



**Strengthening Support to Indigenous Peoples Action Matrix and Alignment to Strat Plan**  
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**PUBLIC**

To: South Coast British Columbia Transportation Authority Police Service Designated Policing Unit Board (Police Board)

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

Date: April 6, 2023

**Subject: Strengthening Support to Indigenous Peoples Action Matrix and Alignment to Strategic Plan [Board Report No. 2023-17]**

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*INFORMATION REPORT*

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**PURPOSE**

To inform the Police Board about which Objectives within the Strategic Plan will be used to provide updates on the Strengthening Support for Indigenous Peoples Action Matrix.

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**BACKGROUND/DISCUSSION**

**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 and Police Board 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 and Police Board 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 with timelines included, and placed into a matrix. By year-end 2021, 11 of the 15 identified actions were listed as completed, with four in process/pending. It was recognized that while the 11 completed actions had been



completed based on the recommendations of the initial report, ongoing updates in the respective categories/project areas should continue to be reported on publically as part of the 2022-2026 Strategic Plan. Examples include:

- The ongoing work of the Transit Police Indigenous Liaison Officer, whose duties include reviewing Transit Police files where Indigenous persons are involved and offering guidance to the investigating Members, restorative justice options, and support to Indigenous offenders, victims and witnesses (including linking to other resources), as appropriate.
- Consultation with appropriate partners on drafts of certain policies, which may be of public interest.
- Advancing analysis of existing barriers to recruitment, selection, retention and advancement of under-represented groups, and identifying measures to address those barriers.

The remaining four in process/pending actions are as follows:

- Action 1 - 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).
  - This policy is due for review in 2023.
- Action 2 - Develop Transit Police specific policy upon release of BC policing standards on fair and impartial policing so that compliance is assured and a common standard applied.
  - Some new standards go into effect in July 31, 2023, while others are effective in July 31, 2024. A cross-functional working group at Transit Police has been formed to oversee implementation of any identified actions. Certain standards are being embedded into multiple policies, as appropriate.
- Action 6 – Consider expanding community based meetings of the Police Board.
  - This item has been pending since 2020 due to the COVID-19 pandemic. Discussions are underway to begin holding annual/semi-annual meetings out in the community once again.
- Action 9 – In consultation with the Province, Police Board to seek Indigenous representative for appointment to Police Board.
  - This is an ongoing item of discussion for the Province and Police Board.

The Strengthening Support to Indigenous Peoples Action Matrix has been adjusted to show where related updates will be reported within Strategic Plan Update reports. The majority of actions fall under 2022-2026 Strategic Objectives that encompass Indigenous Reconciliation, education/training to serve diverse transit users, and advancing diversity in both recruitment and retention of Transit Police employees. (Refer to Appendix “A” for the cross-reference between the Strategic Objectives and action matrix.)



## CONCLUSION

The Police Board's 2021 statement of 'Commitment to Strengthening Support to Indigenous Peoples' and actions arising from the Strengthening Support to Indigenous Peoples and Good Governance Report continue to be advanced. Future progress made and additional actions will be brought forward under the Strategic Plan reporting process. Transit Police Strategic Services also remains in close contact with the TransLink Indigenous Relations Section on enterprise-wide initiatives, one example of which is the updated Indigenous land acknowledgement that was recently adopted for Police Board meetings. Of the remaining four actions from the aforementioned report, three are anticipated for completion by year-end 2023, demonstrating Transit Police's commitment to enhance collaboration and understanding within the Transit Police to better serve and support Indigenous Peoples.

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**Chief Officer Dave Jones**

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Submitting Senior Executive Member: Chief Officer Dave Jones

**POLICE BOARD REPORT NO. 2023-17 / Appendix “A”**  
**Actions to Strengthen Support to Indigenous Peoples and Good Governance**

Action Items		Status	Related 2022-2026 Strat Plan Objective
A.1	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).	PENDING	<p>Objective 2.3: Increase real and perceived safety for all transit users</p> <p><i>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.</i></p> <p>This policy is set for review in 2023.</p>
A.2	Develop Transit Police specific policy upon release of BC policing standards on fair and impartial policing so that compliance assured and common standard applied.	IN PROGRESS	<p>Objective 3.4 – Continue to anticipate and meet changing public safety expectations.</p> <p>From the 2022 Year-End Update – In Q3 2021, the Ministry of Public Safety and Solicitor General issued new British Columbia Provincial Policing Standards (“BCPPS”) on the ‘Promotion of Unbiased Policing.’ 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 has been completed. A cross-functional working group has been convened to oversee implementation of identified actions needed to fulfill the new standards at Transit Police.</p>

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Actions to Strengthen Support to Indigenous Peoples and Good Governance

Action Items		Status	Related 2022-2026 Strat Plan Objective
A.3	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]	COMPLETED	<p>Objective 3.4 – Continue to anticipate and meet changing public safety expectations.</p> <p><i>Provide employees with education to serve diverse transit users (examples: neurodiversity, disability, mental health, race, cultural and gender diversity and other diverse communities) and build this into a regular rotation of training.</i></p> <p>From the 2022 Year-End Update – In 2022, a number of new civilian and sworn staff in certain positions were identified to take GBA+ training, augmenting those who took this training as an action of the Strengthening Indigenous Peoples and Good Governance report. Further, staff have also taken other complementary training courses (i.e., Equity/Diversity/Inclusion, Cultural Humility and Awareness, and 2SLGBTQ+).</p>
A.4	Transit Police to consult with appropriate partners on drafts of certain policies (or seek input on the issue) which may be of public interest.	COMPLETED	<p>Objective 2.3: Increase real and perceived safety for all transit users</p> <p><i>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.</i></p> <p>Transit Police’s Policy and Planning section is currently working on several projects related to EDI. They are developing a new resource tool that details some cultural considerations when conducting searches, such as special garments, cultural or religious items. The Transit Police Community Engagement Team is assisting in outreach with community groups on the draft materials. This will be reported on as part of the 2023 Strategic Plan updates.</p>

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Actions to Strengthen Support to Indigenous Peoples and Good Governance

Action Items		Status	Related 2022-2026 Strat Plan Objective
A.5	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.	COMPLETED	<p>Objective 3.3 – Demonstrate our continued commitment to hire, support and retain a diverse workforce.</p> <p><i>Our recruitment efforts will support diversity, and highlight our diverse workforce and the unique nature of policing a multi-jurisdictional transit system.</i></p> <p><b>From the 2022 Year-End Update –</b> Several updates contained within the Strategic Plan 2022 Year-End Report included work underway to update recruitment campaign materials and the completion of both a new EDI Policy and new EDI Training, which was completed in Q4 2022 by Transit Police employees.</p>
A.6	Consider expanding community based meetings of the Police Board. [Board]	IN PROGRESS	<p>Objective 2.3: Increase real and perceived safety for all transit users</p> <p><i>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.</i></p>
A.7	Consider vetting of the Police Board Governance Manual and post to the Police Board section of website. [Board]	COMPLETED	This action was completed in 2021.
A.8	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]	COMPLETED	This action was completed in 2021.
A.9	In consultation with the Province, Police Board to seek Indigenous representative for appointment to Police Board. [Board]	IN PROGRESS	

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Actions to Strengthen Support to Indigenous Peoples and Good Governance

Action Items		Status	Related 2022-2026 Strat Plan Objective
A.10	<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. <a href="#">[Board]</a></p>	<p><b>COMPLETED</b></p> <p><b>COMPLETED (ongoing)</b></p>	<p>Objective 2.3: Increase real and perceived safety for all transit users</p> <p><i>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.</i></p>
A.11	<p>Provide training to Members on:</p> <p>A. BC Prosecution Service ‘Indigenous Justice Framework’ and their 2019 policy changes aimed at reducing overrepresentation of Indigenous Peoples in the criminal justice system (including consideration of <i>R. v. Gladue</i>, [1999] 1 S.C.R. 688 and <i>R v. Ipeelee</i>, 2012 SCC 13. Para 60); and</p> <p>B. Trauma Informed Care to assist vulnerable people</p>	<b>COMPLETED</b>	<p>Objective 3.4 – Continue to anticipate and meet changing public safety expectations.</p> <p><i>Provide employees with education to serve diverse transit users (examples: neurodiversity, disability, mental health, race, cultural and gender diversity and other diverse communities) and build this into a regular rotation of training.</i></p> <p><b>From the 2022 Update:</b> The March 2023 revision to the Transit Police Arrest Policy expanded upon this issue.</p>
A.12	<p>Establish a full-time Indigenous Liaison Officer (“ILO”) position and framework for involvement of other Members in the liaison function.</p>	<b>COMPLETED</b>	<p>Objective 2.3 – Increase real and perceived safety for all transit users</p> <p><i>Continue to support Reconciliation and strengthen relationships with Indigenous peoples through existing programs/services and by developing existing/new services, via consultation and engagement.</i></p> <p><b>From the 2022 Year-End Update –</b> The work of Cst. Rattray as Transit Police’s Indigenous Liaison Officer supports these core mandates, through reviewing police files where Indigenous persons are involved and offering guidance to investigating Officers, pursuing restorative justice options and supporting Indigenous offenders, victims and witnesses. In Q1 2023, the ILO also assisted in training new recruits at the Police Academy in the area of Truth and Reconciliation, which includes Transit Police recruits.</p>

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Actions to Strengthen Support to Indigenous Peoples and Good Governance

Action Items		Status	Related 2022-2026 Strat Plan Objective
A.13	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.	COMPLETED	<p>Objective 2.3 – Increase real and perceived safety for all transit users</p> <p><i>Continue to support Reconciliation and strengthen relationships with Indigenous peoples through existing programs/services and by developing existing/new services, via consultation and engagement.</i></p>
A.14	Consider having the Police Board Chair remind new appointees to the Police Board of the importance of completing the orientation program. [Board]	COMPLETED	
A.15	<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>	COMPLETED	<p>Objective 2.3: Increase real and perceived safety for all transit users</p> <p><i>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.</i></p> <p><b>From the 2022 Year-End Update - In 2022, six members of the Police Board completed a six-hour online course through the Indigenous Relations Academy. The training delves into the history of Indigenous Peoples in Canada, the Crown-Indigenous relationship and how that was formed, how current Indigenous issues impact Indigenous communities, Indigenous self-government, how western world views impact decision making, and how to cultivate effective Indigenous relationships.</b></p>