



CORNWALL POLICE SERVICE

# 2021 EMPLOYEE GENSUS



# 2021 EMPLOYEE CENSUS

The Cornwall Police Service is committed to encouraging an accessible, fair, equitable, and respectful environment. The results of this census will help us to develop or improve programs, policies, and practices that support an equitable and inclusive organization for all.

Having a clear picture of the diversity of our employees will assist us in addressing barriers in the workplace, use data to guide our future, build a sense of belonging, make informed evidence based decisions, and anticipate/respond to the needs of our diverse communities. Diversity is particularly important in the law enforcement context because policing is most successful when it has the support of the community it serves.

An important first step is to capture a baseline understanding on the diversity of our employees. This information will contribute to our efforts to understand and leverage the diversity, perspectives, and live experience of our employees.

All full and part-time employees are required to complete the census to ensure that we have valid results that can guide our efforts to be more equitable and inclusive. Should an employee not wish to respond to the overall questionnaire, each question includes a “prefer not to say” option.

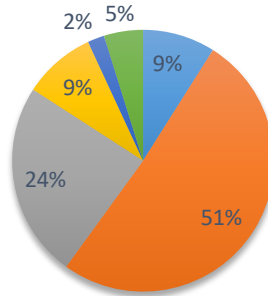
A voluntary survey was made available to all CPS employees from February 1-28, 2021 via Power DMS. The survey was in compliance with the Ontario Human Rights Code and Privacy Legislation. A total of 145 responses were received.

The following is a summary of the data that was collected in the survey.

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## EQUITABLE & INCLUSIVE WORK ENVIRONMENT

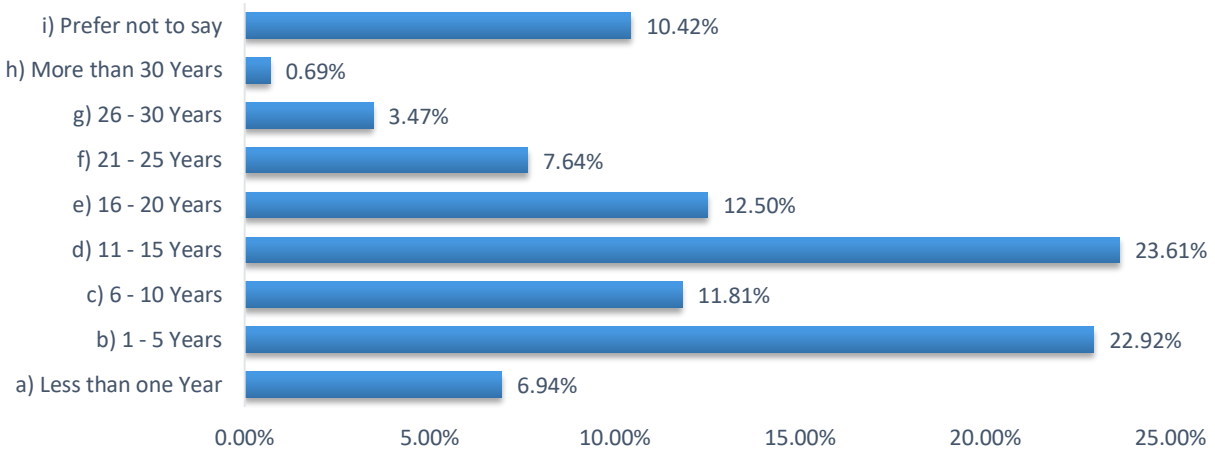
Using a scale of 1 to 10 with 1 being the lowest and 10 being the highest - Do you agree that the Cornwall Police Service work environment is equitable and inclusive?



■ Absolutely Agree (9-10) ■ Agree (7-8) ■ Somewhat Agree (5-6) ■ Somewhat Disagree (3-4) ■ Disagree (1-2) ■ Prefer not to say

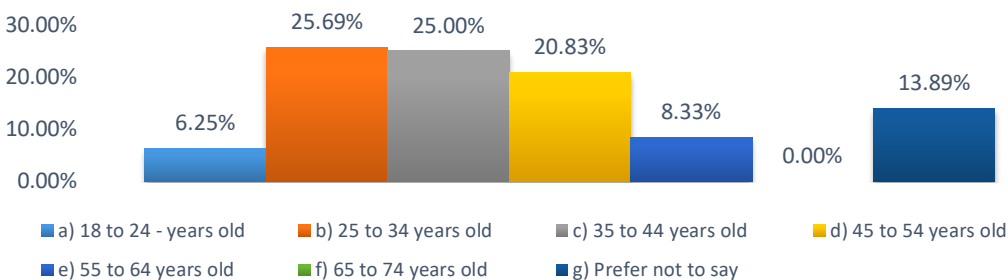
## LENGTH OF EMPLOYMENT

How long have you been employed by the Cornwall Police Service?



## AGE

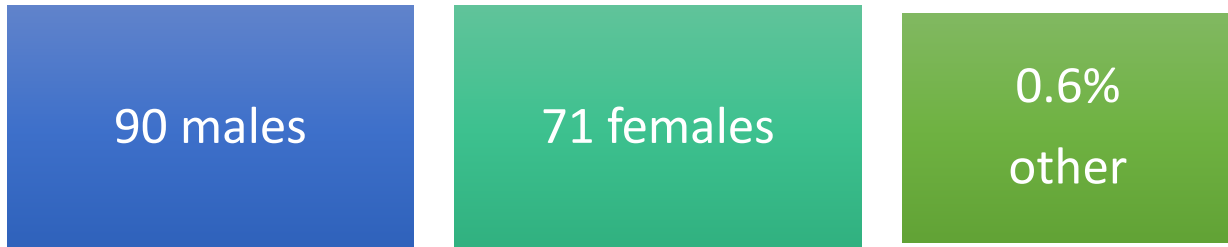
What is your current age?



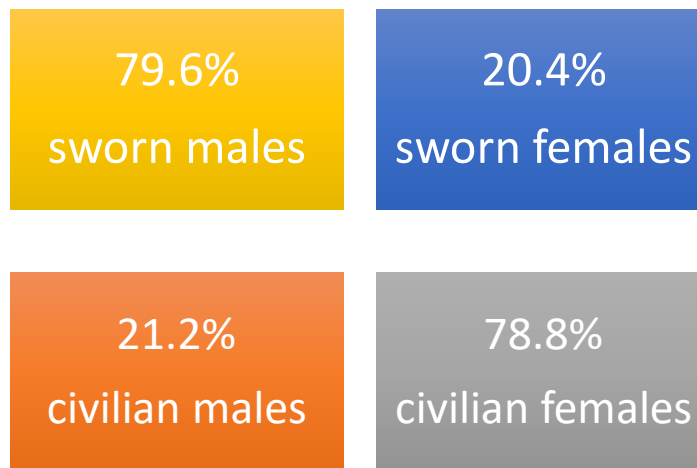
## GENDER

What is your Gender/Gender Identity?

*Gender is a broad term encompassing a range of characteristics including physical anatomy, secondary sex characteristics that develop at and after puberty, behavior and conduct, sense of self, and clothing. Gender Identity is linked to a person's sense of self, and the sense of being male, female, both or neither. This may be different than the gender one was assigned at birth.*



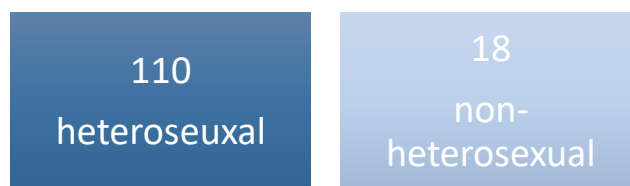
## SWORN VS. CIVILIAN GENDER



## SEXUAL ORIENTATION

What is your sexual orientation?

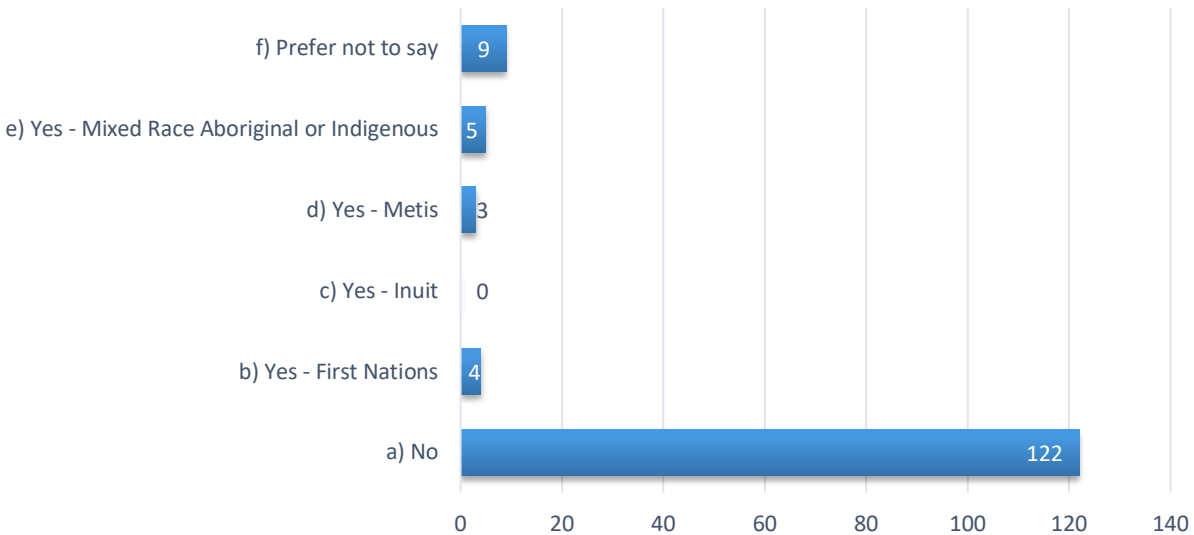
*Sexual orientation describes our romantic or sexual attraction to our emotional and physical relationships.*



## INDIGENOUS ANCESTRY

Do you consider yourself to be of Indigenous or Aboriginal ancestry?

*Indigenous is a term used in Canada to describe the original inhabitants of Canada and their descendants. Indigenous people in Canada include: First Nations, Inuit and Metis People.*



## QUESTION #11 - 143 Respondents

Do you consider yourself to be a visible minority?

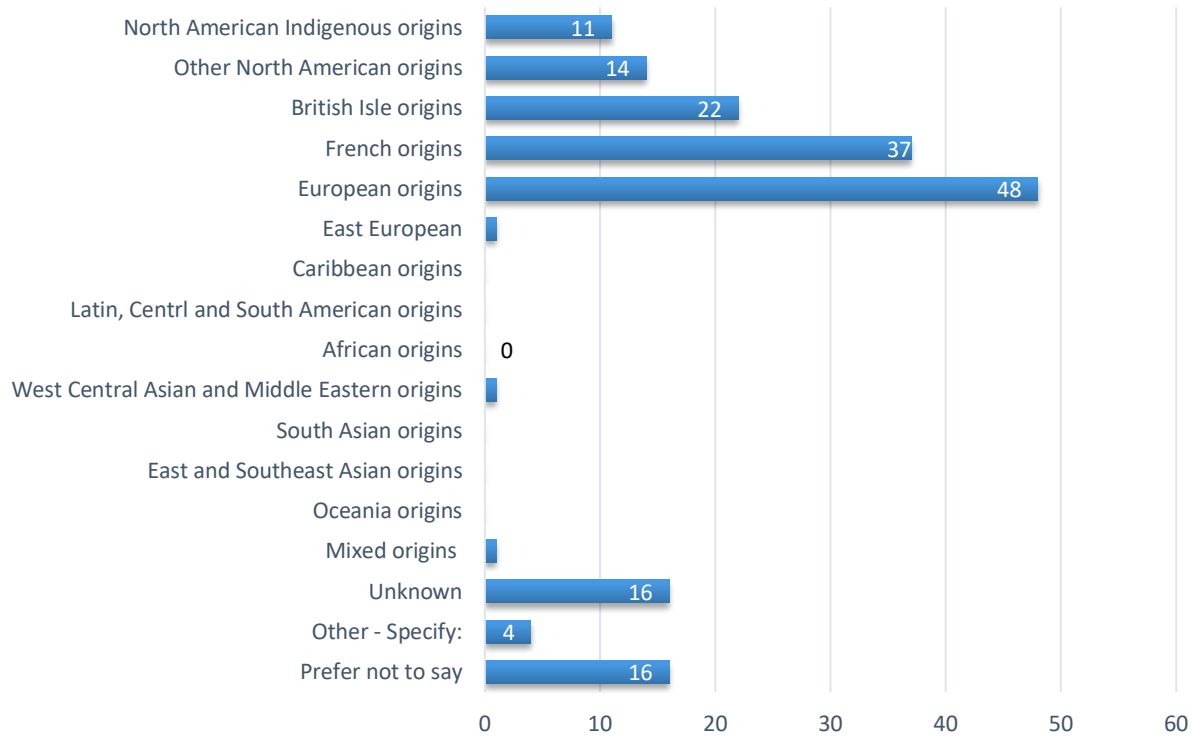
*Visible minority refers to the visible minority group to which the respondent belongs. The Employment Equity Act defines visible minorities as persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.*



- a) Yes – 1 (Arab)
- b) No - 130
- c) Prefer not to say - 12

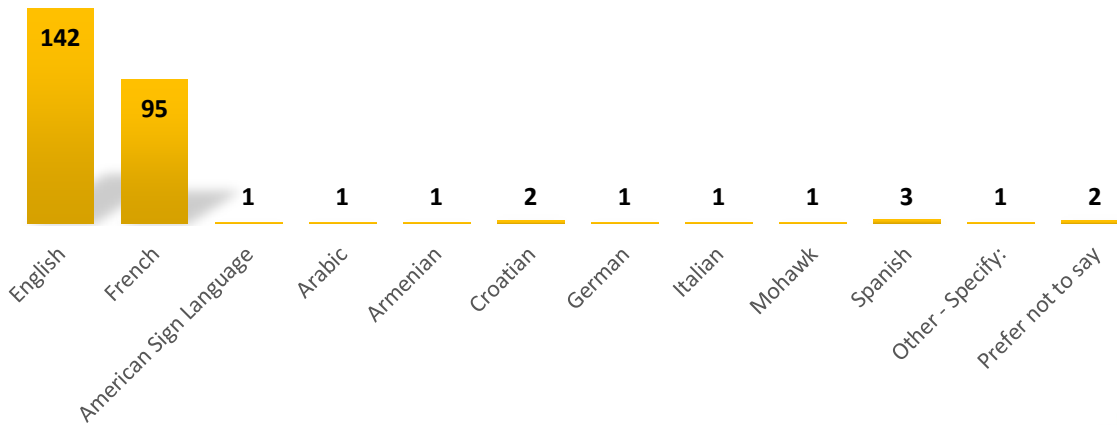
## RACIAL AND ETHNIC IDENTITY

Which of the following best describes your racial or ethnic identity? Please select all that apply.



## LANGUAGES

Which languages can you speak? Please select all that apply.



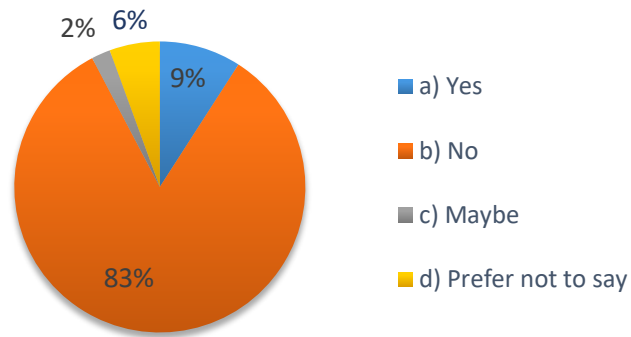
Which languages can you write? Please select all that apply.



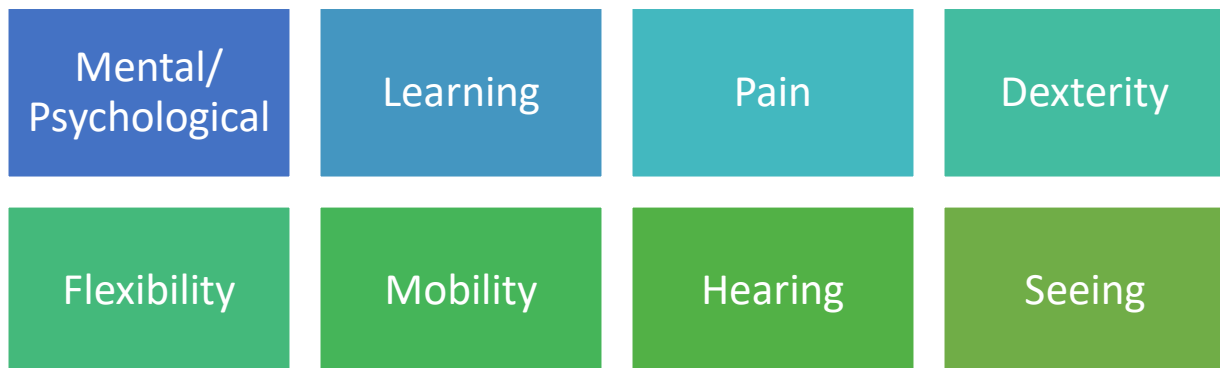
## DISABILITIES

Do you consider yourself to be a person with a disability?

*Disability is defined as a physical, mental, cognitive, or developmental condition that impairs, interferes with, or limits a person's ability to engage in certain tasks or actions or participate in typical daily activities and interactions.*

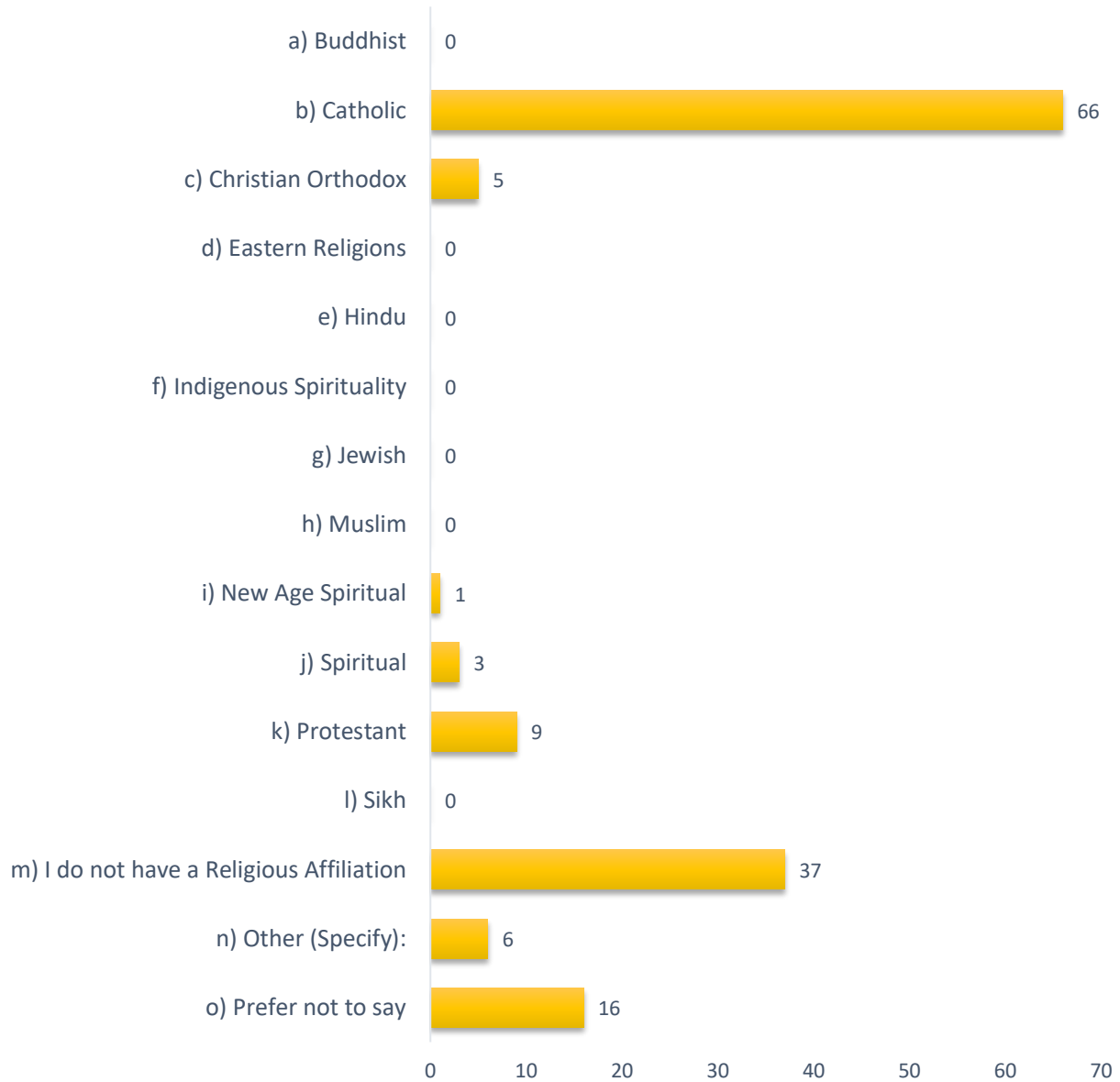


Of the 9% who indicated they have a disability, they identified the following to be the nature of their disability:



## RELIGIOUS OR SPIRITUAL AFFILIATION

Please indicate your religious or spiritual affiliation.

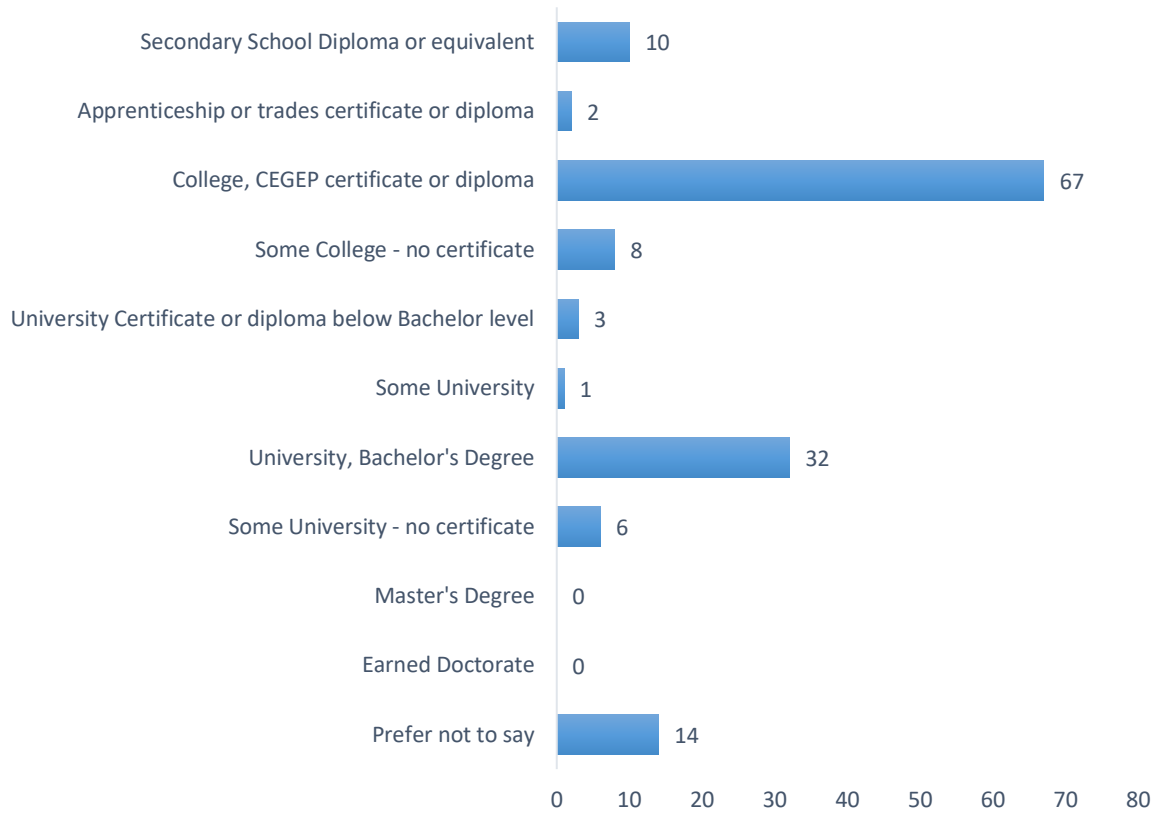


“Other” responses included non-denominational Christian, Anglican, and Agnostic Theist.



## EDUCATION

What is the highest degree or level of education you have completed?





## CORNWALL POLICE SERVICES BOARD

340 PITT ST., CORNWALL, ON  
(613) 933-5000

### SHAWNA SPOWART APPOINTED FIRST FEMALE POLICE CHIEF OF THE CORNWALL POLICE SERVICE



JUNE 3, 2021

FOR IMMEDIATE RELEASE

### SHAWNA SPOWART APPOINTED THE FIRST FEMALE POLICE CHIEF OF THE CORNWALL POLICE SERVICE

Cornwall, ON – The Chair of the Cornwall Police Services Board, Glen Grant, is pleased to announce the appointment of Shawna Spowart as the new Chief of Police effective October 29, 2021. With over 26 years of progressive experience with the Cornwall Police Service (CPS), she will be the first female police chief in its history.

Over the last seven years, Shawna has worked at the Executive Level in various roles including, Officer in Charge of the Community Patrol Division, Inspector of Field Operations, and most recently, Deputy Chief of Police. Through these roles, she has been instrumental in the development and implementation of the Vulnerable Sector Mobile Acute Response Team (VSMART); the Akwesasne, Cornwall, Stormont, Dundas and Glengarry Situation Table; the successful execution of the Service's Strategic Plans from 2014 to present; as well as the development of a Corporate Communications Strategy. In addition, Shawna has been influential in the transformation of the CPS into one that understands, values and prioritizes Equity, Diversity and Inclusivity.

"We are pleased to see Shawna Spowart become the first female Police Chief of the Cornwall Police Service," said Chair of the Board, Glen Grant. "She has demonstrated strong leadership skills through her many years of service with the CPS and partnering agencies. Her modern approach to policing will assist the Service to evolve with the changing needs of the community and we look forward to seeing her many accomplishments as Chief."

Throughout her 26-year career, Shawna has received various awards including: Police Exemplary Medal – 20 Years (Governor General of Canada); Recognition for 20 Years of Service (Cornwall Community Police Services Board); and Awards of Excellence for Team Achievement, Investigations and Meritorious Service (Canadian Police Association).

As someone who values community partnerships, Shawna has worked closely with several local organizations. She is currently on the Board of Directors for both, the Cornwall Community Hospital and Children's Aid Society of SDG. Formerly the Chairman of the Board of Directors for Koala Place, she has also served on the Board of Directors for Maison Baldwin House, Counselling and Support Services of SD&G and Cornwall District Immigration Services. Shawna is also currently a Zone 2 Executive Committee Member on the Ontario Association of Chiefs of Police.

The Cornwall Police Services Board would like to congratulate Shawna Spowart on being appointed as the Chief of Police and looks forward to her continued dedication towards serving the City of Cornwall.

Contact: Police Services Board Chair Glen Grant c/o Elyse Lauzon-Alguire, Secretary  
Cornwall Police Services Board  
(613) 933-5000 ext. 2469 or email [boardcps@cornwallpolice.com](mailto:boardcps@cornwallpolice.com)



# Cornwall Community Police Services

As at December 31, 2020 (unaudited)

## Mission Statement

The Cornwall Community Police Service, in partnership with the community, is committed to making Cornwall safe.

## Objectives of Proposed Budget

To provide adequate and effective Police Services to the city of Cornwall. (S.4 (3) Ontario Police Services Act)

	2020 Actuals	2020 Budget	Dollar Variance	% Variance
<b><u>OPERATING &amp; CAPITAL</u></b>				
<b>EXPENDITURES</b>				
Salaries and Benefits	\$19,011,837	\$18,621,435	(390,402)	102.10%
Purchase of Goods	\$889,603	\$1,027,812	\$138,209	86.55%
Services and Rents	\$1,269,168	\$1,092,472	(\$176,696)	116.17%
Financial and Transfers	\$1,137,989	\$1,136,936	(\$1,053)	100.09%
Capital	<u>\$99,023</u>	<u>\$100,200</u>	<u>\$1,177</u>	<u>98.83%</u>
<b>Subtotal</b>	<b><u>\$22,407,620</u></b>	<b><u>\$21,978,855</u></b>	<b><u>(\$428,765)</u></b>	<b><u>101.95%</u></b>
<b>REVENUE</b>				
COVID-19 Funding	\$211,045	\$0	(\$211,045)	100.00%
Provincial and Federal Grants	\$1,403,811	\$1,212,015	(\$191,796)	115.82%
Other Municipalities	\$148,400	\$148,400	\$0	100.00%
Recoveries	\$200,069	\$0	(\$200,069)	100.00%
Fees, Service Charges, & Misc Revenue	<u>\$280,026</u>	<u>\$406,209</u>	<u>\$126,183</u>	<u>68.94%</u>
<b>Subtotal</b>	<b><u>\$2,243,351</u></b>	<b><u>\$1,766,624</u></b>	<b><u>(\$476,727)</u></b>	<b><u>126.99%</u></b>
<b>Net Departmental Expenses</b>	<b><u>\$20,164,269</u></b>	<b><u>\$20,212,231</u></b>	<b><u>\$47,962</u></b>	<b><u>99.76%</u></b>