



COURSE OUTLINE: PFP209 - DIVERSITY/FIRST NAT

Prepared: Chris Thibodeau

Approved: Karen Hudson - Dean

Course Code: Title	PFP209: DIVERSITY / FIRST NATIONS ISSUES
Program Number: Name	1202: POLICE FOUNDATIONS
Department:	CRIMINAL JUSTICE
Academic Year:	2025-2026
Course Description:	<p>The first half of this course introduces the students to the concepts of culture, ethnicity and race. It focuses on the fundamental issues of respect, acceptance, and tolerance of diverse groups. The course will review the history of ethnic and race relations in Canada and analyze the current racial ethnic and diverse composition of Canadian society.</p> <p>Cultural/Social/Community organization of minority groups will be an important focus of this course. The second part of this course will increase the knowledge and awareness of important issues in the indigenous culture of Canada. This will be accomplished through cultural analysis of a First Nation by studying its history, geography, social institutions, religion, aesthetics, living conditions, and language. The legal status of the indigenous peoples will be explored along with Indigenous Rights and self-determination and other critical issues related to land claims, justice, and social services.</p>
Total Credits:	3
Hours/Week:	3
Total Hours:	42
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
Substitutes:	OEL659
Vocational Learning Outcomes (VLO's) addressed in this course:	<p>1202 - POLICE FOUNDATIONS</p> <p>VLO 1 Complete all tasks in compliance with pertinent legislation, as well as policing standards, regulations and guidelines.</p> <p>VLO 2 Analyze all relevant information and make effective and legally defensible decisions in accordance with ethical and professional standards.</p> <p>VLO 3 Be accountable for ones actions when carrying out all tasks.</p> <p>VLO 4 Develop and implement ongoing effective strategies for personal and professional development.</p> <p>VLO 5 Ensure the respect of human rights and freedoms in all interactions.</p> <p>VLO 6 Work co-operatively in multidisciplinary teams to achieve mutual goals.</p> <p>VLO 7 Collaborate in the development and implementation of community policing strategies.</p> <p>VLO 8 Monitor, evaluate and document behaviours, situations and events accurately and discreetly in compliance with legal, professional, ethical and organizational requirements.</p>
Please refer to program web page for a complete listing of program outcomes where applicable.	



	<p>VLO 9 Mitigate risks and maintain order by applying effective strategies in crisis, conflict and emergency situations.</p> <p>VLO 10 Take positive actions to help crime victims.</p> <p>VLO 11 Conduct investigations by collecting, documenting, preserving and presenting admissible evidence</p>				
Essential Employability Skills (EES) addressed in this course:	<p>EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.</p> <p>EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication.</p> <p>EES 4 Apply a systematic approach to solve problems.</p> <p>EES 5 Use a variety of thinking skills to anticipate and solve problems.</p> <p>EES 6 Locate, select, organize, and document information using appropriate technology and information systems.</p> <p>EES 7 Analyze, evaluate, and apply relevant information from a variety of sources.</p> <p>EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.</p> <p>EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.</p> <p>EES 10 Manage the use of time and other resources to complete projects.</p> <p>EES 11 Take responsibility for ones own actions, decisions, and consequences.</p>				
Course Evaluation:	<p>Passing Grade: 60%, C</p> <p>A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.</p>				
Books and Required Resources:	<p>Diversity and Indigenous Peoples of Canada by Boyington, Darion Publisher: Emond Publishing Edition: 4th ISBN: 9781772555936 (not required, optional only)</p>				
Course Outcomes and Learning Objectives:	<table border="1"> <thead> <tr> <th>Course Outcome 1</th> <th>Learning Objectives for Course Outcome 1</th> </tr> </thead> <tbody> <tr> <td>1. Explain social diversity in Canadian society from a variety of perspectives.</td> <td> 1.1 Explain how past inequalities and historical trends influence current situations. 1.2 Compare a variety of approaches to diversity and immigration including multiculturalism, mosaic, melting pot etc. 1.3 Describe current theories of social inequality and stratification in Canada. apply social/legal explanations of diversity in Canadian society to specific communities such as those characterized by gender, race, sexual orientation, disability, visible minorities, and mental health. 1.4 Explain police culture in terms of a demographic police profile, the context of policing, and core values. 1.5 Discuss the police force approach and the police services approach to policing. </td> </tr> </tbody> </table>	Course Outcome 1	Learning Objectives for Course Outcome 1	1. Explain social diversity in Canadian society from a variety of perspectives.	1.1 Explain how past inequalities and historical trends influence current situations. 1.2 Compare a variety of approaches to diversity and immigration including multiculturalism, mosaic, melting pot etc. 1.3 Describe current theories of social inequality and stratification in Canada. apply social/legal explanations of diversity in Canadian society to specific communities such as those characterized by gender, race, sexual orientation, disability, visible minorities, and mental health. 1.4 Explain police culture in terms of a demographic police profile, the context of policing, and core values. 1.5 Discuss the police force approach and the police services approach to policing.
Course Outcome 1	Learning Objectives for Course Outcome 1				
1. Explain social diversity in Canadian society from a variety of perspectives.	1.1 Explain how past inequalities and historical trends influence current situations. 1.2 Compare a variety of approaches to diversity and immigration including multiculturalism, mosaic, melting pot etc. 1.3 Describe current theories of social inequality and stratification in Canada. apply social/legal explanations of diversity in Canadian society to specific communities such as those characterized by gender, race, sexual orientation, disability, visible minorities, and mental health. 1.4 Explain police culture in terms of a demographic police profile, the context of policing, and core values. 1.5 Discuss the police force approach and the police services approach to policing.				

	1.6 Discuss policing within the contexts of social and cultural diversity.
Course Outcome 2	Learning Objectives for Course Outcome 2
2. Assess the impact of relevant policy and legislation on the recognition of rights of diverse populations.	2.1 Identify current government policies (federal and provincial) that influence the rights of diverse populations. 2.2 Explain how Human Rights and the Charter of Rights and Freedoms influences the rights of the Canadian population. 2.3 Discuss the impact of immigration policies and procedures on diverse populations. 2.4 Trace the influences of key Royal Commissions/task forces (such as commission of systemic racism in the Canadian Justice System) on diverse populations. 2.5 Explain how human rights legislation influences people`s individual and collective rights and freedoms. 2.6 Discuss the impact of relevant policy and legislation on the recognition of rights of people of diversity. 2.7 Discuss policing in the context of human rights and freedoms.
Course Outcome 3	Learning Objectives for Course Outcome 3
3. Use concepts of social diversity to analyse and facilitate interactions between specific communities and police.	3.1 Identify the impact of cultural and community organizations on how specific groups interact with the justice system. 3.2 Situate one`s own perspective within the views of others. 3.3 Develop interaction strategies that demonstrate respect, acceptance and tolerance of diverse groups. 3.4 Identify strategies that enable police to work with a community to understand their unique needs. 3.5 Explain how historical immigration trends influenced current situations of diversity and immigration policy. 3.6 Explain how host community orientations influence immigration policies and the settlement and adaptation patterns of citizens and newcomers. 1.7 Understand the varied adaptation patterns of citizens and newcomers. 1.8 Understand the varied orientations of host communities toward newcomers
Course Outcome 4	Learning Objectives for Course Outcome 4
4. Explain religious diversity in Canadian society from a variety of perspectives.	4.1 Describe diverse religious practices and beliefs identify how religious beliefs and practices effect policing responses explain how the Charter of Rights and Freedoms pertains to religious freedom. 4.2 Explain the concept of religion. 4.3 Recognize the multiple religious beliefs and practices in pluralistic societies. 4.4 Discuss specific religious groups and their beliefs and practices. 4.5 Analyze personal perspectives on religion. 4.6 Use concepts of religious diversity to analyze and facilitate police community interactions.
Course Outcome 5	Learning Objectives for Course Outcome 5



	5. Compare and contrast changes that occurred within Canadian Indigenous cultures resulting from European contact from a cultural, political, social, and economic viewpoint.	5.1 Trace the impact of colonization. 5.2 Describe the effects of colonization. - Community and family structure - Spirituality - Language/culture - Health
	Course Outcome 6	Learning Objectives for Course Outcome 6
	6. Describe the development of Native political involvement and influence within the current century.	6.1 Describe and differentiate among the terms policy, legislation and treaties. 6.2 Explain the basis for early Canadian policies of assimilation and paternalism and their consequences. 6.3 Explain the role of reserves in this Canadian policy and their contribution to the erosion of Indigenous cultures.
	Course Outcome 7	Learning Objectives for Course Outcome 7
	7. Identify current legal and social issues affecting Native people and outline strategies employed to address these problems.	7.1 Residential schools, health issues, and intergenerational trauma. 7.2 Indigenous Justice System (police, courts, corrections, sentencing circles). 7.3 Programs and Initiatives for culturally competent law enforcement.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Final Exam	25%
Group Assignment	20%
Midterm Exam	30%
Quiz	15%
Student Evaluation	10%

Date:

December 1, 2025

Addendum:

Please refer to the course outline addendum on the Learning Management System for further information.

