



NEW WESTMINSTER POLICE BOARD

OPEN AGENDA

Tuesday, 18 May, 2021 @ 0930

✓ Indicates Attachment

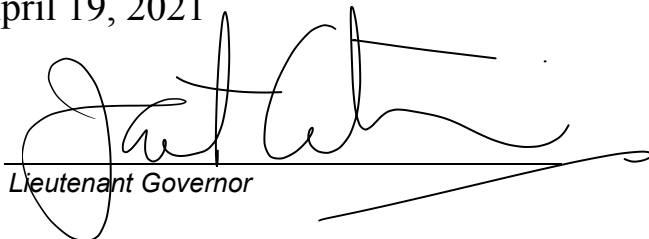
1	ADOPTION	
✓	1.1 Adoption of Open Agenda: 18 May, 2021	<i>Police Board</i>
✓	1.2 Introduction of New Board Member	
✓	1.3 Police Act Reform Presentation	<i>Tambellini/ Nakagawa</i>
	1.4 Delegations	
2	CONSENT AGENDA	<i>Police Board</i>
✓	2.1 Approval of Open Minutes: 20 April, 2021	
	2.2 Police Board Member Reports	
✓	2.3 Statistics: April 2021	
✓	2.4 Policy	
✓	2.5 Correspondence	
	• Correspondence to City Council RE Adoption of Action Plan	
3	ONGOING BUSINESS	
✓	3.1 GOVERNANCE: Governance Calendar Review	<i>Chief Constable Jansen</i>
✓	3.2 GOVERNANCE: Tri-Annual Financial Report	<i>Chief Constable Jansen</i>
4	NEW BUSINESS	
	None	
	NEXT MEETING	
	Date: Tuesday, 15 June, 2021 at 0930	
	Location: ZOOM Video Conference	
	ADJOURNMENT OF OPEN MEETING	

Shirley Heafey is currently a member of the Employment and Assistance Appeal Tribunal- Vancouver/New Westminster 2017 – 2020. Working with police services and conducting civilian oversight has been a big part of my professional work. I spent 10 years as Chair of the RCMP Public Complaints Commission and another 8 as Public Complaint Director at the Calgary Police Commission as well as a member of the Alberta Human Rights Commission. It is work I have enjoyed very much and I have developed good relationships with police as well as an understanding of the complexities of police work. I have practiced in Vancouver, Calgary and Ottawa as a lawyer and mediator. Following my move from Calgary to Vancouver, I was appointed to the BC Employment and Assistance Appeal Tribunal and have just been re-appointed for another five years. I enjoy this work very much but also wish to be more closely involved in the business of my new home of New Westminster.

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 239

, Approved and Ordered April 19, 2021


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that Shirley Claire Heafey, appointed as a member of the New Westminster Police Board by the municipal council of the City of New Westminster, holds office for a term ending June 30, 2022.



Minister of Public Safety and Solicitor General



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: Police Act, R.S.B.C. 1996, c. 367, ss. 23 and 24

Other: _____



Presentation to the Special Committee on Reform of the BC Police Act

City of New Westminster, British Columbia

April 2021

INTRODUCTION

The following submission by the City of New Westminster is in response to a province-wide call for consultation by the Special Committee on Reforming the BC Police Act. In this submission, we will not be focusing on specific changes to the Police Act or the Mental Health Act because no amount of change to these two acts alone will bring about the changes we need in our community. What we need is housing, healthcare, and community services.

While numerous groups, agencies, and individuals will address specifics with regard to the BC Police Act, the BC Mental Health Act and other statutes and regulations pertaining to public safety, this submission seeks to share a municipal perspective of changes required so all members of our community have the chance to thrive.

We aim to amplify the voices in the City of New Westminster, and the broader community, seeking fundamental shifts in the ways in which community safety, security, and care are addressed across a spectrum of need. We approach this with the view that, in order to create sustainable and meaningful change in the way in which we approach community safety, we need to first appreciate how it is that the needs of our community intersect their identities and living situations such as social condition, race, gender, sexual identity, disability, socioeconomic status, etc.

In this submission we describe our vision and aspirations for the future of our city with respect to community safety and care followed by specific recommendations for change. We then describe the uniqueness and diversity that represents the City of New Westminster.

THE NEED FOR MUNICIPAL CHANGE

As city governments, we set policy, manage our business, and deliver services to enhance the lives of members of our community. We have bravely tried new ideas and ventures; some have taken hold and some have failed, but above all, we continue to listen to our community—all of our community. We know we need to be bold to take steps to lift up the most vulnerable, especially those experiencing mental health crisis, poverty, and homelessness. We also know that we need different approaches to domestic and sexual violence which we will refer to as crimes of power. We understand that the structures put in place to protect the status quo too often harm those with the least power in our communities.

We will not focus on the Police Act or Mental Health Act

What we need is housing, healthcare, and community services

...a municipal perspective of change required



We need to be bold to take steps to lift up the most vulnerable, especially those experiencing mental health crisis, poverty, and homelessness.

Our Municipal Reality

Similar to other municipalities in the Lower Mainland, issues related to crises and desperation too often intersect with those responsible for maintaining community safety. The most recent census on homelessness in the lower mainland in March 2020 estimates that there are almost 121 people experiencing homelessness in our city, a number that we know is ever changing and most likely underrepresents the total count due to the fluid nature of housing insecurity in our region. We also know that many of these individuals live with ongoing challenges related to mental health and poverty that will intersect with first responders more than others, including police services.

Our own Police Department reports they are responding on average to 4 calls per day related specifically to mental health. Our Fire Department is increasingly responding to incidents involving overdose and other 'medical' concerns, while our bylaw enforcement officers have seen a 93% increase in calls to respond to individuals dealing specifically with issues related to homelessness and poverty, in the first few months of 2021. But the impact of poverty in our community is also felt by those delivering front-line municipal services. Both our Parks and Recreation and Library report increasing numbers of incidents related to those living with issues related to alcohol, drugs and mental health.

New Westminster has a city police force that has taken concrete steps to provide compassionate response to calls for service that fall outside the traditional mandate of policing, however the police department is in a difficult position as they recognize that they are often not the most appropriate to respond. Police officers are not counsellors, therapists, or medical professionals and even if they approach with compassion, officers have punitive power and are connected to a long history of Canadian action which we now understand to be unjust. The city is actively collaborating with the New Westminster Police Department to take bold action to create positive change.

Our Police Department reported responding on average to 4 calls per day, specifically related to mental health.

Bylaw enforcement officers have seen a 93% increase in calls to respond to individuals dealing specifically with issues related to homelessness and poverty in the first few months of 2021



Setting a New Direction

Local governments are closest to the people in their communities. New Westminster is a forward-thinking, compassionate government that aims to respond to those in crisis through a range of services that foster individual and community resilience with the goal of impacting outcomes for racialized, homeless, and vulnerable people. At the City of New Westminster, we have seen the statistics and heard the voices speaking their truth about the overrepresentation of Indigenous, Black, and racialized communities in the criminal justice system. We have heard the concerns and recognize the impacts of police responding to those who are in a mental health crisis.

We empathize with the need for non-police responses to crimes of power – responses that centre the wellbeing of the survivor. We know that change is needed and we will continue to listen to and amplify the stories, experiences, and knowledge of those with lived experience. We will take steps where we have jurisdiction and influence, through our networks and in our city. All members of our community need to feel they belong and are included – and this means centering and prioritizing the voices of those who have been historically and systematically marginalized.

Regional Impact

We are also part of a larger region that is home to many organizations that bring value and expertise to our community. While we govern from our city's perspective, we also know that the issues we face are common throughout Metro Vancouver and beyond. We approach this work with a spirit of collaboration. To solve these problems, we need to bring together everyone in our community to create a vibrant and livable city.

We will take steps where we have jurisdiction and influence, through our networks and in our city.



All members of our community need to feel they belong and are included

We need to prioritize the voices of those who have been historically and systematically marginalized

OUR CITY VISION AND VALUES

Our priorities are clearly defined by our vision and values:

Core Values

1. Integrity
2. Compassion
3. Innovation
4. Openness
5. Accountability
6. Sustainability
7. Partnership
8. Inclusion

Strategic priorities 2019-2022:

1. Affordable Housing
2. Culture and Economic Development
3. Environment and Climate Action
4. Facilities, Infrastructure, and Public Realm
5. Reconciliation, Inclusion, and Engagement
6. Sustainable Transportation
7. Organizational Effectiveness

Our Vision:

***A vibrant,
compassionate,
sustainable city that
includes everyone***



THE VISION FOR OUR COMMUNITY

This is our vision for the future of our city: we can only achieve what we can imagine together. Many voices have come before us and many voices still need to be included to fully develop this shared vision, but we start from a place of compassion and inclusion.

1. A Sense of Place

Our city feels like home to those who choose to be part of our community. This place values diversity and the leaders are reflective. It feels safe to all—with special focus on those who experience systems of oppression such as racism, sexism, ableism, ageism, classism, etc. There is a clear non-judgmental and compassion-based path to receive help when residents feel unsafe or need assistance. People also see themselves, their needs, and their communities represented in the physical public space as well as the services provided.

2. Everyone has a home

As part of our vision for change, housing is available, appropriate, safe, and affordable. Our city has neither street entrenched nor invisible homelessness because there is an abundant and ongoing supply of diverse housing including market, non-market, supported, and co-op housing—with a vacancy rate of over 2% across housing types. Housing and homelessness are addressed collaboratively on both local and regional levels.

3. Integrated health services

Mental health and physical health are treated as equal in importance. We all empathize with and support those experiencing mental health crises. Care for those experiencing mental health crises is readily available on par with our physical healthcare system. These services are integrated across a number of public health and community agencies as part of the robust provision of public healthcare, are comprehensive in scope, non-carceral¹, and culturally appropriate. This includes real-time, on-demand access to a range of mental health services. Services are sustainable, accessible, delivered according to the diverse needs of our community, and collaborative between different levels of government, health authorities, community organizations, and nonprofits.

Many voices have come before us and many voices still need to be included to fully develop this shared vision

We start from a place of compassion and inclusion



¹ Refers to solutions which do not include the suggestion of jail or prison.

We have community health centres (CHCs) providing both geographic and demographic-specific service to coordinate access to a range of social and healthcare supports. These CHCs are not on a fee-for-service model and they provide access to interdisciplinary practitioners and service-providers. We have public pharmacare and dental care as part of our public health care service infrastructure.

4. Calls for justice and equity embraced

The city has incorporated the calls for justice from the Truth and Reconciliation Commission and *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls* that relate to municipal government. We are working on decolonizing our city and our processes such as council meetings and public engagement, are implementing The United Nations Declaration on the Rights of Indigenous People (UNDRIP), and are working to address the harms of colonialism. We are undertaking ongoing work on anti-racism within the city as an organization and the larger community.

We understand and actively utilize the principles of disability justice as a fundamental value. We bring an equity lens to everything we do. Not only do our elected representatives and staff reflect the diversity of the community, but we also have meaningful representation on all our city committees and boards as well as inclusive policies and practices for community engagement.

We have incorporated the calls for justice from the Truth and Reconciliation Commission and Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.



5. Drugs are decriminalized and crimes of poverty and desperation are addressed at their root cause

Rather than criminalizing poverty, addiction, and desperation, we address these issues at their root causes. We provide access to a robust safe supply of drugs, safe consumption sites, and detox and treatment facilities. Drugs are decriminalized and addiction is destigmatized. We have created safe working conditions for sex workers by listening and responding to their needs. Crimes related to desperation of life circumstances have been all but eliminated because of an abundance of social services and community supports.

6. Everyone has the food necessary to thrive

Our food systems are based on dignity and we no longer have to rely on food banks as a stop-gap to food insecurity. Everyone in our community has access to healthy, culturally appropriate food (food insecurity is an example of motivators for crimes of desperation). We have community and front yard gardens, community kitchen programs, and opportunities for the community to eat and gather together.

7. Intergovernmental collaboration

All levels of government are clear on their roles and work collaboratively to serve our most vulnerable community members. Downloading of service provision is replaced with meaningful collaboration.

8. Full employment and livable income

Those who want to and are able to work have the opportunity to earn a living wage. Government programs that provide income and disability assistance are dignified and at livable rates that do not force people to live in poverty.

9. Sustainable and Regenerative Environment

We are actively addressing the climate crisis and are on course to meet the national and international targets. We bring an equity lens to all our environment and climate work because we know that those on the margins will also be most impacted by the climate crisis. We have lush green spaces that are accessible by the whole community. We have a robust tree canopy, have re-wilded areas of our city, and have vibrant outdoor social gathering spaces. Wildlife and insects are returning.

Our food systems are based on dignity and we no longer have to rely on food banks as a stop-gap to food insecurity



All levels of government are clear on their roles and work collaboratively to serve our most vulnerable community members

10. Safe Transportation

Moving about the community is safe for all persons, regardless of their mode of transportation. Barriers to movement - physical, cultural, or economic, are identified and removed. The regulation and enforcement of movement through public space is centered on protecting the most vulnerable users of that space and to emphasize the safety of those who choose more sustainable modes.



CLOSING THE GAP: FROM VISION TO REALITY

In order to achieve the above vision for our community, we recommend the following:

1. Develop a New Model of Community Response

In order to be able to reduce the reliance on police, we need to create non-carceral alternatives to respond to behaviors, situations, and crimes caused by poverty and desperation – including homelessness, addiction, and mental health emergencies—as well as crimes of power – including domestic violence and sexual assault.

Recommendations:

A. Develop a pilot program:

The Program will be based on a new model to address crisis health management. The pilot program should provide alternatives to police response which could be provided by healthcare workers, community workers, Elders, cultural workers or a mix of the above. The program also should have the following characteristics:

- Is informed by destigmatized, de-colonial, trauma informed, and anti-racist practice;
- Is rooted in non-violent crisis intervention and de-escalation;
- Is rooted in compassion and mutual understanding;
- Is non-punitive and does not include enforcement unless violence or safety concerns are clear on the outset;
- Is informed by best practices and lived experience;
- Provides participants a better understanding of issues around mental health, addictions and trauma;
- Provides participants tools to help someone experiencing a mental health or substance use emergency;
- Considers place-making opportunities to counter the perception and incidence of street disorder and chronic street nuisance; and
- Reduces call volumes for police response, while redirecting more appropriate resources as applicable.

B. Develop compassionate crisis management response:

We are using wise practices from other jurisdictions that are trialing a variety of programs with early signs of success. These programs range from models that are led by specialized social-service and healthcare workers without support of police to others that partner police

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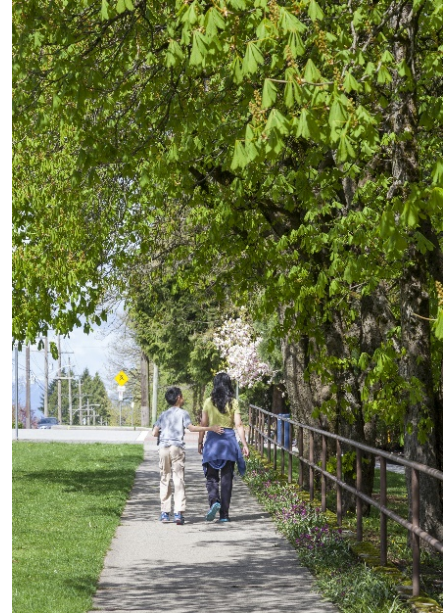


with social service specialists; however, the local response should not automatically pair social service and healthcare workers with police.

Models include, but are not limited to:

- **CAHOOTS** (Crisis Assistance Helping Out on the Streets) – Eugene, Oregon
- **LEAD** – (Law Enforcement Assisted Diversion) – Seattle, Washington
- **Project Respond** – Portland, Oregon
- **STAR** (Support Team Assisted Response) – Denver, Colorado

- C. **Create new categories for 911 and emergency response.** Currently, our emergency dispatch system consists of Fire, Police, and Ambulance services. Given the current scope of options available, police are often dispatched as first responders to non-emergency happenings in the community. Alternatives to police could include first responders made up of community and cultural workers, health care providers, housing support workers, and others who can provide de-escalation of crises through the provision of meaningful support and services. We need to expand our understanding of what a first responder is and does.
- D. **Create standards for compassionate response:** Emphasize professional standards that serve the community.
- E. **Develop new funding models** for compassionate response by creating partnerships between all levels of government to support funding for services to adequately provide alternative service models. Policing resources should be focused on the issues that are within their purview and not on responding to crises of poverty or health. By appropriately funding other services and emergency responses, we will be able to have police officers focused on the most pressing needs and crimes.
- F. **Invest in housing** to ensure no one is homeless.
- G. **Decriminalize Drugs:** Ensure robust access to safe supply and decriminalize drugs.
- H. **Increase access to detox and public treatment facilities** with different delivery options available, including options that are culturally appropriate.
- I. **Invest in Community Health Centres:** A preferred method of delivering primary care. (see Definitions)



We need to expand our understanding of what a first responder is and does.

2. Centre Racialized and Vulnerable Populations

We must understand, mitigate, and reduce the ways over-policing negatively impacts the most marginalized in our community, namely people who are disabled, poor, homeless, living with addictions, mentally ill, racialized – especially Black and Indigenous – and those who live at the intersection of these identities. We support several key actions:

Recommendations:

- A. **Develop non-police community teams** to respond to those in crisis.
- B. **Enhance the public realm** to create a stronger sense of community that encourages interaction and is designed to decrease crime. This needs an explicitly anti-racism perspective and prioritize Indigenous epistemology.
- C. Develop clear actions with timelines to **respond to calls to action from the Truth and Reconciliation Commission** and Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- D. **Develop relationships** with others to provide culturally appropriate and supportive programs including job training, housing, and mental health services.
- E. **Ensure diversity in the make-up of the police** including leadership. Feedback from the community consistently points to the importance of representation (including language and culturally appropriate responses) as a key factor in building trust between community and policing services. The community should be able to see themselves reflected in their police services.
- F. **Include racialized histories and perspectives** in work conducted by city departments as well as in the public education curriculum. Prioritize having this content taught by people from the community being studied.
- G. **Raise income assistance and disability rates** to the market basket measure.
- H. **Expand access to public transportation** by ending punitive fare evasion measures and removing economic barriers to access.
- I. **Centre and protect vulnerable road users in traffic enforcement.** Support new enforcement models that do not involve police resources including automated speed and intersection enforcement.



We must understand, mitigate, and reduce the ways over-policing negatively impacts the most marginalized in our community, namely people who are disabled, poor, homeless, living with addictions, mentally ill, racialized – especially Black and Indigenous



3. Understand the Current State: Collection, Interpretation, and Control of Data

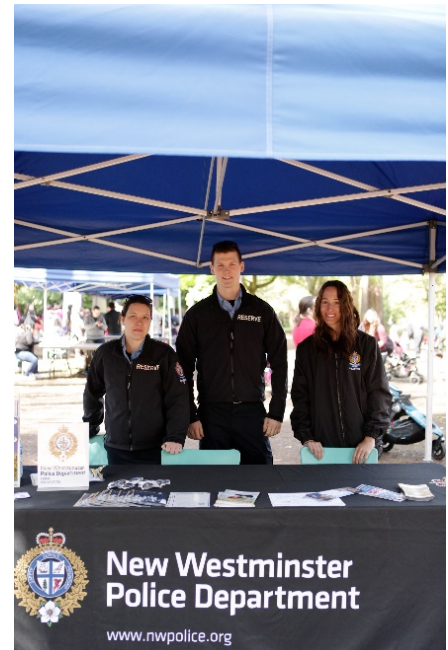
Collecting statistics can create social good. In order to effectively understand the current status of policing in our community and to better articulate a vision and plan for our community, we need to have accurate information through consistent and reliable data. This includes, but isn't limited to the number and types of calls to which police and bylaw officers respond, complaint analysis, calls for service from health authorities, and data from municipal services such as bylaw enforcement, parks and recreation, and libraries.

Data is powerful and can be weaponized against vulnerable communities even without the intention to cause harm. Data collection and analysis must include access, feedback, and leadership from and by the impacted communities in order to minimize harm.

Recommendations:

- A. **Collect and publish disaggregated data** on police interactions ensuring access for impacted communities. This includes data on race, socioeconomic status, disability, and other factors.
- B. **Use data to make decisions** informed by evidence including analysis and leadership from impacted and vulnerable communities.
- C. **Use data to reveal and understand indicators of systemic and structural oppression** in order to identify and address root causes of disparity.
- D. **Create effective community service discussion tables** to ensure service for the most vulnerable.
- E. **Refresh and update data on a regular basis** with consideration of data ownership.
- F. **Gather expert opinions** – with a focus on those with lived experience – and research that offers a baseline for understanding policing impacts in our community and region.

We need to have accurate information through consistent and reliable data



Data collection and analysis must include access, feedback, and leadership from and by the impacted communities in order to minimize harm.

4. Re-evaluate Police Board Appointments and Budgeting

The current process in which the police board approves the police budget, without input from or discussion with city council with respect to direction or budget increase, is untenable. Cities have diverse and competing priorities where the police budget should be part of and work with the larger set of priorities for the city. While it is understandable to want policing to be arms-length from politics, the process still needs to be accountable, transparent, and sensible.

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Recommendations:

- A. Change the police board appointment system to **allow for more input from municipalities**.
- B. **Create equity and diversity mandates for police boards** so that the board reflects the community.
- C. **Adapt recruitment processes and qualification standards** to prioritize people with lived and living experience as well as people from impacted communities.
- D. **Consider board compensation** to allow underrepresented people to serve on the police board.
- E. Address board structure and practices to **create a more equitable discussion table** so everyone can fully participate.
- F. **Address the budget dispute process** used when police boards and municipalities cannot agree on an annual budget. The process should be transparent and feel fair for both sides.



OUR CITY – BACKGROUND

The City of New Westminster is home to over 80,000 residents and 4,000 businesses. Located in the geographic centre of the over 2.4 million people in the Lower Mainland and on the Fraser River, New West is a diverse, urban municipality with five rapid transit stations, eight bridges, and over 2,800,000 vehicles per week that travel through the city and a ferry that connects Lulu Island to the mainland of New Westminster. The community is committed to promoting livability with an enhanced quality of life.

Economic Growth

New Westminster is home to Royal Columbian Hospital, the Port of Vancouver and is 15 minutes to Vancouver International Airport. Our workforce is growing, educated, and accessible. At present, approximately 14,000 people are employed in the city with over 25,000 new jobs expected by 2041. New Westminster has a stable, strong, and diversified local economy that is resilient to economic volatility, in a range of strategic sectors. This includes: fishing and food production, filming, green industries, information technology, life sciences, manufacturing, retail, tourism, transportation and logistics. Large local employment generators include the City of New Westminster, Royal Columbian Hospital, Amazon, Port of Vancouver, Kruger Paper, TransLink, Douglas College, and the Justice Institute of BC.

And while much of our city is thriving, not everyone feels at home or even has a home.

A Colonial Past

Prior to colonialism, the area now referred to as New Westminster, was known as the Resting Place and was home to a number of First Nations. Over time, adjacent areas were claimed by colonial authorities and all remnants of Indigenous territory and reserve land were assembled for use by the colonial government. The City of New Westminster was incorporated in 1860 and served as the capital city of British Columbia until 1868. The city is working to better understand the Indigenous territory and connections to the land. This involves relationship building with a number of First Nations that have historical and current connections to the land upon which New Westminster is built. Key nations include the Qayqayt, Musqueam, Tsawwassen, Kwantlen, Tseil-Waututh, Squamish, Sto:lo Nation, Sto:lo Tribal Council, Katzie, and Kwikwetlem First Nations.

While much of our city is thriving, not everyone feels at home or even has a home



We have a long history of supporting community development, but we also have a deep colonial history which includes racism and discrimination

As one of the first cities in Western Canada, and like many British Columbia cities, we have a long history of supporting community development, but we also have a deep colonial history which includes racism and discrimination. The city has documented attempts to maintain a white, anglo-dominated government structure in our discrimination against the Chinese community and passengers of the Komagata Maru. The city was the first to make a formal apology to the Chinese-Canadian community for its historical acts of racism, has endorsed the Calls to Justice in the Truth and Reconciliation Commission, and has endorsed the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. Recognizing our history is essential to building a better, more inclusive, and resilient city that is welcoming to everyone and where all members of our community have an opportunity to thrive.

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A Final Word

The City of New Westminster is committed to ongoing learning and improvement and appreciates the opportunity to submit to the committee.

THANK YOU



DEFINITIONS OF TERMS

1 Standards for Compassionate Care

British Columbia has a wide range of professional bodies from the Architects Act to the Professional Governance Act, the Health Professions Act. In BC, groups like doctors and teachers have a professional standards body to dispense discipline, reports out to the public, and maintain a public record for each individual professional. These bodies set performance standards. Members are generally appointed to prevent dominance of the process by members of the profession.

Among British Columbia's regulatory authorities, crane operators, lawyers, realtors and security guards, are included, but police are not. A model similar to the Teachers Act could be adopted, bringing regulation of police services. For example, issues like racist comments and failure to handle and investigate a sexual assault complaint under set guidelines could result in discipline based on professionalism, not on violations of the law. Police colleagues could be required to report professional violations as a requirement.

The Office of the Police Complaint Commissioner (OPCC), created in 2011, is not considered the same as a professional oversight body, though it could still serve a useful role. The OPCC is primarily focused on legal wrongdoing by police, and would continue to play that very important role. However, it does not provide a modern and professional level of broader police professional requirements, accountability, and discipline. Between April 1, 2018, and March 31, 2019, the 487 public complaints to the Commissioner, and the 403 reportable injuries, resulted in just 79 investigations and only 68 complaint resolutions. Other disciplinary matters are often handled locally, without clear province-wide requirements. Greater accountability, professional standards, and a professional framework to require public accountability and trust is essential. The current requirements of Provincial policing standards, emphasize matters like firearms, training, restraint, use of force, police stops, investigations, etc. but do not set the other same standards for day to day professional conduct as other professional bodies in B.C.²

2 Community Health Centres

In 2020, the provincial government promised an additional 10 urgent and primary care centres. Urgent and primary care centres, a laudable goal, however does not reach the level of integration with social care as a community health centre model, similar to that of REACH in Vancouver. They typically seek to provide health equity, combined physical health with mental health, place mental health more on par with physical health, and sometimes provide combine services for immigrants and addiction, and provide a better and more integrated option for people who present with multiple health issues. The Canadian Association of Community Health Centres are multi-sector, not-for-profit organizations, with approaches that are team based, integrate health and social services, are community centred based on geographic or common characteristics of individuals, and address social determinants of health. This model can better deal with the intersection of physical health, mental health, addiction, and specific and community needs, in a manner that would reduce reliance on ad hoc police intervention.

² Footnote: BC Regulatory Authorities. <https://www.welcomebc.ca/getmedia/705d5f14-86c6-4c5d-bf3b-ce5b579a57fc/BC-Regulatory-Authorities.pdf.aspx>

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ACKNOWLEDGEMENT

The Police Reform Working Group would like to thank the following organizations, and groups who took the time to share their perspectives with us. These include:

1. First Nations
2. Purpose Society
3. New Westminster Police Department
4. Union of BC Municipalities
5. Simon Fraser University Teaching Faculty
6. Fraser Health Authority
7. CAHOOTS Program Eugene Oregon
8. Greater Victoria Regional Housing Authority
9. And others

This is the beginning of a compassionate conversation on how the City continues to include and create a safer community for our most vulnerable populations. The City is grateful for the feedback and information received to date and looks forward to continued learning and consultation to broaden our vision.



NEW WESTMINSTER

For more information contact:

City of New Westminster

Jonathan X. Cote

Mayor

T: 604.527.4522

jcote@newwestcity.ca

REPORT

Police Reform Working Group

To: Mayor Côté and Members of Council **Date:** 5/3/2021

From: Police Reform Working Group **File:** 05.1035.10

Item #: 151/2021

Subject: **Submission to the Provincial Special Committee on the Reform of the Police Act**

RECOMMENDATION

THAT Council approve the written and video submission prepared by the Police Reform Working Group to the Provincial Special Committee on the Reform of the Police Act;

THAT Council approve a letter be sent to the local Members of the Provincial Legislative Assembly and Member of Parliament, creating awareness of the submission;

THAT Council approve the next steps and continued consultation with First Nations and other groups affected including but not limited to those referenced in the submission noted above.

PURPOSE

The Police Reform Working Group is requesting authorization to submit the written and video submission to the Provincial Special Committee on the Reform of the Police Act.

SUMMARY

The Police Reform Working Group has prepared a submission for the Provincial Special Committee on the Reform of the Police Act. The Working Group is seeking authority to submit the written and video submission as well as continue with next steps in the framework development for Police Reform.

BACKGROUND

The Province of British Columbia is preparing to reform the Police Act and has created a *Special Committee on Reforming the Police Act*.

The Provincial Committee will make recommendations on the following:

1. Reforms related to independent oversight, transparency, governance, structure, service delivery, standards, funding, training and education, and any other considerations which may apply respecting the modernization and sustainability of policing under the *Police Act* (R.S.B.C. 1996, c. 367) and all related agreements.
2. The role of police with respect to complex social issues including mental health and wellness, addictions, and harm reduction; and in consideration of any appropriate changes to relevant sections of the *Mental Health Act* (R.S.B.C. 1996, c. 288).
3. The scope of systemic racism within British Columbia's police agencies, including the Royal Canadian Mounted Police, independent municipal police and designated policing units, and its impact on public safety and public trust in policing.
4. Whether there are measures necessary to ensure a modernized *Police Act* is consistent with the United Nations Declaration on the Rights of Indigenous Peoples (2007), as required by section 3 of the *Declaration on the Rights of Indigenous Peoples Act* (S.B.C. 2019, c. 44).

The Province has identified the following key drivers to support change in the Police Act:

- economic challenges and recovery efforts associated with COVID-19;
- social media — the public is demanding more transparency and quicker response to events questioning police actions;
- growing policing budget pressures;
- inequities in the funding, structure and the delivery of police services;
- rapidly evolving technology, which may be underutilized in policing but is also very costly;
- deteriorating RCMP assets and capital infrastructure;
- the city of Surrey's transition to a municipal police service;
- growing demands and expectations on police to respond to complex social issues, such as mental health, addictions and harm reduction where other professional services may be better suited; and

- the commitment to reconciliation with Indigenous peoples.¹

Opportunity for Committee Feedback

Beginning February 15, the Special Committee on Reforming the Police Act started receiving briefings from ministries, First Nations, unions, Health Authorities, provincial organizations. Meeting transcripts and presentation materials are available on the Committee's website: <https://www.leg.bc.ca/parliamentary-business/committees/41stParliament-5thSession-rpa/termsreference>

The Committee reached out to additional stakeholders, including the City of New Westminster, and invited all British Columbians to share their input.

A final report will be released by the Committee no later than October 2021.

Creating a Police Reform Working Group

On March 1, 2021, Council approved the following direction based on the input from the Reconciliation, Inclusion and Engagement Task Force:

- a. Provide direction on three engagement approaches identified.
- b. Establish a new "Police Reform Working Group" comprised of small group of Councilors, City staff and industry experts.
- c. Provide direction on the question of community representation on the Police Reform Working Group.
- d. Include research in this report as part of the mandate of the proposed "Police Reform Working Group".

DISCUSSION

Overview

In March 2021 the City of New Westminster convened a working group to prepare a submission for the provincial committee. The submission begins an important and difficult conversation on community safety. It is based on a new definition and bold steps to align with the City's vision and values to address the needs of all our community, including the most at risk. It calls for provincial and municipal change to meet the needs of the most vulnerable so everyone has the opportunity to thrive.

The four member Working Group was chaired by Councillor Nakagawa, with Councillor McEvoy as the other council representative. The staff lead was the Manager Intergovernmental and Community Relations and Chris Koth, Manager Programs and Community Development from the Public Library was the other staff representative. The

¹ <https://www.leg.bc.ca/documents-data/committees-transcripts/20200921am-PoliceActReform-Virtual-n4>

Working Group accessed staff resources when required from the New Westminster Police Department, Legislative Services and Development Services.

A submission was prepared for the Special Committee on the Reform of the Police Act and is included for information (Attachment 1). A video presentation with key messages was also prepared and will be forwarded directly to Council for review. It will be publically available on the City's website.

The submission was developed to focus on municipal change, based on community feedback. It acknowledges that no amount of change to the BC Police Act or Mental Health Act alone can replace the need for greater structural change to reduce the criminalization of poverty or social conditions due to deficits in coordinated, region-wide approaches to housing, healthcare and community services. It emphasizes the bold steps needed to lift up the most vulnerable, especially those experiencing mental health crisis, poverty, and homelessness.

Setting a New Direction

The submission begins to develop an ideal community safety vision with respect to quality of life and livability. Starting from a place of compassion and inclusion, the vision recommends that everyone in our City should feel they belong, have a home, and enjoy access to food, integrated health services and full employment, with a livable income. The submission advocates for the decriminalization of drugs, and that the sources of poverty and desperation are addressed at the root cause. The community should be supported by strong, intergovernmental collaboration within a sustainable and regenerative environment.

There is a gap between current approaches to community safety and the City's ability to achieve our community vision. In order to close this gap, the City is advocating for movement away from traditional policing models in key areas such as addressing mental health crisis and homelessness and the corresponding expansion of supports and services for our most vulnerable. The specific recommendations focus on four key areas:

- Develop a new model of community response,
- Center the voices of racialized and vulnerable populations,
- Understand the current state of data collection, interpretation and control mechanisms, and
- Reconsider Police Board appointments and budgeting to increase local contribution.

Hearing All Voices from our Community

It is recognized that the city is at a pivotal time to change how we define safety and livability in our community. The submission actively works to honour the calls for change from Canada's Truth and Reconciliation Commission, and the Inquiry into Missing and Murdered

Indigenous Women and Girls. The City hears the voices of the BIPOC² community and Black Lives Matter, while negotiating through a global pandemic, which continues to hurt targeted communities and residents unevenly.

We are also in the midst of a climate crisis and opioid crisis which, impact our most vulnerable populations disproportionately. These challenges also present a unique opportunity to advance public safety and security away from its colonial and paternalistic structures, in favour of a model that is solidly built on the values of compassion, social justice and inclusion. The City is committed to continue to actively listen to the community.

Consultation in Preparing the Provincial Submission

The Working Group has researched several sources, individuals and organizations in the preparation of this submission and it is recognized that many more work needs to be done. During the short preparation period, The Working Group reached out to:

1. First Nations
2. Purpose Society
3. New Westminster Police Department
4. Union of BC Municipalities
5. Simon Fraser University Teaching Faculty
6. Fraser Health Authority
7. CAHOOTS Program Eugene Oregon
8. Greater Victoria Regional Housing Authority
9. And others

This is the beginning of a compassionate conversation on how the City continues to include and create a safer community for our most vulnerable populations. The City is grateful for the feedback and information received to date. Staff are recommending the continued learning and consultation to develop the community vision and action plan in order to broaden the vision to support a more inclusive and safe community.

² Defined as Black, Indigenous and People of Color

Next Steps

As this project moves forward, the next recommended steps include:

- Develop partnerships and alliances to deliver the recommendations outlined to include key service providers and not for profit organizations;
- Develop an action plan for delivery of the vision and recommendations;
- Meet with the Province of BC and the Minister of Public Safety to discuss implementation;
- Work with the New Westminster Police Department to develop innovation and collaboration in implementation;
- Determine success indicators and targets; and
- Evaluate after one year.

FINANCIAL IMPLICATIONS

All costs in preparing this submission are included within existing City budgets.

OPTIONS

1. Council approve the written and video submission to the Provincial Special Committee on the Reform of the Police Act;
2. Council approve a letter be sent to the local Members of the Provincial Legislative Assembly and Member of Parliament creating awareness of the submission;
3. Council approve the next steps and continued consultation with First Nations and other groups affected including but not limited to those referenced in the submission noted above;
4. Do not approve the written and video submission to the Provincial Special Committee on the Reform of the Police Act;
5. Provide other direction to staff.

Options 1, 2, and 3 are recommended.

CONCLUSION

The Police Reform Working Group has prepared a submission for the Provincial Special Committee on the Reform of the Police Act. Staff are seeking authority to submit the written and video submission.

ATTACHMENT

Attachment 1 – Presentation to the Special Committee on Reform of the BC Police Act

This report has been prepared by
Denise A. Tambellini, Intergovernmental and Community Relations Manager
Chris Koth, Manager Programs and Community Development

Approved for Presentation to Council



Denise A. Tambellini
Intergovernmental and Community
Relations Manager
For the Police Reform Working Group



Lisa Spitale
Chief Administrative Officer



NEW WESTMINSTER MUNICIPAL POLICE BOARD

April 20, 2021 @ 0930

Via ZOOM

MINUTES of Regular Meeting

PRESENT:	Mayor Jonathan Côté Mr. Sasha Ramnarine Mr. Karim Hachlaf	Chair
STAFF:	Chief Constable D. Jansen Deputy Chief P. Hyland Inspector A. Perry Inspector T. Dudar Inspector D. McDaniel Inspector C. Mullin Ms. J. Darion Ms. D. Dyer	Finance Supervisor Board Secretary
GUESTS:	Ms. H. Finnigan	Strategic Communications

Chief Constable Jansen introduced new Financial Supervisor, Jaqueline Dairon, and recently promoted Inspector, Andrew Perry, to the Board.

1. ADOPTION OF AGENDA

MOVED AND SECONDED (Ramnarine/Hachlaf)

THAT: The New Westminster Police Board approve the April 20, 2021, Regular Agenda

CARRIED

1.2 Communications Team Presentation

Ms. Finnigan, Strategic Communications, presented to the Board on communications, and the communications strategy and mandate. The presentation included;

- Criteria for when a Media Release is appropriate
 - To further a police investigation
 - To prevent crime
 - To provide the facts
 - To connect victims to services
 - To highlight internal work

- The statistics on how many Media Releases are published
 - Between sixty to eighty annually
 - Approximately eight per month)
- Media Releases should be
 - Timely
 - Transparent
 - Accessible (to those without social media)

Mayor Cote expressed some concerns that have been shared with him by residents in the community pertaining to the purpose of particular Media Releases. Mayor Cote requested that careful consideration be taken when creating content and distributing Media Releases, as not to strike fear amongst the community.

Mayor Cote requested that an annual review of Communications be added to the Police Board Governance Calendar.

Received for information.

1.3 Delegations

None.

2. CONSENT AGENDA (Hachlaf/ Ramnarine)

2.1 Approval of Minutes: 16 February, 2020

2.2 Police Board Member Reports

2.3 Statistics: February & March 2021

2.4 Correspondence

- Amendment to BCPPS 2.1.1
- Request for Police Policies and Procedures Related to 'Wellness Checks'
- BCAPB: New President Announcement
- CAPG: A Refresher for Police Boards and Commissions
- Letter to David Pilling RE Police board Capacity
- Community Training Session: Fair and Impartial Policing
- Letter from New Westminster School District

MOVED AND SECONDED (Ramnarine/Hachlaf)

THAT: Item 2.3 be removed from the Consent Agenda; and

THAT: The remaining Consent Agenda items be approved.

CARRIED

ITEMS REMOVED FROM THE CONSENT AGENDA

2.3 Statistics: February & March 2021

Mr. Ramnarine removed the Statistics report from the Consent Agenda. Specifically, to enquire into where stops or fines related to Covid-19 will fall in the Statistics report. Chief Constable Jansen stated that these statistics are not included, but will be incorporated into all Statistics reports going forward.

Received for information.

3. ONGOING BUSINESS/ DISCUSSION

3.1 GOVERNANCE: Annual Review of Integrated Activities and Plan to Optimize

Inspector Mullin invited the Board to ask any questions that they may have regarding the Annual Review of Integrated Activities and Plan to Optimize report.

Received for information.

3.2 BCAPB Appointment of Executive Board – Follow Up (Verbal)

Chief Constable Jansen stated that he spoke with the BCAPB President, who understands the predicament that the Board find themselves in regarding staffing. The President relayed that they look forward to representation on the BCAPB when the New Westminster Police Board is able to.

Received for information.

3.3 Police Services Division Police Board Training – Follow Up (Verbal)

Chief Constable Jansen explained that he spoke with Mr. Pilling of Police Services, who understands the staffing challenges that the Board are facing. Police Services would be pleased to offer Police Board training once the New Westminster Police Board returns to its full complement.

Received for information.

4. NEW BUSINESS

4.1 CAPG Call for Resolutions

Received for information.

4.2 Street Checks

Inspector Dudar presented the report on Street Checks to the Board.

Received for information.

4.3 CAPG Sponsorship Opportunity

Chief Constable Jansen presented the CAPG Sponsorship Opportunity to the Board. After deliberation, the Board agreed that they will decline this sponsorship opportunity in favour of the annual AGM sponsorship request which has been past practice.

Received for information.

ADJOURNMENT of Regular Meeting

Chair Jonathan Côté adjourned the meeting at 0940 hrs.

Next meeting: May 18, 2021 @ 1005
Via Zoom

MAYOR JONATHAN COTE
CHAIR

D. DYER
RECORDING SECRETARY

New Westminster Police Department

Statistical Overview – April 2021

Calls for Service

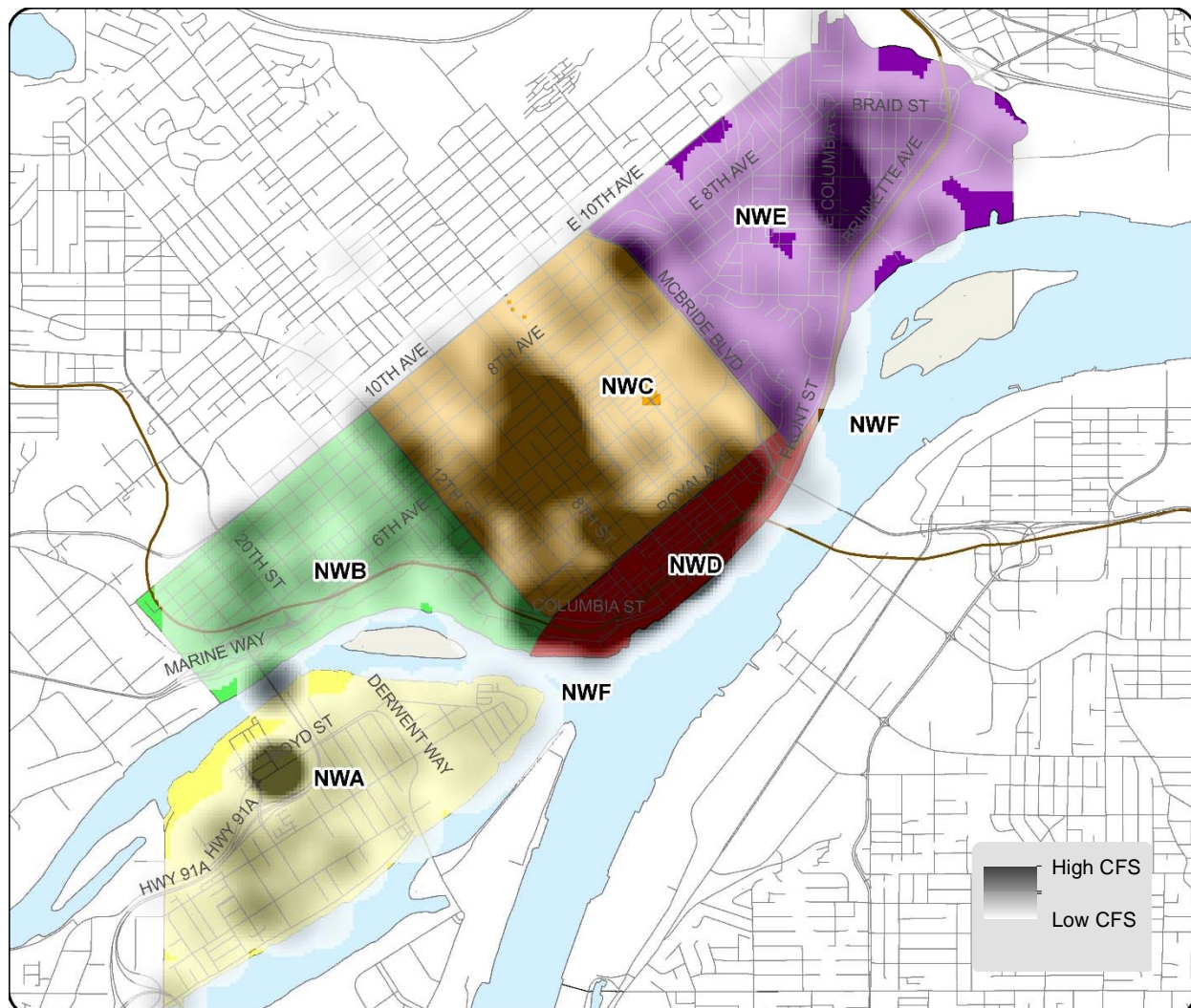
	Mar	Apr	Apr avg range	YTD 2020	YTD 2021	YTD +/-	YTD % chg
Queensborough (NWA)	155	144	124-174	538	546	8	1%
West End (NWB)	149	156	157-169	626	569	-57	-9%
Mid-Uptown (NWC)	557	492	569-595	2075	2053	-22	-1%
Downtown (NWD)	454	397	360-418	1425	1626	201	14%
East End (NWE)	198	198	214-294	900	817	-83	-9%
Water (NWF)	0	0	0-1	1	1	0	-
Skytrain Stns (NWG)	29	23	20-28	110	115	5	5%
Spec. Locations (NWH)	112	113	82-151	500	454	-46	-9%
Other	27	24	26-28	95	105	10	11%
Total Calls For Service	1681	1547	1585-1825	6270	6286	16	0%

Above normal range

Within normal range

Below normal range

Note: Zone H includes certain high-volume or special interest locations in the city, with the bulk of incidents linked to NWPD headquarters, the Law Courts, Royal Columbian Hospital, or the Queensborough & Pattullo bridges.



Monitored Occurrence Types

Persons Crimes	Apr 2021	Apr 2020	+/-	2021 YTD	2020 YTD	+/-	% change
All Persons Offences	77	85	-8	335	320	15	5%
Assault	41	44	-3	158	143	15	10%
Domestic Violence	39	57	-18	185	202	-17	-8%
Family Violence	17	25	-8	86	100	-14	-14%
Robbery	4	2	2	18	14	4	29%
Sex Assaults	6	0	6	22	12	10	83%
Indecent Acts	1	2	-1	8	9	-1	-11%
Other Sex Offences	4	6	-2	14	13	1	8%

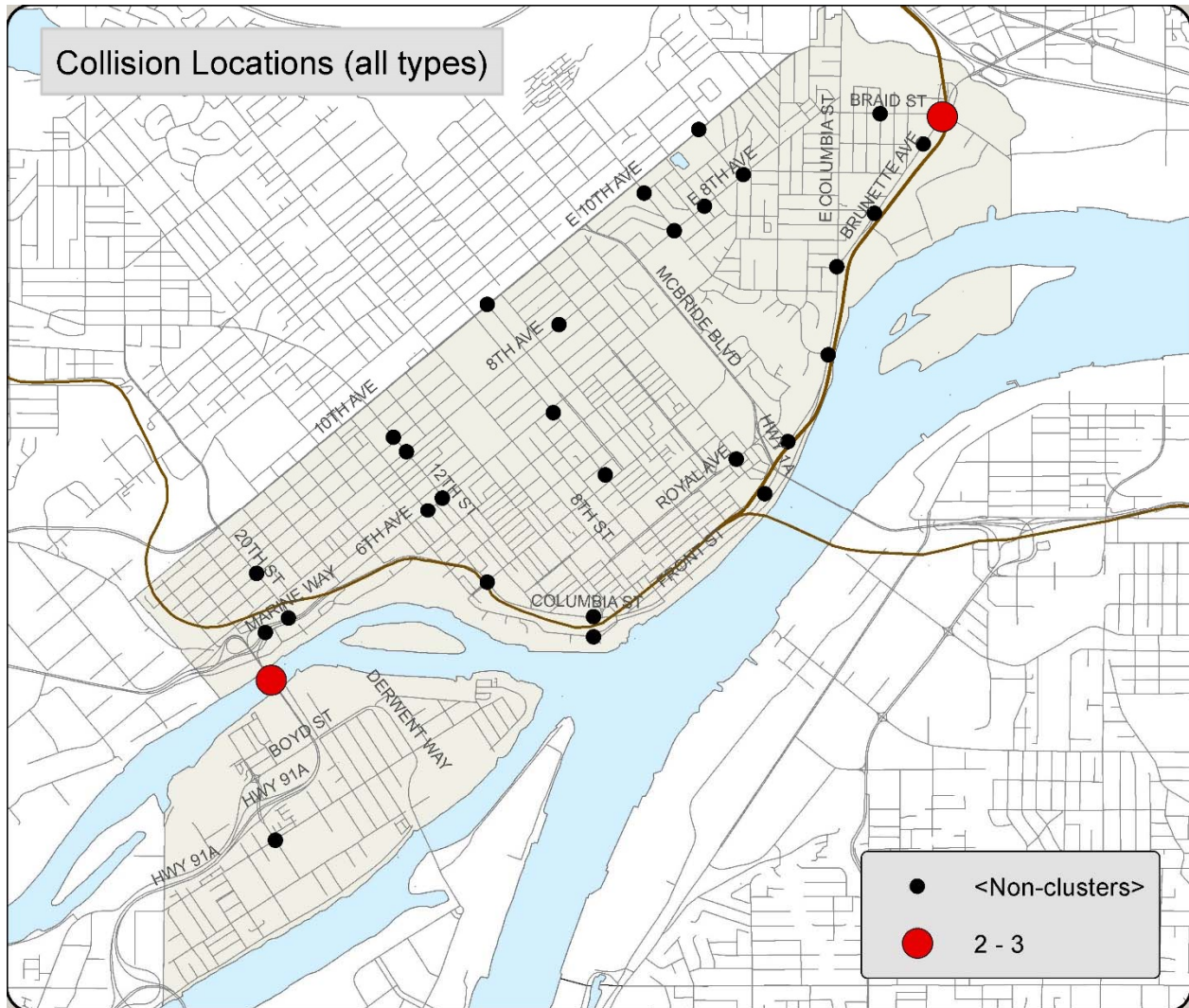
Property Crimes	Apr 2021	Apr 2020	+/-	2021 YTD	2020 YTD	+/-	% change
All Property Offences	278	256	22	1079	977	102	10%
Break and Enter – Total	32	30	2	134	118	16	14%
Break and Enter – Business	22	13	9	91	61	30	49%
Break and Enter – Residence	4	6	-2	17	28	-11	-39%
Break and Enter – Other	6	11	-5	25	27	-2	-7%
Theft of Vehicle	7	13	-6	42	46	-4	-9%
Recovered Stolen Vehicle	2	2	0	10	17	-7	-41%
Theft From Vehicle	71	83	-12	286	288	-2	-1%

Drug Offences	Apr 2021	Apr 2020	+/-	2021 YTD	2020 YTD	+/-	% change
Drug Possession (all)	3	5	-2	14	20	-6	-30%
Trafficking (all)	3	1	2	9	11	-2	-18%

Other Crimes	Apr 2021	Apr 2020	+/-	2021 YTD	2020 YTD	+/-	% change
Possession of Firearms	0	0	0	3	2	1	50%
Possession of Weapons	5	3	2	24	17	7	41%
Hate Motivated Crime	0	0	0	0	0	0	-

Other Non-Criminal	Apr 2021	Apr 2020	+/-	2021 YTD	2020 YTD	+/-	% change
Missing Persons	12	13	-1	49	45	4	9%
Missing Persons – High Risk	3	3	0	27	26	1	4%
Mental Health related (study flag B)	59	58	1	302	189	113	60%
Mental Health related (s. 28 arrests)	35	25	10	136	116	20	17%
Disturbed Person/Att. Suicide	54	51	3	216	256	-40	-16%
Sudden Deaths	14	13	1	39	42	-3	-7%
Domestic Dispute – No Assault	37	50	-13	134	173	-39	-23%

Traffic/Driving	Apr 2021	Apr 2020	+/-	2021 YTD	2020 YTD	+/-	% change
Collision - Non-fatal Injury	6	9	-3	23	36	-13	-36%
Collision - Damage under \$10,000	20	18	2	99	106	-7	-7%
Collision - Damage over \$10,000	6	4	2	21	17	4	24%
Impaired Driving	7	3	4	24	21	3	14%
IRP	8	2	6	62	43	19	44%



Addendum – COVID-19 Related Files & Enforcement

2021	Jan	Feb	Mar	Apr	TOTAL
Quarantine Act - GO's (all)	3	1	0	1	5
Quarantine Act - Charges Laid	0	0	0	0	0
Quarantine Act - VT's Issued	0	0	0	0	0
COVID-19 Related Measures Act - GO's (all)	2	0	0	0	2
COVID-19 Related Measures Act - VT's Issued	1	0	0	0	1
GO's with Study Flag "CV"	10	6	1	4	21

*Due to scoring and flagging conventions, a single incident may be counted multiple times in this data (e.g. a Quarantine Act file which was also flagged as COVID-19 related).

Statistics in this report are compiled from the Police Records Information Management Environment (PRIME) and reflect the most current information available at the time of writing regarding incidents reported to or discovered by the New Westminster Police Department. The data is subject to change if continuing investigation, Quality Assurance review, or Statistics Canada policies require an incident(s) to be reclassified.

Respectful Conduct in the Workplace

AB100**Revised: May 2021****AB100**

POLICY

1. The New Westminster Police Department (NWPD) believes that every employee and volunteer has the right to a work environment where they are treated with dignity and respect, and has a responsibility to treat others the same way. A respectful workplace is in the best interests of the NWPD, its employees, its volunteers and the citizens of New Westminster. The NWPD supports its employees and volunteers in preventing discrimination and harassment, reporting and resolving conflicts early and informally if possible, and in eliminating causes of discrimination, harassment and conflict.
2. Through the Respectful Conduct in the Workplace Policy (the “Policy”), the NWPD supports the creation and maintenance of a respectful workplace by providing:
 - a) Education of all employees and volunteers about appropriate behaviour in the workplace, human rights, harassment and dispute resolution;
 - b) Education of NWPD executive officers, supervisors and Union and Association executive officers (“Workplace Leaders”) in intervention and conflict resolution skills;
 - c) Resources and support for resolving disputes at an early stage; and
 - d) A process for reporting, mediating, and investigating discrimination and harassment complaints.

This policy is not intended to replace Part 11 of the *Police Act* as it relates to allegations of misconduct against a sworn employee.

3. The NWPD will not tolerate discrimination or harassment of any employee or volunteer. Workplace Leaders have an obligation to intervene whenever they are aware that harassment or discrimination is occurring.

REASON FOR POLICY

4. To ensure that all employees and volunteers work in an environment based on mutual trust, support, and respect.



NEW WESTMINSTER MUNICIPAL POLICE BOARD
555 COLUMBIA STREET, NEW WESTMINSTER, BC V3L 1B2 (604) 529-2413 FAX (604) 529-2401
www.newwestpolice.org



New Westminster City Council
511 Royal Avenue
New Westminster, BC
V3L 1H9

April 29, 2021

Dear Mayor Cote and Council,

As members of the New Westminster Police Board, we are writing in response to the New Westminster City Council letter dated February 10, 2021.

Specifically;

"THAT Council request that the Police Board adopt an action plan in order to make initial changes aligned with the above-noted June 30, 2020, motion, in the short term.

The Board is continuing its work on this important motion and have adopted a plan to move the initiatives detailed in our June 30, 2020 motion forward.

The work plan includes the following:

1. Retention of an external consultant or academic agency to conduct an operational review of the NWPB.

This review will address, at a minimum,

- a. How the NWPB is deploying its resources.
- b. An analysis of what services are currently being performed that the Department could deprioritize or transfer ownership to appropriate community or public agencies.
- c. Completion of a review on use and deployment of police equipment and weapons
- d. Engage with members of the New Westminster Police Department with the goal to develop understanding, input and support for new directions within the NWPB
- e. A scan of police reforms being conducted across North American and best practices that can be implemented.

An initial Request for Proposals is being completed now with the intention that an interim report will be presented to the Board by November 2021.

2. Supporting the City of New Westminster with their advocacy work regarding community based crisis management pilot program. This work is led by the City of New Westminster but personnel

have been identified to assist with this work when required. The Board will ensure that any time line decided by the city will be supported.

3. Continued collaboration with City staff on the Sanctuary City initiative.
4. Implementation of a Diversity, Equity, Inclusion and Anti-Racism framework. The Board will ensure that any time line decided by the city will be supported.

Yours truly,

A handwritten signature in black ink, appearing to be 'Jonathan Cote', with a stylized, flowing script.

Jonathan Cote
Chair
New Westminster Police Board

Board Governance Manual

APPENDIX 3: New Westminster Police Board Annual Governance Calendar

**If Applicable

January	Chief Constable Annual Evaluation Preliminary Annual Fiscal Report Victim Assistance Service Agreement
February	Report on Human Resources and Training Fiscal Report Update Tri-Annual Financial Report
March	Annual Review of Integrated Activities and Plan to Optimize
April	Police Board/City Council Joint Meeting Update on Departmental Initiatives
May	Report on Core Operations and Statistics Governance Review Tri-Annual Financial Report
June	Strategic Plan Development and Review** Annual Budget Preparation
July	Capital Expenditure Plan for Next Fiscal Year Strategic Plan Update** Communications Update
August	Summer Recess CAPG Meetings
September	Finalize Strategic Plan Updates** Draft Budget Presentation for Next Fiscal Year Tri-Annual Financial Report
October	Budget Presentation Police Board / City Council Joint Meeting Resolutions Update on Departmental Initiatives
November	Annual Report on Risk Management Professional Standards Budget Approval
December	Winter Recess



New Westminster Police Department

REPORT *Financial Services*

To: Mayor Jonathan Côté, Chair, and Members
New Westminster Municipal Police Board
Open Meeting

Date: May 7, 2021

From: Jacqueline Dairon
Financial Services

Subject: **March 31, 2021 Tri-annual Financial Report**

RECOMMENDATIONS

That the Police Board receive the March 31, 2021 tri-annual financial report for information.

PURPOSE

The purpose of this report is to provide information to the Board on the financial position of the police department for the period ending March 31 2021.

DISCUSSION

As of March 31, 2021 the police department is under-budget by \$543,408.

Salaries and benefits are currently under budget by 15% or \$ 963,574, this saving is mostly due to vacancies across all pay groups. The department has recently filled civilian roles and is actively recruiting sworn members to bolster staffing levels in anticipation of further turnover. The forecast for 2021 is that the budget variance in salary and benefits should narrow to approximately 5% under budget.

General administration and operating expenses are currently 7% under budget and are forecasted to be on or under budget. Recruitment is an exception and is forecasted to be over

budget due to the increased hiring needs. Firearms and operational equipment are forecasted to be over budget; however, a portion of the costs will be recouped and posted to 3rd party cost recovery.

Sales of service and grant revenue is currently trending under budget by 32%. This is mostly due to a timing issue as the grant sharing revenue is only posted twice per year. The current expectation is these accounts will be on budget.

ATTACHMENT: March 31, 2021 Financial Report

This report has been prepared by: Jacqueline Dairon

Approved for Presentation

Dave Jansen
Chief Constable



NEW WESTMINSTER POLICE DEPARTMENT

January 1 to March 31, 2021

	Annual Budget	YTD Budget	YTD Actual	Budget Variance YTD
Summary:				
Salaries and Benefits	26,925,100	6,462,024	5,498,450	963,574
Contracts Services	3,016,200	723,888	680,373	43,515
Education and Training	380,500	91,320	53,927	37,393
General Office	917,700	220,248	197,997	22,251
General Administration	200,000	48,000	12,366	35,634
Operational Equipment	514,600	123,504	170,547	(47,043)
Other Costs	331,400	79,536	77,026	2,510
Total Operating Expenditures	32,285,500	7,748,520	6,690,686	1,057,834
 Sale of Services	 (5,452,300)	 (1,308,552)	 (1,092,264)	 (216,288)
Grants from Other Governments	(1,267,600)	(304,224)	-	(304,224)
Other Revenue	(18,500)	(4,440)	(10,525)	6,085
Contribution Revenue	-	-	-	-
Total Revenues	(6,738,400)	(1,617,216)	(1,102,789)	(514,427)
 NET EXPENDITURES	 25,547,100	 6,131,304	 5,587,896	 543,408
 INTER-DEPARTMENTAL CHARGES	 1,654,553	 413,638	 355,882	 57,757
ADJUSTED NET EXPENDITURES	27,201,653	6,544,942	5,943,778	601,164