



**POLICE DIVERSITY WORKING GROUP  
MINUTES**

September 21, 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  
Gerry Mills  
Ted Upshaw

REGRETS: Rev Dr L Anderson  
Lisa Michaud  
Adam Jackson

STAFF AND OTHERS  
PRESENT: Chief JM Blais  
Chief Superintendent Lee Bergerman  
Superintendent Collen Kelly  
S/Sgt Paul Robinson  
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 1:00 p.m., and recessed at 2:00 p.m.  
The Working Group reconvened at 2:15 p.m. and adjourned at 3:00 p.m.*

## 1. CALL TO ORDER

The meeting was called to order at 2:00 p.m. by Chief JM Blais.

Chief Blais welcomed everyone to the meeting, he gave an outline of the agenda and the format that would be followed.

The members of the PDGW introduced themselves and provided their background information and what they hoped to see accomplished by this working group.

Steve Craig, Chair BOPC, welcomed and thanked the working group for being in attendance. He commented on the importance of this committee to the City, BOPC, Police Services and our Citizens. We must communicate in the most understanding way, how our communities see us and build respect and trust. We need to communicate openly and honestly.

Chief Superintendent Bergerman addressed the group and going forward, stressed that the committee should be innovative, able to step out of the box and have the ability to move forward with recommendations to the PDWG. We have a great group of diverse people representing their communities.

## 2. APPROVAL OF MINUTES – No previous minutes

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

Everyone at the table agreed there were no issues with names/pictures being put on social media.

We do need to come up with another way to communicate with our citizens besides social media, as some citizens do not have access to social media.

Agreed two youth aged 16-25 years of age to be part of this working group. The group also agreed the seats for these youth and for the member to represent the Lebanese/Middle Eastern Community are to be held and allowed to be appointed without the requirement of the HRM Appointment process.

Roles and responsibilities of members of the committee will be a 2 year renewable appointment.

Election of Chair and Vice Chair to be filled by members of the community.

Election of Chair: Debbie Eisan  
Nominated by: Mohamed Yaffa  
Seconded by: Tracey Jones-Grant

Election of Vice Chair: Brad Rowe  
Nominated by: Tracey Jones-Grant  
Seconded by: Ted Upshaw

## MOTION PUT AND PASSED

#### **4. BUSINESS ARISING OUT OF THE MINUTES**

#### **5. CONSIDERATION OF DEFERRED BUSINESS**

#### **6. CORRESPONDENCE & PRESENTATIONS**

##### **6.1 Correspondence**

###### **6.1.1 Sender/Date/Topic**

##### **6.2 Presentations**

###### **6.2.1 Title/Presenter**

#### **7. REPORTS / ITEMS FOR DISCUSSION**

##### **7.1 PDWG Terms of Reference**

- Terms of Reference were discussed item by item with recommended changes/deletions.
  - Revised Terms of Reference will be provided to the working group for comment and discussion at the next meeting.

##### **7.2 PDWG**

- Chief Blais felt that a cultural component would be helpful for the working group and that meetings should be held at community venues.
- Mohamed Yaffa suggested a learning component would be nice to incorporate at each meeting

These items will be further discussed at next meeting.

##### **7.3 UPDATES**

- Debbie Eisan advised:
  - 18 October between 1230 hrs and 1630 hrs was the Truth and Reconciliation; Workshop; Let's Start the Conversation to be held at the Mi'kmaw Native Friendship Centre. Anyone attending please RSVP Debbie Eisan.
  - Also 30 September AGM at the Friendship Center, anyone wanting to attend this meeting from HRP/RCMP who is Aboriginal is invited to attend.
- Brad Rowe said we have senior staff participating and engaged in this working group and this sends a huge message. Change starts with a conversation and it seems everyone here is willing to have that conversation. He looks forward to seeing what we can do together.
- Mohamed Yaffa said these things only go forward when leaders are involved. To have them is encouraging and will be a reason to be consistent in staying involved in the group.
- Amit Parasram thanked everyone that came and said he has been working 1.5 years putting the meeting together. This is a great accomplishment having everyone here today. Working with community and police, we can open doors and make progress towards understanding between all cultures.
- Members of the working group expressed their enthusiasm and hope for great accomplishments from the working group.

**9. DATE OF NEXT MEETING**

Next meeting November 1, 2017  
1975 Gottingen Street  
Meisner Room  
1:00 – 3:00 pm.

**10. ADJOURNMENT**

Chief Blais motioned the meeting to be adjourned.  
Seconded by Ted Upshaw

The meeting adjourned at 3:00 p.m.