



# ANNUAL REPORT 2021/22

## GREATER VICTORIA POLICE INTEGRATED UNITS



# A MESSAGE FROM THE GREATER VICTORIA POLICE CHIEFS AND DETACHMENT COMMANDERS

The Greater Victoria policing landscape is unique. Several municipal police agencies and RCMP detachments provide community-focused services to meet the needs of individual municipalities. Working together in cooperation is critical to ensure quality police service within each jurisdiction. Key examples of formal cooperation are the individual integrated policing units, each designed to meet specific needs in a cost effective and service focused way. In each case, the participating police chiefs and detachment commanders believe that the specified service is best provided using a shared service model.

Please take a few minutes to read the summaries of the services provided by the integrated units, in addition to the priorities for the coming year and the efficiencies and highlights from 2020/21.

As always, we want to thank the dedicated officers working within the integrated policing units for their professionalism and continued commitment to our communities.

Proudly,

The Greater Victoria Police Chiefs and Detachment Commanders:

- |   |   |
|---|---|
| » Chief Del Manak – Victoria Police         | » Superintendent Todd Preston – Westshore RCMP Detachment   |
| » Chief Dean Duthie – Saanich Police        | » S/Sgt Wayne Conley – Sidney/North Saanich RCMP Detachment |
| » Chief Ian Lawson – Central Saanich Police | » S/Sgt Kevin Shaw – Sooke RCMP Detachment                  |
| » Chief Mark Fisher – Oak Bay Police        |   |

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# 01. Greater Victoria Emergency Response Team

The Greater Victoria Emergency Response Team (GVERT) was established in 1976 to assist in the resolution of high-risk critical incidents. In 1983, the Area Chiefs of Police of Victoria, Saanich, Esquimalt, Central Saanich, and Oak Bay signed an agreement concerning the general operations of the unit. The GVERT remains the longest-standing integrated unit in the region, serving the citizens of the five core municipalities.

The GVERT consists of five cadres of key personnel: Critical Incident Commanders, Critical Incident Scribes, Crisis Negotiators, Tactical Liaison Officers, and Tactical Team members. Critical Incident Commanders are senior officers who have successfully completed specialized training at the Canadian Police College. Commanders, assisted by scribes, oversee tactical operations and manage critical incidents. Negotiators are experts in crisis intervention and de-escalation and often work in collaboration with mental health professionals to safely resolve critical incidents.

The Tactical Unit, supported by liaison officers, are a group of highly-trained police officers, with specialized skills and equipment to resolve incidents and fall outside of the scope of front-line officers. The deployment of the team provides a greater margin of safety for the public, police, and suspects alike. The Tactical Unit also provides explosives detection and disposal services for regional operations and major public events. The members of the GVERT report to an Officer in Charge who oversees the administration of the team. The OIC chairs and reports to the Joint Management Team which is comprised of Senior Officer representation from each contributing agency.



## EFFICIENCIES

- Finalized the agreement for a new Critical Incident Commander deployment model for the region.
- Delivered the first roll-out of Alert Protocol training for Watch Commanders.
- Continued development and refinement of the Kidnap Protocol for the region.
- Participation in the BC Provincial Policing Standards Working Group for ERT with a strong emphasis on training standards.
- Ongoing use of the Armoured Rescue Vehicle as a safe communications platform for crisis negotiators and mental health professionals.

## HIGHLIGHTS

- Management of an unprecedented pace of 122 operational deployments, including 100 per cent compliance with training allotment.
- Increased technology portfolio through the purchase of new robotic capability and night vision equipment.
- Delivered regional training to front-line officers including Operational Decision-Making for supervisors and Advanced Patrol Tactics.
- Re-ignited marine capability through a new partnership with the Victoria Fire Department.

## PRIORITIES FOR 2022/23

- Focusing on the mental and physical wellbeing of all members of the GVERT.
- Continuing to explore a new deployment model for the Tactical Unit which best compliments the operational pace and training demands.
- Advocating for another ‘full-time’ leadership position within the Tactical Unit.
- Establishing a more permanent training venue for the GVERT.
- Pursuing critical training needs for the Crisis Negotiator Team, the Critical Incident Commanders, and the Tactical Unit.
- Procuring a replacement vehicle for the Tactical Unit’s cube van.





## 02. Greater Victoria Public Safety Unit

The Greater Victoria Public Safety Unit (PSU) is an integrated unit consisting of members from all municipal police agencies in the Capital Regional District. PSU also consists of an integrated fire medic program supported by the Saanich, Esquimalt, Central Saanich and Oak Bay Fire Departments. PSU provides specialized services, advice, equipment, training and emergency response to ensure public safety, public order and investigative assistance. This includes attendance at public gatherings in support of the right to peaceful protest and to mitigate the potential for violence.



The specialty teams within PSU include: Crowd Management Team (CMT), Obstruction Removal Team (ORT), Division Liaison Team (DLT), Fire Medics, and a Search & Canvass Team. PSU officers are specifically recruited and must possess exceptional communication skills, patience, understanding and neutrality when balancing an individual's right to safe, lawful and peaceful protest, while minimizing the interruption and impact to the public. The successful outcome of these deployments can be attributed to the dedication, professionalism, advanced training and expertise of PSU officers. This year, PSU responded to a significant increase in protests and civil disobedience and since PSU duties are ancillary to an officer's regular assignment, the increase in operations required they remain on-call and available to quickly respond to protest events.

### EFFICIENCIES

- Increased the Public Order Commander Pool from two to five.
- Increased team strength by 10 members.
- Prioritization of budget and expenditures.
- Acquisition of fire resistant uniforms.
- Created an on-call schedule for PSU Commander coverage.

### HIGHLIGHTS

- Approval to add a full-time NCO position to the team.
- Completed Memo of Understanding between PSU and participating fire agencies in relation to the Fire Medic Program.
- Successful qualification of four members as Silver/Bronze PSU Commanders.
- Deployment of PSU for several weeks of continuous protest activity, including Save Old Growth and Anti-Mandate demonstrations.
- Innovative and successful operations related to potential Freedom Convoy occupations and unwelcome disruptions to community residents.
- Opening of the BC Legislature.

## PRIORITIES FOR 2022/23

- Implementation of a new full-time Team Leader/NCO.
- Create an Evidence Gathering Team (EGT) for PSU operations.
- Develop an internal Division Liaison Team (DLT) course.
- Re-certification for PSU Tactical officers.
- Acquire new protective equipment that meets industry standards.
- Replacement of aging equipment.
- Develop consistent practices for after-action reports.
- Examine feasibility of a PSU bicycle component to increase response to protest activity.





## 03. Integrated Mobile Crisis Response Team

IMCRT developed as a multi-disciplinary mobile crisis response team that can assist vulnerable people, family members, police agencies and other service providers by making available nurses, social workers, child/youth counselors, and occasionally a psychiatrist to offer rapid consultation, assessment, and linkage to community treatment programs. IMCRT assists police to appropriately direct individuals to ER/PES who require further assessment and treatment. IMCRT proactively explores alternatives for less intrusive community-based care. The sharing of information between Island Health professionals and police when appropriate allows for more informed risk assessments and decision making. IMCRT officers facilitate the exchange of information and respond to calls with a health professional. This assists with collaborative safety plans and reduces wait times in at the ER. There were over 5000 calls for service in 2021.



### EFFICIENCIES

- Close working relationship with health services.
- Prompt and effective access to shared information in high risk situations.
- Multi agency response for collaboration and problem solving.

### HIGHLIGHTS

- Introduction of new Triage function with Outreach services.
- Plans for VicPD and Ecomm to implement a joint health/police response for people accessing services through Ecomm.
- Police calls for service have increased 43% since 2018 highlighting the demand for service.
- Education about IMCRT services and MHSU issues provided to a numerous community partners throughout the year.
- IMCRT officers and staff liaised with Community Health Services in situations involving at risk seniors.
- Ongoing work to develop fully accessible mobile access to health records to increase the use of remote technology.

### PRIORITIES FOR 2022/23

- Development of Rapid Response Unit which is a VicPD/Island Health initiative.
- Educating staff on how to approach people displaying high risk behaviours.
- Increased response to people living in unsheltered or temporary accommodations.
- Continue recruitment and orientation of officers for backfill coverage and upcoming positions.
- Explore technical solutions to make IMCRT more mobile by moving to a text based mobile dispatch system.

## 04. Integrated Canine Service

The Integrated Canine Service (ICS) has served the District of Saanich and the City of Victoria since 2021. ICS is made up of six members, one NCO and five Constables. ICS has eight canines providing our stakeholders with variety of canine profiles which include tracking, evidence searching, and building/compound searching. In addition five of our canine teams also specialize in drug/firearm detection. ICS has two single purpose explosive detection canines. These canines support our explosive technicians attached to the Greater Victoria Emergency Response Team and are utilized at major events across the Region.



### /// EFFICIENCIES

- ICS provided five-day a week dayshift coverage and seven-day a week nightshift coverage in 2021, with a few unexpected exceptions.
- ICS has an on call team 24/7, 365.
- Non-emergency call response in a primarily support capacity to assist as required and intelligence-led proactive patrols of high crime areas.

### /// HIGHLIGHTS

- Provided updated training to the frontline officers of the VicPD and SPD.
- Community engagement, with over 23 in person demonstrations.
- Successful completion of two drug/firearm courses for two of our existing canines.
- Joint GVERT and ICS training week that focused on enhanced operational support to in progress events.

### /// PRIORITIES FOR 2022/23

- Purchase and train a new general duty canine to replace a current member retiring in the 2023.
- Engage in a selection process to identify the next member of the Integrated Canine Service.
- Host the Canadian Police Canine Association Spring Seminar- welcome teams from across Canada for advanced canine training.



## 05. Mobile Youth Services Team

Exploitation knows no bounds and has the potential to impact youth across our region, regardless of class or background. The Mobile Youth Services Team (MYST) is a critical multi-disciplinary unit that has served the CRD for more than 20 years. Consisting of a partnership between a police officer and two youth & family councillors, MYST aims to reduce trauma and the scope of the sexual exploitation of youth in our community. MYST pro-actively engages with youth and their families to provide guidance, support, expertise, and key referrals. MYST also works closely with other front-line and investigative police units in the region to identify and target offenders.

### EFFICIENCIES

- Participation in Intensive Case Management planning that involves a multi-disciplinary approach to managing at-risk, vulnerable youth.
- Collaboration with local schools on Violent Threat Risk Assessment (VTRA) when concerning student behaviours arise.
- Continued relationship-building with external partners like Youth Empowerment, School Districts, Sanctuary, and VGH.
- Balanced time spent supporting youth and identifying/targeting predators and offenders.
- Worked more collaboratively with community resource officers from across the region on files of mutual importance.

### HIGHLIGHTS

- Delivered a number of presentations on consent and healthy relationships to middle and high school youth in the CRD.
- Established a weekly 'School of Rock' music program for at-risk youth, in partnership with Sanctuary and the Lighthouse Youth Shelter.
- Continued provision of expertise and support to School District 61's Police Liaison Committee.
- Participated in a Fifth Estate documentary titled, "Parents without Power" which focused on youth, substance abuse, and current treatment challenges.
- Assisted a number of at-risk youth by connecting them with employment opportunities.
- Direct involvement in a number of high-profile, successful missing persons investigations involving at-risk youth.

### PRIORITIES FOR 2022/23

- Continued outreach work in the community to build relationships with vulnerable youth.
- Ongoing engagement with front-line police officers across the CRD to ensure they are aware of the MYST mandate and capability.
- Working with police and external partners in a joint effort to identify local gang members.
- Increasing the size of the team owing to the growing need in the community which exceeds the capacity of a single police officer.



## 06. Regional Domestic Violence Unit

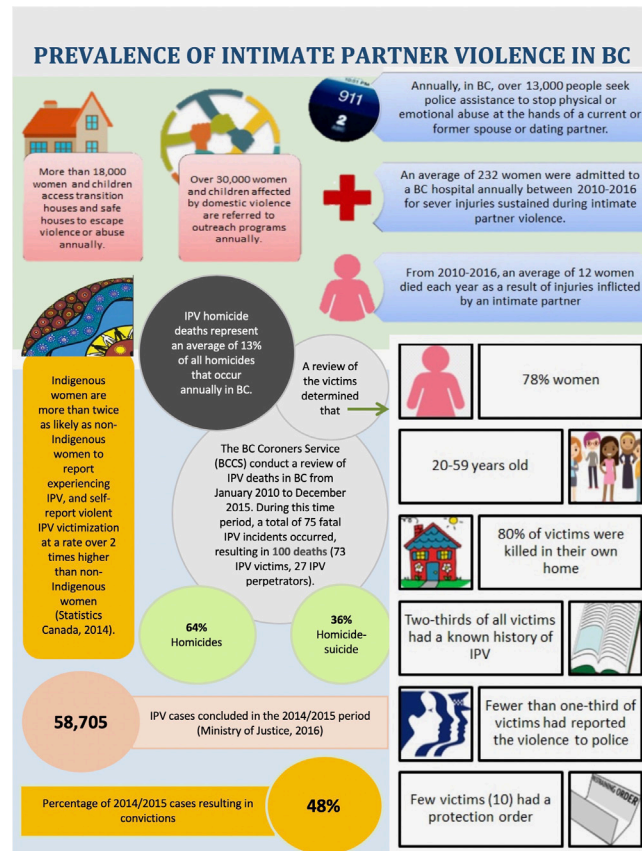
The Regional Domestic Violence Unit (RDVU) provides follow-up in highest-risk intimate partner violence cases. The RDVU increases victim safety and offender accountability by providing a collaborative, multi-disciplinary response across the CRD.

The RDVU is a partnership between the Victoria Police, Saanich Police, West Shore RCMP, Victoria Women's Transition House Society, and the Ministry of Children and Family Development. The unit includes two police investigators, one police supervisor, one administrative assistant, two victim service workers, and one child protection social worker. The RDVU also has a courtesy agreement with Community Corrections, where a designated bail supervisor and probation officer manage all RDVU offenders.

The RDVU has established and sustained relationships with Crown Counsel, Corrections, Emergency Mental Health, Transition House Societies, the Ministry of Children and Family Development, local police agencies, and numerous other community partners and service providers. [P] The RDVU accepts referrals from any agency involved with Intimate Partner Violence, where high-risk factors are present. The RDVU also initiates referrals after determining that high-risk factors are present. The RDVU provides follow-up investigation, risk assessment, offender management, safety planning for victims and their children, and intensive victim support through the court process and beyond.

In 2021, the RDVU received 115 new referrals in addition to its existing caseload. The RDVU assisted on 60 files, consulted on 55 files, and submitted 6 files for additional charges. The RDVU opened 43 monitor files to document ongoing victim support and offender management. The RDVU managed several complex and resource-intensive cases that required coordination and collaboration with several agencies in other jurisdictions. The RDVU is currently providing ongoing long-term case management for 22 of the referrals received in 2021.

The RDVU adapted its service delivery model during COVID-19 to ensure operational continuity. The RDVU increased its use of technology to allow remote work, maintain communication with its internal and external partners, and create efficiencies in workflow.





## EFFICIENCIES

- Used technology to create efficiencies in workflow processes.
- Delivered online training on strangulation and coercive control at provincial and national level workshops.
- Completed the equivalent of 101 in-person training days by seeking out provincial, national and international online training opportunities.
- Continued to use Major Case Management principles of file coordination to increase accountability and improve disclosure processes.
- Continued to use the police database as a case management platform to ensure data integrity and security.

## HIGHLIGHTS

- Team members regularly consulted as subject matter experts by other agencies involved with complex investigations.
- Files continued to have a high rate of guilty pleas which reduced court time and did not require the victim to testify.
- Assisted Police Services Branch with review and revisions to the mandatory IPV training course for police.
- Assisted Police Services Branch with review and revisions to the Summary of IPV Risk Factors tool.
- Increased the unit's profile through local, provincial and national media exposure including a feature on coercive control on CBC The National.

## PRIORITIES FOR 2022/23

- Continue to provide services to diverse populations while adapting to changing trends.
- Strengthen existing partnerships to improve collaboration and information sharing.
- Resume delivering in-person training to internal and external partners.
- Build new partnerships in mental health and addictions to better support victims and offenders.
- Apply specialized threat assessment training and tools during case management process.
- Establish sustainable funding for training initiatives and victim safety programs.
- Continue to liaise with external partners to identify innovative best practices in victim safety and offender management.

## 07. Greater Victoria Crime Stoppers

**G**reater Victoria Crime Stoppers (GVCS) encourages members of the community to assist local law enforcement agencies in the fight against crime. We strive to overcome issues that inhibit people from sharing information with the police such as: fear of reprisal, apathy, and a reluctance to get involved.

The past year saw continued advancement for GVCS despite the complications of the global COVID-19 pandemic. Phil Downie and Gill Millam, continue to manage the day-to-day GVCS operations as the Program Coordinators, overseen by Sgt. Jantzen from the Saanich Police Intelligence Section. GVCS has enjoyed exceptional growth in this previous year, and the profile of the program is ever increasing through our social media presence and our strategic community partnerships despite the challenges we faced.



### EFFICIENCIES

- Continued use of P3 (tip management software) making tip collecting, documentation, statistical collection and tip dissemination more efficient.
- Increased social media presence has solved files quicker for police members; suspects are being identified in a shorter amount of time.
- Continued flexibility in scheduling to allow coordinators to attend community events and meetings without incurring overtime costs.
- Continued community relationships to increase the Crime Stoppers profile through local advertising at zero cost to the program.
- Positive relationships with all area police agencies to increase the awareness of our services and ability to assist in investigations.

### HIGHLIGHTS

- Maintained our daily operations seamlessly, despite having to work remotely for much of the year from home due to the global COVID-19 pandemic
- Initiating a Provincial wide campaign to bring awareness to the issue of Human Trafficking using community partners and resources.
- We were able to once again attend local high schools to educate students about anonymous crime reporting and the role of Crime Stoppers
- We were able to once again attend other community events (Elder Abuse Awareness & Santa Parade) bringing public awareness to Crime Stoppers.
- Increased social media presence & online growth. Increased Facebook followers by 1,310 from year before. Twelve specific posts reached 730,956 people.
- Created a new partnership with Anna Hudson from the Saanich Peninsula Community Response Network.



## PRIORITIES 2022/23

- Connect with Greater Victoria's diverse communities and cultures such as the Inter-Cultural Association and the Greater Victoria Police D.A.C.
- Work with post-secondary institutes (Camosun College & Uvic) based within the Greater Victoria Area to bring awareness of anonymous crime reporting
- Provincial wide Human Trafficking Awareness campaign with BC Crime Stopper and affiliate programs within the province.



# 08.

## Greater Victoria Police Diversity Advisory Committee

“The GVPDAC is an advisory committee comprised of police and community members bringing together representatives of Greater Victoria’s diverse communities with members from municipal police agencies and RCMP detachments. The purpose is to build trust and improve communication and understanding around issues of mutual concern. The GVPDAC seeks to build positive relationships and improve police and community relationships and to share information about the diverse cultures in Greater Victoria. We act as a consultative and advisory body to the Chiefs of Greater Victoria’s police agencies. The current structure of the GVPDAC includes community and police representatives from the area police departments. The GVPDAC is co-chaired by a police officer and a community member.

### Participating Community Groups:

Victoria Native Friendship Centre, Intercultural Association of Greater Victoria, African Heritage Association of Vancouver Island, India Canada Cultural Association, Jewish Federation of Victoria and Vancouver Island, BC Muslim Association, Issamba Centre: African Arts and Cultural Centre, and Rainbow Health Cooperative.

### Participating Police Agencies:

Victoria Police Department, Saanich Police Department, West Shore RCMP, Sidney/North Saanich RCMP, Central Saanich Police Service, Oak Bay Police Department, Military Police Esquimalt, Sooke RCMP.

- With the lifting of COVID restrictions, we were able to re-connect at in-person meetings. We maintained the ability to connect via Zoom.
- A review of our onboarding process was completed to equalize it for police and community partners and reduce barriers community partners.
- We will be looking at our website and updating it for more inclusive language and better currency.
- We will be working on developing a stronger presence on social media.

## HIGHLIGHTS

- In Fall of 2021 we hosted a series of community consultations to explore areas of strength and areas for improvement to diversity in police service.
- In Spring of 2022 we delivered a report highlighting key findings from the community consultation project to the area Chiefs of Police.
- The GVPDAC was honoured with an award for community partnership from the African Heritage Association of Vancouver Island.
- Dr. Marion Selfridge presented to the GVPDAC on her Youth Experience Project research focussing on youth experiences with police.
- The GVPDAC police chair presented to the Victoria Police Board to give an overview of current projects.
- The GVPDAC was invited to participate in the Sport for Life Summit at the Pacific Institute for Sport Excellence.

## PRIORITIES 2022/23

- A proposal for a Regional Diversity Coordinator was submitted to assist area departments and the GVPDAC in coordinating projects and training.
- As COVID restrictions lifted, we made community interaction a priority and have organized and attended several community events.
- We are working on examining gaps and increasing diversity in our current membership to include communities not yet represented on the GVPDAC.
- Assisting with the implementation of recommendations that came out of the community consultations.
- Continue to build and work on partnerships with agencies representing diverse communities in Greater Victoria.





## 09.

### Vancouver Island Integrated Major Crime Unit

The Vancouver Island Integrated Major Crime Unit (VIIMCU) experienced an influx of new files opening 21 new cases in 2020 and five new cases in early 2021. The complexity of each case differs, with one file involving three murder victims at one scene. VIIMCU is also managing a number of active investigations from previous years and staff are providing disclosure of evidence to Crown Counsel for prosecutions related to several other investigations. This process is taxing on resources but remains crucial to successful prosecutions.

In the courts, VIIMCU files resulted in four convictions for manslaughter and one for weapons offences.



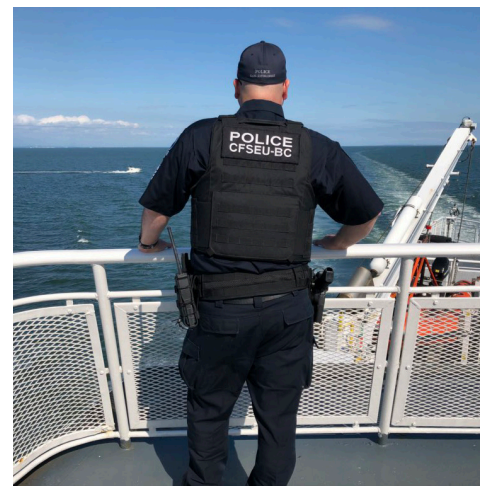
## 10.

### Combined Forces Special Enforcement Unit

The Combined Forces Special Enforcement Unit (CFSEU) is an independent law enforcement agency in BC staffed primarily by seconded police officers from municipal police agencies and the RCMP from throughout the province. CFSEU has a broad mandate that includes contributing to and sharing crime research and intelligence, coordinating long-term crime reduction strategies at the provincial, national and international levels, reducing gang and organized crime violence, and deterring organized crime and related violence. CFSEU uses both uniform and covert investigative techniques and policing units during the pursuit of their mandate

Currently, the Victoria, Saanich, Central Saanich, and Oak Bay police departments, as well as the RCMP are eligible to second members to the local CFSEU team.

CFSEU supports local agencies related to outlaw motorcycle gang monitoring and enforcement, and conducts investigations related to CFSEU's mandate. More information can be found at [www.cfseu.bc.ca](http://www.cfseu.bc.ca).



# 11.

## Capital Regional District Integrated Road Safety Unit

The Integrated Road Safety Unit (CRD-IRSU) is comprised of seconded police officers from each of the local municipal police agencies and the RCMP. CRD-IRSU's mandate includes harm reduction on BC roadways, strategic traffic enforcement related to high-risk locations and activities, commercial vehicle enforcement, criminal interdictions, and assisting and enhancing local traffic enforcement units with strategic enforcement projects and operations.

CRD-IRSU is operated by the RCMP through funding provided by the Insurance Corporation of British Columbia (ICBC) to the BC Provincial Government's Ministry of Public Safety and Solicitor General. CRD-IRSU receives local input from a Joint Management Team comprised of representatives from the local police agencies and the RCMP.



# 12.

## Integrated National Security Enforcement Team

Integrated National Security Enforcement Teams (E-INSET) exist throughout Canada under the management of the RCMP. INSETs are intended to increase the capacity for the collection, sharing and analysis of intelligence among partners with respect to individuals or groups that pose a threat to national security in addition to conducting investigations related to these individuals and groups. INSETs include representatives from the RCMP, federal partners such as the Canadian Border Services Agency, and local police agencies.

Locally, representatives from each of the municipal police agencies, as well as the RCMP, are assigned to the local INSET unit on secondment.

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