

St. Thomas Police Service

Chief of Police – Community Inclusion Council

Background

The St. Thomas Police Service *Chief of Police – Community Inclusion Council* (CoP-CIC) was formed in recognition of the need to enhance the relationship between the Police and the increasingly more diverse communities of the St. Thomas we serve.

Purpose

The CoP-CIC will inform the Chief of Police on matters related to equity, diversity, inclusion, and elimination of racism and discrimination on strategic priorities using an intersectional and community driven approach.

The CoP-CIC will offer strategic advice, tools and services that promote and embed inclusionary policies and practices into STPS services and programs in order to produce equity of outcomes for STPS employees and residents. The CoP-CIC ensures that the Chief's efforts are informed through direct and ongoing engagement with Indigenous peoples, equity-seeking groups, and community leaders.

CoP-CIC provides an opportunity to come together to identify, discuss and make recommendations.

CoP-CIC will:

- Consider the priorities of the Chief of Police and STPS and will support STPS staff to ensure effective and equitable opportunities and outcomes in these priority areas.
- Provide recommendations to the Chief of Police in situations when the Service could benefit from input from diverse community partners.
- Promote and enhance St. Thomas as a safe region and improve the quality of life for all residents.

- Position the STPS, its advisory committees and the Chief of Police with knowledge and resources to encourage a range of perspectives, experiences and ideas in decision-making.
- Provide advice and support in the development and implementation of policies and programs related to diversity, equity and inclusion.
- Work with community partners to organize civic events to promote equity, diversity, inclusion and the elimination of racism and discrimination.

Representation & Membership

Members will bring their lived experience, knowledge and skills to support the CoP-CIC's equity initiatives and strategies. CoP-CIC and the Chief of Police will work to ensure appropriate intersectional representation of the following groups, including but not limited to:

- Francophone individuals
- Immigrants and refugees
- Indigenous peoples
- 2SLGBTQAI+
- Multi-faith groups
- People with disabilities
- Persons with low Income
- Racialized people
- Vulnerable Seniors
- Vulnerable Youth
- Women

The CoP-CIC is comprised of 7-9 members including individual stakeholders, representatives from local institutions and community-based organizations. Membership is by invitation or by a solicitation of public interest.

Proxies or alternate members are permitted and will be considered, subject to the same approval and background check as primary members.

Membership is voluntary and members will not be financially compensated for participation.

Members are required to attend all meetings and will be requested to vacate their membership if more than two meetings per year are missed.

Prospective members are required to submit a Background Check Authorization for membership. The Background Check results will not be shared with the public. The Background Check results will only be shared with the Chief of Police or his designate in order to ensure that members are representative of the values, mission, and purpose of the CoP-CIC and whose membership will not disparage the reputation of the STPS and/or the CoP-CIC. **New Members will be introduced annually as required, in September.**

Chair

A member of the CIC will be appointed annually, as Council Chair, who will be assigned to run the quarterly meetings. The Chair of the CoP-CIC work with the Corporate Communications Coordinator and the Chief of Police on agenda items and matters of interest to ensure a constructive, objective and informed advisory body that can be supportive, honest and reliable council to the Chief of Police.

Term

Members of the CoP-CIC are appointed for a one year term. Membership will be re-evaluated after three terms.

Working Groups

Working Groups may be developed based on issues and needs as they arise. Participation in working groups is not mandatory but members with particular expertise may be requested to participate. Where appropriate, working groups may need to recruit additional subject matter experts. The additional/ad-hoc working group members will be subject to the same background check and non-disclosure agreement as CoP-CIC members, and will not automatically gain membership to the Cop-CIC.

Meetings

Logistics

Meetings will be scheduled quarterly but may be as frequent as bi-monthly if there is need to discuss particular project(s). Each meeting will be scheduled for 2.5 hours. Designated STPS staff will be present at all meetings.

The STPS Corporate Communications Coordinator (CCC) will be a key member on the CoP-CIC. The CCC will clerk meetings and create agendas as per the Chief of Police and Co-Chair.

Working group meetings will be led by program area/divisional STPS staff participation as required. Working group meetings may be in person, web or teleconference formats.

Quorum

At least 50% plus one member must be present for all CoP-CIC meetings. If Quorum is not met the meeting will be cancelled and/or rescheduled.