



PARTNERS IN POLICING

HALIFAX

“H” Division RCMP Diversity Policing

Diversity Policing Analyst (Coordinator.)

- In 1990, the Commanding Officer of “H” Division established the CO’s Black Advisory Committee. It arose out of recommendations set out in the Marshall Inquiry.
- The CO’s Black Advisory put forth a number of recommendations regarding police/community relations, Employment Equity, and the recruitment and training/advancement of African Nova Scotian officers.
- One recommendation of the CO’s Black Advisory Committee was the establishment of a Diversity Policing position.
 - *“Recommendation 4: RCMP to establish an experienced race relations officer, who is Black, to act as a liaison between the RCMP and Black communities.”*

Assisting in the coordination of programs, directives and strategies aimed at providing effective policing services to visible minorities:

- Contribute to Annual Performance Plan – *Connections With African Nova Scotian Communities.*
- Communication, internally and externally recognizing important community events, RCMP initiatives and outreach.
- Collaboration with units such as Human Resources, Career Development and Strategic Communications.

Maintaining and fostering a close working relationship with Visible Minority communities:

- Manage the CO's Black and Racially Visible Advisory Committee. (BRVAC)
 - Coordinate meetings
 - Point of contact for RCMP to BRVAC. Maintain lines of Communication.
 - Appointment of community members to BRVAC.
- Provide input to Sr Management regarding issues relevant to VM and African NS Communities.
- Coordinate RCMP attendance at various special events, community functions and ensure Districts are aware of the important issues within these communities.
- Community engagement at the front-line level and on a professional partnership level.

Developing and delivering visible minority information sessions, training programs and community initiatives both internally and externally:

- Week of Diversity & Inclusion events coordination:
 - Educational for employees.
 - Involving community partners/youth and agencies.
 - Relationship building.
- Recognition of various events such as African Heritage Month.
- Welcoming Immigrants At All Levels presentation.
 - Delivered by external partner agency Immigrant Services Association of NS (ISANS.)
- Policing The LGBTQ2+ Community
 - Delivered by external partner agency The Youth Project.
- Attendance at numerous multi-cultural events and programs.
- Involved in development of the African Canadian Experience (ACE) Workshop. Ongoing management of delivery/coordination of ACE workshops.

Questions?