**MEMBERS**

Canadian Hearing Services

CERF

Centre de Santé Communautaire

Chabad Niagara

Chinmaya Mission Niagara

Congregation B'Nai Israel

Contact Niagara

Fort Erie Native Friendship Centre

Islamic Society of Niagara Peninsula

Niagara Chapter of Native Women

Niagara Regional Native Centre

Niagara Folk Arts Multicultural Centre

Niagara Regional Police Service

NTEC

PFLAG

Positive Living

PRIDE Niagara

Region of Niagara

TOES Niagara

Welland Heritage Council

YMCA

**Meeting Details:**

April 12, 2024, at 9:00 a.m.

Niagara Regional Police Hybrid Teams

5700 Valley Way

Niagara Falls

**In Attendance**

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| Chief Bill Fordy | Sgt. Habib Rangi | Rabbi Zalman Zaltzman |
| Deputy Chief Lou Greco | Stephanie Sabourin | Sarah Burtch |
| Deputy Chief Todd Waselovich | Mandy Asher | Vivek Gupta |
| Inspector Paul Koscinski | Nadine Wallace | Cassie Ogunniyi |
| Inspector Nilan Davé | Don Mackenzie | Deanna D’Elia |
| S/Sgt. Ken McGregor | Janet Madume | Kristy Paniagua |
| Det. Sgt Mike Ryan |  |  |

**Welcome and Land Acknowledgment**

Chief Fordy opened the meeting by thanking everyone for coming and giving a Land Acknowledgement.

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| Niagara Region is situated on treaty land. This land is steeped in the rich history of the First Nations such as the Hatiwendaronk, the Haudenosaunee, and the Anishinaabe, including the Mississaugas of the Credit First Nation. There are many First Nations, Métis and Inuit from across Turtle Island that live and work in Niagara today. The Regional Municipality of Niagara stands with all Indigenous peoples, past and present, in promoting the wise stewardship of the lands on which we live. |

**Approve Minutes from Previous Meeting**

Approved.

**Introductions**

Chief Fordy provided an introduction and invited council members to re-introduce themselves.

**Equity, Diversity & Inclusion Unit Update – Sgt. Habib Rangi**

The EDI Unit attended several events throughout the Region, including:

For Erie Native Friendship Centre Pow Wow – Cst. Frank Elia was well recognized by the Indigenous community in Fort Erie, it was informative, and they were receptive to us being there. Habib was invited back to meet with a Social Worker. Going forward they will use us to help with individuals coming back from institutions, probation parole to help with reintegration as needed.

Sikh Temple Gurdwara Darbar Shri Guru Granth Sahib in Welland; met with head priest. They are currently in the process of renovations with the grand opening at the end of the month. Provided them with information about our Service and EDI Unit, and learned from head priest that the majority of the attendees are students from Niagara College. This connection with the temple in Welland is a new one, and we will be going back for one of our next diversity tours and hopefully bring the Senior Leadership and new recruits to strengthen the bond.

Eid/Ramadan: Sgt. Rangi was joined by Chief Fordy at Masjid Al Salam to handout iftar dinners to the community.

**Presentation**

Presentation: Welland Heritage & Multicultural Centre/Employment Solutions - Janet Madume, Executive Director. Regrets from Lori Webster, co-presenter.

**Roundtable:**

Don: Suggested having information around Nonviolent Crisis Intervention provided at a future meeting. Including tips on how to handle aggressive situations; PFLAG could use advice on this as they are often handling aggression in social interactions.

Cassie: The Region’s 2023 progress report for 2023 EDI plan is going to council next week; will send out to group once approved. Next Community of Practice is May 13th. Upcoming training for regional councilors on integrating principles of DEI into policy and decision making.

Sarah: At the end of March, Transgender Day of Visibility event was held. It sparked dialogue with NRPS, and they spoke with Habib about how to build relationships, and addressing concerns with interaction with police. Looking forward to continued conversation.

Nadine: Contact Niagara and partners have been successful in Community Safety and Wellbeing proposal. Will be operating Stop Now and Plan program geared to 6–12-year-olds, around emotional regulation, problem solving skills. Will be in place for next couple of years.

Deputy Greco: We are continuing to look at EDI strategic plan and how it is delivered. If EDI Unit is not available for events, information is given to district commanders, so that other officers can attend. We are continuing to look at other service delivery models.

Inspector Koscinski: If you hear of events, please let us know. If EDI cannot attend, we will advertise to other members of the Service.

Staff Sgt. McGregor: We have hired a referral from Folk Arts, a client who Recruiting Unit helped with advice over the years, was hired a couple of days ago.

Janet: Recently noted people giving out their SINs; having an identity theft related workshop from the EDI Unit would assist.

Vivek: Apologies was unable to attend swearing-in ceremony; appreciative that the Chief and Deputy Chiefs attended Holi celebration. Will be a part of the EDI Unit Diversity Tour next week. One Drop provides clean water to Indigenous northern communities, and Chinmaya has raised $27,000 for them. They have raised nearly $800,000 for non-faithed based charities. May miss next meeting as leading a pilgrimage to Tibet. In the summer, Raksha Bandhan, and kids from Chinmaya’s school will come here and tie bracelets of protection on officers, as officers generally protect us, and this is a way to offer gratitude – Vivek will be in touch with Kristy about this.

Deanna: YMCA Move for Kids is this weekend, and will help send kids to YMCA activities this summer. Employment and Immigrant services: Reinvesting dollars in St. Catharines for at-risk youth aging out of high school without diploma or certificate. Location will be Fairview Mall. The goal is to address barriers so that they can thrive/live their best life, and they are partnering with school boards. If aware of youth in St. Catharines who need empowerment, refer them. Goal to earn high school credits or advance them through adult education to at minimum get them their high school diploma.

Zalman: Jewish tourists have been impacted financially by asylum seekers. Lost half a million groups cancelling due to nowhere to stay. At the same time, asylum seekers do come across street and have only positive interactions. Many do come and ask for cash only work as they have no SIN. There are a few who have had SINs and they are no longer in the hotels, and are now regular servers at functions. Was recently the Jewish holiday Purim; there were some threats in the days before. 2 officers attended, thankful for that as it made some community members more comfortable to attend. Lag BaOmer is Sunday May 26th at Kent Heritage Farms, open invitation to all.

Stephanie: Education goes both ways. A few years ago, we made a video with newcomers sharing their experiences to educate officers on perceptions of police in different countries; we can revisit this again.

Chief Fordy: Invites any feedback regarding Service from council members.

Adjournment

10:31 a.m.

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