



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Minutes

June 13, 2023 at 5:00pm

Boardroom & Zoom

### PRESENT

Mayor Alto, Chair

E. Cull

S. Dhillon

P. Faoro

M. Hayes

C. Huber

T. Kituri

CC Manak

DC Laidman

Insp. M. Brown

Insp. K. Jones

Insp. C. King

C. Major

D. Phillips

Recording Secretary: Collette Thomson

### 1. STANDING ITEMS

#### a. Territorial Land Acknowledgement

#### b. Declaration of Conflicts of Interest

No conflicts declared.

#### c. Approval: Public Agenda of June 13, 2023

23-47

**MOTION:** *To approve the Public agenda of June 13, 2023 as presented.*

**MOVED/SECONDED/CARRIED**

#### d. Approval: Public Minutes of May 16, 2023

23-48

**MOTION:** *To approve the Public Minutes of May 16, 2023 meeting as presented.*

**MOVED/SECONDED/CARRIED**

#### e. Board Co-Chair Updates

- The Board 2023-2025 Strategic Priorities are being finalized and will be shared publicly upon completion
- Board members underwent media training on June 6

#### f. Committees Update

No discussion arising; no Committees meeting in June.

#### g. Board Member Engagement Update

- June 4: Board member Huber coordinated the Change Makers Gathering Festival
- June 24: Deputy Co-Chair Mayor Alto will attend the upcoming VicPD Reserve Cst graduation ceremony

**h. BC Association of Police Boards Executive Update**

Board member Huber's term as the BCAPB President concluded on May 26, 2023 at the end of the BCAPB AGM, and Board member Hayes was elected as the BCAPB secretary. Board member Hayes will step down as the Board alternate representative on the BCAPB and step up as the representative.

**23-49**                    **MOTION:** *That the Board appoint Board member Hayes as the Board representative on the BCAPB. MOVED/SECONDED/CARRIED*

**i. Chief Constable Update**

- Refer to the document provided – for information
- An update was provided on operational files and calls of note
- Chief Manak released a media statement regarding the recent decision of the Board of Education to remove police school liaison officers from schools. He provided clarifying remarks in response to their rationale for doing so: [School liaison decision should be based on accurate information - Victoria Times Colonist](#)

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

Refer to the report provided – for information.

**2. NEW BUSINESS**

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

Refer to the document provided – for information. In 2021, VicPD, the Board and the Victoria City Police Union 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 within VicPD.

To make organizational improvements the senior leadership team, with guidance from the VEPB, has 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 for a Healthy and Inclusive Workplace has three major areas of focus: mental health and wellness; equity, diversity, and inclusion; and leadership.

**b. ICD Tuition Reimbursement for Board Member Dhillon**

Refer to the document provided as confirmation of the completion of the ICD course by Board member Dhillon. As per Motion #22-77, the Board agreed to provide Board member Dhillon funding for his tuition for the ICD Directors Education Program as follows: \$500 up front for the first half, and upon proof of successful completion of the first half, \$500 up front for the second quarter; and that these amounts are subject to repayment by Board member Dhillon upon the non-completion of the course halves. Board member Dhillon thanked the Board for their support.

**c. Approval: 230606 Invoice: Beatty Communications**

Refer to the invoice provided relating to the Board media training session on June 6, 2023.

**23-50**                    **MOTION:** *That the Board approve payment in full of 230606 invoice #10301 from Beatty Communications for Board media training. MOVED/SECONDED/CARRIED*

**3. CORRESPONDENCE** *(For information only)*

- a. 230706 Letter from BCAPB re: New Executive Members
- b. VicPD Commendations

*Meeting adjourned at 5:44pm.*

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**Mayor Marianne Alto**  
Deputy Co-Chair

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**Collette Thomson**  
Recording Secretary

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Date

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Date