



<b>Policy Name:</b>	<b>EQUITY, DIVERSITY, INCLUSION AND HUMAN RIGHTS</b>		
<b>Policy #:</b>	OP 6.1.3	<b>Last Updated:</b>	2022-07-13
<b>Issued By:</b>	OFFICE OF THE CHIEF CONSTABLE	<b>Approved By:</b>	SURREY POLICE BOARD
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**RELATED POLICIES**

*AD 1.1 Ensuring Inclusivity and Diversity in Surrey Police Service*

*AD 1.6 Policy Development*

*AD 2.1 Bias-Free Policing*

*AD 5.7 Human Rights and Respectful Workplace*

*AD 6.2 Performance Management*

*OP 4.27 Hate Crime and Bias Incident Investigations*

*OP 4.52.1 Trauma-Informed Practices*

*OP 6.1 Community Support Services*

*OP 6.1.1 Victim Services*

**1. PURPOSE**

1.1. Surrey Police Service (SPS) has a designated Equity, Diversity, Inclusion and Human Rights (EDIHR) Unit to collaborate with communities and within SPS to design systems that:

- i. reflect that each person and community have different circumstances and allocate the resources and opportunities needed to reach an equal outcome;
- ii. leverage internal diversity to build and enhance systems in an inclusive manner; and
- iii. embody Human Rights and Fair and Impartial philosophy into all internal mechanisms and community interactions.

## 2. SCOPE

2.1. This policy applies to all Employees.

## 3. POLICY

3.1. SPS acknowledges that there are obstacles that deny equal opportunity and access to individuals from Diverse Communities based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, or economic or social standing. SPS supports the value of Diverse Communities and will engage in meaningful dialogue with Diverse Communities to continuously allocate the resources and opportunities needed to reach an equal outcome.

3.2. The relationship between policing and many Diverse Communities has historically impacted police legitimacy because of legacy issues, practices and views on policing brought to Canada from other countries. This has impacted on the community's trust and confidence in policing. SPS recognizes the need to restore faith and build trust between all communities and the police. The Equity, Diversity, Inclusion and Human Rights Unit takes a leadership role in this work as part of their mandate.

3.3. SPS acknowledges systemic bias and the resulting trauma experienced by many people in Diverse Communities. SPS provides service that is trauma-informed, unbiased, and compassionate. The Equity, Diversity, Inclusion and Human Rights Unit will ensure that an EDI Lens and Bias-Free Policing is implemented and consistently evaluated in hiring and training practices. (see OP 4.52.1 *Trauma-Informed Practices* and AD 2.1 *Bias-Free Policing*).

3.4. SPS works with community stakeholders to better understand the needs and desires of the community regarding hate-motivated crimes and incidents:

- i. SPS Members will prioritize investigations of hate-motivated crimes or incidents;
- ii. SPS will reduce barriers to reporting hate-motivated crimes or incidents; and
- iii. SPS Members will ensure that victims of hate-motivated crimes or incidents receive support in accordance with OP 6.1.1 *Victim Services* (see OP 4.27 *Hate Crime and Bias Incident Investigations*).
- iv. SPS will ensure that communities leaders, members, places of worship and other applicable organizations are contacted in the event of a hate crime in other regions of the world. SPS will conduct a threat assessment for local community members and provide support.

3.5. SPS fosters a safe and supportive work environment for all sworn and civilian Employees, with a particular focus on equity. The unit fosters an organizational environment which promotes equity, diversity, inclusion, and togetherness, and emphasizes human rights (see AD 1.1 *Ensuring Inclusivity and Diversity in Surrey Police Service* and AD 5.7 *Human Rights and Respectful Workplace*).

## 4. PROCEDURE

### EDIHR Unit – Roles and Responsibilities

4.1. Members of the EDIHR Unit's roles and responsibilities include, but are not limited to:

- i. embedding equity, diversity, inclusion and human rights into internal processes, culture and fabric of the organization, resulting in these values being reflected in our interactions with each other and the community;
- ii. supporting the Indigenous Relations Unit;
- iii. supporting the Community Policing Bureau's Community Engagement Unit;
- iv. supporting vulnerable and marginalized communities;
- v. embedding the principles of Equity, Diversity and Inclusion (EDI) into SPS policies;
- vi. analyzing race-based data and collaborating with internal and external partners to uplift impacted communities through prevention, intervention and education programming;
- vii. implementing BC Provincial Policing Standards through an EDI lens;
- viii. collaborating with internal support networks;
- ix. developing and maintaining trusting relationships with residents of all communities;
- x. through community outreach and consultation and working with other SPS units, developing and implementing programs, services and training to understand and address challenges faced by people from all communities;
- xi. innovatively communicating with all communities, especially from those who feel uncomfortable reaching out to police through formal channels;
- xii. developing tools that facilitate the reporting of hate-motivated incidents and crimes and monitor global incidents and trends;
- xiii. ensure that communities leaders, members, places of worship and other applicable organizations are contacted in the event of a hate crime locally or in other regions of the world. SPS will conduct a threat assessment for local community members and provide support.
- xiv. participating in community activities and events that support meaningful engagement with the public;
- xv. supporting the involvement of Members in the development of diversity-related workplace initiatives to foster a common vision of equity, diversity, inclusion, and human rights in the workplace;
- xvi. working with the Leadership Development Unit (LDU) to provide and develop ongoing EDI and trauma-informed learning opportunities for Employees about Diverse Communities, and engaging presenters from Diverse Communities, academia and experts to advance the cultural competence of Employees;
- xvii. assisting the SPS Wellness Unit in upholding and protecting the human rights of Employees;
- xviii. ensuring Employees practice inclusion and demonstrate respect in the workplace; and
- xix. fulfilling other duties assigned by the Chief Constable or their designate.

## **APPENDIX A: DEFINITIONS**

“Diverse Communities” includes people who may experience obstacles that deny equal opportunity and access based on their race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, or economic or social standing.

“Employee” means a sworn Member or Civilian Employee appointed by the Surrey Police Board.

“Hate motivated crime” means a criminal offence motivated by hostility or hatred toward a victim because the victim is, or is perceived to be, of a certain race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, or economic or social standing.

“Hate motivated incident” means an act or attempted act that does not necessarily meet the threshold for a criminal offence (e.g., name-calling or racial slurs), but which constitutes an expression of hostility or hatred toward a person because of the person’s real or perceived race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, or economic or social standing.

“LDU” means the Leadership Development Unit.

“Member” means a sworn Police Officer appointed by the Surrey Police Board.

“SPS” means Surrey Police Service.

**APPENDIX B: REFERENCES**

*BC Provincial Policing Standards section 6.1.1 Promoting Unbiased Policing*