

*Anti-racism and Fair and Impartial Policing Training*

*July 7, 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:** July 7, 2021

**Subject:** Anti-racism and Fair and Impartial Policing Training [Report No. 2021–28]

***Information Report***

**PURPOSE**

The Police Board requested information on the type of anti-racism training that is provided to Transit Police Officers.

**BACKGROUND**

At the May 17, 2021 meeting of the Governance Committee, the Chief Officer was requested to provide an information report on the types of training that Transit Police staff are provided in relation to unconscious bias, anti-racism and fair and impartial policing. The training that has been provided is outlined below, including whether the training is legislated/mandated by the Ministry of Public Safety and Solicitor General, a mandatory requirement of the Transit Police, or optional.

#	Course Title and Content Outline	Required For	When
1A	<b>Fair and Impartial Policing – Train the Trainers</b> The BC Fair and Impartial Policing Train the Trainer (“BC FIP TTT”) session was offered as part of the provincial response to the police training related recommendations of the BC Missing Women’s Commission of Inquiry. BC FIP TTT candidates learned how to guide and encourage learners as they explored the science of implicit bias and how it applies to their everyday decision-making. Candidates	Selected Members	2017

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	<p>also learned to support learners as they mastered a set of fair and impartial policing (“FIP”) skills designed to enhance their ability to police more effectively, justly and safely. The BC FIP TTT session was led by facilitators from the US-based FIP training team, along with members of the BC FIP customization working group who developed and delivered the BC FIP training pilot with Victoria Police Department. Transit Police has four Members trained to deliver the BC FIP training in-house.</p>		
<b>1B</b>	<p><b>Fair and Impartial Policing</b></p> <p>This is a provincially required in-person training course (full day) for police officers in BC. (The principles of this course are also incorporated into teachings for recruits at JIBC. Transit Police provides the course to the out of province officer hires who have not had it.) The Fair and Impartial Policing® training curriculum applies the modern science of bias to public safety; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases. The curricula addresses not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status and so forth. The curricula covers various biases and their implications for law enforcement, including implicit associations, attentional bias, confirmation bias, and ‘we/they’ bias and dehumanization. The curricula is founded on the following fundamental principles:</p> <ul style="list-style-type: none"><li>• All people, even well-intentioned people, have biases;</li><li>• Having biases is normal to human functioning;</li><li>• Biases are often unconscious or “implicit,” thus influencing choices and actions without conscious thinking or decision-making;</li></ul>	Sworn Members	2017; continues as learning requirement for recruits

	<ul style="list-style-type: none"> <li>• Actions based on biases or stereotypes are unsafe, ineffective and unjust;</li> <li>• Fairness and impartiality are the cornerstones of procedural justice and important for the achievement of agency legitimacy;</li> <li>• Officers can learn skills to reduce and manage their own biases; and</li> <li>• Supervisors can learn skills to identify biased behavior in their direct reports and take corrective actions when they detect biased decision-making.</li> </ul>		
<b>2</b>	<p><b>2SLGBTQ+</b></p> <p>This is an online Canadian Police Knowledge Network (“CPKN”) course that Transit Police has made mandatory for Members. It provides an overview of the history of 2SLGBTQ+ rights in Canada; presents terminology and vocabulary connected with 2SLGBTQ+ identities; builds upon understanding of diversity, the importance of respect for all people, and how to demonstrate inclusion, respect and dignity for all people – no matter their identity; lists ways in which public safety officers can participate in fair and equitable interactions with 2SLGBTQ+ people; and outlines barriers faced by 2SLGBTQ+ people in accessing public safety services.</p>	Sworn Members (and civilian staff encouraged to take)	2021 Q1; will continue as learning requirement for new sworn hires
<b>3</b>	<p><b>Transgendered People</b></p> <p>This in-house transgender awareness training covers respectfulness of diversity and inclusion, and how to support transgendered persons. It includes protocols and policy provisions related to interactions, including confirming identification, conducting of search, prisoner arrest/detention and transport, and referencing in police records and reports. The VPD video “Walk with Me” is part of that training.</p>	Sworn Members (and optional for civilian staff)	2016

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	<p><u>This training remains available on the Transit Police intranet for Members to access. However, the CPKN 2SLGBTQ+ course has replaced this in-person session; it encompasses more areas of diversity and inclusion than the 2016 course did.</u></p>		
<b>4</b>	<p><b>Cultural Awareness and Humility</b> This is an online CPKN course that Transit Police has made mandatory for Members. The course is designed to increase knowledge, enhance self-awareness and strengthen the skills of police and public safety professionals who work both directly and indirectly with different cultures. This course introduces the concept of 'cultural humility' and that learning about different cultures and values can be a life-long undertaking. The immeasurable benefit that comes from valuing other perspectives and ideas is also emphasized. The course helps to further develop individual competencies and promote positive partnerships. It is comprised of six modules, covering terminology, diversity, aspects of history, and contexts for understanding social disparities and inequities. From a Canadian multicultural perspective, it also examines cultures and diversity, stereotyping and myths, as well as Indigenous considerations.</p>	Sworn Members (and open to civilian staff)	2021 Q2; will continue as legacy learning for new hires
<b>5</b>	<p><b>Indigenous Corporate Training Week</b> This in-person training course was taken by the Sergeant in charge of the Transit Police - Community Engagement Team and the Indigenous Liaison Officer. The training covered:</p> <ul style="list-style-type: none"><li>• How history impacts Indigenous Peoples, how current Indigenous issues impact Indigenous communities, how to cultivate Indigenous relationships and how to consult with Indigenous Peoples.</li><li>• How to begin negotiations with Indigenous Peoples, how to apply the RESPECT model in negotiation, how to draft an agenda and how to set the</li></ul>	Selected Sworn Members	2019

	<p>tone, and understanding community mandate and how it applies.</p> <ul style="list-style-type: none"> <li>Working with the United Nations Declaration on the Rights of Indigenous Peoples (“UNDRIP”). It covers the Canadian government's implementation and the legal effects of UNDRIP.</li> </ul>		
<b>6</b>	<p><b>Aboriginal and First Nations Awareness</b>                  This online CPKN course provides awareness about Aboriginal Peoples of Canada that includes diverse groups of peoples with distinct cultural and social characteristics. For police and other law enforcement personnel, understanding the unique history and culture of Aboriginal populations is an important part of effective communication and interaction with the First Nations peoples and communities they serve. The course provides basic knowledge of the history and geography of Aboriginal Peoples as the foundation to the contemporary issues pertaining to Aboriginal lands, cultures, and communities.</p> <p>While Members began taking this mandatory course in 2019, its availability was suspended by the CPKN in early 2020 in order to undergo revisions. In 2021, the Indigenous Liaison Officers from the Transit Police and the Vancouver Police Department were asked to assist with the course updating.</p> <p><u>As an interim measure, Transit Police is requiring Members to take the Cultural Awareness and Humility course.</u></p>	Sworn Members	2019
<b>7</b>	<p><b>The Spirit Has No Colour – Changing Police /Aboriginal Relationships</b>                  This in-person workshop was mandatory for Members in 2013. “The Spirit Has No Colour” video was made possible through collaboration between the Police Academy of the Justice Institute of BC (JIBC) and the joint venture of 42<sup>nd</sup> Street Consulting and</p>	Sworn Members (and optional for civilian staff)	2013; 2018-2021 continued as learning for recruits at the JIBC

	<p>Orca Productions Inc. The video is licensed to the Province of British Columbia for use as a training video for BC police officers. The workshop provides an opportunity for police officers to gain a greater awareness of the Aboriginal People’s post-colonial history, as documented primarily in the Canadian Government’s archives. The goal for this workshop is to be the catalyst for changing/improving Aboriginal and policing community relationships.</p> <p>The Transit Police Indigenous Liaison Officer has assisted in the delivery of Truth and Reconciliation (“TRC”) related training to recruits at the JIBC.</p>		
<p><b>8</b></p>	<p><b>Indigenous Awareness Session and Overrepresentation in the Justice System</b>                  This new in-house training session is being delivered by the Sergeant of the Community Engagement Team (Cheryl Simpkin) and the Indigenous Liaison Officer (Kirk Rattray). Both officers are of Indigenous heritage and they present to Transit Police recruits (when they are in Block 2) as well as to new hire lateral/exempt officers.</p> <p>The Supreme Court of Canada has been calling on participants (law enforcement, judicial members, corrections, etc.) in the criminal justice system to recognize the continuing consequences of colonialism and urging them to take action to remedy the troubled relationship between Canada’s criminal justice system and Indigenous Peoples (<i>R. v. Gladue</i>).</p> <p>The Indigenous Awareness Training session covers historical aspects of pre-contact, post-contact, through to the colonization of North America and the resulting impacts of the colonial practices upon the Indigenous communities of Canada. Those governmental practices that have led to negative impacts – practices such as the</p>	<p>Sworn Member Hires/Recruits</p>	<p>2021</p>

*Indian Act, segregation, displacement, residential school experiences and child welfare, among other government systems that have had negative results for First Nations people. Due to the genocidal approach by the Canadian government over the past 150 plus years, Indigenous People lead Canada in all of the negative social indicators, such as low educational attainment, low overall income, high unemployment, high rates of substance addictions, high rates of suicide, high rates of incarceration, and high rates of victimization of male and female persons, all compared to non-Indigenous persons. Victimization of Aboriginal People in Canada, 2014, Statistics Canada, 2016).*

Within the justice system, the continuing consequences of colonialism for Indigenous persons must be remedied by accounting for the unique systemic and background factors affecting Indigenous Peoples, as well as their fundamentally different cultural values and worldviews (*Ewert v. Canada*).

During this presentation, Members are educated on how the historical colonization practices continue to negatively impact Indigenous communities today, through intergenerational trauma, their addiction methods to try and deal with that trauma and with the continued destruction of the Indigenous familial unit. As well, Members are informed of the Indigenous Liaison Officer resource to help the police service uphold a high standard of cultural awareness when investigating crimes where a participant is Indigenous, and to provide guidance on issues that may affect Indigenous Peoples.

[This training was identified as action A11(A) in the Police Board's action plan to strengthen Transit Police support to Indigenous People.]

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<b>9A</b>	<b>Trauma Informed Practice</b> This online CPKN <u>introductory</u> course introduces the concept of trauma, the different range of reactions to trauma, and conducting investigations using a trauma-informed approach. The course examines trauma, its impacts, and the potential challenges that a police officer (and others) may face when interacting with victims of trauma. The course will help Members to recognize the biological impacts of trauma on the brain, identify the different types of trauma, recognize the range of reactions that can occur as a result of a traumatic event, recognize the importance of the responder's role and the potential impact that they can have when interacting with a victim of trauma, and recognize the individual impacts that trauma can have on diverse populations.  <u>[This training was identified as action A11(B) in the Police Board's action plan to strengthen Transit Police support to Indigenous People.]</u>	Sworn Members	2021 Q3
<b>9B</b>	<b>Trauma Informed Practice – Comprehensive Course</b> The comprehensive course is a combination of e-learning on CPKN (10 hours) and in-person classroom training day at the Justice Institute of British Columbia. Three Members from the Transit Police - Community Engagement Team have completed this course.	Selected Members	2019
<b>10</b>	<b>Police Stops</b> This in-person training addresses conducting of police stops. The course helps Members develop an awareness of the legal framework that Members must operate within when they are carrying out their duties by conducting police stops; outlines the duties, roles and responsibilities of a Member in conducting police stops; and	Sworn Members	2019; In March 2021, communication sent to Members with reminders around the police stop policy, such as



	<p>outlines the duties, roles and responsibilities of a Member in documenting police stops.</p> <p>In consideration of the BC Provincial Policing Standards (“BCPPS”) on Police Stops, the training helps Members recognize the responsibility of police officers to ensure that their interactions with community Members, while critical to fulfilling their duties, must be consistent with the Canadian Charter of Rights and Freedoms (sections 7, 9, 10 and 15) and the values they reflect, including the right to be free from arbitrary arrest and detention; to move freely in society subject only to reasonable restrictions imposed by law; and to equal protection and benefit of the law, without discrimination.</p>		<p>how to correctly enter police stops on PRIME and when GOs are required.</p> <p>Future amendment to the BCPPS is expected, at which time refresher training will be needed.</p>
<p><b>11</b></p>	<p><b>Government of Canada/Status of Women’s Gender Based Analysis Plus</b></p> <p>This federal e-learning training course introduces GBA+, an analytical process/tool used to assess how diverse groups of women, men, and gender diverse people may experience policies, programs and initiatives. GBA+ also considers many other identity factors such as race, ethnicity, religion, age, and mental or physical disability, and how the interaction between these factors influences the way a person might experience government policies, initiatives and services.</p> <p><u>[This training was identified as action A3 in the Police Board’s action plan to strengthen Transit Police support to Indigenous People.]</u></p>	<p>By function: 80 civilian and sworn (incl. supervisors /managers)</p>	<p>2021 Q2</p>

**Other Education and Information Sharing**

The courses referenced above do not include the other complementary training courses mandated by the Province and/or the Transit Police from time to time, such as BC Crisis Intervention and De-escalation (every three years), Emotionally Disturbed Persons, and Autism Spectrum Disorder. Further, the chart does not

include other Equity, Diversity and Inclusion (“EDI”) related training that some staff have taken through various law enforcement, human resource and professional networks.

Transit Police is also a member of the TransLink enterprise committee on EDI. The TransLink enterprise has a significant amount of information, infographics and a lengthy EDI Framework document. Where appropriate and feasible, Transit Police has begun tapping those tools to assist the Transit Police in its EDI advancement (for both internal and external outreach benefit).



In addition to the training courses referenced in this report, over the past year there has been an increase in internal communications to Transit Police staff to increase awareness and understanding of EDI principles, anti-racism and unconscious bias. Beginning in 2021 Q2, there is an EDI piece in every bi-weekly operations newsletter to staff. Recent additions have included definitions of EDI, what/how/when to use pronouns, what is privilege, what are microaggressions and examples of them, and what to say if you hear something unacceptable. Another example of internal messaging follows.

BC’s Anti-Racism Awareness Week (May 23-29). The dates were chosen because the anniversaries of the Komagata Maru, the murder of George Floyd and Asian Heritage Month were all during this week. Every person in BC has a right to feel safe and to participate in their community. Racism and hate makes that impossible by creating fear and exclusion. We need to work together to end racism and hate in our communities and by understanding hate, how to report it and how to step in when we witness it. Of all forms of criminality, hate crimes are likely to be among the most underreported offences.

## **CONCLUSION**

Transit Police continues to provide a wide range of mandatory and optional training to its Members and civilian staff in order for them to professionally perform their duties, advance a modernized police service, be sensitive to and respond appropriately to the situations of vulnerable people, and to demonstrate respect and fairness to all. Some courses require recertification, while other courses are identified for completion during a specific training year, being responsive to societal issues and emerging needs to enhance service delivery.

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**Chief Officer Dave Jones**

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