



# GREATER VICTORIA POLICE INTEGRATED UNITS

2025 ANNUAL REPORT



# A Message from the Greater Victoria Police Chiefs and Detachment Commanders

The Greater Victoria Police Chiefs and Detachment Commanders are pleased to present the 2025 Annual Report of the Integrated Police Units. This report summarizes the work of 12 integrated units that bring together police agencies - and, in some cases, community partners - to deliver high-quality services in an efficient, effective, and fiscally responsible manner.

Looking ahead, we remain committed to identifying opportunities to collaborate creatively and expand integration initiatives where they provide clear benefits to our communities and our respective organizations.

This report highlights each unit's mandate and structure, initiatives undertaken to enhance efficiency and service delivery, notable accomplishments from the past year, and unit priorities for 2026.

We extend our sincere thanks to all members of our integrated units for their dedication, professionalism, and hard work. Their collective expertise and perseverance are central to their success, and we are proud of the important work they do.

Proudly,

The Greater Victoria Police Chiefs and Detachment Commanders:

Chief Julie Chanin - Oak Bay Police

S/Sgt Wayne Conley – RCMP, Sidney/North Saanich Detachment

Chief Dean Duthie - Saanich Police

Superintendent Terry Gillespie – RCMP, Westshore Detachment

Chief Ian Lawson - Central Saanich Police

S/Sgt Greg Willcocks – RCMP, Sooke Detachment

Chief Fiona Wilson - Victoria Police

# TABLE OF CONTENTS

|   |    |
|---|----|
| A Message from the Greater Victoria Police Chiefs and Detachment Commanders ..... | 2  |
| GREATER VICTORIA EMERGENCY RESPONSE TEAM.....                                     | 4  |
| GREATER VICTORIA PUBLIC SAFETY UNIT .....   | 5  |
| INTERGRATED MOBILE CRISIS RESPONSE TEAM.....                                      | 7  |
| INTEGRATED CANINE SERVICE .....   | 7  |
| MOBILE YOUTH SERVICES TEAM.....   | 8  |
| REGIONAL DOMESTIC VIOLENCE UNIT .....   | 10 |
| GREATER VICTORIA CRIME STOPPERS.....  | 11 |
| GREATER VICTORIA POLICE DIVERSITY ADVISORY COMMITTEE.....                         | 12 |
| VANCOUVER ISLAND INTEGRATED MAJOR CRIME UNIT .....                                | 14 |
| COMBINED FORCES SPECIAL ENFORCEMENT UNIT.....                                     | 15 |
| CAPITAL REGIONAL DISTRICT INTEGRATED ROAD SAFETY UNIT.....                        | 16 |
| INTEGRATED NATIONAL SECURITY ENFORCEMENT TEAM .....                               | 16 |



# GREATER VICTORIA EMERGENCY RESPONSE TEAM

The Greater Victoria Emergency Response Team (GVERT) was established in 1976 to support the resolution of high-risk critical incidents in the Capital Region. Members of the GVERT report to an Officer in Charge who is responsible for the administration and oversight of the team. The Officer in Charge chairs and reports to the Joint Management Team which is comprised of senior officers from each contributing agency.

Made up of incident commanders, crisis negotiators, tactical officers, explosives technicians and scribes, the GVERT is a specialized unit responsible for handling high-risk police operations where the levels of risk exceed the capabilities of frontline and investigative units. Primary functions include:

- Hostage situations
- Barricaded subject resolution
- High-risk arrest and warrant service
- Explosives disposal
- Public event protective policing
- Frontline operational support
- Departmental training



## EFFICIENCIES

- Reduced overtime costs through implementation of the Collaborative Deployment model, including staffing and scheduling changes that resulted in fewer full call-out deployments for lower complexity incidents
- Maintained staffing levels above minimum operational requirements while responding to all requests for service
- Continued to meet or exceed industry training standards for both the Emergency Response Team and the Crisis Negotiation Team
- Improved daily coverage by enhancing patrol support functions during peak call-volume periods

## HIGHLIGHTS

- Responded to 131 high-risk police operations, with 92% resolved without the use of force through tactics, communication, and de-escalation

- Resolved the remaining 8% of incidents using less-lethal options, with only minor injuries reported
- Returned all officers injured during the 2022 Bank of Montreal incident to full duty with GVERT
- Received a National Tactical Officers Association award for excellence in Emergency Response Team services, recognizing the unit's integrated operating model and emergency medical program

## PRIORITIES

- Continue to pursue partnerships with government and private organizations to establish a dedicated training facility that improves training efficiency and quality over the long term
- Improve cooperation between the Integrated Canine Service and GVERT operations through administrative and procurement coordination, joint scenario-based training and maintenance training
- Enhance interoperability with the RCMP Critical Incident Program by aligning operational procedures and training, improving information sharing and expanding opportunities for joint exercises

## GREATER VICTORIA PUBLIC SAFETY UNIT

The Greater Victoria Public Safety Unit (GVPSU) is an integrated unit comprised of members from all municipal police agencies within the Capital Regional District. The unit includes the following teams: Crowd Management, Fire Medics, Police Liaison, Search and Canvass and Obstruction Removal. PSU provides specialized services, advice, equipment, training and emergency response to support public safety, maintain public order and provide investigative assistance. This includes attendance at public gatherings to support the right to peaceful protest and reduce the potential for violence.



## EFFICIENCIES

- Delivered Gold and Bronze Commander training to increase regional leadership capacity
- Procured personal protective equipment and operational equipment for Police Liaison Team members
- Acquired a dedicated vehicle to support GVPSU operational requirements
- Expanded GVPSU staffing by 10 members to strengthen responses to public order incidents across the region
- Developed and implemented a standardized PSU Basic Course for new members
- Obtained grant funding to assist in offsetting various equipment costs

## HIGHLIGHTS

- Deployed GVPSU resources weekly to support public order operations during Pro Palestine rallies
- Conducted multiple successful operations in support of Canada Day celebrations, University of Victoria events and deployments at the BC Legislature
- Completed and implemented standard operating procedures to guide PSU operations
- Selected and trained members for the Evidence Gathering Team to enhance investigative capacity
- Delivered commander-level training led by the Public Order Commander for the G7, with a focus on best practices and lessons learned

## PRIORITIES

- Collaborate with partner-agency public order units and participate in relevant training to identify best practices that enhance operational efficiency
- Acquire and install storage systems for GVPSU vehicles to support the rapid deployment of equipment during public order operations
- Recruit and train members for the Obstacle Removal Team to ensure timely and effective responses to protester-deployed devices
- Acquire modern public-order armour to ensure members are equipped with a high standard of protective equipment
- Replace aging gas masks with equipment that meets public order policing requirements
- Develop a Covert Crowd Intelligence Team

## INTERGRATED MOBILE CRISIS RESPONSE TEAM

The Integrated Mobile Crisis Response Team (IMCRT) was a mobile, multidisciplinary team that included professionals with backgrounds in nursing, law enforcement, child and youth care, social work, and psychology.

A new Island Health–led crisis response and transitional care team will be launched in 2026, replacing IMCRT. The change is driven by issues such as duplication of services, the need for clear roles, and a change in how police participate. The new model aims to provide more in-person, client-defined crisis response, enhanced follow-up, earlier intervention, and transitional care of up to three months for higher-needs clients. Although an embedded police officer will not be part of the unit, access to police will still be available for high-risk situations. Core crisis services will continue, including access through the Vancouver Island Crisis Line, but with more face-to-face support and improved coordination.

Overall, the new approach is designed to stabilize clients, bridge gaps while awaiting specialized care, reduce emergency visits and repeat crisis calls, and improve outcomes through better transitions and collaboration, while maintaining police partnership for high-risk situations during and after the transition.

## INTEGRATED CANINE SERVICE

Integrated Canine Services (ICS) is comprised of six members, including one Non-Commissioned Officer and five Constables from the Saanich and Victoria Police Departments. The unit provides canine services in support of policing operations across the municipalities of Victoria, Esquimalt, Saanich, and Oak Bay.

Eight canines provide a range of specialized capabilities, including tracking, evidence searching and building and compound searches, and five canine teams also specialize in drug and firearm detection. In addition, ICS maintains two single-purpose explosive detection canines that support explosive technicians assigned to the Greater Victoria Emergency Response Team and are deployed at major events throughout the region.



## EFFICIENCIES

- Modified schedule to maintain 365-day, 24/7 canine coverage through integrated on-duty and on-call staffing

## HIGHLIGHTS

- Enhanced frontline operations by attending more than 2,000 non-canine calls
- Strengthened GVERT operational capacity through dedicated on-duty canine resourcing during high call-volume periods
- Acquired one new canine to support the ICS explosive detection succession plan
- Successfully completed two drug and firearm detection courses and one explosive detection course
- Undertook advanced canine training including specialized K9 and Emergency Response Team integration
- Completed the final stages of two Dog Masters Training Courses
- Participated in a United States Secret Service course focused on explosive detection and post-blast site security sweeps for high-profile events

## PRIORITIES

- Establish new infrastructure for the Integrated Canine Service - a new space to enhance operational capacity and provide a purpose-built environment that supports training, equipment storage, and the ongoing care of service dogs
- Continue joint training with GVERT to enhance operational effectiveness and interoperability
- Continue development of an inclusive quarry program that supports training excellence while cultivating long term succession interest in canine handling and instructional roles
- Train two of the newest canine teams in drug and firearm detection

## MOBILE YOUTH SERVICES TEAM

The Mobile Youth Services Team (MYST) is a multidisciplinary unit comprised of a partnership between a police officer and a youth and family counselor that has served the Capital Regional District for more than 20 years.

MYST provides early, coordinated intervention for youth at risk of gang involvement, exploitation, and violence, areas with direct implications for community safety and police workload. Early engagement and prevention reduce downstream impacts on patrol and investigative units while strengthening trust between police and the community.

## EFFICIENCIES

- Improved police integration and referral pathways through muster presentations and ongoing collaboration
- Strengthened accountability through enhanced data collection to document service demand and impact

## HIGHLIGHTS

- Supported 120 youth with an average age of 13.3 through referrals from schools, police, health services, Ministry of Children and Family Development (MCFD), Probation, community partners and parents
- Provided direct support to youth reporting sexual assault and exploitation, including court attendance support
- Delivered prevention and education programming across all three school districts, an Aboriginal school, and multiple community- and youth-focused groups
- Identified gang involvement as the primary referral concern, reflecting increased gang-related violence across the CRD and resulting in direct CFSEU consultations
- Delivered parent and community awareness sessions in partnership with Saanich Police and Victoria Police
- Liaised with Oak Bay Police and INSET to protect an extremely high-risk 12-year-old from online exploitation



## PRIORITIES

- Continue to prioritize early intervention for youth at risk of gang involvement and exploitation
- Integrate an MCFD social worker to enhance coordinated case management and strengthen cross-agency collaboration
- Maintain an emphasis on data-driven reporting, prevention education, and police-community partnerships

# REGIONAL DOMESTIC VIOLENCE UNIT

The Regional Domestic Violence Unit (RDVU) is an integrated investigative and victim support unit that serves the Capital Regional District. The unit is responsible for managing high-risk domestic violence files with a focus on offender accountability, victim safety, and risk reduction. RDVU works closely with local police agencies, Crown Counsel, MCFD, and community-based partners to provide coordinated and trauma-informed responses to domestic violence. In addition to conducting criminal investigations, the unit supports victims and their families through safety planning, court support, and referrals to specialized community resources.

## EFFICIENCIES

- Strengthened community partnerships through direct engagement with local shelters and addictions service providers to ensure that RDVU clients receive coordinated, informed, and comprehensive care across agencies, improving both immediate safety planning and long-term outcomes

## HIGHLIGHTS

- Managed a substantial number of new highest risk intimate partner violence cases while continuing to support ongoing files from previous years, demonstrating a continued commitment to supporting clients throughout the full duration of involvement and, when required, beyond formal file closure
- Provided intensive support to victims, survivors and their children while monitoring offenders and mitigating complex risk factors
- Continued to enhance community safety, strengthen professional capacity and ensure coordinated, expert driven responses for individuals at the highest risk of harm
- Maintained provincial and national representation through participation in best practice committees, domestic violence networks and stakeholder engagement to support the development of coordinated responses to intimate partner violence
- Received media recognition after delivering a world-class international training event focused on high-risk domestic violence, bringing together participants and presenters from across Canada and the United States, and providing high-value specialized training to police agencies and community partners that may otherwise lack access to this instruction
- Delivered national training to RCMP members on intimate partner violence and strangulation, resulting in requests to support international RCMP training efforts
- Attended the European Conference on Domestic Violence in Barcelona, funded through revenue generated by hosting international training

## PRIORITIES

- Strengthen and renew regional partner commitments to support the long-term sustainability of the unit and maintain a coordinated multi-agency response that protects victims and supports survivors
- Advance domestic violence prevention through partnerships with schools and community sports programs that promote early awareness, healthy relationships and safer environments for youth and families

## GREATER VICTORIA CRIME STOPPERS

Crime Stoppers is a cooperative program comprised of representatives from community, media and police. The program engages the public in supporting crime prevention by providing a secure and anonymous method to share information with local law enforcement about crimes or potential criminal activity. Cash rewards may be offered to individuals whose information leads to an arrest and charge, the recovery of stolen property or drugs, or the resolution of a crime.

Greater Victoria Crime Stoppers is a registered not-for-profit organization governed by a volunteer Board of Directors responsible for fundraising, public awareness and the distribution of awards. The Board also ensures the program operates in accordance with established Crime Stoppers protocols. Greater Victoria Crime Stoppers serves all areas within the Capital Regional District.

Day-to-day operations are managed by two civilian coordinators whose positions and operating costs are jointly funded by partner police agencies including the Victoria Police Department, Saanich Police Department, Westshore RCMP, Oak Bay Police Department, Central Saanich Police Service, Sidney and North Saanich RCMP, and Sooke RCMP.

## EFFICIENCIES

- Implemented the P3 Tip System to improve inter-regional linkages, enhance searchability, and strengthen tip organization
- Delivered training with partner agencies on the Crime Stoppers program, tip utilization and tip management
- Leveraged local and social media to raise awareness of unsolved crimes, wanted persons and crime initiatives and to encourage tip submission

## HIGHLIGHTS

- Received 1,164 tips from the public, resulting in 14 arrests and 14 cases cleared
- Supported the recovery of more than \$66,450 in property, drugs and cash
- Conducted public awareness and outreach activities at events including Whiskey Fest, BC Ferries Information Day, Camosun College Law Enforcement Day, and the Peninsula Co-op Santa Claus Parade
- Program Coordinator and two Board members attended the BC and Canadian Crime Stoppers Conferences and the Canadian Forum Against Organized Crime
- Increased Facebook followers from 18,224 to 20,635

## PRIORITIES

- Invest in training for law enforcement to strengthen officer engagement and increase tip submissions
- Participate in ongoing training with more than 80 partner organizations
- Increase social media presence by 20%
- Expand public awareness and engagement through education initiatives and participation in community events
- Strengthen connections with Greater Victoria's diverse communities and cultures
- Acquire a new Crime Stoppers vehicle

## GREATER VICTORIA POLICE DIVERSITY ADVISORY COMMITTEE

The Greater Victoria Police Diversity Advisory Committee (GVPDAC) is a regional advisory body comprised of representatives from municipal police agencies, RCMP detachments and community organizations. The Committee operates under a co-chair model and is jointly led by community and police representatives who work collaboratively to strengthen trust, enhance communication and deepen mutual understanding between policing partners and the diverse communities they serve.





All municipal police agencies and RCMP detachments within Greater Victoria are represented, and the Committee provides consultative advice to the Area Chiefs of Police on matters related to diversity, inclusion, and community engagement.

The GVPDAC also includes representation from over ten community organizations, with continued growth reflecting increasing regional engagement. The Committee fosters positive relationships by sharing knowledge, elevating diverse perspectives, and supporting culturally informed practices through committee-led initiatives and participation in community events across the region.

## EFFICIENCIES

- Strengthened operational capacity through the engagement of a paid consultant in the role of Regional Diversity Coordinator, supporting administration, communications, stakeholder and rights holder coordination, facilitation and community engagement across the region

## HIGHLIGHTS

- Held 10 monthly committee meetings with strong attendance
- Supported community outreach through booth participation and engagement at community events by GVPDAC community and police partners
- Participated in Welcome Day at Saanich Commonwealth Place and conducted outreach through Coffee with a Cop
- Participated in the 2025 Victoria Native Friendship Centre 2SLGBTQIA+ Youth Gathering

- Partnered with Out on Patrol and the VicPD Equity, Diversity, Inclusion and Accessibility Committee to host an Inner Harbour activity promoting Pride awareness and community engagement
- Marched with the Changemaker contingent in the 2025 Victoria Pride Society Parade
- Supported the VicPD Equity, Diversity, Inclusion and Accessibility Committee in hosting a well-attended cultural intelligence workshop, with GVPDAC members contributing as presenters
- Participated in Youth Police Camp, AfriCa Fest, Before the Badge, Vaisakhi and the Black History Month Forum and delivered pronoun training to Area Chiefs of Police

## PRIORITIES

- Create new pathways for member collaboration
- Increase GVPDAC visibility and awareness to better serve police agency members and the communities they serve
- Build connections with underrepresented communities not yet represented on the GVPDAC
- Advance rebranding, vision and storytelling to better communicate GVPDAC and local policing efforts within the community
- Improve digital assets to align with current standards and reflect the GVPDAC vision and mandate
- Update administrative and internal documents to reflect current, equitable and inclusive language and practices
- Attend workshops, meetings and outreach activities to build new relationships and strengthen existing connections

## VANCOUVER ISLAND INTEGRATED MAJOR CRIME UNIT

The Vancouver Island Integrated Major Crime Unit (VIMCU) is an integrated unit comprised of police officers and civilian support staff from the RCMP, Victoria Police and Saanich Police. The unit's primary investigative responsibilities include homicide investigations and missing persons cases where foul play is suspected.

VIMCU manages and investigates major crime files within the Greater Victoria Capital Region and provincial areas of the RCMP Island District, using investigative practices guided by the principles of Major Case Management. In fulfilling this mandate, the unit helps other police agencies and investigative units throughout Vancouver Island, the province and, when required, across the country.

## EFFICIENCIES

- Integrated new members effectively through mentorship and participation in ongoing investigations
- Consulted with the Provincial Government about the modernization and expansion of VIIMCU based on municipal feedback from across Vancouver Island with further collaboration expected through 2026
- Collaborated with the BC Missing Persons Unit to identify files with suspected foul play. E Division Major Crime now has two members assigned to the Missing Person's Unit conducting file reviews throughout Vancouver Island to provide oversight and assistance to missing persons investigations

## HIGHLIGHTS

- Assumed conduct of nine homicide and missing persons investigations where foul play was suspected
- Obtained charge approval on four investigations resulting in four charges of second-degree murder and one charge of first-degree murder
- Advanced multiple investigations toward court, including files dating back to 2021, with some matters adjourned or continuing into 2026
- Secured guilty convictions for second degree murder, robbery and theft with one acquittal and two guilty verdicts for murder where the accused were later found not criminally responsible at sentencing

## PRIORITIES

- Establish a VIIMCU Ad Hoc team through targeted advertising to identify and select qualified candidates
- Apply non-conventional, project-based investigative techniques to at least two VIIMCU files to support evidence development for charge approval
- Advance VIIMCU investigations currently in the disclosure phase toward charge assessment by Crown Counsel

## COMBINED FORCES SPECIAL ENFORCEMENT UNIT

The Combined Forces Special Enforcement Unit (CFSEU) is an independent law enforcement agency in British Columbia staffed primarily by seconded police officers from municipal police agencies and the RCMP from across the province. CFSEU has a broad mandate that includes contributing to and sharing crime research and intelligence, coordinating long-term crime reduction strategies at the provincial, national and international levels, reducing gang and

organized crime violence and deterring organized crime and related violence. The unit uses both uniform and covert investigative techniques in support of its mandate.

Currently, the Victoria, Saanich, Central Saanich and Oak Bay police departments, as well as the RCMP, are eligible to second members to the local CFSEU team. CFSEU supports local agencies in relation to outlaw motorcycle gang monitoring and enforcement and conducts investigations consistent with its mandate.

## CAPITAL REGIONAL DISTRICT INTEGRATED ROAD SAFETY UNIT

The Capital Regional District Integrated Road Safety Unit (CRD-IRSU) is comprised of seconded police officers from local municipal police agencies and the RCMP. The unit's mandate includes harm reduction on British Columbia roadways, strategic traffic enforcement related to high-risk locations and activities, commercial vehicle enforcement, criminal interdiction and efforts to support and enhance local traffic enforcement units through strategic projects and operations.

CRD-IRSU is operated by the RCMP through funding provided by the Insurance Corporation of British Columbia to the provincial Ministry of Public Safety and Solicitor General. The unit receives local input from a Joint Management Team comprised of Senior Leadership Team representatives from local police agencies and the RCMP.

## INTEGRATED NATIONAL SECURITY ENFORCEMENT TEAM

Integrated National Security Enforcement Teams (E-INSET) operate throughout Canada under the management of the RCMP. These teams are intended to increase the capacity for the collection, sharing and analysis of intelligence related to individuals or groups that pose a threat to national security, as well as to conduct related investigations. INSET teams include representatives from the RCMP, federal partners such as the Canadian Border Services Agency and local police agencies.

Locally, representatives from each municipal police agency, as well as the RCMP, are seconded to the local INSET unit.



