

**CHIEF'S COMMUNITY COUNCIL (CCC)**

# **HANDBOOK**

**WELCOME TO THE CCC**

2026-2027



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# Welcome Message

On behalf of the Edmonton Police Service, I am honored to extend a warm welcome to you as a new member of our Chief's Community Council (CCC). Your willingness to serve and contribute to our community's well-being is both commendable and essential to fostering a positive and collaborative relationship between the Edmonton Police Service and the community we are privileged to serve.

The CCC plays a pivotal role in our ongoing efforts to enhance public safety, build mutual trust, and ensure our policing strategies reflect the diverse needs of our community. Your unique perspectives, experiences, and insights will be invaluable as we work together to address complex challenges and identify opportunities for positive change.

As a member of the CCC, you will be part of a dynamic team of community leaders, advocates, and residents who share a common goal: to create a safer, more inclusive Edmonton. Through open dialogue, collaborative problem-solving, and shared initiatives, we can achieve lasting impacts that benefit all Edmontonians.

In the coming weeks, you will receive an invitation to our next CCC meeting, where you will have the opportunity to meet fellow council members, learn more about our current initiatives, and discuss how we can collectively contribute to the betterment of our community.

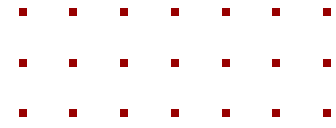
Please know that your voice is important to us. The insights and feedback provided by the CCC are instrumental in guiding our policies, practices, and community engagement efforts. Together, we can build a model of community policing that is responsive, equitable, and effective.

Once again, welcome to the Chief's Community Council. I look forward to working closely with you to make Edmonton a safer and more connected community.



**Warren Driechel**  
*Chief of Police*

# The Community Relations Section (CRS)



The Community Relations Team (CRS) is situated in the Equity, Inclusion and Human Rights (EIHR) Branch at the EPS. The CRS team functions as the secretariat for the CCC and coordinates logistics operations for the Council. The secretariat is the primary contact for the council members.



**Lori Lorenz**  
Director, Value and Impact Division



**Gina Daus**  
Director, EIHR



**Michelle LaRue**  
Manager, Community Relations



**Aleen Lenana**  
Community Relations Advisor



**Abby Sly**  
Indigenous Relations Advisor



**Christie Pace**  
Indigenous Relations Advisor



**Lane Mercer**  
Equity and Inclusion Advisor



**Ekta Lakha**  
Equity and Inclusion Advisor



**Chelsea Elmquist**  
Community Relations Constable

# History: From CAC to CCC

The Chief's Advisory Council (CAC) was developed in 2004 to engage the EPS and Edmontonians in a proactive dialogue centered on developing mutual trust, information sharing, and relationship building.

As part of the CAC Framework, eight subcommittees known as Community Liaison Committees (CLCs) were created representing the following diverse communities: African, Black, Chinese, Indigenous, Jewish, Muslim, Sexual and Gender Minorities, and South Asian. These communities were selected based on those that experienced the highest levels of hate crimes at the time.

In November 2013, the Centre for Race and Culture was contracted to conduct a review of the Chief's Advisory Council (CAC) and consult with stakeholders within the EPS and the community. Key findings of the review were as follows:

- There was a lack of awareness about the CAC and CLCs both within the EPS and in the communities which they are intended to support.
- Respondents wanted a stronger set of accountability measures to ensure that the CAC and CLCs were meeting their goals and objectives.
- Concerns were raised from the broader community about representation and participation on the CAC and CLCs.
- There was a strong desire to shift the activities to achieve more action oriented outcomes.
- Communities facing similar challenges and barriers had limited opportunities to engage regarding shared experiences (lack of acknowledgement of intersectionality).

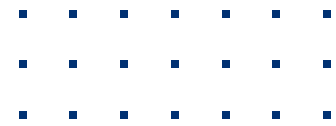


There was a specific emphasis on the idea that the community should work collectively on issues affecting numerous groups, while understanding the solutions for specific communities will be unique and tailored based on individual community needs.

In 2021, the Chief's Community Council (CCC) was formed. While not a "Diversity Council" it was a council of 16 members that broadly represented the diverse experiences of Edmonton. The council was mandated to advise on policy, process, operations and engagement with the EPS. The EPS currently hosts 4 additional councils

- nisohkamakewin Council (CCC)
- Sexual Orientation Gender Identity and Expression (SOGIE) Advisory Council
- Elders Council
- Youth Advisory Council

# The CCC Mandate



## Purpose

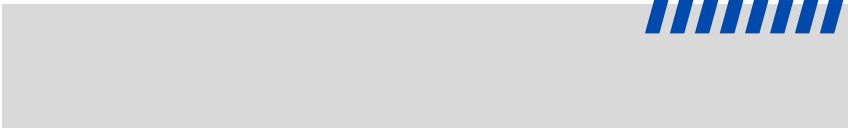


The purpose of the Chief’s Community Council (CCC) is to provide advice and guidance to the Edmonton Police Service on the implementation of, or recommendations borne from EPS Community Engagement Activities. The council will guide meaningful dialog centered on developing mutual trust, information sharing, relationship building, and the ability to problem-solve shared issues amongst marginalized communities.

This includes providing advice and guidance on:

- The identification and development of recommendations from the EPS engagement efforts .
- The prioritization of recommendations from the EPS community engagement activities.
- Solutions to various shared issues that emerge through the Council’s work
- Addressing new and emerging trends and issues of vulnerability
- Recommending improvements on Equity, Diversity, and Inclusion (EDI).

## TOR



Terms of reference (TOR) outlines the ways in which the CCC agree to work together to accomplish common goals. The TOR are can be found in the shared drive.

Click [here](#) to view them.

# Meeting Logistics



## Dinner

Dinner will be provided by a restaurant or catering service. If you'd like to suggest a restaurant that can accommodate a variety of dietary restrictions, please provide them to the CRS team.

## Location

Locations may vary but will be chosen so that they are relatively accessible by public transportation and have ample parking. The priority is to meet in community spaces whenever possible. If you have suggestions for meeting spaces, please provide them to the CRS team.

## Attendance

With only 4 meetings per year, we ask that members try and attend every meeting in person. There are 16 council members, the Chief of Police and/or Executive Leadership and the secretariat comprise an additional 5 members and up to 5 other EPS members may attend to participate or present information.

## Sharing Documents

The CCC uses google drive to share meeting agendas, the TOR and other supporting documents.

[Click here to access the google drive.](#)



CCC members tour the HELP Unit

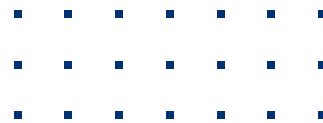


Former CCC Chair, Zaki Hirabe Alberta receives the Justice Awards Community



EPS recruits manage the outreach tent at the Nagar Kirtan Parade

# Council Members



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## Arpit Sandhu

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I am Arpit Singh Sandhu, I'm currently in my second year of pursuing a Bachelor of Arts at MacEwan University, along with serving on the Chief's Community Council. I bring my commitment to community service to my role as a Community Assistant for Ward pihêsiwin at the City of Edmonton. My work is driven by a deep passion for contributing to the growth and improvement of our city. I am eager to continue my professional journey, leveraging my education and experience to make a meaningful impact in Edmonton's public sector!



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## Karlin Su

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Karlin Su is a Nurse Practitioner with extensive experience working with inner-city and vulnerable populations in Edmonton. As a first-generation Chinese immigrant, Karlin is deeply committed to advocating for communities facing intersectionality and multiple adversities. She brings both lived experience and frontline clinical insight to her work in community safety and public service.

Karlin previously volunteered with the Edmonton Police Service Victim Services Unit during her undergraduate studies, where she developed a strong appreciation for trauma-informed, community-centered support. She currently serves as a Production Editor for the Canadian Journal of Emergency Nursing and is a past President of Mentor Us, a graduate nursing student mentorship program at the University of Alberta.

Through her clinical practice, leadership roles, and volunteer involvement, Karlin has developed a unique perspective and robust skill set at the intersection of healthcare, public safety, and community well-being. She is committed to meaningful collaboration and looks forward to contributing her expertise and enthusiasm to the Chief's Community Council.



### 3 Kulshan Gill

Kulshan Gill is an International Medical Graduate with training in Family Medicine from India. In addition, she holds a Bachelor in Naturopathic Medicine from Toronto and is certified in Mind-Body medicine from Harvard Medical School. She currently serves as Director, Executive Operations in the Ministry of Immigration and Multiculturalism with Government of Alberta.

Previously she served with Government of Alberta as Chief of Staff to Minister of Community and Social services and then to Associate Minister of Immigration & Multiculturalism. More recently she was Project Manager for the South Asian Mental Health Network with Canadian Mental Health Association Edmonton Region.

Kulshan is an avid volunteer in the community and well versed within the diverse ethno-cultural communities in Edmonton. Her experience in community outreach, media communications and developing stakeholder relations brings value to her role.



### 4 Stacey Leavitt

Stacey Leavitt-Wright is the CEO of the Jewish Federation of Edmonton since January 2021. She received her Master of Arts in Applied Social Science from Concordia University in Montreal. She has been an active community volunteer, having served in leadership positions and boards across the Jewish community. Stacey and her family have made Edmonton home since 2007.



Council members at the HELP unit



Members of the CCC in discussion at a 2023 meeting.



Former CCC council Chair with Chief Warren Driechel

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## Dr. Sogand Zakerhaghighi

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Sogand Zakerhaghighi is an Iranian-Canadian mental-health professional, intersectional content-creator and trauma-informed influencer. She holds a Masters Degree in Counselling (MC), and a Bachelor's Degree in Psychology and Sociology (BA) with special training in Health and Wellness Lifestyle Coaching and Cyber-Counselling. Sogand has recently completed her Religious Doctorate Degrees in Pastoral Counselling (PhD) and Religious Studies (ThD) and has frequented as a Mental-Wellness Columnist for mainstream Canadian news agencies such as CBC Edmonton and CTV News. As the founder and director of SZ Wellness INC.©, Sogand uses her professional expertise and extensive academic background to conduct Wellness Sessions and facilitate workshops centred on psychosocial healing and growth. Further than this, with over a million followers across social media platforms, Sogand provides unorthodox psycho-educational content to local, national and international audiences.

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## Sunpreet (Sunny) Singh Johal

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Sunpreet (Sunny) Singh Johal, a passionate advocate for social justice, fights hate crimes and promotes anti-racism. Holding a Bachelor of Science in Psychology and a minor in Sociology from MacEwan University, Sunny Johal demonstrates exceptional leadership in spearheading efforts for equity, diversity, and inclusion. Sunny's research as a Research Assistant at MacEwan University focuses on hate crimes and their impact on communities. Recognized as a Champions of Diversity and Equity volunteer, Sunny received the Inclusion, Diversity, Equity, and Accessibility Leaders Award for his outstanding efforts at MacEwan University. Further adding to his accolades, Sunny is the proud recipient of the Human Rights Champion Award from the esteemed John Humphrey Centre for Peace and Human Rights.



His commendable efforts in advancing human rights and fostering peace within the local community and province have garnered well-deserved recognition. With a strong dedication to social equality, Sunny Johal continues to make meaningful contributions against hate and discrimination.

# 7

## Danny Assaf



Born in The Bekaa Valley in Lebanon, I came to Edmonton in 1996. Had the privilege to continue my high school and post secondary education in Edmonton. From a young age, I had a passion for volunteering and participating in roles that would have meaningful impacts on my small and broader community. below are some of the roles I'm actively honored to participate in.

I'm an active member of the Lala Heritage Foundation board; a board that caters to the larger Lebanese community in Edmonton and surrounding areas through events and functions, maintaining traditions, customs and a strong bond between families of all ages groups.

Active member of the EIA's SDC. Edmonton Islamic academy's Strategic Development Committee. In this role, I play a pivotal role in shaping the organization's long-term goals and growth. I participate in strategic planning sessions, contribute ideas and insights, conduct analyzes to identify opportunities and risks, and help devise plans that align with the organization's mission and vision.

Active director of EIRC (Edmonton Islamic Resource center). I play a crucial role in overseeing the organization's direction, governance, and impact of the organization. I participate in planning fostering relationships involving settlements of new families and providing resources.



Council members at the IOF symposium

Janielle Abraham is a justice-sector professional with extensive experience supporting victims and complainants in Alberta's criminal justice system. Within the Government of Alberta, she provides clear communication, procedural guidance, and trauma-informed support to help victims understand their rights and navigate justice processes with confidence.

Specializing in intimate partner, gender-based, and family violence, Janielle has strengthened her expertise through her work with the Domestic Violence Justice Response Team alongside Crown Prosecutors, police, child and family services, and cultural brokers. A first-generation Afro-Jamaican Canadian from Toronto, Janielle is deeply committed to equity and community empowerment. She is the Founder and Executive Director of the Janielle Abraham Foundation, advancing women's economic empowerment, education, and international development initiatives in Nigeria and Jamaica. She also volunteers with African and Caribbean-focused organizations supporting youth, women's leadership, and justice-system navigation.

Janielle has completed extensive training in human rights policy, trauma-informed practice, cultural consciousness, and crisis intervention. She is advancing her public-service career while pursuing executive-level studies at Harvard University in law, governance, and public policy. She proudly contributes her insight as a member of the Edmonton Police Service Chief's Community Council.



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## Pauline Wagereka

Pauline Wagereka is a dedicated community leader with deep roots in the Kenyan community and a strong commitment to inclusion, cultural understanding, and community empowerment. Born and raised in Kenya within the Kikuyu culture, she brings the values of unity, service, and collective responsibility into her long-standing work in Alberta.

Since 2015, Pauline has been an active community builder, serving as a founding member and first Secretary of the Association of Kenyans in Alberta (AKA). Her leadership helped strengthen identity and belonging for more than 200 Kenyans across the province. She later served as Event Coordinator and, in 2024, continued her commitment to transparent governance as a steering committee member and Election Coordinator for the United Kenyans Association of Alberta (UKAA), supporting open and trusted community elections.

Professionally, Pauline is an SCMP-designated business professional with a background in Business Administration (Finance). Her career has equipped her with strong strategic, organizational, and communication skills that complement her community work. She is committed to equity, cultural awareness, and strengthening relationships across Edmonton's diverse populations.

Known for her empathy, integrity, and solutions-focused approach, Pauline is passionate about supporting newcomers, advocating for community engagement, and elevating underrepresented voices. She strives to foster safe, connected, and collaborative communities.



EPS Blues play Queen E in a game of basketball

Christian Jaggernauth is a Registered Professional Planner (RPP, MCIP) dedicated to advancing inclusive, equity-focused planning. He is a Senior Planner with Edmonton Catholic Schools, leading land use and capital planning to identify education service gaps, support student accommodation needs, and advocate for new school infrastructure

He represents the Division's land interests with the City of Edmonton, the Province, and private development partners, and supports the planning, acquisition, and development of school sites across the city. Christian previously worked as a Development Planner with the City of Fort Saskatchewan, where he led public engagement for land use bylaw updates, drafted zoning regulations, reviewed subdivisions, and ensured community input shaped municipal policies and decisions. He has also contributed to provincial planning through roles with the Government of Alberta, supporting health facility business cases and assessing affordable housing projects and policy.

A strong advocate for inclusive planning and meaningful public engagement, Christian is committed to ensuring underrepresented voices influence long-term community decisions. Outside of work, he enjoys snowboarding, basketball, traveling, and spending time with his family and his dog, Meika.



# 11 Mandeep Pujara

Mandeep Pujara is an Edmonton-based media professional, community leader, and connector, dedicated to linking South Asian and multicultural communities with civic institutions. He has extensive experience in research, administration, governance, and business consulting, with a focus on community development, advocacy, and policy engagement.

Through his work in ethnic media, Mandeep amplifies the voices of newcomers, international students, seniors, and cultural groups often underrepresented in mainstream coverage. His background in business consulting and community engagement has helped him build strong relationships with local organizations, cultural associations, and civic leaders.

An active volunteer, Mandeep has been recognized for his contributions to multiculturalism and equity, including the Outstanding Services Award from the President of Rotary International, as well as honours from Edmonton elected officials and community organizations.

Mandeep is committed to fostering trust and inclusion, and he brings experience in communication, outreach, and cross-cultural engagement to strengthen connections between Edmonton's diverse populations and public agencies.



Khandaker Zia Hasan is a Bangladeshi Canadian ESL and Communication Coach with nearly three decades of experience in language training, cross-cultural communication, and community engagement. Before immigrating to Canada in 2017, he served as a Contractual English Trainer for the U.S. Embassy in Bangladesh (2005–2017) and a part-time communication trainer for the Bangladesh Police (2009–2016), gaining deep insight into public service environments and community communication needs.

Based in Edmonton, Zia is the CEO and Lead Trainer of Zia's Language Centre Inc., where he supports newcomers, international students, families, and professionals in overcoming language barriers, cultural transitions, and access to services. His work focuses on helping individuals build confidence, integrate successfully, and strengthen their sense of belonging.

Actively involved in Edmonton's South Asian and newcomer communities, Zia provides culturally informed guidance, advocacy, and support to those navigating challenging or unsafe situations. His lived newcomer experience, combined with his professional background, enables him to bridge gaps between diverse communities and public institutions with empathy and clarity. Fluent in Bangla and English and guided by values rooted in his Muslim faith, Zia is dedicated to promoting compassion, fairness, equity, and community well-being.



## 13 Deborah John

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Deborah John is a community advocate and Officer Cadet in the Royal Canadian Air Force (CIC Reserves), serving as the Training Officer for 12 Edmonton Royal Canadian Air Cadet Squadron. A former cadet who aged out as a Warrant Officer First Class, she now mentors youth in leadership, discipline, and community service.

In her civilian role at The Mustard Seed, Deborah supports veterans experiencing homelessness and systemic barriers, providing crisis intervention, case management, and connections to housing, mental health care, and culturally appropriate resources. Her frontline work offers deep insight into the challenges faced by vulnerable and racialized communities in Edmonton.

As a first-generation Pakistani Canadian from a Christian background, Deborah brings lived experience that strengthens her commitment to equity, trauma-informed practice, and inclusive community safety. She is passionate about building trust between underserved communities and public institutions, including the Edmonton Police Service.

Driven by service and compassion, Deborah offers a balanced perspective shaped by her military training, non-profit leadership, and dedication to collaborative, community-focused solutions.



## 14 Emma Kamanja

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Emma Kamanja is an accomplished manager and leader with extensive experience in capital programs, project management, and procurement. Currently serving as Manager of Capital Programs at the Ministry of Mental Health and Addiction, Emma excels in fostering collaborative partnerships, managing complex projects, and leading cross-functional teams.

Her career spans roles in both public and private sectors, including positions in advanced education, infrastructure, and environmental solutions. Emma holds an MBA in Finance and Strategy and a Bachelor of Business Administration, and she is pursuing a Supply Chain Management Professional designation. With a strong foundation in strategic planning, ethical leadership, and stakeholder engagement, Emma is passionate about building trust and creating inclusive spaces for community voices in decision-making.



## 15 Saad Siddiqui

Saad Siddiqui is a Muslim Pakistani-Canadian community leader and volunteer dedicated to strengthening neighbourhood engagement and civic representation in Edmonton. He serves as President of the Wedgewood Ravine Community League and as a board member of the Edmonton Federation of Community Leagues (EFCL), where he supports city-wide advocacy, policy discussions, and initiatives that build connected, vibrant communities. Saad is also an active congregant at MAC Rahma Mosque and maintains strong ties within Edmonton's west-end Muslim and Pakistani communities.

Professionally, Saad has built a career in program, product, and project management within the telecom and banking industries, leading cross-functional initiatives that improve customer experience, modernize operations, and support organizational change. His work often focuses on enabling teams, building systems and processes, and driving collaborative problem-solving across complex environments.

Saad is committed to lifelong learning and public service, with ongoing pursuits in governance and community leadership to better serve Edmonton's diverse residents.

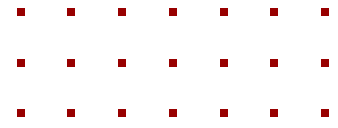


## 16 Abdirahman Ibrahim

Abdirahman Ibrahim is a dedicated community advocate and settlement service professional who has spent a decade working with marginalized and immigrant communities in Edmonton. He currently manages a diverse team that supports newcomers in accessing essential services and resources, helping them build capacity for meaningful engagement in society. Abdirahman brings lived experience of discrimination and resilience, multilingual skills (including Somali, Arabic, Swahili, and English), and a deep commitment to fostering harmony and dismantling stereotypes. His work emphasizes education, trust-building, and proactive measures to bridge gaps between communities and institutions. Abdirahman's approach is grounded in cultural humility, empathy, and a belief in collaboration to create safer, thriving communities.



# Contact Information



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