

Niagara Regional Police Service

Equity, Diversity & Inclusion Unit
Police Services Board Meeting
March 2024

Unit Information

Based out of HQ and comprised of two members:

- Sergeant Habib Rangi
- Professional Staff: Kristy Paniagua, Parental Leave Coverage

The EDI Unit is supported through the Executive Services Command by Staff Sergeant Ken McGregor, Inspector Paul Koscinski and Superintendent Sandy Staniforth.

EDI@niagarapolice.ca

Foster Learning & Provide Resources

- ❖ Maintain Intranet Webpage containing information relating to EDI events and resources:
 - Significant Dates Calendar
 - Language Services, including ASL
 - Religious and Cultural Guidebook
 - Learning Event recordings and resources
- ❖ Advance Internal Support Networks and Internal Inclusion Committee

Foster Learning & Provide Resources

❖ Facilitate Learning Events for members:

- Black History in Niagara
- Islam and Ramadan Awareness
- Autism Awareness
- Asylum Seekers in Niagara
- Hate Crimes and Hate Incidents

❖ Participate in Communities of Practice

Facilitate Diversity Tours



Clockwise from top left: Chinmaya Mission Hindu Temple, The Peace Mosque, Sikh Society of Niagara Falls Gurdwara, British Methodist Episcopal Church, Congregation B’Nai Israel Synagogue

Engage with the diverse communities we serve

- Attend focused information sessions and events with the Recruiting Unit
 - Black Community Information Session
 - South Asian Recruitment Fair
 - Association of Black Law Enforcers Career Fair
- Facilitate Chief of Police – Community Inclusion Council meetings



Collaborate with community partners

- NCDSB and DSBN partnership for Take Your Kids to Work Day
- Niagara Folk Arts Multicultural Centre Youth Soccer Initiative
- Ontario Festival of Culture, Arts & Sports – Filipino Heritage Celebration, Niagara Basketball League Championships



Outreach with International Students & Newcomers

- International/ESL student and Newcomer orientations and information package (Brock University, Niagara College, Niagara Folk Arts Multicultural Centre)
- Informative videos on the various ways one might encounter a member of law enforcement while in Canada (English, Arabic, Mandarin, Hindu/Urdu, Spanish)



Stop Hate Campaign

- Advance understanding of Hate-Motivated Offences and Incidents to strengthen our community
- Presentations (Brock, Niagara College, Mosque, Niagara Region Staff, Niagara Chapter of Native Women), and outreach
- Pamphlets available online in English, French, Arabic, Chinese, Farsi, Hindi, Spanish, Ukrainian, Urdu



Islamic Society of Niagara Peninsula, Stop
Hate Townhall

HATE CRIMES/INCIDENTS

THIS CARD HAS BEEN CREATED TO
PROVIDE INFORMATION ON HATE
CRIMES/INCIDENTS AND HOW TO
REPORT THEM.

WHAT IS A HATE CRIME?

A criminal offence committed against a person
or property, motivated in whole or in part by hate,
bias, or prejudice against an identifiable group.

WHAT IS A HATE INCIDENT?

Any non-criminal incident which is perceived
by any person to be, in whole or in part,
motivated by hostility or prejudice against
an identifiable group.

CRIMINAL OFFENCE + HATE = HATE CRIME

HATE - CRIMINAL OFFENCE = HATE INCIDENT

CRIMINAL OFFENCE - HATE = CRIMINAL OFFENCE

Please read the reverse side of this
card for reporting instructions.

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REPORTING HATE CRIME OR HATE INCIDENTS

IF THIS IS AN EMERGENCY, CALL 9-1-1

FOR HATE CRIMES AND INCIDENTS THAT ARE NOT AN EMERGENCY:

St. Catharines, Thorold, Niagara Falls &
Niagara-on-the-Lake - (905) 688-4111

Fort Erie - (905) 871-2300

Grimsby, Lincoln & West Lincoln - (905) 945-2211

Welland, Wainfleet, Pelham & Port Colborne -
(905) 735-7811

For additional info:

EDI@niagarapolice.ca
[www.niagarapolice.ca/what-we
do/report-hate](http://www.niagarapolice.ca/what-we-do/report-hate)

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Initiate and participate in community events



Clockwise from top left:
Black Community
Information Session, Brock
University International
Student Cricket, Ontario
Festival of Culture Arts
Sports Filipino Festival,
Chabad Niagara Lag Baomer
Celebration



Strengthen relationships



Clockwise from top left:
Indigenous Diabetes Health
Circle Unity Walk,
City of Welland/Pride Niagara
Flag Raising Ceremony, Soaring
Eagles Water Walk, Masjid Al
Salam Summer Fundraiser BBQ

Recognition & representation

- Annual DEI Summit
 - Eliminating barriers and changing culture within policing, inclusive policing, ethical storytelling
- Annual Hate Crimes Conference
 - Breaking Barriers of Hate
- Serving with Pride Gala: 2SLGBTQ+ Ally Award Recipient
- Association of Black Law Enforcers Awards and Gala (pictured below)



Questions?

Inspector Paul Koscinski
Professional Development – EDI Unit
Executive Services

edi@niagarapolice.ca