



Cultural Awareness and Humility Background and Consultation

Cultural Awareness and Humility (CAH) was designed using extensive research and consultation in order to respect communities, and to increase knowledge, enhance self-awareness and strengthen the skills of RCMP employees who work both directly and indirectly with different cultures.

Consultation with academics, community advisors, and other government departments played a crucial role in the CAH design process. The course was officially launched in June 2020, but consultation continues, as community advisory groups are invited to review, and course evaluations are analyzed for feedback trends. CAH is just one product in the larger Intercultural Learning Strategy (ILS) currently under development. Ongoing consultation informs required updates to the CAH, and also identifies gaps that might be filled with additional learning products to be launched under the ILS umbrella.

A sampling of the many bodies that have been consulted is listed in the following chart.

<p>External Consultation</p> <ul style="list-style-type: none"> • Correctional Services Canada (CSC) • Global Affairs Canada (GAC) • Advisory Council of Elders (ACE) – <i>Barbara Hill, Linda Boudreau, David Serkoak, Anita Olsen Harper</i> • Canada School of Public Service (CSPS) • <i>Nadia Ferrara, PhD. Executive Director, Office of the Federal Ombudsman for Victims of Crime</i> • Advisory Council for the Minister of SWC • Circle of Change: members are Indigenous leaders, subject matter experts and advocates: <ul style="list-style-type: none"> <i>Sheila North</i> – CBC journalist and correspondent for CTV – Grand Chief of Manitoba Keewatinowi Okimakanak (MKO) <i>Barbara Hill</i> – First Nations Algonquin born on the Kitigan Zibi Anishinabeg Reserve <i>Dr. Bernice Downey</i>-medical anthropologist (Ojibwe and Celtic heritage) <i>Diane Redsky</i>-First Nations woman – executive director of Ma Mawi Wi Chi Itata Centre <i>Lanna Many Grey Horses</i>-Manager of Women and Children Services with The Bloom Group (BC) <i>Dr. Marie Delorme</i>-CEO of The Imagination Group of Companies – Metis entrepreneur and business woman <i>Peter Hodgson</i> <i>Sheila Swasson</i>-Manager of Community Services at Listuguj Mi'gmaq First Nation Government <i>Ted Norris</i>-National Indigenous Executive member at Further Education Society, Cherry Valley Ontario <i>Dr. Anita Olsen Harper</i>-Anishnabe Lac Seul First Nation in northwestern Ontario <i>Kimberly Jonathan</i> Saskatchewan, Federation of Sovereign Indigenous Nations Vice-Chief, first woman to hold the position
<p>Internal Consultation</p> <ul style="list-style-type: none"> • Sexual Assault Review Team (SART) • Gender-Based Analysis Plus (GBA+) • RCMP-Indigenous Relations Services (RIRS) • Missing and Murdered Indigenous Women and Girls (MMIWG) • Specialized Police Services (SPS) • Strategic Policy and Planning Directorate (SPPD) • Federal Policing (FP)
<p>Pilot Participants:</p> <ul style="list-style-type: none"> • RCMP Crime Prevention Coordinators • RCMP Indigenous Policing Coordinators • RCMPO National Youth Coordinators