



Diversity Plan

2026-2029

Gananoque Police Service

For General Inquiries: (613) 382 - 4422

340 Herbert St. Gananoque, ON. K7G 1R1, Canada

www.GananoquePoliceService.com

Prepared and Adopted by the Gananoque Police Services Board.

Pursuant to Section 37(1)(e) of the Community Safety and Policing Act, 2019.



OWNERSHIP AND RIGHTS OF PUBLICATION

This publication and all its contents (unless otherwise noted) are copyright © 2025, Gananoque Police Services Board. All rights reserved.

Personal use of the material is permitted, but permission must be sought to reprint or republish any of the content.

GENERAL INQUIRIES

Post

Written inquiries can be directly mailed to the Gananoque Police Service by addressing it to:

Chief Richard Swann
Gananoque Police Service
340 Herbert Street
Gananoque, ON
K7G 1R1, Canada

Telephone

General inquiries can be made by calling the Gananoque Police Service directly at (613) 382- 4422.

Internet

Please visit our website at www.GananoquePoliceService.com for additional information on our organization as well as access to archives of previous documents.

LAND ACKNOWLEDGMENT

The GPS acknowledges its presence on traditional territory of the Haudenosaunee, Anishinaabe and First Peoples. We do so respecting both the land and the Indigenous People who continue to walk with us through this world.

We are grateful for the opportunity to gather here.

In recognition of the contributions and importance of all Indigenous Peoples, we strongly support Truth and Reconciliation Calls to action in our nation and commit to support local endeavors where possible.



Table Of Contents

Vision Statement.....	1
Purpose.....	1
Guiding Principles.....	2
Diversity Committee.....	2
Goals.....	3
Indicators of Progress.....	3
Strategies to Achieve Representation.....	4
Public Accessibility.....	4
Conclusion.....	4



Vision Statement

The Gananoque Police Services Board is committed to building a police service whose composition reflects the variety of identities, experiences, and perspectives within our community. A diverse team strengthens our ability to provide respectful, community-focused policing and directly supports the Gananoque Police Service's vision of being a skilled, approachable, and effective organization.

Our vision is a GPS where every member contributes to a professional, inclusive, and community-oriented policing organization. Our priority is to ensure that recruitment, hiring, advancement, and retention practices are inclusive and equitable. By doing so, we reinforce GPS's values of respect, continuous learning, and sensitivity to the needs of all residents and visitors.

This focus on diversity enhances service delivery, improves cultural competence, and strengthens trust between the Police Service Board, the Gananoque Police Service, and the communities we serve. It also supports CSPA objectives by ensuring that those responsible for public safety bring a wide range of lived experiences and viewpoints to their roles, helping the GPS respond more effectively to the needs of youth, racialized groups, Indigenous community members, and individuals experiencing mental health challenges.

Purpose

Under Section 37(1)(e) of the Community Safety and Policing Act, police services boards must "prepare and adopt a diversity plan to ensure that the members of the police service reflect the diversity of the area".

This Plan aims to:

1. Strengthen GPS's ability to attract, hire, and retain a workforce reflective of Gananoque's population.
2. Identify barriers to entering policing and develop strategies to reduce these barriers.
3. Establish a Diversity Committee responsible for implementation, monitoring, and continuous improvement.
4. Provide measurable indicators that allow the Board and the Service to evaluate progress.
5. Promote a culture of inclusion within the GPS, supporting an equitable environment for current and future members.



Guiding Principles

The work under this plan is guided by four key principles.

Respect

The GPS is committed to fair treatment rooted in dignity, transparency, and professionalism.

Community Engagement

Understanding diverse needs through consultation and genuine partnership, fostering mutual understanding.

Accountability

Demonstrating progress through measurable actions, clear reporting, and responsible governance.

Continuous Improvement

Using data and feedback to strengthen equity and representation.

Diversity Committee

To support implementation of this Plan and ensure that the Board fulfills their duties under the CSPA, the Gananoque Police Board will establish a Diversity Committee.

4.1 Composition

This committee will include one member of the Gananoque Police Services Board, the Chief, one civilian employee, one sworn officer, and at least one community member from an underrepresented group.

4.2 Responsibilities

The committee will be responsible for:

1. Monitoring implementation of this Diversity Plan.
2. Reviewing recruitment, promotional, and retention data twice per year.
3. Recommending actions to improve representation.
4. Advising on targeted outreach to groups not currently represented in the police service.
5. Reporting annually to the board with progress updates, challenges, recommendations, and measurable indicators.
6. Ensuring all initiatives align with CSPA requirements.

Goals

The Gananoque Police Services Board will use census data to set specific, measurable, and achievable goals. Over time, the Service should aim to meet goals in:

5.1 Visible Minority Representation

Increase the number of visible minority applicants and hires.

5.2 Gender Representation

Increase the number of women applicants and hires.

5.3 Indigenous Representation

Increase the number of Indigenous applicants and hires.

5.4 Inclusive Workplace Culture

Strengthen mentoring, training, and support systems to ensure that all employees experience a sense of belonging.

Indicators of Progress

The GPS will collect and report on data twice annually to allow the Board to monitor trends and evaluate progress.

6.1 Recruitment Indicators

- % of applicants who identify as women
- % of applicants who identify as visible minorities
- % of applicants who identify as Indigenous
- % of applicants who self-identify as 2SLGBTQ+

6.2 Hiring Indicators

- % of successful hires from each demographic category
- % of underrepresented individuals hired into civilian roles
- % of underrepresented individuals hired into sworn roles

Indicators of Progress

6.3 Retention and Advancement Indicators

- % of employees from underrepresented groups in supervisory or leadership positions
- Retention rates of underrepresented groups compared to overall retention
- Participation in mentorship, leadership development, and specialized training

6.4 Community Engagement Indicators

- Number of community recruitment events per year
- Partnerships established with schools, agencies, and equity-serving organizations
- Number of employees engaged through mentorship initiatives

Strategies to Achieve Representation

7.1 Community and School Engagement

- Promote police careers in local schools and community organizations
- Provide presentations highlighting opportunities for youth and adults interested in policing
- Participate in community events to raise awareness of GPS opportunities

7.2 Targeted Outreach

- Engage with demographic groups currently underrepresented in policing
- Collaborate with Indigenous organizations, newcomer agencies, accessibility advocates, and local equity groups

Public Accessibility

In accordance with the CSPA, the Diversity Plan and any related reports shall be publicly accessible on the Gananoque Police Service website.

Conclusion

Becoming a more representative police service is a long-term commitment. Through consistent monitoring, targeted outreach, and an ongoing focus on inclusion, the Gananoque Police Service Board and Gananoque Police Service will work together to build a workforce that enhances public trust, safety, and excellence.