



**POLICE DIVERSITY WORKING GROUP
MINUTES**

January 16, 2019

MEMBERS PRESENT: Debbie Eisan, Chair (elected)
Brad Rowe, Vice-Chair (elected)
Kate Shewan
Amy Siciliano
Jordon Horne (Youth member)
Kayley Dixon (Youth member)
Commissioner Carlos Beals
Rev Dr L Anderson
George Samara
Cpl. Adam Jackson
Cst. Amit Parasram

REGRETS: Lisa Michaud
Gerry Mills
Imam Mohamed Yaffa
Barb St. John
Tracey Jones-Grant
Wenche Gausdal
Chief JM Blais

STAFF AND OTHERS
PRESENT: A/Chief Superintendent Robert Doyle
Debbie Roy
Neera Ritcey
Insp. Don Moser

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 1:05 p.m., and adjourned at 3:10 p.m.

1. CALL TO ORDER

The meeting was called to order at 1:05 p.m. by Chair Debbie Eisen.

Chair Eisen welcomed everyone backed from the holidays and outlined the agenda.

The members of the PDGW introduced themselves and guest presenters Insp. Don Moser.

2. New Membership

Chair Eisen welcomed George Samara representing the Lebanese community.

Cst. Parasram stated all membership positions are now filled with the exception of the Francophone. On a go forward basis we will go through the appointment process for additional members.

3. APPROVAL OF MINUTES – Previous minutes from October 29, 2018

Motion By: Cst. Amit Parasram

Seconded By: Jordon Horne

4. APPROVAL OF AGENDA *Motion By: Kate Shewan*

Seconded By: Brad Rowe

Debbie Roy deferred the Smudging of the RCMP Eagle Feather to next meeting

Debbie Roy deferred the RCMP Sweat Lodge to next meeting

Debbie Roy deferred the RCMP TeePee to next meeting

5. BUSINESS ARISING OUT OF THE MINUTES

6. CONSIDERATION OF DEFERRED BUSINESS

7. CORRESPONDENCE & PRESENTATIONS

7.1 Correspondence – No correspondence

7.2 Presentations

7.2.1 RCMP ACE Training – Cpl Adam Jackson

Given the significance of the African Nova Scotian history in this province, the RCMP is expanded it's existing training for its employees in this regard. The new 5-day workshop, called the African Canadian Experience (ACE), is designed to provide candidates with an understanding of African Nova Scotian history, culture and the fact that Nova Scotia is regarded as the "starting point" of African Canadian settlement. The training explores culture, issues of racism, bias, interrupting discrimination, community engagement and the relevance of these topics in current-day policing. The workshop promotes interactive and in depth learning opportunities. Candidates will also learn about events and aspects of history, both the successes and challenges, that have shaped the relationships between police and the African Nova Scotian community, and how to continue in fostering positive relationships for the future. The first two days of the workshop are held at the Black Cultural Centre in Cherry Brook, and the remaining three days at "H" Division HQ. The pilot

workshop took place Oct. 29 - Nov. 2, 2018, and received very positive feedback. Further workshops are planned for 2019.

The committee commented the ACE training was an Awesome initiative.

7.2.2 HRP Strategic Plan Update – Insp Don Moser

See Appendix I attached

The committee commented both presentations were excellent and they generated a lot of discussion. Rev. Dr. L. Anderson pointed out that he would like to ensure that the police services give due consideration to the forthcoming report on Street Checks which will be completed by Dr. Scot Wortley. He indicated that this was a real issue that reflects the lived experiences of African Nova Scotians and Requires substantial work and commitment to change by both police services. He noted that the community is following the issue closely and very interested in how the report will be responded to.

7.3 Reports / Items For Discussion

7.4 Staff

7.5 Update on HRM's Diversity and Inclusion

Cst. Parasram noted this was an error on the agenda as HRM had previously provided an update on the HRM Diversity and Inclusion Framework at the previous meeting.

Cst. Parasram was asked by the committee to provide an explanation of his role as HRP Diversity Officer for next meeting.

Cst. Parasram was asked to provide an update on the cadet class for next meeting. Of note HRP is currently in the process of training cadets who will later fill vacancies with the police service.

8. Added Items

On behalf of Chief JM Blais, Cst. Parasram gave PDWG members a HRP Challenge Coin and thanked them for all the work they do and for their participation in the PDWG.

Chair Eisan informed the group, there was a lot of discussion on the presentations and sharing of personal experiences. This is a safe place and everyone should feel comfortable to share their stories/experiences. Chair Eisan suggested that in the interest of ensuring adequate time for discussions that we consider limiting the amount presentations on a go forward basis.

9. DATE OF NEXT MEETING

*Next meeting Wednesday, April 10, 2019
1:00 – 3:00 pm.
Meisner Room (HRP Headquarters)
1975 Gottingen Street, Halifax, N.S.*

10. ADJOURNMENT

The meeting adjourned at 3:10 p.m.