



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2020 June 09

SUBJECT: Diversity & Inclusion Policy

---

#### RECOMMENDATION(S):

That this report be received for information at the June 18, 2020, Edmonton Police Commission Public Meeting.

#### BACKGROUND:

The Value and Impact Division has led work on an update of HR26PO – Equity in the Workplace Policy. This policy was substantially revised between April 1-May 26, 2020, and is now entitled the “Equitable, Diverse and Inclusive Workplace Policy” (see Attachment 1).

The policy has been expanded to provide the organization with strategic principles that will guide the EPS with respect to equity, diversity and inclusion. It includes definitions of key terms (i.e. equity, diversity, inclusion, reconciliation, and treaty acknowledgement) to better facilitate conversations on these subjects within EPS work areas.

Policy statements affirm Edmonton Police Service’s commitments to diversity and inclusion as a key condition of organizational growth and innovation; to Treaty relationships by recognizing the traditional lands of Indigenous Peoples and the role the EPS and criminal justice system plays in addressing systemic oppression of Indigenous Peoples; and to reconciliation efforts that seek to understand and address the harm that has negatively impacted diverse communities’ interactions with the EPS.

Value and Impact Division will support all EPS work areas in operationalizing this policy.

#### ADDITIONAL INFORMATION ATTACHED:

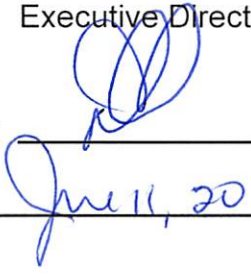
Attachment 1 – EPS Equitable, Diverse and Inclusive Workplace Policy

**Written By:** Erin Prenoslo, Value & Impact Division

**Approved By:** Executive Director Enyinnah Okere, Value & Impact Division

**Chief of Police:** \_\_\_\_\_

**Date:** \_\_\_\_\_

A handwritten signature in blue ink, consisting of a stylized, cursive 'E' followed by 'O', 'K', 'E', 'R', 'E', and '20'.



<b>Manual Part:</b> Human Resources (HR)	<b>Policy Number:</b> HR26PO	<b>Alberta Policing Standards:</b> PA 3.7
<b>EPS Bureau:</b> Value and Impact Division		

# Equitable, Diverse and Inclusive Workplace Policy

---

## Purpose:

To affirm the commitment of the EPS to upholding the principles, policies and practices of equity, diversity, inclusion and human rights. This policy applies to all EPS employees, contactors, and volunteers.

## Statement of Principle:

The EPS is committed to cultivating a diverse, inclusive and equitable work environment in which all civilian and sworn employees, contractors and volunteers can contribute meaningfully to the creation of a forward-thinking police service which strengthens public trust by addressing crime, harm and disorder. This commitment is aligned with requirements set out in the *Alberta Human Rights Act*.

## Definitions:

*Definitions listed in this section apply to this document only with no implied or intended organization-wide or EPS Policy and Procedure Manual wide use.*

**Diversity** – The range of human difference, experiences and perspectives. Diversity includes the protected grounds listed in the *Alberta Human Rights Act*, and also includes (but is not limited to) differences in personality, thoughts, life experiences, learning styles, working styles and viewpoints.

**Equity** – Acknowledging that people have diverse needs to achieve a common outcome. Equity involves examining and recognizing the root causes of inequality and removing systemic barriers to ensure each person can access the opportunities, network, resources and supports they need. Equity is distinct from equality, which involves treating each person the same regardless of their diverse needs.

**Inclusion** – Valuing and embracing diversity to ensure the active participation and contribution of all individuals and groups. Inclusive environments welcome and embrace differences, while viewing them as strengths in creating an innovative and forward-thinking organization and community.



<b>Manual Part:</b> Human Resources (HR)	<b>Policy Number:</b> HR26PO	<b>Alberta Policing Standards:</b> PA 3.7
<b>EPS Bureau:</b> Value and Impact Division		

**Reconciliation** – An inclusive process that requires involved parties coming together for the restoration of healthy and respectful relationships.

**Treaty Acknowledgement** – Treaties signed between the Crown and Indigenous nations to speak to the continuation of sharing of resources, protection and healthy relationships. Acknowledging the Treaty and people whose land we occupy is an important step in addressing truth and reconciliation efforts.

### Policy Statement:

- A. The EPS affirms its support for and adherence to the principles of equity and fairness embodied in the *Alberta Human Rights Act*.
- B. The EPS encourages and supports individual and collaborative efforts to identify and address inequities and welcomes and enables the contributions of all voices as the EPS engages diverse ideas, knowledges, and perspectives in the pursuit of becoming a leading partner in building community safety.
- C. Diversity and inclusion are key conditions for organizational growth and innovation. The EPS will meet its goal of being a forward-thinking police service which strengthens public trust by leveraging the greater variety of unique talents that are found in a workforce made up of people with diverse backgrounds.
- D. The EPS strives to foster a culture that encourages EPS employees, contractors and volunteers to bring their authentic selves, thoughts and perspectives to the workplace.
- E. Reconciliation and policing means a commitment to understanding and addressing the harm that has negatively impacted diverse communities' interactions with the EPS. Reconciliation efforts can be made by organizations and individuals.
- F. The EPS commits to the importance of Treaty relationships by recognizing the traditional lands of Indigenous Peoples and the role the EPS and criminal justice system plays in addressing systemic oppression of Indigenous Peoples.
- G. The EPS recognizes that there is potential for inadvertent workplace bias and inequity, on a case-by-case basis or at a systemic level within any workplace. All employees, supervisors and management have a role in preventing, recognizing, acknowledging, and addressing potential biased practices within the Service. Complaints of individual or systemic discrimination will be addressed in accordance with **HR27PO Harassment in the Workplace Policy** and **HR27-1PR Harassment in the Workplace Procedure**.



<b>Manual Part:</b> Human Resources (HR)	<b>Policy Number:</b> HR26PO	<b>Alberta Policing Standards:</b> PA 3.7
<b>EPS Bureau:</b> Value and Impact Division		

<b>Review Date:</b>	<b>Revision Date:</b>	<b>No.:</b>

### Related Information:

<b>Policy:</b>	HR27PO Harassment in the Workplace Policy
<b>Procedure:</b>	HR27-1PR Harassment in the Workplace Procedure
<b>Forms:</b>	
<b>How-To:</b>	
<b>Additional Info:</b>	Alberta Human Rights Act <a href="http://www.qp.alberta.ca/documents/Acts/A25P5.pdf">http://www.qp.alberta.ca/documents/Acts/A25P5.pdf</a>
<b>Appendices:</b>	

### Documents within Suite:

HR26PO – Equitable, Diverse and Inclusive Workplace Policy