



Town of LaSalle Municipal Diversity Plan pursuant to the *Community Safety and Policing Act*, 2019

Policy Number: G-GEN-021

Authority: Res. 98/25

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Department Responsible: Administration

Revision Dates: N/A

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Status: Active

1. Policy Statement

- 1.1 The Council of the Corporation of the Town of LaSalle (the “Town”) is committed to ensuring that the Town of LaSalle Police Services Board (the “Board”) reflects the diversity of LaSalle. The Town is dedicated to fostering inclusivity and equality and recognizes the importance of diverse representation in municipal decision-making processes.
- 1.2 In accordance with Section 28 of the *Community Safety and Policing Act*, 2019, S.O. 2019, c.1, Sched. 1 (the “Act”), the Town of LaSalle Municipal Diversity Plan (the “Plan”) outlines a framework to ensure that Board appointments are not only based on merit and experience but also take into account the importance of diverse representation.

2. Scope

- 2.1 This Plan applies to those members that are appointed by Council to the Board.

3. Definitions

- 3.1 In this Plan:
 - a) “**Act**” means the *Community Safety and Policing Act*, 2019, S.O. 2019, c.1, Sched. 1;
 - b) “**Applicant**” means a person who has applied for a Board position;
 - c) “**Application**” means documentation outlining the Applicant’s skills and qualifications;

- d) **“Board”** means the Town of LaSalle Police Services Board;
- e) **“Plan”** means the Town’s Municipal Diversity Plan as established by Council pursuant to Section 28 of the Act;
- f) **“Council”** means the duly elected members of the Council of the Town;
- g) **“Social media”** means web-based applications and on-line forums that allow users to interact, share and publish content such as text, links, photos, audio and video;
- h) **“Socioeconomic status”** refers to an individuals social and economic position within society, typically based on factors like income, education, and occupation; and
- i) **“Town”** means the Corporation of the Town of LaSalle.

4. Policy

4.1 Advertising and Application Process

4.1.1 The Town will ensure that the advertising and application process for the Board is accessible and inclusive by:

- a) Offering application materials in multiple formats and languages, as requested, to accommodate diverse Applicants;
- b) Providing assistance to individuals who may need help with the application process, including support for individuals with disabilities or language barriers;
- c) Ensuring the application process is transparent, with clear instructions on qualifications, roles and responsibilities of the Board position, and application timelines; and
- d) Promoting and advertising board vacancies through various platforms, including print, social media, and through community groups and/or partners.

4.2 Selection Process and Board Appointments

4.2.1 The selection of Board members will be based on a combination of experience, qualifications, and diversity considerations. The process will include:

- a) A fair and transparent review of all Applications based on merit, experience, and alignment with the goals of the Town; and

- b) Taking into account the need for diverse representation in terms of race, gender, age, disability, socioeconomic status, and other factors.

4.2.2 Under the Act, the Town is permitted to make the following appointments to the Board:

- a) The head of Council or, if the head chooses not to, or is ineligible to be a member of the Board, another member of Council be appointed by resolution of Council;
- b) One member of Council appointed by resolution; and
- c) One person appointed by resolution, who is neither a member of Council, nor an employee of the Town.

4.2.3 The Mayor will recommend the appointment of a Council member to the Board. Council will consider the recommendation, and by resolution, appoint a member of Council to the Board.

4.2.4 Council will review Applications, and by resolution, make appointments to the Board in accordance with the Act and the Town's Committee Governance Policy.

4.3 Review and Information Sharing

4.3.1 This Plan will be reviewed and updated, as required, at least once every four years.

4.3.2 In accordance with the Act, this Plan, and any resulting reports on implementation of the Plan, will be made available to the public on the Town's website in accordance with the regulations made by the Minister, if any.

5. Roles and Responsibilities

5.1 Chief Administrative Officer

5.1.1 Responsible for the oversight of this Plan; and

5.1.2 Publishing the Plan and implementation reports to the Town's website.

5.2 Council Services

5.2.1 Facilitates the recruitment and application process for Board vacancies.

5.3 Strategy and Engagement

- 5.3.1 Assists in the communication and promotion of Board vacancies in accordance with this Plan.

6. References and Related Documents

- [Community Safety and Policing Act, 2019](#)
- G-GEN-018 Committee Governance Policy

7. Attachments

None.