



HALIFAX

Role of HRP's Equity Diversity Officer

January 13, 2020

Equity Diversity Office

Established in 2004, the Equity Diversity Officer reports to the Office of the Chief of Police. The officer ensures a coordinated response to diversity matters and concerns, working with both internal and external clients to provide a **consistent and knowledgeable contact point** on behalf of Halifax Regional Police. The Equity Diversity officer **promotes diversity and inclusion** through participation in a variety of programs, initiatives, committees & education.

The Equity and Diversity Officer works with diverse communities and community leaders across HRM to **build relationships and foster understanding** between diverse communities and the police. The officer also works with fellow officers across Halifax Regional Police, **informing training, policies and practices** to ensure fairness and respect for all.



Key Principles

- Act as a key resource and point of contact for HRP for external audiences on diversity issues
- Provide training with a diversity lens to HRP services, programs and initiatives
- Be guided by best practice research regarding policy, training, etc.
- Be an advocate for diversity and inclusion throughout the organization as it pertains to community relations and citizen engagement
- Engage diverse communities to learn more about their needs and concerns
- Complete board and committee work
- Proactively identify the needs and concerns of diverse community members and be seen as a trusted relationship builder and problem solver



Recent Initiatives & Contributions of the Office

1. Targeted recruitment for the 2018 HRP Recruitment Campaign
2. Culturally responsive police complaints process
3. Policing with the community
4. Variety of training
5. Family Liaison for major investigations
6. Police Diversity Working Group coordination



Visibility & community engagement are core to the work of this office.

Multifaith gatherings,
like Imam Luncheon



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Halifax Pride



HALIFAX

Visibility & community engagement are core to the work of this office.

Youth and
multicultural
engagement



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External liaison training





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