

Aboriginal Officers: Outreach and Inreach

Aboriginal Outreach

- Website with testimonials from OPP Aboriginal officers
- Toll free 1-866 number into the recruitment office implemented in 2003. A recruiter is available from 08:15 to 16:30 daily to provide recruitment information to anyone calling from across the country. Recruiters are deployed to the major centres across Ontario. Prospective applicants who live in northern communities or more remote areas of the province and who would otherwise not be able to attend a recruitment location can still get the information they need to join the OPP.
- Specific Advertising in:
 - Ontario Aboriginal Business and Communities Directory
 - Bear Country
 - First Nations Drum
 - Native Journal
 - Turtle Island News
 - Taiga Communications
- Posters and static display boards specifically tailored to Aboriginal Peoples
- Recruitment material provided to Aboriginal groups, friendship centers, community members, and First Nation policing services
- Children's tattoos (include some with an aboriginal theme)
- Youth OPP career package being developed
- Mentor specific potential applicants on the recruitment process
- Opportunities for mentoring occur through participation in Aboriginal festivals, community events, job fairs, colleges, and universities
- In past two years the following 27 events were attended as part of the OPP's recruitment efforts:
 - First Nations Aboriginal Hockey Tournament,
 - Canadian National Pow Wow
 - Wabado Center for Aboriginal Health
 - Wabnode Institute Aboriginal Outreach Event
 - Aambe Kina Nakii-daa Conference
 - Nipissing First Nations Job Fair
 - Wikwemikong First Nations School Fair
 - Wekwemikong First Nations Pow Wow
 - M'Chikeeng First Nations Pow Wow
 - National Aboriginal Day
 - Toronto Aboriginal Festival
 - New Immigrant and Aboriginal Career Fair
 - Akwesasne Adult Education Career Fair
 - Aboriginal Youth Career Fair
 - Traditional Peoples and Elders Gathering
 - Aboriginal Festival
 - Wahta Mohawk Career Symposium
 - Mnjikaning Thanksgiving Pow Wow

Curve Lake Career Fair
N'Amerind Pow Wow
No-Kee-Kwe Job Fair
Aboriginal Police Recruitment Night
Anishnabeg Career Fair
Six Nations Career Fair
Aboriginal Peace Keeping Unit Opening
Mentoring for Aboriginal People MAP 2005, and
Aboriginal Resources Fair

OPPBOUND & OPP Experience

OPPBound 2003 for Women

- 100 women participating 20 were Aboriginal
- One female Aboriginal candidate hired from OPPBound 2003

OPPBound 2004 for 100 Aboriginal men and women

- Three Aboriginal candidates hired from OPPBound 2004

OPP Police Experience in 2004, included participation of NAPS

- One male candidate hired
- One candidate currently in the recruitment process

OPPBound 2005 men and women from all diverse communities

- 100 candidates, 19 female and 12 male Aboriginal candidates

Recruitment

- 2004 - 15.1% of OPP recruits hired were Aboriginal
- January 2005 recruit class included 10 Aboriginal recruits, 2 visible minority recruits, and 18 female recruits
- An additional 9 Aboriginal officers have been hired since January 2005

Inreach (internal recruitment to Integrated Response Units)

- A multifaceted approach is used by Field Support Bureau for internal recruitment, or in-reach, for Aboriginal men and women
- Integrated Response Scenarios - Fort William (2004) , Rat Portage (2005)
Demonstration simulations of OPP integrated response held in Northern Ontario
- Encourages Aboriginal men and women to join the OPP
- Encourages Aboriginal OPP officers to join specialty teams

Emergency Services Bound

- 1-week program designed to provide Aboriginal OPP officers with the necessary information to enable them to make an informed decision about becoming an emergency response officer
- October 2005, another planned for fall 2006-06
- Also, several Aboriginal OPP women officers attended ES Bound for women in May 2005 and May 2006
- Applications have been submitted to several speciality teams as a result

Mission Critical Issue

- Discussions have been held with all bureau managers that having more Aboriginal officers apply to Field Support Bureau units is core business for bureau

Introduction to Crisis Negotiations

- In 1995, five 2-day workshops were held throughout the province for Aboriginal OPP officers introducing Crisis Negotiations
- This had 2 purposes:
 - To provide a deeper pool of Aboriginal officers who could support crisis negotiations
 - To encourage Aboriginal officers to become crisis negotiators— Applications for crisis negotiators have been submitted from some of the attendees

Advertising ERT positions provincially:

- ERT positions are assigned to detachments and are limited to specific numbers
- Officers in the detachment wanting to become an ERT member need to wait for a vacancy
- Many detachments have limited turnover in ERT
- Officers could wait for years to apply for ERT
- There are some detachments in North West Region where there are ERT positions and no applicants. This is largely due to duration posting challenges
 - May 2006 – these North West Region detachment ERT vacancies were advertised provincially, rather than just in detachments
 - Officers in other locations in the province have been encouraged to apply, including several Aboriginal officers who otherwise would not have the opportunity to join ERT due to lack of vacancies in their detachments•