



Bias Awareness and Cultural Safety Training

Edmonton Police Commission
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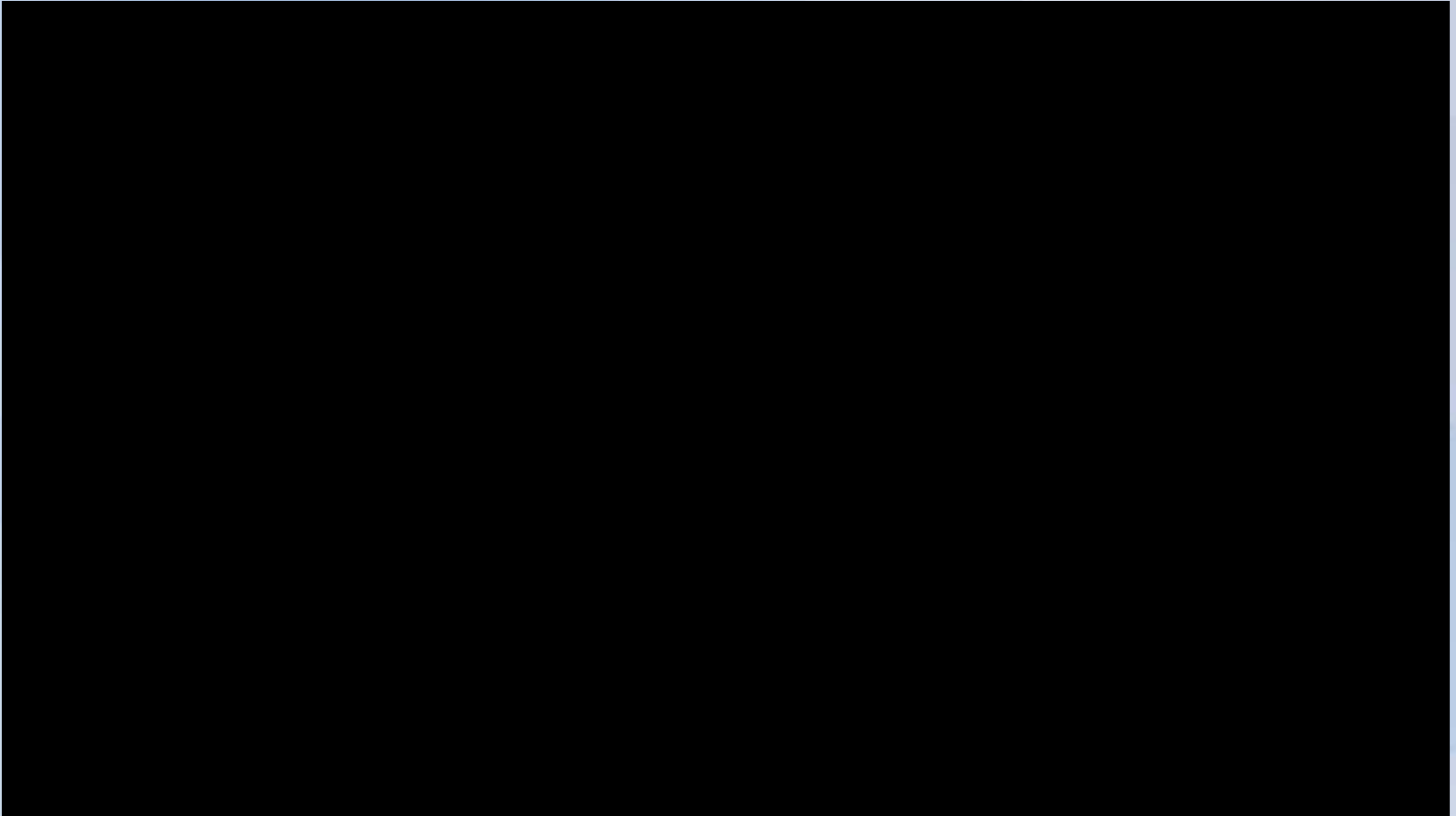


Training Conception

- Gap: Recruits lack experience in communicating with diverse communities
- Challenge: To create intimate and meaningful discussion between diverse communities and police recruits
- Solution: “Cultural Training meets Speed Dating”



Video





Key components

- Create a safe environment
- Facilitator willingness to show vulnerability
- Significant interaction and group work
- Questions must be encouraged
- Let recruits know ...it's ok to not know!



Course content

- Personal biases identification exercise
- Discussion of benefits to police and community
- Art of conversation/5 Universal Truths
- Practice with the use of images



Desired Outcomes

- Recruits develop self awareness
- Recruits engage with people outside their peer group
- Police and Community humanize one another
- Community is empowered to be part of the change they'd like to see



Conclusion

“As a group, we all agreed that we learned more in the 90 minutes we spent talking to our three speakers than we did in any other hour and a half block of class. This wasn’t scenario based where people are pretending to be something, this was real. And the learning was real because of it. How crazy is it that we judge people based on how they react to us as Police, when we don’t know that where they’re from, police don’t carry guns. Maybe they’re not reacting to us, but the intimidating weapon on our hip. We learned about real experiences with workers in the sex trade and the importance of language, or how important it is to remember to think of the complainant and not just about dealing with the offender. It was an incredible day, one our group is sincerely thankful for.” (Recruit from RTC 131).



Questions?