



LONDON POLICE SERVICE BOARD

Board Diversity Plan

Statutory Oversight and Strategic Direction to the London Police Service Under CSPA s. 37(1)(e)

This Board Diversity Plan reflects the London Police Service Board's commitment to ensuring the London Police Service reflects the community it serves, as set out in section 37(1)(e) of the Community Safety and Policing Act. It outlines the Board's governance expectations to guide the Service's operational Equity, Diversity, and Inclusion (EDI) plan.

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Our Diversity Commitment to the Community

The London Police Service Board is committed to building a police service that reflects, respects, and includes the broad diversity of the community, embracing all identities, experiences, and perspectives.

Legislation and Board Oversight

CSPA S. 37(1)(e): The Board is required to establish a diversity plan to ensure the police service's workforce reflects the community's diversity.

The London Police Service Board's (Board) Diversity Plan fulfills this responsibility by serving as both a guiding framework for the London Police Service (Service/LPS) to implement this requirement as part of its operations and a statement of the Board's commitments.

As a civilian governance oversight body, the Board provides overall direction and ensures accountability measures are in place. It sets expectations and monitors progress, while the Chief of Police and Service leadership are responsible for operational day-to-day hiring, promotion, and management decisions. This distinction preserves both good governance and operational independence.

The Service will be guided by this Plan to operationalize its Equity, Diversity, and Inclusion (EDI) strategy and align it with the Strategic Plan priorities of Community Trust, Organizational Wellness, and Community Safety. The shared goal is to ensure the LPS workforce reflects the community it serves.

The Diversity Plan and any relevant operational procedures shall be developed in accordance with the *Community Safety and Policing Act, 2019 (CSPA)*, the *Ontario Human Rights Code*, and all applicable collective agreements to emphasize fair, evidence-informed practices that promote inclusion while maintaining standards of professionalism.

Continuous Improvement

Inclusive governance is an ongoing commitment that relies on strong leadership and accountability. The Board will review and update its CSPA s.37(1)(e) Diversity Plan as part of the regular strategic planning cycle, guided by community and employee feedback and in consultation with the Chief of Police, Service leadership, and subject matter experts. These reviews help ensure the plan stays responsive to London's expanding and evolving population.

Board Oversight Approach to our Diversity Commitment

In its oversight capacity, the Board shall fulfill its Diversity Commitment by:

1. Ensuring Legislative Compliance

The Board shall fulfill its statutory requirement under section 37(1)(e) of the *CSPA* as an independent civilian oversight body by adopting this Board Diversity Plan and setting clear expectations for the Service to operationalize the Board's expectations, ensuring that the LPS workforce reflects the diversity of the City of London. This document also establishes standards for how the Board incorporates diversity into its oversight and decision-making practices.

2. Setting Policy Direction

The Board shall establish and maintain policies that set the tone for the Service's equity, diversity, and inclusion Plan. By setting clear policy direction, the Board ensures alignment with the community expectations and equity standards.

3. Monitoring Progress

The Board will collaborate with the Service to establish a practical reporting framework, including key performance indicators. The Service will submit regular reports aligned with that framework and its analytics capabilities, covering metrics on workforce demographics, relevant police activities, community engagement efforts, and outcomes. Ongoing monitoring allows the Board to stay informed about progress and support continuous improvement in delivering a service that reflects the community.

4. Modelling Accountability

The Board shall hold itself accountable to the municipality for ensuring the representation of London's multiplicity of voices. By modelling accountability, the Board demonstrates leadership and integrity, reinforcing that oversight begins with its own governance practices.

5. Listening to the Community

The Board will continue to integrate community input into its oversight role through meaningful and independent consultations throughout the Strategic Planning process, making information accessible, and ensuring that diverse voices inform policing priorities. This is aimed at strengthening legitimacy, trust, and transparency in its governance role.

Board Accountability & Accessibility Measures

Police board members are volunteers, appointed at both the municipal and provincial levels. While boards are responsible for the diversity of the police services, Section 28(1) of the *CSPA* requires municipalities to prepare and approve a diversity plan to ensure that municipal board appointments reflect the community's diversity. Although the ultimate responsibility for board diversity rests with the City and the Province, the Board plays an active supporting role.

In addition to its oversight approach, the London Police Service Board takes steps to advance equity, enhance its public profile, and make its work transparent and accessible. These actions help ensure that all community members understand what the Board does, how to engage with it, and how to be considered for appointment.

- **Increase Public Awareness:** Actively promote the Board's role and governance responsibilities through public meetings, reports, outreach materials, and online platforms so that all residents understand what the Board does and how to engage.
- **Ensure Accessibility:** Make Board information, meetings, and processes accessible to diverse audiences. This involves using plain language, accessible formats, and a range of communication channels.
- **Comply with Provincial Requirements:** Ensure all board members complete the mandated provincial training, including equity, diversity, inclusion, anti-racism, and accessibility modules, to build shared understanding and cultural competency.
- **Integrate Learning into Practice:** Incorporate the principles from training into Board decision-making and oversight processes so that the Board models the standards it expects of the Service.
- **Adhere to the Code of Conduct:** Uphold the Code of Conduct for Police Service Board Members, maintaining the highest standards of integrity, fairness, and impartiality in governance.
- **Ensure Appropriate Resourcing:** Support the Service's initiatives through advocacy and by seeking appropriate resources from municipal and provincial partners.





Board Priorities for Operationalizing the Diversity Plan

In the development and execution of the London Police Service's EDI Plan, the Service shall operationalize the Board Diversity Plan by:

1. Reflecting the Community

The Service shall ensure that its workforce, including both civilian professionals and sworn members, reflects the rich diversity of London through reasonable, evidence-informed steps. This includes seeking representation across languages, cultures, genders, identities, and lived experiences. The Service will identify gaps and develop inclusive, merit-based recruitment pathways to promote equitable representation.

2. Reviewing Processes

The Service will review recruitment, promotion, and workplace practices to identify and address biases and systemic barriers, supporting equitable treatment, inclusive opportunities, and transparent pathways for advancement.

3. Reporting Outcomes

The Service will provide data-driven updates on diversity metrics, including recruitment demographics, as well as on broader police activities, community engagement efforts, and outcomes.

4. Building Cultural Competency

The Service will embed cultural competence across operations and integrate equitable practices into recruitment, training, development, and daily policing to ensure informed interactions and a workforce responsive to London's diverse communities.

5. Strengthening Trust

The Service will continue to cultivate new and existing partnerships through various community connections, advisory groups, and partnerships. By encouraging open dialogue and considering community feedback, the LPS aims to build and sustain strong, lasting trust, while also enhancing service delivery.