

# 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

*We acknowledge that the District of Saanich lies within the territories of the lək'wəṇən peoples represented by the Songhees and Esquimalt Nations and the W̱ SÁNEĆ peoples represented by the W̱ JOŁEŁP (Tsartlip), BOKÉĆEN (Pauquachin), S̱ÁUTW̱ (Tsawout), W̱ SIKEM (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.

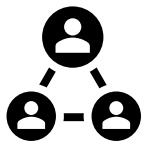
Purchased portable UV air sterilization systems to ensure a healthy workplace.



## 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.

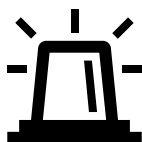
# STATISTICS AND SAFETY INITIATIVES

*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)

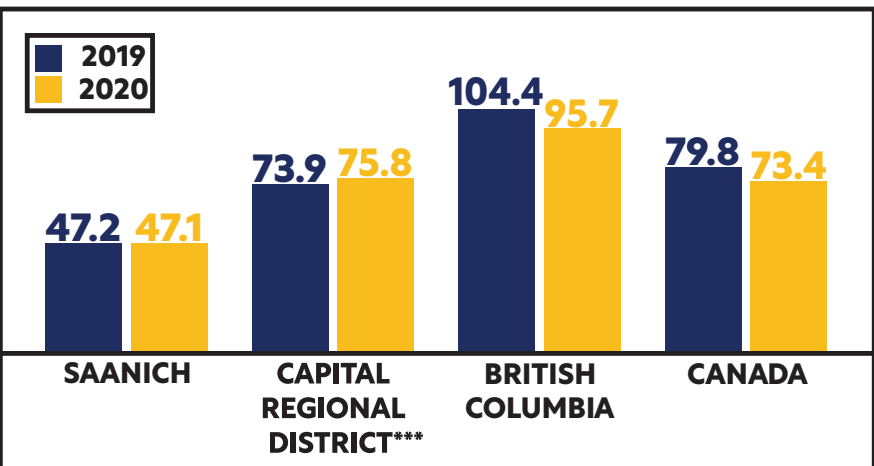




# COMMUNITY SAFETY AND WELLBEING\*

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.

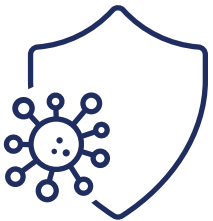
\*\*\*\* Crime rate is the number of Criminal Code offences or crimes reported for every 1,000 permanent residents

# 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



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

**Uptown  
Lower  
Level**



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

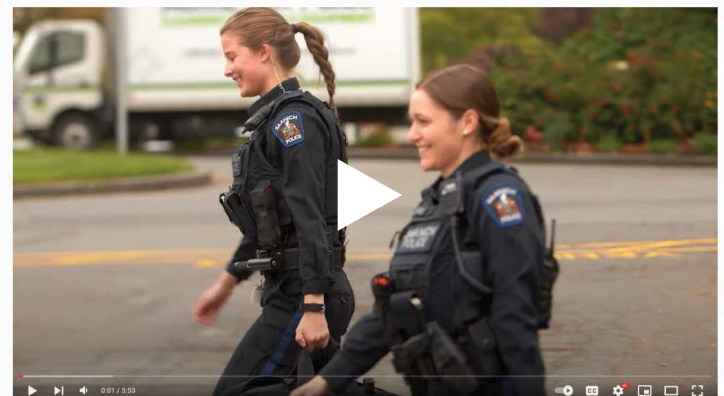


The 30x30 Initiative\* was started in the U.S. and is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing agencies to 30% by 2030.



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



Women in Policing | Saanich Police Department

11,217 views · Mar 3, 2022

Saanich Police  
160 subscribers

112 112 DISLIKE SHARE SAVE ...

SUBSCRIBE

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."*

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

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

*"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)

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