



Promising Practices: Improving Relationships Between Police and our Diverse Communities



Steven Lorenzo Baileys | Inter-Cultural Association of Greater Victoria
Greater Victoria Police Diversity Advisory Committee

Stand up if....

You, a parent or a grandparent came to Canada from another country

You have a generally positive impression and/or experiences with the police in your community

You know someone who has had a negative experience with police because of their skin colour, immigration status, faith or other characteristic

You believe that police in your community should actively play a positive role in creating welcoming communities and effectively combatting racism





Promising Practices: Improving Relationships Between Police and our Diverse Communities



What is the Greater Victoria Police Diversity Advisory Committee?



Mission

- To serve as voice between region's diverse communities and police
- To work towards building and maintaining trust and positive relationships with diverse communities served by police



Mandate/Goals

- To act as advisory body to region's Police Chiefs and police services
- To help police better understand the diverse cultures, value systems, unique perspectives, religious beliefs, etc. of the community members they serve.



**Who does the GVPDAC
Represent and Serve?**



Greater Victoria Region

- 13 municipalities
- 344,000 population
- 18% are immigrants
- 13% visible minorities:
 - Chinese
 - Indian
 - Filipino
 - Hispanic
 - African Caribbean





Member Community Agencies

Victoria Pride Society



Inter-Cultural Association



Francophone Society



African Heritage Association



India-Canada Cultural Association



Jewish Federation of Victoria



Victoria Native Friendship Centre



Ismaili Muslim Community Association



University of Victoria Human Rights and Equity



Victoria Immigrant and Refugee Centre Society





Member Police Agencies



Oak Bay Police



Victoria Police



Central Saanich Police



Saanich Police



Royal Canadian Mounted Police



What are Key Initiatives Carried Out by the GVPDAC?



▪ **Education and Training**

- increase police understanding about diversity in the community; and support development of knowledge, skills and resources about how to work effectively with diverse communities

▪ **Information and Awareness**

- ensure diverse communities are aware of the work of GVPDAC, and the roles and responsibilities of police in community safety and well-being

▪ **Relationship Building**

- build trust and strengthen relationships with diverse communities



DAC Community Police Outreach Activities



DAC Community Police Outreach Activities



Promising Practices:

Activities to Build Trust and Strengthen Police-Community Relationships



Faith and Cultural Educational Learning Sessions

Opportunities to Build and Strengthen Police and Community Relationships



Police and Community Engagement-Dialogues



- Bring together police and diverse community members in meaningful way to dialogue
- Structured dialogue using Global Cafés
- Share perspectives on police-community relationships – **“the good, the bad and the ugly”**



Police and Community Engagement Dialogues held in past year with:

- **Newcomer Immigrants**
- **Muslim Community**
- **African Caribbean Community**

Getting to Know Our Communities: Community Engagement Event with Local Police



Monday Aug 24

5:00pm-7:30pm

Masjid Al-Iman Mosque



The Masjid Al-Iman Mosque and the Greater Victoria Police Diversity Advisory Committee (GVPDAC) invite you to a community event hosted by the police.

The event bring will bring together police and members of the Masjid Al-Iman to join in conversation and share perspectives about how to improve understanding and relationships with the diverse communities served by police.

Community members and police will share and explore key questions including:

- How are police seen or viewed in your home country?
- What is your view of the police here in the Greater Victoria Region?
- What can we do to improve police and community relationships?

A light supper and refreshments will be served.

Police representatives will **come prepared to listen & ask questions from members of the Masjid Al-Iman** in the spirit of learning and understanding.



Community
Partnership Network

To register or for more information please contact Staff Sgt. Scott Treble at:
streble@saanichpolice.ca





Police Community Engagement-Dialogue

- 70+ members of Mosque attended
- 22 police and DAC members- including all police chiefs
- Global Café tables
- Police strongly encouraged to listen and learn



Police Community Engagement-Dialogue

Global Cafe Questions

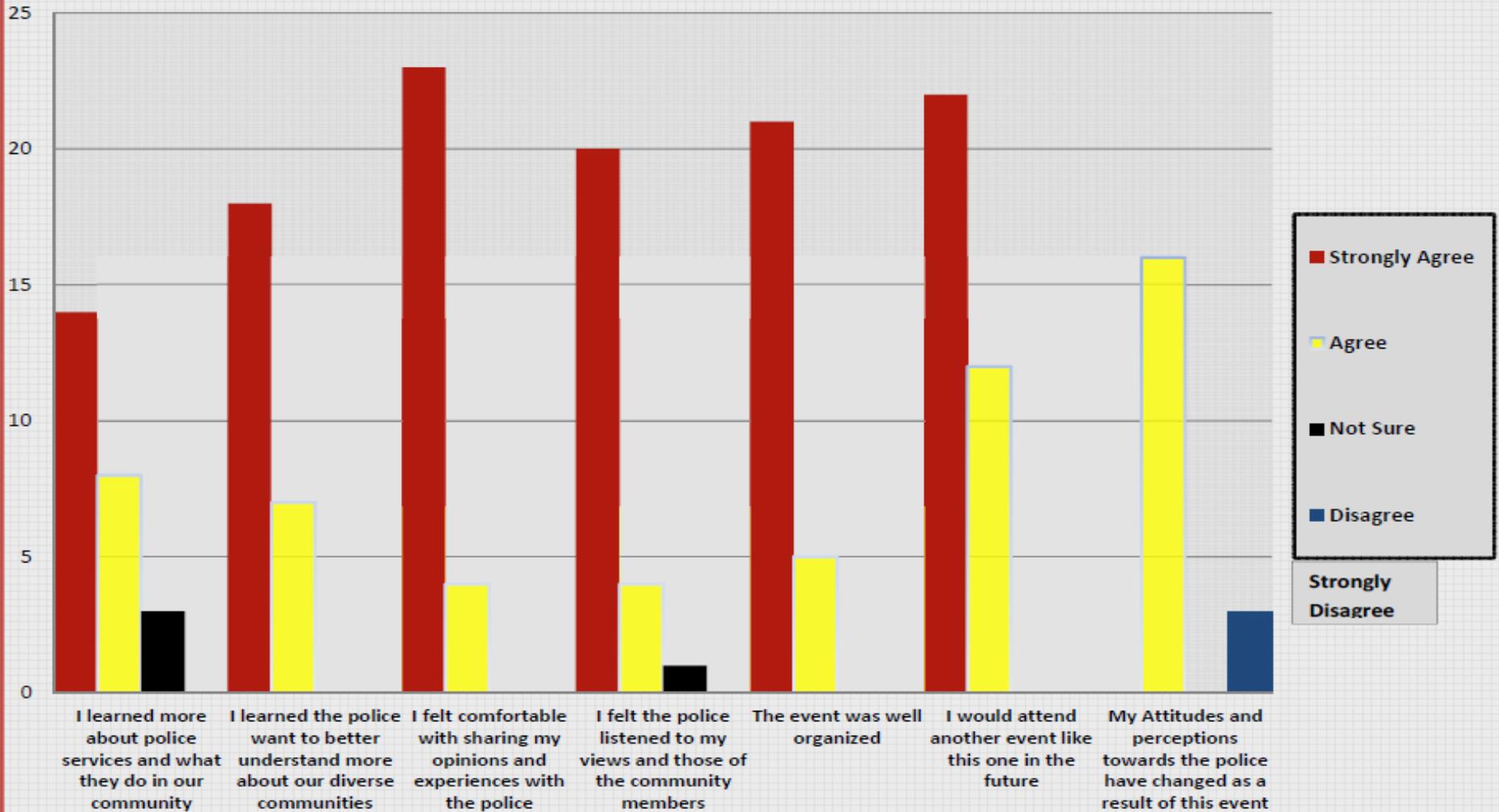
1. How are police seen or viewed in your home country?
2. What is your view of police here in the Greater Victoria region?
What experiences have you had with them (either positive or not positive)?
3. What suggestions do you have to improve relationships and understanding between police and your community?



Feedback and Outcomes from Police Community Engagement Dialogue

Community Engagement Feedback

Masjid Al-Iman Community Global Café Survey Results



What suggestions do you have to improve relationships and understanding between police and your community?

- increase police awareness and knowledge about the Muslim faith and the cultural practices observed by Muslims with classes or visits to the Mosque
- regularly and informally visit the mosque and the community in order to “socialize with” and build trust and relationships with the community
- outreach directly with Muslim youth and women to better learn about and understand the concerns of youth and women

Follow-up Report and Some Recommendations

- Organize and host police station tours and open houses for immigrant newcomers and other diverse communities
- Organize and deliver police and crime prevention information sessions at locations of diverse communities (Mosque, Temples, Associations, etc.)
- Reach out to and recruit members of diverse communities as police volunteers, reservists and regular officers
- Organize regular police-community engagement dialogues with communities
- Provide diversity and anti-bias education, training and information to police members



**Additional Promising Practices:
Improving Relationships Between Police and
our Diverse Communities**



Police and Diverse Communities- Community Forum Theatre



Community Engagement with Police and Diverse Communities - Forum Theatre



Anti-Bias and Diversity Training for Police

- Vic PD, Saanich PD and RCMP in collaboration with BC Ministry of Public Safety and Solicitor General is piloting the Fair and Impartial Policing (FIP) Anti-Bias Training



Police Have Joined Community Partnership Network, Local Immigration Partnership





Police Community Information and Meet and Greet Session with Syrian Refugees



Conclusion



History of GVPDAC

- Established in 2001 after report issued from University of Victoria and Capital Region Race Relations Association indicated critical need for better community police relationships
- First committee of its kind to bring together representatives from police and diverse communities







Engagement with Communities- theatre

Police and Diverse Communities
theatre