



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Agenda

January 16, 2024 at 5:00pm

Boardroom & Zoom

### 1. STANDING ITEMS

- a. Territorial Acknowledgement
- b. Declarations of Conflict of Interest
- c. Adoption of the Public Agenda of January 16, 2024
- Pg. 1 d. Adoption of the Public Minutes of November 21, 2023
- e. Board Co-Chairs Update
- f. Committees Update
- g. Board Member Engagement Update
- h. BC Association of Police Boards Director's Update
- Pg. 4 i. Chief Constable Update
- Pg. 5 j. Equity, Diversity, Inclusion & Engagement Update

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

- Pg. 6 a. 231205 Order in Council #669: Board Reappointments
- Pg. 8 b. VicPD Commendations



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Minutes

November 21, 2023 at 5:00pm

Boardroom & Zoom

### PRESENT

Mayor Alto, Chair

E. Cull

S. Dhillon

P. Faoro

M. Hayes

C. Huber

T. Kituri

Insp. C. Brown

Insp. G. Hamilton

S/Sgt. J. Lawson

S/Sgt. C. Watson

S. Hurcombe

K. Kosich

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 November 21 2023

23-110

**MOTION:** *To approve the Public agenda of November 21, 2023 as amended to include item (d) Women in Police.* **MOVED/SECONDED/CARRIED**

#### d. Approval: Public Minutes of October 17, 2023

23-111

**MOTION:** *To approve the Public Minutes of October 17, 2023 meeting as presented.* **MOVED/SECONDED/CARRIED**

#### e. Board Co-Chair Updates

Board member Hayes was elected as the Board Vice Chair for a one-year term.

#### f. Committees Update

Refer to the document provided. Committee matters arising included:

- Attendees: upcoming webinars and forums
- Board forward calendar
- BCAPB resolutions
- JIBC recruit tuition and cost recovery rates
- Overtime report
- Monthly financial report

**g. Board Member Engagement Update**

- Board member Faoro virtually attended the Restorative Justice Victoria annual general meeting
- Board member Hayes and Faoro attended the VicPD swearing-in ceremony for Occupational Stress Intervention dog, Daisy
- All BC police board members are attending the Watson Advisors Inc. training which is required by the Police Services Division

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

Board members Hayes advised that:

- The BCAPB has received a \$50,000 grant and is working with Watson Advisors Inc. on their strategic priorities
- Boards across the province will be surveyed regarding their priorities
- Police Services Division is asking for feedback regarding the Watson Advisors Inc. training; Board members were directly to reply to her directly
- BCAPB members will be attending a Policing and Public Safety Modernization (PPSM) Initiative meeting in the new year. The initiative is led by the Public Safety Transformation Team, which was established in response to the April 2022 report from the Special Committee on Reforming the *Police Act*.

**i. Chief Constable Update**

Refer to the report provided – for information. Operational calls and files of note were highlighted.

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

Refer to the report provided - for information.

## 2 NEW BUSINESS

**a. Development of Board Engagement Strategy**

Board member Hayes advised that this strategy is required for engagement on several fronts. A preliminary discussion will take place between Board member Hayes and VicPD Community Engagement Division Director, C. Major. Tabled to the next meeting for an update.

**b. VicPD Mental Health & Wellness Strategy Update**

Refer to the document provided – for information. This strategy was developed in 2017 and updated in 2023. It focuses on the department's approach to mental health and wellness that directly impacts the department's staff and the communities they serve. Mental health, alone or combined with substance use, poverty, and homelessness, tends to be a contributing factor in a significant portion of the police department's work.

**c. VicPD Divisional Action Plan Update**

Refer to the document provided – for information. Using the goals established in the VicPD 2020-2024 Strategic Plan (support community safety, enhance public trust, and achieve organizational excellence) each VicPD division has created a Divisional Action Plan (DAP) which is used to monitor and track the progress of their projects as well as highlight successes and identify challenges throughout the year.

**d. Women in Police**

The Saanich Police Department (SPD) recently deployed an all-female constable team on a night shift. SPD is committed to the "30x30 Initiative" that aims for 30% female recruitment by the year 2030.

Of the recent VicPD recruit class, 38% were women. VicPD recruiting strategies and initiatives include a focus on women, including coaching and mentoring for the physical abilities testing.

*Meeting adjourned at 6:00pm.*

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**Mayor Marianne Alto**  
Deputy Co-Chair

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Date

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**Collette Thomson**  
Recording Secretary

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Date



## VICTORIA & ESQUIMALT POLICE BOARD

<b>DATE:</b>	January 16, 2024
<b>TO:</b>	Victoria & Esquimalt Police Board
<b>FROM:</b>	Chief Cst. Manak
<b>SUBJECT:</b>	Chief Constable Monthly Engagement Highlights
<b>ACTION:</b>	For Information

### Internal & External Engagements

November 23	Attended Patrol briefing for Constable to Sergeant promotion presentation
November 23	Presented the VicPD 2023 Quarter III Community Safety Report Card to City Council
November 24	Attended the annual VicPD Volunteer & Reserve appreciation dinner
November 25	Participated in the Santa Claus Parade
November 30	Check-in meeting with C Watch Acting Staff Sergeant
November 30	Participated in the VicPD Police Honours ceremony
December 3	Participated in the Esquimalt Celebration of Lights parade
December 5	Presented at the Camosun Gyros Club dinner
December 6	Check-in meetings with IT department staff and B Watch Staff Sergeant
December 8	Attended the Esquimalt Holiday Celebration luncheon
December 10	Attended the VicPD Police Mutual Benevolent Association Breakfast with Santa event
December 11	Attended the Lieutenant Governor's annual Christmas reception at Government House
December 13	Attended the annual VicPD Christmas luncheon
December 13	Presented awards to the recipients of the VicPD holiday card coloring contest
December 15	Attended Patrol briefing for Constable to Sergeant promotion presentation
December 18	Attended VicPD swearing in ceremony for one experienced officer
December 20	Served Christmas lunch at Our Place Society
December 21	Attended the annual Homelessness Memorial Vigil
December 21	Attended the Lights of Wonder reception in Centennial Square
January 4	Attended VicPD swearing in ceremony for seven recruit Constables
January 4	Provided Chief's briefing for the Esquimalt Division

**Equity, Diversity & Inclusion Engagements**

December 6 & 13 Met with members of the National Council of Canadian Muslims

December 14 Attended the Menorah Lighting event in Centennial Square

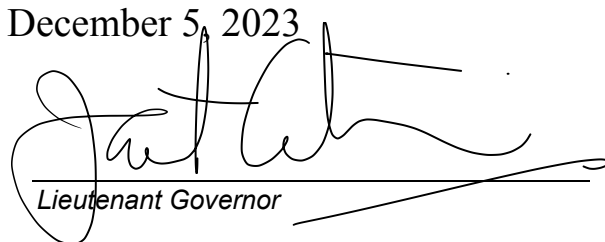
December 15 Attended the Masjid Al-Iman to meet with the Muslim community

January 10 Met with the Aboriginal Coalition to End Homelessness staff

**PROVINCE OF BRITISH COLUMBIA**  
**ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL**

Order in Council No. 669

, Approved and Ordered December 5, 2023



Lieutenant Governor

**Executive Council Chambers, Victoria**

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that the appointments set out in the attached Appendices A to F are made.



Minister of Public Safety and Solicitor General and  
Deputy Premier



Presiding Member of the Executive Council

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*(This part is for administrative purposes only and is not part of the Order.)*

**Authority under which Order is made:**

Act and section: Police Act, R.S.B.C. 1996, c. 367, ss. 23 and 24

Other: OIC 611/2021; OIC 623/2021; OIC 312/2022; OIC 343/2022; OIC 89/2023

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**APPENDIX F**  
**VICTORIA AND ESQUIMALT POLICE BOARD**

Effective December 31, 2023, Micayla Beth Shapiro Greschner and Paul William Faoro are reappointed as members of the Victoria and Esquimalt Police Board for terms ending December 31, 2025.





## COMMENDATIONS

*These unsolicited commendations are received by members of the public who want to highlight the great work VicPD officers do.*

### January 2024

- Cst. B. Pollock and Cst. R. Logan were commended for the excellent service they provided to a very intoxicated and injured individual. The complainant called police for assistance after they found their neighbor in distress on the lawn. The officers calmly and compassionately assessed the situation and called an ambulance to provide the necessary medical assistance.
- Cst. L. Sun, Cst. J. Klein, Cst. J. Deverill, Cst. R. Pottery, Cst. E. Streichsbier were all commended for assisting a family over the course of several calls to check on the welfare of one of their family members when they didn't hear from them. The family is very appreciative of their professional, courteous, respectful, and supportive responses as they performed regular welfare checks on an individual who is struggling with addictions. Knowing that the officers are providing this level of service has given them some peace of mind as they try to care for their family member.

### December 2023

- Cst. M. de Boer and Cst. J. Skerratt were commended for their actions in response to a call for a body discovered in the water along Dallas Rd. Cst. de Boer entered the water and brought the deceased individual to shore and Cst. Skerratt interviewed those who had called the police. Both officers were very compassionate, professional, respectful, and ensured that victim services were offered to those who had discovered the scene.
- Several officers were commended for their quick response and professionalism while evicting many unruly and difficult guests from an event at a hotel that had quickly escalated. The lone hotel employee was very appreciative of how the officers managed the dynamic situation and was grateful for the follow up the officers provided to them after the incident.
- Officers were commended for the skills and compassion they displayed while assisting a young man experiencing a mental health episode. Officers have assisted the mother on several occasions in this capacity in the past and she credits their firm but caring approach to improvements in his recovery. She was very appreciative of their patience over the course of many calls for service.

### September 2023

- Cst. R. Weber was commended by the RCMP for assisting in a file where the victim, who was very new to Canada, spoke very little English. Cst. Weber immediately attended the interview and took the victim's statement. He was very professional, trauma-informed, and the RCMP appreciated his quick response to assist.