



**POLICE DIVERSITY WORKING GROUP
MINUTES**

October 29, 2018

MEMBERS PRESENT: Debbie Eisan, Chair (elected)
Brad Rowe, Vice-Chair (elected)
Ayo Aladejebi for Tracey Jones-Grant
Amy Siciliano
Jordon Horne (Youth member)
Kayley Dixon (Youth member)
Wenche Gausdal

REGRETS: Lisa Michaud
Gerry Mills
Imam Mohamed Yaffa
Cpl Adam Jackson
Barb St. John
Commissioner Carlos Beals
Kate Shewan
Rev Dr L Anderson

STAFF AND OTHERS
PRESENT: Chief JM Blais
Chief Superintendent Lee Bergerman
Dr. Christopher Giacomantonio
Neera Ritcey
Cst. Amit Parasram
Debbie Roy
Councillor Carole McDougall

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 adjourned at 2:45 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 opening prayer and outlined the agenda.

The members of the PDGW introduced themselves and guest presenters Dr. Christopher Giacomantonio.

2. APPROVAL OF MINUTES – Previous minutes from April 18, 2018

*Motion By: Neera Ritcey
Seconded By: Chief J.M. Blais*

3. APPROVAL OF AGENDA *Motion By: Cst. Amit Parasram Seconded By: Amy Siciliano*

C/Supt Lee Bergerman deferred the Smudging of the RCMP Eagle Feather to next meeting.

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 RCMP Eagle Feather Debbie Eisan and Cpl De-Anne Sack (deferred to next meeting)

6.2.2 Update on Body Worn Video presented by Dr. Chris Giacomantonio

Please see Appendix I.

6.2.3 Update on Street Checks

Please see Appendix II.

7. REPORTS / ITEMS FOR DISCUSSION

7.1 Staff

7.2 Update on HRM's Diversity and Inclusion

Update provided by Ayo Aladejebi.

Framework

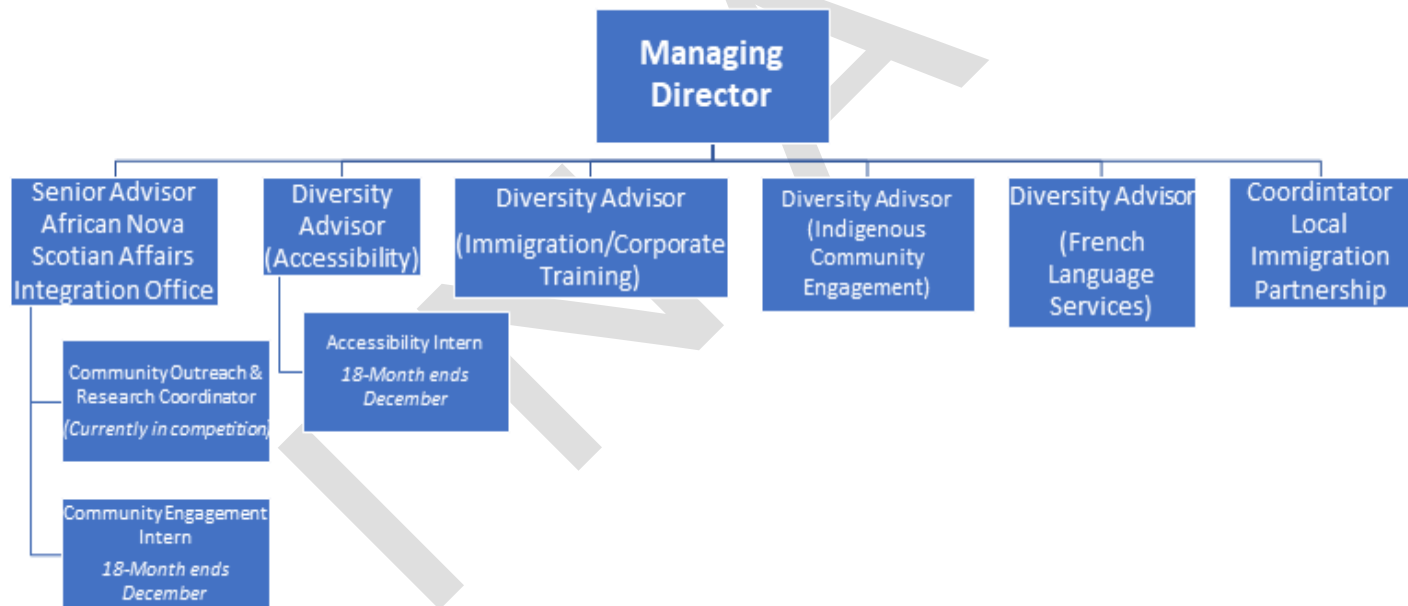
The Halifax Regional Municipality's [Diversity & Inclusion Framework](#) is designed to assist the entire organization in our continued efforts to build a diverse and inclusive workforce and provide programs and services to our residents by using a diversity and inclusion lens.

This Framework identifies key priorities to move these efforts forward, both in our organization and communities, and provides a focused lens on how we can address these priorities going forward.

The Framework comes to life through implementation and evaluation plans created by individual business units and divisions. Comprised of senior leaders from across the organization, a Diversity & Inclusion Leadership Working Group has been formed to champion issues related to employment equity, workplace behaviour and respect by embedding diversity and inclusion into municipal business units.

Their role is to advise the Halifax Regional Municipality on the impact of policies, programs and services on diverse employees and communities through the monitoring and implementation of the Diversity & Inclusion Framework.

Please refer to <https://www.halifax.ca/about-halifax/diversity-inclusion/diversity-inclusion-framework> for more information.



7.3 Membership

Additional new youth member has been identified. Kayley Dixon joined the PDWG for his first official meeting.

Wenche Gausdal, new member representing ISANS.

George Samara, new member representing Lebanese community.

7.5 Updates

7.5.1 Update on the HRP Diversity Office – 5 Year Plan – Cst Parasram indicated that the 5 year indicator is an error and should just be noted as the Update on the HRP Diversity Office. It was noted that the office is currently undertaking a project to identify baseline demographic and inclusion data at HRP. This survey is conducted by the Canadian Centre for Diversity and Inclusion (CCDI) and results are expected back in the first quarter of 2019. Additional direction on the office will have to take into account this report and will be affected by what direction HRM decides to take with their Diversity and Inclusion Framework.

8. Added Items

9. DATE OF NEXT MEETING

Next meeting Wednesday, January 16, 2019
1:00 – 3:00 pm.
Dartmouth North Community Center
105 Highfield Park Drive
Dartmouth, N.S.

10. ADJOURNMENT

The meeting adjourned at 2.45 p.m.