



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

April 18, 2023 at 5:00pm

Boardroom & Zoom

1. PRESENTATION

Pg. 1-11 a. Restorative Justice Victoria (G. Lindquist)

2. STANDING ITEMS

	a.	Territorial Land Acknowledgement
	b.	Declarations of Conflicts of Interest
	c.	Adoption of the Public Agenda of April 18, 2023
Pg. 12-14	d.	Adoption of the Public Minutes of March 21, 2023
	e.	Board Co-Chairs Update
Pg. 15	f.	Committees Update
	g.	Board Member Engagement Update
	h.	BC Association of Police Boards Director's Update
Pg. 16	i.	Chief Constable Update
Pg. 16	j.	Equity, Diversity, Inclusion & Engagement Update



February 14, 2023

Dear Chief Constable Del Manak and the Victoria Police Board,

I am writing this report to provide you with a description of our work with the Victoria Police Department (VicPD) in 2021 and 2022. It is a pleasure to provide you with this annual update.

As you will note in the tables below, in 2021 VicPD members referred 19 files directly to Restorative Justice Victoria (RJV), which made up 26% of the referrals we received that year. In 2022, VicPD members referred 14 files directly to RJV, which made up 20% of our referrals.

In addition to the referrals that members make directly to RJV, in more serious offences members can recommend the file be referred to RJV by Crown within their Report to Crown Counsel (RCC). Members did so for three files in 2021 and one file in 2022. Those files were referred to us by Crown and concluded successfully.

The types of files members referred in 2021 and 2022 are outlined in Table 2. The outcomes of those referrals are outlined in Table 3. We are extremely grateful to members who continue to send us referrals and who view restorative justice as an essential aspect of the criminal justice system. The members who referred files to RJV in 2021 and 2022 are listed on pages 5-6. On pages 4-5 I have provided information on VicPD personnel who have been central to our partnership and success. I described what those efforts entailed on pages 3-4.

Within 2021 and 2022, in addition to the referrals that were sent to us by VicPD members, either directly from the department or through Crown Counsel, we received 108 referrals from other criminal justice system sources and the community. The sources of those referrals are outlined in Table 1.

At the end of the report, on pages 8-10, I have provided some information on evaluation and client outcomes, including client quotes from our evaluation system.

The numbers of referrals that we receive annually from VicPD has been decreasing over the past three years, as has the percentage of VicPD referrals that make up our organization's work (20% in 2022 – down from 51% in 2020, 58% in 2019, and 82% in 2018 and 2017). In Appendix A you will find the total annual referrals we have received from VicPD since 2006, when our partnership began, until the end of 2022. We are hopeful that the personnel and

initiatives we have in place going forward will result in an increase in referrals from the department. I look forward to outlining these during my presentation to the VicPD Board on February 21st.

Thank you for your ongoing support. I look forward to seeing you soon.

Warmly,



Gillian Lindquist

Executive Director

Restorative Justice Victoria

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Education and Relationship Building with VicPD in 2021-2022

In addition to processing the referrals made by members, throughout 2021 and 2022 we engaged alongside officers and administrative and civilian staff in efforts to increase the use of restorative justice by the department, provide education, and build relationships. I have provided a list of the activities we engaged in during each calendar year below.

2021

- Developed a referral guide for the department.
- Worked with Darlene Perry and Sgt. Millard to update VicPD's restorative justice procedures and policy.
- Met numerous times with Deputy Chief Jason Laidman, Inspector Conor King, Inspector Grant Hamilton, and Sgt. Sean Millard to discuss initiatives and how to increase the use of restorative justice.
- Prepared for and conducted an online training course on restorative justice for VicPD volunteers.
- Started the initial planning and consultation for the Loss Prevention Pilot, in collaboration Darlene Perry and Records staff.
- Conducted two training courses for VicPD Records staff on restorative justice to increase their capacity to identify files and speak about restorative justice with members.
- Conducted two-hour training courses on restorative justice for all new recruits as part of their Block 2.
- Conducted briefings on restorative justice for all the watches.
- Presented with Deputy Chief Jason Laidman to the Provincial Crown Police Liaison Committee regarding the work we are doing together.
- Presented to the Police Board on November 16th.
- Worked with Media Section to create a video about RJV and VicPD's collaboration for Restorative Justice Week

2022

- Met numerous times with Deputy Chief Jason Laidman, Deputy Chief Colin Watson, Inspector Grant Hamilton, and Sgt. Sean Millard to discuss initiatives and how to increase the use of restorative justice.
- Furthered the planning for the Loss Prevention Pilot and worked with Darlene Perry, Records staff, and the participating retailer to develop all the required materials and establish the reporting and file routing processes.
- Piloted the Watch Champion position, which involved identifying a member (Cst. Melanie de Boer), meeting to establish parameters around the role, debriefed with Cst. de Boer regarding her muster presentation, and participated in follow-up.

- Conducted two-hour training courses on restorative justice for all new recruits as part of their Block 2.

VicPD Personnel in Partnership with RJV

There were numerous VicPD personnel who were immensely helpful to our work throughout 2021 and 2022. I would like to take this opportunity to highlight them here.

Sgt. Sean Millard

Sgt. Millard remained our police liaison officer throughout 2021 and 2022, and continues to hold this position within his new role as the Community Court NCO, with restorative justice now formally a part of his portfolio. I cannot say enough about Sgt. Millard and the ongoing support and commitment he has shown to restorative justice. Throughout 2021 and 2022 Sgt. Millard was central to all aspects of our partnership. We strategized and discussed challenges, he assisted with referring files when members required support, and he attended meetings with senior leadership to advocate for changes that will support our efforts. We are grateful to have such a dedicated liaison officer who believes in restorative justice and understands what it offers to policing, the department, and the community.

Inspector Conor King

Insp. Conor King is someone that I worked closely with before he moved to his new position. While overseeing the watches, Insp. King took a keen interest in restorative justice. He provided support and insight into barriers and was an advocate for restorative justice within the department before he moved to the Detectives Division.

Deputy Chief Jason Laidman

Deputy Chief Laidman has been a tireless champion for restorative justice within the department. Throughout 2021 and 2022, Deputy Chief Laidman and I met numerous times, along with other personnel, to explore how the department could better use restorative justice. Deputy Chief Laidman put forward the required support to engage in several important initiatives and also worked outside of VicPD to promote our agency and advocate for funding. We are very grateful for the long-standing support he has provided our agency.

Darlene Perry

Darlene and I have worked extensively together over 2021 and 2022 to find creative ways to use Records staff to increase the use of restorative justice and support members in understanding when this option is available. She invited me to conduct two training

courses on restorative justice with Records staff and was central in updating VicPD's restorative justice policy and procedures. Darlene and I have also worked together on the Loss Prevention Pilot. Darlene has showed high level organization and skill in thinking creatively about the use restorative justice and we are very appreciative of her efforts.

Cst. Melanie de Boer

In 2022, I approached Cst. de Boer to ask if she would be interested in piloting an initiative we had been discussing as a way to increase the use of restorative justice amongst the watches. The idea was to have a Watch Champion on each watch, who I would work with to train in restorative justice and who has experience referring cases. That member would then be a resource for others on their watch. Cst. de Boer accepted and we rolled out the pilot, which involved her meeting with me to plan and then presenting on the role at muster. Since that time Cst. de Boer has been helping members on her watch identify cases for restorative justice and make referrals. This was ultimately a successful pilot but with Sgt. Millard in his new role as Community Court NCO, he will be available to support the watch members so we likely will not move forward with having a Watch Champion on all watches.

Lastly, I would like to thank the following officers for referring files to our organization in 2021 and 2022.

- Cst. Jason Ince
- Cst. Todd Mason
- Cst. Dan Galano
- Cst. Tom Stamatakis
- Cst. Ross Lauderdale
- D/Cst Robert Horne
- Cst. Marie Fish
- Cst. Amrit Gill (2)
- Cst. Tristan Williams (2)
- Cst. Ralph Weber
- Cst Anastasiya Vasylyeva
- Cst. Chris Miller
- Cst. Melanie DeBoer (3)
- Cst. Adam Meakes (2)
- Cst. Terri Healy (2)
- Cst. Jacob Pheiffer
- Cst. Ryan Logan
- Cst. Tristan Pakosh
- Cst. Matthew Wesley
- Cst. Andre Almeida

- Cst. Kelsi Yoxall
- Cst. Rich Blom (2)
- Cst. Ryan Anderson
- Cst. Dylan Clarkson
- Cst. Ian Diack

Restorative Justice Victoria Case Statistics 2021-2022

Table 1: Where referrals came from in 2021-2022

Referral source	# Referred	%
Victoria Crown Counsel	46*	33%
Victoria Police	33	23%
Saanich PD	21	15%
Self-referral	19	13%
Probation	8	6%
Western Communities Crown Counsel	6	4%
Oak Bay PD	5	3%
Community agency/School	4	3%
TOTAL:	142	100%

**Four referred by Crown but recommended for restorative justice by VicPD members within their RCC.*

Please see Appendix A for a yearly chart of all VicPD referrals since 2006.

Table 2: Offences referred by VicPD Members in 2021-2022

Type of offences referred	# Referred*	%
Mischief under \$5,000	9	24%
Assault	7	19%
Theft under \$5,000	6	16%
Assault causing bodily harm	3	8%
Assault with a weapon	2	5%
Causing a disturbance	2	5%
Sexual assault	2	5%
Break and enter + Arson	1	2%
Weapons possession	1	2%
Dangerous operation of a motor vehicle + Impaired	1	2%
Mischief - religious	1	2%
Theft from a motor vehicle	1	2%
Harassing communication + Conveying false message w/ intent	1	2%
TOTAL:	37	100%

**Four referred by Crown but recommended for restorative justice by VicPD members within their RCC.*

Table 3: Outcomes of Offences referred by VicPD Members in 2021-2022

Outcome of offences referred	# Outcome	%
Completed in full	29	83%
Could not contact the SOC	2	6%
The SOC did not consent to participate	2	6%
The SOC did not accept responsibility for the offence	1	3%
The SOC partially completed the process	1	3%
TOTAL:	35*	100%

** Two are still in progress so are not included in this table*

Evaluation of Community Impact

Our thorough three-point evaluation system ensures that we gather rich feedback from clients at multiple points throughout their participation in our program. We regularly review the feedback and adjust our processes based on the findings.

To see comprehensive client feedback and statistics, as well as demographic information about our clients, go to the [Our Organization](#) page on our website and read our annual reports, including our 2021 report. We have not yet completed our 2022 report but will have that posted later this year. During 2021 and 2022, as is true of every year, we observed extremely high satisfaction rates with those who went through restorative justice at our agency.

Below I have provided client quotes from 2021 and 2022 that we gathered through our evaluation system so you can hear directly from them regarding their experience.

Victims

- *“RJ gave me a place to be in charge of my court process which is something I didn’t get before. Being able to direct every move that happened before during and after the dialogue was amazing. It felt like I had the power back in my hands.”*
- *“[RJ] helped ensure the person that made a mistake understood what the impact on the community was, or could have been.”*
- *“The circle conversation really helped us open up and speak truthfully about our experience.”*

- *“Diverting an indigenous person from the criminal justice system [was the most helpful]. Assisting in creating more of a bridge with the street involved community in my neighbourhood.”*
- *“Restorative justice has provided our family with guidance, support and a platform to deal with our issue as a family matter rather than a criminal matter.”*
- *“I benefitted by being asked about my experiences and feelings. I benefited from being able to say my truths and have that also benefit [the offender].”*
- *“I found [the staff] to be patient and very supportive.”*
- *“I felt secure in that it was a safe environment that I could speak truthfully and fully in.”*
- *I felt incredibly supported by the resources provided to [the offender] through this process.”*

Offenders

- *“I learned to more clearly see myself for who I am; a humbling and affirming experience. I attuned to the dynamics of male privilege and learned strategies to compensate for my natural propensity to abuse people of more vulnerable intersections.”*
- *“Working through feelings of shame related to my offence [was beneficial]. I was only met with empathy and kindness and that had a really positive effect on me.”*
- *“Having a [Case Worker] who was compassionate and understanding was so helpful. The final meeting with [the victim] was also such a great experience.”*
- *“I found the conversations to be the most impactful, by just being able to talk about what happened in a low pressure environment. The lack of judgement was great and I feel I have turned over a new page in my life.”*
- *“[RJ]” completely changed my lifestyle and how I deal with problems.”*
- *“I experienced exceptional support and guidance from the staff.”*
- *“[Because of RJ] I am going to treatment to heal both emotionally and spiritually.”*
- *“The program is life changing and could not be more thankful to everyone at RJV. 10/10 Amazing.”*

- *"I can't thank you enough for this experience. It has changed my life for the better and the community is lucky to have RJV."*
- *"[RJ] was a support and a help because I never had these things in my life."*
- *"[RJ] taught me to deal with my anger. How to approach a situation in a different way instead of raging. Others see a change. No more chip on my shoulder. Stopped drinking. Taken courses on how to deal with people differently. I treat people with more respect and understanding. Not judging them right off the bat."*
- *"Have been learning how to better communicate my emotions in a way that is beneficial to everyone around me. I've learnt how to take responsibility of my wrongs and not justify my actions rather I own them and grow from them."*
- *"At first I thought it was going to be tough people treating me like a lost cause. It was they opposite. They treated me good."*
- *"There aren't words to describe the value of this program to me. I am grateful to have this opportunity."*

Appendix A: VicPD Referrals to RJV, from First Referral to End of 2022

Month	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Jan	Not available	Not available	Not available	Not available	Not available	0	9	8	10	11	2	2	24	2	2	2	3
Feb	Not available	Not available	Not available	Not available	Not available	1	2	0	7	7	2	2	2	5	6	2	0
Mar	Not available	Not available	Not available	Not available	Not available	0	2	9	14	1	1	0	8	7	4	0	0
Apr	Not available	Not available	Not available	Not available	Not available	0	10	2	13	5	5	1	10	3	2	2	3
May	Not available	Not available	Not available	Not available	Not available	0	3	5	11	6	2	2	4	8	1	3	5
Jun	Not available	Not available	Not available	Not available	Not available	6	7	1	16	3	3	5	15	3	0	3	0
Jul	Not available	Not available	Not available	Not available	Not available	1	2	9	4	2	6	2	12	3	4	0	1
Aug	Not available	Not available	Not available	Not available	Not available	1	4	3	7	1	3	3	11	4	0	1	0
Sep	Not available	Not available	Not available	Not available	Not available	13	3	1	6	5	6	15	6	4	3	0	2
Oct	Not available	Not available	Not available	Not available	Not available	4	7	2	7	2	6	13	4	1	0	3	0
Nov	Not available	Not available	Not available	Not available	Not available	3	1	1	0	3	3	12	12	4	6	1	0
Dec	Not available	Not available	Not available	Not available	Not available	11	3	8	1	2	7	33	5	2	2	2	0
TOTAL	28	22	50	37	51	40	53	49	96	48	46	57*	112**	46	30	19	14

*2017: Does not include 32 files (one offender each) that VicPD referred for distracted driving. All 32 offenders attended a three-hour educational session.

** 2018: Does not include 39 files (one offender each) that VicPD referred for distracted driving. All 39 offenders attended a three-hour educational session.



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

March 21, 2023 at 5:00pm

Boardroom & Zoom

PRESENT

Mayor Desjardins, Chair
S. Dhillon
P. Faoro
M. Hayes
C. Huber

I. Lee
Chief Cst. Manak
DC Watson
DC Laidman

Insp. C. Brown
Insp. K. Jones
S. Hurcombe
C. Major
D. Philip

Recording Secretary: Collette Thomson

1. PRESENTATION

a. Greater Victoria Police Diversity Advisory Committee

GVPDAC Co-Chairs, VicPD S/Sgt. Jennifer Ames, and Brenda Freeman, provided a comprehensive overview of the GVPDAC community engagements, recruiting, priorities, and the needs of the committee. The GVPDAC mission and mandate were discussed, and a summary of the recent community engagement opportunities were provided.

2. STANDING ITEMS

a. Territorial Land Acknowledgement

b. Declaration of Conflicts of Interest

Lead Co-Chair Mayor Desjardins declared a conflict of interest relating to matters pertaining to the Framework Agreement arbitration.

c. Approval: Public Agenda of March 21, 2023

23-19 **MOTION:** *To approve the Public agenda of March 21, 2023 as amended by moving New Business item (a) to Standing Items for this meeting only.*
MOVED/SECONDED/CARRIED

d. Approval: Public Minutes of February 21, 2023

23-20 **MOTION:** *To approve the Public Minutes of February 21, 2023 meeting as presented.*
MOVED/SECONDED/CARRIED

e. Board Co-Chair Updates

- Board planning session will take place on May 3
- Board media training is being planned; date to be determined
- The Union of BC Municipalities is seeking to fill two vacancies on the Local Government Policing Modernization Roundtable; Mayor Desjardins submitted an application on behalf of the Board
- A new Board member is expected to be appointed in April to fill the final vacancy
- A new Esquimalt Board representative is being sought due to the pending resignation of Board member Crowder

Board member Hayes left the meeting at 5:27pm.

f. Committees Update

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

- Union of BC Municipalities policing modernization round table
- BC Association of Police Boards notice of AGM and call for resolutions; resolutions are currently being considered by the Board
- Robert's Rules of Order training
- Overtime report
- Monthly financial report
- Council budget decisions

g. Board Member Engagement Update

Board member Huber recently volunteered at the Coldest Night of the Year Walk, and Mayor Desjardins attended the Welcome Day & Newcomer Expo.

h. BC Association of Police Boards Director's Update

Planning continues for the BCAPB conference and AGM in Nelson on May 25-26.

i. Chief Constable Update

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

Rise & Report from March 21, 2023 In-Camera session:

Late Night Task Force (LNTF)

- Manak advised that the LNTF funding has recently been removed from the City budget which allowed VicPD to deploy four police officers every Friday and Saturday night to the downtown entertainment district. It is critical to provide a high visible presence in the downtown core and within the bars, nightclubs, and licensed premises to proactively keep people safe. Officers are routinely engaging, and many times, ejecting violent criminals and known gang members and their associates from licensed premises on most weekends. They prevent aggressive and violent behavior.

- The timing of the City's decision allowed no time for VicPD to incorporate the \$220,000 shortfall into the 2023 budget. If VicPD funds the 2023 LNTF through the OT budget, then Esquimalt will be contributing 13.67% (current budget allocation formula) for a service that does not benefit them. Regardless, the 2023 OT budget is based on current deployment and historical data and cannot accommodate this expenditure.
- The City advised that the LNTF funding was removed as a budget item as the other elements of the Late Night Great Night program no longer exist. They are of the position that the LNTF funding should form part of the core budget as violent crimes and gang activity is not limited to the weekends.

23-21 **MOTION:** *That the Board request that Chief Manak attend a public session of City Council to request a reinstatement of the \$220,000 funding for the Late Night Task Force.* **MOVED/SECONDED/CARRIED** **OPPOSED: LEE**

- j. **Equity, Diversity, Inclusion & Engagement Update**
Refer to the document provided – for information

2. NEW BUSINESS

- a. **Approval: Attendees for Upcoming Conferences.**
Refer to the document provided. Board member Lee expressed interest in attending the CAPG conference. Attendees will be confirmed at the April Committees meeting.

3. RISE & REPORT *(From February 21, 2023 In-Camera Board meeting)*

- a. **E-Comm Presentation**
Refer to the document provided – for information.
- b. **230216 Letter from VicPD & IH to Min. Farnworth re: Co-Response Team**
Refer to the document provided – for information.

4. CORRESPONDENCE *(For information only)*

- c. **230309 Letter from E-Comm re: Next Generation 911 Levy**

Meeting adjourned at 6:00pm.

Mayor Barbara Desjardins
Lead Co-Chair

Collette Thomson
Recording Secretary

Date

Date



VICTORIA & ESQUIMALT POLICE BOARD

COMMITTEES UPDATE Public

GOVERNANCE

a. Resolution for BCAPB AGM

MOTION: *That the Board approve putting forward the following resolution at the 2023 BCAPB AGM for consideration:*

WHEREAS the government of BC formed an all-party committee in 2021 to make recommendations on reforms related to modernization and sustainability of policing; and

WHEREAS the report has been received by government, and among the recommendations made: "amalgamation of police services on a regional basis where there are opportunities to address fragmentation and ensure equitable access to policing and public safety,";

THEREFORE, be it resolved that the BCAPB encourage the provincial government to initiate discussions toward achievement of a regionalized police force in Greater Victoria and the Lower Mainland.

b. Skills & Experience Matrix

Board members were requested to ensure their information is up to date and inform EA Thomson if changes are required.

c. Upcoming Conferences

The Board currently determines which Board members will attend conferences and training, but the Governance Committee will consider creating a protocol document for approving attendees and bring it to the Board for consideration at a later date.

MOTION: *That the Board approve Board member Hayes to attend the 2023 BCAPB conference and AGM in Nelson, BC.*

FINANCE

a. 2023 Budget

Esquimalt Council met on March 13, 2023 and notified the Board that they voted to deny several police budget line items.



VICTORIA & ESQUIMALT POLICE BOARD

DATE:	April 18, 2023
TO:	Victoria & Esquimalt Police Board
FROM:	Chief Cst. Manak
SUBJECT:	Chief Constable Monthly Engagement Highlights
ACTION:	For Information

Internal & External Engagements

March 25	Attended the Greater Victoria Police Camp graduation ceremony
March 25	Presented the VicPD Community Service award at the Victoria Royals hockey game
March 26	Participated in the annual Michael Dunahee "Keep the Hope Alive" run
March 27	Attended the Edmonton Police Service funeral for Cst. Travis Jordan and Cst. Brett Ryan
April 1	Attended the VicPD mental health and wellness presentation by Dr. Jody Carrington
April 4	Attended the Greater Victoria Chamber of Commerce CEO roundtable event
April 4	Served Easter lunch at Our Place Society
April 4	Attended the VicPD Reserve Constable training session to provide welcoming remarks
April 9	Attended the Lion's Easter Eggstravaganza event in Esquimalt
April 13	Attended E-Comm to recognize staff for Emergency Service Dispatchers and 9-1-1 Awareness Week
April 14	Attended the opening evening of Sculpture Splash in Esquimalt
April 17	Presented the 2022 Quarter 4 VicPD Community Safety Report Card to Esquimalt council
April 18	Attended the VicPD Volunteer & Reserve service awards ceremony

Equity, Diversity & Inclusion Engagements

March 20	Met with new Iman Sami Elsheikh
April 16	Attended the Vaisakhi celebrations at the Sikh Temple