



REVISED – November 26, 2025.

Pages 2, 4 and 6 of report updated with additional details of HRP's Police Science Program.
(See highlighted text)

Item No. 2

Board of Police Commissioners for the Halifax Regional Municipality

October 1, 2025

December 3, 2025

TO: Chair Greg O'Malley and Commissioners of the Board of Police Commissioners for the Halifax Regional Municipality

FROM: Bill Moore, Commissioner of Public Safety

DATE: September 17, 2025

SUBJECT: Annual report on HRM police services targeted recruitment strategies for underrepresented groups

INFORMATION REPORT

ORIGIN

This is a staff-initiated report to fulfill a Board of Police Commissioners (BoPC) 2025-2026 Work Plan deliverable.

EXECUTIVE SUMMARY

Halifax Regional Police (HRP) and the Royal Canadian Mounted Police Halifax Regional Detachment (RCMP HRD) recognize the importance of diversifying their workforces. Having police officers which represent the communities we serve is critical to building community trust and improving public safety.

Policing is a specialized profession. At HRP, a police officer can be hired in two ways – either by successfully completing the Police Science Program (PSP) or by joining the organization as an Experienced Police Officer (EPO). Since the majority of police officers with HRP are hired as a result of completing the PSP, there has been a focus in recent years on looking for ways to attract more diverse applicants to consider a career in policing and apply to the program.

At the RCMP, a police officer can be hired through the Cadet Training Program (CTP) or through the EPO program. The CTP is a 26-week basic training course located in Regina, Saskatchewan, and is offered in both official languages.

BACKGROUND

The 2025-2026 BoPC Work Plan¹ contains four key pillars:

- Develop
- Engage
- Adapt
- Evolve

Included in the work plan is the strategic priority “Oversee the development of a people-focused policing strategy,” which includes the action item of an annual update from HRP and RCMP HRD on the development of targeted recruitment strategies for underrepresented groups.

This is the first joint Information Report submitted on this topic to the BoPC. The initial report, titled “First Annual HRP Update on the Development of Targeted Recruitment Strategies for Underrepresented Groups” outlined only HRP’s initiatives in this area. A copy of that report can be found in **Attachment 1**.

DISCUSSION

Partners in Policing

The Halifax Regional Municipality (HRM) operates under an integrated policing model, with services provided by both HRP and RCMP HRD.

The integrated service model is unique across policing agencies in Canada and sees employees from both organizations working together in a number of integrated units, including the Criminal Investigation Division, Court Section and Records Section.

HRM is a vibrant and diverse municipality which has been experiencing extraordinary population growth. In 2024, the municipality’s population was estimated by Statistics Canada at 503,037². The population is predicted to continue trending upwards with international migration as a primary contributing factor³.

HRP and RCMP HRD are committed to being reflective of the diverse communities we serve. This report will focus on strategies utilized by both agencies when recruiting police officers.

Halifax Regional Police

HRP is the largest municipal police service in Atlantic Canada and is dedicated to serving the urban core of HRM.

Like other municipal business units, HRP emphasizes in all job postings its commitment to welcoming applications from African Nova Scotians and other racially visible persons, women in occupations where they are underrepresented, Indigenous/Aboriginal people, persons with disabilities, and 2SLGBTQ+ individuals.

HRP hires police officers in two ways – either through the EPO program or directly from the PSP.

¹ <https://cdn.halifax.ca/sites/default/files/documents/city-hall/boards-committees-commissions/250521bopc1021.pdf>

² <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710015201>

³ <https://www.cbc.ca/news/canada/nova-scotia/population-growth-in-n-s-now-mainly-driven-by-international-migration-1.7401844>

Experienced Police Officer Program

In order to apply to join HRP as an EPO, an applicant must meet the definition of an experienced police officer, as outlined in HRP policy. This means the applicant must fall into one of the following three categories:

- a police officer currently serving with a Canadian police service
- a Canadian military police officer (regular service) with qualifications Level 3
- an applicant who successfully completed an approved police recruiting training program from a recognized training institution within Canada

Attracting EPOs is an important avenue to continue to fill vacancies within HRP. However, since EPOs have already completed training as police officers prior to joining the organization, targeted recruitment does not take place as part of this recruitment process.

Through a partnership with HRM, a marketing campaign was launched in 2024 to attract EPOs to HRM and to serve with HRP. "Police Out East" targeted EPOs in areas such as rural Ontario, Western Canada and Military Police. The campaign showcased the East Coast lifestyle and the qualities that make Halifax a unique place to work. Between January 1, 2025, and September 10, 2025, six EPOs joined HRP.

HRP Police Science Program

The PSP is a 38-week, full-time training program which prepares recruits for employment with HRP.

There is no application fee to apply to the PSP. If accepted, the tuition fee for the program is \$10,000. The HRP Training School is a recognized career college and therefore financial assistance is available to qualified candidates through the Nova Scotia Student Assistance Office.

The application and selection process for the PSP involves 10 stages. Applicants must be successful in each stage before they can proceed to the next stage of the competition; not all applicants will proceed through all 10 stages. Additional information on the application and selection process can be found on HRP's website⁴.

Recruits who successfully complete the program may be offered employment with HRP as either full-time police officers or reserve officers, depending on availability at the time of hiring.

HRP is working hard to recruit sworn officers and fill existing vacancies within our service. Our main avenue for hiring new police officers is through the PSP. As such, HRP intends to run consecutive PSP classes every year for the next three years, with a focus on encouraging applicants from diverse communities to apply.

Since each PSP class takes nine months to complete, planning and recruitment remains an ongoing and evolving initiative at HRP.

2025 PSP Class

Recruitment initiatives for the 2025 PSP class took place between January 15, 2024, and February 28, 2024. In total, HRP received 697 applications. 24 recruits were selected to take part in the 2025 PSP class.

On June 26, 2025, 22 cadets successfully graduated from the PSP and were sworn-in as Constables with HRP. This was the fourth cadet class HRP held in the last five years.

⁴ <https://www.halifax.ca/about-halifax/employment/work-halifax-regional-police/halifax-regional-police-cadet-recruitment>

Like all other HRM job postings, applicants to the PSP program or any other HRP job posting have the option to complete self-identification questions. HRP does not maintain a separate self-identification process.

Based on self-identification data from the 2025 PSP program, the 22 cadets who recently graduated identified themselves as belonging to one or more of the following employment equity groups:

- Racially Visible Persons
- African Nova Scotian
- Women in an underrepresented occupation
- Person with a disability
- Members of the LGBTQ+ community

These statistics are based upon self-identification and are not broken down further by demographic, for privacy reasons. Some applicants may choose not to self-identify.

Note that some individuals may be represented in multiple categories, as candidates could self-identify across more than one group. For example, an individual may self-identify as both African Nova Scotian and a person with a disability.

2026 PSP Class

Between November 18, 2024, and January 10, 2025, HRP accepted applications for its 2026 PSP. In total, HRP received 647 applications.

The 2026 PSP program began on October 20, 2025, with 40 recruits – the largest class HRP has ever trained.

Based on self-identification data, recruits who are currently participating in the 2026 PSP program identified themselves as belonging to one or more of the following employment equity groups:

- Racially Visible Persons
- Indigenous/Aboriginal
- Women in an underrepresented occupation
- Person with a disability
- Members of the LGBTQ+ community

As noted above, some individuals may be represented in multiple categories, as the self-identification options allow candidates to self-identify across more than one group.

To optimize the reach of the recruitment campaign for the 2026 PSP class, a combination of virtual and in person promotion and outreach were used.

HRP issued a media release to promote its 2026 PSP class. The media release was posted to our website and shared through the organization's social media platforms. HRP's Public Information Officer also conducted media interviews to promote applying for the PSP class.

There is a webpage dedicated to recruitment on HRP's website which includes an outline of the steps involved in the application process and frequently asked questions. In addition, HRP has specific Instagram and X (formerly Twitter) accounts dedicated to recruitment efforts - both are @JoinHRP. Communication and outreach were done via these channels and re-shared on HRP's corporate Facebook⁵ and X⁶ accounts to ensure a wider reach.

⁵ <https://www.facebook.com/HalifaxRegionalPolice/>

⁶ @HfxRegPolice

Community outreach is a key component of our PSP recruitment campaigns. For the 2024, 2025 and 2026 PSP classes, HRP connected with our partners within the African Nova Scotian, Muslim, Indigenous, Jewish, Sikh, Hindu, Newcomer and 2SLGBTQIA+ communities to promote and encourage applicants.

Both sworn and civilian HRP members also volunteered their time as recruitment ambassadors to help share information about this important organizational initiative.

As part of the recruitment campaign for the 2026 PSP class, recruitment ambassadors attended the following events:

- Halifax Career Fair
- Immigrant Services Association of Nova Scotia (ISANS) Information Session
- Get to Know Your Municipality!⁷ event
- Mi'kmaw Native Friendship Centre Job Fair
- Woodlawn High School job fair
- YMCA Job Fair
- Halifax Mooseheads hockey game

Recruitment ambassadors and Human Resources (HR) staff also regularly assist interested candidates with one-on-one meeting opportunities, when possible, and respond to queries from a dedicated email inbox, hrprecruting@halifax.ca.

Upcoming PSP classes

Following each PSP recruitment session, a debrief is held to discuss efforts and look at ways to improve the process for the next recruitment campaign. HRP believes a yearly recruitment cycle will help remove the barriers that exist for some community members, such as preparing for the necessary fitness testing, gathering the required documentation, and acquiring the tuition fee to attend the PSP.

Planning is already underway for recruitment initiatives related to the upcoming 2027 PSP. It is anticipated that applications for that class will open in November 2025.

Additional Information – HRP Diversity and Equity Framework

Diversifying HRP's workforce is an organizational priority as it allows police to better reflect the communities we serve and incorporate a broader range of ideas and perspectives into the organization.

The HRP HR department has been working with the organization's Diversity and Equity Officer to create strategies to help promote recruitment from diverse communities.

A Diversity and Equity Recruitment Framework has been created and recently approved by the Superintendent of Administration. The goal of the framework is to make HRP's recruitment and hiring process more equitable by identifying and reducing barriers for diverse candidates applying for employment opportunities, with a focus on the PSP.

⁷ The Get to Know Your Municipality! event is organized by the Halifax Immigration Partnership and is an opportunity for newcomers and immigrants to ask direct questions and find important information about various organizations

Additional Information - New Positions

Two positions dedicated to organizing and running the PSP were approved in the 2024/25 budget cycle and have been filled (Sergeant and Constable). This was the first step in creating a robust PSP staffing model to enable a consecutive process that will allow PSP classes to run back-to-back and at the same time each year.

Building dedicated PSP capacity and resources will enable the delivery of a more streamlined, effective, and efficient program, with improved consistency of knowledge and approach, and the ability to plan years ahead for future programs. In turn, this will allow other departments involved in the recruitment process, such as HR and the Background and Security Clearance Unit, to plan accordingly for anticipated periods of high demand.

In 2024, HRP also added a second **Talent Acquisition Advisor** to alleviate some of the pressures associated with processing PSP applications.

As part of the 2025/26 budget cycle, an Administrative Assistant for the PSP was approved. The successful applicant was hired for this position in August 2025. Previously, administration tasks were completed by the PSP Sergeant, Constable, or the Training and Curriculum Consultant.

Additional Information – Camp Courage

Camp Courage⁸ was founded in 2006 by Halifax Regional Fire and Emergency Captain Andrea Speranza.

The mission at Camp Courage is to introduce young women and gender-diverse youth aged 15-19 to the emergency services while nurturing their confidence, leadership skills, and problem-solving abilities.

HRP is proud to support Camp Courage on a yearly basis and for the work the group does to promote careers as first responders.

Additional Information - PSP Diversity Training Program

As part of ongoing efforts to improve community relations and understand cultural differences, HRP recently made changes to the structure of its PSP Diversity Training.

Starting with the 2025 PSP class, recruits now undergo a two-and-a-half-week Diversity Training program situated at the beginning of the PSP training program. This training features recruit community visits to a Synagogue, Mosque, Sikh Temple, and Hindu Temple, as well as a visit to the Mi'kmaw Native Friendship Centre to receive a full day of training.

The Diversity Training program also features a Disability and Accessibility presentation (created and delivered in partnership with the HRM Diversity & Inclusion Office), a presentation on autism spectrum disorder by Autism Nova Scotia and a presentation on the 2SLGBTQIA+ community by members of HRP's Rainbow Internal Support Network (R-ISON).

As part of the Diversity Training program, the Journey to Change course is also delivered to the recruits. This five-day program is centered on anti-Black racism and partners with members of the African Nova Scotia community in the delivery of the course.

⁸ <https://campcourage.ca/>

Additional information - Communication Plan

The HRP Public Relations and Communications Section is currently working to create a multi-year communication plan which will support year-round recruitment to reach a robust candidate pool reflective of the citizens of HRM.

Ongoing communication initiatives will aim to remove barriers for diverse candidates by raising awareness and providing education about policing in underrepresented communities. The goal is to broaden recruitment efforts to better reflect the diversity of communities served by HRP.

Additionally, communication strategies will prioritize sufficient outreach lead time - ideally a minimum of one year - to ensure potential candidates are well-prepared for the application process, including physical testing. This approach also presents an opportunity to address systemic barriers faced by diverse candidates throughout the recruitment and hiring processes.

Royal Canadian Mounted Police Halifax Regional Detachment

Executive Summary

At the RCMP, a police officer can be hired through the Cadet Training Program (CTP) after successfully completing an extensive 26-week basic training course located in Regina, Saskatchewan, which is offered in both official languages or through the EPO program.

The RCMP proactively champions equity, diversity, and inclusion related issues. The strength of our police force lies with the people who want to serve and protect their communities.

The RCMP's commitment to its employees is in the spirit of shared leadership and recognizing employees as our greatest asset. The RCMP has deemed it a priority to recruit qualified applicants from a wide range of backgrounds to better reflect the communities we serve.

Diversity in our workforce provides the organization with an enhanced understanding of cultural issues and enriches our work with community members.

2024-2025 Fiscal Year Stats

Last fiscal year (2024/2025) the Nova Scotia RCMP received 956 applicants in total through the cadet program stream. Of those, 166 self-identified as a Visible Minority, 47 Indigenous and 122 Women.

Outreach Efforts

Implemented in 2020 and ongoing, as part of enhanced diversity efforts, a Letter of Agreement has been in place between Depot and "H" Division Nova Scotia Career Development & Resourcing section to return any Indigenous or African Nova Scotian (ANS) Regular Member applicants from Nova Scotia, back to Nova Scotia should they wish to accept the return back to the province. Additionally, anyone who self-identifies as Indigenous or as a Visible Minority is "fast tracked" throughout the application process should they choose to self-identify.

This year, H Division Nova Scotia successfully sent two Indigenous females to the Indigenous Pre-Cadet Training Program (IPTP).

The IPTP is a three-week session at the RCMP Academy, in Regina, Saskatchewan. It is designed to give First Nations, Inuit and Métis people a first-hand look at a career in policing. Once candidates have

completed the program, there is ongoing support and guidance if they choose to go through the RCMP's police officer application process.

Diversity in our workforce provides us with an enhanced understanding of cultural issues and helps the RCMP to work even closer within the communities we serve. These graduates bring a valuable perspective and understanding of their unique cultures which enhances the RCMP's ability to create better partnerships and relationships with Indigenous communities in Canada.

As part of recruitment efforts, Pro-Active Recruiting Officers have attended and hosted numerous events within a variety of communities across the province. Some of the most recent efforts include, but are not limited to:

- Mi'kmaw Native Friendship Centre Job Fair
- Nova Scotia Criminal Justice Program Career Days
- Hosted a combination of public and virtual information sessions
- "Q&A" (Question and Answer) with a Recruiter session
- Attended several high schools throughout the province to provide career presentations
- Attended several employment centres which included the YMCA, Nova Scotia Works employment centres, TEAM work cooperative etc.
- Amherst Stadium Nova Scotia Works Spring Job Fair
- Hosted several "Workout with a Recruiter" events
- Millbrook Career Fair
- National Indigenous Peoples Day
- Bedford – Sackville Opportunity Place Career Fair
- Antigonish Street Fair
- Police Fitness Assessment Workshops
- Mi'kmaw Summer Games
- Applicant Mentorship Nights

The Pro-Active Recruiting Team as well as the EPOP coordinator regularly respond to questions and inquiries through the NSrecruiting-recrutementNE@rcmp-grc.gc.ca and NS.EPOprogram-ProgrammePE.NE@rcmp-grc.gc.ca inboxes where they actively engage with applicants or those interested in learning more about careers in the RCMP.

Each time an event is created, or, if the RCMP Recruiting Team is attending an event within communities across Nova Scotia (e.g., job fairs, networking events or career presentations) our RCMP NS Strategic Communications team advertises the opportunity on their socials to optimize outreach efforts.

Our news releases are emailed to local and national media outlets, published on the Nova Scotia RCMP website⁹ and shared on the Nova Scotia RCMP's Facebook and X accounts. We also use these social media platforms to inform the public about road closures, non-critical police updates and our participation in community events.

The Nova Scotia RCMP's English Facebook account¹⁰ has more than 207K followers, and its English X account¹¹ has more than 155K followers.

All of the Nova Scotia RCMP's news releases and social media content is published in both official languages.

⁹ <https://rcmp.ca/en/nova-scotia/news>

¹⁰ <https://www.facebook.com/rcmpns>

¹¹ <https://x.com/home?lang=en-ca>

More information: [How the RCMP in Nova Scotia communicates with the public | Royal Canadian Mounted Police](#)

Additional Information – RCMP Diversity Framework

As part of our ongoing commitment to reconciliation, diversity, and inclusive recruitment, H Division is launching trilingual RCMP recruitment cards in English, French, and Mi'kmaw. These cards are designed to support meaningful engagement with Nova Scotia's diverse communities and promote awareness of RCMP career opportunities in a culturally respectful and accessible manner.

The purpose of the cards is to bridge communication gaps by offering recruitment information in three languages commonly spoken across Nova Scotia, demonstrate cultural respect and reconciliation through the inclusion of Mi'kmaw language and symbols, encourage diverse applicants to consider careers with the RCMP, including youth, newcomers, and Indigenous community members and empower front-line officers with a tangible tool to initiate conversations about policing careers during outreach and informal interactions.

In collaboration with the Community Indigenous Diversity Policing Section (CIDPS) these cards will be distributed to powwows, multicultural festivals, town halls, school visits/youth engagement, careers fairs, job expos, citizens on patrol meetings and recruitment sessions.

In the past two years, HRD has completed two separate EDI staffing processes. It should be noted that these processes targeted the supervisory level and resulted in the promotion of a Sergeant and a Corporal from both the African Canadian and the Visible Minority (VM) population. HRD is committed to promoting the diversity of HRM's police force by representing the important communities we represent.

Royal Canadian Mounted Police Application Process

For steps on how to apply to the RCMP, please find all the necessary qualifications and requirements to apply outlined in this link for reference: [Become an RCMP officer: How to apply | Royal Canadian Mounted Police](#).

Website: <https://rcmp.ca/en/careers-rcmp/police-officer-careers/become-rcmp-officer-how-apply>

Cadet Training Program

The Cadet Training Program is an extensive 26-week basic training course, offered in both official languages. The cadet is part of a 32-member troop which is diverse in composition. Upon successfully completing the Cadet Training Program, cadets may be offered employment as members of the RCMP and given peace officer status.

Once employed, they must then complete a six-month Field Coaching Program at selected training detachments where they are involved in everyday police duties under the supervision of a Field Coach.

The Cadet Training Program consists of 820 hours broken down as follows:

- Applied Police Sciences: 432 hours
- Firearms: 104 hours
- Police Defensive Tactics / Immediate Action Rapid Deployment: 94 hours
- Police Driving: 67 hours
- Operational Conditioning: 45 hours
- Drill and Deportment: 37 hours
- Other: 41 hours

Experienced Police Officer Program

The RCMP is actively seeking experienced police officers through the Experienced Police Officer (EPO) program in police agencies within Nova Scotia and across all of Canada. The program in Nova Scotia is robust and hires applicants interested in joining the RCMP from a variety of police forces within Canada. Much of the program's success has been attributed to word of mouth to fill necessary vacancies across the division.

To be eligible for the EPO program you must:

- Have at least two (2) years Canadian police service employment (full time) or equivalent
- Have graduated from a police training program from a recognized Canadian police training institution (Canadian Armed Forces Military Police must have successfully completed the basic police training (Qualification Level 3) after January 1, 2001)
- Must be actively serving or active within the last three years
- Meet all qualifications and requirements of a Regular Member applicant (<https://www.rcmp-grc.gc.ca/en/qualifications-and-requirements>)
- Meet the minimum level for the nine (9) required general duty competencies according to the RCMP Competency Dictionary. Please note the 9 competencies will not be required until a later date
- Be willing to work anywhere in Nova Scotia, and potentially Canada

FINANCIAL IMPLICATIONS

No financial implications are associated with this Information Report at this time.

COMMUNITY ENGAGEMENT

No community engagement was required for the purpose of creating this report.

The report outlines how HRP and RCMP HRD engage with a variety of communities leading up to, during, and after recruitment campaigns.

LEGISLATIVE AUTHORITY

Police Act, 2004, c. 55, section (3), states:

- (3) Without limiting the generality of subsection (1), a board shall...
- (c) ensure that community needs and values are reflected in policing priorities, objectives, goals, programs and strategies;
- (d) ensure that police services are delivered in a manner consistent with community values, needs and expectations;
- (e) act as a conduit between the community and the police service providers;

Section 8 (2) (h),(i),(j) and (k) of By-law P-100, which provides:

- 8 (2) The Board in accordance with the Police Act and HRM Bylaws may carry out any of the following roles and responsibilities: ...
- (h) carry out any studies or investigations respecting its civilian governance responsibilities;

- (i) monitor gender, ethnic and minority group issues and making recommendations concerning these matters to the Chief of Police;
- (j) ensure that community needs and values are reflected in policing goals and methods;
- (k) act as a conduit between the community and the police service providers.

ATTACHMENTS

Attachment 1 – First Annual HRP Update on the Development of Targeted Recruitment Strategies for Underrepresented Groups

Report Prepared by: Natasha Pace, Coordinator – Halifax Regional Police
 Insp. Jeff Mitchell, Management and Administrative Services Officer, RCMP HRD

Report Approved by: Chief Don MacLean – Halifax Regional Police
 Supt. Stephanie Johnson, Administration Division – Halifax Regional Police
 Chief Supt. John Duff – Officer in Charge, RCMP HRD



Item No. 2

Board of Police Commissioners for the Halifax Regional Municipality November 20, 2024

TO: Chair Kent and Commissioners of the Board of Police Commissioners for the Halifax Regional Municipality

FROM: Cathie O'Toole, Chief Administrative Officer

DATE: October 25, 2024

SUBJECT: First Annual HRP Update on the Development of Targeted Recruitment Strategies for Underrepresented Groups

INFORMATION REPORT

ORIGIN

December 13, 2023 Board of Police Commissioners for the Halifax Regional Municipality (Item No. 10.2.2):

MOVED by Commissioner Giles, seconded by Commissioner Smith

THAT the Board of Police Commissioners for the Halifax Regional Municipality approve the action items and timeframes in the Board of Police Commissioners' 2024-2025 Workplan, as outlined in Attachment 1 of the staff report dated November 29, 2023.

MOTION PUT AND PASSED.

BACKGROUND

On December 13, 2023, the Board of Police Commissioners (BoPC) for the Halifax Regional Municipality (HRM) passed motion 10.2.2 in relation to the Board of Police Commissioners 2024-2025 Work Plan. Included in this plan is the strategic priority "Oversee the development of a people-focused policing strategy," which includes the action item of an annual report from Halifax Regional Police (HRP) on the development of targeted recruitment strategies for underrepresented groups. This report is the first annual update related to this request and will focus on HRP's strategy when recruiting new police officers (cadets).

DISCUSSION

HRP is committed to being reflective of the diverse communities we serve and emphasizes in all job postings the welcoming of applications from African Nova Scotians and Other Racially Visible Persons, Women in occupations or positions where they are underrepresented in the workforce, Indigenous/Aboriginal People, Persons with Disabilities and 2SLGBTQ+ Persons.

From January 15, 2024, to February 28, 2024, HRP initiated a recruitment campaign for its 2025 Police Science Program (PSP). Despite a window of only six weeks, HRP received 697 applications by the closing date. 24 recruits were selected to take part in the upcoming PSP class. The class includes representation from several diverse groups who self-identified.¹

To optimize the reach of the recruitment campaign for the 2025 PSP class, a combination of virtual and in-person promotion and outreach were used. HRP issued a media release to announce its 2025 cadet class on January 15, 2024. The media release was also posted to our website and shared through our social media platforms. There is a webpage dedicated to recruitment on HRP's website which includes the steps involved in the application process and frequently asked questions. HRP has specific Instagram and X (formerly Twitter) accounts dedicated to recruitment efforts - both are @JoinHRP. Communication and outreach were done via these channels and re-shared on HRP's corporate account - @HfxRegPolice. Through a partnership with the municipality, cadet recruitment advertisements were also featured on digital advertising throughout the duration of the campaign.

Community outreach is a key component of our cadet recruitment campaigns. HRP connected with our partners within the African Nova Scotian, Indigenous, Jewish, Muslim and more communities to promote the 2025 PSP class. Both sworn and civilian HRP members volunteered their time as recruitment ambassadors to help share information about this important organizational initiative. Included within the recruitment ambassadors was a Diversity Team, comprised of the current and former Diversity and Equity Officer for our organization, as well as other diverse officers. HRP's highest-ranking Indigenous officer oversaw the work of recruitment ambassadors, which included attending the following events:

- Saint Mary's University Job Fair
- Dalhousie University Job Fair
- Mount Saint Vincent University presentation
- Dalplex presentation
- Downtown Dartmouth Ice Festival
- YMCA Gottingen Street
- Ummah Masjid Mosque
- Halifax Mooseheads Game
- Halifax Thunderbirds Game
- Halifax Shopping Centre
- Police Week
- Camp Courage, (a weeklong camp that introduces young women and gender-diverse youth aged 15-19 to professions in the emergency services)
- Halifax International Boat Show at the Halifax Exhibition Centre
- Zoom Online Information Session in partnership with Immigrant Services Association of Nova Scotia (ISANS)

¹ These statistics are based upon self-identification and are not broken down further by demographic, for privacy reasons

In addition to the above opportunities, two HRP members, who both represent diverse groups, took part in a live interview on CTV Morning Live to promote the PSP class. Recruitment ambassadors and HR staff would also assist interested candidates with one-on-one meeting opportunities, when possible, and respond to queries from a dedicated email inbox, hrrcruiting@halifax.ca.

This is the fourth cadet class HRP has held in the last five years. Following each cadet recruitment session, a debrief is held to discuss efforts and look at ways to improve the process for the next recruitment campaign. HRP believes a yearly recruitment cycle would remove the barriers that exist for some community members, such as preparing the required documentation and acquiring the tuition fee to attend the PSP and is actively working towards this. Two positions dedicated to organizing and running the PSP were approved in the 2024/25 budget cycle and have been filled (Sergeant and Constable). This was a significant step in building capacity to run the PSP on an annual basis, something which would also allow recruitment ambassadors to be out in the community earlier to connect with interested individuals and allow for a more robust marketing campaign to be developed.

This year, HRP also added a second Talent Recruiter to alleviate some of the pressures associated with processing PSP applications, a position which will spearhead future cadet recruitment campaigns.

FINANCIAL IMPLICATIONS

No financial implications are associated with this Information Report at this time. During the 2024/25 budget process the Board was informed that future budget requests in relation to the PSP should be anticipated. This remains accurate.

COMMUNITY ENGAGEMENT

No community engagement was required for the purpose of creating this report. The report itself outlines how HRP engaged with a variety of communities leading up to, during, and after the 2025 PSP recruitment campaign.

LEGISLATIVE AUTHORITY

Police Act, 2004, c. 55, section (3), states:

(3) Without limiting the generality of subsection (1), a board shall...

(c) ensure that community needs and values are reflected in policing priorities, objectives, goals, programs and strategies;

(d) ensure that police services are delivered in a manner consistent with community values, needs and expectations;

(e) act as a conduit between the community and the police service providers;

Section 8 (2) (h), (i), (j) and (k) of By-law P-100, which provides:

8 (2) The Board in accordance with the *Police Act* and HRM Bylaws may carry out any of the following roles and responsibilities: ...

(h) carry out any studies or investigations respecting its civilian governance responsibilities;

(i) monitor gender, ethnic and minority group issues and making recommendations concerning these matters to the Chief of Police;

(j) ensure that community needs and values are reflected in policing goals and methods;

(k) act as a conduit between the community and the police service providers.

ATTACHMENTS

This Information Report does not require attachments.

Report Prepared by: Natasha Pace, Coordinator, Halifax Regional Police, 782.409.9593

Report Approved by: Chief Don MacLean, Halifax Regional Police, 902.490.6500
