

# COUNT ME IN!

## WINDSOR POLICE SERVICE WORKPLACE CENSUS 2012

### 2012 WINDSOR POLICE SERVICE WORKPLACE CENSUS RESULTS

**B**etween May 24, 2012 and August 31, 2012, 602 members of the Windsor Police Service took part in the inaugural Windsor Police Service Workplace Census. The census was initiated by the Windsor Police Service Human Rights Project team.

The Human Rights Project was launched on February 24, 2011. It is a joint initiative between the Windsor Police Service, Windsor Police Services Board, Ontario Human Rights Commission, and Ontario Police College to address policing and human rights issues. The main objective of the 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 Windsor Police Service. The census comprises a key building block of the overall Project.

We now have an accurate snapshot of what our organization looks like. Understanding the demographic makeup of our members is key to improving our ability to better address the needs of the community, develop our workforce, recruit new employees, and conduct succession planning. It helps to improve programming that supports our members and policy and decision making. It also establishes a baseline by which future WPS initiatives and activities can be assessed.

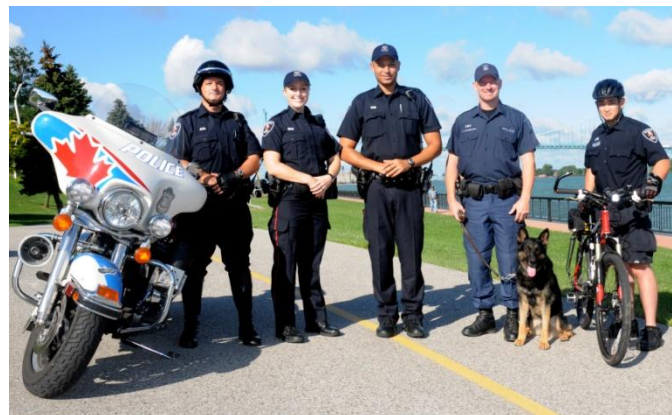


Photo by Tony Coughlin, Windsor Police Service

I would like to thank each Windsor Police Service member who took the time to fill out the census. Completion of the census was voluntary and there was a 96% survey rate of return. Together, we have contributed to the Human Rights Project and all of its various committees dedicated to working in community partnerships to address human rights and policing issues. With your participation we have taken a step forward in positive and ongoing organizational change. The Windsor Police Service is committed to creating a welcoming environment that respects the human rights and dignity of all people.

Albert Frederick  
Chief of Police

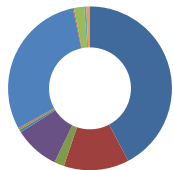


# WPS Member Demographics

## Ethnic or Cultural Origin and Member Background

In terms of ethnic or cultural origin, the vast majority of WPS members identify British Isles or European as the origin of their grandparents. Many other ethnic or cultural origins, spanning many countries of the world are also represented among Windsor Police Service members, but the percentages are smaller than that of the community.

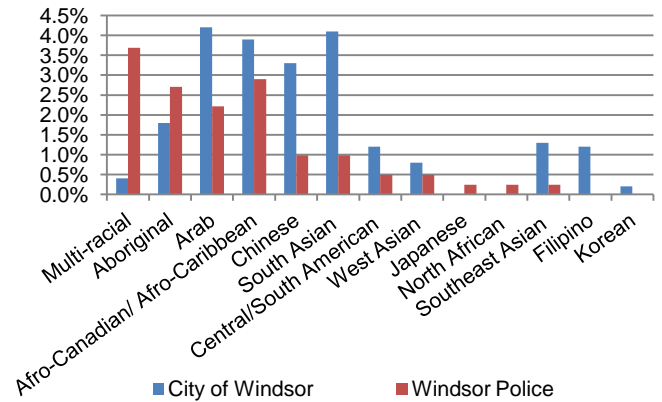
### Ethnic or Cultural Origin



- British Isles Origins 41.3%
- French Origins 12.6%
- Aboriginal Origins 1.9%
- Other North American Origins 8.7%
- Caribbean Origins 0.5%
- Latin, Central and South American Origins 0.4%
- European Origins 29.0%
- African origins 0.2%
- Arab origins 2.0%
- West Asian origins 0.0%
- South Asian origins 0.4%
- East and Southeast Asian origins 0.7%
- Oceania origins 0.0%

Most Windsor Police Service members identify White as their racial background. At nearly 89%, this is much higher than the community (79%). While many different backgrounds are represented within the Service, there are several communities that are markedly underrepresented.

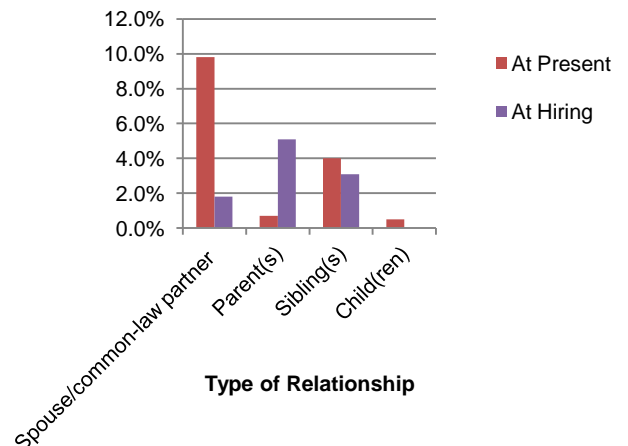
## Member Background Comparison



## Workplace Family Relationships

There are many WPS employees who are related to each other. Family relationships have implications relating to shift scheduling, accommodation, dependent care issues and the like. As well, concerns of nepotism cannot be addressed without knowledge of the level of familial relationships within the Service. The census found that currently 15% of the Windsor Police Service members are directly related to another member of the Service. At the time of hiring, 10% of members were related to another member of the Service.

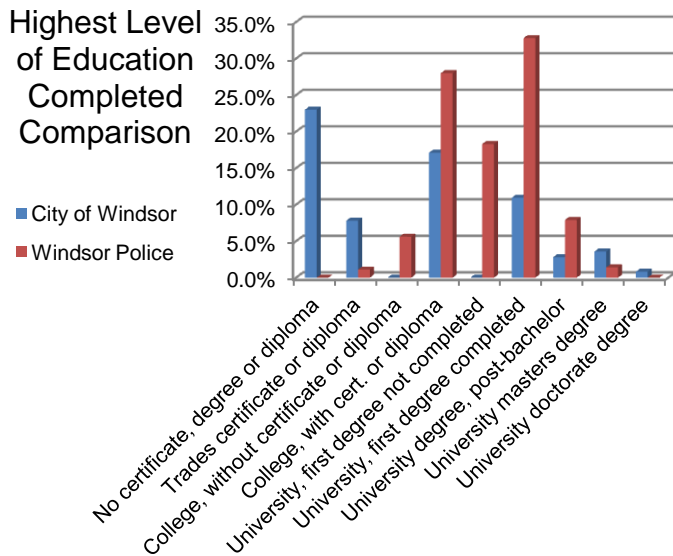
### Workplace Relationships



## Language and Education

While all Windsor Police Service members are able to speak English, 10% of the Service is also conversationally fluent in French. As well, almost 15% of 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.

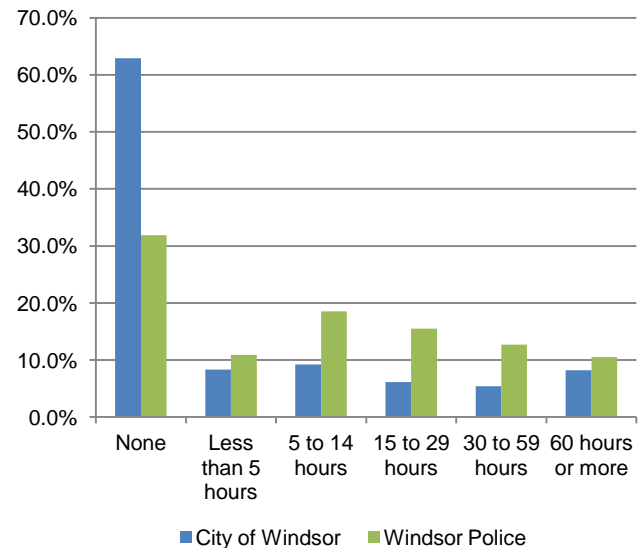
In terms of education, WPS members hold more university and college degrees than the members of the Windsor community. Those in the community who have completed a university degree, certificate or diploma stands at 18% while the employees of the WPS are at 42%. Similarly, those having a college diploma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



maintenance, compared just under 90% of the Windsor population.

In terms of childcare, over two thirds of employees spend time looking after children without pay, compared to 42% of the Windsor population. More than half of our workforce provides dependent care for at least one individual. The most common number being two persons. In most cases this involves children, but also includes other family members. The age of the dependents ranges from infants up to adults.

### Hours of Childcare Comparison

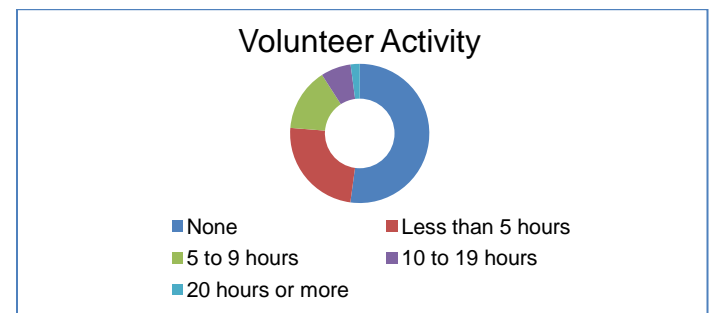


The 48% volunteer rate of Windsor Police Service members is the same as the percentage for the province of Ontario.

## Hours of Work and Volunteer Activity

Most WPS members worked between 35 to 44 hours in the week before the census (58.6%) and just over one fifth of the respondents worked 45 to 54 hours.

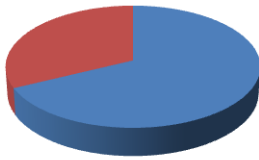
Over 97% of our members spend time doing unpaid housework, yard work, or home



# WINDSOR POLICE SERVICE AT A GLANCE

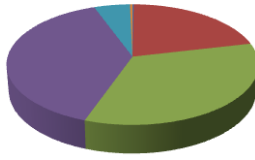
City of Windsor comparison data is included in brackets

## Gender



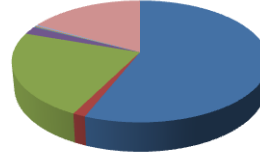
- Male 67.8% (48.5%)
- Female 32.2% (51.5%)
- Transgender 0.0% (na)

## Age



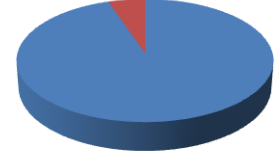
- 24 years of age 0.2% (9.6%)
- 25-34 years 21.2% (12.9%)
- 35-44 years 34.1% (13.6%)
- 45-54 years 38.9% (15.1%)

## Religion



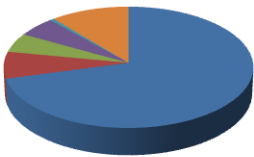
- Catholic 56.1% (48.1%)
- Orthodox 1.4% (4.1%)
- Protestant 22.8% (21.2%)
- Other Christian 2.1% (4.13%)
- Sikh 0.2% (0.7%)
- Buddhist 0.2% (1%)
- Muslim 0.4% (4.8%)
- No religion, Atheist or Agnostic 16.8% (12.3%)

## Disability



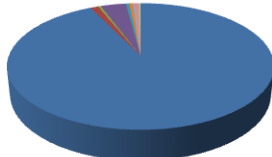
- Members without a disability 94.8% (81.9%)
- Members with a disability 5.2% (18.1%)

## Marital Status



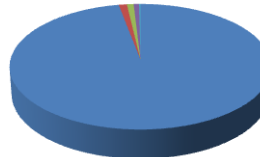
- Legally married 70.8% (45%)
- Common-law 7.2% (6.9%)
- Separated 5.1% (3.6%)
- Divorced 5.3% (7.6%)
- Widowed 0.6% (6.8%)
- Never legally married 11% (30.2%)

## Place of Birth



- Canada 92.7% (70.5%)
- United States 1.1% (2.3%)
- Central America 0.4% (0.8%)
- Europe 3.6% (1%)
- Caribbean & Bermuda 0.5% (0.5%)
- West Central Asia & the Middle East 0.5% (4.5%)
- Southern Asia 0.2% (3%)
- Eastern Asia 0.7% (2.4%)
- Southeast Asia 0.2% (2%)
- Africa 0.0% (1.59%)
- Oceania 0.0% (0.05%)

## Sexual Orientation



- Heterosexual 97.0% (98.3%)
- Gay 1.1% (0.7%)
- Lesbian 0.9% (0.4%)
- Bisexual 0.7% (0.7%)
- Questioning 0.2% (na)

## Number of Dependents



- None - 45.3% (34.3%)
- 1 - 10.9% (30.4%)
- 2 - 27.6% (24%)
- 3 - 12.5% (11.3% for 3 or more dependents)
- 4 - 3.6%
- 5 or more - 0.2%



## How do we compare?

In the past, when asked about our diversity and how we compare with the community, we could only provide a best estimate. Now we can answer these questions with a greater degree of accuracy.

The census shows our Service is representative of the community it serves in some areas and in other areas we are quite different.

Similarities include:

- The percentage of members able to converse in French, and a language other than French or English;
- The sexual orientation of our members include those who identify as gay, lesbian, bisexual, questioning, and heterosexual, with percentages similar to the Canadian rates; and
- The volunteer rate among Service members is the same as the volunteer rate for the province of Ontario.

Differences include:

- Most Service members are Christians, which is similar to the community, but there are some non-Christian faiths not represented within the Service;
- Service members predominantly identify with a White background, which is also similar to the majority of the community; however, our percentage is much higher. As well, there are a number of other backgrounds that are underrepresented or not represented at all within the Service;
- Members seem to be well educated compared to the community;
- Our Service is more male-dominated when compared with the City of Windsor; and
- Our members spend more hours doing housework, yard work, or home maintenance than members of the community.

## Next Steps

This workplace census was designed to provide the Human Rights Project committees with reliable data with which to provide an accurate snapshot of the demographic makeup of our organization both internally (Who are we?) and externally (How do we compare with our community?). This data will be used to:

- Verify, monitor, measure and address gaps, trends, progress and perceptions relating to staff diversity;
- Proactively identify opportunities for improvement and growth;
- Help develop strategies to attract, retain, and motivate diverse, well-qualified people;
- Improve the quality of decision making, service delivery and programming;
- Enhance perceptions of being progressive leaders committed to diversity and inclusion, and being representative of our community; and,
- Achieve organizational goals and strategic objectives.

The Service is looking forward putting the knowledge we have gained from the census data to good use.

## For More Information:

All documents related to the Windsor Police Service 2012 Workplace Census are available on the Windsor Police Service Intranet and at <http://www.police.windsor.on.ca/>.

If you have any questions about the Workplace Census or the Human Rights Project please contact: the Windsor Police Service Human Rights Project at 519-255-6700 ext. 4425 or email:

[WPS\\_Human\\_Rights@police.windsor.on.ca](mailto:WPS_Human_Rights@police.windsor.on.ca).

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