

**Special barriers** to recruitment exist among baptized Sikhs who are required to wear the turban as one of their five sacred symbols. This custom puts Sikhs at odds with police uniform codes.

**Remove:** In order to successfully recruit visible minorities into police forces at any level, such restrictions as that mentioned above and others dealing with height and weight must be removed.

**Example:** The RCMP, being under federal jurisdiction, is in an excellent position to set a good example for all police forces in the country by engaging in a positive recruitment strategy.

**Ideas:** This can be accomplished by recruiting visible minorities as both regular members of a police force and as civilian community liaison workers, and through the development of specialized units within a given force to carry out community relations work within visible minority communities.

**Special:** In the recruitment of aboriginal people, the RCMP has already taken steps to include them in its force, in addition to allowing them to stay in their home communities and serve their own people.

**The Blood Tribe** of Alberta and the Dakota-Ojibway Tribal Council in Manitoba maintain their own police forces with limited power under supervision of a committee that includes the RCMP and the Attorney General's Department.

**Others:** The Peel Regional Police seem to have taken the cue and are strongly committed to increasing the number of visible minority members in the force through a policy of positive action. They have managed to do this by:

- Prominently portraying visible minorities in their recruiting brochures;
- Arranging for a visible minority person to greet cadets at their headquarters recruiting office;
- Having senior police officials enunciate the policy at public talks and conferences.

#### **RECOMMENDATION:**

**Solicitor General Canada should increase the representation of visible minorities in the RCMP through the removal of artificial barriers and the initiation of an active recruiting strategy. Other police forces should do likewise.**