



SURREY POLICE BOARD

Regular Meeting Agenda

Venue: Virtual
Date: September 21, 2022
Time: 4:00 PM

ITEM	PRESENTER
A. CALL TO ORDER	Jessie Sunner
The Surrey Police Board recognizes that our work takes place on the ancestral, traditional, and unceded territories of the Coast Salish Peoples.	
MOTION TO APPOINT AN ACTING CHAIR	Melissa Granum
It is in order for the Board to pass a motion to appoint an “Acting Chair” pursuant to Section 25 (2) of the Police Act, which states:	
(2) If the mayor is absent or unable to act, the municipal police board members present at a meeting of the municipal police board must elect from among themselves a chair to preside at the meeting.	
B. ADOPTIONS	
1. Adoption of the Agenda – September 21, 2022	Jessie Sunner
2. Adoption of Minutes – July 6, 2022	Jessie Sunner
C. DELEGATIONS	
1. No Delegations.	Jessie Sunner
D. REPORTS	
CHIEF CONSTABLE REPORTS	
1. SPS IT Systems Progress Report 2022-R021 – For Information	Chief Lipinski Todd Matsumoto
2. SPS Indigenous Engagement Plan Report 2022-R022 - For Information	Chief Lipinski
3. JIBC - September 2022 Recruit Class Report 2022-R023 - For Information	Chief Lipinski
4. Hiring and Diversity Update Report 2022-R024 - For Information	Chief Lipinski
5. Chief Updates – Verbal - For Information	Chief Lipinski

COMMITTEE REPORTS

FINANCE COMMITTEE

- | | | |
|----|---|-----------------|
| 1. | Financial Update - Year to Date Expenditures (August 31, 2022)
Report 2022-FIN009 - For Information
(Presentation) | Elizabeth Model |
|----|---|-----------------|

E. INFORMATION

- | | | |
|----|--|----------------|
| 1. | a) Response Letter to Brenda Locke - OPCC File No. 2022-21914 – dated July 7, 2022
b) Conclusion Letter from OPCC – File No. 2022-21914 – dated September 9, 2022 | Melissa Granum |
| 2. | Letter from ADM Rideout – Police Officer Commission – August 17, 2022 | Melissa Granum |
| 3. | Letter from ADM Rideout – Training Requirements in BC Provincial Standards coming into effect. – August 25, 2022 | Chief Lipinski |
| 4. | Message from B’nai Brith – Police Uniforms – Accommodating Minority Hiring | Melissa Granum |
| 5. | CABRO - Governing in the Public Interest - November 10, 2022 | Melissa Granum |

PREVIOUSLY DISTRIBUTED INFORMATION – July and August, 2022

- | | | |
|----|---|----------------|
| 1. | Email from D. Pilling - Police Board Training Program – Curriculum Development (July, 2022) | Melissa Granum |
| 2. | Occupational Stress Injury Dog Joins SPS (July, 2022) | |
| 3. | CAPG Nominations Committee Report 2022 (August, 2022) | |
| 4. | BC Association of Chiefs of Police – EDI Update (August, 2022) | |

F. CORRESPONDENCE

No correspondence.	Jessie Sunner
--------------------	---------------

G. NEW BUSINESS

No new business.	Jessie Sunner
------------------	---------------

H. NEXT MEETING

The next meeting of the Surrey Police Board will be held on October 26, 2022.	Jessie Sunner
---	---------------

I. MOTION TO HOLD A MEETING IN A CLOSED SESSION

It is in order for the Board to pass a motion to close the meeting to the public pursuant to Section 69 (2) (c), and (d) of the <i>Police Act</i> , which states:	Jessie Sunner
---	---------------

- (2) if it believes that any of the following matters will arise in a meeting or hearing held by it, a board or committee may order that the portion of the meeting during which the matter will arise be held in private:
 - (c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
 - (d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

J. ADJOURNMENT

Jessie Sunner



SURREY POLICE BOARD

Regular Meeting Minutes

Venue: Virtual
Date: July 6, 2022
Time: 4:00 PM

Present:

Jessie Sunner
James Carwana
Harley Chappell
Cheney Cloke
Manav Gill
Avtar Johl
Elizabeth Model

Regrets:

Doug McCallum, Chair
Meena Brisard
Jennifer Hyland, Deputy Chief
Michael LeSage, Deputy Chief

Guests:

Clayton Pecknold, OPCC
Andrea Spindler, OPCC
Satbir Cheema, PICS
Raj Hundal, PICS

Staff Present:

Norm Lipinski, Chief Constable
Todd Matsumoto, Deputy Chief
Lavinder Mangat, Supt.
Kyle Friesen, General Counsel
Melissa Granum, Executive Director
Marion Chow, Executive Assistant
Forouzan Rezazadeh, IT Senior Project Mgr.
Gayle Wlasiuk, Executive Service Manager
Lisa Eason, Strategic Communications Mgr.
Sukh Sidhu, S. Sgt.
Jag Khosa, Sgt.
Wendy Taylor, S. Sgt.
Donna Smith, SPB Legal Counsel
Nathan Wong, Senior Manager, Finance
Nicola Webb, HR Consultant
Andrew Whitson, Communications Specialist

The Surrey Police Board recognizes that our work takes place on the ancestral, traditional, and unceded territories of the Coast Salish Peoples.

A. CALL TO ORDER

The July 6, 2022 Regular Board meeting was called to order at 4:00 PM.

MOTION TO APPOINT AN ACTING CHAIR

It is in order for the Board to pass a motion to appoint an “Acting Chair” pursuant to Section 25 (2) of the Police Act, which states:

(2) If the mayor is absent or unable to act, the municipal police board members present at a meeting of the municipal police board must elect from among themselves a chair to preside at the meeting.

It was

Moved by Elizabeth Model
Seconded by Manav Gill

That Director Sunner be appointed Acting Chair for the Surrey Police Board meeting of July 6, 2022.

Carried.

B. ADOPTIONS

1. Adoption of the Agenda – July 6, 2022.

It was

Moved by Harley Chappell
Seconded by James Carwana

That the agenda of the Surrey Police Board meeting of July 6, 2022 be adopted.

Carried.

2. Adoption of Minutes – June 1, 2022

It was

Moved by Elizabeth Model
Seconded by Avtar Johl

That the minutes of the Surrey Police Board meeting of June 1, 2022 be adopted.

Carried.

C. DELEGATIONS

1. **Progressive Intercultural Community Services (PICS) Society**

- Satbir Cheema, President and CEO and Raj Hundal

The PICS Society presented the Board with information on the programs offered by their organization.

The Acting Chair thanked the PICS Society for their presentation.

PICS Society presenters left the meeting at 4:20 PM.

2. **Office of the Police Complaint Commissioner (OPCC)**

- Commissioner Clayton Pecknold and Assistant Commissioner, Andrea Spindler

The OPCC presented the Board with information on the role of the Office of the Police Privacy Commissioner under the jurisdiction of the BC Police Act.

The Acting Chair thanked the OPCC for their presentation.

OPCC presenters left the meeting at 4:53 PM.

D. REPORTS

CHIEF CONSTABLE REPORTS

1. **2022 Strategic Plan – Q2 Update –**
Report 2022-R017 – For Information

The Chief Constable provided the Board with an overview of the Q2 Strategic Plan.

Carried.

- 2. Surrey OCC and E-Comm 911**
Report 2022-R018 - For Information

The Chief Constable provided the Board with an update on the Surrey OCC and E-Comm 911.

Carried.

- 3. Mental Health – New Brunswick Coroner’s Jury Recommendations**
Report 2022-R019 - For Information

The Chief Constable provided the Board with information on the New Brunswick Coroner’s Jury recommendations.

Carried.

- 4. Chief Updates – Verbal - For Information**

The Chief Constable provided the Board with a verbal update on the hiring plan, police vehicles, etc.

EXECUTIVE DIRECTOR REPORTS

- 1. CAPG Conference Sponsorship**
Report 2022-R020 - For Decision

The Executive Director provided the Board with information on the CAPG Conference Sponsorship.

This item will be brought forward to the Finance Committee for further discussion.

COMMITTEE REPORTS

FINANCE COMMITTEE

- 1. Financial Update - Year to Date Expenditures (May 31, 2022)**
Report 2022-FIN007 - For Information
(Presentation)

It was

Moved by Cheney Cloke
Seconded by Manav Gill

That the Surrey Police Board receive the report for information.

Carried.

E. INFORMATION

1. Letter from OPCC – File No. 2022-21233 – June 1, 2022,
File Concluded

The Executive Director will post this letter as public information on the website.

F. CORRESPONDENCE

No correspondence.

G. NEW BUSINESS

No new business.

H. NEXT MEETING

The next meeting of the Surrey Police Board will be held on September 21, 2022.

I. MOTION TO HOLD A MEETING IN A CLOSED SESSION

It is in order for the Board to pass a motion to close the meeting to the public pursuant to Section 69 (2) (c), and (d) of the *Police Act*, which states:

It was Moved by Cheney Cloke
Seconded by James Carwana

That the Board close the meeting to the public pursuant to Section 69 (2) (c) and (d) of the Police Act, which states:

- (2) if it believes that any of the following matters will arise in a meeting or hearing held by it, a board or committee may order that the portion of the meeting during which the matter will arise be held in private:
- (c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
 - (d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

Carried.

J. ADJOURNMENT

It was Moved by Harley Chappell
Seconded by Manav Gill

That the July 6, 2022 Regular Board meeting be adjourned.

Carried.

The Surrey Police Board regular meeting adjourned at 5:12 PM.

Certified correct:

Marion Chow, Executive Assistant

Jessie Sunner, Vice Chair

REGULAR

REPORT DATE: September 12, 2022
BOARD MEETING DATE: September 21, 2022
BOARD REPORT # 2022-R021

TO: Surrey Police Board

FROM: Chief Constable

FILE: 60550-20-03

SUBJECT: SPS IT Systems Progress

RECOMMENDATION

The Chief Constable recommends that the Surrey Police Board (the "Board") receive this report for information.

DISCUSSION

The SPS IT team continues to hit upon major milestones towards completing the critical IT systems and platforms that will serve SPS as it works towards full operationalization. The on-premise data center is completed and migration of users is over 75% realized, while at the same time mobile workstations have been procured and integration into the SPS network is underway.

The PRIME team has established and tested a connection to JUSTIN BC (provincial system used to administer and manage the criminal justice process) and have loaded SPS police officers into the system. Work continues on completing the SP PRIME environment with focus on building workflows and templates. A limited browse / query function has been established for specific SPS teams assigned to recruiting to allow quicker and more efficient screening of SPS applicants.

The workforce application project is in the build-test phase with the vendor and interface with the payroll system is in progress. The data analytical tool is entering into the final steps in the procurement process with work expected to start in the fall of 2022.

CONCLUSION

The above matters are provided for the Board's awareness and information. Regular updates on project progress will be provided to the Board.



Norm Lipinski, OOM, LLB, MBA
Chief Constable



REGULAR

REPORT DATE: September 12, 2022

BOARD MEETING DATE: September 21, 2022

BOARD REPORT # 2022-R022

TO: Surrey Police Board

FROM: Chief Constable

FILE: 60550-20-03

SUBJECT: SPS Indigenous Engagement Plan - Community Consultation

RECOMMENDATION

The Chief Constable recommends that the Surrey Police Board (the "Board") receive this report for information.

BACKGROUND

As an integral part of the Strategic Plan, SPS is developing its Indigenous Engagement Plan based on extensive consultation with land-based and urban Indigenous communities in Surrey. The first step in the development of the Indigenous Engagement Plan involves engaging in respectful two-way dialogue with Indigenous communities in order to build a healthy foundation of trust and positive working relationships. Engaging citizens and partner groups will provide Indigenous communities and organizations with opportunities to contribute their input and foster greater understanding.

DISCUSSION

The SPS Indigenous Relations Unit leads consultations using organically based conversations, the primary theme being, "What would you like to see from the Surrey Police Service?" These conversations are facilitated through a variety of means including group discussions, one on one meetings, and social events. The information gleaned from these conversations is collated to understand and inform SPS of existing issues and help design collaborative strategies. Between September 2021-September 2022, twenty-two organizations, communities, and individuals have taken part in consultative discussions. Many of the conversations have included multiple community members. These consultations are ongoing and will be continuous as we work to maintain the trust and strength of our partner relationships.

Relationships with Indigenous communities and organizations are also developed by attending and participating in community events including Truth and Reconciliation Day, Pulling Together Canoe Journey (10 days), Walk to Remember, Canoe Awakening Ceremony, National Indigenous Peoples Day, Blue Eagle Cadets Program (weekly), and Circles of Understanding at the Justice Institute.

Land Based Nations

The City of Surrey is situated on the unceded traditional territories of the Katzie First Nation, Semiahmoo First Nation, Kwantlen First Nation and the Tsawwassen First Nation. Based on the geographic location of each community, and how SPS may support individual community members in the future, it is important to engage with each community, acknowledging that further consultation will be required to determine if SPS will provide direct services to some of these communities.

Urban Population

There are multiple government and non-government based organizations in the City of Surrey that support the urban Indigenous population. These organizations are funded through various streams and provide a variety of services including those associated to housing, homelessness supports, mental health and substance use support. The SPS Indigenous Relations Unit has consulted with several of these organizations, both in person and by utilizing multi-media platforms. Consultations with these groups are ongoing.

Youth Engagement

The wellness of Indigenous youth, the future generations, is an important focus. This relates to justice services, homelessness, mental health, substance use and the impacts of generational trauma. Several organizations have been consulted and based on previous meetings with these groups the Indigenous Relations Unit has sufficient input to outline existing issues and concerns of the youth population. There are additional youth-based organizations that may be able to provide input into the development of the Indigenous Engagement Plan and consultations will continue.

Indigenous Self Determinate Justice Initiatives

Overrepresentation of Indigenous people within the justice system is a key concern for community members and Indigenous organizations. Despite recent efforts by government and our justice partners, including police, the overrepresentation of Indigenous people in the justice system continues to be a significant concern. It is imperative that as an innovative, compassionate police service which is forward thinking in relation to equity, diversity, inclusion and human rights, SPS works to establish collaborative, culturally based, holistic approaches to establishing Indigenous Self Determinate justice-based strategies. Many of these organizations have been consulted and based on previous meetings with these groups, the Indigenous Relations Unit has sufficient input to outline existing issues and concerns related to Justice Based Initiatives. Additional Justice Based organizations have been identified that may be able to provide input into the development of the Indigenous Engagement Plan.

CONCLUSION

Public engagement is a critical step toward understanding what is important to the community and developing a distinctions-based approach which recognizes the unique histories and realities of First Nations, Metis and Inuit communities. It is important to utilize a distinctions-based approach rather than one process for distinct communities which may not recognize each of the community's unique experiences and identity. The history of each community is essential to understand the root causes of involvement in the justice system. The development of the SPS Indigenous Engagement Plan is an important opportunity for SPS to work with Indigenous communities in Surrey. In consultation with the community and other invested participants, the Indigenous Engagement Plan is a foundational priority for the establishment and operationalization of the SPS.

It is a challenge to establish structured timelines due to the nature of community engagement. It is the goal of the Indigenous Relations Unit to have the Indigenous Engagement Plan completed by late Fall of 2022 and to begin promoting the Plan publicly over the coming months.

The above matters are for the Board's awareness and information.

A handwritten signature in black ink, appearing to read 'Norm Lipinski', with a stylized flourish at the end.

Norm Lipinski, OOM, LLB, MBA
Chief Constable



REPORT DATE: September 14, 2022

REGULAR

BOARD MEETING DATE: September 21, 2022

BOARD REPORT # 2022-R023

TO: Surrey Police Board

FROM: Chief Constable

FILE: 60550-20-03

SUBJECT: JIBC – September Recruit Class

RECOMMENDATION

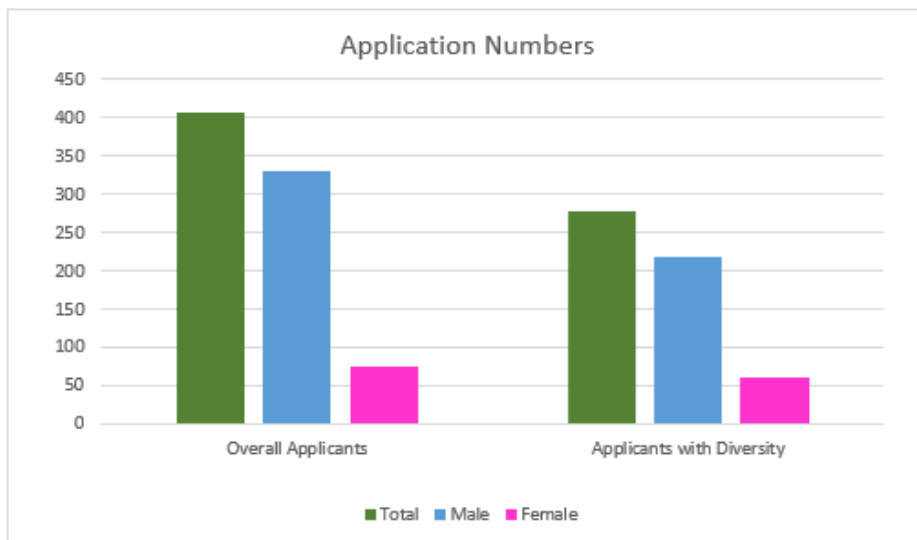
The Chief Constable recommends that the Surrey Police Board (the "Board") receive this report for information.

BACKGROUND

Fourteen (14) newly hired recruits will begin their onboarding with SPS on August 29th and will join JIBC Class 169 on Sept 12th. These recruit officers will take part in a two-week onboarding course with SPS before they begin their training at the JIBC Police Academy. Their training will include a total of 23 weeks at the JIBC, and 21 weeks of field training with SPS. In July 2023, the recruits will graduate as Certified Municipal Constables and join our establishment of SPS experienced officers patrolling the community.

DISCUSSION

Applicant Pool



The most recent recruit job posting attracted 407 applicants, of which 330 were male and 75 were female. 217 of these males and 61 females self-identified with diversity factors.

Recruit Class Composition

The 14 recruits selected from this pool of applicants represent an impressive array of skills, education, character and diversity. The cultural makeup of this recruit class represents:

8 Female – including 5 South Asian

6 Male – including 3 South Asian, Black, Indigenous

The age range of recruits is 22-36 years, with the average age of 27. Languages spoken by this group include Punjabi, Hindi, Urdu, French, Spanish and Gujarati. These recruits have strong ties to Surrey as most live, work and volunteer in the community. These employees are involved in a wide range of volunteer activities including youth sports, supporting crisis centers and vulnerable populations, community services and outreach agencies. These experiences provide invaluable connections to the community.

This is also a highly educated and accomplished group. Academic backgrounds include, but are not limited to Criminal Justice, Criminology, Paramedicine, Psychology, Sociology, Sport Sciences and Commerce. Professional, national and internationally recognized athletes are also represented.

CONCLUSION

SPS is very proud of our newest recruits and impressed with their qualifications. We will work hard to provide them with the support and training required to ensure their success in their new careers.

The above matters are provided for the Board's awareness and information. Regular updates will be provided to the Board.



Norm Lipinski, OOM, LLB, MBA
Chief Constable



REPORT DATE: September 15, 2022

REGULAR

BOARD MEETING DATE: September 21, 2022

BOARD REPORT # 2022-R024

TO: Surrey Police Board

FROM: Chief Constable

FILE: 60550-20-03

SUBJECT: Hiring and Diversity Update

RECOMMENDATION

The Chief Constable recommends that the Surrey Police Board (the "Board") receive this report for information.

BACKGROUND

SPS continues to attract and hire high quality applicants with diverse backgrounds, skills, and qualifications with a focus on recruiting police officers who are representative of the communities we serve. As of September 15, 2022, SPS has hired 327 employees, comprised of 274 sworn and 53 civilian staff. Work continues to recruit and hire sworn officers to fulfill the Joint SPS-HR Strategy and Plan, and to build out the organizational structure of SPS with skilled professional civilian employees.

DISCUSSION

Experienced officers have come from 26 different police agencies across the country, providing SPS with a broad spectrum of perspectives and experience. To date, 101 officers have been hired with RCMP backgrounds, and 145 have come from municipal police departments. 28 new recruits have also been hired.

Experienced Officer Hiring and Deployment

34 SPS members completed their RCMP orientation and were deployed into the Municipal Police Unit to work alongside the RCMP on July 29. This group brought our total number of officers deployed to 120.

The newest class of 25 experienced officers were sworn in and began their SPS onboarding training on August 15. Some of these officers will make up the next deployment of 35 experienced officers in September. Progress and momentum of hiring and deployment has been excellent and is in line with the joint SPS-RCMP HR Strategy and Plan.

Cadet Hiring and Recruiting

Our second recruit class includes 8 female and 6 male officers, with an average age of 27. This is again a very diverse group including cultural, ethnic, and gender representations. This class of recruits brings an impressive list of educational, volunteer, personal and athletic experiences.

The 14 newly hired recruits began their onboarding with SPS on August 29th and joined JIBC Class 169 on Sept 12th. The recruit officers took part in a two-week onboarding course with SPS before they began their training at the JIBC Police Academy. Their training will include a total of 23 weeks at the JIBC, and 21 weeks of field training with SPS. In July 2023, the recruits will graduate as Certified Municipal Constables and join our establishment of SPS experienced officers patrolling the community. Meanwhile, our first group of recruits have recently joined their field trainers for their Block 2 training on the road in Surrey and work is well underway to hire our third recruit class. As of this date, we have received 174 applications for the current recruit posting.

Recruiting for Diversity

SPS is experiencing a pattern similar to the global policing community who average around 20-22% of overall applicants identifying as female. Recent local discussions have highlighted the recruitment and hiring of South Asian officers, and particularly females in this demographic. This issue is relevant in the context of appropriate representation of the South Asian community, and the recruitment of female candidates in general. South Asian people make up approximately 33% of the population of Surrey, and the SPS total complement is currently 20% South Asian. South Asian females make up only 2% of SPS total officer count, significantly lower than the community representation. However, a current posting has drawn 65 applicants so far, of which 16 are female (25% of applicants), and of those 9 are South Asian (56% of female applicants). This is promising and indicates a general increase in female applicants.

Efforts are currently underway to support the recruitment of all females. Recruiting officers regularly attend recruiting events, including the International Women in Policing Conference in Ontario, and West Coast Women's Show in Abbotsford. A mentorship program is in place, geared towards exclusively helping females and people with diversity to succeed in the recruiting process, such as helping to prepare applicants to pass the Police Officer Physical Ability Test (POPAT). There is a large contingent of female officers of all ranks in the Recruiting Unit, which is encouraging for others to see and experience when looking for a career in policing and is something we aim to leverage with females during our outreach.

The SPS Recruiting Unit strives to ensure that the composition of SPS reflects the diversity that exists in the city of Surrey. A diverse workforce will help SPS to engage with citizens and ensure that SPS hears and understands their concerns, perspectives and needs. SPS also believes it is important for the public and potential applicants to know about the organization and people that have chosen to work at SPS.

Diversity Statistics

The current composition of SPS sworn officers includes:

- **19% female**
- **50% culturally diverse backgrounds, including:**
 - **6% Indigenous**
 - **22% South Asian**
- **35 languages spoken**

CONCLUSION

The above matters are provided for the Board's awareness and information. Regular updates will be provided to the Board.



Norm Lipinski, OOM, LLB, MBA
Chief Constable



REGULAR

REPORT DATE: September 14, 2022
BOARD MEETING DATE: September 21, 2022
BOARD REPORT # 2022-FIN009

TO: Surrey Police Board

FROM: Finance Committee

FILE: 60540-20-04

SUBJECT: Financial Update – Year-To-Date Expenditures (August 31, 2022)

RECOMMENDATION

The Finance Committee recommends that the Surrey Police Board receive this report for information.

PURPOSE

This report presents a summary of 2022 year-to-date expenditures incurred up to the period ended August 31, 2022.

BACKGROUND

The Five-Year Financial Plan 2022 – 2026 adopted by City Council in December 2021 provided the 2022 budget allocations for policing services, which included the annual budget for SPS and the one-time policing transition project budget.

The City’s 2022 – 2026 operating budgets for policing is presented in the following table (in thousands):

SUMMARY	2022 BUDGET	2023 BUDGET	2024 BUDGET	2025 BUDGET	2026 BUDGET
Policing Services Operating Budget	\$ 194,807	\$ 202,465	\$ 211,015	\$ 216,160	\$ 221,459

For 2022, \$72.53M was allocated to SPS; \$96.66M for the RCMP and \$25.62M for City Police Support Services. SPS’ budget is summarized as follows:

	<u>2022 Budget</u>
Remunerations, Salaries and Benefits	\$48,862,320
Other Expenditures	25,587,666
Federal Subsidy	(4,200,000)
2022 Capital	2,275,000
	<u>\$72,524,986</u>
2021 Capital Carry Forward/Reserve	\$ 2,275,000
Total Available	\$74,799,986

In addition to the budget for regular SPS operations above, \$63.68M has been allocated by the City for the policing transition to SPS, presented in the following table (in thousands):

SUMMARY	2020 BUDGET	2021 BUDGET	2022 BUDGET	2023 BUDGET	2024 BUDGET	TOTAL
One-time Policing Transition Project	\$ 25,200	\$ 23,084	\$ 5,400	\$ 5,000	\$ 5,000	\$ 63,684

The available funds for one-time policing transition expenditures during 2021 was \$43.72M (including carried forward amounts from 2020), of which \$28.12M was unspent and carried forward into 2022. The 2022 budget allocation for the transition project is \$5.40M; a total of \$33.52M is available for 2022, presented in the Discussion section below.

SPS and the City of Surrey are working collaboratively with both the Province of BC and the Government of Canada on the policing transition. The specific timing of SPS becoming the police of jurisdiction is dependent on decisions made by all three levels of government, which may affect the timing of expenditures.

DISCUSSION

SPS Operations

As of August 31, 2022, year-to-date net expenditures were \$9.50M favourable compared to budget; SPS incurred net expenditures of \$38.17M compared to \$47.67M budgeted, presented in the following table:

Year-to-Date Expenditures Summary - August 31, 2022 (Budget vs. Actual)

	YTD BUDGET	YTD ACTUAL	VARIANCE	ANNUAL BUDGET
<i>SPS Operations</i>				
Board Remunerations	120,000	77,008	42,992	180,000
Salaries and Benefits	29,145,962	24,705,457	4,440,505	48,682,320
Lower Mainland Integrated Teams	11,069,024	11,069,024	-	16,603,537
Other Expenditures	5,996,632	1,088,351	4,908,281	8,984,129
Total SPS Operations	\$ 46,331,618	\$ 36,939,840	\$ 9,391,778	\$ 74,449,986
Capital Expenditures**	\$ 3,791,664	\$ 1,230,796	\$ 2,560,868	\$ 4,550,000
TOTAL SPS EXPENDITURES	\$ 50,123,282	\$ 38,170,636	\$ 11,952,646	\$ 78,999,986
Recovery - Federal/RCMP Subsidy	(2,448,782)	-	(2,448,782)	(4,200,000)
NET EXPENDITURES	\$ 47,674,500	\$ 38,170,636	\$ 9,503,864	\$ 74,799,986

** Capital Expenditures include a \$2.275M unused reserve carry forward from 2021 and an additional \$2.275M budgeted for 2022.

As of August 31, 2022, SPS has expended \$27.10M (excluding \$11.07M accrued for contribution to Lower Mainland Integrated Teams), of which \$77K was for board remuneration, \$24.71M for employee salaries and benefits, \$1.23M of capital expenditures, and \$1.09M of other expenditures. (Appendix I provides a breakdown of expenditures by Bureau.)

Lower Mainland Integrated Teams (LMIT) are funded by each jurisdiction within the region for their services, including:

- Integrated Homicide Investigation Team (IHIT)

- Emergency Response Team (ERT)
- Integrated Forensic Identification Services (IFIS)
- Integrated Police Dog Services (IPDS)
- Integrated Collision Analysis and Reconstruction Service (ICARS)

The LMIT budget and expenses also include contributions to the Real Time Intelligence Centre (RTIC) and the Independent Investigations office (IIO).

On August 31, 2022, there were a total of 327 SPS employees (274 sworn members and 53 civilians). Of these employees, 26 were assigned to temporary recruitment, security clearance, and various other positions required for the policing transition project; their salaries and benefits are currently allocated to the One-time Policing Transition Project fund.

Included in SPS Operations, are salaries and benefits of \$24.71M for 301 employees (264 sworn members and 37 civilians). These employees are engaged in activities, such as:

- Community policing
- Community engagement
- Develop and maintain policies and procedures
- Develop and manage training programs, including operational and leadership skills
- Occupational health and safety development and organization
- Procurement (equipment, uniforms, firearms, etc.)
- Staffing coordination and financial planning
- Tri-lateral coordination (human resources, asset transfer, facilities, etc.)

Other expenditures of \$1.09M included: \$315K for supplies and materials; \$235K paid to JIBC for recruits; \$96K of telecommunication expenses; \$93K for training; \$266K for outsourced services; \$18K for insurance; \$14K of publications and media expenses; \$16K of memberships and professional dues; \$33K of travel expenses; and \$4K for recruiting activities.

One-Time Policing Transition Project (City of Surrey budget)

For awareness, the one-time policing transition project expenditures are reported below:

One-Time Policing Transition Fund Summary - August 31, 2022

	TOTAL FUND AVAILABLE	YTD ACTUAL EXPENSES	REMAINING FUND BALANCE	FORECASTED EXPENDITURES (Prepared May 2022)	PROJECTED FUND CARRY FORWARD
	2022	2022	2022	2022	2023
Project Summary					
One-Time Policing Transition**	\$ 33,524,926	\$ 9,016,422	\$ 24,508,504	\$ 27,167,767	\$ 6,357,159

** Total fund available in 2022 includes \$28.125M carried forward from 2021.

Appendix II presents the detail on the policing transition project costs, related to establishing SPS. Year-to-date expenditures as of August 31, 2022, totalled \$9.02M of the \$33.52M available; details of significance are presented below:

- Recruitment, Assessment, and Training expenses include costs incurred to support the recruiting surge for SPS, security clearances, testing and assessment of candidates, and training of new hires. As of August 31, 2022, resources currently assigned to temporary recruitment and security clearance processing include 17 employees (10 sworn members and 7 civilians); year-to-date expenditures

totalled \$1.82M (39% of the forecasted amount for 2022).

- Information Technology Systems costs include IT operating systems setup and external consultants for project management; year-to-date expenditures totalled \$1.36M (109% of the forecasted amount for 2022. There are Microsoft licenses expensed to this category while originally budgeted as part of Information Technology Capital below, related to building the data centre).
- Human Resources expenses include personnel in various temporary roles to support establishing SPS, with 9 civilians as of August 31, 2022; year-to-date expenditures totalled \$461K (13% of the forecasted amount for 2022).
- Communications and Marketing expenditures include consultants managing public relations and brand development to support the establishment of SPS; year-to-date expenditures totalled \$131K. (49% of the forecasted amount for 2022).
- Financial Services expenses include outsourced financial service consultants and personnel to support setting up SPS' finance and payroll systems and databases; year-to-date expenditures totalled \$114K (45% of the forecasted amount for 2022).
- Legal expenditures are specialized services, for matters related to collective bargaining, human resources, trademarks, and other establishment legal costs. Also included in Legal is the cost of in-house counsel seconded from the City. The year-to-date expenditures totalled \$248K (52% of the forecasted amount for 2022).
- Information Technology Capital expenditures are related to building the data centre, dispatch systems, administrative systems, and telecommunication assets; year-to-date expenditures totalled \$3.20M (29% of the forecasted amount for 2022).
- Armoury, Outfit, and Other Equipment Capital costs are related to firearms, uniforms, personal issue kits, and other speciality equipment for policing; year-to-date expenditures totalled \$1.65M (41% of the forecasted amount for 2022).
- Facilities Capital include retrofit costs for SPS to occupy facilities owned or leased by the City of Surrey; year-to-date expenditures totalled \$27K (30% of the forecasted amount for 2022).

CONCLUSION

Expenditures to date, supporting SPS' operations and the One-time Policing Transition Project, are within the available funding for 2022.



Elizabeth Model
Chair, Finance Committee

Appendix I Surrey Police Service Year-to-Date Expenditures – August 31, 2022 (Budget vs. Actual)
Appendix II One-Time Policing Transition Project Fund Reconciliation – August 31, 2022

**Surrey Police Service
Year-to-Date Expenditures - August 31, 2022
(Budget vs. Actual)**

	YTD BUDGET	YTD ACTUAL	VARIANCE	ANNUAL BUDGET
<i>Surrey Police Board</i>				
Board Remunerations	120,000	77,008	42,992	180,000
Salaries and Benefits	232,000	199,546	32,454	346,072
Other Expenditures	186,000	24,605	161,395	279,080
Surrey Police Board	\$ 538,000	\$ 301,159	\$ 236,841	\$ 805,152
<i>Office of the Chief Constable</i>				
Salaries and Benefits	1,707,923	1,612,699	95,224	2,538,477
Other Expenditures	269,855	139,410	130,445	395,555
Office of the Chief Constable	\$ 1,977,778	\$ 1,752,109	\$ 225,669	\$ 2,934,032
<i>Community Policing Bureau</i>				
Salaries and Benefits	15,948,447	14,547,155	1,401,292	27,262,420
Lower Mainland Integrated Teams	11,069,024	11,069,024	-	16,603,537
Other Expenditures	1,277,468	120,424	1,157,044	1,913,774
Community Policing Bureau	\$ 28,294,939	\$ 25,736,603	\$ 2,558,336	\$ 45,779,731
<i>Investigative Services Bureau</i>				
Salaries and Benefits	3,600,279	2,147,837	1,452,442	6,310,238
Other Expenditures	453,488	36,883	416,605	680,690
Investigative Services Bureau	\$ 4,053,767	\$ 2,184,720	\$ 1,869,047	\$ 6,990,928
<i>Support Services Bureau</i>				
Salaries and Benefits	7,657,313	6,198,220	1,459,093	12,225,113
Other Expenditures	3,809,821	767,029	3,042,792	5,715,030
Support Services Bureau	\$ 11,467,134	\$ 6,965,249	\$ 4,501,885	\$ 17,940,143
Total Operation Expenditures	\$ 46,331,618	\$ 36,939,840	\$ 9,391,778	\$ 74,449,986
Capital Expenditures**	\$ 3,791,664	\$ 1,230,796	\$ 2,560,868	\$ 4,550,000
TOTAL SPS EXPENDITURES	\$ 50,123,282	\$ 38,170,636	\$ 11,952,646	\$ 78,999,986
Recovery - Federal/RCMP Subsidy	(2,448,782)	-	(2,448,782)	(4,200,000)
NET EXPENDITURES	\$ 47,674,500	\$ 38,170,636	\$ 9,503,864	\$ 74,799,986

** Capital Expenditures include a \$2.275M unused reserve carry forward from 2021 and an additional \$2.275M budgeted for 2022.

**One-Time Policing Transition Project
Fund Reconciliation - August 31, 2022**

EXPENDITURES	FUND CARRIED FORWARD	CURRENT YEAR BUDGET (\$5,400,000)	TOTAL FUND AVAILABLE	YTD ACTUAL EXPENSES	FORECASTED EXPENDITURES (Prepared May 2022)	% of Forecast Spent	PROJECTED FUND CARRY FORWARD
	2021 (a)	2022 (b)	2022 (a) + (b) = (c)	2022 (d)	2022 (e)		2023 (c) - (e) = (f)
Recruitment, Assessment, and Training	-	-	4,699,182	1,823,644	4,699,182	39%	-
Infrastructure and Fleet Conversion	-	-	460,000	-	460,000	0%	-
Information Technology Systems	-	-	1,254,093	1,364,807	1,254,093	109%	-
Human Resources	-	-	3,447,015	461,194	3,447,015	13%	-
Communications and Marketing	-	-	264,500	130,898	264,500	49%	-
Financial Services	-	-	253,000	113,604	253,000	45%	-
Legal	-	-	478,934	247,645	478,934	52%	-
Strategy and Policy	-	-	57,500	-	57,500	0%	-
SPS TRANSITION - OPERATION SUBTOTAL	\$ -	\$ -	\$ 10,914,224	\$ 4,141,792	\$ 10,914,224	38%	\$ -
Information Technology Capital	-	-	11,063,541	3,202,551	11,063,541	29%	-
Armory, Outfit and Other Equipment Capital	-	-	4,026,643	1,645,460	4,026,643	41%	-
Fleet Capital	-	-	1,073,359	-	1,073,359	0%	-
Facilities Capital	-	-	90,000	26,619	90,000	30%	-
SPS TRANSITION - CAPITAL SUBTOTAL	\$ -	\$ -	\$ 16,253,543	\$ 4,874,630	\$ 16,253,543	30%	\$ -
Unallocated Funds	28,124,926	5,400,000	6,357,159	-	-		6,357,159
SPS TRANSITION- UNALLOCATED BUDGET SUBTOTAL	\$ 28,124,926	\$ 5,400,000	\$ 6,357,159	\$ -	\$ -		\$ 6,357,159
TOTAL BALANCE	\$ 28,124,926	\$ 5,400,000	\$ 33,524,926	\$ 9,016,422	\$ 27,167,767	33%	\$ 6,357,159

July 7, 2022

Sent via email to: s. 22

Brenda Locke

s. 22

Dear Ms. Locke,

On June 1, 2022, the Board received your Service or Policy Complaint No. 2022-21914. Your complaint is related to Chair Doug McCallum remaining as chair considering a criminal charge against him.

Under s. 171(1) of the Police Act the Board has the following options related to your complaint:

- (a) request a chief constable of that municipal police department to investigate and report on the complaint;
- (b) initiate a study concerning the complaint;
- (c) initiate an investigation into the complaint;
- (d) dismiss the complaint with reasons;
- (e) take any other course of action the board considers necessary to respond adequately to the complaint.

The Board has dismissed your complaint per s. 171(1)(d) of the Police Act for the following reasons:

- The Board is of the view that s. 168 of the Police Act does not contemplate Service and Policy complaints against a Board member or the Board.
- There is no provision in the Police Act that permits the Board Chair to step down. The Mayor is, by operation of s. 25(1) of the Police Act, the Chair of the Board. There is no provision in the Act that authorizes any other person to be the Chair. The Board does not have the ability to amend the statute.
- The issues raised by your complaint have been resolved as best as possible, because Mr. McCallum will be absent or unable to act at Police board meetings until after the civic election, and the Board will conduct its business with an elected chair in the absence of the Mayor, pursuant to s. 25(2) of the Police Act.

Should you disagree with the Board's decision, you can contact the Office of the Police Complaint Commissioner to request a review under s.172 of the Police Act.

Sincerely,



Jessie Sunner
Vice Chair, Surrey Police Board

Encl: Copy of Service or Policy Complaint dated June 1, 2022

cc. Norm Lipinski, Chief Constable
Clayton Pecknold, Police Complaint Commissioner
Wayne Rideout, Assistant Deputy Minister and Director of Police Service

Genevieve Bertrand

From: opccomplaints@opcc.bc.ca
Sent: May 24, 2022 3:42 PM
To: Web Submissions
Subject: Complaint Form - Brenda Locke - 23/05/2022

Categories: G

CAUTION: This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Your Contact Details

Title

Mrs.

First Name

Brenda

Last Name

Locke

s. 22

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Details of the Complaint**When did the incident happen?**

23/05/2022

Time it occurred?

06:00 pm

Where did the incident Happen

Surrey, BC

Name of the Police Department Involved:

Unknown

Please describe the incident:

This is a Service or Policy Complaint. In response to your comment "The OPCC can make recommendations to police boards for improvements to the manner in which they deliver their police services to the public of British Columbia, such as recommendations for police creation or policy amendment."

On December 10, 2022, Douglas McCallum, Mayor and Chair of the Surrey Police Service was charged under the Criminal Code of Canada with Public Mischief for lying to the police. The incident occurred on when McCallum claimed a senior woman drove her vehicle over his foot. Upon release of the I.T.O. those claims by McCallum have been found to be contradicted by the evidence provided in the video surveillance. Subsequently charges were laid by the Special Prosecutor based on the I.T.O.

According to media and others the SPS Board asked McCallum to step down as SPS Board Chair based on the charges. McCallum refused. This has tainted the SPS and has brought the process, policing and the entire city into disrepute and is unacceptable behaviour for a Police Board Chair.

- I would consider participating in a Complaint Resolution process or Mediation for this matter if my complaint is determined to be admissible and appropriate for this process.

Signature Name

Brenda Locke (City Councillor)

Signature Acknowledgement

- Signed (Acknowledge by checking box)

September 8, 2022

OPCC File No. 2022-21914

Jessie Sunner
Vice Chair, Surrey Police Board
13450 104 Avenue
Surrey, BC V3T 1V8

Dear Vice Chair Sunner:

Re: Service or Policy Complaint of Mrs. Brenda Locke

On July 7, 2022, the Office of the Police Complaint Commissioner received a copy of your concluding letter to Mrs. Locke dated July 7, 2022. Your letter carefully detailed the steps taken with respect to the complaint submitted by Mrs. Locke and provided reasons for your decision.

As well, you advised Mrs. Locke of her right to request a review of the matter by our office if she disagreed with your decision. To date, our office has not received such a request from Mrs. Locke.

Having had the opportunity to examine the Board's decision, this office is satisfied with the outcome and will not be making any recommendations for further investigation, study, courses of action or changes to service or policy respecting this particular matter. Accordingly, our file will now be closed.

Anahita Mittal

Anahita Mittal
Investigative Analyst

cc: Mrs. Brenda Locke
Chief Constable Norm Lipinski, Surrey Police Service



August 17, 2022
Ref: 633502

Chief Constables of Independent Municipal Police Departments
Chief Officer Deborah Doss-Cody, Stl'atl'imx Tribal Police Service
Chief Officer Dave Jones, Transit Police Service
Chief Officer Manny Mann, Organized Crime Agency of BC
Chairs, BC Police Boards

Dear Sirs and Madame:

I am writing to solicit the names of officers within your police agency who meet the prescribed criteria and qualifications for a Police Officer Commission. The issuance of commissions is a provincial honour to formally recognize high-calibre, senior officers for their rank, professionalism, and dedication to policing in British Columbia.

Bill 14-Justice Statutes Amendment Act received Royal Assent on April 9, 2014 and included the addition of a new Part 3 to the Provincial Symbols and Honours Act (enclosed). Part 3 sets out a process whereby the Lieutenant Governor in Council (LGIC) can issue, upon recommendation of the Minister responsible for the administration of the Police Act, commissions under the Great Seal to municipal police officers and officers of designated policing units. The LGIC may authorize the issue of a commission to an officer whose rank is inspector or higher, who meet the prescribed criteria, if any, and who has the prescribed qualifications.

The Police Officer Commissions Regulation came into force on May 22, 2015 and sets out the criteria and qualifications to be met before a commission is issued. These criteria and qualifications are outlined in greater detail in the enclosed Regulation. In summary, they are:

- An exemplary service record
- 10 or more years of service in British Columbia
- A baccalaureate or master's degree or equivalent, OR the rank of Inspector or higher for at least four years
- A qualifying supervisor or police board's written recommendation for a commission

.../2

At this time, I am requesting that you provide recommendations for officers within your police agency that meet the above criteria and qualifications. Attached is the recommendation form to be used for this purpose. Recommendations for officers ranked Inspector or higher must be submitted by the Chief Constable or Chief Officer. Recommendations for Chief Constables or Chief Officers must be submitted by the Chair of the Police Board.

Recommendations will be solicited by my office once a year. For 2022, I request that recommendations be submitted to my office by August 31, 2022. I expect that individual Commissions will be ready for presentation in December.

Please note that an officer must be serving at the time that the Lieutenant Governor orders the commission be issued. As we do not anticipate that commissions will be issued until December, any officer that is planning on retiring or resigning from the police agency before that time will not be eligible to receive a commission.

If you have any questions regarding the criteria and qualifications, please feel free to contact Corinne Alexander at 778-698-9602 or Corinne.Alexander@gov.bc.ca

Regards,



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

Attachments

- Enclosure 1 – Commissions Recommendation Form
- Enclosure 2 - Provincial Symbols and Honours Act Part 3
- Enclosure 3 – Police Officer Commissions Regulation



**POLICE OFFICER COMMISSION
RECOMMENDATION**

POLICE AGENCY:

RECOMMENDED BY:

FULL LEGAL NAME OF OFFICER BEING RECOMMENDED:

Date:

(Chief Constable/Chief Officer/Police Board Chair)

CURRENT RANK:

CRITERIA AND QUALIFICATIONS (please confirm that the criteria and qualifications are met):

The officer's service record of discipline does not contain any serious disciplinary or corrective records referred to in sections 126(1) (a) to (h) of the *Police Act*

10 or more years of service in British Columbia

A baccalaureate or master's degree or equivalent

OR

Rank of Inspector or higher for at least 4 years

WRITTEN RECOMMENDATION: Please provide a written recommendation outlining how the officer meets each of the criteria and qualifications as per the Police Officer Commissions Regulation, sec 4 (maximum 150 words). If the officer has a baccalaureate or master's degree, please provide the name of the degree and issuing institution. Also please include the date of promotion to rank of Inspector.

I hereby certify that the information provided in this recommendation is true and correct to the best of my knowledge and belief.

Chief Constable/Chief Officer/Chair, Police Board

Date

Provincial Symbols and Honours Act

73 The Provincial Symbols and Honours Act, R.S.B.C. 1996, c. 380, is amended by adding the following Part:

PART 3 — POLICE OFFICER COMMISSIONS

Definitions

21 In this Part:

"commission" means a commission referred to in section 22;

"minister" means the minister responsible for the administration of the *Police Act*;

"officer" means a person who is appointed under the *Police Act* as

- (a) a municipal constable or chief constable, or
- (b) a designated constable, deputy chief officer or chief officer of a designated policing unit, if the designated policing unit is prescribed as a police force under section 1.1 (c) of that Act.

Officer commissions

22 On the recommendation of the minister, the Lieutenant Governor in Council may authorize the issue of a commission under the Great Seal to an officer

- (a) whose rank is inspector or higher,
- (b) who meets prescribed criteria, if any, and
- (c) who has the prescribed qualifications.

Revocation and return of officer commissions

23 (1) A person to whom a commission has been issued is ineligible to keep the commission

- (a) if the person is dismissed under Part 11 of the *Police Act*,
- (b) if the person's rank is reduced to a rank lower than inspector, or
- (c) in prescribed circumstances.

(2) A commission that has been issued to a person is revoked on the date the person becomes ineligible to keep the commission.

(3) If a person to whom a commission has been issued is ineligible to keep the commission, the minister and the person must be notified by the following:

- (a) if the person is or was a municipal constable other than a chief constable, notice must be given by the chief constable of the municipal police department with which the person is or was employed at the time the person became ineligible;
- (b) if the person is or was a chief constable, notice must be given by the board of the municipal police department with which the person is or was employed at the time the person became ineligible;
- (c) if the person is or was a designated constable or deputy chief officer of a designated policing unit, notice must be given by the chief

officer of the designated policing unit with which the person is or was employed at the time the person became ineligible;

(d) if the person is or was a chief officer of a designated policing unit, notice must be given by the designated board that governs the designated policing unit with which the person is or was employed at the time the person became ineligible.

(4) A person to whom a commission has been issued must return the commission to the minister within 30 days after the person receives notice under subsection (3).

Officer commissions regulations

24 On the recommendation of the minister, the Lieutenant Governor in Council may make regulations for the purposes of sections 22 (b) and (c) and 23 (1) (c).

Commencement

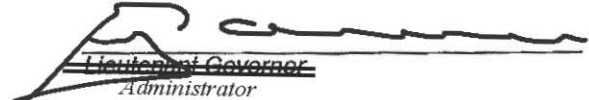
74 The provisions of this Act referred to in column 1 of the following table come into force as set out in column 2 of the table:

Item	Column 1 Provisions of Act	Column 2 Commencement
1	Anything not elsewhere covered by this table	The date of Royal Assent
2	Sections 1 to 26	By regulation of the Lieutenant Governor in Council
3	Sections 29 to 36	By regulation of the Lieutenant Governor in Council
4	Sections 39 and 40	By regulation of the Lieutenant Governor in Council
5	Sections 42 and 43	By regulation of the Lieutenant Governor in Council
6	Section 44	July 1, 2014
7	Sections 47 and 48	July 1, 2014
8	Section 49	By regulation of the Lieutenant Governor in Council
9	Section 73	By regulation of the Lieutenant Governor in Council

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 267

, Approved and Ordered May 22, 2015


~~Lieutenant Governor~~
Administrator

Executive Council Chambers, Victoria

Administrator

On the recommendation of the undersigned, the ~~Lieutenant Governor~~, by and with the advice and consent of the Executive Council, orders that

- (a) section 73 of the *Justice Statutes Amendment Act, 2014*, S.B.C. 2014, c. 9, is brought into force, and
- (b) the attached Police Officer Commissions Regulation is made.



Attorney General and Minister of Justice



Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: *Justice Statutes Amendment Act, 2014*, S.B.C. 2014, c. 9, s. 74; *Provincial Symbols and Honours Act*, R.S.B.C. 1996, c. 380, s. 24

Other: _____

April 28, 2015

R/159/2015/10

POLICE OFFICER COMMISSIONS REGULATION

Contents

- 1 Definitions and interpretation
- 2 Prescribed criteria for officer commissions
- 3 Prescribed qualifications for officer commissions
- 4 Matters to be confirmed in written recommendation

Definitions and interpretation

- 1 (1) In this regulation:
 - “**Act**” means the *Provincial Symbols and Honours Act*;
 - “**director of police services**” has the same meaning as “director” in the *Police Act*;
 - “**provincial constable**” means a provincial constable within the meaning of the *Police Act*;
 - “**serious disciplinary or corrective measures**” means any of the disciplinary or corrective measures referred to in section 126 (1) (a) to (h) of the *Police Act*;
 - “**service record of discipline**” means a service record of discipline within the meaning of the *Police Act*.
- (2) In respect of an officer who is a designated constable, deputy chief officer or chief officer of a designated policing unit,
 - (a) the meaning set out in subsection (1) for “serious disciplinary or corrective measures” is subject to any changes made by regulation under section 184 (2) (i) of the *Police Act* in relation to any of the disciplinary or corrective measures referred to in section 126 (1) (a) to (h) of that Act, and
 - (b) the meaning set out in subsection (1) for “service record of discipline” is subject to any changes made by regulation under section 184 (2) (i) of the *Police Act* in relation to any of the provisions of that Act that relate to service records of discipline.
- (3) For certainty, a service record of discipline does not include records that, under section 180 (8) of the *Police Act*, have been expunged from the service record of discipline.

Prescribed criteria for officer commissions

- 2 (1) This section sets out the prescribed criteria for an officer for the purposes of section 22 (b) of the Act.
- (2) The officer’s service record of discipline must not include any record of serious disciplinary or corrective measures imposed in relation to, or accepted by, that officer.
- (3) The officer must be recommended for a commission by way of a written recommendation to the minister made by the director of police services or by,
 - (a) in the case of an officer who is a municipal constable of a municipal police department, the chief constable of the municipal police department,

- (b) in the case of an officer who is a chief constable of a municipal police department, the municipal police board of the municipal police department,
- (c) in the case of an officer who is a designated constable or deputy chief officer of a designated policing unit, the chief officer of the designated policing unit, and
- (d) in the case of an officer who is a chief officer of a designated policing unit, the designated board that governs the designated policing unit.

Prescribed qualifications for officer commissions

- 3** (1) This section sets out the prescribed qualifications for an officer for the purposes of section 22 (c) of the Act.
- (2) The officer must have
- (a) 10 or more years of service as an officer, or
 - (b) a combined total of 10 or more years of service as an officer or a provincial constable.
- (3) The officer must have at least one of the following:
- (a) a baccalaureate degree or masters degree, or a degree equivalent to a baccalaureate degree or masters degree;
 - (b) the rank of inspector or higher for 4 or more years during the period the officer has served as an officer.

Matters to be confirmed in written recommendation

- 4** A written recommendation referred to in section 2 (3) must include the following:
- (a) confirmation of the officer's rank;
 - (b) confirmation that the officer meets the criteria for a commission prescribed by section 2 (2);
 - (c) confirmation that the officer has the qualifications for a commission prescribed by section 3.



August 25, 2022
Ref: 633618

Chairs of Municipal Police Boards
Chair, SCBCTA Police Services Board
Chair, Stl'atl'imx Tribal Police Services Board
Chief Constables of Municipal Police Departments
Chief Officer, SCBCTA Police Service
Chief Officer, Stl'atl'imx Tribal Police Service
Deputy Commissioner, Commanding Officer, RCMP "E" Division

Dear: Sirs/Madams:

Re: Training Requirements in BC Provincial Policing Standards coming into effect

I am writing to bring to your attention various requirements, including training requirements, in recently approved *BC Provincial Policing Standards* (hereafter the Standards) that are coming into effect in the year ahead. Specifically, I would like to highlight the following Standards:

[Standard 3.2.6\(6\) – Training to enhance service delivery to vulnerable communities](#) (Effective date: December 31, 2022)

- All front-line police officers and front-line supervisors have completed *Evidence-based, Risk-focused Intimate Partner Violence Investigations* (BC-IPV).
- Please note that prior to the effective date, your officers must take this refreshed training course which now combines and replaces the requirement to take both the *Domestic Violence I: Evidence-based, Risk Focused Domestic Violence Investigations* and *Domestic Violence II: Assessing Risk and Safety Planning in Domestic Violence* (DVI and DVII) which are no longer available.

.../2

Ministry of Public Safety and
Solicitor General

Policing and Security Branch

Mailing Address:
PO Box 9285 Stn Prov Govt
Victoria BC V8W 9J7

Telephone: 250 387-1100
Facsimile: 250 356-7747
Website: www.gov.bc.ca/pssg

[Standard 3.2.7 – Major Case Management \(MCM\) Training for Command Triangle Roles.](#)

(Effective date: January 12, 2023)

- Consistent with the requirements in [Standard 5.2.2](#), officers or IIO investigators must have successfully completed a provincially-approved training course for the Command Triangle role for which they are assigned. A list of the provincially-approved training can be located in the Standard. Those who completed MCM training for a Command Triangle Role prior to the effective date of the Standard may still act in a Command Triangle Role in which they were previously trained.

Additionally, the Standards associated with Community Partnerships and Equitable Policing (i.e. Standards [6.1.1](#), [6.1.2](#), and [6.1.3](#)) will come into effect July 30, 2023. These Standards require police agencies and police boards to have policies and procedures on specific matters and to take specific actions to ensure that policing services throughout BC are delivered equitably, and in a manner that is responsive to the needs and realities of racialized or otherwise marginalized persons and communities.

While not in effect until 2024, I also wanted to highlight that the following Standards also have training components so that you may plan accordingly:

[Standard 3.2.5 \(1\) – Training to promote equitable and unbiased policing](#) (Effective July 30, 2024)

- All front-line police officers and front-line supervisors have completed *BC Fair and Impartial Policing Training* or a provincially-approved equivalent.

[Standard 3.2.6 \(1\)-\(5\) – Training to enhance service delivery to vulnerable communities](#)

(Effective July 30, 2024)

- All police officers or IIO investigators: (a) have completed a training course, developed and delivered in collaboration with representatives from, as applicable, the local First Nation(s) and/or Indigenous organizations, which includes at minimum, the history and legacies of police relations with Indigenous peoples in the community; or (b) have completed a provincially-approved training on the history and current status of Indigenous peoples, including the history and legacies of police relations with Indigenous peoples in British Columbia.
- All front-line police officers, front-line supervisors, or IIO investigators have completed *Trauma-Informed Practice Foundations Curriculum for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia* online training or a provincially-approved equivalent training course.

.../3

Page 3

Finally, I wanted to address the temporary suspension of several Standards pertaining to use of force requalification. The temporary suspension was to support BC police agencies in their operational and business continuity and has been in effect from March 21, 2020. This suspension will lift effective May 1, 2023.

All Standards are posted on the government website for you to review in full.
(<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>).

If you have any questions about these standards, please contact Lucie Vallieres, Senior Program Manager, Standards and Training, Policing and Security Branch (lucie.vallieres@gov.bc.ca).

Thank you in advance for your attention to these matters.

Regards,



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

pc: Supt. Deborah Bourne, OIC E Division Training, Pacific Regional Training Centre
Jennifer Keyes, Director of Police Academy, Justice Institute of BC

September 12, 2022

**A MESSAGE FROM MARVIN ROTRAND
NATIONAL DIRECTOR, LEAGUE FOR HUMAN RIGHTS, B'NAI BRITH CANADA
POLICE UNDIROM RULES THAT ACCOMMODATE MINORITIES**

Dear Friend,

Over the past year B'nai Brith has worked with police departments across Canada to adjust police uniform rules that were adopted decades ago when Canada was a more homogeneous country, and which today act as a barrier excluding otherwise qualified candidates from being hired as police officers.

Often the only impediments to a person from a religious minority pursuing a career in policing are regulations governing the wearing of religious headgear.

We believe that no one who is qualified and has value to add should be excluded due to inflexible regulations that no longer reflect the diverse reality of today's Canada. No one should be excluded when a minor reasonable accommodation can serve the public interest as well as meet the needs of a particular police department and of the candidate for a position as a police officer.

We have had great success coast to coast. We convinced some police forces which mentioned some religious headgear in their regulations to include others that were not listed. We also convinced other police services which indicated an openness to hiring persons from religious minorities to specifically mention headgear such as dashers, turbans, hijabs, kipahs and others in their rules.

B'nai Brith received written assurances from major departments including the Royal Canadian Mounted Police (RCMP), the Ontario Provincial Police (OPP), the Toronto Police Service, the Vancouver Police Service, Calgary Police Service and Edmonton Police that they have or soon will have clearly written rules that welcome qualified candidates who wear religious symbols.

In launching our efforts, B'nai Brith's goals were:

- to convince police departments that accommodating diversity allows access to a larger pool of qualified candidates, better reflects the demographics of modern-day Canada and provides more effective community policing;

.../2



2.

- to convince Justice Ministers to legislate something akin to Connecticut State Bill 133 (link below and which goes into effect October 1) which requires all 17 police agencies in that state to have policies in place to accommodate religious symbols on police uniforms. We felt it is easier to have a law with the same rule province wide rather than convince departments one at a time.

Here's how we assess what happened:

- we had excellent cooperation. Most departments stated that they would modify the language in their policies to specifically allow religious symbols. The RCMP alerted us that it already accepts turbans and hijabs (official models available in its commissary) and henceforth will allow kippahs. Members may wear their own until an approved model is adopted. The OPP committed to working with us for clarity in its policies. Toronto has set up a Chief's Jewish Community Consultative Committee to adopt an approved kippah;
- every police department told us that officers wearing religious symbols are as effective and professional as officers who don't, and that the public accepts them in the same way as other officers;
- Nova Scotia and British Columbia wrote us that they are moving toward a Connecticut solution. We have had preliminary discussions with another province as well.

Quebec:

The province of Quebec adopted a law that precludes the hiring of persons wearing religious symbols for certain jobs. That includes for uniformed officers. Quebec is the only jurisdiction in North America to have such a law to exclude minorities. We see the law as discriminatory and offering no provable public benefit.

- B'nai Brith opposes Bill 21 and awaits the courts to clarify the reach of the law. The law seems clear in its prohibition of religious symbols for uniformed officers. We however feel it should not apply to civilian employees and have asked the Sûreté du Québec for some clarifications.

Quebec has offered no proof that a police force that bans religious symbols is more effective than one that does not.

- the trend in policing across the United States and Canada is increasingly to allow officers to wear religious symbols making Quebec a real anomaly;

.../3



3.

- as jurisdictions are more than ever concluding that a more diverse police department is an asset; we say there is no proof that an officer wearing a religious symbol is less professional than one who does not. We invite Quebec to release any documentations showing that Bill 21 has created a public benefit when it comes to public security.

B'nai Brith has now written to the Justice Ministers of all the provinces except Quebec. We have advised them of Connecticut State Bill 133 and is the exact opposite of Quebec's Bill 21 in that it makes it mandatory for every police department in the state to have policies that accommodate minority candidates who wear religious symbols:

<https://www.cga.ct.gov/2022/TOB/S/PDF/2022SB-00133-R00-SB.PDF>

We have urged Canadian jurisdictions to do the same. Following Connecticut's example will permit Canadian police departments to benefit from a larger, more diverse, pool of talented candidates.

In all cases, the departments we surveyed say the minor uniform changes are supported by the public and that officers wearing religious symbols are as professional and effective as officers who don't. A province-wide law means that local departments don't have to be convinced one at a time to have more accommodating uniform regulations.

Our research shows having a diverse police force which reflects what the population of today's Canadian cities actually look like, reassures the public. It facilitates community policing and enables police departments to focus on crime prevention rather than repression. Clearly, that benefit isn't available in Quebec where the law prevents departments from making the same accommodations to attract candidates from religious minorities as are being put in place just about everywhere else

We invite the public to support our on-going efforts particularly at the provincial level by having legislatures adopt laws similar to the one in Connecticut. We will report back on this dossier in several months as we expect further positive developments.

Yours truly,



Marvin Rotrand
National Director - League for Human Rights
B'nai Brith Canada



FW: Police Board: Save the Date: Governing in the Public Interest - Nov 10th 2022

Please ensure all Police Board Chairs, Mayors, receive the information below from CABRO.

Thank you,

Katie



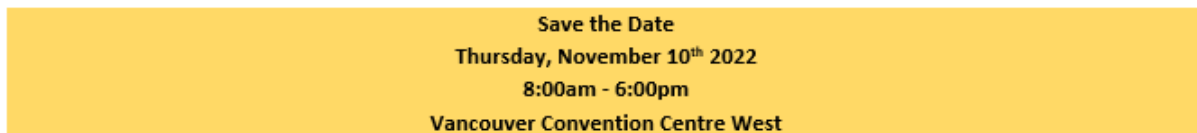
Dear Mayors,

We are excited to announce that the Governing in the Public Interest conference is returning in-person at the Vancouver Convention Centre this fall!

It has been three years since we've been able to host this foundational training and networking event for our provincially appointed public sector board members, and we are so thrilled to be able to build upon the previous conference's focus on citizen-centered governance. This year's agenda will include important themes such as Equity and Inclusion, Reconciliation and Decolonization, and Alignment with Government in addition to best practices and conflict management.

The conference will be available to you at no cost, but there is a limited number of seats available. We are allocating two spots for each police board. **Please reply back to governinginthepublicinterest@gov.bc.ca with your city, names and e-mail address of two members who are committed to attend by Friday, September 23rd.** We do encourage that you nominate two new publically-appointed members to maximize the benefit of the trainings. Please note that you will be responsible for any travel-related costs.

Please save the date – Thursday, November 10th, 2022 from 8:00 am – 6:00 pm. Stay tuned for updates in the coming weeks. Full agenda details and registration form will be sent to the selected members in early October. We look forward to seeing you!



Registration will open in early October 2022.

We also would like to encourage all board members to enroll in the free [Governing in the Public Interest \(GIPI\) online certificate training program](#). This course is designed to provide appointees with the foundational knowledge to succeed in their roles and will be a pre-requisite required for those who plan to attend the conference. If you would like to register, please send a request to Lianna Olson at Lianna.Olson@gov.bc.ca.

If you have any questions, please feel free to reply to this e-mail. Please also let us know if this invitation should be extended to another recipient.

Best Regards,
Crown Agencies Secretariat

PREVIOUSLY DISTRIBUTED INFORMATION - JULY AND AUGUST, 2022

Re: Police Board Training Program – Curriculum Development

From: PSSG Policing and Security Branch PSSG:EX <SGPSPB@gov.bc.ca>

Sent: July 12, 2022 10:22 AM

To: Norm Lipinski <Norm.Lipinski@surreypolice.ca>

Subject: RE: BC Police Board Training Program – Curriculum Development - 632724

Chief Constable Norm Lipinski
Surrey Police Service
Email: norm.lipinski@surreypolice.ca

Deputy Chief Constable Colin Watson
President
British Columbia Association of Municipal Chiefs of Police
Email: colin.watson@vicpd.ca

Dear Chief Constable Lipinski and Deputy Chief Watson:

I am pleased to advise that the Police Board training program (the Program) referenced in our previous correspondence dated October 26, 2021, is scheduled for implementation this fall. Further to that letter, Jenna Lightbody from WATSON Advisors Inc. will be contacting you in the near future to schedule a convenient time to provide you with an update on the Program development and to discuss curriculum content for the Foundations 101 Module to include the police leadership perspective as it relates to Police Board governance and oversight responsibilities.

For your information, a self-directed Governance Primer Module will be available to all newly appointed Police Board members this Summer. Registration will be open for the Foundations 101 Module in August 2022, to be implemented in Fall 2022. I look forward to sharing the Governance Primer Module with you when we meet.

If you wish to discuss the Program further, or have any questions, please don't hesitate to contact me at david.pilling@gov.bc.ca, or by phone at 778-698-8375.

Sincerely,

David Pilling
A/Executive Director
Municipal Policing Governance
And Oversight Division
Policing and Security Branch

Cc: Suzie Cho, Practice Lead, WATSON Advisors Inc.; suzie@watsoninc.ca
Jenna Lightbody, Content Development, WATSON Advisors Inc.; jenna@watsoninc.ca



July 27, 2022

Occupational Stress Injury Dog Joins Surrey Police Service

Surrey Police Service (SPS) has welcomed an accredited canine whose primary job will be supporting policing employees in the workplace. Ragnar comes to us as a fully trained Occupational Stress Intervention Dog from the Operation Stress Service Dog division of BC Guide Dogs, VICD Service Dogs. Occupational Stress Intervention Dogs (OSID) are specially trained to help individuals deal with trauma, emotional distress, anxiety, and work stressors.

Ragnar, a two-year old yellow Labrador, became SPS's newest 'recruit' on May 10, 2022, and like all new Surrey Police Service staff, he and his SPS handler, Sergeant Kaleigh Paddon embarked on a comprehensive training program (this one with VICD Service Dogs Instructors) upon arrival. Today he has successfully completed all his training and is now qualified to be deployed as our SPS OSID dog. Sergeant Kaleigh Paddon from the SPS Wellness Unit will be Ragnar's primary caretaker, both on duty, and off duty. Ragnar and his handler will attend critical incident callouts and post incident debriefings that have impacted sworn and civilian employees. He will also attend meetings, training and events geared toward promoting SPS mental health services and resources for employees.

Police officers are required to respond to critical and potentially traumatic incidents on a daily basis, and civilian police support workers are also regularly impacted by these same incidents. Repeated exposure to traumatic incidents can lead to long-lasting negative impacts on the employee and, subsequently, the organization and community. Our SPS Wellness Unit will use Ragnar's specialized training to mitigate the damaging effects of these exposures and experiences.

This OSI dog is being generously provided to SPS by [VICD Service Dogs a division of BC Guide Dogs](#), with support from [Wounded Warriors Canada](#). VICD is a division of BC and Alberta Guide Dog and specializes in providing facility dogs that are trained specifically for environments with persons suffering from OSI's and trauma.

This innovative and important program for SPS could not have been facilitated without the generous support and donation from Wounded Warriors Canada. The investment by Wounded Warriors Canada goes beyond financial sponsorship, it involves partnering with SPS to support collaborative efforts to advance the health and wellness of SPS staff and families.

"We are grateful to Wounded Warriors Canada and B.C Guide Dogs for their invaluable assistance in allowing SPS to launch this innovative and tremendously important program," says SPS Chief Constable Norm Lipinski. "A cornerstone of Surrey Police Service is our commitment to employee wellness and we are proud to be able to offer this dedicated mental health support to all of our employees."



SURREY POLICE SERVICE

MEDIA RELEASE

Media Contact:

Ian MacDonald

Surrey Police Service

Media Liaison

Phone: 604-349-6985

Email: media@surreypolice.ca







August 11, 2022
Report from the Nominations Committee

Nominations Committee

- Chair, Micki Ruth, former Chair of the Edmonton Police Commission & CAPG Past-President.
- David Walker, member of the Bridgewater Board of Police Commissioners and former Treasurer of CAPG.
- Mary Collins, member of the Saanich Police Board and former CAPG Board member.
- Sandy Smallwood, former Vice Chair of Ottawa Police Services Board and former CAPG Vice-President.

Election of Directors / Nomination Procedure

The purpose of a nominations committee is to get a slate of directors ready for the members to vote on at the annual meeting. It must follow the provisions of the Canada Not for Profit Corporations Act (CNCA) as well as the by-laws in this regard. The principle underlying the CNCA, which is one of the reasons the Act is clear that the members elect the directors, is a principle of member democracy. This means that the corporate law expects that the members have the right to choose who will run the organization.

Under the CNCA subsection 128 (3) states, “Members shall, by ordinary resolution at each annual meeting at which an election of directors is required, elect directors to hold office for a term expiring within the prescribed period.”

Nominations Procedure:

- a. Issue & circulate official Call for Nominations at least 90 days before AGM
- b. Strike Nominations Committee
- c. Review Nominations received to ensure they are compliant with by-laws and are completed correctly with supporting signatures
- d. Conduct due diligence around candidates to ensure they are eligible and qualified as candidates

- e. Meet to review and recommend a slate for election by members/or a slate that will require nominees to be elected by ballot
- f. Notify candidates of the results of their nomination
- g. Publish official slate of nominees to members in advance of AGM
- h. Present Nominations Committee report with the slate to members for election at the AGM
- i. Consult legal counsel if there are any questions or doubts about process.

The call for nominations was sent within the prescribed time with a closing date of July 15, 2022.

NOMINATIONS RECEIVED

Name of proposed Directors for Re-appointment/Election	Province/designation	Eligible for Election
Firth Bateman, Delta Police Board	British Columbia	Yes
Daniel Bellegarde, File Hills First Nations Police Board of Police Commissioners	First Nations	Yes
Andrew Minor, Manitoba Police Commission	Non Police Board Organization	Yes
Amtul Siddiqui, Calgary Police Commission	Alberta	Yes
Jyotsna (Jo) Custead, Saskatoon Board of Police Commissioners	Saskatchewan	Yes
Sherri Thomas, Manitoba First Nations Police Board	Manitoba	Yes
Name of proposed directors for New Appointments/re-appointment/Election	Ontario (2 seats) with 3 nominees	
Ann Morgan, Toronto Police Services Board*	*Ann Morgan was appointed to the CAPG board in February 2022 to replace Diane Deans	Yes
Jen Lawson, Niagara Region Police Services Board		Yes
Jim Harrison, Quinte West Police Services Board		Yes
Cheney Cloke, Surrey Police Board	British Columbia (1)	Yes
Oluyemi Akindoju, Halifax Board of Police Commissioners	Nova Scotia	Yes
Vacancies still remaining		
Nomination from the floor at AGM	First Nations (1)	
Nomination from the floor at AGM	Manitoba (1)	
Nomination from the floor at AGM	New Brunswick	

The Nominations Committee reviewed the nominations received above and determined that each nominee is eligible, have completed their required documentation and have the support of their board/commission.

There are three eligible nominations for two Ontario vacancies and therefore a vote will take place at the Annual General Meeting to elect two candidates for the final slate.

There are also three outstanding vacancies (Manitoba, New Brunswick & First Nations) that may be filled under the process of nominations from the floor.

Therefore, at the Annual General Meeting, members present will be asked to:

1. Approve the slate of Directors proposed by the Nominations Committee:
 - a. Daniel Bellegarde, First Nations
 - b. Sherri Thomas, Manitoba
 - c. Firth Bateman, British Columbia
 - d. Cheney Cloke, British Columbia
 - e. Amtul Siddiqui, Alberta
 - f. Jyotsna (Jo) Custead, Saskatchewan
 - g. Oluyemi Akindoju, Nova Scotia
 - h. Andrew Minor, Non-Police-Board-Organization
2. Elect two Directors from Ontario, by secret electronic ballot, to fill the two vacancies;
3. Elect one Director from Manitoba, by nomination from the floor, to fill the vacancy;
4. Elect one Director from New Brunswick, by nomination from the floor, to fill the vacancy;
5. Elect one Director from First Nations, by nomination from the floor, to fill the vacancy.

Voting Process at the Annual General Meeting for Nominations where a run-off is required to determine the two candidates for Ontario.

When there are more nominees than vacant seats it will require a vote by the members eligible to determine the result.

- Notice was sent to CAPG members on August 11, 2022 that there are three eligible nominees for two directors from Ontario.
 - Ann Morgan, Toronto Police Services Board*
 - Jen Lawson, Niagara Region Police Services Board
 - Jim Harrison, Quinte West Police Services Board

The following notice was sent to the three nominees from Ontario:

According to both the CAPG by-laws and the Canada Not for Profit Corporations Act (CNCA) your nomination meets all of the eligibility requirements and was accepted by the Nominations Committee. Since more than two qualified nominations were received for the two vacancies in Ontario, an election will have to be held.

To begin the process:

- Each nominee is asked to fill out a Mirror Test.
- Each nominee is required to provide a letter of support from their board chair or another board member, independent from the nominee, outlining why their candidate is best suited to be elected to represent Ontario including their knowledge and experience of police governance.
- The letter should be a maximum of 500 words and to allow for a fair election, no additional items will be accepted with the letter.
- The deadline for submission of the letter and the Mirror Test is FRIDAY, AUGUST 19, 2022
- These documents will be circulated in the AGM package sent to members so that members have knowledge about who they are voting for.
- Each of the nominees will have 3 minutes to introduce themselves and address the members at the Annual General Meeting on Thursday, September 1, 2022 (virtual).

The election will take place at the virtual Annual General Meeting (AGM) on Thursday, September 1 from 2:00 pm (EDT) to 4:30 pm (EDT).

- Only ONE representative per member will be designated to carry the vote on all business matters at the AGM including the election of the slate.
- The voting will be anonymous.
- Voting will be managed by Rebecca Boss who is managing the technical aspects of the conference for CAPG.
- Voting will take place using a virtual polling feature from the members present on the virtual call eligible to vote
- Results of the vote counts will be announced and the candidates with the most votes will be added to the final slate of directors for election.

Voting Process at the Annual General Meeting for Nominations from the Floor.

When there are no nominees for vacant seats it will require nominations from the floor.

- Notice was sent to CAPG members on August 11, 2022 that three seats (Manitoba, New Brunswick & First Nations) remain vacant for the 2022-2023 term and therefore nominations will be taken from the floor
- A form was circulated with this notice for nominees to complete and submit to the Nominations Committee by Friday, August 26, 2022
- Nominees will need a proposer and seconder
- If there is more than one nomination from the floor then the nominees will be allowed 2 minutes to speak to the delegates prior to voting
- Voting will take place using a virtual polling feature from the members present on the virtual call eligible to vote
- Results of the vote counts will be announced
- A final complete slate of nominees will be then put forward for election by the members present and eligible to vote.

The overarching principle guiding the Nominations Committee was to ensure procedures for the election of directors is compliant with both the CAPG by-laws and Canada Not for Profit Corporations Act (CNCA) but also that it is fair, open and transparent to our members.

Respectfully submitted,

Micki Ruth, Chair

On behalf of the Nominations Committee



BC ASSOCIATION OF CHIEFS OF POLICE EDI UPDATE

Vol 1. Issue 3. 2022

OVERVIEW

With a keen eye on the external perceptions and internal realities of policing in Canada, the British Columbia Association of Chiefs of Police Equity, Diversity, and Inclusion (EDI) Update aims to provide provincial police leaders with a quarterly brief on inter-agency work within the EDI space.

In an effort to encourage and develop cooperation amongst members, we invite all agencies to submit their updates and insights to jthirsk@deltapolice.ca to add their name to the list of contributing police departments moving forward.



DELTA POLICE DEPARTMENT

The goal of EDI is to look at the world through a broad lens; to see things differently. It is important work, at a critical time, and the DPD Equity, Diversity, and Inclusion Unit (EDIU) is committed to helping set the standard for police departments in BC.

In Q2 2022, the EDIU has undertaken the following initiatives:

- Distributed DPD Visor Cards, created in partnership with [The Wavefront Centre for Accessibility](#) and VPD, for better communication between sworn members and the deaf and hard of hearing community;
- Presented the DPD's EDI training materials to E-Division Major Crimes and the [BCACP Annual Police Leadership Conference](#) in Penticton;
- Delivered in-house EDI Training to Class 168 Recruits and 50+ DPD Community Police Office Volunteers;
- Updated the EDIU Library with copies of three new books we're reading, and three new books we're reading with our kids (all in the EDI space) for DPD staff to borrow;
- Updated our internal EDI + Wellness newsletter to include an overview of a different world religion each

DID YOU KNOW?



The [EDIU Library](#) is updated quarterly based on external feedback on books, movies and television shows that feature EDI prominently.

month, from its historical origins to local influence and cultural customs;

- Participated in the Tsawwassen First Nation's (TFN) [National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirit People](#) (MMIGS2) march, and National Indigenous Peoples Day; and
- Provided an EDI update to the [Mayor's Task Force on Diversity, Inclusion, and Anti-Racism](#)

CONTACT:

Cst. Joel Thirsk (he/him)
Equity, Diversity, and Inclusion Unit
Delta Police Department
4455 Clarence Taylor Crescent, Delta, BC. V4K 3E1
jthirsk@deltapolice.ca | @dpdediu



VANCOUVER POLICE DEPARTMENT

The work of the VPD's Diversity, Inclusion, and Indigenous Relations Unit (DIIRU) continues to reflect the changing landscape of policing in Canada.

In Q2 2022, DIIRU has undertaken the following initiatives:

- Facilitated the 2nd Annual Senior Health and Safety Fair, welcoming 350+ seniors to learn from wellness providers, advocates, and first responders about crime prevention and personal safety;
- Hosted a Recruiting Information Session with [Out on Patrol](#), highlighting both the career, and lived experience from 2SLGBTQ+ officers;
- Attended the [QMUNITY IDAHOT Breakfast](#) and [Out on Patrol Coming Out Party](#); and
- The VPD welcomed four new Indigenous Cadets to the program this summer: Jenna, Azalea, Kaelyn, and Jsee. The [Indigenous Cadet Program](#) is funded by the

FYI



The Out on Patrol Society was officially endorsed by the BCACP in a motion at the Annual Conference in Penticton.

Aboriginal Community Career Employment Services Society (ACCESS) for Indigenous peoples aged 19-29 interested in a career in policing.

CONTACT:

Lori Hemm (she/her)
Program Coordinator
Diversity, Inclusion and Indigenous Relations Unit
Vancouver Police Department
3585 Graveley Street, Vancouver, BC. V5K5J5
Lori.hemm@vpd.ca | @vpddiversity



DID YOU KNOW?

Since 2015, 200+ newcomer youth aged 15-18 from Syria and Iran to Columbia and Venezuela have graduated from the [NewKids program](#).



SAANICH POLICE DEPARTMENT

In January 2020 the SPD started the Recruiting, Equity, Diversity, and Inclusion or "REDI" Committee to spearhead and synergize a number of initiatives underway or in ideation throughout the department.

In Q2 2022, the REDI Committee has undertaken the following initiatives:

- Began the SPD hiring practice review, evaluating the process' impact on diverse candidates in an effort to enhance inclusive hiring practices, build diverse talent pools, counteract unconscious bias, and advance inclusive onboarding practices;
- Participated in an Indigenous Learning Event led by Elder Maryann Thomas where staff learned about Lekwungen culture, smudging, Elder introductions, and drum-making;

- Participated in two, four-hour bias training sessions led by UVic Professor Dr. Shawn Holmes to explore unexamined biases that compound systemic inequities, and how to unlearn them;
- Hosted a Lekwungen Territory guided tour through the traditional Lək̓ʷəŋən lands with historical significance to the Lekwungen Peoples and Saanich;
- Represented the SPD at the Pride [flag raising ceremony](#) at Municipal Hall and [Pride in the Park](#); and
- Participated in the [moose hide campaign](#), walk to end violence, Khalsa Day, Africa Fest, and [AHAVI celebration](#).

CONTACT:

Insp. Paul Douglas
OIC Staff Development Division, Saanich Police Department
760 Vernon Avenue, Victoria, BC. V8X 2W6
pdouglas@saanichpolice.ca | @saanichpolice



DID YOU KNOW?

The SPD also has a Committee for Indigenous Cultural Awareness and Education.



RCMP E DIVISION

The RCMP launched its EDI Strategy in January 2021 with a goal to identify clear, concrete and transparent actions under four pillars that will help embed EDI into the way the organization thinks about and perform all aspects of our mandate.

In Q2 2022, RCMP 'E' Division detachments have undertaken the following initiatives:

- Quesnel Detachment engaged with Quesnel Pride and participated in a community survey;
- Bella Bella Detachment, Dease Lake, and Telegraph Creek members volunteered to help vulnerable Elders in each community following severe storms and lengthy power outages by making and delivering food to families in need;
- New Hazelton Detachment partnered with the Northern Society for Domestic Peace Sex Assault Services;
- North Vancouver Detachment started their [Car 22 program](#), an Indigenous liaison partnership, and are working with indigenous communities to expand it. They also regularly attend North Shore Immigrant Inclusion partnership meetings, and have partnered with Capilano University on five student research projects to strengthen relationships;
- Terrace Detachment contributed to a missing persons toolkit led by the local Kermode Friendship Center, and discussed "what to expect" when working with the RCMP on missing persons files;
- Richmond Detachment participated in training on the generational impacts of Canada's Residential Schools on Indigenous Peoples;
- The Penticton-South Okanagan Wellness Committee is exploring new initiatives for members in conjunction with new [CISM training](#) for more robust aftercare to critical incidents;
- Kitimat Detachment Restorative Justice efforts included providing two sessions to Grade 9 classes at the local

DID YOU KNOW?



The 'E' Division D&I Unit facilitates the implementation of the larger [RCMP EDI Strategy](#). This includes educational resources and guiding tools; committee work with numerous units and detachments, and liaising with internal and external partners in the EDI space.

school by a member and Restorative Justice Facilitator which covered anti-bullying and cyber awareness;

- Lisims Nass Valley Detachment is working with the Nisga'a Lisims Government on cultural training for a "Nisga'a 101 Course" to provide members with a better understanding of the history of the Nisga'a Nation;
- Upper Fraser Valley Regional District attended the *Remembering the Coqualeetza Occupation* forum, where Elders shared stories on Residential School experiences;
- Tsay Keh Dene members attended an ice fishing event on Williston Lake where local students taught them how to drill through the ice and fish;
- Talka Landing members started a school-based Archery Program emphasizing Indigenous Culture, and have members involved in the weekly men's support group for trauma and addictions; and
- The Ladysmith Victim Services Coordinator is providing pro-active services to the Stz'uminus First Nation and Penelakut Tribe.

CONTACT:

C/M Victoria Johnson (she/her)
 Divisional Diversity and Inclusion Manager
 Strategic Services Section
 RCMP E Division HQ / Government of Canada
 14200 Green Timbers Way, Mailstop #1608,
 Surrey, BC. V3T 6P3
victoria.johnson@rcmp-grc.gc.ca | @bcrcmp



FYI

Kitimat now has 22 members who've been trained in the local Haisla Culture.



VICTORIA POLICE DEPARTMENT

In 2022, VicPD launched its refreshed Equity, Diversity and Inclusion Committee to advance inclusion throughout the organization and our communities.

In Q2 2022, the EDI Committee has undertaken the following initiatives:

- Developed a VicPD EDI Committee Mandate and Team Charter;
- Provided in-house EDI training, and training specific to Indigenous Cultural safety, to VicPD members and police staff;
- Commenced reviewing and actioning the [Greater Victoria Diversity Advisory Committee](#)'s recommendations;

DID YOU KNOW?



The [VicPD EDI Committee](#) consists of 19 staff, both sworn and civilian.

- Conducted an internal review on diversity as it relates to the hiring process; and
- Reviewed the existing promotional processes through an EDI lens.

CONTACT:

Kristine Marshall (she/her)
Office of the Deputy Chief
Victoria Police Department
kristine.marshall@vicpd.ca



SURREY POLICE SERVICE

The Surrey Police Service (SPS) Equity, Diversity, Inclusion and Human Rights Unit (EDI&HR) is committed to entrenching EDI&HR into the internal culture of the organization, and reflecting these values in our interactions with each other and the community.

SPS approached the [local Indigenous community](#) and requested an opportunity to recognize Indigenous culture in its swearing in ceremony. The Indigenous community led the initiative and gifted SPS with an [eagle feather](#) which speaks to the transition of SPS, where the feather is developing from an immature eagle but will mature to its own beauty.

Indigenous leaders explained to SPS staff that the eagle flies to the highest point, bringing thoughts and prayers up to the Creator. The eagle builds the relationship to truth and connection. The feather is used as a symbol of acknowledgement and respect, and the deep-seated interconnectedness of all living things, which is a sacred role given to the eagle.

All SPS employees begin their careers with an inclusive ceremony and an option for officers to swear their oaths with the sacred eagle feather or other books of faith. SPS is committed to decolonization, enhancing understanding, and building trust with all community members.

CONTACT:

S/Sgt. Sukh S. Sidhu (he/him)
Equity, Diversity, Inclusion and Human Rights Unit
Surrey Police Service
sukh.sidhu@surreypolice.ca

DID YOU KNOW?



Outside of spiritual beliefs, the eagle feather reflects an individual's distinct relationship to the human spirit and Creator of all things, a culture of gift giving and returning to the earth.

UPCOMING OBSERVANCES

JULY 2022

- July 1 **Canada Day**
- July 30 **Islamic New Year starts**
- July 31 **Vancouver Pride Parade**

AUGUST 2022

- August 1 **Emancipation Day (B.C.)**
- August 9 **International Day of the World’s Indigenous People**
- August 26 **International Women’s Equality Day**

SEPTEMBER 2022

- Sept 5 **Labour Day**
- Sept 10 **World Suicide Prevention Day**
- Sept 23 **International Day of Sign Languages**
- Sept 25 **Rosh Hashana starts**
- Sept 25 **Police and Peace Officers’ National Memorial Day**
- Sept 30 **National Day for Truth and Reconciliation / Orange Shirt Day**

IN THE KNOW

- The Globe and Mail Editorial Board pontificated on how [it’s easier to become a cop in Canada than an electrician](#);
- BC is introducing a [new law collecting race-based data](#);
- Canada’s [Army, Navy, and Air Force all have new commanders](#) amid promotion system;
- A national study has found that the overall [composition of religion is changing](#) at a rapid rate in Canada; and
- Governor-General Mary Simon eulogized the 215 missing children discovered in Kamloops, ending [a year of grieving](#).

Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decisions/policy making in a way that shares power.
In-Group Bias	The tendency for groups to “favour” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.
Intersectionality	An approach largely advanced by women of colour, arguing that classifications such as gender, race, class and others cannot be examined in isolation from one another.
Marginalized	Excluded, ignored, or relegated to the outer edge of a group, society, or community.

DID YOU KNOW?



The BC Law Enforcement Diversity Network (BCLEDN) meets bi-monthly, and is open to representatives from all BC law enforcement agencies looking to expand upon and share their department’s EDI work. Contact jthirsk@deltapolice.ca to represent your detachment or department at the next meeting.