

# SAANICH POLICE BOARD AGENDA

**Date:** Tuesday, June 21, 2022

**Time:** 1430 hours

**Place:** Kirby Room

## Territorial Acknowledgment:

It is appropriate that we begin by acknowledging that the District of Saanich lies within the territories of the ləkʷəŋən (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	ATTACHMENT
1. Territorial Acknowledgement		Mr. Cambridge	
2. National Indigenous Peoples Day		Chief Duthie	
3. Approval of Agenda of June 21, 2022	Approve	Mayor Haynes	
4. Adoption of Minutes: May 3 <sup>rd</sup> , 2022, Public Board Meeting May 12 <sup>th</sup> , 2022, Public Board Meeting	Approve	Mayor Haynes	✓ ✓
5. Correspondence	Information	Chief Duthie	
6. New Business Arising			
7. Divisional Updates (as needed)			
7.1 Administration Report	Information	Insp. Harris	
8. Committee Reports (as needed)			
8.1 Finance		Ms. Murray and Ms. Collins	
8.2 Governance and Strategic Planning		Ms. Murray, Ms. Niemi and Mr. Cambridge	
8.3 Stakeholder Outreach		Ms. Niemi and Mr. Jelks	
8.4 Human Resources		Ms. Collins, Ms. King and Mr. Cambridge	
8.5 BCAPB			

8.5.1 Report on Conference	Information	Ms. Collins	
8.5.2 Appointment of Alternate representative to BCAPB Executive Board	Decision	Ms. Collins	
<b>8.6 CAPG</b>		Ms. Collins	
8.6.1 September Conference Update	Information	Ms. Collins	
<b>9. Board Email Signature Blocks</b>	Approve	Chief Duthie	✓
<b>10. SPD 2021 Annual Report</b>	Information	Chief Duthie	✓
<b>11. Public Awards/Commendations</b>	Information	Chief Duthie	✓
<b>12. Old Business</b>			
<b>13. Adjournment and Date of Next meeting: September 6<sup>th</sup>, 2022</b>	Decision	Mayor Haynes	



**SAANICH POLICE BOARD**  
**Public Meeting Minutes**  
Saanich Police Department • Kirby Room  
**Tuesday, May 3, 2022**

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**PRESENT:**

**Chair:** Mayor F. Haynes

**Board Members:** M. Collins, L. Murray

**Staff:** Chief Constable D. Duthie, Deputy Chief G. Schenk, Inspectors S. Morgan, T. Dyck, P. Douglas

**Recording Secretary:** A. De Medeiros

**REGRETS:** J. King, S. Niemi, R. Warren, D. Harris and J. Ko

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The meeting adjourned at 1439 hours.

**1. TERRITORIAL ACKNOWLEDGMENT**

Ms. Murray read the prepared Territorial Acknowledgment.

**2. CHIEF CONSTABLE'S CITIZEN'S CERTIFICATE OF RECOGNITION PRESENTATION TO MR. STEVEN BAILEYS**

Chief Duthie presented Mr. Baileys with the Chief Constable's Citizen's Certificate of Recognition and thanked him for his meaningful work as part of the Greater Victoria Police Diversity Advisory Committee (GVPDAC). Mr. Baileys thanked Chief Duthie for the recognition and noted that it was a result of the work of so many others that worked alongside him as part of the GVPDAC, the Saanich Police and the Inter-Cultural Association.

**3. APPROVAL OF AGENDA OF MAY 3, 2022**

**MOVED by Ms. Collins and SECONDED by Ms. Murray: "That the agenda of the May 3<sup>rd</sup>, 2022, Police Board Public Meeting be approved as circulated."**

**CARRIED**

**4. ADOPTION OF MINUTES OF APRIL 12<sup>TH</sup>, 2022**

**MOVED by Ms. Murray and SECONDED by Ms. Collins: "That the minutes of the Police Board Public Meeting held on April 12<sup>th</sup>, 2022, be adopted as circulated."**

**CARRIED**

**5. CORRESPONDENCE**

Chief Duthie noted the correspondence dated May 3<sup>rd</sup>, 2022, received and circulated by email from Ministry of Public Safety and Solicitor General advising of the two new SPD board members, Mr. Jim Cambridge and Mr. Dionte Jelks, appointed April 29, 2022.

## **6. NEW BUSINESS ARISING**

It was noted that the report from the Special Committee on Reforming the Police Act was received April 28, 2022, for review by the Board and Department.

## **7. DIVISIONAL UPDATES (AS NEEDED)**

There were no divisional updates.

## **8. COMMITTEE REPORTS (AS NEEDED)**

### **8.1 Stakeholder Outreach**

Mayor Haynes commented on the successful grand opening of the Community Safety Office and thanked Inspector Underwood and the Department for all the work leading up to the opening.

### **8.2 Human Resources**

Ms. Collins noted attending the swearing in of the newest recruits on May 2, 2022 and recognized the outstanding efforts of Inspector Douglas and Sgt. Karen Phillips in the recruitment of exemplary men and women to the Department.

### **8.3 BCAPB**

Ms. Collins advised that she would remain as the Saanich Police Board representative on the BCAPB until December 2022. The Board will need to appoint another member in 2023.

## **9 OLD BUSINESS**

No items.

## **10 ADJOURNMENT AND DATE OF NEXT MEETING**

**MOVED** by Ms. Murray and **SECONDED** by Ms. Collins: "That the May 3<sup>rd</sup>, 2022, Public Board Meeting is adjourned at 1511 hours and that the board move to an in-camera meeting."

**CARRIED**

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Chair





**SAANICH POLICE BOARD  
Special Public Meeting Minutes**

Saanich Police Department • DOC Board Room  
**Tuesday, May 12, 2022**

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**PRESENT:**

**Chair:** Mayor F. Haynes

**Board Members:** M. Collins, L. Murray, J. Cambridge

**Staff:** Chief Constable D. Duthie, Deputy Chief R. Warren

**Recording Secretary:** A. De Medeiros

**REGRETS:** J. King, S. Niemi, D. Jelks, Deputy Chief G. Schenk

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The meeting was called to order at 0930 hours. The Chair welcomed District of Saanich Chief Administrative Officer (CAO), Mr. Brent Reems and Director of Corporate Services, Ms. Laura Ciarniello, to the meeting.

**1. APPROVAL OF AGENDA OF MAY 12<sup>TH</sup>, 2022**

**MOVED by Ms. Collins and SECONDED by Ms. Murray: "That the agenda of the April 12<sup>th</sup>, 2022, Police Board Public Meeting be approved as circulated."**

**CARRIED**

**2. INTRODUCTION OF NEWLY APPOINTED BOARD MEMBERS JIM CAMBRIDGE AND DIONTE JELKS**

The Chair on behalf of the Board and staff welcomed Mr. Jelks and Mr. Cambridge.

**3. APPOINTMENTS OF NEW BOARD MEMBERS TO COMMITTEES**

**MOVED by Ms. Collins and SECONDED by Ms. Murray: "That Jim Cambridge be appointed to the Saanich Police Board Human Resources and Governance and Strategic Planning Committees."**

**CARRIED**

**MOVED by Ms. Collins and SECONDED by Ms. Murray: "That Dionte Jelks be appointed to the Saanich Police Board Stakeholder Outreach Committee."**

**CARRIED**

**4. ADJOURNMENT AND MOTION TO CONVENE IN CAMERA**

**MOVED by Ms. Collins and SECONDED by Mr. Cambridge: "That the Saanich Police Board May 12<sup>th</sup>, 2022 Public meeting adjourn at 0936 hours and move to in camera."**

**CARRIED**

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Chair

**From:** Dean Duthie <[DDUTHIE@saanichpolice.ca](mailto:DDUTHIE@saanichpolice.ca)>  
**Sent:** Friday, May 20, 2022 3:34:03 PM  
**To:** Robert Warren <[RWARREN@saanichpolice.ca](mailto:RWARREN@saanichpolice.ca)>  
**Subject:** RE: Police Board Email Signature Blocks

Thanks Rob, this is a good idea. I support. We should likely add it to the next board agenda for discussion and board decision.

**From:** Robert Warren <[RWARREN@saanichpolice.ca](mailto:RWARREN@saanichpolice.ca)>  
**Sent:** Friday, May 20, 2022 2:42 PM  
**To:** Dean Duthie <[DDUTHIE@saanichpolice.ca](mailto:DDUTHIE@saanichpolice.ca)>  
**Subject:** Police Board Email Signature Blocks

Chief,

Anita received an inquiry about email signature blocks for the Police Board?

If you support this, what do you think of this proposed format?

**FRED HAYNES**  
CHAIR | SAANICH POLICE BOARD  
**SAANICH POLICE DEPARTMENT**  
T. 250.475.4309  
[SAANICHPOLICE.CA](http://SAANICHPOLICE.CA) | [JOINSPD.CA](http://JOINSPD.CA)

**MARY COLLINS**  
MEMBER | SAANICH POLICE BOARD  
**SAANICH POLICE DEPARTMENT**  
T. 250.475.4309  
[SAANICHPOLICE.CA](http://SAANICHPOLICE.CA) | [JOINSPD.CA](http://JOINSPD.CA)

Thank you,

RW

# SAANICH POLICE DEPARTMENT



## 2021 ANNUAL REPORT





# MESSAGE FROM THE

On behalf of our organization, I am very pleased to present the 2021 Annual Report which provides key highlights, experiences, and accomplishments that occurred throughout the year.

Resilience, Teamwork, Professionalism, Trust, and Compassion are words that truly reflect the commitment and spirit that our civilian and sworn personnel modeled throughout 2021 as they fulfilled our mission of providing quality police service by working with our community.

The prolonged and fluctuating impacts of the global pandemic continued to affect our staff and community in new and challenging ways, on both personal and professional levels.

I am honoured to express the senior leadership team's heartfelt gratitude to all staff and our community for the overwhelming demonstration of understanding, vigilance, compliance, compassion, and resilience during these difficult times, as it provided us all with much needed hope and encouragement. Although these challenges demanded a strong ability to adapt and respond to change, they also offered unique opportunities to think differently and creatively. We responded by setting goals to modernize and improve operational and communication practices which enhanced our organizational culture and overall effectiveness as an exemplary police and public safety service provider.

As an ethical and values-driven organization, we are committed to equity, diversity, and inclusion and are guided by principles that strengthen our high-performing culture while supporting and inspiring a respectful workplace environment, job satisfaction, and community relationships.

Our civilian and sworn staff continue to contribute to initiatives including, but not limited to, Recruiting-Equity-Diversity-Inclusion (REDI), Indigenous Cultural Awareness and Education, and Employee Health and Wellness – in addition to participating in collaborative working groups with many diverse community partners to listen, learn, foster relationships, and strengthen trust and confidence.

# CHIEF



Our Strategic Plan continues to guide our organization as we identify opportunities that support and inspire positive change, modernization, effective and efficient business practices, service delivery, community engagement, and organizational health.

We are very proud that these efforts were officially recognized by the highly competitive Canada's Top 100 Employers project, as the Saanich Police Department was selected as one of BC's Top Employers for 2022. We believe that this recognition will further enhance our ability to attract and retain top talent, as we continue to seek exceptional people to join our progressive organization and work with our community to keep Saanich safe.

**DEAN DUTHIE**  
**CHIEF CONSTABLE**

## TERRITORIAL ACKNOWLEDGEMENT

*Our municipality lies within the traditional territories of the Lekwungen (Lay-kwung-gen) peoples known today as Songhees and Esquimalt Nations and the W̱SÁNEĆ (weh-saanich) peoples known today as W̱JÓŁEŁP (Tsartlip), BO̱KEĆEN (Pauquachin), S̱XÁUTW (Tswout), W̱SIKEM (Tseycum) and MÁLEXEŁ (Malahat) Nations.*

# MESSAGE FROM THE BOARD

The Saanich Police Board operates under the authority of the BC Police Act and serves as an oversight and governance body of the Saanich Police Department (SPD), while remaining independent from municipal government. The Board currently includes the Mayor of Saanich, (Chair), and up to six members who reflect the diversity of the community we serve. The Board focuses its oversight and direction on strategies that reflect and respond to the best interests and needs of the community through a value-driven, diverse, transparent, accountable, and public safety lens.

## Our Board performs four main governance functions, including:

- Employer of all sworn and civilian staff.
- Establishing policies and setting the direction for the department in consultation with the Chief Constable.
- Developing the annual police budget; and
- Acting as the Discipline Authority for policy and service complaints.

Additional key priorities of the Board focus on supporting organizational health through employee wellness strategies and services, as well as equity-diversity-inclusion initiatives that focus on training in-service staff and recruiting new police and civilian staff.

As 2021 was a busy year, we continued to adapt and respond to safety measures and restrictions associated to the pandemic. This resulted in virtual monthly meetings that were accessible to the public. Our four Board committees, finance, governance, human resources and community outreach also conducted their meetings online to ensure initiatives were monitored and progress reports completed.

With the retirement of Chief Scott Green in early February 2022, we struck a special committee to undertake the search for a new Chief. The committee conducted a series of internal and external interviews that resulted in important feedback and recommendations. A comprehensive internal competition identified Deputy Chief Dean Duthie as the new Chief Constable and Inspector Robert Warren as Deputy Chief.

We are honoured to report that SPD was awarded special recognition as one of BC's Top Employers for 2022. This is a significant accomplishment that highlights the organization's focus on employee health and development, innovation, modernization, and maintaining a psychologically safe workplace.

We would like to sincerely thank all sworn, civilian, and volunteer staff for their professionalism, commitment, courage, and resilience as they continue to work hard to earn and maintain our public's trust and confidence through the delivery of professional, respectful, and compassionate police service to all people in Saanich.



**MAYOR FRED  
HAYNES, CHAIR**

**MR. THIRUGNANA  
SARAVANABAWAN**

**MS. MARY  
COLLINS**

**MR. GLEN  
CRAWFORD**

**MS. LINDA J.  
MURRAY**

**MS. JACQUELINE  
KING**

**DR. SHELLEY  
NIEMI**



# STRATEGIC PLAN HIGHLIGHTS

[Click here to read our 2018-2022 Strategic Plan](#)

## INVESTIGATIVE EXCELLENCE

Acquired new Leica 3D Scanner to assist investigators in digitally mapping scenes.

Created Alternate Response Unit to process calls that do not require physical attendance by a police officer.

Delivered Trauma-Informed Practice training to all staff.



## DIVERSITY

Hosted Indigenous Learning Series for police staff, students, teachers, and school trustees.

Enlisted community partners in Safe Place Program to increase safety for LGBTQ2S+ community.

Partnered with the African Arts & Culture Community Contributor Society to improve access to justice and police services for people of African descent.



## COMMUNITY ENGAGEMENT AND PARTNERSHIP DEVELOPMENT

Prepared for public opening of Community Safety Office in Uptown Centre.

Extensive engagement with Mount Tolmie community in response to arrival of Mount Tolmie Place shelter.

Launched Project 529 bicycle registry to deter bicycle thefts and facilitate return of recovered stolen bicycles.





# STRATEGIC PLAN HIGHLIGHTS

[Click here to read our 2018-2022 Strategic Plan](#)

## CONNECTING WITH YOUNG PEOPLE

Facilitated school presentations related to marihuana legalization and bullying.

Reduced delays in receiving missing youth reports from group homes by improving reporting procedures.

School Liaison Officers participated in Saanich Parks summer youth programs.



## ROAD SAFETY

Enhanced the use of electronic speed reader board to provide data for evidence-based enforcement.

Collaborating in the development of the District of Saanich's Road Safety Action Plan.

Conducted proactive enforcement to reduce frequency and severity of serious crashes.



## EMPLOYEE WELLNESS AND DEVELOPMENT

Introduced the MIRROR workout app to improve employee health and fitness.

Presented Tactical Emergency Medical Care training to deliver life-saving care.

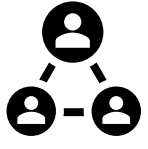
Purchased portable UV air sterilization systems to ensure a healthy workplace.



## OFFICER COST PER CAPITA\*

MUNICIPALITY	POPULATION PER OFFICER	COST PER CAPITA**
<b>SAANICH</b>	<b>754</b>	<b>\$286</b>
<b>NEW WESTMINSTER</b>	<b>719</b>	<b>\$316</b>
<b>ABBOTSFORD</b>	<b>735</b>	<b>\$353</b>
<b>DELTA</b>	<b>569</b>	<b>\$368</b>
<b>VICTORIA</b>	<b>456</b>	<b>\$530</b>
<b>MUNICIPAL AVERAGE</b>	<b>571</b>	<b>\$419</b>


The above table compares similar midsized Municipal Police Departments in the Province of British Columbia.

  
POPULATION\*\*\*

**117,735**

  
TOTAL PRIVATE DWELLINGS

**50,064**

  
POPULATION DENSITY PER SQUARE KILOMETER

**1,136.60**

  
LAND AREA IN SQUARE KILOMETERS

**103.59**

The District of Saanich enjoys one of the lowest cost per capita of any independent municipal police department in the Province of British Columbia, while policing the highest number of people per police officer and ranking as one of the safest communities in the province on the Crime Severity Index (CSI).

Saanich Police has School Liaison Officers (SLOs) that attend 52 educational facilities in the Greater Victoria School District and the Saanich District\*\*\*\*

**21**  
ELEMENTARY SCHOOLS



**8**  
MIDDLE SCHOOLS



**8**  
SECONDARY SCHOOLS



**2**  
POST-SECONDARY INSTITUTIONS



**13**  
OTHER EDUCATIONAL FACILITIES



\* 2021 data not available at the time of report publishing. Data retrieved from Police Resources in British Columbia, 2020 (gov.bc.ca).

\*\* Cost per person who resides in the corresponding jurisdiction.

\*\*\*\*Saanich School Data retrieved from Schools in Saanich | District of Saanich.



# STATISTICS AND SAFETY INITIATIVES

*Have you seen our Quarterly Reports? [Click Here](#)*



**Total Calls for  
Service in 2021**

**28,868**



**Average Priority One  
Response Time**

**00:07:42**



**Saanich has  
~600 km of roads.\***



**Saanich has over  
170 parks and over  
100 kms of trails.\*\***



**Saanich has  
4 Recreation Centres  
and 3 Teen Centres.**

## TRAFFIC STATISTICS

**Motor Vehicle Act (MVA)  
Tickets** **4809**

**Electronic MVA Tickets** **2411**

**Distracted Driving Tickets** **224**

**Suspensions Issued** **276**

**Impaired Driving  
Infractions** **223**

**Driving While  
Disqualified/Suspended** **100**

**Collision Investigations** **1079**



**Road Safety initiatives for 2021 focused on the following projects:**

**March**

Distracted Driving and Occupant Restraint

**May**

High Risk Driving Behaviours

**July**

Summer Impaired Driving Campaign (Drug and Alcohol)

**September**

Distracted Driving and Occupant Restraint

**October**

Drive Relative to Conditions (Speed/Pedestrian awareness)

**December**

Winter Impaired Driving Campaign (Drug and Alcohol)

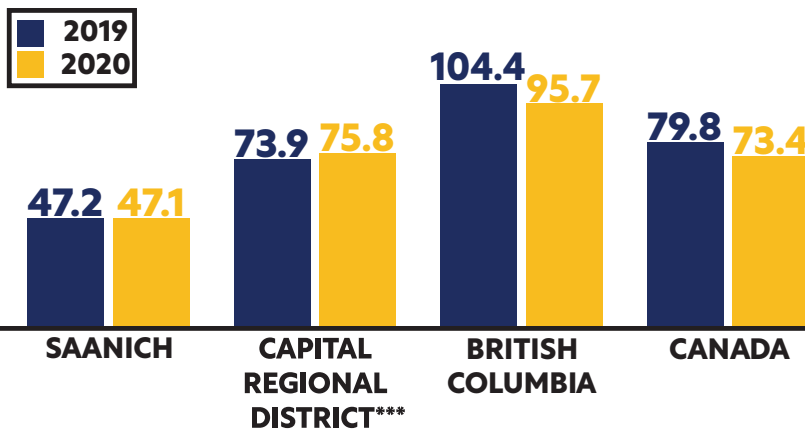




# COMMUNITY SAFETY AND WELLBEING\*

The Crime Severity Index (CSI)\*\* uses police-reported crime data to measure the impact of crime in a geographic area by tracking both the prevalence of crime and the seriousness of the offences being committed.

Saanich has one of the lowest CSIs in the province, making it one of the safest communities.



	SAANICH		CAPITAL REGION		BRITISH COLUMBIA	
	2019	2020	2019	2020	2019	2020
<b>TOTAL CRIMINAL OFFENCES</b>						
Population	123,232	125,107	419,852	425,503	5,090,955	5,147,712
Criminal Code Offences	5,097	5,086	27,372	26,192	439,763	391,954
Total Crime Rate****	41.4	40.7	65.2	61.6	86.4	76.1
<b>VIOLENT CRIME COMPARISON</b>						
Number of Offences	1,034	1,066	5,632	5,997	79,813	78,405
Crime Rate	8.4	8.5	13.4	14.1	15.7	15.2
<b>PROPERTY CRIME COMPARISON</b>						
Number of Offences	3,645	3,549	17,728	15,861	269,669	224,952
Crime Rate	29.6	28.4	42.2	37.3	53.0	43.7
<b>OTHER CRIME COMPARISON</b>						
Number of Offences	418	471	4,012	4,334	90,281	88,597
Crime Rate	3.4	3.8	9.6	10.2	17.7	17.2

\* 2021 Criminal Offence data not available at the time of publishing; Data retrieved from <http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/publications-statistics-legislation/crime-police-resource-statistics>

\*\* 2021 Crime Severity Index data not available at the time of publishing; Data retrieved from Crime severity index and weighted clearance rates, police services in British Columbia (statcan.gc.ca)

\*\*\* Capital Region, excluding Gulf Islands.

\*\*\*\* Crime rate is the number of Criminal Code offences or crimes reported for every 1,000 permanent residents

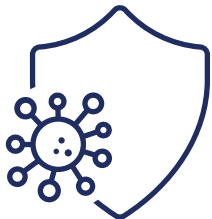


# COVID-19 RESPONSE

**The Saanich Police Department (SPD) has remained adaptive and responsive to the changing conditions, threats, and vulnerabilities – both internal and external – throughout the course of the pandemic. This has contributed significantly to our success in keeping our employees safe.**



Remote and hybrid working models were implemented in all six divisions to reduce COVID-19 exposure and transmission.



Purchased 11 Portable UV Air Sterilization Systems to remove biological and chemical contaminants from the air, including viruses.



An Alternate Response Unit (ARU) was created to provide options for frontline officers to respond to low priority calls by telephone.



All aspects of Saanich Police Department's pandemic response strategy were informed by our Medical Director who is a serving Emergency Room Physician.

**The Saanich Police Department continues to respond and adapt to the changing COVID-19 pandemic to ensure that staff and the community are informed and given the necessary resources to stay safe.**

# COMMUNITY SAFETY OFFICE



## NOW OPEN

Opening was delayed due to the COVID-19 pandemic.

**N111-3680 Uptown Boulevard, Victoria, BC**

**Uptown  
Lower  
Level**



Look for these stickers on the ground at Uptown.

Join our team of dedicated volunteers and work with the Saanich Police Department to assist others by sharing information and connecting people to community resources!



The office offers a broad spectrum of information with respect to crime reduction and prevention programs including information and tips about fraud prevention, elder abuse, victims of crime programs, cyber-crime, cyber-bullying, home security, pedestrian and bike safety.

The Community Safety Office delivers core programming including: Block Watch, Speed Watch, Cell Watch, Lock Out Auto Crime, Saanich Police "Ace" Mascot Program, Student Volunteers and Summer Students, and much more.



# BLUE LINE



CANADA'S LAW ENFORCEMENT MAGAZINE

[www.BlueLine.ca](http://www.BlueLine.ca)

FEBRUARY/MARCH 2022

## COVER STORY

# And the award goes to...

**Saanich Police Department drives away in the top spot for Blue Line's 2022 Best Dressed Police Vehicle Awards p. 10**



*In November 2021, the Saanich Police Department's front-line patrol vehicle was named Canada's Best Dressed Police Vehicle in Blue Line Magazine's annual Best Dressed Police Vehicle Awards. The Community Engagement Division's custom Charger SRT featured on the front cover of this report placed second in the Community Relations category of the national competition.*



# EQUITY, DIVERSITY, & INCLUSION

## COMMITTEE FOR INDIGENOUS CULTURAL AWARENESS AND EDUCATION

### Initiatives:

1. Ongoing implementation of recommendations from the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Actions.
2. Identified a community representative from the Victoria Native Friendship Centre (VNFC) to provide recommendations and guide decision making.
3. Actively assessed training options for staff.
4. Designed a resource/writing style guide outlining how to refer to Indigenous people in various contexts.



## RECRUITING, EQUITY, DIVERSITY, AND INCLUSION (REDI) COMMITTEE

### Initiatives:

1. Conducted a review of the SPD hiring process focusing on Equity, Diversity, and Inclusion (EDI) best practices.
2. Enhanced public engagements for Black, Indigenous, and People of Colour (BIPOC) community recruiting events.
3. Attended several career fairs to build relationships and promote diversity in recruiting.
4. Created an email for communicating with REDI committee members and booking recruiting presentations. [REDI@saanichpolice.ca](mailto:REDI@saanichpolice.ca)



## INCREASING THE REPRESENTATION OF WOMEN IN POLICING



The 30x30 Initiative\* was started in the U.S. and is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing agencies to 30% by 2030.



Our latest video production celebrates the remarkable work of our women police officers who make such a valued contribution to the safety of our community and the diversity of our organization.

[Click to view the video](#)

The Saanich Police Department is proud to report that we are on track to surpass the 30% goal in 2022. Despite reaching this goal, we continue to commit to increasing representation of women in all ranks of the department and improving the experiences of all gender diverse employees through policies, practices, and changes in organizational culture.



# SPD WORKFORCE

## Total number of...

Civilian Staff	53
Volunteer Staff	18
Reserve Constables	39
Sworn Staff	165
Employees Who Speak a Language Other Than English	73

American Sign Language,  
Arabic, Cantonese, Dutch,  
French, German, Hindi,  
Italian, Japanese,  
Korean, Mandarin,  
Polish, Portuguese,  
Punjabi, Russian,  
Spanish, Tagalog,  
Ukrainian, Urdu



At the Saanich Police Department, our sworn, civilian, and volunteer colleagues include members from diverse backgrounds.

We are proud to have a united workforce that includes representation from various cultures, ethnicities, sexual orientations, gender identities, spiritual and cultural beliefs, ages, and persons with disabilities.





**We are very proud and honoured to be recognized as one of BC's Top Employers!**



BC's Top Employers is an editorial competition that recognizes employers in British Columbia that lead their industries in offering exceptional places to work.

# joinspd.ca

We know that our people are our greatest asset, and we invest considerable time and effort into recruiting, training, developing, and supporting our staff across the organization. It's one of the reasons we are one of BC's Top Employers and a service provider of choice in our region.

When you join the SPD, you become a proud member of our family working in an inclusive, engaged, and integrated team environment.

We offer competitive salaries and excellent benefits for both police and civilian positions.

Consider how you could make a difference for our community as a police officer, civilian employee, or community volunteer.

Visit our recruiting website [JoinSPD.ca](https://JoinSPD.ca) for more information and check out our recruiting video to get a feel for who we are and how we serve the community.



# SAANICH POLICE CULTURE



"As a new member, I feel I have found my calling and become part of a team and a family in the Saanich Police Department. The breadth of knowledge, experience, and dedication to engagement with the diverse communities that make up Saanich is inspiring. Policing is a dynamic profession and I truly believe the Saanich Police Department is at the leading edge of modern, community-based policing."

**- Constable Mitch Gaucher**  
*Patrol Division - A Platoon*

"It is challenging, and you are going to learn so much and grow so much as a person and you can leave work everyday feeling like you made a difference in someone else's life or made your community safer."

**- Constable Erin Heywood**  
*Patrol Division - A Platoon*



"We're a full-service police department, so you name it we do it. From patrol officers on the road responding to calls to specialized services that we provide to detective divisions like Street Crime and Financial Crime, there's really something for everybody and we have lots of opportunities for our members."

**- Inspector Stephanie Edwards**  
*Officer in Charge - Patrol Division*

"It is unpredictable as to what the day will bring but rewarding to be able to assist the public with whatever they may require. My coworkers are amazing, no matter what the situation they have your back. Best work family I could ask for."

**- Colleen Gray-Owen**  
*Police Service Representative*



"As Exhibit/Property Control Coordinator I have experienced firsthand the comradery between members and civilian staff. I'm very grateful to be part of a team that is inclusive of all staff and supports you in being your best self."

**- Margaret Greenway**  
*Exhibit/Property Control Coordinator*



# COMMUNITY APPRECIATION



*"We reach out to you with hugs for your response when we could not be there for our mum."*

*"Just a way to say thanks to so many of you that watch out for us."*

*"That was above and beyond your call to duty. We acknowledge you and appreciate you for all you did."*

*"We see that you are understaffed and overworked, and yet still you continue to overcome and serve and protect this community every day."*

*"Thank you! More than words can say you are all doing an amazing service protecting the community and helping individuals."*

*"Please know that as you continue to 'serve and protect' through trying times, you are so very appreciated."*



*"We want you to know that we are grateful and appreciative of you all."*

*"Now more than ever, many people seem to forget that it is you who we depend upon in true times of need and injustice."*

“THANK YOU SO  
MUCH FOR TAKING  
GOOD CARE OF OUR  
NEIGHBOURHOOD.”

*"Just a note to say  
thank you for all you  
do and to let you know  
how much you are  
appreciated. It's not  
said enough."*

*"The level of commitment to collaboration,  
partnership and dignity and respect to all citizens  
shown by Saanich Police Department is  
second to none."*

“Thank you for all that you do.  
We admire your strength, commitment  
and service to our country.”





# POLICE



[www.saanichpolice.ca](http://www.saanichpolice.ca)

760 Vernon Avenue, Victoria, BC V8X 2W6

<b>Police Board : Awards / Commendations</b>	<b>Jan 2022 to May 2022</b>	
NoteDate	Personnel	NoteSummary
May-18-2022	Cst. Matt Cawsey	C/C Letter of Recognition - Involvement in DOC activation in response to COVID-19
May-18-2022	Sgt. Damian Kowalewich	C/C Letter of Recognition - providing media/public relations coverage in response to COVID-19
May-18-2022	Cst. Chris Roberts	C/C Letter of Recognition - Involvement in DOC activation in response to COVID-19
May-17-2022	S/Sgt. Marc Chateau	Division Commander's Commendation for oversight and implemenation of COVID protocols
May-17-2022	Sgt. Cordell Phillips	Division Commander's Commendation for oversight and implemenation of COVID protocols
May-13-2022	Cst. Markus Anastasiades	C/C Commendation involvement in a variety of tasks throughout all stages and waves of the pandemic
May-13-2022	Mr. Everett Dahling	Chief Constable's Unit Commendation - development/activation of remote work environment during COVID
May-13-2022	Insp. Paul Douglas	C/C Commendation involvement in a variety of tasks throughout all stages and waves of the pandemic
May-13-2022	Mr. Chris Drummond	Chief Constable's Unit Commendation - development/activation of remote work environment during COVID
May-13-2022	Insp. Darryl Harris	C/C Commendation involvement in a variety of tasks throughout all stages and waves of the pandemic
May-13-2022	Mr. Mitch Herberholz	Chief Constable's Unit Commendation - development/activation of remote work environment during COVID
May-13-2022	Ms. Nici Hubler Robinson	C/C Commendation involvement in a variety of tasks throughout all stages and waves of the pandemic
May-13-2022	Mr. Bill Kempthorne	Chief Constable's Unit Commendation - development/activation of remote work environment during COVID
May-13-2022	Mr. Kevin Nunn	Chief Constable's Commendation
May-13-2022	Mr. Tony Van Swieten	Chief Constable's Unit Commendation - development/activation of remote work environment during COVID
Apr-01-2022	Cst. Lori Timpson	Chief Constable's Commendation - work on unique and complex voyeurism investigation
Mar-16-2022	Mr. Paul Affleck	Division Commander's Commendation
Mar-16-2022	Cst. Janis Carmena	Division Commander's Letter of Recognition
Mar-16-2022	Cst. Mark Hendren	Division Commander's Letter of Recognition
Mar-16-2022	Cst. Jeffery Kreczmer	Division Commander's Commendation
Mar-16-2022	Cst. Clayton McKay	Division Commander's Letter of Recognition
Mar-16-2022	Ms. Joanna Ronald	Division Commander's Commendation
Mar-16-2022	Cst. Blair Stearn	Division Commander's Letter of Recognition
Mar-16-2022	Cst. Kitrina Trytten	Division Commander's Commendation
Mar-16-2022	S/Sgt. Tracey Walt	Division Commander's Commendation
Mar-01-2022	Cst. Brittany Houghton	RCMP Commissioner's Unit Commendation
Mar-01-2022	Cst. Leslie Ma	RCMP Commissioner's Unit Commendation
Mar-01-2022	Cst. Daryl Spindor	RCMP Commissioner's Unit Commendation

Feb-15-2022	Cst. Garrick Heathcote	Chief Constable's Life Saving Award - quick and appropriate medical aid resulting in saving a life
Feb-15-2022	Cst. Alex Rosales	Chief Constable's Life Saving Award - quick and appropriate medical aid resulting in saving a life
Jan-31-2022	Chief Dean Duthie	Chief Constable's Leadership Award - oversight of SPD's planning and response to COVID-19 pandemic