



ISC: Unclassified

# **CPS Diversity Resources Team & Advisory Boards**

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Calgary Police Service, Service and Community**

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# *Diversity Resource Team*

Our Diversity Resource Team serves as the official interface for racialized and diverse communities. This team is our direct connection to the Advisory Boards.

The purpose of the Diversity Resource Team is community outreach that results in mutually beneficial education and action. We strive to learn about the community; we serve and assist them in ways that are respectful to their identified needs. In turn, Advisory boards inform the strategic direction of the organization and ensure culturally appropriate service delivery to Calgarians.





# *Advisory Boards*

*The CPS Advisory Boards are comprised of community members with cultural knowledge, lived experience, and relationships that assist CPS in improving their service to all Calgarians. Advisory boards perform an independent advisory function to the CPS membership on community needs. Advisory boards work with the CPS to ensure they are serving all members of the community equitably, and work together to ensure equity, diversity and inclusiveness in all policing functions.*

## Portfolios/ Community Advisory Boards

- Asia
- Africa
- Caribbean/Latin America
- Gender and Sexuality Diversity
- Indigenous
- Middle East, Europe and Russia
- Persons with Disabilities
- South Asia
- 'Super Board'
- ★ Youth Advisory Board



# *Advisory Boards*

## ***Advisory Board Expectations of CPS***

- Accountability and transparency for recommendations
- Regular meetings of the Advisory Boards
- Identify and share best practices
- Ensure continuity and sustainability of CPS support/resources
- Help to build a framework for success
- “Nothing for us/without us”
- Leverage Advisory Boards support for recruiting practises



# *2021 Priorities*

<b>What?</b>	<b>When?</b>	<b>Who?</b>
Advisory Board Terms of Reference/Mandate Review and feedback on mandate statement	January 2020	CPS Advisory Boards Diversity Resource Team
Advisory Board Action Plans <ul style="list-style-type: none"> <li>• Priorities, resources required</li> </ul>	Q1 2021	CPS Advisory Boards Diversity Resource Team
Super Board	Quarterly meetings Q1 2021 start	Advisory Board Chairs Portfolio holders Insp/Supt/DC



## *2021 Priorities continued*

<b>What?</b>	<b>When?</b>	<b>Who?</b>
<p>Ongoing</p> <ul style="list-style-type: none"> <li>▪ Summer Gathering of Boards</li> <li>▪ Advisory Board Members Registered/Recognized as CPS Volunteers</li> <li>▪ Diversity Board Handbook</li> </ul>	<p>Q2</p> <p>Q4</p> <p>Q4</p>	<p>Advisory Boards</p>
<p>Annual Joint Strategy Day</p>	<p>November</p>	<p>DRT/ Advisory Boards</p>
<p>Update CPS Website/Social Media – DRT/Advisory Boards</p>	<p>Q1</p>	<p>Diversity Resource Team CPS Advisory Boards Strategic Communications</p>



# Indigenous Roadmap : Example of an Advisory board Action Item

Q1 2021

Q2 2021

TRC & MMIWG	CPS Actions
TRC #30, #31, #42	Awaiting approval to post internally the Calgary Indigenous Court Officer position.
TRC #40 MMIWG 9.7	The CONNECT application has been revised to include various agencies that front-line officers can utilize when engaging and finding supports for people who are Indigenous, have disabilities or identify as LGBTQ2S+ It will be available on-line shortly.
TRC #40 MMIWG 9.7	Inform the membership and the community that the CONNECT application has been revised through APM's, the CPS external website and by utilizing the Patrol Advisory Committee for awareness at the District level.
TRC #89	Approach the Indigenous Yard Team to work with YouthLink to develop summer camps or Indigenous programming for youth.
TRC #36	Prepare a decision request for 3 new flag poles at the entrance to WestWinds West to fly the Treaty 7 and Metis Nation flags and an additional pole for designated special days/weeks.

TRC & MMIWG	CPS Action
MMIWG 9.5	Review the Missing Persons policy/processes to ensure that it is sensitive and respectful of Indigenous culture.
TRC #33	Prepare an 8 hour Indigenous Training session for the Major Crimes Section to help create understanding of Indigenous history and provide a practical, culturally appropriate approach to investigations involving Indigenous people. ISC: Unclassified
TRC #36	Prepare a decision request for the Tipi to be moved and mounted on the wall outside the Chief Crowfoot Learning Centre.
TRC #36	Prepare a name transfer ceremony for the Chief Crowfoot Learning Centre.



*Thank you*