

Update Report

Campus Safety Services Action Plan: Service Excellence and Engagement with Carleton's Diverse Communities

Timeline: September 2019 – December 2020

AREA OF FOCUS	COMPLETED	IN PROGRESS/ONGOING
<p>Community Engagement – Strengthening Positive Relationships Through Community Connections</p>	<p>JANUARY: 2020:</p> <ul style="list-style-type: none"> • Stakeholder meeting (students and staff representing 5 departments and 4 student groups). Future opportunities to strengthen engagement with diverse Carleton community members and groups were explored. Stakeholders identified what meaningful engagement meant to them, current obstacles to engagement and future steps that can be taken to strengthen relationship with CSS. • EIO Officer continued to connect with departments and student groups to further this conversation (ISSO/CUSA/MSA). • More than 300 stakeholders engaged from organizations from Carleton, Ottawa and beyond. <p>External:</p> <ul style="list-style-type: none"> • Ontario Special Constable Association (presentation on EIO program to provincial partners) • Harvard University – Assisting HUPD establish their EIO program • Iowa State University (EIO parent program partner) 	<ul style="list-style-type: none"> • Establishing a Sub-Committee of CSS Advisory Committee. The focus of the sub-committee is community engagement and relationship building. • CSS Lecture Series (knowledge share initiative in collaboration with Carleton faculty) • Ottawa Police Service – working with (Carleton or OPS) recruitment and exploring research possibilities)

	<ul style="list-style-type: none"> • OCTEVAW (Ottawa Coalition to End Violence Against Women): Committee member • United Way: United for All partner • Boys and Girls Club of Ottawa: Ottawa Community Youth Diversion Program connection made to explore alternative resolutions. 	
Community Safety Planning – A Collective Responsibility	<p>FEBRUARY 2020:</p> <ul style="list-style-type: none"> • Meeting with stakeholders was held to discuss current safety planning practices and explore community perspectives on safety planning. 	<ul style="list-style-type: none"> • Community Safety Planning - Continue the conversation with the goal of creating an integrated approach that focuses on community well-being.
Service Excellence – Enhance Efforts to Increase Diverse Representation Among CSS staff	<ul style="list-style-type: none"> • Developed RFP for an external consultant to conduct an employment systems recruitment and retention assessment and with the objective of developing a plan to increase the representation of Indigenous, Racialized, Gender, Differently Abled and LGBTQ2S persons in the CSS workforce. • Employment Services Review Completed. 	<ul style="list-style-type: none"> • CSS Recruitment Work Plan Overview (organizing departmental efforts with applicable action plans to modernize CSS recruitment). Working with EIC, HR, OQI and CUSA as key stakeholders.
Not in our Space - Shared Response Against Hate Propaganda and Racial Supremacist Movements	<p>Inclusion Week 2019:</p> <ul style="list-style-type: none"> • CSS participated in an event titled: Not in our Space: Countering Hate and Racial Supremacist Groups organized by EIC. CSS Director Brian Billings spoke at event. • Partnered in United Way’s 2020-2021 U4A initiative against hate and discrimination. 	<ul style="list-style-type: none"> • CSS officers and staff ongoing participation in United Way’s U4A initiative against hate and discrimination in various events including Town Halls and tabling events to benefit from knowledge exchange and learnings. • This initiative includes exploring research placement opportunities with Carleton

		<p>Psychology and Sociology departments.</p> <ul style="list-style-type: none"> • EIO continued work to collaborate with student groups and other stakeholders on prevention.
Skills Development for Inclusive Service Delivery – Training	<ul style="list-style-type: none"> • Review of existing CSS training model • Benchmarking 	<ul style="list-style-type: none"> • Develop RFP in collaboration with EIC and HR. (est. Fall 2021)
EDI Principles in CSS’s Mission and Vision	<ul style="list-style-type: none"> • Reflecting on SIP and broader Diversity EDI initiatives to ensure the CSS Mission and Vision are grounded in those principles. 	<ul style="list-style-type: none"> • Mission and Vision finalized (Fall 2021) with support from OQI.
Accountability and Evaluation Framework	<ul style="list-style-type: none"> • Working with EIC, HR and OQI to develop an evaluation framework for the CSS Action Plan. • The framework will include a recruitment and retention strategy to align with broader university practices. 	<ul style="list-style-type: none"> • Determine effective metrics for Accountability and Evaluation Framework. (Early 2022).