



Equity, Diversity and Human Rights

Presented for Information
Edmonton Police Commission

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Equity, Diversity and Human Rights (EDHR) Section

Vision

Edmonton Police Service is a leader in diversity positive policing practices

Mission

To provide the Edmonton Police Service and the people of Edmonton with support, safety and operational excellence around issues of diversity, equity and human rights.

Fairness in policing will be achieved by initiating and achieving initiatives under three pillars
EQUITABLE AND INCLUSIVE WORKPLACE PRACTICES
EDUCATION AND AWARENESS
COMMUNITY ENGAGEMENT

2015-2020 EDHR Goals

The people of Edmonton recognize and value Edmonton Police Service's use of equity, diversity and human rights practices

Goal 1

EDHR Section is recognized as the go-to resource on matters of equity, diversity and human rights within EPS and for external law enforcement agencies

Goal 2

Edmonton Police Service and the people of Edmonton interact together in safe environments

Goal 3

Creation and implementation of an EPS gender equity strategy

Goal 4

In support of our organizational goals:

Commitment to Professionalism
Reduced Crime and Victimization
Investigative Excellence
Increased Efficiency and Effectiveness



Equity, Diversity and Human Rights

1. Indigenous Relations Detail
2. Community Operations Unit
3. Victims Services Unit
4. Hate Crimes Detail



Indigenous Relations Unit & Community Operations Support Unit

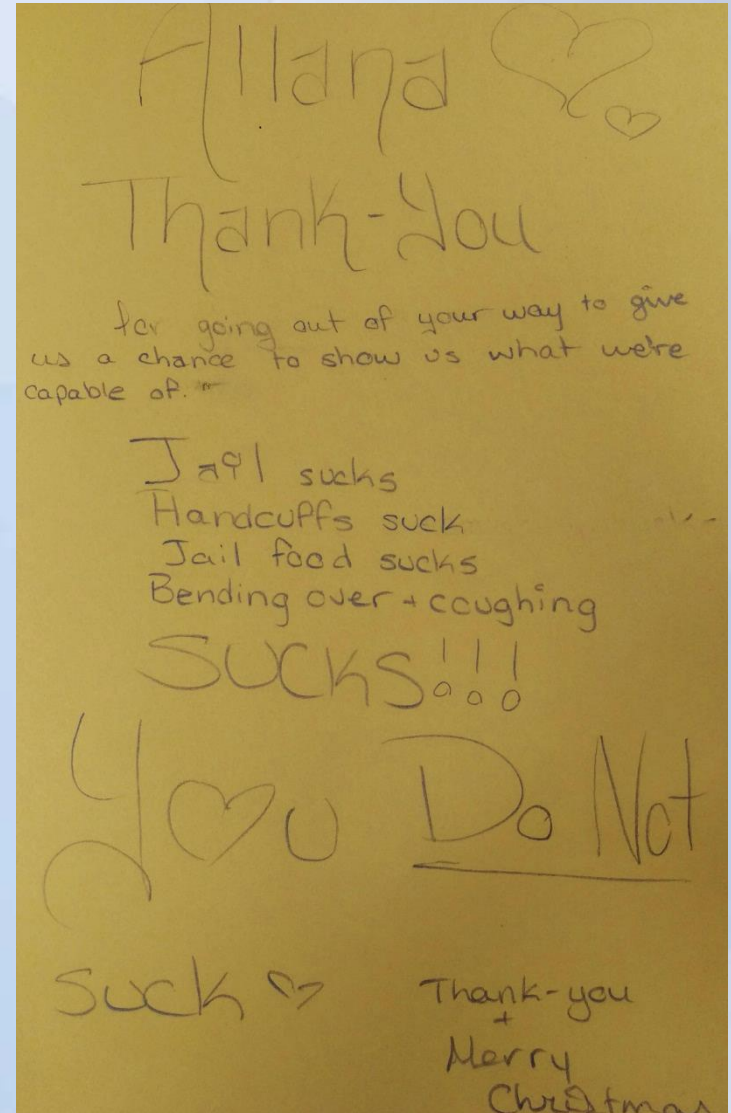
Relationship Building & Community Engagement

1. Develop Community Partnerships through Community Engagement
2. Increase Education on Cultural Safety and Bias Awareness
3. Increase Recruiting from diverse and marginalized communities
4. Provide Support to Police Operations
5. Interpreter Services



Community Partnerships

- Work with Community organizations to help clients in their programs
 - Agency Visits
 - Schools
 - Youth Programs
 - Community Events
 - Warrant Program





Internal Training Opportunities

- Recruit Training
- Policing an Urban Aboriginal Population Training
- Historical Trauma Training
- Post Traumatic Stress Disorder and the Refugee Experience
- Bias Awareness and Cultural Safety Training





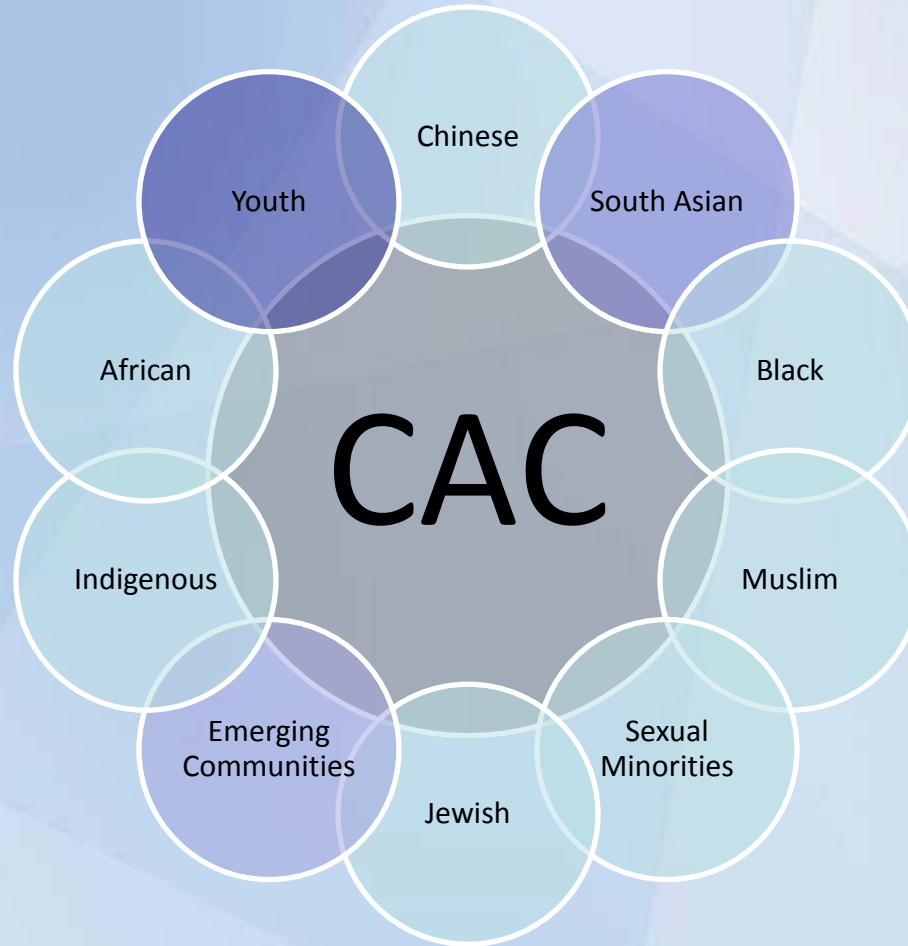
External Training Opportunities



- Oskayak Police Academy & Police Youth Engagement Program
- Agency Lunch and Learns
- Citizens Police Academy
- Chief's Advisory Council model
- Community Presentations (LINC – Language Instructions for Newcomers to Canada)



Chiefs Advisory Council





Recruiting

Diversity Positive Recruiting Advisory Committee

- Representatives from Chief's Advisory Council
- Community Events
- Tipi used by Recruiting Unit





Emerging Communities Framework

Engaging with Community Stakeholders & Partners

- Internal training, awareness and messaging
- Outreach and External Communications
- Support for Police Operations



Victim Services Unit

Provide Support, Information and Referrals to Victims of Crime and Trauma

- Specialized Victim Services (Major Incident Response Team [MIRT], Sexual Assault Section, etc.)
- Training of Advocates and Staff in: Evidence Based Best practices, Cultural Safety and Bias Awareness
- Community Engagement: Victims of Homicide Support Group & Together Overcoming Darkness and Despair (TODD)



Hate Crimes Detail

- Investigate crimes and incidents involving Hatred.
- Target individuals and groups involved in extremist ideologies (Alt-Right, White Power, Freeman of the Land, etc.).
- Evaluate patrol reports involving hatred, for the purpose of statistical reporting to the Government of Canada.
- Act as subject matter experts on extremism and hatred for the EPS.
- Maintain relationships with vulnerable communities and Non-Government Organization's for the purpose of information sharing and support (Chief's Advisory Council, Phoenix Foundation).



Additional:

Interpreter Services

- Connect with internal and external interpreters
- Offer training to internal members
- Offer operational guidance

Gender Equity Initiative

- Research
- Offer training
- Supporting the EPS to create dialogue around gender issues.



Questions