

SAANICH POLICE BOARD AGENDA

Date: Tuesday, March 5th, 2024

Time: 1430 hours

Place: Kirby Room

Territorial Acknowledgment:

It is appropriate that we begin by acknowledging that the District of Saanich lies within the territories of the ləkʷəŋən (lay-kwung-gen) peoples represented by the Songhees and Esquimalt Nations and the WSÁNEĆ (weh-saanich) peoples represented by the Tsartlip (Sart-Lip), Pauquachin (Paw-Qua-Chin), Tsawout (Say-Out), Tseycum (Sigh-Come) and Malahat (Mal-a-hat) Nations. We are committed to celebrating the rich diversity of people in our community. We are guided by the principle that embracing diversity enriches the lives of all people. We all share the responsibility for creating an equitable and inclusive community and for addressing discrimination in all forms.

Public Meeting Business:

SUBJECT	DISCUSSION INFORMATION APPROVE DECISION	PERSON RESPONSIBLE	ATTACHMENTS
1. Territorial Acknowledgement		Mr. Cambridge	
2. Approval of Agenda of March 5 th , 2024	Approve	Mayor Murdock	
3. Adoption of Minutes of February 6 th , 2024	Approve	Mayor Murdock	✓
4. Correspondence			
4.1 Spectrum PAC re: elimination of police liaison program	Information	Chief Duthie	✓
5. New Business Arising			
6. Divisional Updates			
6.1 Administration Division Report	Information	Inspector Stevens	
7. Committee Reports (as needed)			
7.1 Finance		Ms. Murray and Ms. Beckett	
7.2 Governance and Strategic Planning		Ms. Murray and Ms. Beckett	
7.3 Stakeholder Outreach			
7.3.1 Amended Terms of Reference	Approve	Ms. Beckett	✓
7.3.2 Board Equity, Diversity, and Inclusion Training	Information	Deputy Douglas	✓
7.4 Human Resources		Mr. Cambridge	
7.5 BCAPB		Mr. Cambridge	
7.6 CAPG		Mr. Cambridge	

8. Old Business 8.1 Board Calendar of Events	Information	Mayor Murdock	✓
9. Adjournment and Date of Next meeting: Tuesday April 2, 2024	Decision	Mayor Murdock	



SAANICH POLICE BOARD
Public Meeting Minutes
 Saanich Police Department · Kirby Room
Tuesday, February 6th, 2024

PRESENT:

Chair: Mayor Murdock

Board Members: G. Beckett, J. Cambridge, C. Morton, L. Murray

Staff: Chief Constable D. Duthie, Deputy Chief Constable R. Warren, Inspectors, S. Edwards, D. Underwood, D. Robertson, P. Smith, and D. Kowalewich and J. Ko, Manager of Executive Services

Recording Secretary: A. De Medeiros

REGRETS: Deputy Chief Douglas

The meeting was called to order at 1432 hours.

1. TERRITORIAL ACKNOWLEDGEMENT

Mayor Murdock read the prepared Territorial Acknowledgment.

2. APPROVAL OF AGENDA OF FEBRUARY 6, 2024

MOVED by Mr. Morton and SECONDED by Mr. Cambridge: "That the agenda of the February 6, 2024, Police Board Public Meeting be approved as circulated."

CARRIED

3. ADOPTION OF MINUTES OF JANUARY 9, 2024

MOVED by Ms. Beckett and SECONDED by Mr. Morton: "That the minutes of the January 9, 2024, Police Board Public meeting be adopted as circulated."

CARRIED

4. WELCOME TO NEWLY PROMOTED INSPECTORS PAUL SMITH AND DAMIAN KOWALEWICH

On behalf of the Board, Mayor Murdock welcomed Inspectors Smith and Kowalewich to their first board meeting as part of the senior leadership team and congratulated them on their promotions.

Chief Duthie provided a brief overview of and advised that Inspector Smith the new Officer in Charge (OIC) of the Detective Division providing some continuity with files and Inspector Kowalewich is the OIC of the Community Engagement Division.

5. CORRESPONDENCE

5.1 Colquitz Middle School Parent Advisory Council
 Received for information.

5.2 VCPAC Parents and Police Together
Received for information.

6. NEW BUSINESS ARISING

No items.

7. DIVISIONAL UPDATES (AS NEEDED)

No items.

8. COMMITTEE REPORTS (AS NEEDED)

8.1 Finance
No items.

8.2 Governance and Strategic Planning
No items.

8.3 Stakeholder Outreach
Ms. Beckett updated that a meeting has been scheduled for February 27th, 2024.

8.4 Human Resources
No items.

8.5 BCAPB
8.5.1 Call for Resolutions & Sponsorship Request

MOVED by Mr. Cambridge and SECONDED by Ms. Murray: "That the Saanich Police Board approve the sponsorship of a coffee break at the BCAPB Conference April 11th and 12th, 2024th."

CARRIED

Mr. Cambridge provided a summary of the recent BCAPB meeting and highlighted the following discussion topics:

- Resolutions committee for the 2024 conference and AGM
- Development of an information bank for all Boards to access information on various topics such as recruitment and evaluation of Chief Constables
- constitutional changes to the purpose of the committee

8.6 CAPG
8.6.1 Annual Membership Dues

MOVED by Mr. Cambridge and SECONDED by Ms. Murray: "That the CAPG 2024 Membership Dues in the amount of \$1,599.62 be approved."

CARRIED

9. OLD BUSINESS

- 9.1 Board Calendar of Events
Received for information.

10. ADJOURNMENT AND DATE OF NEXT MEETING: MARCH 5, 2024

MOVED by Ms. Murray and SECONDED by Ms. Beckett: "That the February 6th, 2024, Police Board Public Meeting is adjourned at 1500 hours and that the Board move to an in-camera meeting.

CARRIED

The next Police Board meeting will be held on Tuesday, March 5, 2024, at 1430 hours.

Chair

DRAFT



Spectrum Community School Parent Advisory Council

957 West Burnside Rd.
Victoria B.C. V8Z 6E9

4.1

Greater Victoria School District No. 61
556 Boleskine Road, Victoria, B.C.
V8Z 1E8 Canada
Sent via: trustees@sd61.bc.ca

*****Please include this letter in the next Board meeting under correspondence*****

Attn: SD61 Board Chair, Nicole Duncan

We write to the board on behalf of the Spectrum Community School parent community to voice our disagreement with the decision to eliminate the School Police Liaison (SPLO) Program from our district schools.

Over the course of the past few years that this issue has been canvassed in our district, our PAC has taken the opportunity to discuss the matter with our parent community. At our meetings, parents have resoundingly expressed their support for these officers in our school based on their own experiences as well as those of their children.

As a result of these discussions and information from our administration regarding concerns about student behaviours in the wake of the pandemic, the Spectrum led a joint-PAC parent education opportunity in November 2023 along with Colquitz and Glanford Middle Schools.

We invited an informed panel of experts that included Dr. Reka Gustafson, members of MYST and other representatives of law enforcement. The panel discussion was parent-led with questions about how best to support our students during this pandemic recovery period. Parent questions at the event were dominated by their concerns around the impacts of dramatically increased gang activity across our region. Throughout the discussion, parents learned there was even more reason for School District 61's Board to be re-engaging with local law enforcement to bring back the program. This would, of course, include taking collaborative steps to address the issues outlined by the B.C. Human Rights Commissioner on behalf of marginalized students and staff. Our parent education evening received extremely positive feedback from our respective communities, and further reassured Spectrum's PAC that we should vocalize our opposition to the Board's decision.

We agree that more school psychologists, nurses, social workers and counsellors would be better suited to support student needs in the complex times we currently find ourselves in, however, the reality is that there has always been a shortage of these positions across the province. That is why we are even more deeply concerned that your Board made what appears to have been an ideological decision to eliminate the vital resources the SLPO program had been providing knowing these glaring facts existed. As an employer responsible for the safety of



Spectrum Community School Parent Advisory Council

957 West Burnside Rd.

Victoria B.C. V8Z 6E9

children and with limited options to even come close to replacing these services, it

would seem to be either extremely ill-informed or misguided to have gone in this direction.

Furthermore, we have learned recently through the Colquitz PAC's publicly available correspondence to your membership that the outcome of the survey performed in October 2021 clearly indicated that a high percentage of parents were both comfortable with the program and wanted to see it continue. The lack of recognition of this survey's results and the denial of public access to it does nothing to improve the credibility of the Board's decision on this matter.

On behalf of our parent community, the Spectrum PAC strongly urges the Board to revisit this decision and to determine a path forward that will lead to changes that address the issues of marginalized students while retaining the critical supports and services the police liaison officers provide in our schools.

Thank you for your time in acknowledging this letter. We have to trust that you will take seriously the views of the parent community as it is your job to represent us in your capacity as elected officials.

Sincerely,

Nicole Nyvall
Spectrum PAC Chair

cc: community@sd61.bc.ca
kgorman@sd61.bc.ca
premier@gov.bc.ca
ECC.Minister@gov.bc.ca
DM.Education@gov.bc.ca
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Purpose

The Saanich Police Board acts in the best interest of the community and serves as the liaison between the Saanich Police Department (SPD), government, and the community.

The Board provides oversight of policing services to ensure: (1) a high standard of policing services are delivered to the community; and (2) that interactions between the Saanich Police Department (SPD) and the community meet community needs and, are fair and responsive.

The Board is committed to transparency, accountability and unbiased policing standards which include equity, diversity and inclusion for the Board and SPD.

The purpose of the Board's Stakeholder Outreach Standing Committee (SOC) is to communicate and engage on an ongoing basis with various stakeholders including government agencies, policing organizations, community groups, and the public regarding the delivery of policing services in Saanich.

Objectives of the SOC:

1. improve the Board's and SPD's knowledge and understanding of community policing issues and concerns by engaging in ongoing, meaningful dialogue with community stakeholders;
2. promote awareness and understanding of the Board's role and responsibilities within the community;
3. develop effective consultation and working relationships with, community stakeholders and manage issues effectively for the benefit of all parties; and,
4. assist in setting, and achieving, the strategic goals of the Board and SPD taking into account community and stakeholder priorities.

Composition and Operations

The SOC is a Standing Committee of the Board. The SOC shall have at least three members appointed by the Board, with a Chair to be appointed by the SOC members. Given the significance of the SOC, all Board members may attend SOC meetings and outreach events.

The Chief Constable and Deputy Chief Constables may attend SOC meetings and events. The Chief Constable may appoint a staff member to liaise with the SOC on a regular basis.

The SOC may invite other parties as deemed desirable to attend meetings and assist with discussion and consideration of SOC business.

The SOC shall:

1. meet up to four times per year, and may meet at the call of the Chair and/or the agreement of SOC members;
2. operate consistent with the *British Columbia Provincial Policing Standard 6.1.2 - Community Engagement* and the *Saanich Police Board Policy Manual and Procedure Bylaw*;
3. take into account policing priorities set by the Minister and/or the Board from time to time as those priorities relate to community policing and engagement or stakeholder issues; and,
4. report to the Board at each regular Board meeting, no record is required of the SOC meetings but outcomes must be presented to the Board and recorded in Board meeting Minutes.

Duties and Responsibilities

The SOC will be proactive by regularly communicating and actively engaging with stakeholders regarding community policing needs, Board goals and initiatives, and broader issues of community concern that may impact the delivery of policing services.

The SOC shall ensure that:

1. information is gathered from stakeholders by survey, email, or written submissions;
2. a citizen satisfaction survey consistent with *British Columbia Provincial Policing Standard 6.1.2(6) - Community Engagement* is conducted every three years;
3. public input meetings are held to engage and receive input from the public on specific issues or on topics of broader community concern;
4. stakeholders are invited to meet with the SOC for an informal discussion of issues or areas of concern; and,
5. in consultation with the Board and the Chief Constable, stakeholders are invited to attend regular public Board meetings from time to time to make brief presentations to inform the SOC, Board and SPD about community policing issues and resources.

External Stakeholders

The SOC may consult with any individual or organization as it deems necessary to carry out its mandate. The following list of potential stakeholders is not exhaustive:

- District of Saanich Council, Municipal Staff, CRD
- Provincial and federal government agencies
- Director of Police Services
- Mayors' Council, UBCM
- Other police boards in the region, including Oak Bay Police (with whom the Board and SPD have a contract to provide policing services)
- BC Association of Police Boards
- SPD Chief Constable, senior management and staff (sworn and unsworn)
- Saanich Police Association and CUPE representatives
- Other police departments in the region, including the RCMP and specialized policing agencies (First Nations, military, transit, etc.)
- BCACP, BCAMCP, Regional Integrated Units oversight groups
- E-Comm
- OPCC, IIO, OIPC and other government oversight agencies
- Island Health Authority and regional hospitals
- Educational bodies (school districts, schools, PACs, Camosun, UVic)
- Intercultural Association Network, VIRCS
- Greater Victoria Diversity Advisory Committee
- First Nations groups
- LGBTQIA2S+ (Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, Asexual and Two-Spirit)
- Community groups (cultural, faith-based, black community, and others)
- BC Seniors Advocate, BC Childrens Advocate
- Business groups
- Saanich Neighbourhood Associations and other community volunteer groups
- Block Watch and other crime prevention groups
- Connections Place and other community mental health services providers
- Women's Sexual Assault Centre, Ending Violence Association of BC, etc.
- other victims' advocacy and service organizations
- Mental health, addictions and homelessness advocacy and service organizations
- John Howard and Elizabeth Fry Societies
- Service callers and complainants
- Arrestees/detainees and those interacting with the SPD detention facilities

From: Tara Jefferson <TJEFFERSON@saanichpolice.ca>
Sent: Tuesday, March 5, 2024 6:45 AM
To: Paul Douglas <PDOUGLAS@saanichpolice.ca>
Cc: Darrell Underwood <DUNDERWOOD@saanichpolice.ca>
Subject: Police board course options

Good morning Deputy,

Following our conversation yesterday, here are the two “quick hitter” courses that are available through CPKN. The first focusing on 2SLGBTQ+ understanding, respect and inclusion. The second focuses on the concept of Cultural humility and understanding social disparities and inequities. Further details are as follows:

2SLGBTQ+.

In this introductory course, you will be presented with an overview of the history of 2SLGBTQ+ rights in Canada. You will learn terminology and vocabulary connected with 2SLGBTQ+ identities. Content in this course intends to build upon your understanding of diversity, the importance of respect for all people, and how to demonstrate inclusion and respect and dignity for all people no matter their identity.

This training is a unique opportunity to challenge the lens with which you view Canada, your role within the public safety sector in Canada, and the way that you interact with people in your community.

When you have completed this course you will be able to:

- List the gender identities encompassed in the acronym 2SLGBTQ+
- Describe the components of human identity
- Explain how 2SLGBTQ+ histories and major global events have impacted 2SLGBTQ+ experiences
- Use transgender identities and 2SLGBTQ+ terminology
- Describe implicit bias and how heteronormativity is reflected in our implicit bias
- Illustrate how to adapt current skills and practice to support trans and gender diverse people in our communities
- Identify the ways in which people and our society discriminate against 2SLGBTQ+ people
- Identify ways in which 2SLGBTQ+ people are victimized based on their sexual orientation, and ways that we can prevent revictimization
- Identify steps for facilitating change within the public safety sector
- List ways in which public safety officers can participate in fair and equitable interactions with 2SLGBTQ+ people
- Outline barriers faced by 2SLGBTQ+ people in accessing public safety services

Estimated Length: 2 hours

Price: \$35.00

Welcome to *Cultural Awareness and Humility*.

This course is designed to increase knowledge, enhance self-awareness and strengthen the skills of police and public safety professionals employees who work both directly and indirectly with different cultures. This course introduces the concept of cultural humility and the fact 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 purpose of this course is to further develop individual competencies and promote positive partnerships.

This online course is comprised of 6 modules and will present terminology, diversity, aspects of history, and contexts for understanding social disparities and inequities. From our Canadian multicultural perspective, we will examine cultures and diversity, stereotyping and myths, as well as Indigenous considerations.

Estimated Length: 3 hours

Price: \$60.00

The last one looks to be an overarching course called DEI Fundamentals which covers the following topics:

1. The importance of diversity , equity and inclusion
2. Equity deserving populations, power and privilege
3. What is allyship

This course is provided by Canadian Equality Consulting and is listed at \$99.75. They approximate the time for completion to be one hour.

This is a new to us course in that I found it on the internet in my search for a course and it looked viable from first glance. We have not had anyone take this course to check its suitability. We can run a tester if you'd like but it would be \$100 to do so.

In my previous email I mentioned one that on a deeper look, seems to be more appropriate for internal DEI within an organization, like a company and might not fit what is needed here.

Let me know if I can help further.

SERGEANT TARA JEFFERSON #165

RESPONSE OPTIONS & TRAINING | STAFF DEVELOPMENT DIVISION

SAANICH POLICE DEPARTMENT

T. 250.475.4386

SAANICHPOLICE.CA | JOINSPD.CA

CALENDAR OF EVENTS

SAANICH POLICE BOARD

MARCH 2024		
1 st	1730 Hours	SPD Retirement Recognition Event □ UVIC
4 TH	1300 Hours	Finance Committee Meeting - Teams
5 th	1330 Hours	HR Committee Meeting □ SPD Kirby Room
5 th	1330 Hours	Board Meeting □ SPD Kirby Room
25 th	1000 Hours	Swearing in Ceremony □ tbd

LOOKING AHEAD:

APRIL 2024		
2 nd	1430 Hours	Police Board Meeting □ SPD Kirby Room
11 th – 12 th	all day	BCAPB Conference □ Vancouver
29 th	1000 Hours	Swearing in Ceremony □ tbd
MAY 2024		
7 th	1430 Hours	Police Board Meeting □ SPD Kirby Room
11 th	1600 Hours	Police Ball – Hotel Grand Pacific
JUNE 2024		
4 th	1430 Hours	Police Board Meeting □ SPD Kirby Room
JULY 2024		
2 nd	<i>tentative</i>	Police Board Meeting (<i>at the Board's discretion</i>)
AUGUST 2024		
6 th	<i>tentative</i>	Police Board Meeting (<i>at the Board's discretion</i>)
SEPTEMBER 2024		
3 rd	1430 Hours	Police Board Meeting □ SPD Kirby Room
OCTOBER 2024		
1 st	1430 Hours	Police Board Meeting □ SPD Kirby Room
NOVEMBER 2024		
5 th	1430 Hours	Police Board Meeting □ SPD Kirby Room
DECEMBER 2024		
3 rd	1430 Hours	Police Board Meeting □ SPD Kirby Room