

“PUBLIC AGENDA”

TO: Jo Custead, Chairperson
Board of Police Commissioners

FROM: Troy Cooper
Chief of Police

DATE: 2021 February 01

SUBJECT: Proposed Position – Director of Equity, Diversity and Inclusion

FILE #: 2,022

ISSUE:

The Saskatoon Police Service (SPS) has identified a need to have a person who specializes in providing leadership with respect to equity, diversity and inclusion initiatives as part of its management structure.

RECOMMENDATION:

That the Saskatoon Board of Police Commissioners receives this report as information.

STRATEGIC PRIORITY:

This report addresses the following Strategic Priorities:

- Strategic Theme – Our People
 - Goal – Promote a healthy work environment and a culture of learning to ensure members reach their full potential.
- Strategic Theme – Partnerships
 - Goal Enrich the relationships between the Saskatoon Police Service and the many diverse communities that we serve.

DISCUSSION:

Throughout 2020 the SPS worked on its 2020 Business Plan and more specifically the strategic goal of enriching the relationship between the SPS and the communities it serves. Many activities were undertaken toward this goal including engaging with the Indigenous community in a meaningful way and the development of an Indigenous Engagement Strategy.

Although the Service's COVID-19 Pandemic response influenced, and continues to influence, the SPS' ability to meet its Business Plan goals, and specifically, to develop an Indigenous Community Engagement Strategy, another major contributing factor is the lack of a single dedicated person at the Executive Team level to oversee the process. Establishing that position will allow the SPS to find success in this activity.

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In November 2020 the SPS re-branded its Cultural Unit in recognition of the changing role the Unit performs within and outside of the SPS. The Unit is now identified as the Equity and Cultural Engagement Unit, carrying the responsibilities of fostering cultural knowledge sharing within the SPS and creating equity and inclusion opportunities to better connect the SPS to the community we serve. A dedicated person at the Executive Team level to oversee the operations of this Unit and the Indigenous Relations Consultant would assist the SPS in meeting those responsibilities.

The SPS currently participates in the City of Saskatoon Equity, Diversity and Inclusion Advisory Committee and the Canadian Association of Chiefs of Police Committee on Equity, Diversity and Inclusion. Having an Executive Team level position whose specialty lays within these essential areas of interest would allow the SPS to better represent the community and encourage participation at all levels in achieving a workplace that embraces inclusion and diversity.

In developing the proposed position, the SPS benchmarked with the City of Saskatoon, the Ottawa Police Service, and the Winnipeg Police Service. The proposed position is similar to a position in the Ottawa Police Service.

Funding to staff the proposed Director of Equity, Diversity, and Inclusion position would come from existing FTE funding provided for a vacant Director position in Asset Management.

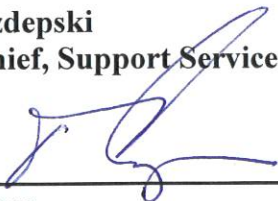
CONCLUSION:

Reallocating the FTE funding from the vacant Director of Asset Management towards the proposed Director of Equity, Diversity, and Inclusion allows the Saskatoon Police Service to attain its strategic goals of developing a culture of learning to ensure our members reach their full potential while enriching the relationships between the SPS and the community we serve.

The proposed position will provide the SPS the capacity to attain its Business Plan goals over the next several years.

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Deputy Chief, Support Services

Submitted by: 
Troy Cooper
Chief of Police

Dated: February 9, 2021