

# POLICE COMPASS

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## FREE LEGAL GLOSSARY

**Exculpatory:** information that clears or tends to clear a person of guilt.

**Plain view doctrine:** rule that a police officer may act without a search warrant if the evidence is in plain view.

**Collins test:** test used by the courts to determine whether a police search is reasonable; the search must be authorized by law, the law that authorizes the search must itself be reasonable, and the search must be conducted in a reasonable manner.

**Absolute discharge:** when the accused is found guilty of an offence but is discharged without a probation order or conditions and no conviction results.

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THE COMPLETE LEGAL GLOSSARY



## RELIGIOUS LITERACY AND CANADIAN LAW ENFORCEMENT

Hateful graffiti painted on mosques, gurdwaras, and synagogues is just one of the outward signs of the rising incidences of religiously-based conflicts and hate crimes happening in our communities.

It isn't news that police services across the country are working with increasingly diverse communities. To serve these communities well, officers need to have religious literacy. Knowing something about the practices, customs, and beliefs of Canada's religious communities helps open the doors to trusting relationships.

Did you know that compared to the United States on a per capita basis, Canada is home to 2 times as many Buddhists, 2.5 times as many Hindus, 4 times as many Muslims, and perhaps 12 times as many Sikhs? Even compared to other pluralistic liberal democracies, Canada is considered a very diverse place. Whatever community you serve, it is likely more diverse than ever, and it will only continue to grow.

Hate crimes in Canada rose by 138 percent between 2016 and 2021, with 3,355 incidents reported in 2021—1,946 more incidents than those reported in 2016. Some of the most notorious hate crimes over this period include the Quebec City Mosque shooting, the truck attack in London, and a series of violent assaults on seven different Muslim women in Alberta within three months.

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## RELIGIOUS LITERACY AND CANADIAN LAW ENFORCEMENT [Continued from page 1]

While our community leaders will often publicly condemn hate crimes, this is only one piece of the puzzle. To create truly safe and inclusive communities for people from all religions, our public servants—including police officers—need to be able to connect authentically and without the hesitation that sometimes comes from not knowing enough to be comfortable.

Religious literacy requires education and exposure to diversity. Here are five ways to improve your religious literacy.

- 1. Take part in external learning opportunities.** The Canadian Police Knowledge Network has excellent video modules on religion.
- 2. Practise interrupting your own internal biases.** We all have them and the more we recognize them, the less power they hold in our responses to situations.
- 3. Open conversations with fellow students.** Talking about religious holidays is an excellent way to learn more about the practices of diverse communities.
- 4. Attend a local religious communities' celebrations, open houses, and outreach efforts.** There are many festivals where religious communities welcome the public to visit and learn.
- 5. Expand your circle of influence** by curating diversity in the movies or television programs you watch, the books and materials you read, and the voices you follow on social media.

*Excerpted from: 'Police and religion: Why religious literacy is important for all law enforcement members' By Brian Carwana. Published by Blue Line Magazine.*



# RESOURCES FOR POLICE FOUNDATIONS STUDENTS

## ONLINE

OACP: [oacp.on.ca](http://oacp.on.ca)

CACP: [cacp.ca/index.html](http://cacp.ca/index.html)

Blue Line: [blueline.ca](http://blueline.ca)

OPP: [opp.ca/index.php](http://opp.ca/index.php)

YRP: [yrp.ca/en/careers.asp](http://yrp.ca/en/careers.asp)

TPS: [torontopolice.on.ca/careers](http://torontopolice.on.ca/careers)

## PRINT

Mental Health Awareness:  
Practical Skills for First Responders  
and Mental Health Awareness:  
Self Care for First Responders, 2nd ed.

Fitness and Lifestyle Management  
for Law Enforcement, 6th ed.

Communications and Report Writing  
for Law Enforcement Professionals, 5th ed.

The Law Enforcement Handbook: Foundations,  
Skills and Career Pathways

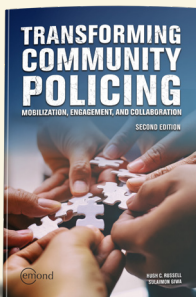
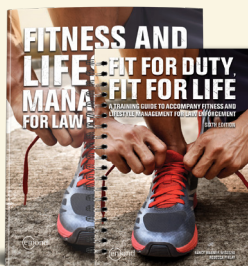
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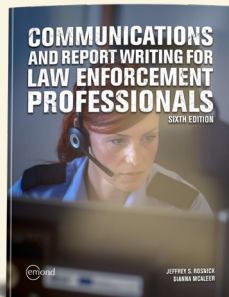
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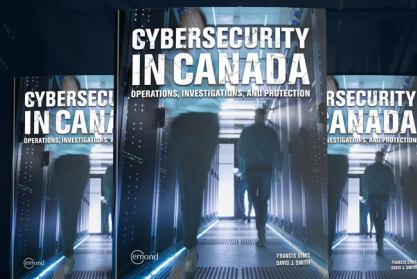
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## CYBERSECURITY IN CANADA: OPERATIONS, INVESTIGATIONS, AND PROTECTION



“This excellent and timely resource addresses the ever-growing challenges that all organizations face in protecting their assets. Knowledge of cybercrime is no longer optional in the world of security—it is a basic requirement, and the wealth of industry knowledge in this wide-ranging book will benefit every reader.”

—Amy Jantz (CFE, CCII), Mohawk College



# COVER LETTER DO'S AND DON'TS

A **cover letter** is your first impression. Many candidates don't recognize the importance of a good cover letter and risk sending their application to the bottom of the pile. A good cover letter should highlight how your skills and attributes match the job description. It should be positive and impressive, setting you up as a viable candidate for the next step in the recruitment process.

## COVER LETTER DO'S

1. **Do identify two or three points from mission statements or objectives and use these in your opening paragraph.** It shows that you took the time to thoroughly understand the agency.
2. **Do reference the appropriate job posting or position.** Many agencies ask you to refer to a competition or reference number. For example, "Please accept this resumé and cover letter for your recent posting of a [position] at the [police department] as posted on your website and dated month day, year."
3. **Do address the letter to the person who is responsible for hiring or the manager of the human resources department.** It looks very impressive if you are able to do this, but never guess or use "to whom it may concern."
4. **Do ensure you write a new cover letter for each application.** It is important that your cover letter matches your skills to the unique qualification of each job you apply to.
5. **Do ensure that your contact information is appropriate and up to date.** An inability to reach you means the next applicant in line will get your call.

## COVER LETTER DON'TS

1. **Don't forget to include the reason why you are applying in the first paragraph.** Show your interest in this specific position and how your experience and skills suit it.
2. **Don't forget to include the competencies and key words that match the job posting.** Don't copy the language in the posting—employers want to read about your experience in your own words—but use competency-based wording and choose action words carefully.
3. **Don't use less than three paragraphs.** While it is important to be concise and specific, a short cover letter looks incomplete, demonstrating a lack of effort or interest.
4. **Don't just rely on spell-check**—have an instructor or peer edit your cover letter before you submit it. Look for run on sentences, repetitions, comma splices, jargon, slang, etc.
5. **Don't leave the signature blank.** This looks unprofessional and incomplete. Include a signature at the bottom that is signed and scanned or computer generated.

*Adapted from Communications and Report Writing for Law Enforcement, 6th Edition, By Jeffrey S. Rosnick and Dianna McAleer. Published by Emond Publishing.*

# A GUIDE TO THE COMMUNITY SAFETY AND WELL-BEING FRAMEWORK

The **Community Safety and Well-Being Framework** is a collaborative effort from the Ontario Association of Chiefs of Police and multiple municipal social agencies and organizations. It forms a basis for identifying and understanding the municipal relationships and tactics used to allocate resources for community safety and well-being. This risk-focused framework emphasizes collaboration, information sharing, and performance measurement through four key elements:



**Emergency Response** forms the core of the framework and represents the significant role of police and other first responders called to deal with crime and social disorder. Emergency response is incident-driven and reactionary, frequently drawing on traditional policing skills and capabilities: rapid response, arrest where warranted, thorough and documented investigations, services and supports for victims, and follow-up.

**Risk Mitigation** identifies individuals, families, groups, and locations at imminent risk and customizes interventions that reduce those risks before they require emergency response. Developing community systems for identifying risk involve multiple social service providers often bringing about challenges with information sharing, cooperation among first responders, and coordination of services. Hence, all risk mitigation plans must identify not only what the model is designed to achieve, but also how the agencies will work together collaboratively. By installing risk mitigation activities, we can reduce the number of emergency response calls.

**Prevention** means proactively implementing evidence-based situational measures, policies, or programs to reduce locally identified priority risks to community safety and well-being. There are three components of crime prevention tactics: risk factors, identified vulnerable group(s), and protective factors. For example, assume that a community decides that domestic abuse is a priority risk factor. Women and children are the most vulnerable groups. Research shows that the most effective protective factors are strong, resilient social networks. So, the community must determine how to strengthen these social networks. Part of this strategy includes working with women directly—informing them about social supports (shelter, health care, safety planning, etc.) and encouraging them to use them. It also involves educating communities about the extent and nature of the problem and the very important role neighbours, friends, and family members can play in preventing such abuse and in supporting women and children. To execute any prevention strategy, many community members and agencies must collaborate effectively.

**Social Development** refers to multi-sectoral efforts and long-term investments to improve the social determinants to address more profound social issues (e.g., poverty, mental health, and homelessness). Social determinants of health are factors such as access to income, education, employment and job security, early childhood development, food security, housing, social inclusion, and health services. Collaboration is not easy, but it is required if communities want to resolve complex safety and well-being problems. Therefore, there is an important role here for influential actors in the community—like police—who see the need for collaborative action and have the influence and leverage necessary to mobilize, engage, and support community partners that are willing to try it.

Adapted from *Transforming Community Policing: Mobilization, Engagement, and Collaboration*, 2nd Edition, By Hugh C. Russell and Sulaimon Giwa. Published by Emond Publishing.

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## WORDS OF WISDOM

"Policing is about people and our ability to build meaningful relationships and bring together a web of resources to help identify, prioritize, and address a variety of complex criminal and social issues that often, by default, require the attention of police."

—Leanne J. Fitch  
Excerpt from  
*Transforming Community Policing*

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ABOUT LEARNING RESOURCES.  
WE WANT TO HEAR FROM YOU!

(free Starbucks gift card!)

