

Initiatives or Projects Underway at EPS addressing racism and marginalization:

Existing/Ongoing:

- Partnerships: As evident in the release of the new EPS Strategic Plan, the EPS is currently shifting its approach to policing. Part of this new approach places great importance on the value of partnerships in striving for community safety and wellbeing in Edmonton.
- Community Safety and Well Being Bureau established and has moved forward on developing its' response to vulnerable, marginalized and isolated persons, who have increased contact with emergency and community service providers and can be diverted away from EPS response and the criminal justice system.
 - Diversion and Distance Branch and Integrated Offender Management Team
 - School Resource Officer changes to work with Child and Family Services
- Community Relations Section – comprised of civilian and sworn members who work to build relationships with Diverse, Emerging and Indigenous communities.
- Police and Community Engagement Team - PACE was established in 2018 with the intent to engage and build relationships with Diverse, Indigenous and Emerging (Immigrant, Refugee, Temporary Foreign Worker) communities.
- Commencement of the LGBTQ Reconciliation process and hiring of a Police Liaison Coordinator.

Planned:

- Strengthening the Relationship with Indigenous Communities- The EPS currently is working with an external consultant to conduct a systematic review of policies and practices in alignment with the recommendations from the MMIWG Inquiry Final Report and the Truth and Reconciliation Final Report.
- The new HELP centre (scheduled for opening on January 4, 2021) will be a direct referral agency to various social service agencies in the city. It will be used by police officers who recognize that certain offenders and victims require the kind of assistance that is not available through the criminal justice system.
- Know your Rights- The EPS is currently working with Native Counseling Services of Alberta on the development of a "Know Your Rights" card to be distributed to community members to equip community with knowledge on their rights when interacting with police.
- Chief's Advisory Council- The EPS is currently working to remodel its' former Chief's Advisory Council to build a new model that will bring participants from various communities together to collectively work on community defined issues. **(Recruitment and Selection Summer 2020)**
- Recruit Training and Training sections identified that members from underrepresented communities were struggling within training at disproportionate rates. As such, an external consultant was brought in to conduct an equity review and provide recommendations which are currently being implemented.

Training:

- Training is being developed specifically for members who have been identified as having a possible bias. Formal Discipline measures will still be in place, with specific training as a supplement to provide members with a reflective and deeper learning experience about the impact of such actions and behaviours.
- Compassion Series Video: Moving the needle of the culture of the EPS to having a balanced approach between off-ramps and incarceration it becomes even more significant that EPS educates the membership on who the justice client is.
- Recruit Training and Curriculum contains significant modules related to bias awareness, indigenous issues, victim focused learning, learning about the experiences of vulnerable or underrepresented populations, and values training.