



NEW WESTMINSTER POLICE BOARD

OPEN AGENDA

Tuesday, 21 September, 2021 @ 0930

<https://ca01web.zoom.us/j/68949974930>

✓ Indicates Attachment

1	ADOPTION	
✓	1.1 Adoption of Open Agenda: 21 September, 2021	<i>Police Board</i>
	1.2 Delegations	
2	CONSENT AGENDA	<i>Police Board</i>
✓	2.1 Approval of Open Minutes: 20 July, 2021	
	2.2 Police Board Member Reports	
✓	2.3 Statistics: July and August 2021	
✓	2.4 Report on National Day for Truth and Reconciliation	
✓	2.5 Correspondence <ul style="list-style-type: none"> Email from New Westminster Resident E-Comm Board of Director Formal Rotation Correspondence CAPG 2021 Conference Sponsorship 	
3	ONGOING BUSINESS	
✓	3.1 GOVERNANCE: Tri-Annual Financial Report	<i>Jacqueline Dairon</i>
✓	3.2 Police Board Zoom/ In-Person Meeting Discussion	<i>Chief Constable Jansen</i>
✓	3.3 NWPD Review of Recommendations from City of New Westminster <i>Police Act Review Submission</i>	<i>Inspector McDaniel</i>
4	NEW BUSINESS	
✓	4.1 Provincial Policing Standards on the Promotion of Unbiased Policing	<i>Chief Constable Jansen</i>
	NEXT MEETING	
	Date: Tuesday, 19 October, 2021 at 0930	
	Location: To be Confirmed	
	ADJOURNMENT OF OPEN MEETING	



NEW WESTMINSTER MUNICIPAL POLICE BOARD

July 20, 2021 @ 0930

Via ZOOM

MINUTES of Regular Meeting

PRESENT:	Mayor Jonathan Côté	Chair
	Mr. Sasha Ramnarine	
	Mr. Karim Hachlaf	
	Ms. Shirley Heafey	
	Ms. Heather Boersma	
STAFF:	Chief Constable D. Jansen	
	Deputy Chief P. Hyland	
	Inspector D. McDaniel	
	Inspector C. Mullin	
	Ms. J. Darion	Finance Supervisor
	Ms. D. Dyer	Board Secretary

1. ADOPTION

1.1 Introduction of New Police Board Member

Mayor Cote introduced and welcomed Ms. Heather Boersma to the New Westminster Police Board.

1.2 Adoption of Open Agenda: 20 July, 2021

MOVED AND SECONDED (Ramnarine/Hachlaf)

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

CARRIED

1.3 Delegations

1.4 Presentation: Transit Police

Chief Officer Jones acknowledged that we are situated on the unceded territory of the Qayqayt First Nation, as well as all Coast Salish peoples.

Chief Officer Jones' presentation included the following highlights:

- Transit operates in 22 communities over LMD and cross over 11 First Nations Communities.
- Transit Police are currently undergoing work on their Strategic Plan. The New Westminster Police Department was engaged early on in the process for input on challenges and priorities that Transit Police will face in the next 5 years. Input was also sought from JPD partners, the TransLink enterprise, the Chiefs Community Council, Transit Police employees, Police Services and Transit riders. It is anticipated that the Strategic Plan will be launched by the end of the year.
- The Targeted Mobile Enforcement Team (TMET) works in partnership with jurisdictional police departments and public safety agencies responding to intelligence reports, crime statistics, and complaints received from the public.
- Transit Police provides extra resourcing for large events such as Canada Day, New Year's Eve, and the annual Food Truck Festival.
- The Metro Vancouver Transit Police (MVTP) Community Engagement Team focuses on building relationships with the communities that transit passes through. The team includes Neighbourhood Police Officers, a Mental Health Liaison Officer, a Homelessness Liaison Officer and an Indigenous Liaison Officer.
- In 2020, an Indigenous Relations Report was released in response to a request from the Transit Police Board to identify learnings from the Thunder Pay Police Service Board, investigating the National Inquiry into Missing and Murdered indigenous Women. There were 15 calls to action.
- In June 2020, the Transit police welcomed Cst. Kirk Rattray to the newly created role of Indigenous Liaison Officer (ILO). Cst Rattray assumed this pivotal role after serving four years as the Transit Police Neighbourhood Police Officer for East Vancouver and the North Shore, and over a year in Patrol prior to that. He has a long history of drawing on his Tahltan First Nation's heritage.
- The Blue Eagle Community Cadets was formed by Transit Police and is funded through the Civil Forfeiture Grant. Indigenous youth between 12 and 15 have the opportunity to develop leadership skills while learning about Indigenous issues and policing. The Cadets are led by Cst. Rattray, in partnership with Vancouver Police Department's Diversity, Inclusion, and Indigenous Relations Section and the Aboriginal Policing Centre.
- Transit Police and youth participants meet on Thursdays and on weekends, and engage in a variety of activities such as drum making and hiking, providing youth with knowledge about their Indigenous culture. Participants also build their leadership skills and learn about different roles in policing, helping to further the relationship between indigenous youth and police today. There is a recognition that many urban indigenous youth may not have any connection to their home community and lands.
- The Waterfront Community Policing Centre began operations in February 2021. Chief Officer Jones thanked TransLink Corporate Partnerships who have assisted in

securing sponsorships for uniforms and equipment. Volunteers based out of the Waterfront work shifts on Tuesdays, Thursdays and Saturdays. Activities include; patrolling the transit system in the downtown area and handing out safety materials, or giving verbal information to passengers. Volunteers also support the Lockout Auto Crime Campaign (ICBC) around any parking areas near to the system.

- Discussions are underway with the Ministry of Public Safety and Solicitor General Branch to create a Community Safety Officer Program, to work with the support of Patrol for lower priority tasks/ transit conduct and safety enforcement, as well as attendance at community events.
- Transit Police continues to pay close attention to the ongoing development proposals and completed projects around transit hubs. The New Westminster SkyTrain station is an example of a thriving community centre immediately adjacent to a major transit hub. In addition to the Sapperton Green proposal near Braid Street SkyTrain Station, the area around the 22nd Street SkyTrain Station is identified in the Official Community Plan (OCP) as an area intended to accommodate higher density development, with good access to SkyTrain amenities.

Mayor Cote thanked Chief Officer Jones for his presentation.

2. CONSENT AGENDA (Hachlaf/ Ramnarine)

2.1 Approval of Minutes: 15 June, 2021

2.2 Police Board Member Reports

2.3 Statistics: June 2021

2.4 Correspondence

- LMD Integrated Teams Annual Report 2020
- CAPG Call for Nominations and Notice of Meeting
- CAPG Call for Nominations: 2021 Award for Excellence in Police Governance
- Special Committee on Reforming the Police Act Consultation – Survey
- Police Board Interviews

MOVED AND SECONDED (Heafey/Hachlaf)

THAT: The Consent Agenda be approved.

CARRIED

3. ONGOING BUSINESS/ DISCUSSION

3.1 Heatwave Impact and Plan

Chief Constable Jansen reported that during the heatwave, the New Westminster Police attended 38 sudden death investigations over a 7 day period. Specifically, from June 27 to July 3, 2021. For comparison, in 2019 and 2020 over the same time period, there were 2 deaths respectively. Of the 38 investigations, 4 were in single family homes, and 34 in multi storey residences. Unfortunately, wait times were impacted for Ambulance and Coroners services, with some instances where members waited up to 6.5 hours for Coroners. Of note, the Coroners service received such an influx of calls that their phone line ceased working for a period of time. Chief Constable Jansen noted that there were numerous extra staff called in, and CISM was engaged for members.

City Council were engaged and discussions were had concerning how to move forward. Chief Constable Jansen has committed to providing the resources to research what happened, and will work with the City on the following motion that was passed by City Council:

THAT Council direct staff to enhance existing heat plan actions for summer 2021;

THAT Council direct staff to review and update the City's heat plan for higher temperatures and report back no later than first quarter 2022;

THAT Council join regional advocacy relating to emergency medical response; and

THAT this resolution be released to the public.

Discussion ensued.

Received for information.

3.2 Sanctuary City (Verbal)

Discussions began over a year ago, however, were delayed as a result of the Covid 19 pandemic. Policy was presented to City Council at the last Council meeting and was endorsed. The New Westminster Police Department will review the policy that was adopted and will update the department policy and guidelines accordingly. Updates will be presented to the Board in the fall for their input and endorsement.

Received for information.

4. NEW BUSINESS

4.1 Zoom/ In-Person Meeting Discussion (Verbal)

Discussion ensued concerning the logistics of Zoom and in-person meetings. The Board agreed that a hybrid model of both options is preferable. Mayor Cote would like to meet with the Board in-person in October and requested that the management team provide the Board with a proposed hybrid schedule for approval at the Board meeting in September. The next Board meeting in September will remain a Zoom meeting.

4.2 Loud Vehicle Exhausts

Chief Constable Jansen reported that the issue surrounding loud vehicle exhausts is an ongoing complaint and one that increases during the summer months. The department is looking to the province to provide tools and resources to assist in enforcing this matter. Additionally, the resourcing of the Traffic Unit was impacted by Covid 19, which affected the ability to prioritize this matter. The Traffic Unit is now back at strength and will be working towards a solution.

Discussion ensued.

MOVED AND SECONDED (Ramnarine/Heafey)

THAT: A report be provided to the Board at the September Board meeting with targeted ideas and approaches towards the issue of loud vehicle exhausts.

CARRIED

4.3 E-Comm Board of Directors Nomination: 2021-2022 Term

Chief Constable Jansen noted that one seat on the E-Comm Board of Directors is shared between the following Boards: Abbotsford, New Westminster, Port Moody, Transit Police and West Vancouver. The Boards are required to mutually agree on a nominee for the E-Comm Board of Directors 2021-2022 term. The current representative for this group is Mike Welte of the Abbotsford Police Department.

Discussion ensued. Mayor Cote expressed an interest in engaging the aforementioned Boards to discuss a formal rotation of this position amongst the Boards going forward.

MOVED AND SECONDED (Hachlaf/ Ramnarine)

THAT: The New Westminster Police Board endorse Mike Welte of the Abbotsford Police Board for the E-Comm Board of Directors 2021-2022 term; and

THAT: The Boards within the 'Class A' syndicate be engaged to propose a formal rotation of this position between communities.

CARRIED

Ms. Dyer will notify E-Comm of the Board's nomination, and will prepare a letter to the noted Boards proposing a formal rotation of this position amongst them.

ADJOURNMENT of Regular Meeting

Chair Jonathan Côté adjourned the meeting at 1050 hrs.

Next meeting: September 21, 2021 @ 1000
Via Zoom

MAYOR JONATHAN COTE
CHAIR

D. DYER
RECORDING SECRETARY

Calls for Service

	June	July	July avg range	YTD 2020	YTD 2021	YTD +/-	YTD % chg
Queensborough (NWA)	134	135	146-204	934	979	45	5%
West End (NWB)	166	157	183-199	1189	1046	-143	-12%
Mid-Uptown (NWC)	585	561	598-722	3872	3867	-5	0%
Downtown (NWD)	406	437	378-458	2591	2879	288	11%
East End (NWE)	196	191	225-309	1615	1410	-205	-13%
Water (NWF)	1	0	0-2	3	2	-1	-
Skytrain Stns (NWG)	28	34	32-40	175	202	27	15%
Spec. Locations (NWH)	103	96	118-184	818	772	-46	-6%
Other	20	24	23-35	157	167	10	6%
Total Calls For Service	1639	1635	1746-2110	11354	11324	-30	0%

Above normal range

Within normal range

Below normal range

Monitored Occurrence Types

	July 2021	July 2020	July avg range	2021 YTD	2020 YTD	+/-	% change
All Persons Offences	102	91	44-84	612	563	49	9%
Assault	51	44	24-40	300	271	29	11%
Domestic Violence	50	54	56-70	350	356	-6	-2%
Family Violence	26	12	19-44	146	165	-19	-12%
Robbery	6	0	1-4	32	20	12	60%
Sex Assaults	2	10	0-8	34	26	8	31%
Indecent Acts	3	1	0-3	14	15	-1	-7%
Other Sex Offences	3	2	0-3	23	19	4	21%

Property Crimes	July 2021	July 2020	July avg range	2021 YTD	2020 YTD	+/-	% change
All Property Offences	215	251	251-293	1825	1685	140	8%
Break and Enter – Total	21	33	24-34	202	205	-3	-1%
Break and Enter – Business	7	9	13-18	124	95	29	31%
Break and Enter – Residence	5	14	5-14	29	51	-22	-43%
Break and Enter – Other	8	10	2-6	47	57	-10	-18%
Theft of Vehicle	10	14	9-21	70	89	-19	-21%
Recovered Stolen Vehicle	4	2	2-7	21	22	-1	-5%
Theft From Vehicle	49	72	58-84	487	510	-23	-5%

Drug Offences	July 2021	July 2020	July avg range	2021 YTD	2020 YTD	+/-	% change
Drug Possession (all)	3	6	3-24	24	35	-11	-31%
Trafficking (all)	6	5	1-7	19	21	-2	-10%

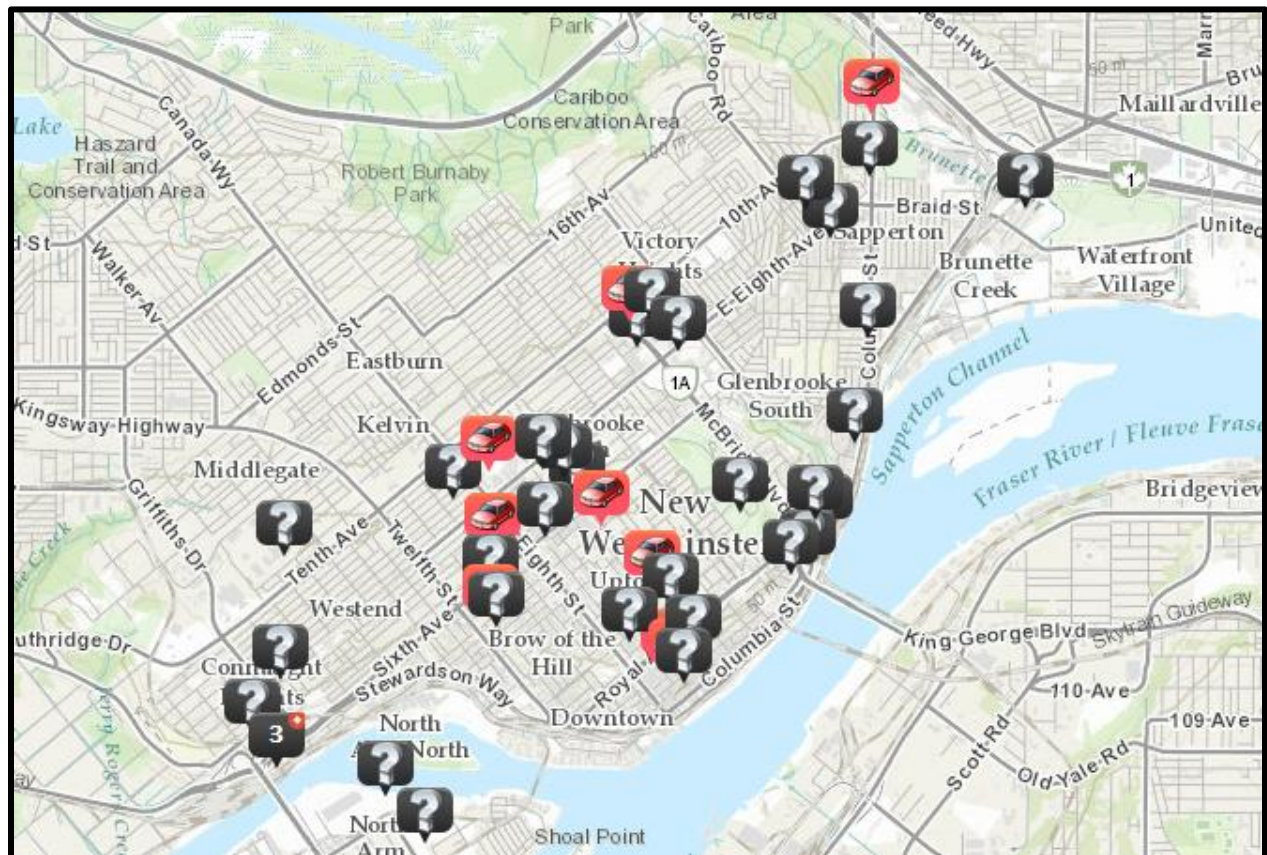
Other Crimes	July 2021	July 2020	July avg range	2021 YTD	2020 YTD	+/-	% change
Possession of Firearms	1	3	0-1	5	8	-3	-38%
Possession of Weapons	8	9	1-8	46	40	6	15%
Hate Motivated Crime	0	0	0-1	0	0	0	-

Other Non-Criminal	July 2021	July 2020	July avg range	2021 YTD	2020 YTD	+/-	% change
Missing Persons	18	13	7-14	101	74	27	36%
Missing Persons – High Risk	11	6	7-15	48	44	4	9%
Mental Health related (study flag B)	56	39	52-89	512	355	157	44%
Mental Health related (s. 28 arrests)	40	12	28-33	265	207	58	28%
Disturbed Person/Att. Suicide	48	23	57-91	378	415	-37	-9%
Sudden Deaths	17	9	6-12	103	71	32	45%
Domestic Dispute – No Assault	39	48	49-54	267	309	-42	-14%
Street Checks	0	1	-1			0	#DIV/0!
Overdoses	1	0	1	9	8	1	13%

	July 2021	July 2020	+/-	2021 YTD	2020 YTD	+/-	% change
Homelessness-related files	19	14	5	19	14	n/a	n/a

Traffic/Driving	July 2021	July 2020	July avg range	2021 YTD	2020 YTD	+/-	% change
Collision - Non-fatal Injury	13	6	9-17	73	65	8	12%
Collision - Damage under \$10,000	21	27	n/a	186	184	2	1%
Collision - Damage over \$10,000	8	4	n/a	44	26	18	69%
Impaired Driving	16	2	7-37	70	34	36	106%
IRP	10	17	11-30	100	71	29	41%

Collision Locations (all types)



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.

Calls for Service

	July	August	August avg range	YTD 2020	YTD 2021	YTD +/-	YTD % chg
Queensborough (NWA)	135	169	133-187	1064	1148	84	8%
West End (NWB)	157	160	182-192	1372	1206	-166	-12%
Mid-Uptown (NWC)	561	600	614-739	4503	4467	-36	-1%
Downtown (NWD)	437	387	419-462	3030	3266	236	8%
East End (NWE)	191	220	234-297	1864	1630	-234	-13%
Water (NWF)	0	2	0-2	3	4	1	-
Skytrain Stns (NWG)	34	40	20-34	220	242	22	10%
Spec. Locations (NWH)	96	145	130-161	949	917	-32	-3%
Other	24	16	19-40	183	183	0	0%
Total Calls For Service	1635	1739	1785-2080	13188	13063	-125	-1%

Above normal range

Within normal range

Below normal range

Monitored Occurrence Types

Persons Crimes	Aug 2021	Aug 2020	Aug avg range	2021 YTD	2020 YTD	+/-	% change
All Persons Offences	92	84	38-92	704	647	57	9%
Assault	39	54	18-52	339	325	14	4%
Domestic Violence	46	50	46-71	396	406	-10	-2%
Family Violence	20	25	24-42	166	190	-24	-13%
Robbery	11	2	1-6	43	22	21	95%
Sex Assaults	8	6	1-7	42	32	10	31%
Indecent Acts	6	5	1-4	20	20	0	0%
Other Sex Offences	1	6	0-4	24	25	-1	-4%

Property Crimes	Aug 2021	Aug 2020	Aug avg range	2021 YTD	2020 YTD	+/-	% change
All Property Offences	237	273	238-325	2062	1958	104	5%
Break and Enter – Total	22	33	27-43	224	238	-14	-6%
Break and Enter – Business	10	10	13-26	134	105	29	28%
Break and Enter – Residence	8	10	6-12	37	61	-24	-39%
Break and Enter – Other	4	13	4-9	51	70	-19	-27%
Theft of Vehicle	12	14	10-21	82	103	-21	-20%
Recovered Stolen Vehicle	2	1	2-6	23	23	0	0%
Theft From Vehicle	52	77	48-101	539	587	-48	-8%

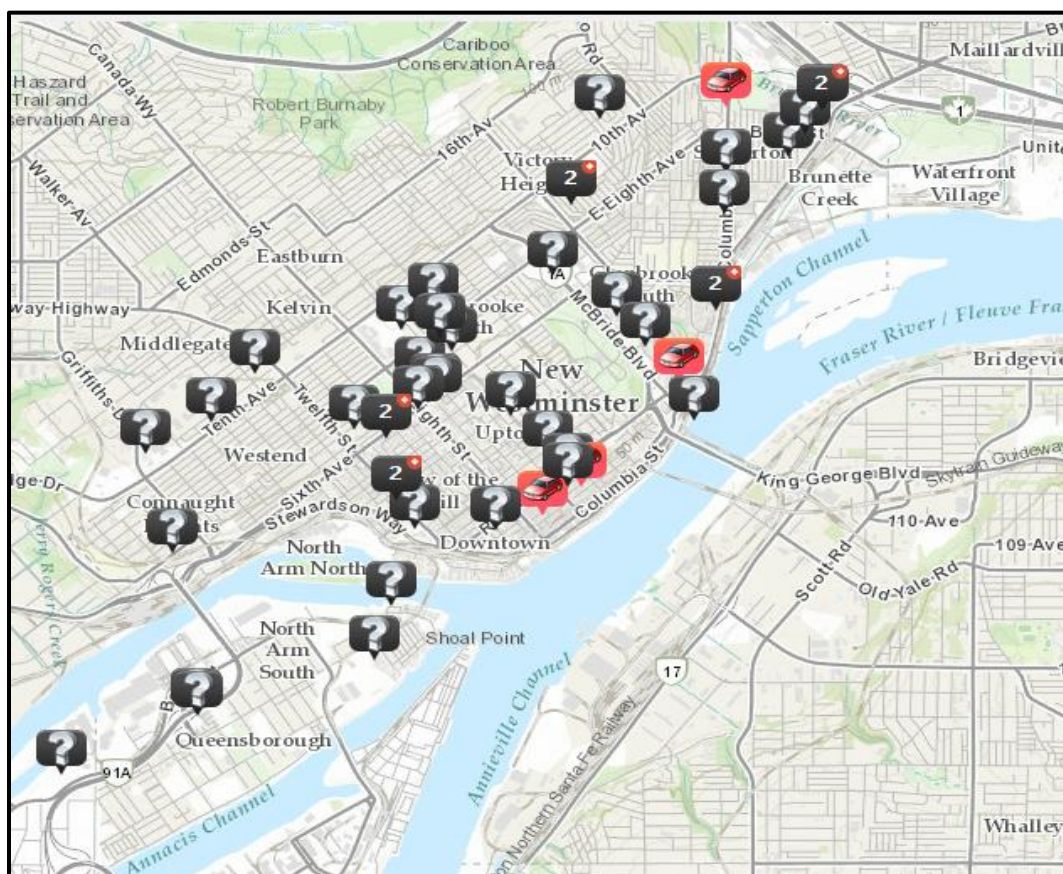
Drug Offences	Aug 2021	Aug 2020	Aug avg range	2021 YTD	2020 YTD	+/-	% change
Drug Possession (all)	6	1	8-16	30	32	-2	-6%
Trafficking (all)	9	0	0-3	28	21	7	33%

Other Crimes	Aug 2021	Aug 2020	Aug avg range	2021 YTD	2020 YTD	+/-	% change
Possession of Firearms	0	3	0-1	5	11	-6	-55%
Possession of Weapons	3	3	1-8	49	43	6	14%
Hate Motivated Crime	0	1	0-1	0	1	-1	-

Other Non-Criminal	Aug 2021	Aug 2020	Aug avg range	2021 YTD	2020 YTD	+/-	% change
Missing Persons	8	9	7-14	109	118	-9	-8%
Missing Persons – High Risk	7	5	3-19	55	49	6	12%
Mental Health related (study flag B)	60	32	48-82	572	387	185	48%
Mental Health related (s. 28 arrests)	36	5	26-35	301	212	89	42%
Disturbed Person/Att. Suicide	52	13	58-82	430	428	2	0%
Sudden Deaths	14	9	6-9	117	80	37	46%
Domestic Dispute – No Assault	33	52	42-58	300	361	-61	-17%
Street Checks	0	2	-2	0		0	#DIV/0!
Overdoses	4	0	4	13	8	5	63%
	Aug 2021	Aug 2020	+/-	2021 YTD	2020 YTD	+/-	% change
Homelessness-related files	21		21	40	14	n/a	n/a

Traffic/Driving	Aug 2021	Aug 2020	Aug avg range	2021 YTD	2020 YTD	+/-	% change
Collision - Non-fatal Injury	11	2	10-18	84	67	17	25%
Collision-Fatal	0						
Collision - Damage under \$10,000	31	25	n/a	217	209	8	4%
Collision - Damage over \$10,000	7	7	n/a	51	33	18	55%
Impaired Driving	13	6	15-37	83	40	43	108%
IRP	12	11	7-19	112	82	30	37%

Collision Locations (all types)



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.



New Westminster Police Department

REPORT

To: Mayor Côté and Members of the New Westminster Police Board
Date: September 21, 2021

From: Chief Constable David Jansen
Item #: 2.4

Subject: National Day for Truth and Reconciliation

RECOMMENDATION

That the New Westminster Police Board approve a one-time declaration to appoint September 30, 2021, as a statutory holiday for the New Westminster Police Department in recognition of the National Day for Truth and Reconciliation.

That the New Westminster Police Board adopt the same position as the City of New Westminster in recognizing the National Day for Truth and Reconciliation in 2022 and beyond.

PURPOSE

The purpose of this report is twofold:

- 1) Update the Board regarding the recent declarations by the federal and BC provincial governments to proclaim September 30, 2021, as a statutory holiday in recognition of National Day for Truth and Reconciliation; and
- 2) Propose that the Board appoint September 30, 2021, as a statutory holiday in alignment with the BC provincial government.

BACKGROUND

On June 3, 2021, the federal government officially adopted the National Day for Truth and Reconciliation (the “National Day”), which is to be observed on September 30, 2021. This National Day seeks to honour First Nations, Inuit, and Metis survivors and their families and communities to ensure that public commemoration of their history and the legacy of residential schools remains a

vital component of the truth and reconciliation process. This National Day is now included in the list of statutory holidays in the Canada Labour Code and applies only to federally regulated employees.

Following the announcement by the federal government, on August 3, 2021, the BC provincial government issued a news release marking September 30, 2021, as a day of commemoration. The provincial government announced its intention to consult with Indigenous leaders, organizations, and communities on how best to respectfully commemorate this National Day moving forward. The provincial government has advised provincial public sector employers to honour the 2021 National Day on September 30, 2021, in recognition of the obligations in the vast majority of provincial government collective agreements. As a result, some public services will remain open, but may operate at reduced levels. However, most schools, post –secondary institutions, some health sector workplaces, and Crown corporations will be closed.

On August 30, 2021, New Westminster City Council approved a one-time declaration to appoint September 30, 2021, as a statutory holiday for the Corporation of the City of New Westminster in recognition of the National Day for Truth and Reconciliation, and requested that City staff report back to Council in 2022 with a recommendation in regards to when the Corporation of the City of New Westminster will recognize the National Day for Truth and Reconciliation in 2022 and beyond, to ensure alignment with the BC provincial government.

DISCUSSION

While the federal government has recognized September 30th as a statutory holiday, the provincial government is currently recognizing September 30th as a statutory holiday for this year only. The provincial government plans to consult with Indigenous groups, organizations, and communities to determine how and when to recognize this day in the future. The provincial government would then involve consultation with business and labour groups. As such, the date of the provincial statutory holiday in the future may not be the same date as declared by the federal government (i.e. September 30th).

The Board has collective agreement language with both CUPE and the NWPOA, similar to those in the provincial government. The Department and City have had without prejudice discussions with the various unions regarding the proposed statutory holiday on September 30, 2021, which would apply across all employee groups. Furthermore, similar to operations during existing statutory holidays, regular programs and services will continue to operate on this day.

Given the provincial government's stance of recommending observance for 2021 pending their consultation process, the senior management team propose that the Board approve a one-time declaration to appoint September 30, 2021, as a statutory holiday in recognition of the National Day for Truth and Reconciliation.

Further, the City of New Westminster has requested that their staff present a report to Council providing recommendations regarding how the City of New Westminster will recognize the National Day for Truth and Reconciliation in 2022 and beyond. The Department is proposing to the

Board that they adopt the same position that the City of New Westminster takes in recognizing the National Day for Truth and Reconciliation in 2022 and beyond.

OPTIONS

There are three options for the Board's consideration:

- Option #1** THAT the New Westminster Police Board approve a one-time declaration to appoint September 30, 2021 as a statutory holiday for the New Westminster Police Department in recognition of the National Day for Truth and Reconciliation.
- Option #2** THAT the New Westminster Police Board adopt the same position as the City of New Westminster in recognizing the National Day for Truth and Reconciliation in 2022 and beyond.
- Option #3** THAT the Board provide staff with other direction.

Staff recommend Options #1 and #2

This report has been prepared by:



David Jansen
Chief Constable

Heather CORBETT

Subject: FW: A Police Force to be proud of**From:****Sent:** July-27-21 3:40 PM**To:** Daisy DYER <DDYER@NWPolice.org>**Subject:** A Police Force to be proud of

Dear Chief Dave Jansen,

I am writing to you regarding a break in at my home on March 22, 2021. In a world that seems to have gone a little crazy I would like to express my deep gratitude for the wonderful people I have dealt with at the NW Police Services. First officers to respond were Const. *** and I'm sorry I don't remember the other Const. name, they were just plain great as well as Officer Dave who later came to gather evidence. They were friendly, very professional and immediately put me at ease. They showed me empathy and really seemed to care about this ordeal I was having to deal with. The next day *** from Victim Services phoned and as well gave me support in such a caring way. I am so impressed with these 4 people. From something so negative as my break in and how I felt, the positive side is meeting my ``4 new friends``! We are so lucky to have these highly trained people in our NW Police Services. Thank you for keeping me safe.



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



August 5, 2021

Sent via e-mail: C/O dmacey@abbypd.ca, rdoig@portmoodypolice.com, LindaMatonovich@wvpd.ca,
taryn.barton@transitpolice.ca

Mayor Henry Braun, Chair, Abbotsford Police Board
Mayor Rob Vagramov, Chair, Port Moody Police Board
Mayor Mary-Ann Booth, Chair, West Vancouver Police Board
Sara Levine, Chair, SCBCTA Police Services Board

Dear Board Chairs of 'Class A',

RE: E-Comm Board for Directors Designate

Pursuant to Section 4.2.1.4 of the E-Comm Members' Agreement, Police Boards or municipalities holding Class A or Class B shares for Police services, other than Vancouver and Delta, are entitled to designate one mutually agreed upon individual for election to the Board of Directors of E-Comm.

At the New Westminster Police Board Regular meeting held on Tuesday, 20 July, 2021, the Board passed the following motion:

MOVED AND SECONDED (Hachlaf/ Ramnarine)

- THAT:** The New Westminster Police Board endorse Mike Welte of the Abbotsford Police Board for the E-Comm Board of Directors 2021-2022 term; and
- THAT:** The Boards within the 'Class A' syndicate be engaged to propose a formal rotation of this position between communities.

CARRIED

The New Westminster Police Board would like to canvas the members of 'Class A' to recommend a formal rotation amongst its municipalities to the E-Comm Board of Directors. The merit of such a rotation would ensure diversity and opportunity to the Board.

We kindly request that your response to this recommendation be provided by Friday, 10 September, 2021.

Yours truly

Daisy Dyer
New Westminster Police Board
Board Secretary



Sent Via Email

September 13, 2021

New Westminster Municipal Police Board
555 Columbia Street
New Westminster, BC V3L 1B2
Attention: Daisy Dyer, Board Secretary

Dear Ms. Dyer,

Re: E-Comm Board of Directors Representative Rotation Recommendation

The Metro Vancouver Transit Police Board supports the New Westminster Police Board's recommendation for a formal rotation of the designate representing the 'Class A' shareholders on the E-Comm Board of Directors. At a special Board meeting on September 2, 2021 the following motion was approved:

"THAT the South Coast British Columbia Transportation Authority Police Board supports the recommendation of the New Westminster Police Board in regards to the designate representing the 'Class A' shareholders on the E-Comm Board of Directors as follows;

- Boards within the 'Class A' syndicate be engaged to propose a formal rotation of this position between communities."*

Sincerely,

Taryn Barton
Police Board Secretary
South Coast British Columbia Transportation Authority Police Board

From: [Daisy DYER](#)
To: [Daisy DYER](#)
Subject: FW: Letter to "Class A" Police Boards Proposing Formal Rotation of E-Comm Board of Director Designate
Date: September-14-21 9:10:16 AM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[Letter to Boards Proposing Formal Rotation of E-Comm Board of Director Designate - 5 August 2021.pdf](#)

From: John Lo
Sent: September-08-21 6:55 AM
To: Daisy DYER <DDYER@NWPolice.org>
Subject: FW: Letter to 'Class A' Police Boards Proposing Formal Rotation of E-Comm Board of Director Designate

Hi Daisy,

Mayor Booth is in agreement with the formal rotation.

Thank you,
John

John Lo B.A. he/him
Chief Constable
West Vancouver Police Department | *Serving with Honour*



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From: Nancy Henderson **On Behalf Of** Mary-Ann Booth
Sent: September 7, 2021 4:27 PM
To: John Lo
Subject: FW: Letter to 'Class A' Police Boards Proposing Formal Rotation of E-Comm Board of Director Designate

Hi Chief Lo,

Mayor Booth has advised she agrees with the New Westminster's Police Board recommendation of a formal rotation amongst its municipalities to the e-Comm Board of Directors.

Best regards,

Nancy Henderson

Administrative Assistant

Mayor Booth | District of West Vancouver

In respect and gratitude, I recognize that I live, work and play on the traditional, ancestral, and unceded territories of the Coast Salish People. We recognize and respect them as nations in this territory and their connection to the lands and waters around us since time immemorial.

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CAPG 2021 Conference Sponsorship

2.5

Aug 9, 2021

New Westminster Police Board
555 Columbia Street
New Westminster, British Columbia, V3L 1B2

Dear Mr. Cote:

RE: Support for the 32nd Annual Conference of the Canadian Association of Police Governance

On behalf of the CAPG Board of Directors, I am writing to request your support for the 32nd Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the Ottawa Police Services Board (OPSB), will take place virtually, on September 28th-30th, 2021.

The theme for this year's conference is **"REIMAGINING COMMUNITY SAFETY: INSPIRING CHANGE"**. Our theme deals with the responsibility of representation on our boards and commissions. Meaning, in our capacity as change-makers, how can we draw from the lessons learned by other communities to address the complex challenges we face? This year, it is our priority to identify ways to engage our members, familiar voices of experience, and new and emerging figures in the field of Policing and Police Governance and leverage their insight to inform our policies.

The planning committee is asking for your support to help us offset the cost of putting on this first-rate conference. Our members have shown a great deal of generosity and commitment throughout the years by contributing varying amounts of funds. There are a variety of exceptional sponsorship opportunities available that have been tailored to a virtual experience that provide a high level of recognition and visibility for your organization. You can review our 2021 Prospectus to find a package that fits your organization's budget and preferences.

We are sincerely grateful for any contributions you can make. We commit to making the conference experience unique and rewarding for everyone who attends.

On behalf of the CAPG planning committee, I look forward to your positive reply.

Sincerely,



Jennifer Malloy
CAPG Executive Director
78 George Street, Suite 204
Ottawa, ON K1N 5W1
Phone: 613-344-2384 | Fax: 613-344-2385

Att: [2021 Sponsorship Prospectus](#) | [2021 Sponsorship Application](#)



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



Jennifer Malloy
CAPG Executive Director
78 George Street, Suite 204
Ottawa, ON K1N 5W1

August 18, 2021

Dear Jennifer,

The New Westminster Police Board would be pleased to support the 32nd Annual Conference of the Canadian Association of Police Governance by way of a \$1400 contribution.

We look forward to further instruction on how you wish to receive the Board's contribution.

Sincerely,

A handwritten signature in black ink, appearing to read "Heather Corbett".

Heather Corbett
Board Secretary
New Westminster Police Board



New Westminster Police Department

REPORT *Financial Services*

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

Date: September 21, 2021

From: Jacqueline Dairon
Financial Services

Subject: June 30, 2021 Quarterly Reporting and July 31, 2021 Forecast

RECOMMENDATION

That the New Westminster Police Board receive the June 30, 2021 quarterly reporting and July 31st forecast 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 Q2 ending June 30th and financial forecast as at July 31, 2021.

BACKGROUND

Historically during the September Police Board meeting the August financial results would be presented. To ensure sufficient time for city accounting staff to close month end we will be adjusting what information is presented. During this meeting we will discuss the Q2 results (June 30th) and provide the July 31 financial results along with a forecast to end 2021.

DISCUSSION**Q2 Result: June 30, 2021**

Year to date budget to actual expenses had a less than 1% variance. Revenue received is 7% higher than year to date budget, this is due to additional funds for gang suppression unit being recognized and other revenue actualizing higher than expected.

July 31, 2021 Financial Forecast

As of July 31, 2021 the police department has projected a surplus of \$265,000 for Net Operating Expenditures.

Salary and benefits are trending 2% over budget but this variance is expected decrease by year end.

Total operating expenses are forecasted to be on budget or slightly under budget. Recruitment and clothing issue will be over budget to due increased hiring; however, this will be offset by saving in other expense accounts. Equipment and firearms is forecasted to be over budget but a portion of these expenses are recouped via grants or recoveries posted to revenue.

Total revenue is forecasted to be 3% higher than budget. Grants for the gang suppression unit were higher than budgeted and other revenue has been trending higher than expected. Third party costs recovery is forecasted to be 10% under budget, this is due an adjustment in coding between grants and sales of service. An increase to 3rd party recovery is forecasted as a third member's salary from the Emergency response Team (ERT) is now being recovered.

ATTACHMENT:

June 30, 2021: Quarter 2 Financial Reporting
July 31, 2021: Financial Forecast for 2021

This report has been prepared by: Jacqueline Dairon

Approved for Presentation



Dave Jansen
Chief Constable



NEW WESTMINSTER POLICE DEPARTMENT

Financial Summary as at June 30th, 2021

	Annual Budget	YTD Budget	YTD Actual	Budget Variance YTD
Summary:				
Salaries and Benefits	26,925,100	13,462,550	13,667,331	(204,781)
Contracts Services	3,016,200	1,477,938	1,278,899	199,039
Education and Training	380,500	190,250	180,535	9,715
General Office	917,700	449,673	458,305	(8,632)
General Administration	200,000	98,000	24,692	73,308
Operational Equipment	514,600	252,154	321,250	(69,096)
Other Costs	331,400	162,386	158,505	3,881
Total Expenditures	32,285,500	16,092,951	16,089,516	3,435
Sale of Services	(5,452,300)	(2,671,627)	(2,612,733)	(58,894)
Grants from Other Governments	(1,267,600)	(1,274)	(238,618)	237,344
Other Revenue	(18,500)	(9,065)	(15,989)	6,924
Total Revenues	(6,738,400)	(2,681,966)	(2,867,341)	185,375
NET EXPENDITURES	25,547,100	13,410,985	13,222,176	188,809
INTER-DEPARTMENTAL CHARGES	1,654,553	827,277	723,922	103,354
ADJUSTED NET EXPENDITURES	27,201,653	14,238,262	13,946,098	292,164



NEW WESTMINSTER POLICE DEPARTMENT

Financial Forecast as at July 31, 2021

	Annual Budget	YTD Budget	January - July Actual	August-December Forecast	Total 2021 Forecast	Budget to Forecast Variance
Summary:						
Salaries and Benefits	26,925,100	15,616,558	15,898,688	11,030,783	26,929,470	(4,370)
Contracts Services	3,016,200	1,749,396	1,583,078	1,390,539	2,973,617	42,583
Education and Training	380,500	220,690	201,310	155,170	356,480	24,020
General Office	917,700	532,266	487,555	365,138	852,693	65,007
General Administration	200,000	116,000	26,272	129,115	155,387	44,613
Operational Equipment	514,600	298,468	387,908	155,030	542,938	(28,338)
Other Costs	331,400	192,212	219,278	204,263	423,542	(92,142)
Total Operating Expenditures	32,285,500	18,725,590	18,804,090	13,430,037	32,234,127	51,373
Sale of Services	(5,452,300)	(3,162,334)	(2,956,789)	(1,940,794)	(4,897,583)	(554,717)
Grants from Other Governments	(1,267,600)	(735,208)	(1,493,198)	(532,000)	(2,025,198)	757,598
Other Revenue	(18,500)	(10,730)	(17,339)	(12,385)	(29,723)	11,223
Total Revenues	(6,738,400)	(3,908,272)	(4,467,326)	(2,485,179)	(6,952,505)	214,105
NET EXPENDITURES	25,547,100	14,817,318	14,336,763	10,944,859	25,281,622	265,478
INTER-DEPARTMENTAL CHARGES	1,654,553	959,641	723,922	833,526	1,557,448	97,105
ADJUSTED NET EXPENDITURES	27,201,653	15,776,959	15,060,686	11,778,384	26,839,070	362,583



New Westminster Police Department

REPORT

To: Mayor Côté and Members of the New Westminster Police Board
Date: September 21, 2021

From: Chief Constable David Jansen
Item #: 3.2

Subject: New Westminster Police Board Meeting Format

RECOMMENDATION

That the New Westminster Police Board return to in-person Police Board meetings commencing in October 2021.

PURPOSE

The purpose of this report is to put forth a recommendation that the New Westminster Police Board (NWPB) return to in-person Police Board meetings in view of the Province of BC Restart Plan.

BACKGROUND

On December 31, 2019, the World Health Organization (WHO) was first informed of cases of pneumonia. The SARS like Coronavirus quickly spread and on March 11, 2020, WHO declared COVID-19 a global pandemic.

The world in which we live had changed almost overnight. This is no different within our own community, where the impacts of this pandemic have been felt in everything that we do.

The NWPB rapidly recognized the significant impact that this pandemic would have within the community and organization and have prepared, and continue to undertake, significant planning and response modeling in response to the pandemic.

Additionally, the pandemic changed the way in which the NWPB and NWPB conducted their meetings, with the Board, Staff and residents adapting to a virtual world. There have been many learnings and the pandemic has shown how flexible and resilient the community is.

With the release of the Province of BCs Restart Plan, the ability to conduct in-person meetings is now a possibility. Prior to the Restart Plan all meetings were held virtually.

ANALYSIS**Current NWPB Meetings**

Since April 2020, the NWPB has successfully held 14 virtual meetings as well as several virtual workshops.

To date, the department has not received any complaints or concerns from the public regarding the format of these virtual meetings. The virtual meetings appear to have allowed a greater number of individuals to participate in the meetings, where as previously very few of the public attended.

However, the opposing impact of virtual meetings has meant that the Board has not met in-person in over a year. In this short time, there have been three new additions to the Board and the absence of meeting in-person has not permitted the Board to gain a closer working relationship.

DISCUSSION**Board Meeting Format**

As standard, the Board attend both an Open and Closed meeting each month, excluding spring, summer and winter recess. These meetings can be held in-person, virtually or a combination of the two (hybrid). There are both advantages and disadvantages for each meeting option. Virtual meetings allow for equal participation and support the City of New Westminster's Climate Action Bold Step 1 and accessibility, but may not facilitate relationship building.

In-person meetings foster relationships and collaboration, and demonstrates the NWPB's desire for transparency. However, in-person meetings promote travel to the meeting site, are less accessible to the public overall, and may be perceived to be unsafe in terms of disease transmission.

No hybrid meetings took place in the last year. Should the NWPB wish to consider a hybrid meeting schedule, there would be a requirement to ensure efficiency and effectiveness for this option through the integration of both the virtual and physical meeting environments into a single, unified experience. A technology review of the Departments audio and visual hardware would be required to analyze current capabilities as well as on-going funding needs for technology, tools and conferencing peripherals.

RECOMMENDATION

The following recommendations are put forward to the Police Board for consideration:

- Open and closed NWPB meetings will be held in-person. Due to the small number of Staff and Board members that attend these meetings. The most efficient and cost effective means of meeting would be to return to an in-person format.
- Board meetings hosted with partners such as City Council, Provincial authorities or community partners, could be held virtually or, if appropriate, via a hybrid option.
- Should the Board wish to further research hosting open and closed meetings in a hybrid format, a thorough analysis with costing should be prepared.

OPTIONS

1. That the NWPB return to in persons meetings commencing in October 2021.
2. That the NWPB direct staff to review the possibilities of a hybrid model of meeting, including costing and equipment requirements.
3. That the NWPB provide staff with further direction.

This report has been prepared by:

A handwritten signature in black ink, appearing to read "David Jansen". The signature is stylized with a large, sweeping initial "D" and a long, horizontal stroke extending to the right.

Chief Constable David Jansen



New Westminster Police Department

REPORT

To: Mayor Côté and Members of the New Westminster Police Board
Date: September 21, 2021

From: Inspector Diana McDaniel
Item #: 3.3

Subject: Review of City Report to Special Committee on the Reform of the *Police Act*

RECOMMENDATION

THAT the New Westminster Police Board adopt the actions as outlined on Pages 4 and 5 of this Report.

PURPOSE

This report is submitted to the New Westminster Police Board to provide some options on actions that can be taken in relation to the City of New Westminster's Presentation to the Special Committee on the Reform of the BC *Police Act*.

BACKGROUND

On July 8th, 2020, the Legislative Assembly appointed a Special Committee on Reforming the *Police Act* to examine, inquire into, and make recommendations on "reforms related to the modernization and sustainability of policing under the *Police Act*."

The City of New Westminster formed a Police Reform Working Group which was chaired by Councilor Nadine Nakagawa. The mandate of this Working Group was to "provide the City's framework for the response and submission to the Province's *Special Committee on Reforming the Police Act*". This report was submitted to the Provincial Special Committee and was followed up with an oral submission by Councilor Nakagawa on July 27th, 2021.

At the May 18th, 2021, Police Board meeting, a request was made for a review to be conducted on the City Report with recommendations as to any immediate actions that the Board could take on the topics discussed.

Inspector McDaniel has since reviewed the City Report with the intent of providing the Board with information regarding areas within their jurisdiction and the ability to action some of the recommendations provided therein.

DISCUSSION

There is considerable work taking place in relation to ideas presented in the City Report from a local and provincial perspective that will have a significant impact on the course of action for the New Westminster Police Department (NWPD). Please see below for a brief discussion on current initiatives.

DEIAR Framework

In October, 2020, the City of New Westminster advanced its commitment to a DEIAR (diversity, equity, inclusion, and anti-racism) framework. An external agency, LevelUp Planning & Consulting, was hired to facilitate this framework and this commitment will be advanced by developing equity in the following key areas:

- a) Community Representation – the City of New Westminster will reflect the composition of the community it is serving;
- b) Policies and Procedures – the City of New Westminster will develop and implement policies and procedures that provide fair treatment according to the needs and situation of our community; and
- c) Service Delivery and Programs – the City will develop and offer programs and services that reflect the diversity and needs of the community that we are serving.

The DEIAR framework will have a significant impact on all city departments and will promote diversity in leadership, staff and recruitment. The DEIAR Framework for the City will be a guide and a master plan that outlines the City's vision, goals, actions and deliverables on diversity, equity, inclusivity, and anti-racism. The plan will include City mapping its approach for combating racism and other forms of discrimination, oppression, and exclusion within the community.

New Westminster Police Department Operational Review

In April, 2021, the New Westminster Police Board approved the Motion to have an Operational Review completed by an external consultant. Perivale and Taylor Consulting Inc. was hired to perform the consulting services. The Operational Review has recently commenced and the process will be completed in August, 2022. This endeavor supports the New Westminster Police Boards' Motion on Police Reform and the community based policing tradition that citizens of New

Westminster expect. The analysis and recommendations that emerge from the Operational Review will help the NWPD to continue to meet the community's needs for the next five to ten years. This analysis will assist the NWPD in aligning with the City Report in its many goals and objectives. For example, recommendations will be made relating to the deprioritizing NWPD resources away from the enforcement of laws that criminalize the survival of society's most vulnerable people that would be better served by a public health or community care framework. There will also be a report on police reforms being conducted across North America and best practices in crisis health management at the local level.

Special Committee on Reforming the *Police Act*

As mentioned previously, the role of police is being analyzed at a provincial level, which includes mental health and wellness, addictions and harm reduction, the scope of systemic racism within BC's police agencies and to ensure a modernized *Police Act* is consistent with the United Nations Declaration on the Rights of Indigenous Peoples (2007). Wayne Rideout, Director of Police Services in the Ministry of Public Safety said that the committee will look at a "stable, predictable and transparent funding model, a public-safety model that is efficient and maximizes the socioeconomic return on investment, and has equitable service delivery for the "overpoliced" and under-resourced." This work will be ongoing and will impact all police agencies in British Columbia on their service delivery, policies and procedures.

The NWPD Current Initiatives

The City Report discussed a shared a vision for change, including a goal 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".

The focus of the Report was on those experiencing mental health crisis, poverty and homelessness, and how the most vulnerable most often encounter police throughout their lives. The Report proposed alternatives to police involvement which focused on housing, healthcare and community services. The Report acknowledged that the NWPD provides a "compassionate response to calls for service" but also postulated that police are often not the most appropriate response to certain types of calls.

The vision proposed included:

1. A Sense of Place;
2. Everyone has a home;
3. Integrated Health Services;
4. Calls for justice and equity embraced;

5. Drugs are decriminalized and crime of poverty and desperation are addressed at their root cause;
6. Everyone has the food necessary to survive;
7. Intergovernmental collaboration;
8. Full employment and livable income;
9. Sustainable and Regenerative Environment; and
10. Safe Transportation.

The recommendations in the Report were categorized into four board categories, which were further sub-divided into different action items:

1. Develop a New Model of Community Response.
2. Centre Racialized and Vulnerable Populations.
3. Understand the Current State: Collection, Interpretation, and Control of Data.
4. Re-evaluate Police Board Appointments and Budgeting.

Based on the review of this document it is felt the New Westminster Police Board could take some immediate actions in the following areas:

Develop a New Model of Community Response - Decriminalize Drugs

1. The Board could advocate for the decriminalization of the simple possession of controlled substances and support the Province in seeking a federal exemption to decriminalize simple possession of controlled substances. According to Dr. Bonnie Henry, there is a widespread global recognition that the failed “war on drugs” and the resulting criminalization and stigmatization of people who use drugs has not reduced drug use. Officials with the Ministry of Mental Health and Addictions and Health Canada have been working on an agreement that outlines how the Province of B.C. will work with Health Canada to apply for a province wide exemption to the Controlled Drugs and Substances Act, which governs simple drug possession. The City of Vancouver submitted its final proposal to Health Canada on June 1st, 2021 making it the first jurisdiction in the country to apply for such an exemption from federal drug laws. This application was supported by the Mayors of surrounding communities, including Mayor Cote.

Re-evaluate Police Board Appointments and Budgeting - Consider board compensation to allow underrepresented people to serve on the police board

2. The Board could consider amending its governance policy to include compensation of Board members. Per Diem compensation can be implemented for Board members for their attendance at meetings similar to other Municipal Police Boards in the Province. A per diem is not designed to compensate a Board member for actual hours worked but rather it is a compensation designed to express appreciation for voluntary hours and to cover out-of-pocket and incidental expenses.

FINANCIAL IMPLICATIONS

There would be some level of financial implication should the Board adopt a Per Diem compensation model.

OPTIONS

Option #1 – THAT the New Westminster Police Board adopt the actions as outlined on Pages 4 and 5 of this Report.

Option # 2 – THAT the Board provide staff with other directions.

Staff recommends option 1.

This report has been prepared by:



Inspector Diana McDaniel



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

- 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).

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

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

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

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

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

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

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.

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

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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 (MWCI), 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

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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 & 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

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- **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.