



LGBTQ2S+ Apology and Reconciliation Process

For Information

to the

Edmonton Police Commission

October 17, 2019

Presented by: Natasha Goudar, Equity, Inclusion and Human Rights

Strategic Advisor

and

Celene Lemire, Stakeholder Relations, Advisor



Historical Context:

Methodology of information collection

- External meta-analysis of documented events and police interactions as outlined in journal articles, legislation, news, media and publications
- Open source research in response to public concerns on “EPS Bath house Raids”
- Community Stakeholder Discussions on local police relations
- Examination of Laws that influenced EPS enforcement activities



Local Historical Context

- 1942- RCMP and Edmonton Police conduct a “sting” operation on gay men in Edmonton.
- 1981- Pisces Health Spa Raid
 - 56 patrons arrested, photographed, charged
 - Media tip off & Public humiliation
- Early 1990s – Victoria Park Police Operations
- 1992- EPS “Gay Liaison Committee” is formed



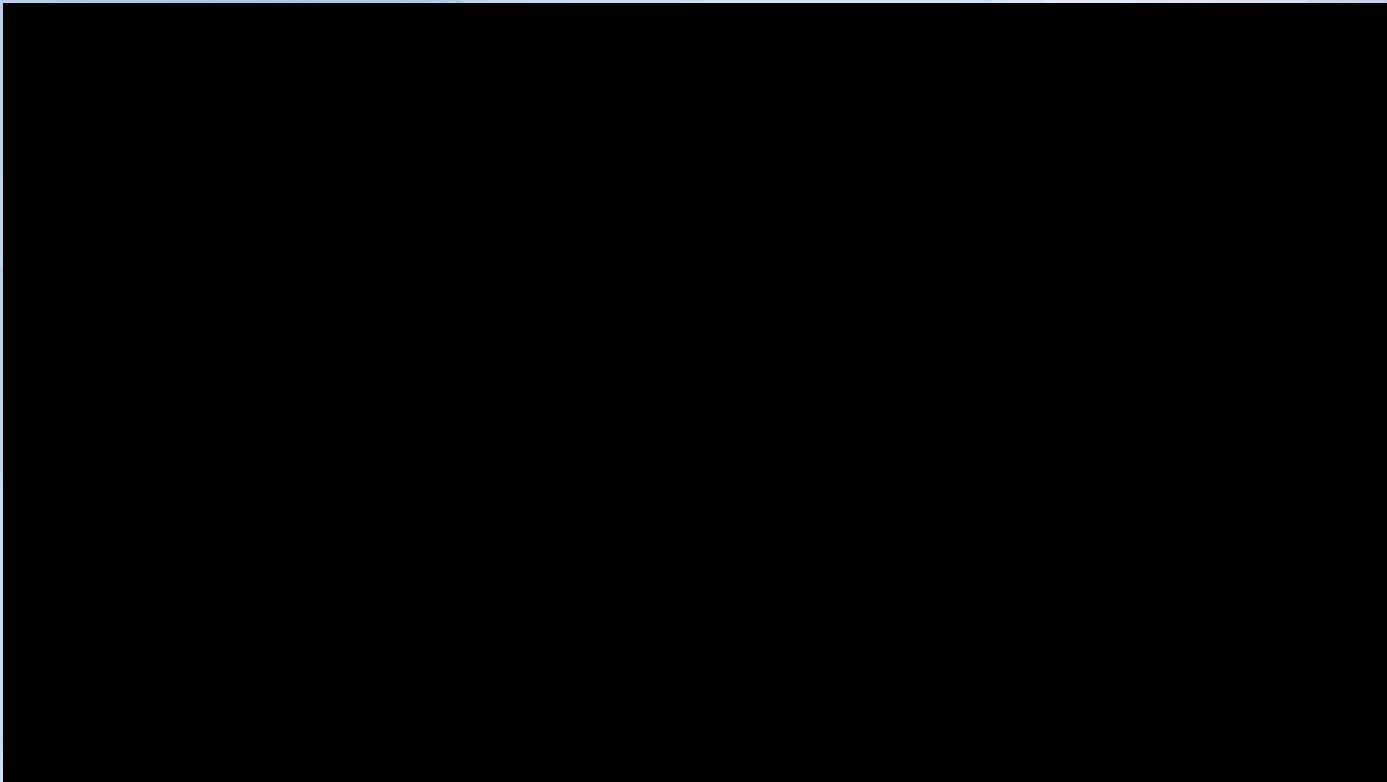
Commitment to building a sustainable relationship





The apology and commitment to (re)conciliation

May 3, 2019: Edmonton Police Service Chief Dale McFee issues an apology and commitment to reconciliation with the LGBTQ2S+ Community.





Phases of Work

Phase I: COMPLETE (May 3, 2019)

Development and delivery of an internal and external apology as well as communication on the reconciliation process including the development of the consultation process.

Phase II: COMPLETE (June 2019)

Collect feedback and consult with LGBTQ2S+ thought leaders to develop an inclusive consultation process (internal and external)

Phase III: COMPLETE (October 2019)

Conduct internal and external consultations

Phase IV: DUE NOVEMBER 2019

Compilation/categorization of information gathered, context and content analysis. Recommendation report to EPS on results from the reconciliation consultation process, and recommendation for next steps to building a sustainable and valuable partnership, including action plan, communication strategy and accountability items.

Phase V: BEGINNING JANUARY 2020

Implementation of action plan by EPS in partnership with LGBTQ2S+ community.



Consultation Process

Informed development of consultation process:

1. Consultations with diverse thought leaders from LGBTQ2S+ community
2. Input gathered from EPSinput.ca
3. Summary report regarding the form and content of consultation process posted as part of commitment to transparency

Criteria used for consultation process implementation:

- Thoughtful cross section of participants (Inclusion)
- Safe rooms/environments (Accessibility)
- Commitment to privacy (Trust)

Multiple engagement strategies used:

1. Focus groups
2. In-person and phone interviews
3. General survey



Next Steps

- Development of Summary report including:
 - “What we heard” (External) report and “EPS Voices report” (Internal)
 - All reports shared on EPSinput.ca
- Transition to Value and Impact Division for sustainability and action plan development
- Update to EPC January 2020



**Questions?
Comments?**