

Application for Community Representatives for the Equity Advisory Committee (EAC)

Introduction:

Our Service is committed to being a global leader in policing through excellence, innovation, continuous learning, and strong leadership. We deliver policing that responds to the diverse needs of our communities, grounded in collaboration, partnership, and accountability. We measure our success by the trust and satisfaction of both our members and the communities we serve.

The Service is committed to driving systemic change that promotes dignity, compassion, and equitable service for all community members and Service personnel. To achieve this commitment, the Service has created the Equity Advisory Committee (EAC).

The Committee's work will occur in two phases: first, co-developing the next iteration of the Equity Strategy; and second, implementing the strategy and evaluating its impact through ongoing assessment processes.

Thank you for your interest in being a part of the EAC.

If you require this application in an alternate format or require communication supports, you can contact the Toronto Police Service Equity, Inclusion and Human Rights (EIHR) unit at equityinclusion@torontopolice.on.ca or 416-808-8176.

Contact Information:

1. Name: _____

2. Preferred method of contact:

Telephone

Email

3. Are you a resident of the City of Toronto?

Yes

No

4. Are you applying on behalf of a specific community organization or group?

Yes

No

If yes, please indicate the organization or group you are applying on behalf of:

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5. Do you currently sit on another TPS community advisory group (eg. MMIT, CPLC, CCC, CYAC etc.)

Yes

No

If yes, please list the committees you are a part of and for how long:

Committee Name	Length of Service (Months)

Core Skills and Specific Expertise:

The Equity Advisory Committee (EAC) will be co-chaired by a Community Member and a Senior Officer of the Toronto Police Service. Having some EAC members with the following skill set would be an asset:

Analytical and Critical Thinking -the ability to think analytically and critically, to evaluate different options, proposals and arguments and make sound decisions.

Inter-personal Communications -the ability to effectively communicate ideas, positions, and perspectives to peers, as well as understand the ideas, positions, and perspectives of peers and facilitate resolutions of differences in the common interest.

Governance Expertise -understanding and experience with the appropriate roles, group processes and corporate bylaws and policies that form systems of not-for-profit governance.

The Toronto Police Service has also identified the following specific expertise where emphasis will be placed during the selection process:

Expertise in working with or lived experience with/as 2SLGBTQ+, Indigenous, Racialized, and/or Marginalized persons - strong knowledge and lived experience with these identified groups as well as a strong understanding of intersectionality and its impact on individuals as they experience the TPS.

Expertise developing and monitoring Equity Strategies - have formal or informal training and/or work experience on developing an equity strategy, the processes, project management, research and evaluation of an equity strategy would be considered an asset.

Remuneration: \$200.00 per meeting

Note: You may attach a cover letter in response to questions 6, 9, and 10 rather than populating the response boxes below each question. If you do, please indicate you have attached a resume, cover letter and or an additional document with the response in the response boxes.

6. Please describe why you wish to serve on the EAC. Please highlight relevant expertise and experience as it pertains to the core skills and expertise identified above.

7. Please assess your level of competency in Analytical and Critical thinking using the following rating index:

Excellent: Substantial knowledge base combined with more than 5 years' professional and/or volunteer experience

Good: Some knowledge base combined with 2-5 years of professional and/or volunteer experience

Average: Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

8. Please assess your level of competency in Inter-personal communication skills using the following rating index:

Excellent: Substantial knowledge base combined with more than 5 years' professional and/or volunteer experience

Good: Some knowledge base combined with 2-5 years' professional and/or volunteer experience

Average: Knowledge base of an 'average person' combined with less than 2 years of professional and/or volunteer experience

9. Indigenous, Black, Racialized, 2SLGBTQ+ and other equity deserving groups:

Expertise in working with or lived experience in Indigenous communities, Black Communities, racialized communities, 2SLGBTQ+ communities, gender diversity, underhoused, drug and other substance use, sex work, with an understanding of intersectionality and the diverse range of needs facing these communities; the barriers and inequities experienced by these communities, social determinates of health; strategies to eliminate barriers, stigma, gender-based harassment and discrimination, and strengthen collaboration across sectors is an asset.

What qualifications, expertise and/or experience do you have in this?

10. Is there any additional information you would like to be considered with your application?

Note: There is an (optional) opportunity to submit a resume, to supplement your application, at the end of the questionnaire.

Demographics

11. What is your gender? (select all that apply)

Man

Woman

Transman

Transwoman

Non-binary

Two-spirit

Prefer not to say

I don't identify with any of the above.

My gender is (please specify):

12. Which of the following groups are you a part of? (select all that apply)

From the Black community

From the Indigenous community

From racialized communities other than Black or Indigenous

From the 2SLGBTQ+ community

Representing the Mental Health and Addiction communities

I sit at the intersection of many communities

None of the above

Prefer not to say

I identify as (please specify in your own words):

13. Which race category best describes you? (select all that apply)

Black (e.g., African, Afro-Caribbean, African-Canadian descent, etc.)

East/Southeast Asian (e.g., Chinese, Korean, Japanese, Taiwanese,

Filipino, Vietnamese, Cambodian, Thai, Laotian, Malaysian, other Southeast Asian descent)

Indigenous

First Nations

Métis

Inuit

Latino (e.g., Latin American or Hispanic descent, etc.)

Middle-Eastern (e.g., Arab, Persian, West Asian descent; such as Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)

White (e.g., European descent)

South Asian (e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean descent, etc.)

Prefer not to say

I identify as (please specify in your own words):

Resumes and cover letters can be submitted by the following methods:

1. Email to: haran.vijayanathan@tps.ca
2. Deliver to: Toronto Police Headquarters
40 College Street, 9th floor,
Attention: EIHR, Strategic Projects
3. Canada Post: Toronto Police Service
40 College Street, Toronto, ON M5G 2J3
Attention: EIHR

Applications must be received by:

Applicants should use a subject line of EAC Application for email submissions, and address hand delivery and Canada Post submissions to the Attention of the Equity, Inclusion and Human Rights – EAC Team, Strategic Projects.