

LISTED IN ORDER OF PRIORITY		Priority	Timeline	Status	Comments
Part A - Actions for the <u>Transit Police Service</u>					
A.2 (R.8)	Develop Transit Police specific policy upon release of BC policing standards on fair and impartial policing so that compliance assured and common standard applied.		Q3 2020? (No date yet from Prov.)	PENDING	<ul style="list-style-type: none"> No info from Ministry yet; review of <i>Police Act</i> announced – this may impact content of standards or timing
A.5 (R.13 & 14)	Transit Police to advance analysis of existing barriers to recruitment, selection, retention and advancement of under-represented groups, and identify measures to address those barriers. This should also include gender/diversity based analysis for the promotional developmental and promotional processes. <i>[Links also to A3]</i>		Q4 2020	IN PROGRESS	<ul style="list-style-type: none"> Increased diversity continues to be achieved in sworn hiring and diversity analysis is being presented quarterly to the Police Board; Working to advance launch of the new Blue Eagle Community Youth Cadet project (external funding secured), which is being developed by Transit Police in partnership with the Vancouver Aboriginal Community Policing Center and Vancouver Police. This program will serve to empower Indigenous youth, aged 13-15, by offering mentorship, building leadership skills, and supporting them as they discover their potential; Exploring research options to consider/address barriers
A.11 (R.20)	Provide training to Members on: A. BC Prosecution Service ‘Indigenous Justice Framework’ and their 2019 policy changes aimed at reducing overrepresentation of Indigenous Peoples in the criminal justice system (including consideration of <i>R. v.</i>		A. Q4 2020 B. Q4 2020	IN PROGRESS	<ul style="list-style-type: none"> Item A – Sgt. Simpkin and Cst. Rattray in discussion with Insp. Hicks on

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	<i>Gladue, [1999] 1 S.C.R. 688 and R v. Ipeelee, 2012 SCC 13. Para 60);</i> and B. Trauma Informed Care to assist vulnerable people (one NPO Member trained so far).				delivery of in-house training to Members and timing; <ul style="list-style-type: none"> Item B – Being explored
A.12 (R.23)	Establish a full-time Indigenous Liaison Officer (“ILO”) position and framework for involvement of other Members in the liaison function.		Q3 2020	COMPLETED	<ul style="list-style-type: none"> ILO job description created; Cst. Rattray appointed (June 2020) and Welcoming and Smudging Ceremony held
A.13 (R.23)	Advance within the Patrol Support Section business planning, the principles /goals in relation to TRC, including exploring a new protocol to have Transit Police criminal files with Indigenous Peoples involved (offenders or victims) include consultation with the ILO and/or designated Indigenous Members. Also, explore options for providing back-up resources when ILO or designated officers are not on duty.		Q3 2020	COMPLETED and Ongoing	<ul style="list-style-type: none"> ILO Handle established on PRIME; files now being forwarded to ILO; patrol consults now occurring; ILO attending TMT meetings to give advice (July 2020); ILO plans to make presentation to Members on role and TRC considerations – timing is being explored
A.1 (R.7)	Consult with Indigenous partners and Transit Police Indigenous Liaison Officer(s) when the missing person policy is next set for review (or earlier upon emerging issues). <i>[Links also to A12]</i>		Q2 2021	PENDING	
A.3 (R.8)	Require all Transit Police supervisors (and other relevant positions) to complete Status of Women/Gov’t of Canada gender-based analysis plus introductory training course. <i>[2½ hour online government course]</i>		Q4 2020	PENDING	
A.4 (R.10)	Transit Police to consult with appropriate partners on drafts of certain policies (or seek input on the issue) which may be of public interest.		Ongoing	PENDING	

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Part B - Actions for the <u>Transit Police Board</u>					
A.10 (R. 20 & 21)	(1) Consider TRC lens and aims within the new strategic planning process, and (2) Apply in Transit Police policy review and development. [Board]		(1) Q1-Q3 2020 (2) Ongoing	IN PROGRESS	<ul style="list-style-type: none"> Mgr. Crosby has reached out to Indigenous consultants and proposal sought (1 proposal received to date)
A.6 (R.18)	Consider expanding community based meetings of the Police Board. [Board]		Q2 2020	IN PROGRESS	<ul style="list-style-type: none"> Considering doing one at Kwantlen/Surrey; and every other board meeting (impacted by COVID) Live streaming done for the June 2020 meeting
A.15 (R.26)	Police Board to consider identify areas of TRC/cultural awareness training that would enhance their role and effectiveness, and build into annual meeting plans. [Board] <i>NOTE: A recommended training program for consideration of both Transit Police Board Members and Transit Police staff is the 'Circle of Understanding' training that is currently, facilitated by the Vancouver Aboriginal Community Policing Centre. This training also provides an opportunity for voluntary participation in a cultural sweat lodge ceremony.</i>		Q3 2020	IN PROGRESS	<ul style="list-style-type: none"> Sgt. Simpkin and Cst. Rattray can deliver training and have contacted Police Board Secretary on when this can occur in fall 2020; Information on nature of the training is being provided to the Police Board at the September meeting
A.8 (R.19)	Consider amending the Police Board Governance Manual to include a commitment to open and transparency in communication, and principles of reconciliation and recognition of Indigenous Peoples. This would be complementary to the approved Transit Police values (Integrity, Professionalism, Accountability, Respect and Teamwork). [Board]		Q1 2021	PENDING	
A.9	In consultation with the Province, Police Board to seek Indigenous representative for appointment to Police Board. [Board]		Q1 2020	IN PROGRESS	<ul style="list-style-type: none"> The request was made; however, all Police Board positions are currently

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(R.20 & 21)					filled. Will request again for when future Board terms expire (Dec 2020 and June 2021)
A.7 (R.19)	Consider vetting of the Police Board Governance Manual and post to the Police Board section of website. [Board]		Q3 2020	PENDING	
A.14 (R.24)	Consider having the Police Board Chair remind new appointees to the Police Board of the importance of completing the orientation program. [Board]		Ongoing (upon new appointees)	IN PROGRESS	<ul style="list-style-type: none"> Board Secretary completes onboarding checklist for all new Board Members, including a one-on-one meeting with the Chair