

# **Reframing Policing**

## ***A year in review***

Presented to Police Services Board

June 9, 2021



# Paving the Way for a Better Future

- Heavy criticism
- Diminishing public trust
- Systemic racism
- Incidents involving excessive Use of Force
- Concern over use of police powers
- Police response to Mental Health-related calls
- Calls to defund the Police
- Local, provincial, national and international demonstrations and protests
- Commitment to reframing Policing in Greater Sudbury



# Anti-Racism

## Opportunities

- Identify barriers in our systems for recruiting, hiring, transferring, promoting and retaining Black, Indigenous and People of Colour (BIPOC) members.
- Addressing the Ontario Human Rights Commission's (OHRC) policy recommendations on eliminating racial profiling in policing.
- Identify training opportunities relative to cultural awareness, systemic racism, and implicit bias.
- Support the creation of a race-based data collection system across all GSPS service activities.



# Anti-Racism

## Goals

- Understand what is contributing to potential barriers in the recruitment and hiring of BIPOC Members.
- Enhance recruitment efforts to focus on and create interest in policing within diverse communities.
- Create a culture of awareness of potential barriers in promotional and transfer processes.
- Review current procedures and processes with a cultural awareness lens and incorporate needed changes.
- Ensuring Officers are provided with ongoing cultural awareness and implicit bias training, to increase general understanding and address potential racial profiling.



# Anti-Racism

## Goals

- Develop a race-based data collection system across all GSPS service activities.
- Provide individual re-training to Officers or Civilian Members who are identified, via public complaint, of any potential implicit bias or cultural misunderstanding.
- Increased Supervisor engagement with Members to identify need for additional training or assistance in working with community partners.
- Create opportunities for BIPOC Members of the Service for professional growth.
- Continue usage of the annual Internal Diversity Census to allow Members the ability to self-identify their own unique diversity.





# Anti-Racism

## Progress

- Development of internal BIPOC working sub-group.
- Development of Anti-Black Racism Training in collaboration with ULU.
- Members of internal BIPOC working group and the Diversity Advisory Committee participated in a campaign and created videos for Black History Month.
- Review of promotional procedure with an emphasis on identifying gaps and barriers for BIPOC members.
- Ongoing comprehensive audit of recruitment and hiring policies and practices.



# Community Response to Mental Health

## Opportunities

- Since its inception, the Ministry of Health and Ministry of the Solicitor General have partnered to identify opportunities to increase collaboration between police and Mental Health service providers in order to reduce emergency department admittance related to Mental Health, reduce Police wait times in the Emergency Department, reduce hospital admissions, reduce recidivism and to support Police with Mental Health-related calls.



# Community Response to Mental Health

## Goals

- Explore alternative responses to Mental Health calls for service (provincial models).
- Utilize statistical data to guide the deployment of our resources, emphasizing effective and efficient operational practices.
- Reduce wait times for Officers who are attending the Emergency Department (Police/Hospital transition protocol).
- Explore additional de-escalation and empathy-based training for Officers in order to be better equipped to respond to those in crisis.

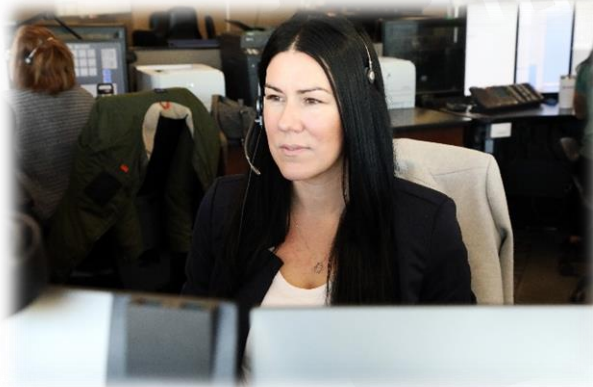




# Community Response to Mental Health

## Progress

- Mobile Crisis Rapid Response Team (MCRRT) developed in collaboration with Health Sciences North resulting in a Memorandum of Understanding
- Provide on-site assessments conducted by Mental Health & Addictions professionals providing referrals and recommendations to community services allowing for appropriate diversion from the Emergency Department.
- 9-1-1 Emergency Communication Centre will triage Mental Health-related calls and if applicable ensure a warm hand-off to the 24/7 HSN Crisis line



# Community Response to Mental Health

## Progress

- If the call cannot be triaged by the 9-1-1 ECC, MCRRT will be dispatched.
- The MCRRT will be available 24-hours a day, seven days a week.
- MCRRT provide accessible and suitable support services to Persons in Crisis while ensuring the safety of Health Care professionals.
- Fall 2021, MCRRT Officers will complete additional de-escalation & empathy-based training that is also culturally sensitive.



# Authentic Inclusion

## Opportunities

- Breakdown systemic and cultural barriers to Authentic Inclusion, by providing our Members with a safe space to engage in open and frank discussions to improve Gender Equity and build upon the Harassment-Free Workplace framework already in place.



# Authentic Inclusion

## Goals

- Develop interventions to advance gender and racial equity.
- Review Board Policy and Service Procedure with a Equity, Diversity and Inclusion (EDI) lens.
- Review and analyze current Workplace Harassment Policy.
- Gender-based Analysis Plus (GBA+) Learning Initiative to advance equity throughout the organization.
- Take a best practices approach towards gender equity in policing.



# Authentic Inclusion

## Progress

- Creation of a Project Charter.
- Creation of Ethics Document to guide the working group and the Equity, Diversity and Inclusion Unit in researching the Service's inclusive practices, processes and policies.
- Gender-based Analysis Plus (GBA+) training for Senior Leadership Team.
- GBA+ is an analytical process used to assess how different women, men and gender diverse people may experience policies, programs and initiatives.
- Launch of Karrie Burke Young Women in Policing Bursary.





# Authentic Inclusion

## Progress

- Cross-sectional policy review of GSPS Promotional Procedure, working with the Anti-Racism Working Group, the Diversity Advisory Committee, and the Indigenous Advisory Committee.
- Ongoing comprehensive audit of Recruitment and Hiring policies and practices.
- Preparation to launch Focus Groups to engage members and understand their experiences of inequity, racism, sexism, and identify any gaps or barriers to equity, diversity and inclusion within the workplace.
- Development of Internal Support Networks (ISN).



# Member Mental Health Supports

## Opportunities

- Learn more about systemic racism and ensure a full understanding and awareness of the problem to assist in day to day work.
- Spark new ideas for members support and wellness.
- Develop a proactive comprehensive mental health strategy which will be predicated on member education and application.



# Member Mental Health Supports

## Goals

- Create a culture of awareness and an appreciation of the impact of anti-policing and systemic racism on our Members' health and wellness.
- Review and determine effectiveness of current programs and services available while addressing gaps in supports.
- Ensure psychological safeguards through creating a culture of awareness.
- Improve access to services offered both internally and externally.



# Member Mental Health Supports

## Goals

- Create a culture and safe space where Officers can have difficult conversations regarding Mental Health.
- Understand the emotional cost of trauma and PTSD.
- Create opportunities to connect with spouses and retirees.
- Establish formal protocols and practices to request debriefing after serious and/or traumatic calls.
- Ensure well developed self-care systems





# Member Mental Health Supports

## Progress

- Mental Health and Self-care training
- Trauma-information Leadership training
- First Responder Spousal Seminar
- Ongoing fitness and nutritional resources through Member Wellness Coordinator (Officer)
- Launch of Blue Balance Wellness
- Launch of GSPS PeerConnect app
- GSPS representation on Communities of Practice Provincial Working Group



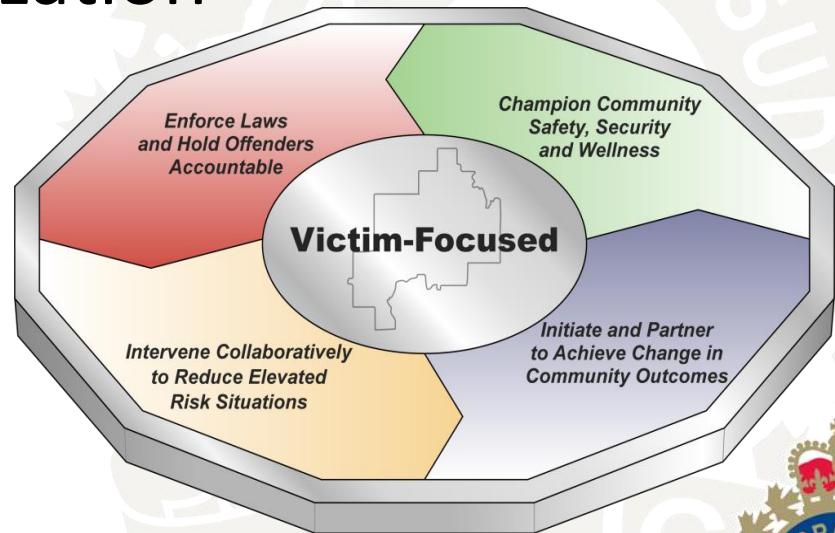
*Your Wellness Matters*





# Our Shared Commitment to Community Safety and Well-being

- Collaborative approach
- Community engagement
- Innovation/Modernization
- Victim-focused



# Questions

