

2021 Semi-annual Update on Actions for Strengthening Support to Indigenous Peoples and Good Governance

July 19, 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 19, 2021

Subject: 2021 Semi-annual Update on Actions for the Police Board and Transit Police to Strengthen Support to Indigenous Peoples and Good Governance [Board Report No. 2021–35]

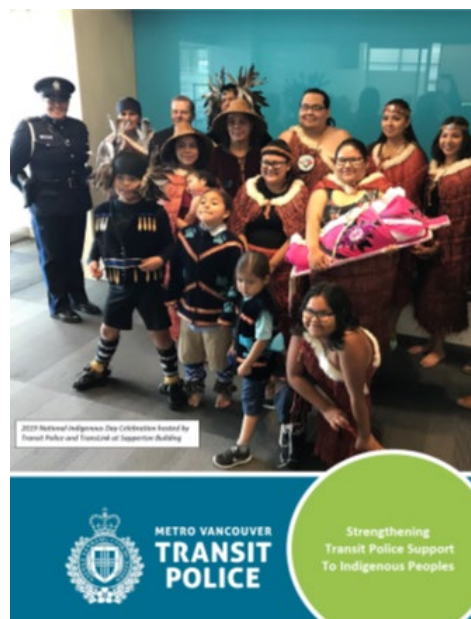
Information Report

PURPOSE

The Police Board requested a semi-annual update 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 Peoples and proposed actions to enhance collaboration and understanding within the



Transit Police to better serve and support Indigenous Peoples. The report was approved by the Police Board and released to the public (posted to 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 2021 semi-annual update of the Action Matrix is provided as [Appendix “A”](#), with status changes shown in **blue text**. Highlights from the January to June 2021 (“Q1/Q2 2021”) period follow.

HIGHLIGHTS FROM 2021 Q1/Q2

Indigenous Liaison Officer (“ILO”)

In summer 2020, the Transit Police appointed Cst. Kirk Rattray (Tahltan First Nation heritage) as its first Indigenous Liaison Officer (“ILO”). This was a major step identified in the proposed action plan to help Transit Police strengthen its support and relationships with Indigenous People. The ILO position has many functions, such as community outreach and support for Indigenous Peoples, training of Transit Police staff and the Police Board, providing educational presentations in the community, guidance on investigations, and coordinating the new Blue Eagle Community Cadet Program. Importantly, the ILO continues to review Transit Police files where Indigenous persons are involved and offers guidance to the investigating Members, restorative justice options, and support to Indigenous offenders, victims and witnesses (including linking to other resources), as appropriate.

In Q1/Q2 2021, there were a number of outreach and training initiatives, including the following:

- Cst. Rattray presented on the impact of colonization upon Indigenous People and truth and reconciliation (“TRC”) to a large training conference for victim services workers from Metro Vancouver and elsewhere in BC.
- Cst. Rattray and Sgt. Simpkin (from Vuntut Gwitchen First Nation) delivered a training session to the Transit Police Board on TRC.
- Notwithstanding the impact of the pandemic in 2021, Cst. Rattray continued to work closely with such groups as the Vancouver Aboriginal Community Policing Centre, the Vancouver Police Department’s Diversity/Inclusion/Indigenous Relations Section, Justice Institute of

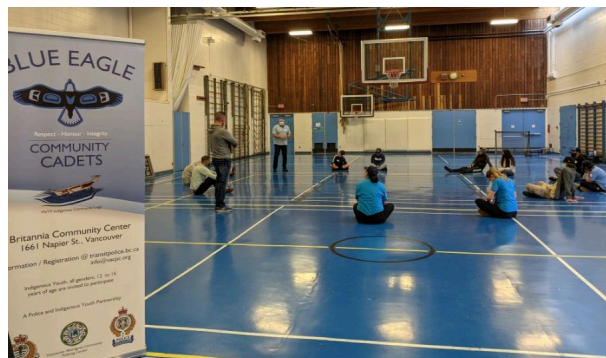
British Columbia (recruit training on TRC via zoom) and KidSafe Society (zoom).

- In June 2021, Cst. Rattray participated in a zoom meeting with 50 police departments across Canada to discuss National Youth and Policing. This group intends to meet monthly. Cst. Rattray shared with the group about the Blue Eagle Community Cadet program.
- Cst. Rattray and Sgt. Simpkin were part of the Annual Missing and Murdered Women Memorial March (held on Valentine's Day) in the Downtown East Side, National Indigenous Peoples Day (June 21), and part of promoting National Indigenous History Month (June).
- Sgt. Simpkin continues to be involved with the Pacific Association of First Nations Women. Being planned is a presentation to the PAFNW on safety on transit, and there continues to be offering of support through safe ride on transit (with provision of compass tickets).
- Sgt. Simpkin has participated in drumming groups in the community.

Blue Eagle Community Cadet Program

In March 2021, the Transit Police launched the Blue Eagle Community Youth Cadet Program, a developmental program for youth aged 12-15. The weekly program ran from March to June 2021, with 33 youth registered and 20-22 youth showing up regularly. 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 program serves 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.



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

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community and lands, thus putting them at greater risk of suffering the harmful effects of trauma.

Some of the program activities include smudging ceremony, Talking Circle, drum making and learning songs, elders teaching life skills, acknowledging and learning about Indigenous history and culture, team building and leadership, teachings about the forest and the land, and learning cadet skills. The program was delivered with the strong support and many volunteer hours from Indigenous communities, community policing volunteers, police agency volunteers and interested members of the broader community. A presentation on the program was made at the public meeting of the Police Board on June 18, 2021.



**Blue Eagle Program
June 18, 2021**



On June 18, 2021, a special ceremony was held to recognize the youth cadets and present them with Indigenous Challenge Coins from the Transit Police (displays the commissioned artwork of Christine McKenzie). The Chiefs and other representatives from the Transit Police and Vancouver Police Department attended, along with many of the volunteers. A clip on the program was also released at the TransLink Annual General Meeting in June 2021 (can be viewed at <https://www.youtube.com/watch?v=Gt4rd-A-Dwl>).



Kamloops 215

In May 2021, the Tk'emlúps te Secwépemc First Nation announced devastating news that findings from a ground-penetrating radar survey at the Kamloops Indian Residential School site had uncovered the remains of 215 children. These children were buried in unmarked graves at the site and their deaths are believed to be undocumented. This finding was then followed by a number of other First Nations across Canada reporting the discovery of missing residential children and unmarked graves on local residential school sites; such reports are expected to continue. *(Kamloops Indian Residential School was once the largest residential school in Canada, with its enrolment peaking at 500 in the 1950s. The school was established in 1890 and, in 1969, it was taken over by the federal government from the Catholic Church, to be used as a day school residence. It closed in 1978.)* When the Truth and Reconciliation Commission in Canada was conducting its work, it heard horrendous stories from residential school survivors, and the discovery of these children's remains, is evidence.

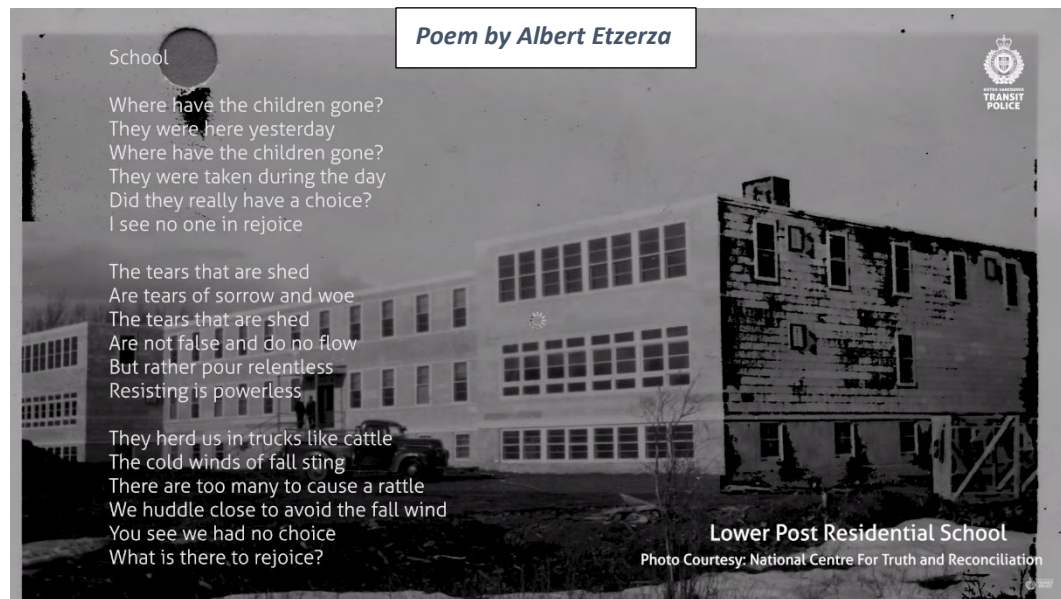
With this emergent situation and resurfacing of trauma, Cst. Rattray and Sgt. Simpkin became very involved with helping support those in the Indigenous community suffering from the profound effect of the residential schools and arising intergenerational trauma. They have participated in a number of associated events.

At the June 18, 2021 public meeting of the Police Board, Chair Sara Levine also spoke about the impact of the Kamloops 215 announcement and reinforced the commitment of the Police Board (attached as [Appendix "B"](#)) to advance truth and reconciliation. This message was also shared with Transit Police staff.

Example of Residential School Experience

Albert Etzerza of the Tahltan Nation was a survivor of the Lower Post Indian Residential School and among the first to take legal action for the abuse he suffered. He wrote a book, *"The Good, The Bad and The Innocent"*, about his experience as a way to heal and to share his story so that others could find healing

too. Albert Etzerza's nephew is the Transit Police's Indigenous Liaison Officer, Cst. Rattray. This book is being used during presentations to TransLink enterprise staff and police officers as a tool to create awareness about the history of First Nations and how we can use that knowledge to inform our commitments to fair and impartial policing practices and strengthening relationships with Indigenous Peoples. The book is powerful and thought provoking, and it includes poems writing by Mr. Etzerza. His poem "School" is provided below along with a photo from the residential school he attended.



Training

In the first half of 2021, positive progress was made to deliver training identified in the action plan, with three examples discussed below.

Gender Based Analysis Plus ("GBA+")

This Government of Canada – Status of Women e-learning training course introduces GBA+. GBA+ is 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.

Delivery of this training to designated staff is action A3 in the Police Board's action plan. Eighty Transit Police civilian and sworn staff were identified (by function) to take the three hour+ report. Those staff designated included all sworn and civilian

supervisors/managers/executive, Recruiting and Training Section, Human Resources Section, Strategic Services Section, Team Leads – Operations Communication Centre, Professional Standards Unit, Legal Counsel and FOI, and the Community Engagement Team.

This training also links to A5 of the action plan in which Transit Police is 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. A reference to the value of the GBA+ training was included in the recent procedural amendments to Transit Police Policy AB150 – Promotions.

Indigenous Awareness Session and Overrepresentation in the Justice System

During Q1/Q2 2021, the ILO and Sgt. Simpkin worked on developing a new in-house training session to be provided to new Transit Police recruits (when they are in Block 2) as well as to new hire lateral/exempt officers. This training is identified as action A11(A) of the action plan.

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 (*R. v. Gladue*). This new 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 has led to negative impacts – practices such as the 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 training, Members are educated on how the historical colonization practices continues 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. Further, 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.

Trauma Informed Practice

In Q2 2021, the training section began preparations to launch the 'Trauma Informed Practice' introductory course (e-learning on the Canadian Police Knowledge Network) to all Members. This mandatory training is identified as action A11(B) in action plan and will be rolled out to Members in July 2021.

This 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.

[NOTE: In 2019, three Members from the Transit Police - Community Engagement Team completed the comprehensive course that is a combination of CPKN (10 hours) and in-person classroom training day at the Justice Institute of British Columbia.]

Cultural Awareness and Humility

In June 2021, Transit Police required Members to complete a mandatory training course on 'Cultural Awareness and Humility' (e-learning on CPKN). 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 Peoples considerations.

CONCLUSION

In Q1/Q2 2021, Transit Police and the Police Board made substantive progress to implement the action plan to strengthen Transit Police support to Indigenous Peoples, in particular:

- Launching of the Blue Eagle Community Cadet Program and collaborating with the other police and Indigenous community partners and volunteers;
- Developing new in-house training course on Indigenous Peoples and TRC;
- Delivery of GBA+ and Cultural Awareness and Humility training courses to designated staff;
- Providing Indigenous awareness training to the Police Board;
- Vetting of the Police Board manual for public posting; and
- Advancing Members' understanding of the subject matter expertise available from the Indigenous Liaison Officer, including investigation/file guidance and support.

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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LISTED IN ORDER OF PRIORITY		Priority	Updated 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.		Q4 2021 (No date yet from Prov.)	PENDING	<ul style="list-style-type: none"> No date from Ministry on anticipated new standards; review of <i>Police Act</i> and work of the Police Reform Special Committee may have impact on advancement in 2021;
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. [Links also to A3]		Q4 2021	IN PROGRESS	<ul style="list-style-type: none"> Increasing diversity continues to be an organizational focus in sworn hiring; the Chief provides gender and diversity analysis information to the Board's Human Resources Committee via bi-monthly verbal updates and annual comprehensive workforce demographic report (see footnote for stats¹); in 2021, there is increased effort to recruit and retain female officers; In May 2021, Transit Police had its first all-female recruit group (3) going to the Police Academy; The Blue Eagle Community Cadet program launched March 2021, with a number of Transit Police involved

¹ Of the Transit Police's 2020 Police Officer/Recruit hires, 44.5% were female and 55% were of visible diversity. Year-end 2020, 32% of 187 Transit Police Officers were of visible diversity, which has increased to 34.7% of 193 Transit Police Officers in Q2 2021. As of June 2021, four Transit Police Officers were Indigenous, an increase of one Officer from 2020 year-end.

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Part A - Actions for the <u>Transit Police Service</u>				
				<p>with community volunteers. This initiative is in partnership with the Vancouver Aboriginal Community Policing Center and Vancouver Police – DII Section. This program serves to support and empower Indigenous youth, aged 12-15;</p> <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 2SLGBTQ+ community as part of his Neighbourhood Police Officer function; • Rainbow colored police patches were authorized by the Chief and may be worn by Members (now also seen in Transit Police social media); • An awareness video was produced and released on being gay in policing, in recognition of Pride Day (2020); • In Q1/Q2 2021, a CPKN course on 2SLGBTQ+ is being taken by all

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Part A - Actions for the <u>Transit Police Service</u>					
					<ul style="list-style-type: none"> Members and also available to civilian staff; Procedures in the Promotional Policy were amended in Q2 2021 and included an enhanced commitment for diversity in promotions and recognized the value of GBA+ training for staff Information on equity, diversity and inclusion awareness is being shared with all staff within a bi-weekly newsletter; Special-use orange police patches are being ordered in recognition of Indigenous Peoples and Truth and Reconciliation
A.11 (R.20)	Provide training to Members on: <ul style="list-style-type: none"> 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 B. Trauma Informed Care to assist vulnerable people (one NPO Member trained so far). 		A. Q2 2021 B. Q3 2021	COMPLETED and Ongoing	<ul style="list-style-type: none"> Item A – In Q1/Q2 2021, the TRC training content was developed and in-house training is being delivered to new lateral/exempt officer hires and Block 2 recruits, on ongoing basis. The CET Sergeant and ILO deliver this training; Item B – In July 2021, the introduction course on Trauma

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Part A - Actions for the <u>Transit Police Service</u>					
					Informed Care (via CPKN) was rolled out to all Members, with completion set for September 2021; 3 CET Members have completed the comprehensive course (2019)
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 (Q1 2020); 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). [Links also to A12]		Q4 2021	PENDING	<i>This policy is not yet scheduled for review /updating</i>
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. [2½+ hour online government course]		Q2 2021	COMPLETED	<ul style="list-style-type: none"> This online course was rolled-out in March 2021 to 80 staff (required by

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Part A - Actions for the <u>Transit Police Service</u>					
					function), with 70 staff having completed the course by July 2021
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	IN PROGRESS	<ul style="list-style-type: none"> A second phase of stakeholder outreach occurred on the 2022-2026 strategic plan (this phase was specific to the pillars, results and objectives); In Q2 2021, consultation with the Chief's Community Council occurred on the proposed Community Safety Officer initiative as well as the strategic plan
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	(1)COMPLETED (2)IN PROGRESS	<ul style="list-style-type: none"> Item 1/In Q2 2021, the ILO assisted with outreach to some Indigenous community contacts to provide input on the draft strategic plan pillars and objectives – this resulted in amendment to the draft plan to more fully capture TRC Item 2/This has yet to occur as no applicable new/amended policies have been submitted to the Police Board in the timeframe

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Part A - Actions for the <u>Transit Police Service</u>					
A.6 (R.18)	Consider expanding community based meetings of the Police Board. [Board]		Q4 2021	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 Q4 2020 and Q1/Q2 2021) Live streaming done for the June 2020 meeting and onward;
A.15 (R.26)	<p>Police Board to identify areas of TRC/cultural awareness training that would enhance their role and effectiveness, and build into annual meeting plans. [Board]</p> <p><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></p>		Q3 2020	COMPLETED and Ongoing	<ul style="list-style-type: none"> Sgt. Simpkin and Cst. Rattray delivered Indigenous Peoples and TRC training to the Board in January 2021; In Q2 2021, the Board discussed obtaining training on consultation with Indigenous communities, and a suitable course being identified In Q2 2021, a variety of training was taken by members of the Board: <ul style="list-style-type: none"> - Two members took training on Fair & Impartial/Bias Free Policing Training for BC Police Boards; - One member took Governing in the Public Interest training through the Province;

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Part A - Actions for the <u>Transit Police Service</u>					
					<ul style="list-style-type: none"> - Three members attended the Vancouver Police Board’s roundtable discussion on anti-Asian hate crimes; and - One member attended a talk by the Honourable Justice Michel Bastarache on preventing and eliminating sexual harassment within institutions
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]		Q4 2021	IN PROGRESS	<ul style="list-style-type: none"> • In Q2 2021, drafting started of the TRC commitment statement for the Police Board; Cst. Rattray and Sgt. Simpkin were involved with the drafting process and they are now consulting with contacts in the Indigenous community. The next phase is discussion of the working draft by the Board’s Governance Committee
A.9 (R.20 & 21)	In consultation with the Province, Police Board to seek Indigenous representative for appointment to Police Board. [Board]		Q3 2021	IN PROGRESS	<ul style="list-style-type: none"> • A request was made in 2020. As all Board positions are currently filled, another request will be done for when future Board terms expire (Dec 2021)

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Part A - Actions for the <u>Transit Police Service</u>					
					<ul style="list-style-type: none"> An Indigenous elder is currently on the Chief's Community Council and provides an external resource to the Police Service
A.7 (R.19)	Consider vetting of the Police Board Governance Manual and post to the Police Board section of website. [Board]		Q3 2021	COMPLETED	<ul style="list-style-type: none"> Posted to website in July 2021
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)	COMPLETED and Ongoing	<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

**POLICE BOARD CHAIR SARA LEVINE REMARKS
ON KAMLOOPS RESIDENTIAL SCHOOL**

June 18, 2021

“We would like to acknowledge Metro Vancouver Transit Police operate throughout the traditional territories of the Lower Mainland Coast Salish peoples. We acknowledge our hosts and thank them for their hospitality on these lands.”

Now, I wish to take a moment to talk about the heart-breaking news that the bodies of 215 children were found buried at the former Kamloops Residential School. I speak for the whole Board and the Chief Officer when I say that words cannot express the sorrow and anger and grief felt by all Canadians, and especially by Indigenous communities across our country. We know that this was not an isolated incident.

The deaths of these children – and the cultural genocide perpetrated by the Residential School System – are our enduring Canadian shame. We acknowledge these wrongs and recognize that the harm, pain and trauma continues today.

All Police Boards – including our Metro Vancouver Transit Police Board – have a duty to act, to advance Truth and Reconciliation.

Following from our work over the last several years including our report [Strengthening Transit Police Support to Indigenous People](#), we have implemented several new initiatives, from increasing our training on the impact of colonization on Indigenous Peoples and on cultural humility and awareness, to establishing new outreach programs like the [Blue Eagle Community Cadet Program](#).

I particularly want to acknowledge the dedication of our [Community Engagement Team](#) and our [Indigenous Liaison Officer](#), who lead and guide us in this work. But we have much more to do.

We recognize that long-term, respectful work is required – by us – the Board and the MVTP – to build good relations with Indigenous peoples. The Transit Police is absolutely committed to the work of Reconciliation. And we will continue to prioritize this work, including through ongoing respectful consultation and engagement with Indigenous communities we serve.

I also want to take a minute to talk about the terrible attack on a Muslim family out for an evening walk in London, Ontario last week. Three generations murdered, a child orphaned. All because of their faith. Sickening, horrifying and completely unacceptable. We grieve with the Muslim community in Canada and condemn the scourge of Islamophobia.

**POLICE BOARD CHAIR SARA LEVINE REMARKS
ON KAMLOOPS RESIDENTIAL SCHOOL**

June 18, 2021

Hate crimes and attacks are on the rise in Canada. Our own region has recently gained worldwide notoriety as the epicenter of anti-Asian hate crime in North America. This is terrible. Intolerable. No one in our community should be targeted for who they are. We can't look away. We must push back, and stand up against racism in all its forms.

We are all connected and affected by injustice. And so, we all must do what we can to work together to make change, to make our community a place of safety and belonging for everyone.

On behalf of the MVTP board and members, I recommit to the public that we will work to ensure that the Transit Police works, every day, to ensure that everyone feels safe and secure on the system, And that all staff feel proud to work at Transit Police.

Among other initiatives, the Transit Police will be implementing more anti-racism, implicit bias and diversity training for all Members – sworn and civilian – to ensure we can advance inclusion, respect and dignity for all the communities we serve across the region. Our people do a tough job in an often challenging environment and are outstanding professionals committed to doing their best. We will continue to give them the tools they need to do their jobs and ensure the public that our members walk the talk. Our Board will continue our own training to ensure that we keep a sharp focus on equity, inclusion and diversity as we get into the post-COVID period, ridership returns and the system continues to grow.

We commit:

The Transit Police will promote and support diversity across our organization, build understanding and skill throughout our workforce, reach out respectfully to the communities we serve, and embed these objectives and the actions to support them, into our strategic plan. And we will report to the public on our results.

The Transit Police role is to maintain safety and security on the system. For everyone. Everyone. Nothing less will do. That is our commitment.