



Fall 2017 – Winter 2018: Report to Area Chiefs

History of the Greater Victoria Police Diversity Advisory Committee

The need to form a regional police diversity advisory committee was identified and supported by two documents: (1) *Needs Assessment Report on the Diversity Unit of the Victoria Police Department* (2000) and (2) *Making Peace – the Maturing Partnership of Capital Region's Minorities and their Police* (1998). The latter of these reports was commissioned by the Capital Region Race Relations Association.

In 2001, the Greater Victoria Police Diversity Advisory Committee (GVPDAC) was established. It was the first committee of its kind to bring together representatives from the region's municipal police departments (Victoria, Saanich, Central Saanich, Esquimalt and Oak Bay) and RCMP detachments (Sidney/North Saanich and West Shore) with representatives from a broad base of community agencies.

From 2001 through 2010, the GVPDAC was co-chaired by a succession of Victoria Police representatives, beginning with Sergeant Derek Chow. From 2011 until his retirement in mid-2013, Staff Sergeant Doug Newman of Saanich Police served as the GVPDAC Police co-chair. From September of 2013 to the present, the GVPDAC Police co-chair has been Staff Sergeant Scott Treble of Saanich Police. Moussa Magassa of the Victoria Francophone community is the Community co-chair.

GVPDAC Membership – Police and Community Representatives

Police representatives on the GVPDAC, effective December 2018, are the following;

Victoria Police Department

Saanich Police Department

West Shore RCMP Detachment

Sidney/North Saanich RCMP Detachment

Central Saanich Police Service

Oak Bay Police Department

Military Police Unit Esquimalt

- Constable Rae Robirtis
- Sergeant Greg Holmes
- Inspector Penny Durrant
- Staff Sergeant Scott Treble (co-chair)
- Auxiliary Constable Randie Johal
- Auxiliary Constable Dallas Perry
- Constable Meighan de Pass
- Constable Michelle Joyce
- Sergeant Davindar Dalep
- Constable Alex Omoding
- Leading Seaman Andree Noye



Community representatives on the GVPDAC, effective December 2018, are the following;

Inter-Cultural Association of Greater Victoria (ICA)

Victoria Immigrant & Refugee Centre Society (VIRCS)

India Canada Cultural Association (ICCA)

African Heritage Association of Vancouver Island (AHAVI)

Rainbow Health Co-operative

Victoria Native Friendship Centre (VNFC)

Ismaili Muslim Faith Community

Victoria Francophone Society

Jewish Federation of Victoria and Vancouver Island

- Steven Baileys
- Alix Hotsenpiller
- Gordy Dodd
- Dr. Lisa Gunderson
- ChrYs Tei
- Brenda Freeman
- Taheera Ferguson
- Moussa Magassa (co-chair)
- Selma Linzer

About Us

The GVPDAC brings together members of our diverse communities with members from all of the Greater Victoria police agencies, to provide a continuing dialogue on issues of mutual concern, to problem solve and to establish close cooperation. This helps to build and maintain trust and positive relationships, which broadens our collective knowledge about issues of concern within our diverse communities.

Mission Statement

The Greater Victoria Police Diversity Advisory Committee mission is to serve as a voice between our diverse communities and the police and to work towards maintaining and building positive relations.

Mandate

- To help police officers better understand the diverse cultures, value systems, unique perspectives and conditions and religious beliefs of the minority groups they serve
- To act as a consultative and advisory body to police agencies in the Greater Victoria area



Police co-chair Scott Treble, Saanich Police



Community co-chair Moussa Magassa, Francophone Society of Victoria

Selected Highlights of Activities and Accomplishments

Community Soccer Tournament– Masjid Al-Iman:

In October of 2017, the GVPDAC partnered with the Masjid Al-Iman to plan and deliver an afternoon-long community engagement event. The day began with a prayer at Masjid Al-Iman where everyone was welcome, followed by a large soccer tournament held at two venues. Teams were put together with a mixture of community members and GVPDAC members, including police officers, civilian police support staff and volunteers. A post-tournament celebration was held along with a shared meal. The Victoria City Police Athletic Association provided a financial donation to help support the day's activities. There were many smiles, laughs and great conversations at this event!

**Saturday
October 14**

1:30 - 2:00pm:
Main Prayer at Masjid Al-Iman
(everyone welcome)

2:00 - 4:00pm:
5-a-side Soccer Tournament
Central Park Field behind Crystal Pool

4:15 - 5:30pm:
Celebration & Shared Meal
Hosted at Masjid Al-Iman
221B Quadra Street

Teams for 16+ Age
Youth/Male/Female

Family & community members
welcomed!

5-a-side Community Soccer Tournament
with Masjid Al-Iman & Greater Victoria
Police community members

To register to play in this fun community-police event contact:
Staff Sgt. Scott Treble (Saanich Police)
Phone: 250-475-4702
Email: streble@saanichpolice.ca

Community Partnership Network

VICTORIA BRANCH
THE BC POLICE ASSOCIATION



Featured Article in RCMP Diversity and Inclusion Newsletter:



Building Relationships on the Island



Information session with Masjid Al-Iman community members

The Greater Victoria Police Diversity Advisory Committee (GVPDAC) is based in Victoria, B.C. and connects, builds relationships with, and fosters communication and understanding between diverse communities and the region's five police agencies. The Sidney and West Shore RCMP detachments are represented on the Committee, which participates in various activities including informational and educational events, community engagement initiatives, and outreach events across the Island.

Some of the most recent events coordinated by the GVPDAC include engagement events with the Sikh and Hindu communities at the Khalsa Diwan Sikh Temple, an information session with the Muslim community at the Masjid Al-Iman Mosque, as well as participation in the annual Victoria Pride Parade. The events with the Sikh, Hindu, and Muslim Communities are part of the Police and Community Engagement Events series organized by the GVPDAC that seek to bring the police and various communities together to share, listen, and learn about concerns and views held by the police and the communities they serve. The RCMP values its partnership with the GVPDAC and looks forward to continued participation in diversity and inclusion events and initiatives. For more information on GVPDAC and their initiatives, please visit their website at: www.gvpdac.org

BC Black History Awareness Society Presentation and Black History Month Award:

In October of 2017, Sgt. Dalep and Cst. Omoding of Oak Bay PD co-presented to approximately 40 people at the BC Black History Awareness Society and in February of 2018, Cst. Omoding was honoured to receive a Black History Month Community Role Model award.



Sgt. Davindar Dalep & Cst. Alex Omoding of Oak Bay Police with Sylvie Mangu Alene of the British Columbia Black History Awareness Society



Michael Regis (UVic Practicum Student) with Dr. Lisa Gunderson of AHAVI, Cst. Alex Omoding (OBPD) & S/Sgt. Scott Treble (SPD)

LGBTQ2S Aboriginal Youth Conferences – Victoria Native Friendship Centre (VNFC):

In February and November of 2018, GVPDAC agencies helped to sponsor and participated in two LGBTQ2S (Two Spirit) youth conferences hosted by the Victoria Native Friendship Centre. Constable Eric Misener of Saanich Police was one of the Conference presenters. His slide show and interactive discussion focused on some of the negative history of police interactions with the LGBT community throughout North America and how police are making progress through making efforts to listen, learn and interact positively with those in the LGBT community. Eric shared some of his own life experiences as a gay man and his journey in becoming a police officer. Shown at the Conference was a "We Matter" video in support of Indigenous youth which was produced by Sergeant Andy Stuart, Constable Niki Sundher and Constable Lisa Bruschetta of Saanich Police, in which they share words of youth support and reconciliation.



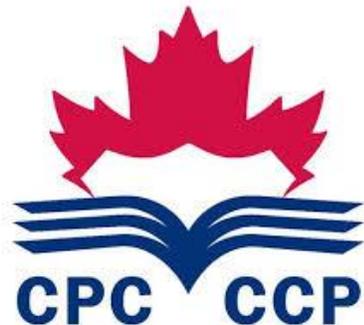
Presentation to Area Chiefs of Police:

In February of 2018, S/Sgt. Treble made a presentation to the Area Chiefs group in order to discuss a number of short-term and long-term recommendations that resulted from the Police-Community Engagement Event compilation document which had been produced by Karen Hira in 2017. Ms. Hira's document had pulled together a number of themes and recommendations from a series of five major community dialogue events which were planned and delivered by the GVPDAC with its diverse community partners over the past 2-3 years. Five short-term 2018 action item recommendations were proposed as objectives for the upcoming year:

- GVPDAC to deliver three new community dialogue events using the Global Café consultation format.
- Each police agency belonging to the GVPDAC to host at least one police station tour or open house.
- Each police agency to deliver two multilingual police-related education presentations to a diverse group.
- Multilingual police-related education brochures to be shared with GVPDAC community agencies & other groups.
- GVPDAC to host another police/community sports event as a follow-up to the fall 2017 Masjid Al-Iman soccer day.

Presentation to Executive Development Program, Canadian Police College:

In April of 2018, GVPDAC members Dr. Lisa Gunderson and S/Sgt. Scott Treble delivered a presentation on the GVPDAC at CFB Esquimalt to a class of senior Canadian police managers enrolled in the Executive Development Program offered by the Canadian Police College. This invitation was arranged by Chief Constable Les Sylven of Central Saanich Police Service, one of the program facilitators.



Participation in Turban Day, Camosun College:

In April of 2018, Sikh Youth of Victoria held their first-ever Turban Day event at the Interurban and Lansdowne campuses of Camosun College. GVPDAC members attended and took part, which was very well received by the organizers, volunteers and students.



Cst. Meighan de Pass of Sidney/North Saanich RCMP at Turban Day



Cst. de Pass and Turban Day organizer with S/Sgt. Treble

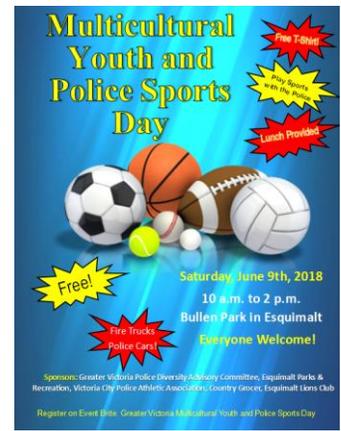
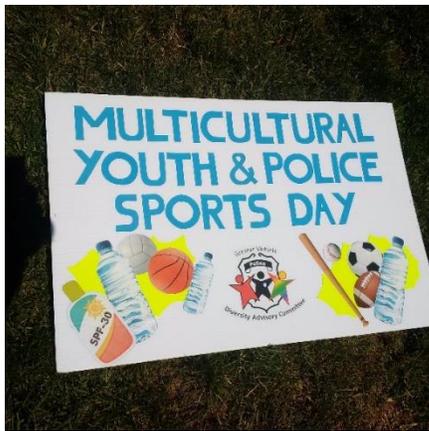
YCI Camp 2018 Sponsorship – Youth for Change and Inclusion:

A request for full or partial sponsorship of six youths by the GVPDAC to attend the May 2018 YCI Camp was approved. Three students from S.J. Willis Education Centre were fully sponsored for \$80 each and another six immigrant/refugee students were provided with 50% sponsorship for \$40.00 each. Approximately eighty (80) students were in attendance, some of whom were Syrian refugees along with immigrants from several other countries. GVPDAC member Moussa Magassa gave a compelling presentation on Human Rights & Peace



Multicultural Youth and Police Sports Day:

In June of 2018, as a result of the initiative, planning and leadership of GVPDAC member Constable Rae Robirtis of Victoria Police Department, a sports day event was held for approximately thirty young people at Bullen Park in Esquimalt. Partnership arrangements were made with Esquimalt Parks & Recreation, Country Grocer Esquimalt, and the Esquimalt Lions Club. Funding donations were received from the Victoria City Police Athletic Association and the Saanich Police Athletic Association. T-shirts, water bottles and other items were provided to the young participants along with lunch and a good time was had by all!



Victoria Pride Parade:

In July of 2018, the GVPDAC coordinated with Victoria Pride Society (VPS) for the fifth consecutive year to include the participation of every Greater Victoria police agency in the Victoria Pride Parade. The President and Board Members of the VPS were placed in a very difficult situation because some individuals and groups in the community did not want to have any police officers take part in the Parade.

Following VPS consultation with community groups who support vulnerable populations in Greater Victoria along with additional discussion at the VPS Board level, they decided that police officers were most welcome to participate once again. In order to reduce the visual footprint of the usual five or six police cars with flashing lights, the VPS asked that just one police car take part, the vintage Victoria Police Department "Car 40." In order to reduce the number of police officers who were armed and in uniform, the VPS asked that uniformed officers be limited to one Chief or other senior representative from each local police force and that any police officers identifying as LGBTQ were also permitted and encouraged to wear their uniforms, if desired.

Other participants in the GVPDAC entry were not in uniform, including police officers and Auxiliary/Reserve members, support staff, volunteers, family members and friends, along with young people from the YCI (Youth for Change & Inclusion) and the Chief's Youth Council (CYC). Gordy Dodd and other community members from the GVPDAC took part by carrying the GVPDAC banner. Large numbers of mini-rainbow flags were handed out to the crowd, as usual. With t-shirt style and design assistance provided by two of the summer Crime Prevention Worker students working with Saanich Police, two distinct t-shirt versions were created and ordered in time for the Parade, with the "Love Proud, Live Proud, Police Proud" version being extremely popular with parade participants and onlookers alike.



Pathways to Professions & Trades (VIRCS) Partnership:

In June and October 2018, through the initiative of our VIRCS representative Alix Hotsenpiller, police station visits and GVPDAC slide show presentations were delivered to separate groups of young adults from the Pathways to Professions & Trades (P2PT) program. P2PT is an Immigrant Youth Employment Program that provides a combination of life and employability training for new immigrants to help prepare them for career success in an area of their choosing. A third police station visit has already been arranged for April of 2019.



BC RCMP Safe Place Program – Sidney/North Saanich Detachment:

In October of 2018, the Town of Sidney unveiled its first rainbow crosswalk and Cst. Meighan de Pass of Sidney/North Saanich RCMP was recognized for bringing the BC RCMP Safe Place program into their communities. Meighan, a GVPDAC member, saw a sticker for the program in her hometown of Chilliwack and she began to explore bringing it to her own detachment area. Businesses, organizations and schools wishing to join the Safe Place program make a pledge to provide a safe and supportive location for LGBTQ people to take shelter and call 9-1-1 if they were to end up as the victims of a hate crime or hate incident. After being cleared by the RCMP and having the opportunity to receive some training, participants are provided with stickers to place on their windows. Cst. de Pass noted that even if someone was not in distress, the Safe Place sticker still shows that the participants embrace diversity. She has challenged other RCMP detachments and police departments on Vancouver Island to adopt the Safe Place program for their communities



Victoria Urban Reconciliation Dialogue – Advisory Panel Gathering:

In November of 2018, the Steering Committee of the Victoria Urban Reconciliation Dialogue (VURD) held their first Advisory Panel Gathering at the Victoria Native Friendship Centre (VNFC). 40 people participated in an open dialogue with the intent to collectively assess what reconciliation means among Indigenous and non-Indigenous community members, organizations, governments and educational institutions located in Greater Victoria. GVPDAC representatives included Saanich Police Department and Victoria Police Department. A second dialogue event was being planned for February of 2019 and additional GVPDAC agencies will be represented.



Indigenous Services
Canada

Services aux
Autochtones Canada

Additional Examples of Police-Community Engagement:

There are many additional police-community diversity initiatives every year that help to build trust and strengthen relationships between members of Greater Victoria police forces and people from diverse community groups. Here are just a few examples of these activities:



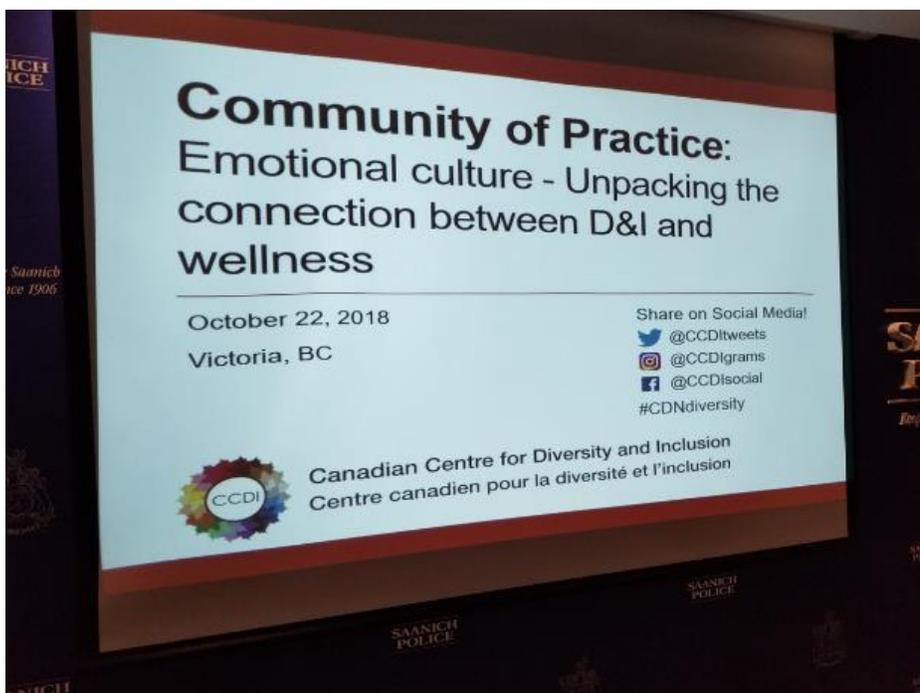
Two Spirit Gathering at VNFC (Victoria Native Friendship Centre) in November of 2018



Brushing off ceremony for Victoria Police employees to represent the forging of their new relationship with the Aboriginal Coalition to End Homelessness



GVPDAC members were invited to Fast-a-Thon by the UVic Muslim Students Association



CCDI Webinar at Saanich PD attended by GVPDAC agencies and community members



Victoria Police @vicpdcanada · 17 Oct 2018

This morning, @ChiefManak and other officers are attending a movie matinee with members of the Aboriginal Street Community. Past events have been very positive and enriching for all involved #yyj #relationshipbuilding



Relationship-building over movies with Victoria Police and Aboriginal street community



Victoria Police @vicpdcanada · 27 Jul 2018

Today @ChiefManak spoke with youth at the #yyj #Sikh temple kids' summer camp. We brought a Patrol car with us. It was awesome!



GVPDAC police agency members participate in numerous events on their own initiative

Grtr Victoria Police Diversity Advisory Committee @gvpdac · 20 Jul 2018
 Great fun at #WorldStudentDay here in #VictoriaBC today. Met many young people from all over the world who are here to learn English! Thanks to #GlobalVillage English Centres, @LangCanada @ialc_languages #yyj #gvpdac



Co-chairs Moussa Magassa & S/Sgt. Treble provided opening remarks at World Student Day



Local police officers took part in the Pulling Together canoe paddling journey in 2018.



Victoria Police @vicpdcanada · 28 Jan 2018

6-2 and leading in to an exciting 3rd period. What a great game! Thanks to @victoriaroyals for hosting us & the Aboriginal Street Community! #goroyalsgo #community



Another example of having fun while building relationships with community members



Oak Bay Police @OakBayPolice · 22 Oct 2018

Sgt. Dalep (4th from the right) proudly represented OBPD at the Saragarhi Ball this weekend.



GVPDAC member Sgt. Dalep (OBPD) at the Saragarhi Ball in Sidney in October of 2018

Banner Stands and Sandwich Board for Community Events:

In September of 2018, the GVPDAC purchased two retractable, adjustable banner stands and a white sandwich board in order to provide compelling visual identifiers at the numerous community events and displays which are attended every year. The banner stand design work was done by two of the summer Crime Prevention Worker students who were working with the Community Engagement Division at Saanich Police. These items will supplement the GVPDAC's tent and hanging banner and have already been put to good use at events.



Development of a Greater Victoria Anti-Racism Committee - OARH

Beginning in December of 2017, the GVPDAC provided significant background assistance to the Ministry of Tourism, Arts and Culture during the establishment of an Organizing Against Racism and Hate (OARH) program for the Greater Victoria region. This program was originally established by the provincial government in 2001 with the objective of supporting a coordinated community approach to counter racism and hate activities in BC, primarily through the development of Community Based Incident Protocols to respond to hate crimes, hate incidents, racism and discrimination, as well as to engage in education and prevention work. Although there are approximately 35 communities in BC with OARH networks, Greater Victoria was not one of them.

After provincial Multiculturalism Program Advisor representatives attended a GVPDAC meeting at the end of 2017, the GVPDAC assisted by arranging and hosting a community stakeholder meeting in February of 2018 where they outlined the program and sought to identify a lead agency for the region which would handle the responsibilities of administrative coordination, budget management and reporting. Although there was some strong encouragement for the GVPDAC to take on this role with the OARH, following much discussion at the GVPDAC level it was decided that there were capacity, mandate and scope issues which made it more appropriate for a single community organization to take on this lead role. One of the partners in GVPDAC, the Victoria Immigration and Refugee Centre Society (VIRCS) was selected to be the lead agency for the establishment and operation of the OARH program. Over the remainder of 2018, GVPDAC representatives continued to provide support to the OARH by participating in a number of meetings and planning sessions which were held to seek stakeholder input on developing and adopting clear terms of reference and completing additional steps to establish the OARH.



OARH VICTORIA

Organizing Against Racism and Hate in Greater Victoria

Policy and Procedure Updating and Reviews:

During late 2017 and 2018, GVPDAC members updated and reviewed a number of administrative and operational processes, including the completion of an internal membership survey, membership selection criteria, surplus youth fund disbursement guidelines, composition and mandate, terms of service, succession planning and other areas involving policy and procedure.

2018 Budget:

In the fall of 2017, a proposed budget for the 2018 calendar year was submitted to the Area Chiefs. The proposed budget total was \$8,650.00, an 8% (or \$700) increase from budget year 2017. The last four annual budgets from 2015 to 2018 have ranged between \$8,150.00 and \$9,700.00 and GVPDAC costs are shared among the region's police forces through a proportional cost-sharing formula.

Approved 2018 Budget	
Police-Community Engagement Events	\$2,700.00
Community Sponsorship	\$500.00
Event Registrations & Supplies	\$1,200.00
Youth Leadership Bursaries	\$2,300.00
Meetings	\$750.00
Strategic Planning	\$200.00
Website Development	\$500.00
Training and Development	\$500.00
Total	\$8,650.00

2018 Budget Allocation	%	\$
Central Saanich	4.34%	\$375.00
Oak Bay	4.92%	\$426.00
Saanich	28.27%	\$2,445.00
Victoria	36.61%	\$3,167.00
West Shore	15.60%	\$1,349.00
North Saanich	3.30%	\$285.00
Sidney	3.46%	\$299.00
Sooke	3.50%	\$303.00
Total	100%	\$8,650.00

Looking Forward to 2019...

GVPDAC members are looking forward to a busy 2019 full of new opportunities for dialogue with our community members, to help us to build and maintain trust and relationships. Dialogue and planning is already underway to create opportunities for conversation with community stakeholders in relation to police participation in the 2019 Victoria Pride Parade and to partner with other agencies to bring together a large dialogue event involving a broad cross-section of youths and young people with the police. This will be a year of significant transition as both co-chair positions will see new individuals take over in these roles. The new police co-chair has already been identified as Constable Michelle Joyce of Central Saanich Police Service. GVPDAC members wish to thank the Area Chiefs for their continued support & participation in community engagement events.

Staff Sergeant Scott Treble, GVPDAC co-chair
March 6, 2019





Jewish Federation of Victoria
& Vancouver Island



Inter-Cultural
Association
of Greater Victoria

