

Community Inclusion Team Strategic Plan



Gawendum Gaakina Awaya

“Protect Everyone and Everything”

- ✓ **“Community Inclusion Team” (CIT) name gifted by the Organizational Change Project Committee through their journey – via ceremony & Indigenous lens.**
- ✓ **Focus on building relationships with Indigenous people and organizations while recognizing the need to be inclusive of everyone.**
- ✓ **Importance of imbedding the teachings and natural laws of the Anishinaabe within the CIT in a journey learn from each other.**
- ✓ **The CIT is a centralized hub of the TBPS for re-righting relationships with indigenous, other racialized and underrepresented people.**
- ✓ **Includes maintaining relationships with all people of Thunder Bay and those who come to the city.**





Vision

A trusted and transparent unit of the Thunder Bay Police Service which fosters positive relationships between police, Indigenous people, other racialized and underrepresented groups we serve.

Mission

To enhance relationships by positive interactions, empowering individuals, investing in partnerships, constant communication, and education to increase understanding and acceptance to make the TBPS more welcoming and accessible to all.

Building trust. A path forward.



Engage

Dedicate to enhanced community connections to foster relationships, provide support, and ultimately build trust with Indigenous people, other racialized and underrepresented groups.

- ✓ Consult with Indigenous people, other racialized and underrepresented groups to understand barriers, consider service needs and further reconciliation.
- ✓ Invest in a variety of initiatives to build capacity with a focus on youth interactions.
- ✓ Collaborate with organizations and partners in the city to meet the needs of community.
- ✓ Develop educational campaigns focused on awareness of Hate Crimes, Gang Recruitment, and Interactions with Police.
- ✓ Dedicate to embracing culture and diversity guided by Elders, Knowledge Keepers and community leaders.



Support

Commit to enhanced interactions with vulnerable individuals, develop opportunities for cultural and diverse training and embrace Provincial Liaison Team framework.

- ✓ Invest in training new Provincial Liaison Team members to ensure lines of communication and understanding are maintained throughout interactions with Indigenous people and diverse groups in major events, demonstrations, and disputes.
- ✓ Liaise with victims, witnesses, and investigators to enhance interactions and provide support during investigations.
- ✓ Coordinate cultural competency training for all police officers and civilian employees throughout their career.
- ✓ Develop partnerships with APS & NAPS for a work exchange program.



Recruit

Focus on strategies essential to increasing the interest of diverse community members to consider a career in policing and opportunities to successfully prepare for the hiring process.

- ✓ Collaborate with Human Resources to develop a recruitment strategy.
- ✓ Explore opportunities to engage with members of diverse communities to interact in meaningful dialogue.
- ✓ Develop opportunities to volunteer at the TBPS or partner with a mentor to successfully prepare for the hiring process.



Communicate

Invest in showcasing the ongoing efforts to engage, support and recruit while being transparent with the commitment to improve service delivery.

- ✓ Utilize social media to document and highlight ongoing work by the CIT.
- ✓ Host media events to highlight ongoing partnerships and success of work being completed.
- ✓ Prepare quarterly and annual reports to ensure the team is on track with the plan.
- ✓ Complete physical initiatives at headquarters that help make the TBPS more welcoming and inclusive.
- ✓ Invest in items that visibly showcase commitment to culture and diversity.



Equity, Diversity and Inclusion Committee

- ✓ An internal committee – comprised of both civilian and sworn members.
- ✓ Purpose is to propose innovations on who we are and what we represent internally and externally to ensure the best service to our community.
- ✓ Opportunity for internal engagement.
- ✓ Connects to the Community Inclusion Team (CIT) Strategic Plan by offering opportunity to hear all voices for a positive impact for our service delivery model.
- ✓ Includes community engagement to inform community policing practices.



Questions ?

THANK YOU!

