

**Biography: Gordon Mack Scott**

Mack is a principal of the Strategic Improvement Company, a consulting firm dedicated to providing safety and security assessments, community safety strategies, and training for agency workers, managers, community leaders and security staff.

With a background in community based law enforcement, conflict resolution, private investigation, social agency management, adult education and strategic planning, Mack has significant experience working with communities and policing agencies to develop mutual understanding and effective co-operation to enhance peace.

In his private life, Mack has significant volunteer leadership experience, with Skills For Change, a refugee and immigrant support agency; West Scarborough Community Legal Services, a Legal Aid Ontario funded poverty, tenancy and immigration issues legal clinic; The Scarborough Addiction Services Partnership, a funding and support organization for innovative community responses to underserved populations in Scarborough (Toronto) Ontario; and Second Base Scarborough Youth Shelter, a residence and program centre providing mental health, education, community housing and employment services for street youth. Mack has also served as a member and Vice Chair of 41, 42, and 43 Division (Toronto) Community Police Liaison Committees, and provided guidance to Unit Commanders in Police/community conflict situations.

While serving for five years as Manager of Community Safety Services and the Special Constable Unit for the Scarborough portfolio of Toronto Community Housing, Mack introduced strategies, training and protocols to provide more welcome and effective services for psychiatric survivors and other disadvantaged persons living in public housing communities.

Mack is a qualified trainer in Conflict Resolution Techniques, Crime Prevention Through Environmental Design and Leadership Coaching. He has taught at Centennial College, guest lectured at the undergraduate and post graduate level at York University, and at Canadian Police Staff College programs. He was one of the first investigators to employ geographic profiling to analyze crime occurrences and has long been an advocate of record keeping, analysis and results disclosure to reduce inappropriate profiling by Police services.

## **Resume Highlights: Gordon Mack Scott**

Developed first Anti-Racism Training module for Public Housing Security Services in Canada in 1983 while serving as Senior Training Officer.

As Board Chair, oversaw transition of Skills For Change from a 35 hrs a week pre-employment training organization serving 120 persons a year to a 75 hrs a week multi-faceted immigrant & refugee services organization serving over 2000 different persons annually.

Developed and implemented community strategies to reduce conflict between gang involved youth and seniors/vulnerable persons in public housing communities.

Developed first community based training sessions for Toronto Police Services 41 Division on community responsiveness and practical understanding of diversity while serving as Director of Community Services at Warden Woods Community Centre in 1991.

Taught at Centennial College in Social Service Worker program, and was consistently rated highly by students and agencies accepting practicum placements.

Founded the Scarborough Conflict Resolution Service, where he obtained funding, staff and community support for volunteer-driven peace building activities.

Joined Innerforce Security & Investigation as Investigator, became Operations Manager directing up to 70 staff after one year. Three years later founded and developed a specialty security company specializing in labour disputes, consistently well referenced by unions and management. Directed operations in high conflict situations for seven years without ever suffering an injury to staff or members of the public.

Effectively reorganized Special Constable Services in Scarborough for Toronto Community Housing making that unit a true partner of communities and social agencies while reducing serious crime during a period when violent crime increased in other areas of the city. Received Don Filey Service Excellence Award as a result of recommendation from colleagues.

## **Philosophical Orientation:**

“True safety occurs, not when risk is completely eliminated, but rather when community members knowingly accept reasonable risk in the hope of progress, confident that those around them, including service providers, will support them to create a more just, collaborative and inclusive way of living.”