

Equity, Diversity and Inclusion





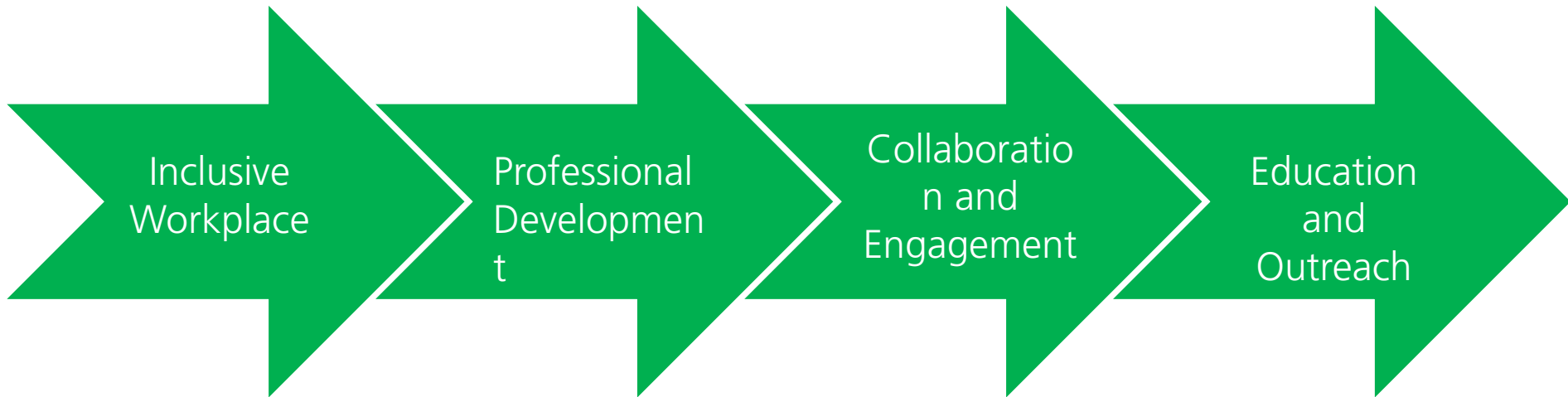
Building a Healthy Organization

Inclusive
Workplace

Professional
Development

Collaboration
and
Engagement

Education
and
Outreach





Inclusive Workplace

PROVIDING AN INCLUSIVE WORKPLACE FREE OF ALL BARRIERS

- Internal Support Networks
 - Authentic Structural Inclusion
 - CCDI Inclusion Report
 - Trans Inclusive Strategy
 - Development of Organizational Health Portal
 - Multi-Faith Support Team
 - Executive EDI Committee
 - Policy Reviews
-



Professional Development

ENSURING ALL MEMBERS ARE COMPETENT AND CAPABLE TO NAVIGATE EDI ISSUES

- Training Bureau Liaison Officer
 - EDI Training Plan
 - New Recruit Training
 - EDI Teams
 - Canadian Centre for Diversity and Inclusion (CCDI)
 - Cross-Cultural Competency
 - Coaching and Mentoring Program
-



Collaboration and Engagement

RESPONDING TO THE NEEDS OF THE DIVERSE COMMUNITY WE SERVE

- Youth Advisory Council (YAC)
 - Diversity Engagement Table (DET)
 - Community Consultations
 - EDI Related Committees
 - CSWB
-



Education and Outreach

ENSURE ALL INITIATIVES ARE TRANSPARENT TO COMMUNITY STAKEHOLDERS

- Partnering Against Hate
 - “Your Community, Our Service” Document
 - Emergency Services Introduction to New Canadians
 - Community Presentations
 - #PREVENT
 - Recruiting
 - External Messaging (Twitter)
 - Community Events
 - Police Ethnic and Cultural Education Leadership Program (P.E.A.C.E)
-



Moving Ahead

THE FUTURE OF EDI WITHIN THE POLICE SERVICE



- Expansion of the EDI Office
- Creating additional EDI lines
- Development of new programs and initiatives



Questions

