



# Diversity Recruitment

Recruit Selection Unit



Diversity Recruitment

# WHAT ARE WE CURRENTLY DOING



# DPRAC Committee

- Comprised of seven communities
- The committee's objective:
  - recommend recruiting activities & initiatives specific to their community to increase the number of recruit applications submitted
- Meet quarterly



# Diversity Specific Events & Advertising - 2016

- Diversity Magazine & Newsletter
- Black History Celebration
- Women in Policing
- African CLC Youth Meeting
- Youth Police Academy
- Maskwacis Career Fair
- Talmud Torah JR High Info Session
- Pride Festival
- Alberta Native News
- Youth Power Career Fair
- National Aboriginal Day
- Building Bridges Career Fair
- Heritage Festival
- Oskayak Police Academy
- Bold Eagle Career Day
- Mid-Autumn Lantern Festival
- Pride Centre
- First Nation Drum
- Women's Hockey Team Builder
- Asian Community Post Secondary Mixer





Importance of Diversity

# INFO SESSION VIDEO



# Translated Postcards







# Heritage Days





# Other Initiatives

- Youth Police Academies
  - African YPA
  - Aboriginal YPA
- Women in Policing
  - 2016 female specific information session twice a year





# Building A Better Candidate - Workshops

- Assist applicants in our 8 stage application process
  - Stage 1: Application Workshop
  - Stage 4: BDI Workshop
  - Stage 3: A-PREP Orientation & Run with Recruiters



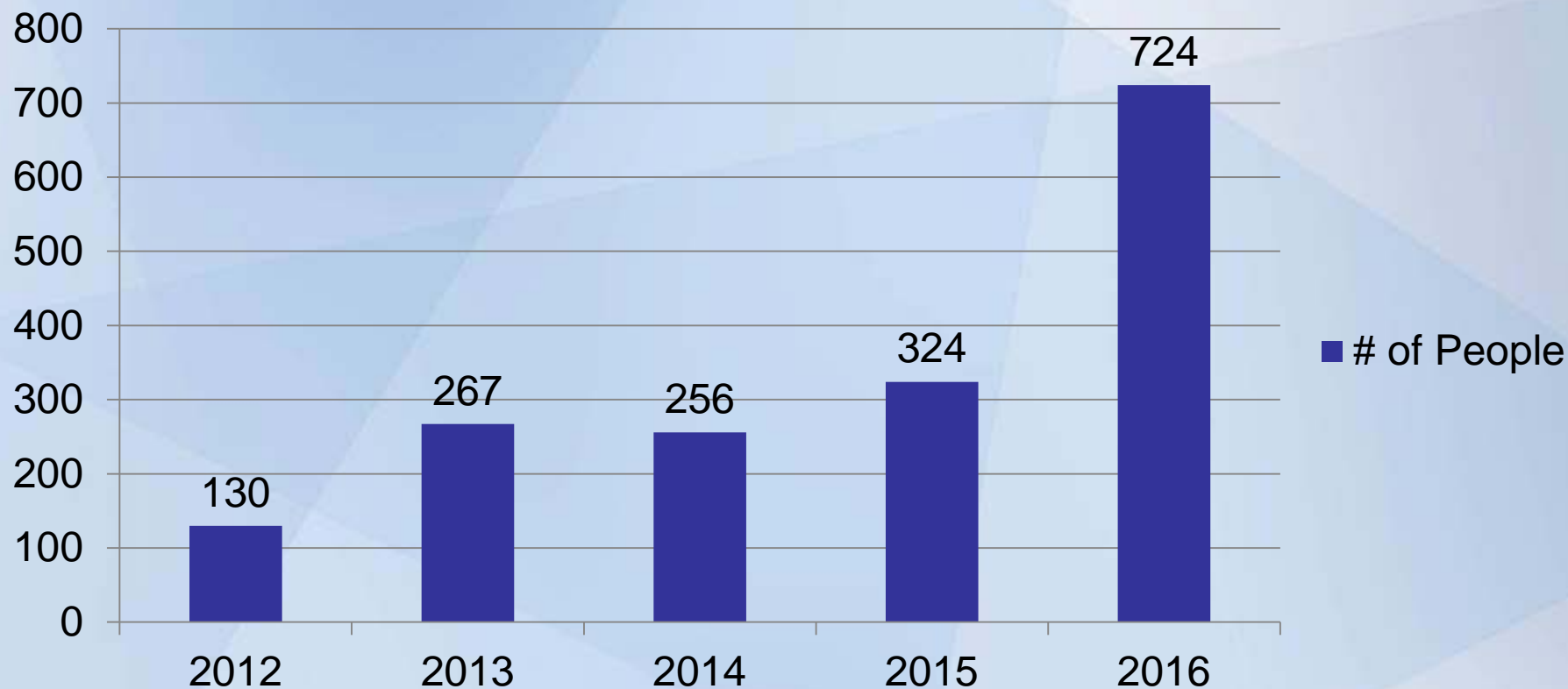
Fitness Assistance

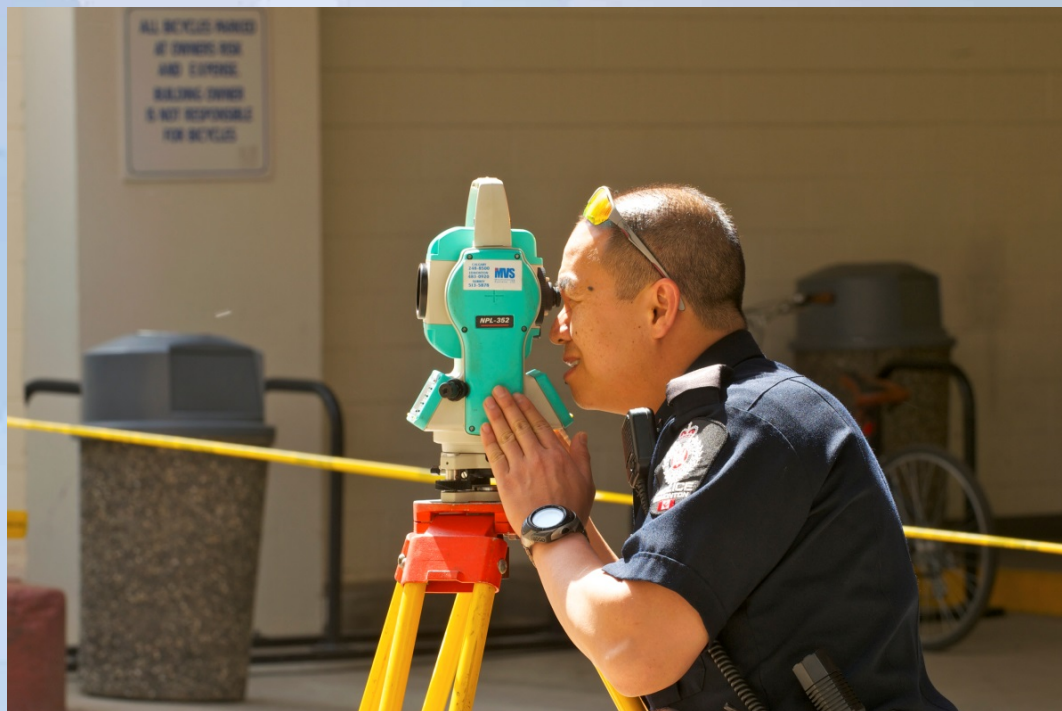
## RUN WITH RECRUITER VIDEO



# Run with Recruiter Growth

**Attendees: 2012 - 2016**





Diversity Recruitment

# RESULTS & STATISTICS





# Challenges to Accurately Measure Results

- By law, we can't require diversity information on the recruit application form
- We attempt to collect at other opportunities during the recruitment process
- All our data relies on the applicant's willingness to self-identify
- Applicants have the option of not self-identifying



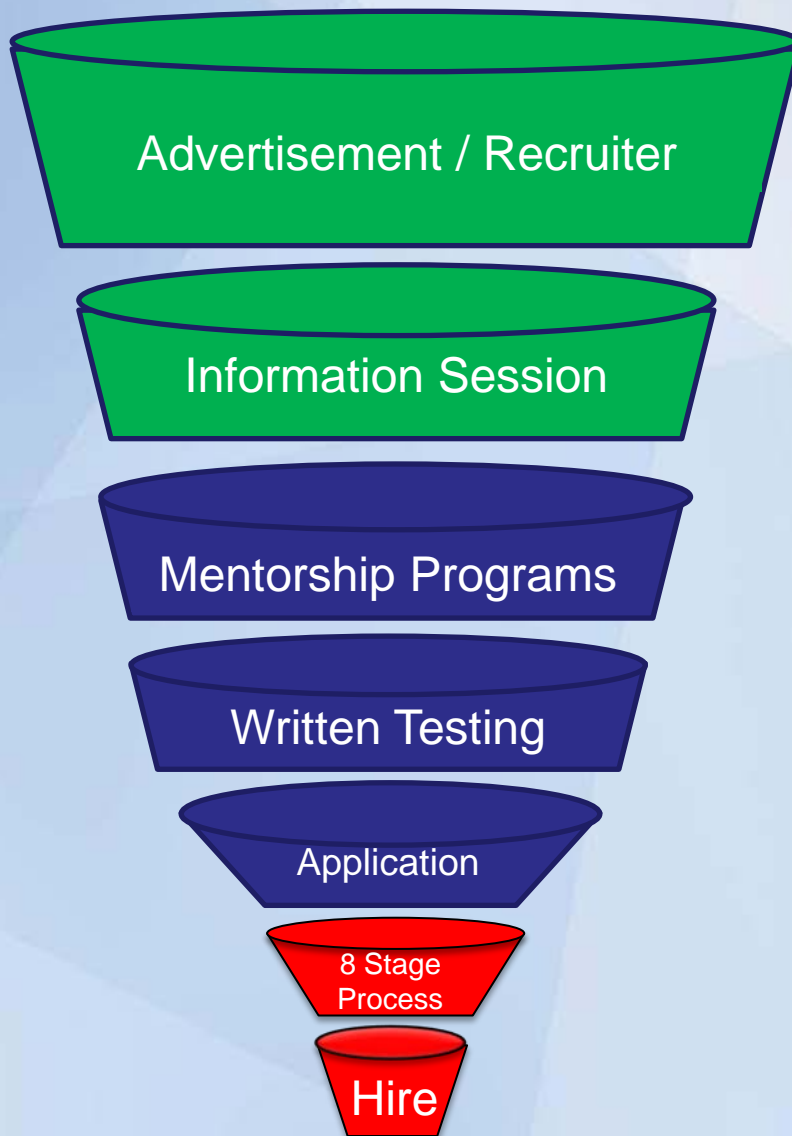
# Diversity Specific Events & Advertising

	2014	2015	2016
# of Events	26	35	41
% Change		+34%	+17%

- 1/3 of the events we attended in 2016 were targeted diversity events



# Recruiting Funnel





# Info Session Attendance

**Attendance**

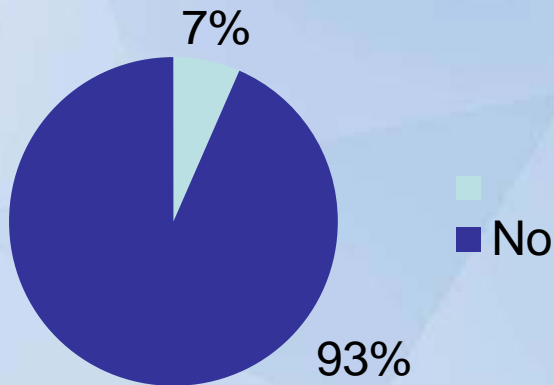




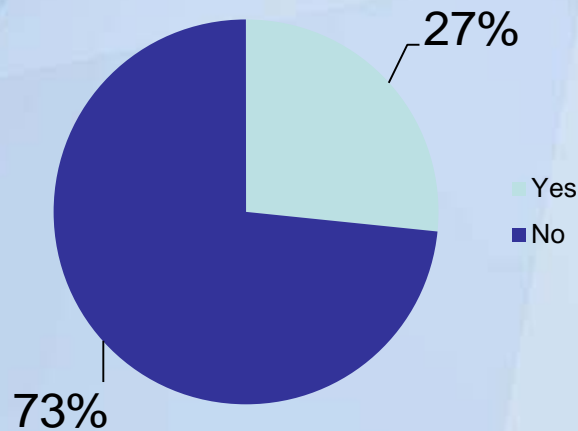


# Applicants Who Self-Identified at Info Session

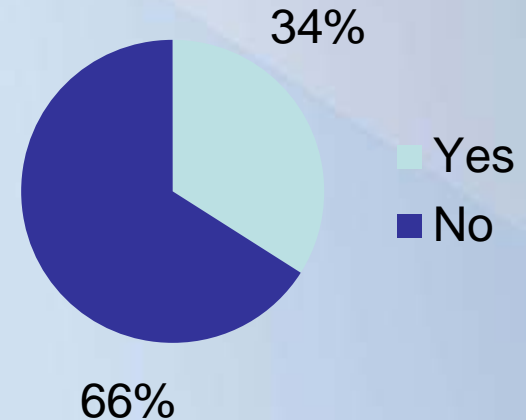
**Aboriginal**



**Visible Minority**



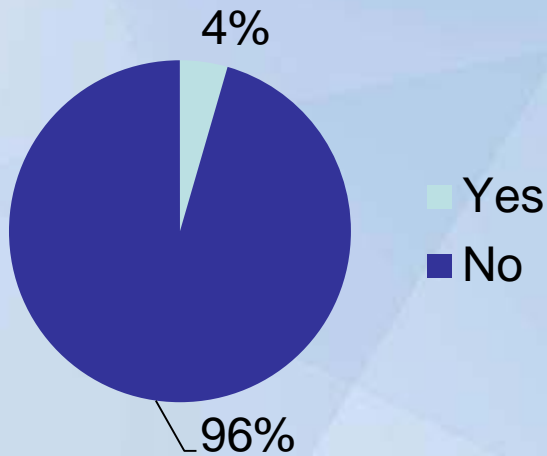
**Total**



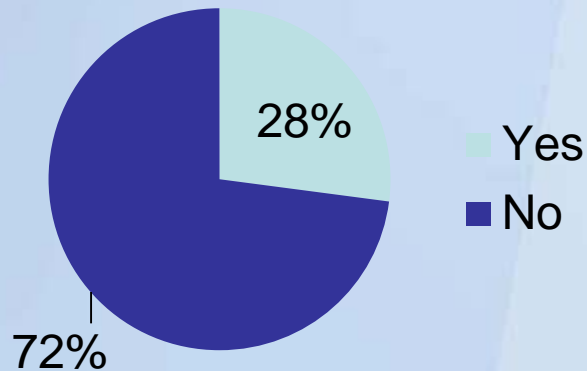


# Applicants Who Self-Identified at Test Writes

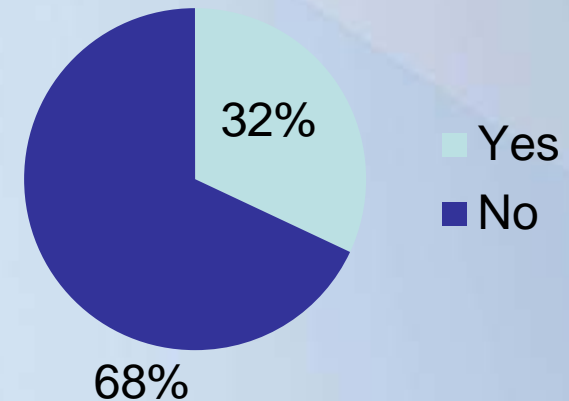
**Aboriginal**



**Visible Minority**



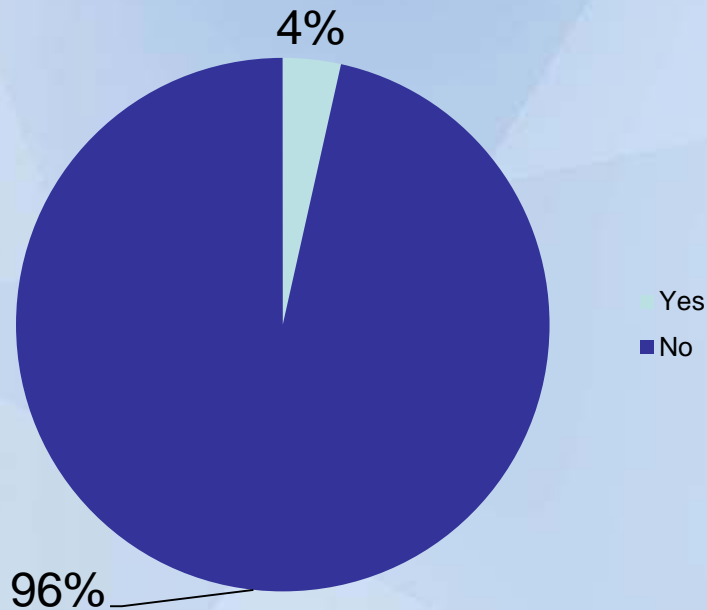
**Total**



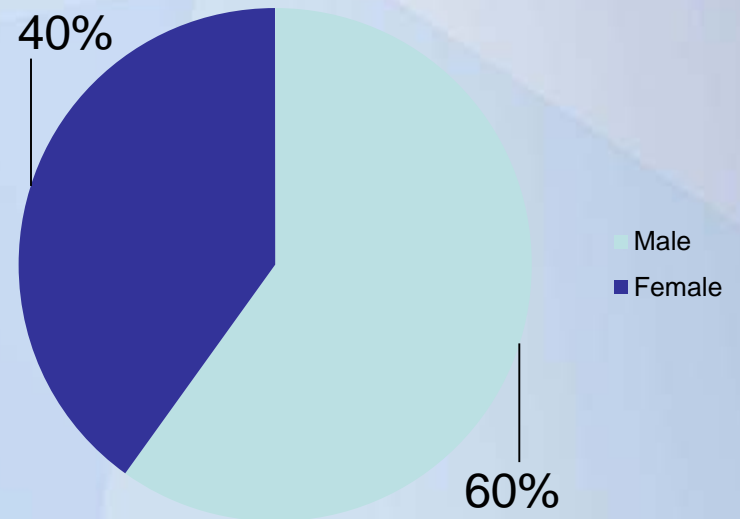


# Applicants Who Self-Identified at Info Session

## Sexual Minority



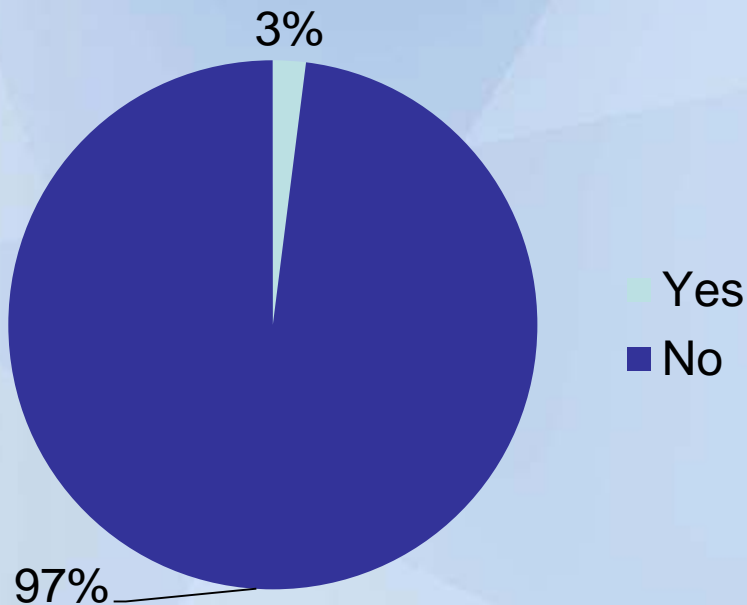
## Gender



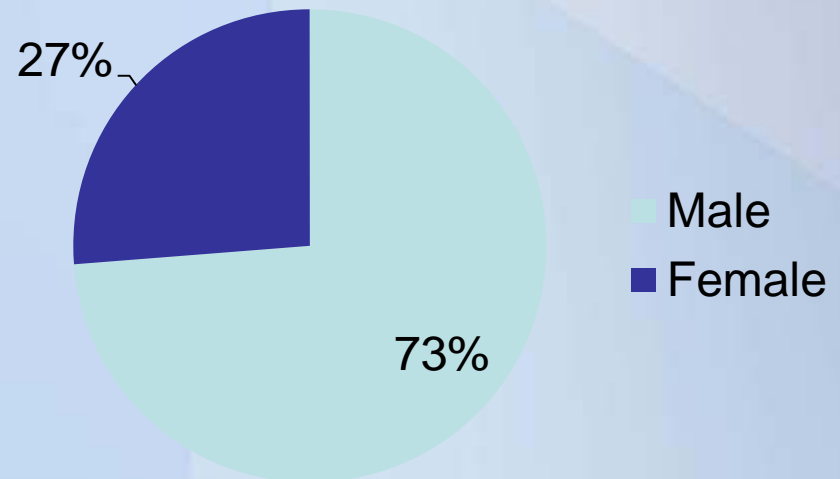


# Applicants Who Self-Identified at Test Writes

## Sexual Minority



## Gender







# Applications Submitted

## Applications





# Application Statistics

## Self-Identified Diverse Applicants

	2015	2016	% Change
# of self-identified	86	129	+50%
# of unidentified	211	306	+45%

## Culturally Experienced Applicants

	2015	2016	% Change
# of applicants	169	221	+31%

## Female Applicants

	2015	2016	% Change
# of applicants	113	113	+0%



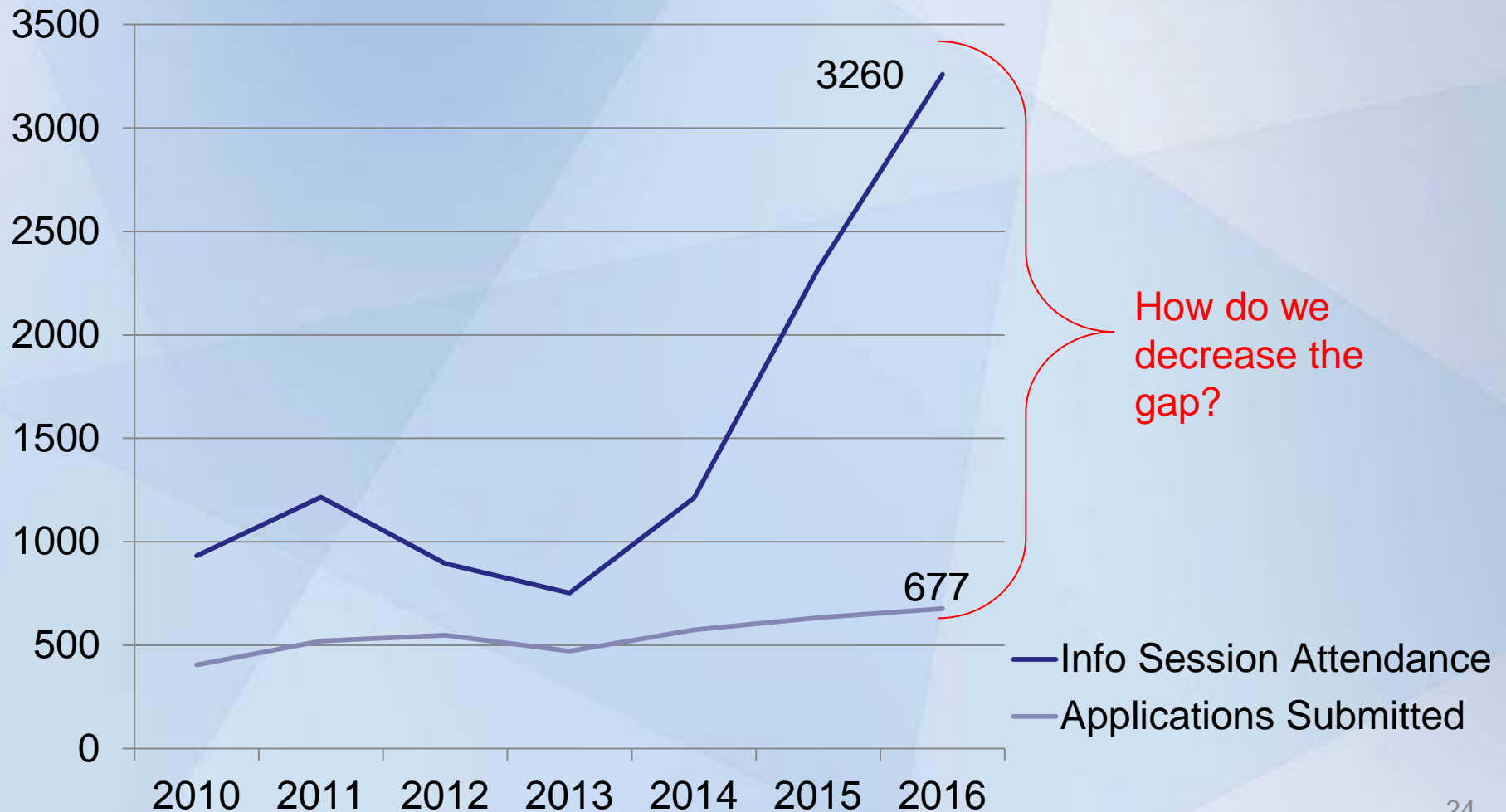
Diversity Recruitment

# WHAT'S NEXT





# Improvements to Recruitment







# Mentorship Programs

## Recruiter Mentorship

- **Purpose:** 1 on 1 mentorship with a recruiter to increase applications
- **Target:** 1 visible minority and 1 female
- **Status:** recruiters have identified and started working with candidates

## Mentorship Academy

- **Purpose:** 12 week program with individualized lesson plans
- **Target:** working with applicants who show promise but need further development
- **Status:** candidates selected, starts March 21



# Mentorship Programs

## Recruiter Mentorship

- 100% are from underrepresented communities
- Breakdown:
  - Male: 3
  - Female: 15

## Mentorship Academy

- Class #1 – March 21, 2017
  - Breakdown:
    - Male: 9
    - Female: 7
- Class #2 – August, 2017



# What's Next

- Continue to attend events the DPRAC recommends
  - Upcoming: Youth Parent Career Fair
- NAIT School of Business
  - NAIT marketing class is building a female & visible minority specific campaign for the EPS
- Bias free training program completed by RSU staff.
- Double the # of Women in Policing events in 2017
- Create EPS member focus groups