------------------|------------------|------------------|
| Less than 6 years of age | na | 103 | 24.3% |
| 6 to 12 years of age | na | 134 | 31.6% |
| 12 to 18 years of age | na | 111 | 26.2% |
| 19 to 25 years of age | na | 48 | 11.3% |
| 26 to 32 years of age | na | 5 | 1.2% |
| More than 32 years of age | na | 23 | 5.4% |

| Q22c. | Baseline Statistics | # of Respondents | % of Respondents |
|------------------|---------------------|------------------|------------------|
| Always | na | 46 | 15.5% |
| Most of the time | na | 25 | 8.4% |
| Regularly | na | 91 | 30.6% |
| Infrequently | na | 48 | 16.2% |
| Never | na | 87 | 29.3% |

| Q22d. | Baseline Statistics | # of Respondents | % of Respondents |
|---------------------|---------------------|------------------|------------------|
| Spouse/partner | na | 117 | 33.7% |
| Grandparent/parent | na | 116 | 33.4% |
| Child care facility | na | 57 | 16.4% |
| Sitter/neighbour | na | 38 | 11.0% |
| Nanny or Au pair | na | 6 | 1.7% |
| Eldercare facility | na | 4 | 1.2% |
| Other family | na | 23 | 2.6% |
| Friend | na | 2 | 0.5% |
| Home care | na | 3 | 0.9% |
| Other | na | 2 | 0.6% |