



Bias-Free Policing Advisor: White Rock RCMP

A Bias-Free Policing Advisor is one method the White Rock RCMP detachment is using to conduct a continual assessment of individual and collective biases that are inherent in humanity. The advisor will use their specific life lens and the perceptions gathered from others to continually examine detachment policies and practices to ensure we are upholding the RCMP's bias-free policing policy.

The nature of bias requires early prevention and intervention to ensure that all persons in the community and at the detachment are treated in an equitable manner. Implicit bias requires us to display humility and have the ability to listen to other perspectives, ensuring that our actions are not inequitable or discriminatory regardless of an individual's race, nationality or ethnic origin, colour, religion, gender, sexual orientation, marital status, age, mental or physical disability, citizenship, family status, socio-economic status, or a conviction for which a pardon has been granted.

Appointment of the advisor

The bias-free policing advisor is a White Rock officer appointed by the Detachment Commander. This officer is selected, in part, based on their lived experience with racism, discrimination, or other inequitable human rights treatment.

Bias-Free Policing Advisor's role

The advisor will provide advice to the detachment senior leadership team on any area of operations, administration, and community engagement that they determine appropriate, including the following:

- Recommend detachment policy/procedure for review to ensure it is inclusive and bias-free,
- Provide recommendations for further study when information is not available,
- Engage with the detachment to obtain different perspectives on a bias-free work environment and our connection with the community, and
- Engage with external groups/partners to learn from and share their perspectives.

Detachment Commander's role

The detachment commander will meet with the advisor at least monthly to engage in the following:

- Discuss areas for review with the advisor;
- Accept and document any concerns presented by the advisor;
- Assign for review/follow-up any concerns, and document rationale when action was deemed unnecessary;
- Assign for review any areas of detachment operations or administration that should be examined for bias;
- Seek perspectives from community groups/individuals, especially those that may experience racism or discrimination, to learn from and to inform bias-free operations and administration at the detachment;
- Listen to the community and external sources, such as academic research, to continually appreciate developing issues relating to bias-free policing;
- Communicate issues related to bias-free policing to all employees at the detachment; and
- Advise the RCMP Lower Mainland District office of any issues addressed in White Rock that may have broader implications in policing.



White Rock RCMP Bias-Free Policing Advisor

Cst. Amarjit Nijjar has been with the White Rock detachment since 2014. Born in India, he immigrated to Canada in 2008, became a Canadian citizen in 2013 and joined RCMP in 2014. In India, while growing up as a youth, Amarjit experienced discrimination from his peers due to his physical appearance. In Canada, he occasionally faces discrimination and racism from members of public while executing his duties as a police officer. Amarjit is well suited to ensure the White Rock detachment is pro-active in delivering a bias-free policing service.