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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