

Position Profile

Hate Crimes Community Liaison

Profile Overview

Competition #: 730

Role(s) Required: Hate Crimes Community Liaison

Agency Website:

Responsible Ministry: Justice and Solicitor General

Opening Date: 08/18/2021

Closing Date: 09/07/2021

Role(s) Required

The Minister of Justice and Solicitor General is seeking applications from individuals interested in serving as a Hate Crimes Community Liaison.

Role Description

The Hate Crimes Community Liaison will be appointed, by Ministerial Order, for a period of one year, and will work approximately 24 hours per month. They will act as a special advisor to Justice and Solicitor General and will advise the Minister, the Director of Law Enforcement (the Assistant Deputy Minister of the Public Security Division), and the Hate Crimes Unit, which is within the Public Security Division, as required.

The Hate Crimes Community Liaison will forge relationships with communities and community organizations to gather information and coordinate action in ongoing efforts to address hate and bias motivated crimes and incidents

The Hate Crimes Community Liaison will provide a comprehensive report of recommendations to the Ministry of Justice and Solicitor General within one year of their appointment. Their recommendations should:

- **Clarify definitions of hate and bias incidents:** Alberta lacks a precise understanding of hate and bias incidents and by recommending definitions, the Community Liaison will provide a foundation for the Government of Alberta to create a strategy to appropriately and consistently respond to these incidents across all ministries and agencies.
- **Consider community impact:** Identify best practices for prevention, intervention, suppression of hate and bias crime and incidents, and for supporting the needs of individual victims and the victims' community, who also feel the impact.
- **Propose a path forward to address shortcomings of the current legal framework:** Hate and bias motivated crimes and incidents are difficult to prosecute within the current legal framework. The Community Liaison will examine shortcomings and look for opportunities within provincial jurisdiction to make improvements leading to more effective prosecution.
- **Recommend best practices for repairing the harm caused:** Consideration is needed to determine best practices for atoning for, and repairing harm caused, by hate and bias motivated crime and incidents within and outside of the criminal justice system knowing most occurrences are deemed non-criminal in nature.
- **Address how to better coordinate efforts:** Recommend how coordination between law enforcement and the community should occur with an emphasis on how to empower communities to report and respond to incidents.

About the Agency

About the Division

This role will be supported by the Public Security Division, Public Security is responsible for law enforcement and oversight, crime prevention, restorative justice, and victim services. This mandate covers a broad portfolio of functions, such as: integrated policing initiatives; delivery of supplementary law enforcement, including court security; prisoner transport; traffic and commercial vehicle safety enforcement; protection of government officials and critical infrastructure; fish and wildlife enforcement; police oversight and RCMP contract management; oversight of private

investigators and security guards; and security services for government buildings, employees, the judiciary, and members of government. Additionally, the division is responsible for providing victims and their families with general information concerning services available to victims on how the justice system operates, and overall oversight and administration of the Victims of Crime and Public Safety Act and the Canadian Victims Bill of Rights.

About the Hate Crimes Unit

The Provincial Hate Crimes Coordination Unit (HCCU) provides intelligence, specialized support and coordination to reduce and respond to bias/prejudice/hate motivated crimes, incidents, and radicalization towards violence throughout Alberta. The HCCU provides specialized supports to front-line law enforcement to counter hate propaganda and bias/prejudice/hate motivated crime; works to improve bias/prejudice/hate crimes training and information for front-line officers, Crown attorneys and community groups; and engages with law enforcement, federal partners and stakeholders, including the Hate Crimes Community Liaison, Alberta Hate Crimes Committee, the Anti-Racism Advisory Council, and the Hate Crimes Intelligence Committee to develop and coordinate provincial hate crime and counter radicalization strategies.

Agency Classification

n/a

Skills and Experience

The ideal candidates should have the following competencies:

- A non-partisan community leader who is an active pursuer of social justice.
- Experience with community engagement - forging relationships with and bringing diverse communities together for discussion.
- Strong interpersonal skills - including rapport building, tact, Cultural Intelligence (CQ), and empathy.
- Good understanding of policing and the justice system in Alberta.
- Leadership skills and supports team work.
- Excellent verbal and written communications skills.
- Excellent critical thinking and analytical skills.
- Problem solving - involves distilling key principles, researching theoretical frameworks, and liaising with partners to identify similar contexts/strategies in other jurisdictions and then be adapted to the Alberta context.
- Experience researching and analyzing complex issues and behaviours.
- Strategic acumen - ability to think strategically in multidimensional and whole-of-society contexts.

Specialized Knowledge and Expertise

- Knowledge of hate crime related legislation and jurisprudence.
- In-depth knowledge of the Canadian Charter of Rights and Freedoms.
- Experience working with community organizations - providing briefings, education, and outreach activities.
- Good understanding of complex problems associated with reducing and responding to bias/prejudice/hate motivation and behaviours, radicalization towards violence, and violent extremism.

Remuneration, Time Commitment and Meeting Location

The Hate Crimes Community Liaison will be remunerated by honorarium for the time spent in the performance of their duties and shall be paid in accordance with the member rate outlined in Appendix 3, Schedule 1, Part B of the [Committee Remuneration Order](#).

Necessary travel expenses will be reimbursed in accordance with the Government of Alberta's Travel, Meal, and Hospitality Expenses Policy.

The Hate Crimes Community Liaison will work approximately 24 hours per month and is expected to provide:

- a detailed work plan within the first month of their appointment;
- two interim status updates at the end of months four and eight; and
- a final report with recommendations at the end of their 12 month term.

Additional Notes

Final candidates will be asked to undergo a comprehensive background check, disclosure and conflict of interest screening.

Applications received thru the e-PAAS online system will be forwarded to Executive Search.

If you are appointed to this position, you must comply with the agency code of conduct as referenced in the [Conflicts of Interest Act](#) sections 23.922-23.924 throughout your appointment. You must comply with the agency Code of Conduct as referenced in the [Conflicts of Interest Act](#) sections 23.922-23.924 throughout your appointment. You will also be subject to the Conflicts of Interest Act, including restrictions on furthering private interests (s. 23.925). For more information, please visit the [Office of the Ethics Commissioner](#) website and the [Public Agencies Secretariat](#) website.

If education credentials are required, it is recommended that applicants who have obtained educational credentials from outside of Canada and have not had them previously assessed, obtain an evaluation of their credentials from the International Qualifications Assessment Service (IQAS) – <https://www.alberta.ca/international-qualifications-assessment.aspx>. It is recommended that applicants include the assessment certificate from IQAS or any other educational assessment service as part of their application.

It is recognized in Alberta as a fundamental principle and as a matter of public policy that all persons are equal. Diversity and inclusion are valued and supported on the boards of Alberta's public agencies.

Contact Information

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