



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

June 9, 2020 at 5:00pm

3rd Floor Boardroom & Teleconference

PRESENT

Mayor Desjardins, Chair	B. Smith	Insp. M. Brown	S/Sgt. King
Mayor Helps	Chief Cst. Manak	Insp. McRae	S. Hurcombe
S. Dhillon	DC Watson	Insp. Hamilton	M. MacIntyre
C. Huber	DC Laidman	Insp. Lindner	D. Perry
S. Powell	Insp. C. Brown	Insp. Parks	

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

a. **Adoption of the Public Agenda of June 9, 2020**

20-48 **MOTION:** *To approve the public agenda of June 9, 2020 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. **Adoption of the Minutes of the Public meeting of April 21, 2020**

20-49 **MOTION:** *To approve the Public Minutes of the April 21, 2020 meeting as presented.* **MOVED/SECONDED/CARRIED**

b. **Chief Constable Monthly Activity Report**

Refer to the report provided – for information.

c. **Chief Constable Update**

- Ongoing discussions with service providers regarding VicPD's response capacity to attend calls on the water
- Project Downtown Connect will be reinstated as soon as possible pending COVID-19 restrictions and resources
- There has been an increase in calls for service and crime in the Burnside Gorge and Beacon Hill communities; VicPD is working closely with stakeholders in supporting the campers while ensuring entrenchment does not occur
- 2020 Community Survey results are being collated; results will be available in approximately one month
- Victoria Fire Department declined to participate with Esquimalt Fire Department in the VicPD Fire Medic program which was created to allow firefighters to provide assistance

to police during large-scale operations where fires might erupt and the officers and/or public might be injured

- Racism and discrimination:
 - These issues are currently at the forefront in light of a recent in-custody death of an African-American man, Mr. George Floyd, from Minneapolis
 - There are distinct differences in policing between Canada and the USA, some of which include robust hiring criteria and strategies to reach diverse applicants, bias-free training, significant oversight mechanisms from civilian bodies, accountability in reporting, and adherence to the national Use of Force continuum requirements
 - The 2018 VicPD Diversity & Inclusion Strategy & Action Plan is a living document which is subject to change and improvement
 - VicPD is determining appropriate methods to obtain internal demographic information and how best to monitor the changes over time
 - VicPD is reviewing organizational service standards and creating policy where required
 - Body Worn Cameras: they were previously considered but it is cost prohibitive and several issues including privacy, secure storage, retention, and disclosure, must be addressed
 - Defunding of police: policing is already underfunded but VicPD continues to examine ways to ensure efficiencies are implemented
 - Chief Manak actively consults with diverse leaders in Victoria as well as the Greater Victoria Police Diversity Advisory Committee (GVPDAC)

d. Committee Reports

Refer to the report provided – for information. Board member Huber has been identified as the new Board HR Committee Chair.

20-50 **MOTION:** *That the Board direct staff to post the approved annual budgets and quarterly financial reports to the VicPD website.* **MOVED/SECONDED/CARRIED**

20-51 **MOTION:** *That the Board direct that adjustments to the 2021 Police Board budget be made as proposed including a reduction of \$500 to the Conference Travel budget so as to result in a net zero increase.* **MOVED/SECONDED/CARRIED**

e. Board Co-Chairs Update

The Co-Chairs met with ADM Butterworth-Carr for their first bi-annual meeting to discuss several issues of mutual interest and concern.

f. BC Association of Police Boards Director’s Update

The Board will need to identify a new representative and alternative representative to the BCAPB Executive. The table was directed to advise Mayor Desjardins if interested.

g. Board Member Engagement Update

- Board member Dhillon: ongoing engagement with the downtown business community as phase II of the COVID-19 BC Restart Plan unfolds
- Board member Huber: attended the virtual VicPD recruit swearing-in ceremony

h. 2020 Board Strategic Priorities

Refer to the document provided.

- i. **Framework Agreement**
No discussion arising.

3. NEW BUSINESS

- a. **Addressing Racism & Discrimination**

On May 25, 2020, Mr. George Floyd, an African American, died while in police custody in Minneapolis. This was followed by public outrage throughout North America and the scrutiny of police in general. The Board and VicPD are committed to reviewing current processes and practices related to racism and discrimination and making improvements where needed.

20-52

MOTION: *That the Board request that the Chair and/or citizen members of the Greater Victoria Police Diversity Advisory Committee present to the Board within six months and on a quarterly basis thereafter in public Police Board meetings with their ideas and recommendations for improvements at the Victoria Police Department;*
And that the Board request the Chief to present at the public Board meeting as early as practical a comprehensive list of the bias awareness, anti-racism, cultural sensitivity and de-escalation training that members of the Victoria Police Department currently receive and his recommendations for additional training and awareness raising opportunities;
And that a demographic analysis of the Victoria Police Department be undertaken in order to understand how the composition of VicPD in terms of black, Indigenous, people of colour and women measures against the composition of the general population. This will give us a baseline and show us where there is room for focus in recruiting;
*And that the Chief make any other recommendations to the Board for its consideration to address racism and discrimination. **MOVED/SECONDED/CARRIED***

- b. **200513 Letter from Police Services re: Surrey Police Department Transition**

Refer to the letter provided – for information.

- c. **Order in Council: Reappointments of Board Members Dhillon and Huber**

Refer to the document provided – for information.

- d. **Human Resources Report**

Refer to the report provided – for information. The Justice Institute of BC recruit class planned for May has been cancelled; six new recruits will have their Block I training deferred.

- e. **Crime Statistics**

Refer to the report provided – for information.

Meeting adjourned at 6:13pm.

Mayor Barbara Desjardins
Lead Co-Chair

Date

Collette Thomson
Recording Secretary

Date