

SAANICH POLICE DEPARTMENT

2022 ANNUAL REPORT

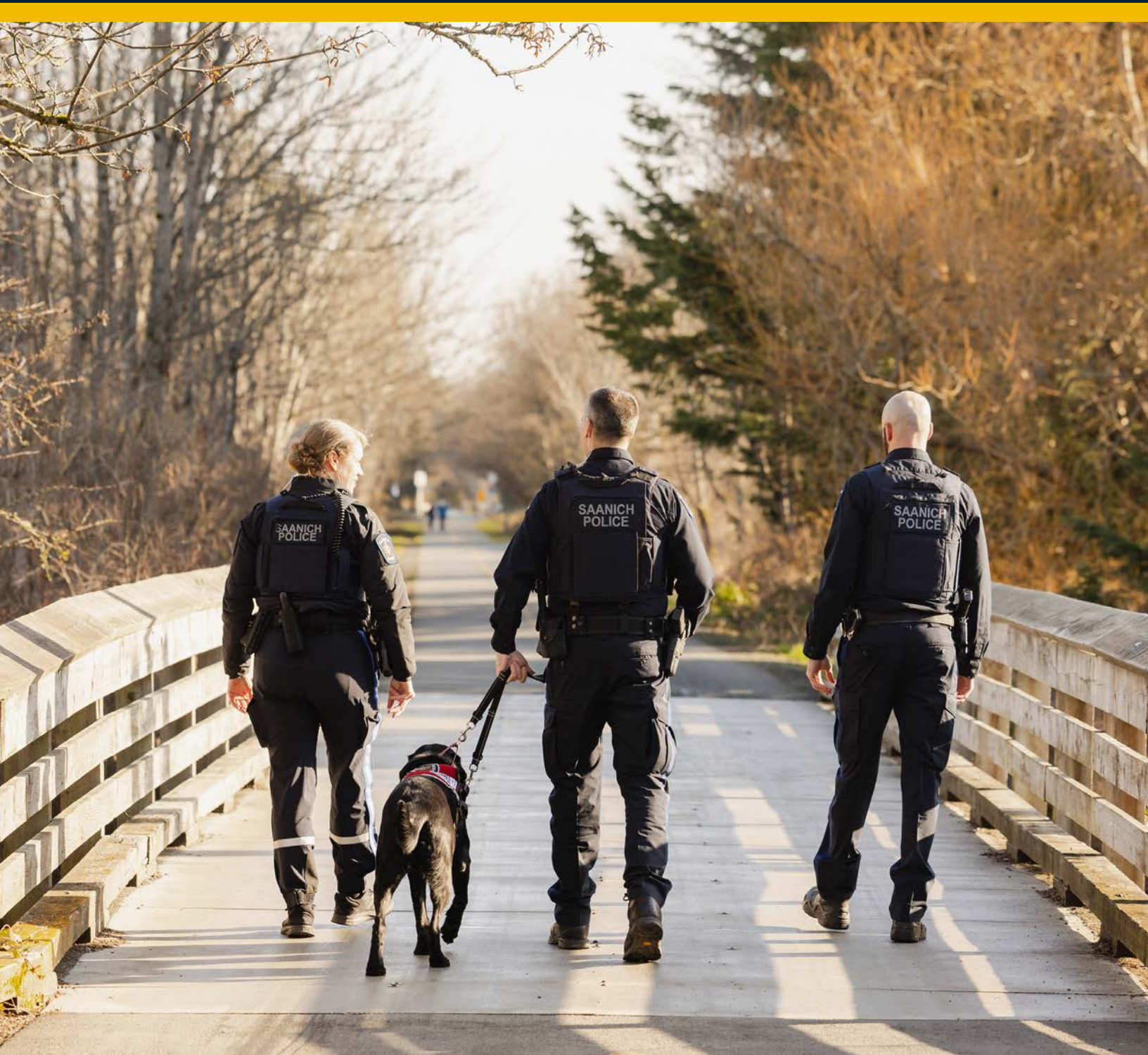


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TERRITORIAL ACKNOWLEDGMENT

We acknowledge that the District of Saanich lies within the territories of the lək̓ʷəŋən peoples represented by the Songhees and Esquimalt Nations and the W̓SÁNEĆ peoples represented by the WJOŁEŁP (Tsartlip), BÓKÉĆEN (Pauquachin), S̓ÁUTW (Tsaawout), WSIKEM (Tseycum) and MÁLEXEŁ (Malahat) Nations.

MESSAGE FROM THE CHIEF CONSTABLE

I am very pleased to present our *2022 Annual Report*. It highlights what we have accomplished in response to our goals, priorities, and commitments, in what proved to be a very challenging year. It also affords readers with a deeper look and understanding of our culture, organizational health, and vision.



Our commitment to growth, continuous improvement, and modernization inspires all our staff to think creatively and inclusively to identify new and efficient business practices and community safety and wellbeing initiatives.

Organizational health remains a top priority that guides and supports employee wellbeing, opportunity, and resilience to grow and flourish. This platform allows us to anticipate and manage new and ongoing public safety demands, challenges, and threats. We do not rely solely on our training, technical competencies, equipment, and communications – as our mindset, courage, and emotional intelligence are considered vital to our ethical and reliable service delivery. These abilities are demonstrated on a regular basis by our officers and civilian staff; however, we were tested like never before in 2022.

We, and many of our policing and emergency response partners, experienced significant trauma – physically, mentally, and emotionally as a result of the June 28th incident. Although our recovery journey is ongoing, the professional and compassionate police service provided to our community has not wavered.

It is very important to acknowledge and express how deeply we have relied on each other, our families, friends, community, policing partners, health services, and public officials for genuine support, care, and understanding. For this we are so grateful.

Growth, modernization, and change are instrumental in keeping our culture and services at optimal levels. In 2022, we achieved important goals and launched new initiatives that align strongly with our mission, values, and vision. As highlighted in this report, several new and enhanced teams have been developed through restructuring and redeployment of existing resources when feasible and appropriate.

Our strategic and accountable leadership and planning guides timely, informed and evidence-based decisions that not only respond to current pressures and threats, but also identify initiatives that address anticipated challenges. We recognize the importance of aligning our growth with that of the community we serve, to ensure that our capacity, health, and resilience remain strong as we continue to deliver our values-led police service and public safety to the diverse and vibrant Saanich community.

– Dean Duthie, Chief Constable

MESSAGE FROM THE SAANICH POLICE BOARD

The Saanich Police Board operates under the authority of the BC Police Act. It serves as the oversight and governance body of the Saanich Police Department (SPD), while remaining independent from municipal government.



The Board 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 4 MAIN GOVERNANCE FUNCTIONS

- Is the employer of all sworn and civilian staff
- Establishes policies and sets the direction for SPD in consultation with the Chief Constable
- Develops the annual police budget
- Acts as the Discipline Authority for service and policy complaints

The Board also focuses on additional key priorities that support: SPD's organizational health through employee wellness strategies and services; equity, diversity and inclusion initiatives that focus on staff training and recruiting new sworn and civilian staff dedicated to serving our community; and community safety and outreach initiatives.

The Board holds monthly public meetings and has four Committees (Finance, Human Resources, Governance & Strategic Planning, and Stakeholder Outreach) that also meet regularly to ensure that strategic objectives and initiatives are monitored, to review progress reports, and to provide oversight and guidance to SPD as it carries out daily policing operations in Saanich and as part of a network of integrated policing units in the region.

During 2022, we celebrated numerous SPD achievements, including the award as one of BC's Top Employers for 2022 (and again in 2023). We were challenged by unprecedented organizational strain resulting from the injury of several officers and the ongoing impact of the June 28th critical incident. We commend Chief Constable Duthie and all staff for their dedication, resiliency, and commitment to the community and each other as the healing process continues.

We sincerely thank all sworn and civilian staff, and volunteers, for their professionalism, commitment, courage, and resilience as they continue to work hard to earn and maintain our community's trust and confidence through the delivery of professional, respectful, and compassionate policing services to all who live, work and play in Saanich.

2018–2022 STRATEGIC PLAN

Our 2018–2022 Strategic Plan, identified 13 areas to guide the organization.

These priorities involve both organizational processes and service delivery.



2022 HIGHLIGHTS



Community Safety Officers

The Community Safety Officer (CSO) Program was initiated and is intended to increase police presence in our community and enhance engagement with residents and community partners. The objective of this program is to create more proactive enforcement and investigative time for our officers by having CSOs complete low-risk community safety and wellbeing tasks.



Special Investigations Section

SPD acknowledges that sexual assault investigations increasingly demand specialized training and knowledge. We have launched a Special Investigations Section (SIS) to investigate all current and historical sexual assault offences. We recognize the importance of approaching this work in a trauma-informed way.



SPD Bike Patrol

SPD's Bike Unit attends events, conducts proactive enforcement, and responds to calls for service. In 2022, SPD switched to electronic-assist bikes to give officers the ability to cover greater distances, provide service to more areas in the Municipality, and respond more quickly to calls.

2023–2026 STRATEGIC PLAN

Engagement Process

The new Strategic Plan models who we are as an organization and lays the groundwork to lead us through the next four years.



We emphasized engagement and acknowledged the importance of reflecting the needs and vision of the Saanich community. Building this plan involved the following community and organizational consultation:

- Public Survey
- Community Partner Forum
- Interviews
- Focus groups
- Internal survey

2023–2026 STRATEGIC PLAN

Our 2023-2026 plan identifies four strategic priorities to guide our decisions. In response to public and staff feedback about our previous plan, we sought to streamline the number of priorities while allowing for flexibility over the tenure of the plan.

Key Strategic Priorities

- Service Excellence
- Community Connections
- Strategic Foresight and Innovation
- Organizational Resilience and Growth

Vision Statement

We provide the highest quality of police service to inspire pride, respect, and trust.

Mission Statement

We provide culturally informed, community-responsive public safety services.

Values

- Accountability
- Compassion
- Inclusion



On June 28, 2022, the actions of two suspects presented a significant threat to our community. The courageous and professional response by our front-line officers and members of the Greater Victoria Emergency Response Team, prevented any injury or loss of life to BMO staff or members of the public.



We want to acknowledge the bravery and resilience of the Saanich community to this day.

The strength and spirit of BMO staff, customers, nearby businesses, neighbours, and members of the public continues to be admirable. We have never been more grateful for the support from our community than we were in the days that followed the incident.

Your heartfelt thoughts, offers of assistance, and support continues to help us heal and recover. Thank you to all our emergency services and policing partners, Island Health medical staff, and to everyone that assisted us in sustaining our operations and facilitating our recovery.

Six officers were shot while responding to the incident on June 28, 2022. Many of these individuals spent months in hospital, some fighting for their lives. Many of our officers continue to recover from operational stress injuries.

We want to acknowledge the resilience and determination that our staff members demonstrate each day, as they recover from this event.



Throughout this unprecedented event, we continued to deliver on our mission of public safety and with the help of our partners, your calls never went unanswered.

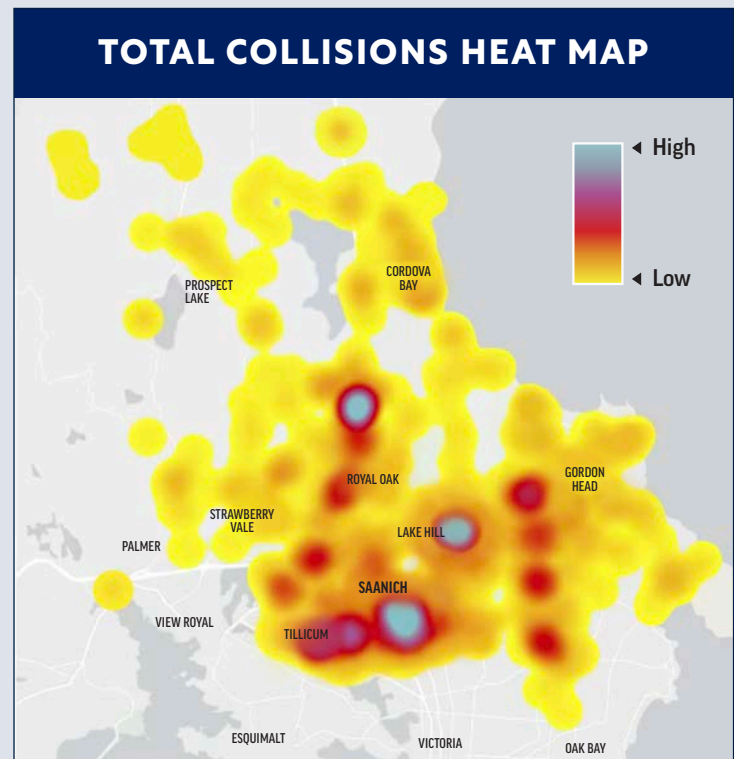
We acknowledge the importance of prioritizing health and wellness for recovery. Here are some of the supports and resources we have offered to support staff in returning to work and maintaining wellbeing:

- Our Critical Incident Stress Management team has been working with groups and individuals to debrief and process the event
- A team of psychologists have been meeting with staff and their families to support their recovery
- We prepared our officers to return to the front line by utilizing the Reintegration Program that was launched in June with the help of the Edmonton Police Service
- Wounded Warriors Canada hosted the Trauma Resiliency Program and Trauma Resiliency Training
- Wounded Warriors Canada, in partnership with VICD, a division of BC Guide Dogs, donated Beacon, an Operational Stress Intervention Dog, to mitigate the effects of traumatic events

TRAFFIC ENFORCEMENT & COLLISIONS

Enforcement*

YEAR	Motor Vehicle Act Tickets	Driving While Disqualified/Suspended	Impaired/Roadside Prohibitions	Distracted Driving	Impaired Driving
2021	4878	221	288	227	232
2022	3021	183	390	266	293



[Click here to see our Road Safety Dashboard](#)



1056 | 1056
Total Collisions in 2021 | Total Collisions in 2022

300 | 279
Collisions with Injuries in 2021 | Collisions with Injuries in 2022

2 | 2
Collisions with Fatalities in 2021 | Collisions with Fatalities in 2022

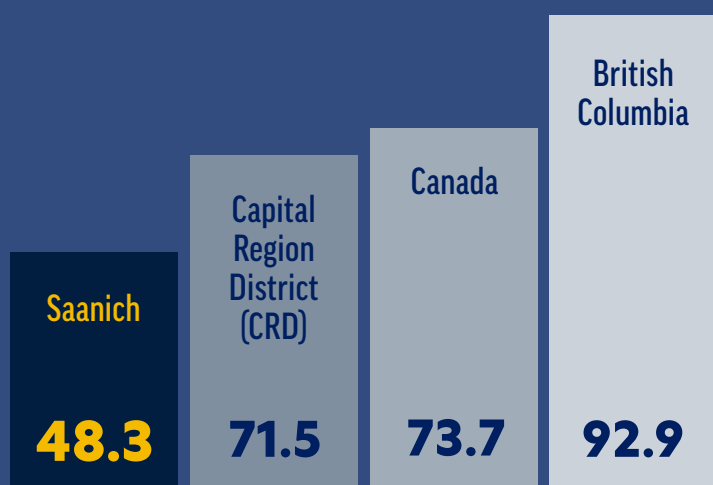
*The data on this page are subject to change and represent the status of ticket and collision information when data was retrieved.

CRIME STATISTICS

Community Report Data*

Crime Statistics Comparison	Saanich		Capital Region**		British Columbia	
	2020	2021	2020	2021	2020	2021
Population	124,502	125,176	426,120	432,062	5,155,495	5,202,378
Violent Crime Offences						
Number of Offences	1,081	1,204	6,038	6,578	80,298	80,942
Crime Rate***	8.7	9.6	14.1	15.2	15.6	15.5
Property Crime Offences						
Number of Offences	3,596	3,032	16,035	14,072	230,541	219,870
Crime Rate	28.9	24.2	37.6	32.6	44.7	42.2
Total Criminal Offences						
Number of Offences	5,156	4,847	26,332	24,969	401,586	390,360
Crime Rate	41.4	38.9	61.8	57.8	77.9	74.9

[Click here to see our Quarterly Reports](#)



2021 Crime Severity Index (CSI)****

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 – an important measure of community safety

*2022 Criminal Offence data not available at the time of publishing; Data retrieved from Crime, police, and police resource statistics - Province of British Columbia (gov.bc.ca)

Capital Region, excluding Gulf Islands. *Crime rate is the number of Criminal Code offences or crimes reported for every 1,000 permanent residents. ****2022 Crime Severity Index data not available at the time of publishing; Data retrieved from Crime severity index and weighted clearance rates, Canada, provinces, territories and Census Metropolitan Areas (statcan.gc.ca)

COMMUNITY ENGAGEMENT



Community Engagement Division Restructure

SPD established a Community Liaison Section to address the diverse needs of our community including youth, older adults, LGBTQ2S+, Indigenous, and ethnic and cultural communities. In keeping with our organization's commitment to equity, diversity, and inclusion, this restructuring is aligned with our key strategic priorities.



Community Safety Office

The office is open to the public at N111-3680 Uptown Boulevard, Victoria, BC. Come stop by!

- Our volunteers worked 626 hours in 2022, greeting the public at the Community Safety Office, participating in cultural and municipal events, Speed Watch, Ace Mascot and Lock It Or Lose It initiatives.
- Our Student Crime Prevention Workers actively engaged with the community and participated in crime prevention initiatives.

Safe Place Program

- The mission of the Safe Place program is to increase safety for members of the BIPOC, LGBTQ2S+, unhoused and other marginalized communities, by having community partners provide a safe place for a victim of crime, or someone with a concern for their safety, until emergency services can attend.
- Our dedicated volunteers grew the Safe Place Program to 100 organizations! This program now includes banks, grocery stores, restaurants, and other important locations.

Apply to the Safe Place Program by emailing safeplace@saanichpolice.ca

We value every opportunity to further engage with our community!



EQUITY, DIVERSITY & INCLUSION

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

The purpose of the REDI Committee is to establish SPD as an employer of choice among those with diverse backgrounds through continued and improved implementation of equity, diversity, and inclusion, while also aligning with the values and direction of our strategic initiatives.



COMMITTEE HIGHLIGHTS FROM 2022

- Reviewed our hiring practices to determine the impact on diverse candidates, enhancing inclusive hiring practices, building diverse talent pools, counteracting unconscious bias, and advancing inclusive on-boarding practices.
- Hosted training in partnership with UVic which explored systemic inequities and unlearning biases.
- Organized a Lekungen Territory guided tour through their traditional lands with historical significance to the Lekungen Peoples and the residents of Saanich.

Saanich Police Diversity & Inclusion Training 2022



- History of Race and Racism in Canada
- Black History, Black Freedom, & Black Love
- Human and Sex Trafficking Webinar Series
- Indigenous Drumming Program
- Building a Case Against Hate Conference
- You in You Consulting: Exploring Biases Workshop
- Addressing Anti-Black Racism in the Workplace
- Lekungen Tours –Saanich Municipal Hall
- Peer to Peer Support Training Program
- Pronoun Training
- Interviewing Trauma Survivors
- Canadian Association of Chiefs of Police – Equity, Diversity, & Inclusion Conference
- Trauma Informed Practice for Justice, Public Safety, & Anti-Violence Community Sectors in BC

HEALTH AND WELLNESS COMMITTEE

The purpose of the Wellness Committee is to provide advice and recommendations on the department's wellness program to ensure that initiatives and events support our Strategic Plan and encourage a mentally and physically healthy work-life balance for all employees.



COMMITTEE HIGHLIGHTS FROM 2022

- Developed quarterly newsletters, compiled mental health resources, and liaised with community partners to offer services and supports to staff.
- Organized two blood donation drives to encourage employees to donate blood.
- Key offerings: Brazilian Jiu-Jitsu, Yoga, Bowling, and Tall Tree Weathering the Storm Classes.

COMMITTEE FOR INDIGENOUS CULTURAL AWARENESS & EDUCATION (CICAE)

CICAE is working towards creating more understanding of local, provincial, and national Indigenous matters, increasing engagement and collaboration between police and Indigenous communities, and proposing culturally sensitive initiatives, and best practices for addressing the National Truth and Reconciliation Commission Calls to Action and the Missing and Murdered Indigenous Women and Girls Calls for Justice.

COMMITTEE HIGHLIGHTS FROM 2022

- Completed a three-part Indigenous Learning series in partnership with School District No 61.
- Indigenous Books Competition – promoted staff participation in reading books written by Indigenous authors.
- Worked in partnership Victoria Native Friendship Centre (VNFC) on various community initiatives.



Join SPD



If you are looking for a chance to help others, work in a supportive team environment, and serve your community – consider a rewarding and exciting career with the Saanich Police Department.

Saanich prioritizes growth and development opportunities for all staff and offers a healthy and respectful workplace culture. We are hiring for a variety of positions. Visit our website joinspd.ca for more information and [click here](#) to watch our recruiting video.



The 30x30 Initiative is our commitment to increase the representation of women police officers. [Click here](#) to see our *Women in Policing* video.

For the second year in a row, SPD has been voted one of BC's Top Employers

We are proud to be recognized as one of BC's Top Employers. Receiving this designation for the second year in a row reflects our collective ongoing commitment to service excellence and the priority we place on staff health and wellness.

Canada's Top 100 Employer evaluates organizations using the following criteria:

- | | |
|--|---------------------------------------|
| 1. Work environment | 6. Programs for experienced employees |
| 2. Work atmosphere & communications | 7. Employee engagement |
| 3. Health benefits | 8. Training and development |
| 4. Financial benefits and compensation | 9. Vacation policy and paid leaves |
| 5. Family-friendly policies | 10. Community involvement |



SPD WORKFORCE

Staff information (2022)

6	New Hires: Recruits (Police Officers)*
7	New Hires: Experienced (Police Officers)*
12	New Hires: (Civilian Employees)
169	Police Officers
67	Civilian Employees
46	Volunteers
31	Reserve Constables
4	Community Safety Officers
4	Summer Students
57	Employees who speak a language other than English**



*Recruit information attributed to attrition not added strength.

**Language information based on volunteered information.

New remote work opportunities for SPD employees!

SPD supports remote work arrangements when it is operationally and administratively feasible and mutually beneficial for both the department and employees.



Remote work can contribute to the effectiveness and efficiency of department operations and service to the community, enhance talent acquisition and employee retention, and support employee work-life balance.

Languages
Spoken

by SPD
Employees

American Sign Language

Arabic • Cantonese • Dutch

French • German • Hindi

Italian • Japanese • Korean

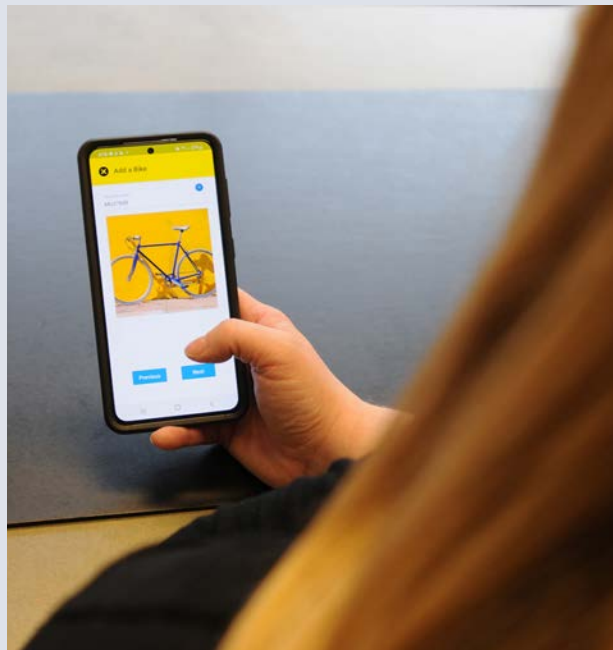
Mandarin • Polish • Portuguese

Punjabi • Russian • Spanish

Ukrainian • Urdu

BIKE RECOVERY PROGRAM

Download the **529 Garage** smartphone app. It's free and only takes 5 minutes to protect your bike!



Project 529: Bike Registry Program

- Saanich Police Department has joined a growing number of police agencies in B.C. partnering with this community-based bicycle registration and recovery service.
- Makes it easy to register your bike and flag it stolen if a theft occurs.
- 1,065,952 bikes searchable by law enforcement.

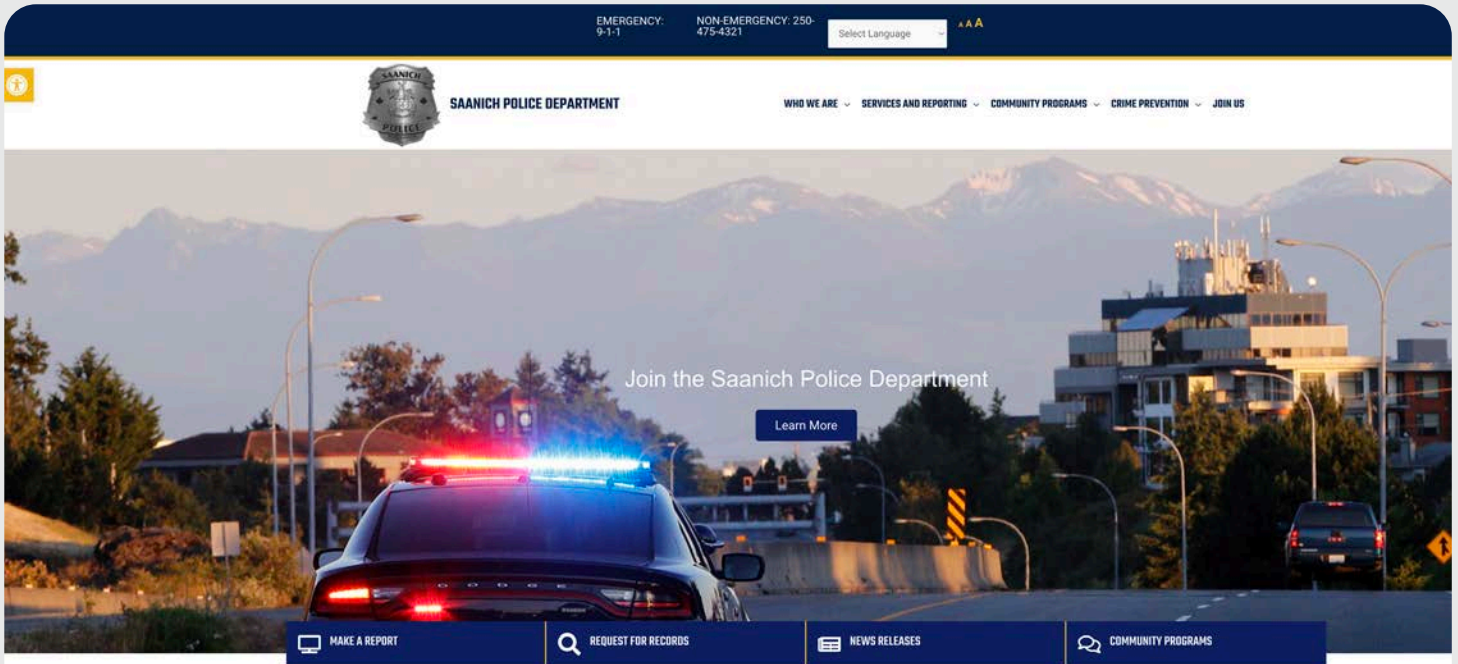
Saanich Police will use Project 529 to:

- Search found bicycles to assist with determining ownership of found or stolen bikes.
- Enter found bicycles that will be lodged into exhibits.



If your bicycle is stolen:

1. Call the non-emergency line to report bicycle lost or stolen to police.
2. If the bicycle is already registered through the 529 Garage App, send an alert that the bicycle has been lost or stolen.
3. If the bicycle is not already registered through the 529 Garage App, register the bicycle and send an alert that the bicycle has been lost or stolen.



Have you seen our new websites?

Have a look at SaanichPolice.ca and JoinSPD.ca

Our new websites are user-friendly and have plenty of resources.

Reports

Saanich Police Department
Quarterly Report to the Community

2022 - Q4 - October to December

[DOWNLOAD](#)

Recruit Information

MINIMUM STANDARDS

- Minimum age, 19 years;
- No Criminal Record;
- Completion of secondary school;
- Good verbal and written communication skills;
- Physically fit and have a healthy lifestyle ; and
- Meet the vision and hearing standards.

News Releases

WITNESSES SOUGHT IN ATTEMPTED ARSON ON HOME

March 29, 2023

On the morning of Wednesday, March 29, 2023, the Saanich Police were called to the 600-block of Polytechnic Crescent for a report of an attempted arson to an occupied residence. ...

[READ MORE](#)

Dashboards

2022 - Q1- January to March

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SAANICH POLICE DEPARTMENT

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