



**POLICE DIVERSITY WORKING GROUP
MINUTES**

November 1, 2017

MEMBERS PRESENT: Debbie Eisan, Chair (elected)
Brad Rowe, Vice-Chair (elected)
Councillor Steve Craig
Commissioner Carlos Beals
Tracey Jones-Grant
Kate Shewan
Imam Mohamed Yaffa

REGRETS: Rev Dr L Anderson
Lisa Michaud
Gerry Mills
Ted Upshaw

STAFF AND OTHERS
PRESENT: Chief JM Blais
Chief Superintendent Lee Bergerman
Dr. Christopher Giacomantonio
Neera Ritcey
Cpl Adam Jackson
Cst. Amit Parasram
Barb St. John
Debbie Roy

The following does not represent a verbatim record of the proceedings of this meeting.

The agenda, minutes supporting documents, and information items circulated to the Working Group are available online: To be posted on the HRP Website

The meeting was called to order at 1:10 p.m., and adjourned at 3:00 p.m.

1. CALL TO ORDER

The meeting was called to order at 1:10 p.m. by Chair Debbie Eisan.

Chair Eisen welcomed everyone to the meeting, she gave an outline of the agenda and the format that would be followed.

The members of the PDGW introduced themselves and guests Dr. Christopher Giacomantonio and Neera Ritcey provided their background information and interest in this working group.

2. APPROVAL OF MINUTES – Previous minutes from September 21, 2017

Motion By: Cst. Amit Parasram

Seconded By: C/Supt Lee Bergerman

Approved

3. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

Agreed two youth aged 16-25 years of age to be part of this working group. Cpl Adam Jackson to reach out to RCMP Stetson & Spurs for a recommendation; Cst. Amit Parasram to reach out to HRP Youth Program. Also discussions with community policing for possible recommendations along with discussions with the School Superintendent (Dickson) to see if there is an opportunity for the youth sitting on this working group to receive a credit towards their diploma.

4. BUSINESS ARISING OUT OF THE MINUTES

5. CONSIDERATION OF DEFERRED BUSINESS

6. CORRESPONDENCE & PRESENTATIONS

6.1 Correspondence – No correspondence

6.2 Presentations

6.2.1 Fair and Impartial Policing

Presented by Cst. Amit Parasram

- www.fairimpartialpolicing.com (for additional information)
- Training will be rolled out to HRP in 2018.
- Training will include Call Takers, Dispatch, Constables
- Dr. Christopher Giacomantonio will conduct research on the effects of the training
 - Knowledge
 - Improved attributes
 - Managing bias
 - See if reduction in
 - Remembering what has been taught – retention period
 - Pickup
 - York and Peel Police are very happy with the engagement across the board with this training

- It is very new in Canada
- There are two evaluations currently going on
- It is a two-way street

The group liked the approach and is looking forward to the results. Two-way communication is important.

Books available for additional information: *Bias – Free Policing A Science – Based Approach*
Arthur Lorie A Fridell
Published by Springer

6.2.2 Body Worn Video

Presented by Chief Blais

- Other police agencies have not found this adds any value other than frivolous complaints are down.
- Chief Blais believes it is a knee jerk reaction to Ferguson and according to the stats in 2016 there were 20 excessive force complaints of which 8 were dealt with internally and 12 were unsustainable.

Chief Blais will be doing a presentation on Body Worn Video for the Board of Police Commissioners in November, 2017.

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7. REPORTS / ITEMS FOR DISCUSSION

7.1 PDWG Terms of Reference

- Terms of Reference were moved by Chief Blais to be accepted with a change of date.
- Seconded by C/Supt Lee Bergerman
- Approved

7.2 PDWG

- The cultural component of our next meeting will be a Blanket Exercise Ceremony
 - by Chair Debbie Eisen.

7.3 UPDATES

- Tracey Jones-Grant
 - Wanted everyone to be aware of the HRM Welcome To Halifax Card for Refugees
 - This card provides:
 - 1 year free bus service
 - 1 year free recreation
 - Council has approved we are going to extend this program to refugee claimants and those who have been denied claims. Card is activate when you receive it.
- Debbie Eisen advised:
 - Attended the Eagle Feather Ceremony at RCMP on November 30, 2017 “It warmed her heart”
 - November 17, 2017 The X-mas tree to Boston ceremony will include a feather smudging
 - Chair Eisen offered assistance to help with the community survey in regard to the aboriginal community and Dr. Christopher Giacomantonio will provide a copy of the proposed questions to PDWG.

- Kate Shewan
 - November 20th is an important date for the Trans Gender Community
 - PM will be making a public apology for injustices to the LGBTQT community by year end

- Steve Craig
 - The safety strategy is now approved, Ted Upshaw has announced his retirement and Commissioner Craig feels his replacement should be invited to be a member of the PDWG
 - Suggested to Dr. Christopher Giacomantonio the PDWG be used as a sounding board for the community survey. Chief Blais confirmed the community survey will go through the PDWG prior to being issued

9. DATE OF NEXT MEETING

Next meeting January 10, 2018
Mi'kmaw Native Friendship Center
2158 Gottingen Street
Halifax, N.S.
1:00 – 3:00 pm.

10. ADJOURNMENT

Tracey Jones-Grant motioned the meeting to be adjourned.
Seconded by Cpl Adam Jackson

The meeting adjourned at 3:00 p.m.