



WORKPLACE CENSUS REPORT

STRENGTH
IN NUMBERS | 2023

W I N D S O R P O L I C E S E R V I C E



2023 WORKPLACE CENSUS



Jason Bellaire
 Chief of Police
 Windsor Police Service

2023 WINDSOR POLICE SERVICE WORKPLACE CENSUS

On behalf of the Windsor Police Service, I am pleased to share the findings of the 2023 Windsor Police Service Workplace Census. This is the first census completed at WPS since 2018.

This Census was conducted to examine the demographic makeup of our Service, share this information with the community, and help us become more responsive to the unique needs of all members. Data was collected over a three-month period from both sworn officers and civilian professionals.

The findings in this report highlight some progress we have made towards equity, diversity, and inclusion in our Service. At the same time, the report identifies areas for further improvement. Equity, diversity, and inclusion are key priorities for our organization – and to serve the diverse communities of Windsor and Amherstburg, we must reflect that diversity within our own ranks.

While the findings in this report are helpful, measuring equity, diversity, and inclusion in our Service goes beyond numbers. Our EDI Advisory Committee and Senior Leadership Team are committed to building an environment where each member feels respected and valued as an individual. Lastly, we are committed to helping our members navigate differences with empathy and understanding.

I would like to thank all members who participated in this census, and all those who are making our police service more equitable, diverse, and inclusive.

Data Limitation

By conducting an anonymous survey, none of the data can be connected to a respondent. Respondents also had the option not to provide demographic data. It is further important to note that the possibilities of inaccurate or imprecise responses may impact the accuracy of this report.



The Methodology >>

The 2023 Workplace Census conducted by the Windsor Police Service (WPS) commenced with considerable planning and promotion efforts aimed at informing and engaging all members of the organization.

Each member received a personalized email invitation containing a secure link to an online survey platform, SurveyMonkey. This platform ensured anonymity, as all responses were treated with the utmost confidentiality. Email address information was automatically stripped from response data, guaranteeing respondent privacy. Access to individualized responses was restricted solely to the Windsor Police Service Survey Administrator.

Data collection occurred over a defined period, spanning from November 20th to December 29th, 2023. The objective was to achieve a 100% response rate from all active WPS employees. "Active employees" included as those present during the census collection period, excluding individuals on short-term or long-term leave.

To maintain respondent anonymity, the survey questionnaire was meticulously structured. Questions pertaining to personal identifiers such as position or work unit were intentionally omitted. Analysis was conducted solely on a question-by-question basis, to reduce the risk that individuals could be identified from this information. In contrast to previous census methodologies, which involved the use of secure drop boxes distributed across WPS facilities, the 2023 Census leveraged online survey technology for efficient and convenient data collection.

The methodology used for the 2023 Census deviates from previous census approaches, particularly regarding data collection methods and the duration of the census period. These adjustments were made to enhance participation and ensure the confidentiality of respondents in alignment with contemporary standards and technological advancements.

WPS / Stats Canada Comparison Data

The questionnaire utilized in the 2023 Windsor Police Service employee census used wording similar to the 2018 Windsor Police Employee census, incorporating many identical questions, to allow for comparison with previous WPS census results. However, queries pertaining to race and identity were adjusted to ensure alignment with the guidelines established by the Ontario government's 2017 Anti-Racism Act and its accompanying regulations.

All questions were strategically selected to enable comparative analysis between the demographic profiles of the Windsor Police Service in 2018 and 2023, where possible. By aligning with established frameworks and utilizing baseline data from previous surveys, the census aimed to identify and track trends within the Service's demographics. Moreover, questions were selected to facilitate comparisons with the broader Windsor community, providing valuable insights into the alignment or divergence of demographic trends between the Service and the local population.

Data is presented in graphical and tabular format in the order in which each question appeared in the census. All 24 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" are reported on a couple of the questions. For all tables and graphs, sums may not equal 100% due to rounding.

Response Rates

The census was released to 669 employees, which represented 469 sworn employees and 200 were civilian employees. All emails of the Windsor Police Service members were provided by at the time of hire.

On average 79.0% of sworn and 91.1% civilian members provided responses to each or most of the questions. All members who completed the census had the option of answering "I prefer not to answer" to any of the questions in the census.



Participation Rates

100% of all eligible civilian employees returned a Census
On average **91% of civilian members provided responses** to each or most of the questions.

99.8% of all eligible sworn employees returned a Census
On average **79% of sworn members provided responses** to each or most of the questions.

Demographics >>

- In the 2023 WPS Census 67.3% of all Windsor Police Service employees were between the ages of 24-44 years old. A total of 21 people indicated they were under 24 years old which represents 4.1% of the workforce.
 - The largest age groups for both civilian and sworn are those aged 25-34 yrs. (Civilian 37.1% and Sworn 36.7%)
- 47.1% of all Windsor Police Service employees identify as Roman Catholic. In total 22 different religions were identified as the employee's religion.
 - 27.6% of all Windsor Police Service employees identify as Agnostic, Atheist or having no religion.
- The top three racial identities most commonly reported were White (82.6%), Middle Eastern/Arab (5.9%) and Black (3.2%)
- 5.3% of Windsor Police sworn member identify as either First Nations, Metis or Inuit.
- Of the total respondents, 33.6% indicated female as their gender identity and 66.1% indicated male.
 - 81.6% of sworn employees indicated male and 17.8% indicated female as their gender identity.
 - 65.9% civilian member indicated female and 34.1% indicated male as their gender identity.
- Of the total respondents, 98.5% indicated being cisgender, 0.6% indicated being transgendered and 0.9% indicated being non-binary.
- Of the respondents who indicated the sexual orientation with which they identify, the most frequent response was heterosexual 94.5%, while another 5.5% identify as LGBTQ2S (Lesbian, Gay, Bisexual, Queer, and Two Spirited).
- 98.5% of all Windsor Police Service employees gender identity matches the sex assigned at birth while 1.4% of employees indicate their gender identity as either non-binary or transgender.
- 5.2% of all Windsor Police Service employees classify themselves as having a disability as defined by the Ontario Human Rights Code.
- 93.2% of all Windsor Police Service employees were born in Canada.
 - Of those respondents not born in Canada, the top reported international countries were Iraq, United States, Lebanon and Poland.
- There were 24 different languages in which respondents reported they were able to communicate fluently. The top three most reported languages other than English were French (12.5%), Arabic (3.9%) and Italian (2.0%).



2023 KEY FINDINGS



Workforce

73.8%

of the civilian respondents have a

pay grade between 4-11.

81.4%

of the sworn respondents hold

the rank of Constable.

63%

of the civilian respondents indicate having

9 yrs or less of service.

Unpacking the Data:

- » 46.2% have 1 month- 4 years of service.
- » 4.9% of civilian members have 30 years + of service.

44.9%

of all sworn respondents indicate having

9 yrs or less of service.

Unpacking the Data:

- » 27.4% have 1 month- 4 years of service.
- » 1.3% of sworn members have 30 years + of service

13.1%

of the total respondents plan on

retiring in 5 yrs or less.

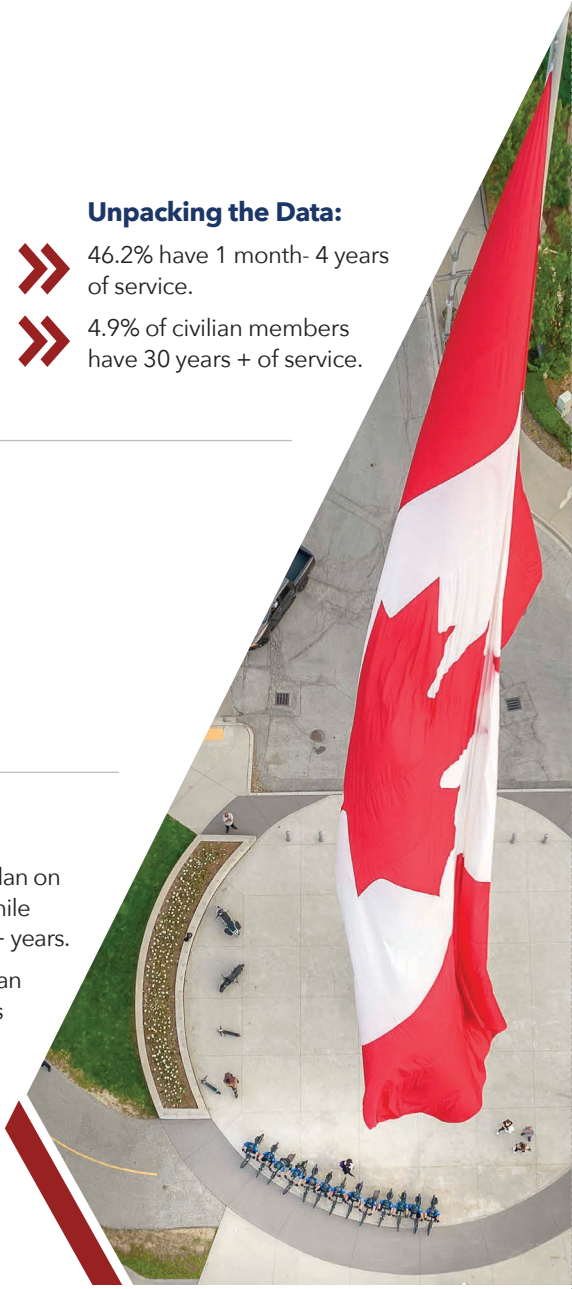
54.3%

of the total respondents plan on

retiring in 16+ yrs.

Unpacking the Data:

- » 12.1% of civilian members plan on retiring in the next 5 years while 62.6% plan on retiring in 16+ years.
- » 13.6% of sworn members plan on retiring in the next 5 years while 50.3% plan on retiring in 16+ years.



Education



90.6%

of the Windsor Police Service employees that responded possess a University degree or College certificate or diploma.

35.2% OF THE TOTAL RESPONDENTS

graduated from the Social and Behavioural Sciences and law field studies. The next two highest field of studies were personal protective and transportation services (19.1%) and health, parks, recreation and fitness studies (10.3%).

23.6%

of all respondents indicated they attended school, college GEGEP or university in the last 9 months.

Unpaid Work Activities- Professional and Personal Volunteer Activity



8.0%

of the total respondents spend 10 or more hours a month doing **activities related** to the Windsor Police Service.

18.0%

of the total respondents spend 10 or more hours a month doing **activities not related** to the Windsor Police Service.

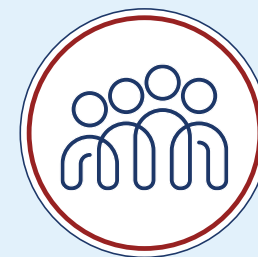
202

employees volunteer their time to activities/ services related to the Windsor Police Service.

288

employees volunteer their time to activities/ services not related to the Windsor Police Service.

Family, Children and Other Dependents



72.5%

of the Windsor Police Service employees that responded are **legally married or in a common-law** relationship.

6.3%

of the Windsor Police Service employees that responded **are married to a Windsor Police Service employee.** At the time of hire, 2.1% of all employees were married to a Windsor Police Service Employee.

62.2%

of the Windsor Police Service employees that responded **provide dependent care for one or more people.**

4.0%

of the total respondents **provide dependent care for 5 or more.**

59.4% of all dependents are children.

37.6% of all Windsor Police Service employees **do not provide dependent care of a person.**



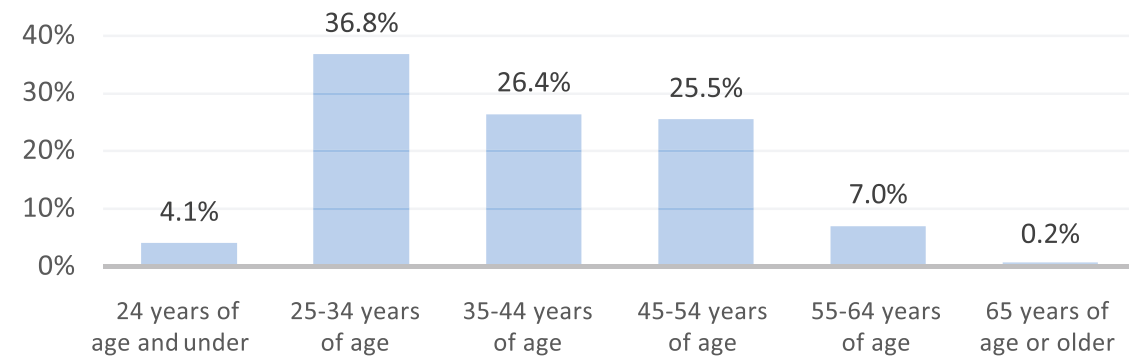
WHO WE ARE

WINDSOR POLICE SERVICE 2023 CENSUS

This report presents a visual analysis of our employee census data, including key comparisons with the 2018 Census. Graphs have been included to offer a comprehensive view of our workforce demographics including our members' racial backgrounds, languages spoken, religious affiliation, disabilities, length of service, education, and retirement expectancy; the graphs further highlight significant new hires among sworn female members and racialized employees.

AGE OF EMPLOYEES

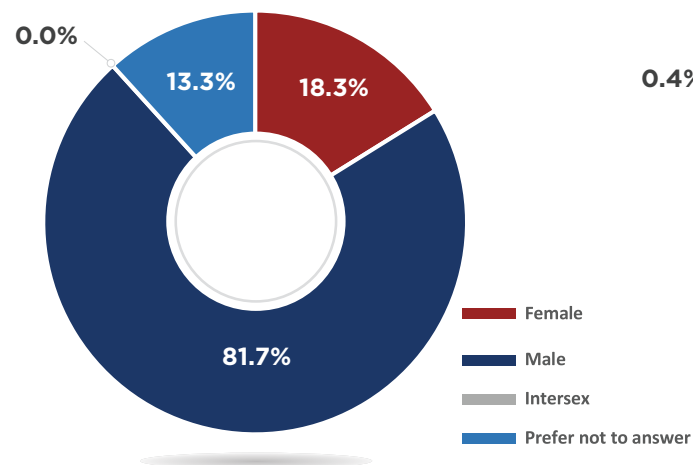
- The 2023 WPS Census reported that 67.3% of all Windsor Police Service employees were between the ages of 24-44 years old. A total of 21 people indicated they were under 24 years old which represents 4.1% of the workforce.
- The largest age groups for both civilian and sworn are those aged 25-34 years. *(Civilian 37.1% and Sworn 36.7%)*



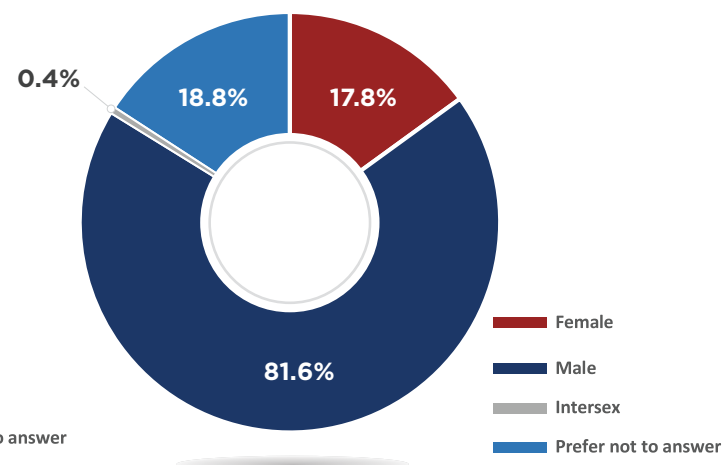
SWORN GENDER IDENTITY

- In the 2023 Census, there was an increase of 5.5% of sworn employees preferring not to answer their gender identity.

2018 CENSUS SWORN GENDER IDENTITY

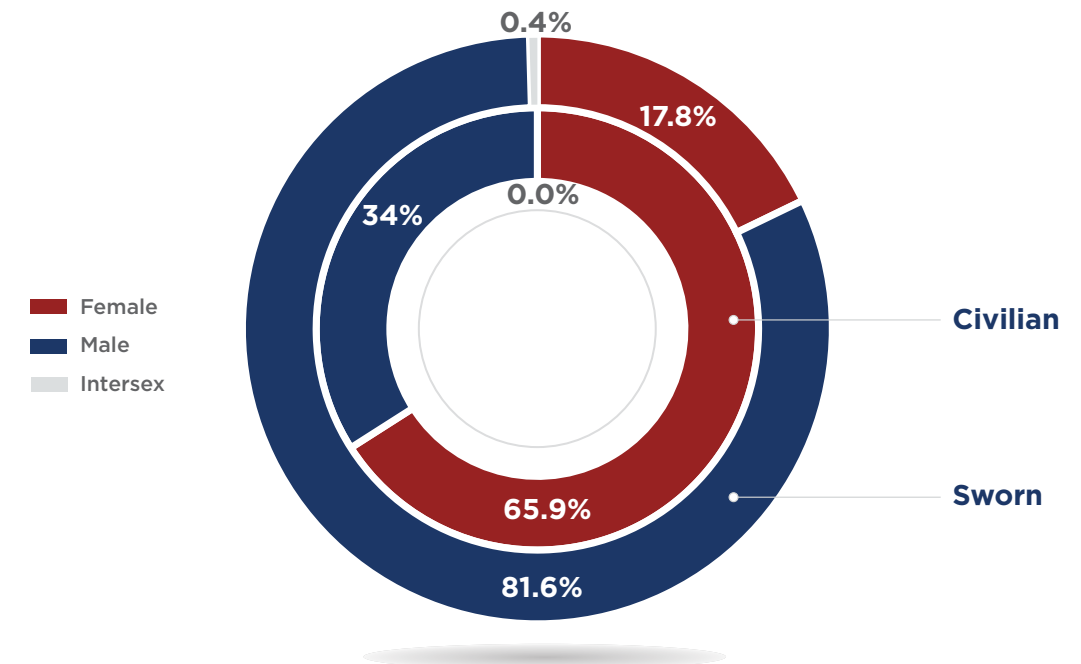


2023 CENSUS SWORN GENDER IDENTITY



GENDER IDENTITY

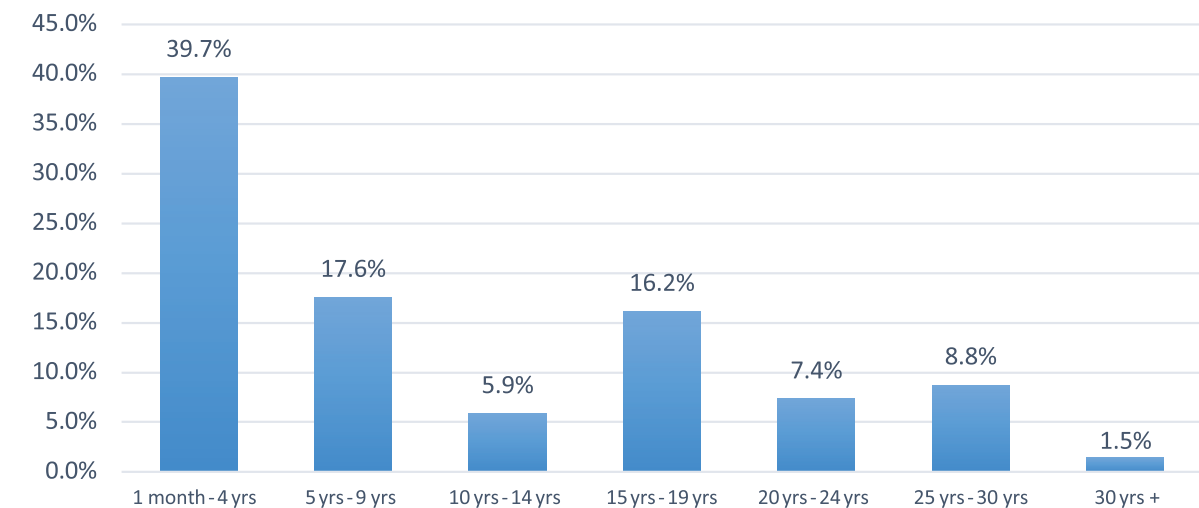
- Of the total respondents, 33.6% indicated female and 66.1% indicate male as their gender identity.
- 81.6% of sworn employees indicated male and 17.8% indicated female as their gender identity.
- 65.9% civilian member indicated female and 34% indicated male as their gender identity.



Additional Graphs Comparison

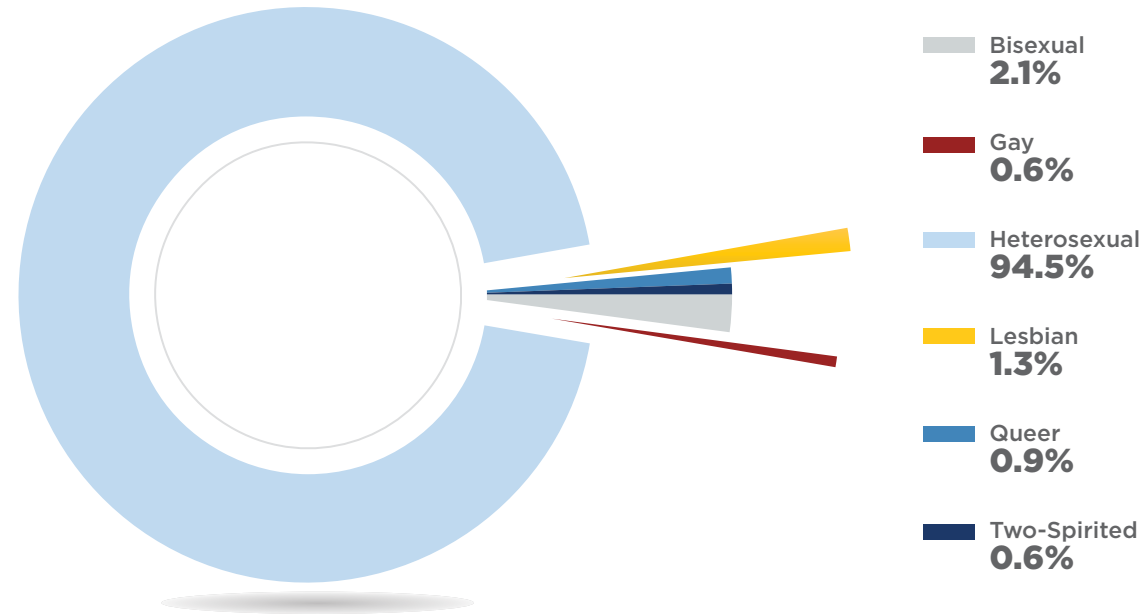
SWORN FEMALE MEMBERS

- 81.6% of responding sworn employees indicated male and 17.8% indicated female as their assigned sex at birth. This total remains unchanged when compared to 2018 WPS Census.
- 39.7% of responding female sworn members report being hired in the last 4 years.



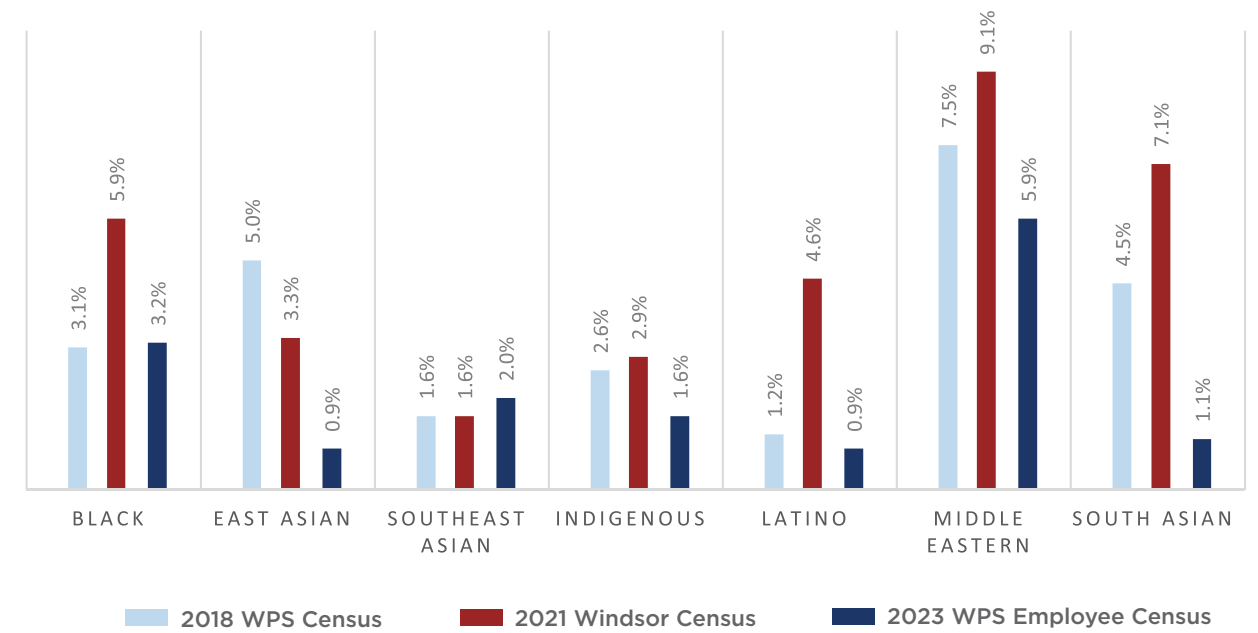
SEXUAL ORIENTATION

- 98.5% of all employees' gender identity matches their sex assigned at birth. 0.9% of responding employees indicated gender was non-binary and 0.6% indicated being transgender.
- Of the respondents who indicated the sexual orientation with which they identify, the most frequent response was heterosexual 94.5%, while another 5.5% identify as LGBTQ2S (Lesbian, Gay, Bisexual, Queer, and Two Spirited).



MEMBERS RACIALIZED IDENTITIES

- The top three racial identities most commonly reported were White (82.6%), Middle Eastern/Arab (5.9%) and Black (3.2%)

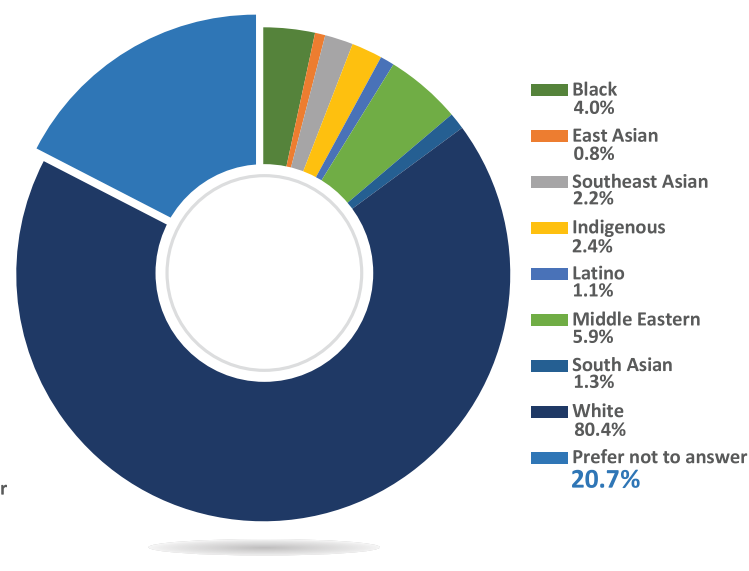
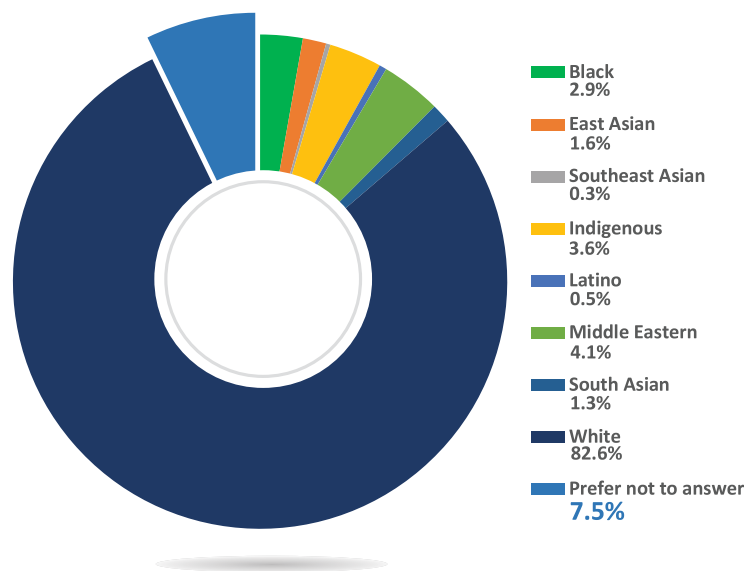


SWORN RACIAL IDENTITY

- In 2023, 20.7% of sworn employees indicated they prefer not to answer when asked about their racial identity. When comparing to the 2018 Census, this reflects a 13.2% increase in 2023 of the number of sworn employees who prefer not to provide their racial identity.

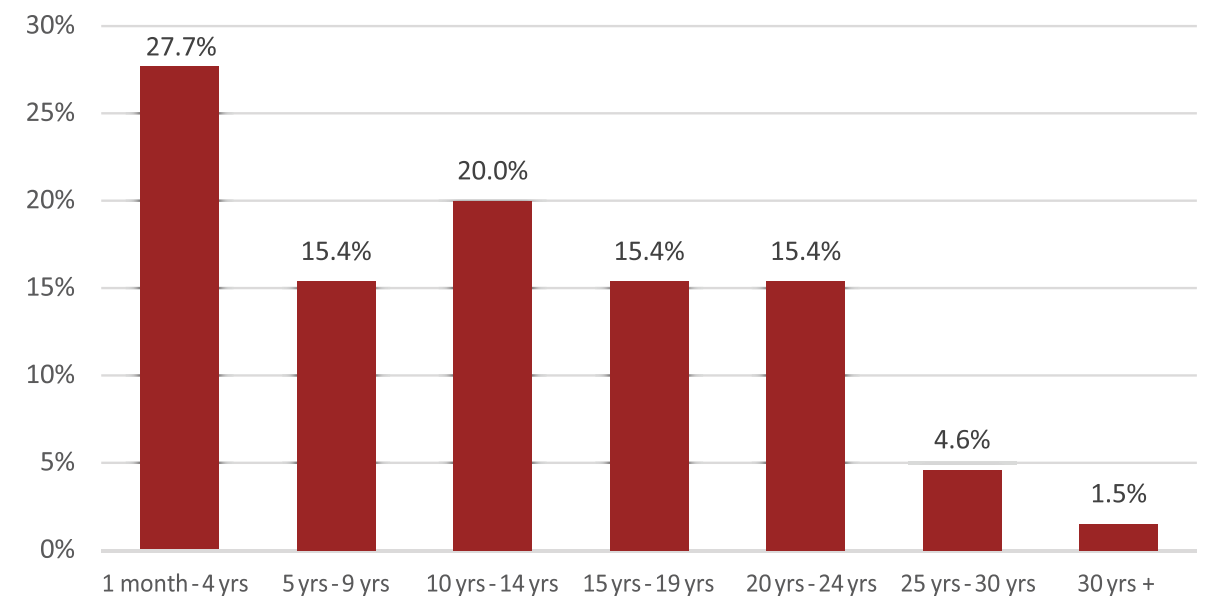
2018 CENSUS SWORN RACIAL IDENTITY

2023 CENSUS SWORN RACIAL IDENTITY



RACIALIZED RESPONDENTS

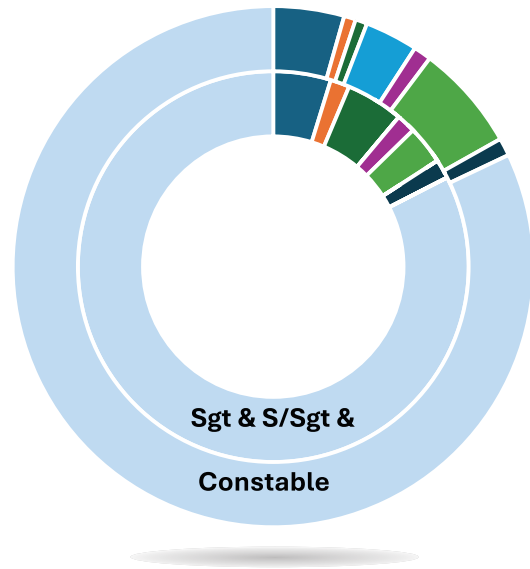
- 5.3% of Windsor Police sworn member identify as either First Nations, Metis or Inuit.
- 27.7% of racialized respondents indicated being hired in the past 4 years.



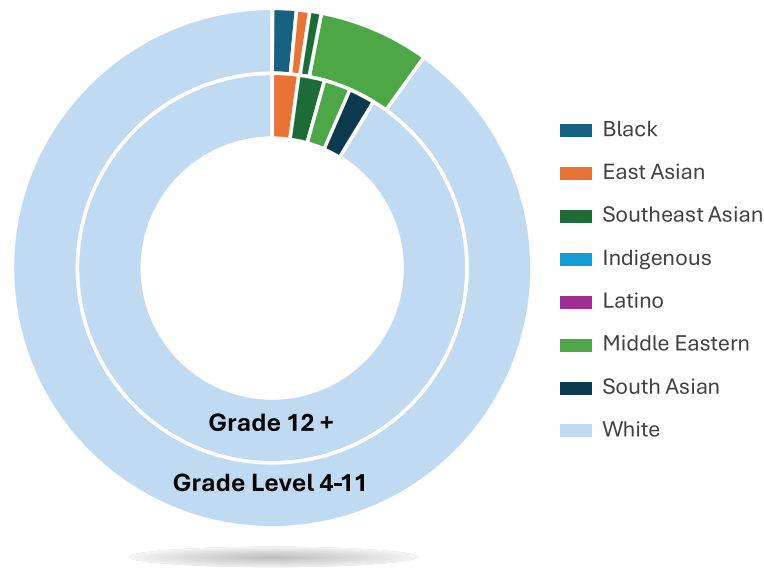
RACIAL BACKGROUND

- 92.9% of all Windsor Police Service employees were born in Canada.
- Of those respondents not born in Canada, the top reported international countries were Iraq, United States, Lebanon and Poland.

SWORN RACIAL BACKGROUND



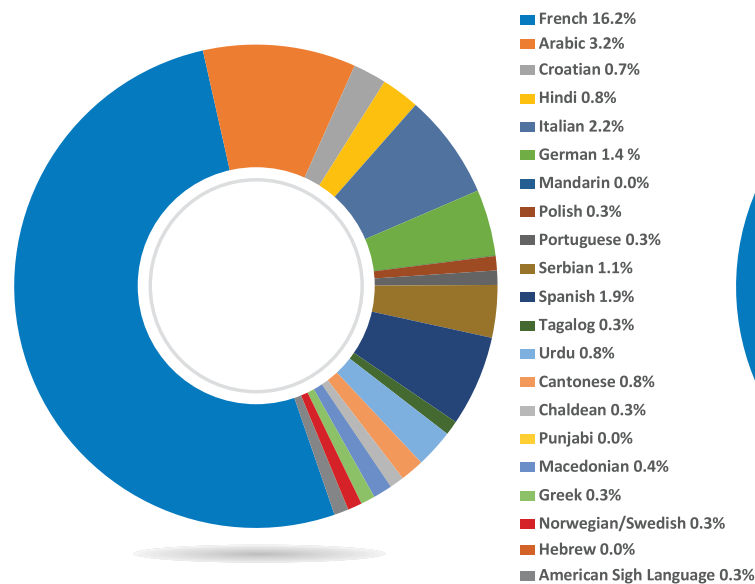
CIVILIAN RACIAL BACKGROUND



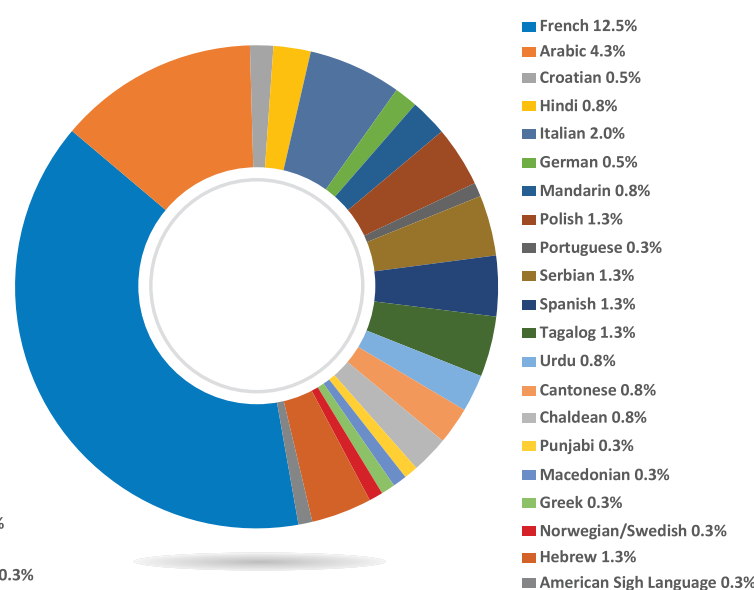
OTHER LANGUAGE (S) SPOKEN

- There were 24 different languages in which respondents reported they were able to communicate fluently. The top three most reported languages other than English were French (10.6%), Arabic (3.9%) and Italian (2.0%).
- In 2023, the languages of Mandarin, Punjabi and Hebrew were new additions to the total number of spoken languages by sworn members.

2018 CENSUS SWORN SPOKEN LANGUAGES

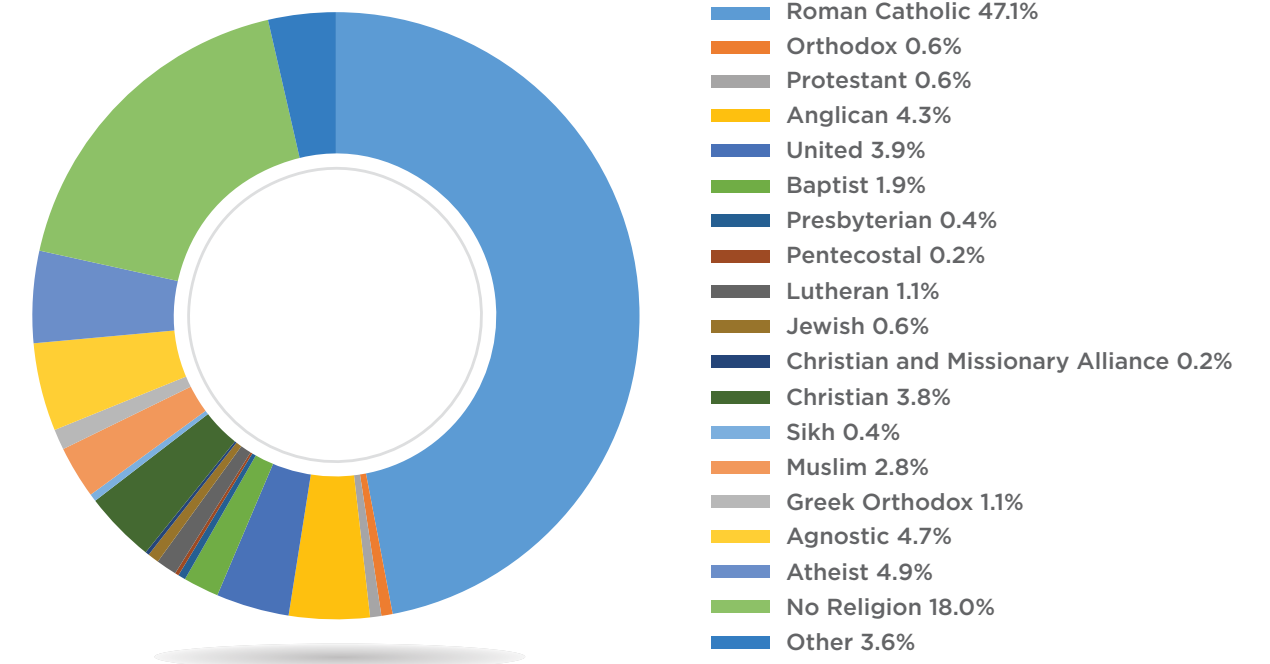


2023 CENSUS SWORN SPOKEN LANGUAGES



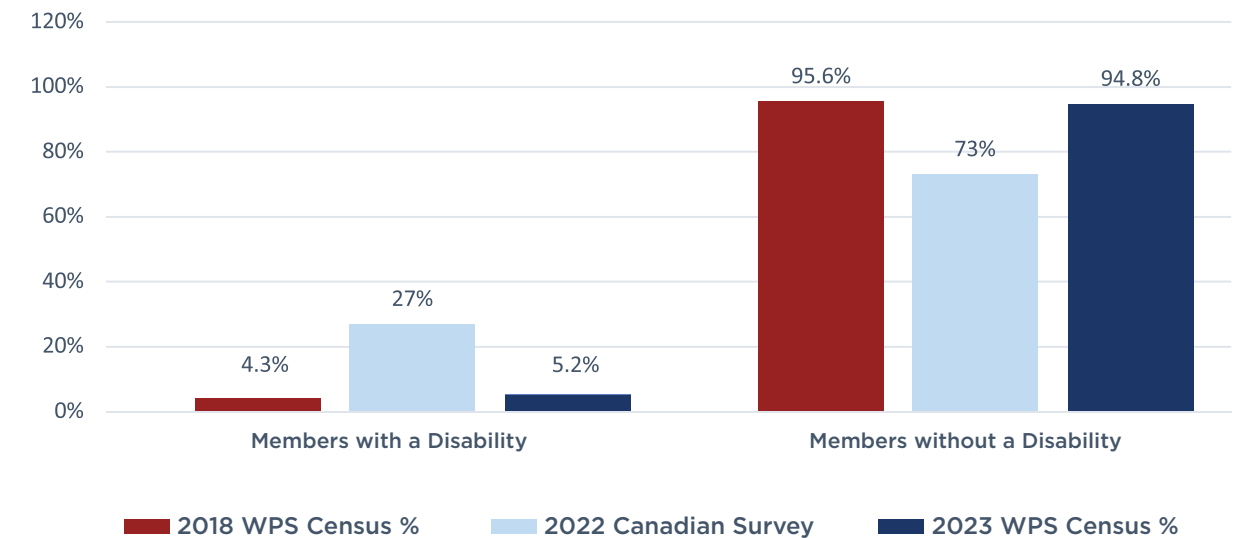
RELIGION

- 47.1% of all Windsor Police Service employees identify as Roman Catholic. In total 22 different religions were identified as the employee's religion.
- 27.6% of all Windsor Police Service employees identify as Agnostic, Atheist or having no religion.



DISABILITY COMPARISON

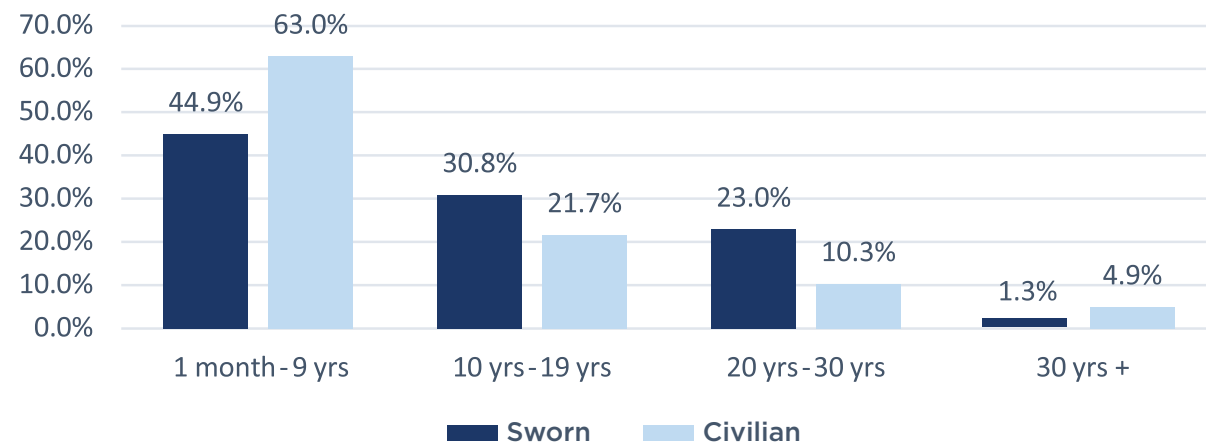
- 5.2% of all Windsor Police Service employees classify themselves as having a disability as defined by the Ontario Human Rights Code.



WORKFORCE

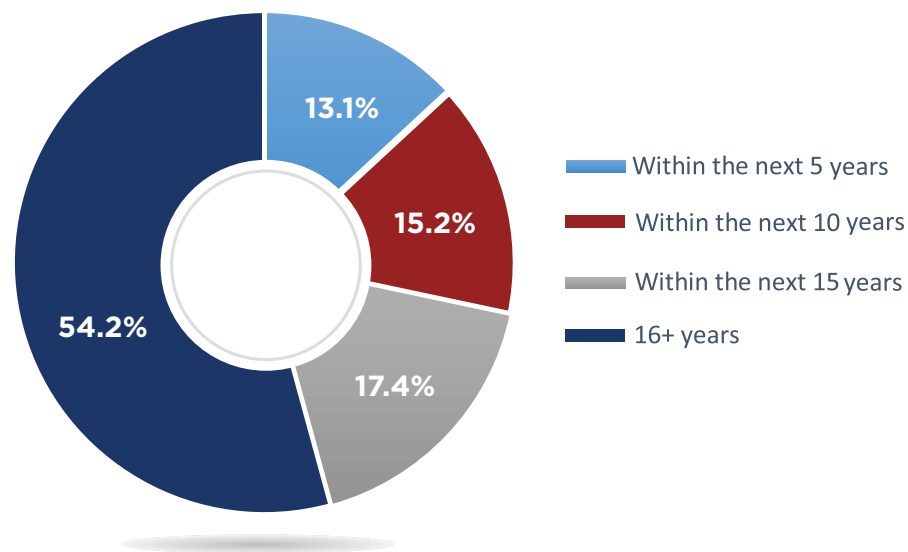
- 73.8% of the civilian respondents have a pay grade level of between 4-11.
- 81.4% of the sworn respondents hold the rank of Constable.
- 63% of the civilian respondents indicate having 9 years or less of service.
 - **Unpacking the Data:** 46.2% have 1 month - 4 years of service.
 - 4.9% of civilian members have 30 years + of service.
- 44.9% of all sworn respondents indicate having 9 years or less of service.
 - **Unpacking the Data:** 27.4% have 1 month- 4 years of service.
 - 1.3% of sworn members have 30 years + of service.

LENGTH OF SERVICE



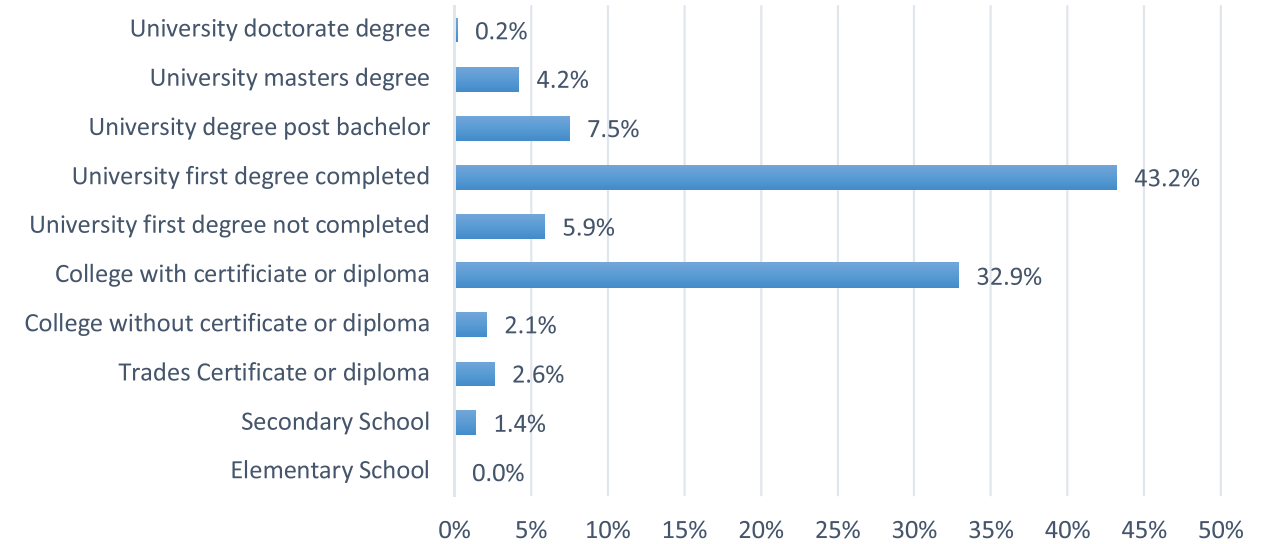
MEMBER RETIREMENT EXPECTANCY

- 13.1% of the total respondents plan on retiring 5 years or less while 54.3% plan on retiring in 16+ years.
 - Unpacking the Data:**
 - 12.1% of civilian members plan on retiring in the next 5 years while 62.6% plan on retiring in 16+ years.
 - 13.6% of sworn members plan on retiring in the next 5 years while 50.3% plan on retiring in 16+ years.



EDUCATION

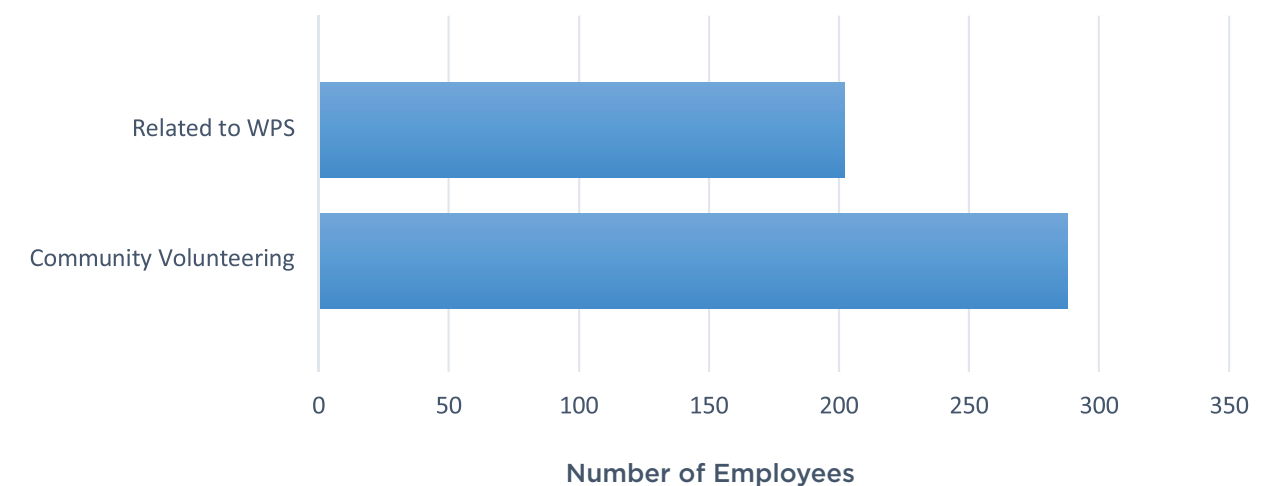
- 90.6% of all Windsor Police Service employees possess a University degree or College certificate or diploma.
- 35.2% of all respondents graduated from the Social and Behavioural Sciences and law field studies. The next two highest field of studies were personal protective and transportation services (19.1%) and health, parks, recreation and fitness studies (10.3%). 35.2% graduated from Social, Behavioural Sciences and Law.
- 23.6% of all respondents indicated they attended school, college GEGEP or university in the last 9 months.



UNPAID WORK ACTIVITIES - Professional & Personal Volunteer Activity

- 8.0% of the total respondents spend 10 or more hours a month doing activities related to the Windsor Police Service.
- 18.0% of the total respondents spend 10 or more hours a month doing activities not related to the Windsor Police Service.
- 202 employees volunteer their time to activities/services related to the Windsor Police Service.
- 288 employees volunteer their time to activities/services not related to the Windsor Police Service.

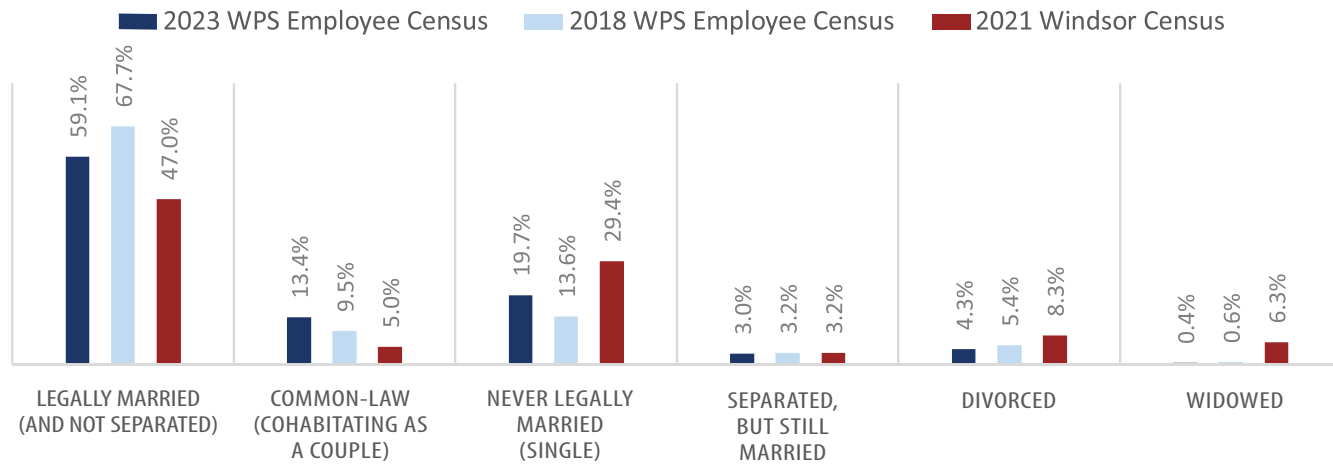
WPS EMPLOYEES VOLUNTEER WORK



FAMILY, CHILDREN & OTHER DEPENDENTS

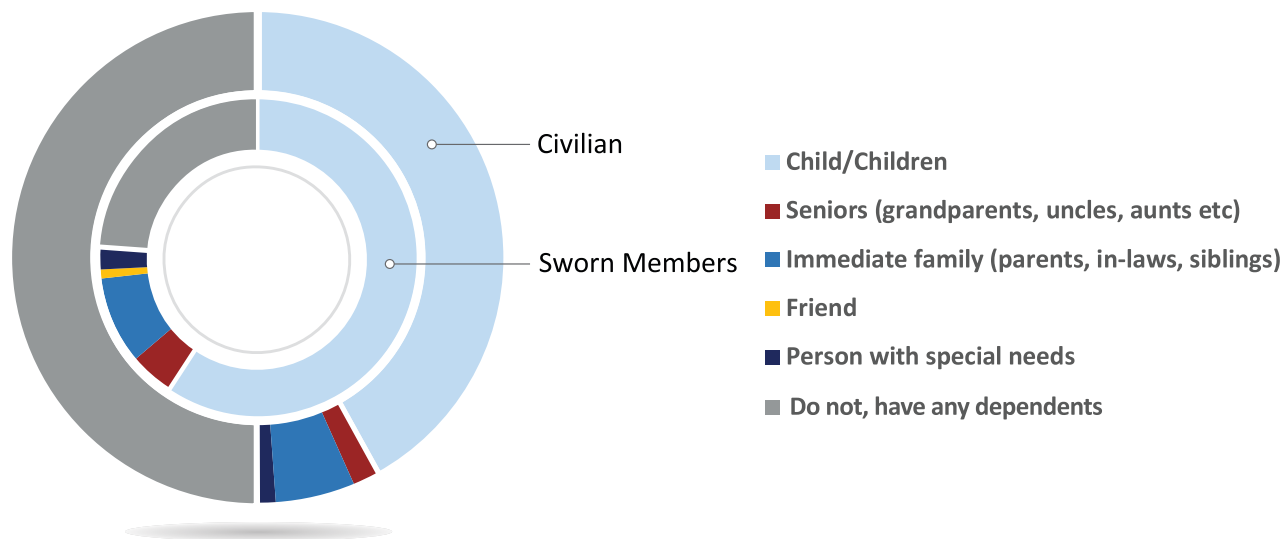
- 72.5% of all Windsor Police Service employees are legally married or in a common-law relationship.
- 6.3% of all Windsor Police Service employees are married to a Windsor Police Service employee. At the time of hire, 2.1% of all employees were married to a Windsor Police Service Employee.

RELATIONSHIP STATUS



- 62.2% of all Windsor Police Service employees provide dependent care for one or more people.
- Children account for 59.4% of all dependents.
- 2.0% of the total respondents provide dependent care for 5 or more.
- 37.6% of all Windsor Police Service employees do not provide dependent care of a person.

DEPENDENTS



WINDSOR POLICE SERVICE HEADQUARTERS

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