Community / Police Interactions

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Diversity

Co-operation

Multi-culturalism

Interaction

The Changes in our society…..

- In 1965 75m people lived outside their home country, now 200m
- 20% of Canadians where born in another country
- Aboriginal population has the highest birth-rate
- Globalisation in many forms: international students, business, finance.

With impacts on our neighbourhoods…..

- **Broader diversity**: Over 300 languages in Canadian cities
- **Rural areas** becoming more diverse too
- **Changing** population **composition**: eg, **schools** becoming more polarised
- New migration & population **‘churn’**

Creating new identities

- From settled communities in 50s and 60s – to an era ‘super diversity’
- Hybrid identities
- Sequential and fluid identities
- Inter-generational differences

Creating new identities

- Growth of **diaspora identities** which compete with national identity – **faith** emerging in to public sphere
- Transnational ‘virtual’ communities too
- Pace of change – limited shared experiences; debate about shared values

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'I am a Glaswegian, Pakistani teenager of Muslim descent, who supports Glasgow Rangers in a Catholic school.'

Ae Fond Kiss,
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Super diversity: managing the interface

- Between and within communities
- No longer a black vs white issue
- Between generations
- Conflict resolution and intervention
- Extremism issue – and understanding diversity within communities

Community cohesion decreased after 2001

- Polarised & segregated communities
- ‘Parallel lives’, underpinned by inequalities
- Ignorance, fear & demonization
- Leadership ambivalent & shared values unclear
- Initiatives reinforced difference & separation

Business Case for Police Diversity:

- Organizational – Service and Staff
- Economic – Increase productivity
- Decrease in Complaints against police
- Safer communities

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Illustration 1

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