

BRAD DUNCAN – LONDON POLICE



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by all

In 2007, under the leadership of Chief Bradley, the London Police Services (LPS) was approached by a service organization to hire a person who has a disability. The LPS examined the organization for opportunities and realized that they were doing all their own document shredding, a job that took them away from their duties. Chief Duncan recognized that there was role for Kevin Hewett and they haven't looked back since. Kevin quickly grew into his job as Document Protection Worker where he expanded his skills and work capacity, and has been employed for over six years.

Championing Change

Chief Duncan and Kevin have taken their message of change to the Police Services training symposium in Mississauga attended by police officers, senior managers, and human resources personnel from across Ontario. Their story helps to raise awareness and provide solutions for achieving diversity within police service organizations.

2012

Alliston, Ontario

London Police Service is committed to “provide inclusive and meaningful employment opportunities in their workforce for people who have a disability”. With an emphasis on community partnerships, they strive to become leaders in maximizing potential of diverse talent. London Police Service has collaborated with community agencies to meet their objective “. The “I Work” program recognizes that diversity is a strength and values the contributions made their employees.

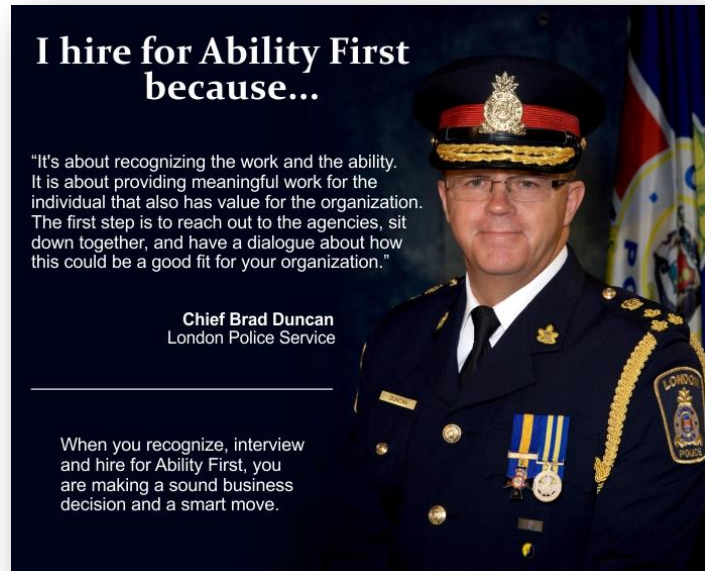
“The key is fit. It’s recognizing the work and the ability. You don’t want to devalue the work or the person by not getting the right fit. It’s really important so that the work the individual does is not only gratifying to the individual, it provides value to the organization.”

Chief Bradley Duncan

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London's example of how to break down barriers that interfere with building partnerships with diverse members of the community was just one of the strategies and tools outlined.

At the 2012 Ontario Association of Chiefs of Police Annual General Meeting, hosted by the London Police Service Chief Duncan spoke to 200 attendees during the breakfast plenary of the value gained by hiring Kevin. Chief Duncan issued a *call-to-action*, for all police departments, including RCMP and OPP, across the province; to employ a diverse work force and to experience the benefits they have gained. He encouraged attendees to provide meaningful employment opportunities and to foster an inclusive working environment, where all employees are appreciated and valued.



Outreach

Chief Duncan followed this up with a letter, written and delivered to all Police Chiefs across Ontario. Since that time, this call to action has been responded to by other Police Services including Peterborough, Durham Region and Woodstock.

Chief Duncan has investigated ways to share this message at a national level and is exploring opportunities to speak at a conference for the *Canadian Association of Chiefs of Police*.

Chief Duncan has participated in a broad range of outreach activities including [advocating](#) for mental health and putting more money into [mental health strategies](#). Chief Duncan presented at the *Champions for Change: An Emerging Workforce Ontario Disability Employment Network (ODEN) Annual General Meeting*. He has participated in the 400+ [Walk of Inclusion](#) to show support for inclusive living.

“You might actually be surprised about how well it will work within the context of your office or your organization, so give it a chance”

Chief Bradley S. Duncan