



# WINDSOR POLICE SERVICE



*Count me in!* **2018**

## WORKPLACE CENSUS REPORT



# WHO WE ARE

## WINDSOR POLICE SERVICE 2018 CENSUS

The 2018 Windsor Police Service Workplace Census was released to 591 employees, which is a representation of 95.1% of all WPS employees. 584 WPS employees completed the census; 416 sworn members and 168 civilian members.

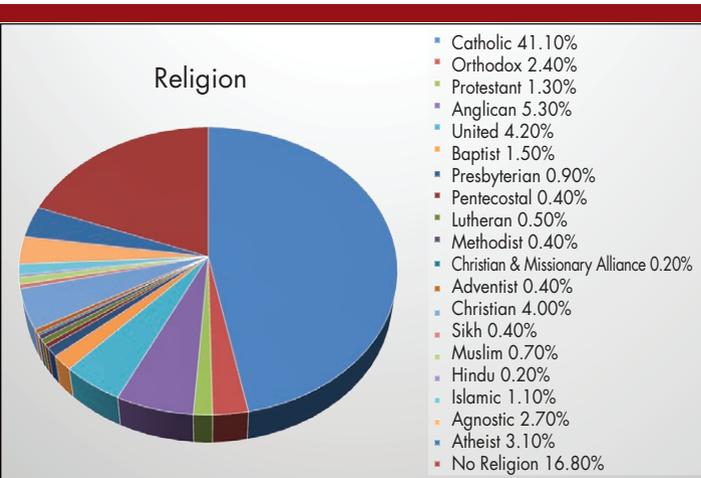
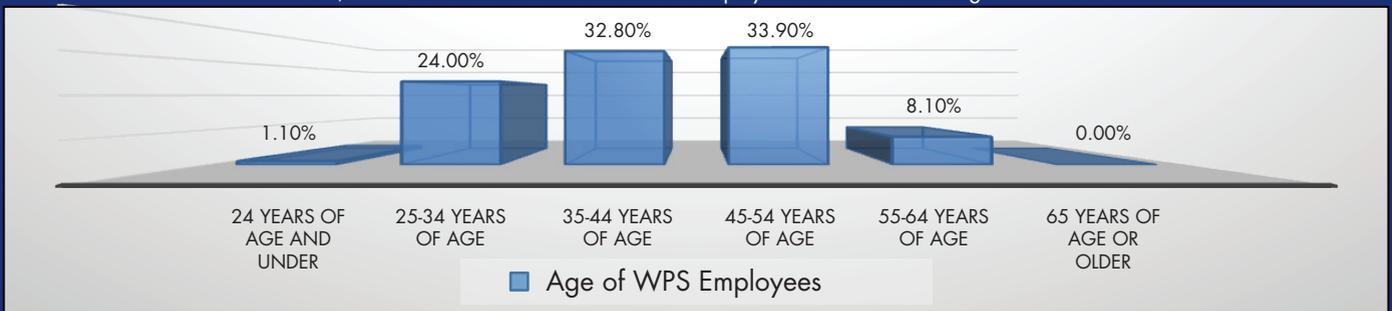
The data collected from the Windsor Police Service Census will assist in verifying, measuring and addressing the progress related to staff diversity. It will also allow us to proactively recognize opportunity for improvement and growth.

The Windsor Police Service values the on-going commitment of progressive leaders, committed to diversity and inclusion and being representative of our community in achieving organizational goals and strategic objectives.

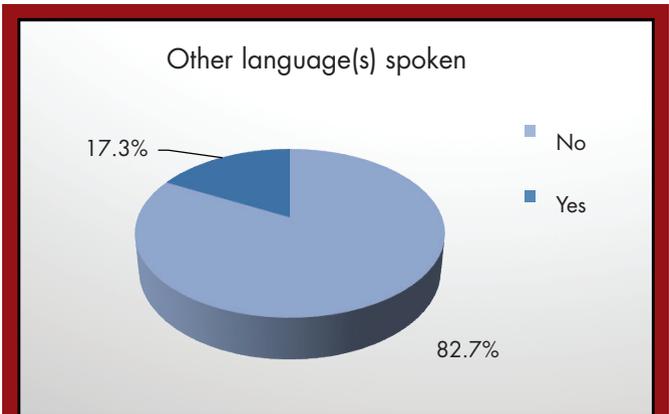
Listed below is a snapshot of some of the census results. Please see the Windsor Police Service Website for a detailed Census report:

<http://www.police.windsor.on.ca/>

In 2018, 66.7% of all Windsor Police Service employees are between the age of 35 and 54.



41.1% of all Windsor Police Service employees identify their current religion as Catholic. Overall 17 different religions were identified as the employees' religion.



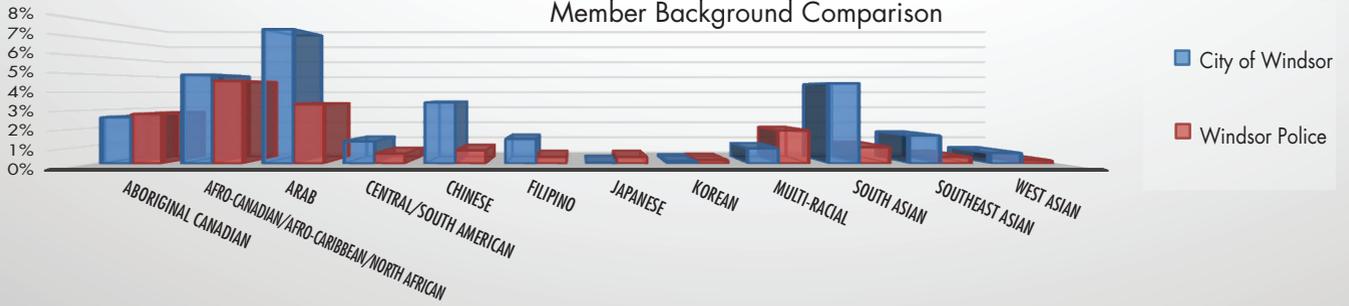
Of all respondents, 17.3% indicated they spoke another language. In total, there were 28 different languages in which respondents reported they were able to communicate fluently. The top three most frequently reported languages other than English were Arabic, Italian, and Spanish.



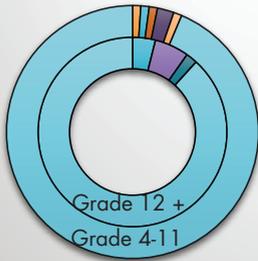
4.3% of all Windsor Police Service employees classify themselves as having a disability as defined by the Ontario Human Rights Code.

The top three racial backgrounds reported by employees were: White (European) 83.7%, Arab 3.3% and, Afro-Canadian 3.1%.

### Member Background Comparison

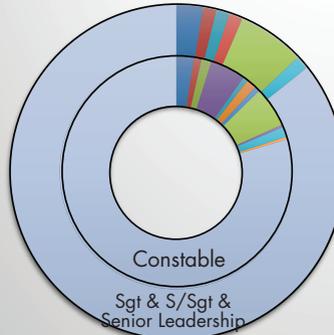


### Civilian Racial Background



- Aboriginal Canadian
- Afro-Canadian
- Arab
- Central/South American
- Chinese
- Multi-Racial
- Southeast Asian
- White

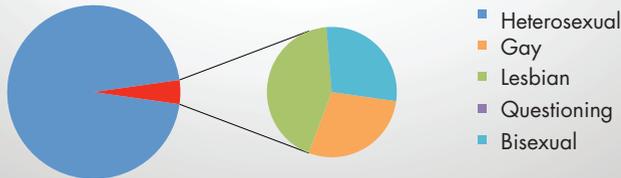
### Sworn Racial Background



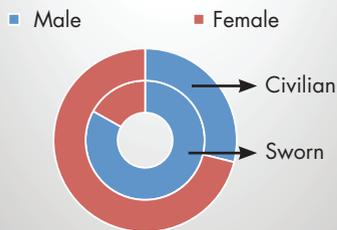
- Aboriginal Canadian
- Afro-Canadian
- Afro-Caribbean
- Arab
- Central/South American
- Chinese
- Filipino
- Japanese
- Multi-Racial
- North African
- South Asian
- Southeast Asian
- White

The chart below looks at the representation of respondents who indicated the sexual orientation with which they identify, the most frequent response was heterosexual (95.9%), while another 4.1% identify as LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning).

### Sexual Orientation



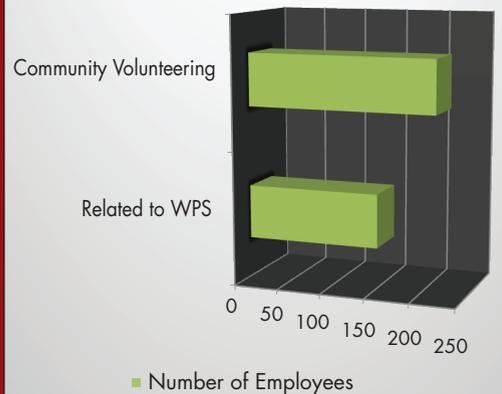
### Gender



Of the total respondents, 66% indicated male as their gender identity and 34% indicated female. To break down this number 83.7% of sworn employees indicated male and 16.3% indicated female as their gender identity. On the civilian census, 71.2% of civilian members indicated female and 28.8% male as their gender identity.

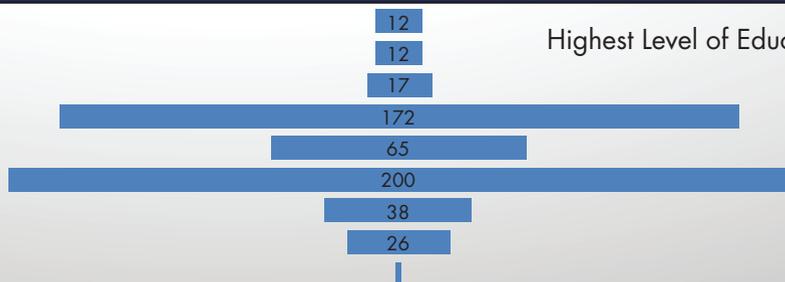
150 employees volunteer their time to activities/services related to the Windsor Police Service; 215 employees volunteer their time to activities/services outside the Windsor Police Service.

### WPS Employees Volunteer Work



- Secondary School
- Trades Certificate or Diploma
- College, without certificate or diploma
- College, with certificate or diploma
- University, first degree not completed
- University, first degree completed
- University degree, post-bachelor
- University Masters degree
- University Doctorate degree

### Highest Level of Education





# WINDSOR POLICE SERVICE



## WINDSOR POLICE SERVICE HEADQUARTERS

150 Goyeau Street  
P.O. Box 60  
Windsor, ON N9A 6J5  
Tel: 519.255.6700  
Fax: 519.255.6191  
Email: [info@police.windsor.on.ca](mailto:info@police.windsor.on.ca)

Major F.A. Tilston Armoury  
& Police Training Centre  
4007 Sandwich Street  
Windsor, ON N9C 1C3  
Tel: 519.971.7301

## COLLISION REPORTING CENTRE

2696 Jefferson Blvd.  
Windsor, ON N8T 2W6  
Tel: 519.945.9645

## VISIT US

[www.police.windsor.on.ca](http://www.police.windsor.on.ca)

## CONTACT US

Emergency 9.1.1  
General Inquiries: 519.255.6700  
TTY/Non Emergency: 519.258.6111

## REPORT PREPARED BY:

Census Officer - Superintendent Frank Providenti  
Enumerator - Sergeant Rich Sieberer

## ACKNOWLEDGEMENTS:

Constable Sharleen Cassady  
Constable Kristina Garswood  
University of Windsor - Department of Mathematics & Statistics  
Nian Liu

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