



## Ontario Association of Chiefs of Police

*Presents the*

### **“Award of Excellence in the Advancement of Equity, Diversity, and Inclusivity in Policing”**

*Sponsored by*



The OACP Award of Excellence in the Advancement of Equity, Diversity, and Inclusivity in Policing honours an individual and/or policing organization and/or community partner who demonstrates exceptional commitment to achieving/advancing equity, diversity, and inclusion within their police organization and/or community. Nominations must demonstrate how the individual or policing organization, or community partner implemented innovative programs or initiatives that have made a demonstrable difference in enhancing community trust and police legitimacy and advanced the goal of police organizational cultures based on the concepts of mutual respect, fairness, and inclusivity (during the previous 18 months of the call for nominations). For this award, we use the concepts of equity, diversity, and inclusion as defined by the CACP Equity, Diversity, and Inclusion Committee:

- Equity is fairness, making sure everyone has what they need to succeed and removing barriers that disadvantage some groups over others. This is different than treating people equally, which is behind the concept of “equality.”
- Diversity is the range of visible and non-visible qualities, experiences, and identities that shape who we are, how we think, and how we engage with and are perceived by the world. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical or mental disabilities, religious/spiritual beliefs, or political ideologies. They can also include differences such as personality, style, capabilities, thoughts, and perspectives.
- Inclusion is recognizing, welcoming, and making space for diversity. An inclusive organization capitalizes on the diversity of ideas, experiences, skills, and talents of all employees.

The award will be presented at the OACP’s 2025 Annual Conference on Tuesday, June 24, 2025, at the Blue Mountain Village Conference Centre, Blue Mountains, Collingwood, ON. The recipient will be invited to attend the Awards & Life Members



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Luncheon to receive the award. The winner will receive an engraved plaque to commemorate the occasion.

Note: Award information is also posted on the [OACP website](#).

### **How to Submit a Nomination**

All nominations for the “Award of Excellence in the Advancement of Equity, Diversity, and Inclusivity in Policing” must be submitted in an electronic format suitable for distribution by email to Sharon Seepersad at [sharons@oacp.ca](mailto:sharons@oacp.ca). Hard-copy submissions will not be accepted.

Submissions must be received no later than **Friday, March 28<sup>th</sup>, 2025**.

All nominations for the “Award of Excellence in the Advancement of Equity, Diversity, and Inclusivity in Policing” must include the following:

- Nominator/nominee information.
- Must be endorsed or supported by the Chief of Police, Commissioner, Assistant Commissioner, or Designate.
- 500-word narrative describing why the nominated individual/organization should be considered for this award.

### **Optional Video**

- If deemed necessary, a 60-second or less video can be submitted to support the nomination.

### **Judging and Selection Criteria**

Submissions for the “Award of Excellence in the Advancement of Equity, Diversity, and Inclusivity in Policing” will be reviewed by the OACP Awards and Honours Committee with input from the Chair of the OACP Equity, Diversity, and Inclusion Committee.

The nominations will be judged based on any programs that address equity, diversity, and inclusion within the organization.



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### **Rules**

1. All nominations must be endorsed by the submitting organization's Chief of Police, Commissioner, Assistant Commissioner, or Designate.
2. Only one nomination per organization will be accepted.
3. All nominations must be received on or before **Friday, March 28<sup>th</sup>, 2025.**
4. Nominations must be submitted in an electronic format suitable for transmission via email. It is optional, but you can provide a 60-second or less video of the nominee(s).
5. All materials and information submitted as part of the nomination become the property of the OACP and will not be returned.
6. Only members of an Ontario policing organization may be considered for this award.
7. Although somewhat flexible, the bulk of the activities associated with the work/initiative should have occurred during the year prior to the submission deadline date. It is realized that some initiatives take longer than one year to create, implement, and deliver a measurable impact. Nomination reports should discuss the timing of the initiative and why it has been submitted for consideration at this time.
8. The OACP reserves the right to utilize any portion of any award submission for publication purposes.