



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2020 December 10

SUBJECT: Promoting Queer Inclusivity: EPS & the LGBTQ2S+ Community

RECOMMENDATION(S):

That this report be received for information.

BACKGROUND:

This presentation will provide an overview of the EPS LGBTQ2S+ Employee Resource Group through a discussion of its mandate and intended objectives in support of promoting LGBTQ2S+ inclusivity within the organization. The Employee Resource Group operates in addition to and in alignment with the Edmonton Police Service's ongoing initiatives and commitments related to the feedback receive and recommendations received from the LGBTQ2S+ reconciliation that formally began in May 2019.

Written By: Matthew Cheung, Equity, Inclusion, and Human Rights Branch

Promoting Queer Inclusivity: EPS & the LGBTQ2S+ Community

December 10, 2020

Cst. Chelsea Elmquist

Cst. Dan Tallack

Matthew Cheung



Topics

- Introductions
- EPS LGBTQ2S+ Employee Resource Group
- Pathways to Reconciliation
- Next Steps



EPS LGBTQ2S+ Employee Resource Group

- Formed in 2018
- Mandate: To act as a voice for all LGBTQ2S+ employees and to support the organization through identifying issues and advocating for solutions



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‘I don’t trust police’: Mending relationship with Edmonton’s LGBTQ community could take years, police commission hears



By **Kevin Maimann** Star Edmonton

▲ Thu., Oct. 17, 2019 | ⌚ 4 min. read

Pathways to Reconciliation; Apologies and other Initiatives at a Glance

In Progress:

- Sworn Member Pride Pin in Uniform Trial
- Inclusive EPS Run with Recruiters, Coffee with a Cop
- Ongoing Training:
 - Understanding the LGBTQ2S+ Community (RTU, PCB, SCB, HELP)

INCLUSIVE RUN WITH RECRUITERS

LGBTQ2S+ Community & Allies – a safe place to exercise & connect

- Access to EPS Recruiting Constables — connect with EPS members, ask questions 1 on 1 and learn more about a career in policing
- Safe, inclusive place to exercise* and connect with others

Date: Saturday, November 21, 2020

Time: Exercise @ 7:00 - 8:00am | Coffee @ 8:00 - 9:00am

Location: Field House, Commonwealth Community Rec Centre

To Register: Email, Chelsea.Elmquist@edmontonpolice.ca
or Jonathan.Croft@edmontonpolice.ca

*Format of the program adheres to GQA/AHS standards on physical distancing. Proper spacing, sanitation and requirements for participation is monitored and controlled.

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Curriculum Review: Understanding the LGBTQ2S+ Community

Learning Objectives:

By participating in this training, you will be able to:

- Define terminology used within the LGBTQ2S+ Community
- Explain the differences between sexual orientation, gender identity, and gender expression
- Describe the history (and trauma) of the LGBTQ2S+ Community within the Edmonton context
- Use proper pronouns and language as related to gender identity and gender expression
- Identify strategies to build rapport with members of the LGBTQ2S+ Community

Topics:

- Terminology and Themes
- LGBTQ2S+ History
- Primer: Pronouns, Avoiding Microaggressions
- Using the Platinum Rule
- Implication of Transitioning, Gender Dysphoria, Triggers
- Respectful Language in Reports

Next Steps for LGBTQ2S+ Inclusivity

Upcoming Opportunities:

- Inclusive Language Guide – Glossary of Terms
 - Best Practices:
 - People First, Gender-Inclusive, and Trans-Affirming Language
 - Avoiding Heterosexual Bias
- Internal Education: Centralized Training Resources (EPSnet)
 - Job Aids:
 - Recognizing the Struggle: Queer History
 - Ally is a Verb: LGBTQ2S+ Allyship
 - Trans-Inclusive and Respectful Language in Reports
 - Workplace Transition Guide

THANK YOU

Questions?

