

## **Briefing Note:**

---

**To:** Tenant Services Committee (“TSC”)

---

**From:** William Anderson, Senior Director – Community Safety Unit

---

**Date:** May 4, 2021

---

**Re:** Community Safety Unit Demographics

---

At its March 24<sup>th</sup> meeting, the TSC requested a report back on the comparison of Community Safety Unit (“CSU”) and Toronto Police Service (“TPS”) in terms of the percentage of the workforce that identify as women.

Percentage of staff that identify as female in CSU versus TPS:

- Within the Community Safety Unit, 28% of the workforce identify as female;
- Toronto Police Service has been unable to provide up-to-date demographics with regards to their workforce, however in 2018 their compliment of female officers was approximately 12%; and
- In 2019, female officers represented approximately 22% of the total compliment of Police Officers nationwide.

## ADDITIONAL INFORMATION

Ethnicity of the last 50 Special Constables hired:

- TCHC’s Human Resources does not collect this information as a practice.
- Any information that could be obtained would have to be voluntarily disclosed by each employee.
- During the application process, candidates have the opportunity to voluntarily disclose information related to gender, gender identity, and ethnicity, however completion of this portion of the application is not mandatory, and as such, any information provided may not represent an accurate reflection of recruitment demographics.

The method of collecting this information in a politically and culturally sensitive manner would require a collaboration between Legal and Human Resources..

Special Constable Language Skills:

Within the CSU, there are Officers who speak 12 Languages other than English, including:

1. French
2. Mandarin
3. Cantonese
4. Polish
5. Eritrean
6. Romanian
7. Hungarian
8. Italian
9. Hindi
10. Punjab
11. Urdu
12. Tagalog

Note: information related to staff language skills is self-reported on a voluntary basis and list of the known language skill sets are maintained in the CSU Dispatch Center; TCHC Human Resources does not request or record this. CSU has access to 911 Language Interpretation Services 24 hours per day, seven days per week.