

Year End Update on Actions for Strengthening Support to Indigenous Peoples and Good Governance

March 5, 2021

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To: South Coast British Columbia Transportation Authority Police Board (Police Board)

From: Chief Officer Dave Jones
South Coast British Columbia Transportation Authority Police Service (Transit Police)

Date: March 5, 2021

Subject: 2020 Year End Update on Actions for the Police Board and Transit Police to Strengthen Support to Indigenous Peoples and Good Governance [Report No. 2021–13]

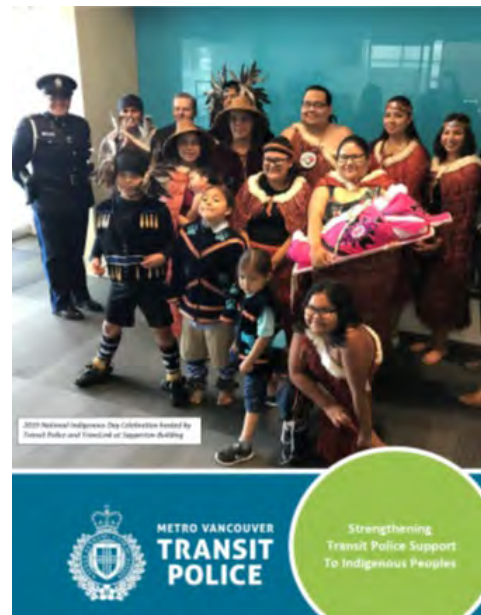
Information Report

PURPOSE

The Police Board requested to be updated semi-annually on implementation of the Actions contained in Board Report No. 2020-01: Strengthening Transit Police Support to Indigenous Peoples.

BACKGROUND

In 2019, the Police Board Governance Committee requested a report to identify learnings from the Thunder Bay Police Services Board Investigation - Final Report and the National Inquiry into Missing and Murdered Indigenous Women and Girls - Final Report, and compare to the operational functioning/governance of the Police Board and Transit Police. In January 2020, the Police Board considered the report on the Transit Police work and initiatives in relation to strengthening outreach and support to Indigenous people and proposed actions to enhance collaboration and understanding within



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the Transit Police to better serve and support Indigenous people. The report was approved by the Police Board and released to the public (report continues to be available on the Transit Police website).

Further to that report, the 15 endorsed actions were prioritized (**high**, **medium**, **low**), with timeline included, and placed into a matrix. The matrix has two parts – showing those actions that fall under the Chief Officer and those actions within the Police Board role. (The actions are listed from high to low priorities.) The Police Board requested semi-annual updates on the status of achievement of the actions. The 2020 Year End update of the Action Matrix is attached as Appendix “A”, with status updates in **blue**.

HIGHLIGHTS FROM 2020

Indigenous Liaison Officer (“ILO”)

In June 2020, Transit Police was proud to welcome Constable Kirk Rattray into the newly created ILO role. Cst. Rattray assumed this pivotal role after serving four years as the Transit Police Neighbourhood Police Officer for East Vancouver and the North Shore, and over a year in patrol prior to that. He has a long history of drawing on his Tahltan First Nation heritage to build trust and partnerships between Indigenous communities and police. Prior to joining Transit Police in 2014, Cst. Rattray served with the St’atl’imx Tribal Police Service for nearly four years, and the Winnipeg Police Service for 16 years. While serving with Transit Police, Cst. Rattray has worked closely with such groups as the Vancouver Aboriginal Community Policing Centre, Aboriginal Transformative Justice Services Society, Indigenous Perspectives Society, Native Education College and the Vancouver Police’s Diversity, Inclusion, and Indigenous Relations Section. He has taken part in multiple Pulling Together Canoe Journeys, educated police recruits on Indigenous issues at the Justice Institute of BC, and provided cultural awareness training within Transit Police. The ILO continued with this type of extensive outreach and engagement in 2020, including representing the Transit Police in the Annual Missing and Murdered Women Memorial March (held on Valentine’s Day) in the Downtown East Side.



Incident File Review and Support

The ILO reviews Transit Police files where Indigenous persons are involved and offers guidance to the investigating Members, restorative justice options, and support to Indigenous offenders and victims (including linking to other resources),

as appropriate. The ILO continues to help educate Members on 'Truth and Reconciliation' and trauma to Indigenous People, as well as the justice system reforms to address overrepresentation of Indigenous People in the system.

Awakening Ceremony to Unveil Indigenous Artwork for the Transit Police

While not a specific action in the action matrix, once supportive and significant step in 2020 was the commissioning of an Indigenous art. The Transit Police collaborated with Christine Mackenzie, a talented First Nation artist from the Kwakiutl Nation and part of the urban Indigenous community.

On September 30, 2020, Transit Police hosted a cultural awakening ceremony to unveil Ms. Mackenzie's Indigenous art piece (as shown) and to share its meaning for the Transit Police. This artwork is being added to the Transit Police vehicles and will be also



displayed and educationally used in other ways by Transit Police, in partnership with Ms. Mackenzie. The artwork represents and showcases the Transit Police's strong and ongoing commitments to Indigenous People. For the ceremony, Transit



Police was very appreciative to have Qayqayt First Nation Chief Rhonda Larrabee in attendance, who helped welcome the attendees and provided insightful remarks, as well as to hear from Wes Nahanee, a cultural/spiritual advisor from the Squamish Nation, and the Hookesheda Drum Group lead by Benjamin Gonzales.

It is noted that September 30th also marked Orange Shirt Day, which enabled Transit Police to include recognition of this significant event to honour the children that attended residential schools and the generations affected by that policy. (Transit Police participates in Orange Shirt Day annually.)



Blue Eagle Cadet Program

Notwithstanding the pandemic situation, in 2020, the Transit Police continued its work to advance the launch of the Blue Eagle Community Youth Cadet Program (external funding secured); a developmental program for youth aged 12-15. Transit Police developed this Program in partnership with the Vancouver Aboriginal Community Policing Center and the Vancouver Police – Diversity, Inclusion and Indigenous Relations Section. This weekly program will serve to empower Indigenous youth by:



- Offering culturally connected mentorship;
- Building of leadership skills;
- Supporting and empowering youth as they discover their potential and explore career options (including policing);
- Increasing mental and physical health;
- Learning about Indigenous culture; and
- Helping the community.

Constable Kirk Rattray/ILO will lead the Program, in partnership with the Aboriginal Policing Centre and VPD Diversity, Inclusion and Indigenous Relations Section. Although the Blue Eagle Cadet Program has a strong focus on Indigenous culture, applicants do not need to be of Indigenous heritage to participate. One of the aims is to build a different relationship between Indigenous youth and law enforcement. However, even more important is connecting Indigenous youth with their culture; many urban Indigenous youth may not have any connection to their home community and are disconnected from their lands, and that puts them at greater risk of suffering the harmful effects of trauma. The program will be held at the Britannia Community Centre and the registration will commence on March 11, 2021. The Vancouver Sun also did a special feature on the new program in late February 2021.

Challenge Coin

The Transit Police created a new Challenge Coin, used as honor/recognition gifts. The challenge coin displays the art of the Canoe (designed by Christine Mackenzie), supporting the Metro Vancouver Transit Police Indigenous Liaison Unit, with a commitment to strengthening indigenous relationships. The display of the sweetgrass is connecting the four directions and the Metro Vancouver Transit Police logo. (See coin on next page.)



Training for Police Board

In January 2021, the Police Board engaged in a two-hour training session that was delivered by Cst. Rattray/Transit Police ILO (profiled above) and Sgt. Simpkin. Sgt. Simpkin leads the Transit Police – Community Engagement Team and she is a member of the Vuntut Gwitchen First Nation. (Prior to joining the Transit Police, Sgt. Simpkin worked for 13 years as a police officer with the St’at’imx Tribal Police in BC and she is currently on the Board of Directors of the Pacific Association of First Nation Women that support women in the Metro Vancouver area.) Both Cst. Rattray and Sgt. Simpkin have been involved in a variety of community and law enforcement training related to Indigenous people and truth and reconciliation understanding. The Police Board training session covered such topics as:

- History of residential schools and the Indian Act;
- Physical and sexual abuse in residential schools;
- Long term social, emotional and financial impacts of residential schools;
- Over representation of Indigenous peoples in the criminal justice system;
- Issues facing Indigenous youth today;
- The Truth and Reconciliation Commission;
- The Missing and Murdered Indigenous Women and Girls Report;
- Ways to bridge the gap between police and First Nation communities; and
- Considerations of restorative justice.

This training session provided important foundational material for members, as well as insight into the training that is provided to Transit Police hires. The session also gave opportunity for the Police Board to ask specific questions related to engaging with Indigenous peoples and the relationship between Indigenous peoples and police.

CONCLUSION

Establishing the ILO position was a priority for Transit Police. The ILO position and that Officer's subject matter expertise support to operations are two examples of key actions completed in 2020. The creation of the Indigenous art piece and partnership formed with Christine Mackenzie was another significant development, which will be built upon in the future with further education and training. An important action for the Police Board was the completion of training to enhance their understanding of TRC and Indigenous Peoples.

Chief Officer Dave Jones

Author: Beth Nielsen, Senior Policy and Planning Advisor

Submitting Executive or Senior Management Team Member: Chief Officer Dave Jones

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TRACKING MATRIX

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| LISTED IN ORDER OF PRIORITY | | Priority | Update 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. | | Q2 2021? (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 (also unknown, whether the work of the 2020 Police Reform Special Committee may have impact on advancement) |
| 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> | | Q1 2021 | IN PROGRESS | <ul style="list-style-type: none"> Increasing diversity continues to be a focus in sworn hiring and gender and diversity analysis is presented quarterly to the Police Board¹; While delayed by the pandemic, implementation of the new Blue Eagle Community Youth Cadet project (external funding secured) is set for March 2021. Transit Police developed this initiative in partnership with the Vancouver Aboriginal Community Policing Center and Vancouver Police – DII Section. This program will serve to support and empower Indigenous youth, aged 12-15; |

¹ Of the Transit Police’s 2020 Police Officer/Recruit hires, 44.5% were female and 55% were of visible diversity. 32% of Transit Police Officers (187) are of visible diversity, an increase from 2019, and 1.5% (3 Members) are Indigenous.

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TRACKING MATRIX

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| LISTED IN <u>ORDER OF PRIORITY</u> | | Priority | Update Timeline | Status | Comments |
|--|---|----------|--------------------------|--------------------|---|
| Part A - Actions for the <u>Transit Police Service</u> | | | | | |
| | | | | | <ul style="list-style-type: none"> An independent non-profit society 'Out on Patrol' launched in Spring 2020, with significant leadership from a Transit Police Constable – who has also been doing outreach to LGBTQ2S+ community as part of his Neighbourhood Police Officer function; Rainbow colored police badges were authorized by the Chief and may be worn by Members (now also seen in Transit Police social media); Awareness video was produced/released on being gay in policing, in recognition of Pride Day; New CPKN course being offered to Members on LGBTQ2S+ in Q1 2021 Updating the Promotional Policy in 2021 (underway) and including enhanced commitment for diversity in promotions |
| A.11 (R.20) | <p>Provide training to Members on:</p> <p>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. Gladue, [1999] 1 S.C.R. 688</i> and <i>R v. Ipeelee, 2012 SCC 13. Para 60</i>); and</p> | | A. Q4 2020 B. Q4 2020 | IN PROGRESS | <ul style="list-style-type: none"> Item A – In-house training is being delivered to new hires, on ongoing basis. CET Sergeant and ILO (SMEs) are in discussion with Insp. Operations Support on delivery of in-house training to other Members and timing (training content completed); |

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| LISTED IN ORDER OF PRIORITY | | Priority | Update Timeline | Status | Comments |
|---|--|----------|-----------------|-----------------------|--|
| Part A - Actions for the <u>Transit Police Service</u> | | | | | |
| | B. Trauma Informed Care to assist vulnerable people (one NPO Member trained so far). | | | | <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 making presentations to Members on role and TRC considerations (Q3/Q4 2020) |
| 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> | | Q2 2021 | PENDING | <ul style="list-style-type: none"> Roll out of this initiative was delayed due to re-assignment of the coordination function and impact of the pandemic on resourcing |
| 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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| LISTED IN ORDER OF PRIORITY | | Priority | Update Timeline | Status | Comments |
|--|--|----------|---------------------------------|-----------------------|--|
| Part A - Actions for the <u>Transit Police Service</u> | | | | | |
| 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) Q2 – Q4 2021 (2) Ongoing | IN PROGRESS | <ul style="list-style-type: none"> Item 1/In 2020, Mgr. Crosby reached out to Indigenous consultants and proposal sought (1 proposal received to date); due to pandemic, the planning process was moved into 2021 |
| 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 and Public Health Orders prohibiting gatherings in latter half of 2020) 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 | COMPLETED (JAN. 2021) | <ul style="list-style-type: none"> Sgt. Simpkin and Cst. Rattray scheduled to deliver training to the Police Board in January 2021 |

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| Part A - Actions for the <u>Transit Police Service</u> | | | | | |
| 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] | | Q2 2021 | IN PROGRESS | <ul style="list-style-type: none"> The Governance Committee to review at their May meeting |
| A.9 (R.20 & 21) | 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 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] | | Q2 2021 | IN PROGRESS | <ul style="list-style-type: none"> The manual will be forwarded in 2021 Q1 to the FOI Coordinator for review |
| 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 |