

SAANICH POLICE BOARD AGENDA

Date: Tuesday, April 6, 2021

Time: 1430 hours

Place: Virtual

Public Meeting Business: YouTube

SUBJECT	DISCUSSION INFORMATION APPROVE DECISION	PERSON RESPONSIBLE	ATTACHMENTS
1. Welcome to New Board Members		Mayor Haynes	
2. Approval of Agenda of April 6, 2021	Approve	Mayor Haynes	
3. Adoption of Minutes of March 2, 2021	Approve	Mayor Haynes	✓
4. Correspondence 4.1 Letter from PSSG re: municipal council priorities and survey – Action required by May 14, 2021 4.2 Letter from PSSG re: Wellness Checks 4.3 Letter from BCAPB re: New President	Discussion	Mayor Haynes	✓ ✓ ✓
5. New Business Arising			
6. Divisional Updates (as needed) 6.1 DRAFT Annual Report	Discussion	Inspector Dyck	
7. Committee Reports (as needed)			
7.1 Finance		Mr. Crawford and Ms. Murray	
7.2 Governance and Strategic Planning 7.2.1 New Board member Committee appointments 7.2.2 New Board member orientation 7.2.3 Stakeholder Outreach Committee – Terms of Reference 7.2.4 Next meeting date for joint session with SPA 7.2.5 Next Board workshop date (June or September)		Ms. Murray	
7.3 Human Resources 7.3.1 Update on Recruitment and Training	Discussion	Ms. Collins	✓
7.4 BCAPB 7.4.1 Update on Conference 7.4.2 Board Training Opportunities 7.4.3 Submission to Select Committee on Police Reform	Discussion	Ms. Collins	✓ ✓
7.5 CAPG 7.5.1 Annual Conference 7.5.2 Governance Summits April 27 th and June 30 th	Discussion	Ms. Collins	✓
8. Dogs in Parks – Update	Discussion	Sergeant Luhowy	

9. Verbal Update on the MVA Pilot Project Study to move to 30kmh	Discussion	Mayor Haynes	✓
10. BCLC Gaming Facility Opportunity	Discussion	Mayor Haynes	✓
11. Old Business			
12. Adjournment and Date of Next meeting: May 4, 2021	Decision	Mayor Haynes	



SAANICH POLICE BOARD
Public Meeting Minutes
 Saanich Police Department • Virtual
Tuesday, March 2, 2021

PRESENT:

Chair: Mayor F. Haynes

Board Members: M. Collins, G. Crawford, L. Murray, B. Saravanabawan

Staff: Chief Constable S. Green, Deputy Chief Constable G. Schenk, Deputy Chief D. Duthie, Inspectors T. Bryant, R. Warren, P. Douglas, Manager of Executive Services J. Ko

Recording Secretary: A. De Medeiros

REGRETS: Inspectors S. Morgan, D. Harris, T. Dyck

The meeting was called to order at 1432 hours.

1. APPROVAL OF AGENDA OF MARCH 2, 2021

MOVED by Ms. Collins and SECONDED by Mr. Crawford: "That the agenda of the March 2, 2021 Police Board Public Meeting be approved as circulated."

CARRIED**2. ADOPTION OF MINUTES OF FEBRUARY 2, 2021**

MOVED by Ms. Collins and SECONDED by Ms. Murray: "That the Minutes of the Police Board Public Meeting held on February 2, 2021, be adopted as circulated."

CARRIED**3. CORRESPONDENCE**

No items.

4. NEW BUSINESS ARISING

Mayor Haynes provided an update on an initiative by schools in the district to create a youth council and his participation in meetings as a resource to the youth in his capacity as Mayor. Topics of discussion include financial management, climate action and working with the police.

MOVED by Ms. Murray and SECONDED by Ms. Collins: "That this item be received for information and that the Board continue to be updated."

CARRIED**5. DIVISIONAL UPDATES (AS NEEDED)**

No items.

6. COMMITTEE REPORTS (AS NEEDED)

6.1 Finance

- No items.

6.2 Governance and Strategic Planning

- No items.

6.3 Human Resources

- On request of the Board, Chief Green provided an update on the retirement of Inspector T. Bryant in June 2021 and the subsequent promotion of Staff Sergeant S. Edwards to the rank of Inspector. Inspector Bryant's retirement will result in the reassignment of Inspector Warren to the Community Engagement Division. Staff Sergeant Edwards' promotion to the rank of Inspector will result in her reassignment as OIC of the Patrol Division.

The Board commended the management team for the succession planning in place at the Saanich Police Department.

6.4 BCAPB

- Ms. Collins provided an update on the upcoming BCAPB annual conference.

- Resolutions:

Discussion ensued regarding the resolutions to be considered at the BCAPB AGM.

- Special Committee to review the Police Act:

Mayor Haynes advised direction has come by Council to write to the Special Committee on Reforming the Police Act regarding appropriate funding and commitments to new policy, budget and legal frameworks to support the creation of a separate system to address the volume and variety of mental health emergency calls. The Mayor asked for further endorsement from the Board and it was suggested that a subcommittee be formed to draft a written submission to the Committee on the matter. Ms. Murray and Ms. Collins agreed to work on the submission on behalf of the Board.

MOVED by Ms. Collins and SECONDED by Ms. Murray: "That the Board form a subcommittee to work on a submission to the Special Committee to Review Police Act."

CARRIED

6.5 CAPG

- Ms. Collins provided an update regarding the virtual conference in August.

7. OLD BUSINESS

No Items.

8. ADJOURNMENT AND DATE OF NEXT MEETING

The next Police Board meeting will be held on Tuesday, April 06 at 1430 hours.

The meeting adjourned at 1512 hours.

Chair

DRAFT



March 30, 2021
Ref: 616621

Chairs of Municipal Police Boards

Dear Police Board Chairs:

Pursuant to Section 26(4.1) of the BC *Police Act* (the Act), municipal police boards are required to take into account municipal council priorities and the priorities goals and objectives for policing and law enforcement that the Minister of Public Safety and Solicitor General (the Minister) has set for the Province. The Policing and Security Branch is currently developing a tool to evaluate and assist municipal police boards in compliance with reporting and alignment of their priorities, goals, and objectives to the Minister's Provincial Policing Priorities under the Act.

In order to maximize the efficacy of this tool and the efficiency of the compliance and evaluation process, we are asking all municipal police boards to complete the attached survey to better understand their planning process. The information provided may also inform the timing of the Minister's Provincial Policing Priorities to correspond with police board/agency planning cycles. Please complete the survey and return it to our office by May 14, 2021. If you have any questions or concerns regarding this, please do not hesitate to contact Rebecca Wu at Rebecca.Wu@gov.bc.ca or PoliceBoard@gov.bc.ca.

Regards,

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

Enclosure: Engagement Survey

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

Police Board Planning Survey

This survey is intended to assist the Province in further understanding the various planning cycles of the BC municipal police boards, in order to build a tool to evaluate and support compliance with requirements related to the Minister's Provincial Policing Priorities under ss. 26(4), (4.1) and (4.2) of the *Police Act*. Please complete the questions below on behalf of your police board and submit your responses to PoliceBoard@gov.bc.ca. This survey should take no more than 5-10 minutes to complete. Please note that the information collected in this survey is for internal use only. Thank you for your time.

1. What are the timelines of the current strategic plan of your police board (i.e., Date of effectiveness)?

2. How often does your police board establish a new strategic plan?

3. Please briefly describe the process your board and Chief Constable undertakes in determining the priorities, goals, and objectives for your police department. For example, collecting community input (municipal council, Indigenous leaders, school districts, community organizations/groups, members of the public, and the business community) to develop the priorities, goals, and objectives.

4. Does your police board have an annual process to review and assess the performance of the police department in meeting the established priorities, goals, and objectives? If so,

Police Board Planning Survey

please briefly describe it. For example, every year in June we have a meeting with the Chief Constable to evaluate programs initiated as a result of the priorities, goals, and objectives.

- ☐ Yes
☐ No

5. Please describe the general timelines for both the strategic planning and the annual planning/review cycle.

6. Is there any additional information you would like to provide about your planning cycle as it relates to the development, tracking and/or evaluation of the priorities, goals and objectives (i.e., Logistical, resource, information, or communication challenges, etc.)?

- ☐ Yes
☐ No



March 18, 2021
Ref: 616144

Chairs of Municipal Police Boards
Sara Levine, Chair, SCBCTA Police Services Board
Rebecca Barley, Chair, Stl'atl'imx Tribal Police Services Board
Chief Constables of Municipal Police Departments
Chief Officer Dave Jones, SCBCTA Police Service
Chief Officer Deborah Doss-Cody, Stl'atl'imx Tribal Police Service
Deputy Commissioner Jennifer Strachan, Commanding Officer, RCMP "E" Division

Re: Request for Police Policies and Procedures Related to 'Wellness Checks'

Dear Sirs/Madams:

As you may be aware, the November 26, 2020 Ministerial mandate letter from Premier John Horgan to the Minister of Public Safety and Solicitor General commits to reviewing training and procedures related to wellness checks.

As an initial step, Policing and Security Branch has engaged in discussions with RCMP Pacific Region Training Centre (PRTC) and the JIBC Police Academy regarding training relevant to this topic.

To further support our review, I am writing to request that you provide Policing and Security Branch with your agency's policies and procedures, directives, or other guidance documents relevant to wellness checks. I ask that you include in scope both the response to calls for service to check on a person's well being as well as on-view incidents or other scenarios that may be considered a wellness check within your agency. If local or agency training is provided to officers that may not have been captured by our discussions with the PRTC or Police Academy, please include a description of this training. Please also provide a contact person who can assist with any follow-up questions.

.../2

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This information is requested by April 16, 2021 and can be directed to:

Jenni Bard
Director, Standards and Evaluation Unit
Policing and Security Branch
Telephone: 778 572-3397
Email: Jenni.Bard@gov.bc.ca

Thank you in advance for your cooperation and assistance in this important work.

Regards,



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

pc: David Pilling, Director, Board Governance



March 30, 2021

Dear Colleagues,

Thank you to all the Police Board Members and friends of BCAPB who attended our Joint Session with BC Association of Municipal Chiefs of Police and our annual AGM on March 5 and 6, 2021. I hope you enjoyed it and found it worthwhile.

Following the AGM, the Executive Board met and elected the Executive for the coming two years. I am pleased to announce that I have assumed the role of President and Patricia Barnes of the Vancouver Police Board who has agreed to serve as Vice President, Angela Kaiser of the Delta Police Board has agreed to serve as Secretary and Am Naqvi of the Nelson Police Board will stay on as Treasurer.

For those who may not know, I have served on the Victoria Esquimalt Police Board for one and a half years and am the Chair of Human Resources Committee and have sat the Executive Board of BCAPB for the past nine months. I am the Director of Communications and Indigenous Relations for M'akola Housing Society, the largest Indigenous affordable housing provider in the province and I write a weekly column in the Victoria Times Colonist newspaper.

In addition to her role on the Vancouver Police Board for the last three years, for the last 20 years Patricia Barnes has enjoyed working as the Executive Director for Hastings North Business Improvement Association – an association that promotes the retail and commercial neighborhood of Hastings North within the City of Vancouver.

Angela Kaiser has sat on the Delta Police Board for 5 years and is currently the Vice-Chair and Chair of Finance and Risk. Apart from having served on multiple boards over the past 20 years primarily in the financial and non-for-profit sectors, she works as a Chartered Professional Accountant in public practice serving individuals and corporate clients.

We have had a busy time as our Association is increasingly involved in a wide range of issues affecting policing and police governance in BC. I appreciate the interest and support we have received from our members as well as the many stakeholders and government officials whom we have had the pleasure to work with.

Kind regards,

Charla Huber
President, BC Association of Police Boards

Hello HR committee members, this is a summary of HR and Training updates beginning January 2021.

HR Update:

We have had two HR-related investigations over the previous months.

The first one began with an allegation of systemic racism at the SPD from a patrol officer. The West Shore RCMP investigated the allegation to provide full transparency. The complaint came from a discussion between two officers about BIPOC issues having a difference of opinion about what constituted systemic racism. The finding was that systemic racism did not exist at SPD and recommended that both parties resolve the issue informally. This resolution was at the suggestion of the original complainant.

The second was a complaint from a civilian staff member of harassment and bullying raised during an exit interview. This investigation is nearing a conclusion, and there is no evidence of bullying or harassing behavior to this point. The investigation is being conducted by Sgt Jody Pavesic, who was assigned and overseen by Inspector Douglas.

Recruiting Review:

At the request of the Chief, we have created a working group comprised of the Inspector Competition Candidates. The candidates were tasked with discussing their papers and completing a single document making recommendations to our recruiting section regarding diversity issues in our hiring process. These recommendations are expected in June 2021.

Black History Month:

In February, a short video featuring Alex Omoding celebrating Black History month was released. The video was circulated on social media and was very well received.

Promotional Process underway:

Our promotional competition has begun. At the time of this report, the non-prioritized lists have been identified, and the round table portion (ranking will take place from April 12- May 7. The Chief had created a video that outlined the instructions and expectations for assessors. Traditionally this is done in person; however, with Covid-19, this was a great alternative. All staff has viewed the video, with positive comments being received about the transparency from those involved as candidates.

Inspector Interviews:

A Part III Order was published requesting assistance with the Inspector recruit candidate Interviews. The request was being made to both embrace diversity in evaluators and a developmental opportunity for staff. A pool of candidates has been identified and will begin immediately participating in the process. The identified candidates for this opportunity will have been on the Sergeants list and experienced as an evaluator.



7.4.2

FAIR AND IMPARTIAL POLICING (FIP): A SCIENCE BASED PERSPECTIVE COMMUNITY TRAINING SESSION: BIAS-FREE TRAINING

HOSTED BY THE VANCOUVER POLICE BOARD

This training session is designed specifically for community members, to experience a customized version of bias-free training from the same company used by the Province to develop training for sworn personnel. This training reflects a science-based approach to understanding human biases and prejudices; it is about how our minds work and how to most effectively make unbiased decisions. FIP will further be tailoring this course specific to BC Board members.

Board members will:

- Learn about the modern science of bias and prejudice, including implicit bias;
- Discuss how bias can manifest in law enforcement professionals and in community members;
- Acquire skills for reducing and managing bias; and,
- What you can do to promote fair and impartial policing within your department.

Fundamental concepts of the FIP training include:

- All people, even well-intentioned people have biases;
- Having biases is normal to human functioning; and,
- Biases are often unconscious, or 'implicit' thus influencing choices and actions without conscious thinking or decision-making.

DATE AND TIME: June 3, 2021 1-5pm (Virtual Meeting/via Zoom)

COST: \$150 PER PERSON*

4:30-4:50pm	Welcome Remarks
4:50-5:30pm	Module 1: Intro to the Fair and Impartial Policing Perspective
5:30-7:10pm	Module 2: The Science of Human Bias
7:10-8:20pm	Module 3: Skills for Addressing Our Implicit Bias
8:20-8:30pm	Closing Comments, Evaluation, Adjourn

There is currently space available for 1-2 members per Board (up to 18 seats in total)

Please RSVP by April 30, 2021 to: stephanie.johanssen@vancouverpoliceboard.ca

Payment by e-transfer or Cheques made payable to the Vancouver Police Department and sent to:

Stephanie Johanssen, 7th Floor 2120 Cambie Street, Vancouver, BC, V5Z 4N6

Please advise if you require an invoice – for this we would need the Board and Board member name, address, and contact information.

*This includes professionally bound training materials that will couriered from the Vancouver Board office to your home address

**Additional Information:**

FIP (Fair and Impartial Policing, LLC) initially collaborated with the Province to provide implicit bias training to police officers as a response to the training-related recommendations from the Missing Women Commission of Inquiry report released in December 2012. Recommendations from this report specifically state that the Provincial Government require police officers to undergo additional mandatory training concerning vulnerable community members.

Although Fair and Impartial Policing is based in the United States, it should be noted that it has been customized to BC context. The training that was developed for police officers was done so in consultation with a BC based equity and diversity consultant, an Indigenous resiliency consultant, and front-line police officers and supervisors from the Victoria Police department.

This course is a shortened community version which is available to Police Board members.

FIP LLC has provided training to agencies across Canada (Toronto, Winnipeg, Halifax, Ottawa, Peel and Vancouver).

*This includes professionally bound training materials that will be couriered from the Vancouver Board office to your home address



7.4.3

BC Association of Police Boards
Public Consultation Submission to:
Special Committee on Reforming the Police Act

April 1, 2021



Thank you for including the BC Association of Police Boards in your process and seeking input, guidance, and recommendations from us.

The BC Association of Police Boards is a provincial non-profit association, formed in 1992. Our organization's mandate is to facilitate the exchange of information and provide educational opportunities to members, municipal police boards, including First Nations and Designated Policing governing authorities.

Through our work we promote the public's understanding of police boards and their role on the community. BCAPB works to share information, provide training, and build and foster external relationships. At our last in-person conference in 2020 we extended invitations to a variety of stakeholders to demonstrate transparency and provide an opportunity to share initiatives that other agencies may not have been aware of. Our guests included agencies that serve the homeless, immigrants, Indigenous people, cultural and religious minorities, people with disabilities, and other community members.

Public trust is important, and police departments are working hard to serve our communities with respect while ensuring public safety. Policing is an important and police should be a trusted part of our society.

In this report we are focusing on four main areas as outlined in the Select Committee's term of reference.

- The role of police in responding to calls involving mental health issues, wellness checks and addictions.
- Promoting equity, diversity and inclusion and combatting racism within police agencies.
- Promoting excellence in governance of police agencies.
- Advancing effectiveness and efficiency in the organization of police agencies in BC.



Mental Health, Wellness Checks, and Addictions

The role of police in responding to calls involving mental health issues, wellness checks and addictions.

Police play a role in responding to mental health, drug addiction, and community wellness by virtue of being on the street 24 hours a day, 7 days a week. As we move forward the question becomes, "How are police partners assisting in decreasing stigma and the societal impact of untreated mental health conditions, lack of stable and affordable housing, inability to access appropriate drug addiction treatment, and safety for vulnerable members of our society?"

The BCAPB has put forward a number of resolutions calling for positive change and partnership in these areas. These include:

- A comprehensive crime reduction strategy that emphasizes the value of Restorative Justice Programs and includes appropriate governance and sustainable funding.
- A comprehensive cross governmental prevention and intervention program and implementation plan that has a long-term vision with a well-funded and governed sustainable infrastructure and measurable outcomes.
- Re-evaluating and restructuring the current approach to addictions and mental health treatment for offenders involved in the criminal justice system.
- The Province needs to proactively provide funding and the necessary resources ensuring access to treatment, prevention, education, family support services, and long-term care facilities to support those suffering from mental illness.
- A Cross-Ministerial Task Force be struck to work with Police Associations, Police Boards, Police Chiefs, Provincial Health Authorities, Municipalities, BC Housing, Indigenous organizations, and experts in mental health, drug addiction and vulnerable populations to develop a comprehensive approach to assist people with concurrent disorders.

1. **Recommendation:** The Province should acknowledge that **police responding to calls involving mental health issues, wellness checks and addictions should be part of a team approach** that allows actions to be both proactive and reactive as well as assisting people with dignity and involving diversion such that individuals receive the help they need rather than the revolving door of enforcement. This needs to be a partnership between municipally funded policing and provincially funded health care.

- Car 87/88 in Vancouver is an example of an approach that brings police and nurses together to provides immediate referral to community-based and/or emergency mental health services as necessary. Another model is the Integrated Mobile Crisis Teams



(IMCERT) on Vancouver Island that bring together police with other support workers to respond to mental health calls.

- Assertive Community Treatment (ACT) is another example and provides long-term tertiary level care to individuals in the community. These teams include social workers, nurses, psychiatrists, police officers both uniformed and plainclothes, etc. to provide wraparound care to those in need.
- Homeless Outreach Coordinators need to work closely with police to increase safety and provide housing options to those in need.
- Police across the province support the need for addiction services on demand and a safe drug supply. This needs to be a priority for police services and government as well as support for sex workers to ensure they are not victimized and criminalized.

Community trust in police has dropped over the last year, a comprehensive plan that acknowledges the role of policing in this area is important. It must emphasize partnership, diversion, services and accountability. It must also highlight the importance of police as first responders and provide them with alternatives to provide assistance to those in need.

2. **Recommendation:** The Province should **strike a Cross-Ministerial Task Force** to develop a comprehensive, decriminalizing poverty and anti-racist approach to assisting those who are vulnerable; taking into consideration mental health, drug addiction, poverty, homelessness, etc. This Task Force could then work with Police Associations, Police Boards, Police Chiefs, Provincial Health Authorities, Municipalities, BC Housing, Indigenous organizations and experts in mental health, drug addiction and vulnerable populations. Enabling the role of policing to be defined with respect to these issues and providing alternate options for support.
3. **Recommendation:** The Province should create a comprehensive plan that acknowledges the important role of policing in the community and should include an outline of **accountability, partnership and diversion from enforcement**. This could help increase community trust in policing which has been eroded due to a misunderstanding of the role of police and the lack of community knowledge of accountability and oversight in policing.



Equity, Diversity and Inclusion

Promoting equity, diversity and inclusion and combatting racism within police agencies

Bias, stereotypes, and racism are prevalent in all of our communities. It is important that we look at this as a systemic issue that exist in all communities and sectors and organizations within them. It takes courage to have these conversations and these conversations can be uncomfortable. There is room for improvement within policing as there is room for improvement everywhere. This is not solely a policing issue and it needs to be addressed as such.

Systemic Racism

Systemic racism should be viewed as a community issue that includes policing. When we are acknowledging and gaining more understanding on systemic racism and discrimination that may be occurring in our communities, we need to look at these issues in all areas of policing from government, police boards, and within departments. This is something that needs improvement everywhere, in all sectors, and all areas of our communities. It is a societal issue, not just a policing issue.

The Province announced on March 19, 2021 its new anti-racism information campaign, and this is a good step and initiative that encourages British Columbians to examine their own bias and educate everyone on the role that discrimination plays in our society

4. **Recommendation:** The Province should acknowledge the role of **systemic racism in our communities and in all sectors in our communities**. We acknowledge there is room for improvement in policing, and we want the Province to acknowledge there is room for improvement everywhere.

Recruiting and Retaining Employees of Diverse Backgrounds

On a daily basis, and within the Act, it's important that language used by the Province and Police Boards support the positive aspects of policing, reinforce aspirational goals, and refrain from negative stereotyping. If Police Boards are to recruit and retain a diverse, highly skilled, and ethically-minded police force, it must be made clear from both the Province and Boards that a positive culture is expected and supported, and that policing is valuable and valued work done on behalf of, and as part of, the communities they serve.



Our teams are stronger when they are diverse, and there are many initiatives to encourage diversity on our police boards and within our police departments. We need to do a better job being transparent with board members and department staff to explain when people from diverse backgrounds are selected for these roles that they were not selected solely based on their cultural or diverse backgrounds. We need to reinforce that they have fully met all requirements during the screening process and were selected based on work experiences, educational background and life experience. There are misconceptions that people from different cultural backgrounds are not as qualified as their peers. This can lead to individuals feeling they are a “token member” and ultimately unappreciated and undeserving of their role.

5. **Recommendation:** The Province should create opportunities to **communicate that people of diverse backgrounds who earn positions on police boards and within police departments have fully met all requirements** and were selected because of their work experiences, educational background and life experiences. There are misconceptions that people from different cultural backgrounds are not as qualified as their peers.

Looking Forward

This past year has been a challenging year for policing and departments have faced heavy public scrutiny regarding bias and racism. A negative connotation has been cast over all police agencies in the public eye. There are many positive relationships and initiatives within police departments across the province. These stories need to be shared and given the attention they deserve and demonstrate the partnerships, trust, and respect that exists between police departments and members of the BIPOC communities. We acknowledge and understand that there is still room for improvement.

6. **Recommendation:** The Province should **create a platform to share the stories and initiatives** that demonstrate the partnerships, trust, and respect that exists between police department and members of the BIPOC communities.



Excellence in Governance

Promoting excellence in governance of police agencies

Good governance of police agencies, through civilian control and oversight, helps policing reflect the needs and priorities of the communities they serve (“policing by consent” in the words of Robert Peel). This governance model is different from governance in jurisdictions like the United States and one of the reasons police have generally high approval levels in British Columbia.

7. **Recommendation:** The Province should acknowledge that the B.C. Police Act does many things right in supporting good governance, and while changes are welcome to improve governance in policing, some **guiding principles should be maintained:**

- Board makeup should reflect the demographic makeup of the community each Board serves.
- Police Boards should maintain an arms-length relationship from municipal Councils and the Province.
- To allow for alignment of Municipal Council and Police Board goals, a liaison role is beneficial between the two bodies to facilitate shared priorities, to ensure Council understands impacts of policy decisions on policing, and to share financial constraints with the Police Board.
- While, as it is the taxation authority, the Municipal Council needs to retain authorization on budget, an appeal, mediation, and/or arbitration process when funding conflicts occur is valuable.

8. **Recommendation:** The Province should acknowledge that there are also areas the Police Act could improve governance or clarity of responsibilities:

- a) **Governance and funding of shared/integrated units would benefit from standardization across the Province**, and both would benefit from Provincial guidelines or inclusion in the Act (see “*Advancing Effectiveness and Efficiency in the organization of policing in BC*” response in this document).



b) As Provincial policy changes can impact policing capacity directly, feedback mechanisms from Police Boards on Provincial policy changes would be beneficial.

One example is the police requirements for mental health and addiction response. Policies enacted provincially directly impact local department deployments, training, overtime loads, and other factors. This often means Board priorities can't be undertaken, to the detriment of crime prevention and sense of trust. Input on policies, clarifying the responsibilities of the police within the Act, shared Municipal and RCMP forums for policy review, or other tools may be possible.

c) Consideration of longer maximum terms for Board Directors, perhaps to 8 years.

While any change should not prevent opportunities for new members, there is demonstrated benefit to having at least some members with more experience and institutional knowledge.

d) While likely outside the Police Act itself, provincial coordination or other involvement with bargaining would help Boards address their operational needs and provincial needs within the pattern and arbitrated bargaining processes.

It is also recognized that effective Board governance requires expertise on the Board, and the BCAPB is strongly supportive of any measure that improves the capacity of current and incoming Board members. There are few examples in the world of governance that the "Principal-Agent Model" creates potential issues as much as it does in police governance. Some ways the Province can assist include:

- **Comprehensive board training on board / governance / financial skills**
- **Board training on policing and operational needs of modern policing**
- **Clarity in the Act on responsibilities of the Board** (i.e. bargaining, performance reviews, etc.)

Finally, a key role of Police Boards is the recruitment, morale, and retention of capable officers; all of which can be impacted by the Province.



Advancing Effectiveness and Efficiency

Advancing effectiveness and efficiency in the organization of police agencies in BC

As the Committee members know, policing in BC is split between municipal police Departments governed by Police Boards (currently 12 covering 13 municipalities) and the RCMP (as the Provincial Police Force), as well as First Nations Police Authorities including BCAPB member Stl'atl'imx Tribal Police Board. The most recent addition to municipal policing is the establishment of the Surrey Police Service which when operational, will be responsible for policing the second largest municipality in BC.

As well, there are Integrated Policing Units which provide services to more than one jurisdiction and may comprise officers from more than one police agency or from two or more levels of policing. Examples are the Integrated Gang Task Force in the Lower Mainland, and the Integrated Road Safety Unit. These units are generally for specialized activities and in some cases the province provides funding as do the participating police agencies.

In addition, there are examples of police departments which provide specialized services to other municipal police agencies – e.g. Saanich PD provides detective services to Oak Bay PD, on a cost recovery basis. By integrating and sharing resources among police agencies, all communities can benefit and optimize the effectiveness and efficiency of such services without compromising the core community policing service which residents are entitled to.

9. Recommendation: The Province should play a greater role in supporting evidence-based funding formula and governance structures for all integrated police services.

With respect to regional policing, we caution the government in moving ahead with any attempts to force regionalization of police agencies without the full support of the impacted municipalities. In order to advance trust and support of policing, as indicated above, core community policing services are best carried out within the municipality involved and with the oversight and governance of local police boards who are in touch with local conditions and requirements. The recent experience of Victoria and Esquimalt is a good example of where a 'forced amalgamation', according to the Esquimalt Council, has not worked in their interests.

However, there may in future be some municipalities which currently do not have a municipal police force that may wish to move to one and it is important the processes and requirements involved should be clearly laid out by the Province and reviews and approvals provided in a timely fashion.



10. Recommendation: The Province **should not force amalgamation** of police departments unless it is with the consent of all the partners which would be involved. However, where a municipality without a municipal police force wishes to explore the feasibility of moving to one, the Province should **provide a clear and timely process by which this can be accomplished.**

As the Committee undertakes its review of the current Police Act we would like to reiterate some of the concerns that BCAPB raised two years ago when appearing before the Special Legislative Committee Reviewing Section 11 of The Police Act -Police Complaints.

Most importantly, we **continue to urge that complaints against police officers be dealt with in a timely way.**

Unfortunately, there have been examples where the investigative process has greatly exceeded the goal of six months and this has unfortunate consequences not only for the wellbeing of the officers involved but also for public confidence in policing.

As well, more options should be provided to resolve as quickly as possible, complaints where the officer may have committed a minor misconduct, is prepared to admit to the allegations from the onset and accept an appropriate penalty.



Conclusion

The BC Association of Police Boards is a pool of volunteers who dedicate and devote their time to enhancing policing governance. Our members volunteer to serve on municipal police boards and in addition volunteer at BCAPB.

Thank you for providing BCAPB the opportunity to submit a report and share our thoughts, experiences, and recommendations in the process.

Summary of Recommendations

- 1. Recommendation:** The Province should acknowledge that police responding to calls involving mental health issues, wellness checks and addictions should be part of a team approach that allows actions to be both proactive and reactive as well assisting people with dignity and involving diversion such that individuals receive the help they need rather than the revolving door of enforcement. This needs to be a partnership between municipally funded policing and provincially funded health care.
- 2. Recommendation:** The Province should strike a Cross-Ministerial Task Force to develop a comprehensive, decriminalizing poverty and anti-racist approach to assisting those who are vulnerable; taking into consideration mental health, drug addiction, poverty, homelessness, etc. This Task Force could then work with Police Associations, Police Boards, Provincial Health Authorities, Municipalities, BC Housing, Indigenous organizations and experts in mental health, drug addiction and vulnerable populations. Enabling the role of policing to be defined with respect to these issues and providing alternate options for support.
- 3. Recommendation:** The Province should create a comprehensive plan that acknowledges the important role of policing in the community is important and should include an outline of accountability, partnership and diversion from enforcement. This could help increase community trust in policing which has been eroded due to a misunderstanding of the role of police and the lack of community knowledge of accountability and oversight in policing.



4. **Recommendation:** The Province Should acknowledge the role of systemic racism in our communities and in all sectors in our communities. We acknowledge there is room for improvement in policing, and we want the Province to acknowledge there is room for improvement everywhere.
5. **Recommendation:** The Province should create opportunities to communicate that people of diverse backgrounds who earn positions on police boards and within police departments have fully met all requirements and were selected because of their work experiences, educational background and life experiences. There are misconceptions that people from different cultural backgrounds are not as qualified as their peers.
6. **Recommendation:** The Province should create a platform to share the stories and initiatives that demonstrate the partnerships, trust, and respect that exists between police department and members of the BIPOC communities.
7. **Recommendation:** The Province should acknowledge that the B.C. Police Act does many things right in supporting good governance, and while changes are welcome to improve governance in policing, some guiding principles should be maintained:
 - Board makeup should reflect the demographic makeup of the community each Board serves.
 - Police Boards should maintain an arms-length relationship from municipal Councils and the Province.
 - To allow for alignment of Municipal Council and Police Board goals, a liaison role is beneficial between the two bodies to facilitate shared priorities, to ensure Council understands impacts of policy decisions on policing, and to share financial constraints with the Police Board.
 - While, as it is the taxation authority, the Municipal Council needs to retain authorization on budget, an appeal, mediation, and/or arbitration process when funding conflicts occur is valuable.



8. **Recommendation:** The Province should acknowledge that there are also areas the Police Act could improve governance or clarity of responsibilities:
- a) Governance and funding of shared/integrated units would benefit from standardization across the Province, and both would benefit from Provincial guidelines or inclusion in the Act (see *“Advancing Effectiveness and Efficiency in the organization of policing in BC”* response in this document).
 - b) As Provincial policy changes can impact policing capacity directly, feedback mechanisms from Police Boards on Provincial policy changes would be beneficial. One example is the police requirements for mental health and addiction response. Policies enacted provincially directly impact local department deployments, training, overtime loads, and other factors. This often means Board priorities can’t be undertaken, to the detriment of crime prevention and sense of trust. Input on policies, clarifying the responsibilities of the police within the Act, shared Municipal and RCMP forums for policy review, or other tools may be possible.
 - c) Consideration of longer maximum terms for Board Directors, perhaps to 8 years. While any change should not prevent opportunities for new members, there is demonstrated benefit to having at least some members with more experience and institutional knowledge.
 - d) While likely outside the Police Act itself, provincial coordination or other involvement with bargaining would help Boards address their operational needs and provincial needs within the pattern and arbitrated bargaining processes.
9. **Recommendation:** The Province should play a greater role in supporting evidence-based funding formula and governance structures for all integrated police services.
10. **Recommendation:** The Province should not force amalgamation of police departments unless it is with the consent of all the partners which would be involved. However, where a municipality without a municipal police force wishes to explore the feasibility of moving to one, the Province should provide a clear and timely process by which this can be accomplished.

Board Secretary

From: Canadian Association of Police Governance <communications@capg.ca>
Sent: Thursday, March 25, 2021 10:00 AM
To: Board Secretary
Subject: Agenda First Glance: April Governance Summit

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Governance 101

A Refresher for Police Boards and Commissions

Date: **April 27, 2021**

Time: 11:00 AM - 3:00 PM EST | **Register up to 10 people for a single low rate!**



The Corporation of the District of Saanich

Report

To: Mayor and Council
From: Zac de Vries, Councillor; Rebecca Mersereau, Councillor; Ned Taylor, Councillor
Date: 3/13/21
Subject: Speed Reduction Pilot Project Application Amendment—Shifting to 30 km/hr for Road Safety and Livability

RECOMMENDATION

1. That Council directs staff to amend Saanich's application to reduce the default speed limit on streets without a continuous directional dividing line to the Ministry of Transportation and Infrastructure for a pilot project under part 13 of the *Motor Vehicle Act*, from the originally proposed speed reduction of 40km/hr to 30 km/hr, and submit it when the application period for Phase two opens.
2. That Council directs staff to bring back a formal resolution to participate in the pilot project at the appropriate time.
3. That the Mayor write on behalf of Council to CRD municipalities that have shown interest in speed reduction pilots, advising them of Saanich's change in direction and that there are opportunities to participate in pilots at 30km/hr and 40km/hr in the region.

PURPOSE

This report provides a rationale for changing direction on the speed limit reduction pilot project.

BACKGROUND

On October 18, 2020, Council approved a recommendation to direct staff to "submit an application to reduce the default speed limit to 40km/hr on streets without a continuous directional dividing line to the Ministry of Transportation and Infrastructure for a pilot project under Part 13 of the *Motor Vehicle Act* when the application period for Phase 2 opens."

This directive from Council has not been implemented because the Province has not yet opened the intake for Phase 2 applications.

Subsequent to Saanich Council's deliberations and on January 7, 2021, City of Victoria Council approved a [staff recommendation](#) to proceed with an application for a pilot project that would apply a 30km/hr speed limit to streets without a continuous directional dividing line.

Consequently, since Saanich's Council's decision in October, it's become clear that a) there will not be a single default speed limit reduction pilot project in the region, and b) it is possible to pursue a 30km/hr pilot in Saanich and still achieve consistency with some neighbouring municipalities. Pending a successful application, a change from 40km/hr in Saanich would mean that 52% of the CRD's population resides in a municipality participating in a 30km/hr speed reduction pilot project.

DISCUSSION

As was documented in the [comprehensive Saanich staff report](#) dated October 8, 2020, reducing default speed limits has many benefits, including improving road safety and neighbourhood liveability. Three main reasons why 30km/hr on the roads in question appears to be preferable to 40km/hr for our municipality are described below.

1. 30km/hr speed limits have been proven to be safer for vulnerable road users than 40km/hr speed limits

While a reduction from 50km/hr to 40km/hr is associated with safety benefits in terms of the quantity of incidents, as well as the severity at which they occur and how fatal they are, there is considerable and growing evidence that these public safety benefits are much greater when speed limits are further reduced to 30km/hr.

For example, citing a 2016 peer-reviewed study, the report from the Saanich Director of Engineering dated October 8, 2020 states that for cyclists and pedestrians hit by someone driving a motor vehicle: "collisions at 30km/hr or less correlate with a lower probability of death (10%), compared to a 40% probability of death in a collision at 40 km/hr".¹ More recently, a peer-reviewed article documenting the outcomes of a study in the City of Toronto that was designed specifically to compare the impacts of 30km/hr and 40km/hr speed limits on the frequency and severity of pedestrian motor vehicle collisions reported a 28% decrease in accident frequency on the roads with 30km/hr speed limits and a 67% decrease in major and fatal injuries.²

A 2020 report of the US-based National Association of City Transportation Officials titled *City Limits: Setting Safe Speed Limits on Urban Streets* notes the following: "maximum recommended speed limit for any minor street is 20 mph. The maximum recommended speed limits are based primarily on speeds that minimize risks to pedestrians and cyclists."³ Accordingly, speed limit reductions are becoming increasingly common in North American cities and are supported through infrastructure changes and traffic calming interventions.

¹ Jurewicz et al., 2016. Retrieved from <https://core.ac.uk/reader/82551790>

² Fridman et al., 2020. Retrieved from <https://bmcpublichealth.biomedcentral.com/track/pdf/10.1186/s12889-019-8139-5.pdf>

³ NACTO, 2020. Retrieved from https://nacto.org/wp-content/uploads/2020/07/NACTO_CityLimits_Spreads.pdf

The bottom line is that a speed reduction to 30 km/hr it is more likely to save more lives and reduce injury than a speed reduction to 40 km/hr. It is notable that the majority of the examples of speed reduction initiatives with quantified, positive outcomes for public safety that cited in the October 10 report by Saanich staff concerned speed limit reductions on local/residential roads to 30 km/hr, not 40km/hr.

2. Saanich has limited physical infrastructure to protect vulnerable road users and encourage mode shift to active transportation, and no near-term plans to change this

Due to historical development servicing approaches, Saanich has limited coverage of sidewalks in residential areas relative to many municipalities. This, in combination with limited curb and gutter infrastructure, narrow road widths in some cases, and the proliferation of unregulated on-street parking, has resulted in informal and haphazard streetscapes in many Saanich neighbourhoods. Due to a lack of dedicated space for vulnerable road users and currently permitted vehicular speeds, these streetscapes are not welcoming to pedestrians, cyclists, people who roll, and those with mobility challenges and devices.

Aside from the public safety risks this presents to those who are willing and able to brave these conditions, they deter other residents from transitioning to more active modes of transportation. This will impede Saanich from successfully achieving goals approved by Council in the 2020 Climate Plan and contributes to the high cost of living in our region by making it difficult for residents to forgo the expense of personal vehicles.

The proposed amendment to the Default Speed Reduction Pilot Project is not intended to take focus away from improving road safety on our major roads and intersections, nor is it meant to take the emphasis away from our Active Transportation Plan. It is about creating conditions where our neighbourhood streets are safer and more livable. Slower streets provide opportunities for walking, cycling, and rolling and make it easier for people to exercise and access businesses in their neighbourhoods.

Saanich's 2018 [Active Transportation Plan](#) (ATP) sets out an excellent vision for increasing Saanich's active transportation throughout the municipality. Consistent with [Vision Zero](#) principles, target # 2 from Saanich's ATP strives to "Work Towards Zero Traffic-Related Fatalities or Serious Injuries". Unfortunately, even with Council's recent decision to increase funding levels for ATP implementation by approximately \$2 million/year, it will still take decades for the ATP to be implemented. The need to improve road safety in order to protect vulnerable road users and to give Saanich residents more affordable and environmentally sustainable transportation options requires a far more urgent response.

A more ambitious pilot at 30km/hr that is more likely to result in demonstrable changes in automobile speeds offers a much greater opportunity for Saanich to leverage a low-cost policy tool on offer by the Province, to help compensate for the financial limitations Saanich continues to experience in building active transportation infrastructure. Our own community safety priorities and the historical and present-day land-use circumstances in Saanich warrant consideration of the approach that is best suited to our particular needs, over and above what other municipalities in the region are doing.

3. Pilot projects should be ambitious, for good reason

Pilot projects are intended to test the viability of concepts or policy approaches for a limited time, or at a limited scale, in order to reduce risks if outcomes are not desirable. Inherent in the process is an evaluation of outcomes, to inform a decision about how or if to apply the results on a permanent basis. The merits of testing a fairly modest reduction in speed limits, and one that is already commonly used in the region, are debatable. It is highly unlikely that an outcome of a 40km/hr pilot would be to permanently implement a 30km/hr default speed limit, since the scale and scope of implications will not have been tested. However, it is quite possible that an acceptable outcome of a 30km/hr pilot would be to permanently reduce default speed limits to 40km/hr in an attempt to retain some demonstrated benefits of the pilot, while mitigating unforeseen negative impacts that could arise.

CONSIDERATIONS AND CONCLUSION

The significant investment of time and political capital invested by the Mayor and Saanich staff in 2020 to encourage other municipalities in the region to participate in a 40km/hr default speed reduction pilot is not lost on the report authors. However, in light of the clear and growing body of scientific evidence in support of 30km/hr speed limits in residential areas, and in light of preference for a 30km/hr speed limit voiced by most members of our community who have weighed in on this issue, it is regrettable that there was not an opportunity for Council to consider the merits of a 30km/hr vs 40km/hr pilot before this external consultation began.

The vision of a regionally consistent approach to a default speed limit reduction was and still remains laudable. However, in combination with the ongoing delays by the Province to announce application deadlines, the City of Victoria's decision to pursue a second pilot at 30km/hr provides our municipality with an opportunity to more thoughtfully consider the approach that best serves our needs. For the reasons discussed above, we strongly feel a 30km/hr rather than a 40km/hr pilot on the selected residential roads in question is in the best interests of Saanich.



Zac de Vries
Councillor



Rebecca Mersereau
Councillor



Ned Taylor
Councillor

cc: Harley Machielse, Director of Engineering; Sharon Hvozdzanski, Director of Planning



The Corporation of the District of Saanich | Mayor's Office

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Sent via email: Minister.Transportation@gov.bc.ca

March 4, 2021

The Honourable Rob Fleming, M.L.A.
Minister of Transportation & Infrastructure
PO Box 9055 Prov Stn Govt
Victoria, BC V8W 9E2

Dear Minister Fleming:

Re: Modernizing the Motor Vehicle Act

I write to you today to ask for your leadership in advancing Motor Vehicle Act pilot projects for road safety improvements across the Province of British Columbia. In late 2019 I wrote to Premier Horgan to ask for action to update and modernize the BC Motor Vehicle Act. This ask was multi-faceted, but had a specific focus on lowering the default speed limit on residential roads. Reducing speed limits has many benefits, including reducing vehicle operating speeds, improving road safety, and improving neighbourhood livability. It can have significant safety benefits in terms of fewer collisions as well as less severe collisions when they do occur. Speeding is a significant contributing factor to collisions and traffic-related injuries and fatalities. In British Columbia, speeding has been a contributing factor in nearly 30% of traffic-related fatalities over the past 10 years.

Minister Trevena responded at that time with the excellent suggestion that Saanich pursue a pilot project for speed limit reductions under the Motor Vehicle Act pilot project program. As a result, the District of Saanich is leading the development of a regional application for reducing the speed limits on roads without a continuous yellow centerline to 40km/h. Recognizing the regional importance of the issue and to maintain consistency across the region, Saanich has requested partnership from all other municipalities throughout the Capital Region to have them join this proposal and pilot project. To date Saanich, Central Saanich, North Saanich, Sidney, Oak Bay, and Esquimalt have elected to participate in the regional pilot. The District of Saanich undertook stakeholder consultation with over 30 regional stakeholders such as BC Transit, ICBC, regional police, and school districts. Many of which indicated support for the pilot. In addition, the CRD's Traffic Safety Commission recently expressed its support for the 40km/h default speed pilot project. It's evident there is significant interest in the region to apply for a speed limit reduction pilot.

We came to understand after conversations with Ministry staff that the appropriate avenue for speed limit reductions under the Motor Vehicle Act pilot project program, would be as part of the Phase 2 intake which was expected in the fall of 2020 prior to the Provincial Election.

Understandably the election has caused some delay in launching the Phase 2 pilot project, but we hope with your leadership it can be prioritized within your Ministry to allow these important projects to proceed.

Speed limit reductions are relatively new to Canada although many cities across Canada have reduced posted speed limits on local and/or residential roads (e.g. Ottawa, Montreal, Mississauga, and Hamilton) and many others are actively pursuing these initiatives (such as Vancouver, Edmonton, Toronto, and Calgary). Data on Canadian outcomes is limited. However, international results demonstrate that reducing residential area speed limits is an important tool in an overall program to enhance road safety. As an example in Seattle, speed limits were lowered to 40 km/h in 2016 without extensive traffic calming measures. As a result collisions were reduced by 22%, injuries by 18%, and high-end speeders by 52%.

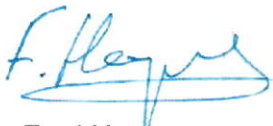
From 2015 – 2019 in the District of Saanich alone there were on average 254 reported collisions per year on local roads (approximately 11.5% of all reported collisions). Of these collisions occurring on local roads, approximately 28% (or 70 collisions) resulted in injury or fatality. Based on the average cost per collision information published by your Ministry, collisions on local roads in Saanich alone represents a total societal cost of approximately \$24 million per year.

The regional interest in collaborating on a speed limit reduction pilot program and the potential for these types of projects being acceptable applications to the Motor Vehicle Act pilot project program provides a unique opportunity for local governments in the Capital Region to reduce speed limits through a consistent, coordinated, and consultative approach.

Saanich Council and our staff are ready to proceed with this work and I would be grateful if you could ensure that the Phase 2 Motor Vehicle Act pilot project program advances this spring and that Ministry staff reach out to our staff here at Saanich to connect on the appropriate next steps.

I look forward to hearing from you.

With hope,



Fred Haynes
Mayor
Enclosures

cc: Saanich Council
Paul Thorkelsson, CAO, District of Saanich
Harley Machielse, Director of Engineering, District of Saanich



March 11, 2020

His Worship Fred Haynes
Mayor
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Dear Mayor Haynes:

As you know, BCLC launched its Expression of Interest (EOI) process in greater Victoria in 2016, to determine local government interest in hosting a gaming facility. As the Crown Corporation, the role of the British Columbia Lottery Corporation (BCLC) is to conduct and manage commercial gaming in the province of British Columbia.

BCLC is pleased to advise Mayor and Members of Council that BCLC is prepared to enter into a discussion with the District of Saanich as a potential site of a gaming and entertainment facility. In 2016, the District of Saanich responded to BCLC's EOI process, and confirmed the District's willingness to be considered as a potential host of a gaming facility.

Since that correspondence, Saanich Council has voted to strongly re-affirm the District's interest in collaborating with BCLC to establish a gaming facility. BCLC appreciates Council's continued interest in a potential gaming facility.

Given the length of time since the EOI process was initiated, it may be helpful for a BCLC delegation to attend a meeting of Saanich Council to review BCLC's process for locating a gaming facility in a host municipality. We would be pleased to provide an overview of the process, and give Council the opportunity to ask questions about the process.

BCLC is committed to being open and transparent as it proceeds through its EOI process. Should there be additional questions or points of clarification, please contact me directly at (604) 225-6408.

Sincerely,

A blue ink handwritten signature, appearing to read 'Brad Desmarais', with a stylized flourish extending to the right.

Brad Desmarais
VP, Casino & Community Gaming

cc: Greg Moore, Interim President & CEO
Jerry Williamson, Director, Gaming Facilities & Development
Greg Walker, Director, Public Affairs