



**2021 OACP Equity, Diversity & Inclusion Symposium: Biases and Policing  
Employment Practices  
October 27, 2021  
Virtual Event**

Time:	AGENDA
9:00am to 9:30am	9:00 to 9:05am EDI Co-Chair Welcome/Land Acknowledgement 9:05 to 9:30am Welcoming Remarks – Chief Nishan Duraippah, Peel Regional Police
9:30am to 10:30am	<b>BIAS:</b> Gender and Inclusion: Affecting Meaningful Change <b>Speakers:</b> Dr. Debra Langan, Dr. Carrie B. Sanders, Danielle Girard – Wilfrid Laurier University
10:30am to 10:45am	<b>BREAK</b>
10:45am to 12:00pm	<b>RECRUITING:</b> How Bias May Prohibit Attracting Diverse Talent in Policing <b>Speakers:</b> Insp. Cate Welsh (Ret.), S/Sgt Eric Boynton and Julie Kumar
12:00pm to 1:00pm	<b>LUNCH</b>
1:00pm to 2:00pm	<b>RETENTION and PROMOTION:</b> How are Biases Preventing Retention Rates in Policing? <b>Speaker:</b> Dr. Elaine Brown Spencer
2:00pm to 2:15pm	<b>BREAK</b>
2:15pm to 3:15pm	<b>DATA COLLECTION:</b> Using Employment Data to Advance Equity and Inclusion in Policing <b>Speaker:</b> Dr. Mai Phan
3:15pm to 3:30pm	<b>CONCLUDING REMARKS:</b> EDI Parent Committee – Inspector Andrew Ecklund