



# The African Canadian Experience.

5-Day Workshop

H Division RCMP



# Background

- In 2008, as a follow-up to the Community Consultation with Dr. Winbush, Sgt. Craig Smith developed a workshop called the African Nova Scotian Experience. The workshop gave participants the skills and tools necessary when policing and working in the African Nova Scotian Communities.
- Nova Scotia has 50 historic African Nova Scotian communities dating back over 400 years and is considered the *starting point* for African Canadian settlement.
- African Nova Scotians make up the largest racially visible group in Nova Scotia and represent 44% of the racially visible population. (African Nova Scotian Affairs)
- Given the importance of the training, Diversity Policing sought and was given support by Senior Management to expand the course. In 2018, a five person development team, comprised of African Nova Scotian RCMP Employees, developed this 5-day workshop.

# Purpose and Desired Outcomes

- Raise awareness about diversity in the workplace and to equip individual employees with the knowledge and skills needed to proactively and effectively support a workplace that is inclusive, diverse and free of discrimination.
- Promote understanding obstacles and circumstances faced by those in the African Canadian and Nova Scotian Communities.

# Workshop Objectives

- To assist all "H" Division employees in understanding African Canadian cultures and traditions.
- To assist "H" Division employees in understanding the unique history of African Nova Scotians.
- To review the history of policing in African Nova Scotian Communities.
- To continue to foster a positive relationship between police and our African Nova Scotian Communities.
- Examine the various elements and dimensions of diversity and its benefits in the workplace.
- Recognize the vocabulary of individual and systemic discrimination.

# Workshop Objectives continued.

- Discuss the ways knowledge is acquired and be able to make the difference between facts and stereotypes.
- Get a better understanding of the concepts of race and racial identity and determine their impact on Communities.
- Examine the concept of privilege as an element of systemic discrimination.
- Define the concept of social norms and identify how individuals and groups are affected by assumptions relating to a set of given norms.
- Acquire the tools to challenge discriminatory behaviours.
- Determine measures to apply to create a workplace that is respectful of diversity.

# Target Audience

- The target audience will be police officers and employees in the RCMP. We are currently exploring options to provide access to other police organizations moving forward.

# The African Canadian Experience Facilitation Team

- Both facilitators must be African Canadian, committed to the elimination of discrimination in all its forms and have developed an analysis of discrimination and anti-discrimination through their life experiences and learning. SME's and partnering agencies will be utilized to facilitate.
- By critically examining their own diversity, facilitators can effectively explain how existing social structures in our society support privilege for some and disadvantage for others on the basis of identifiers such as race, ethnicity, ability, religion, gender, sexual orientation, age and class.
- Facilitating in this kind of environment requires a high degree of sensitivity and respect. It also requires skilful facilitation, including the ability to create a safe, supportive yet challenging environment.

# DAY 1

## At Black Cultural Center

- Expectations & Group Guidelines.
- Cultural Self-Assessment.
- Who's who in Black Canada.
- Cultural Norms Stereotypes.
- RCMP Policy on Harassment, Bias Free Policing.



# Day 2

## At Black Cultural Center

- History of Home for Coloured Children
- NSHCC Restorative Inquiry
- Interactive tour of BCC.

# Day 3

At H Division HQ

- NS Human Rights:

- **Interrupting Discrimination/Privilege.**

- An understanding of key concepts related to discrimination and racism to provide participants with the tools to disrupt discrimination.

# Day 4

At H Division HQ

- Discussion of historic relationship between African Nova Scotian communities. Historic events.

## **African Nova Scotian Educator and SME, Mr Robert Upshaw:**

Morning:

- **The Struggle for Survival, Identify and Progress:**
  - The experience, responses and contributions made by African Nova Scotians in Education.

Afternoon:

- **Panel Discussion** - Policing and the African Nova Scotian Community.

# Day 5

## At H Division HQ

- Engagement of Marginalized Communities. Positive relationship building.
- Revisit Cultural Self-Assessment.
- Around the room discussion/debrief (in a circle) for everyone to have a chance to debrief. *Use Sankofa.*

## Feedback:

- Since the Pilot, a workshop was held in May 2019.
- NHQ representative on hand from Vulnerable Persons Unit. As a result of his experience, and his report to NHQ, they are funding two ACE workshops this year; one for “H” Division Employees and one for Crime Prevention Officers from across the Force.

### Comments:

“Eye Opening” “Powerful” “Beneficial” “Relevant”

“Required Tools”

“Enlightening” “Valuable” “Informative.”

# Learning/General Impression

		Before Training					After Training						
<u>Question</u>		<u>Very Low</u>	<u>Low</u>	<u>Moderate</u>	<u>High</u>	<u>Very High</u>	<u>Very Low</u>	<u>Low</u>	<u>Moderate</u>	<u>High</u>	<u>Very High</u>	<u>N/A</u>	
1.1	Knowledge of African Nova Scotian History Community Culture and Experience	8	7	2					5	8	4		
1.2	Events and incidents that shaped the experience between African NS Community and Police	11	4	2					1	10	5	1	
1.3	Understanding of unconscious bias, privilege and marginalization and their effects on society	5	5	7						8	9		
		<u>Not at all</u>	<u>to a small extent</u>	<u>to a moderate extent</u>	<u>to a great extent</u>	<u>to a very great extent</u>	<u>N/A</u>						
2	To What extent did the course successfully sustain your interest and motivation?				13	4							

# Development Team:

PSE Shelly Braithwaite      Cst Natasha Dantiste

PSE Dana Colley Provo

Sgt Craig Smith

Cpl Adam Jackson

Questions or comments?