



# LaSalle Police Services Board

## 2025-2028 Diversity Plan

The LaSalle Police Services Board (the “Board”) recognizes the significance of promoting a police service that reflects the diversity of our community. We are committed to aligning with the *Community Safety and Policing Act, 2019* (“CSPA”) to ensure we foster an inclusive, equitable and representative police service.

This Diversity Plan (the “Plan”) is grounded in the LaSalle Police Service’s Strategic Business Plan, which emphasizes priorities like operational efficiency, community partnerships, and proactive community engagement. By focusing on these areas, our goal is to support a policing approach that both anticipates and responds to the needs of our community.



The plan aims to create an environment where all community members feel respected, protected, and valued by those who serve them. Emphasizing representation, inclusivity, and adaptability, this plan seeks to enhance public trust and ensure effective service delivery in LaSalle.





We commit to aligning with our  
Strategic Plan and the CSPA  
Declaration of Principles

### **Strategic Goal of Diversity Plan**

*To build a modern, responsive police  
service comprised of highly skilled  
personnel that is representative of  
LaSalle's community composition, while  
maintaining a commitment to hiring the  
most qualified candidates.*

# **Community Safety and Policing Act**

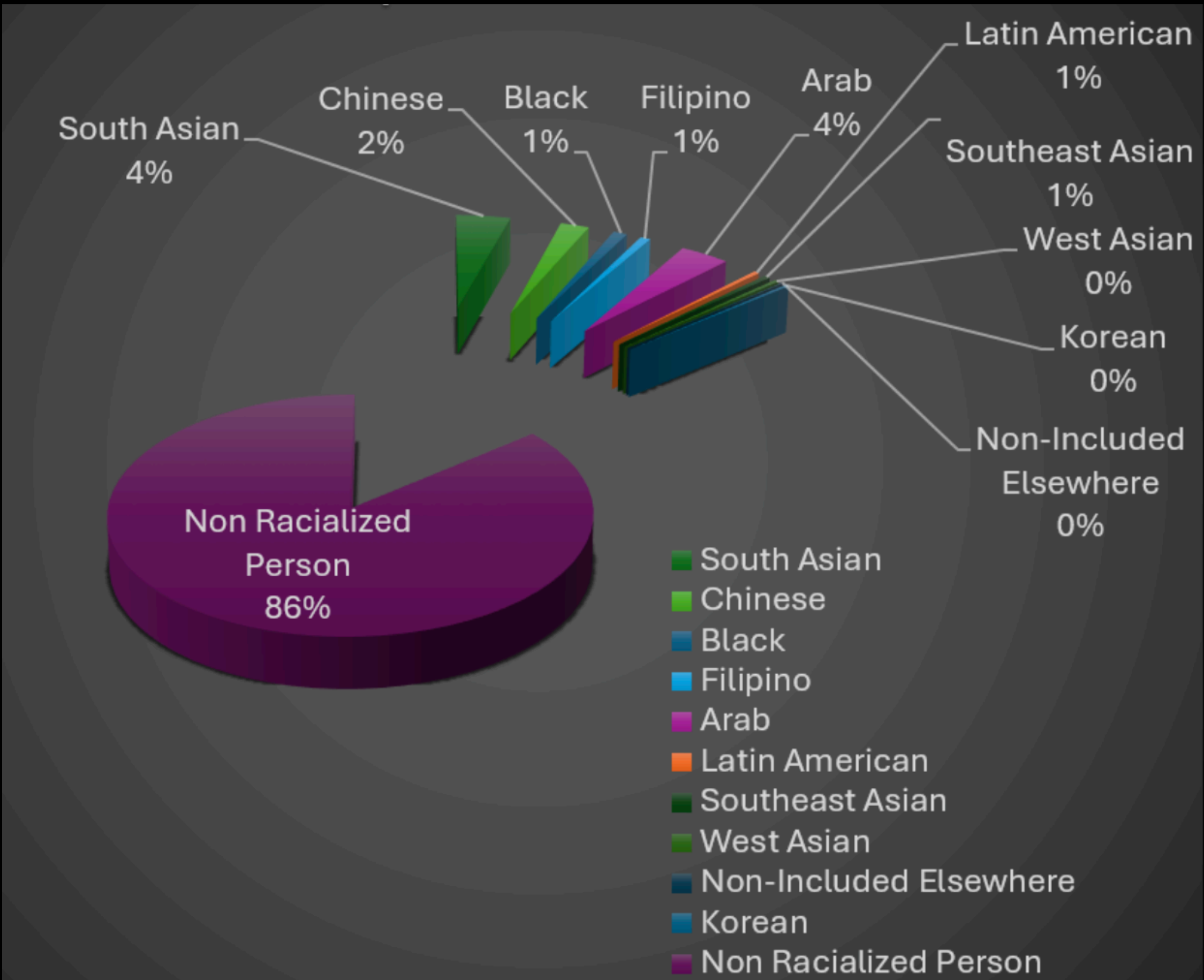
## **Declaration of Principles**

7) The need to ensure that police services and police service boards are representative of the community they serve.

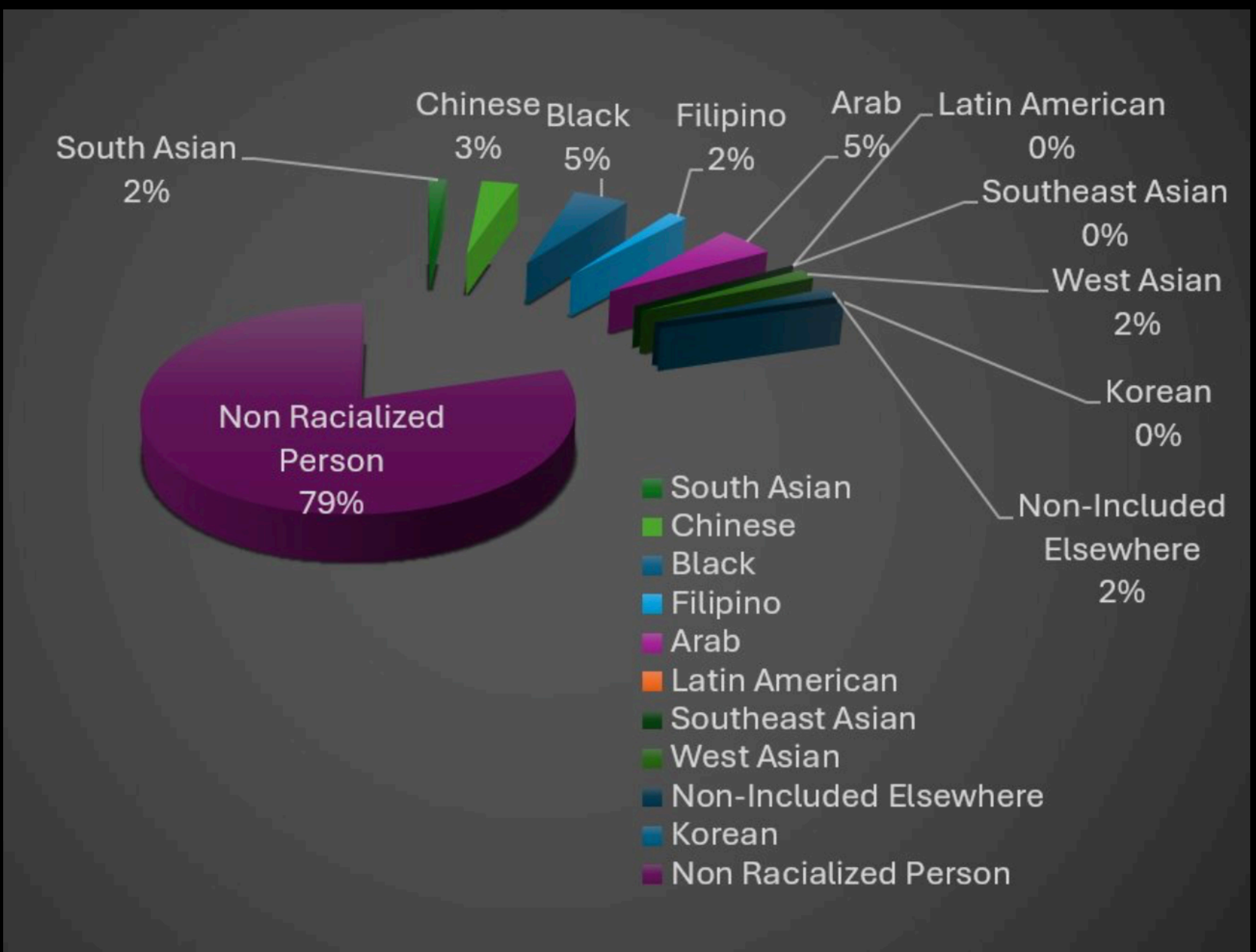


# We Mirror Our Community!

## LaSalle Citizens



## LaSalle Police Service



Caterogies as listed in 2021 Census

# Key Strategies

1. **Community-Focused Recruitment**
2. **Promotion of Women in Policing**
3. **Training and Professional Development**
4. **Community Collaboration and Feedback**





## Community Focused Recruitment

Engage with local schools, community centres, and cultural organizations to promote careers in policing.

# Promotion of Women in Policing

Focus efforts on increasing the number of women in the LaSalle Police Service.

Regular outreach events and career symposiums to attract women to policing.



# Training and Professional Development

Provide diversity and inclusion training for LaSalle Police Service members, with a focus on cultural competency, anti-bias practices, and inclusive community engagement.





## Community Collaboration and Feedback

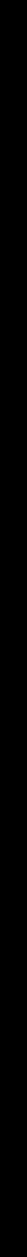
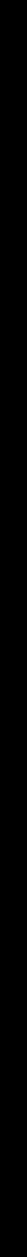
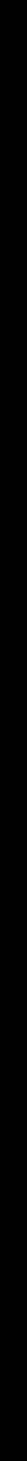
Encourage the interest of people belonging to underrepresented groups to pursue careers with the LaSalle Police Service and continue to promote the LaSalle Police Service as an employer of choice.

# Indicators of Success

# and % of applicants and successful applicants from underrepresented groups, including racialized, indigenous, and female candidates

# of community outreach events targeting recruitment from diverse backgrounds

% representation in leadership roles from underrepresented groups (supervisors, managers, executives).





## Evaluation and Reporting

Progress on diversity and inclusion initiatives will be reported to the Board once per year.

This plan will be reviewed and updated in line with the 2025-2028 Strategic Plan to ensure its relevance and effectiveness.



The LaSalle Police Services Board remains committed to building a representative, adaptable, and inclusive police service.

The Plan embodies our vision for a safer, more inclusive LaSalle, where residents feel seen, heard, and protected.



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