



NIAGARA REGIONAL POLICE SERVICE

CHIEF OF POLICE – COMMUNITY INCLUSION COUNCIL – Minutes
December 2, 2024, 9:00 am – 11:00 am
Chief's Boardroom, NRPS Headquarters and TEAMS (Hybrid)
5700 Valley Way, Niagara Falls

In Attendance

Superintendent Mario Lagrotteria	Carl Segal	Rabbi Zalman Zaltzman
Inspector Nilan Dave	Vivek Gupta	Noami Regolini-Curd
D/Sgt. Ray Aceti	Nadine Wallace	Willow Shawanoo
Stephanie Sabourin	Cassandra Ogunniyi	Murtaza Najmudin
S/Sgt. Jeff Bootsma	Janet Madume	Loubna Moric
Emily Morton	Tammy Dumas	
Mariam Khayinza	Deanna D'Elia	

Approve Minutes from Previous Meeting

Approved.

Welcome and Land Acknowledgment

Superintendent Lagrotteria provided an introduction and land acknowledgment in lieu of Chief Fordy's absence.

Presentation

Tammy Dumas, Accessibility Advisor – Niagara Region

Q&A

Vivek Gupta: What quantity of the goal has been met? Where do charities fit in? Why were those specific colours chosen for the region logo? Tammy – still a lot of work to do before goal will be met, legislation reviewed every 4 years. Legislation applies to any organization with at least one employee. Volunteers required to be trained. Cassie – official colours for region logo are green and blue to represent nature in Niagara. Other logo was designed for council. No colour significance, just good contrast.

Stephanie Sabourin: thank you for presentation, idea of resistance as a barrier with AODA has become a big topic of conversation.



NIAGARA REGIONAL POLICE SERVICE

Janet Madume: Biggest success story for AODA since inception? Small organizations sometimes lack the resources to enforce – any supports available? Tammy – no specific examples, but a lot of work has been done of WCAG – province is aware that there is still much to be completed. In terms of support, training is available so that organizations do not have to come up with their own. Grants are available. Will send list of resources.

Willow Shawanoo: If the Act is updated every 4 years, does that mean staff need to re-complete their training each time? Tammy – the legislation does not change every 4 years. It is reviewed. Updated training was provided in June of 2024. Encourage organizations to re-train in compliance with that. Training is free.

Inspector Dave: What are the criteria used to define disability? Tammy - disability is diverse, can be temporary, permanent, or it can come and go. Incorporates mobility challenges, vision impairments, hearing impairments, cognitive or learning impairments, learning impairments, sensory impairments. Can also include chronic pain and chronic illness (highest reported) These are not always apparent to other people, be mindful of that.

EDI Unit Update

S/Sgt. Bootsma provided an update of activities including eight events throughout the month with various communities throughout Niagara. A look to January 2025 was given, with a reminder to reach out to EDI with any interest in being involved in events throughout the year.

Roundtable

Nadine Wallace: Contact Niagara offering SNAP (Stop Now and Plan) Program for families with children who have complex special needs. Details provided.

Janet Madume: Immigration currently experiencing decrease in funding sector-wide, despite a continued increase in asylum seekers throughout the Niagara Region.

Loubna Moric: Centre de Sante continues to see complex cases rise, despite resource and funding barriers. Lack of recruiting staff also causing difficulties. Looking forward to a bilingual Niagara Region in the future. Put forward the offer to present at early 2025 CoP-CIC meeting.

Mariam Khayinza: TOES Niagara continuing their work on human trafficking code of conduct, in collaboration with community partners and residents.



NIAGARA REGIONAL POLICE SERVICE

Cassandra Ogunniyi: Region recently held a flag ceremony for the 16 Days of Activism against Gender-based Violence. Currently finishing up the 2025 Significant Dates Calendar, which will be posted on the Region's website when completed. Working on more DEI training for region staff, as well as a survey for 2025 to gauge DEI feelings in the Niagara Region. Next Niagara DEI Community of Practice meeting will take place in Feb of 2025.

Tammy Dumas: Thank you for opportunity to speak on AODA. Always available for support, will provide all forementioned resources to the group as follow up.

Noami Regolini-Curd: Just held the Annual Opportunity Knocks Conference. Welcomed approx. 100 youth from across Southern Ontario to the Hamilton Convention Centre. Already planning next year's conference, looking forward to it.

Willow Shawanoo: Discussion surrounding the Code of Conduct on human trafficking and the importance of consulting and including indigenous women, elders, etc. in the conversation in order for the code to be considered an accurate depiction of the current situation.

Vivek Gupta: Completed a successful women's retreat last month, and just returned from a pilgrimage in Trinidad.

S/Sgt. Bootsma: This past month the CORE Unit presented to newcomers on rights and responsibilities in Niagara, as well as policing in Canada. Very well received. ILO Mitch Dumont spearheading an initiative to change the Victim Services Referral Page to include a checkbox for Indigenous victims so that he can be made aware and act accordingly.

Imam Murtaza: Looking for clarity on video that circulated online recently involving lawyer Joanna Barry. Explained a feeling of mistrust in police amongst his community.

Stephanie Sabourin: Investigation was launched by Ottawa Police Service. Niagara officers sent in response to online comments. No charges laid, was a conversation/warning. OPS has carriage of investigation.

Carl Segal: Thank you for welcoming on the committee. Congregation B'nai Israel celebrating 100th year, being designated as a heritage sight.

Deanna D'Elia: YMCA celebrated their 165th AGM recently, soon will launch the 2025-2030 Strategic Plan. Focusing resources on newcomers, youth, and seniors over the next 5 years. Launching the "To Be" Committee. Very excited about that. Happy holidays to everyone.

Stephanie Sabourin: Getting ready to host the Annual Chief's Holiday Breakfast, as well as launching the Holiday Hero Campaign. All are encouraged to get involved and support if they are able.



NIAGARA REGIONAL POLICE SERVICE

Sup't Lagrotteria: Thanks everyone for attending, great conversation and dialogue. On behalf of NRPS, wishing everyone a safe and happy holiday season.

Adjournment
10:50 a.m.
EM8574



UNITY. RESPONSIBILITY. LOYALTY.