



GREATER SUDBURY POLICE SERVICE

Invites applications for the position of

ONE YEAR INTERNSHIP – EQUITY, DIVERSITY AND INCLUSION INTERN

35 hrs per week

\$19/hr

Under the general supervision of the Strategic Operations Inspector, the Equity, Diversity and Inclusion (EDI) Intern will contribute to the development of a comprehensive EDI Strategy for the Greater Sudbury Police Service. This will include researching best practices in policing with a view of enhancing professional development materials and expanded learning opportunities, internal and external messaging and service delivery approaches. Working closely with key stakeholders including Service Advisory Committees, community partners and internal divisions the EDI Intern will assist in the research, development and implementation of project deliverables.

Promoting the Service's R.I.C.H (Respect, Inclusivity, Courage and Honesty) Values the EDI Intern will review, report and provide advice on matters related to multicultural/multiracial communities and will make recommendations on building upon and maintaining public trust. The EDI Intern will also assist with conducting a Census Survey in order to better inform of gaps in current service delivery capacity.

This position is through funding received from the Northern Ontario Heritage Fund Corporation. Applicants legally entitled to work in Canada and pursuing a career in their field of study are eligible to participate. Under the grant requirements, candidates must have graduated from their field of study within the last three years and this must be the candidate's first time employment in their field of study.

Duties:

- Contribute to the development of materials that enhance, enrich, and when required establish positive connections between the Greater Sudbury Police Service and the multiracial/multicultural, communities within the City of Greater Sudbury;
- Assist in the development of the Service's Equity, Diversity and Inclusion Strategy;
- Assist in the enhancement of the Services' Diversity Recruitment Strategy to promote equitable multiracial/multicultural /2SLGBTQ+ representation throughout the various positions within the Greater Sudbury Police Service;
- Assist in the assessment of operational policies and procedures with an equity, diversity and inclusion lens;
- Contribute to the support to Chief's Diversity Advisory Committee, Aboriginal Community Police Advisory Committee, Chief's Youth Advisory Council ;
- Research and create educational material and resources for internal member training;
- Make recommendations regarding best practices and messaging that are in line with the Strategic Plan and current related legislation and trends as it relates to diversity and inclusion;
- Make recommendations on enhancing and maintaining public trust;
- Identify gaps in education and training and help build goals and strategies to support long term plans for members of the Service to ensure continuous learning is achieved;
- Coordinate, implement and analyze a census survey;
- Assist in the development and collection of statistical information and provide reports, analysis and presentations.

Applicants must meet the following minimum requirements:

Qualifications:

- Grade 12 or equivalent
- Post-Secondary degree acquired within the last three years from an accredited college or university in Education, Public Relations, Political Science, Sociology, Women's Gender and Sexuality Studies, Equity, Diversity and Human Rights, Social Justice, Public Policy, Indigenous Studies or equivalent.
- Demonstrated continued professional education in Equity, Diversity and Inclusion.
- Demonstrated knowledge of Human Rights and theoretical frameworks and tools for anti-discrimination.
- Knowledge of relevant legislation such as: Ontario Human Rights Code, Anti-Racism Act, Occupational Health and Safety Act, Accessibility for Ontario with Disabilities Act, Police Services Act an asset.
- Knowledge of Cultural Awareness and lived experience is required.
- Understanding of the Greater Sudbury Multi-Cultural Communities.
- Knowledge of current trends and emerging issues in policing related to human rights issues from an internal / employment and external / service delivery perspective, including understanding of systemic race and gender based discrimination and the importance of intersectionality.
- Knowledge of community policing, social determinants of health, and the challenges facing equity seeking groups from employment and service delivery perspective.
- Knowledge of issues affecting marginalized groups and working with diverse communities in an anti-oppressive/anti-racism, culturally relevant and responsive manner.
- Experience working with Community groups/members.
- Ability to speak in multiple languages an asset.

Skills:

- Strong Communication skills.
- Demonstrated experience in facilitation and/or presentation skills.
- Proven organizational and time management.
- Organize own work, set priorities, and meet critical time deadlines.
- Ability to work collaboratively and part of a team.
- Strong research skills and preparation of written documentation.
- Ability to maintain accuracy with a large volume of work.
- Demonstrated effective written communication and interpersonal skills.
- Demonstrated analytical observation, thinking and problem solving skills.

Appropriate accommodations will be provided upon request throughout the hiring process as required under the Greater Sudbury Police Services Employment Accommodation Policy and the *Accessibility for Ontarians with Disabilities Act* (AODA).

The selection process will reflect the dedication of the Greater Sudbury Police Service to the principles of Equal Opportunity.

We thank all Applicants; however only those selected for an interview will be contacted.

Please submit a cover letter and resume detailing your knowledge, skills and experience to the qualifications listed in this posting. Completion of an Equity, Inclusion and Diversity Internship application also required.

Submit applications by e-mail to GSPS.HR@gspcs.ca

no later than Friday, October 9th 2020 at 800hrs

THIS OPPORTUNITY IS
PROUDLY SUPPORTED BY:



An Agency of
the Government
of Ontario