



DELTA POLICE BOARD

Regular Meeting Agenda

Wednesday, March 17, 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 March 17, 2021

B. Consent Items

1. **Approval of Minutes** ●
 - a. Approval of Minutes of the Regular Meeting of February 17, 2021
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 ●

C. Delegations/Presentations

1. ***Public Delegations**
2. ***Delta Police Association**
3. **Equity, Diversity and Inclusion Updates**
Ms. Manpreet Dhillon, CEO, Veza Global

D. Business Arising out of Minutes

1. ***Action Document** ●

E. Priority Items

1. ***Chief's Report**
 - a. COVID-19 Updates

F. Reports

1. **DPD Community Policing Model Overview** ●
2. **DPD 2020 Cybercrime Strategy and Report** ●
3. **Board Education Proposal** ●

G. Other/New Business

1. **Items as requested by the Board**

Resolution to Terminate the Meeting.

RG A.1



Next Meeting: Wednesday, April 21, 2021
0900 a.m. via Zoom

DELTA POLICE BOARD

Regular Meeting Minutes

Wednesday, February 17, 2021 at 10:00 a.m.

Delta Council Chamber & Zoom

4500 Clarence Taylor Crescent

Delta, BC V4K 3E2

Minutes of the REGULAR MEETING held Wednesday, February 17, 2021 at 10:00 a.m. in the Council Chambers, Delta City Hall, 4500 Clarence Taylor Crescent, Delta, British Columbia.

Present

Mayor George V. Harvie

*Angela Kaiser

*Peter Buxton, Q.C.

*Gurleen S. Sahota

*Dr. Karen Hossack

*Annette Garm

*Firth Bateman

Neil Dubord, Chief Constable

Harj Sidhu, A/Deputy Chief Constable

Jassie Ram, Recording Secretary

*Cris Leykauf, Public Affairs Manager

*Hilary Madore, Finance Manager

*Volker Helmuth, Risk Management Manager

*Via Zoom

Regrets

Chief Ken Baird

Meeting called to order at 10:17 a.m.

A. Adoption of Agenda

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

MOVED / SECONDED

THAT the Delta Police Board approve the Regular agenda of February 17, 2021 with the following amendments:

- *Remove E.2 as it requires follow up*
- *Add G.1: Letter of support – Farmers' Protests*

CARRIED UNANIMOUSLY

B. Consent Items

1. Approval of Minutes

- a. Approval of Minutes of the Regular Meeting of January 20, 2021

2. *Crime Statistics & Map of January 2021

3. *Financial Reports for December 2020

4. *Correspondence

- a. Response letter from Minister Farnworth and Minister Kang re: JIBC Capacity and Funding Issues

- i. Letter from Delta Police Board to the Ministers

- b. DPD Regional Municipal Training Centre Visit Appreciation Letter from Surrey Police Board Chair

5. *For Information

- a. BC Provincial Policing Standards Updates – Intermediate Weapons & Restraints
- b. Canada and BC Police Resources Statistics

6. *Other – no items

MOVED / SECONDED

THAT the Delta Police Board approve Consent Agenda Items B.1, B.2, B.3, B.4, B.5a where required and receive others for information.

CARRIED UNANIMOUSLY

Item B.5b was pulled for discussion

- DPD's patrol resourcing model aims to have officers spend 1/3 of time responding to calls for service, 1/3 of time for proactive work (community engagement/assignments), and 1/3 of time for administrative matters (report writing, court time).

MOVED / SECONDED

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

CARRIED UNANIMOUSLY

C. Delegations/Presentations

1. *Public Delegations
2. *Delta Police Association

MOVED / SECONDED

THAT the Delta Police Board received Items C.1 to C.2 for information.

CARRIED UNANIMOUSLY

D. Business Arising out of Minutes

1. Action Document

MOVED / SECONDED

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

CARRIED UNANIMOUSLY

E. Priority Items

1. Chief's Report

- a. COVID-19 – legislation has become consistent. DPD continues to modify protocols to ensure safe work environment for the team.
- b. Health Canada intends to develop new regulations under the Controlled Drugs and Substances Act with respect to supervisor consumption sites and services and has been consulting with stakeholders.
- c. Stakeholder meetings for the Strategic Plan continue along with Board member engagement. A common theme emerging is road safety and the interplay between cars, pedestrians and bikes.
- d. DPD TFN Service Team, TFN Liaison Officer and Youth Liaison Team works with the TFN on youth initiatives including the new recreation center. There is a robust youth program on the TFN.

MOVED / SECONDED

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

CARRIED UNANIMOUSLY

2. Acknowledging Traditional Territory

Postponed for follow up.

3. CAPG Membership Renewal 2021

The Board would like to know about the 25% from the previous year's membership.

Action: Staff to follow up with CAPG re: the increase and to pay the invoice.

MOVED / SECONDED

THAT the CAPG membership for 2021 in the amount of \$2,000 be approved for payment from the Delta Police Department Police Board budget and Staff follow up with CAPG about the 25% increase.

CARRIED UNANIMOUSLY**F. Reports****1. BCAPB Updates**Appointment/Continuance of Board's BCAPB Representative(s)

Discussion put forward for Board to decide whether current BCAPB Representatives from the Delta Police Board will continue service or new ones will be selected. It was decided that current representatives will continue, with Ms. Kaiser being the primary representative and Mr. Sahota being the secondary.

MOVED / SECONDED

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

CARRIED UNANIMOUSLY**2. Delta Police Board Education Proposal**

Following feedback was provided to consider amending the proposal:

- There shouldn't be a mandatory aspect to the training, especially around timelines. The language should be changed to provide guidelines.
- Consideration around additional costs for training from Mr. Paul Ceyssens to be followed up on closer to the date if it is decided by the Board to obtain an information session from him.

Action: Modify education proposal and bring to the Board at a future meeting.

MOVED / SECONDED

THAT this report be referred back to Staff and Ms. Garm for modifications as discussed around timelines.

CARRIED UNANIMOUSLY**3. TFN Police Liaison – Verbal Update from Chief Baird**

Chief Baird sends his regrets.

Chief Dubord provided an update on the DPD TFN Liaison position.

MOVED / SECONDED

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

CARRIED UNANIMOUSLY**G. Other/New Business****1. Letter of Support for Farmers Protests**

Discussion brought forward by Mr. Sahota regarding the ongoing farmers' protests throughout the world, including the Lower Mainland, in support of the farmers in India.

Given the impacts for stakeholders and community of Delta and allegations of conduct by the Delhi Police, Mr. Sahota suggested that the Delta Police Board release a statement empathizing with the Delta residents who are impacted by these matters.

MOVED/SECONDED

THAT this discussion be referred to the In-Camera agenda for discussion.

CARRIED UNANIMOUSLY

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, March 17, 2021 at 09:00 in the Council Chambers in the City of Delta.

The meeting terminated at 11:03 a.m.

Mayor George V. Harvie

Chair

Jassie Ram

Recording Secretary

Date

Date

Police Board Statistics Report

February 2021

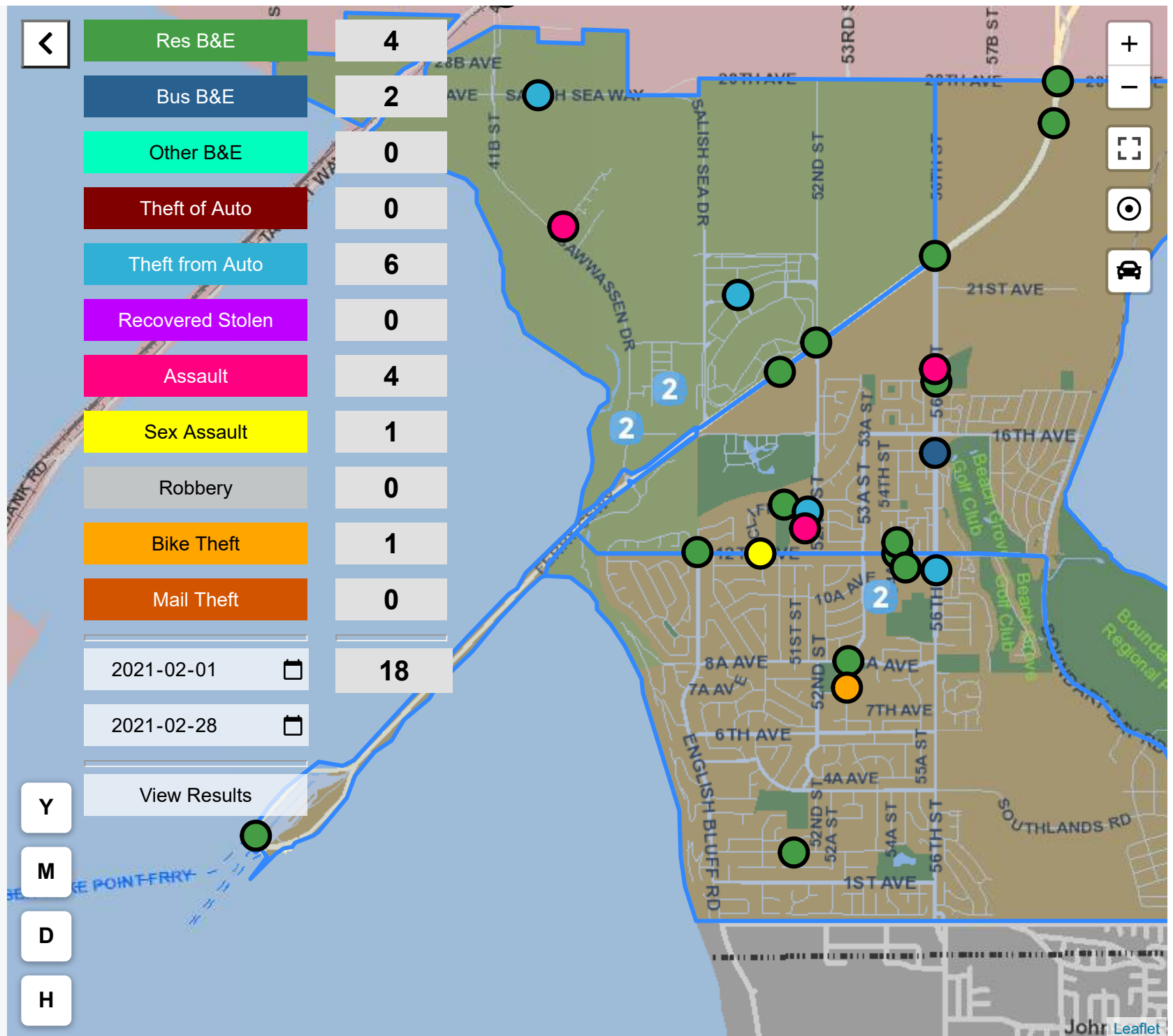
Crime Type	Jan-21	Feb-21	Feb 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Persons Offences									
Homicide	0	0	0	0	0	0	►	0%	
Attempted Homicide	0	0	0	0	0	0	►	0%	
Sexual Assault (Level I)	5	2	8	8	7	11	▼	-36%	
Sexual Assault (Level II, Level III)	2	2	4	5	4	6	▼	-33%	
Total Assaults (Common, Weapon, Aggravated)	26	29	35	65	55	61	▼	-10%	
Robbery	1	2	3	5	3	5	▼	-40%	
Total Person Offences	59	55	73	122	114	132	▼	-14%	
Domestic Violence									
Intimate Partner Violence	10	9	12	27	19	20	▼	-5%	
Family Violence	3	5	6	14	8	12	▼	-33%	
Property Offences									
Break & Enter - Commercial	16	4	9	15	20	19	▲	5%	
Break & Enter - Residential	10	8	15	25	18	33	▼	-45%	
Theft of Vehicle	7	6	8	16	13	23	▼	-43%	
Theft from Vehicle	59	54	56	131	113	124	▼	-9%	
Theft Over/Under \$5000	75	65	90	214	140	199	▼	-30%	
Mischief to Property Over/Under \$5000	38	37	39	87	75	83	▼	-10%	
Total Property Offences	250	203	250	565	453	556	▼	-19%	
Traffic Offences									
Fatal MVI	0	1	0	0	1	1	►	0%	deaths = 1
Injury MVI	15	15	27	48	30	56	▼	-46%	injured = 13
Collisions (All)	85	82	98	168	167	202	▼	-17%	
Roadside Suspensions - 215 Alcohol 24 hrs	5	3	6	15	8	9	▼	-11%	
Roadside Suspensions - 215 Drugs 24 hrs	7	3	3	2	10	7	▲	43%	
Immediate Roadside Prohibitions (Alcohol)	30	27	42	91	57	67	▼	-15%	
Total	142	131	176	324	273	342	▼	-20%	
Drug Offences									
Possession	13	11	14	10	24	22	▲	9%	
Trafficking	4	3	2	3	7	4	▲	75%	
Total	17	14	16	13	31	26	▲	19%	
Other Offences									
Youth (*Excludes Traffic Offences)	7	7	8	10	14	13	▲	8%	
Total Weapons Violations	9	8	4	8	17	10	▲	70%	
Cybercrime	41	33	19	55	74	40	▲	85%	
Bylaws	47	29	37	82	76	76	►	0%	
False Alarms (Dispatched)	62	56	71	127	118	157	▼	-25%	
TOTAL CALLS FOR SERVICE	2,145	1,924	1,953	4,129	4,069	4,082	►	0%	

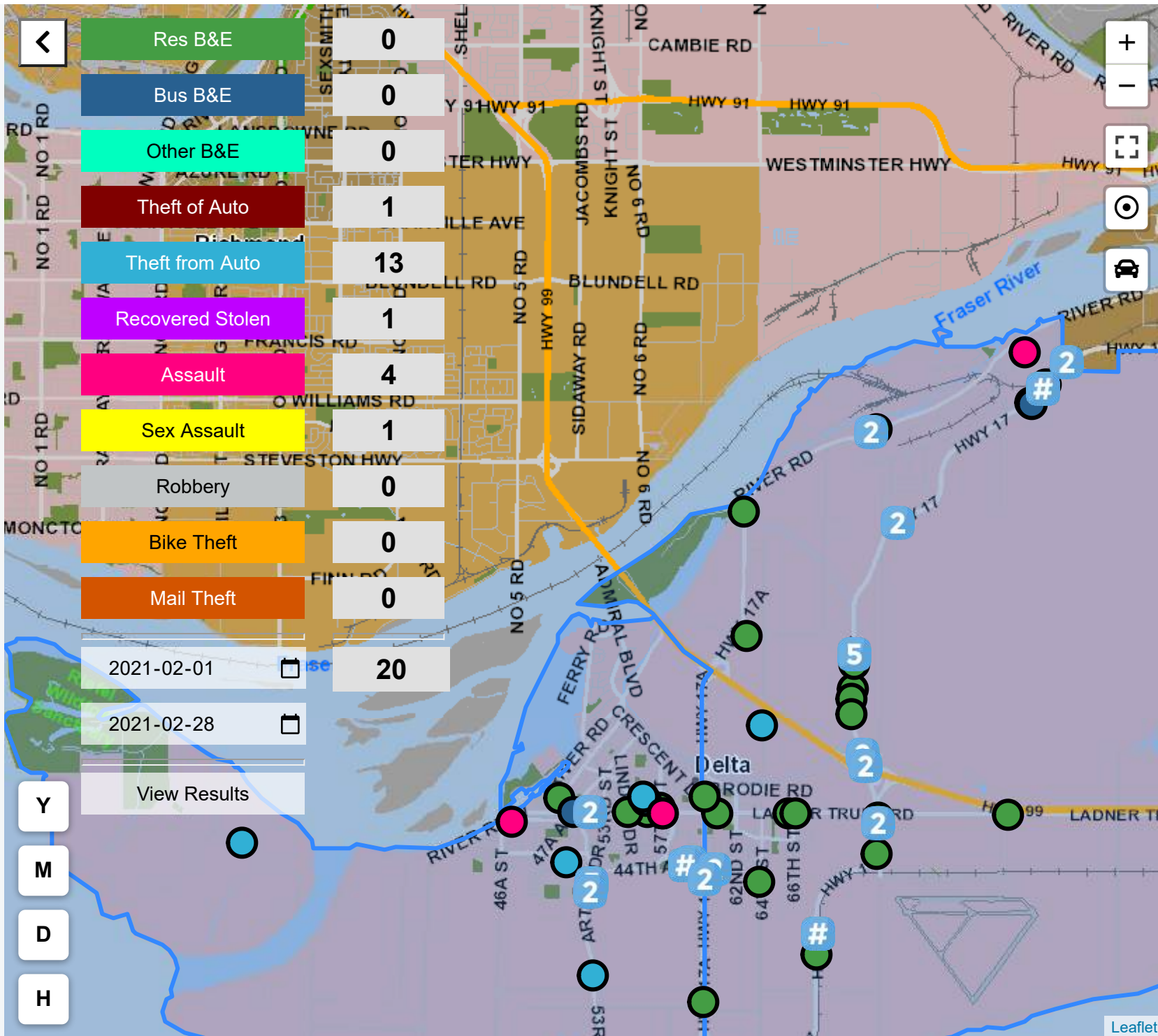
TFN (Zone 3) Statistics Report

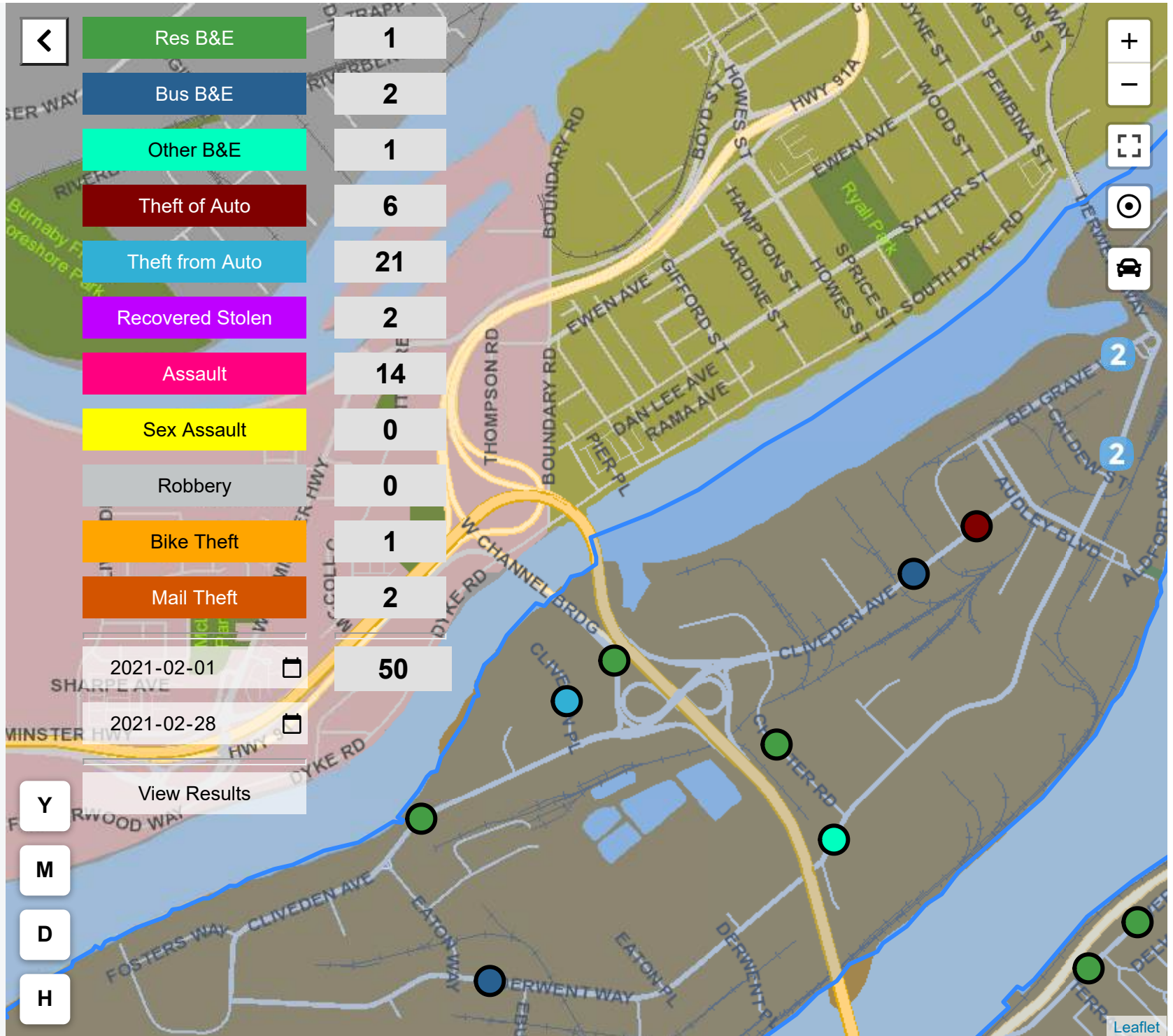
February 2021

Crime Type	Jan-21	Feb-21	Feb 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	0	0	0	0	0	►	0%	
Sexual Assault (Level II, Level III)	0	0	0	0	0	0	►	0%	
Total Assaults (Common, Weapon, Aggravated)	0	2	0	0	2	1	▲	200%	
Robbery	0	0	0	0	0	0	►	0%	
Total Person Offences	1	2	1	1	3	2	▲	200%	
Domestic Violence									
Domestic Violence (Includes Criminal Harassment, Utter Threats)	0	0	0	0	0	0	►	0%	
Property Offences									
Break & Enter - Commercial	0	1	0	1	1	1	►	0%	
Break & Enter - Residential	2	0	0	0	2	1	▲	200%	
Theft of Vehicle	0	0	0	0	0	1	►	0%	
Theft from Vehicle	1	4	2	8	5	6	▼	-38%	
Theft Over/Under \$5000	8	17	14	37	25	30	▼	-32%	
Mischief to Property Over/Under \$5000	1	0	2	3	1	3	▼	-67%	
Total Property Offences	13	20	20	53	33	46	▼	-38%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	►	0%	deaths = 0
Injury MVI	1	1	0	1	2	1	▲	100%	injured = 1
Roadside Suspensions - 215 Alcohol 24 hrs	0	0	0	0	0	0	►	0%	
Roadside Suspensions - 215 Drugs 24 hrs	0	0	0	0	0	0	►	0%	
Immediate Roadside Prohibitions (Alcohol)	3	3	1	2	6	1	▲	200%	
Total	4	4	1	3	8	2	▲	167%	
Drug Offences									
Possession	0	0	1	0	0	1	►	0%	
Trafficking	0	0	0	0	0	0	►	0%	
Total	0	0	1	0	0	1	►	0%	
Other Offences									
Youth (Charged/Suspect Chargeable/ Recommended Charges)*Excludes Traffic Offences	1	0	1	1	1	2	►	0%	
Total Weapons Violations	1	0	0	1	1	0	►	0%	
Cybercrime	0	0	0	2	0	0	▼	-100%	
Bylaws	2	1	1	0	3	2	▲	300%	
False Alarms (Dispatched)	11	8	8	11	19	15	▲	73%	
TOTAL CALLS FOR SERVICE	109	90	73	160	199	154	▲	24%	



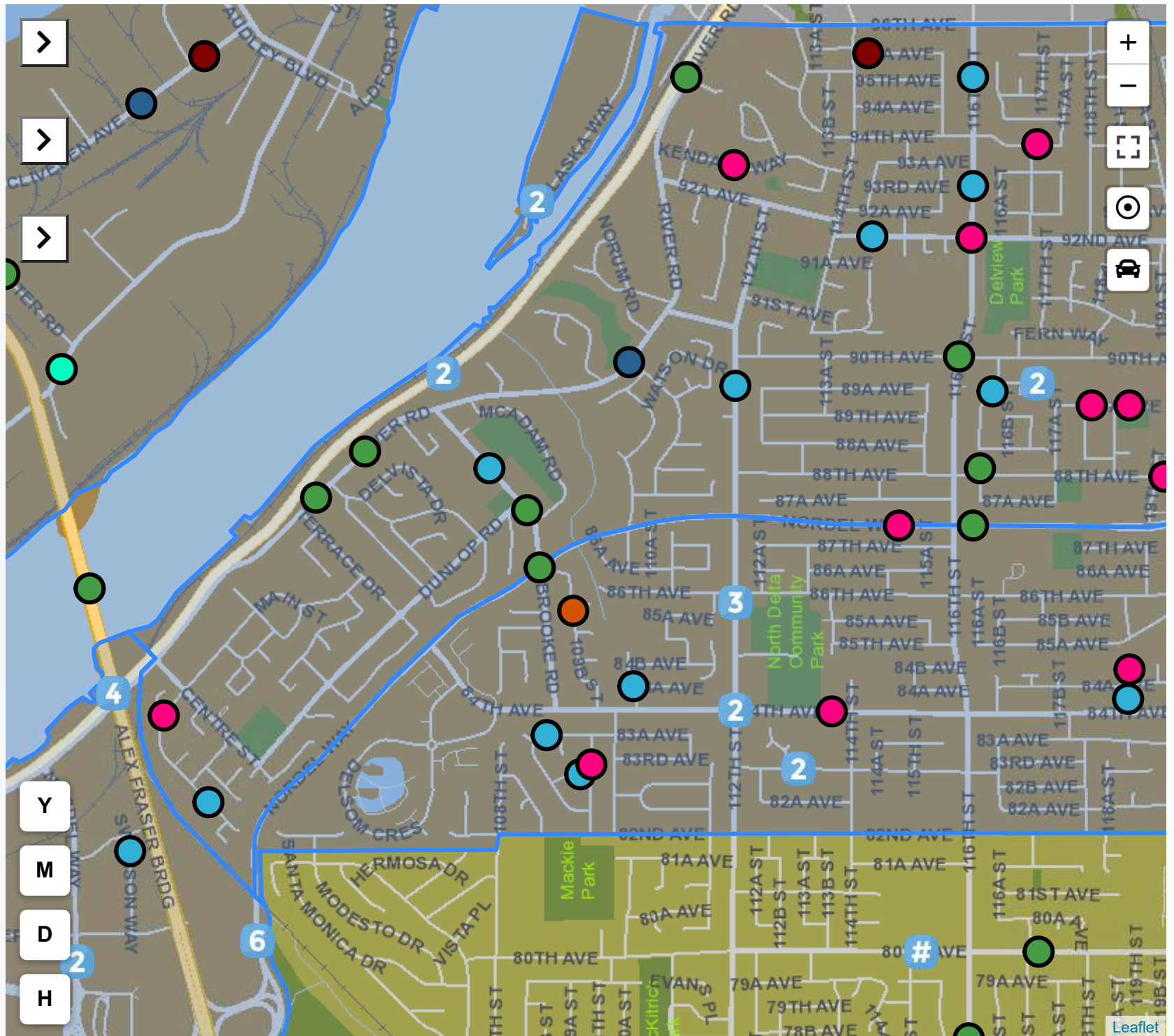


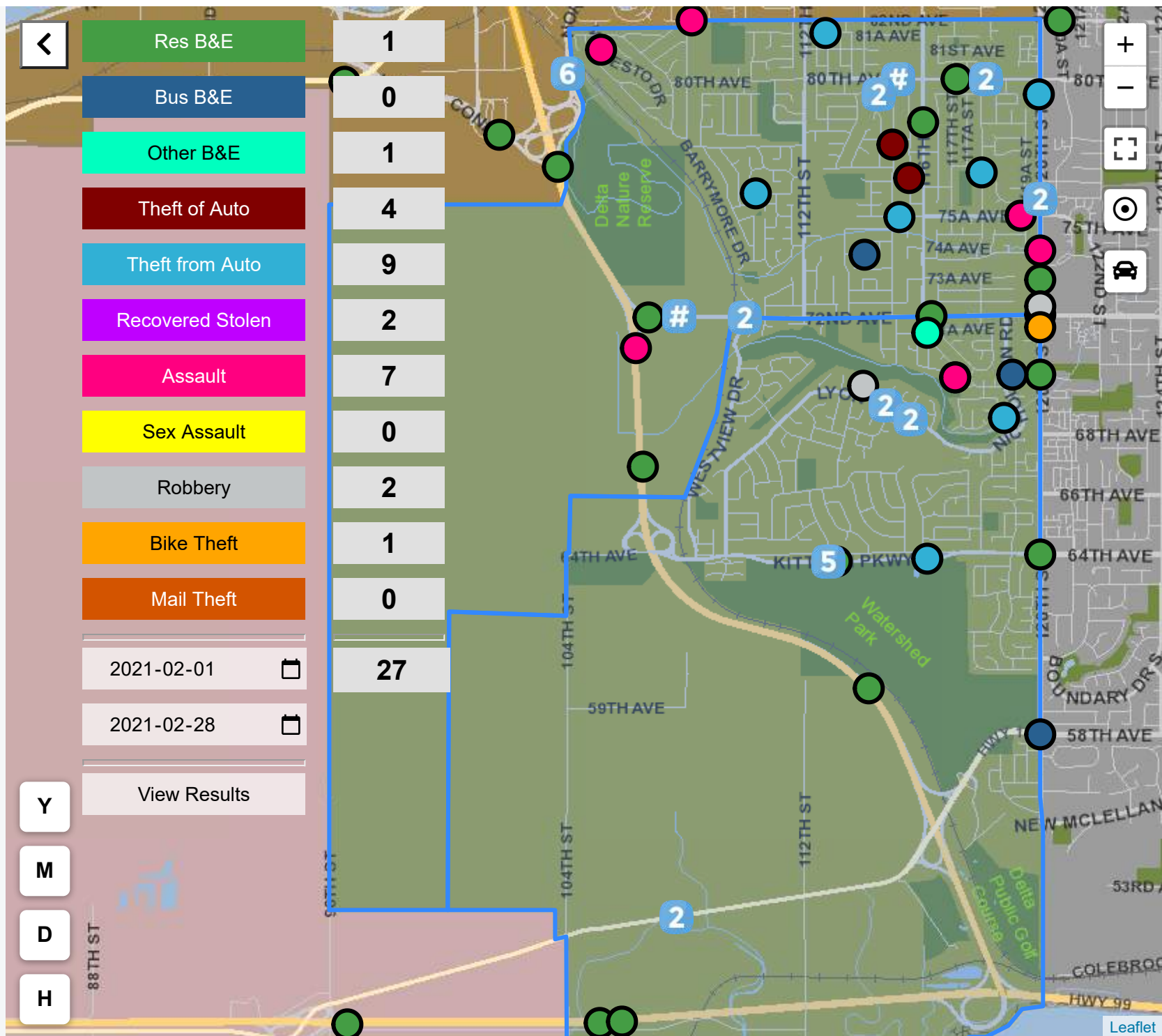




DISTRICT 3 CRIME MAP - FEBRUARY 2021

RG B.2





Jassie Ram

From: Delta Police Department
Sent: March 3, 2021 9:22 PM
To: Office of the Chief Constable
Subject: DPD Website - Inquiry from:

(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.)

First Name:

Last Name:

Your Email Address:

Phone number:

Recipient: Compliments

Subject: Today at 4th Ave in Boundary Bay

Your Message: Good evening .

I wanted to reach out to you and say thank you for the jobs that you do to keep our community safe. Today in Boundary Bay, we had an agitated man with mental health issues. We had four police respond, followed shortly by a mental health worker (I think that's what his role was-- he was not wearing a uniform). At first, the man was very agitated, and the police who first arrived gave him the space he needed and allowed him to yell and swear. They did not react. Whoever the non-uniform man was, he worked his magic and settled the man down. Within no time, the man was slouched in the chair, laughing and having a smoke. When it was time to get the man off the beach, the two police approached him with such respect and in such a calm manner. The man was completely cooperative. When they put the handcuffs on the man, they did it very gently. They were respectful as they carefully emptied his pockets before walking him to the car. At no time did things ever get out of control.

I appreciate the control you took over the situation so we felt safe, and also appreciate the respect you showed that man who at first didn't make it the easiest to be respectful.

Your job is not an easy one, and I wanted you all to know how much you are appreciated. Thank you

Jassie Ram

From:
Sent: March 5, 2021 3:10 PM
To: Office of the Chief Constable
Subject: Would like to commend 2 DP officers

(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.)

To Whom it May Concern

Last Monday 02 Mar. I called Delta Police to my home to attend to my 24 year old son, who threatened suicide. Delta Police have been to my home on several occasions, especially in the last month. For the most part my son only threatens suicide and has not shown any indication of carrying it out and he does not appear to have a plan. He did post an ominous post on Face Book over the weekend I so felt his threats were elevated. Constable Dave Aujla and Constable Usiuk (sp?) came to my home and spoke to Max and managed to calm him down to the point where he agreed to go to hospital voluntarily with me. As it turned out when we arrived at the hospital he refused to go in. All the while Constable Aujla continued to talk to by phone always in a calm understanding manner. When we arrived home the officers were in our driveway and again spoke to . They both took the time talk to him and really tried to relate. They both went above and beyond what we would expect of the police. Please pass on my thanks and please commend them for being outstanding police officers and humans.

Thank you for your time

Sent from my iPhone

From:

Date: March 10, 2021 at 18:44:15 PST

To: Neil Dubord

Subject: Constable Alston

(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.)

Chief Dubord:

This afternoon our elderly parents (who are 89) were involved in a parking lot vehicle accident. Fortunately no one was injured.

It was a stressful situation for these 2 Seniors, however we had the good fortune of having Constable Michael Alston attend. He was absolutely great. He looked after the problem got the facts, offered assistance, made sure they/we understood what was required, and stuck around until the towing company arrived to take the vehicle away. He was patient, understanding, helpful, compassionate, and empathetic with these 2 seniors who were very upset.

We want to thank him for the way in which he looked after the situation. He was a shining example of why the Delta Police Services are an asset to the Community.

Thank You Constable Alston! We appreciate your assistance today.



February 17, 2021
Ref: 614719

Chairs of Municipal Police Boards
Chair, SCBCTA Police Services Board
Chair, Stl'atl'imx Tribal Police Services Board

Dear Sirs/Madams:

As you are aware, Police Services Division (PSD) has been reviewing the recent police board training programs and exploring opportunities for enhancement. The Province recognizes that training is the foundation for strong and effective governance and oversight. This is particularly relevant given the events and challenges impacting policing and police governance over the past 12 months.

I would like to take this opportunity to update you on three upcoming training initiatives we are working on to support police board capacity, in addition to the Provincial training sessions offered through the Crown Agency and Board Resourcing Office. First, PSD is following an open procurement process to engage a service provider this spring to develop a B.C.-centric police board governance training program for members of all municipal police and designated boards. PSD will work with the successful proponent, a BC Association of Police Boards working group and other key stakeholders to develop the curriculum. We anticipate the program will be delivered later this year.

In the interim, we wish to offer an opportunity for each board to have a 60-minute police board training/information session, lead by PSD staff. Each session will be divided into a presentation on governance roles and responsibilities followed by a Q&A session tailored to the specific needs of each board. If you would like to schedule an information session for your board, please contact Julia Couper

Finally, in the near future PSD will be sharing video recordings from the training and orientation session (the Surrey Session) that was offered to the Surrey Police Board last July. The recordings will be made available to current police board members via a SharePoint site. The Surrey Session provides an overview of board governance topics delivered by a wide variety of subject matter experts in the field of governance, oversight and public safety. We encourage you to watch the Surrey Session recordings, once it is made available.

.../2

Page 2

If you have any questions regarding any of these initiatives, please feel free to contact me directly

Thank you again and I look forward to working in partnership with you to strengthen police governance.

Yours truly,

A handwritten signature in blue ink, appearing to be 'DP' or similar initials, with a large loop and a cross-like structure.

David Pilling
Director, Police Governance Unit
Policing and Security Branch
Ministry of Public Safety and Solicitor General

pc: Leah Zille, President, BC Association of Police Boards

Jassie Ram

From: Jennifer Malloy
Sent: February 22, 2021 11:24 AM
To: Jassie Ram
Subject: Re: 2021 CAPG Membership Renewal

(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.)

I understand your question and do not have a problem with providing you with some rational on our restructuring of pricing for CAPG.

- The board of directors decided that an across the board increase for memberships would bring in enough revenue to cover operating expenses without having to rely on a certain amount of revenue from the conference, webinars and governance summits.
- CAPG operates with limited to no corporate sponsorship, unlike the business model of CACP that relies heavily on sponsorship of website, webinars, conferences, magazines, weekly news updates, etc.
- CAPG does not receive government funding for operations so it is really the membership dues and our programs that keeps us afloat. We have streamlined expenses in the last few years, eliminating one full time position, working from a home based office, hiring contract staff and it has helped but we have had some years where our conference either lost money or just broke even, forcing us to dip into reserves to bridge finances to the end of the fiscal year.
- The pandemic forced us to pivot and offer our knowledge base in a virtual platform for the annual conference.
- We offered this at an extremely low price point - \$500 for up to 15 board members/staff to attend – just over \$33 per person.
- Boards who normally would have budgeted thousands of dollars to send a delegation to Victoria last August had some fiscal relief.
- The webinar series that CAPG is putting on has been complimented by two free webinars in the last calendar year and we plan to augment the regular webinars with free programming as often as possible.
- The value of membership has increased with the quality of learning, especially with our webinars and governance summits.
- CAPG has not increased the price of webinars for members or non-members since they began in 2014.
- CAPG is always striving to add value for our members. Innovations such as a quarterly meeting of Executive Directors from across the country, proposed quarterly meetings of Board/Commission Chairs, more communications on research and leading practices in the governance of policing, are all meant to fulfill the objectives of serving the needs of members.

I know that 25% seems high but if you factor in all of the reasons above plus the savings of not paying for flights, accommodation and registrations to attend a conference, it should make economic sense.

RG B.5a

If you have any additional questions, please feel free to ask.

Jennifer

Jennifer Malloy, Executive Director

Registered In-House-Lobbyist

Canadian Association of Police Governance

78 George Street, Suite 204, Ottawa, ON K1N5W1



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From: Jassie Ram

Date: Monday, February 22, 2021 at 2:21 PM

To: Sonya Armstrong

Cc: Jennifer Malloy

Subject: RE: 2021 CAPG Membership Renewal

Hello,

The Delta Police Board has approved the below invoice, and I will process it shortly.

However, the Board is requesting to know why the annual membership fee increased by 25% from the previous year. Can you please advise?

Thank you,

Jassie

From: Canadian Association of Police Governance [mailto:conference@capg.ca]

Sent: February 1, 2021 3:30 PM

To: Jassie Ram

Subject: 2021 CAPG Membership Renewal

(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.)

Canadian Association of Police
Governance

INVOICE
#D414

Complete your purchase

Dear Delta Police Board,

Through these unprecedented times, our number one priority remains serving as a strong, national voice and resource for civilian governance of policing in Canada.

As your renewal date approaches, we respectfully ask for your continued support by renewing your membership with us.

Your continued commitment to the Canadian Association of Police Governance enables us to:

- Ensure members have independent access to the information and insights needed to be effective as police governance organizations.
- Advocate for our members by promoting a research and knowledge-based climate and adopting positions to influence public policy through communications with elected officials.
- Spotlight issues and gain visibility for police governance organizations.
- Provide timely communications about issues that impact our members and policing in general.
- Provide resources such as online job postings, an expanded web presence

RG B.5a

through the membership directory, and digital advertising opportunities.

- Offer our webinars, conference and governance summits at an accessible rate.

We will continue focusing on our mission to work collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada – now and in the future.

Thank you again for your commitment and partnership. Our organization is strong because of you. Together, we will tackle the challenges ahead. We look forward to our continued partnership. If there are additional ways we can support your organization during this time, please don't hesitate to contact a member of our staff.

Sincerely,

Jennifer Malloy

Executive Director

Registered In-House-Lobbyist

Canadian Association of Police Governance

[Complete your purchase](#)

or [Visit our store](#)

Order summary

New 2021 Rate Service Size - 251 to 400 × 1		\$2,000.00
<hr/>		
	Subtotal	\$2,000.00
	Shipping	\$0.00
	Taxes	\$0.00
<hr/>		
	Total	\$2,000.00 CAD
<hr/>		

Customer information

Shipping address	Billing address
JASSIE PADDA	JASSIE PADDA
DELTA POLICE DEPARTMENT	DELTA POLICE DEPARTMENT
4455 Clarence Taylor Crescent	4455 Clarence Taylor Crescent
Delta BC V4K 3E1	Delta BC V4K 3E1
Canada	Canada

If you have any questions, reply to this email or contact us at conference@capg.ca

■

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Metro Vancouver Crime Stoppers
3585 Graveley Street
Vancouver, BC V5K 5J5

December 14th, 2020

Delta Police Department
Attn: Chief Neil Dubord
4455 Clarence Taylor Crescent
Delta, BC. V4K 3E2

Dear Chief Neil Dubord

RE: 2021 Metro Vancouver Crime Stoppers Services for the Delta Police Department

Metro Vancouver Crime Stoppers ("Crime Stoppers") greatly appreciates the ongoing financial commitment from the Delta Police Department.

Metro Vancouver Crime Stoppers is a non-profit society that receives anonymous tip information about criminal activity 24 hours a day / 7 days a week and provides it to law enforcement and government agencies in communities from Powell River through to Boston Bar. This has led to more than 8,500 successful arrests and half a billion dollars in the seizure of drugs and property since the inception of our Crime Stoppers programs.

I have enclosed an invoice for your jurisdiction's funding assessment for 2021; Delta Police Department along with other communities served by Crime Stoppers, share in the expenses to operate the program. The funding assessment is based on each jurisdiction's population. Your continued support is needed in 2021 so that services can be maintained at the levels required for investigators. An effective anonymous tip can reduce investigation time and expenses incurred from additional investigative resources.

The following are examples of other initiatives that Metro Vancouver Crime Stoppers offers in addition to our anonymous tip line.

Multilingual Translation Services

Metro Vancouver Crime Stoppers provides multilingual translation services for the citizens of Delta and other Metro Vancouver communities. Tips can be taken in as many as 115 different languages.

British Columbia Anti-Gang Crime Anonymous Tip and Reward Program

Crime Stoppers operates British Columbia's Anti-Gang Crime Tip and Reward program. Having taken on this responsibility at the request of the Ministry of Public Safety and Solicitor General, it has resulted in significant increases in the number of gang activity tips received and forwarded on to investigators, as well as the seizure of a significant number of illegal guns and arrests of gang members.

Crime Stoppers Programs

In addition to our anonymous tip line, we offer specialized programs. To date, the Crime Stoppers School Program has reached over 42,000 students and the First Nations Program has reached out to 74 First Nations bands. In 2019, we launched an elder abuse program and a program targeted at new immigrants so that they are familiar with the various options of reporting suspected criminal activity.

- The “See Something, Say Something” School Safety Presentation is a program that was established in April 2014 and to date nearly 42,000 students have participated in the program. This Program allows students in Grade 8 and 10, including those that are vulnerable such as new immigrants who are not familiar with our Canadian culture and laws, the opportunity to know how to anonymously report suspected criminal activity around gangs, illegal guns, drugs, violence, domestic assault, theft, exploitation, vandalism and all manners of bullying and cyberbullying in their school and communities. While students may be vulnerable and impressionable, they are active community members that play a role in keeping their communities safe. These communities are affected by the violence from youth gangs and their families unwittingly touched by various forms of bullying and criminal activity. Metro Vancouver Crime Stoppers hope that students attending these workshops or school assemblies may now feel comfortable to enter follow up discussions with their parents, siblings and mentors to know when and who to reach out to. As a community, we want children to open up about what is happening in their surroundings or affecting themselves personally. It is important that the students have a source to report anonymous tips on gangs and illegal guns while feeling safe in doing so. We also reinforce resources and provide contacts they have on school property and in their community.
- Metro Vancouver Crime Stoppers (“MVCS”) project is a harm reduction model and called “First Nations Crime Stoppers Program, building a Healthy and Safe Community” and is intended to strengthen inter-agency collaboration and information-sharing to address existing crime issues and health and safety issues within the First Nations Communities (“FNCs”). It will increase the capacity to identify priority/critical crime issues and is designed to identify, contain and reduce any unreported existing crime problems in the FNCs. It is Crime Stoppers' goal, through this partnership to educate youth and the FNCs by providing them with an outlet of how and where they may safely and anonymously report what they know. The challenge is to engage with aboriginal youth to establish a “someone is watching” sensibility in their community and to seek long term solutions to FNCs involving drug and alcohol related issues, mental and physical health and culture.
- The “See Something, Say Something” Elder Abuse Awareness program is a collaboration between Metro Vancouver Crime Stoppers, Seniors Housing and support agencies and the Police. The objective to broaden awareness, obtain help for the elder facing abuse and to stop the abuse. The initiative is designed to provide seniors with a safe and anonymous method to report what they know about suspected criminal or abusive behavior. Due to the personal nature of these offenses, older people are often too ashamed, embarrassed and fearful of



Metro Vancouver Crime Stoppers
3585 Graveley Street
Vancouver, BC V5K 5J5

retaliation to report it directly to police or persons of authority. In addition, the Metro Vancouver area is home to many new immigrant families, which may result in language and cultural barriers preventing immigrant senior adults from reporting crime. Research suggests that in order to address these issues, it is important to educate seniors and give them a voice in the community. This program will address the need to expand awareness of elder abuse, including financial abuse, domestic violence, bullying, and fraud. Seniors will be able to understand boundaries of consent and illegal behaviour and what to do if consent is breached and the options for reporting it. Seniors will be able to understand boundaries of consent and illegal behaviour and what to do if consent is breached. They will be equipped to identify resources that are available to individuals who are witness to or who are victimized by abusive or illegal behaviour.

Attached you will find your jurisdiction's invoice for 2021 funding; expedited payment is greatly appreciated. A member of the MVCS team will be reaching out to your Chief of Police over the coming days to schedule a meeting to review Delta Police Department year-end stat report for late January.

If you require any other information, please do not hesitate to contact me at lannis@solvecrime.ca or by telephone at 604-717-3372.

Best regards,

Linda Annis
Executive Director
Metro Vancouver Crime Stoppers

December 14th, 2020

2021 INVOICE

This is your jurisdiction's pro-rated share of annual funding for Metro Vancouver Crime Stoppers.

Jurisdiction: Delta Police Department

2021 Assessment: \$14,600.00

Metro Vancouver Crime Stoppers is dedicated to assisting investigative agencies in solving crime through its public awareness programs and the provision of the 24 hour anonymous TIPS line.

Please issue your payment to "Metro Vancouver Crime Stoppers Association" at 3585 Graveley Street, Vancouver British Columbia, V5K 5J5

Thank you for your continued support,



Linda Annis
Executive Director
Metro Vancouver Crime Stoppers

Jassie Ram

From: Couper, Julia PSSG:EX
Sent: February 25, 2021 10:03 AM
To:

Cc: Jassie Ram
Subject: Delta Police Board Notice of Position

(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 Morning,

Please be advised that the Delta Police Board Notice of Position is live on the Crown Agencies and Board Resourcing Office (CABRO) website and can be found here: [Delta Police Board](#). Interested candidates have until March 25, 2021 to apply. We ask that you please disseminate this information to your community contacts or social media (Twitter, Facebook, Instagram, etc) and feel free to post to the municipal and department websites. Ultimately, the goal is to expand the reach of the posting in your community.

If you have any questions or concerns, please do not hesitate to contact me directly.

Thank you,

Julia Couper
Program Coordinator
Indigenous Policing & Police Governan
Policing and Security Branch
Ministry of Public Safety and Solicitor General

Notice of Position

[Apply](#)

▼ Information

Job Title

1-Provincial Member - Delta Resident

Job Id

J-0049

Name Of Organization

Police Board - Delta

Posted Date

2021-02-25

Closing Date

2021-03-26

FOIPPA

Freedom of Information and Protection of Privacy Act (FOIPPA) – The personal information on this form is collected for the purpose of administering a variety of statutes that authorize the appointment of individuals to public sector organizations under the authority of section 26(c) of the FOIPPA. Information on the authority for a specific appointment is available on request. All information provided to us will be considered as supplied in confidence. Under certain circumstances some information may be released subject to the provisions of the FOIPPA. The Crown Agencies and Board Resourcing Office is the office of record for this form. Questions about the collection or use of this information can be directed to the Crown Agencies and Board Resourcing Office's Analyst by email at abc@gov.bc.ca, by telephone at 778 974-6330 or by mail PO Box 9416 Stn Prov Govt, Victoria, BC V8W 9V1

▼ Business and Structure

Business and Structure

There are 11 municipal police departments in British Columbia serving the following communities: Abbotsford, Delta, Central Saanich, Nelson, New Westminster, Oak Bay, Port Moody, Saanich, Vancouver, Victoria and Esquimalt, and West Vancouver. (As of February 2020, the City of Surrey is in a transition from an RCMP to a municipal police department model.)

The *Police Act* requires each municipal police department to have a board consisting of:

- The mayor who acts as board chair
- One person appointed by the municipal council
- Up to seven people appointed by the province

The appointment criteria and process allows municipal governments to contribute to the makeup of their police board while also distancing the boards from regular council operations. This ensures independence which is fundamental to policing in a free and democratic society.

For further information, please visit the [Delta Police Board \(https://deltapolice.ca/delta-police-board/\)](https://deltapolice.ca/delta-police-board/) website.

▼ Strategic Direction

Strategic Direction

Under the *Police Act* (http://www.bclaws.ca/civix/document/id/complete/statreg/96367_01#part5), municipal police boards are required each year to determine the priorities, goals, and objectives of the department, in consultation with the Chief Constable.

Police organizations today face challenges and difficult decisions resulting from three major factors: increasing service expectations, more sophisticated criminal activity, and limited financial and human resources.

Please check the [Delta Police Department \(https://deltapolice.ca/\)](https://deltapolice.ca/) website for information on their Strategic Plan.

▼ Vacant Position(s)

Experience and Qualifications

While previous experience as a director is not required, it is important that candidates for positions understand the roles and responsibilities of a member of a board and have the necessary experience and demonstrated skills to enable them to contribute to board decision-making and oversight.

Part of the organization's commitment to good governance includes the provision of a comprehensive orientation for new board members and ongoing professional development for new members.

Diversity and Inclusion

People from all regions of our province are invited to help renew B.C.'s public sector boards. Consideration will be given to qualified individuals with a broad range of backgrounds in community, labour and business environments. The selection process will recognize lived experience and volunteer roles as well as paid employment and academic achievements.

To support strong boards that reflect the diversity of our province, women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity in public sector board appointments are encouraged to put their names forward for appointments.

Competencies/Attributes

In June 2021, there will be one provincial vacancy on the Board. The following are the attributes sought for this position:

- Governance Expertise;
- Accounting Expertise;
- Human Resources Expertise;
- Financial Expertise;
- Cyber Security Expertise;
- Technology Expertise;
- Knowledge of Government and the Public Sector environment.

Competencies

Collectively, the Board should comprise the following core competencies:

- operational or technical expertise relevant to the operation of the organization including:
 - o strategic management and organizational change,
 - o operations,
 - o internal control and accounting,
 - o technology,
 - o communications,
 - o public sector administration,
 - o human resources,
 - o labour relations, and
 - o risk management.
- financial expertise;
- legal expertise;
- knowledge of government and the public sector environment;

RG B.5c

- knowledge of current and emerging issues affecting the organization and its industry or sector; and
- knowledge of the community served by the organization.

Time Commitment

Members should be available to meet on monthly basis and commit up to 10 hours a month to fulfil board duties. Normally, the Board meets on the 3rd Wednesday of every month at 9am, at the Delta City Hall (4500 Clarence Taylor Crescent). Members may also sit on committees or panels, as needed, in order to deal with specific issues as they arise.

Term

Under subsection 24(2)(a) of the Police Act (http://www.bclaws.ca/civix/document/id/complete/statreg/96367_01#section24) a person appointed to a municipal police board under section 23 holds office for a term, not longer than four years, that the Lieutenant Governor in Council determines. Under subsection 24(3) of the Act, members are limited to a term of six consecutive years.

New Board members are appointed to one-year initial terms to assess their fit and suitability.

Compensation

Board members are volunteers. Members of the Delta Police Board are eligible to receive a meeting per diem in accordance with the guidelines established by the Delta Police Board and contained in Appendix C of the Delta Police Board Manual. (<https://deltapolice.ca/wp-content/uploads/2018/06/Delta-Police-Board-Manual-June-2018.pdf>).

Additionally, members are reimbursed for any reasonable travelling and other out-of-pocket expenses incurred in discharging duties as a board member.

Personal Attributes

All directors should possess the following personal attributes:

- high ethical standards and integrity in professional and personal dealings;
- appreciation of the responsibilities to the public;
- able and willing to raise potentially controversial issues in a manner that encourages dialogue;
- flexible, responsive and willing to consider others' opinions;
- capable of a wide perspective on issues;
- ability to listen and work as a team member;
- no direct or indirect conflict of interest with the member's responsibility to the organization;
- strong reasoning skills;
- able and willing to fulfill time commitment required to carry out responsibilities;
- may include personal attributes relevant to organization; and
- commitment to continuous learning about the organization and the relevant sector or industry

Region**Click here for a map**

https://www150.statcan.gc.ca/n1/pub/82-402-x/2015002/maps-cartes/rm-cr/bc_ref_11_2015-eng.gif (https://www150.statcan.gc.ca/n1/pub/82-402-x/2015002/maps-cartes/rm-cr/bc_ref_11_2015-eng.gif).

Min Pay**Max Pay**

✓ Governance Structure

Governance Structure

Police boards in British Columbia operate independently from municipal council and the Provincial Government. Under their mandate, municipal police boards have four main governance functions as follows:

- Establish the municipal police department (including hiring the Chief Constable);
- Provide primary financial oversight for the municipal police department;
- Establishes policies and directions for the municipal police department; and
- Manage aspects of misconduct, complaints, investigations, discipline and proceedings.

✓ Board Responsibilities and Accountabilities

Role

The role of the board is to oversee the provision of police services, including law enforcement and crime prevention. In short, police boards act as conduit between the community and the police.

Specifically, police board policy functions include the following:

- (a) Establishes policies for the effective management of the police service;
- (b) Outlining results policies and values for the service to adhere;
- (c) Developing the annual department priorities, goals and objectives in consultation with the Chief Constable;
- (d) Approves capital and operating budget prior to submission to the city council; and
- (e) Clarifying board/staff relationships including the appointment of the Chief Constable other constables and civilian employee;
- (f) Making rules, guidelines and policies for the administration of the police service, and for the efficient discharge of duties by municipal constables.

The Chief Constable is responsible for daily policing and other operational matters. The Police Act stipulates that the board shall not direct the Chief of Police with respect to the day to day operations of the police service.

Responsibilities

Each police board is mandated to establish and operate a police department in their municipality responsible for enforcing bylaws and criminal and provincial laws, maintaining order and preventing crime.

A police board sets the priorities, goals and objectives for its police department and develops the annual police department budget. The police board is responsible for service and policy complaints related to its police department. The board strives for a fair and responsive interaction between police and the community.

The goal of the province and the municipalities is to have police boards that reflect community demographics and that consist of qualified people who have shown they can act in the best public interest.

Accountabilities

Municipal police boards are accountable to the following groups:

To the community that they serve: Board members should develop mechanisms to acquire information and input from the community. Feedback could be sought on such items as:

- what the policing issues are;
- how well the police are carrying out their duties; and
- what changes citizens feel are needed in response to changing circumstances.

Board meetings are open to the public except for “in-camera” items.

To the police department: Through senior management, board members should inform sworn-in and civilian staff of what is expected of them and what the community wants them to accomplish. They must also act as a buffer to ensure that the police are not subject to political interference.

To the Ministry of Public Safety and Solicitor General: Board members need to ensure that they exchange information with ministry officials on a timely basis and that they fulfil all requirements for reporting and information-sharing established under the Police Act. This includes filing of rules and minutes of board meetings with the Director, which enables the board's decisions to be enforced.

To other oversight and coordination bodies: Such as the Office of the Police Complaint Commissioner, which enables the board to work collaboratively and more effectively for their departments and communities.

✓ Board Composition

Board Composition

The individuals who make up the Board should, collectively, have the necessary personal attributes and competencies required to:

- add value and provide support for management in establishing strategy and reviewing risks and opportunities;
- effectively monitor the performance of management and the organization; and
- account for the performance of the organization.

✓ Members

List of Current Members

Name	First Appointed	Term Expiry
His Worship George Harvie (Chair)	Statute	At Pleasure
Ms. Karen Hossack	2018-10-05	2021-06-30
Mr. Peter Buxton	2015-05-01	2021-06-30 (max)
Ms. Angela Kaiser	2016-06-30	2022-06-30
Mr. Gurleen Sahota	2018-10-05	2022-06-30
Ms. Antonina (Annette) Garm	2018-10-05	2022-06-30
Mr. Ken Baird	2020-04-03	2021-06-30
Mr. Firth Bateman	2019-07-08	2022-06-20

Senior Executives (if applicable)

-

✓ Process for Submitting Expressions of Interest

Submitting Expressions of Interest

You may submit an Expression of Interest in serving on this board by clicking on the "Apply" button at the top of this page. For more information on the board, refer to the [Directory of Organizations](https://www.bcpublicsectorboardapplications.gov.bc.ca/s/directoryofagencies) (<https://www.bcpublicsectorboardapplications.gov.bc.ca/s/directoryofagencies>) website. For information on the Crown

Agencies and Board Resourcing Office (CABRO) refer to [CABRO](https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/central-government-agencies/crown-agencies-and-board-resourcing-office) (<https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/central-government-agencies/crown-agencies-and-board-resourcing-office>) website.

▼ **British Columbia Guidelines**

British Columbia Guidelines

Appointments to British Columbia's public sector organizations are governed by written [general conduct guidelines](https://www2.gov.bc.ca/gov/content/bcpublicsectorboardapplications/learn/board-member-information) (<https://www2.gov.bc.ca/gov/content/bcpublicsectorboardapplications/learn/board-member-information>).

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[Crown Agencies and Board Resourcing Office Website](https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/central-government-agencies/crown-agencies-and-board-resourcing-office) (<https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/central-government-agencies/crown-agencies-and-board-resourcing-office>)

DELTA POLICE BOARD**REGULAR - Action Document***Note: shaded items will be removed after one circulation*

Action Item	Meeting Date	Assigned to	Status
B.2 Crime Stats and Maps Provide a report on cybercrime (types etc.) being reported to DPD.	Jan 20, 2021	Staff	Completed. Included in the March 2021 agenda.
C.1 Welcoming DPD's Deputy Chiefs Arrange for both DCs to meet City Council	Jan 20, 2021	Staff	Removed for now as on hold as per request from Mayor's Office.
E.1 CAPG Membership Renewal Staff to follow up with CAPG re: the increase and to pay the invoice.	Feb. 17, 2021	Staff	Complete. Response included in March 2021 agenda package.
F.2 Delta Police Board Education Proposal Modify education proposal and bring to the Board at a future meeting.	Feb. 17, 2021	Staff Annette	Complete. Updated proposal included in March 2021 agenda package.

**Delta Police Department
BOARD REPORT
Regular Meeting**



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

Date: **March 8, 2021**

Overview of the Delta Police Department's Community Policing Model

▪ **RECOMMENDATION:**

A. THAT the Delta Police Board receive this report for information.

▪ **PURPOSE:**

To provide a high-level overview of the Delta Police Department's (DPD) community policing philosophy and model.

▪ **DISCUSSION:**

The Delta Police Department's community policing (DPD CP) model is grounded in the "*No Call too Small*" philosophy with a community-centered approach. The DPD proactively seeks to build relationships and partnerships with the public and stakeholders to problem-solve collaboratively. The foundation of the DPD CP model is that all public safety concerns are handled in a problem-orientated and data-driven manner. This approach focuses on connecting the DPD with the community in ways that effectively respond to crime and public safety issues, preventing them from becoming a larger issue. The connection with the community and understanding of community concerns are developed through the Delta Service Enhancement Plan (DSEP) and various prevention, enforcement and outreach programs developed as a result of strategic planning process. The strategic planning for the 2021-2025 period is underway.

Delta Service Enhancement Plan (DSEP)

The Delta Service Enhancement Plan (DSEP) is the system of delivery of DPD's client-centered service model. DSEP is a deployment model that increases police visibility, creates greater geographic ownership, and allows officers to address neighborhood concerns in partnership with the citizens. DSEP focuses on integrating the District Community Policing Offices (DCPO's) into day-to-day operations. The District Liaison Officer (DLO) serves as a primary resource for the DPD District Commander and Zone Officers. The DLO supports officers' proactive time through community engagement and problem-solving activities. The zone ownership and DLO model are where relationship building, intelligence gathering, and operations intersect to advance the DPD's capacity to serve the community.

DSEP further utilizes the Directed Activity Response System (DARS), a platform that assigns tasks for officers' proactive time directing them to problems and areas of concerns in the community. DARS enables officers to communicate with one another in real-time, while problem-solving community issues. For example, take a neighbourhood concern about vehicles

speeding in the area; officers would be directed through DARS to spend time and share/document observations in DARS for the DPD to determine whether further action and follow up is necessary. Additionally, DARS allows officers to access crime maps and other features allowing them to conduct extra patrols in areas of concern. DARS increases the efficiency, effectiveness, and ultimately, officer accountability in serving the community.

Furthermore, as part of DSEP, the DPD has created a system to standardize how officers interact with the community, to ensure consistency and fairness in service. The identified service standards of contact are depicted in the GLAD acronym: Greet, Listen, Action, and Disposition. An online survey and random outreach via phone calls is conducted to evaluate customer service levels as per the GLAD principle. Findings of the outreach efforts indicate that customer service satisfaction with DPD officers is in the 90% range.

As part of DSEP, the DPD measures its community policing approach by having weekly reviews of community concerns, and crime trends, at a Tactical Management Team (TMT) meeting. Concerns are evaluated, prioritized, and resources are deployed to address the problem, again utilizing the DARS and zone ownership model of DSEP.

Community Policing Crime Prevention Strategy

The DPD's principles of crime prevention, outreach and enforcement are actioned through the following pillars: engagement, environment, education and enforcement. The four priorities, as identified through the previous strategic planning process involving consultations with the community and stakeholders and guided by the current Community Safety Plan are:

- 1) Youth
- 2) Community Safety
- 3) Road Safety
- 4) Vulnerable Persons

Youth Outreach

DPD's Community Services Section is responsible for the youth portfolio. Six School Liaison Officers (SLOs) and two Youth Liaison Officers oversee various programs connecting youth with community services. Education platforms are designed to inform families about cannabis use and vaping, fentanyl, drug addiction, and the risks of bullying and cyber-crime within digital platforms. Various levels of counseling are available upon referral for low, medium, and high-risk youth. Partnerships with the Delta School District (DSD), the City of Delta, and various counseling services provide trauma and family-focused therapy, where required.

Additionally, the youth program includes a social justice platform tied to Indigenous youth both within the Tsawwassen First Nation (TFN) and the City of Delta. The goal of the platform is to seek alternate measures to criminal sanctions, restoring community connection and healing.

The DPD is actively engaged in proactive outreach to create positive influences with youth in the community. Proactive outreach activities include zone officers dropping by during school breaks in the as part of the Adopt-a-School program, DCPO volunteers and officers participating in afterschool drop-in programs such as Yo Bro. Additionally, the DPD, with assistance from the Delta Police Foundation, supports several youth events annually, including 3-3 basketball, student police academy, youth soccer camp, and youth leadership workshops, focusing on outreach and engagement to create positive relationships and healthy youth.

Community Safety Programs – Community Collaboration

Community safety is a shared responsibility and requires citizens' engagement and support. The District Community Police Offices (DCPOs) are crucial to community engagement and public awareness efforts. DCPOs allow the District Liaison Officers (DLOs) and hundreds of civilian volunteers to deliver numerous crime safety, reduction and prevention programs.

Some examples of crime prevention, reduction and safety programs include:

- Community Crime Watch (CCW) and Block Watch Programs: provides citizens the opportunity to directly participate in being the "eyes and ears" for public safety.
- Inadmissible Patrons Program: an anti-gang violence initiative, provides proactive support to the community's licensed establishments, contributing to a safe environment for patrons and staff.
- Garage 529 Anti-Bike Theft: the world's largest bike registry and recovery system. Registration is provided by the DPD for local residents.
- Speed Watch: DPD volunteers utilize a speed reader board roadside as a visual reminder to drivers of the posted speed limit.
- Lockout Auto Crime: education campaigns to prevent theft from vehicles.

An extensive list of all community safety programs can be found at the following link:

<https://deltapolice.ca/community-services/various-community-services/>

Road Safety Programs

Road safety is a top priority for the community, and partnerships with the City of Delta Engineering and ICBC contribute to changing driver behavior through education, enforcement, and engineering efforts. The DPD's Traffic Strategy provides a data-driven approach to road safety by targeting high-risk collision locations by utilizing collision data. Additionally, there is a strong proactive enforcement focus on the high-risk driving behaviors of impaired and distracted driving. DPD has various Traffic Enforcement Priorities (TEPs) including those addressing traffic safety concerns reported by concerned residents in certain neighbourhoods.

The DPD participates in the Delta Transportation Technical Committee (TTC), a partnership of the City of Delta Engineering, Ministry of Transportation and Infrastructure (MoTI), Delta School District, and other relevant stakeholders. The group conducts monthly reviews of community concerns, school safety, collision, and road use data. This collaboration allows for constructive dialogue and tangible solutions to improve road safety for pedestrians, bicycles, and vehicles.

Vulnerable Person Outreach

Various people within Delta are more vulnerable to crime and abuse than the general public. They include seniors, the homeless, and those suffering from mental health and addiction issues. The DPD recognizes crime prevention cannot occur without successful partnerships with community groups and government health authorities to address these social issues. This is an area where the DPD is consistently looking to expand partnerships and collaboration.

Mental Health Unit

The DPD has a dedicated Mental Health Unit (MHU) designed to provide the community with a higher level of specialized police service, where required. Through collaboration with community agencies, most notably a partnership with Fraser Health Authority, MHU provides continuity of care for individuals who are dealing with mental health issues. Members of MHU dedicate much of their time to assisting individuals in crisis, supporting families of those who have mental health or substance use issues, and problem-solving with various agencies to provide resolutions for those in crisis. MHU additionally supports the Patrol Section by utilizing

partnerships and strategies to provide resolutions for high-resource-using individuals. The goal of MHU is to improve service to the individuals in need, by connecting them to appropriate resources, often through the health system and community partnerships.

The DPD is currently in the process of evaluating its mental health strategy to determine the nature of current community demands and options for alternative response approaches.

Seniors Outreach

The DPD works closely with Delta Senior's Advocate on education and engagement efforts for seniors groups. The senior's program promotes outreach from social interactions with drop-ins and crime prevention presentations focused on fraud and elder abuse. This training is also encouraged to seniors' family support systems.

Homeless Outreach

The DPD works closely with the City of Delta Social Planner to address homelessness issues. When a report of someone in need of shelter is received, the DPD collaborates with partners, including Options BC, to locate a suitable shelter. The program's goal is to follow a "Zero-Functional Homelessness" practice by providing shelter to people within 30 days of report.

Addiction Outreach – Opioid Crisis

The DPD participates on the Overdose Committee Action Team (OCAT) comprised of Fraser Health Authority, Deltassist, MCFD, Delta School District, DPD, and other stakeholders. The Fraser Health Authority collaborates with necessary partners to advance care in the community through medical practices, education, and awareness. The DPD has also been proactive in responding to the opioid crisis by providing frontline officers with Naloxone to intervene in overdose situations where medical responders are not present.

Outreach within a Diverse Community

The DPD recognizes the importance of engaging with its diverse communities and ensuring its officers have cultural based training including a general understanding of the various cultures and groups they serve in the community.

Tsawwassen First Nations

The DPD provides culturally sensitive policing service to the Tsawwassen First Nations (TFN) community. A key aspect in policing on TFN is building relationships and trust and eliminating barriers to historical discriminatory practices. The DPD trains all of its officers in trauma-informed practices, reconciliation efforts, background related to residential schools, and culture-specific practices within Missing and Murdered Indigenous Women and Girls. The DPD TFN Liaison serves as a cultural liaison working closely with TFN social services to provide a harm reduction policing approach in addition to the DPD's Tsawwassen First Nations Service Team.

Multi-Cultural Outreach

The DPD is actively engaged with the Delta faith-based communities. Officers, as per their zone ownership assignments and with support from the District Liaison Officers (DLOs) conduct outreach with the Islamic Mosque, Sikh Temple, Hindu Temple, and Christian churches. Some of joint initiatives have included partnering with faith-based groups to welcome new refugees as well as participation in youth forums. The DPD actively collaborates with the Delta School District in conducting information sessions to new immigrants on Canadian laws, the rights of victims, and the police role.

In October 2020, the DPD established the Equity, Diversity, and Inclusion Unit (EDIU) to centralize ongoing efforts throughout the DPD to engage with Delta's diverse community groups. The goal is to provide equitable service to all regardless of an individual's background. This approach applies to community service, hiring practices, and internal growth and opportunity. Working under the Office of the Chief Constable's direct guidance, the EDIU has a working lens on community events, needs, departmental training, and policy development. The DPD has scheduled an audit of its practices and policies by Veza Consulting later in 2021, to ensure the organization is in alignment with the vision of Equity, Diversity and Inclusion Unit

Community Fundraising and Engagement Initiatives

The DPD recognizes the importance of giving back to the community and has been actively involved in several charitable organizations, including Cops for Cancer, Special Olympics British Columbia, and the International Law Enforcement Torch Run. For many years, the DPD has proudly supported hosting events and raised public awareness of child cancer-related illnesses and special needs athletes. The DPD has successfully raised tens of thousands of dollars for cancer research and empowered the special athletes to compete and grow through the power of sport.

▪ **IMPLICATIONS:**

There are no financial implications for this report.

▪ **RELATED POLICY:**

There is no policy related to this report.

▪ **CONCLUSION:**

The DPD remains dedicated to its community policing philosophy of “*No Call too Small*” but continues to be adaptable to meet the needs of Delta’s diverse and growing community. The DPD will continue its commitment to building and sustaining relationships with its residents to achieve a safe and healthy community and provide excellence in policing. The DPD recognizes that many of the societal issues facing our community are not able to be resolved through enforcement and will require collaboration with partners and government agencies and remains committed to working with our partners in serving the community.

▪ **ATTACHMENT:**

A. List of Acronyms and Descriptions

Respectfully Submitted:



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



List of Acronyms and Descriptions

CCW	Community Crime Watch program
DPD CP Model	Delta Department Community Policing Model
DARS	Directed Activity Response System. A platform that assigns tasks to officers for proactive time directing them to problems and areas of concerns in the community..
DCPO	District Community Police Offices
DLO	District Liaison Officers
DSD	Delta School District
DSEP	Delta Service Enhancement Plan. System of delivery of DPD's client-centered service model. A deployment model that increases police visibility, creates greater geographic ownership and allows officers to address neighbourhood concerns in partnership with citizens.
EDIU	Equity, Diversity and Inclusion Unit. Aims to centralize ongoing efforts throughout the DPD to engage with Delta's diverse community groups.
GLAD	Greet, Listen, Action and Disposition. DPD's identified service standard of officer contact with the public.
MHU	Mental Health Unit
OACT	Overdose Committee Action Team. Comprised of Fraser Health Authority, Deltassist, MCFD, Delta School District, DPD, and other stakeholders.
SLO	School Liaison Officers
TEP	Traffic Enforcement Priority
TFN	Tsawwassen First Nation
TMT meeting	Tactical Management Team Meeting. Timely and weekly reviews of community concerns, from citizen concerns to crime trends where concerns are evaluated, prioritized and resources are deployed to address concerns.
TTC	Transportation Technical Committee. A partnership of the City of Delta Engineering, Ministry of Transportation and Infrastructure (MoTI), Delta School District, and other relevant stakeholders that conducts monthly reviews of community concerns, school safety, collision, and road use data to improve road, bike and pedestrian safety.

Delta Police Department BOARD REPORT Regular Meeting



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

Date: **March 3, 2021**

2020 DPD Cybercrime Report and Strategy

▪ **RECOMMENDATION:**

THAT the Delta Police Board receives this report for information.

▪ **PURPOSE:**

To inform the Board on the Delta Police Department's (DPD) Cybercrime Strategy and provide statistical information on cybercrime reports received by the DPD in 2020.

▪ **DISCUSSION:**

DPD Cybercrime Unit & Strategy

Over the past few years, cybercrime has become a common threat globally. Cybercrime has been further compounded by the COVID-19 pandemic, which moved additional Canadians to the virtual space for daily functions, such as working, banking and shopping. This trend leaves more Canadians susceptible to cybercriminals as more data is available for cybercriminals. Statistics Canada has reported that, 42% of Canadians have experienced at least one type of cyber security incident since the beginning of the pandemic in 2020. ¹

In response to this evolving phenomenon, the DPD created a Cybercrime Constable Position In 2020. Later, the DPD Cybercrime Unit was established. The DPD has not lost sight on exploring opportunities to integrate with our partners in the area of cybercrime in the future.

Currently, the DPD Cybercrime Unit is comprised of two (2) sworn police officers supported by two (2) police staff analysts. The DPD Cybercrime Strategy (Attachment A) has 3 foundational pillars:

- Education & Prevention
- Enforcement
- Partnerships

The DPD's Cybercrime Strategy is to prevent or investigate crimes where computers/electronic devices are used to commit offences and/or are targets of criminal activity

Cybercrime Reports in Delta

In 2020, the DPD received **384 cybercrime related reports**. There was a total **financial loss of \$3,681,694**. This figure would have been double but fortunately, the DPD's Cybercrime Unit,

¹ <https://www150.statcan.gc.ca/n1/daily-quotidien/201014/dq201014a-eng.htm>

with the assistance of their partnerships was able to intervene and prevent the loss of \$3 million in one of the reports. Payments for the financial loss were made primarily through various gift cards (32%) such as Google Play Store and iTunes and e-transfers (16%).

In actuality, the abovementioned reports (384) and dollar figure amount (\$3,684,694) is estimated to be larger as much of the cybercrime is underreported to police.

The DPD saw a 19% increase in cybercrime reports in 2020, compared to 2020.

This increase can potentially be accredited to both additional reporting and the overall trend of the increase in cybercrime.

In addition to underreporting, the advancement of technology creates challenges, allowing fraudsters to remain anonymous and untraceable. This makes it difficult for police to investigate the files and pursue charges. Nonetheless, the DPD was able to **identify suspects in 111 files (29%)** and **charges were approved in 14 of the files**. Additionally, nine (9) cybercrime files in 2020 reported to have involvement with an overseas company/person(s).

Top 10 Calls for Service (Reports)

Cybercrime is complex and various types of scams exist. Citizens of all ages and genders were complainants in the reports (58% females, 42% males). The most represented (49%) age group in the reports was adults aged 26 to 55 years, followed by those older than 55 years of age (27% of the reports). The top 10 cybercrime reports made to DPD are presented in Chart 1.2.

Frauds of various types made up 43% of the reports made to DPD, including:

- Phishing emails and calls (a fraudulent phone call or e-mail utilized to trick the victim into sharing personal and/or banking information).
- Craigslist ads (concert ticket sales and rental property deposits via e-transfers)
- Canada Revenue Agency scams taking payments via gift cards
- Other scams requiring payment via gift cards (i.e. Google Play) and/or bitcoins
- Funds being diverted and accepted by a third party (e-transfer frauds)
- Online dating scams and extortion (following sharing of intimate images online)

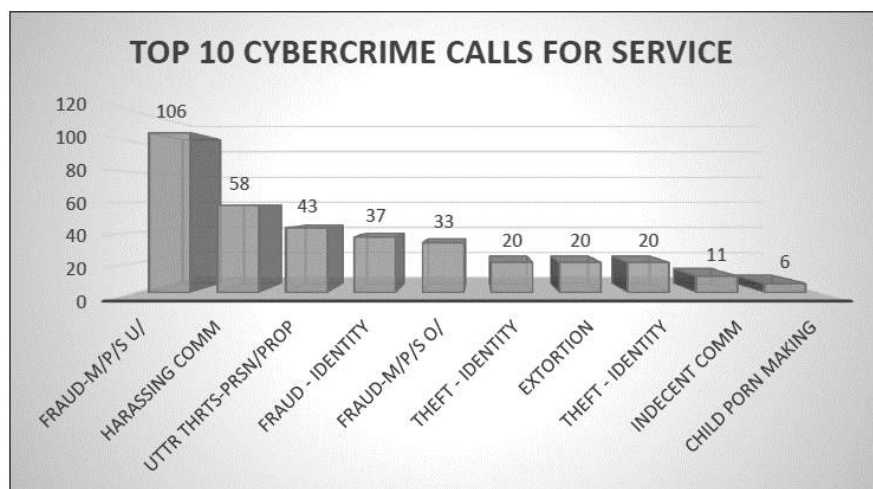


Chart 1.2 – Top 10 Cybercrime Calls for Service (Reports)²

² Fraud – M/P/S U/ = Fraud – Money/Property/Security Under \$5,000

Fraud – M/P/S O/ = Fraud - Money/Property/Security Over \$5,000

Other highlights from the Top 10 Reports include:

- Harassing Communications
 - 41% of the harassing communications were text messages where the complainants/victims knew the individual that was sending the communication (96%).
- Identity fraud
 - In 37% of the reports, the complainant/victim released personal information to fraudsters.
- Utter threats
 - 47% of the indecent communications were text messages by individuals known to the complainant/victim (76%).
- Indecent communications
 - 60% of the indecent communications were through phone calls by strangers (70%).
 - 90% of the complainants/victims were females.

▪ **IMPLICATIONS:**

There was a total financial loss of \$3,681,694 due to cybercrime reported to the Delta Police Department in 2020.

▪ **CONCLUSION:**

The DPD Cybercrime Unit has been an effective resource for the DPD in addressing the increasing cybercrime problem. The Cybercrime Strategy will continue to focus on ongoing education, investigation, mitigation initiatives in addition to enhancing partnerships to combat the impacts of cybercrime with the following considerations:

▪ **ATTACHMENTS:**

- A. DPD Cybercrime Strategy Infographic
- B. DPD 2020 Cybercrime Reports Graphs

Respectfully Submitted:

A handwritten signature in blue ink, appearing to read 'Neil Dubord', enclosed within a blue circular scribble.

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

DELTA POLICE

CYBERCRIME STRATEGY

THE MANDATE OF THE CYBERCRIME UNIT IS TO PREVENT OR INVESTIGATE CRIMES WHERE COMPUTERS/DEVICES ARE:



Used as means
to commit an
offence



Targets of
criminal activity



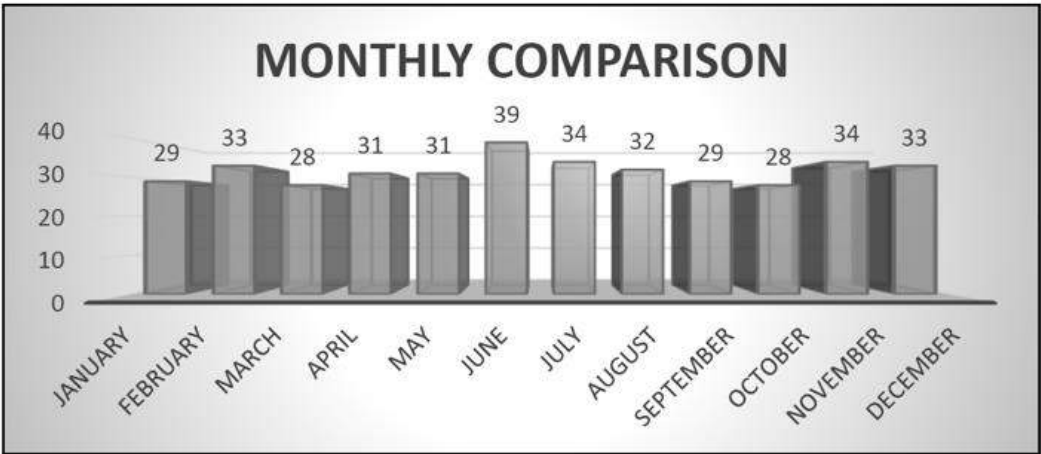
- The Cybercrime Unit is comprised of Sworn Police Officers and Civillian analysts.
- The cybercrime Unit will focus on our community, but through our partnerships, their reach can be international.



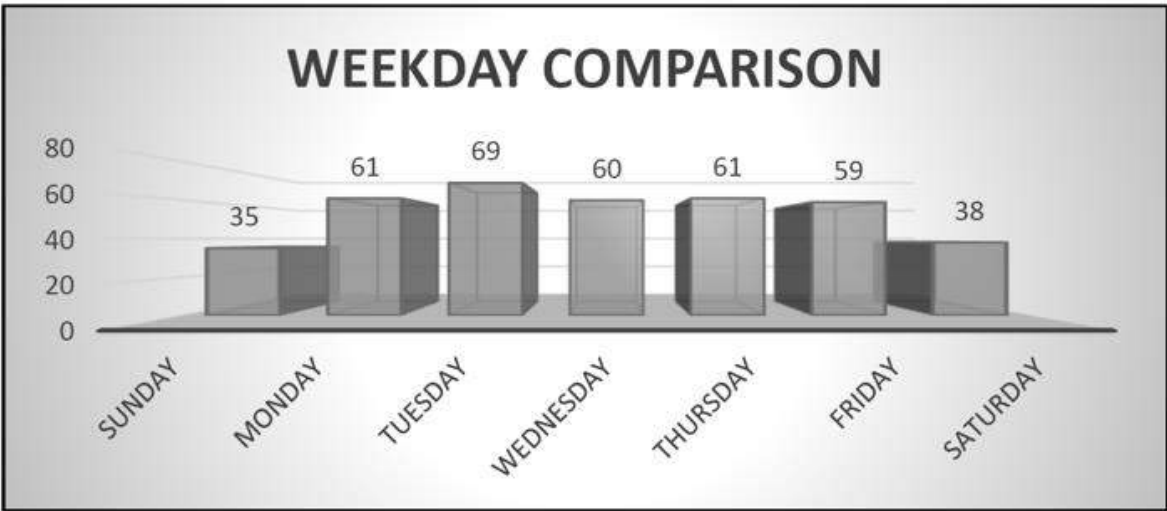
THE CYBERCRIME UNIT ADDRESSES THESE CRIMES THROUGH THE THREE FOUNDATIONAL PILLARS:



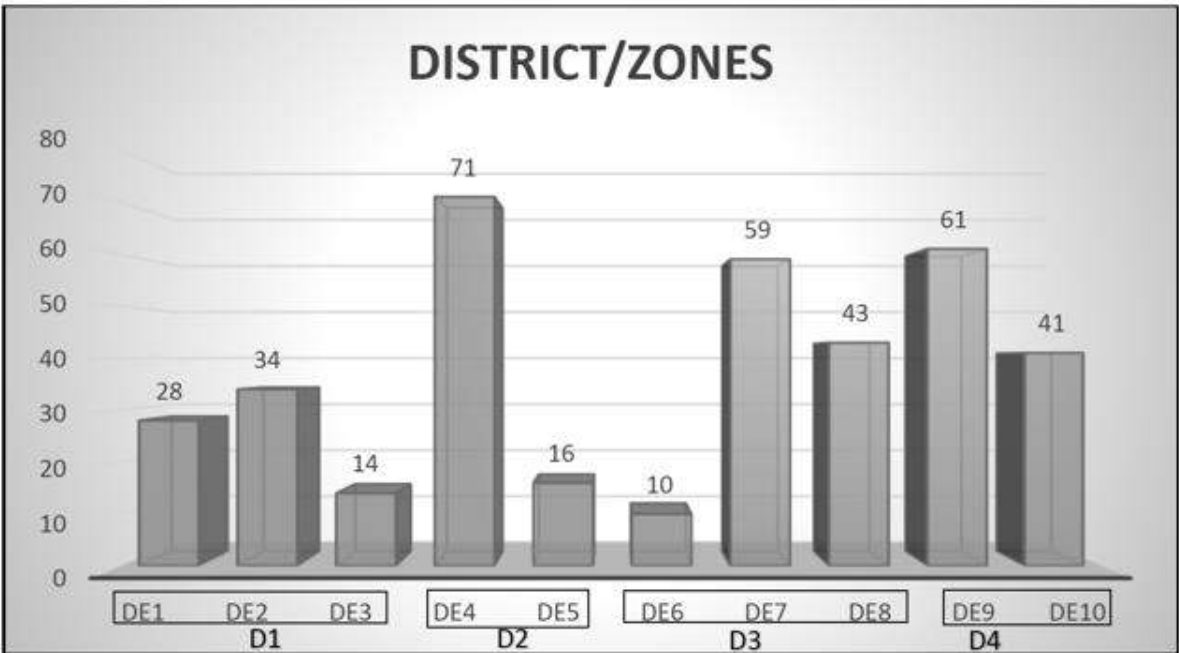
DPD 2020 Cybercrime Reports Graphs



Graph 1.1 – 2020 DPD Cybercrime Reports by Month



Graph 1.2 – 2020 DPD Cybercrime Reports by Weekday



Graph 1.2 –2020 DPD Cybercrime Reports by District

**Delta Police Department
BOARD REPORT
Regular Meeting**



From: **Annette Garm**

Date: **February 26, 2021**

2021 Board Training and Education Plan Proposal

▪ **RECOMMENDATIONS:**

Note: There are seven (7) recommendations highlighted throughout this report, and all of them are listed below. Based on the variety of training opportunities presented in this report the Board may move forward with only a select few of the recommendations.

- A. THAT the Delta Police Board members take 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 Ceyssens, 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.

▪ **PURPOSE:**

To inform and provide the Board with options and guidelines for education and training opportunities, which will contribute to Board member development and, subsequently, assist in the Board's effective functioning.

▪ **DISCUSSION:**

Training for Board members is integral for Board member development and, subsequently, in the Board's effective functioning. The education and training opportunities can also prepare Board members to deal with the complexities and current trends that Boards need to respond to and provide input on. Learning is an ongoing process, and education and training opportunities should be available for both new and seasoned Board members.

Previously, some Board members have received education and training through the Province, including courses from the Institute of Corporate Directors and Rotman School of Management. This training was well received and valued by Board members throughout BC but was unfortunately cancelled in early 2020. The Province is exploring and planning other training options. Additionally, other opportunities are available through private training institutions with subject matter experts delivering governance related content.

There are numerous training opportunities for 2021, which should fulfill the Board's education and training needs. While some training programs have current availability for registration, others will be available later in 2021. Due to COVID-19, all of the proposed opportunities are currently available virtually, which is convenient and provides flexibility, in some cases where the training is self-paced.

The opportunities listed below are being presented for the Board's consideration as guidelines to select ones that should be pursued. Although some members may have received previous training similar in nature to some of the proposed training, there is value in everyone participating in the training selected for 2021, where possible. This will allow consistency in applying the same skills and knowledge and promote dialogue and engagement between Board members. Further, the Board could have individual Board members pursue opportunities as per their availability and to fill gaps in skillset.

TRAINING THROUGH THE PROVINCE

1. Education session with Police Services

The Board currently has an education session scheduled with Police Services for February 17, 2021. Vice-Chair, Angela Kaiser, spoke with David Pilling to determine the agenda, and the following topics will be covered: Board responsibilities and role under the Police Act, service and policy complaints, governance practices/strategies. Additionally, there will be a question and answer portion for Board members to follow up with Police Services and speak about the Special Committee on Reforming the Police Act.

Recommendation

No recommendation is required. The Board has previously been advised of and selected to pursue this opportunity.

<u>Cost</u>	Free
<u>Time Commitment</u>	1 hour
<u>Completion Timeline</u>	February 17, 2021

2. Governing in Public Interest (GPI) Training Program

Board member, Gurleen S. Sahota, brought the GPI training program to the Board's attention and it was also recently presented at a BCAPB meeting. GPI is organized and delivered through the Crown Agencies and Board Resourcing Office (CABRO).

GPI is an online certificate training program and consists of five eModules, and utilizes a combination of video, interactive exercises and case studies to increase participant's knowledge of best governance practices.

An enquiry was made to CABRO about program availability and registration process. The first two eModules are currently available, and the remaining three will be available later this year.

To register, the Board would advise CABRO and Police Governance Unit the names and e-mails of Board members who would like to receive the training. CABRO will e-mail an invite link to Board members to self-register for the training, and they will have two weeks to complete the eModules 1 and 2. As additional eModules become available, Board members will be invited back to complete them within a two-week timeframe. The program is recommended for all Police Board members by Police Services.

The five eModules include:

- Board Basics (available)
- Your Role as Board/Tribunal Member (available)
- Financial Governance (available March 2021)
- Risk Management (available later in 2021)
- Human Resources (available later in 2021)

** See Attachment A for eModule description and further information.*

Recommendation

A) THAT the Delta Police Board members take 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.

H. **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.

Cost

Free

Time Commitment

1-2 hours for eModule 1, 2

3-4 hours for eModule 3, 4, 5

Completion Timeline

End of 2021

3. Surrey Police Board Training Material and Video

Police Services has additionally advised that the training delivered to the Surrey Police Board was recorded and will be available for all BC Police Boards in the coming months. It would be valuable for the Delta Police Board to review the training delivered to its neighbouring Police Board. This will ensure that both Boards have the same understanding and framework for future and potential collaboration for public safety in both cities.

Recommendation

C) THAT the Delta Police Board members review the Surrey Police Board training material and video, at their own pace and time, when released.

Cost

Free

Time Commitment

4-12 hours (exact length is currently unknown)

Completion Timeline

End of 2021

4. Police Services Training

As stated earlier, ICD was cancelled in early 2020. Police Services has been exploring alternative training options with local content that applies to the BC context. Police Services is in the process of posting a Request for Proposal for this training. The training will focus on delivering content for both new members and seasoned members.

Recommendation

D) THAT the Delta Police Board further review and consider training opportunities through Police Services as they become available.

<u>Cost</u>	TBA – could be per member or Board based.
<u>Time Commitment</u>	TBA
<u>Completion Timeline</u>	TBA

OTHER TRAINING OPPORTUNITIES

5. Paul Ceyssens – Subject Matter Expert (SME)

Mr. Paul Ceyssens is an SME in legal aspects of policing and governance matters. The opportunity exists for the Board to arrange for a 3-4 hour training session with Mr. Ceyssens. The session with Mr. Ceyssens can be customized to the Board's training requirements and priorities, within the limits of Mr. Ceyssens' expertise.

Due to various other training opportunities, including through the Province, which plans to release an ICD replacement, the Board may want first to consider the Police Services training as it becomes available. This training will be available to all Police Boards, and there is value in taking training that aligns with the training being delivered to our counterparts on other Boards.

In the last quarter of 2021, the Board can re-evaluate it's training needs and priorities and decide if Mr. Ceyssens should be invited. Should the Board decide to move forward with a training session delivered by Mr. Ceyssens, a \$2,000 training budget would be required.

Recommendation

E) THAT the Delta Police Board re-evaluate training needs and priorities in the last quarter of 2021 and invite Paul Ceyssens, if required, with a predetermined budget for the training to be set before reaching out to Mr. Ceyssens.

<u>Cost</u>	TBD
<u>Time Commitment</u>	4 hours
<u>Completion Timeline</u>	End of 2021; evaluate in last quarter of 2021

6. OnBoard Canada (Ryerson University)

onboard Canada (onBoard) is a program of the G. Raymond Chang School of Continuing Education at Ryerson University. OnBoard provides governance-related training for Boards with the goal of making public sector governance leadership more effective, inclusive and responsive to the communities they serve.

OnBoard delivers five courses that include the latest information from SMEs on effective governance leadership. They are online and self-paced.

The five courses include:

- Board Governance Fundamentals
- Effective Governance through the Stages
- Inclusive Leadership in Governance
- Embedding Diversity and Inclusion into an Organization
- Unconscious Bias and the Board

** See Attachment A for course descriptions and further information.*

The cost ranges from \$200-250 a course, with one course being free with registration and fee payment of other courses. The total cost per member for all five courses is \$950 + taxes.

It is recommended that one Board member take the training and provide an evaluation and recommendations report to the Board to evaluate the training's value and relevancy. Upon receiving the evaluation and recommendations report, the Board can decide if all Board members should pursue the onBoard training opportunity.

Unfortunately, registration is currently unavailable as the online learning platform is undergoing construction as onboard transitions to a new e-learning platform. An inquiry has been submitted to onBoard, requesting information completion time estimate and timelines for course availability in 2021. The Board will be kept apprised of updates as they are received. These courses are taken individually and can be spaced out over the year and even into 2022.

Recommendation

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.

<u>Cost</u>	\$950 + taxes for all 5 courses/per member
<u>Time Commitment</u>	22-28 hours
<u>Completion Timeline</u>	TBA

7. Vancouver Police Board – Fair and Impartial Policing (FIP) Training

In early 2019, the Vancouver Police Board (VPB) organized FIP training and extended the opportunity to other municipal Boards to participate. The estimated cost per Board member was \$150, and a time commitment of 4-5 hours. However, due to COVID-19, the training was cancelled. The training is designed specifically for community members, allowing them to experience a customized version of the FIP training that some Police Departments around BC have implemented for their sworn personnel. This training is currently in place for Delta Police Department officers.

Participants 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.

**See Attachment B for more information.*

Vice-Chair, Angela Kaiser, has learned the VPB is exploring the rescheduling of this training virtually. An enquiry was submitted to VPB requesting additional information and expressing Delta Police Board's potential interest in participating in the training.

VPB has confirmed that FIP training content is now available in online learning format and they are arranging for an online session for BC Police Boards. A seat will likely be available for one member from each Board with perhaps a few extra spots. Further information to follow once pricing information is available.

The Board should consider registering one member to take this training when it becomes available and more if seating availability permits. The attending member can provide a review

and update the Board after taking the course. The Board will be kept apprised of updates as they become available.

Recommendation

G) THAT the Delta Police Department consider as many Board members as possible to attend the the FIP training being organized by the Vancouver Police Board.

<u>Cost</u>	\$150/Board member (estimate based on previous cost)
<u>Time Commitment</u>	4-5 hours
<u>Completion Timeline</u>	TBA

■ IMPLICATIONS:

There are no current financial implications for opportunities 1, 2 and 3 (education session with Police Services, CABRO training program, Surrey Police Board training recording) from the Province. Opportunity 4 (new training program underway) could have associated costs with a registration fee per Board member or per Board. Further details to follow from the Province.

The cost for Mr. Ceyssens to deliver training to the Board is \$2,000.

The cost per member for the onBoard training is \$950 + taxes, and if all seven Board members were to pursue all five courses, the total cost would be \$6,650 + taxes.

The FIP training being organized through the Vancouver Police Board's (VPB) training will involve a cost per Board member. The exact cost is not yet available. However, the projected cost based on the previous cost for in-person delivery could be \$150. This cost could be higher, however, due to the virtual nature and associated technical assistance required for virtual events.

A budget for Board education does not currently exist. However, for 2022 and onwards, the Finance Committee will be establishing a separate line item for Board education. Education will be considered separate from costs such as travel and accomodation costs for conferences and other events Board members attend.

For 2021, any and all of the recommendations can be afforded within the existing DPD budget and required funds can be transferred to the Board budget. It is also important to consider that in 2020, there were cost savings as the Board budget did not accrue the typical costs (flights/travel, accommodations, per diems, some conference registration fees) associated to the CAPG and BCAPB conferences as they were delivered virtually. Moreover, with at least the BCAPB conference being virtual this year (and registration being free) and most likely the CAPG conference as well, there will be further cost savings for the 2021 year which can be used for Board education.

■ RELATED POLICY:

There is no policy associated to this report.

■ CONCLUSION:

Education and training opportunities for the Delta Police Board are key in Board member development and effective functioning of the Board. Seven training opportunities have been presented for the Board's consideration and for the Board to decide which recommendations are to be approved and pursued further.

This education and training proposal covers a wide range of training opportunities that should be sufficient for 2021. It is also important to realize that other opportunities through the Province and partner Police Boards may arise as the year progresses, and those should be considered accordingly dependent on individual Board member interest and skillset.

- **ATTACHMENTS:**

- A. onBoard Course Descriptions
- B. FIP Training Information

Respectfully Submitted:



Annette Garm, RN, BSN, MALS, MN, CGN(C), EXTRA Fellow
Board Member, Delta Police Board

Board Governance Fundamentals

This course series provides directors with the knowledge and skills needed to contribute to a board. It covers foundational areas of board governance including Board Essentials, Legal Roles and Responsibilities, Finance Fundamentals, Commitment to Diversity, Strategic Planning, Risk Management, and Resource Development.

Fee: **\$250**

Hours: **10-12**

Effective Governance through the Stages

This course series focuses on the specific needs of boards through different stages of organizational development.

This course addresses six key themes in board governance: Board Recruitment, Diverse Perspectives, Chair-CEO Relations, Board Engagement, Overseeing Financial Risk, and Reputational Risk.

Fee: **\$250**

Hours: **6-8**

Inclusive Leadership in Governance

Developed in collaboration with the Alliance for Healthy Communities, this course focuses on strengthening the capacity of community-centred primary health care organization boards in equity, diversity, and inclusion. Each online module includes practical tools and resources including a common evidence-based Inclusive Leadership in Governance Framework.

Fee: **\$200**

Hours: **2-3**

Embedding Diversity & Inclusion into an Organization

This course is designed for public and not-for-profit organizations seeking to incorporate diversity and inclusion into their governing boards. This course is included in the board matching package for boards and provided to all learners who purchase any of the onBoard Canada courses.

Fee: **Included with other course purchases**

Hours: **2**

Unconscious Bias and the Board

This course demonstrates the impacts of unconscious bias, provides strategies to recognize bias in individuals and leadership group settings, and provides best practices to create and sustain an inclusive board and organizational culture.

Fee: **\$250**

Hours: **2-3**

Fair & Impartial Policing: A Science-Based Perspective

Community Members' Training

AGENDA



This training session is designed specifically for community members, although law enforcement agencies are encouraged to include sworn personnel in this training to enhance the dialogue and discussions with community members. 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. This training is relevant for ALL individual—community members and officers alike. Specifically, the purpose of this training is to: (1) enhance community members' understanding of the FIP training that the department is/will be getting and the law enforcement perspective and (2) apply the concepts of the FIP training to their own lives and decision-making.

Training Agenda

5:30 pm – 5:50 pm	Welcome Remarks
5:50 pm – 6:30 pm	Module 1: Introduction to the Fair and Impartial Policing Perspective
6:30 pm – 8:10 pm	Module 2: The Science of Human Bias
8:10 pm – 9:20 pm	Module 3: Skills for Addressing Our Implicit Biases
9:20 pm – 9:30 pm	Closing Comments, Evaluations, Adjourn