

SAANICH POLICE BOARD AGENDA

Date: Tuesday, September 7, 2021
Time: 1430 hours
Place: Virtual

Territorial Acknowledgment:

It is appropriate that we begin by acknowledging that the District of Saanich lies within the territories of the lək'wəŋən (lay-kwung-gen) peoples represented by the Songhees and Esquimalt Nations and the W̱SÁNEĆ (weh-saanich) peoples represented by the Tsartlip (Sart-Lip), Pauquachin (Paw-Qua-Chin), Tsawout (Say-Out), Tseycum (Sigh-Come) and Malahat (Mal-a-hat) Nations.

We are committed to celebrating the rich diversity of people in our community. We are guided by the principle that embracing diversity enriches the lives of all people. We all share the responsibility for creating an equitable and inclusive community and for addressing discrimination in all forms.

Public Meeting Business:

SUBJECT	DISCUSSION INFORMATION APPROVE DECISION	PERSON RESPONSIBLE	ATTACHMENTS
1. Approval of Agenda of September 7, 2021	Approve	Mayor Haynes	
2. Adoption of Minutes of June 1, 2021	Approve	Mayor Haynes	✓
3. Correspondence			
3.1 Mayor's Working Group – Integrated Police Units - Regional Governance Council	Information	Mayor Haynes	✓
3.2 Provincial Policing Standards on the Promotion of Unbiased Policing - Aug. 19, 2021	Information	Mayor Haynes	✓
4. New Business Arising			
5. Divisional Updates (as needed)			
6. Committee Reports (as needed)			
6.1 Finance 6.1.1 2022 Budget Timeline	Information	Mr. Crawford and Ms. Murray	
6.2 Governance and Strategic Planning		Ms. Murray	
6.3 Stakeholder Outreach		Mr. Saravanabawan and Ms. Niemi	
6.4 Human Resources		Ms. Collins and Ms. King	
6.5 BCAPB		Ms. Collins	
6.6 CAPG 6.6.1 Annual AGM September 28 th - 30 th	Decision	Ms. Collins	✓

7. Old Business			
7.1 COVID 19 - Update	Information	Deputy Chief Duthie	
8. Adjournment and Date of Next meeting: October 5, 2021	Decision	Mayor Haynes	



SAANICH POLICE BOARD
Public Meeting Minutes
 Saanich Police Department • Virtual
Tuesday, June 1st, 2021

PRESENT:

Chair:	Mayor F. Haynes
Board Members:	M. Collins, G. Crawford, L. Murray, B. Saravanabawan, J. King, S. Niemi
Staff:	Chief Constable S. Green, Deputy Chief Constable G. Schenk, Deputy Chief D. Duthie, Inspectors S. Morgan, R. Warren, D. Harris, T. Dyck, P. Douglas, S. Edwards, Manager of Executive Services J. Ko
Recording Secretary:	A. De Medeiros

The meeting was called to order at 1434 hours.

1. WELCOME TO NEWLY PROMOTED INSPECTOR, STEPHANIE EDWARDS

Chief Green introduced Inspector Edwards and provided a detailed account of her career with the Saanich Police Department. The Board congratulated Inspector Edwards on her outstanding accomplishments and her promotion.

2. 15 YEAR LONG SERVICE CERTIFICATES PRESENTATION

Chief Constable Green formally recognized the following employees and congratulated them for 15 years of service:

Bevington, Jeff	Ribeiro, Bima
Carmena, Janis	Robinson, Steve
Cawsey, Jonathan	Scott, Cory
Dukeshire, Kris	Sealey, L. Michele
Friesen, Kim	Walsh, Bradley
Harward, Andrew	Whittaker, Jason
Horsley, Kathryn	Whittaker, Justin
Kruk, Steven	

The Mayor, on behalf of the Board, thanked and congratulated the employees for their dedication and service excellence.

3. APPROVAL OF AGENDA OF JUNE 1ST, 2021

MOVED by Ms. Collins and SECONDED by Mr. Crawford: "That the agenda of the June 1st, 2021 Police Board Public Meeting be approved as circulated."

CARRIED

4. ADOPTION OF MINUTES OF MAY 4TH, 2021

MOVED by Ms. Murray and **SECONDED** by Mr. Saravanabawan: "That that minutes of the public meeting held on May 4th, 2021 be adopted as circulated."

CARRIED

5. DELEGATION PRESENTATION: GORDON HORTH – CREST 2021 UPDATE

Mr. Horth provided a presentation highlighting the key features of the P25 system which include increased coverage, improved audio clarity and security, noise-cancelling technology to reduce background sounds and an expanded range of accessories.

6. CORRESPONDENCE

- No items.

7. NEW BUSINESS ARISING

- No items.

8. DIVISIONAL UPDATES (AS NEEDED)

- No items.

9. COMMITTEE REPORTS (AS NEEDED)

9.1 Finance

- No items.

9.2 Governance and Strategic Planning

- Ms. Murray updated on the orientation provided to Ms. Niemi and Ms. King.

9.3 Stakeholder Outreach

- Mr. Saravanabawan and Ms. Niemi updated on the drafting of the Terms of Reference for the committee.

9.4 Human Resources

- Ms. Collins updated on the new PDR in place with more details to come from DC Duthie.

9.5 BCAPB

- No items.

9.6 CAPG

- Ms. Collins advised that CAPG Annual Conference will be held virtually.

10. PUBLIC AWARDS/COMMENDATIONS AND LETTERS (JANUARY – MAY)

Received for information.

11. OLD BUSINESS

No items.

12. ADJOURNMENT AND DATE OF NEXT MEETING:

The next Police Board meeting will be held on Tuesday, Sept 7th, 2021 at 1430 hours.
The meeting adjourned at 1538 hours.

Chair

DRAFT

Integrated Police Units – Regional Governance Council Mayors Working Group

Date: September 10, 2021 @ 2:00 – 4:00 pm

Location: Teams Conference call

Invited Attendees:

Mayors	MPSSG – Policing and Security Branch
District of Central Saanich -Mayor Ryan Windsor	PSB - Consultant Tonia Enger
District of North Saanich – Mayor Geoff Orr	Director of Police Governance – David Pilling
District of Oak Bay – Mayor Kevin Murdoch	Police Governance Unit – Artem Kuznetsov
District of Saanich – Mayor Fred Haynes	
District of Sooke – Mayor Maja Tait	
Township of Esquimalt – Mayor Barbara Desjardins	
Town of Sidney – Mayor Cliff McNeil-Smith	
Town of View Royal – Mayor David Screech	
City Colwood – Mayor Rob Martin	
City of Victoria – Mayor Lisa Helps	
City of Metchosis – Mayor John Ranns	
City of Highlands – Mayor Ken Williams	
City of Langford – Mayor Stewart Young	

1. Brief overview of meeting objectives
2. Overview of edits to TOR
3. Update on discussions with Chiefs of Police
4. Preparations for implementation
5. Next steps
6. Next meeting

Attachments:

Meeting Outline

Terms of Reference – v 5.1 clean and mark up versions

IPUs Relationship Chart (Information only)

MEETING OUTLINE
September 10, 2021
Integrated Police Units
Mayors Working Group

1. Objective of the meeting

The intent of this meeting is to provide the Mayors/delegates an overview of the edits completed on the Terms of Reference (TOR) dated June 14, 2021 as per the discussions that occurred during the June 4, 2021 meeting. A revised TOR, v 5.1 has been provided for your review in advance of the meeting. This meeting will also allow for the consultant to update the Mayors/delegates on the discussions to date with area Chiefs of Police and outline and confirm next steps.

2. Overview of edits to TOR

The key areas revised are:

- a. Clarified the CRD municipalities involved in integrated police units, ensuring exclusions were noted in the TOR.
- b. Updated and cleaned up Roles and Responsibilities as discussed.
- c. Updated Member Organizations.

3. Updates on discussions with Chiefs of Police

- a. Will provide updates on the latest discussions with Chiefs of Police.

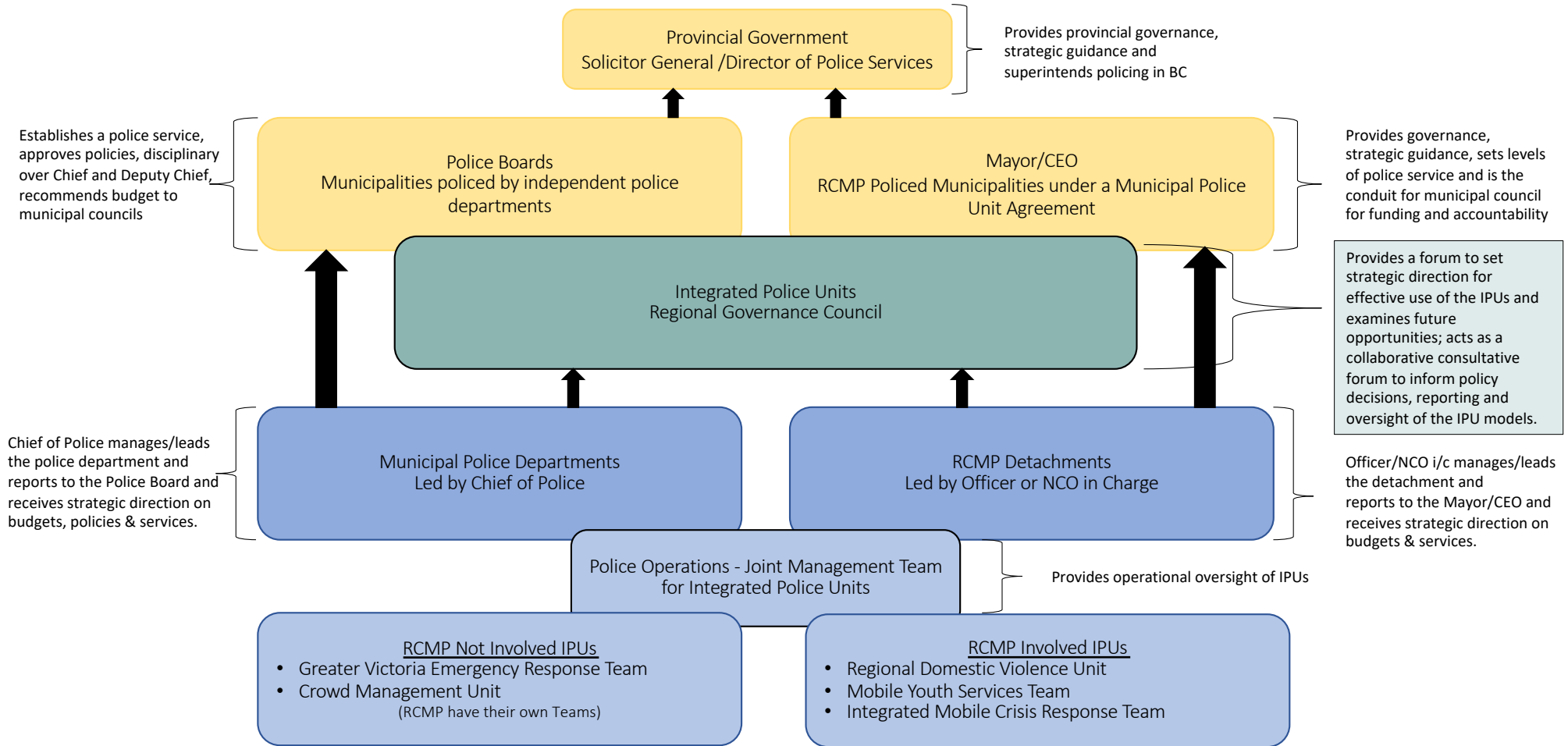
4. Preparations for Implementation

- a. Discuss the next steps in the appointments to the RGC by police boards and municipal councils.
- b. What material is required to assist with this?
- c. Letters to Chiefs of Police for their participation?
- d. Update on co-chair appointments.

5. Next steps

6. Next meeting

Relationship and Authority Flow Chart



Terms of Reference

Integrated Police Units Regional Governance Council

INTRODUCTION AND CONTEXT

A review of integrated police teams in the Capital Regional District (CRD) municipalities was conducted in 2014. The resulting Integrated Police Teams Review identified issues affecting the success of the teams, including inconsistencies in governance, funding and decision making. The Province's Director of Police Services committed to provide leadership to address these issues, while preserving local level policing governance and authorities. As a result, in 2018 the Policing and Security Branch (PSB) engaged a consultant to work with CRD Mayors to develop a governance model for in scope Integrated Police Unit (IPUs) (Appendix "A") in consultation with key stakeholders including Mayors, CAOs, and police leaders. The Mayors identified the following areas they would like to see improved under any governance structure:

- Strategic governance over applicable regional IPUs,
- Strategic input and ability to make recommendations,
- Ability to set strategic direction,
- Ability as a region to leverage additional provincial funding for regional IPUs,
- Insight into associated IPU budgets,
- Insight into performance (effectiveness & efficiency),
- Regional understanding & ability to develop common regional positions, and promote regional collaboration,
- Sounding board for police leadership, and
- Advance and advocate for CRD public safety.

In 2019, options were presented to the Mayors who agreed on a structure in the form of the IPU Regional Governance Council (RGC).

PURPOSE

The purpose of the IPU RGC is to formalize collaboration and streamline strategic communication and align strategic direction between the Police Boards, municipal Mayors or Chief Executive Officer (CEO) as defined under the RCMP Municipal Police Service Agreement, Chiefs of Police and RCMP Detachment and/or District Commanders. The intent is to achieve a greater understanding of the complexity, needs and limitations of the existing and new IPUs. Additionally, it provides a forum to set strategic direction for effective use of the IPUs and exchange meaningful, and timely communication between the parties on emerging needs affecting future opportunities, the quality and level of service and cost of the IPUs.

The geographic boundary for the IPU RGC is meant to align with the CRD municipalities' boundaries and exclude the electoral areas of Juan de Fuca, Salt Spring Island and Southern Gulf Island areas.

AUTHORITIES

The agreements, regulatory and statutory authorities that will guide the actions of the IPU RGC are:

- *Local Government Act*
- *Community Charter*
- *BC Police Act*
- *RCMP Act*
- Provincial Police Service Agreement
- Municipal Police Service Agreement
- Municipal Police Unit Agreement

MANDATE

1. The Police Boards of municipal police departments and the CEO/Mayors (with the support of their Councils) that are policed by the RCMP, have the collective authority under the *Police Act* and the Municipal Police Unit Agreement to initiate and participate in a forum to coordinate efforts around existing and future IPU.
2. The IPU RGC will act as a collaborative consultative forum and provide expertise and guidance to inform policy decisions with respect to opportunities, management, reporting and oversight of the IPU models which may include:
 - Response to emerging policing and public safety requirements,
 - Review policing policies and strategies impacting the IPU,
 - Agreement on reporting metrics and methodologies,
 - Monitor and review of existing and new integrated services options,
 - Monitor the financial impacts or emerging costs,
 - Make recommendations and advise as appropriate,
 - Determine authorities for opting in and out of IPU, and
 - Determine authorities to approve IPU cost share models.

GUIDING PRINCIPLES

The IPU RGC is intended to support and compliment the existing formal governance structures and authorities. It will enhance abilities to monitor existing and new IPU to improve efficiencies, cooperation and understanding surrounding the complexity of specialized police units and better understand costs related to policing in the region. The IPU RGC will respect the following principles:

- Enhance transparency and communications,
- Focus on opportunities and efficiencies for services in the region,
- Respect police operational independence and not interfere with operational decisions of police,
- Respect existing structures and authorities,
- Be a conduit to existing governance structures and authorities, and
- Participate in collaborative in scope decision making.

SCOPE

The IPU RGC does not replace the authorities or responsibilities of the Police Boards, municipal councils, Chiefs of Police or RCMP Detachment Commanders. The IPU RGC is intended to help inform decision making to enhance the abilities of existing and new IPU and collateral police services.

The IPU listed at the top of Appendix “A” are in scope for the IPU RGC and may be updated from time to time as new IPU are included and brought into the scope. Out of scope IPU are listed in Appendix “A” for information only.

OUT OF SCOPE

The IPU RGC will not direct or interfere with police operations or decisions relating to the IPU day to day police operations.

While the IPU RGC is intended to examine opportunities for a regional approach to cross jurisdictional, complex and specialized crimes and improve information sharing, the IPU RGC is not intended to be a forum to discuss broader police “regionalization”.

ROLES AND RESPONSIBILITIES

The Police Boards and the municipal councils have a desire to better understand the complexity and cost of policing and explore best practises and determine where collaboration and efficiencies can be sought to improve services and manage costs.

Police Chiefs and RCMP Detachment Commanders are responsible for the day to day operations and services related to policing and public safety. The IPU were created to improve collaboration, reduce duplication of specialized services, gain efficiencies, address cross jurisdictional, complex and specialized crimes and improve information sharing. Operational oversight for IPU is provided by a police led, Deputy Chief level, Joint Management Team (JMT) that helps set operational priorities, respond to emerging public safety needs and provides overall police leadership and management of the IPU.

The IPU RGC will be co-chaired by a Mayor appointed by their Police Board and a RCMP policed municipality Mayor, appointed by their municipal council to ensure a balanced representation. Alternates may also be appointed. There may be exceptions to municipal council appointed representatives where the Mayor may not be appointed, however the appointment should be a municipal elected official. It will be important for continuity of information and processes that the appointed representative be present consistently.

Co-chairs are responsible to ensure that meetings are prepared for in advance and that appropriate agendas, record of decisions and minutes are completed for each meeting. The co-chairs will ensure the meetings stay in scope and respect statutory responsibilities, authorities, and respect police operational independence.

The IPU RGC will identify and provide support resources for a secretariat to ensure adequate preparation for the meetings and appropriate record keeping.

Clean DRAFT including edits from the meeting with Mayors, June 4, 2021

Co-chairs will be nominated by the IPU RGC and voted on by its membership. Co-chairs will be appointed for a term of two years or less with the intention that the co-chair appointments align with the election cycle where possible.

Staff advisory and working groups will support the IPU RGC as directed.

MEMBER ORGANIZATIONS

The IPU RGC will be composed of appointed representatives from municipalities policed by both RCMP and municipal police departments. The municipalities to be represented are:

- Victoria
- Esquimalt
- Oak Bay
- Saanich
- Central Saanich
- Colwood
- North Saanich
- Sidney
- Sooke
- View Royal
- Metchosin
- Highlands
- Langford

Additionally, the IPU RGC will have a representative Chief of Police or RCMP Detachment Commander that represents their local police department as ex-officio non-voting members:

- Victoria/Esquimalt Police Department
- Oak Bay Police Department
- Saanich Police Department
- Central Saanich Police Department
- West Shore RCMP Detachment - Colwood/Langford/View Royal/Highlands/Metchosin
- Sooke RCMP Detachment
- Sidney/ North Saanich RCMP Detachment

The following may also be represented as ex-officio non-voting members:

- The RCMP Island District Commander or designate
- Designate from the Policing and Security Branch, Ministry of Public Safety and Solicitor General

WORKING/ADVISORY GROUPS

The IPU RGC may assemble working or advisory groups as and when required to help inform the IPU RGC on matters related to opportunities, emerging trends and to identify financial implications to assist in setting strategic priorities and help guide budget forecasting.

MODUS OPERANDI

The IPU RGC's primary process for group decision making is, majority rule, fifty percent plus one majority. Fifty percent plus one majority vote, is taken when every person has had their say, believes they have been heard and is willing to support the decision reached.

Clean DRAFT including edits from the meeting with Mayors, June 4, 2021

Note: A consensus process is to be attempted where possible.

A consensus process aims at bringing the group to mutual agreement by addressing all concerns. It does not require unanimity. Consensus can take longer than other processes, but fosters creativity, cooperation, and commitment to final decisions.

The IPU RGC will meet up to quarterly in the first year and may consider bi-annually thereafter or as directed by the co-chairs based on the needs of the membership.

If additional or ad hoc meetings are requested by a member or members of the IPU RGC, the co-chairs will endeavor to accommodate such requests.

Documentation, including the agenda and supporting materials, will be available to the IPU RGC at least one week before the meeting.

A quorum will be considered fifty percent plus one of IPU RGC voting members.

A review of the IPU RGC will take place after 2 years of being operational or as directed by the members. The scope of the review will be determined by the IPU RGC.

AMENDMENTS

These terms of reference may be amended by vote of the IPU RGC members and should be reviewed annually.

SIGNATURES

Appendix A

INTEGRATED POLICE UNITS

There is a spectrum of both RCMP involved and RCMP not-involved integrated services within the CRD municipal region. Not all services are universally shared across the region, and in the case of dispatch, its services will be provided by a third party (E-Comm). Some IPU are non-local government funded (federal-provincial or federal).

IN SCOPE UNITS

RCMP Involved Units	RCMP Not-Involved Units
<ul style="list-style-type: none">• RDVU – Regional Domestic Violence Unit• MYST – Mobile Youth Services Team• IMCRT – Integrated Mobile Crisis Response Team	<ul style="list-style-type: none">• GVERT – Greater Victoria Emergency Response Team (RCMP have own Team)• CMU – Crowd Management Unit (RCMP have own Team)

OUT OF SCOPE UNITS

RCMP Involved Units	RCMP Not-Involved Units
<ul style="list-style-type: none">• GVPDAC – Greater Victoria Police Diversity Advisory Committee VIIMCU – Vancouver Island Integrated Major Crimes Unit (Funding Model under review)• CFSEU – Combined Forces Special Enforcement Unit (70% Provincial 30% Federal)• IRSU – Integrated Road Safety Unit (70% Provincial 30% Federal) Greater Victoria Crime Stoppers (Not an Area-Wide Unit)• E-INSET – Integrated National Security Enforcement Team (100%Federal)• E-Comm – Consolidated Dispatch (Partnership Contract)	<ul style="list-style-type: none">• TCU – Integrated Tech Crimes Unit (Saanich & VicPD)• SPD/OBPD shared services agreement

DEFINITIONS:

CAO - Chief Administrative Officer: The person in each Municipality that is responsible for financial affairs for that Municipality (can also be the PPC).

PPC - Principle Policing Contact: The person in each municipality that is responsible for the day to day professional contact with the local RCMP regional area (can also be the CAO/CFO).

CEO – Chief Executive Officer – Defined in the RCMP Municipal Police Service Agreement - CEO means the mayor, reeve, warden or other head of the Municipality, however designated, and includes such delegate approved, from time to time, by the municipal council.

OIC - Officer in Charge. Commissioned RCMP officer in charge of a Detachment, Integrated or Regional Detachment or the member in charge of an integrated service.

NCO i/c - Non-Commissioned RCMP officer in charge of a Detachment I Regional Police Office or the member in charge of an integrated service.

Island DO – Island District Officer. The RCMP officer in charge of the Island District. Sometimes known as the District Commander (rank: Chief Superintendent.)

IPU – Integrated Police Units in the CRD.

JMT – Joint Management Team is an operational and police led operational governance to provide greater consistency across the IPU's. The JMT is comprised of Deputies from independent police forces and Commanders of RCMP detachments. The JMT report and are accountable to the CRD Police Chiefs and Detachment Commanders who are parties to the CRD RGC.

RGC – Regional Governance Council. CRD Mayors and police leaders of the cities, towns, villages, municipalities and districts policed by the RCMP and municipal police departments in the Capital Regional District.

RCMP Island District - The Island District jurisdiction encompasses Vancouver Island, its related coastal islands and the north half of the Sunshine Coast located on BC's mainland. The RCMP policed communities on Vancouver Island, range from Port Hardy in the north to the Western Communities in the south, and Tofino/Ucluelet on the west coast to Powell River on the Sunshine Coast. They also deliver policing services to several First Nation communities around Vancouver Island, as well as many small coastal island communities which surround the larger island.

Municipality - A term that denotes, City, District, Village, Town or Township.



August 19, 2021
Ref: 622499

Chief Constables of Independent Municipal Police Departments
Deputy Commissioner, Commanding Officer, "E" Division
Chief Officer, SCBCTA Police Service
Chief Officer, Stl'atl'imx Tribal Police Service
Chief Officer, Combined Forces Special Enforcement Unit BC
Chairs of Municipal Police Boards
Chair, SCBCTA Police Service Board
Chair, Stl'Atl'Imx Tribal Police Services Board

Dear Sirs/Madams:

Re: Provincial Policing Standards on the Promotion of Unbiased Policing

I am writing to advise you that *BC Provincial Policing Standards* (hereafter the Standards) on the Promotion of Unbiased Policing were approved by the Minister of Public Safety and Solicitor General on July 30, 2021. The Standards feature various coming-into-effect dates to allow time for implementation and are enclosed here for your convenience; the Standards will be posted on the government website shortly (<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>).

The Standards will require police agencies and police boards to have policies and procedures on specific matters and to take specific actions to ensure that policing services throughout BC are delivered equitably, and in a manner that is responsive to the needs and realities of racialized or otherwise marginalized persons and communities. Specifically, the standards when in effect will include requirements on Police Boards and on Chief Constables related to:

- emphasizing the duty of all employees to provide services impartially and equitably, in a manner that upholds human rights, and without discrimination;
- the overall approach to policy development, including considering the potential impacts of the policy on different groups and on public trust, and seeking input from service providers or others outside policing who have relevant expertise and experience;

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- specific topics for which policies and/or procedures must be in place to protect rights, improve responses to socially or racially marginalized individuals, and address barriers to reporting to police and access to service;
- auditing and data analysis in areas relevant to equitable policing, and the reporting of findings to the police board and Director of Police Services;
- promoting community awareness amongst police officers and members of police boards and requiring where possible experiential learning opportunities, and engaging with a broad section of the community on policing priorities and service delivery;
- enhancing and monitoring the diversity of the police force and requiring policies and processes to ensure workplaces are diverse and free of harassment; and
- training for police officers on key foundational aspects of police responses to racialized or marginalized persons, including trauma-informed practice, Indigenous cultural safety, responses to and investigations of intimate partner violence, and skills to recognize and minimize biases (fair and impartial policing).

As you may also know, the process of developing these Standard began a number of years ago. I recognize that there are currently several broad and interconnected Ministerial mandate commitments and government-wide initiatives that will address related matters. Specifically, priorities, commitments and initiatives related to reconciliation, accessibility, anti-racism, and diversity, inclusion and gender equity. In addition, and moving forward, my office will also monitor the work of and outcomes from the *Special Committee on Reforming the Police Act* whose scope is to examine, inquire into, and make recommendations to the Legislative Assembly on reforms related to the modernization and sustainability of policing under the *Police Act*, including the role of police with respects to complex social issues, including mental health and wellness, addictions and harm reduction; the scope of systemic racism within BC's police agencies; and whether there are measures necessary to ensure a modernized *Police Act* is consistent with the *United Nations Declaration on the Rights of Indigenous Peoples*.

My office will ensure alignment of the Standards with the outcomes of these initiatives and with the work of the First Nations Justice Council in relation to the *First Nations Justice Strategy*. These are important initiatives and dialogues that will guide the work of the Policing and Security Branch as we move forward.

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In the meantime, the Branch's work on other Standards continues. For example, Standards on the police responses to and investigations of sexual assaults are currently in early phases of development. Further, the criteria and process for approving training for police officers related to First Nations and Indigenous communities in BC will need to be determined. If you have any questions about these standards, please contact Lucie Vallieres, Senior Program Manager, Policing and Security Branch (lucie.vallieres@gov.bc.ca).

Thank you in advance for your attention to these matters.

Regards,



Wayne Rideout
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

pc: David Pilling, Director of Police Governance, Policing and Security Branch

Enclosures: Approved BC Provincial Policing Standards 6.1.1, 6.1.2, 6.1.3, 3.2.5, 3.2.6
Principles for BC Provincial Policing Standards 6.1.1, 6.1.2, 6.1.3, 3.2.5, 3.2.6

Section 6.0 – Promotion of Unbiased Policing	Page 1 of 5
Sub Section 6.1 – Community Partnerships and Equitable Policing	Effective: July 30, 2023 Revised: n/a
Subject 6.1.1 – Promoting Unbiased Policing	

Definitions

“Police officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

Standards

Duty to promote equitable policing

The Board, or the Commissioner must ensure that:

- (1) The duty of all employees to deliver services impartially and equitably, in a manner that upholds human rights, and without discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, economic or social standing is communicated to all employees of the police force.
- (2) The police force’s commitment and expectation that all employees will provide services in a culturally safe, responsive, and trauma-informed manner is communicated to all employees of the police force.

Policy framework to support equitable policing

The Board, or the Commissioner must ensure that:

- (3) The process of establishing, amending, or routinely reviewing the policies and procedures of the police force includes analysis or consideration of whether:
 - (a) the policy or procedure promotes equitable and impartial service delivery and public trust and confidence in the police force, and
 - (b) whether individuals or groups may be disproportionately impacted by the policy or procedure (e.g., [Gender-Based Analysis Plus](#)).
- (4) The persons responsible for the analyses described in Standard (3) above are provided with resources and information to assist in the analysis.

Written procedures to support equitable policing, the protection of rights, and access to justice

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (5) Written procedures are examined annually to ensure consistency with legislative amendments and applicable case law related to right to equal treatment, protection and benefit under the law, including the *Canadian Charter of Rights and Freedoms* and the obligations of police, related to:
 - (a) informing persons of the reason for their arrest or detention;
 - (b) informing a detained or arrested person of their right to counsel and providing that person with access to the same;
 - (c) detaining a person;
 - (d) obtaining confessions and admissions from a person; and
 - (e) gathering of evidence, including search and seizure.
- (6) Written procedures governing personal searches are in place that incorporate the right to equal treatment, protection and benefit under the law, including the *Canadian Charter of Rights and Freedoms* and the obligations of police that, at minimum:
 - (a) provide direction on recognizing and handling items of cultural or religious significance in a culturally sensitive way;
 - (b) provide direction on accommodations to be offered and/or made when conducting searches, in a manner that is responsive to the gender identity or expression of the person being searched; and
 - (c) outline criteria and procedures for conducting, authorizing, documenting, and monitoring the use of strip searches and internal searches.
- (7) Written procedures are in place governing investigations likely to involve persons in vulnerable circumstances, including, but not limited to:
 - (a) intimate partner violence;
 - (b) sexual assaults;
 - (c) offences related to the sex industry;
 - (d) offences involving youth; and
 - (e) incidents believed to be, or reported to police as being motivated by racism, prejudice, or hate.
- (8) Written procedures or guidance governing police interactions with persons in vulnerable circumstances, including, but not limited to:
 - (a) persons who may be vulnerable due to age (i.e., children or older adults);
 - (b) persons with disability or who may have communication barriers (e.g., language, hearing or speech);
 - (c) persons with apparent mental health and/or substance use problems;
 - (d) persons with diverse gender identity or expression;

- (e) victims or witnesses who may be less inclined to report or speak to police because of precarious legal status (e.g., victims or witnesses who have outstanding warrants against them, or with precarious immigration status); and
 - (f) persons living in public spaces (e.g., persons relying on, or sleeping in public spaces).
- (9) The views of persons impacted, or relevant service providers or advocates of those impacted, are sought and considered in developing or making significant changes to the procedures or guidance referred to under Standards (6), (7), and (8).
- (10) Written procedures governing police response to and investigations of offences related to intimate partner violence are consistent with the Provincial policy on relationship violence and include trauma-informed practices.
- (11) Written procedures governing police response to and investigations of offences related to persons involved in the sex industry are consistent with the BC Association of Chiefs of Police *Sex Work Enforcement Guidelines*.
- (12) Written procedures governing police response to persons with apparent mental health and/or substance use problems emphasize de-escalation, integrated and collaborative approaches between police agencies and health authorities, and consider evidence and best practices outlined in the BC Government [Interfaces between mental health and substance use services and police](#) toolkit.

Services to support access to justice

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (13) Written procedures include requirements that officers provide victims of crime with information and services, including referrals to victim services, in keeping with the obligations of police under the *Canadian Victims Bill of Rights* and the *Victims of Crime Act* and in a culturally appropriate manner, as appropriate to the circumstances.
- (14) The police force accepts and supports third party reports by community-based victim services (where these exist) on behalf of adult victims of sexual assault.
- (15) Written procedures or guidance are available to officers governing the decision to use, and how to access interpreters or translation services to provide services in other languages spoken in the area served.
- (16) The use of interpreters in taking statements is consistent with the Memorandum of Understanding on disclosure, signed between the BC Prosecution Service, the Public Prosecution Service of Canada (BC), and all police agencies in British Columbia.

Audit and review activity

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (17) Audits are conducted annually to examine compliance with departmental policies or procedures related to at least one of the following topics:
- (a) personal searches, referred to in (6) above;
 - (b) investigations likely to involve persons in vulnerable circumstances, referred to in (7) above;
 - (c) interactions with persons in vulnerable circumstances, referred to in (8) above,
 - (d) the provision of information and services to victims of crime, referred to in (13) above;
 - (e) third party reports, referred to in (14) above; or
 - (f) use of interpreters or translation services, referred to in (15) and (16) above.
- (18) In an effort to monitor for systemic inequities in service delivery, an analysis of at least one of the following types of records is conducted at least once a year, disaggregated by ethnicity, and gender or sex of subjects:
- (a) Subject-Behaviour-Officer-Response reports;
 - (b) prisoner bookings; or
 - (c) other records as identified by the Board.
- (19) A report of the audits and analyses referred to in Standards (17) and (18) is provided to the Board or, in the case of the provincial police force, the Commissioner.
- The Board, or the Commissioner must:
- (20) Within 60 days of receipt of a report referred to in Standard (19), provide to the Director of Police Services a copy of the report and a summary of any action(s) planned or taken by the Board in response to the report.

Policies to guide a police board's response to Service and Policy Complaints

The Board must:

- (21) Ensure that written policy governing the response to Service and Policy complaints requires consideration of whether the complaint includes allegations of discriminatory policies or practices when determining which course of action permitted by s. 171 (1) of the *Police Act* is necessary to respond adequately to a complaint, including at minimum whether to refer the matter to the Chief Constable as permitted by sub-section (a), or to initiate a study or investigation as permitted by sub-section (b) or (c).

Policies and procedures

The Chief Constable, Chief Officer, or Commissioner must ensure that:

(22) Policies and procedures are consistent with these *BC Provincial Policing Standards*.

Section 6.0 – Promotion of Unbiased Policing	Page 1 of 2
Sub Section 6.1 – Community Partnerships and Equitable Policing	Effective: July 30, 2023 Revised: n/a
Subject 6.1.2 – Community engagement	

Definitions

“Police Officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

Standards

The Board, or the Commissioner must ensure that:

Community awareness and outreach

- (1) The police force maintains a community relations component or function to liaise, build relationships and ensure communication, with community representatives, service providers or advocates reflective of the demographic makeup of the community.
- (2) Information is provided to police officers about the area served, including at minimum:
 - (a) its demographic makeup;
 - (b) local First Nation community(ies) and elected and traditional leadership;
 - (c) the history, traditions, and laws of the local First Nation(s), including the history and legacy of police relations with the local First Nation(s) and Indigenous community(ies); and
 - (d) key services and resources available through other public and social service agencies (e.g. services and resources relating to assisting persons living or relying on public spaces, support for specific groups).
- (3) Information is provided to members of the Board about:
 - (a) the demographic makeup of the area served by the police force;
 - (b) the local First Nation community(ies) and elected and traditional leadership;
 - (c) the history and current status of Indigenous peoples, including the history and legacy of police relations with Indigenous peoples in British Columbia; and
 - (d) the history, traditions, and laws of the local First Nation(s), including the history and legacy of police relations with the local First Nation(s) and Indigenous community(ies).

- (4) The information provided in Standards (2) and (3) above:
- (a) is, where possible, developed with input from, or delivered in collaboration with, relevant groups to whom the information refers;
 - (b) is periodically reviewed and updated to ensure relevancy and accuracy; and
 - (c) is provided in a manner that is conducive to: fostering relationship building, ongoing learning, and where possible, experiential learning.

Community input on priorities and objectives

- (5) Processes are in place to seek input on the priorities, goals and objectives for policing and law enforcement, from a broad spectrum of their community, including from:
- (a) municipal council(s);
 - (b) Indigenous leaders;
 - (c) school district(s);
 - (d) community organizations and groups (e.g. advocacy groups, leadership at places of worship, Indigenous organizations);
 - (e) members of the public;
 - (f) the business community.

Community satisfaction

- (6) A survey of citizen satisfaction with and attitudes toward police services, consistent with [Public Safety Canada's standardized metrics](#) endorsed by the Canadian Association of Chiefs of Police is conducted at least once every three years, in a manner that supports accessibility and mitigates systemic barriers to participation.

Integrating community relationships into performance management

The Chief Constable, Chief Officer or Commissioner must ensure that:

- (7) The performance management tool for the evaluation of recruits by field training officers includes consideration of the knowledge, skills, and abilities related to community relationship building, including with marginalized, racialized, or vulnerable persons.
- (8) Community relationship building, including with marginalized, racialized, or vulnerable persons and community organizations or groups, is a consideration when assessing officer performance.

Policies and procedures

- (9) Policies and procedures are consistent with these *BC Provincial Policing Standards*.

Section 6.0 – Promotion of Unbiased Policing	Page 1 of 1
Sub Section 6.1 – Community Partnerships and Equitable Policing	Effective: July 30, 2023 Revised: n/a
Subject 6.1.3 – Promoting diversity within the police force	

Standards

The Board, or the Commissioner must ensure that:

Reflective police force

- (1) The police force's hiring, promotion, and retention policies and practices are non-discriminatory, free of systemic barriers, and include strategies related to increasing and maintaining diversity in the police force.
- (2) The police force's recruitment materials depict gender equity and minority representation.
- (3) The police force engages in targeted recruitment activities to attract under-represented groups.
- (4) The police force monitors the diversity within the police force in relation to the area served, including at a minimum sex and ethnicity variables.

Workplace harassment

- (5) The police force promotes a work environment in which all individuals are treated with respect and dignity, including written policy that prohibits bullying or any form of harassment, including sexual harassment.
- (6) The police force has processes in place to support the reporting and investigation of workplace bullying or harassment.

Policies and procedures

- (7) Policies and procedures are consistent with these *BC Provincial Policing Standards*.

Section 3.0 –	Training Courses and Development	Page 1 of 1
Sub Section 3.2 –	Provincially-Approved Training Courses	Effective: July 30, 2024 Revised: n/a
Subject 3.2.5 –	Training to promote equitable and unbiased policing	

Definitions

“Front-line police officer” – any police officer who as part of their duties is regularly interacting with the public and may be in contact with persons in crisis situations.

“Front-line supervisor” – any police officer who directly supervises a front-line police officer.

“Police officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

“Provincially-approved equivalent” – training that has been acknowledged by the Director of Police Services as adequate to meet the BC requirements pertaining to a provincially-approved training course.

Standards

The Chief Constable, Chief Officer or Commissioner must ensure that:

- (1) All front-line police officers and front-line supervisor have completed *BC Fair and Impartial Policing Training* or a provincially-approved equivalent training course.

Training records

- (2) Written records are maintained of the training required by this standard that has been completed by each police officer in the police force.

Section 3.0 – Training Courses and Development	Page 1 of 2
Sub Section 3.2 – Provincially-Approved Training Courses	Effective: Standards (1)-(5): July 30, 2024 Standards (6)-(7): December 31, 2022 Revised: n/a
Subject 3.2.6 – Training to enhance service delivery to vulnerable communities	

Definitions

“Front-line police officer” – any police officer who as part of their duties is regularly interacting with the public and may be in contact with persons in crisis situations.

“Front-line supervisor” – any police officer who directly supervises a front-line police officer.

“Police officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

“Provincially-approved equivalent” – training that has been acknowledged by the Director of Police Services as adequate to meet the BC requirements pertaining to a provincially-approved training course.

“Provincially-approved training” – training that has been acknowledged by the Director of Police Services as adequate to meet BC requirements pertaining to training on a specific topic or set of topics.

Standards

Indigenous cultural safety

The Chief Constable, Chief Officer, Commissioner, or Chief Civilian Director of the Independent Investigations Office (“IIO”) must ensure that:

- (1) All police officers or IIO investigators:
 - (a) have completed a training course, developed and delivered in collaboration with representatives from, as applicable, the local First Nation(s) and/or Indigenous organizations, which includes at minimum, the history and legacies of police relations with Indigenous peoples in the community; or
 - (b) have completed a provincially-approved training on the history and current status of Indigenous peoples, including the history and legacies of police relations with Indigenous peoples in British Columbia.

- (2) For the purpose of Standard (1)(b), provincially-approved training includes at least one of the following:
 - (a) the Provincial Health Services Authority (San'yas) *Indigenous Cultural Safety* Training justice module; and
 - (b) *[note: other training courses may be added as/when provincial approval is granted]*
- (3) Further to Standards (1) and (2) above, and in addition to Standards 6.1.2 (2), encourage, and seek opportunities for police officers to attend learning events that are, where possible, experiential and specific to the local First Nation(s) or Indigenous peoples in the areas.

Trauma-informed practice

The Chief Constable, Chief Officer, Commissioner, or Chief Civilian Director of the IIO must ensure that:

- (4) All front-line police officers, front-line supervisors, or IIO investigators have completed *Trauma-Informed Practice Foundations Curriculum for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia* online training or a provincially-approved equivalent training course.
- (5) In addition to Standard (4) above, IIO investigators, front-line police officers, and front-line supervisors who are part of a specialized unit or team responsible for investigations involving vulnerable witnesses or victims (e.g. intimate partner violence, sexual assault, human trafficking, or other such investigations), must update their skills and knowledge about trauma-informed practice every 3 years, at a minimum.

Relationship Violence

- (6) All front-line police officers and front-line supervisors have completed *Evidence-based, Risk-focused Intimate Partner Violence Investigations*.
- (7) Every front-line police officers and front-line supervisors who have completed the *Evidence-based, Risk-focused Intimate Partner Violence Investigations* training course in (6) above must refresh their skills by successfully completing the training course once every five years.

Training records

- (8) Written records are maintained of the training required by these standards that has been completed by each police officer in the police force, or each IIO investigator in the case of the IIO.

Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 1 of 3

Police agencies, governments and communities throughout British Columbia share a commitment to ensuring policing is delivered in an equitable manner throughout the province. Work is occurring at all levels of government to recognize and address inequities, protect rights, and improve responsiveness of the criminal justice system for women affected by violence, Black, Indigenous and Persons of Colour, and marginalized communities. These standards are a component of broader efforts to promote unbiased policing and access to justice in BC.

These standards respond to the issues raised in many reports, inquiries, and by community-led advocacy. The final report of the Missing Women Commission of Inquiry (MWCI), recommended standards to promote equality in the delivery of policing services, increase responsiveness to the needs of vulnerable persons, and enhance governance of policing.

Since then, additional reports have documented the experiences of socially and/or racially marginalized communities, including Indigenous peoples, within the justice system. Examples include related decisions from human rights tribunals, the [Truth and Reconciliation Commission](#) and the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#). These proceedings have produced recommendations and are driving further work in BC aimed at improving the experience of Indigenous peoples within the justice system, such as the [Declaration of the Rights of Indigenous Peoples Act](#), and the [BC First Nations Justice Strategy](#).

The Missing Women Commission of Inquiry

Between 1997 and 2002, numerous women were reported missing from Vancouver's Downtown East side, by friends and families who feared for the women's safety. Robert Pickton was arrested in 2002 and convicted of six counts of second-degree murder and sentenced to life in prison in December 2007. Twenty additional murder charges were stayed by the Crown Counsel in August 2010.

In 2010, in response to the horrific events and criticism surrounding the police investigations, the Province established the *Missing Women Commission of Inquiry*. [Forsaken, The Report of the Missing Women Commission of Inquiry](#) was released in 2012 and included 63 recommendations, many of which related to policing.

The Commission found that systemic bias contributed to police effectively under-prioritizing and under-investigating reports of missing women, and that this was a manifestation of the broader patterns of systemic discrimination within society. Specifically, Commissioner Oppal found that negative stereotyping about women involved in survival sex work, many of whom were Indigenous women, existed within the exercise of individual discretion and collective decision-making by police during the investigations of their disappearances.

Further, efforts to reform and modernize policing in BC are ongoing. In 2020, the Legislative Assembly of British Columbia appointed the Special Committee on Reforming the Police Act to conduct a broad inquiry into policing, including examining the role of police with respect to complex social issues; examining the scope of systemic racism within policing in BC; and ensuring consistency of a modernized *Police Act* with the *United Nations Declaration on the Rights of Indigenous Peoples*. Other projects related to unbiased policing including regarding gender equity and anti-racism will inform further advances to these standards moving forward.

Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

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The standards seek to provide consistent pathways for advancing equitable and unbiased policing throughout the province by requiring policies and procedures, training, audit activity, and community engagement. The standards will provide a basis for auditing and oversight by the Director of Police Services pursuant to Section 40(1) of the [Police Act](#).

The underlying principles of the standards are that:

- **Individuals and communities have the right to receive unbiased and equitable policing.**

Racism, sexism, and other forms of discrimination are unacceptable in Canadian society, including in policing. The right to equal protection and benefit from the law without discrimination is embedded in the *Canadian Charter of Rights and Freedoms* and human rights legislation. All actors within the criminal justice system share a legal and moral duty to provide unbiased and equitable services and to refrain from discrimination. For policing, these duties are also reflected in the [BC Police Code of Ethics](#).

- **Dialogue and collaboration are key to building trust and achieving common goals of unbiased and responsive policing.**

Police and the communities they serve work toward common goals for policing through partnerships and ongoing dialogue. Trust is key to achieving these partnerships and often starts from an acknowledgement of injustices and current impacts.

- **History continues to impact trust and relationships today.**

Throughout Canadian history, the justice system has systemically discriminated against women, Indigenous peoples, and socially and/or racially marginalized groups. It is important to acknowledge this history and its legacy today.

Police were often the frontline agents and enforcers of discriminatory laws and policies and, as a result, many people continue to view policing as oppressive. Acknowledging the role of policing in these events and the ongoing impact on police-community relations today is an important step in promoting equitable and unbiased policing.

- **Racism, bias, and discrimination are prevalent.**

Biases are cognitive shortcuts used to process information and all people, even well-intentioned people, have biases. However, biases are not acquired in a vacuum. They reflect and are the product of patterns of power and privilege, colonialism, racism, sexism, and other forms of discrimination in society. Biases may be unconscious and may influence choices and actions without conscious thinking or decision-making.

Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

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- **It is important to recognize and overcome bias, racism, and discrimination in policing.**

If policies and procedures fail to consider the diverse needs and experiences of the community, bias, racism, and other forms of discrimination can manifest in the actions and decisions of individuals or at a systemic level. Recognizing and taking steps to address this, such as through training, supervision, monitoring, policy development, and community engagement, are critical to promoting unbiased policing.

- **Unbiased policing must also include efforts to remove barriers to justice and police services.**

The compounding and intersecting effects of systemic racism and sexism, social marginalization, and different identity factors can result in an increased risk of being affected by violence and less likely to report it, further compounding vulnerability. Previous negative experiences with police and other public services can result in fear of police, of not being believed, of not being taken seriously, or that a positive outcome is not likely when making a report. Additional barriers may include difficulties connecting with police due to language or cultural barriers.

Adapting processes to reduce or eliminate barriers promotes inclusion and equitable access to justice, particularly for vulnerable groups and individuals who may be reluctant to contact police.

- **Promoting inclusion and diversity within police forces is important.**

Police agencies should aim to reflect the diversity in the communities they serve and promote a workplace culture that is supportive, inclusive, and free from harassment or discrimination.

- **Promoting equitable and unbiased policing is an ongoing process.**

Police agencies in B.C. are taking important and constructive steps to provide equitable and responsive policing. Equity in policing requires leadership, supported by ongoing monitoring of service delivery, data collection and analysis, transparency, accountability, and community engagement. Policing must continuously adapt to respond to the needs of diverse and evolving communities being served. These standards will also evolve to assist those persons and entities listed in s. 40(1.2) of the Police Act and will continue to clarify the actions and attitudes expected of them in relation to unbiased policing.

Board Secretary

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Sent: Thursday, August 12, 2021 11:00 AM
To: Board Secretary
Subject: 5 Great Reasons to Attend CAPG 2021

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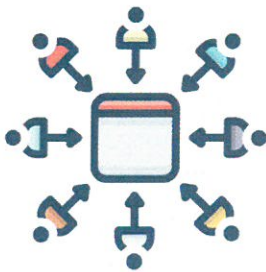
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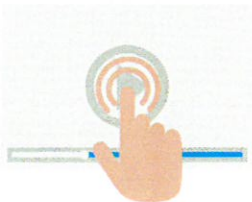
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