



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

January 25, 2022 at 5:00pm

Zoom

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of January 25, 2021

2. PRESENTATIONS

- a. Aboriginal Coalition to End Homelessness (F. Hunt-Jinnouchi)

3. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of December 14, 2021
- Pg. 3 b. Chief Constable Monthly Activity Report & Update
- Pg. 3 c. Equity, Diversity, Inclusion & Engagement Update
- Pg. 4 d. Committees Update
- e. Board Co-Chairs Update
- f. BC Association of Police Boards Director's Update
- g. Board Member Engagement Update
- Pg. 6 h. 2021-2022 Board Strategic Priorities: Approve Updated Version
- i. Framework Agreement

4. NEW BUSINESS

- Pg. 8 a. VicPD Human Resources Report (Insp. McRae)

5. CORRESPONDENCE *(For Information Only)*

- Pg. 9 a. VicPD Commendations



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

December 14, 2021 at 5:00pm

Zoom & Livestream: VEPB YouTube

PRESENT

Mayor Helps, Chair	Chief Cst. Manak	S/Sgt. Gubbins
Mayor Desjardins	DC Laidman	S/Sgt. Rice
S. Dhillon	Insp. M. Brown	S. Hurcombe
M. Hayes	Insp. Jones	M. MacIntyre
C. Huber	Insp. King	D. Perry
P. Schachter	Insp. McRae	

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

a. Adoption of the Public Agenda of December 14, 2021

21-100 **MOTION:** *To approve the Public agenda of December 14, 2021 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of November 16, 2021

21-101 **MOTION:** *To approve the Public Minutes of November 16, 2021 meeting as presented.* **MOVED/SECONDED/CARRIED**

b. Chief Constable Monthly Update & Activity Report

Refer to the report provided – for information. Chief Manak provided an update on operational calls and files of note.

c. Equity, Diversity, Inclusion & Engagement Update

Refer to the report provided – for information.

d. Committee Reports

Refer to the report provided – for information.

e. Board Co-Chair Updates

The Co-Chairs are meeting with ADM Rideout this week to discuss issues of mutual interest and concern.

- f. **BC Association of Police Boards Director's Update**
- BCAPB meeting recently took place as well as Fireside Chats which included discussions about negotiating Chief contracts and working with councils on police budgets
 - BCAPB awards program is being finalized
 - BCAPB AGM and conference will be taking place in Nelson from May 25-29, 2022
- g. **Board Member Engagement Update**
No discussion arising.
- h. **2021-2022 Board Strategic Priorities**
Refer to the document provided – for information.
- i. **Framework Agreement**
No discussion arising.

4. NEW BUSINESS

- a. **211206 Request for Information from City Council re: MHA Apprehensions**
Refer to the document provided. This information will be reported quarterly by VicPD to Councils and will be added to the VicPD website.
- b. **211202 Letter from Police Services re: BCPPS Revocation of Suspension**
Refer to the letter provided. Temporary suspensions were put in place at various points during the pandemic which applied to Use of Force training and requalification that must be completed. As most police agencies have already resumed delivering this training, all officers must be caught up by May 1, 2023. VicPD is already compliant.

Meeting adjourned at 5:43pm.

Mayor Helps
Lead Co-Chair

Date

Collette Thomson
Recording Secretary

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

TO:	Victoria & Esquimalt Police Board
FROM:	Chief Cst. Manak
DATE:	January 25, 2022
SUBJECT:	Chief Constable Monthly Activity Report
ACTION:	For information

Community Events & Presentations

December 15	Presented awards to VicPD Holiday Greeting Card Contest recipients
December 30	Attended VicPD swearing-in ceremony for seven new recruit Constables
January 12	Attended VicPD swearing-in ceremony for new Police Board member
January 13	Attended VicPD swearing-in ceremony for new Police Board member
January 24	Presented with Island Health the Co-Response Mental Health Team model to City Council
January 24	Presented the VicPD 2022 Provisional Budget to Esquimalt Council

Equity, Diversity, Inclusion & Engagement

January 19	Attended the virtual Canadian Association of Chiefs of Police webinar "The Path" re: history and contemporary realities of First Nations, Inuit and Métis in Canada
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VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board

Public

Meeting of January 4, 2022

HUMAN RESOURCES

ITEMS DISCUSSED

- a. **Reserve Constables Hired as VicPD Constables**
From 2016 - 2021, an average of 43% of VicPD Reserve Csts were hired by VicPD.
- b. **VicPD Mental Health and Wellbeing Project**
This project was sponsored by the Victoria City Police Union and VicPD and in an effort to gain insights into the mental health and well-being of officers and civilian employees in the department. The report and recommendations are currently being reviewed.
- c. **Special Municipal Constable Program Evaluation**
Over the course of 2021, VicPD piloted a new SMC program to reduce the workload of front-line officers. It was evaluated at the end of the year resulting in the program being extended and reviewed again in 2022. Budget considerations will be required if it extends into 2023.

GOVERNANCE

ITEMS DISCUSSED

- a. **Block Watch Q&A Correspondence**
A member of the public submitted questions to Esquimalt Council regarding the Block Watch program. A comprehensive response was provided by VicPD staff Mark MacIntyre, and Kimberly Kelley, Community Programs Coordinator.
- b. **2022 CAPG Conference**
The Canadian Association of Police Governance conference will be held in Saskatoon from September 7-11. Board attendees will be determined at a later date.
- c. **Board Planning Session**
The Board will be meeting in mid-January to undergo Islamophobia awareness training, welcome and orient the two new Board members, and review the 2021-2022 Board Strategic Priorities.
- d. **Public Safety Personnel Mental Health Support Website**
The website provides a list of mental health supports available to Canadian public safety personnel: <https://www.pspmentalhealth.ca/service.html>
- e. **Board Reporting Schedule**
The schedule outlines which reports will be provided at upcoming Board meetings.

f. **Update re: Police Stops**

VicPD will follow the present policies on Police Stops until further direction is provided or new standards are implemented.

FINANCE

ITEMS DISCUSSED

a. **Board Scenarios**

A hypothetical scenario was contemplated and the potential courses of action were discussed. These discussions encourage critical thinking and provide the board with additional insight into the operational and administrative complexities of policing.



Victoria & Esquimalt Police Board

2021-2022 Strategic Priorities

Updated: January 20, 2022

Committee Chairs will report on the progress of their priorities at the Committee meetings and public session of the Board meetings as follows:

February 2022: for period of October 2021 – January 2022

June 2022: for period of February 2022 – May 2022

October 2022: for period of June 2022 – September 2022

#1. Tend to the mental health & wellness of members & staff	
Lead: Human Resources	
	<ol style="list-style-type: none"> 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. 2. Seek opportunities (at least quarterly) to acknowledge members and staff. 3. Seek avenues to share positive stories that highlight the commitment of members and staff to the community. 4. Invite professionals in our community to educate the Board on this topic. 5. Seek opportunities to hear from members and staff with lived experience. 6. Advocate for better mental health and wellness initiatives for members and staff.
#2. Increase financial stability	
Lead: Finance	
COMPLETE	<ol style="list-style-type: none"> 1. Review implementation of Special Municipal Constables. 2. Leverage work with integrated policing units across regions and encourage other regionalization initiatives after receiving the provincial report from the Special Committee on Reforming the <i>Police Act</i>. 3. Oversee the development of a multi-year staffing plan.
#3. Strengthen relationship with the community	
Lead: Governance	
COMPLETE	<ol style="list-style-type: none"> 1. Provide information to the community re: role of police boards, understanding policing, how policing works, role of police. 2. Proactively participate in board member recruitment. 3. Increase board member attendance at community events.
COMPLETE	<ol style="list-style-type: none"> 4. Provide opportunities for public participation in board meetings by including agenda time for question period/addressing the board. 5. Promote public access by conducting all suitable business in public sessions and following best practices to ensure use of in-camera and closed in-camera meetings only for appropriate matters. 6. Explore the possibility of convening committees of mutually respected citizens and elders to provide context for actions/conflicts within their communities.

#4. Strengthen relationship with the Provincial Government

Lead: Governance

1. Work on secure funding for Justice Institute of BC.
2. Work on Board succession planning and recruitment.
3. Work closely with the Director of Police Services and Ministry staff on reforms related to modernization, sustainability, and the role of the police with respect to complex societal issues.
4. Proactively work with the Ministry of Mental Health and Addictions and others to provide input on police policies to address federal exemption on decriminalization of drug possession.
5. Work with municipal councils and provincial government to move non-policing function to the appropriate area of government.

#5. Educate ourselves and advocate for better health supports for people with mental health and substance use issues

Lead: Human Resources

1. Invite professionals in our community to educate the Board on this topic.
2. Seek opportunities to hear from people with lived experience in mental health and substance use and make recommendations based on learnings.
3. Advocate for better supports for people with mental health and substance use issues.
4. Support restorative justice programs.
5. Seek opportunities to publicly demonstrate our learning and understanding.

#6. Increase awareness and efforts to combat racism and focus on equity, diversity, and inclusion

Lead: Governance

1. Invite professionals in our community to educate our Board on this topic.
2. Work with the Province and the JIBC to increase the number of Indigenous, Black, Asian, and other recruits with diverse ethno-racial backgrounds.
3. Solicit public and member input on perceptions of racism and discriminatory practices in the service to assist in increasing cultural awareness and eliminating biased or abusive practices.
4. Complete Board training that focusses on equity, diversity, and inclusion.
5. Study and report on policies that facilitate disclosure of systemic racism, racist attitudes and racist action.
6. Review and refine departmental measures to protect vulnerable populations, including those with special needs based on social, economic, health and disability as well as those who experience discriminatory conditions due to origin, racialization, colour, gender or gender identity.
7. Review street checks and other policies that have been identified as contributing to systemic racism and to disproportionate harm to communities that feel unsupported by the police.
8. Review policies to ensure they are compliant with the purpose and spirit of UN Declaration of the Rights of Indigenous People (UNDRIP).
9. Work on supports to combat racism and offer recommendations that focus on equity, diversity, and inclusion.
10. Seek opportunities to publicly demonstrate our learning and understanding.
11. Complete a report after connecting with partners to identify areas of improvement with recommendations.
12. Understand implications and requirements for the Board in advance of the implementation of the Equitable and Unbiased Policing Standards which come into effect July 2023.

#7. Future proof the Framework Agreement

Lead: Governance

1. Amend the Framework Agreement to include the Co-Chair policy as part of the Agreement.



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

TO:	Victoria & Esquimalt Police Board
FROM:	Insp. McRae – Human Resources Division
DATE:	January 25, 2022
SUBJECT:	Human Resources Report (Order #01-2022)
ACTION:	For Information

RETIREMENTS

2022-March-31 Sergeant – Patrol Div

RESIGNATIONS

2021-November-21 Reserve Constable
 2021-November-22 Reserve Constable
 2021-December-01 Reserve Constable
 2021-December-17 Reserve Constable
 2021-December-18 Reserve Constable
 2021-December-31 Reserve Constable
 2021-December-31 Jail Guard
 2021-December-31 CPIC Specialist – Records Div
 2022-January-28 Business Analyst – Community Engagement Div

HIRES

2021-December-30 Constables (7)
 2022-January-07 Reserve Constables (2)
 2022-January-21 Reserve Constables (3)

PROMOTIONS

2021-December-05 Jail Guard - AUX to Jail Guard (2)



VICPD COMMENDATIONS

November 12, 2021: Cst. B. Sawyer was commended for his kind, even, and reassuring manner as he attended to a family who had been involved in a car accident. He was very positive and provided comfort to everyone.

November 29, 2021: Cst. R. Logan and Cst. C. Miller were commended for their patience and professionalism as they attended a call for a wellness check. They were successful in encouraging the individual to come to the door who was then taken to the hospital to receive care.

December 18, 2021: Cst. R. Koropatniski was commended for his pleasant demeanor and professionalism during a traffic stop he made with some out-of-town visitors. He was very fair and understanding and provided travel information to get them safely on their way.

December 31, 2021: Sgt. G. Holmes, Cst. W. Sherman and Cst. B. Sark were commended for the professional support, care and guidance they provided as they explained to a family the necessary procedures following the sudden death of a family member.

January 4, 2022: Cst. K. Shelley was commended for her extraordinary kindness and compassion as she assisted an individual whose family member was going through a mental health crisis. Cst. Kelley then followed up again in person a few days later to see how everyone was doing.

January 7, 2022: An officer was commended for conducting a wellness check on an individual who was camping in a park during the snow storm.

January 17, 2022: Cst. M. Seredick was commended for the compassionate assistance he provided during an altercation at a local shelter. The patience and professionalism he displayed while helping to diffuse the situation was greatly appreciated.

January 19, 2022: Cst. C. LaPierre was commended for how well he communicated with an individual whom he issued a ticket to. The officer was polite and explained his rationale for stopping the individual as well as provided a solution which led to the ticket in the first place.