



**POLICE DIVERSITY WORKING GROUP  
MINUTES**  
April 18, 2018

MEMBERS PRESENT: Debbie Eisan, Chair (elected)  
Brad Rowe, Vice-Chair (elected)  
Commissioner Carlos Beals  
Tracey Jones-Grant  
Kate Shewan  
Rev Dr L Anderson  
Amy Siciliano  
Jordon Horne (Youth member)

REGRETS: Lisa Michaud  
Gerry Mills  
Imam Mohamed Yaffa

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  
Inspector Rob Doyle  
Cpl. James Craig  
Superintendent Colleen Kelly  
Commissioner Judith McPhee  
Jeff Garber  
Councillor Steve Craig  
Inspector Reid McCoombs

*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 Eisan 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 guest presenters Dr. Christopher Giacomantonio, Neera Ritcey, Inspector Rob Doyle, Cpl. James Craig, Commissioner Judith McPhee and Jeff Garber provided their background information and interest in this working group.*

## 2. APPROVAL OF MINUTES – Previous minutes from November 1, 2017

*Motion By: Commissioner Carlos Beals*

*Seconded By: Cst. Amit Parasram*

## 3. APPROVAL OF AGENDA Motion By: Tracey Jones-Grant

*Seconded By: C/Supt Lee Bergerman*

## 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 The public complaint process for HRP and RCMP were explained at length

*HRP Public Complaint Process presented by Commission Judith McPhee and Jeff Garber.*

*The Police Complaints Commissioner, Judith McPhee, outlined the HRP process:*

- the timelines*
- forms to be completed*
- informal resolution process*
- 6-month timeline for accepting complaints*
- appeal process*

*The Commissioner explained that if a complainant appealed the outcome of the investigation, she would make a final decision on whether to send it to arbitration. Arbitration would be done by a board made up of civilians.*

*A request was made of HRP that it would be nice to have a more streamlined information Sheet.*

*The group indicated the form needs to be simplified, currently too wordy, needs an A B C Approach (i.e., needs translation process (difference languages), needs assistance. Agency should partner with Immigration, engage Media, email, and community as we must ensure all people have access.*

*Kate Shewan asked why sex or gender was asked on the initial forms and for what purpose this information was used. The concern was raised to ensure that data collection was being considered and to ensure consideration is given to the implications of Bill C-16 amending the Canadian Human Rights Act to include gender identity and expression to the list of prohibited grounds of discrimination. The Commissioner said they would revisit this item.*

*There was some discussion on how to become a member of boards and committees in HRM and Debbie Eisen asked for the website to be sent to committee members.*

*<http://www.novascotia.ca/abc>*

*Please refer to attached power point presentation*

*RCMP Public Complaint Process presented by Cpl. James Craig.*

*The difference between the HRP and RCMP complaints process is that HRP is governed by the Provincial Act and RCMP is governed by the RCMP Act which is national. Where HRP complaints are accepted within a 6-month window, RCMP complainants have one year and potentially longer to file their complaint.*

*RCMP and HRP are presently working on a more streamlined information sheet. With the information from both sides (HRP/RCMP), they are looking to the group on how we can better communicate these processes to the Public.*

*Please refer to attached power point presentation*

*6.2.2 Update on Body Worn Video - deferred to the next meeting.*

*6.2.3 Update on Street Checks - deferred to the next meeting*

*6.2.4 Update on 2019 Cadet Class*

*Inspector Reid McCoombs gave an update on the 2019 HRP Police Sciences Programme which will be held here in Halifax. HRP seeks to recruit a class reflective of the community they are policing. They will be sending out recruitment teams into various communities to recruit diverse candidates who may otherwise have not considered a career in policing an accessible one. The cost will be \$10,000.00 and the training centre will be at Northbrook and will utilize various other venues in the local area for training. Debbie Eisen offered her services in any recruiting drive in the aboriginal community. All forms of social media and traditional media will be used to promote recruitment and will cover the entire province for candidates. The size of the class is expected to be about 24. The PDWG was asked to provide any comments/suggestions on the drive for recruits. The team would be willing to go and set up sessions in communities to provide information as required.*

*Chair Debbie Eisen stated 6.2.2 and 6.2.3 will be first on the agenda for next meeting.*

## 7. REPORTS / ITEMS FOR DISCUSSION

### 7.1 Staff

### 7.2 Update on HRM's Diversity and Inclusion

*Short update provided by Tracey Jones-Grant. More details to follow once HRM launches their Diversity and Inclusion Framework*

### 7.3 Membership

*New youth member has been identified. Jordon Horne joined the PDWG for his first official meeting. Jordan is a Mi'kmaq student residing in North End Dartmouth area.*

*Cst. Amit Parasram said he spoke to Jennifer Watts to ask for an ISANS member and someone will be named shortly.*

*We are waiting for:*

- another youth*
- a member from the Lebanese community.*

### 7.4 HRP Support for Salvation Army Christmas Kettles and 2SLGBTQ+

*There is concern that the Salvation Army is seen by the 2SLGBTQ+ community as historically homophobic and anti-2SLGBTQ+.*

*Chief Blais is a member of the Salvation Army Advisory Board and said they are very alive to the concerns of the 2SLGBTQ+ community and perhaps it would be a good idea to have more fulsome discussion between the groups. Cst. Parasram and Neera Ritcey have had preliminary discussions with the Army to bring these concerns to their attention and would be willing to facilitate dialogue between the Army and 2SLGBTQ+ community to address this if there is interest from the 2SLGBTQ+ community to have the discussion.*

### 7.5 Updates

*7.5.1 Update on the HRP Diversity Office – 5 Year Plan - deferred to the next meeting*

## 8. Added Items

*Debbie Eisan wanted to add a few things.*

- She wanted to pass on that she has had dealings with HRP officers at the Friendship Centre during the last few months and wanted to advise the service they have provided has been wonderful and awesome. This has been the case when HRP has been asked to come for a situation or if they are just dropping in to say hello.*
- She also wanted to advise that parking in the area of the new site of the Friendship Centre would be closed until Thursday evening to allow for the blessing of the land by the elders for the new Centre.*
- Kate Shewan brought up the Pride Parade. Amit advised he has been in contact with Adam Reid and the involvement of HRP will remain status quo as per last year. In other words, we would not march in the parade in uniform but would offer support as required. RCMP would be meeting with Adam as well in the next few weeks.*

- *Chief Blais discussed his idea for a speaker series in the community from diverse members who would be attending the CACP Conference this August.*
- *The Strategic Plan for HRP is being reviewed and Amit suggested a Working Group of interested people from the PDWG might be beneficial to provide their input. Chief Blais would have no issue with this.*

**9. DATE OF NEXT MEETING**

*Next meeting July 4, 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.*

APPROVED