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Item No. 6.1
Board of Police Commissioners
March 20, 2017
April 24, 2017

TO: Chair and Members of the HRM Board of Police Commissioners

SUBMITTED BY: Original signed

Chief Jean-Michel Blais, Halifax Regional Police

DATE: March 14, 2017

SUBJECT: Police Diversity Advisory Committee (PDAC)

ORIGIN

In May of 2016, Halifax Regional Police (HRP) reviewed the Chief's Diversity Advisory Committee (CDAC). The CDAC served as a community-based advisory committee to the Chief of HRP. The review identified that there is a need to revitalize that committee and include membership from Halifax District Royal Canadian Mounted Police (RCMP) and the Halifax Regional Municipality (HRM) Board of Police Commissioners. A new committee, the Police Diversity Advisory Committee (PDAC), is proposed to replace the CDAC.

LEGISLATIVE AUTHORITY

- *HRM Charter*, Section 21 respecting the procedures of Advisory Committees.

- HRM By-Law P-100 Respecting the Board of Police Commissioners for the Halifax Regional Municipality in particular section 8(2)(c): "The Board in accordance with the Nova Scotia Police Act and HRM Bylaws may in consultation with the Chief of Police, review priorities, goals, and objectives of the municipal police service."

RECOMMENDATION

It is recommended that the Board of Police Commissioners:

1. Review and make recommendation on the draft Terms of Reference of the HRM Police Diversity Advisory Committee; and
2. Appoint a Commissioner as a member of the Committee.

BACKGROUND

On December 22, 2003, The Nova Scotia Human Rights Commission (NSHRC) delivered a decision on a complaint filed on December 14, 1998, by Kirk Johnson against Cst. Michael Sanford and HRP. The finding was in favour of Mr. Johnson. In response to the decision, HRP commissioned two reports to provide HRM with a needs assessment of HRP's policies and practices on anti-racism education and diversity training. The first report was presented in December of 2004 by Das Management and Educational Services. The second was presented in January of 2005 by Perivale + Taylor. HRP responded to the recommendations in "A Principled Response for Action," identifying seven actions to bring about positive and meaningful change. The second of those actions revolved around proactive community outreach.

Within this action, HRP identified that there was a need to establish a community-based advisory committee to the Chief of Police, consisting of citizens from HRM's diverse communities. The Chief's Diversity Advisory Committee (CDAC) was formed as a result. Over the years, the CDAC met less and less and was finally disbanded.

The PDAC seeks to revitalize the CDAC. It recognizes that HRM is policed in partnership with Halifax District RCMP and that the HRM Board of Police Commissioners provides civilian governance and carries out an advisory role in respect to police matters within the communities served by HRP and the Halifax District RCMP respectively. The PDAC seeks to continue and expand upon the work of the CDAC, with representation from the aforementioned and new membership.

DISCUSSION

The PDAC seeks to build on the success of the CDAC and to improve on it. HRP recognizes that to maintain confidence, trust and safety within our communities there is a need for dialogue between the various communities and their police services. This allows police to identify areas of concern and develop strategies to best address them. The PDAC will act as a voice of the community to HRP, Halifax District RCMP and the HRM Board of Police Commissioners, while acting as an information conduit between the aforementioned entities. The PDAC will foster organizational change through inclusivity and respect, and by improving relationships between police and the communities of HRM through demographic, cultural and geographic representation.

FINANCIAL IMPLICATIONS

There are no identified financial implications at this this time.

RISK CONSIDERATION

The creation of the PDAC is meant to enhance HRP and Halifax District RCMP's contributions to the overall well-being of the communities they serve through direct engagement with community leaders. The risk level in this work is considered low for both HRP and HRM.

COMMUNITY ENGAGEMENT

The establishment of an HRP PDAC falls under Priority #4 of HRP's 10-Year Strategic Plan (entitled Partnerships and Integrated Community Relationships) with HRP's Vision & Strategic Impact statements as well as one of its core values which read:

Our Vision: To build and maintain confidence, trust and safety in partnership with our communities.

Our Strategic Impact: To make ongoing and meaningful contributions to the well-being and safety of our communities.

Core Value - Relationships: Community relationships are the foundation from which we work.

It is expected that participation of the public in the HRP PDAC would be broad-based and include community leaders having an interest in furthering PDAC's mandate. HRP, Halifax District RCMP and the HRM Board of Police Commissioners would be able to engage with the community to understand what issues citizens believe are of concern within their respective communities; HRP and the Halifax District RCMP would then ensure that proper consideration is taken to identify appropriate remedies in consultation with the HRM Board of Police Commissioners.

ENVIRONMENTAL IMPLICATIONS

There are no identified environmental implications.

ALTERNATIVES

The Board may choose to appoint a commissioner to sit on the committee on a revolving basis instead of appointing the same commissioner as it sees fit.

ATTACHMENTS

PDAC Terms of Reference and proposed membership list.

A copy of this report can be obtained online at <http://www.halifax.ca/commcoun/index.php> then choose the appropriate Community Council and meeting date, or by contacting the Office of the Municipal Clerk at 902.490.4210, or Fax 902.490.4208.

Report Prepared by: Amit Parasram, Diversity Equity Officer HRP, 902-229-2055

Report Approved by: Original signed
Supt. Colleen Kelly, Halifax Regional Police, 902-490-5493

Appendix A – PDAC Terms of Reference - DRAFT**Terms of Reference (DRAFT)****Mandate:**

The Police Diversity Advisory Committee (PDAC) is a partnership with diverse community members, Halifax Regional Police (HRP), Halifax District Royal Canadian Mounted Police (RCMP), and the Halifax Regional Municipality (HRM) Board of Police Commissioners dedicated to fostering organizational change through inclusivity and respect, and to improving relationships between police and the communities of HRM through demographic, cultural and geographic representation.

Activities:

- The primary role of the PDAC is to provide recommendations for the consideration of the police, on strategies by which police can promote a service to its citizenry that is built on inclusivity, respect and integrity, through community relationships and open, honest and constructive communication;
- The PDAC will act as a voice of the community to HRP and Halifax District RCMP while acting as an information conduit between police and the various demographic, cultural and geographic communities of HRM;
- The PDAC may act in an advisory capacity to police on matters related to community policing, diversity and inclusion. This includes, but is not limited to, recommendations on policies addressing diversity and inclusivity and recommendations on training initiatives and programming;
- The PDAC will provide advice and recommendations on education and awareness to police on matters relating to Human Rights and professional learning opportunities within the respective organizations;
- The PDAC will strive to seek out representation that is reflective of the diverse demographic, cultural and geographic communities within HRM;
- PDAC will act as a conduit for communication between the various communities of HRM and the HRM Board of Police Commissioners;
- The PDAC may act as a focus group for any community initiatives or ideas the Chief of Police or the Officer-in-charge may wish to bring to the Committee;
- The PDAC will employ a report-back function through a Management Response and Action Plan (MRAP).

PDAC Membership

The Membership of the PDAC consists of:

- The Chief of Police of HRP;
- The Chief Superintendent of the Halifax District RCMP;
- A member of the HRM Board of Police Commissioners;
- The HRP Diversity Equity Officer;
- The H –Division RCMP Diversity Policing Coordinator;
- Various community members as invited by the Chief of Police or the Chief Superintendent of the Halifax District RCMP or their designates and those nominated by members of the CDAC;
- The HRM Manager of Diversity and Inclusion or their designate;
- The HRM Public Safety Advisor;
- One representative of the Halifax District RCMP;
- A secretary – as designated by either police service.

Roles and Responsibilities**Co-Chairs**

Two Co-Chairs will be selected amongst the community members. The Co-Chairs will be elected by the Committee at the first meeting with all members present. Co-Chairs will alternate who will preside over the meeting. Co-Chairs may delegate their role to any member of PDAC so as to foster inclusivity and give the PDAC the ability to draw from various knowledge bases as required. They are to ensure that diversity of the Committee is respected when making recommendations and to set the meetings and meeting agenda. Meeting venues will be determined by the PDAC with a preference for community venues.

Secretary

The secretary shall support the PDAC to ensure meetings are organized and the meeting agenda is set. The Secretary shall ensure that notes are taken and circulated. The Secretary shall ensure that reporting is completed and circulated within two weeks of the meeting.

Members of the PDAC

Members of the PDAC are expected to participate in setting the meeting agenda and attending and contributing to same. Members shall provide recommendations as required and convey information from the community to the police and vice versa.

Members wishing to step down, where practicable, are asked to notify the PDAC at the session preceding their last intended meeting. They are asked to provide nominations for a successor to allow the PDAC to continue in a functional capacity.

Quorum

A quorum of the PDAC consists of two thirds (2/3) of the Board in attendance, plus one of the Co-Chairs, the Chief of Police and the Officer-in-charge or their designates.

Meeting Frequency

The PDAC will meet quarterly (four times per year), unless there are no agenda items to review. Special meetings may be called as needed by the Co-Chair, or members, through the Co-Chairs.

Reporting

PDAC reporting will consist of the following:

- Meeting notes;
- Decisions;
- Action items;
- Management Response and Action Plan (MRAP).

Appendix B – Proposed Members - **DRAFT**PDAC Committee Members: **DRAFT**

| | Name | Organization | Demographic |
|-----------|------------------------------|--|--|
| 1 | Chief J.M. Blais | HRP | HRM Police |
| 2 | C/Supt L. Bergerman | RCMP | HRM & Federal Police |
| 3 | TBD | HRM Police Board of Commissioners | HRM |
| 4 | Cst Amit Parasram | HRP – Diversity Equity Officer | HRM Police |
| 5 | Cpl Adam Jackson | RCMP – Diversity Policing Coordinator | RCMP- H Division |
| 6 | Tracey Jones-Grant | HRM Diversity | HRM |
| 7 | Debbie Eisan | Mi'kmaw Native Friendship Society | Aboriginal Affairs |
| 8 | Kate Shewan | Youth Project | LGBT2Q+ |
| 9 | Rev Dr L. Anderson | Emmanuel Baptist Church | African NS Community Pockwock |
| 10 | Martin Théberge or designate | Conseil Communautaire du Grand-Havre | French Canadian/Acadiens |
| 11 | Brad Rowe | Healthy Minds Cooperative | Mental Health Awareness |
| 12 | Imam Mohamed Yaffa | Centre for Islamic Development | HRM Islamic Community |
| 13 | TBD | | African NS Community |
| 14 | TBD | | Lebanese Community |
| 15 | Jennifer Watts | Director of Settlement and Integration ISANS | ISANS – Immigration and Refugee Settlement |
| 16 | Ted Upshaw | HRM | Public Safety Advisor HRM |