



DIVERSITY, ENGAGEMENT & INCLUSION PLAN

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Introduction

The MHPS values diversity, engagement and inclusion within our organization. This plan is an attempt to remove any barriers that may be present that would preclude the Service from obtaining a diverse, highly engaged and respectful workplace. This plan is a strategic approach to addressing any identified issues or areas that may require enhancements. MHPS is committed to meeting all the needs of our staff and community where practical and possible.

Diversity, Engagement & Inclusion

The purpose of this plan is to engage in activities that promotes mutual respect, acceptance, teamwork and engagement among all staff who differ in experience, work function, education, age, gender, sexual orientation and ethnic origin.

Principles

MHPS believes that an engaged, diverse and inclusive police service will have increased productivity, creativity and problem solving abilities. We believe that all of our staff should have the opportunity to achieve their full potential.

Service Goals

1. Recruiting, Selecting, Retaining and Promoting Diverse Talent.
2. Developing Diversity & Inclusion within the Service.
3. Continually promote high level of service engagement within MHPS

Objectives

1. To treat all staff fairly and in a respectful manner.
2. Conduct a review of policies and practices related to recruiting, performance management and career development to ensure they do not contain barriers to hiring and development.
3. Evaluate the objectivity and transparency of the promotion process to ensure there is a level playing field for all staff.

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4. Recruit and sustain a professional workforce by demonstrating open and fair processes and procedures that value the abilities and qualities of all staff, regardless of their age, gender, gender identity, sexual orientation, religion or ethnicity.
 5. Recruitment Team to identify recruitment initiatives that is directed at attracting and securing diversified recruits that reflect the community.
 6. Allow everyone an equal opportunity to realize his/her potential through continual personal and professional development within the service.

Expected Outcomes

The Medicine Hat Police Service will foster a supportive highly engaged work environment that attracts, retains, develops and promotes the best people that will result in organizational excellence.

Activities

The following 10 activities will be conducted and continued throughout 2017 to assist the service in maintaining an engaged, healthy, diversified and respectful workplace. In order to obtaining the objectives of this plan the following activities will be conducted:

- 1) Engage the City of Medicine Hat Human Resources department (3rd party) to survey and interview all female officers within the Service to determine if any barriers exist to hiring, promotion and professional development of staff.

✓Completed

- 2) Engage the City of Medicine Hat Human Resources department (3rd party) to survey all staff members at MHPS on an employee engagement survey. Executive Team to report survey results to staff & map future ways forward.

✓Completed

- 3) Review the present performance evaluations to ensure it is competency based and barrier free and to determine if any enhancements should be considered.

✓Ongoing – Assigned to Insp West as his Executive Development in policing project that will be completed through the Canadian Police College.

- 4) Engage City Human Resources to review MHPS respectful workplace policies to ensure they are up to date and meet the needs of all employees.

✓Completed - Policy being updated and will be rolled out after approval.

- 5) Have City Human Resources assist in interviewing recruits/cadets in the selection process and the hiring of staff in general. This provides a 3rd party perspective.

✓Ongoing. To date HR have participated in interviewing civilian personnel for employment in IPU and participated in all cadet recruiting interviews.

- 6) Explore the opportunity to provide proactive Implicit-Bias training for supervisors and potentially all staff.

✓Ongoing – Supervisors completed anti-bias training in September 2017, all other staff will be scheduled for training in the future.

- 7) Based on input from the engagement survey it was determined that a service recognition committee made up with staff members is to explore new and better ways to recognize great work within the service.

✓Ongoing - Committee struck to explore options and work on is going.

- 8) Based on input from the staff engagement survey a Personnel Appearance and Clothing committee made up with staff members and the Chair of the Police Commission was formed to review policy regarding the displaying of body art in uniform and explore future practical modifications to the police uniform.

✓Ongoing - Committee formed and work of the committee is ongoing.

- 9) Host Professional Development Days for all employees in the fall of 2017. The theme of the training will be **“Sustaining a diverse, inclusive and respectful workplace where everyone is a leader.”** The day will include presentations/workshops on the following topics:

- a. City HR to present on Human Rights education in the workplace.
- b. HR to present the updated MHPS Respectful Work Place Policy.
- c. Key note Speaker: Mr Brian Willis, Dare to be Great- Everyone is a Leader.

✓Ongoing - Event has been planned and booked for the two staff professional development days.

- 10) Have MHPS recruiting team engage in recruiting activities that encourage diversity and inclusion in all their activities, such as, but not limited to:
- a. Citizens Police Academy. ✓Completed & ongoing
 - b. Host Female Police Officer Expo. ✓Completed
 - c. College career fairs in Calgary & Lethbridge where there are larger diverse ethnic and gender groups. ✓Completed & ongoing
 - d. Engage grade 12 female high school students in the community to create interest and encourage a career in law enforcement. ✓Completed & ongoing

Conclusion & the Way Forward

This plan recognizes that having an organization that is rich in diversity, employee engagement and inclusion takes time and commitment for all staff of the Police Service to achieve. This plan and its actions are part of a journey we will continue to complete to ensure all MHPS staff work in a healthy and vibrant organization.