



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Minutes

December 20, 2022 at 5:00pm

Boardroom & Zoom

### PRESENT

Mayor Desjardins, Chair

Mayor Alto

D. Crowder

S. Dhillon

M. Hayes

C. Huber

I. Lee

Chief Cst. Manak

DC Watson

DC Laidman

Insp. K. Jones

S. Hurcombe

C. Major

D. Perry

Recording Secretary: Collette Thomson

### 1. PRESENTATION

#### a. Amanda Todd Legacy Society

In keeping with the Board's strategic priority #1(4) *Tend to the mental health & wellness of members & staff: Invite professionals in our community to educate the Board on this topic*, Ms. Carol Todd, Amanda Todd's mother, was invited to speak to the Board.

Amanda's Legacy is a non-profit society that focuses on awareness and the well-being of individuals of all ages. They have a strong focus on prevention, education and awareness related to bullying, cyberbullying, online safety and exploitation/sexortion. Their website has resources and education encouraging positivity, mental health and wellness and digital safety. Further information and resources can be found at <https://www.amandatoddllegacy.org/amandas-story.html>.

Ms. Todd shared several ways that boards and police can help address this issue, including continuous education for police, educators, and students about exploitation and sextortion. Chief Manak advised that VicPD will be expanding awareness and discussing the creation of a cybercrime position.

### 2. STANDING ITEMS

#### a. Territorial Land Acknowledgement

#### b. Declaration of Conflicts of Interest

No conflicts were declared.

#### c. Adoption of the Public Agenda of December 20, 2021

22-55

**MOTION:** *To approve the Public agenda of December 20, 2022 as presented.*  
**MOVED/SECONDED/CARRIED**

d. **Adoption of the Public Minutes of November 15, 2022**

22-56                    **MOTION:** *To approve the Public Minutes of November 15, 2022 meeting as presented. MOVED/SECONDED/CARRIED*

e. **Chief Constable Update**

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

f. **Equity, Diversity, Inclusion & Engagement Update**

Refer to the report provided – for information.

g. **Committees Update**

Refer to the report provided – for information. Committee matters arising included:

- VicPD Strategic Plan Quarterly Reports
- Police Board training
- HR information system update
- HR Committee Report re: Strategic Priorities
- VicPD fleet
- Overtime report
- Monthly financial report
- Financial year-end forecast
- BCAPB awards program

22-57                    **MOTION:** *That the Board pay \$350 to cover the cost and shipping of the awards for the new BCAPB awards program. MOVED/SECONDED/CARRIED*

h. **Board Co-Chair Updates**

- Mayor Desjardins met with D. Pilling regarding the upcoming Board planning session, the new training the board members and how the recommendations from the Special Committee on Reforming the *Police Act* are unfolding.
- Both Mayors attended the new Cabinet appointments at Government House

i. **BC Association of Police Boards Director's Update**

No discussion arising.

j. **Board Member Engagement Update**

Mayor Alto and Board members Lee and Dhillon attended the VicPD Volunteer Appreciation dinner in November.

k. **2021-2022 Board Strategic Priorities**

Refer to the document provided – for information.

l. **Framework Agreement**

No discussion arising.

### 3. NEW BUSINESS

**a. VicPD Roadmap for a Healthy & Inclusive Workplace**

Refer to the document provided – for information. In 2021, VicPD, the Board, and the VCPU conducted a series of surveys to assess the current state of staff mental health and well-being, job satisfaction and the state of equity, diversity, and inclusion (EDI) within VicPD.

To make organizational improvements, the senior leadership team, with guidance from the Board, created a Roadmap for an Inclusive and Respectful Workplace that summarizes key initiatives and programs that will be implemented at VicPD to improve staff/management communication and engagement, enhance mental health and well-being services and supports, implement leading EDI practices and improve overall morale and job satisfaction.

The Roadmap has three major areas of focus: mental health and wellness; equity, diversity, and inclusion; and leadership.

**b. Approval: 2023 EDI Course Attendees**

Inclusify is offering a two-part workshop on EDI and anti-racism training designed specifically for council and municipal leaders. It is taking place virtually on January 17 and 19 from 9:30am – 12:30pm each day and costs \$600.54/person.

The table determined that Mayor Desjardins and Board member Huber will attend.

**c. Approval: 2023 CACOLE Conference Course Attendees**

The Canadian Association for Civilian Oversight of Law Enforcement is holding their annual conference in Halifax, NS, from May 29-31, 2023. Board member Hayes expressed interest in attending in person and Board member Dhillon expressed interest in attending virtually. Confirmation of attendance to be determined at a later date once registration and cost details are available.

### 4. CORRESPONDENCE *(For information only)*

**a. Ministerial OIC #609 re: Reappointment of Board member Huber**

**b. 221212 Letter from JIBC re: Tuition Increase**

**c. 221117 Letter from Police Services to Mayor Desjardins re: Roles & Responsibilities**

*Meeting adjourned at 5:56pm.*

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**Mayor Barbara Desjardins**  
Lead Co-Chair

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**Collette Thomson**  
Recording Secretary

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Date

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Date