

Police Services Advisor

Anti-Racism Directorate

Ministry of Citizenship and Multiculturalism | Ontario Public Service

Position Title: Police Services Advisor
Division: Anti-Racism Directorate
Job Term: Secondment – Minimum 1 year, with possible extension to a maximum of 3 years
Location: 1075 Bay Street, Toronto, Ontario
Salary: Your current salary (as a secondee you will continue to be compensated by your BPS organization). Your current salary should be within the following range: \$80,595 – \$117,142
Position Status: Open Targeted
Posting Period: February 1, 2023
Closing Period: February 27, 2023
Start date: As soon as possible, no later than April 2023

Are you an employee of a Municipal Police Service or First Nation Police Service? Are you passionate about advancing racial equity in Ontario and have expertise in equity, diversity, anti-racism, and inclusion? If so, consider joining the Anti-Racism Directorate!

We are looking to onboard professionals who have expertise in evidence-based decision-making in policing. As an experienced professional with knowledge of policing in Ontario, you would support initiatives related to race-based data collection in policing, advancing racial equity work by supporting police services with change management including the use of anti-racism tools and resources, for example, the Anti-Racism Impact Assessment (ARIA) toolkit.

As a subject matter expert in policing with experience and or knowledge of data collection and analysis, the successful candidate would lead and coordinate policy, program, and evaluation development initiatives and projects related to provincial anti-racism strategies and initiatives that meet and advance ministry objectives.

The Anti-Racism Directorate leads the government's anti-racism initiatives to build a more inclusive society and works to identify, address and prevent systemic racism in government policy, legislation, program, and services. This includes:

- a. overseeing and supporting the operationalization of the requirements under the Anti-Racism Data Standards (i.e., race-based data collection, analysis, and public reporting).
- b. providing expertise; developing and supporting the implementation of anti-racism tools and resources, for example, the Anti-Racism Impact Assessment (ARIA) Toolkit to build capacity to address systemic barriers and improve public services.

How do I qualify?

Subject Matter Expertise:

- You have recent and current experience in policing as a current employee of a municipal police service or first nation police service.
- You have recent experience related to the collection and analysis of race-based socio-demographic data / personal information. Experience in race-based or socio-demographic data collection in policing would be an asset.
- You have an understanding of police governance, police administration, and police operations.
- You have an in-depth understanding of contemporary policing priorities and issues, to lead the development of programs and policies for effective race-based data collection in Ontario, and to assist in the evaluation of these initiatives.
 - You have an understanding of the unique history and experiences of Indigenous, Black, and other racialized communities in their interactions with the justice system broadly and policing specifically.

Relationship Management and Communication skills:

- You have demonstrated success using consensus-building and mediation skills and diplomacy to lead the facilitation and fostering of strong relationships to resolve highly visible, complex, and contentious issues in a politically sensitive environment.
 - You have experience preparing and presenting complex issues analyses, detailing and managing risks, and developing and delivering briefing materials.
- You have the proven ability to provide strategic advice and recommendations to inform and influence decision-makers.
 - You have experience working with First Nations communities concerning policing that includes respectful engagement with community members and observance of appropriate protocols.

Program/Policy Development and Evaluation skills:

- You have the proven ability to interpret and apply relevant legislation to lead/support the development of program and policy recommendations for effective program oversight, in line with organizational strategic objectives, priorities, and operational plans.
- You have experience anticipating and identifying risks, contentious issues, and barriers as well as identifying relevant mitigation strategies and solutions to support

program effectiveness.

- You have the proven ability to understand the impact of changes in legislation, developing trends, and other factors on internal strategies and operations.

Project Management skills:

- You have demonstrated experience with project planning and leadership, to lead and manage the planning and delivery of project activities, including monitoring, tracking, reporting on operations, and providing advice to management and senior executives on project progress, and status, identifying issues and risks as well as mitigation strategies, and leading/overseeing project staff.

Indigenous Reconciliation, Equity, Anti-Racism, Inclusion, and Diversity knowledge, understanding, and skills:

- You have knowledge and experience working in your sectors through an anti-racism approach and have a deep understanding of the impacts of systemic racism on Indigenous, Black, and other racialized children, youth, individuals, and communities in Ontario.
- You have skills, knowledge, and understanding of how various forms of racism, hate, and discrimination including anti-Indigenous racism, anti-Black racism, antisemitism, Islamophobia and other forms of racism impact individuals and communities.
- You have knowledge and awareness of the Crown's relationship with Indigenous people, treaties, and the Aboriginal and treaty rights of Indigenous communities within Ontario, including the government's duty to consult and accommodate Indigenous communities.
- You have an understanding of Indigenous communities' traditional territories, and governance structures, including political organizations, cultural practices, and protocols.
- You have knowledge and experience applying intersectional approaches when leading programs and services that support Indigenous, Black, and other racialized people, 2SLGBTQQA+, persons with disabilities, Francophone, and other equity-deserving groups and communities.

How to Apply?

Please combine your cover letter and resume into one document and ensure that your fullname is in the title of the document.

Please send it to Andre.Lyn at Andre.Lyn@ontario.ca **by 11:59 pm on February 27, 2023.**

Only those selected for further screening or an interview will be contacted.

Note - While on secondment contract with the Ministry of Citizenship and Multiculturalism:

The current salary of the successful candidate will be brought forward for consideration and approval if it is above the stated salary range for the position.

- Salary range for the position: \$80,595 – \$117,142

The successful candidate will continue to be covered by the benefit plans and pensionplan of their home organization, with the Ministry covering the employer costs of maintaining such coverage. Moving and relocation costs are not covered by the Ministry.