

EPS Street Checks – 2018 Recommendations Update

#	Recommendation	Response
1	<i>Initiate a public dialogue on street checks.</i>	<p>Community Engagement Strategy is currently taking place with 50 different diverse community engagement meetings. The EPS is seeking to address, inform, learn from and engage our community on issues such as racism and discrimination, and establish an ongoing dialogue on items such as street checks, and privacy issues.</p> <p>Future strategies will be dependent on key transformational actions identified. Along with this, the EPS will work with the EPC to outline the context issues emerging and forecast how they may impact the EPS goals and outcomes and the community.</p>
2	<i>Reduce the disconnect between senior management and the line level with respect to the objectives and conduct of street checks.</i>	<p>The EPS has implemented a centralized approval process for Street Checks to increase their consistency. A Criminal Intelligence Unit constable is responsible for all of the approvals of Street Check Reports. Through this process, line level members receive consistent feedback with respect to the objectives and conduct of Street Checks which aligns with that of Senior Management. In addition, internal communication has been developed and shared with line level members to inform and educate on Senior Management's expectations related to the objectives and conduct of Street Checks.</p> <p>Policy changes and training have occurred that provide clearly defined procedures regarding Street Checks. Through this continued and consistent messaging EPS is confident that any disconnect between Senior Management and line level members has significantly reduced.</p>
3	<i>Increase the diversity of the EPS.</i>	<p>The EPS is actively pursuing the hiring of a more diverse police service to ensure appropriate responses and understanding of the diverse community it serves. The EPS's Recruit Selection Unit (RSU) works with a Diversity Positive Advisory Recruiting Committee (DPARC) to continually seek ways and develop initiatives to engage with Edmonton's diverse community in a manner that will attract interest in Policing as career choice and increase the number of applications received from visible minorities. This DPARC is made up of representatives from seven diverse communities.</p> <p>The RSU also has specific initiatives which target recruitment from Edmonton's diverse communities; these initiatives include building relationships with leaders and key influencers in Post-Secondary Student and Religious / Ethnic Clubs and Religious Institutions and advertising and interviewing with various Cultural & Community Media outlets.</p>

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		<p>To support interested recruits through the hiring process and prepare them for Recruit Training, the RSU has developed a Recruit Applicant Mentorship Program (RAMP) and a Recruit Mentoring Academy (RMA). RAMP started in January 2017 and mentors those potential applicants who are a visible / sexual minority or female through the hiring process. RMA, the first of its kind in Canada, launched in March 2017. In the RMA prospective applicants are hosted at an academy to mentor them regarding ethics in policing, public speaking, and physical fitness, while building relationships with the EPS recruiting staff. Of the 139 members of the academy, 79 have been hired, most of whom would not have been hired through the traditional recruitment process.</p> <p>In June 2018, RSU developed specialized bias awareness training. All members of RSU have since attended this specially designed training.</p> <p>Over the past two years EPS has hired 140 new police officers with a broad range of educational qualifications, from certificates to doctorates. Of these new officers, 46 were women (33%) and 40 identified as visible minorities (29%) with 15 languages other than English spoken between them. Currently, the national average for female police officers in a police organization is approximately 20%.</p> <p>Since 2017, the diversity of the police officers hired has increased substantially, with the number of recruits self-identifying as belonging to a diverse population increasing from 12% in 2016 to 57% in 2019.</p>
4	<i>Address the privacy issues surrounding street checks</i>	<p>EPS will review the Provincial guidelines once established and ensure implementation of the guidelines.</p> <p>The EPS continues to ensure that policies and processes align with provincial and federal privacy legislation with respect to the sharing of information with external law enforcement agencies.</p>

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5	<i>View street checks as a microcosm of the larger issues related to racism and discrimination against communities of diversity</i>	<p>As noted in recommendation #1:</p> <p>A Community Engagement Strategy is currently taking place with 50 different diverse community engagement meetings. The EPS is seeking to address, inform, learn from and engage our community on issues such as racism and discrimination, and establish an ongoing dialogue on items such as street checks, and privacy issues.</p> <p>Future strategies will be dependent on key transformational actions identified. Along with this, the EPS will work with the EPC to outline the context issues emerging and forecast how they may impact the EPS goals and outcomes and the community.</p>
6	<i>Improve officer knowledge of the communities and persons they police</i>	<p>For several years, the EPS has brought in a variety of representatives from different community groups and marginalized populations to speak to officers on their experiences and perspectives.</p> <p>In addition, Recruit Training program has been updated to include a more robust communication component as well as existing training on cultural safety and the inclusion of diverse communities. Topics taught in Recruit Training intended to inform members of the communities and persons they police include:</p> <ul style="list-style-type: none"> a. Providing Quality Customer Service b. Professionalism, Ethics & Integrity c. Bias Awareness d. Indigenous Historical Trauma & Smudge e. LGBTQ2S+ Community f. Historical Trauma & Cultural Safety g. Power and Privilege h. Victim Offender Overlap i. Trauma Informed Policing & Adverse Childhood Experiences (ACE) j. Community Conversations k. Procedural Justice and Police Legitimacy <p>Continuing professional development in these areas includes mandatory training and eLearning material for our membership.</p>
7	<i>Create additional report forms.</i>	<p>The EPS is currently undergoing a records management system (RMS) modernization project. This will include new templates and workflows according to an established information management process. The SCR will be included within this project and be subject to this new information</p>

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		governance model.
8	<i>Monitor for pretense policing</i>	Through already established processes and procedures, the EPS monitors and appropriately responds to signs of unprofessional conduct. These already established processes and procedures include, but are not limited to the accountability model, early intervention and the work conducted by the Professional Standards Branch. The EPS is confident that these established processes monitor for pretense policing.
9	<i>Monitor for de-policing.</i>	As stated in #8 Through already established processes and procedures, the EPS monitors and appropriately responds to signs of unprofessional conduct. These already established processes and procedures include, but are not limited to the accountability model, early intervention and the work conducted by the Professional Standards Branch. The EPS is confident that these established processes monitor for de-policing.
10	<i>Monitor for procedural justice in police-citizen encounters.</i>	Throughout recent training efforts, and an update of the EPS recruit training curriculum, significantly more emphasis on communication has been provided. This included professionalism, achieving certain communication objectives, and additional instruction on complex de-escalation techniques in order to achieve successful officer-citizen interactions. Recent training also included the purpose and 'how to' behind street checks, with attention to indicators of criminality (not race) and attention to being fair and managing bias. GBA+ training has been rebranded as Modern Policing Analysis and is a tool used to assess how diverse groups of people may experience service provision and be differently impacted by policies, programs, and initiatives across the EPS. It identifies ways to reduce and prevent inequalities in our police service which promotes an equality of outcomes for all through practicality, pragmatism, and accessibility.
11	<i>Monitor for problem officers.</i>	Through already established processes and procedures, the EPS monitors and appropriately responds to signs of unprofessional conduct. These already established processes and procedures include, but are not limited to the accountability model, early intervention and the work

Attachment 1

#	Recommendation	Response
		conducted by the Professional Standards Branch.