



2021 Year-end Update on Actions of the Police Board and Transit Police to Strengthen Support to Indigenous Peoples and Good Governance
February 15, 2022
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PUBLIC

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: Feb. 15, 2022

Subject: 2021 Year-end Update on Actions of the Police Board and Transit Police to Strengthen Support to Indigenous Peoples and Good Governance
[Board Report No. 2022–05]

Information Report

PURPOSE

The Police Board requested semi-annual updates 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 (on 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 had two parts – showing those actions that fall under the Chief Officer’s function and those actions within the Police Board role. (The actions were listed from high to low priorities.) The Police Board requested semi-annual updates on the status of achievement of the actions. The 2021 year-end update of the Action Matrix is provided as **Appendix “A”**, with status changes shown in **blue text**. Highlights from July to December 2021 (Q3/Q4 2021) period follow. *(Please refer to Police Board Report No. 2021-35 for the Q1/Q2 2021 update.)*

HIGHLIGHTS FROM 2021 Q3/Q4

Indigenous Liaison Officer (“ILO”)

Transit Police appointed Cst. Kirk Rattray (Tahltan First Nation) as its first Indigenous Liaison Officer (“ILO”) in 2020 and extended him in this role in 2021. This was a major step identified to help Transit Police strengthen its support and relationships with Indigenous People. As the ILO, Cst. Rattray performs a number of functions, such as:

- Indigenous representation and engaging in outreach and building relationships with Indigenous Peoples and organizations, along with other Transit Police staff *(for example: attending the MMIW March, National Day of Truth and Reconciliation and Orange Shirt Day, and Hoobiyee Nisga’a; being directors on numerous boards that support the Indigenous communities; collaborating on events with Vancouver community police offices and special projects as guest speakers);*
- Providing training to Transit Police staff, Police Board, police officer recruits (and other law enforcement) at the Police Academy;
- Providing educational presentations in the community;
- Coordinating the Blue Eagle Community Cadet Program; and
- Reviewing 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.



Community Outreach and Education

In Q3/Q4 2021, the ILO and Sgt. Simpkin (Vuntut Gwitchen First Nation) continued to reach out to Indigenous Peoples and groups in the community to provide support, develop relationships, build trust, and show the Transit Police commitment to action. The ILO continued to work closely with such groups as the Vancouver Aboriginal Community Policing Centre, the Vancouver Police Department’s Diversity/Inclusion/Indigenous Relations Section (Indigenous Liaison and Protocol Officer), Justice Institute of British Columbia (recruit training) and KidSafe Society. In summer 2021, the ILO participated in the Pulling Together Canoe Journey for another year.



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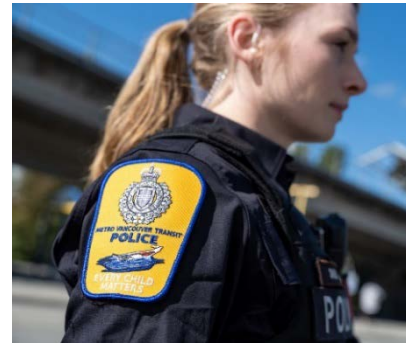
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Internally, in Q3/Q4 2021, the ILO and Sgt. Simpkin continued their efforts to assist staff and the organization to understand the importance of individuals educating themselves on Truth and Reconciliation and advancing of needed change and unbiased policing. There continued to be a strong focus on helping staff understand the concept of trauma, intergenerational trauma, effects of the residential school, the mistrust of government, and the deep grief being experienced from the ongoing reporting

of children's graves being found at residential schools in the province and across Canada.

In 2021, Transit Police staff honored the National Indigenous Peoples Day, Orange Shirt Day and the inaugural National Truth and Reconciliation Day (September 30th). Educational information was provided to staff on the background and importance of those commemorative days. In September 2021, a new Transit Police patch was released that highlighted the Transit Police's Indigenous art piece and "Every Child Matters".



These patches were worn by Members in recognition of Orange Shirt Day and National

Truth and Reconciliation Day, and are available for use in future events. As well, the organization continued to expand its use of Christine Mackenzie's Indigenous art piece, to increase visibility of the Transit Police commitment.



Sgt. Simpkin and the ILO continued to collaborate with the TransLink's Indigenous Relations Unit on TransLink's Indigenous Relations Framework and initiatives underway to support Indigenous Peoples (i.e., the collaboration with the Chinook Sea Bus and commitment to Coast Salish people.) This included participating in a Truth and Reconciliation speaker event with the TransLink CEO and Indigenous Relations Manager on September 28, 2021.

Blue Eagle Community Cadet Program

As previously reported to the Police Board, in March 2021, the Transit Police launched the Blue Eagle Community Youth Cadet Program¹, a developmental program for youth aged 12-15 (and held at the Britannia Community Center in Vancouver). Transit Police developed this program in partnership with the Vancouver Aboriginal Community Policing Center and the Vancouver Police (Diversity, Inclusion and Indigenous Relations Section). There was the inaugural program that ran from March to June 2021 (33 youth registered) and the fall program runs from September 2021 through to June 2022 (40 youth registered).

Examples of program activities included: smudging ceremony, Talking Circle, drum making, learning Coast Salish drum songs, elders teaching life skills, acknowledging and learning about Indigenous history and culture (includes Murdered and Missing Indigenous Women, Truth and Reconciliation, residential schools, 215 and Orange Shirt Day), respect/team building/leadership, learning about land and nature, and special outings. There were many guest speakers who shared about culture and opportunities in life, such as End Gang Life and Odd Squad, Ballantyne Project focus on reserve vs. Indigenous life, going after your goals, ICBC, Emergency Health Services, Health Authorities, Navy/Army, police dog teams and the Justice Institute.



This program also helps to further the relationship between urban Indigenous youth and local police. The first graduation ceremony in Vancouver took place in June 2021. In summer 2021, some of the cadets participated in a special Transit Police organized camping/outdoor

¹ The Blue Eagle Community Cadet 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/reconnecting about Indigenous culture (many urban Indigenous youth may not have any connection to their home community and lands, thus putting them at greater risk of suffering the harmful effects of trauma), and helping the community.

experience. Chief Officer Jones attended the event, where he was presented with a drum painted by Christine Mackenzie of the Strengthening Indigenous People logo for the Transit Police.



The Blue Eagle Community Cadet Program in Vancouver has been delivered with the help of nine (9) primary volunteers from the Transit Police – Waterfront Community Policing Centre.



There were additional volunteers from Indigenous organizations, Vancouver Aboriginal Community Policing Centre, Vancouver Police and Transit Police staff, and interested members of the broader community. For the non-Indigenous volunteers, this has also created educational understanding about the impact of urban Indigenous People and effects of colonialism.

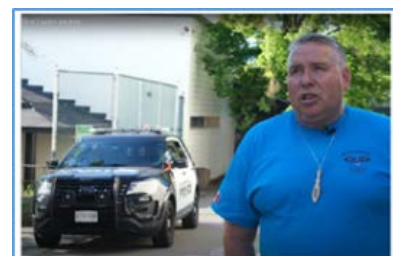
Blue Eagle Expansion to Surrey

In July 2021, the coordinators of the Blue Eagle Community Cadets in Vancouver were approached by Youth Probation Officer/Yankee 30 Unit (at-risk youth unit with Youth Probation Officer and Surrey RCMP Officer) to seek expansion of the Program to Surrey. Transit Police senior management supported the proposal and Transit Police involvement, with YPO leading the reach out to potential partners and funding sources.

The concept received support from a variety of Surrey community, educational and civic organizations, as well as the Surrey RCMP and Surrey Police Department. Since Q3 2021, joint work continued on the implementation tasks, including acquiring funding and in-kind services. An open house was held for interested youth on January 27, 2022. By February 2022, the Surrey Blue Eagle Community Cadet Program had 17 youth attending and registrations are expected to grow over spring 2022.

Truth and Reconciliation (“TRC”) Commitment

Action A8 from the original report was for the Police Board to develop a statement of their TRC commitment and support for



Metro Vancouver Transit Police Indigenous Liaison, Constable Kirk Rettig, in video about the Blue Eagle youth cadet program, coming to an elementary school in Surrey. (YouTube.com)

Blue Eagle cadet program flies to Surrey for lessons in Indigenous culture, policing

“We’re trying to make it easier for youth to interact with us and to start to trust the police”

TOM ZILICH / Jan. 19, 2022 10:30 a.m. / COMMUNITY

New to Surrey is a free program for youth that aims to develop leadership skills and educate about Indigenous culture and policing.

In 2021, Metro Vancouver Transit Police launched its Blue Eagle Community Cadet program for all youth aged 12 to 15, at Britannia Community Centre in East Vancouver.

Now, an open house about the program expansion to Surrey is planned for 5 p.m. Thursday, Jan. 27 at A.H.P. Matthew Elementary, 13367 97 Avenue, in Whalley.

First Nations, Métis and Inuit people, and to include this statement in the Police Board's Governance Manual. The development and consultation process to create the TRC commitment statement took place during Q2-Q3 2021. The Police Board then approved its TRC commitment in September 2021 (*reference - Police Board Report No. 2021-41*), after which it was posted to the Transit Police website. Refer to [Appendix "B"](#) for the approved TRC commitment as posted. In addition, an objective was incorporated into the new 2022-2026 Strategic Plan to help act upon this TRC commitment (under Pillar 2), as shown below. In Q1/Q2 2022, Indigenous artist Christine Mackenzie will be joining the orientation sessions to Transit Police staff on the new Strategic Plan, to provide education on the meaning of the Strengthening Indigenous Peoples artwork created for the Transit Police.

Objective 2.3 | Communicate and exchange with stakeholders to improve services

We will listen closely to community feedback and consider recommendations for change. Opportunities for input include building new partnerships, hosting engagement opportunities in the community, providing opportunities for impacted groups to give input on key policies, and improving information sharing through the Transit Police website, media and social media.

We acknowledge that interactions between Indigenous peoples and police have caused harm and mistrust in the institutions of justice in Canada. We recognize that long-term, respectful work is required to establish good and healthy relationships with Indigenous peoples. We will prioritize this work, including through ongoing consultation and engagement with Indigenous communities and Indigenous organizations that support Urban Indigenous peoples.

Actions

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>2.3.1 Recognize and support efforts toward Truth and Reconciliation in strengthening relationships with Indigenous peoples. Collaborate through existing programs and consult and engage on developing new services and initiatives.</p> | <p>2.3.3 Leverage the Chief's Community Council for information exchange, dialogue and to develop policies, programs and services that are responsive to their communities' needs.</p> |
| <p>2.3.2 Establish channels of regular information gathering from transit users, with associated analysis, to inform development of safety initiatives and campaigns.</p> | <p>2.3.4 Identify digital and in-person opportunities to share information on Transit Police policies and initiatives with transit stakeholders, and invite feedback from the community to impact change. (Example: community engagement report.)</p> |

Engagement and Consultation

Transit Police and the Police Board are committed to engagement and consultation, and they have built relationships with a number of Indigenous partners, trying to address community problems at a community level (see some partners below). The Vancouver Aboriginal Community Policing Centre and Pacific Association of First Nations Women are both strong supporters of the Blue

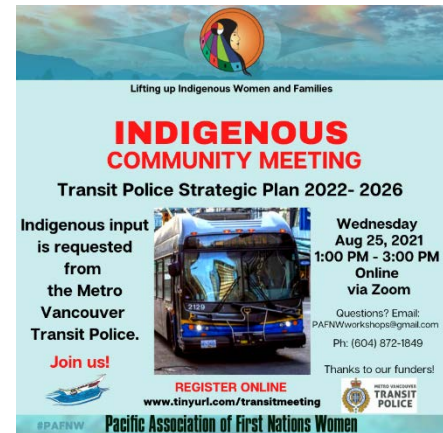
Eagle Community Cadet Program, and they have provided guidance to help address systemic racism in institutions.



In Q3/Q4 2021, Transit Police sought engagement with Indigenous organizations to assist

with a number of Transit Police initiatives, as follows:

- Presentation to Pacific Association of First Nations Women on 'safety on transit' and continued offering of support through safe ride on transit (with provision of compass tickets);
- Held a focus group to obtain feedback on the draft Strategic Plan;
- Sought review and input on the Police Board's draft statement of commitment to TRC; and
- Held consultations to obtain feedback on the Transit Police's Community Safety Officer Proposal (*this consultation was led by the Ministry of Public Safety and Solicitor General*).



Training and Continued Learning

In Q3/Q4 2021, Transit Police continued to make positive progress on delivering training identified in the action plan.

Gender Based Analysis Plus ("GBA+")²

Delivery of this three (3) hours+ training to designated staff was A3 in the action plan. Eighty (80) Transit Police civilian and sworn staff were identified for this training – it included Supervisors/Managers, the Executive, Recruiting and Training Section, Human Resources Section, Strategic Services Section, Team Leads – Operations Communication Centre, Professional Standards Unit, Legal Counsel, FOI Coordinator, and the Community Engagement Team. Seventy-six (76) staff took the training, and this action item is now considered complete.

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 includes gender/diversity based analysis for the promotional developmental and promotional processes. A reference to the value of the GBA+ training was included in the 2021 procedural amendments to Transit Police policy chapter AB150 – Promotions.

Moving forward, this GBA+ training will help the Transit Police in fulfilling certain components of new BC Provincial Policing Standards ("BCPPS") 6.1.1 – Promotion of Unbiased Policing, which

² 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.



includes applying principles like GBA+ when developing and reviewing policies/procedures. This work has already begun, notwithstanding that the new Standard does not come into effect until July 30, 2023.

Trauma Informed Practice³

In July 2021, the training unit launched the 'Trauma Informed Practice' introductory course (e-learning on the Canadian Police Knowledge Network) to sworn Members. This mandatory training is identified as A11(B) in action plan and it also is new BCPPS 3.2.6(4) - Training to Promote Equitable and Unbiased Policing that will come formally into effect July 30, 2024.

[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.]

Engagement in First Nations Police Governance: A National Examination of Police Boards

Sgt. Simpkin/Community Engagement Team and Sr. Policy and Planning Advisor Nielsen/Strategic Services attended a webinar (January 2022) presented by the Canadian Association of Police Governance ("CAPG") - First Nations Police Governance Council on the draft report on engagement in First Nations Police Governance. The webinar was delivered by report authors' FNP GC Chair Daniel Bellegarde and Dr. Nicholas Jones/University of Regina.

Working Effectively with Indigenous Peoples – Indigenous Corporate Training Inc.

This four-hour training session was identified as a training opportunity for Police Board Members and interested senior managers and is scheduled for February 2022. The course covers: a review of historical events and their relation to the present day, learning what to say and not say when working with Indigenous Peoples, reviewing major court cases and their implications, beginning to understand the cross-cultural perspectives of the same issue, exploring business reasons for developing Indigenous relations, and exploring individual and organizational strategies for developing relationships.

³ 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.

CONCLUSION

In 2021, Transit Police and the Police Board continued to make substantive progress to implement the action plan to strengthen Transit Police support to Indigenous Peoples, in particular:

- Completed the Police Board's statement of commitment to Truth and Reconciliation and posting for the public;
- Launched the Blue Eagle Community Cadet Program in Vancouver and collaborated with the other police and Indigenous community partners and volunteers;
- Initiated the Blue Eagle Community Cadet Program in Surrey with police, civic and community partners;
- Developed new in-house staff training course on Indigenous Peoples and TRC;
- Delivered GBA+ to designated staff and 'Trauma Informed Practice' and 'Cultural Awareness and Humility' training courses to all sworn Members;
- Provided Indigenous awareness training to the Police Board;
- Various Police Board Members took other types of training (e.g., Fair & Impartial/Bias Free Policing Training for BC Police Boards, Governing in the Public Interest training through the Province, attended the Vancouver Police Board's roundtable discussion on anti-Asian hate crimes; and attended a talk by the Honourable Justice Michel Bastarache on preventing and eliminating sexual harassment within institutions);
- Vetted the Police Board manual and posted for public transparency and access;
- Advanced Members' understanding of the subject matter expertise available from the Indigenous Liaison Officer, including investigation/file guidance and support;
- Engaged/consulted with Indigenous Groups on new Transit Police and Police Board initiatives;
- Applied the Indigenous art piece to vehicles and increased its use in mixed media to increase visibility.



While the organization has made positive progress over the past few years, it is recognized that reconciliation comes from developing relationships and trust with Indigenous Peoples, and this will be a long journey. The Transit Police focus on engaging in meaningful work with Indigenous Peoples and organizations will continue, and this action is built into the 2022-2026 Strategic Plan.



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Of the fifteen (15) Actions endorsed by the Police Board in 2020, eleven (11) are now completed (with some ongoing), three (3) Actions are In Progress, and one (1) Action is pending for future policy review. As a medium-sized police agency, this has been a significant achievement for two years of work. The Transit Police future reporting on strengthening support and relationships with Indigenous Peoples is now incorporated into the Strategic Plan reporting process for Pillar 2.

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 <u>ORDER OF PRIORITY</u>		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.		Q3 2022	IN PROGRESS (via the 2022-2026 Strat Plan)	<ul style="list-style-type: none"> Ministry issued new BCPPS on 'Promotion of Unbiased Policing' in Q3 2021; The new standards come into effect in July 2023 and 2024, as specified in the BCPPS; A cross-analysis of the new standards and existing Transit Police policies and training is underway, and where appropriate, new policy will be developed prior to the effective date; There still may be further impact and considerations following the report of the Police Reform Special Committee coming in spring 2022.
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	COMPLETED and Ongoing (via the 2022-2026 Strat Plan)	<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

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Part A - Actions for the <u>Transit Police Service</u>					
					<p>stats¹); in 2021, there is increased effort to recruit and retain female officers;</p> <ul style="list-style-type: none"> • 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 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. Expansion of the program to Surrey is underway for Q1 2022; • Two volunteers from the Waterfront CPC have now been recruited as police officers.

¹ Of the Transit Police's 2021 Police Officer/Recruit hires, 32% were female and 58% were of visible diversity. At Year-end 2021, 35.1% of 188 Transit Police Officers were of visible diversity (compared to 32% in 2020) and 21.8% of Transit Police Officers were female (an increase from 20.9% in 2020). In 2021, there were four Transit Police Officers identifying as Indigenous (an increase of one Officer from 2020). Note: Included in these 2021 statistics was seconded Superintendent Anita Furlan from the RCMP.

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LISTED IN <u>ORDER OF PRIORITY</u>		Priority	Updated 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 Cst. Ponsioen <i>and involvement of Deputy Furlan and other Members</i>; Cst. Ponsioen 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+ was taken by 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.

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LISTED IN <u>ORDER OF PRIORITY</u>		Priority	Updated Timeline	Status	Comments
Part A - Actions for the <u>Transit Police Service</u>					
					<ul style="list-style-type: none"> Information on equity, diversity and inclusion awareness was shared with all staff within a bi-weekly newsletter, beginning in 2021 and will continue into 2022; Special-use orange police patches were produced in recognition of Indigenous Peoples and Truth and Reconciliation, and may be worn by Members.
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</i>, [1999] 1 S.C.R. 688 and <i>R v. Ipeelee</i>, 2012 SCC 13. Para 60); 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 an ongoing basis. The CET Sergeant and ILO deliver this training; Item B – In Q3 2021, the introduction course on Trauma Informed Care as well as the Cultural Awareness and Humility course were taken by Members (via CPKN); Item B - 3 CET Members have completed the comprehensive Trauma Informed care course (2019).

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Part A - Actions for the <u>Transit Police Service</u>					
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 and Ongoing	<ul style="list-style-type: none"> ILO job description created (Q1 2020); Cst. Rattray appointed (June 2020) and Welcoming and Smudging Ceremony held; <i>Cst. Rattray renewed in the ILO position in 2021.</i>
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 routing Handle established on PRIME; files now being forwarded to ILO; patrol consults now occurring; ILO attending TMT meetings to give advice (since July 2020); ILO making presentations to Members on role and TRC considerations (since 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>		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. <i>[2½+ hour online government course]</i>		Q2 2021	COMPLETED	<ul style="list-style-type: none"> This online course was rolled-out in March 2021 to 80 staff (required by function), <i>with 76 staff having completed the course by December 2021.</i>
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	COMPLETED and Ongoing	<ul style="list-style-type: none"> A second phase of stakeholder outreach occurred on the 2022-2026 strategic plan (this phase was specific

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LISTED IN <u>ORDER OF PRIORITY</u>		Priority	Updated Timeline	Status	Comments
Part A - Actions for the <u>Transit Police Service</u>					
					<p>to the pillars, results and objectives) and also included some Indigenous partners;</p> <ul style="list-style-type: none"> • In Q2 2021, consultation with the Chief's Community Council occurred on the proposed Community Safety Officer initiative as well as the strategic plan; • In Q3 2021, consultation on Truth and Reconciliation statement of commitment took place with Indigenous partners; • In Q3/Q4 2021, broad scope of marginalized sector groups and Indigenous groups informed of the proposed Community Safety Officers concept and invited to Ministry's consultations on same – with Transit Police reps involved.
Part B - Actions for the <u>Transit Police Board</u>					
A.10 (R. 20 & 21)	<p>(1) Consider TRC lens and aims within the new strategic planning process, and</p> <p>(2) Apply in Transit Police policy review and development. [Board]</p>		<p>(1) Q2 – Q4 2021</p> <p>(2) Ongoing</p>	(1) COMPLETED and Ongoing	<ul style="list-style-type: none"> • Item 1/In Q2/Q3 2021, the ILO assisted with outreach to some Indigenous community contacts to provide input on the draft strategic

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Part A - Actions for the <u>Transit Police Service</u>					
				(2)COMPLETED and Ongoing	plan pillars and objectives – this resulted in amendment to the draft plan to more fully capture TRC within Pillar 2 and an objective; <ul style="list-style-type: none"> Item 2/This has commenced (when policies are updated) and will be ongoing.
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 2021) Live streaming done since the June 2020 meeting.
A.15 (R.26)	Police Board to identify areas of TRC/cultural awareness training that would enhance their role and effectiveness, and build into annual meeting plans. [Board] 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.		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 another course was identified for February 2022; In Q2 2021, a variety of training was taken by members of the Board:

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LISTED IN <u>ORDER OF PRIORITY</u>		Priority	Updated Timeline	Status	Comments
Part A - Actions for the <u>Transit Police Service</u>					
					<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; - 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	COMPLETED	<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; consultation took place with contacts in the Indigenous community in Q2/Q3 2021; Police Board completed its internal review and approval by September 2021, built into the Governance Manual

2021 Year-end Update on Actions to Strengthen Support to Indigenous Peoples and Good Governance

TRACKING MATRIX

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LISTED IN <u>ORDER OF PRIORITY</u>		Priority	Updated Timeline	Status	Comments
Part A - Actions for the <u>Transit Police Service</u>					
					and posted to the website for the public.
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); 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.



Commitment to Strengthen Support to Indigenous Peoples

The Metro Vancouver Transit Police Board recognizes the United Nations Declaration on the Rights of Indigenous Peoples and the Calls to Action of Canada's Truth and Reconciliation Commission. The Police Board acknowledges that the history of colonialism in Canada and forced assimilation policies of the *Indian Act* have contributed to the continued overrepresentation of Indigenous Peoples within the Canadian criminal justice system. In many Canadian institutions, there exists unconscious bias, systemic racism and discrimination, and this continues to keep First Nations, Métis and Inuit peoples marginalized and in fear of police and government.

The Transit Police Service, with the support of the Police Board, is committed to working towards reconciliation, building trust, and promoting better relationships and engagement between Indigenous communities and the police.

The Police Board recognizes the importance of listening and learning about the effects of intergenerational trauma and the recognition of the past, and the need to protect the human rights of Indigenous Peoples. The Police Board acknowledges the past negative experiences of Indigenous Peoples with authority of the government and police. Therefore, to help reduce overrepresentation in the criminal justice system and create change, it is essential that police officers employ respectful, fair and impartial policing practices.

In collaboration with urban and traditional Indigenous community partners, the Police Board will pursue reconciliation opportunities within its decisions and actions to help improve health and safety outcomes for Indigenous Peoples. The Police Board, in collaboration with the Transit Police Service, will continue to support and develop culturally appropriate and legally informed policies, practices, and initiatives. With the guidance of the Indigenous Liaison Unit, the Police Board and Transit Police staff will seek opportunities to engage with Indigenous communities and groups, with the aim of building open and trusting relationships.

