



## Anti-Racism Internal Committee Meeting

Meeting Minutes

June 2021

ISC: Protected A

### ARAC Internal June 22, 2021 Minutes

The meeting started with A/Insp. Martin giving the land acknowledgement. She then thanked all the members who applied for the sub-committee.

A/Insp. Martin wanted to take a temperature check of the Committee. Where are we at now? Do the members still want to be a part of this journey? This is the time for self reflection. This is a good time to understand our baseline and bring forward actionable deliverables to bring forward to ELT/SLT.

An idea from the External ARAC was brought forward. The idea was to have a blank card available in all police vehicles, so officers can write down their name and regimentals when requested by members of the public. Is this reasonable and attainable? A/Insp. Martin asked for the Internal ARAC's feedback.

One member shared that there is a lot of pressure on the front line right now with understaffing and PSS complaints up. The member would like to ensure the Service rolls this out in the proper way. Policy is clear that an officer's name and badge number must be given upon request. A/Insp. Martin said that this is just something that is being socialized.

Another member also spoke about the need to be careful with this roll out. This member has seen several of our officers targeted through social media. There needs to be a balance with this and the need for accountability. We also have BWC accountability. This member felt It is an unfair expectation for the community to ask for this from the CPS. A/Insp. Martin explained that the community expectation is that the name and badge number are legible and provided on the spot by officers. She agreed that there must be a level of protection.

Another comment was that some people in the community are afraid of police and are not aware that they can ask for an officer's name and badge number.

A/Insp. Martin felt it may be a good idea to get the internal and external ARACs to come together to discuss this issue. More ownership on the person asking for the information.

Officers are trained to give out their business cards. It was not a cultural issue. Perhaps CPS can partner with Communications so that they can provide the officer's information.

Katy suggested that we have an opportunity to deliver policy in a better way to access the information.





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One member said this is an opportunity for members. An accountability piece as it is members duty to provide the information. There is a code of conduct signed by recruits which ensures professionalism.

Another comment was that most times when officers are asked these questions, they are in the middle of something dynamic. Maybe have regimental and name more visible on uniforms. In the middle of a struggle to give out a card may put members in more danger. What if they run out of cards is this going to open members up to more complaints?

As an employee of the CPS it is our responsibility to give the public our information. What are some actions we can take that serve as ways to build trust? There are lots of calls that go through the media line as the public do not know how to get in touch with an officer.

It seems that every time these positive things are brought forward it is always looked at that a potential for a PSS complaint. Looking at something that is easily done as a positive not a negative.

One member said that he used to give out cards all the time. After the officer received several calls from people who thought the officer was their personal police officer or being harassed by others, this officer no longer carries cards anymore. If the information is requested that officer will provide it.

Some people are unable to read an officer's name off the uniform. Perhaps adding a regimental number to business cards would help as well as providing braille on the cards for visually impaired citizens.

One member does have significant concerns. We need to be thoughtful about making recommendations creating more policies.

A/Insp. Martin thanked everyone for the great conversations.

She turned the meeting over to Katy to set up the breakout sessions. Katy explained the themes of the breakout sessions to help create the Anti-Racism strategy.

The group went into their breakout sessions.

**Meeting Adjourned**

