

EDIIA -Kingston Police

Cst. Gerasimow #389

Thursday June 16th 2022



Kingston Speaks Inclusion Project Start Up January 2021 (KSI)

- <https://kchc.ca/weller-avenue/ksi/>
- Survey seeks to collect feedback on how the Kingston Police can become more equitable and inclusive
- Feedback to contribute to a set of recommendations that will be made to the Kingston Police.

Creation of External Chief of Police Community Inclusion Council

+

Internal EDIIA working group led by EDI officer

KSI Emerging Themes

April/May 2022

- 1) Recruitment and representation**
- 2) Training and professional development**
- 3) Retention and support systems**
- 4) Internal culture**
- 5) Community interactions**
- 6) Community outreach**
- 7) Communication and transparency**

List of recommendations for KPF derived from KSI survey through KCHC
Creation of External Chief of Police Community Inclusion Council
+Internal EDIIA working group led by EDI officer

EDIIA
Far reaching influence
+
Impact across all
sectors

KSI Themes



Communication & Transparency
(internal and external)

Representation

Training and Education

Culture



Media officer/Internal Comms

Recruiting/ HR

Training/EDIIA

Leadership

Hiring team/ Interview Panels/Leadership/ Media officer (s)/Coach officers require EDIIA training

KPF EDIIA Officer Role

1

Hate Crime Investigations (CID)



Re Assurance Program Follow ups- Victim Support (EDIIA)



Ongoing communication with frontline/CID regarding hate crime investigations

2

Community Outreach



Community Interactions



EDIIA Internal Inclusion Committee: 15-20 sworn/civilian members within KPF. Meetings and dialogue facilitated by EDIIA Officer

Hate Crime Stats

- **January 2022 - present: total 24 occurrences (+Re Assurance Follow ups)**
 - **January 2021- Jan 2022: total 49 occurrences**
- Member of provincial EDIIA Committee (info-sharing) & Hate Crime Extremism Investigative Team (HCEIT) provincial team (intel sharing)←**

Goal 1

Internal Buy-In & Feedback (ongoing) In Conjunction with KSI

- **Patrol Line-Ups + Member Feedback Form**

- **Gather information and feedback from officers across all units/sectors on KSI and EDIIA baseline knowledge and understanding**

- **Develop series of themes (similar to KSI)**

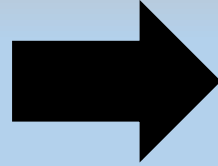
- **Build internal capacity through dialogical action and education**

- **Requires ongoing communication with members (+transparency)**
- **Safe space to engage in dialogue and obtain peer feedback**
- **Increase trust, empathy, and understanding through dialogical action**
- **Tailor KSI recommendations to KPF internal structure through increased participation and collaboration**
- **Share EDIIA progress within community and internally**
- **Seek out EDIIA champions from within for internal committee**

Goal 2

Building Local Community Relationships + Education + EDIIA Liaison Role

- **SLC - newcomers**
- **ISKA–newcomers (youth and adults)**
- **Religious denominations (Sikh, Muslim, Jewish)**
- **Black communities**
- **Indigenous communities**
- **2SLGBTQ+**
- **Queen’s University**
- **RMC**
- **Community Living/Christian Horizons**
- **AMHS/ICH/IFTC/Warming Centre**
- **Tipi Moza**
- **Salvation Army – Correctional and Justice Services**
- **John Howard**
- **LDSB (adult newcomers + EDIIA supports)**
- **E-Fry**
- **SAC**
- **United Way**
- **Victim Services**
- **City of Kingston/Kingston Transit**



- * **EDIIA ongoing training opportunities**
- * **Referral system/re-assurance**
- * **Coordinated event planning**
- * **Social media pre-planning for calendar events/media releases**
- * **Hate Crime education+ Policing in Ontario**
- * ***Provincial representation: Serving with Pride, EDI working group, HCEIT***

Increase Awareness and Education

Create EDIIA sponsors/allies

- **Rookies?**
- **Coach officers?**
- **Media Officer?**
- **CORE?**
- **Leadership?**
- **MCRRT?**
- **COAST?**

**KPF EDIIA
Officer Role**

