



Fall 2015 – Summer 2016: Report to Area Chiefs



Military Police Unit - Esquimalt





History of the Greater Victoria Police Diversity Advisory Committee

The historical need to form a regional police diversity advisory committee was identified and supported by two documents: (1) *Needs Assessment Report on the Diversity Unit of the Victoria Police Department* (2000) and (2) *Making Peace – the Maturing Partnership of Capital Region’s Minorities and their Police* (1998). The latter of these reports was commissioned by the Capital Region Race Relations Association.

In 2001, the Greater Victoria Police Diversity Advisory Committee (GVPDAC) was established. It was the first committee of its kind to bring together representatives from the region’s municipal police departments (Victoria, Saanich, Central Saanich, Esquimalt and Oak Bay) and RCMP detachments (Sidney/North Saanich and West Shore) with representatives from a broad base of community agencies.

From 2001 through 2010, the GVPDAC was chaired by a succession of Victoria Police representatives, beginning with Sgt. Derek Chow. From 2011 until his retirement in mid-2013, S/Sgt. Doug Newman of Saanich Police served as the GVPDAC Police Chair. From September of 2013 to the present, the GVPDAC Police Co-Chair has been S/Sgt. Scott Treble of Saanich Police. Moussa Magassa of the UVic Equity & Human Rights Office and the Francophone community is the Community Co-Chair.

GVPDAC Membership – Police and Community Representatives

Police representatives on the GVPDAC, effective August 2016, are the following;

Victoria Police Department	• Sergeant Greg Holmes
	• Inspector Penny Durrant
	• Constable Rae Robirtis
Saanich Police Department	• Staff Sergeant Scott Treble (Co-Chair)
	• Constable Kim Basi
	• Reserve Sergeant Nancy Lane
West Shore RCMP Detachment	• Auxiliaries R. Johal, D. Perry & L. Fletcher
Sidney/North Saanich RCMP Detachment	• Constable George Phipps
Central Saanich Police Service	• Deputy Chief Derren Lench
Oak Bay Police Department	• Constable Davindar Dalep
	• Constable Alex Omoding
Military Police Unit Esquimalt (joined 2015)	• Sergeant Dan Patrizio





Community representatives on the GVPDAC, effective August 2016, are the following;

Inter-Cultural Association of Greater Victoria (ICA)
 Victoria Immigrant & Refugee Centre Society (VIRCS)
 India Canada Cultural Association (ICCA)
 African Heritage Association of Vancouver Island (AHAVI)
 Victoria Pride Society
 Victoria Native Friendship Centre (VNFC)
 Ismaili Muslim Faith Community
 Equity & Human Rights Office, University of Victoria (UVic)
 Jewish Federation of Victoria and Vancouver Island
 Victoria Baha'i Community
 University of Victoria (Practicum Student)

- Steven Baileys
- Alvaro Moreno
- Gordy Dodd
- Dr. Lisa Gunderson
- ChrYs Tei
- Gina Robertson
- Taheera Ferguson
- Moussa Magassa (Co-Chair)
- Dr. Mona Acker
- Nancy Hum
- Michael Regis



Steven Baileys, Dr. Lisa Gunderson, Gordy Dodd, Moussa Magassa, Sgt. Dan Patrizio, Gina Robertson

About the GVPDAC

The GVPDAC brings together members of our diverse communities with members from all of the Greater Victoria police agencies, to provide a continuing dialogue on issues of mutual concern, to problem solve and to establish close cooperation. This helps to build and maintain trust and positive relationships, which broadens our collective knowledge about issues of concern within our diverse communities.

Mission Statement

The Greater Victoria Police Diversity Advisory Committee mission is to serve as a voice between our diverse communities and the police and to work towards maintaining and building positive relations.

Mandate

- To help police officers better understand the diverse cultures, value systems, unique perspectives and conditions and religious beliefs of the minority groups they serve
- To act as a consultative and advisory body to police agencies in the Greater Victoria area

Police-Community Engagement:

During 2015-2016 the Committee continued to deliver a number of structured and dialogue-focused Police-Community Engagement events. It was evident through participant feedback that this type of meaningful dialogue and community input should continue, with recommendations then being reported back to the Area Chiefs. More details on these events can be found further on in this report.

Diversity

The GVPDAC Charter provides the following definition of ***diversity***:

“Diversity includes but is not limited to characteristics of age, gender, ethnic heritage, culture, sexual orientation, religion, and abilities. Diversity is also the sum total of potential to be found in any group of people.”



Significant Activities and Accomplishments Fall 2015– Summer 2016

Youth Diversity Recognition Awards:

2016 budget funding was used to provide \$200.00 bursaries to six youth groups involved in dedicated, ongoing efforts to promote diversity and inclusion within their Greater Victoria schools and communities.

GVPDAC members reached out to youth groups throughout the region, including all three school districts in Greater Victoria. The following six groups were the successful recipients:

- Parkland Secondary School - LEAF (Love, Equality, Acceptance & Fairness) – School District 63
- Victoria Native Friendship Centre (VNFC) - RAVE Youth Cultural Centre
- Reynolds Secondary School – YCI (Youth for Change and Inclusion) – School District 61
- Royal Bay Secondary School – GSA (Gender and Sexuality Alliance) – School District 62
- Belmont Secondary School – Intercultural Communication Certificate Program – School District 62
- Mount Douglas Secondary School – YCI (Youth for Change and Inclusion) – School District 61

These awards were presented to youth group leaders by Municipal PD and RCMP representatives in May of 2016. Pizza and drinks were provided by the GVPDAC and positive connections were developed.





Co-chairs Moussa Magassa, S/Sgt. Treble with Youth Bursary recipients from Reynolds Secondary



Police representatives with Youth Bursary recipients at award presentations event

Surplus Police Camp Funding:

In September of 2015, the Area Chiefs provided the GVPDAC with a one-time grant of over \$10,000 previously earmarked for the regional Police Camp for youth, which was discontinued in 2014. The stipulation for this funding was that it be held in reserve and used for youth-based initiatives.

In the fall of 2015, funding support was provided to YCI (Youth for Change and Inclusion) and the Chief's Youth Council (CYC) for their region-wide "Motivational Day" at Mount Douglas Secondary School. This is a day-long youth leadership event, "...that is intended to inspire projects of change within their schools and community." Topics included mental illness, gender-based violence ("Project Respect"), the international refugee crisis, environmental issues and a homeless panel including Victoria PD, Threshold Housing and Our Place. The GVPDAC- sponsored lunch was provided by the Victoria African and Caribbean Society.

In the spring of 2016, funding support was provided to the GSA (Gay Straight Alliance) group from Lambrick Park Secondary School for their "Love is Love" LGBTQ youth conference. This day-long event included presentations and workshops on many youth-related topics, such as homophobia, transphobia and bullying and the unique challenges of LGBTQ youth who are living in poverty.

Also in the spring of 2016, the GVPDAC provided funding support to the YCI (Youth for Change and Inclusion) Youth Camp. This is a well-established organization led by Sgt. Paul Brookes of Victoria Police. All of these events drew young people from across Greater Victoria and were attended by police representatives from GVPDAC agencies.

In order to ensure the best use of this legacy fund, a working group is preparing a document for the GVPDAC on Guiding Principles, Donation Activities, Best Practices and Accountability/Financial Reporting.



Regional YCI Motivational Day at Mount Douglas Secondary School



Website Development:

The lack of a website was previously identified as a significant community engagement gap for the GVPDAC. 2016 Budget funding was proposed to the Area Chiefs and approved. A working group was identified to oversee the design and development and launch of a basic website for the GVPDAC, using the Square Space website design program. A vendor was selected and this initiative is on track for completion.

Social Media Development:

Although the GVPDAC does not have a social media presence through Twitter or Facebook, this is under consideration. Twitter accounts from the Greater Victoria police forces have continued to be an effective means of communicating GVPDAC activities in the community. One way this has been achieved is through the frequent sharing of “tweets” & photographs.

Pole-Raising at Victoria Native Friendship Centre:

The raising of a 25 foot totem pole by Nuuchahnulth artist Moy Sutherland took place in May of 2016 at the Victoria Native Friendship Centre. Police representatives from the GVPDAC agencies attended for this important ceremony, which was the culmination of the “Gathering Our Voices” 2016 Aboriginal Youth Conference.



Saanich PD, Oak Bay PD, 'E' Div. RCMP & Victoria PD representatives at Victoria Native Friendship Centre

Victoria Pride Parade:

For the third consecutive year, the GVPDAC coordinated the participation of every Greater Victoria police agency. GVPDAC member ChrYs Tei of the Victoria Pride Society helped to make this another successful event. Reserve and Auxiliary officers from various departments and detachments participated, along with regular members from all ranks, civilian members, volunteers, family members and friends. Strong representation was provided by many senior & executive officers from the Area Chiefs group. Several community members from the GVPDAC participated by carrying the GVPDAC banner.

For the first time, police and community GVPDAC agencies were joined by our partners from Greater Victoria Police Victim Services (GVPVS), the Victoria Sexual Assault Centre (VSAC), the Victoria Child Abuse Prevention & Counselling Centre (Mary Manning Centre), Sooke RCMP Victim Services, the Men's Trauma Centre and the Victoria Women's Transition House.



RCMP Auxiliary Members with Island District RCMP Supt. Faulkner at Pride Parade



Police cars and members from all six GVPDAC police agencies were at Pride Parade



Senior representatives from Victoria PD, CSPS, OBPD & Island District RCMP at Pride Parade

Police-Community Engagement - Masjid Al-Iman Mosque:

In August of 2015, regional police representatives and Muslim Community members from the Masjid Al-Iman came together for dialogue and dinner, to share perspectives on how to improve understanding and relationships. Approximately 20 police officers and 70 members of the Masjid Al-Iman were in attendance.

Following a short presentation on the GVPDAC, the participants were separated into six small groups using the Global Café format. This is a workshop model which aims to provide an opportunity for open, honest and creative dialogue to occur on a topic of interest. The goal is to have the participants share their collective knowledge, ideas and insights while building relationships, improving understanding of the subject and the issues involved. Each of the groups had a facilitator and a scribe.

Three main questions were explored and then shared with the larger group during this Global Café forum:

- How are police seen or viewed in your home country?
- What is your view of the police here in the Greater Victoria region?
What experiences have you had with them (either positive or not positive)?
- What suggestions do you have to improve relationships and understanding between police and your community?

The event generated lively and engaging conversations. Following the Global Café portion of the event, a meal was provided which led to further interaction and conversations among the police and community member participants. Many positive comments were received about the event.



UVic Practicum Student Michael Regis, Cst. Basi & Insp. Durrant with Masjid Al-Iman members



GVPDAC member Steven Baileys (ICA) with Ali Ibrahimi of Masjid Al-Iman

As a result of the post-event survey feedback that was requested and received from participants, the GVPDAC later shared the following recommendations with the community and the Area Chiefs:

1. Organize and host police station tours and open houses for immigrant newcomers and other diverse communities
2. Organize and deliver police and crime prevention information sessions at locations of diverse communities (Mosque, Temples, Associations, etc.)
3. Develop and put into place innovative recruiting practices to reach out to and recruit members of diverse communities
4. Organize more police-community engagement dialogues with communities
5. Provide more education, training and information to police members about cross cultural diversity practices

Police-Community Engagement – AHAVI (African Heritage Association of Vancouver Island)

In November of 2015, the third major community engagement event of the year was held in partnership with AHAVI and their representative on the GVPDAC, Dr. Lisa Gunderson. Police and community representatives came together with members of the African-Canadian, African-Caribbean and African communities and used the Global Café format. A delicious dinner was shared afterwards.

Three main questions were explored and then shared with the larger group during this forum:

- What is your view of the police here in Greater Victoria? What experiences have you had?
- What would you like the police to know or understand about your community?
- What suggestions do you have to improve relationships between police and your community?

Candid feedback was received among the groups and shared with the larger gathering. All participants were provided with the opportunity to provide survey feedback and very valuable information was learned. The formal report and recommendations will be provided to the community and to the Area Chiefs.



Community and police representatives at the AHAVI-hosted Police-Community Engagement Event



Community and police representatives at the AHAVI-hosted Police-Community Engagement Event



Community and police representatives at the AHAVI-hosted Police-Community Engagement Event

Police-Community Engagement - Khalsa Diwan Society of Victoria

In June of 2016, members of the Sikh and Hindu communities joined in dialogue and dinner with GVPDAC police and community members at the Khalsa Diwan Sikh Temple. As with the earlier engagement events of this nature, presentations and discussions took place about how to further improve relationships and understanding between Greater Victoria police and these diverse communities.

The following questions were explored in smaller groups, with the results then shared among all:

- How are police seen or viewed in your country of origin/Canada?
- What is your view of the police here in the Greater Victoria region?
- What can we do to improve police and community relationships?

All of the participants were provided with surveys for their feedback, with a final report and recommendations being completed to share with their communities and with the Area Chiefs.



Community and police representatives at the Khalsa Diwan Police-Community Engagement Event



GVPDAC members Dr. Lisa Gunderson and Cst. Omoding with a Khalsa Diwan community member



Community and police representatives at the Khalsa Diwan Police-Community Engagement Event

Police and Community Theatre – June 2016:

The ICA's Community Partnership Network (CPN) and Victoria Police organized a series of diversity seminars called "Exploring Relationships between Police and Diverse Communities — A Theatre Project". These training and educational sessions used local actors, police officers and transformational theatre as a tool to explore and understand the complex relationships between ethno-cultural community members and the police. The goals of these workshops were to build trust and reduce discrimination.

Using real life stories gathered from the Victoria Police Department and local diverse community members, the interactive theatre scenes presented issues, gaps and barriers related to bias, cross-cultural misunderstandings and stereotypes that can negatively impact police-community interactions. Short scenes were performed based on real-life events of conflict and cultural sensitivity, with audience members being encouraged to help provide solutions to the problems.

"It helps these new Canadians understand policing in Canada and how different it may be from their past experiences or how different it may be from their home country," said Acting Chief Constable Del Manak. "The interactive nature of this Transformational Theatre approach requires our people who are participating to step out of their comfort zones a little bit, which in itself is a powerful tool towards building new understandings."

This collaboration between the ICA, the CPN and Victoria Police was originally piloted in 2013 with the ICA and Saanich Police. A large number of CPN and GVPDAC representatives were in attendance.



Actors engage in interactive role-play theatre with Victoria PD at the CPN's Police and Community Theatre



GVPDAC Collaboration with UVic Master's Student:

The GVPDAC continues to collaborate with a University of Victoria practicum student, Michael Regis, who is completing his Master's in Dispute Resolution. Mr. Regis has participated in many GVPDAC activities, including a number of the Police-Community Engagement Events. His primary research question is,

"How can the GVPDAC address gaps in engaging Greater Victoria's diverse communities?"

Through this partnership with Mr. Regis, the GVPDAC will have an opportunity to provide future, research-based recommendations to the Area Chiefs regarding the following diversity-related themes:

- Which communities are under-represented by the GVPDAC?
- Which communities should the GVPDAC be most interested in engaging with?
- How would these communities like to be engaged?
- Which engagement initiatives from other jurisdictions could be adopted to explore in Greater Victoria?

Monthly Meetings Held at Rotating Locations:

In keeping with venue flexibility which was adopted during 2014 and 2015, the GVPDAC has continued to hold its monthly meetings at alternating locations, when possible. In addition to monthly meetings hosted by Saanich Police, Victoria Police and West Shore RCMP, meetings were also hosted by the Ismaili Muslim Community, the Jewish Community Centre of Victoria and Vancouver Island and by AHAVI.

2016 Forum on Cultural Diversity and Policing – JIBC New Westminster:

In January of 2016, the Provincial Committee on Cultural Diversity and Policing hosted a day-long forum at the Justice Institute of British Columbia (JIBC). Two of the day's keynote speakers were GVPDAC members, Dr. Lisa Gunderson and Steven Baileys. Dr. Gunderson presented on the ways in which unconscious bias relates to cultural diversity within policing and to police/community engagement. Steven Baileys presented on "Promising Practices: Improving Police-Community Relations", with his focus on the regional GVPDAC model and its activities.



2016 Detailed Operating Budget:

The approved 2016 budget for the GVPDAC is included below, along with the proportional budget allocation for the Greater Victoria police departments and RCMP detachments:

GREATER VICTORIA POLICE DIVERSITY COMMITTEE
2016 Detailed Operating Budget
January 1, 2016 to December 31, 2016

Description	2015	2016	Increase/(Decrease)	
			\$	%
Youth Engagement - Forums	2,500	2,000	(500)	-20.00%
Community Education - Open House Events	2,400	2,100	(300)	-12.50%
Community Sponsorship	500	500	0	0.00%
Event Registrations	1,000	1,000	0	0.00%
Scholarship Fund	1,000	1,700	700	70.00%
Meetings	500	700	200	40.00%
Strategic Planning	150	150	0	0.00%
Office Supplies	100	0	(100)	-100.00%
Web Development	0	1,200	1,200	
Standup Display Banner	0	350	350	
TOTALS:	8,150	9,700	1,550	19.02%

2016 Budget Allocation		
	%	\$
Central Saanich	4.34%	421
Oak Bay	4.92%	477
Saanich	28.27%	2,742
Victoria	36.61%	3,551
West Shore	15.60%	1,513
North Saanich	3.30%	320
Sidney	3.46%	336
Sooke	3.50%	340
Total	100.00%	9,700



2017 Budget Proposal:

For the review and consideration of the Joint Management Team and then the Area Chiefs, a January-to-December 2017 budget proposal for \$9,200 was submitted in August of 2016.

The proposed budget of \$9,200 would result in a decrease of \$500, or 5% under the 2016 budget of \$9,700.

There was a combined 2014 and 2015 surplus of \$4,808, largely due to a number of allocated Event Registration expenses not being collected (2014 and 2015) and the Youth Engagement Forum not being delivered (2015).

Although a Youth Engagement Forum will be taking place in 2016 and one is proposed again for 2017, this and some other GVPDAC activities in 2017 will be supplemented and delivered using the 2014/2015 surplus.

The proposed 2017 Budget Allocation is based on the Area Chiefs' integrated unit funding formula.

Proposed 2017 Budget Allocation - January to December 2017		
	%	\$
Central Saanich	4.34%	399
Oak Bay	4.92%	453
Saanich	28.27%	2,601
Victoria	36.61%	3,368
West Shore	15.60%	1,435
North Saanich	3.30%	304
Sidney	3.46%	318
Sooke	3.50%	322
Total	100.00%	\$9,200



Looking Forward...

Feedback from Area Chiefs – May 2016:

Arising from a suggestion by Island District RCMP C/Supt. Bernoties at an Area Chiefs meeting, the GVPDAC will be exploring if future collaboration and partnerships can be jointly undertaken with other police-related diversity and inclusion committees within the provincial Policing and Security Branch and/or the B.C. Chiefs Diversity Committee. This may help to identify and bridge any potential gaps in our efforts.

Following a presentation to the Area Chiefs on recommendations arising from the Masjid Al-Iman engagement event, the GVPDAC was also asked to consider how baseline and measurable targets could be established, in order to track progress and ensure that there is appropriate participation by the area's police agencies.

Upcoming 2016 Police-Community Engagement Forums – Fall 2016:

Building on the success of recent engagement forums with the Masjid Al-Iman community, the African-Canadian, African-Caribbean and African communities and the Sikh/Hindu communities, additional Global Café-style forums are being delivered by the GVPDAC in the fall of 2016 in partnership with the Aboriginal and LGBTQ communities. Funding has been requested to continue holding these events during 2017.



Summer 2016 Syrian Refugee Community –Police Information and Orientation Session

The GVPDAC and the Masjid Al-Iman Mosque, in partnership with VIRCS (Victoria Immigrant & Refugee Centre Society) and the ICA (Inter-Cultural Association of Greater Victoria) are planning a police information and orientation session for Syrian refugee newcomers. This is being planned for late August.

Fall 2016 Police-Youth Engagement Forum:

GVPDAC agencies continued to build relationships with a number of Greater Victoria youth groups during 2016. Some examples were the presence of our police and community representatives at the YCI Motivational Day, the Aboriginal LGBTQ2 Youth Conference, the Love is Love Conference and the Youth Bursary awards.

To further build and strengthen these relationships, the GVPDAC will sponsor and help deliver an inaugural, half-day Police and Diverse Youth Engagement forum during the late fall of 2016. This is a budget-funded initiative and will help to increase youth awareness and understanding about the GVPDAC and its efforts to promote diversity and inclusion. The original goal to host such a forum in late 2015 was not achieved, so this will be a GVPDAC priority for late 2016. It is hoped that this forum will provide an opportunity for local youth to share their ideas, concerns and suggestions to police members, who will then deliver this feedback to the Area Chiefs.

Conclusion:

The 2017 budget proposal from GVPDAC to the Area Chiefs includes funding requests to help support the growth and development of both new and ongoing diversity initiatives. The GVPDAC thanks the Area Chiefs for their continued financial support and for their personal participation at so many regional diversity events during 2015-2016.

Staff Sergeant Scott Treble, GVPDAC Co-Chair
August 5th, 2016



