

ADMINISTRATIVE REPORT TO COUNCIL
ON
RCMP SAFE PLACES PILOT PROGRAM

PURPOSE

The purpose of this report is to advise Council about the RCMP Safe Places pilot program being implemented at City facilities.

COUNCIL STRATEGIC PLAN

This report supports Council's strategic priorities and areas of focus regarding:

- **Governance and Accountability**
 - Community Engagement: We are committed to engaging and connecting with Kamloops residents and stakeholders.
 - External Relationships: We understand the importance of maintaining and improving key relationships.
- **Livability**
 - Healthy Community: We foster an environment that supports and promotes healthy living through recreation, community, and social connection.
 - Inclusivity: We are committed to supporting inclusivity, diversity, and accessibility in our community.
 - Safety: We recognize the importance of a safe and secure community.

SUMMARY

The City has made equity, diversity, and inclusion a priority and has a goal to be one of the most accessible, inclusive cities in Canada. In conjunction with our commitment to diversity and equity-seeking communities, we aim to be a welcoming and inclusive community to all.

The BC RCMP has developed a Safe Places program, which provides safe places for people from the 2SLGBTQPIA+ community to go if they are experiencing hate and is being piloted in our community.

RECOMMENDATION:

For Council information only.

SUPPORTING COUNCIL AND CORPORATE DIRECTION

There is no applicable information.

DISCUSSION

Safe Spaces is a pilot program that the BC RCMP has developed to engage local businesses to promote and provide safety for the 2SLGBTQPIA+ community. To participate, an organization must apply to the program and be vetted by Kamloops Pride and the RCMP to ensure they do not have a history of discrimination towards the 2SLGBTQPIA+ community. There is also an expectation that the organization is a safe place for employees from the 2SLGBTQPIA+ community and that the organization's programs and services are inclusive of them. By partnering together the Kamloops RCMP and Kamloops Pride can ensure that any issues reported to Kamloops Pride and its partner organizations, but not to police, are taken into consideration as part of the review process.

Organizations that apply and are successful in their review undergo employee training about the Safe Places program, which includes education about hate crimes, human rights, and matters related to the local Pride community. Once the training is complete, the location will be provided with a rainbow shield sticker to put on their entrances/windows to indicate that they are a safe place for someone from the 2SLGBTQPIA+ community who is experiencing hate. They are welcome to enter the location and will be provided a safe place to wait safely for the police to arrive.

At the City, the training and certification will take place April 6, 13, 20, and 27 and May 4 and 11 at the following locations:

- City Hall
- Development, Engineering, and Sustainability Department (105 Seymour Street)
- Kamloops Museum and Archives
- Station Plaza
- Tournament Capital Centre
- McArthur Island Sport and Event Centre
- Civic Operations Centre
- Kamloops Fire Rescue Stations
- Royal Canadian Mounted Police Detachments (City employees only)
- Sandman Centre

Kamloops Pride advises that, historically, the Kamloops Pride community has not felt supported and has experienced hate crimes and other forms of discrimination. Participating in the Safe Places program is a way for the City to demonstrate its commitment to providing safe and inclusive programs, services, and employment to the 2SLGBTQPIA+ community.

FINANCIAL IMPLICATIONS

There is no cost to take part in the Safe Places program; however, the Equality, Diversity, and Inclusion portfolio, which has an annual budget of \$40,000, will provide a \$500 honorarium to Kamloops Pride.

PERSONNEL IMPLICATIONS

Our corporate mission is...

MAKING KAMLOOPS SHINE

The Equity, Diversity, and Inclusion Coordinator and Parks and Civic Facilities Manager will coordinate the training opportunities. All staff will be invited to participate in the training related to this program.

SOCIAL IMPLICATIONS

By participating in equity, diversity, and inclusion programs, the City helps to create a welcoming and inclusive community by:

- improving practices for social inclusion
- establishing processes to eradicate and address discrimination
- promoting human rights and diversity
- understanding local realities and being responsive to them
- increasing trust, loyalty, and respect for the municipality by promoting greater equality and inclusion
- strengthening partnerships with local organizations, businesses, and individuals

IMPLEMENTATION PLAN

The Equality, Diversity, and Inclusion Coordinator and Parks and Civic Facilities Manager will establish a plan to launch the internal training program by location. The Kamloops RCMP, Kamloops Pride, and the City's EDI Coordinator will deliver the training sessions to each location.

The training incorporates the following information:

RCMP:

- hate crimes and the Criminal Code of Canada
- Charter of Rights and Freedoms
- unlawful assemblies
- BC RCMP Safe Places pilot program

Equality, Diversity, and Inclusion Coordinator:

- relation to City's Equality, Diversity, and Inclusion Strategy
- Corporate Policy HR 2-3, Bullying and Harassment
- BC Human Rights Code

Kamloops Pride:

- local impact
- building understanding
- applying to learning situations
- being open - believing them

All staff will be encouraged to attend, especially managers, supervisors, and those in front-facing positions. Staff not able to attend their location's training session will be able to

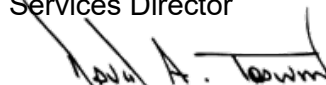
attend a session at another location. Council members will be invited to attend the session held at City Hall.

COMMUNICATIONS PLAN

The Equality, Diversity, and Inclusion Coordinator will work with the Communications and Community Engagement Division to develop a communications strategy in partnership with Kamloops RCMP and Kamloops Pride to announce the City's participation in the Safe Spaces pilot program and which locations have been certified and to promote the program and training internally to staff.



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Approved for Council

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