



# SURREY POLICE BOARD

## Regular Meeting Agenda

Venue: Virtual  
Date: September 28, 2021  
Time: 4:00 PM

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ITEM	PRESENTER
<b>A. CALL TO ORDER</b>	Chair McCallum

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

**B. ADOPTIONS**

1. Adoption of the Agenda – September 28, 2021	Chair McCallum
2. Adoption of Minutes – July 20, 2021	Chair McCallum

**C. DELEGATIONS**

1. No Delegations.

**D. REPORTS**

**CHIEF CONSTABLE REPORTS**

1. <b>Surrey Police Union</b> Report No. 2021-R021 – For Information	Chief Lipinski
2. <b>SPS Officer Training – Conversion Course and Mandatory Training</b> Report No. 2021-R022 – For Information	Chief Lipinski
3. <b>Hiring and Diversity Metrics</b> Report No. 2021-R023 – For Information	Chief Lipinski
4. <b>Order of Merit</b> Report No. 2021-R024 – For Information	Chief Lipinski
5. <b>IACP Top 40 under 40 Award Recipients</b> Report No. 2021-R025 – For Information	Chief Lipinski

**COMMITTEE REPORTS**

**FINANCE COMMITTEE**

1. <b>Budget Update Year to Date Expenditures (One-time and Operational)</b> Report No. 2021-FIN018 – For Information (Presentation)	Elizabeth Model
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**GOVERNANCE COMMITTEE**

1. **Provincial Policing Standards on the Promotion of Unbiased Policing** Chief Lipinski  
Report No. 2021-GOV013 – For Information

**E. INFORMATION**

1. Letter from Canadian Police and Peace Officers Memorial Inc. – 2021 Memorial Application – Constable George McDonald Chief Lipinski
2. Letter from OPCC – Service or Policy Complaint Melissa Granum

**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 October 26, 2021. Chair McCallum

**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) (a), (c), and (d) of the *Police Act*, which states: Chair McCallum

- (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:
- (a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
  - (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** Chair McCallum



# SURREY POLICE BOARD

## Regular Meeting Minutes

Venue: Virtual  
Date: July 20, 2021  
Time: 4:00 PM

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### **Present:**

Doug McCallum, Chair  
Cheney Cloke  
Elizabeth Model  
James Carwana  
Manav Gill  
Jessie Sunner

### **Regrets:**

Meena Brisard  
Harley Chappell  
Michael LeSage, Deputy Chief

### **Province:**

Mark Reder

### **Staff Present:**

Norm Lipinski, Chief Constable  
Jennifer Hyland, Deputy Chief  
Todd Matsumoto, Deputy Chief  
Kyle Friesen, General Counsel  
Melissa Granum, Executive Director  
Marion Chow, Executive Assistant  
Forouzan Rezazadeh, IT Senior Project Mgr.  
Gayle Armstrong, Executive Service Manager  
Lisa Eason, Communications Manager  
Sukh Sidhu, S. Sgt.

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

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### **A. CALL TO ORDER**

The July 20, 2021 Regular Board meeting was called to order at 4:00 PM.

### **B. ADOPTIONS**

1. Adoption of the Agenda – July 20, 2021.

It was

Moved by James Carwana  
Seconded by Jessie Sunner

That the agenda of the Surrey Police Board meeting of July 20, 2021 be adopted.

Carried

2. Adoption of Minutes – June 22, 2021

It was

Moved by Cheney Cloke  
Seconded by Manav Gill

That the minutes of the Surrey Police Board meeting of June 22, 2021 be adopted.

Carried

**C. DELEGATIONS**

No delegations.

**D. REPORTS**

**CHIEF CONSTABLE REPORTS**

**1. Chief Constable Updates– Standing Report**

Report No. 2021-R018 – For Information

It was

Moved by James Carwana  
Seconded by Jessie Sunner

That the Board receive the report for information.

Carried

**2. SPS Sworn Officer Status**

Report No. 2021-R019 – For Information

It was

Moved by Jessie Sunner  
Seconded by James Carwana

That the Board receive the report for information.

Carried

**3. Systemic Racism in Policing in Canada: Report of the Standing Committee on Public Safety and National Security**

Report No. 2021-R020 – For Information

It was

Moved by Cheney Cloke  
Seconded by Jessie Sunner

That the Board receive the report for information.

Carried

**COMMITTEE REPORTS**

**FINANCE COMMITTEE**

**1. One-time Policing Transition Project - Budget Update Year to Date Expenditures**

Report No. 2021-FIN013 – For Information  
(Presentation)

It was

Moved by James Carwana  
Seconded by Jessie Sunner

That the Board receive the report for information.

Carried

**E. INFORMATION**

1. Service or Policy Complaint
2. Canadian Association of Police Governance (CAPG) Annual General Meeting and Call for Nominations
3. Surrey Police Board Reappointments
4. OPCC Bulletin – Information Bulletin #19 – Impact of COVID-19 Pandemic on Police Complaints Process

It was  
Moved by Cheney Cloke  
Seconded by Jessie Sunner

That the Board receive the above noted for information.

Carried

**F. CORRESPONDENCE**

1. Letter from Director of Police Services – Approval of Sworn Officer Status

It was  
Moved by Cheney Cloke  
Seconded by Jessie Sunner

That the Board receive the above correspondence.

Carried

**G. NEW BUSINESS**

No new business.

**H. NEXT MEETING**

The next meeting of the Surrey Police Board will be held on September 28, 2021.

**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) (a), (c), and (d) of the *Police Act*, which states:

It was  
Moved by James Carwana  
Seconded by Manav Gill

That the Board close the meeting to the public pursuant to Section 69 (2) (a), (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:

- (a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- (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 James Carwana  
Seconded by Jessie Sunner

That the July 20, 2021 Regular Board meeting be adjourned.

Carried

The Surrey Police Board regular meeting adjourned at 4:19 PM.

Certified correct:

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Marion Chow, Executive Assistant

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Doug McCallum, Chair



**REPORT DATE:** September 21, 2021

**REGULAR**

**BOARD MEETING DATE:** September 28, 2021

**BOARD REPORT #** 2021-R021

**TO:** Surrey Police Board

**FROM:** Chief Constable

**FILE:** 60550-20-03

**SUBJECT:** Surrey Police Union

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## **RECOMMENDATION**

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

## **BACKGROUND**

Police organizations across British Columbia and Canada have unions that represent sworn members from the ranks of Constable to Staff Sergeant. The unions act as an intermediary between its members and the employer and negotiate in developing a collective agreement. As a newly formed police service the Surrey Police Service ("SPS") did not have an existing union in place to represent sworn members.

## **DISCUSSION**

On July 30<sup>th</sup>, 2021 the Labour Relations Board certified the Surrey Police Union ("SPU"). With a 100% voting participation all members voted in favour of forming the SPU. The SPU also received membership approval and are affiliating with the British Columbia Police Association and Canadian Police Association.

There is an interim elected union executive board, and they will represent SPU members interests and actively pursue positive change by:

- negotiating and administering collective agreements
- ensuring compliance with Section 12 of the BC Labour Code which requires member representation not be arbitrary, discriminatory or in bad faith
- assisting in Police Act matters in relation to discipline regulations as they are of concern to the membership
- advising members with respect to Worksafe and Employment Standards Act matters
- administering private group benefits coverage as determined by the membership
- dealing with other relevant membership and professional matters consistent with the state of employment of the membership

**CONCLUSION**

The certification of the SPU is a fundamental step in the ongoing build of the SPS and will assist in providing the best in public safety for the citizens of Surrey, and a supportive and healthy working environment for our police officers.

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

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

Norm Lipinski, OOM, LLB, MBA  
Chief Constable



**REGULAR**

**REPORT DATE:** September 21, 2021  
**BOARD MEETING DATE:** September 28, 2021  
**BOARD REPORT #** 2021-R022

**TO:** Surrey Police Board

**FROM:** Chief Constable

**FILE:** 60550-20-03

**SUBJECT:** SPS Officer Training – Conversion Course and Mandatory Training

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## **RECOMMENDATION**

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

## **BACKGROUND**

The SPS Training Section have developed a six-week onboarding course for new officers that will provide training on SPS policies and requirements, in addition to provincially required mandatory training as per the BC Provincial Policing Standards. The six-week conversion course will be provided to all SPS officers being deployed into the Municipal Police Unit beginning in October 2021. The first delivery of this course commenced on September 7, 2021.

## **DISCUSSION**

The six-week conversion course is designed to provide new officers with the skills, knowledge and abilities expected by SPS, regardless of what agency they were previously employed by. Much police training in BC is standardized, however, this training will provide customized instruction of SPS policies, culture and expectations. The syllabus has been carefully planned to incorporate hands-on instruction in operational skills, classroom training and on-line training in the most efficient ways. Some examples from the syllabus:

- Cultural Awareness and Understanding our Communities:
  - eg: South Asian, Indigenous, LGBTQ+, Refugees, Homeless
- Trauma Informed Practices
- Crisis Intervention and De-escalation
- Restorative Justice and Community Corrections
- Surrey Gang Landscape
- High Risk Investigations, eg: Missing Persons, Intimate Partner Violence
- Use of Force – skills training and qualifications
- Police Stops (Street Checks)

**CONCLUSION**

SPS has purposefully hired subject matter experts in the design and delivery of police training. The expertise and professionalism these officers bring will ensure that the six-week Conversion Course will provide new SPS officers with the skills and abilities to successfully execute our initial deployments.

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

Norm Lipinski, OOM, LLB, MBA  
Chief Constable



**REGULAR**

**REPORT DATE:** September 21, 2021

**BOARD MEETING DATE:** September 28, 2021

**BOARD REPORT #** 2021-R023

**TO:** Surrey Police Board

**FROM:** Chief Constable

**FILE:** 60550-20-03

**SUBJECT:** Hiring and Diversity Metrics

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## **RECOMMENDATION**

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

## **DISCUSSION**

### **Hiring**

SPS welcomed its 100th employee on September 7, 2021. This was a significant day for SPS, as 25 new officers joined the organization, including a constable who was the 100th person to sign into the SPS ledger. This represents the largest single-day addition of staff for SPS. These officers will join their colleagues in advancing the transition of policing in the City of Surrey.

Over the next several years, SPS will be hiring over 800 police officers. To align recruitment efforts with SPS's phased deployment into police operations, police personnel will be hired in phases. This fall SPS will be hiring both experienced police officers and new recruits. Appendix I provides an overview of what work current officers are fulfilling in areas of organizational support and readying prior to deployment.

### **Diversity**

Our Recruiting Unit is striving to make the composition of the SPS parallel the diversity that exists in the city of Surrey. These numbers are apparent in our most recent statistics.

SPS believes it is important for the public and potential applicants to know about the organization and people that have chosen to work at SPS. Current statistics related to the gender, visible minority and Indigenous inclusion percentages in our organization are represented in the following table.

<b>SPS MANAGEMENT</b>		<b>%</b>				<b>%</b>
MALE	15	65.22%	NON		14	60.87%
FEMALE	8	34.78%	VISIBLE MINORITY		5	21.74%
			INDIGENOUS		4	17.39%
<b>TOTAL</b>	<b>23</b>	<b>100.00%</b>			<b>23</b>	<b>100.00%</b>
<b>SPS POLICE</b>		<b>%</b>				<b>%</b>
MALE	79	77.45%	NON		55	53.92%
FEMALE	23	22.55%	VISIBLE MINORITY		40	39.22%
			INDIGENOUS		7	6.86%
<b>TOTAL</b>	<b>102</b>	<b>100.00%</b>			<b>102</b>	<b>100.00%</b>
<b>SPS TOTAL</b>		<b>%</b>				<b>%</b>
MALE	81	68.64%	NON		68	57.63%
FEMALE	37	31.36%	VISIBLE MINORITY		43	36.44%
			INDIGENOUS		7	5.93%
<b>TOTAL</b>	<b>118</b>	<b>100.00%</b>			<b>118</b>	<b>100.00%</b>

\*This table reflects hiring to September 8, 2021.

## CONCLUSION

As one of the core principles of SPS culture and values, we will continue to strive for diversity in recruiting and hiring practices as we continue to meet our hiring targets. Our goal is to achieve organizational diversity that truly reflects the community as we work toward becoming the police of jurisdiction for the City of Surrey.



Norm Lipinski, OOM, LLB, MBA  
Chief Constable

Appendix I – SPS Staffing Breakdown, 2021-09-07  
Appendix II – SPS Hiring Metrics, September 2021

**SPS STAFF BREAKDOWN AS OF 2021-09-07  
SWORN OFFICERS**

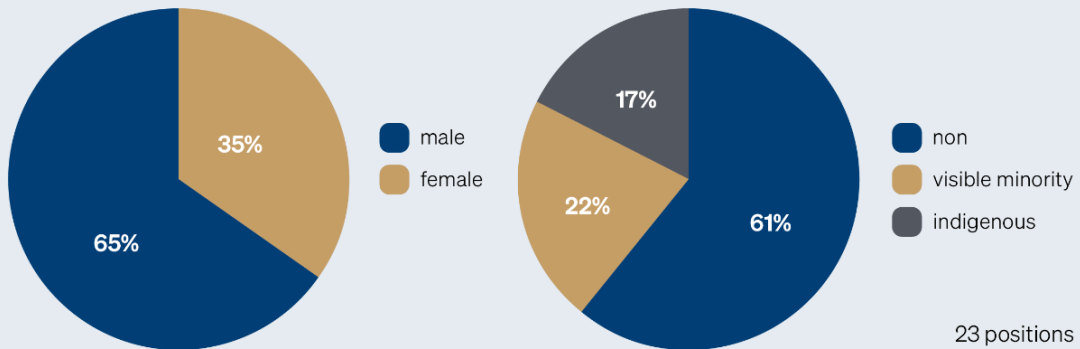
<b>BUREAUS</b>	<b>Sworn Officers</b>	<b>Major Functions/Tasks</b>
<b>OFFICE OF THE CHIEF CONSTABLE</b>	3	
<b>SUPPORT SERVICES BUREAU</b>	24	Operational Skills, Leadership Development, Tri-lateral Coordination (HR, Equipment, facilities), HR, PSU, Facilities and Equipment procurement/coordination, Staffing and budget planning, civilian transition, HR policy and procedure development, Security Clearances, promotion process development, onboarding development and delivery.
<b>INVESTIGATIVE SERVICES BUREAU</b>	5	Investigative policy and procedure development, Major Case Management planning, File review planning.
<b>COMMUNITY POLICING BUREAU</b>	11	Operational deployment planning (Tri-Lateral), Community Consultations, SPS Policy development, uniform procurement and coordination, Occupational Health and Safety development and organization. Some staff seconded to Recruiting Unit and TRU.
<b>TRU</b>	28	Ongoing Recruiting, Interviewing and candidate processing.
<b>ONBOARD TRAINING</b>	28	Cohort 1 for Fall Deployment
<b>TOTAL</b>	<b>99</b>	



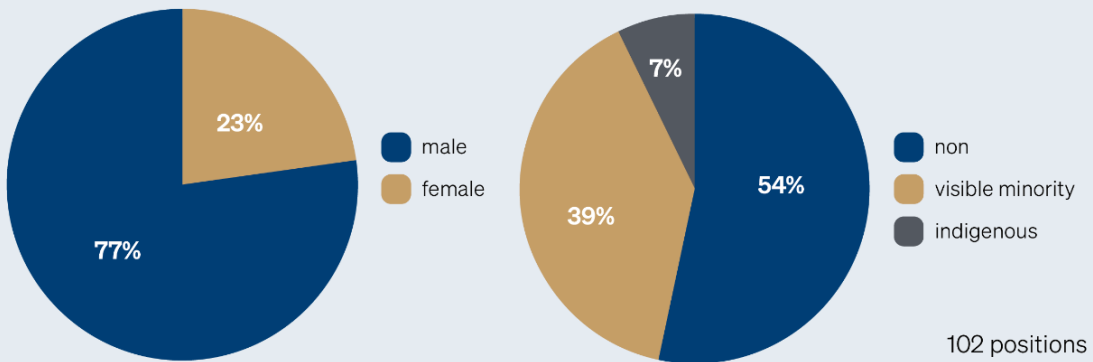
## Hiring Update - September 2021

### SPS Management

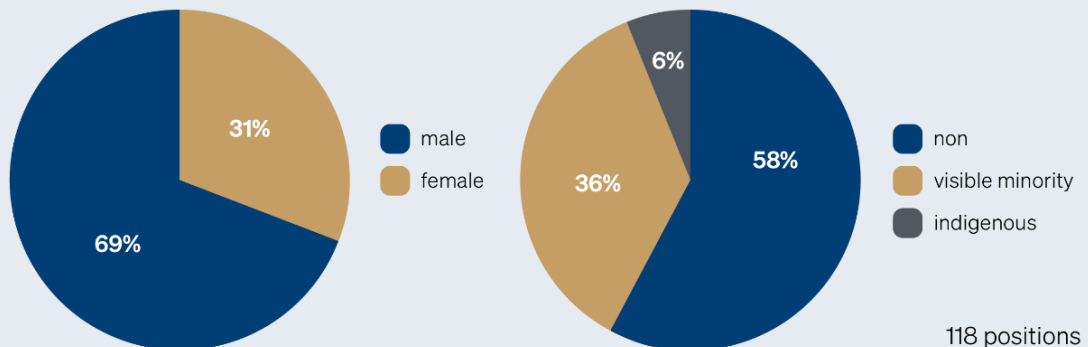
Ranks of Chief, Deputies, Superintendents, Inspectors, and Civilian Managers



### SPS Police Officers



### All SPS Employees



**REGULAR**

**REPORT DATE:** September 21, 2021  
**BOARD MEETING DATE:** September 28, 2021  
**BOARD REPORT #** 2021-R024

**TO:** Surrey Police Board

**FROM:** Chief Constable

**FILE:** 60550-20-03

**SUBJECT:** Order of Merit

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## **RECOMMENDATION**

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

## **BACKGROUND**

The Order of Merit of the Police Forces is an honour for merit that was established in October 2000. Appointment to the order recognizes conspicuous merit and exceptional service displayed by officers or civilians of Canadian Police Services. The Order of Merit is awarded by the Monarch of Canada and the focus is on contributions to policing, community development and fostering relationships among police forces and the community. The Order of Merit is awarded based on contributions made over an individual's career and not on a single incident or achievement.<sup>1</sup>

## **DISCUSSION**

On July 8<sup>th</sup>, 2021 Staff Sergeant Rick Stewart ("S/Sgt Stewart"), a 28 year member and previously of the Abbotsford Police Department was awarded the Order of Merit. S/Sgt Stewart was nominated by Retired Chief Constable Bob Rich of the Abbotsford Police Department ("APD") and awarded the Order for his dedicated career towards the betterment of the organization, its membership, the citizens of Abbotsford and British Columbia, going above and beyond as a matter of practice. S/Sgt Stewart was a minor hockey volunteer; a member of the Abbotsford Police Union Executive; and created the Abbotsford Police Members' Benevolent Association through which he organized a charity golf tournament. S/Sgt. Stewart was appointed as the first Departmental Sergeant Major for the APD and chaired both the steering and organizing committees for the BC Law Enforcement Memorial (BCLEM); he was the driving force in restructuring the BCLEM to include additional events such as a golf tournament and bike ride. In late 2017 he chaired the organizing committee for the Regimental funeral for Cst. John Davidson. He was appointed to the board of directors of the BC Law Enforcement Memorial Foundation and was elected to the Board of Directors for the Abbotsford Police Foundation. Highlights from S/Sgt Stewart's policing duties include his creation of the APD's Crime Reduction Unit and while with the Provincial Auto Theft Unit he introduced the first automatic licence plate recognition technology as an enforcement tool in Canada.

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<sup>1</sup> *Canadian Association of Chiefs of Police* [website], <https://www.cacp.ca/order-of-merit.html> (accessed 16 August 2021).

**CONCLUSION**

Since 1995 S/Sgt Stewart contributed to the positive morale and general betterment of the APD and now the Surrey Police Service is proud to have S/Sgt Stewart as of a member of our team.

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

A handwritten signature in black ink, appearing to read 'N. Lipinski', with a large, sweeping flourish extending upwards and to the right.

Norm Lipinski, OOM, LLB, MBA  
Chief Constable





**REGULAR**

**REPORT DATE:** September 21, 2021  
**BOARD MEETING DATE:** September 28, 2021  
**BOARD REPORT #** 2021-R025

**TO:** Surrey Police Board

**FROM:** Chief Constable

**FILE:** 60550-20-03

**SUBJECT:** IACP Top 40 Under 40 Award Recipients

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## **RECOMMENDATION**

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

## **BACKGROUND**

SPS is proud to acknowledge two employees as recipients of the International Association of Chiefs of Police (IACP) 2021 Top 40 Under 40 Award. The IACP Top 40 Under 40 award program is designed to recognize 40 law enforcement professionals under the age of 40 from around the world that demonstrate leadership and exemplify commitment to their profession. The 2021 40 Under 40 awardees represent the top rising leaders from around the globe, exemplifying leadership, dedication, and service to their communities and the law enforcement profession.

## **DISCUSSION**

The accomplishments and achievements of these two outstanding SPS officers are summarized below (from the IACP website):

### **Constable Jeremy Pearce**

CONSTABLE JEREMY PEARCE demonstrates leadership and maturity far beyond his age. His charismatic, community-oriented approach has developed a strong followership of police officers of all ranks. In fact, his affinity for community policing reaches far beyond his [previous] employment as a Delta Police Department (DPD) constable. Prior to joining the DPD, Cst. Pearce established a community policing program called Transit Watch with the Metro Vancouver Transit Police, which increased transit police presence and rider safety.

In his [former] role as district liaison officer, Cst. Pearce enhanced the DPD's community policing and crime prevention programs while building strong relationships with community stakeholders. Cst. Pearce leads a diverse group of more than 120 volunteers and has successfully mentored many of these volunteers toward

a career in policing. He has volunteered thousands of hours as a Big Brother, a rider with Cops for Cancer, and a representative and coach for the Special Olympics. Additionally, Cst. Pearce introduced a Club Fit program, pairing volunteers and high school leaders with Special Olympics athletes, as well as Active Alliance, a weekly drop-in sports and mentorship program at a local high school.

He also has an affinity for creative community policing approaches. After a significant crime spree in the industrial area, he developed a new, unique multifaceted approach utilizing a team of over 100 community members, reducing overall crime by 39 percent and providing the local community members an opportunity to participate in community policing initiatives. Among other initiatives, he's also established a Building Safer Communities program that helped reduce crime and disorder in the growing multi-unit housing population.

### **Staff Sergeant Raj Mander**

STAFF SERGEANT RAJ MANDER started his career with the Vancouver Police Department (VPD) in 2006 and quickly rose to the rank of sergeant within his first 10 years. He served in various sections of the department within the Operations and Investigations Divisions at all three ranks. In 2021, SSgt Mander accepted a position with the newly formed Surrey Police Service.

His passion for policing embodied the VPD mantra, "Beyond the Call" and evidence of this devotion was displayed in 2019, when the VPD faced significantly high call volumes across the city. SSgt Mander led a project team that redeveloped the VPD's online crime reporting tool. This resulted in an eight-fold increase to online reporting, changes to front line prioritization of calls, and an 85 percent reduction of holding calls for service.

SSgt Mander takes an active role in the development of his peers. He instructed in six different training courses during his last year with the VPD. He also developed and implemented nearly two dozen community sport programs during his career, involving over 2,000 youth.

He is the recipient of 13 different awards, citations, and commendations. He holds a Bachelor of Arts from Simon Fraser University and a Master of Business Administration from the University of British Columbia. SSgt Mander's continued passion for the community and public safety will play a critical role at his new agency in building a modern, progressive, community-based police service for the residents of Surrey, British Columbia.

[2021 IACP 40 Under 40 Awardees \(theiacp.org\)](https://theiacp.org)

### **CONCLUSION**

SPS is very proud that these two outstanding officers have chosen to further their careers by joining SPS. We look forward to supporting them as they continue to advance their valued work and commitment to community safety and well-being in Surrey.



Norm Lipinski, OOM, LLB, MBA  
Chief Constable



**REGULAR**

**REPORT DATE:** September 21,2021

**BOARD MEETING DATE:** September 28, 2021

**BOARD REPORT #** 2021-FIN018

**TO:** Surrey Police Board

**FROM:** Finance Committee

**FILE:** 60540-20-04

**SUBJECT:** Budget Update Year to Date Expenditures

**RECOMMENDATION**

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

**PURPOSE**

This report presents a summary of the 2021 year-to-date expenditures incurred up to the period ended July 31<sup>st</sup>, 2021.

**BACKGROUND**

The Five-Year Financial Plan 2021 – 2025 endorsed by Council in December 2020 provided budget allocation for policing services which includes one time establishment costs for SPS and general annual operating funding.

The 2021 operating budget (per the 2021 – 2025 Financial Plan) is presented in the following table:

<i>(in thousands)</i>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>DEPARTMENT SUMMARY</b>	<b>BUDGET</b>	<b>PLAN</b>	<b>PLAN</b>	<b>PLAN</b>	<b>PLAN</b>
SPS Operating	<b>61,142</b>	148,036	192,567	198,218	204,034
City Policing Support Services	<b>26,028</b>	8,252	2,326	2,326	2,326
RCMP Contract	<b>96,892</b>	33,112	-	-	-
<b>Total Police</b>	<b>184,062</b>	<b>189,400</b>	<b>194,893</b>	<b>200,544</b>	<b>206,360</b>

For 2021, SPS was allocated operating budget of \$61.1M, which was based on the deployment of 242 sworn members. At the time that the budget was prepared and presented to Council, it was unknown how much of the policing services would be provided by the RCMP and how much would be provided by SPS when it is approved for operations by the Province. As such, the City of Surrey estimated a 75/25 split, assuming 75% would be provided by the RCMP, and 25% by SPS. The exact proportion of the funding was to be determined during the year based on the final SPS deployment model approved by the SPTTC.

In the addition to the operating budget, the total budget of \$63.7M proposed for the capital/one-time transition to SPS is presented in the following table:

<b>SUMMARY</b>	<b>2020 BUDGET</b>	<b>2021 BUDGET</b>	<b>2022 BUDGET</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>TOTAL</b>
<b>Police Transitional One-Time Funding</b>	<b>\$ 25,200</b>	<b>\$ 23,084</b>	<b>\$ 5,400</b>	<b>\$ 5,000</b>	<b>\$ 5,000</b>	<b>\$ 63,684</b>

The one-time expenditures for the 2020 year were budgeted at \$25.2M, of which \$20.6M was not expended and carried forward into the 2021 fiscal year. The one-time expenditures for the 2021 fiscal year were budgeted at \$23.1M. The total of \$43.7M is the available one-time budget for the current year.

The SPS and the City of Surrey are working collaboratively with both the Province of BC and the Government of Canada on the transition. The specific timing of the implementation of SPS is dependent on decisions by all three levels of government which impacts the timing of expenditures.

## DISCUSSION

### SPS Operations

As of July 31<sup>st</sup>, 2021, year-to-date expenditures are \$5.3M favourable compared to budget. The SPS has incurred a total of \$12.0M of operating expenditures compared to budgeted \$17.3M as presented in the table below:

	<b>BUDGET</b>	<b>JULY YTD ACTUAL</b>	<b>VARIANCE</b>	<b>ANNUAL BUDGET</b>
<i>Operations Summary</i>				
Salaries and Benefits	7,098,247	2,496,648	4,601,599	39,341,000
Other Expenditures and Transfers, including Capital*	10,167,502	9,506,834	660,668	21,801,000
<b>Surrey Police Service Operations</b>	<b>17,265,749</b>	<b>12,003,482</b>	<b>5,262,267</b>	<b>61,142,000</b>

\* Includes ongoing contribution to Lower Mainland Integrated Teams with July YTD Budget of \$9.2M, July YTD Actual of \$9.4M, and 2021 Annual Budget of \$15.8M.

As of July 31<sup>st</sup>, 2021, SPS has incurred \$2.6M in total expenditures (excluding the ongoing contribution to Lower Mainland Integrated Teams), of which \$2.5M is for Salaries and Benefits and \$0.1M in Other Expenditures. Appendix I provides the breakdown by division of the year-to-date expenditures.

On July 31<sup>st</sup>, 2021, there were a total of 76 SPS employees (63 sworn members and 13 civilian staff). Of these employees, 28 employees were part of the recruitment unit and the salaries of these employees are allocated to the One-time Policing Transitional Project as establishment costs.

Included in SPS Operations, are Salaries and Benefits of \$2.5M for 48 employees (37 sworn members and 11 civilian staff). These employees are engaged in the following initiatives:

- Development of policies and procedures
- Development of training programs, including operational and leadership skills development
- Procurement (equipment, uniforms, firearms, etc.)
- Tri-lateral coordination (human resources, asset transfer, facilities, etc.)
- Occupational health and safety development and organization

- Community engagement
- Staffing coordination and budget planning

Other Expenditures (excluding Lower Mainland Integrated Teams) of \$0.1M comprise primarily of \$23k of relocation costs, \$22k of training, \$22k of supplies, and \$17k of legal. SPS presents a favourable variance of \$5.3M year-to-date.

### **Police Transitional One-Time Funding**

The transitional one-time expenditures for 2021 are summarized in the table below:

	BUDGET AVAILABLE	JULY YTD ACTUAL	AVAILABLE AS OF JUL	2021 AVAILABLE	2021 FORECAST	EXPECTED CARRYFWD
<i>Transition Project Summary</i>						
One-time Policing Transition Project**	43,718,200	8,626,149	35,092,051	43,718,200	29,539,000	14,179,200

\*\* Budget Available includes 2020 unused budget of \$20.6M carried forward to 2021.

Appendix II presents the details on the spending related to the establishment of the SPS. The unspent \$20.6M carried forward from 2020 has been reallocated for 2021 and future years based on the projects and priorities pertaining to the SPS establishment. Appendix II presents the total expenditures of \$8.6M incurred year-to-date July 31<sup>st</sup>, 2021. As in 2020, a year-to-date expenditures report will be provided to the Finance Committee monthly. The details of the budget allocations and corresponding expenditures are as follow:

- Legal includes expenditures for matters pertaining to collective bargaining, human resources, trademarks, and other establishment legal costs. Also, included in Legal is the cost of in-house legal counsel seconded from the City of Surrey. The year-to-date spend is \$214k with remaining budget available of \$271k.
- Strategy and Policy includes consulting, research, and policy advice. A great deal of groundwork was done in 2020 and \$8k has been spent as of the end of July 2021. The total budget available is \$325k.
- Financial Services includes external financial services advisors and accounting advice to support the establishment of SPS. The year-to-date spend is \$206k with remaining budget available of \$358k.
- Communications and Marketing includes consultants managing public relations required to support the establishment of SPS. Also, included is the City of Surrey staff to support the SPS websites, social media and communications activities with graphic design and videography. The year-to-date spend is \$402k with remaining budget available of \$209k.
- Human Resources includes expenditures for consultants and City of Surrey seconded staff directly involved with the HR matters. The year-to-date spend is \$124k with remaining budget available of \$423k.
- Recruitment, Assessment, and Training includes SPS employees hired to support surge recruiting for SPS. As of July 31<sup>st</sup>, 2021, the recruitment unit includes salaries for 28 SPS employees (26 sworn members and 2 civilian employees). Also, included are expenditures related to testing and assessment of candidates and training for the new hires. The year-to-date spend is \$1.2M, of which salaries for the 28 SPS employees are \$832k. As of July 31, 2021, there is \$9.6M remaining budget available.

- Infrastructure Operating includes fleet maintenance and management. Also, included is the City of Surrey seconded staff managing infrastructure. The year-to-date spend is \$128k with remaining budget available of \$543k.
- Information Technology Operating includes maintenance of IT operating systems. Also, included is the City of Surrey seconded staff for IT project management. The year-to-date spend is \$248k with remaining budget available of \$4.3M.
- Information Technology Capital includes expenditures for building the data centre, dispatch systems, administrative systems, and telecommunication assets. The year-to-date spend is \$5.9M with remaining budget available of \$9.7M.
- Fleet Capital includes purchase of new vehicles. The year-to-date spend is \$70k with remaining budget available of \$1.0M.
- Armoury and Outfit includes expenditures for guns, uniforms, and personal issue kit. No amount has been spent as of the end of July 2021. The total budget available for Armoury and Outfit Capital is \$7.8M.
- Facilities Capital includes retrofit costs for SPS to assume occupancy of facilities currently owned or leased by the City and occupied by RCMP. The year-to-date spend is \$107k with remaining budget available of \$493k.

As of July 31<sup>st</sup>, 2021, SPS has incurred \$8.6M in total expenditures and the project remains underspent compared to the available budget. The projected spending for 2021 fiscal year will be approximately \$29.5M. Areas of significant expected spending include Information Technology and Recruitment, Assessment and Training. By the end of 2021, SPS expects to carry forward \$14.2M to 2022 and future years.

## CONCLUSION

Expenditures to date supporting the SPS Operations and the One-time Policing Transition Project have been managed in accordance with the Council-adopted 2021-2025 Financial Plan. With this report, the Board is following through on a commitment to monthly public reporting on expenditures. Implementation of the SPS is well underway. Each project domain is moving forward. Expenditures for the period ended July 31<sup>st</sup>, 2021 were within the available budget for 2021.



Elizabeth Model  
Chair, Finance Committee

Appendix I Surrey Police Service Operations - Year-to-Date Expenditures – July 31, 2021  
Appendix II 5 Year Policing Transition Project - Year-to-Date Budget Reconciliation – July 31, 2021

## APPENDIX I

### Surrey Police Service - Operations Year-to-Date Expenditures - July 31, 2021

	BUDGET	JULY YTD ACTUAL	VARIANCE	ANNUAL BUDGET
<i>Surrey Police Board</i>				
Salaries and Benefits	251,417	<b>194,185</b>	57,232	431,000
Other Expenditures and Transfers, including Capital	95,083	<b>26,702</b>	68,381	163,000
<b>Surrey Police Board</b>	<b>346,500</b>	<b>220,887</b>	125,613	594,000
<i>Office of the Chief Constable</i>				
Salaries and Benefits	736,473	<b>557,484</b>	178,989	1,262,525
Other Expenditures and Transfers, including Capital	114,652	<b>10,708</b>	103,944	196,553
<b>Office of the Chief Constable</b>	<b>851,125</b>	<b>568,191</b>	282,934	1,459,078
<i>Community Policing Bureau</i>				
Salaries and Benefits	1,344,847	<b>794,723</b>	550,124	20,138,475
Other Expenditures and Transfers, including Capital*	9,741,964	<b>9,389,924</b>	352,040	17,834,447
<b>Community Policing Bureau</b>	<b>11,086,811</b>	<b>10,184,647</b>	902,164	37,972,922
<i>Investigative Services Bureau</i>				
Salaries and Benefits	582,422	<b>344,726</b>	237,696	10,338,000
Other Expenditures and Transfers, including Capital	48,760	<b>2,864</b>	45,896	937,000
<b>Investigative Services Bureau</b>	<b>631,182</b>	<b>347,590</b>	283,592	11,275,000
<i>Support Services Bureau</i>				
Salaries and Benefits	4,183,088	<b>605,531</b>	3,577,557	7,171,000
Other Expenditures and Transfers, including Capital	167,043	<b>76,636</b>	90,407	2,670,000
<b>Support Services Bureau</b>	<b>4,350,131</b>	<b>682,167</b>	3,667,964	9,841,000
<b>Surrey Police Service Operations</b>	<b>17,265,749</b>	<b>12,003,482</b>	<b>5,262,267</b>	<b>61,142,000</b>

\* Includes ongoing contribution to Lower Mainland Integrated Teams with July YTD Budget of \$9.2M, July YTD Actual of \$9.4M, and 2021 Annual Budget of \$15.8M.

## APPENDIX II

### One-time Policing Transition Project Year-to-Date Budget Reconciliation - July 31, 2021

EXPENDITURES	BUDGET CARRIED FORWARD	CURRENT YEAR BUDGET	BUDGET AVAILABLE	CURRENT YEAR ACTUAL EXPENSE	YEAR-END PROJECTION	EXPECTED BALANCE CARRIED FORWARD
	2020	2021	2021	2021	2021	2022
	(a)	(b)	(a) + (b) = (c)	(d)	(e)	(c) - (e) = (f)
Legal	363,923	120,800	484,723	213,662	484,723	-
Strategy and Policy	244,853	80,000	324,853	7,550	274,853	50,000
Financial Services	544,350	19,400	563,750	205,808	348,750	215,000
Communications and Marketing	333,148	277,700	610,848	401,612	420,000	190,848
Human Resources	475,000	71,900	546,900	123,698	302,950	243,950
Recruitment, Assessment, and Training	7,082,876	3,692,132	10,775,008	1,189,889	3,429,927	7,345,081
Infrastructure Operating	350,050	320,650	670,700	127,746	670,700	-
Information Technology Operating	271,400	4,278,445	4,549,845	248,283	4,423,494	126,351
<b>SPS TRANSITION - OPERATION SUBTOTAL</b>	<b>9,665,600</b>	<b>8,861,027</b>	<b>18,526,627</b>	<b>2,518,248</b>	<b>10,355,397</b>	<b>8,171,230</b>
Information Technology Capital	4,354,563	11,296,150	15,650,713	5,930,890	15,575,713	75,000
Fleet Capital	592,000	525,000	1,117,000	70,096	1,117,000	-
Armory and Outfit Capital	5,799,215	2,024,612	7,823,827	-	1,890,748	5,933,079
Facilities Capital	222,829	377,211	600,040	106,915	600,040	-
<b>SPS TRANSITION - CAPITAL SUBTOTAL</b>	<b>10,968,607</b>	<b>14,222,973</b>	<b>25,191,580</b>	<b>6,107,901</b>	<b>19,183,501</b>	<b>6,008,079</b>
<b>TOTAL BUDGET BALANCE</b>	<b>20,634,207</b>	<b>23,084,000</b>	<b>43,718,207</b>	<b>8,626,149</b>	<b>29,538,898</b>	<b>14,179,309</b>





**REGULAR**

**REPORT DATE:** September 22, 2021

**BOARD MEETING DATE:** September 28, 2021

**BOARD REPORT #** 2021-GOV013

**TO:** Surrey Police Board

**FROM:** Governance Committee

**FILE:** 60540-20-03

**SUBJECT:** Provincial Policing Standards on the Promotion of Unbiased Policing

---

## **RECOMMENDATION**

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

## **SUMMARY**

Pursuant to Article 40.1 (a.1) of the *Police Act*, the Director of Police Services may establish Standards that are binding on police agencies in BC. On August 19, 2021, the Director communicated the approval of new standards related to the promotion of unbiased policing. These standards will require that police agencies and police boards have policies and procedures on specific matters and to take specific actions to ensure that policing services are delivered equitably, and in a manner that is responsive to the needs and realities of racialized or otherwise marginalized persons and communities.

## **DISCUSSION**

An overview of the new British Columbia Provincial Policing Standards (BCPPS):

### **BCPPS 6.1.1 Promoting Unbiased Policing**

- Communicate duty to promote equitable policing without discrimination to all employees of the police force.
- Commitment and expectation that all employees of the police force will provide services in a culturally safe, responsive, and trauma-informed manner.
- Police officers provide information and referral to services to support access to justice, including referrals to victim services in a culturally appropriate manner, and access to interpreters or translation services.
- Policies to guide a police board's response to Service and Policy Complaints, requiring consideration of whether the complaint includes allegations of discriminatory policies or practices.

**BCPPS 6.1.2 Community Engagement**

- Maintaining a community relations function to liaise with community representatives reflective of the demographic makeup of the community.
- Seek community input on priorities and objectives for policing and law enforcement from a broad spectrum of the community served.
- Conducting a survey of citizen satisfaction at least once every three years.

**BCPPS 6.1.3 Promoting Diversity within the Police Force**

- Recruitment and promotion policies and practices to include strategies to increase and maintain diversity in the police force, including recruitment materials that depict gender equity and minority representation; targeted recruitment activities to attract under-represented groups; and monitoring diversity within the police force in relation to the area served.
- Policies and processes to prohibit bullying and any form of harassment in the workplace.

**BCPPS 3.2.5 Training to Promote Equitable and Unbiased Policing**

- All front-line police officers and front-line supervisors to have completed *BC Fair and Impartial Policing Training* or a provincially approved equivalent training course, by no later than July 30, 2024.

**BCPPS 3.2.6 Training to Enhance Service Delivery to Vulnerable Communities**

- All police officers to have completed Indigenous cultural safety training by no later than July 30, 2024.
- All front-line police officers and front-line supervisors to have completed trauma-informed practice training by no later than July 30, 2024. There is also a requirement to update this training at least every three years for those officers and supervisors in specialized roles responsible for investigations involving vulnerable witnesses or victims.
- All front-line police officers and front-line supervisors to have completed *Evidence-based, Risk-focused Intimate Partner Violence Investigations* training by no later than December 31, 2022, and refresh this training every five years.

**CONCLUSION**

SPS Training and Policy Development Teams have been informed of the new standards and are working to confirm that our policies and practices meet or exceed the BCPPS. Many of these requirements are already addressed in recently approved policies. Future policies and training will be developed using these standards as a foundation from which we can build.



Harley Chappell  
Chair, Governance Committee

Appendix I – Rideout BCPPS Unbiased Policing  
Appendix II- Principles for BC Provincial Policing Standards  
Appendix III- Approved BC Provincial Policing Standards



August 19, 2021  
Ref: 622499

Chief Constables of Independent Municipal Police Departments  
Deputy Commissioner, Commanding Officer, "E" Division  
Chief Officer, SCBCTA Police Service  
Chief Officer, Stl'atl'imx Tribal Police Service  
Chief Officer, Combined Forces Special Enforcement Unit BC  
Chairs of Municipal Police Boards  
Chair, SCBCTA Police Service Board  
Chair, Stl'Atl'Imx Tribal Police Services Board

Dear Sirs/Madams:

**Re: Provincial Policing Standards on the Promotion of Unbiased Policing**

I am writing to advise you that *BC Provincial Policing Standards* (hereafter the Standards) on the Promotion of Unbiased Policing were approved by the Minister of Public Safety and Solicitor General on July 30, 2021. The Standards feature various coming-into-effect dates to allow time for implementation and are enclosed here for your convenience; the Standards will be posted on the government website shortly (<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>).

The Standards will 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. Specifically, the standards when in effect will include requirements on Police Boards and on Chief Constables related to:

- emphasizing the duty of all employees to provide services impartially and equitably, in a manner that upholds human rights, and without discrimination;
- the overall approach to policy development, including considering the potential impacts of the policy on different groups and on public trust, and seeking input from service providers or others outside policing who have relevant expertise and experience;

.../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](http://www.gov.bc.ca/pssg)

- specific topics for which policies and/or procedures must be in place to protect rights, improve responses to socially or racially marginalized individuals, and address barriers to reporting to police and access to service;
- auditing and data analysis in areas relevant to equitable policing, and the reporting of findings to the police board and Director of Police Services;
- promoting community awareness amongst police officers and members of police boards and requiring where possible experiential learning opportunities, and engaging with a broad section of the community on policing priorities and service delivery;
- enhancing and monitoring the diversity of the police force and requiring policies and processes to ensure workplaces are diverse and free of harassment; and
- training for police officers on key foundational aspects of police responses to racialized or marginalized persons, including trauma-informed practice, Indigenous cultural safety, responses to and investigations of intimate partner violence, and skills to recognize and minimize biases (fair and impartial policing).

As you may also know, the process of developing these Standard began a number of years ago. I recognize that there are currently several broad and interconnected Ministerial mandate commitments and government-wide initiatives that will address related matters. Specifically, priorities, commitments and initiatives related to reconciliation, accessibility, anti-racism, and diversity, inclusion and gender equity. In addition, and moving forward, my office will also monitor the work of and outcomes from the *Special Committee on Reforming the Police Act* whose scope is to examine, inquire into, and make recommendations to the Legislative Assembly on reforms related to the modernization and sustainability of policing under the *Police Act*, including the role of police with respects to complex social issues, including mental health and wellness, addictions and harm reduction; the scope of systemic racism within BC's police agencies; and whether there are measures necessary to ensure a modernized *Police Act* is consistent with the *United Nations Declaration on the Rights of Indigenous Peoples*.

My office will ensure alignment of the Standards with the outcomes of these initiatives and with the work of the First Nations Justice Council in relation to the *First Nations Justice Strategy*. These are important initiatives and dialogues that will guide the work of the Policing and Security Branch as we move forward.

.../3

In the meantime, the Branch's work on other Standards continues. For example, Standards on the police responses to and investigations of sexual assaults are currently in early phases of development. Further, the criteria and process for approving training for police officers related to First Nations and Indigenous communities in BC will need to be determined.

If you have any questions about these standards, please contact Lucie Vallieres, Senior Program Manager, Policing and Security Branch ([lucie.vallieres@gov.bc.ca](mailto: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: David Pilling, Director of Police Governance, Policing and Security Branch

Enclosures: Approved BC Provincial Policing Standards 6.1.1, 6.1.2, 6.1.3, 3.2.5, 3.2.6  
Principles for BC Provincial Policing Standards 6.1.1, 6.1.2, 6.1.3, 3.2.5, 3.2.6



## Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 1 of 3

Police agencies, governments and communities throughout British Columbia share a commitment to ensuring policing is delivered in an equitable manner throughout the province. Work is occurring at all levels of government to recognize and address inequities, protect rights, and improve responsiveness of the criminal justice system for women affected by violence, Black, Indigenous and Persons of Colour, and marginalized communities. These standards are a component of broader efforts to promote unbiased policing and access to justice in BC.

These standards respond to the issues raised in many reports, inquiries, and by community-led advocacy. The final report of the Missing Women Commission of Inquiry (MWC), recommended standards to promote equality in the delivery of policing services, increase responsiveness to the needs of vulnerable persons, and enhance governance of policing.

Since then, additional reports have documented the experiences of socially and/or racially marginalized communities, including Indigenous peoples, within the justice system. Examples include related decisions from human rights tribunals, the [Truth and Reconciliation Commission](#) and the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#). These proceedings have produced recommendations and are driving further work in BC aimed at improving the experience of Indigenous peoples within the justice system, such as the [Declaration of the Rights of Indigenous Peoples Act](#), and the [BC First Nations Justice Strategy](#).

### *The Missing Women Commission of Inquiry*

Between 1997 and 2002, numerous women were reported missing from Vancouver's Downtown East side, by friends and families who feared for the women's safety. Robert Pickton was arrested in 2002 and convicted of six counts of second-degree murder and sentenced to life in prison in December 2007. Twenty additional murder charges were stayed by the Crown Counsel in August 2010.

In 2010, in response to the horrific events and criticism surrounding the police investigations, the Province established the *Missing Women Commission of Inquiry*. [Forsaken, The Report of the Missing Women Commission of Inquiry](#) was released in 2012 and included 63 recommendations, many of which related to policing.

The Commission found that systemic bias contributed to police effectively under-prioritizing and under-investigating reports of missing women, and that this was a manifestation of the broader patterns of systemic discrimination within society. Specifically, Commissioner Oppal found that negative stereotyping about women involved in survival sex work, many of whom were Indigenous women, existed within the exercise of individual discretion and collective decision-making by police during the investigations of their disappearances.

Further, efforts to reform and modernize policing in BC are ongoing. In 2020, the Legislative Assembly of British Columbia appointed the Special Committee on Reforming the Police Act to conduct a broad inquiry into policing, including examining the role of police with respect to complex social issues; examining the scope of systemic racism within policing in BC; and ensuring consistency of a modernized *Police Act* with the *United Nations Declaration on the Rights of Indigenous Peoples*. Other projects related to unbiased policing including regarding gender equity and anti-racism will inform further advances to these standards moving forward.

## Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 2 of 3

The standards seek to provide consistent pathways for advancing equitable and unbiased policing throughout the province by requiring policies and procedures, training, audit activity, and community engagement. The standards will provide a basis for auditing and oversight by the Director of Police Services pursuant to Section 40(1) of the [Police Act](#).

The underlying principles of the standards are that:

- **Individuals and communities have the right to receive unbiased and equitable policing.**

Racism, sexism, and other forms of discrimination are unacceptable in Canadian society, including in policing. The right to equal protection and benefit from the law without discrimination is embedded in the *Canadian Charter of Rights and Freedoms* and human rights legislation. All actors within the criminal justice system share a legal and moral duty to provide unbiased and equitable services and to refrain from discrimination. For policing, these duties are also reflected in the [BC Police Code of Ethics](#).

- **Dialogue and collaboration are key to building trust and achieving common goals of unbiased and responsive policing.**

Police and the communities they serve work toward common goals for policing through partnerships and ongoing dialogue. Trust is key to achieving these partnerships and often starts from an acknowledgement of injustices and current impacts.

- **History continues to impact trust and relationships today.**

Throughout Canadian history, the justice system has systemically discriminated against women, Indigenous peoples, and socially and/or racially marginalized groups. It is important to acknowledge this history and its legacy today.

Police were often the frontline agents and enforcers of discriminatory laws and policies and, as a result, many people continue to view policing as oppressive. Acknowledging the role of policing in these events and the ongoing impact on police-community relations today is an important step in promoting equitable and unbiased policing.

- **Racism, bias, and discrimination are prevalent.**

Biases are cognitive shortcuts used to process information and all people, even well-intentioned people, have biases. However, biases are not acquired in a vacuum. They reflect and are the product of patterns of power and privilege, colonialism, racism, sexism, and other forms of discrimination in society. Biases may be unconscious and may influence choices and actions without conscious thinking or decision-making.

**Guiding Principles Related to Provincial Policing Standards:**

BCPPS 6.1 Community Partnerships &amp; Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 3 of 3

- **It is important to recognize and overcome bias, racism, and discrimination in policing.**

If policies and procedures fail to consider the diverse needs and experiences of the community, bias, racism, and other forms of discrimination can manifest in the actions and decisions of individuals or at a systemic level. Recognizing and taking steps to address this, such as through training, supervision, monitoring, policy development, and community engagement, are critical to promoting unbiased policing.

- **Unbiased policing must also include efforts to remove barriers to justice and police services.**

The compounding and intersecting effects of systemic racism and sexism, social marginalization, and different identity factors can result in an increased risk of being affected by violence and less likely to report it, further compounding vulnerability. Previous negative experiences with police and other public services can result in fear of police, of not being believed, of not being taken seriously, or that a positive outcome is not likely when making a report. Additional barriers may include difficulties connecting with police due to language or cultural barriers.

Adapting processes to reduce or eliminate barriers promotes inclusion and equitable access to justice, particularly for vulnerable groups and individuals who may be reluctant to contact police.

- **Promoting inclusion and diversity within police forces is important.**

Police agencies should aim to reflect the diversity in the communities they serve and promote a workplace culture that is supportive, inclusive, and free from harassment or discrimination.

- **Promoting equitable and unbiased policing is an ongoing process.**

Police agencies in B.C. are taking important and constructive steps to provide equitable and responsive policing. Equity in policing requires leadership, supported by ongoing monitoring of service delivery, data collection and analysis, transparency, accountability, and community engagement. Policing must continuously adapt to respond to the needs of diverse and evolving communities being served. These standards will also evolve to assist those persons and entities listed in s. 40(1.2) of the Police Act and will continue to clarify the actions and attitudes expected of them in relation to unbiased policing.





## PROVINCIAL POLICING STANDARDS

Section 6.0 – <b>Promotion of Unbiased Policing</b>	Page 1 of 5
Sub Section 6.1 – <b>Community Partnerships and Equitable Policing</b>	Effective: July 30, 2023 Revised: n/a
Subject 6.1.1 – <b>Promoting Unbiased Policing</b>	

## Definitions

**“Police officer”** – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

## Standards

### Duty to promote equitable policing

The Board, or the Commissioner must ensure that:

- (1) The duty of all employees to deliver services impartially and equitably, in a manner that upholds human rights, and without discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, economic or social standing is communicated to all employees of the police force.
- (2) The police force’s commitment and expectation that all employees will provide services in a culturally safe, responsive, and trauma-informed manner is communicated to all employees of the police force.

### Policy framework to support equitable policing

The Board, or the Commissioner must ensure that:

- (3) The process of establishing, amending, or routinely reviewing the policies and procedures of the police force includes analysis or consideration of whether:
  - (a) the policy or procedure promotes equitable and impartial service delivery and public trust and confidence in the police force, and
  - (b) whether individuals or groups may be disproportionately impacted by the policy or procedure (e.g., [Gender-Based Analysis Plus](#)).
- (4) The persons responsible for the analyses described in Standard (3) above are provided with resources and information to assist in the analysis.

### Written procedures to support equitable policing, the protection of rights, and access to justice

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (5) Written procedures are examined annually to ensure consistency with legislative amendments and applicable case law related to right to equal treatment, protection and benefit under the law, including the *Canadian Charter of Rights and Freedoms* and the obligations of police, related to:
  - (a) informing persons of the reason for their arrest or detention;
  - (b) informing a detained or arrested person of their right to counsel and providing that person with access to the same;
  - (c) detaining a person;
  - (d) obtaining confessions and admissions from a person; and
  - (e) gathering of evidence, including search and seizure.
- (6) Written procedures governing personal searches are in place that incorporate the right to equal treatment, protection and benefit under the law, including the *Canadian Charter of Rights and Freedoms* and the obligations of police that, at minimum:
  - (a) provide direction on recognizing and handling items of cultural or religious significance in a culturally sensitive way;
  - (b) provide direction on accommodations to be offered and/or made when conducting searches, in a manner that is responsive to the gender identity or expression of the person being searched; and
  - (c) outline criteria and procedures for conducting, authorizing, documenting, and monitoring the use of strip searches and internal searches.
- (7) Written procedures are in place governing investigations likely to involve persons in vulnerable circumstances, including, but not limited to:
  - (a) intimate partner violence;
  - (b) sexual assaults;
  - (c) offences related to the sex industry;
  - (d) offences involving youth; and
  - (e) incidents believed to be, or reported to police as being motivated by racism, prejudice, or hate.
- (8) Written procedures or guidance governing police interactions with persons in vulnerable circumstances, including, but not limited to:
  - (a) persons who may be vulnerable due to age (i.e., children or older adults);
  - (b) persons with disability or who may have communication barriers (e.g., language, hearing or speech);
  - (c) persons with apparent mental health and/or substance use problems;
  - (d) persons with diverse gender identity or expression;

- (e) victims or witnesses who may be less inclined to report or speak to police because of precarious legal status (e.g., victims or witnesses who have outstanding warrants against them, or with precarious immigration status ); and
  - (f) persons living in public spaces (e.g., persons relying on, or sleeping in public spaces).
- (9) The views of persons impacted, or relevant service providers or advocates of those impacted, are sought and considered in developing or making significant changes to the procedures or guidance referred to under Standards (6), (7), and (8).
- (10) Written procedures governing police response to and investigations of offences related to intimate partner violence are consistent with the Provincial policy on relationship violence and include trauma-informed practices.
- (11) Written procedures governing police response to and investigations of offences related to persons involved in the sex industry are consistent with the BC Association of Chiefs of Police *Sex Work Enforcement Guidelines*.
- (12) Written procedures governing police response to persons with apparent mental health and/or substance use problems emphasize de-escalation, integrated and collaborative approaches between police agencies and health authorities, and consider evidence and best practices outlined in the BC Government [Interfaces between mental health and substance use services and police](#) toolkit.

### **Services to support access to justice**

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (13) Written procedures include requirements that officers provide victims of crime with information and services, including referrals to victim services, in keeping with the obligations of police under the *Canadian Victims Bill of Rights* and the *Victims of Crime Act* and in a culturally appropriate manner, as appropriate to the circumstances.
- (14) The police force accepts and supports third party reports by community-based victim services (where these exist) on behalf of adult victims of sexual assault.
- (15) Written procedures or guidance are available to officers governing the decision to use, and how to access interpreters or translation services to provide services in other languages spoken in the area served.
- (16) The use of interpreters in taking statements is consistent with the Memorandum of Understanding on disclosure, signed between the BC Prosecution Service, the Public Prosecution Service of Canada (BC), and all police agencies in British Columbia.

### **Audit and review activity**

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (17) Audits are conducted annually to examine compliance with departmental policies or procedures related to at least one of the following topics:
- (a) personal searches, referred to in (6) above;
  - (b) investigations likely to involve persons in vulnerable circumstances, referred to in (7) above;
  - (c) interactions with persons in vulnerable circumstances, referred to in (8) above,
  - (d) the provision of information and services to victims of crime, referred to in (13) above;
  - (e) third party reports, referred to in (14) above; or
  - (f) use of interpreters or translation services, referred to in (15) and (16) above.
- (18) In an effort to monitor for systemic inequities in service delivery, an analysis of at least one of the following types of records is conducted at least once a year, disaggregated by ethnicity, and gender or sex of subjects:
- (a) Subject-Behaviour-Officer-Response reports;
  - (b) prisoner bookings; or
  - (c) other records as identified by the Board.
- (19) A report of the audits and analyses referred to in Standards (17) and (18) is provided to the Board or, in the case of the provincial police force, the Commissioner.

The Board, or the Commissioner must:

- (20) Within 60 days of receipt of a report referred to in Standard (19), provide to the Director of Police Services a copy of the report and a summary of any action(s) planned or taken by the Board in response to the report.

### **Policies to guide a police board's response to Service and Policy Complaints**

The Board must:

- (21) Ensure that written policy governing the response to Service and Policy complaints requires consideration of whether the complaint includes allegations of discriminatory policies or practices when determining which course of action permitted by s. 171 (1) of the *Police Act* is necessary to respond adequately to a complaint, including at minimum whether to refer the matter to the Chief Constable as permitted by sub-section (a), or to initiate a study or investigation as permitted by sub-section (b) or (c).

### **Policies and procedures**

The Chief Constable, Chief Officer, or Commissioner must ensure that:

(22) Policies and procedures are consistent with these *BC Provincial Policing Standards*.

Section 6.0 – <b>Promotion of Unbiased Policing</b>	Page 1 of 2
Sub Section 6.1 – <b>Community Partnerships and Equitable Policing</b>	Effective: July 30, 2023 Revised: n/a
Subject 6.1.2 – <b>Community engagement</b>	

## Definitions

**“Police Officer”** – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

## Standards

The Board, or the Commissioner must ensure that:

### Community awareness and outreach

- (1) The police force maintains a community relations component or function to liaise, build relationships and ensure communication, with community representatives, service providers or advocates reflective of the demographic makeup of the community.
- (2) Information is provided to police officers about the area served, including at minimum:
  - (a) its demographic makeup;
  - (b) local First Nation community(ies) and elected and traditional leadership;
  - (c) the history, traditions, and laws of the local First Nation(s), including the history and legacy of police relations with the local First Nation(s) and Indigenous community(ies); and
  - (d) key services and resources available through other public and social service agencies (e.g. services and resources relating to assisting persons living or relying on public spaces, support for specific groups).
- (3) Information is provided to members of the Board about:
  - (a) the demographic makeup of the area served by the police force;
  - (b) the local First Nation community(ies) and elected and traditional leadership;
  - (c) the history and current status of Indigenous peoples, including the history and legacy of police relations with Indigenous peoples in British Columbia; and
  - (d) the history, traditions, and laws of the local First Nation(s), including the history and legacy of police relations with the local First Nation(s) and Indigenous community(ies).

- (4) The information provided in Standards (2) and (3) above:
- (a) is, where possible, developed with input from, or delivered in collaboration with, relevant groups to whom the information refers;
  - (b) is periodically reviewed and updated to ensure relevancy and accuracy; and
  - (c) is provided in a manner that is conducive to: fostering relationship building, ongoing learning, and where possible, experiential learning.

#### **Community input on priorities and objectives**

- (5) Processes are in place to seek input on the priorities, goals and objectives for policing and law enforcement, from a broad spectrum of their community, including from:
- (a) municipal council(s);
  - (b) Indigenous leaders;
  - (c) school district(s);
  - (d) community organizations and groups (e.g. advocacy groups, leadership at places of worship, Indigenous organizations);
  - (e) members of the public;
  - (f) the business community.

#### **Community satisfaction**

- (6) A survey of citizen satisfaction with and attitudes toward police services, consistent with [Public Safety Canada's standardized metrics](#) endorsed by the Canadian Association of Chiefs of Police is conducted at least once every three years, in a manner that supports accessibility and mitigates systemic barriers to participation.

#### **Integrating community relationships into performance management**

The Chief Constable, Chief Officer or Commissioner must ensure that:

- (7) The performance management tool for the evaluation of recruits by field training officers includes consideration of the knowledge, skills, and abilities related to community relationship building, including with marginalized, racialized, or vulnerable persons.
- (8) Community relationship building, including with marginalized, racialized, or vulnerable persons and community organizations or groups, is a consideration when assessing officer performance.

#### **Policies and procedures**

- (9) Policies and procedures are consistent with these *BC Provincial Policing Standards*.

Section 6.0 – <b>Promotion of Unbiased Policing</b>	<b>Page 1 of 1</b>
Sub Section 6.1 – <b>Community Partnerships and Equitable Policing</b>	Effective: July 30, 2023 Revised: n/a
Subject 6.1.3 – <b>Promoting diversity within the police force</b>	

## Standards

The Board, or the Commissioner must ensure that:

### Reflective police force

- (1) The police force’s hiring, promotion, and retention policies and practices are non-discriminatory, free of systemic barriers, and include strategies related to increasing and maintaining diversity in the police force.
- (2) The police force’s recruitment materials depict gender equity and minority representation.
- (3) The police force engages in targeted recruitment activities to attract under-represented groups.
- (4) The police force monitors the diversity within the police force in relation to the area served, including at a minimum sex and ethnicity variables.

### Workplace harassment

- (5) The police force promotes a work environment in which all individuals are treated with respect and dignity, including written policy that prohibits bullying or any form of harassment, including sexual harassment.
- (6) The police force has processes in place to support the reporting and investigation of workplace bullying or harassment.

### Policies and procedures

- (7) Policies and procedures are consistent with these *BC Provincial Policing Standards*.



Section 3.0 – <b>Training Courses and Development</b>	Page 1 of 1
Sub Section 3.2 – <b>Provincially-Approved Training Courses</b>	Effective: July 30, 2024 Revised: n/a
Subject 3.2.5 – <b>Training to promote equitable and unbiased policing</b>	

## Definitions

**“Front-line police officer”** – any police officer who as part of their duties is regularly interacting with the public and may be in contact with persons in crisis situations.

**“Front-line supervisor”** – any police officer who directly supervises a front-line police officer.

**“Police officer”** – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

**“Provincially-approved equivalent”** – training that has been acknowledged by the Director of Police Services as adequate to meet the BC requirements pertaining to a provincially-approved training course.

## Standards

The Chief Constable, Chief Officer or Commissioner must ensure that:

- (1) All front-line police officers and front-line supervisor have completed *BC Fair and Impartial Policing Training* or a provincially-approved equivalent training course.

### Training records

- (2) Written records are maintained of the training required by this standard that has been completed by each police officer in the police force.

Section 3.0 – <b>Training Courses and Development</b>	Page 1 of 2
Sub Section 3.2 – <b>Provincially-Approved Training Courses</b>	Effective: Standards (1)-(5): July 30, 2024 Standards (6)-(7): December 31, 2022 Revised: n/a
Subject 3.2.6 – <b>Training to enhance service delivery to vulnerable communities</b>	

## Definitions

**“Front-line police officer”** – any police officer who as part of their duties is regularly interacting with the public and may be in contact with persons in crisis situations.

**“Front-line supervisor”** – any police officer who directly supervises a front-line police officer.

**“Police officer”** – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

**“Provincially-approved equivalent”** – training that has been acknowledged by the Director of Police Services as adequate to meet the BC requirements pertaining to a provincially-approved training course.

**“Provincially-approved training”** – training that has been acknowledged by the Director of Police Services as adequate to meet BC requirements pertaining to training on a specific topic or set of topics.

## Standards

### Indigenous cultural safety

The Chief Constable, Chief Officer, Commissioner, or Chief Civilian Director of the Independent Investigations Office (“IIO”) must ensure that:

- (1) 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.

- (2) For the purpose of Standard (1)(b), provincially-approved training includes at least one of the following:
  - (a) the Provincial Health Services Authority (San'yas) *Indigenous Cultural Safety* Training justice module; and
  - (b) [note: other training courses may be added as/when provincial approval is granted]
- (3) Further to Standards (1) and (2) above, and in addition to Standards 6.1.2 (2), encourage, and seek opportunities for police officers to attend learning events that are, where possible, experiential and specific to the local First Nation(s) or Indigenous peoples in the areas.

### **Trauma-informed practice**

The Chief Constable, Chief Officer, Commissioner, or Chief Civilian Director of the IIO must ensure that:

- (4) 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.
- (5) In addition to Standard (4) above, IIO investigators, front-line police officers, and front-line supervisors who are part of a specialized unit or team responsible for investigations involving vulnerable witnesses or victims (e.g. intimate partner violence, sexual assault, human trafficking, or other such investigations), must update their skills and knowledge about trauma-informed practice every 3 years, at a minimum.

### **Relationship Violence**

- (6) All front-line police officers and front-line supervisors have completed *Evidence-based, Risk-focused Intimate Partner Violence Investigations*.
- (7) Every front-line police officers and front-line supervisors who have completed the *Evidence-based, Risk-focused Intimate Partner Violence Investigations* training course in (6) above must refresh their skills by successfully completing the training course once every five years.

### **Training records**

- (8) Written records are maintained of the training required by these standards that has been completed by each police officer in the police force, or each IIO investigator in the case of the IIO.



THEY ARE OUR HEROES. WE SHALL NOT FORGET THEM.  
CE SONT NOS HÉROS. NOUS NE LES OUBLIERONS JAMAIS.

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August 16, 2021

Chief Constable Norm Lipinski  
Surrey Police Service  
13450 104<sup>th</sup> Avenue  
Surrey, BC. V3T 1V8

RE: 2021 Memorial Application – Constable George McDonald

The Memorial Board of Directors met and approved the application for Constable George McDonald for inclusion for the Memorial Service. He will be honoured and his name will be engraved on the Memorial Tablet as “GEORGE MCDONALD”. He will be immortalized at the National Memorial Service next year, 2022.

Due to the Covid-19 pandemic, the Memorial Board of Directors and Committee do not believe we can safely hold a large-scale event under these circumstances. Therefore, Constable McDonald will be honoured at the 2022 Memorial Service, on Sunday, September 25, 2022, at 11:00 hours on Parliament Hill.

Thanking you for your full understanding of this situation.

Sincerely,

Steve Boucher, M.O.M.  
Ottawa Police Service, Ceremonial Sergeant Major  
Canadian Police and Peace Officers Memorial Service, Coordinator  
[bouchers@ottawapolice.ca](mailto:bouchers@ottawapolice.ca)  
Cell: 613-298-0007

Cc: S/Sgt. Rick Stewart.  
[Rick.stewart@surreypolice.ca](mailto:Rick.stewart@surreypolice.ca)

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Canadian Police and Peace Officers Memorial Inc./La Commémoration des policiers et agents de la paix canadiens inc.  
141, rue Catherine Street, Ottawa, Ontario, K2P 1C3, [bouchers@ottawapolice.ca](mailto:bouchers@ottawapolice.ca)



Canadian Association of  
Chiefs of Police  
Association canadienne des  
chefs de police



Canadian Police Association  
Association canadienne des policiers



Canadian Peace Officers'  
Memorial Association  
Association canadienne  
commémorative des agents  
de la paix

August 25, 2021

OPCC File No. 2021-19656

His Worship Mayor Doug McCallum  
Chair, Surrey Police Board  
13450 104 Ave  
Surrey, BC V3T 1V8

Dear Mayor McCallum,

**Re: Service or Policy Complaint of s. 22**

On June 28, 2021, the Office of the Police Complaint Commissioner received a copy of your concluding letter to s. 22, dated June 28, 2021. Your letter carefully detailed the steps taken with respect to the complaint submitted by s. 22 and provided reasons for your decision.

As well, you advised s. 22 of s. 22 right to request a review of the matter by our office if s. 22 disagreed with your decision. Our office subsequently received such a request from s. 22 s. 22.

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.



Tayja Lum  
Investigative Analyst

cc: s. 22  
Chief Constable Norm Lipinski, Surrey Police Service