**Thunder Bay Police Services Board**

**DEI Framework and Policy Development**

**Communication and Engagement Work Plan**

# **GOALS & OBJECTIVES**

## **Goal:**

* To develop a DEI framework and policy that is responsible, reflective, relevant, reciprocal and relational.

## **Objectives of Engagement:**

* Ensure that employees and other internal stakeholders are proactively engaged and informed ahead of the external communications.
* Engage with key partners, employees and stakeholders in the development of the DEI Framework.
* Build trust among all stakeholders that Thunder Bay Police Service has a new path forward to address concerns and challenges and DEI Framework is a key piece of that path forward.

# **PRINCIPLES OF ENGAGEMENT**

Rely on the principles of truth and reconciliation.

*The Truth and Reconciliation Commission of Canada believes that for Canada to flourish in the 21st century, Reconciliation between Indigenous and non-Indigenous Canada follows these principles:*

* *The United Nations' "Declaration on the Rights of Indigenous Peoples" provides the framework for Reconciliation at all levels and across all sectors of Canadian society.*
* *First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.*
* *Reconciliation is a process of healing of relationships that requires public Truth sharing, apology, and commemoration that acknowledge and redress past harms.*
* *Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Indigenous peoples’ education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.*
* *Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Indigenous and non-Indigenous  Canadians.*
* *All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.*
* *The perspectives and understandings of Indigenous Elders and Traditional Knowledge-Keepers about the ethics, concepts, and practices of Reconciliation are vital to long-term reconciliation.*
* *Supporting Indigenous peoples’ cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the Reconciliation process are essential.*
* *Reconciliation requires political will, joint leadership, trust-building, accountability, and transparency, as well as a substantial investment of resources.*
* *Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Indigenous rights, as well as the historical and contemporary contributions of Indigenous peoples to Canadian society.*

Commitment by the Thunder Bay Police Services Board (not approved, just preliminary drafted by Group A):

* Oversee Thunder Bay Police Services to serve and protect all Thunder Bay residents and visitors
* Commit to building respectful relationships with Indigenous people
* Ensure governance structure recognizes, respects and centres Indigenous people and worldviews
* Work with Police Service to develop a trauma informed approach, ensuring they have sufficient and appropriate resources and supports.
* Support Police Service to build a service reflects the diversity of the Thunder Bay population
* As a service agency partner with community agencies to help build a circle of care to support Indigenous people in their life journey.
* Contribute to the rebuilding and preserving of Indigenous communities, languages and knowledge in appropriate and community-specific ways (word for word from College)

**TASKS TO COMPLETE TO PREPARE FOR SESSIONS**

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| **#** | **KEY ACTIVITIES TO PREPARE FOR SESSIONS** | **RESPONSIBLE** | **TIMING** |
| **1** | Retain engagement specialist and researcher, who have an understanding of and experience in Indigenous research methodologies | John Hannam | July |
| **2** | Develop questions for the engagement sessions | Group A & Researcher | January |
| **3** | Arrange and host the engagement sessions | Specialist/ Researcher | January/  February |
| **4** | Summarize sessions, coding themes and key messages | Specialist | February/  March |
| **5** | Communicate results | Group A | TBD |

**KEY CONTRIBUTORS**

Each session may take up to two hours.

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| **Key Contributor Group** | **Internal / External** | **Particulars** |
| Police Services - Indigenous employees | Internal | One session - TBD |
| Police Services - Other groups under Human Rights and Equity | Internal | One session – TBD  Women, racialized or visible minorities, 2SLGBTQIA+, disabilities |
| Indigenous agencies | External | One session  ONWA, TBIFC, MNO, Kanachihi, Matawa, Nokiiwin, FWFN, KO, NAN Legal, Beendigen  \* do we want to invite the Chief’s Indigenous Advisory Committee to this or go to one of their meetings as part of the consultation process? |
| Other service agencies | External | One session  John Howard, Elizabeth Fry, Dew Drop Inn, Shelter House, Urban Abby, YES employment, LGBTQ (two groups), Thunder Bay Multicultural Association, Regional Multicultural Youth Centre |
| Elders | External | One session  City Elders Council, invitation through other Indigenous agencies |

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| Academic/Professional with knowledge in DEI, decolonization, justice etc.  **Individual Interviews by Davut** | External | Dr. Lana Ray(?), Dr Jula Hughes, Dr Kristen Brunett,  Tenille Brown, Sherry Abotossaway, Pam Burton |

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| **Key Contributor Group** | **Questions** |
| Police Services Indigenous employees | To develop policies and/or make decisions going forward, what are some things the PSB needs to always recognize or understand about Indigenous people and worldviews?  *Probe question: What are key principles or teachings that should considered when making those decisions and policy development?*  If you knew that many people on PSB were non-Indigenous would your answer change? Would you add anything else?  What are some internal biases or systemic barriers that you have faced while working?  What practices would you recommend to overcome these biases and barriers?  Is there anything else that you would like PSB to know as they work on the development of the DEI framework? |
| Police Services HRE | To develop policies and/or make decisions going forward, what are some things the PSB needs to always recognize or understand about Indigenous people and worldviews (and/or understand about being a racialized, a gender other than male, 2SLGBTQIA+, or person with disabilities)?  *Probe question: What are key principles or teachings that should be considered in making decisions and policy development?*  If you knew that many people on PSB were non-Indigenous (and/or racialized, a gender other than male, 2SLGBTQIA+, or person with disabilities) would your answer change?  What are some internal biases or systemic barriers that you have faced while working?  What practices would you recommend to overcome these biases and barriers? |
| Indigenous agencies | To develop policies and/or make decisions going forward, what are some things the PSB needs to always recognize or understand about Indigenous people and worldviews?  *Probe question: What are key principles or teachings that should be decisions and policy development?*  If you knew that many people on PSB were non-Indigenous would your answer change?  What are some internal biases or systemic barriers that you have faced in your interactions with Police Services?  *Definitions: Internal biases are those of the officers or staff. Systemic Barriers: are policies, practices or procedures that result in some people receiving unequal access or being excluded.*  What practices would you recommend to overcome these biases and barriers? |
| Other service agencies | To develop policies and/or make decisions going forward, what are some things the PSB needs to always recognize or understand about Indigenous people and worldviews?  *Probe question: What are key principles or teachings that should be decisions and policy development?*  If you knew that many people on PSB were non-Indigenous would your answer change?  What are some internal biases or systemic barriers that you have faced in your interactions with Police Services? Internal biases are those of the officers or staff.  What practices would you recommend to overcome these biases and barriers? |
| Academic/Professional with knowledge in DEI, decolonization, justice etc.  Individual Interviews by Dr. Davut Akca | To develop policies and/or make decisions going forward, what are some things the PSB needs to always recognize or understand about Indigenous people and worldviews?  *Probe question: What are key principles or teachings that should be decisions and policy development?*  If you knew that many people on PSB were non-Indigenous would your answer change?  What are the foundations to policy development or decision making from a DEI perspective?  If you were going to create or evaluate a policy, what approach would you take to determine if it would create bias or barriers for Indigenous people?  *Probe question: What are some key areas that you would consider?* |
| Elders | To develop policies and/or make decisions going forward, what are some things the PSB needs to always recognize or understand about Indigenous people and worldviews?  *Probe question: What are key principles or teachings that should be decisions and policy development?*  If you knew that many people on PSB were non-Indigenous would your answer change?  What are some internal biases or systemic barriers that you have faced in your interactions with Police Services?  *Definitions: Internal biases are those of the officers or staff. Systemic Barriers: are policies, practices or procedures that result in some people receiving unequal access or being excluded.* |

Communications

Give opportunities for each attendee to reach out to the facilitator to have private discussions if they would be more comfortable?

Communication with email = option for private discussions if not comfortable in a focus group session.

Click on link with survey – additional to add, here is a link OR questions… full anonymity