



DELTA POLICE BOARD

Regular Meeting Agenda

Wednesday, April 21, 2021 at 09:00

Delta Council Chambers, Zoom

4500 Clarence Taylor Crescent

Delta, BC V4K 3E2

A. Adoption of Agenda

1. Adoption of the Regular Agenda of April 21, 2021

B. Consent Items

1. **Approval of Minutes** ●
 - a. Approval of Minutes of the Regular Meeting of March 17, 2021
2. ***Crime Statistics & Map of March 2021** ●
3. ***Financial Reports of January 2021** ●
4. ***Correspondence**
 - a. Compliments from the Public ●
5. ***For Information**
 - a. Surrey Police Service Recruitment Concerns by National Police Force ●
 - b. Amendments to the BC Provincial Policing Standards - 2.1.1 Recruit and Advanced Training ●
 - c. Information from Cathy Peters, BC Anti-Human Trafficking Educator ●
 - d. Letter to Health Minister Adrian Dix re: Immunization for Delta First Responders
 - e. New President of the BCAPB ●
 - f. Special Committee on Reforming the Police Act Update – Committee's Report New Deadline ●

C. Delegations/Presentations

1. ***Public Delegations**
2. ***Delta Police Association**
3. **Appreciation for S/Sgt Sukh Sidhu's Work with the Board** ●
S/Sgt Sukh Sidhu

D. Business Arising out of Minutes

1. ***Action Document** ●

E. Priority Items

1. ***Chief's Report**
2. **CAPG Call for Resolutions** ●
3. **2021 Q1 Community Safety Plan (CSP) Key Performance Indicators (KPIs)** ●
4. **Submission of Recommendations to the Special Committee on Reforming the Police Act (SCRPA)** ●

F. Reports

1. **30x30 Pledge** ●
2. **Education Opportunity – Bias Free Training Hosted by Vancouver Police Board** ●
3. **Education Opportunity – CAPG Governance Summit** ●

G. Other/New Business

1. Items as requested by the Board

Resolution to Terminate the Meeting.

Next Meeting: Wednesday, May 19, 2021
0930 a.m. via Zoom

DELTA POLICE BOARD

Regular Meeting Minutes

Wednesday, March 17, 2021 at 09:00 a.m.

Delta Council Chamber, Zoom

4500 Clarence Taylor Crescent

Delta, BC V4K 3E2

Minutes of the REGULAR MEETING held Wednesday, March 16 at 9:00 a.m. in the Council Chambers, Delta City Hall, 4500 Clarence Taylor Crescent, Delta, British Columbia.

Present

Mayor George V. Harvie

*Angela Kaiser

*Chief Ken Baird

*Gurleen S. Sahota

*Dr. Karen Hossack

*Annette Garm

*Firth Bateman

Neil Dubord, Chief Constable

Harj Sidhu, Deputy Chief Constable

Michelle Davey, Deputy Chief Constable

Jassie Ram, Recording Secretary

*Cris Leykauf, Public Affairs Manager

*Volker Helmuth, Risk Management Manager

*Via Zoom

Regrets

Peter Buxton, Q.C.

Meeting called to order at 09:02 a.m.

A. Adoption of Agenda

1. Adoption of the Regular Agenda of March 17, 2021

MOVED / SECONDED

THAT the Delta Police Board approve the Regular agenda of March 17, 2021 as presented.

CARRIED UNANIMOUSLY

B. Consent Items

1. Approval of Minutes

a. Approval of Minutes of the Regular Meeting of February 17, 2021

Note: minutes approved as corrected to change "supervisor" to "supervised" in item E.1, point b.

2. *Crime Statistics & Map of February 2021

3. *Financial Reports

2021 reports not yet available as City Finance working on 2020 year-end.

4. *Correspondence

a. Compliments from the Public

b. Police Board Training Updates from Policing and Security Branch

5. *For Information

a. CAPG Membership Fee Increase Response

b. 2021 Metro Vancouver Crime Stoppers Services for the DPD

c. Notice of Position on Delta Police Board – Provincial Appointee

MOVED / SECONDED

THAT the Delta Police Board approve Consent Agenda Items B.1a, B.2, B.3, B.5a, and B.5C where required and receive others for information.

CARRIED UNANIMOUSLY

Item #.4a was pulled for discussion

The plainclothes individual mentioned in the letter was a sworn officer from the DPD Mental Health Unit.

MOVED / SECONDED

THAT the Delta Police Board receive Item B.4a for information.

CARRIED UNANIMOUSLY

Item # B.4b was pulled for discussion to be discussed under E.3

Item # B.5b was pulled for discussion

The Crime Stoppers invoicing cost is prorated, based on the number of officers in an agency. BC police agencies are reviewing the return on investment for Crime Stoppers but currently, all agencies participate in Crime Stoppers

MOVED / SECONDED

THAT the Delta Police Board receive Item B.5b for information.

CARRIED UNANIMOUSLY

C. Delegations/Presentations

1. ***Public Delegations**
2. ***Delta Police Association**
3. **Equity, Diversity and Inclusion Unit (EDIU) Updates**

Deputy Chief (DC) Michelle Davey; Cst. Joel Thirsk, Diversity Liaison Officer; Ms. Manpreet Dhillon, CEO, Veza Global

The delegation presented updates on the work of the EDIU. Ms. Dhillon is assisting the DPD in a project to review and determine opportunities for improvement within the department, including internal policies and procedures for recruiting and promotions to ensure that they are equitable, inclusive and diverse. The current project aims to create an authentically inclusive environment where everyone belongs. An evidence-based approach will be utilized and will include different forms of consultations. The current and primary focus at this time is on internal consultations.

MOVED / SECONDED

THAT the Delta Police Board receive Items C.1 to C.3 for information.

CARRIED UNANIMOUSLY

D. Business Arising out of Minutes

1. **Action Document**

MOVED / SECONDED

THAT the Delta Police Board receive Item D.1 for information.

CARRIED UNANIMOUSLY

E. Priority Items

1. **Chief's Report**

- COVID-19 Updates: There was been a misunderstanding around whether police officers can currently receive the vaccine. DPD contacted Dr. Victoria Lee and it has been confirmed that, at this time, the vaccine is not available to police officers. DPD Executive continues to work with the appropriate parties to ensure police can receive vaccine soon.
- DPD has been named as one of the Top Employers in BC for the third year in a row. Chair, Mayor Harvie, offered congratulations to the DPD on behalf of the Board.

MOVED / SECONDED

THAT the Delta Police Board receive the Chief's Report for information.

CARRIED UNANIMOUSLY

F. Reports

1. DPD Community Policing Model Overview

A report outlining the community policing model was provided to the Board.

MOVED / SECONDED

THAT the Delta Police Board receive this report (F.1) for information.

CARRIED UNANIMOUSLY

2. DPD 2020 Cybercrime Strategy and Report

A report on the 2020 cybercrime statistics and the strategy of the DPD was provided to the Board. The strategy includes a multi-faceted approach, including education, enforcement and building partnerships. DPD continues to pursue discussions and opportunities for an integrated cybercrime unit in addition to other areas of integration.

MOVED / SECONDED

THAT the Delta Police Board receive this report (F.2) for information.

CARRIED UNANIMOUSLY

3. Board Education Proposal

Ms. Garm presented a brief overview of the report.

Mr. Sahota recommended an amendment to Recommendation A) as noted below and would like to avoid redundancy for Recommendation F).

MOVED / SECONDED

- A.** THAT the Delta Police Board members consider taking the CABRO online training certificate program and complete eModules 1 and 2 and eModules 3, 4 and 5 within two weeks (timeline as required by the Province) of receiving the invite from the Province.
- B.** THAT Staff contact CABRO to register Delta Board members for CABRO training eModules 1 and 2 and the remaining 3 when they become available, at the individual request of Board members, dependent on their availability.
- C.** THAT the Delta Police Board members review the Surrey Police Board training material and video, at their own pace and time, when released.
- D.** THAT the Delta Police Board further review and consider training opportunities through Police Services as they become available.
- E.** THAT the Delta Police Board re-evaluate training needs and priorities in the last quarter of 2021 and invite Paul Ceysens, if required, with a

predetermined budget for the training to be set before reaching out to Mr. Ceyssens.

- F.** THAT the Delta Police Department approve Board member, Annette Garm, to take the five onBoard training courses and provide an evaluation and recommendations report to the Board upon completion, for the Board to further consider and decide on the pursuit of this opportunity for all Board members.
- G.** THAT the Delta Police Department consider as many Board members as possible to attend the FIP training being organized by the Vancouver Police Board.

CARRIED UNANIMOUSLY

G. Other/New Business

As requested by the Board.

Resolution to Terminate the Meeting

MOVED/SECONDED

THAT this meeting now terminate.

CARRIED UNANIMOUSLY

Next Meeting: The next regular meeting of the Delta Police Board will be scheduled on Wednesday, April 21, 2021 at 09:00 a.m. in the Council Chamber of the City of Delta.

The meeting terminated at 10:00 a.m.

Mayor George V. Harvie
Chair

Jassie Ram
Recording Secretary

Date

Date

Police Board Statistics Report

March 2021

Crime Type	Feb-21	Mar-21	Mar 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Persons Offences									
Homicide	0	0	0	0	0	0	►	0%	
Attempted Homicide	0	0	0	0	0	0	►	0%	
Sexual Assault (Level I)	2	12	3	10	19	14	▲	36%	
Sexual Assault (Level II, Level III)	2	0	2	7	3	8	▼	-63%	
Total Assaults (Common, Weapon, Aggravated)	27	22	30	91	74	90	▼	-18%	
Robbery	2	3	4	9	6	10	▼	-40%	
Total Person Offences	50	65	64	177	173	195	▼	-11%	
Domestic Violence									
Intimate Partner Violence	9	8	12	38	27	32	▼	-16%	
Family Violence	5	4	7	20	12	19	▼	-37%	
Property Offences									
Break & Enter - Commercial	5	9	17	30	30	36	▼	-17%	
Break & Enter - Residential	7	8	16	43	25	49	▼	-49%	
Theft of Vehicle	6	8	11	30	22	35	▼	-37%	
Theft from Vehicle	54	79	64	201	193	188	▲	3%	
Theft Over/Under \$5000	65	82	97	299	222	296	▼	-25%	
Mischief to Property Over/Under \$5000	37	54	41	128	129	124	▲	4%	
Total Property Offences	206	288	286	847	746	842	▼	-11%	
Traffic Offences									
Fatal MVI	1	0	0	1	1	1	►	0%	deaths = 0
Injury MVI	17	25	21	69	57	78	▼	-27%	injured = 29
Collisions (All)	81	84	81	240	252	283	▼	-11%	
Roadside Suspensions - 215 Alcohol 24 hrs	3	1	3	19	9	12	▼	-25%	
Roadside Suspensions - 215 Drugs 24 hrs	3	6	6	9	16	13	▲	23%	
Immediate Roadside Prohibitions (Alcohol)	27	24	42	135	81	109	▼	-26%	
Total	132	140	153	473	416	496	▼	-16%	
Drug Offences									
Possession	12	11	15	21	37	36	▲	3%	
Trafficking	3	0	3	4	7	7	►	0%	
Total	15	11	18	25	44	43	▲	2%	
Other Offences									
Youth (*Excludes Traffic Offences)	6	9	8	17	22	20	▲	10%	
Total Weapons Violations	7	11	4	11	27	14	▲	93%	
Cybercrime	37	51	20	85	129	60	▲	115%	
Bylaws	29	48	58	132	124	134	▼	-7%	
False Alarms (Dispatched)	56	49	81	180	167	238	▼	-30%	
TOTAL CALLS FOR SERVICE	1,927	2,226	2,196	6,275	6,301	6,277	►	0%	

Note: Stats include all calls for service relative to the crime type, whether or not charges were recommended.

TFN (Zone 3) Statistics Report

March 2021

Crime Type	Feb-21	Mar-21	Mar 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change	Comments
Persons Offences									
Homicide	0	0	0	0	0	0	▶	0%	
Attempted Homicide	0	0	0	0	0	0	▶	0%	
Sexual Assault (Level I)	0	1	0	0	1	0	▲	100%	
Sexual Assault (Level II, Level III)	0	0	0	0	0	0	▶	0%	
Total Assaults (Common, Weapon, Aggravated)	1	0	1	2	1	1	▼	-50%	
Robbery	0	0	0	0	0	0	▶	0%	
Total Person Offences	1	1	2	6	4	4	▼	-33%	
Domestic Violence									
Domestic Violence (Includes Criminal Harassment, Utter Threats)	0	0	0	1	0	0	▼	-100%	
Property Offences									
Break & Enter - Commercial	1	2	0	1	3	1	▲	200%	
Break & Enter - Residential	0	2	1	1	4	2	▲	300%	
Theft of Vehicle	0	0	0	1	0	1	▼	-100%	
Theft from Vehicle	4	6	1	10	11	7	▲	10%	
Theft Over/Under \$5000	17	12	13	51	37	43	▼	-27%	
Mischief to Property Over/Under \$5000	0	1	1	4	2	4	▼	-50%	
Total Property Offences	20	21	18	73	54	63	▼	-26%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	▶	0%	deaths = 0
Injury MVI	1	1	0	1	3	1	▲	200%	injured = 1
Roadside Suspensions - 215 Alcohol 24 hrs	0	0	0	0	0	0	▶	0%	
Roadside Suspensions - 215 Drugs 24 hrs	0	0	0	1	0	0	▼	-100%	
Immediate Roadside Prohibitions (Alcohol)	3	1	1	2	7	3	▲	250%	
Total	4	2	1	4	10	4	▲	150%	
Drug Offences									
Possession	0	0	0	0	0	2	▶	0%	
Trafficking	0	0	0	0	0	0	▶	0%	
Total	0	0	0	0	0	2	▶	0%	
Other Offences									
Youth (Charged/Suspect Chargeable/ Recommended Charges)*Excludes Traffic Offences		2	0	2	3	2	▲	50%	
Total Weapons Violations	0	2	0	1	3	0	▲	200%	
Cybercrime	1	0	0	5	1	2	▼	-80%	
Bylaws	1	2	0	0	5	2	▲	500%	
False Alarms (Dispatched)	8	7	17	16	26	31	▲	63%	
TOTAL CALLS FOR SERVICE	91	111	88	244	312	242	▲	28%	

Note: Stats include all calls for service relative to the crime type, whether or not charges were recommended.

DELTA CRIME MAP - MARCH 2021

RG B.2



DISTRICT 1 CRIME MAP - MARCH 2021

RG B.2



<

Res B&E

2

Bus B&E

2

Other B&E

2

Theft of Auto

2

Theft from Auto

17

Recovered Stolen

0

Assault

2

Sex Assault

5

Robbery

1

Bike Theft

5

Mail Theft

0

2021-03-01

2021-03-31

38

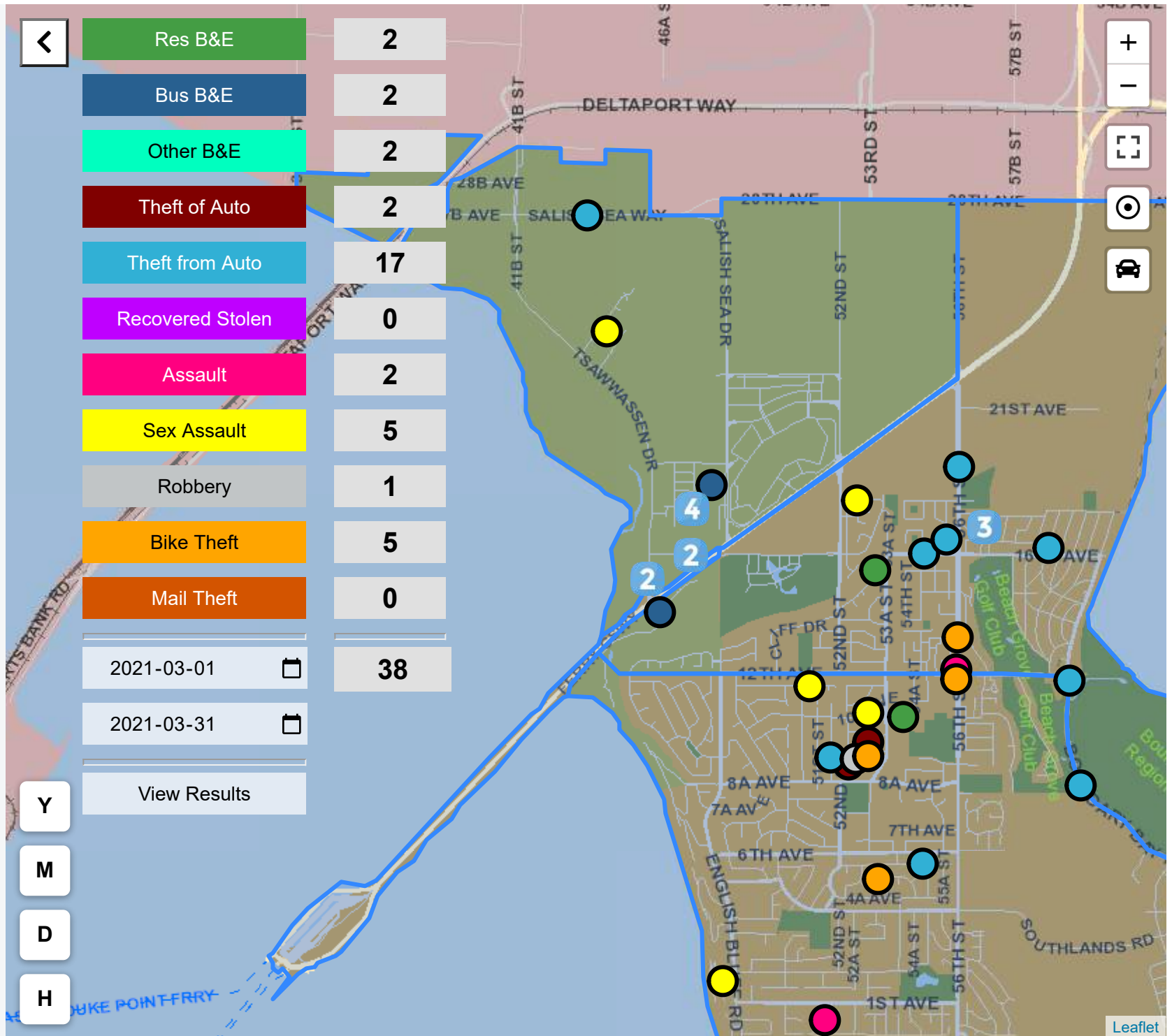
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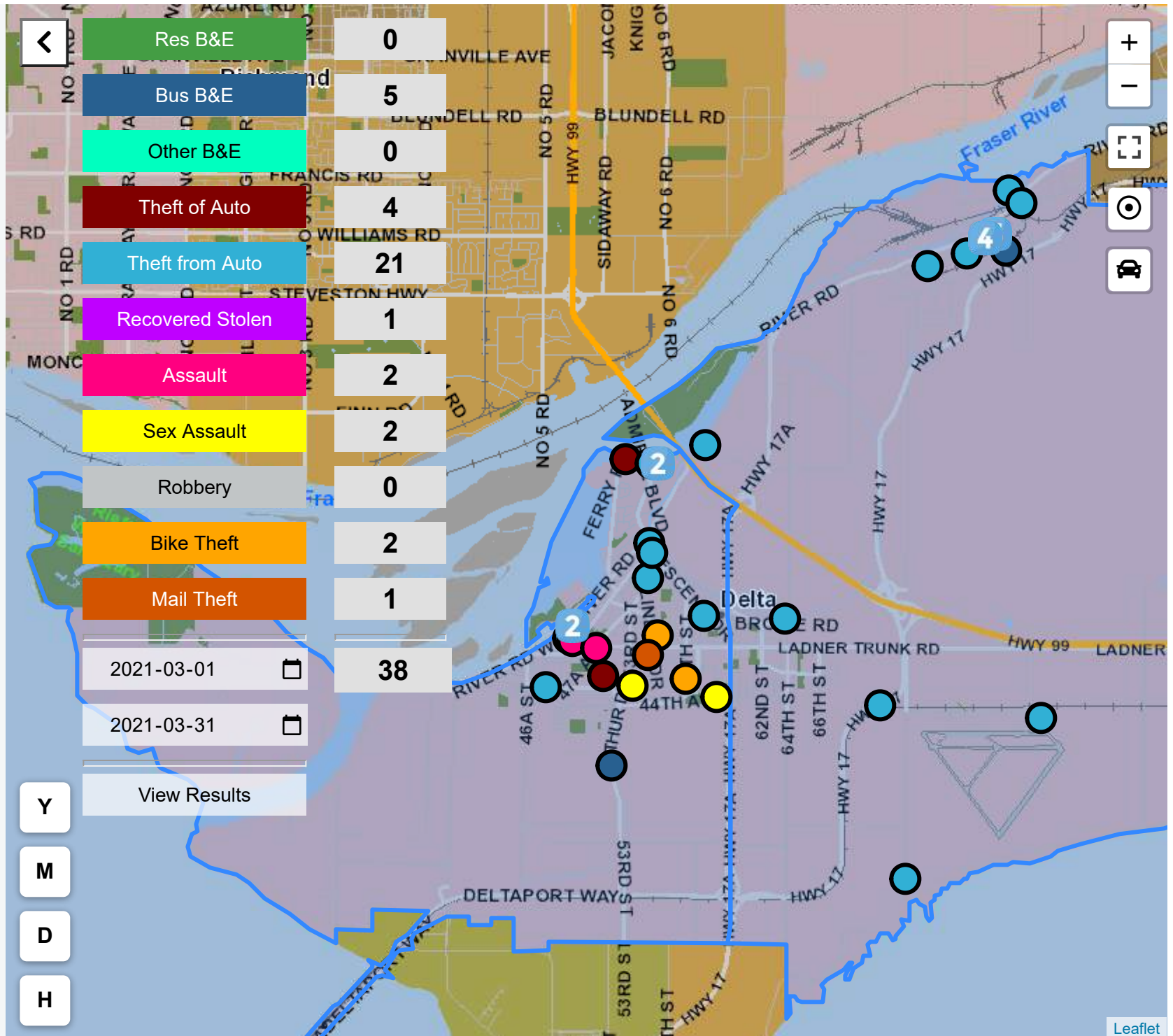
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DISTRICT 2 CRIME MAP - MARCH 2021

RG B.2



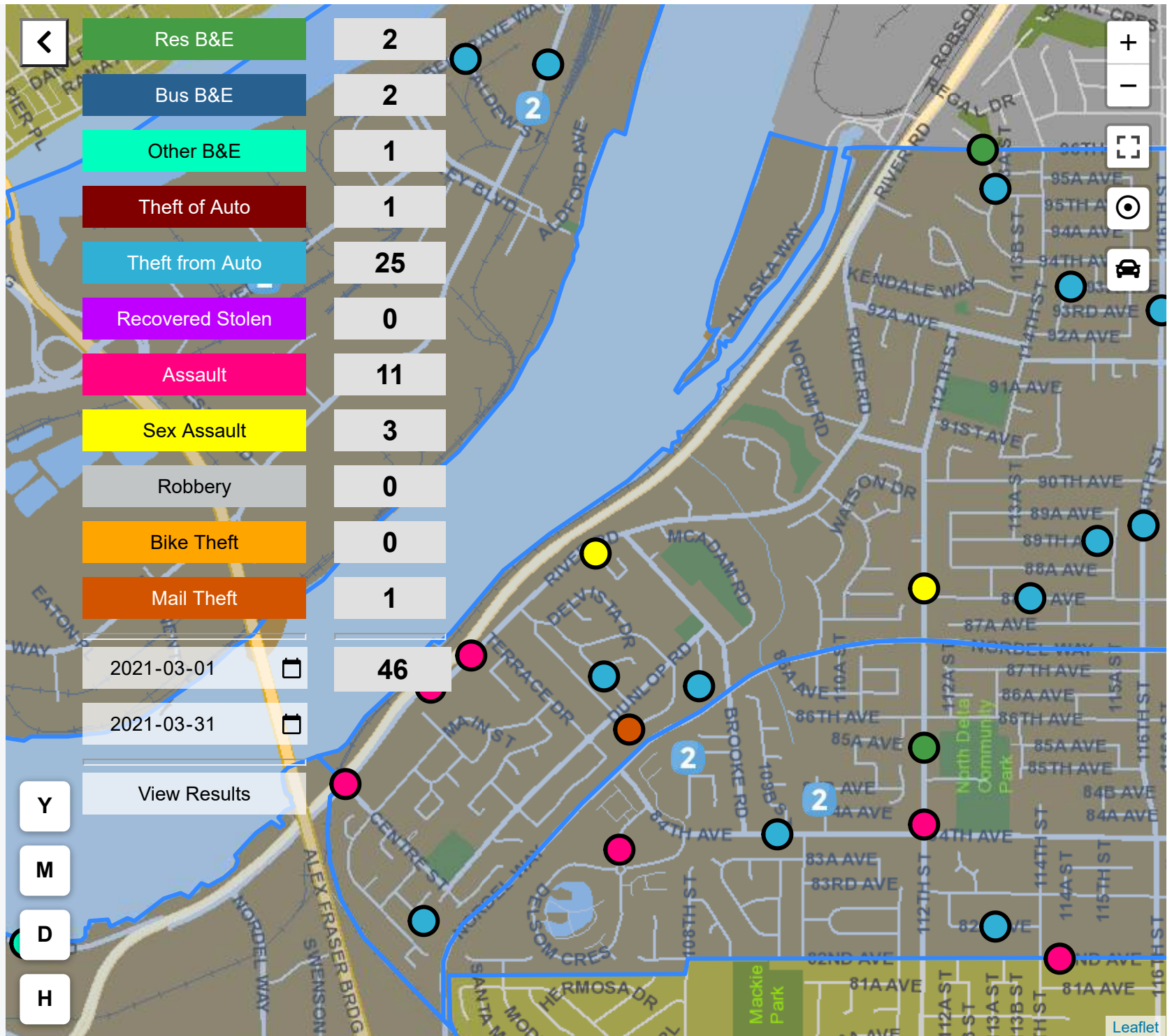
ANNACIS CRIME MAP - MARCH 2021

RG B.2



DISTRICT 3 CRIME MAP - MARCH 2021

RG B.2



DISTRICT 4 CRIME MAP - MARCH 2021

RG B.2



<

Res B&E

1

Bus B&E

0

Other B&E

0

Theft of Auto

4

Theft from Auto

16

Recovered Stolen

2

Assault

6

Sex Assault

1

Robbery

2

Bike Theft

1

Mail Theft

2

2021-03-01

35

2021-03-31

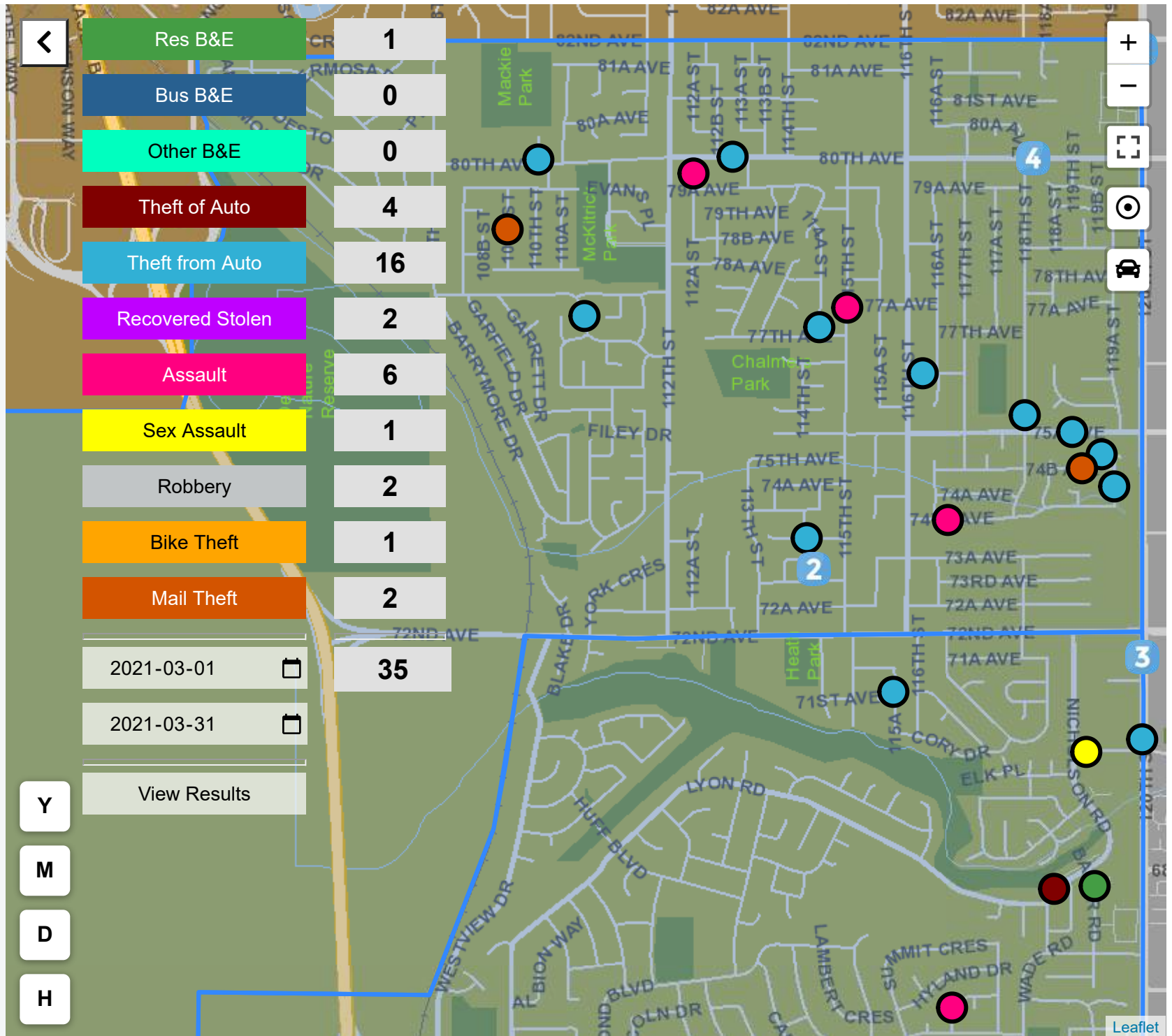
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Delta Police Department Financial Report

For the period ending January 31, 2021

Operating Revenues & Expenditures

	Year to date Actuals	Accrual for Expenditures/ Revenues	Year to Date Actuals (Adjusted)	Year to date Budget	Annual 2021 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
Expenditures							
Administration Bureau	1,141,786	109,808	1,251,594	1,168,791	14,059,500	82,803	7.1%
Community Policing Bureau - Investigative Services	447,722	20,680	468,402	567,503	6,973,500	(99,101)	-17.5%
Community Policing Bureau - Community Support	598,384	2,139	600,523	732,915	9,445,500	(132,392)	-18.1%
Community Policing Bureau - Patrol	1,124,013	2,168	1,126,181	1,144,210	13,703,000	(18,029)	-1.6%
Police Secondments	215,618	80,000	295,618	300,829	3,570,000	(5,211)	-1.7%
Ecomm	-	152,083	152,083	152,083	1,825,000	-	0.0%
Wage bank accrual	-	31,250	31,250	-	-	31,250	
Total Expenditures	3,527,523	398,128	3,925,651	4,066,331	49,576,500	(140,680)	-3.5%
Revenues							
Recovered Services	(434,819)	105,824	(328,995)	(314,375)	(6,831,500)	(14,620)	-4.7%
Fines and Fees	(53,666)	35,494	(18,172)	(19,167)	(230,000)	995	5.2%
Grants	(49,718)	32,669	(17,049)	(8,708)	(1,754,500)	(8,341)	-95.8%
Other Recoveries and Miscellaneous	(2,187)	-	(2,187)	(7,500)	(90,000)	5,313	70.8%
Transfer from Reserve	-	-	-	-	(438,000)	-	
Total Revenue	(540,390)	173,987	(366,403)	(349,750)	(9,344,000)	(16,653)	-4.8%
Operating Tax Draw	2,987,133	572,115	3,559,248	3,716,581	40,232,500	(157,334)	-4.2%

Capital

	2021 Actuals	2021 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2021	-	688,000	(688,000)
Vehicle Purchases - 2020 carryover	-	638,000	(638,000)
Armoured Vests, Equipment, Furniture, IT	-	238,000	(238,000)
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	-	1,676,000	(1,676,000)

City of Delta
Payroll Overtime Data
As of: 2021-01-31

		2021					2021 Year to Date							2020 Overtime Statistics				
		Overtime	Statutory Holiday	Standby Time	Total Month	Budget Month	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	% spent (YTD)	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199	Police Fleet Mtce (Ops)	-	-	-	-	-	-	-	-	-	-	-	-	-	926	-	984	-
1305	Police Community Support	11,312	-	3,012	14,325	12,417	11,312	-	3,012	14,325	12,417	1,908	-	149,000	10,785	11,708	219,977	145,500
1307	Police Comms/Media	1,894	-	-	1,894	834	1,894	-	-	1,894	834	1,060	-	10,000	88	417	14,181	5,000
1312	Police PublicSafety Operations	6	-	-	6	208	6	-	-	6	208	(202)	-	2,500	-	208	7,823	2,500
1331	Police TFN Policing	2,166	-	-	2,166	583	2,166	-	-	2,166	583	1,583	-	7,000	429	542	4,149	6,500
1335	Police Administration	687	-	-	687	1,250	687	-	-	687	1,250	(563)	-	15,000	1,739	833	14,450	10,000
1342	Police Ports Liaison	-	-	-	-	42	-	-	-	-	42	(42)	-	500	-	42	-	500
1343	Police BC Justice Institute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,540	-
1345	Police Human Resources	12,730	-	-	12,730	8,958	12,730	-	-	12,730	8,958	3,772	-	107,500	6,172	8,458	152,028	105,000
1349	Police Drug Section	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,750	(5,411)	34,000
1350	Police Identification Section	-	-	-	-	167	-	-	-	-	167	(167)	-	2,000	1,137	167	(1,610)	2,000
1351	Police Fraud Investigation	-	-	-	-	-	-	-	-	-	-	-	-	-	563	333	(2,047)	4,000
1352	Police General Investigation	1,099	-	-	1,099	2,292	1,099	-	-	1,099	2,292	(1,193)	-	27,500	463	2,167	33,413	27,000
1353	Police Intelligence Section	672	-	325	997	1,125	672	-	325	997	1,125	(128)	-	13,500	-	333	8,963	4,000
1354	Police Crime Reduction Unit	2,884	-	-	2,884	7,083	2,884	-	-	2,884	7,083	(4,199)	-	85,000	1,331	3,917	67,195	49,000
1356	Police Major Crimes Section	6,399	-	310	6,709	18,125	6,399	-	310	6,709	18,125	(11,416)	-	217,500	53,736	16,667	190,542	207,000
1357	Police SeriousCrimes/SexOffenc	-	-	443	443	1,250	-	-	443	443	1,250	(807)	-	15,000	0	1,167	41,710	14,500
1358	Police IMPACT (Sec)	2,016	-	155	2,171	2,625	2,016	-	155	2,171	2,625	(454)	-	31,500	4,862	2,458	23,259	30,500
1359	PoliceProvTrafficProjects(Sec)	2,137	-	-	2,137	-	2,137	-	-	2,137	-	2,137	-	59,000	-	-	52,226	59,000
1363	Police IRSU (Sec)	6,443	-	-	6,443	5,167	6,443	-	-	6,443	5,167	1,276	-	62,000	2,627	4,875	47,717	60,500
1364	Police CFSEU (Sec)	8,380	505	-	8,885	11,708	8,380	505	-	8,885	11,708	(2,823)	-	140,500	11,929	11,042	99,395	137,000
1367	Police DCPO ND	345	-	-	345	875	345	-	-	345	875	(530)	-	10,500	-	833	2,203	10,500
1368	Police DCPO Ladner	-	-	-	-	208	-	-	-	-	208	(208)	-	2,500	-	208	484	2,500
1369	Police DCPO Tsaw	-	-	-	-	208	-	-	-	-	208	(208)	-	2,500	-	208	1,394	2,500
1370	Police School Liaison	4,891	-	-	4,891	583	4,891	-	-	4,891	583	4,308	-	7,000	358	542	6,192	6,500
1371	Police Reserve Police	-	-	-	-	3,500	-	-	-	-	3,500	(3,500)	-	21,500	673	3,333	20,000	21,000
1373	Police Victim Services	-	-	214	214	375	-	-	214	214	375	(161)	-	4,500	-	375	6,037	4,500
1376	Police Information & Security	3,014	-	-	3,014	4,333	3,014	-	-	3,014	4,333	(1,319)	-	52,000	1,352	4,250	31,898	51,000
1381	Police Truck Enforcement	317	-	-	317	333	317	-	-	317	333	(16)	-	4,000	-	333	402	4,000
1382	Police LMD PDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	195	-
1383	Police Traffic Section	721	-	665	1,386	3,000	721	-	665	1,386	3,000	(1,614)	-	36,000	3,172	3,250	26,834	40,500
1388	Police Patrol	20,779	6,828	-	27,607	48,917	20,779	6,828	-	27,607	48,917	(21,310)	-	587,000	34,119	46,042	453,146	572,000
1390	Police Professional Standards	-	-	-	-	292	-	-	-	-	292	(292)	-	3,500	264	250	4,769	3,500
1524	Police LMTT	-	-	-	-	4,583	-	-	-	-	4,583	(4,583)	-	55,000	-	4,583	15,435	55,000
1540	Police VPD BCMUP (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	134	-	992	-
1579	Police Information Technology	-	-	-	-	583	-	-	-	-	583	(583)	-	7,000	758	583	5,177	7,000
1584	Police Intelligence Management	-	-	-	-	42	-	-	-	-	42	(42)	-	500	-	42	-	500
1594	Police UHU (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,000	-	12,500
1596	Police Youth Liaison	4,771	-	-	4,771	292	4,771	-	-	4,771	292	4,479	-	3,500	256	292	13,517	3,500
1646	Police Cybercrime	-	-	-	-	-	-	-	-	-	-	-	-	-	-	417	3,410	5,000
1680	Police Public Information Reps	320	1,075	-	1,395	7,500	320	1,075	-	1,395	7,500	(6,105)	-	90,000	1,423	7,374	32,374	88,500
1681	Police LMD PDS (Sec)	9,656	539	-	10,195	2,583	9,656	539	-	10,195	2,583	7,612	-	31,000	5,109	1,833	93,800	22,500
1682	Police LMD ERT (Sec)	5,230	-	3,396	8,626	7,125	5,230	-	3,396	8,626	7,125	1,501	-	85,500	5,557	6,708	62,111	83,500
1683	Police RTIC-BC (Sec)	-	340	-	340	542	-	340	-	340	542	(202)	-	6,500	336	500	1,769	6,000
1685	Police TFN Service Team	919	620	-	1,539	2,333	919	620	-	1,539	2,333	(794)	-	28,000	307	3,042	12,536	37,500
1686	Police INSET (Sec)	-	-	-	-	458	-	-	-	-	458	(458)	-	5,500	336	417	8,577	5,000
1687	Police LMD FIS (Sec)	3,249	271	2,924	6,443	6,125	3,249	271	2,924	6,443	6,125	318	-	73,500	-	5,750	35,110	71,500
1697	Police TrafficSpecialtyDogUnit	-	-	-	-	458	-	-	-	-	458	(458)	-	5,500	-	-	-	-
	Police	113,038	10,176	11,444	134,658	169,082	113,038	10,176	11,444	134,658	169,082	(34,424)	79.64%	2,067,500	150,941	160,249	1,810,847	2,020,000

RG B.4A

Hi Chief,

So I went to my office this morning in New West and my son was home with baba-ji (grandpa). The two went for one of their regular morning walks today as they normally do when my son is home and isn't in preschool.

At approximately 11:30am this morning at 119A street and 92 avenue in North Delta they had a run-in with a female officer who was driving a DPD sport utility vehicle. My son waved at the officer as she approached and when she got nearby, she stopped her vehicle and pulled up next to my son and dad who were on the sidewalk. She then engaged my son in small chit-chat (as much as one can with a 3 year old) and even turned on her lights for him. He was absolutely delighted and had a blast. My dad was also very pleasantly surprised.

I don't know who the officer was but I really wanted to convey my sincere appreciation. I was hoping you could find out who it was and pass on my family's and my thanks. The officer did not know my son or my dad and she didn't have to stop and make a 3 year old's day but she did. And for that I am thankful. This is exactly what makes Delta and the DPD so special.

I hope you have a nice weekend.

**NATIONAL
POLICE
FEDERATION**



**FÉDÉRATION
DE LA POLICE
NATIONALE**

March 22, 2021

Chief Neil Dubord
Chief Constable
4455 Clarence Taylor Cres.
Delta, B.C. V4K 3E1
Via Email: ndubord@deltapolice.ca

Re: Direct Police Officer Recruitment by Surrey Police Service

Dear Chief Dubord,

I am writing today to share our immediate concerns about the Surrey Police Service's (SPS) direct communications to RCMP Members on their work email and phones for recruitment purposes, even during working hours.

It is reasonable to assume that if the SPS is directly contacting Lower Mainland RCMP Members in this manner, they are most likely also contacting officers of your police agency and others across the Lower Mainland, Fraser Valley and beyond.

The SPS's aggressive tactics – in advance of key infrastructure and equipment decisions or even a launch date is potentially detrimental to not only within your district but all other Lower Mainland police agencies.

We have expressed our concerns about the disruption these activities create to policing, but also the impact this has on individual and team morale in an already difficult time for police officers and policing. I am hoping we can work together to ensure that police officers in all organizations are supported and that any recruiting efforts by the SPS are done in an appropriate manner. This will help ensure the sustainability of stable and consistent policing across the province.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Brian Sauvé', is placed above the printed name and title.

Brian Sauvé
President

cc: Mr. Wayne Rideout, Assistant Deputy Minister and Director of Police Services
Hon. Mike Farnworth, Minister of Public Safety and Solicitor General



March 19, 2021
Ref: 616534

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

Dear Sirs/Madams:

I am writing to advise of recently approved changes to *BC Provincial Policing Standards (BCPPS) 2.1.1 Recruit and Advanced Training* and the related policy directive which sets out the process for requesting an exemption from the police recruit training program. As some of you may be aware, BCPPS 2.1.1 and related policy directives have been in place since the beginning of 2012 when they replaced the previous *Rules Regarding Training* regulation. Policing and Security Branch convened a working group this past fall with membership from police stakeholders involved in the recruiting and training processes and representation from the Justice Institute of BC to identify areas where the Standard could be streamlined or clarified, particularly with respect to the exemption process.

A draft of these changes was provided to membership of the Advisory Committee on Provincial Policing Standards for feedback in January 2021. The finalized amendments were approved by the Solicitor General on March 12, 2021. Copies of the new and amended sections are enclosed and an overview of the changes is as follows:

BCPPS 2.1.1 Recruit and Advanced Training (Attachment 1)

- The creation of new provisions for 'Experienced Applicants' from within Canada to be hired without requesting an exemption from Policing and Security Branch, provided their recruit training was from a program recognized under the Standards as an 'Accepted Equivalent,' their experience is sufficiently recent, they are fit for duty, and specific courses are completed.
- A report will be required by Policing and Security Branch on an annual basis which provides details of the candidates hired under this new category.

.../2

Page 2

BCPPS 2.2.1 P Exemption Process (Policy Directive) (Attachment 2)

- For those candidates that do not meet the definition of an 'Experienced Applicant,' the exemption process has been streamlined by replacing the POPAT requirement with a requirement for the police department to verify that the applicant is physically fit to perform a police officer's duties.
- The exemption process has been eliminated for candidates from outside of Canada, as the Police Recruit Training Program's structure has changed such that exemption from all of block three may no longer be appropriate. The impact of this change is expected to be minimal as these requests have been rare.

BCPPS 2.3.1 P Process for Appealing the Decision of the Director of the Police Academy (Policy Directive) (Attachment 3)

- Consequential amendments to definitions have been made as a result of the changes outlined in the associated BCPPS described above.

The amended BCPPS and associated policy directives are enclosed with this correspondence and will be posted in the near future on:

<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>.

If you have any questions about the amended BCPPS, please contact Jenni Bard, Director, Policing and Security Branch

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

Attachments: Attachment 1 – BCPPS 2.1.1 Recruit and Advanced Training
Attachment 2 – BCPPS 2.2.1 P Exemption Process
Attachment 3 – BCPPS 2.3.1 P Process for Appealing Decisions



Section 2.0 – Training for Police Officers	Page 1 of 5
Sub Section 2.1 – Recruit and Advanced Training	Effective: January 30, 2012
Subject 2.1.1 – Recruit and Advanced Training	Revised effective: March 12, 2021

Definitions

“Accepted Equivalent” – police recruit training, including any and all field training required as part of that training, provided by any of the following:

- RCMP Training Academy (Depot)
- Ontario Police College
- Chief Crowfoot Learning Centre (Calgary Police Service)
- Edmonton Police Service, Basic Recruit Training
- Lethbridge College
- Winnipeg Police Service, Police Recruit Training Academy
- Royal Newfoundland Constabulary
- Saskatchewan Police College
- École Nationale de Police du Québec
- Atlantic Police Academy
- Canadian Forces Military Police Academy

“Certified Constable” - an Officer appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed the Police Recruit Training Program (blocks 1-4), or
- (ii) Been exempted from blocks 1-3 of the Police Recruit Training Program and successfully completed block 4 of the Police Recruit Training Program.

“Director of Police Services” – the Director of Police Services referred to in section 39 (1) of the *Police Act*.

“Director of the Police Academy” - the person employed to administer the Police Academy and to ensure that the training of recruits, Qualified and Certified Constables complies with the standards set by the Director of Police Services under section 40 (1) (a.1) of the *Police Act*, as amended from time to time.

“Experienced Applicant” – a person whose previous police training and experience satisfies the conditions set out in the BC Provincial Policing Standards for appointment as an Officer under section 4.1, 18.1 or 26 of the *Police Act* without completion of the Police Recruit Training Program or a request for an exemption.

"Field Trainer" - a Certified Constable who is appointed by his/her Chief Constable or Chief Officer to supervise students of the Police Recruit Training Program during their practicum periods.

"Officer" – a constable appointed under the *Police Act* or an Enforcement Officer appointed under s. 18.1 of the *Police Act*.

"Police Academy" - the entity authorized by the Director of Police Services to administer provincially-approved recruit and advanced training for Municipal Constables, Designated Constables and Enforcement Officers.

"Police Recruit Training Program" - periods of training at or under the auspices of the Police Academy during which recruits will acquire the knowledge, skills, experience and understanding to function as police officers. The Police Recruit Training Program is divided into 4 distinct blocks of training:

- (a) The first and third are comprised of curriculum developed by the Police Academy in consultation with the Police Training Advisory Committee and in compliance with standards set by the Director of Police Services;
- (b) The second block is a practicum monitored by the Director of the Police Academy or designate, during which the recruit works under the direct supervision of a Field Trainer; and
- (c) The fourth block is a minimum 1 year field practicum requiring a satisfactory competency-based assessment of performance by the recruit's supervisor and approved by the recruit's Chief Constable or Chief Officer and Training Officer and certified by the Director of the Police Academy.

"Police Training Advisory Committee" – a committee chaired by a member of the Police Academy Chiefs Committee and comprised of police representatives, to advise on the training programs conducted by the Police Academy.

"Training Officer" – an Officer who has been appointed by their Chief Constable or Chief Officer to administer the training obligations of the police force and attend meetings of the Police Training Advisory Committee.

"Qualified Constable" – an Officer appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed blocks 1, 2, and 3 of the Police Recruit Training Program, or
- (ii) Been exempted from blocks 1, 2, and/or 3 of the Police Recruit Training Program.

Standards

Training requirements following appointment

- (1) The Board must ensure that any Officer it has appointed under section 4.1, 18.1 or 26 of the *Police Act*, either:
 - (a) Completes blocks 1-4 of the Police Recruit Training Program; or

- (b) Satisfies the conditions and requirements for hiring an Experienced Applicant set out in Standard (3); or
- (c) Receives an exemption from blocks 1-3 of the Police Recruit Training Program following the process set out in BCPPS 2.2.1P and completes block 4.

Training - Certified Constable

- (2) Further to Standard (1)(a), the Board must ensure that Officers required to complete the Police Recruit Training Program:
 - (a) Complete blocks 1-3 and attain the status of Qualified Constable within 18 months of their appointment; and
 - (b) Complete block 4 and attain the status of Certified Constable within 36 months of their appointment; or
 - (c) Receive an extension to either or both of the above time limits from the Director of the Police Academy, upon application by the Chief Constable or Chief Officer.

Experienced Applicants

- (3) The Board may appoint an Experienced Applicant as an Officer under s. 4.1, 18.1 or 26 of the *Police Act* without requiring completion of the Police Recruit Training Program provided that the Chief Constable or Chief Officer, or in the case of the appointment of a Chief Constable or Chief Officer, the Board, is satisfied that:
 - (a) The applicant successfully completed the Police Recruit Training Program or an Accepted Equivalent prior to their appointment;
 - (b) the applicant has been employed as a police officer with a Canadian police service within the previous three years;
 - (c) a background investigation concerning the applicant has been successfully completed which included, at minimum:
 - (i) verifying the training and experience claimed; and
 - (ii) unless the Officer is being appointed to the role of Chief Constable or Deputy Chief Constable, verifying, through a professional assessment or through testing using a recognized protocol, that the applicant is physically fit to perform the duties of a police officer; and
 - (d) the applicant is required to complete a probationary period.
- (4) The Chief Constable or Chief Officer must ensure that any Experienced Applicant appointed by the Board as permitted by Standard (3) successfully completes the following courses within 12 months of their appointment:
 - (a) Advanced Operational Policing Skills (AOPS) VII- Immediate Rapid Deployment;
 - (b) AOPS I- Subject Behavior Officer Response Training (SBORT) Building Containment and Searching; High Risk Encounters;
 - (c) Provincially-mandated domestic violence training; and

- (d) Core Operational Policing Skills (COPS) Crisis Intervention de-escalation (CID).
- (5) Further to Standard (4), the Chief Constable or Chief Officer must also ensure compliance with any training requirements set out in other BC Provincial Policing Standards that are relevant to the Officer's function and equipment or weapons they will be authorized to carry or use.
- (6) The Board must ensure that a report is provided to the Director of Police Services within 30 days of the end of each calendar year, summarizing the appointments made as permitted by Standard (3). The report must include the following information:
 - (a) the number of Experienced Applicants appointed; and
 - (b) a list of the police recruit training programs where the experienced applicants completed their recruit training.

Exemptions

- (7) A Chief Constable or Chief Officer must successfully apply to the Director of Police Services to exempt a person whose previous policing experience does not meet the conditions for appointment as an Experienced Applicant under Standard (3) from attending the Police Recruit Training Program, prior to that person's appointment by the Board under s. 4.1, 18.1 or 26 of the *Police Act*.

NOTE: the exemption process is outlined in BCPPS Policy Directive 2.2.1P – Exemption Process.

Training function

- (8) The Chief Constable or Chief Officer must ensure that a training function is established for the police force. At minimum, the responsibilities of the training function must include:
 - (a) Maintaining training records;
 - (b) Ensuring that all required training, requalification and recertifications are completed; and
 - (c) Ensuring that training is provided through a provincially-approved training course where required. This includes recruit, core advanced and fee-for-service training.

Training records

- (9) The Chief Constable or Chief Officer must ensure that records are maintained of each training class, including:
 - (a) Course content;
 - (b) Names of attendees; and
 - (c) Performance of individual attendees, as measured by tests, if administered.

Municipal constable registry

- (10) The Board must ensure that Officers of the police force it governs are registered with the

Police Academy by submitting, within 30 days of the commencement of their employment, and keeping current the following information:

- (a) Full name and date of birth;
- (b) Date of appointment;
- (c) The location(s) and dates of any previous policing experience;
- (d) Successfully completed training or educational courses which are prerequisite to an appointment, status or rank, including but not limited to police recruit training; and
- (e) Termination of employment.

Termination of training

(11) Where the Director of the Police Academy has determined, in consultation with the Training Officer of the police force of which the student is a member, that a student's participation in a course or program is unsatisfactory and the Director of the Police Academy so terminates the student's participation in the course or program, the Chief Constable must:

- (a) Inform the Board; and
- (b) Accept the decision; or
- (c) Appeal the decision to the Director of Police Services.

NOTE: *the appeal process is outlined in BCPPS Police Directive 2.3.1P – Process for Appealing Decisions of the Director of the Police Academy.*



Section 2.0 – Training for Police Officers	Page 1 of 4
Sub Section 2.2 – Exemptions	Effective: January 30, 2012 Revised effective: March 12, 2021
Subject 2.2.1P – Exemption Process	

Definitions

“Accepted Equivalent” – police recruit training, including any and all field training required as part of that training, provided by any of the following:

- RCMP Training Academy (Depot)
- Ontario Police College
- Chief Crowfoot Learning Centre (Calgary Police Service)
- Edmonton Police Service, Basic Recruit Training
- Lethbridge College
- Winnipeg Police Service, Police Recruit Training Academy
- Royal Newfoundland Constabulary
- Saskatchewan Police College
- École Nationale de Police du Québec
- Atlantic Police Academy
- Canadian Forces Military Police Academy

“Certified Constable” - an Officer appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed the Police Recruit Training Program (blocks 1-4), or
- (ii) Been exempted from blocks 1-3 of the Police Recruit Training Program and successfully completed block 4 of the Police Recruit Training Program.

“Director of Police Services” – the Director of Police Services referred to in section 39 (1) of the *Police Act*.

“Director of the Police Academy” - the person employed to administer the Police Academy and to ensure that the training of recruits, Qualified and Certified Constables is in compliance with the standards set by the Director of Police Services under section 40 (1) (a.1) of the *Police Act*, as amended from time to time.

“Experienced Applicant” – a person whose previous police training and experience satisfies the conditions set out in the BC Provincial Policing Standards for appointment as an Officer under section 4.1, 18.1 or 26 of the *Police Act* without completion of the Police Recruit Training Program or a request for an exemption.

“Field Trainer” - a Certified Constable who is appointed by his/her Chief Constable or Chief Officer to supervise students of the Police Recruit Training Program during their practicum

periods.

"Officer" – a constable appointed under the *Police Act* or an Enforcement Officer appointed under s. 18.1 of the *Police Act*.

"Police Academy" - the entity authorized by the Director of Police Services to administer provincially-approved recruit and advanced training for Municipal Constables, Designated Constables and Enforcement Officers.

"Police Recruit Training Program" - periods of training at or under the auspices of the Police Academy during which recruits will acquire the knowledge, skills, experience and understanding to function as police officers. The Police Recruit Training Program is divided into 4 distinct blocks of training:

- (a) The first and third are comprised of curriculum developed by the Police Academy in consultation with the Police Training Advisory Committee and in compliance with standards set by the Director of Police Services;
- (b) The second block is a practicum monitored by the Director of the Police Academy or designate, during which the recruit works under the direct supervision of a Field Trainer; and
- (c) The fourth block is a minimum 1 year field practicum requiring a satisfactory competency-based assessment of performance by the recruit's supervisor and approved by the recruit's Chief Constable or Chief Officer and Training Officer and certified by the Director of the Police Academy.

"Police Training Advisory Committee" – a committee chaired by a member of the Police Academy Chiefs Committee and comprised of police representatives, to advise on the training programs conducted by the Police Academy.

"Training Officer" – an Officer who has been appointed by their Chief Constable or Chief Officer to administer the training obligations of the police force and attend meetings of the Police Training Advisory Committee.

"Qualified Constable" – an Officer appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed blocks 1, 2, and 3 of the Police Recruit Training Program, or
- (ii) Been exempted from blocks 1, 2, and/or 3 of the Police Recruit Training Program.

Policy Directive

In accordance with *BCPPS 2.1.1 (7)*, the Chief Constable or Chief Officer must apply to the Director of Police Services to exempt a candidate from attending the Police Recruit Training Program.

Candidates from within Canada may meet the conditions for appointment without an exemption request. Please refer to *BCPPS 2.1.1 Standard (3)* for more information.

Candidates from outside Canada must complete the Police Recruit Training Program.

(1) Exemption candidates from within Canada:

- (a) The Chief Constable or Chief Officer must submit a written request to the Director of Police Services to consider a candidate's exemption from blocks 1, 2 and 3 of the Police Recruit Training Program. Candidates must complete block 4.
- (b) The request must include a description of the candidate's previous police experience, all education and training transcripts, a minimum of two reference letters confirming the competence and expertise claimed, and verification, through professional assessment or through physical testing using a recognized protocol, that the candidate is physically fit to perform the duties of a police officer.
- (c) If the Director of Police Services is satisfied that the candidate is eligible for consideration, the Director of Police Services will refer the candidate to the Police Academy for a written exam.
- (d) The Police Academy will coordinate the written exam. To be exempted from the Police Recruit Training Program (blocks 1, 2 and 3 only), candidates must score at least 70% on the written exam. The Director of the Police Academy will notify in writing the Chief Constable or Chief Officer and the Director of Police Services of the candidate's test results and the Police Academy's decision on exemption. The Director of the Police Academy may specify additional training requirements or attach conditions to the exemption. These training requirements may include the courses required for Experienced Applicants under *BCPPS 2.1.1 Standard (4)*, and any additional courses deemed appropriate in the circumstances by the Director of the Police Academy.
- (e) If the Director of the Police Academy certifies a candidate as exempt from block 1, 2 and 3 of the Police Recruit Training Program, the candidate attains the status of Qualified Constable.

- (f) A candidate who receives an exemption from blocks 1, 2 and 3 of the Police Recruit Training Program must complete block 4 and attain the status of Certified Constable within 12 months.

(2) General

The Director of the Police Academy, in consultation with the Director of Police Services, shall make policies regarding the examination and testing of skills, the distribution of study material, periods of time for familiarization of program content, rewriting of examinations, invigilation and like matters relevant to the exemption process.



PROVINCIAL POLICING STANDARDS – POLICY DIRECTIVE

Section 2.0 –	Training for Police Officers	Page 1 of 3
Sub Section 2.3 –	Appeals	
Subject 2.3.1P –	Process for Appealing Decisions of the Director of the Police Academy	Effective: January 30, 2012 Revised effective: March 12, 2021

Definitions

"Appeal Review Committee" - a committee consisting of a representative of the BC Association of Municipal Chiefs of Police, a representative of the BC Police Association and a representative of the Police Training Advisory Committee.

"Certified Constable" – an Officer appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed the Police Recruit Training Program (blocks 1-4), or
- (ii) Been exempted from blocks 1-3 of the Police Recruit Training Program and successfully completed block 4 of the Police Recruit Training Program.

"Director of Police Services" – the Director of Police Services referred to in section 39 (1) of the *Police Act*.

"Director of the Police Academy" - the person employed to administer the Police Academy and to ensure that the training of recruits, Qualified and Certified Constables complies with the standards set by the Director of Police Services under section 40 (1) (a.1) of the *Police Act*, as amended from time to time.

"Officer" – a constable appointed under the *Police Act* or an Enforcement Officer appointed under s. 18.1 of the *Police Act*.

"Police Academy" - the entity authorized by the Director of Police Services to administer provincially-approved recruit and advanced training for Municipal Constables, Designated Constables and Enforcement Officers.

"Police Act" - *Police Act*, R.S.B.C. 1996, c. 367.

"Police Recruit Training Program" - periods of training at or under the auspices of the Police Academy during which recruits will acquire the knowledge, skills, experience and understanding to function as police officers. The Police Recruit Training Program is divided into 4 distinct blocks of training:

- (a) The first and third are comprised of curriculum developed by the Police Academy in consultation with the Police Training Advisory Committee and in compliance with standards set by the Director of Police Services;
- (b) The second block is a practicum monitored by the Director of the Police Academy or designate, during which the recruit works under the direct supervision of a Field Trainer; and
- (c) The fourth block is a minimum 1 year field practicum requiring a satisfactory competency-based assessment of performance by the recruit's supervisor and approved by the recruit's Chief Constable or Chief Officer and Training Officer and certified by the Director of the Police Academy.

"Police Training Advisory Committee" – a committee co-chaired by the Director of Police Services (or designate) and the Director of the Police Academy (or designate) and comprised of police representatives, to advise on the training programs conducted by the Police Academy.

"Qualified Constable" – an Officer appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed blocks 1, 2, and 3 of the Police Recruit Training Program, or
- (ii) Been exempted from blocks 1, 2, and/or 3 of the Police Recruit Training Program.

Policy Directive

Decisions that may be appealed

- (1) Where an Officer fails to attain the status of Qualified Constable within 18 months of their appointment under section 4.1, 18.1 or 26 of the *Police Act*, and the Director of the Police Academy does not allow an extension, the Officer's Chief Constable or Chief Officer may appeal the decision to the Director of Police Services.
- (2) Where a Qualified Constable fails to attain the status of Certified Constable prior to the third anniversary of their appointment under section 4.1, 18.1 or 26 of the *Police Act*, and the Director of the Police Academy does not allow an extension, the Officer's Chief Constable or Chief Officer may appeal the decision to the Director of Police Services.
- (3) Where the Director of the Police Academy determines that a candidate is not suitable for exemption from blocks 1, 2 or 3 of the Police Recruit Training Program, the candidate's Chief Constable or Chief Officer may appeal the decision to the Director of Police Services.

- (4) Where the Director of the Police Academy terminates an Officer's participation in a course or program, the Officer's Chief Constable or Chief Officer may appeal the decision to the Director of Police Services.

Appeal process

- (5) All appeals must be submitted to the Director of Police Services within 30 days of the date of the decision being appealed.
- (6) All appeals must be outlined in a statement of grievance and submitted to the Director of Police Services via the Chief Constable or Chief Officer of the police force of which the Officer is a member.
- (7) The Director of Police Services may refer a statement of grievance to the Appeal Review Committee for a recommendation regarding the disposition of the appeal.

Dear Chief Dr. Neil Dubord,

March 5, 2021.

This is the package I have mailed to every City Council in BC (190) as part of my public awareness campaign to stop Human Sex trafficking, Sexual Exploitation, Child Sex Trafficking. The good news is there is some traction and I am being asked to present to City Councils all over BC (via Zoom and phone calls).

I have included my script from Houston, BC on the Highway of Tears.

I am hopeful police can "step up" and address the issue here in BC more proactively. Police need to work with the Indigenous and vulnerable populations more closely because these are being targeted aggressively by the sex industry.

I have also included my News Release to the media and all of my contact in anticipation of International Women's Day and "Stop Exploitation of Children and Youth Awareness Week".

I appreciated meeting with you and your team a few years ago at the Delta Police Board meeting. I am hopeful to present to BC Police Chiefs as soon as possible; this issue is worsening.

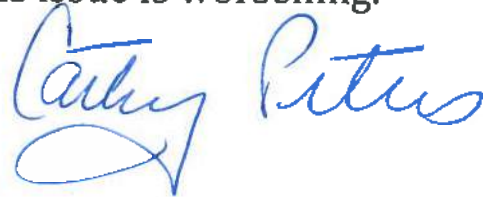
All the very best,

With thanks for your work,

Cathy Peters phone: 604-828-2689

BC anti-human trafficking educator, speaker, advocate

www.beamazingcampaign.org



RG B.5C

Dear Assistant Commissioner Dwayne Macdonald,
(Dr. Neil Dubord- Delta)

March 3, 2021

I am sending you and other OIC's a copy of the PACKAGE I have mailed every City Council and Regional District in British Columbia (190). I asked to present to Councils in order to raise awareness about the rapidly growing sexual exploitation around BC particularly with the vulnerable. I presented to Houston (on the Highway of Tears) City Council (Tuesday, March 2) and have included my script.

The situation with Sexual Exploitation and Human Sex trafficking in BC is worsening as the **DEMAND** for commercially paid sex particularly in Vancouver is increasing. The **SUPPLY** has to come from the rest of BC.

Last Thursday, February 25 I presented to the **Union of BC Indigenous Chiefs and to Federal Justice Minister David Lametti** emphasizing that the Federal Law, "**The Protection of Communities and Exploited Persons Act**" is NOT being enforced in BC. Without a deterrent, sexual exploitation will dramatically increase in BC. Abductions will increase.

NDP (MP Randall Garrison- Esquimalt) is requesting the full decriminalization of prostitution in Canada and repeal of the current PCEPA Law. Full decriminalization will be a disaster for the Indigenous who are already severely over-represented in the sex industry.

New Zealand is called the "Gold Standard" for full decriminalization globally by the sex industry. Brothels in NZ are filled with Indigenous, Asian and children. As an isolated island, it is not comparable to Canada with shared border with USA. If Canada does not enforce the Federal Law AND repeals the Law, with the longest border in the world, Canada would become America's brothel.

ASK: to meet with you and your Senior staff to speak to the current situation to find solutions. Note: I have ongoing meetings with VPD and want to include the RCMP in my advocacy work.

Sincerely, Cathy Peters
BC anti-human trafficking educator, speaker, advocate
www.beamazingcampaign.org
1101-2785 Library Lane, North Vancouver, BC V7J 0C3
604-828-2689



cc. Ghalib Bhayani (North Vancouver), John Lo (West Vancouver), Bryon Massie (Chilliwack), Del Manak (Victoria), Cameron Miller (Nanaimo), Neil Dubord, (Delta), Dave Fluegel (Port Moody), Dave Jansen (New Westminster), Scott Green (Saanich)

NEWS RELEASE for Monday, March 9, 2021

Today is International Women's Day and it is Stop the Sexual Exploitation of Children and Youth Awareness Week.

Human sex trafficking and sexual exploitation for the purpose of prostitution is the fastest growing crime in the world and it is here.

What is human trafficking? It is the recruiting, transporting, transferring, receiving, holding, concealing, harbouring or exercising control over a person for the purpose of exploiting them. The key word is EXPLOITATION. This is modern day slavery.

STATS:

13 years old is the average age of recruitment, younger for Indigenous girls

54% are Indigenous- severely over-represented in the sex industry

82% involved in prostitution had childhood sexual abuse/incest- which is preparation for prostitution later

72% live with PTSD- post traumatic stress disorder- trauma needs to be addressed

95% in prostitution want to leave- it is NOT a choice and NOT a job

86% have housing needs- homelessness makes them vulnerable

82% need drug rehabilitation- drugs and sex industry go together

I have been raising awareness about sexual exploitation and specifically Child Sexual Exploitation/Trafficking, to every City Council, MLA, MP and police agency in BC since **The Protection of Communities and Exploited Persons Act** became Federal Law in 2014 so that police would enforce it, so that the public would understand it and be able to report it.

The Law has 3 parts:

1. **Targets the DEMAND by targeting the buyer of sex. The predator, trafficker, pimp, facilitator, john, buyer of sex are criminalized**
2. **Recognizes the seller of sex as a victim; usually female and is not criminalized**
3. **Exit strategies are put in place to assist the victim out of the sex trade.**

This Law focuses on the **source of harm**: the buyers of sex and the profiteers. The clear statement from Parliament was that girls and women in Canada are **NOT FOR SALE** that they are full human beings, with dignity and human rights.

Vancouver and Toronto are global sex tourism hotspots. Canada is known as a **Child Sex Tourism** destination. The sex industry is growing FAST, targeting our children (children is where the money is), fueled by the internet where most of the luring is taking place.

Contributing factors are **globalization, unregulated technology, limited law enforcement and very little prevention education.**

Canada has a new **National Human Trafficking Hotline number: 1-833-900-1010**
Provincially OCTIP (Office to Combat Trafficking in Persons) has a help-line: 1-888-712-7974

Pornography is fueling the sex industry and creating the market for commercially paid sex. Men and boys are the buyers of sex and are the **KEY** to end exploitation. **Boys and men must understand that there is a sacred part of the woman they have no right to.**

BC is getting further and further behind all Provinces in Canada in both enforcing the Federal Law, and raising awareness with prevention education. Therefore, BC is the best place in Canada to buy and sell women and children for sex.

Public awareness in BC is completely lacking. For prevention education:
www.beamazingcampaign.org

Submitted: Cathy Peters, anti-human trafficking educator, speaker, advocate and former inner city high school teacher from the Lower Mainland: Cathy@telus.net

RGTB-56
Town of Houston Council Meeting March 2, 2021: 15 minutes
phone call meeting

Thank you your Worship and Councillors for this opportunity. I appreciate the opportunity to update you on the issue of Human Sex Trafficking, Sexual Exploitation and Child Sex Trafficking for the purpose of prostitution in Canada, BC and locally.

Last March 8 on International Women's Day I launched the **BE AMAZING; STOP SEXUAL EXPLOITATION** campaign. This is my bumper sticker and the button that I wear , a pamphlet and a new website called: www.beamazingcampaign.org. The videos on page 2 of the website were videotaped by the RCMP and are useful for training purposes.

Human sex trafficking and sexual exploitation for the purpose of prostitution is the fastest growing crime in the world, Canada and it is here.

What is human trafficking? It is the recruiting, transporting, transferring, receiving, holding, concealing, harbouring or exercising control over a person for the purpose of exploiting them. The key word is EXPLOITATION. This is modern day slavery.

Here are some **STATS:**

13 years old is the average age of recruitment, younger for Indigenous girls

RCMP report that 70% in sex industry are under 25 years of age

54% are Indigenous- severely over-represented in the sex industry

82% involved in prostitution had childhood sexual abuse/incest- which is preparation for prostitution later

72% live with PTSD- post traumatic stress disorder- trauma needs to be addressed

95% in prostitution want to leave- it is NOT a choice and NOT a job

86% have housing needs- homelessness makes them vulnerable

82% need drug rehabilitation- drugs and sex industry go together

I have been raising awareness about sexual exploitation and specifically Child Sexual Exploitation/Trafficking, to every City Council, MLA, MP and police agency in BC since **The Protection of Communities and Exploited Persons Act (PCEPA)** became Federal Law in 2014.

I have been raising awareness about this Law, so that police would enforce it, so that the public would understand it and be able to report it.

The Law has 3 parts:

- 1. Targets the DEMAND by targeting the buyer of sex. The predator, trafficker, pimp, facilitator, john, buyer of sex are criminalized**
- 2. Recognizes the seller of sex as a victim; usually female and is not criminalized**
- 3. Exit strategies are put in place to assist the victim out of the sex trade.**

This is a radical change in the law, focusing on the **source of harm**: the buyers of sex and the profiteers. The clear statement from Parliament was that girls and women in Canada are **NOT FOR SALE**; (SHOW RCMP POSTER) that they are full human beings, with dignity and human rights.

Vancouver and Toronto are global sex tourism hotspots. Canada is known as a **Child Sex Tourism** destination.

Vancouver (Lower Mainland) is a port city and entry point into Canada. Gangs, organized crime and international crime syndicates are there. Crime follows the money and Human Sex trafficking is highly lucrative.

Council received my handouts. Those handouts are a start to address human sex trafficking. My website also has information that is useful.

The global sex trade is growing FAST, targeting our children (children is where the money is), fueled by the internet where most of the luring is taking place.

Contributing factors to a rapidly growing sex industry is **globalization, unregulated technology, limited law enforcement and very little prevention education.**

Canada has a new **National Human Trafficking Hotline number: 1-833-900-1010** with help/resources in any corner of Canada. I sent a wallet card. OCTIP has a help-line; I sent the pamphlet.

Pornography is fueling the sex industry and creating the market for commercially paid sex. Men and boys are the buyers of sex and need to understand that they are the key to end exploitation. **Our boys and men must understand that there is a sacred part of the woman they have no right to.**

There must be a deterrent to the demand. Johns/buyers of sex need to know they could get caught and that buying women/girls is illegal and **unacceptable in a modern equal society.**

Train your **business licensing managers** what to look for when granting business licenses. You have control over the type of "business activity" in Houston. For example unregistered massage and body rub parlours, nail spas, holistic health centers, day spas, modelling agencies, tattoo parlours, escort services, cheap bars and hotels, men's clubs, AirBnb, VRBO, casinos, strip clubs, organized crime "club houses" can be typical covers for sex trafficking/exploitation. Regarding hotels and motels, Ontario, in an effort to curb trafficking is mandating that they register every guest who is paying for a room. This could be a consideration for BC.

Houston is strategically located halfway between the hub cities of Prince George and Terrace on the infamous Highway of Tears. This is an issue that impacts your community. As I present at MMIWG gatherings Indigenous women leaders tell me of increased abduction attempts around BC. I presented at the Union of BC Indigenous Chiefs last Thursday with Federal Minister of Justice David Lametti and warned them that the undeterred sex industry in the Lower Mainland is targeting Indigenous women and girls specifically as SUPPLY for the sex buyer DEMAND. We need to seriously recognize, consider and address these dynamics in order to STOP sexual exploitation of the most vulnerable. The sex industry in Vancouver is robust and undeterred, the DEMAND for commercially paid sex is increasing. Where does the SUPPLY come from? Indigenous, new migrants, disabled, LGBTQ2, youth at risk, youth in care, any girl under 14 years, and some boys.

Before CoVid my presentations were to Lower Mainland cities, and now with CoVid I can present to communities all over BC, where the SUPPLY for the sex industry is coming from.

Some examples: **Port Coquitlam** now shuts down all non-registered massage parlours and allows no Airbnb. Because of the experience with Robert Pickton, Port Coquitlam is highly motivated to not allow the sex industry to grow.

Vancouver Police Department did a large john sting in 2019 and charged 47 men, who were looking to buy sex with underage girls.

North Vancouver, where I live had the experience with trafficker Reza Moazami who received the longest jail time in Canada for trafficking at 23 years. Reza Moazami trafficked at least 20 girls, 9 of them underage.

I presented to the **Delta police board** because they discovered a prostitution ring in a high school. The concern is that there are a growing number of prostitution rings in high schools around BC. It is not uncommon for girls to recruit their friends into the sex industry, and the ages are getting younger, as Surrey youth outreach workers tell me; ages 10-12 years of age (Grade 4-6).

BC is getting further and further behind (decades) all Provinces in Canada (Ontario and Manitoba are best practices globally) in both enforcing the Federal Law, and raising awareness with prevention education. Therefore, BC and the Lower Mainland is the best place in Canada to buy and sell women and children for sex.

Public awareness in BC is completely lacking. The media has a one-sided pro-sex industry narrative, making it difficult to counter. That is why I have sent information packages to all 190 City Councils in BC; to warn of this rapidly growing crime.

ASK: Could you alert the Premier and Solicitor General that this crime is a priority in BC and ask for considerable funding for Provincial law enforcement and a Provincial awareness campaign. BC needs an **inter-agency Human Sex Trafficking Task Force** similar to what is available for drugs and gangs.

Dear Mayor and City Council,

March 1, 2021.

FEBRUARY 22 is NATIONAL HUMAN TRAFFICKING AWARENESS DAY.

My name is Cathy Peters and as a private citizen I have been raising awareness regarding **Human Sex Trafficking, Sexual Exploitation and Child Sex Trafficking in British Columbia** to BC politicians (Civic, Provincial and Federal), police agencies and to the public for the past 7 years.

You may be aware of my advocacy. I had a booth at UBCM Vancouver Convention in 2019, "**An Anti-Human trafficking Initiative**".

I was a former inner city "life skills" high school teacher 40 years ago where my focus was to keep students out of gang life and the sex industry.

Due to **globalization, an unregulated internet, limited law enforcement and lack of prevention education**, the sex industry has grown rapidly and is specifically targeting the vulnerable, Indigenous, LGBTQ2, youth at risk, new migrants, runaway youth, youth in care, disabled and any girl under 14 years of age. Some boys are targeted as well. No community is immune.

The media narrative in BC is that "sex work" is legitimate as a choice and a job. However, there is "another side" that is not being reported. I speak for the voiceless; the 95%, who are coerced, tricked, manipulated, forced and lured into the sex industry. It is not a choice or a job.

Please view my new website: www.beamazingcampaign.org. Page 2 has two teaching video workshops; one for parents and one for youth.

I have worked on a Federal (paper) petition with a sponsoring BC MP. If you would like a copy of it please contact me.

ASK: to present to your City Council and/or City Hall staff.

I have included useful resource information in this package. For background information refer to the **TIP (Trafficking in Persons) 2020 report** from the USA State Department that gives an assessment of 185 countries in the world. The summary on Canada is important to read. Ontario has been cited as best practices globally; BC is decades behind any province in addressing this crime.

CoVid has exacerbated the problem since the luring is taking place online and youth have more unsupervised screen time.

I look forward to hear from you.

Sincerely, Cathy Peters

BC anti-human trafficking educator, speaker, advocate

1101-2785 Library Lane, North Vancouver, BC V7J 0C3

Email: ca.peters@telus.net

www.beamazingcampaign.org

Phone: 604-828-2689

SEX TRAFFICKING is a **BOOMING** industry

DEFINED:

SEX TRAFFICKING occurs when someone uses force, fraud or coercion to cause a commercial sex act with an adult or causes a minor to commit a commercial sex act. A **COMMERCIAL SEX ACT** includes prostitution, pornography and sexual performance done in exchange for any item of value, such as money, drugs, shelter, food or clothes.

It thrives because there is serious demand.

Buyer: fuels the market with their money.

Trafficker/pimp: exploits victims to earn revenue from buyers

Victim: includes both girls and boys who are bought and sold for profit

Traffickers find victims through: Social network, Home/neighborhood, clubs or bars, internet, school,

And lure them through promises: Protection, Love, Adventure, Home, Opportunity.

TRAFFICKERS USE: FEAR, VIOLENCE, INTIMIDATION, THREATS
to ensure compliance and meet demand.

(now 12-14 years)
The **common age** a child enters sex trafficking is **14-16**; too young and naïve to realize what's happening.

Society may call it **PROSTITUTION**, but Federal Law calls it **SEX TRAFFICKING**.

Because of social stigma or misinformation, victims go:

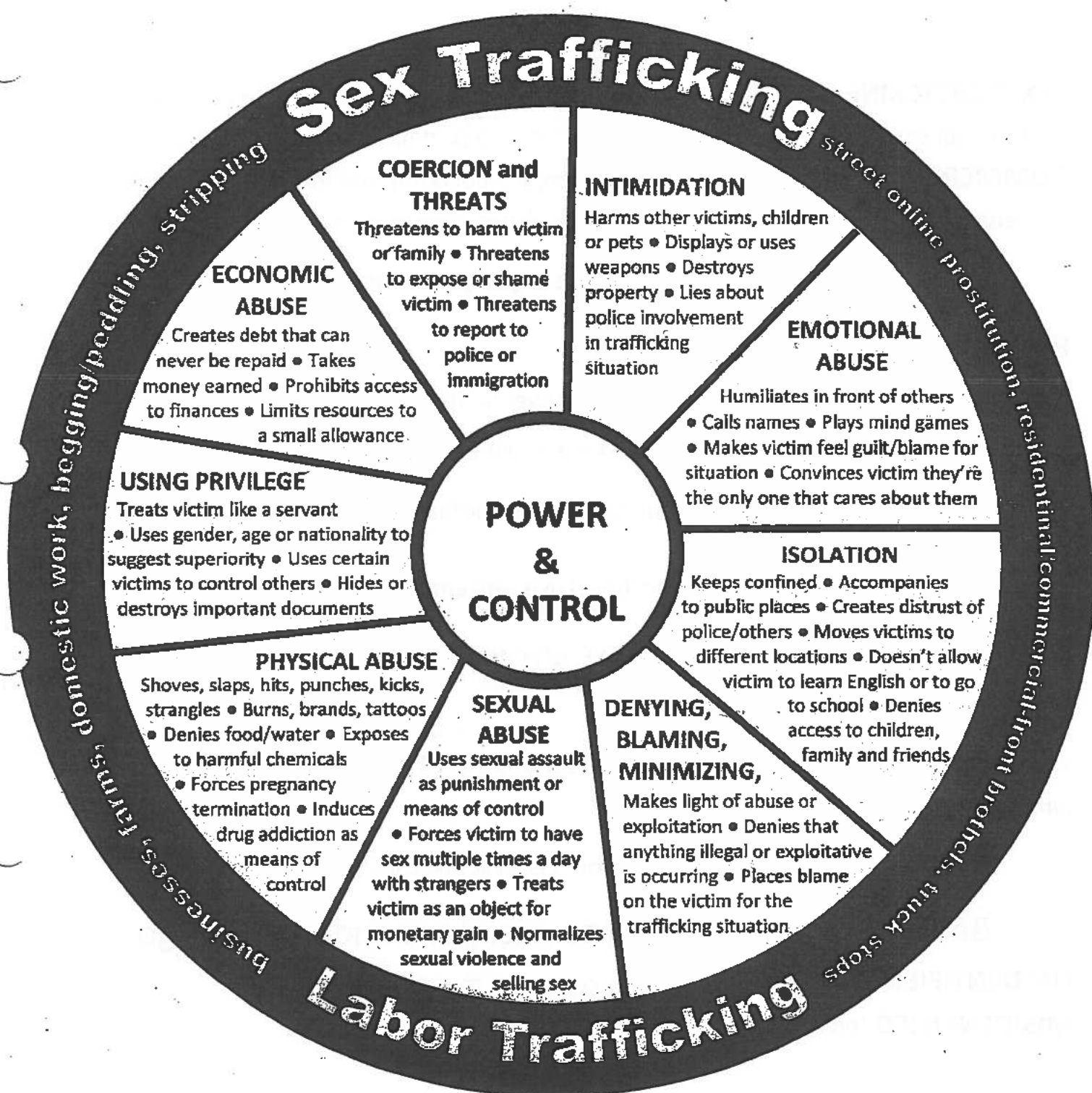
UNIDENTIFIED (silenced by fear and the control of the trafficker),

MISIDENTIFIED (pigeonholed into treatment for only surface issues).

So

Sex trafficked children are instead treated for:

drug abuse, alcohol abuse, domestic violence, delinquency, teenage pregnancy, STDS, abortion...all masking the true need...FREEDOM.



This wheel was adapted from the Domestic Abuse Intervention Project's Duluth Model Power and Control Wheel, available at www.theduluthmodel.org

Polaris Project | P.O. Box 53315, Washington, DC 20009 | Tel: 202.745.1001 | www.PolarisProject.org |

info@PolarisProject.org

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RG B.5C 10 strategies for cities and municipalities to consider:

Key: It is unacceptable for women and children to be bought and sold in a modern equal society.

1. Learn about the issue; Google "thetraffickedhuman.org", read "Invisible Chains" by Benjamin Perrin, "Pornland" by Dr. Gail Dines (world expert on porn research). Have staff take the BC OCTIP (Office to Combat Trafficking in Persons) **free online course**. Encourage police to take HT course on the Police Knowledge Network.
2. Incorporate the United Nations 4 Pillars in a local strategy to stop Human trafficking/sexual exploitation: **Prevention, Protection, Prosecution, Partnerships**.
3. **Prevention:** raise awareness in community. "Education is our greatest weapon". ie. Children of the Street Society does school and community programs. Encourage "Men End exploitation" movements: ie. Moosehide Campaign, Westcoast Boys Club Network. Support porn addiction services for youth; ie "Fightthenewdrug" program recognizing the public health effects to youth of viewing violent sexual material.
4. Use communications to support a cultural mindshift. Ontario has "Saving the girl next door program", the RCMP has the "I'm Not for Sale" campaign. King County (Seattle) has "Buyer Beware" program. **Protection:** help victims, have exit strategies in place for them, consider 24-7 "wrap-around programs" ie. Salvation Army "Deborah's Gate", Covenant House, Servants Anonymous, Union Gospel Mission.
5. **Prosecution:** increase policing budget, training and priorities. Have "john" deterrents in place, **enforce the law; "Protection of Communities and Exploited Persons Act" which addresses "demand"** ie. perpetrators, johns, buyers of commercially paid sex.
6. **Train community stakeholders: Health care workers, fire department, municipal business licensing managers** to recognize human trafficking/sexual exploitation ie. Fraser Health Authority has a human trafficking protocol, Surrey Fire department is trained to recognize HT indicators. Train judges/criminal justice system.
7. **Partnerships: Collaboration:** with other cities and municipalities at local government associations, Police agencies and RCMP, 3 levels of government (civic, provincial, federal); UBCM, FCM with Resolutions.
8. No decriminalization of prostitution because the vulnerable (aboriginal girls/women, youth, children) in our communities will be targets to be lured, groomed and exploited for the sex trade. In the global sex trade today, which we are a part of, there is no demarcation between prostitution and trafficking. **Goal: safe, healthy, working, vibrant communities.**

CANADIAN FEDERAL LAW:**"The Protection of Communities and Exploited Persons Act"**

1. **Targets the demand** by targeting the buyer of sex; the predator, pimp, trafficker, john are criminalized
2. Recognizes the seller of sex is a victim; usually female and is not criminalized
3. Exit strategies put in place to assist the victim out of the sex trade.

UBCM RESOLUTIONS September 2015:**B53****HUMAN TRAFFICKING; NCLGA Executive**

WHEREAS human trafficking is a real and devastating issue in British Columbia;
AND WHEREAS significant work & research has been done as of late to aid in the prevention and prosecution of human trafficking throughout Canada:

THEREFORE BE IT RESOLVED that UBCM call on the RCMP, local police forces and local governments to work collaboratively in order to implement the recommendations found within the National Task Force on Sex Trafficking of Women and Girls in Canada's recent report ("NO MORE' Ending Sex -Trafficking In Canada") as well as the Province of British Columbia's "Action Plan to Combat Human Trafficking."

ENDORSED BY THE NORTH CENTRAL LOCAL GOVERNMENT ASSOCIATION
UBCM RESOLUTIONS COMMITTEE RECOMMENDATION

B80**RAPE CULTURE IN CANADA; NCLGA Executive**

WHEREAS sexual assaults continue to be committed across Canada, and victims are of every age, race, income and gender;

AND WHEREAS sexual assaults are under reported, and prosecution and conviction rates are low:

THEREFORE BE IT RESOLVED that UBCM advocate for an intergovernmental task force to be convened to determine the steps needed to erase the "rape culture" that is pervasive in schools, universities, workplaces and elsewhere across Canada;

AND BE IT FURTHER RESOLVED that the task force be mandated to elicit testimony from victims in order to determine the steps needed to improve the reporting, arrest and conviction rates across Canada.

ENDORSED BY THE NORTH CENTRAL LOCAL GOVERNMENT ASSOCIATION
UBCM RESOLUTIONS COMMITTEE RECOMMENDATION

CHAPTER 25

An Act to amend the Criminal Code in response to the Supreme Court of Canada decision in Attorney General of Canada v. Bedford and to make consequential amendments to other Acts

[Assented to 6th November, 2014]

Preamble

Whereas the Parliament of Canada has grave concerns about the exploitation that is inherent in prostitution and the risks of violence posed to those who engage in it;

Whereas the Parliament of Canada recognizes the social harm caused by the objectification of the human body and the commodification of sexual activity;

Whereas it is important to protect human dignity and the equality of all Canadians by discouraging prostitution, which has a disproportionate impact on women and children;

Whereas it is important to denounce and prohibit the purchase of sexual services because it creates a demand for prostitution;

Whereas it is important to continue to denounce and prohibit the procurement of persons for the purpose of prostitution and the development of economic interests in the exploitation of the prostitution of others as well as the commercialization and institutionalization of prostitution;

Whereas the Parliament of Canada wishes to encourage those who engage in prostitution to report incidents of violence and to leave prostitution;

And whereas the Parliament of Canada is committed to protecting communities from the harms associated with prostitution;

Now, therefore, Her Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:

SHORT TITLE

1. This Act may be cited as the *Protection of Communities and Exploited Persons Act*.

Short title

CHAPITRE 25

Loi modifiant le Code criminel pour donner suite à la décision de la Cour suprême du Canada dans l'affaire Procureur général du Canada c. Bedford et apportant des modifications à d'autres lois en conséquence

[Sanctionnée le 6 novembre 2014]

Attendu :

Préambule

que le Parlement du Canada a de graves préoccupations concernant l'exploitation inhérente à la prostitution et les risques de violence auxquels s'exposent les personnes qui se livrent à cette pratique;

que le Parlement du Canada reconnaît les dommages sociaux causés par la chosification du corps humain et la marchandisation des activités sexuelles;

qu'il importe de protéger la dignité humaine et l'égalité de tous les Canadiens et Canadiennes en décourageant cette pratique qui a des conséquences négatives en particulier chez les femmes et les enfants;

qu'il importe de dénoncer et d'interdire l'achat de services sexuels parce qu'il contribue à créer une demande de prostitution;

qu'il importe de continuer à dénoncer et à interdire le proxénétisme et le développement d'intérêts économiques à partir de l'exploitation d'autrui par la prostitution, de même que la commercialisation et l'institutionnalisation de la prostitution;

que le Parlement du Canada souhaite encourager les personnes qui se livrent à la prostitution à signaler les cas de violence et à abandonner cette pratique;

que le Parlement du Canada souscrit pleinement à la protection des collectivités contre les méfaits liés à cette pratique,

Sa Majesté, sur l'avis et avec le consentement du Sénat et de la Chambre des communes du Canada, édicte :

TITRE ABRÉGÉ

Monitor your children's social media accounts. Look for ways to meet their friends, their friends' parents and those they hang out with. Be alert to boyfriends who are much older, or friendships that tend to isolate your child from other friends or family. Notice if your child has new clothing items, makeup products, cell phone or other items and ask how they acquired them.

Resources and Links:

- Covenant House (crises program for ages 16-24): info@covenanthousebc.org, 604-685-7474
- Internet Safety Tips: www.Cybertip.ca
- Fraser Health Forensic Nurse Service (24 hours): 1-855-814-8194
- Kids Help Phone: 1-800-668-6868
- Office to Combat Trafficking in Persons (OCTIP): 1-888-712-7974 (24/7 interpretation available), 604-660-5199, octip@gov.bc.ca
- Plea Community Services Society (assisting youth 24/7): onyx@plea.bc.ca, 604-708-2647
- Vancouver Rape Relief and Women's Shelter (24/7): 604-872-8212, info@rapereliefshelter.bc.ca
- RCMP: Victims of Human Trafficking National Headquarters (24 hours): 1-866-677-7267
- Trafficking Resource Centre (USA): www.traffickingresourcecenter.org
- VictimLinkBC (24/7): 1-800-563-0808 Ministry of Public Safety, BC
- Youth Against Violence (24/7): info@youthagainstviolenceline.com, 1-800-680-4264

Authorities Contacts:

- RCMP: www.rcmp-grc.gc.ca; 1-855-850-4640 OR 1-800-771-5401
- Ministry of Child Protection Services: 1-800-663-9122 or 604-660-4927 (24 hours) or 310-1234 if a child is in danger to reach Ministry of Child and Family Development
- Crime Stoppers : 1-800-222-TIPS (8477)

About the Author:

Cathy Peters raises awareness of Child Sex Trafficking to all three levels of government in British Columbia, police agencies and the public. She is a former inner city high school teacher and has volunteered for two Members of Parliament (John Weston/BC, Joy Smith/Manitoba). She has made hundreds of presentations, including to City Councils, School Boards, Police Boards, high schools, universities and law enforcement agencies.

For information about her prevention education presentations, please contact Cathy Peters at ca.peters@telus.net

Additional Resources:

Children of the Street Society (Coquitlam) provides prevention education in BC schools; 25,000 students last school year Grades 3-12. They have an excellent website with tools/resources listed for every community in BC:

<https://www.childrenofthestreet.com/>

Joy Smith Foundation (Manitoba) provides prevention education, resources and an overview of human sex trafficking Canada: <http://www.joysmithfoundation.com/>

Shared Hope International (Washington State) sponsors The JuST (Juvenile Sex Trafficking) Conference in the USA; an event that spotlights the most pressing issues in the anti-trafficking field. Visit: www.justconference.org for more information.

A MODERN EQUAL SOCIETY DOES NOT BUY AND SELL WOMEN AND CHILDREN.

Buying and selling children for sex is one of the fastest growing crimes in Canada, and it is happening in communities across BC.

Globalization, unregulated technology, lack of law enforcement and inadequate prevention education is allowing this crime to grow globally.

Human sex trafficking (HT) involves the recruitment, transportation or harbouring of people for the purpose of exploitation through the use of force, coercion, fraud, deception or threats against the victim or person known to them. It is known as modern day slavery. According to the US State department's annual global report on trafficking in persons (TIP), Canada is a source, transit and destination for sex trafficking. (<https://www.state.gov/j/tip/rls/>)

Child sex trafficking is a lucrative crime. It has low costs and huge profits; a trafficker can make \$280,000 per victim, per year. The average age of entry into prostitution in Canada is 12-14 years of age, although traffickers are known to target younger children. Traffickers seek young victims both to service the demand for sex with those who look young, and because these victims are easier to manipulate and control.

The biggest problem in Canada is that people do not know there is a problem; therefore, child sex trafficking is expanding in the dark. Every child can be a target and a potential victim, but learning about this issue is the first step.

Five things that parents can do to help prevent their children from being lured into sex trafficking:

1. Set a high standard of love within your home

The way you define and express love shapes your children's self-image, confidence and opinions of future relationships. Treat them the way you want their future partners to treat them. Help them to distinguish between real love and empty promises or cheap gifts.

2. Talk to your children about sexual abuse

According to the US Department of Justice, someone in the US is sexually assaulted every two minutes, of which 29% are between the ages of 12-17. Let your children know that if anyone has or ever does hurt them, they can talk to you. This is the most important thing you can say. Don't assume they have not been hurt by sexual violence before. Leave the door open for your child to talk about past circumstances that they haven't shared with you.

3. Talk to your children about sex trafficking

Discuss ways children and teens are targeted for sex trafficking. Let them know that traffickers specifically try to woo young girls and boys with promises of a better life – whether it's promises of love and attention, or promises of nice things and trips. Traffickers can be male or female, even classmates. Traffickers may even use kids to recruit other kids.

4. Talk to your children about the dangers of social media

It is important to provide practical safety tips, such as: don't share personal information on the internet; don't accept Facebook requests from unknown people; NEVER share naked photos of yourself with anyone; and tell a parent or a trusted adult if you feel threatened or uncomfortable online. Children also need help defining friendships. Teach them that a friend is not someone you met yesterday and that a "friend" on Facebook is not the same thing as a friendship.

5. Pay attention to your children

INDICATORS OF HUMAN TRAFFICKING AND SEXUAL EXPLOITATION

Recognizing potential red flags and knowing the indicators of human trafficking is a key step in identifying more victims and helping them find the assistance they need.

Common Work and Living Conditions: The individual(s) in question:

Is not free to leave or come and go as he/she wishes. Is under 18 and is providing commercial sex acts. Is in the commercial sex industry and has a pimp / manager. Is unpaid, paid very little, or paid only through tips. Works excessively long and/or unusual hours. Is not allowed breaks or suffers under unusual restrictions at work. Owes a large debt and is unable to pay it off. Was recruited through false promises concerning the nature and conditions of his/her work. High security measures exist in the work and/or living locations (e.g. opaque windows, boarded up windows, bars on windows, barbed wire, security cameras, etc.)

Poor Mental Health or Abnormal Behavior

Is fearful, anxious, depressed, submissive, tense, or nervous/paranoid. Exhibits unusually fearful or anxious behavior after bringing up law enforcement. Avoids eye contact.

Poor Physical Health

Lacks health care. Appears malnourished. Shows signs of physical and/or sexual abuse, physical restraint, confinement, or torture.

Lack of Control

Has few or no personal possessions. Is not in control of his/her own money, no financial records, or bank account. Is not in control of his/her own identification documents (ID or passport). Is not allowed or able to speak for themselves (a third party may insist on being present and/or translating)

Other

Claims of just visiting and inability to clarify where he/she is staying/address. Lack of knowledge of whereabouts and/or do not know what city he/she is in. Loss of sense of time. Has numerous inconsistencies in his/her story.

This list is not exhaustive and represents only a selection of possible indicators. Also, the red flags in this list may not be present in all trafficking cases and are not cumulative. Learn more at www.traffickingresourcecenter.org.

Forensic Nursing Service @ Fraser Health

Fraser Health Authority has designed a **Human Trafficking Screening Protocol**, with the following sample questions:

What type of work do you do?

Can you leave your job or situation if you want?

Can you come and go as you please?

Have you been threatened if you try to leave?

Have you been physically harmed in any way?

What are your working or living conditions like?

Where do you sleep and eat?

Do you sleep in a bed, cot or on the floor?

Have you been deprived of food, water, sleep or medical care?

Do you have permission to eat, sleep or go to the bathroom?

Are there locks on your doors and windows so you cannot get out?

Has anyone threatened your family?

Has your identification for documentation been taken from you?

Is anyone forcing you to do anything that you do not want to do?

Evaluation of safety: Are you feeling safe right now? Is it safe for me to talk to you? Do you have any concerns for your safety? Is there anything I can do for you?



April 14, 2021

The Honourable Adrian Dix
Minister of Health
PO Box 9050 Stn Prov Govt
Victoria, BC V8W 9E2

Dear Minister,

Re: Request to Prioritize Vaccinations for Delta First Responders

As the Mayor of City of Delta, I write to ask that you prioritize vaccinations for our city's first responders. As new cases of COVID-19 continue to rise in Delta and our neighbouring communities, I am increasingly concerned for the health and safety of our first responders and their ability to continue to carry out essential duties in our community.

It is my understanding that first responders in other jurisdictions, including Surrey, White Rock, and the Vancouver Coastal Health Authority have been approved to begin receiving vaccines. Given the essential and life-saving work done by first responders in all jurisdictions, it is imperative that the sector be treated consistently throughout the region with an equitable approach to priority vaccine access. This is especially important because first responders frequently work across jurisdictional borders to respond to emergencies and save lives. While some jurisdictions may currently be experiencing higher case levels than others, all first responders are at risk and protecting the entire sector is vital to continuing their life-saving work in all communities.

Delaying vaccinations for our first responders could have significant consequences for the health and safety of Delta personnel and impact our ability to provide the necessary level of critical services to our residents and visitors.

I would appreciate information regarding the timeline for vaccinating first responders and confirmation that Delta staff will be prioritized in recognition of our shared border with Surrey and the associated increased risk to first responders and our community.

April 14, 2021
Page 2

Yours truly,

A handwritten signature in blue ink, appearing to read "George V. Harvie", with a horizontal line drawn underneath it.

George V. Harvie
Mayor

cc: Dr. Victoria Lee, President and Chief Executive Officer, Fraser Health Authority
Sean McGill, City Manager
Guy McKintuck, Fire Chief
Neil Dubord, Police Chief
Mike McMillan, President, IAFF Local 1763, Delta Firefighters Association
Sgt. Mark McKinnell, President, Delta Police Association



March 30, 2021

Dear Colleagues,

Thank you to all the Police Board Members and friends of BCAPB who attended our Joint Session with BC Association of Municipal Chiefs of Police and our annual AGM on March 5 and 6, 2021. I hope you enjoyed it and found it worthwhile.

Following the AGM, the Executive Board met and elected the Executive for the coming two years. I am pleased to announce that I have assumed the role of President and Patricia Barnes of the Vancouver Police Board who has agreed to serve as Vice President, Angela Kaiser of the Delta Police Board has agreed to serve as Secretary and Am Naqvi of the Nelson Police Board will stay on as Treasurer.

For those who may not know, I have served on the Victoria Esquimalt Police Board for one and a half years and am the Chair of Human Resources Committee and have sat the Executive Board of BCAPB for the past nine months. I am the Director of Communications and Indigenous Relations for M'akola Housing Society, the largest Indigenous affordable housing provider in the province and I write a weekly column in the Victoria Times Colonist newspaper.

In addition to her role on the Vancouver Police Board for the last three years, for the last 20 years Patricia Barnes has enjoyed working as the Executive Director for Hastings North Business Improvement Association – an association that promotes the retail and commercial neighborhood of Hastings North within the City of Vancouver.

Angela Kaiser has sat on the Delta Police Board for 5 years and is currently the Vice-Chair and Chair of Finance and Risk. Apart from having served on multiple boards over the past 20 years primarily in the financial and non-for-profit sectors, she works as a Chartered Professional Accountant in public practice serving individuals and corporate clients.

We have had a busy time as our Association is increasingly involved in a wide range of issues affecting policing and police governance in BC. I appreciate the interest and support we have received from our members as well as the many stakeholders and government officials whom we have had the pleasure to work with.

Kind regards,

Charla Huber
President, BC Association of Police Boards

Jassie Ram

From: Special Committee on Reforming the Police Act <Policeactreform@leg.bc.ca>
Sent: April 14, 2021 4:03 PM
Subject: Update on the work of the Special Committee on Reforming the Police Act

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Good afternoon,

Following the start of a new session, on April 13, the Legislative Assembly renewed the terms of reference for the Special Committee on Reforming the Police Act with a new deadline of April 28, 2022 for the Committee's report.

The Committee will continue to take an iterative approach to its work. The deadline for input in the current phase of the consultation is **Friday, April 30**. British Columbians can share their ideas on policing and related systemic issues by making a written, audio or video submission via <https://consultations.leg.bc.ca/Submission/Create?cons=ReformingthePoliceAct>. The Committee will meet to review these submissions with a view to inviting individuals and organizations to make presentations at a later date.

Additional opportunities for British Columbians to participate in this important work will be available in the coming weeks and months. Updates on these opportunities will be provided on an ongoing basis.

Additional information on the work of the Committee and promotional materials are available on the Committee's website: <https://www.leg.bc.ca/parliamentary-business/committees/42ndparliament-2ndsession-rpa>.

Further updates will also be posted on social media:

Twitter: @BCLegislature

Facebook: @LegislativeAssemblyBC

Thank you,

Karan Riarh, Clerk to the Committee
Parliamentary Committees Office
Parliament Buildings, Victoria, BC V8V 1X4
250-356-2933, toll-free 1-877-428-8337



CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

April 7, 2021

Staff Sergeant Sukh S. Sidhu
Delta Police Department
4455 Clarence Taylor Crescent
Delta, BC V4K 3E1

S/Sgt. Sidhu:

On behalf of the Delta Police Board, please accept our sincerest gratitude for your work with the Delta Police Board.

Your attendance, expertise, thoughtfulness and input at Board meetings added value to the discussions and provided a unique perspective. The Board very much appreciates your assistance and work relating to the Board Skills Matrix, Committee Terms of Reference, and work plans. It is clear you play an important role in the leadership of the Delta Police Department.

The Delta Police Board and the Delta Police Department are working towards a common goal to ensure that Delta's community remains safe for those who live, work and visit here. Thank you for your continued contributions to the community and I wish you continued success in your career with the Delta Police Department. The Board looks forward to hearing about your future accomplishments.

Regards,

A handwritten signature in blue ink that reads "George V. Harvie". The signature is stylized and includes a horizontal line underneath the name.

Mayor George V. Harvie,
Chair, Delta Police Board

cc: Delta Police Board



DELTA POLICE BOARD

REGULAR - Action Document

Note: shaded items will be removed after one circulation

Action Item	Meeting Date	Assigned to	Status
All action items completed and up to date			



CAPG CALL FOR RESOLUTIONS

CAPG's 32nd Annual Meeting - Ottawa, ON (Virtual)

DATE TBA

BEFORE YOU SUBMIT YOUR RESOLUTION PLEASE ENSURE THAT IT IS A MATTER WITHIN THE SPHERE OF POLICE GOVERNANCE. IF YOU ARE NOT SURE YOU CAN CONTACT CAPG TO VERIFY.

An important part of each Annual Meeting of the Canadian Association of Police Governance (CAPG) is the consideration of Resolutions brought forward by our members.

Members are invited to submit Resolutions in writing to the CAPG office any time before June 30, 2021.

Please review the attached Resolutions Guidelines and Tips on Presenting Resolutions that will assist you in preparing Resolutions for submission.

Following review by the Resolutions Committee and the CAPG Board, resolutions approved will be sent to all members well in advance of the Annual General Meeting.

Voting on the Resolutions will take place at CAPG's 32nd Annual General Meeting. This meeting will take place virtually. We are currently deciding if there will be an in-person option as well.

If you have any questions on the guidelines or would like background on a certain issue, please get in touch with Jennifer Malloy, Executive Director, at jmalloy@capg.ca

THIS IS YOUR CHANCE TO ENSURE YOUR VOICE IS HEARD!
Email your Resolutions by June 30, 2021 to: jmalloy@capg.ca

CAPG Resolutions

1. RESOLUTIONS COMMITTEE

- a) The Resolutions Committee will consist of a Chair who shall be a member of the CAPG Board of Directors plus three additional CAPG members, ideally one each from Eastern, Western and Central Canada so that there is a balanced geographic representation.
- b) Every year, the Executive Director of CAPG will send out a call asking members to consider the development and sponsorship of resolutions for consideration at the Annual General Meeting (AGM).
- c) The deadline for submitting resolutions to the CAPG Resolutions Committee will be **June 30, 2021. Detailed information will be announced soon with respect to the date of the AGM.**
- d) The Executive Director will ensure that all resolutions are in the proper form and content and that the wording and grammar are correct. The resolutions will then be sent to the Resolutions Committee for their review. A teleconference call meeting will be set up to discuss and review the resolutions in light of the guidelines to determine their eligibility in moving forward.
- e) The Resolutions Committee will ask the following questions when considering whether or not to endorse a proposed resolution:
 - Is the matter within the sphere of interest of CAPG (that being police governance and public safety on a national perspective)?
 - Is the proposed resolution well supported?
 - Is the action to be taken clear?
 - Has the matter been considered in a previous resolution and if so is there sufficient reason to put it forward to the membership?
- f) In the event that the Resolutions Committee disagrees with a legitimate proposed resolution, the Resolutions Committee may choose not to endorse a proposed resolution for one of the following reasons:
 - The proposed resolution is not adequately supported;
 - The proposed resolution is contrary to a current policy, practice or position of the CAPG and/or its Board of Directors;
 - The proposed resolution is considered immoral or imprudent.
- g) The Resolutions Committee shall inform the board/commission which proposed a resolution as to its decision and actions of Committee regarding that proposal, prior to the AGM.

2. SUBMISSION REQUIREMENTS

- a) Resolutions submitted to the CAPG for consideration shall be submitted as follows:
 - Sent in electronic format in a word document in order to facilitate ease of circulation and amendments
 - Does not contain more than four preamble “(WHEREAS)” clauses
 - Is accompanied by background documentation explaining the nature of the issue or concern being addressed
 - Clearly identifies the action
 - A copy of all resolutions must be received by the deadline date of **JUNE 30, 2020**.
- b) The Resolutions Committee will assist the submitting board/commission in ensuring that the proposed resolution is clear, concise, brief, appropriately supported and presented in context.

3. RESOLUTIONS TO BOARD OF DIRECTORS

The Chair of the Resolutions Committee returns the draft resolutions to the Executive Director by the **1st week of August** for distribution to the CAPG Board of Directors at their next teleconference board meeting. The Board either approves the draft submission to be presented to the membership at the AGM or requests that the resolution is withdrawn or amended to meet the appropriate guidelines.

4. RESOLUTIONS TO MEMBERS

The CAPG Board of directors will approve the resolutions to be distributed to the members by **September 15, 2021**. Upon the resolutions being approved at the CAPG board of directors meeting the approved resolutions are included in the electronic package of information and documents sent to CAPG members prior to the Annual General Meeting.

5. EMERGENCY RESOLUTIONS

- a) Unless deemed an emergency resolution as outlined below in (b), resolutions submitted after the **JUNE 30, 2021** deadline will be considered late and will not be accepted by the Resolutions Committee._____
- b) Emergency resolutions are defined as any resolution that clearly speaks to an emergency of immediate nature that occurred between the time of the original resolution deadline and the commencement of the resolutions session. The Resolutions Committee will have the discretion to determine if the resolution as submitted will go forward to the voting delegates for consideration. If the Committee agrees that the resolution should go forward, the Committee shall ask the voting delegates, by motion, to vote on whether the emergency resolution should be debated on the floor.
- c) To debate an emergency resolution will require support from at least two-thirds of the voting delegates present
- d) A member of CAPG, the Board of Directors, the Executive Committee or the Resolutions Committee may submit emergency Resolutions.

6. AGM RULES OF PROCEDURE REGARDING RESOLUTIONS

- a) Except where otherwise provided, the generally accepted rules applicable to the conduct of meetings shall prevail.
- b) The Chair of the Resolutions Committee, in presenting a resolution, may introduce the matter by reading the number and title, and if deemed desirable, may provide a brief explanation as to the intent or purpose of a resolution or an amendment submitted by the Resolutions Committee.
- c) After the Chair has introduced a resolution and presented the recommendation of the Resolutions Committee, a representative from the sponsor submitting the resolution shall be given the first opportunity to speak.
- d) Delegates participating in discussion on a resolution shall announce their name and which board or commission they represent each time they rise to speak – delegate shall confine their remarks to a **maximum of three (3) minutes**.
- e) No delegate shall be permitted to speak more than once on any one resolution or amendment, except in the case of a mover of an amendment who shall have the additional opportunity to conclude debate on the amendment.
- f) All motions submitted from the floor of the meeting shall be seconded before being discussed.
- g) When a motion is made to refer, the mover shall introduce the motion by these words: “I move to refer the matter...because...”
- h) The Chair shall then allow one speaker, preferably a representative from the Board or Commission submitting the resolution, to address the motion of referral.
- i) Appeals for ruling shall be made to the Chair of the Resolutions Committee.
- j) The Chair of the Resolutions Committee shall have the right to conclude the debate on each resolution, amendment, or motion of referral.
- k) Only regular members of the Association who have registered for the General Meeting will be permitted to vote on questions.
- l) Delegates will vote on the resolution, not on the recommendation of the Resolutions Committee.
- m) Voting shall be made by a show of hands or an alternative method of identification if provided. A standing vote may be requested. The ruling of the Chair of the Resolutions Committee as to whether a vote was won or lost shall be final. In the case of a tie vote, a standing vote shall be taken. In the further case of a tie, the motions shall be deemed lost.

Delta Police Department

Community Safety Plan

2018 - 2022

2021 Quarter 1 (Q1) Overview Key Performance Indicators

CRIME SEVERITY INDEX

The Crime Severity Index (CSI) is an indication of the overall severity of crime.

Goal: Lower than previous year. 2018= 53.2

21.18%

CRIMES AGAINST PERSONS

Including Assault, Robbery, Domestic Violence, and Sexual Assault.

Goal: 5% reduction in 3 year average.

-11.8%

CRIMES AGAINST PROPERTY (ALL)

Including Break and Enter, Theft Over/Under \$5,000, Mischief, Theft of/from vehicle.

Goal: 5% reduction in 3 year average.

-11.5%

YOUTH CRIME

Youth (Charged/Suspect Chargeable/Charges Recommended).

Goal: 5% reduction in 3 year average.

15.8%

COLLISIONS (FATAL) 2021

DPD sets a target of ZERO fatalities on our roads.

Goal: 0

1

COLLISIONS (ALL)

Injury and non-injury collisions that require police attendance.

Goal: 5% reduction in 3 year average.

-11%

8:49

PRIORITY 1 RESPONSE TIMES

Goal: 8 minutes or less, 80% of the time.



MEMO
DELTA POLICE BOARD
Regular Meeting



To: **Delta Police Board**

From: **Jassie Ram**

Date: **April 6, 2021**

Subject: **Submission of Recommendations to the Special Committee on Reforming the Police Act (SCRPA)**

Recommendation: THAT the Delta Police Board approve the final draft of recommendations to Special the Committee on Reforming the Police Act, to be submitted as presented in Attachment A by the Board Secretary.

The Delta Police Board previously met to discuss and prepare a submission of recommendations to the Special Committee on Reforming the Police Act (SCRPA). The final draft submission is presented in Attachment A for the Board to review and provide approval.

Once approved, the submission will be forwarded to the SCRPA by the Board Secretary via e-mail. It should be noted that all submissions to the SCRPA are public records and will be made available on the Committee's website.

The SCRPA serves 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* (R.S.B.C. 1996, c.367); the role of police with respect 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 (2007). ¹

Respectfully Submitted:

Jassie Ram
Board Secretary, Delta Police Board

Attachment

- A - Submission of Recommendations to the Special Committee on Reforming the Police Act (SCRPA)

¹ <https://www.leg.bc.ca/parliamentary-business/committees/41stParliament-5thSession-rpa>



Recommendations to the Special Committee on Reforming the Police Act

April 2021

Submission By:

Delta Police Board

Mayor George V. Harvie, Chair

Ms. Angela Kaiser, Vice Chair

Mr. Gurleen S. Sahota

Ms. Annette Garm

Dr. Karen Hossack

Mr. Firth Bateman

Mr. Peter Buxton

Chief Ken Baird

Introduction

The Delta Police Board (DPB), composed of eight Board members, including the Chair, provide governance and oversight to the Delta Police Department, which provides policing services to a community of approximately 105,000 residents, as mandated by the *BC Police Act, 1996*.

The DPB respectfully submits the below written submission (and recommendations) to the all-party Special Committee on Reforming the Police Act, as invited by the Clerk to the Committee.

Recommendations

1. THAT the Police Act should be amended to support an enhanced and functional governance model with Police Boards electing the Chair on an annual basis.

Police governance is increasingly becoming complex. This brings forth the requirement to explore governance models to ensure that Boards are populated by representative, skilled and independent members who are free from any conflicts of interest.

A functional and enhanced model should consider it best practice to have the option for the Board to elect a Chair from the membership on an annual basis, just as Boards currently do for Vice Chair and as is the practice of many other Canadian provinces for Police Boards and Commissions.

Further, a review of the Board member appointment and re-appointment process, for both provincial and municipal appointments should be completed to ensure that the processes are consistent and transparent, applying non-partisan criteria in selection.

Finally, given the increasing complexity of police governance, term limits should be reviewed to ensure that they are appropriate for Board members and the overall Board, to garner the full value for experience, expertise and knowledge. There is also the need to ensure succession planning for leadership roles at the Board level and for Police Board Associations such as the BC Association of Police Boards and Canadian Association of Police Governance.

2. THAT Regulatory Bodies and oversight bodies such as the IIO and OPCC should not be consolidated.

BC has two primary civilian regulatory bodies. The Office of the Police Complaints Commissioner (OPCC) oversees investigations into municipal police conduct complaints and the Independent Investigations Office (IIO) oversees investigations into on and off-duty police related incidents involving death and serious harm. Both

agencies have distinct functions and centralizing these different functions (criminal investigations versus employment-context disciplinary conduct investigations) under one body runs the risk of delaying the resolution of non-criminal matters unless there is a clear mechanism for alternative mediated resolution should either of the parties so wish to proceed in that manner.

Should consolidation of this magnitude be considered, a full review of the benefits and risks is of utmost significance with a central focus on dialogue with key stakeholders including Police Departments and Police Boards. Furthermore, any proposed legislative changes, including the new Police Act as it relates to civilian oversight and investigation bodies should strive for efficiency, timeliness and full transparency.

3. THAT Integrated Police Units should not be mandatory for municipal policing.

Integrated policing units provide the opportunity for various different policing agencies, whether from independent municipal, RCMP municipal or provincial and federal forces, to pool their resources collectively, and provide services to more than one jurisdiction. While integration is beneficial in some areas, others are better left independent as sharing of resources can also lead to delays and inefficiencies in certain instances.

An example of this is the Delta Police Department's (DPD) Investigative Bureau (IB). DPD IB has been excellent in effectively investigating, managing and successfully concluding homicides with the use of local and in-house resources, knowledge and expertise. This is also economically beneficial, efficient and enables police agencies to provide their membership with opportunities in such specialized areas in their local work environment.

Integrated police units should not be mandatory for police and discretion should be afforded to the police agencies in deciding membership in integrated police units, which is not necessary if a Department can manage the area of speciality with in-house talent while being afforded the opportunity to professionally develop their membership. A fulsome discussion amongst all key stakeholders is critical should there be an appetite to make participation in Integrated Police Units mandatory, which should focus on other methods of optional collaboration.

Conclusion

The Delta Police Board appreciates the work of the all-party Special Committee on Reforming the Police Act and welcomes the efforts to modernize and reform a critical piece of legislative governance for policing.

The above three recommendations are being submitted to the Committee in effort to provide input into the process ensuring that the amended legislative framework for policing and Police Boards is effective and modernizes policing and the governance framework.

DRAFT

MEMO TO DELTA POLICE BOARD

Regular Meeting

From: **Neil Dubord, OOM, AdeC**

Date: **April 1, 2021**

Subject: **30 X 30 Pledge**



On March 31, 2021, the Delta Police Department (DPD) signed the 30x30 Pledge – a series of low and no-cost actions ¹ police departments can take to improve the representation and experiences of women in law enforcement.

These actions reflect what police leaders, researchers, and industry experts have indicated are critical to:

- Understanding the current state of a department with regards to gender equity;
- Understanding factors that may be driving disparities; and
- Developing and implementing strategies and solutions to advance women in policing.

Departments who sign the 30x30 Pledge have agreed to:

- Take measures to increase the representation of women in all ranks of law enforcement;
- Ensure that policies and procedures are free of all bias;
- Promote equitable hiring, retention and promotion of women officers; and
- Ensure their culture is inclusive, respectful, and supportive of women in all ranks and roles of law enforcement.

The ultimate goal of the 30x30 is to reach 30 percent of women in police recruit classes by 2030, and to ensure policing agencies are truly representative of the jurisdiction the department serves. While 30x30 is focused on advancing women in policing, these principles are applicable to all demographic diversity, not just gender.

Note: The DPD is the first Canadian police department to take the 30x30 Pledge.

¹ <https://30x30initiative.org/the-30x30-pledge/>

RG F.1

Respectfully Submitted:

A handwritten signature in blue ink, appearing to be "Neil Dubord", is written over the word "Respectfully" in the preceding line.

Neil Dubord, OOM, AdeC
Chief Constable, Delta Police Department

Attachment

- A – 30x30 Pledge Fact Sheet

30X30

THE 30X30 PLEDGE TO ADVANCE WOMEN IN POLICING

A national initiative to improve the representation and experiences of women officers in all ranks through a series of no- and low-cost department actions

THE FACTS

Women make up approximately 12% of sworn law enforcement officers in the U.S., and approximately 3% of law enforcement executives.

Addressing the under-representation of women in policing is critical to advancing public safety. Research shows women officers use less force and excessive force, are better able to engage with diverse cultural groups, are perceived by communities as more honest and compassionate, are less likely to have citizen complaints filed against them, and are associated with better outcomes for crime victims.

Despite compelling research and concerted efforts to improve the representation of women, the numbers have remained stagnant for decades.

We're partnering with agencies across the country to change that.

THE PLEDGE

The 30x30 Pledge is a series of no- and low-cost actions police departments can take to improve the representation of women in all ranks, and ensure department policies and culture support the success of women.

This pledge reflects scientific evidence about what works and what matters to improve gender parity in policing and other analogous industries, and was developed and vetted by a group of law enforcement leaders and academic experts.

We understand that some actions may not be possible for departments. We want to understand why, so that we can better design programs and interventions to support agencies seeking to improve the representation and experiences of women officers.

This pledge is the first national effort under the **30x30 Initiative**. The 30x30 Initiative is a coalition of police leaders, researchers, and professional organizations working to reach 30% representation of women in police recruit classes by 2030.

THE CALL

We are actively recruiting agencies to be among the very first to sign the pledge and demonstrate to the field—and the public—that policing is ready and willing to address the gender disparities that have existed since the profession's founding. The pledge will launch on **March 25, 2021**, and the website will be www.30x30Initiative.org (under construction).

For more information, please contact Maureen.McGough@nyu.edu.





MEMO
DELTA POLICE BOARD
Regular Meeting

To: **Delta Police Board**

From: **Jassie Ram**

Date: **April 13, 2021**

Subject: **Bias-Free Training, Organized by VPB – Education Opportunity**

The Vancouver Police Board (VPB) is hosting the virtual Bias-Free Training program on June 2, 2021 from 1:00 to 5:00 p.m. Attachment A provides further details.

The training was included as part of the DPB Education plan with recommendation to consider sending as many Board members as possible to partake in this opportunity.

The cost per attendee is \$150 and 1-2 seats are available for each Board. I have contacted the organizer to reserve two seats for the Delta Police Board (DPB) and requested that the DPB be advised should there be additional seat availability in addition to checking whether there will be any future offerings of this training.

Given the limited seat availability, it is recommended that the DPB discuss and select one-two Board members (in order of preference in case the Board receives one seat) to attend and provide a brief on the session at the June meeting.

Respectfully Submitted:

A handwritten signature in black ink, appearing to read "Jassie Ram", is written over a faint circular stamp.

Jassie Ram
Secretary, Delta Police Board

Attachment

- A – Bias-Free training Information Sheet



FAIR AND IMPARTIAL POLICING (FIP): A SCIENCE BASED PERSPECTIVE COMMUNITY TRAINING SESSION: BIAS-FREE TRAINING

HOSTED BY THE VANCOUVER POLICE BOARD

This training session is designed specifically for community members, to experience a customized version of bias-free training from the same company used by the Province to develop training for sworn personnel. This training reflects a science-based approach to understanding human biases and prejudices; it is about how our minds work and how to most effectively make unbiased decisions. FIP will further be tailoring this course specific to BC Board members.

Board members will:

- Learn about the modern science of bias and prejudice, including implicit bias;
- Discuss how bias can manifest in law enforcement professionals and in community members;
- Acquire skills for reducing and managing bias; and,
- What you can do to promote fair and impartial policing within your department.

Fundamental concepts of the FIP training include:

- All people, even well-intentioned people have biases;
- Having biases is normal to human functioning; and,
- Biases are often unconscious, or 'implicit' thus influencing choices and actions without conscious thinking or decision-making.

DATE AND TIME: June 3, 2021 1-5pm (Virtual Meeting/via Zoom)

COST: \$150 PER PERSON*

4:30-4:50pm	Welcome Remarks
4:50-5:30pm	Module 1: Intro to the Fair and Impartial Policing Perspective
5:30-7:10pm	Module 2: The Science of Human Bias
7:10-8:20pm	Module 3: Skills for Addressing Our Implicit Bias
8:20-8:30pm	Closing Comments, Evaluation, Adjourn

There is currently space available for 1-2 members per Board (up to 18 seats in total)

Please RSVP by April 30, 2021 to: stephanie.johanssen@vancouverpoliceboard.ca

Payment by e-transfer or Cheques made payable to the Vancouver Police Department and sent to:

Stephanie Johanssen, 7th Floor 2120 Cambie Street, Vancouver, BC, V5Z 4N6

Please advise if you require an invoice – for this we would need the Board and Board member name, address, and contact information.

*This includes professionally bound training materials that will be couriered from the Vancouver Board office to your home address

**Additional Information:**

FIP (Fair and Impartial Policing, LLC) initially collaborated with the Province to provide implicit bias training to police officers as a response to the training-related recommendations from the Missing Women Commission of Inquiry report released in December 2012. Recommendations from this report specifically state that the Provincial Government require police officers to undergo additional mandatory training concerning vulnerable community members.

Although Fair and Impartial Policing is based in the United States, it should be noted that it has been customized to BC context. The training that was developed for police officers was done so in consultation with a BC based equity and diversity consultant, an Indigenous resiliency consultant, and front-line police officers and supervisors from the Victoria Police department.

This course is a shortened community version which is available to Police Board members.

FIP LLC has provided training to agencies across Canada (Toronto, Winnipeg, Halifax, Ottawa, Peel and Vancouver).

*This includes professionally bound training materials that will be couriered from the Vancouver Board office to your home address



MEMO
DELTA POLICE BOARD
Regular Meeting

To: **Delta Police Board**
From: **Jassie Ram**
Date: **March 22, 2021**
Subject: **CAPG Governance Summit – Education Opportunity**

The Canadian Association of Police Governance (CAPG) is hosting the 2021 Governance Summit on April 27 and June 30. As the Board would not meet again until April 21, this opportunity was brought forward to the Governance Committee to consider and decide on so that the Board members could be notified in a timely manner. The Governance Committee approved registration for both events at a registration cost of \$600, and the Board was notified via e-mail on March 31.

The Governance 101 event is resourceful, providing foundational governance knowledge to both the newer members and a refresher for the seasoned members and aligns with the Board's educational requirements.

The entire Board has been registered for both events – CAPG will e-mail log-in details to Board members. Board members can log-in with a personal access code and view the recorded event at their convenience if they cannot attend the live session. However, CAPG recommends live participation due to the event being workshop-style to receive the full benefit. Session information is noted below.

Governance 101: A Refresher for Police Boards and Commissions

April 27, 8:00 a.m. to 12:00 p.m.

Core Police Governance concepts and best practices will be examined, including:

- Accountability - what and to whom
- Community and government engagement
- Evaluations
- Proper communication
- Orientation procedures
- Individual roles and responsibilities

Policy Development in Police Governance

June 30, 2021

Additional details are unavailable at this time but likely to be same timing as Governance 101 session (8:00 a.m. to 12:00 p.m.).

Respectfully Submitted:

Jassie Ram
Board Secretary, Delta Police Board