

## **Screening and Training for Aboriginal Issues**

- From application for constable to OPP to Level 2 Incident Commander

### **PRE-HIRE**

#### **Recruitment**

##### Tracking files

- Candidates that self identify as Aboriginal are tracked to ensure file is expedited when necessary
- If unsuccessful at a stage in the recruitment, OPP officer is assigned as mentor when appropriate

##### Recruit interview

- Recruit interview (Local Focus Interview) includes questions to identify candidate's prejudices, biases, and intolerance toward others and involvement with Aboriginal communities
- Interview questions have also been developed with a strong connection to the Promise of the OPP
- All Uniform Recruitment officers receive the Native Awareness Training course

##### Reference checks include:

- Specific questions regarding acceptance of diverse communities
- Past use of racial slurs or negative remarks

### **POST-HIRE**

#### **Before Attending Ontario Police College**

##### Training

Training includes the following:

- Ability to apply a general understanding of Aboriginal Policing, including Self-Policing and OPP administered
- Awareness of the roles that dispute resolution and restorative justice play in First Nation communities
- Understanding how the OPP's mission statement, values, and policies impact on services provided to Aboriginal people

##### Research Project

To be completed while at OPC with the support of the recruit's Coach officer

- The assignment is to:
  - Identify all First Nations police services in the region to which the recruit is posted
  - Identify all Aboriginal cultural affiliations within their detachment/regional area
  - Specify a minimum of three Aboriginal concerns impacting on policing service

- Identify at least one police strategy and the partnerships required to address one of the identified concerns

### After Attending Ontario Police College

Post Recruit Training – Provincial Police Academy, Orillia

Includes:

- Background on cultural groupings within First Nations necessary to understand current community dynamics
- Aboriginal ceremonies, rituals and symbols used to support healthy communication
- Current historical trends especially in relation to land use, treaties, and the effects of legislation
- Police roles in responding to disputes concerning treaty rights, land claims, and aboriginal rights
- Effective police interventions to protect people requires understanding

Post Recruit Training - Detachment

- Job Shadowing with First Nation Police Service Officer
- Regional Awareness
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Training for all officers

- 1 week Native Awareness with Aboriginal responsibilities/interactions
- Over 2000 OPP officers of all classifications have received this training

### **Promotional boards**

- Criteria for selection of Board members includes the diversity/demographic profile of the OPP
- One of the questions requires officers to address Aboriginal issues
- Now the Framework figures prominently
- Successful promotional board interview necessary for eligibility for promotion

### **Integrated Response Units**

Crisis Negotiators

- 2 of the 10 questions at the crisis negotiator selection board are directly related to Aboriginal issues management
- 1 day of training on course, including history, cultural, legal, socio-economic teachings
- 1 week Native Awareness Course

#### Aboriginal Relations Team / Major Event Liaison Team

- One week introductory course is developed around Aboriginal issues

#### Emergency Response Team

- Native Awareness Training is week 1 of 9-week ERT Basic course

#### Tactics and Rescue Unit

- One week Native Awareness Course for all TRU team members
- Mandatory maintenance training
  - TRU will participate in an annual workshop with Aboriginal Liaison Operations officer during the TRU semi annual
  - Members will participate in outreach program for First Nations police officers
  - Will participate in Emergency Response Demonstrations to First Nations Leaders and Communities

#### Incident Commander (Level 2 and includes Public Order Commander)

- 2 days of training on course, including history, cultural, legal, socio-economic teachings
- Assessment includes 1 scenario where the situation involves an Aboriginal subject and/or location.
- Managing Aboriginal issues is one of the 7 mandatory fields in order to successfully complete
- 1 week Native Awareness Course