



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

September 21, 2021 at 5:00pm
Zoom & Livestream: VicPD YouTube

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of September 21, 2021

2. PRESENTATIONS

- a. Integrated Canine Unit (Sgt. Ewer & PSD Maverick)

3. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of July 20, 2021
- Pg. 3 b. Chief Constable Monthly Activity Report & Update
- Pg. 4 c. Equity, Diversity, Inclusion & Engagement Update
- d. Respectful Workplace Action Plan Update
- Pg. 5 e. Committee Reports
- f. Board Co-Chairs Update
- g. BC Association of Police Boards Director's Update
- h. Board Member Engagement Update
- Pg. 25 i. 2021 Board Strategic Priorities
- j. Framework Agreement

4. NEW BUSINESS

- Pg. 27 a. Call Management (CC Manak)

5. CORRESPONDENCE *(For information only)*

- Pg. 31 a. 210720 Letter from Ministry of Mental Health & Addictions re: ACT Teams



VICTORIA & ESQUIMALT POLICE BOARD
Human Resources Committee Quarter II Report (April – June)
 September 2021

#1	Tend to the mental health & wellness of members & staff
Action:	1. Meet with VicPD HR Department, Chief Constable, and Union for input on how the Board can support the mental health and wellness of members and staff. Create an implementation timeline.
Update:	<ul style="list-style-type: none"> The HR Committee has invited the HR Department, Chief Constable and Union to present to the HR Committee at the meeting in September 2021.
Action:	2. Seek opportunities (at least quarterly) to acknowledge members and staff.
Update:	<ul style="list-style-type: none"> The HR Committee has worked with the Chairs, Chief Constable, and Board to create space for VicPD members and staff to share successes with the Board and public. Board Members are attending swearing-in ceremonies and plan to attend more VicPD events to acknowledge the team where appropriate. The Board has written letters to VicPD team members who have accepted new responsibilities.
Action:	3. Seek avenues to share positive stories that highlight the commitment of members and staff to the community.
Update:	<ul style="list-style-type: none"> Board Members have brought forward positive stories of VicPD to the Board and public meetings. Commendations are shared at the Board meetings. The HR Committee will continue to find new avenues to accomplish this goal.
Action:	4. Invite professionals in our community to educate the Board on this topic.
Update:	<ul style="list-style-type: none"> The HR Committee will continue to find new avenues to accomplish this goal. There have been several presentations to the Board this year that focus on mental health and wellness of members and staff.
Action:	5. Seek opportunities to hear from members and staff with lived experience.
Update:	<ul style="list-style-type: none"> The Board has heard from staff with lived experiences, due to privacy issues this has occurred in-camera. These opportunities have made a significant difference to the Board and the governance role it provides. The HR Committee will work with Chief Constable to provide more opportunities.

