



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.