Greater Victoria Police Diversity Advisory Committee

2016 Police-Community Engagement Event (PCEE)

Global Café Series IV

Hosted by: Khalsa Diwan Sikh Temple

Date: June 22 2016
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Executive Summary

On June 22, 2016 members from the local Sikh and Hindu communities gathered at the local Sikh temple to meet with and engage in an informal dialogue with police. The event was organized by the Greater Victoria Police Diversity Advisory Committee (GVPDAC).

The mandate of the GVPDAC aims to connect with, build relationships and improve understanding between Greater Victoria’s diverse communities and the region’s five police agencies.

The GVPDAC includes representatives from the region’s five police services:

- Victoria Police
- Saanich Police
- Central Saanich Police
- Oak Bay Police
- RCMP (Sidney/West Shore)

The GVPDAC also includes a representative from the Military Police of the Department of Defence- Esquimalt Naval Base.

As part of its mandate, the GVPDAC engages in a range of activities year-round:

- Host monthly meetings for police and community members to share information and bring issues to the attention of police;
- Organize educational events and information sessions for diverse communities to learn about the roles and responsibilities of police;
- Organize community engagement events, forums, and workshops designed to increase police awareness about the diverse communities they serve and to build understanding and trust;
- Organize, network and attend outreach events to build relationships with diverse communities.
Since 2015, the GVPDAC has organized a series of Police and Community Engagement Events (PCEE). The goal of the PCEE is to bring police and diverse community members together to meet, listen and learn about concerns and views of the community about police. To date, three PCEEs have been organized and hosted in collaboration with different communities. PCEE hosting communities have included:

- African Caribbean community (African Heritage Association of Vancouver Island)
- Muslim community (Masjid Al-Iman)
- Immigrant community members (Inter-Cultural Association of Greater Victoria).

The most recent PCEE took place on June 22 2016 and was organized by the GVPDAC with the support of the Khalsa Diwan Society and Sikh Temple. Several members of the Hindu community also attended the event. More than 60 Sikh/Hindu community members attended the event. Approximately 20 police and GVPDAC members also participated. Police representatives included Acting Victoria Police Chief Del Manak, RCMP Chief Superintendent Ray Bernoties, Oak Bay Chief Andy Brinton - as well as other ranking officers from Victoria, Saanich, Central Saanich, the RCMP and Oak Bay police services.

The PCEE included the following component activities:

- Welcome and Introductions by representatives from Sikh Temple, GVPDAC and Victoria Police Chief
- Presentation on the role and mandate of the GVPDAC and police
- Discussions using the Global Café Round Table activity
- Dinner and Informal Social

A limited number of online evaluations (18) were completed by the approximately 80 attendees and, nevertheless, provides useful feedback about the effectiveness of the PCEE. Additional key information was provided by participants during the Global Café tables as well.
Overview of Feedback/Responses

Sikh and Hindu Community Members
A total of 18 online evaluations were completed by police and community members (out of a total of approximately 60 participants). The online responses indicated a generally high level of satisfaction with organization of the PCEE, its format and goals (i.e. increasing understanding between police and community members; increasing trust of police). Key highlights include:

More than 90% of community members indicated they “Strongly Agree” or “Agree” the PCEE provided opportunity to:

- Learn more about police and their role in our community
- Understand police want to better understand diverse communities
- Feel more comfortable sharing opinions about policing and experiences with police

Additional highlights included:

- 100% of respondents stated the event brought together police and community members in a meaningful way
- 100% of respondents felt police listened to views of community members
- 100% of respondents stated they would like to attend another event like this in the future
- 61% of respondents stated they experienced a positive change in their views about police

Feedback from Police and DAC Members

A total of 10 police and DAC participants completed the online evaluation (out of approximately 20 police and DAC members who attended). Responses on the part of police and DAC members indicated high levels of satisfaction with the PCEE. More than 90% of respondents indicated that they “Strongly Agree” or “Agree” the PCEE provided an opportunity for police to:
• Learn more about the local Sikh community
• Understand about the experiences of Sikh and Hindu community members with police in their countries of origin and in Canada
• Increase understanding and awareness about the Sikh and Hindu communities
• Understand key concerns and issues community members have about police

The GVPDAC is committed to following up on the views and suggestions gathered from Sikh and Hindu community members. This report puts forth a series of recommendations for consideration by our region’s police services who are encouraged to review, consider and, where feasible, incorporate them into each of their respective strategic plans as part of a long term effort to build trust, strengthen police-community relations and enhance community safety.

These recommendations can be found at the conclusion of this report.

Introduction

The GVPDAC seeks to improve communication, build relationships, strengthen trust and deepen awareness between the region’s five police services and the diverse communities they serve.

On June 22 2016 the GVPDAC organized its fourth in a series of Police Community Engagement Events (PCEE). The PCEE brought together more than 80 participants including approximately 20 police representatives and 60 Sikh/Hindu community members. Regional police representatives and DAC members attending included the police chiefs of Victoria, Saanich, Oak Bay, and the Chief Superintendent of the RCMP for Vancouver Island.
The community members represented a cross section of Sikh and Hindu community members including: men and women ranging in age from early 20’s to seniors along with a small number of youth. The majority of the community participants self-identified as immigrants to Canada from countries and regions such as India, Africa (Kenya, Uganda) and France.

During the PCEE, participants learned about the role of police and the work of the GVPDAC. Attendees participated in a series of Global Café tables (an organized discussion activity) that explored three key questions related to policing and relationships with community. The evening concluded with participants sharing a vegetarian Indian meal prepared by members of the Sikh Temple.

Participants provided feedback using an online survey tool (Survey Monkey) as well as providing responses to key questions discussed during the Global Café activity.

**Method**

The PCEE opened with a general welcome and greeting provided by Gordy Dodd – member of the Khalsa Diwan Society, president of the India Canada Cultural Association (ICCA) and member of the GVPDAC.

Victoria Police Chief (Acting) Del Manak followed Gordy Dodd and thanked everyone for attending the session. Manak spoke about the value of community engagement events and the need for police to build relationships with diverse communities including the Sikh and Hindu communities.

Following the welcomes and introductions, an overview of GVPDAC and its work was provided by Vic PD Constable Rae Robirtis, Constable Kim Basi of Saanich Police and Randie Johal- auxiliary member of the West Shore RCMP.

The participants were then divided into 6 Global Café tables to discuss three key questions. Each Global Café table was led by a facilitator and supported with a scribe. Participants were encouraged to respond to and discuss a series of three questions. Responses were captured on flipchart by the scribe and later shared with the larger group.
The three main questions explored during the Global Café included:

- **How are police seen or viewed in your home country?**
- **What is your view of the police here in Greater Victoria? Have you had any experiences with local police you wish to share?**
- **What can we do to improve relationships between police and the community?**

Facilitators at each table guided the discussion around each question. Facilitators, although not always successful, sought to ensure community members were able to equitably share their views and be heard. The main points generated during each discussion were listed on newsprint, shared with the larger groups and incorporated into this report. At the conclusion of the Global Café, community and police members enjoyed a delicious vegetarian Indian dinner prepared by volunteers from the Sikh Temple.

“The best part of this event was the number of people that attended from the Sikh and Hindu community and the fact that they were very open to sharing their ideas, even if they weren’t positive. That’s the kind of information that is most useful, not just positive pat-on-the-backs.”

Sikh community member
Results

Survey Results

Feedback from attendees was gathered using Survey Monkey (an online survey tool- see appendix B). A total of 18 participants completed the survey. Based on self-identified feedback, the respondents identified as:

- 5 Sikh community members
- 3 Hindu community members
- 4 GVPDAC community members
- 6 Police members

The survey response rate was 22% - a relatively low number of respondents overall. This can be explained in large part because not everyone who attended the session provided their email addresses to the organizers. As a result, the organizers were unable to forward the online survey link to all the participants.

Highlights of PCEE

Even with the limited number of responses, those who did provide feedback indicated the PCEE was, in their view, a positive and successful event. Highlights include:

- **100%** of police and community members “agreed” or “strongly agreed” the PCEE *brought police and community members together in a meaningful way*

- **100%** of police and community members “agreed” or “strongly agreed” the *PCEE event was informative and worthwhile*

- **100%** of police and community members “agreed” or “strongly agreed” that *future events like this should continue to be organized with police and diverse communities*

- **87%** of police and community members considered the PCEE *valuable to share ideas about how to improve relationships with police*

- **81%** of respondents stated the PCEE *improved their understanding about police and the community.*

Improvements/Deficiencies in PCEE
Respondents also pointed out several areas that needed to be improved or had failed to meet their expectations:

- Over representation of older community members
- Under representation of youth (under 25 years of age)
- Global Café discussions at a couple of tables needed to be better managed as several conversations took place at same time and made it difficult to hear others
- More time needed for Global Café discussions
- Layout and length of tables was not conducive to ensuring all participants were involved in discussions
- Not everyone was able to equally contribute to Global Café discussions
- No time for tour of the Sikh Temple following the event

**Global Café Responses**

Approximately 60 Sikh and Hindu community members attended the PCEE. A significant number of these community members indicated they are immigrants to Canada who come from other regions of the globe such as India, while a smaller number of participants were born and/or had immigrated from Africa (Kenya, Uganda and others) and Europe (France). Outlined below is an analysis of the responses from these community members to questions explored during the Global Café tables.

**Question 1: How are police seen or viewed in your home country?**

The first question explored during the Global Café was: “How are police seen or viewed in your home country?” This question acknowledged that many members of the Sikh and Hindu communities were born outside of Canada and bring different perspectives about police when they come to Canada. Community members were asked to share their views and experiences with police in their home country. The responses, it was hoped, would inform police and help them to better understand and recognize that many newcomers often have negative experiences with police in their home country. As a consequence, newcomers to Canada
may understandably harbour feelings of fear, mistrust or even contempt for police due to these prior negative experiences. In responding to this question, participants were surprisingly forthcoming as they shared their views and experiences about police in their home countries. Responses included comments and observations such as:

- “People do not trust police. They are corrupt and not trustworthy.”
- “People fear police”
- “Police are corrupt and will often accept and/or expect bribes.”
- “Police are disorganized, poorly trained, poorly paid, lack education.”
- “Police can be violent and dangerous, brutal, use torture and beatings.”
- “Police are prejudiced and discriminate against certain groups because of race, caste, gender, etc.”

For many newcomers, police are feared and not to be trusted. As a consequence, newcomers described how they may avoid contacting the police. Reasons for such “negative” views about police were consistent among participants. Some, for example, noted the police in their home country could not be trusted as they serve the interests of the social, economic and political elite. In India, it was pointed out often police are often “hired” and “influenced” by the powerful and wealthy to intimidate or harm those who are less powerful.

Corruption, fraud, intimidation, and bribery were listed as common experiences newcomers had with police in their home country. A number of community members, for example, stated that residents are expected to pay police a bribe in order to avoid unfair criminal charges or “trumped up” traffic violations. Paying a “bribe” to police is common, expected and seen as the most effective way to avoid being jailed, etc.

Community members described police in their home countries as:

- “less educated”
- “manipulative and sexist”
- “protective of the interests of wealthy and powerful”
- “abusive of their power and unjust”
- “to be feared and avoided”

“In my home country you are asking for trouble by calling the police for help...”

Sikh community member sharing views about police in home country of India
There are “good and honest” police officers in participants’ countries of origin as well. However, participants stated the “honest” police officers will be often be demoted or relocated as punishment for not engaging in the police culture of corruption.

Such experiences, as described by community members, understandably can generate feelings of fear and mistrust about police. These feelings persist long after the newcomers arrive to Canada. Seeing a police uniform can trigger pre-existing fears about police. Newcomers will often continue to view police with suspicion, mistrust and fear. This can manifest itself in different ways when newcomers make contact with police- such as avoidance, no eye contact, refusal to cooperate, etc. For the police, this behaviour by newcomers will appear suspicious and raise concerns. This fear may manifest as being “nervous”, “evasive”, “reluctant to maintain eye contact” or “unwillingness to respond to questions” by police.

Police in Greater Victoria can benefit from understanding newcomers’ previous experiences with police in their country of origin. Knowing how newcomers’ experiences with police in their home country, in turn, shapes behaviour when interacting with police in Canada can be helpful. Knowing, for example, that a recently arrived Syrian refugee may be reluctant to speak with police because of experiences in their war-torn country can lead to better police-community outcomes. With this knowledge, police can better interpret behavior and effectively navigate misperceptions that may arise during interactions with Syrian refugees and other newcomer community members.

**Question 2: What is your view of the police in Greater Victoria? What experiences have you had with police?**

For the second Global Café questions, participants were asked about to share their views and experiences with police in Greater Victoria. Responses were generally favourable and positive about local police. Responses from participants included:

- “Positive experiences with police so far”
- “They have been fair”
- “Positive but sometimes we are still scared of them”
- “Feel safe in Saanich and believe that police in Saanich are doing a good job”
- “Positive and fair it is nice to see them out at cultural events and visible on the street”
Greater Victoria Police Diversity Advisory Committee

The majority of community members stated that the police treated them in a professional manner, were cooperative, helpful and worked hard to keep the community safe. A smaller number of participants expressed that, on several occasions when issuing traffic tickets, police were polite and empathetic. One participant shared how he was very impressed by the quick response and professionalism exhibited by the officers who were called to his home after a family member had been reported missing.

The majority of community members also stated police were fair and made efforts to understand the community they serve. It was observed that police in Victoria often take time to attend cultural events such as the annual India Mela Festival and Diwali Festival. Police visibility at such events has helped to cultivate the view that police care about the community and are respectful of the diverse cultures they serve. Such police-community interactions have helped to diminish fear or mistrust that some newcomers may have about police.

However, not all feedback about our local police was positive and complimentary. Some participants stated that, although they generally have positive views about local police, they are still cautious and frightened of them. Newcomers to Canada, in particular, continue to be hesitant to call the police even when their assistance is needed. A number of participants stated that police continued to be culturally insensitive and would benefit from learning to be more “culturally open and inclusive”.

- Cooperative, smart, handsome and helpful”
- “Helpful and respectful”
- Very responsive and quick”
- “Fair and empathetic- even when issuing a traffic ticket”
- “Friendly and trustworthy”
- “Engaging”
- “They don’t discriminate against our community”
- “Police seem to support newcomers”
- “Treat civilians like human beings”
Another community member suggested that communication and comprehension in the English language can be challenging for newcomers. Conversely, police officers have difficulty understanding newcomers who do not speak English as a first language and need to exercise more patience and cultural sensitivity during such interactions. One example given by a community member included how he was stopped for a traffic infraction but the officer was unable to effectively communicate and explain why the community member had been pulled over, or what the infraction was. Such deficiencies in language comprehension and cultural awareness can create challenges when police engage with newcomers.

Additionally, a couple of participants raised concerns that, in their view, police will unfairly target youth of diverse backgrounds and are less likely to take them seriously. It was also expressed that, at times, police will treat youth with hostility and a lack of patience. These young males are, in the view of some community members, targeted for offenses such as speeding violations and loitering.

**Question 3: What suggestions do you have to improve relationships and understanding between police and your community?**

In both the survey and the Global Café session, participants were asked what suggestions they had about how police could improve community relationships and understanding. A number of suggestions were identified in the areas of: education and training, recruitment and outreach; and community engagement initiatives.

Several key recommendations emerged from feedback provided by community and police members. These are listed in greater detail in the “Recommendations Section” of the report:

“...I am proud of the Sikh citizens for showing up and discussing openly their fears and beliefs about police at this event.”

Sikh Community Member
a) increase understanding and knowledge of police about the Sikh and Hindu faith and the cultural practices observed by these two faith communities.

b) organize regular informal visits to events at the Sikh and Hindu Temples as part of effort to build trust and familiarity with the community.

c) reach out to and interact with Sikh and Hindu youth in order to create relationships and better understand the concerns of youth around policing.

d) deliver police information sessions to the community about role of police, personal safety tips and legal rights. Such sessions could be hosted at the Sikh and Hindu Temples.

e) increase opportunities for meetings and informal dialogues to take place between police and the community. Although work is being done to build trust at events like the PCEE, more effort on a sustained basis is needed to ensure concerns are addressed and to encourage police to learn about the community.

f) recruit Sikh and Hindu community members as police reserves, police constables and volunteers as part of longer term strategy to ensure police reflect the diversity of community they serve

“It was a fantastic introduction into the lives of various community members including the police. Positive engagement such as this between the police and community is very rare within our society. This event made me realize how important it is for the police and community to communicate with one another professionally and as friends...”

Sikh community member
Key Recommendations

Analyzing the many suggestions and insightful feedback provided by community members on how best to improve understanding between police participants, the GVPDAC proposes the following recommendations for the region’s police services to consider:

1. Provide Cultural Awareness Training and Education for Police

Members of both the Sikh/Hindu and police communities indicated a strong and shared desire to increase the awareness and knowledge levels of police about the Sikh/Hindu faith, customs, and community. Participants suggested police be trained in the cultures/traditions of the Sikh/Hindu community.

This goal could be addressed with development of basic seminars on the Sikh and Hindu faith and cultures with the incremental training required of police officers annually. If training cannot be provided in the short term because of cost or time constraints, then police are encouraged to “informally” build trust and develop positive relationships with the community. This could, for example, take the form of regular and planned visits to the Sikh and/or Hindu Temples during scheduled community events.

2. Recruit Community Members as Police, Reserve Officers and Volunteers

Community members highlighted the lack of diversity they found in the region’s police services. It was suggested that the police should have a more inclusive and racially diverse police force that represents the diversity of languages, faith and cultures of these communities.

Community members suggested that police provide opportunities for Sikh and Hindu community members to volunteer or work with the police as a tool to promote positive relationships and to ensure police services reflect the communities they serve.

With this goal in mind, it is recommended the police develop a strategic recruitment plan of new police recruits from the Sikh and Hindu communities. Police are also encouraged to expand opportunities for community members to volunteer as reserve officers. Volunteer recruitment strategies might include, for
example, working with the Sikh and Hindu Temples and the India-Canada Cultural Association to organize and host police recruitment information sessions. Police services are also encouraged to broaden their network and outreach contacts by circulating job and volunteer opportunities on websites, social media pages, etc. of the ICCA and the Sikh and Hindu communities.

3. Organize Police Community Engagement Events
One hundred percent of respondents agreed that police continue to organize and host future PCEEs as a tool to foster and promote positive police-community relationships. The PCEE, and other community engagement activities, provide opportunities for police to learn about the cultures, experiences and concerns of the community about policing. The GVPDAC is the organization best positioned to support the planning and delivery of such future PCEEs- but continued support from police services is vital to ensure successful PCEEs.

4. Organize Engagement Events with Youth
Community members expressed concern that Hindu and Sikh youth were singled out by police because of their age and skin colour. Community members suggested police find ways to positively engage and build trust with these youth. Bringing youth and police together via community engagement events such as a youth-police forum, sports activities such as soccer or grass hockey, can help to engage youth. It is recommended that police actively seeks ways to engage with Sikh and Hindu youth through community engagement activities such as- Tour de Rock, Youth for Change and Inclusion Camps; or youth specific sport and recreation events like soccer or grass hockey.

Conclusion

Police members gained new insight and understanding from the Sikh and Hindu community members during this most recent PCEE. Learning about the faith, culture, and experiences of community members and their experiences with police in their countries of origin has the potential to create better outcomes in police-community interactions. Both police and community members agreed that events such as the PCEE can help build positive police-community relationships and foster greater trust and understanding.
Police services in the Greater Victoria region aspire to improve policing and public safety outcomes with diverse communities in a range of areas including:

- over-representation in illegal behaviours
- under-reporting of crimes
- involvement in crime prevention activities
- provision of information on crime groups and crimes
- perceptions of safety and fear
- confidence in the police

No one knows their community better than the diverse people who live, work, and play there. When community members, with their unique knowledge, perspective and commitment feel increasing levels of trust, confidence and safety in interactions with police, then the community as a whole benefits. By building relationships and fostering trust with diverse communities, police can proactively and effectively ensure better outcomes for the communities they serve.

"Events such as this humanize the police. It’s integral that events like this continue. Not just officers walking in parades but officers having a conversation, eating and laughing together with the wider community."

Police Member participant
Appendix A: Poster: Community Engagement Event

Getting to Know Our Communities:
Community Engagement Event with Local Police

Wednesday June 22
5:00pm-7:00pm
Khalsa Diwan Sikh Temple
1210 Topaz Avenue

The Khalsa Diwan Sikh Temple and the Greater Victoria Police Diversity Advisory Committee (GVPDAC) invite you to a community event.

The event bring together regional police and members of the Indo-Canadian community and Khalsa Diwan Temple to join in conversation and share ideas on how to improve communication, understanding and relationships.

Community members and police will explore 3 key questions:

- How are police seen or viewed in your country of origin/Canada?
- What is your view of the police here in the Greater Victoria Region?
- What can we do to improve police and community relationships?

A light supper and refreshments will be served.

Police representatives are prepared to listen & learn from community members.

To register or for more information please contact:
Gordy Dodd: gs.dodd@hotmail.com
Ranjeet Johal: randiejohal@hotmail.com
Appendix B: Participant Survey Summary of Online Responses

Please take a moment to share with us your thoughts about the Police Community Engagement Event hosted at the Sikh Temple on June 22 2016. This online survey is confidential and anonymous.

1. Please rate your level of agreement with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Community Engagement Event brought police and community members together in a meaningful way.</td>
<td>8</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>The information about the Greater Victoria Police Diversity Advisory Committee was clear and informative.</td>
<td>4</td>
<td>10</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>The Global Café format worked effectively and allowed my views to be heard.</td>
<td>7</td>
<td>8</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>The opportunity to speak with and hear from our local police members was valuable.</td>
<td>9</td>
<td>4</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sikh and Hindu community members were involved in the discussions and able to effectively share their views on policing.</td>
<td>6</td>
<td>9</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>My views about police and the work they are doing to improve community relations are more positive following this event.</td>
<td>4</td>
<td>7</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I would recommend that future events like this one be organized with police and diverse communities.</td>
<td>10</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Additional Comments:

- It would be good to meet with the front line police officers and not just the higher ups.
- I would like to schedule one in Sept 2016 at the Victoria Hindu Parshid and Cultural Centre.
- I spoke with some of the community members attending the event and they wish they had more clarity and information about the objectives of the event. Their youth should have been invited directly as they are the ones targeted by police on the streets. They also want the report to be shared with them before publication. This would be an opportunity to engage youth.
- For maximum value- I recommended these events be held in pairs and approximately one or two months apart. Those who attend the first event will speak with others in their community which will provide the message about how “safe and useful” they found the opportunity to be for them so that others who don’t attend the first event will feel secure in attending the second event.
- I appreciated the elders... who openly discussed their experiences with police in India & Canada.
- I put neutral re: my views of police and work they are doing as my views did not change- not a bad thing.
- Might have to go where the youth go as opposed to the temple. Possibly a youth event like the Mela at Saanich Fair Grounds.

2. Please rate your level of satisfaction with the following:

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Unsatisfied</th>
<th>Very Unsatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening presentation about the Police Diversity Advisory Committee and work they do</td>
<td>4</td>
<td>12</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Global Café format and discussions</td>
<td>6</td>
<td>10</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Opportunities to informally talk with members of the police</td>
<td>7</td>
<td>7</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Opportunities to informally talk with members of the Sikh and Hindu communities</td>
<td>10</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Time management of activities</td>
<td>2</td>
<td>10</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Length of event (2 hours)</td>
<td>3</td>
<td>8</td>
<td>2</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Location of Event</td>
<td>6</td>
<td>8</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Additional Comments:

- More time would have helped in order to discuss the questions in depth
- Please hold such jamborees out of the religious places if possible. The free food and drinks were a big attraction to get people to participate
- Nice presentation
- This was a lovely event with collaboration from the Sikh community and the police. I also noted that many participants enjoyed the interaction with our local police
- It seemed a bit rushed
- It was nice to be in the Sikh temple. A tour at the end would have been really interesting to do (maybe we ran out of time?), but I found the set-up less conducive to everyone being able to participate in the discussions. The long table instead of rounds made it difficult for people at either end to hear what others were saying.

3. What did you find useful/valuable about attending the event (Please check all that apply)?

Ranked in order of highest response percentage:

- Sharing ideas about how to improve relationships with police: 88%
- Learning about other community members’ experiences with police: 81%
- Opportunity to meet and talk informally with community members: 75%
- Presentation about the Greater Victoria Police Diversity Advisory Committee: 62%
- Global Café Discussions: 62%
- Opportunity to meet and talk informally with police: 56%

Comments

- I enjoyed the openness from the community members with their experiences whether positive or negative with police
- It was a fantastic intro into the lives of various community members including the police. Positive engagement such as this between the police and community is very rare within our society. This event made me realize how important it is for the police and community to communicate with one another professionally and as friends. This is strangely a huge gap in our society and communities.
- Great dialogue with older Sikh citizens
4. Please provide your responses to the following statements or questions:

a. What were the strengths – or best parts- of the event?

- The informal discussions and global café format
- Just free discussions on how to improve relations
- Opportunities to meet members of the Sikh community
- Informal and open discussion among community and police
- Global Café format
- It was well attended and the food was great
- The duration (2 hours) appeared to provide some people with an eventual opportunity to relax and feel comfortable in opening up to share their thoughts (once they realized this was a very casual engagement for everyone).
- The engagement and collaboration with the participants in the selected groups. Having a facilitator was also beneficial including the time management. I also appreciated that all groups were able to share their ideas on paper and the host Steve was able to deliver messages from each group.
- Meeting great people. Good discussions.
- The number of people that attended from the Sikh-Hindu community and the fact that they were very open to sharing their ideas, even if they weren’t always very positive. That’s the kind of information that is most useful, not just positive pat-on-the-backs.
- Engaging with police
- The process, global café and eating dinner together afterwards. The global café is a huge icebreaker which leads into dinner in which the community and the police can see each other as humans.
- The opportunity to express yourself candidly. I think the dialogue about experiences in India were a bit inappropriate. There should have been more inter-dialogue events in Victoria and local involvement.
- Interacting with police
- Good speeches, great food and kept on time and interesting

b. What were major weaknesses – or areas that can be improved - about the event?

- Time constraints
- Please read comments above
- Needed more time for discussion and mingling
- Should be more structured, time bound
- More time for the event
• The facilitators in my group were not able to ensure that all members contributed to the process and let several conversations happen at the same time, which resulted in a poor collection of ideas. Youth need to more directly involved. Most community members were older adults and they expressed concerns about how their youth feel about police.
• Perhaps a bit more introductory information about the DAC so attendees were better aware of the mandate and scope of activities as well as the value of the DAC.
• There was nothing I could think of? It would have been nice to see some youth present. However, as a committee it would be more suitable to attend the youth gathering to interact and mingle with them on a more casual basis.
• A bit rushed. Discussions were somewhat limited to the three questions. Would be good to spend more time on the “going forward”.
• As mentioned earlier, the set-up of tables was not as conducive to group discussions as round table or sitting in a circle like the Community Engagement Event at ICA.
• Would have been nice to have more younger people.
• The only thing would be the lack of events such as this within our society. It would amazing if events like these were common to the point where they were an integral part of living in a community for everyone. Could remove the stigma and fear between community and police where you could see an officer on the street and converse with joy and comfort.
• Get more police officers.
• More youth attendance.

c. As a result of this event, has your attitude or opinion changed about police? If so, how?

• Not at all
• Knowing both sides, one understands more clearly
• More understanding of the work they do
• No. I’d like to see different officers attend these events, especially those working the streets. It is always the same ones in attendance.
• We are doing well, but there is always a new opportunity to do better. Let’s keep up the good work.
• No- but it was already high to begin with.
• Opinion same. I feel the police are doing a great job.
• Events such as this humanize the police. It’s integral that events like this continue. Not just officers walking in parades but officers eating and laughing together with the wider community.
• Not really
• In a positive way. Police are trying to understand the various diverse communities and their culture.
• Im proud of the Sikh citizens for shoeing up and discussing openly their fears and beliefs about police.
5. If you are a Sikh or Hindu community member, please tell us three things you think the police should know or understand about your community in order to better serve them:

I wish the police understood...

- Learn about the past history, culture and traditions of Indo-Canadian community and those from Africa
- Honoring the religion and knowing how to greet the person and allow them to feel comfortable
- Some of the cultural nuances that inhibit the community from accessing police services
- Hindu culture and traditions
- Religious reasons for wearing turbans
- If possible there should be exchange visit for the police officers to India and Africa
- Lower the superiority concept some police may have in their minds
- Our food and festivities
- Family hierarchy and the community
- Listen, carefully and ask questions for understanding clarity
- Our way of dressing
- How to get more Sikhs recruited into policing

6. In your opinion, what would you like to see police do to improve their understanding and relationships with the Sikh/Hindu community?

- Better education on different cultures
- Diversity training
- More education
- Engage youth in a similar event. Most participants were older adults.
- Community dialogues such as this one
- Cultural attitudes changed
- Customs and traditions shared
- Better recruitment of minorities
- Attend cultural and community events more often
- Recruitment of minorities
- Validate report with the community before sharing it with the police chiefs.
• Attend community events, even if is just the local municipalities attending events in their own area- it doesn’t have to be as big as a DAC organized attendance
• Eradicate the fear of accessing police
• Festivals
• Attend soccer/grass hockey game as a challenge with the community
• Educating police on customs and traditions of the community
• Review cultural sensitivity training and make it compulsory
• Any extra diversity/customs training can only be beneficial
• Diversity
• Come have tea with the women of the Sikh community

7. Any other comments or suggestions you would like to share with us?

• Hold these jamborees again- invite police officers from India/Africa to participate...let them speak
• Keep up this type of event on regular basis
• Question: how are recommendations shared with the community/public?
• Great event ;0 Thank you!!
• It was a great event, as were the others. Great job working group committee.
• Very well organized event