



Chief of Police | Community Inclusion Council

Constable Colin McGregor Building

November 28, 2023

AGENDA

	Agenda Item
1	<p>Introduction & Review of Minutes</p> <ul style="list-style-type: none">• Jason noted that the Terms of Reference will continue to be reviewed and updated as required.• The council approved the minutes as presented.
2	<p>Calendar of Events (2023)</p> <ul style="list-style-type: none">• Action Item: Council members to continue to send Sam event details for future events that the Chief of Police – Community Inclusion Council members to consider attending.• Jason provided an update on his attendance to the Islamic Centre and noted it was a positive event for members of this council to attend.• The Council discussed attending future Business After 5 events and other community events.
3	<p>Art Work Display</p> <ul style="list-style-type: none">• Chief Roskamp noted that all artwork has been received and that name plates will be made to place under each piece of artwork that will be displayed at the St. Thomas Police Headquarters.• Action Item: Sam to send Tiffany all content for each piece of artwork.• Action Item: Tiffany to order plaques to place under each piece of artwork.
4	<p>Diversity Training</p> <ul style="list-style-type: none">• Chief Roskamp noted that all members of the St. Thomas Police Service have received diversity training through Culture Catalyst.• Chief Roskamp noted that the Service was the first in the province to receive this training.• The purpose of the training was to further equip STPS members with the knowledge/awareness require to build trust within the community all while gaining cultural sensitivity and leadership development.• STPS provided a media release to the community to make them aware of this initiative.

- Chief Roskamp noted that each year there is a focus on training required to our members to roll out to all staff. Chief Roskamp will look to the Council to inform him on how his members can deliver a stronger service.
- **Action Item: Chief Roskamp to ask the Executive Leadership Team to include the Community Inclusion Council members for all staff fall training as appropriate (non-operational training).**

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STELIP Workshop for Members & Events

- Jason provided an update on his conversations with STELIP.
- Sam suggested having STELIP attending a future meeting to provide an update on the sessions/events that members of the council could be involved in.
- Sam provided an update on community events that STPS has attended since the last council meeting.
 - Colours in the City
 - Unity BBQ
 - Truth and Reconciliation Day
 - Islamic Heritage Month
 - Newcomers Speaking Event
 - Walk with Me
- Immigration Survey Results are complete but have not been released to date. Sam provided some preliminary details to the Council.

STELIP Survey Results

Immigration Survey Results

Key points

99 individuals were surveyed

Racial identity: 26% black, 26% white, 19% South Asian

Faith Community: 53% Christian, 15% Muslim

Language: 23 languages reported, 67% able to speak English

Education: 36% hold a Bachelors Degree, 24% a Masters Degree

Employment: 55% are currently employed full time, 21% part time

Income: 54% state their income is high enough to meet their needs, 45% state its not quite enough

Service Use: 95% report using at least one: health care, police, employment, recreation. Most used were health care at 84%, recreation at 69% and police at 65%. Of those that have used police, they report at 84% positivity rating.

Belonging: 75% report a strong sense of belonging however 39% report experiencing discrimination

Basis of Discrimination: 41% race or skin colour, 39% immigration status, 31% accent and 27% ethnicity - 47% of incidents occur at work

Life Satisfaction: 55% report being quite satisfied, 35% somewhat satisfied

STPS

ST. THOMAS • ELGIN
Local Immigration Partnership



- **Action Item: Chief Roskamp to send the Immigration Survey results once received to all staff and this council.**

	<ul style="list-style-type: none"> • Action Item: Community Inclusion Council to sponsor a community event (BBQ, etc.) in 2024. • Action Item: Chief Roskamp to review the opportunity for this council to apply for the Energizing Life Community annual fund and bring back thoughts to the council re: STPS qualification to apply.
7	<p>Community Engagement – Past Discussion Items</p> <ul style="list-style-type: none"> • Action Item: Sam to create a calendar of events that can be posted on the council webpage to inform community members of events they can expect council members to be in attendance.
8	<p>Citizens on Patrol & Possible CIC Involvement</p> <ul style="list-style-type: none"> • The council discussed opportunities to be involved in the Citizens on Patrol program. Chief Roskamp noted that members and community members are available to apply. • Action Item: Sam to add a link on the council page directing community members to the Citizens on Patrol program. • Action Item: Council members to notify Chief Roskamp if they are interested in attending a ride along in the future.
9	<p>Round Table Discussions</p> <ul style="list-style-type: none"> • Chief Roskamp thanked council members for their continued involvement in this council. The dedication from council members have and will continue to make an impact on STPS. • Chief Roskamp provided an update on the School Resource Officer position and the involvement of police services in community schools. • Chief Roskamp has had separate meetings recently with (TVDSB & LDCSB) <ul style="list-style-type: none"> ○ Directors of Education ○ School Board Trustees ○ St. Thomas School Principals • The council discussed sending letters to the school boards through their role on the council to voice concerns and support the need for the police in community schools. • Action Item: Tiffany to book a meeting for Chief Roskamp and Maggie for Chief Roskamp to provide additional details/timelines on the CRU review. • Action Item: Council members to develop a letter to school boards re: the need for safety in schools and the need to have police presence in schools. • Chief Roskamp noted that the council will be highlighted in the Hometown St. Thomas (December 2023 issue).

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Adjournment (8:11 a.m.)

- **Action Item: Tiffany to add "Election of Chair"**