



Building Relationships:

A Guide to Policing and 2SLGBTQ+ Communities



An Ontario Association of Chiefs of Police (OACP) resource document produced by the OACP Equity, Diversity and Inclusion (EDI) Committee.

We wish to thank the various police service partners for contributing to the updated content and initiatives, as well as the photographs used in this document.

We hope this important resource will be widely distributed and accepted as a guide for ensuring police organizations in Ontario, and at the National level, are progressive, inclusive and leading the way toward important change both internally and within the communities they serve.

The OACP EDI Committee wishes to thank the **Canadian Centre for Diversity and Inclusion (CCDI)** for their support with the editing and updating of this resource document.

More educational resources from CCDI can be found at www.ccdi.ca

Table of Contents

	Introduction	1
The OACP Equity, Diversity and Inclusion Committee		2
	Updating the Document - Why Now?	4
	An Historical Journey	5
	Timeline of Important Events	6
	Language and Terminology	7
	<i>The Genderbread Person</i>	7
	Terms: Sexual Orientation	8
	Terms: Gender	9
	Terms: Sexual Orientation and Gender	10
	General Terms	10
	A Note About Gender Pronouns	12
	Areas of Focus	12
	Understanding Intersectionality	12
	Recruiting and Retaining 2SLGBTQ+ Police Personnel	13
	Transitioning in the Workplace	15
	Excerpts from a lived experience by an OPP member	16
	Today's Climate in Policing	17
	Community Issues	19
	Hate Crimes	19
	Youth Bullying	20
	Court and the Panic Defense	20
	Seniors in the 2SLGBTQ+ Community	21
	Sexual Assault	21
	Intimate Partner Violence	22
	Involuntary Sex Work/Human Trafficking	22
	Police Training and Education	23
	Practical Examples and Police Service Accomplishments	25
	Recommendations for Change and The Inclusive Path Forward	29



“First and foremost, policing requires trust. And the foundation of trust is effective and candid two-way communication between the police and the vulnerable.”

Missing and Missed, Report of The Independent Civilian Review into Missing Person Investigations (IBID)
The Honourable Gloria J. Epstein, Independent Reviewer Volume 1 | Executive Summary and Recommendations
© Toronto Police Services Board 2021, P.79

Introduction

Welcome to the OACP 2SLGBTQ+ Building Relationships Document

The Ontario Association of Chiefs of Police's (OACP) Equity, Diversity and Inclusion (EDI) Committee is pleased to provide a refreshed and updated version of *Building Relationships: A Guide to Policing and 2SLGBTQ+ Communities* as a resource document for police services across the Province of Ontario. This resource document will be updated with new information over time. This document was the first of its kind published in Canada when initially launched in November 2013, and the OACP EDI Committee hopes that it will continue to serve as a model for other jurisdictions in Canada and abroad.

This document will assist police services to continue proactive development of inclusive and safe workplaces for Lesbian, Gay, Bisexual, Trans, Queer, Two-spirit, and all sexual and gender diverse (2SLGBTQ+) police personnel, and to develop and maintain relationships with members of 2SLGBTQ+ communities. This refreshed version of the document has involved consultations with various stakeholders and 2SLGBTQ+ partners, but it is by no means meant to be viewed as a "perfect" version. We invite OACP member services and 2SLGBTQ+ community organizations throughout the province to submit any further information about policing and 2SLGBTQ+ communities to the OACP's EDI Committee.

New information will be included in future versions of this document.

Of note, in this document "**community**," "**communities**," "**queer**" and "**queer community**" stand to mean and represent the entire spectrum of the 2SLGBTQ+ community, unless specified otherwise.

Many police services have implemented recommendations contained within the original resource document. This refreshed version aims to build upon those earlier recommendations and highlight current themes and areas of growing visibility. Studies conducted on the diversity of policing clearly indicate that diversity is a reality, while inclusion is a choice. Policies, practices and procedures help build structural inclusion, and help organizations move forward toward the goal of authentic equity and inclusion.

By sharing the knowledge and experiences of Ontario police services and 2SLGBTQ+ community organizations, the OACP seeks to equip Ontario's police leaders, officers, and civilian members to better serve all members of our communities. Please contact the OACP office at oacpadmin@oacp.on.ca to inquire about our equity, diversity and inclusion initiatives.

Multiple organizations assisted with the project by providing suggestions for inclusion in *Building Relationships: A Guide to Policing and 2SLGBTQ+ Communities*, submitting research materials, initiatives, and describing both successes and challenges related to 2SLGBTQ+ issues and policing. The content was subsequently edited by subject matter experts from the Canadian Centre for Diversity and Inclusion.

The OACP EDI Committee would like to take this opportunity to thank the police services and organizations, police personnel, and 2SLGBTQ+ community organizations involved in the development of this resource guide.

¹ Canadian Association of Chiefs of Police Executive Global Studies Program. Diversity is a Canadian Reality: Inclusion is a Choice. August 2018 <https://www.cacpglobal.ca/images/2018cohort/CACP-Global-Studies-2018---Summary-Report-for-Board-Submission---July-30.pdf>

The OACP Equity, Diversity and Inclusion Committee

The OACP EDI Committee was established with a clear mandate to:

- Identify current and emerging equity, diversity and inclusion trends impacting policing in Ontario and their communities.
- Advance equity, diversity and inclusion in policing through the development of strategies and recommendations.
- Raise the profile, build capacity and influence positive change for policing in Ontario.
- Lead the development of tools and resources that provide effective policing in Ontario on equity, diversity and inclusion.
- Direct and support the work of the EDI Sub-Committee Network including programming and educational initiatives.

In addition to its mandate, the EDI Committee applies equity, diversity and inclusion stewardship to all Board activities with the goal of fostering collaborative and respectful relationships among policing agencies and partners in Ontario, to promote, educate and personify the values of equity, diversity and inclusion in police leadership and policing in general. This resource document is one such example of the importance of the EDI Committee for the Province of Ontario.

The CACP Equity, Diversity and Inclusion Committee Mandate

Build the capacity of the Canadian Association of Chiefs of Police to support its efforts and its membership to create and enhance practices that promote fairness equity and inclusion through the identification, mitigation, and elimination of the impact of implicit bias and discrimination in practices and policies that may support systemic barriers, and to promote the advancement of diversity within policing institutions.

Objectives

1. Increase awareness and foster leadership commitment for equity, diversity and inclusion;
2. Share best practices and policies in relation to equity, diversity and inclusion;
3. Identify and promote training and educational opportunities specific to equity and inclusion;
4. Identify current and emerging equity, diversity and inclusion trends impacting policing and their communities;
5. Support capacity building on inclusive leadership and ensure that all leaders can model inclusion and recognize opportunities to promote diversity by creating policies and processes that are free from all forms of discrimination including addressing topics such as implicit bias and the elimination of systemic barriers;
6. Develop a common understanding of concepts and definitions related to equity, diversity and inclusion.



"True equality should be sensitive to intersecting experiences of discrimination."
IBID, P.80

Updating the Document - Why Now?

Since the early 1980s, police services throughout Canada have made efforts to be proactive by developing more inclusive hiring practices for 2SLGBTQ+ police personnel, creating 2SLGBTQ+ liaison officer roles and committees, preventing discrimination and harassment in the workplace, and developing policies and procedures to better address the lived realities of members of the community.

In recent years, police services in Ontario have made significant improvements in support and collaboration with members of the 2SLGBTQ+ communities, both in the communities we serve and our workplaces. Despite these efforts, issues continue to arise. 2SLGBTQ+ police personnel note continued challenges in their workplaces regarding awareness, understanding and discrimination. As community leaders, police have an opportunity and responsibility to support 2SLGBTQ+ communities in realizing the goal of substantive equity and inclusion.

Police services are continually working to reflect the communities they serve. The goal of this document is to bring perspectives from police services, openly serving 2SLGBTQ+ police personnel, and 2SLGBTQ+ community organizations throughout Ontario, together with cutting-edge research, legislation, and case law to improve the quality of policing in Ontario. The OACP hopes that this document will provide police services throughout Ontario with a roadmap to proactively address 2SLGBTQ+ related issues and more effectively police the communities they serve. This document has an added focus on Trans terminology, organizational policies and practices, and support and training for inclusion of Trans members in our workplaces.

It is important to recognize that life challenges such as affordable housing, access to medical services, community safety, and well-being and employment can be impacted by a person's identification within the 2SLGBTQ+ community. Police organizations should be cognizant of the increasing overlap and work with partner agencies to address these commonalities. Efforts to improve awareness, practices, and relationships with members of 2SLGBTQ+ communities both internally and externally are consistent with the professional obligations contained in the legislative frameworks that guide police services, including the Ontario Human Rights Code, the Occupational Health and Safety Act, and the Ontario Police Services Act.

Most importantly, our understanding of sexuality, gender identity and gender expression is constantly evolving. While this resource document uses the most up-to-date terminology as of the printing in the Fall of 2021, the conversation will continue to evolve. As such, it's important for readers to ensure they are constantly learning, and taking advantage of resources made available through the OACP, and other 2SLGBTQ+ organizations listed in this guide.

Finally, as indicated in the 2021 Missing and Missed Review report from the Independent Civilian Review into Missing Person Investigations, it is incumbent on police services across Ontario and Canada to review the report, as well as their own policies and practices for such cases and make the necessary changes required to prevent these occurrences in future.

This best practices document is intended to provide meaningful solutions and resources for addressing recommendations within the report. We look forward to working together as police agencies in Ontario and beyond to move the yardstick forward and continue the journey towards authentic inclusion. It is a journey with no destination.

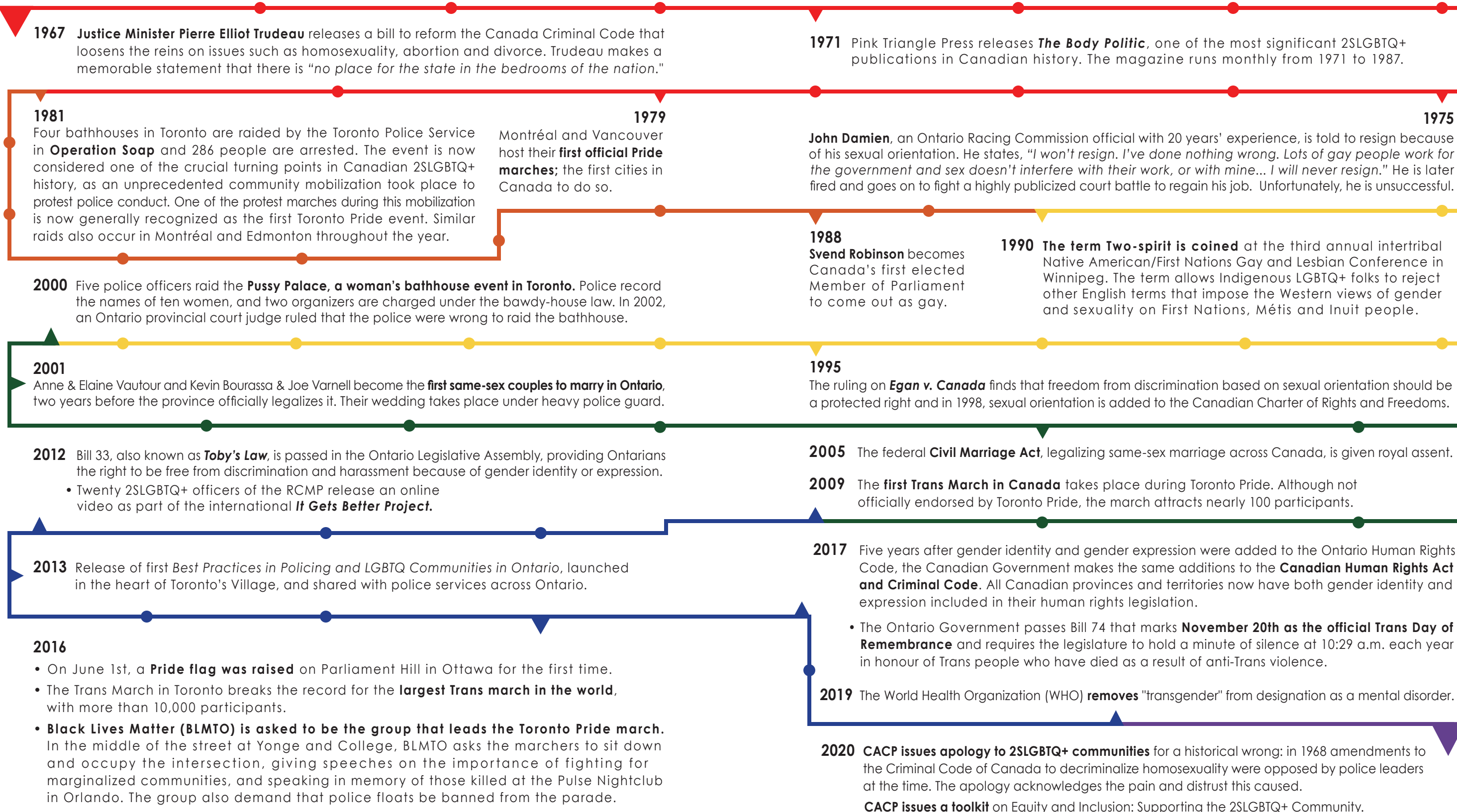


An Historical Journey

The 2SLGBTQ+ communities have gone through an evolution in Canada, having faced extreme prejudice and discrimination dating as far back as the 17th century. Consider that it was only in 1969 when the government of the day decriminalized same-sex sexual acts. It wasn't until five years later, in 1974, that homosexuality was removed from the Diagnostics and Statistics Manual (DSM) as an illness or a disease.

Decriminalization did not immediately shift the experiences of 2SLGBTQ+ peoples. In fact, persecution continued, and has continued to points in recent memory. What follows is a selection of historical moments - both positive and negative - as an indication of the history of the 2SLGBTQ+ communities in Canada. It provides the reader with a sense of the progress made. It is important for police services members, both sworn and civilian, to have an understanding of the complex history of 2SLGBTQ+ peoples in order to ensure police services in Ontario and elsewhere are able to develop a trusting relationship going forward.

An Historical Journey: Timeline of Important Events



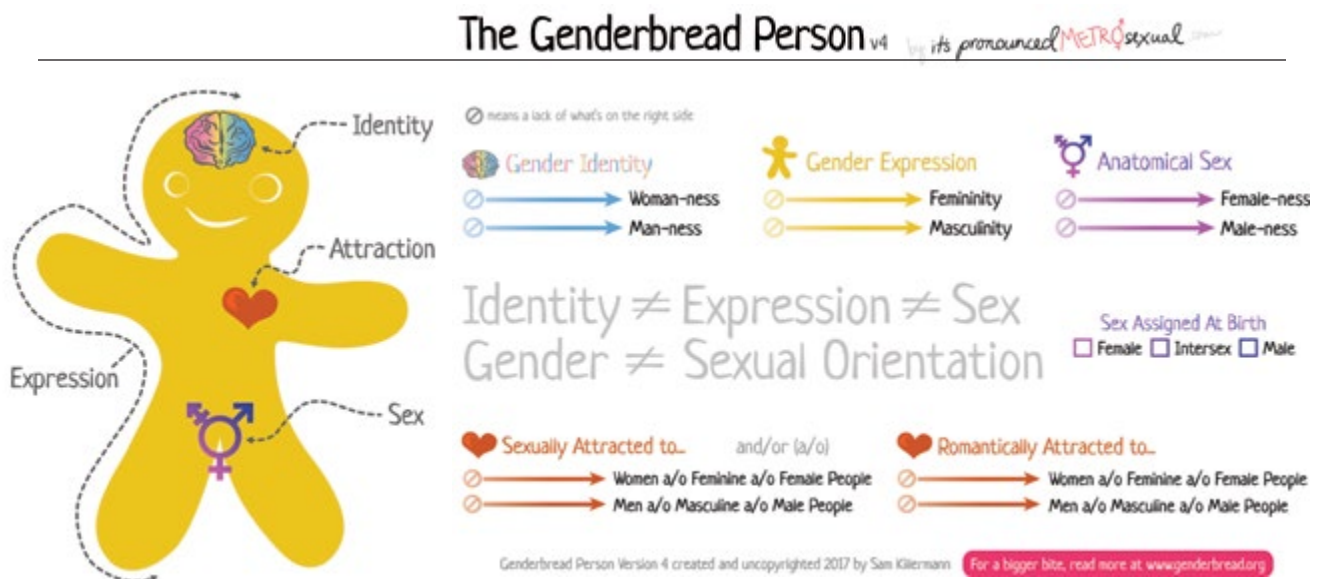
Language and Terminology

As the Ontario Human Rights Commission explains, while people within a group may prefer a variety of terms to describe themselves, it is useful to identify terms that are considered most appropriate. This will help avoid compounding a person's experience of prejudice, harassment or discrimination when they encounter the police.

Terminology used to describe members of 2SLGBTQ+ communities is fluid and can and does change over time. Asking questions like, "how do you identify?" or "what pronouns do you prefer?" is always a good place to start and imbue confidence and dignity for all involved.

The initialism 2SLGBTQ+ is commonly used to encompass a broad spectrum of identities related to sexuality and gender as follows: Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and Questioning. The plus sign is used as an indicator of all sexualities and genders not listed in the initialism.

Following is a list of terms commonly used to describe members of 2SLGBTQ+ communities, as adapted from those developed by the Ontario Human Rights Commission and the Comprehensive* List of LGBTQ+ Vocabulary Definitions, including definitions of terms not included in the 2SLGBTQ+ initialism. This is, in no way, meant to be a complete list of all terminology related to sexuality and gender. The intention is to provide a sampling of terminology that is more commonly used, however we would encourage you to educate yourself on the variety of terminology used with the 2SLGBTQ+ community.



Sexual Orientation

Homosexual

The term homosexual was popularized through medical usage, although it is largely now seen as inappropriate. The term is sometimes still used as a general term in legal documents and medical texts. Some individuals may continue to identify as homosexual, but some 2SLGBTQ+ people perceive the term to be offensive and may perceive it to be exclusionary. It is best practice to avoid using this term.

Lesbian

Lesbian people are female and female identifying persons who are emotionally, romantically and/or sexually attracted to other female individuals. Some female-identified persons may use the term gay to describe themselves, while others may prefer the term lesbian.

Gay

The term gay most often refers to male-identified persons, although it is sometimes used by other members of the community, or as a catch all for 2SLGBTQ+, such as “gay community” or “gay pride”. It is intended to describe male and male identifying persons who are emotionally, romantically and/or sexually attracted to other male individuals. It is not appropriate to use it as a catch all and should be avoided. The correct terminology is 2SLGBTQ+ community or 2SLGBTQ+ pride.

Bisexual

The term bisexual refers to individuals of either sex, who are emotionally, romantically and/or sexually attracted to both male-identified and female-identified persons. At times, this can be conflated with **Pansexual**, as defined below.

Pansexual

The term pansexual is used to describe individuals who are attracted to other people of any sex, gender or sexual orientation.

Aromantic

This term refers to a person that has little or no romantic attraction to others and/or has a lack of interest in romantic relationships/behaviour.

Asexual

Asexuality is generally defined as a lack of sexual attraction to others or the lack of interest in sex.

“The vicious circle of overpolicing and underprotection must be broken.”

IBID, P.80

Gender

Sex Vs. Gender

Sex is a medical designation assigned at birth, often determined by the physical appearance of the human body which we characterize as male, female, or intersex. In a human context, the distinction between gender and sex reflects the usage of these terms: Sex refers to the biological aspects of maleness or femaleness, whereas gender refers to the psychological, behavioral, social, and cultural aspects of gender (i.e., masculinity, androgyny or femininity) and how a person identifies and presents.

Gender Identity

A person's gender identity is the internal perception of a person's gender, and how they label themselves, based on how much they identify or don't identify with what they understand their options for gender to be. Gender is often confused with biological sex, or sex assigned at birth.

Gender Expression

Gender expression is the way a person presents their gender, through clothing, grooming, demeanor, social behavior, and other factors, generally measured on scales of masculinity and femininity. Sometimes referred to as gender presentation.

Gender Non-binary

The term Gender Non-Binary or Non-Binary is meant to describe a person who does not identify with the binary genders of woman and man. The term is meant to describe a person who identifies as a gender outside of those two options.

Bigender

A person who identifies both as a traditional male or female and is comfortable being both genders.

Transgender/Trans

Transgender or Trans has become an umbrella term that is intended to include differences in gender and gender identity wherein one's assigned biological sex doesn't match their felt identity. This includes persons who do not feel they fit into the male-female binary sex structure. Individuals in this category may feel as if they are in the wrong sex, but this perception may or may not correlate with a desire for surgical or hormonal reassignment

Transvestite

A medical term that was historically used to label cross dressing as a mental illness. The term is outdated and considered offensive.

Cisgender

This term is used when a person's gender identity is in line with or matches the sex they were assigned at birth.

Intersex

The term intersex refers to people who have a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. This word replaces the inappropriate term hermaphrodite.

Sexual Orientation and Gender

The following terms can be used to describe either a person's sexual orientation or their gender.

Questioning

A term sometimes used by those in the process of exploring personal issues of sexual orientation and gender, as well as choosing not to identify with any other label.

Queer

Historically a pejorative, Queer is used by some members of the 2SLGBTQ+ community because of its inclusiveness. Queer can be used to refer to either a sexual orientation and/or gender. This is a reclaimed term that was and is still used as a hate term and not all feel comfortable with it.

Two-spirit

A term used by some Indigenous people to describe those with diverse genders and sexual orientations. Dual-gendered or two-spirit people are also sometimes considered seers, warriors or mediators within the communities.

General Terms

Cisgender

The term cisgender, sometimes shortened to cis, is used to describe a person who identifies with the sex they were assigned at birth.

Ally

The term ally is used to describe people who are actively committed to diversity and inclusion for people of all sexual orientations, gender identities, and gender expressions.

Homophobia

The term homophobia describes negative feelings and/or beliefs that a person may have or express toward gay and lesbian people. It is also sometimes used as an umbrella term related to negative feelings and/or beliefs toward all 2SLGBTQ+ people, although that is not preferable.

Biphobia

Biphobia is a term that describes negative feelings and/or beliefs that a person may have or express toward bisexual people.

Transphobia

Transphobia is a term used to describe negative feelings and/or beliefs that a person may have or express toward Trans and gender non-binary people. It is an umbrella term to describe such behavior toward people of all different genders.

Heterosexism

Heterosexism is a behavior that grants preferential treatment to straight people and reinforces the idea that heterosexuality is somehow better. As an example, the debate around marriage equality is heterosexist in its nature. It assumes that the act of marriage should be reserved for straight cis people.

General Terms (continued)

Cissexism

Similar to heterosexism, cissexism is preferential treatment toward cisgender people, reinforcing the idea that being cisgender is somehow “normal.”

Norming

The term norming refers to the process of constructing norms or what is deemed to be “normal”. In the case of 2SLGBTQ+ people, this has to do with sexuality and/or gender that is deemed “normal” (meaning heterosexual and cisgender), suggesting that being 2SLGBTQ+ is abnormal.

Privilege

Privilege refers to “a right or immunity granted as a peculiar benefit, advantage, or favor”¹². Privilege comes in many forms, and is not within the control of the individual that has the privilege. When looking at privilege related to sexuality and gender, the terms “Cisgender Privilege” and “Straight Privilege” come into play, understanding that there is an advantage experienced by people who are cisgender and / or straight that is not experienced by people who are 2SLGBTQ+.

A Note About Gender Pronouns

During the consultation process, a number of 2SLGBTQ+ community organizations noted the importance of using appropriate gender pronouns and names when interacting with Trans and non-binary individuals. *Policing and the Trans Community*¹³, a pamphlet published by *Report Homophobic Violence, Period*, provides guidance to police officers on this issue:

- As a general rule, use the gender pronoun that matches the way a person is dressed and other cues of gender expression (hairstyle, makeup, shoes, name, etc.), even if their presentation does not match the sex designation on their identification documents.
- For most people, questions about their gender can be distressing; therefore, questions about a person’s gender identity should be handled with great sensitivity and caution. Such questions should be asked only on a need-to-know basis (not because you are curious).
- If it is necessary for the task at hand, you may try an indirect question, such as “Can I refer to you by your first name?” or “How would you prefer that I address you?” hoping they indicate a title (Mr., Ms., Mrs., etc.) or a pronoun that gives you a cue on which you can act. While some people will be upset by a direct question, if you are gentle and non-confrontational, most will understand that you are doing your best to be sensitive and respectful.

¹² Merriam-Webster Dictionary. <https://www.merriam-webster.com/dictionary/privilege>

¹³ Policing and the Trans Community. Report Homophobic Violence, Period. A project by Egale Human Rights Trust. <https://rhvp.ca/trans-community/policing-in-the-trans-community/>

Areas of Focus

Understanding Intersectionality

As part of the development of this guide, several 2SLGBTQ+ community organizations noted the importance of an approach to policing that is attentive and responsive to discrimination not only on the basis of sexual orientation, gender identity and gender expression, but also on the basis of multiple categories of identity.

It's important for readers to understand the concept of intersectionality as it relates to 2SLGBTQ+ people. One might incorrectly assume that the progress experienced by some members of the 2SLGBTQ+ has been experienced by all members of the community. This is not necessarily the case. While some members of the 2SLGBTQ+ community – specifically those identifying as white, able-bodied and cisgender – have become relatively integrated into society, other members of the community still experience high levels of discrimination.

In 2013, Trans Pulse, which researches the social determinants of health for transgender and gender diverse individuals in Ontario, released a study that found that of 433 respondents, “Experiences of transphobia were nearly universal among Trans Ontarians, with 98% reporting at least one experience of transphobia. Almost all (96%) had heard that Trans people aren’t normal.”¹⁴

Egale Canada Human Rights Trust released a report in 2016 that found “Lesbian, bisexual, and transgender (LBT) women, as well as gender diverse and Two-spirit people encounter discrimination, stigmatization, and traumatic experiences of violence at disproportionately higher rates than their heterosexual and cisgender counterparts. These experiences are motivated by intolerance, fear or hatred of the person’s diversity in attraction, gender identity, and/or gender expression in every social context: homes, schools, communities, religious and spiritual centres, public spaces, and health institutions.”¹⁵

The most notable moment in recent memory was the 2016 Toronto Pride Parade when Black Lives Matter Toronto (BLMTO), as the honoured group leading the march, held a sit in to occupy the intersection of Yonge and College, specifically to protest the treatment of 2SLGBTQ+ Black, Indigenous, and other People of Colour (BIPOC). This act sparked a significant reaction on both sides, with some members of the community – predominantly white cisgender gay men – who objected to the protest and felt BLMTO should not be using that moment to disrupt a celebration. Conversely, some members of the community – predominantly women, Trans folk and other BIPOC people – lauded BLMTO for their act of bravery for leveraging a moment to make a statement that could not be ignored.

Arguably, the community remains divided, however that divide tends to run along lines of race and gender. The point is that the lived experience of some members of the 2SLGBTQ+ community is very different from other members of the community who live with multiple identities of varying marginalized communities. One cannot separate identities, and those multiple identities create unique circumstances not experienced by all.

¹⁴ *Trans PULSE E-Bulletin. Volume 3, Issue 2. March 7, 2013.*

<http://transpulseproject.ca/wp-content/uploads/2013/03/Transphobia-E-Bulletin-6-vFinal-English.pdf>

¹⁵ *Canada: Discrimination and Violence against Lesbian, Bisexual, and Transgender Women and Gender Diverse and Two-spirit People on the Basis of Sexual Orientation, Gender Identity and Gender Expression.* Egale Canada Human Rights Trust.

https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/CAN/INT_CEDAW_NGO_CAN_25380_E.pdf

Recruiting and Retaining 2SLGBTQ+ Police Personnel

Several police services in Ontario have taken steps to recruit and retain 2SLGBTQ+-identified police personnel, both sworn and civilian members. Openly serving 2SLGBTQ+ police personnel have the capacity to play an important role in transforming police culture and improving relationships with members of the community. Visibility amongst the 2SLGBTQ+ community can promote positive role models. Ensuring your organization is a safe environment for members, both sworn and civilian, who wish to be out is key to future success.

In *Gay and Lesbian Cops: Diversity and Effective Policing*, Roderick A. Colvin summarizes the work of openly serving 2SLGBTQ+-identified police personnel in the following terms:

Whether [an 2SLGBTQ+-identified] officer serves as the “only gay cop” in their agency, as a public relations liaison, as a member of a resource group, or as a member of an investigative unit, their contribution to a more diverse and gay-friendly law enforcement environment is important. Without officers who were willing to serve openly, police agencies would never have begun offering community-related training to non-gay officers or conducting positive outreach initiatives to the community. Furthermore, these officers have helped create models that meet the primary goals of community policing, including better outcomes and greater trust among members of the community. They have also contributed to the most prominent aspect of policing — law enforcement and crime prevention. By engaging [2SLGBTQ+ communities], police agencies ensure support from the community and aid in meeting their missions¹⁶.

Joe Couto's *Gay. Female. Cop: The Intersectionality of Gender and Sexual Orientation in Police Culture*¹⁷, examines the statistics collected by the Ontario Police College, since 2008, that included data on sexual orientation of recruits attending the Basic Constable Training (BCT) course. Between 2008 and 2017, a total of 7,913 recruits attended the BCT course. Recruits self-identifying as lesbian averaged 1.4% of the average recruit class. Recruits identifying as gay represented only 0.4% of the average recruit class. What isn't measured, but exists, are the numbers of officers who don't openly identify as gay or lesbian. Police leaders must ask themselves why and facilitate change to create a workplace culture that embraces diversity and feels inclusive.

“Sadly, this history of differential policing has perpetuated the atmosphere of mistrust between the Service and LGBTQ2S+ and racialized communities.”

IBID, P.57

¹⁶ Colvin, Roderick A., *Gay and Lesbian Cops: Diversity and Effective Policing* (Lynne Rienner Publishers, 2012), p102, emphasis added.

¹⁷ Couto, Joe L., *Gay. Female. Cop.: The Intersectionality of Gender and Sexual Orientation in Police Culture* (University of Guelph-Humber, 2018).

There are several steps that police services can take to increase the diversity of their police service, including recruiting 2SLGBTQ+-identified police personnel:

- Feature 2SLGBTQ+-identified personnel on police service recruitment websites and encourage their participation with internal and external strategies.
- Create advertisements on 2SLGBTQ+ websites.
- Participate on social media platforms such as Twitter, Facebook, and YouTube, highlighting your service's openly 2SLGBTQ+ members and work in the 2SLGBTQ+ community.
- Collaborate with 2SLGBTQ+ organizations during Pride festivals and other events.
- Develop long-term recruitment efforts with 2SLGBTQ+ youth groups.
- Consider the creation of 2SLGBTQ+-focused recruiting sessions.
- Include equity statement on job postings, specifically encouraging 2SLGBTQ+ people to apply.
- Ensure your interview processes includes questions about promoting diversity with the objective of understanding a recruit's feelings on 2SLGBTQ+ inclusion.
- Encourage participating officers to share their preferred pronouns during recruitment and reference process.
- Identify barriers that undermine diversity in law enforcement (strained relations with 2SLGBTQ+ community, lack of awareness in under-represented communities of career opportunities) and work to address those barriers.
- Highlight practices that help agencies better reflect the diversity of the communities they serve.
- Conduct targeted community outreach to encourage members of the 2SLGBTQ+ community to consider a career in policing.
- Build partnerships with local educational institutions.
- Police services are encouraged to take proactive steps to retain 2SLGBTQ+ police personnel after they have been recruited.
- Celebrate Pride month, Transgender Day of Remembrance and other significant events at your facility with a flag raising ceremony, wearing Pride epaulettes, sharing information on internal networks and hosting events with community partners.
- Integrate families into your organization's events, including non-traditional families.
- Support activities and memberships for your members that relate to LGBTQ2S-focused organizations.
- Involve your organization's 2SLGBTQ+ personnel in committees, projects, outreach, collaborations that require input from their perspective.
- Proactively develop policies and training programs that foster inclusion and ensure current procedures subscribe to respectful practices and language.
- Support membership and attendance at 2SLGBTQ+ conferences and events, such as Out of the Blue, Serving With Pride, World LGBTQ Conference for Criminal Justice Professionals.

[Danielle Bottineau: Challenging the Assumption of My Identity | TED Talk](#)

Transitioning in the Workplace

Throughout the consultation process, various organizations noted the importance of proactively preparing for instances where police personnel begin to transition in the workplace.

Transitioning refers to a host of activities that some Trans people may pursue to affirm their gender identity. This may include changes to their name, sex designation, dress, the use of specific pronouns, and possibly medically supportive treatments such as hormone therapy, gender affirmation surgery or other procedures, although to be clear, not all Trans and non-binary people choose to have surgery of any kind.

Human Resources departments need to be equipped with training and understanding required to deal with issues surrounding transitioning and how to best support their Trans colleagues through the process.

In recent years, there have been police personnel, both sworn and civilian members, in Ontario police services who have transitioned in the workplace. Here are some suggestions to help foster inclusion.

- Update the workplace absence management policy of your organization to make explicit that absences required for gender affirmation medical assessments and treatments including counselling, speech therapy and surgeries need to be treated in a similar manner to other medically necessary leave.
- Define and advertise your organization's policies surrounding dress code and toilet usage for employees who have started a gender transition process.
- Identify a senior member of staff to champion Trans equality and encourage them to speak out publicly against transphobia in the workplace.
- Review your current diversity training programs to ensure that they include considerations of Trans issues in the workplace. This will raise awareness among all members of Trans issues.
- Carry out a survey that includes questions designed to understand attitudes towards Trans people. This will ascertain where further training and awareness raising is required within the organization.
- Improve your organization's reputation among Trans members and prospective recruits by stating a commitment to Trans inclusion in recruitment advertising and by advertising in 2SLGBTQ+ media.

"...some community members feel fundamentally misunderstood by the police. A common theme that emerged during the stakeholder meetings was that numerous members of Toronto's diverse communities do not feel that the police see them as "whole people" or as equal members of the community."

Independent Civilian Review into Missing Person Investigations, P. 52



Excerpts from a lived experience by an OPP member

In the OPP, the culture had always been one of a dominant macho environment that I knew might be a difficult place to come out in. Having known our then-Commissioner, Vince Hawkes from his previous Ident days, I decided to begin the conversation with him in the spring of 2015. As I told him my story, he was immediately supportive, and so began the process of my workplace transition which would be a first for the OPP. At the time, the OPP never had any workplace gender transition policy or guide available to help me or the organization, so this came to be a joint effort with the HR Department to help make my transition as smooth as possible and which ultimately led to the OPP Workplace Transition Guide.

After assembling a transition team consisting of HR reps and my supervisor, we arranged a "diversity day" for my co-workers to let them know what was happening and to provide information about Trans issues and how to be supportive and respectful. That day included presentations from my supervisor, (including a Positive Space session), HR, a personal friend, a Trans identified healthcare professional and a member of the Ontario Pride Network (OPN). I chose not to be present that day so everyone could ask questions freely and voice any concerns they may have had.

Two weeks later after returning from vacation in June 2015, I came into work as Stephanie for the very first time. Despite my nerves, it was such a liberating feeling to finally be bringing my whole self to work and to be living my life authentically. As expected, it was an adjustment for everyone, with the challenge of having to learn to refer to me by a new name and a new pronoun, but also being able to see how much happier I was and the growing confidence I felt as I claimed my rightful place among the women of the OPP. The feeling of finally living my truth and being where I belong, is a feeling like no other.

Today's Climate in Policing

Local, provincial and world events continue to have an impact on the changing climate between the 2SLGBTQ+ community and police organizations. Conversations and initiatives to create improved relations must respond to these events in a flexible and meaningful way.

The heightened attention to the anti-racism movement also casts a critical lens to the progress (or lack thereof) made with identified 2SLGBTQ+ issues. What have we successfully addressed? What problems remain? What can we do better? Despite our best efforts to combat fear, discrimination, and unfair treatment, we continue to hear that the struggles of mental health, homelessness, and reporting victim-related crimes to police are still greater in the 2SLGBTQ+ community. Members of the 2SLGBTQ+ community are three times more likely to experience assaults and sexual assaults compared to heterosexuals¹⁸.

Up until five years ago, many police organizations saw a trend where they were invited to march in uniform in community Pride parades. Sadly, that has reversed in recent years. While the Prime Minister delivered a formal apology for unjust treatment of 2SLGBTQ+ public servants, Canadian Armed Forces, RCMP, organizations are struggling with Respectful Workplace issues and comprehensive training.

Police organizations must continue to improve relations between police services and the 2SLGBTQ+ communities, and within their own membership. Creating a workplace that is viewed as inclusive, safe and values the principles of substantive equity and inclusion translates into the same values for community relationships. A more engaged police service promotes better communication, inspires confidence in members of 2SLGBTQ+ communities, and ensures overall safety for both police personnel and the public.

As organizations that are 'for and of the community', it is important to consider relations with the 2SLGBTQ+ communities as an integral part of internal inclusion.

Some actions your service could consider to improve relations with the 2SLGBTQ+ communities include:

- Recommendation 12.11 of the Independent Street Checks Review¹⁹ reads, "Each police service in Ontario should have a diversity officer, (or, for smaller police services, an officer whose duties include diversity), or a diversity bureau dedicated to establishing a constructive link between the police and diverse communities." Consider creating such a role if it does not already exist.
- Consider creating an 2SLGBTQ+ liaison committee in consultation with local 2SLGBTQ+ community organizations. Enhance community engagement through these committees and networks by becoming involved in local events and inclusion strategies.
- Engage 2SLGBTQ+ police personnel in taking the lead on generating awareness about key historical moments relevant to the relationship between police authorities and the community.
- Encourage members to participate in local councils, groups, initiatives to enhance community outreach.

¹⁸ Haig, Terry. Shocking statistics released about assaults against LGBTQ people in Canada (Radio Canada International, 2020). <https://www.rcinet.ca/en/2020/09/10/shocking-statistics-released-about-assaults-against-lgbtq-people-in-canada/>

¹⁹ Honourable Tulloch, Michael H. *Independent Street Checks Review*. (Queen's Printer for Ontario, 2018). P218. <https://www.mcscs.jus.gov.on.ca/sites/default/files/content/mcscs/docs/StreetChecks.pdf>



"...the need for police to engage meaningfully and transparently with diverse communities."

IBID, P.53

Photo: York Regional Police

Community Issues

Hate Crimes

Hate crimes targeting sexual minorities accounted for 10% of all police-reported hate crimes in 2017²⁰, an increase of 16% over 2016. According to the Statistics Canada report, violent crimes accounted for a higher proportion of crimes targeting sexual minorities when compared with other types of hate crimes. Of interest was a notable increase in mischief offences and a decrease in violent offences (53% of hate crimes motivated by hatred of the victim's sexual orientation). Statistics Canada does not collect data on hate crimes based on gender or gender identity.

The report also noted that:

- Crimes motivated by sexual orientation are more likely to involve violence.
- The majority (70%) of accused persons alleged to have been motivated by hatred based on sexual orientation are youth and young adults under age 25.

For further information, the *Hate/Bias Crimes: A Review of Policies, Practices, & Challenges*²¹ document is available on the OACP website under Current Issues.

Things to consider:

- How does your service address hate crimes generally, and specifically hate crimes against 2SLGBTQ+ peoples?
- Has your service worked with 2SLGBTQ+ community organizations to encourage reporting of hate crimes?
- Are officers trained in proper procedure for working with victims of hate crimes, specifically those perpetrated against 2SLGBTQ+ people?

Suggested Action(s):

- If not already in place, develop and disseminate a hate crimes policy and procedures manual to ensure all officers are aware of the process of dealing with hate crimes.
- Ensure all officers are trained in proper procedures related to dealing with victims of hate crimes, specifically through an 2SLGBTQ+ lens.
- Work with local 2SLGBTQ+ community organizations to create a campaign to encourage hate crime reporting.

²⁰ Armstrong, Amelia. Police-reported hate crime in Canada, 2017 (Statistics Canada, 2019).
<https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00008-eng.html>

²¹ Hate/Bias Crimes: Best Practices A Review of Policies, Practices, & Challenges (Ontario Association of Chiefs of Police, 2020)
https://www.oacp.ca/en/current-issues/resources/Hate%20Crime%20Report_October%202020.pdf

Youth Bullying

As police officers, understanding the lived realities of 2SLGBTQ+ communities and the experiences of 2SLGBTQ+ youth in schools, is key to addressing homophobic, biphobic and transphobic bullying. During the consultation process, 2SLGBTQ+ community organizations noted the importance of addressing instances of bullying creatively and proactively.

From having police officers visit schools to talk about the history of 2SLGBTQ+ rights in Canada, to recognizing that most bullies have themselves experienced bullying at some point in their lives, a multifaceted approach is most effective in combating this problem.

Things to consider:

- What has your service done to help combat bullying in schools?
- Do your service personnel have the skills to identify bullying behaviour and address it?

Suggested Action(s):

- Discuss and understand the gay and Trans panic defense, in cases of violent attacks on the members of the queer community.
- Consult with 2SLGBTQ+ community organizations to empower youth to develop training related to policing and bullying.
- Leverage openly 2SLGBTQ+ service personnel to speak out against bullying in schools.

Court and the Panic Defense

This legal strategy is used by defendants to suggest that the victim's sexual orientation or gender identity is to blame for the violence that was inflicted upon them. With roots in homophobia and transphobia, the panic defense specifically targets members of the 2SLGBTQ+ community. The very nature of their identity is enough to provoke a violent reaction from the accused and therefore is justified behavior. The intent is not to deny guilt, but to justify it by blaming the victim. The implication from this defence strategy is that violence against members of the 2SLGBTQ+ communities is acceptable or understandable in certain situations.

In Canada, gay or Trans panic defences rely heavily on the Criminal Code of Canada's definition of provocation. Work by various groups continues to push for legislation banning the use of this tactic.

“The reality of intersectionality has complicated the idea that one liaison officer or one community can engage with the LGTBQ2S+ communities in all their diversity.” IBID, P.80

Community Issues (continued)

Seniors in the 2SLGBTQ+ Community

Older members of the 2SLGBTQ+ community are at risk of being socially isolated. According to a 2018 Government of Canada study²², the history of discrimination, exclusion and stigma attached to this community means that it can be more difficult for seniors to come out or be included in the community. This isolation can also lead to loneliness, depression and health problems.

Things to consider:

- Do your service personnel have a good understanding of the needs of older 2SLGBTQ+ people?

Suggested Action(s):

- Become familiar with organizations and groups in your community that help to counter the social isolation of 2SLGBTQ+ seniors and be aware of the unique challenges this segment of the population may be facing.

Sexual Assault

Sexual assault can occur among 2SLGBTQ+ people, yet there is significant stigma about reporting it. It is important that police, when dealing with situations of sexual assault among 2SLGBTQ+ people, they do so in a sensitive and supportive manner.

Things to consider:

- Are officers trained in the most up-to-date procedures for dealing with victims of sexual assault, specifically against 2SLGBTQ+ people?

Suggested Action(s):

- Consider working with 2SLGBTQ+ community organizations (including shelters and counseling providers) to ensure that police personnel have the skills necessary to support 2SLGBTQ+ identified individuals who have experienced sexual assault.
- Consider creating a sexual assault awareness and survivors guide detailing the process of a sexual assault investigation, as well as police policies and procedures for investigating sexual assaults experienced by members of 2SLGBTQ+ communities. Ensure policies and procedures are current with respect to trained sexual assault investigators.
- Educate police personnel on trauma informed care and how to handle these cases to ensure they are being the most helpful they can in the situation.

²² Social isolation of seniors: A focus on LGBTQ seniors in Canada. Employment and Social Development Canada <https://www.canada.ca/en/employment-social-development/corporate/seniors/forum/social-isolation-lgbtq.html>

Intimate Partner Violence

Between 2009 and 2017, there were a total of 22,323 incidents of police-reported same-sex intimate partner violence in Canada — that is, violence among same-sex spouses, boyfriends, girlfriends, or individuals in other intimate partnerships. This represented approximately 3% of all police-reported incidents of intimate partner violence (IPV) over this time²³.

Things to consider:

- Does your service have internal policies and procedures related to protecting anyone who disclose IPV incidents?
- Does your organization have operational protocols for IPV incidents to support members of the 2SLGBTQ+ communities?
- Are police personnel trained in how to manage incidents of IPV experienced by 2SLGBTQ+ people?

Suggested Action(s):

- If not already in place, develop internal policies and procedures related to IPV, including training of all sworn officers and civilians on how to deal with reporting of IPV.
- Work with 2SLGBTQ+ community organizations (including shelters and counseling providers) to ensure that police personnel have the skills necessary to support 2SLGBTQ+ individuals who have experienced intimate partner violence.
- Promote awareness of issues of intimate partner violence, as well as how police personnel can respectfully investigate them.

Involuntary Sex Work/Human Trafficking

Involuntary sex work, where the individual is not participating of their own volition, and human trafficking remain a pervasive issue in society, and can impact members of the 2SLGBTQ+ communities. It is worth noting that while some 2SLGBTQ+ individuals may be involved in sex work; this isn't mutually exclusive to the 2SLGBTQ+ community and prejudice against sex work and the community at large are only likely to stand in the way of effective and fair policing.

Things to consider:

- Do police personnel have the skills to differentiate between sex work that is consensual and sex work that is forced (human trafficking)?
- Are police personnel trained in the most current legislation related to sex work and human trafficking?

Suggested Action(s):

- Consider developing a policy and/or guideline on policing and involuntary sex work/human trafficking in consultation with local community organizations, those that understand the lived experiences of sex workers.

²³ Ibrahim, Dyna. Police-reported violence among same-sex intimate partners in Canada, 2009 to 2017 (Statistics Canada. 2019) <https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00005-eng.htm>

Community Issues (continued)

Involuntary Sex Work/Human Trafficking (continued)

- Consider developing a training program to ensure that all police officers within the service are aware of the policy and/or guidelines, including Bill C36, Safe Streets Act and local bylaws.
- Consider developing a training program that focuses on unconscious bias and non-judgmental behavior to help prepare police officers.

Police Training and Education

According to the *CACP Executive Global Studies Research Program*, equity, diversity and inclusion are more successful when police recruits have early exposure to human rights at the core of their training.

Many police organizations have already engaged in some type of 2SLGBTQ+ inclusivity training after consulting with local 2SLGBTQ+ community organizations, for all ranks of the organization. When an organization implements mandatory awareness training and facilitates opportunities for open discussion, there is more likely to be an inclusive and welcoming environment.

Ongoing 2SLGBTQ+-related training that is regularly evaluated provides several opportunities within police services. Among other things, it allows police personnel to begin to appreciate the lived experiences of 2SLGBTQ+ people, to have deeper appreciation for the history between the police and 2SLGBTQ+ community, to have a better understanding of proper terminology used to identify individuals and subgroups of the queer community, and to reflect upon their own assumptions, attitudes, and behaviours about 2SLGBTQ+ people.

Police services are encouraged to collaborate with local 2SLGBTQ+ community organizations to develop training tailored to local concerns and issues. This point was emphasized by 2SLGBTQ+ community organizations throughout the province during the consultation process with the OACP.

Suggested Action(s):

- Consider inviting 2SLGBTQ+ community organizations to deliver inclusivity-training sessions on specific topics, such as hate crimes or gender identity and transgender policing issues.
- If your police service already has 2SLGBTQ+ inclusivity training in place, consider consulting with local 2SLGBTQ+ community organizations for feedback on your diversity initiatives and suggestions on how to improve them.
- Regularly review legislation and case law to ensure materials are accurate and current.
- Encourage service members to participate on local boards and councils with representation from the 2SLGBTQ+ community.
- Consider an internal survey to gauge the current level of knowledge and understanding amongst your personnel about issues related to 2SLGBTQ+ inclusion

Serving With Pride established a training program in 2017 specifically for police organizations, called *LGBTQ2S 101*²⁴. This introductory workshop for police and criminal justice professionals covers the basics in language, terminology and the coming out process. New and enhanced training is scheduled for 2021. Consider booking a workshop for your organization.

²⁴ *Serving With Pride. LGBTQ2 101.* <https://www.servingwithpride.ca/training>



"Police need to know the community and be culturally competent."

IBID, P.53

Photo: Ontario Provincial Police

Practical Examples and Police Service Accomplishments

The following is a list of practical examples of work, undertaken by various police services, to improve 2SLGBTQ+ inclusion within their service, and with the 2SLGBTQ+ communities they serve:



Barrie Police Service

- Established an Equity, Diversity and Inclusion Committee comprised of volunteer members with diverse backgrounds;
- Took the Barrie Pride Oath of Inclusivity, connecting the police service with the community as being a safe space for all;
- In 2020, committed to a service-wide systemic review;
- Lemonade and Candy Stand fundraiser for Barrie Pride Parade and cruiser wrap for parade;
- Annual flag raising and recognition of Pride Month and Pink Shirt Day;
- Annual participation in Pride Parade in uniform;
- Members attended World LGBTQ Conference for Criminal Justice Professionals;
- Support and promote Serving With Pride Out of the Blue Gala Awards and Banquet.

To learn more about these initiatives you may contact info@barriepolice.ca

Halton Regional Police

- Creation of an LGBTQ+ Internal Support Network;
- Development of a guide to assist those wishing to transition or support someone transitioning in the workplace;
- Enhanced training for members of our police service surrounding LGBTQ+ awareness and support;
- Attendance and participation in events during Pride Month;
- A fundraising event selling rainbow police patches and name tags; the proceeds from this event were donated to the Ten Oaks Project.
- A review of all current policies to ensure they are gender neutral and support our 2SLGBTQ+ members and community;
- The designation of gender-neutral washrooms in all police stations.

To learn more about these initiatives you may contact EDI@Haltonpolice.ca



Ontario Provincial Police

- Annual raising of the Pride flag to recognize Pride month;
- Annual raising of the Trans flag to recognize Transgender Awareness Week and Transgender Day of Remembrance in November;
- Continued support and facilitation of the OPP Positive Space program to be a safe and accepting environment for all and train our members to become Positive Space Champions and/or Facilitators;
- Creation of the gender identity and gender expression working group to discuss issues pertinent to the 2SLGBTQ+ community and be advocates of change;
- Continued partnership with **Serving with Pride**;
- Employer Partner with Canadian Centre for Diversity and Inclusion (CCDI), which offers free webinars to all OPP members;
- Creation of the Transitioning in the Workplace Guide for members, managers and allies to be informed, prepared and supportive.

To learn more about these initiatives visit www.opp.ca, see **Contact > General Inquiries**



rcmpontario  Serving all of our diverse communities and welcoming diverse backgrounds within our ranks. RCMP "O" Division reflects our Canadian mosaic. #PrideinDiversity #LGBTQ2 #Pride #LGBT #PrideFlag #PolicePride #PoliceOfficer #ServingWithPride #Diversity #Inclusion #Equity #FederalPolicing

Royal Canadian Mounted Police

- Divisional Diversity, Equity, and Inclusion Committee (DEIC) since January 2011 with representatives from diverse groups.
- Committee proactively champions diversity, equity, and inclusion-related issues at the macro level through the identification and communication of best practices and proposal of solutions to challenges.
- Committee provides input and advice to the Division Executive Committee and the National Council for Diversity and Inclusion to improve the working environment for all employees.
- 2SLGBTQ+ Employee Network established in January 2015.
- Gender and Harassment Advisory Committee formed in January 2018, and provides advice on policy and practices involving harassment, gender, sexual orientation, equity and inclusivity.
- Creation of a full time Diversity Coordinator public servant position in January 2020 to offer support to the DEIC, employee networks, participate in external EDI working groups with stakeholders and advance diversity and inclusion initiatives in O Division.
- The RCMP Guide to Supporting Transgender, Non-Binary and Two-Spirit Employees was released in June 2020.

To learn more about these initiatives you may contact ODiv_EDI_DivO@rcmp-grc.gc.ca



Waterloo Regional Police

- Established the Equity, Inclusion and Diversity Unit in 2017 with one person, now expanded to four;
- Established a 3-year Equity, Inclusion and Diversity Strategic Plan with a five-pillar critical framework;
- Gender-neutral public washrooms in most service facilities;
- Mandatory training for all members about the Trans community;
- Focused recruitment information session to support 2SLGBTQ+ potential applicants;
- Deployed a Pride cruiser;
- Held a focused recruitment information session for potential 2SLGBTQ+ applicants.

To learn more about these initiatives you may contact EDI@wrps.on.ca



York Regional Police

- 2SLGBTQ+ Valentine's Day Love is Love Dance for teens and friends provides a safe and inclusive space to celebrate and encourages positive police/youth interaction
- Annual We Belong Pride breakfast
- York Regional Police Pride Internal Support Network launched Positive Space Champions program to help educate members in creating more inclusive workspace and to bring visible support to members and their families
- Engagement with the Welcome Centre Immigration Services to ensure newcomers are aware of available 2SLGBTQ+ resources
- Annually recognize Pride month, Transgender Day of Remembrance
- Hosted a Drag Show at headquarters to mark the 50th anniversary of the decriminalization of Homosexuality.
- 2SLGBTQ+ awareness sessions for Level 3 Recruits

To learn more about these initiatives you may contact Diversity@YRP.CA



"Participants stressed the importance of police working with community organizations."

IBID, P.53

Photo: South Simcoe Regional Police

Recommendations for Change and The Inclusive Path Forward

According to the CACP Executive Global Studies Research Program, the topic of equity, inclusion and respect in diverse policing organizations can have a significant impact on wellness, internal talent management and our commitment to keep communities safe. The program was undertaken by 21 individuals in 2018, from various Canadian police and police partner agencies who concluded that this topic is highly relevant and has a significant impact on the future of policing.

Qualitative analysis of interviews with police members from various organizations in Ontario revealed the continuing need for documents such as this one. The report²⁵ ends with the goal of reaching authentic inclusion in Canadian policing and includes the following calls to action to achieve that goal:

- Challenge and change our assimilative policing culture
- Widen all pathways to talent
- Engage in courageous leadership
- Maintain an active and healthy relationship with the community

Police services throughout Ontario must continue to examine workplace cultures, to ensure that members are aware of rights and responsibilities under applicable policies and processes and are made aware of the expectation that everyone has the right to be treated with dignity and respect. Many organizations used the organizational audit feature from the initial best practices document to initiate programs and training. Failure to do so may contribute to negative work environments for 2SLGBTQ+ police personnel and may, by extension, undermine relationships with members of 2SLGBTQ+ communities at large.

Police services are strongly encouraged to continue to reach out to local 2SLGBTQ+ organizations to develop best practices suited to the unique needs and realities of the communities they serve. A “one size fits all” approach to 2SLGBTQ+ workplace issues and 2SLGBTQ+-related policing is unlikely to be effective. The approach of “nothing about us without us,” – the concept that no policy or action that affects a group should be taken with the input from that group – is more likely to improve relationships both internally and externally.

Trust and trusting relationships are critical to the success of police services, regarding both organization members and the communities we serve. *“Trust is not merely an abstraction; rather, it is forged in the daily interactions between law enforcement and the community it serves. Transparency, accountability and honesty ... must become the norm if our society is to be truly inclusive and fully integrated.”*²⁶

The fundamental principle of human rights is that everyone – members of our community, members of police services, partners, and organizations – deserves to be treated with dignity and respect. Police services who encompass the organization's values, and in general, respect, dignity, and inclusivity, will demonstrate themselves as both a progressive employer, and partner in the communities they serve. This is integral to fostering healthy, safe and respectful workplaces and to ensuring the safety of those in our communities.

²⁵ Canadian Association of Chiefs of Police Executive Global Studies Program. Diversity is a Canadian Reality: Inclusion is a Choice. August 2018 <http://www.cacpglobal.ca/images/2018cohort/CACP-Global-Studies-2018---Summary-Report-for-Board-Submission---July-30.pdf>

²⁶ Copple, James E. and Dunn, Patricia M. Gender, Sexuality, and 21st Century Policing: Protecting the Rights of the LGBTQ+ Community (Community Oriented Policing Services, 2017) <https://www.iadlest.org/Portals/0/cops%20LGBTQ.pdf>

Acknowledgements

This document was updated by Amanda Weaver of the Ontario Provincial Police and Staff Sergeant Linda Moorhouse of the Barrie Police Service. The layout and design of *Building Relationships: A Guide to Policing and 2SLGBTQ+ Communities* was completed by the Corporate Communications and Strategy Management Bureau of the Ontario Provincial Police.

Thank you to all who have provided input, support, and guidance in the document's refresh process:

- Joe Couto | *Ontario Chiefs of Police*
- Michael Bach | *Canadian Centre for Diversity, and Inclusion*
- Anishinabek Police Service
- Barrie Police Service
- Durham Regional Police
- Greater Sudbury Police Service
- Halton Police Service
- Niagara Regional Police
- Ontario Provincial Police
- Ottawa Police Service
- Peel Regional Police
- Royal Canadian Mounted Police
- Sarnia Police Service
- Thunder Bay Police Service
- Toronto Police Service
- Waterloo Regional Police
- York Regional Police
- Association of Black Law Enforcers
- Ryerson University
- Serving With Pride

