

# Corporate Policy and Procedure

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Policy	<b>Diversity Plan for the Guelph Police Service Board</b>
Category	Corporate
Authority	City Clerk's Office
Related Policies	None
Approved By	City Council
Effective Date	November 25, 2025
Revision Date	Click or tap to enter a date.

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## Policy Statement

The Guelph Police Service Board (GPS) plays a vital role in overseeing law enforcement and ensuring public safety. A Board that reflects the community's diversity strengthens public trust and legitimacy – key elements of effective policing.

## Purpose

To establish processes which ensure that municipal appointments to the GPS Board are as representative of the broader Guelph community as possible.

## Definitions

'Aboriginal/Indigenous Identity' means people who identify as members of First Nations (status, non-status, treaty, or non-treaty), Inuit or Metis communities in Canada.

'Membership in a Visible Minority Group' means anyone other than Aboriginal/Indigenous peoples who are non-Caucasian in race or non-white in colour.

'Disability' will align with the definition provided by the [Ontario Human Rights Commission](#). It should be interpreted in broad terms. It includes both present and past conditions, visible or non-evident conditions, as well as a subjective component (one based on perception of disability).

'Gender Identity' means a person's internal and individual experience of their gender and includes cisgender, transgender, gender diverse and non-binary identities.

## **GPS Board Composition**

The GPS Board is comprised of five members as follows:

- Two members appointed by the Province of Ontario
- The Mayor of the City of Guelph
- One member of City Council appointed by City Council
- One member of the public appointed by City Council

## **Scope of this Policy**

This policy applies to the two members of the GPS Board that are appointed by City Council.

## **GPS Board Applications**

Applications for municipally appointed positions on the GPS Board will include an option for applicants to voluntarily disclose demographic information, including:

- Aboriginal/Indigenous Identity
- Membership in a Visible Minority Group
- Disability
- Gender Identity

## **City Council Review and Appointments**

City Council will meet to consider applications and make appointments to the GPS Board on an as needed basis when vacancies occur.

When reviewing applications and considering appointments, City Council shall prioritize the appointment of diverse candidates, where applicant skills are consistent with the needs of the GPS Board.

## **Limitations**

As City Council appoints only two individuals to the GPS Board, it is not possible to represent the entirety of the diversity found in the City of Guelph. Given this limitation, no target or quotas are placed on appointments to the GPS Board.