

Equity, Diversity and Inclusion



15 March 2023

Police Service Board Meeting

Agenda

- What is EDI?
- History/Timeline of EDI work
- Current state EDI
- Future of EDI



What is EDI



DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, & advancement for all people. One's identity cannot predict the outcome.



IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

Listening, Learning and Doing

- 1989 - First Police Service in Ontario to develop Sudbury Regional Police Commission on racial and multicultural relations This commission is now known as Diversity Advisory Committee
- 1999 -Establishment of the Aboriginal Community Police Advisory Committee now known as Indigenous Advisory Committee
- 2007 - Creation of Inclusion Team comprised of internal members to develop training for EDI to our members from Community Organizations
- 2009 - Creation of Chief's Youth Advisory Committee
- 2020 – Police Reform working groups:
 - Authentic Inclusion;
 - Anti Racism;
 - Community Response to Mental Health
 - Member Wellness



Reframing Policing



2017 - Report of the Independent Police Oversight Review, The Honourable Michael H. Tulloch

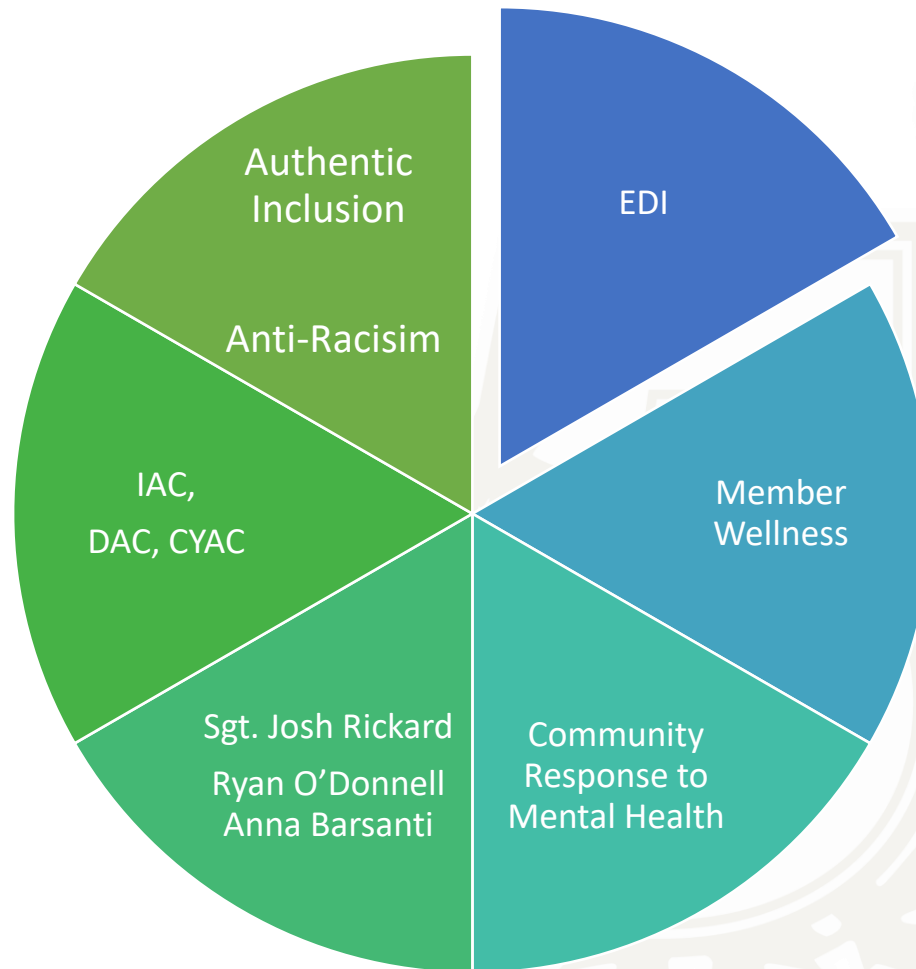
2019 - Reclaiming Power and Place: The Final Report – Calls for Justice, The National Inquiry into Missing and Murdered Indigenous Women and Girls

2019 - Policy on Eliminating Racial Profiling in Law Enforcement, Ontario Human Rights Commission

2021 - Missing and Missed: Report of the Independent Civilian Review into Missing Person Investigations, The Honourable Gloria J. Epstein

2021 - Recommendations: National Summit on Islamophobia, National Council of Canadian Muslims

Our Commitment



Impactful Relationships

Partnerships:

- Uluntu, Lungisa, Usawa (ULU)
- Fierté Sudbury TG InnerSelves
- N'Swakamok Native Friendship Center
- Shkagamik-Kwe Health Center
- Health Sciences North Crisis Department
- Multi-cultural and Folk Arts Association
- Afro-Heritage Association
- India-Canada Association of Sudbury
- Nigerian Community Association



Training

- Anti-Black Racism Training
- “Creating Awareness and Understanding of the Transgender Community” training video
- Safe Space Training
- Cultural Awareness Training
- Mental Health First Aid First Nations
- Missing and Murdered Indigenous Women, Girls and 2 Spirited Conference; Mental Health Training
- Who are the Sikhs and What is Sikhism
- Yellow Card Campaign



Community Engagement

- Mkwa Student Ride Along Program
- Mooz Akinoomaaget Maa Aki (Fall Moose Hunt Program)
- Intercultural Student Ride Along and Job Shadowing
- Newcomers Presentations at Cambrian College
- International Day for the Elimination of Racial Discrimination
- Sudbury Pride Week
- Tree of Hope
- Truth and Reconciliation Day event at Bell Park
- Special Olympics Fundraising events
- Social Media



Hate Crime & Hate-motivated Incidents



Recruiting for Diversity



Promoting an inclusive environment
guided by Fairness, Respect,
Equality and Dignity."

Favorisons un milieu inclusif, guidé
par l'équité, le respect, la légalité et la dignité."

Transforming Policing at GSPS

- EDI Specialist
- EDI informed approach to recruitment Talent Acquisition processes for all positions and Internal Promotions
- Development of an Internal Census
- Development of an Inclusivity Survey
- Development of a multi-year EDI strategy in conjunction with our Strategic Direction
- Creation of Internal Support Networks
- Review of current training practices to ensure alignment with recommendations of various reports



EDI Embedded in Our Culture



Questions

