

**THE NATIONAL INQUIRY INTO MISSING AND MURDERED INDIGENOUS
WOMEN AND GIRLS**

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FINAL WRITTEN SUBMISSIONS
on behalf of The Saskatchewan Association of Chiefs of Police

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Introduction and Relevant Facts

1. On August 3, 2016, the Government of Canada announced the establishment of a National Inquiry into Missing and Murdered Indigenous Women and Girls (“the National Inquiry”). The National Inquiry was created in response to the disproportionately high number of missing and murdered Indigenous women and girls in Canada.

2. During the Pre-inquiry Design Process engagement meetings and consultations were held across Canada with survivors, families and loved ones, as well as community leaders from many of the front-line organizations. Investigations conducted by, and interactions with police services, were highlighted as among the most critical aspects for consideration by the National Inquiry. From the consultations held in Saskatchewan the key issues identified, relevant to police services, included:

Police accountability, specifically related to how reports of missing and murdered cases were handled;

Racism, cultural ignorance and discrimination in accessing services;

Improvements in police communication with families about ongoing investigations;

Recruitment and training of police officers, including screening for recruits on their knowledge and understanding of Indigenous people; and

Review of investigative practices.

3. The Saskatchewan Association of Chiefs of Police (“SACP”) is a formal organization of the Chiefs of Police of the 12 municipal police services in Saskatchewan, including the File Hills First Nations Police Service. Although the RCMP is a member of the SACP, for the purposes of the National Inquiry, the SACP is not representing the interests of the RCMP.

4. The SACP applied for, and was granted Regional, Issue Specific Standing for police practices and relationships with Indigenous peoples and communities, the criminal justice system, and death investigation processes, for Parts II and III of the National Inquiry.

Although the SACP is a formal body, the application for standing was for the individual police services that make up the SACP.¹ The police services determined it was best to submit for standing as a collective, rather than individuals. The SACP was the most convenient way to make that application.

5. Representatives of the SACP attended the Part I Community Hearing held in Saskatoon, and participated in the Parts II and III hearings in Calgary, Toronto, Regina, Quebec City, Winnipeg and St. John's. Participation in the hearings, and support of the mandate of the National Inquiry and all parties with standing, was and is, very important to the SACP.

6. The SACP, in its application for Standing in the National Inquiry highlighted its commitment to the process, and to ensuring the Commissioners have all the information they need to come to complete and beneficial recommendations.

7. From the testimony heard, it is clear that all police services in Canada are at varying stages of development with respect to relationships with the Indigenous community. Some have significant work to do to build, or in some cases obtain, and maintain the trust of members of the Indigenous communities across the country. It is respectfully submitted, however, that the members of the SACP have undertaken significant work to build that trust, and have worked hard to be more responsive, inclusive, and representative organizations, and work continually to improve and maintain public trust.

Police and Indigenous Relations in Saskatchewan: A Historical Context

8. During the early 2000s, police and Indigenous relations in Saskatchewan reached a critical point. Tensions ran especially high after two members of the Saskatoon Police Service arrested Darrel Night, an Indigenous male, and left him outside of the city on a cold January night. The two members were ultimately charged with, and convicted of, forcible

¹ There are police services in the following municipalities: Caronport, Corman Park, Dalmeny, Estevan, File Hills, Luseland, Moose Jaw, Prince Albert, Regina, Saskatoon, Wilton and Weyburn.

confinement and assault. This conviction was upheld on appeal to the Saskatchewan Court of Appeal.² The members were subsequently dismissed from the Saskatoon Police Service.

9. Around this same time in Saskatoon, there were two other Indigenous males found frozen to death near the outskirts of the city. Although the police were never formally tied to the deaths, there was suspicion in the community that these deaths were as a result of a controversial police practice known as “Starlight Tours.”

10. Police were alleged to pick up intoxicated people, usually Indigenous, and drop them off at a location near the outskirts of the city to walk home, often with a stated intention of “sobering up”. In a province like Saskatchewan, with extremely cold temperatures in the winter, this was a dangerous, potentially fatal practice.

11. As a result of the freezing deaths of Rodney Naistus and Lawrence Wegner in February 2000, and the complaint filed by Mr. Night in February of 2000, the then Chief of Police of the Saskatoon Police Service requested the RCMP conduct an investigation into the circumstances leading to the deaths of Mr. Wegner and Mr. Naistus.

12. Allegations of police dropping people off on the outskirts of the city were not new, and as such the RCMP investigation also included a full review of other cases in which similar allegations were made.

13. In addition to the deaths of Mr. Wegner and Mr. Naistus, the RCMP investigation included a review of the deaths of Lloyd Dustyhorn in January 2000, Darcy Ironchild in February 2000, and the death of Neil Stonechild in 1990. The investigations for Mr. Dustyhorn, Mr. Ironchild, Mr. Wegner and Mr. Naistus included Coroner’s Inquests, and the Saskatoon Police Service was not linked to any of the deaths.

14. From the inquests, the evidence determined Mr. Ironchild died of a drug overdose, after being released from police custody. Mr. Dustyhorn’s freezing death outside of an

² *R v. Munson*, 2003 SKCA 28
<https://www.canlii.org/en/sk/skca/doc/2003/2003skca28/2003skca28.html?autocompleteStr=munson&autocompletePos=1>

apartment building had no link to his previous police contact. There was no cause of death that could be determined with respect to Mr. Naistus and Mr. Wegner.

15. The cumulative result of each of the above incidents was a loss of trust in the police across Saskatchewan, but particularly in Saskatoon. The situation resulted in protests across the province, drew international condemnation from Amnesty International, and in response the Federation of Saskatchewan Indian Nations (as they were then called)³, established their own Special Investigations Unit, to review allegations of police misconduct. Shortly after its creation, this Special Investigations Unit had received thousands of calls from Indigenous people from across the Province alleging police mistreatment.⁴

16. With respect to the death of Neil Stonechild, who was found frozen to death in the north industrial area of Saskatoon on a cold November night in 1990, there was evidence that he had been in contact with members of the Saskatoon Police Service prior to his death. The original investigation determined the cause of death was hypothermia, and at the time there was nothing in the investigation linking police to Mr. Stonechild.

17. On February 19, 2003, upon conclusion of the RCMP investigation, there was sufficient evidence to suggest Mr. Stonechild had last been seen in the custody of the Saskatoon Police Service. As a result of this evidence the Government of Saskatchewan established a Commission of Inquiry to “inquire into any and all aspects of the circumstances that resulted in the death of Neil Stonechild, and the conduct of the investigation into the death of Neil Stonechild, for the purpose of making findings and recommendations with respect to the administration of criminal justice in the province of Saskatchewan.”⁵

³ The FSIN is now known as the Federation of Sovereign Indigenous Nations.

⁴“The Stonechild effect: Ten Years After the Explosive Inquiry, A Look At How One Teen’s Death Changed a City”, Jason Warwick, Saskatoon Start Phoenix, November 12, 2015
<https://thestarphenix.com/news/local-news/the-stonechild-effect-ten-years-after-the-explosive-inquiry-a-look-at-how-one-teens-death-changed-a-city>

⁵ Order in Council , page 3–Report of the Commission of Inquiry into Matters Relating to the Death of Neil Stonechild, The Honourable Mr. Justice David H. Wright, Commissioner.
http://www.publications.gov.sk.ca/freelaw/Publications_Centre/Justice/Stonechild/Stonechild-FinalReport.pdf

18. The Inquiry into Matters Relating to the Death of Neil Stonechild held approximately 10 weeks of hearings, over the course of 9 months, with 64 witnesses testifying. On October 26, 2004, the Commissioner, Mr. Justice David Wright, released his final report.⁶ In the summary of findings, on page 212 of the report, Mr. Justice Wright concluded that Mr. Stonechild had been in the custody of the Saskatoon Police Service prior to his death, that the investigation conducted into his death was inadequate, and that the Saskatoon Police Service had rejected or ignored reports that cast doubt on their investigation.

19. Mr. Justice Wright also made eight recommendations.⁷ Specific to police and Indigenous relations, these recommendations included:

- a. The introduction of an introductory program for Indigenous candidates, applying to work in a police service;
- b. The establishment of an advisory board to recommend programs to encourage Indigenous people to enter municipal police service;
- c. The review and improvement of procedures established to deal with complaints of police misconduct by members of the public;
- d. The creation of an Aboriginal Liaison position within police services in the larger centres, who would act as a first point of contact to address complaints and concerns from the Indigenous and minority communities;
- e. Annual reporting by police services about public complaints, and the disposition of those complaints; and
- f. In depth training on race relations for members of municipal police services, including training on Indigenous culture and history, to be repeated every three years.

20. Saskatchewan is a small province. At the conclusion of the Stonechild Inquiry, police and Indigenous relations were strained across the province. The impact of the

⁶ Report of the Commission of Inquiry Into Matters Relating to the Death of Neil Stonechild, The Honourable Mr. Justice David H. Wright Commissioner, http://www.publications.gov.sk.ca/freelaw/Publications_Centre/Justice/Stonechild/Stonechild-FinalReport.pdf

⁷ http://www.publications.gov.sk.ca/freelaw/Publications_Centre/Justice/Stonechild/part7.pdf

Stonechild Inquiry has been described as a “turning point” in Saskatoon’s history, and by extension the entire province.⁸

21. The Saskatoon Police Service, and the other members of the SACP, embraced Commissioner Wright’s recommendations, and can proudly say they responded positively to the recommendations, implementing every one.⁹

22. At the time of the Stonechild Inquiry there were pre-existing relationships with many organizations in the Indigenous Community. Since the Stonechild Inquiry, the SACP and its member organizations have worked hard to rebuild the trust lost during that time, and have undertaken many more far reaching initiatives, in an effort to build new relationships and re-build and strengthen the trust of the Indigenous community. This work continues today.

23. When Chief Clive Weighill was sworn in as Chief of Police of the Saskatoon Police Service in 2007, trust in the Saskatoon Police Service was at an all-time low. In particular, of the people surveyed, only 38% of the Indigenous community trusted the Saskatoon Police Service, while only 53% of the overall community had trust.¹⁰ This information was measured based upon Community Satisfaction and Policing Priority Surveys conducted by an external service provider. Upon Chief Weighill’s retirement in 2017, those numbers had increased to 86% satisfaction for Indigenous respondents, and 93% satisfaction for overall respondents.¹¹

24. In Regina, similar surveys are conducted bi-annually. Over the last several years trust and satisfaction with the Regina Police Service has also been consistently rising. Approximately 3.67 out of 5 of Indigenous respondents to the survey reported overall trust

⁸“A Turning Point in Saskatoon’s History”, Saskatoon Star Phoenix, January 14, 2015, Doug Cuthand, <http://www.thestarphoenix.com/news/saskatoon/cuthand+turning+point+saskatoon+history/10319070/story.html>

⁹ Part II, Institutional Hearing on Policing Policies and Practices, Regina, Saskatchewan, June 25-29, 2018, Clive Weighill, Curriculum Vitae, Exhibit 52, p. 2.

¹⁰ Part II Institutional Hearing on Policing Policies and Practices, Regina, Saskatchewan, June 25-29, 2018 Clive Weighill, Curriculum Vitae, Exhibit 52, p. 1.

¹¹ “Insightrix Community Satisfaction and Policing Priority Survey”, Saskatoon Board of Police Commissioners Report, May 1, 2018, from Chief Troy Cooper to Chairperson Darlene Brander. Attached as Appendix 1

and satisfaction with the Regina Police Service, compared to 4.03 out of 5 of non-Indigenous respondents.¹²

25. It is respectfully submitted this information is relevant to the National Inquiry, because it demonstrates the origins of current practices and policies in Saskatchewan. It was the catalyst for early recognition by municipal police services in Saskatchewan about the importance of community trust, relationship building, and cultural relations. Although this recognition came after many dark years and was forced upon police as a result of strained relations, the need for change was embraced and the lessons learned from the Stonechild Inquiry created the beginnings of a strong foundation for police and Indigenous relations in Saskatchewan.

Policing in Saskatchewan – A Framework by the Numbers

26. With the limited time afforded to the National Inquiry, it was impossible for the Commissioners to get a complete picture of policing in Saskatchewan. It would have been beneficial for you to have had the opportunity to hold regional hearings across the country, but in particular for you to hear more about the investigative policies and practices, and the work being done in Saskatchewan.

27. All police are sworn to keep the peace, uphold the law, and protect people and property, however it is respectfully submitted there are many differences in priorities, resources, and attitudes in every region across the country. This became clear throughout the course of the evidence heard. Although there is a tendency to do so, police cannot and should not be painted with a single brush.

28. In Canada, the most recent statistics released by Statistics Canada, indicate that there are approximately 69,027 police officers.¹³ There are three types of police services working in Canada: municipal, provincial and federal. In 2017, across the country, at the municipal level there were 141 stand-alone police services and 36 First Nations self-administered

¹² Community Perceptions of the Regina Police Service, 2017 <http://reginapolice.ca/community-perception-survey/rps-community-perceptions-report-2017/>

¹³ Police Resources in Canada 2017, by Patricia Conon, (March 28, 2018) , *Juristat*, Canadian Centre for Justice Statistics, p. 3
<https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2018001/article/54912-eng.pdf?st=xkf-Hz2y>.

services, 4 provincial police services (including the RCMP), and of course, the RCMP providing federal policing.¹⁴

29. In Saskatchewan, in 2017 there were 1,076 police officers working in municipal police services,¹⁵ and 1,024 police officers working in contract policing for the RCMP.¹⁶ The majority of municipal police officers work in Saskatoon, Regina and Prince Albert.¹⁷

30. The remaining members are spread throughout Saskatchewan.¹⁸

Recommendations

31. During the closing Oral Submission the SACP did not make any new recommendations, but rather endorsed a number of pre-existing recommendations. Specifically, the SACP strongly agrees the following five recommendations are critical to ensuring public trust in policing, and to ensuring community safety. These include:

- a. More representative police services, and recruitment of Indigenous police officers;
- b. Strong community relationships and partnerships with Indigenous leaders;
- c. Transparent and accountable policing, including civilian oversight;
- d. Cultural competency and ongoing requirements for training; and
- e. Indigenous Liaison positions and victim services.

¹⁴ Police Resources in Canada, p. 6.

¹⁵ *Saskatchewan Police Commission – 2017-2018 Annual Report*, p. 10.

http://publications.gov.sk.ca/documents/9/107690-2017-18_SPC_AR_web.pdf

¹⁶ Police Resources in Canada, p. 21.

¹⁷ *Saskatchewan Police Commission – 2017-2018 Annual Report*, p. 10

The Saskatoon Police Service has an authorized strength of 461, the Regina Police Service has an authorized strength of 397, and the Prince Albert Police Service has an authorized strength of 93.

¹⁸ *Saskatchewan Police Commission- 2017-2018 Annual Report*, p. 10. Number of police officers: 57 in Moose Jaw, 26 in Estevan, 20 in Weyburn, 1 in Caronport, 6 in Corman Park, 3 in Dalmeny, 9 in File Hills, 1 in Wilton, 1 in Vanscoy and 1 in Luseland.

Recommendation # 1: Representative Workforces and the Recruitment of Indigenous Police Officers

32. Throughout the many hearings held, and as referenced in the National Inquiry's Interim Report, *Our Women and Girls Are Sacred*, one of the consistent messages heard by the Commissioners is the importance of having more representative police services and the hiring of more Indigenous police officers.¹⁹

33. According to Statistics Canada, in 2016 Indigenous people made up 16.3% of the population of Saskatchewan.²⁰ In order to be as reflective of the community served as possible, recruitment of Indigenous police officers has been a provincial priority for many years. There are many ongoing initiatives designed to attract and recruit Indigenous applicants to policing. The most recent number of Indigenous police officers in Saskatchewan was calculated at 13.9%.²¹

34. As set out in the evidence of retired Chief Weighill, in Regina on June 27, 2018, recruitment of Indigenous people into policing in Saskatchewan has been, and continues to be a priority, for all municipal police services.²² Saskatoon and Regina have entered into Employment Equity Plans with the Saskatchewan Human Rights Commission, in an effort to ensure that these police services are representative of the communities they serve.

35. Utilizing Statistics Canada data on the make-up of Saskatchewan's working population, the Saskatchewan Human Rights Commission establishes guidelines and targets for partner organizations to strive to meet. The Regina Police Service and Saskatoon Police Service's Employment Equity plans were submitted as evidence through Chief Weighill as Exhibit 75. Since the hearing in Regina, the Regina Police Service has released their 2017 Employment Equity Report. It is attached as Appendix 2 to this submission.

36. The Employment Equity goal of the Regina Police Service and Saskatoon Police Service is to have a workforce that is 14% Indigenous. In 2017, of the sworn police officers

¹⁹Interim Report The National Inquiry Into Missing and Murdered Indigenous Women and Girls, *Our Women and Girls are Sacred*, November 1, 2017, p. 51

²⁰Police Resources in Canada, Text Box, Table 2, p. 9.

²¹Police Resources in Canada, Text Box, Table 2, p. 9.

²² Transcript, Part II, Vol VIII, page 54, line 20 to page 56, line 6.

in Regina approximately 10.3% are Indigenous²³, and in Saskatoon approximately 9.8% are Indigenous.²⁴

37. Although Prince Albert has not entered into an Employment Equity Plan agreement with the Saskatchewan Human Rights Commission, they voluntarily strive to meet the standards of a representative workforce. In Prince Albert, the demographics are slightly different. According to the 2011 census data, approximately 41.5% of the population of Prince Albert is Indigenous. As such, the Prince Albert Police Service's goal is for a representative workforce that is 35% Indigenous. The Prince Albert Police Service consciously works to shape both its policy, and the diversity of its organization to reflect the public it serves. The Prince Albert Police Service has one of the largest Indigenous police services in Canada, with over 30% of its membership self-identifying as Indigenous.²⁵

38. Indigenous recruitment and diversity is not limited solely to the three major municipalities. All police services in Saskatchewan work to build relationships with Indigenous communities and to attract Indigenous candidates.

39. Following the Commission on First Nations and Metis Peoples and Justice Reform in 2004, and the Stonechild Inquiry, the Government of Saskatchewan established the Saskatchewan Police Aboriginal Recruitment Committee ("SPARC"). SPARC was specifically designed to develop a provincial Indigenous recruiting strategy to assist police services in the recruitment of Indigenous people as a key priority. This program operated for approximately 10 years, and developed recruitment strategies for all municipal police services to attract Indigenous candidates.

40. The SPARC program was discontinued by the Province in 2016, but within each police agency the recruitment strategies established by SPARC are still utilized, and work on Indigenous recruitment continues. In both Saskatoon and Regina, there is now an

²³ Appendix 2, Part VI., Table 1 (page 20)

²⁴ Part II Hearing, Policing Policies and Practices, Regina, Saskatchewan, June 25 to 29, 2018, Testimony of Chief Clive Weighill, Exhibit 75, Representative Workforce at the Saskatoon Police Service, Board of Police Commissioners Report, p. 4, Table 3

²⁵ [Strategic Plan – Prince Albert Police Service 2017 to 2020, p.8](https://papolice.ca/wp-content/uploads/2017/11/Strategic-Plan-2017-2020_compressed.pdf)
https://papolice.ca/wp-content/uploads/2017/11/Strategic-Plan-2017-2020_compressed.pdf

Indigenous Recruitment Officer, who is responsible for recruiting qualified Indigenous applicants.

41. In the Part II, Toronto Expert Hearing on Racism, Ms. Farida Deif, the Canada Director of Human Rights Watch provided testimony about policing practices in Saskatchewan. As part of the research for the *Submission to the Government of Canada on Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women From Violence* (the “Human Rights Watch Submission”), Human Rights Watch asked the Regina, Saskatoon and Prince Albert Police Services to answer approximately 48 questions about their police services. Exhibits 28, 29 and 30, entered through Ms. Deif, are the responses to the questions.²⁶ A number of the questions were related to recruitment efforts. In the section on Policing Policies and Practices, at question xviii, Human Rights Watch asked “Kindly elaborate on your indigenous candidate recruitment strategy and provide details on the number of indigenous men and women currently employed by your police service, as well as the number employed in the last 5 years.”

42. In Toronto Exhibit 28, the Regina Police Service responded, at page 11 of their submission:

Until early in 2016, the Ministry of Justice, Corrections and Policing had a committee devoted to recruiting initiatives for Indigenous candidates, known as the Saskatchewan Police Aboriginal Recruitment Committee (SPARC). This position was historically held by a member of the Regina Police Service, seconded to work on recruitment of Indigenous peoples for all of Saskatchewan.

When the Ministry withdrew funding and eliminated the position, the Regina Police Service created a specialized position called the Aboriginal Recruiting Liaison Officer.²⁷ This position is an addition to a number of other initiatives at the Regina Police Service, including the Mentorship Program, Treaty Four Citizen’s Police Academy, and a

²⁶ In addition to the questions identified in this submission, the Commissioners are invited to review the sections related to the policies and practices on strip searches, which is in Policing Policies and Practices, at question ii., page 1 of Exhibit 28, 29 and page 2 of Exhibit 30. The issue of strip searches was also addressed in my closing Oral Submission, Calgary Transcripts Volume 3, starting at page 36, line 11.

²⁷ In both Regina and Saskatoon, the Aboriginal Recruiting Officers are now known as Indigenous Recruiting Officers.

partnership with the Aboriginal Policing Preparation Program at SaskPolytechnic. All of these efforts focus on mentorship, recruitment and success of Indigenous peoples in application, training and employment at the Regina Police Service.

43. This information is also highlighted in more depth in Appendix 2, starting at page 14.
44. In Toronto Exhibit 29, the Prince Albert Police Service, at pages 7 and 8, wrote:

Prince Albert Police Service makes it a priority to have our recruiting practices be reflective culturally to our community. The images on our recruiting package include indigenous members and minorities. Members in our service attend recruitment fairs and the northern communities in recruiting efforts. PAPS members have contact with the instructor at the Aboriginal Policing Prep Course, offered at SIAST in P.A. Members of our department attend at the request of the instructor to instruct classes from firearms to interviewing techniques. The recruiting team Liaise with the instructor at SIAST regarding candidates for hire. Our service has also initiated an aboriginal mentoring program and hired 4 Police Officers through that program. The mentoring program allowed indigenous officers to have some on the job training and mentoring prior to attending Police College.

PAPS employ 36 indigenous members; 29 indigenous men and 7 indigenous women. We have a total of 96 members employed at PAPS.

45. In Toronto Exhibit 30, the Saskatoon Police Service responded as follows at page 17:

SPS has an Aboriginal Recruitment position within the Cultural Resource Unit and this person continues to work throughout the province on recruitment of Indigenous persons from all areas. The Indigenous Recruiting Constable is responsible for the recruitment of qualified applicants for the position of Police Constable with the Saskatoon Police Service. The Indigenous Recruiting Constable's recruiting strategy is as follows:

To target suitable Indigenous candidates to a career in policing by attending career fairs and other community events to also provide information to attendees on police officer careers, requirements as well as the application process.

To continue to build partnerships with the many Indigenous Communities throughout the Province of Saskatchewan.

To travel to the many Indigenous communities within the province of Saskatchewan to provide career presentations, career fair displays and recruit suitable Indigenous Men and Women to a career with the Saskatoon Police Service.

Liaise with the Saskatchewan Polytechnic's Aboriginal Policing Preparation Program (3 campuses- Saskatoon, Regina and Prince Albert) and ABJAC Program at the University of Saskatchewan.

Liaise with Indigenous groups to provide them with an understanding of each step in the recruiting process at the Saskatoon Police Service.

Represent the Saskatoon Police Service on the SPARC

Represent the SPS at the Treaty 4 Citizen's Police Academy. A 1 week interactive program designed to further enhance participants skillset as well as provide recruiters an eye view of potential police applicants.

Organize the annual Saskatoon Police Service showcase event. This annual event is organized in such a way that showcases the Saskatoon Police Service in order to attract more Indigenous men and women to a career with the Saskatoon Police Service.

To mentor/advise suitable Indigenous Men and Women during the application process (where applicable).

To perform practice testing sessions either at the Saskatoon Police Service or at remote locations within the province. These practice testing sessions provide the participant with the exposure and to better prepare themselves for the actual SIGMA test (first step in the application process).

To maintain (as well as foster) relationships with Indigenous people and elders, Leaders of Indigenous government organizations, Federation of Sovereign

Indigenous Nations Officials, Metis Nation of Saskatchewan Officials, Educational Institutions.

Instructor/facilitator with the Saskatoon Police Service Peacekeeper Cadet program. To showcase the SPS in a more positive light to the inner city indigenous youth of Saskatoon and further plant the seeds of future budding and potential police officers.

46. This is also expanded upon in Regina Exhibit 75, at page 4 of the Saskatoon Police Service's Report on "Representative Workforce at the Saskatoon Police Service."

47. Although Saskatchewan municipal police services are working hard on recruiting Indigenous candidates, and there have been some significant increases in the number of Indigenous police officers since the Stonechild Inquiry, there is still more work to be done on this initiative. In recent years, recruitment expectations for Indigenous candidates have not been met, and unfortunately there have not been as many Indigenous candidates successfully recruited. It remains a priority for all members of the SACP. Work is consistently being undertaken to create new initiatives designed to attract more Indigenous people into a career in policing.

Recommendation # 2: Community Partnerships – Working to Build Relationships

48. During the truth gathering of the National Inquiry, another area repeatedly highlighted was the lack of trust in police by many people in the Indigenous community, and the importance of police relationships with the Indigenous community. As noted above, the relationship between police and the Indigenous communities in Saskatchewan has, historically, faced significant challenges. Police have not always met the community's expectations of them. However, following the Stonechild Inquiry, regaining the trust lost, and building or rebuilding relationships became the expectation across the Province.

49. It is respectfully submitted that in 2018 positive relationships are the norm, and building and maintaining trust is always the priority. It may not always be a bump free ride, but the SACP is committed to working together.

50. In the National Inquiry’s Interim Report, the Commissioners highlighted the need for improving relationships between police services and Indigenous communities. The SACP agrees this is a critical component for Reconciliation, and for addressing much of the existing mistrust of police by members of the Indigenous community. It is also a critical element for community safety, especially for Indigenous women, girls and 2SLGBTQ people.

51. The Commissioners are commended to review the testimony provided by retired Chief Weighill on June 27, 2018, in Regina. Chief Weighill provided many examples of the ongoing efforts to strengthen relationships by the member agencies of the SACP, as well as many initiatives that are designed to ensure safety of Indigenous women, girls and 2SLGBTQ people.²⁸

52. In this submission, the SACP felt it was important to address head on the Human Rights Watch Submission, and testimony of Ms. Farida Deif, at the Toronto Expert Hearing on Racism. The Commissioners will recall Ms. Deif testified on June 12, 2018. To the SACP, one of the most disappointing aspects of the Human Rights Watch Submission and Ms. Deif’s testimony, was the generalization of the relationship between Saskatchewan police and members of the Indigenous community as being “deeply fractured.” In her testimony in Toronto, Ms. Deif, stated:

And so, what you see is a really - - what we documented both in Northern B.C. and in Saskatchewan was a deeply fractured relationship between law enforcement and Indigenous communities. Is that to say that there are no good relations by any police officer or any police force and Indigenous communities in any of the locations we went to? No. But, there is still this, sort of, overarching prevalence of a fractured relationship. And, that has to do with both history, it has to do with racist assimilation policies with the residential school system, but it also has to do with current policing failures.

You know, many of those have been made very, very public, sort of, where the policing failures have been in various cases

²⁸ Examples provided by Chief Weighill include Strengthening Families, Operation Runaway, The Regina Intersectoral Partnership (TRiP) and HUBS,

that are part of the national psyche, that are part of the understanding of many people. And so, what happens is that these, sort of, past and more recent policing failures contribute to a climate of suspicion and a widely held belief that we documented that police target and discriminate against Indigenous men and women with little accountability for violent and racist conduct.²⁹

53. In response to the Human Rights Watch Submission, the Chiefs of Police in Regina, Saskatoon and Prince Albert, expressed their frustration about the manner in which the Human Rights Watch Submission presented their findings. The police services do not dispute the lived experiences of the people who participated in the research conducted by Human Rights Watch, but rather the issue is the lack of inclusion of the SACP's side of the story in the Human Rights Watch Submission.

54. Despite asking the police services to provide a response to approximately 48 questions, the responses submitted did not form part of the final Human Rights Watch Submission. The responses were not integrated into the body of the Human Rights Watch Submission, and further were not appended. It was the belief of the Chiefs of Police in Regina, Saskatoon and Prince Albert, that the Human Rights Watch Submission did not provide readers with the full picture of the realities of police and Indigenous relations in Saskatchewan.

55. In addition, upon being informed by Human Rights Watch that a number of allegations were being made about police abuse of Indigenous women, both the Regina and Saskatoon Police Services sent letters to Human Rights Watch asking for specific details about the allegations, to ensure accountability. These letters were submitted to the Commissioners pursuant to Rule 33 on November 27, 2018. When questioned about these letters by SACP counsel during Cross Examination in Toronto, Ms. Deif stated:

Ms. Farida Deif: I do recall [receiving the letter], but it's not our policy to provide any information about the victims that we speak to, the survivors of violence and their experience with police, any information that would identify them to the police services in question. In fact, we interview them with the knowledge that we would keep their information

²⁹ Toronto Transcript, Part III, Volume IX, Tuesday, June 12, 2018 pp 88-89, starting at line 11.

confidential. So, while the police services wanted information about the specifics of each case in order to follow up, that's certainly not something ethically we could do.

Ms. Katrina Swan: But, you understand that it's difficult to hold them accountable if they don't have the information presented?

Ms. Farida Deif: It's not - - the research that we do is not in order to hold specific police officers accountable for specific acts of misconduct or abuse. It's to shed light on a pattern and weakness in an entire system that could then initiate and trigger a response from the police services.³⁰

56. The police services took the allegations made against them seriously, and further wanted to address the specific examples referenced because in order to deal with systemic abuses, individual circumstances must be addressed. In addition, all the surveyed police services expended significant resources answering the 48 questions posed, many of which required the gathering of statistical data. The lack of acknowledgement about the responses from Human Rights Watch, and their lack of inclusion in the final submission was very frustrating.

57. When the Human Rights Watch Submission was published the Regina Police Service took issue with the conclusions about the relationship between police and the Indigenous community. In a media release sent out in June 19, 2017, the Regina Police Service stated:

The Regina Police Service does not dispute the lived-experience anecdotes of Indigenous women, provided in the Human Rights Watch report. However, we do not accept that these stories can be generalized to represent the current environment and interactions between police services and all indigenous women and girls in this province. Since the final report excludes information about current RPS policies, practices, training recruiting and accountability, we do not believe it provides a complete, objective picture of police interactions with the community.³¹

³⁰ Toronto Transcripts, Part III, Volume IX, starting at page 280, line 13 to page 281 line 6

³¹ <http://reginapolice.ca/2017/06/regina-police-service-response-to-release-of-human-rights-watch-report/>

58. The Saskatoon Police Service also took issue with those same conclusions in their own media release, on June 19, 2017. The release stated:

It is unfortunate that Human Rights Watch did not discuss any of the positive changes that have taken place at the Saskatoon Police Service and within our community as a whole over many years. Once again, while we agree that relations between police and the Indigenous community have been strained in the past we have made significant positive gains in healing the relationship with the Indigenous population. It is disappointing that none of those positive initiatives were included in the report. They include:

- The implementation of all recommendations from the Stonechild Inquiry.
- Indigenous Chair of the Saskatoon Board of Police Commissioners.
- The creation of the Action Accord on Intoxicated Persons in partnership with the Saskatoon Tribal Council, the Federation of Sovereign Indigenous Nations, the Saskatoon Health Region and the Lighthouse. The accord has reduced the number of persons incarcerated for public intoxication.
- The recently unveiled memorial to Missing and Murdered Indigenous Women and Girls which was erected outside the SPS Headquarters building and partnered with the Saskatoon Tribal Council.
- Doubling the number of Indigenous Police Officers.
- Creation of Indigenous Victim Service Workers.
- Creation of Indigenous Missing Person Liaison.
- The creation of an Indigenous Relations Consultant position and expansion of the Cultural Resource Unit.
- A complete revision to the methodology of handling and investigation of missing persons.
- Intensive education for all members regarding Indigenous history and culture.
- A long standing Chief's Elders Advisory Committee.

- Regularly scheduled lunch and learns and Elder’s teachings.
- The creation of the Race Against Racism.
- The Saskatoon Police Advisory Committee on Diversity.³²

59. The Chief of Police in Prince Albert similarly expressed disappointment with the Human Rights Watch Submission, stating “I take pride in the relationship that the Prince Albert Police Service has in the community and the connections to Indigenous women in our community.” Chief Troy Cooper, now the Chief of Police in Saskatoon, recognized the historical injustices Indigenous people have gone through, but expressed a belief that police services are moving in the right direction.³³

60. Since the early 1980s, police in Saskatchewan have worked to establish trust, by building strong relationships with the Indigenous community. Regina formed its’ first Cultural Unit in 1983. Saskatoon formed its’ first Cultural Unit in 1994.³⁴ Although Prince Albert does not have a specifically designated Cultural Unit, they employ the services of a local Elder, and have included community relations as a Strategic Priority.

61. The mandate of both the Saskatoon and Regina Cultural units is to develop and maintain communication and build relationships and trust between the police and Indigenous communities. Although these police services have specific units working on relationship building, there is work that goes on throughout the entire organization.

62. In the questions posed by Human Rights Watch, there were numerous questions about relationships and initiatives with the Indigenous community. At question xiii, in the Policing Policies and Practices section, Human Rights Watch asked “Please detail any partnerships your police service maintains with First Nations police and community workers, mental health professionals, addiction specialists and domestic violence experts.” At question xvi. they asked “What measures are being undertaken to build trust in the police among the indigenous communities in your jurisdiction?” Each of the police services surveyed highlighted the many partnerships and efforts undertaken to build trust. As set out

³² <https://saskatoonpolice.ca/news/2017503>

³³ “P.A. Police Respond to Report on the Treatment of Indigenous Women”, June 19, 2017, paNOW, <https://www.panow.com/article/684640/pa-police-respond-human-rights-report>

³⁴ Regina Part II Hearing, Police Policies & Practices, Testimony of Clive Weighill, Exhibit 68

above, these responses were entered as Exhibits 28, 29 and 30 to Ms. Farida Deif's testimony.

63. In Exhibit 28 from the Part III Toronto Hearing, starting on page 7, as well as in the "Representative Workforce" report attached as Appendix 2 starting on page 7, the Regina Police Service highlighted the many partnerships and initiatives it has undertaken. In particular, it is important to highlight participation in various community events, including the Regina Police Service's own Round Dance and Feast, held every year in February. This is one of the largest and most well attended Round Dances in the city of Regina. The Regina Police Service also participates in Pow Wows, Treaty 4 Days in Fort Qu'appelle, the North Central Smudge walk, and an annual barbecue held in honour of Tamra Keepness.

64. The Regina Police Service has built a trusting relationship with Elders in the community, including a Chief's Elders Advisory Council, which has been in existence for 20 years. The Elders Advisory Council meets at least 4 times per year with the Executive team of the Regina Police Service, or when issues in the community are identified that require guidance of the Elders.

65. The Regina Police Service maintains a Community Cadet Corps, and Treaty 4 Citizens Police Academy. These are designed to engage young Indigenous people at an early age, with the hopes they may consider a career in policing.

66. One of the most important partnerships the Regina Police Service has built is with the File Hills Qu'appelle Tribal Council, and its urban service delivery arm, the Regina Treaty Status Indian Services (RT/SIS). In May of 2016, the Regina Police Service and the File Hills Qu'appelle Tribal Council signed a "Cooperation and Community Safety Protocol", which is intended to provide a mechanism of consultation for the parties when issues of community safety arise. The goal of the protocol is to ensure greater communication, resolution of conflict and early identification of community disputes. This protocol is attached as Appendix 3.

67. Although the Regina Police Service cannot speak on behalf of the File Hills Qu'appelle Tribal Council or RT/SIS, from Chief Evan Bray's perspective, this Protocol has

been a very positive initiative. It ensures increased accountability, and is used as a catalyst to create dialogue, and to seek input to ensure police are better able to serve the Indigenous community.³⁵

68. Starting on page 5 of Toronto Exhibit 29, the Prince Albert Police Service highlighted their partnerships, which include an Aboriginal Resource Officer (now named “Indigenous Resource Officer”), Elders, and partnerships through the HUB and COR. The Indigenous Resource Officer also works very closely with the Prince Albert Grand Council.³⁶

69. In addition, the Prince Albert Police Service has included cultural awareness and diversity as core values, listed in their Strategic Plan.³⁷ All of their strategic priorities include culture and diversity, which requires working cooperatively with their community.

70. Priority 1 is a Visible Police Service. The objective includes developing authentic relationships. The key performance indicators include participation at community events and building community trust.

71. Priority 2 of the Prince Albert Police Service’s Strategic Plan is a Healthy Community. The key performance indicators include a domestic violence strategy, and feedback from community partners.

72. These priorities illustrate the importance the Prince Albert Police Service places on relationships with community partners. These partnerships form a critical part of the overall governance of the Prince Albert Police Service.

73. Starting on page 12 of Toronto Exhibit 30, and starting on page 5 of Regina Exhibit 75, the Saskatoon Police Service highlighted their partnerships and efforts at building relationships in the Indigenous community. These include, but are not limited to, Elder’s

³⁵ In the opening paragraphs of the Protocol it states the intention of the protocol is to “develop relationships that will create strategies to address community safety issues in the City, particularly with respect to at risk individuals who are citizens of the member First Nations of File Hills Qu’appelle Tribal Council.”

³⁶ The Prince Albert Grand Council is a tribal council representing twelve First Nations located in Treaty 6, in central and northern Saskatchewan, and headquartered in Prince Albert.

³⁷ Prince Albert Police Service, Strategic Plan, appended to Footnote 25 above.

Teaching sessions, engagement with the Saskatchewan Indian Institute of Technology and Saskatchewan Polytechnic, the Chief's Elders Advisory Committee, an Indigenous Relations Consultant, the Missing and Murdered Indigenous Women memorial, participation and attendance at Pow Wows, the Saskatoon Police Peacekeeper Cadets, the Saskatoon Police Advisory Committee on Diversity.

74. Chief Clive Weighill also provided significant detail about the partnerships and efforts of the Saskatoon Police Service in his testimony.³⁸

75. The Moose Jaw Police Service hosts an annual Round Dance and Story Telling Event, in partnership with the Wakamow Aboriginal Community Association. They are members of the Wakamow Aboriginal Community Association, and are on the planning committees for Pow Wows, Round Dances, and National Indigenous Peoples Day celebrations. They are also a strong partner of the Southern Plains Metis, Local 160.

76. For the SACP, relationships and partnerships with the Indigenous community are not in name or on paper only. These are critical and valued partnerships that ensure ongoing community safety and trust.

Recommendation # 3 Transparent and Accountable Policing

Oversight of Police – Local Boards of Police Commissioners and the Public Complaints Commission

77. In the Interim Report, the National Inquiry highlighted more responsive, transparent and accountable policing (including comprehensive and independent police oversight), as one of the pre-existing recommendations that required implementation.³⁹ As Chief Weighill noted in his testimony, most Chief's across the country would agree there is a need for civilian oversight.⁴⁰ The SACP agrees, this is an important recommendation.

78. Although this is often a source of criticism, in Saskatchewan there are three different levels of civilian oversight of police.

³⁸ Transcript Part II, Volume VIII, page 52, starting at line 1

³⁹ *Our Women and Girls Are Sacred*, p. 81.

⁴⁰ Transcripts, Part II, Volume VIII, page 300.

79. *The Police Act, 1990*, and its accompanying Regulations, govern policing in Saskatchewan.⁴¹ There are varying levels of civilian oversight of police in Saskatchewan, including individual Boards of Police Commissioners, the Saskatchewan Public Complaints Commission, and the Saskatchewan Police Commission.

80. Each municipal police service is governed by a Board of Police Commissioners.⁴² A Board of Police Commissioners is responsible for the delivery of policing services within their municipality, and for providing general direction, policy and priorities, and developing long term plans, and is made up of both elected officials and members of the public, appointed by the municipality.⁴³ Each Board of Police Commissioners is established by bylaw, and each operates with their own rules and procedures. Some municipalities have bylaws that require at least one member of the Board of Police Commissioners be of Indigenous ancestry.⁴⁴ In Saskatoon and Prince Albert, the Chairs of the Board of Police Commissioners are Indigenous.⁴⁵

81. Arising out of the Stonechild Inquiry, one of the recommendations was for the improvement of the handling of misconduct complaints against the police, as well as an obligation to annually report on the disposition of these complaints. In 2006, following consultations with the SACP, the FSIN, the Saskatchewan Federation of Police Officers, Metis Family and Community Justice Services, and local police boards, the Saskatchewan Public Complaints Commission (the “PCC”) was established, pursuant to Section 16 of *The Police Act, 1990*.

82. The PCC receives, investigates and reviews complaints made against municipal police. The PCC is a wholly civilian body, made up of non-police individuals appointed by

⁴¹ *The Police Act, 1990*, S.S., 1990-91, c. P-15.01

<http://www.qp.gov.sk.ca/documents/english/statutes/statutes/p15-01.pdf>

⁴² *The Police Act, 1990*, s. 27.

⁴³ *The Police Act, 1990* s. 30.

⁴⁴ Bylaw No. 8261, A Bylaw to Continue the Board of Police Commissioners for the City of Regina, section 3. <http://open.regina.ca/dataset/af49ac53-98ff-42f4-90c4-50e3f2789752/resource/0bbcc977-3b64-42fd-b8bb-7948179cf1c1/download/8261c99.pdf>

⁴⁵ Ms. Darlene Brander is the Chair of the Saskatoon Board of Police Commissioners, and Mr. Richard Ahenakew is the most recent past Chair of the Prince Albert Board of Police Commissioners. Also of note, in Saskatoon and Prince Albert, the Civilian appointees to the Board outnumber the elected officials.

the Government of Saskatchewan. It consists of five members, at least one of whom must be of First Nations ancestry and one must be a person of Metis ancestry.⁴⁶

83. Part IV of *The Police Act, 1990*, starting at section 37, sets out the Complaints Procedure. Complaints may be made at the office of the PCC, to a police service, to the Special Investigations Unit of the FSIN, to the Board office of the affected police service, to the department, or the detachment of the RCMP.

84. Section 39 sets out the duties and powers of the PCC as follows:

39 (1.1) The PCC shall:

- (a) establish and maintain a record of all public complaints received by police services and their dispositions;
- (b) inform, advise and assist complainants;
- (c) advise and assist the chiefs and boards, the hearing officer and the commission with respect to the handling of public complaints;
- (d) monitor the handling of public complaints and ensure that public complaints are handled in a manner consistent with the public interest;
- (e) inspect annually, or at those times directed by the minister, the records, operations and systems of administration for the handling of public complaints by police services.

(2) In exercising the duties of the PCC pursuant to this section, the PCC:

- (a) shall receive and obtain information respecting a public complaint from the complainant;
- (b) may receive and obtain information respecting a public complaint from the member or chief who is the subject of the complaint, the chief or the board, in any manner that the investigator considers appropriate;

⁴⁶ *The Police Act, 1990*, s. 16.

(c) may request access to any files or other material in the possession of the police service relevant to a public complaint; and

(d) may interview and take statements from the chief, board, complainant and the member or chief who is the subject of the public complaint.

(3) Where the PCC has requested access to files or other material pursuant to clause (2)(c), the police service shall comply with that request.

(4) If a board, chief or member refuses to comply with a request made pursuant to clause (2)(c), the PCC may apply to the Court of Queen's Bench for an order compelling the board, chief or member to comply with the request.

(5) Subject to this Act and the regulations, the PCC shall hold all information obtained pursuant to clause (2)(c) in confidence.

(12) The PCC may make any general recommendations to the commission or to a board respecting the policies of and services provided by a police service that the PCC considers appropriate.

85. It is important to review the above section in its' entirety, because it provides a better understanding of the complaints procedure, and helps to refute allegations that there is no independent oversight of police complaints in Saskatchewan.

86. Although the decision of whether or not to engage the discipline process is up to the individual Chief of Police, there is still civilian oversight involved. If a Chief of Police wishes to offer a member an Order of Remedial Discipline, the PCC must consent to the penalty being offered, prior to engaging in remedial action.⁴⁷

87. If a Chief of Police formally charges a member with a discipline offence, a hearing into the matter is ordered. A Hearing Officer will be appointed by the Ministry of Corrections and Policing to preside over the hearing. A Hearing Officer is a member of the Law Society of Saskatchewan, and will hear evidence and make determinations as to appropriate penalties.

⁴⁷ *The Police Act, 1990*, Section 48(1)(a)

88. Upon completion of an investigation, if it is believed a member of a police service has engaged in criminal conduct the matter is referred to the Crown Prosecutor's Office who review and make recommendations on charges. The decision of whether or not to criminally charge is never left to the individual police service involved.

89. As also recommended in the Stonechild Inquiry, the PCC reports annually on the conduct of investigations, the number of complaints received, as well as the disposition of those complaints.⁴⁸

The Saskatchewan Police Commission – Policy Initiatives

90. The final level of oversight of policing in Saskatchewan comes from the Saskatchewan Police Commission.

91. The Saskatchewan Police Commission is an independent statutory corporation, established pursuant to section 3 of *The Police Act, 1990*. It is intended to provide independent oversight of municipal and First Nations police services. It is responsible for making regulations, hearing and deciding appeals from decisions of hearing officers, conducting inquiries, and requiring training for local boards of police commissioners.⁴⁹

92. The Saskatchewan Police Commission has broad jurisdiction, including administrative, appellate, audit, inquisitorial, and legislative authority.⁵⁰ The mandate of the Police Commission is set out in section 19(a) of *The Police Act, 1990*, and includes the promotion of adequate policing throughout the Province, and the preservation of peace, prevention of crime, efficiency of police services and the improvement of police relationships with communities in Saskatchewan.

93. One of the most important responsibilities of the Saskatchewan Police Commission is the development of province wide policies that are to be adopted by all municipal police

⁴⁸Ministry of Justice and Attorney General, *Public Complaints Commission Annual Report for 2017-18*
http://publications.gov.sk.ca/documents/9/107687-2017-18_PCC_AR_FINAL_web.pdf

⁴⁹ See *The Police Act, 1990*, sections 12, 69-71, 89, and 94.2, respectively.

⁵⁰ The Saskatchewan Police Commission reports annually on their activities. For more information, please see *Saskatchewan Police Commission: Annual Report for 2017-2018*, at p.3
http://publications.gov.sk.ca/documents/9/107690-2017-18_SPC_AR_web.pdf

services. In particular, the Saskatchewan Police Commission has a *Policy Manual for Saskatchewan Municipal Police Services*, which “affords a framework to enable accountability of municipal police services to the community(s), accountability of the police services to the Saskatchewan Police Commission, and accountability of the Saskatchewan Police Commission to the residents of Saskatchewan.”⁵¹

94. In the introduction to the Policy Manual at page 2, Chairperson Neil Robertson, Q.C., wrote:

The manual provides direction to Saskatchewan municipal police services and, notwithstanding differences that exist from one locality to another, ensures that regardless of the municipality, [except those policed under contract by the RCMP], the policy framework is consistent throughout the province.

Each police service is required to establish procedures that meet the respective standards in the manual. These minimum standards for the establishment of procedures will also help to ensure uniformity in the application of policing policy in Saskatchewan. (emphasis added)

95. The policies passed by the Saskatchewan Police Commission are the minimum standards for policing, for the whole province, and each police service is expected to ensure operationalization of the policies.⁵² The Saskatchewan Police Commission may audit police services, to ensure that policies and procedures are in compliance with this manual.

96. One of the pre-existing recommendations endorsed by the National Inquiry is more immediate, proactive and thorough investigations into Indigenous women’s girls’, and LGBTQ2S people’s deaths and disappearances.⁵³ Of note for the National Inquiry are the

⁵¹ *Policy Manual For Saskatchewan Municipal Police Services*, Saskatchewan Police Commission, Vol 1. Revision Date: June 2018, see Introduction, p. 2.

<http://publications.gov.sk.ca/documents/9/82921-Police%20Commission%20Policy%20Manual%20-%20Part%201.pdf>

⁵² Each municipal police service maintains their own policy manuals, which will include but are not limited to the policies mandated by the Saskatchewan Police Commission.

⁵³ *Our Women and Girls are Sacred*, p. 80.

policies related to Intimate Partner Violence (OB 40), Missing Persons (OB 70), Child Exploitation (OC 120), and Contact Interviews with the Public (OC 150).⁵⁴

97. Saskatchewan has the highest rate of police reported intimate partner violence in Canada. Betty Ann Pottruff provided testimony about this at the Calgary Institutional Hearing, and is captured more fully in the *Saskatchewan Domestic Death Review Report* entered as Exhibit 22 during the evidence of Ms. Pottruff. For example, in Regina, the Regina Police Service responds to approximately 17 domestic conflict calls a day; that is over 6200 calls, per year.⁵⁵

98. In January of 2018, the Saskatchewan Police Commission introduced an amended policy for Intimate Partner Violence (OB 40). The policy highlights the importance of trauma informed investigations, and explicitly states that members investigating occurrences must make every effort to determine which party is the principal or dominant aggressor, and must avoid “dual charges”, whenever possible. There is a requirement that prior to laying charges against a victim, a supervisor or Crown Prosecutor must be consulted.⁵⁶ In addition, there is a requirement for police services to work with government and community service providers to establish a mechanism for ongoing dialogue among all partner agencies providing services for victims of intimate partner violence, and to establish information sharing agreements to facilitate collaborative intervention and management of intimate partner violence incidents.⁵⁷

99. This policy amendment, and the steps being taken by SACP members within their own services⁵⁸, responds directly to a criticism made in the Human Rights Watch Submission and in the testimony of Ms. Farida Deif, during the Toronto Expert Hearing on Racism. Ms. Deif testified as follows:

⁵⁴ The specific policies cited herein have been entered through a Rule 33 Submission. There are two volumes to the policy manual. The first is referenced in Footnote 50 above, Volume II can be accessed at the following link.

<http://publications.gov.sk.ca/documents/9/82922-Police%20Commission%20Policy%20Manual%20-%20Part%20-%20-%20a.pdf>

⁵⁵ “Regina Police Service Announces New Approach to Domestic Conflict”, Heather Polischuk, Regina Leader Post, November 8, 2017,

<https://leaderpost.com/news/crime/regina-police-service-announces-new-approach-to-domestic-conflict>

⁵⁶ OB 40, Intimate Partner Violence Policy, section 3.05

⁵⁷ OB 40, Intimate Partner Violence Policy, section 5.02

⁵⁸ See the news article in Footnote 54 above.

And, I guess the other thing that I think was really striking to us was the issue of dual arrests. What happens when a police officer responds to a domestic violence situation? Does the police officer focus on the primary aggressor, the primary perpetrator of that violence, or does the police officer focus on the other factors that might be there in that setting: You know, has the victim, for example, breached her parole, is the victim in possession of drugs, is there a situation of public intoxication?

So, in terms of best practices on police response to victims of violence, the police should respond to the victim, should identify the primary aggressor of that violence, and not really focus at that time on the other factors that might be at play. But, what we found time and time again is that the victim of violence herself might also be charged for any number of things that have nothing - - that are no where near the level of severity of domestic abuse

And so, that really kind of highlighted for us a gap in terms of a policy by many police services in terms of dual charging in domestic violence cases. And, when we - - we sent a very detailed letter to every police service in question asking them about their policies and practices in terms of policing, asking them about accountability, asking them about training for police, none of the police services that we corresponded with could identify a policy on dual charging in domestic violence cases. And so, I feel that's a huge gap there.⁵⁹

100. Although this policy change is relatively new, it is hoped it will provide survivors of Intimate Partner Violence with confidence to report violence, and will make a significant change to investigations of Intimate Partner Violence. It will also offer wrap around support for victims.

101. The Missing Persons Policy, OB 70, solidifies police commitment to timely investigations. The policy states:

The investigation and resolution of missing person cases are an important responsibility of police services in Saskatchewan. The difficult problems surrounding missing person cases demand a prompt, informed and uniform

⁵⁹ Transcript, Part III, Volume IX, Tuesday, June 12, 2018 pp. 92 - 93, starting at line 17.

response. It is imperative that missing and unidentified person investigations be given the appropriate priority.

There is no waiting period required before a person can be reported missing.

...

Follow-up investigations should be timely and comprehensive and a victim's family should be kept informed of the progress of the investigation. Family referrals to appropriate support services, including Victim Services, should be made as required.

102. This policy establishes an expectation that there will be ongoing communication with families. It also highlights the importance of ensuring proper victim supports are made available. Chief Weighill provided detailed testimony about the priority Saskatchewan police place upon missing persons reports, and how a missing persons investigation is to be conducted.⁶⁰

103. The Child Exploitation Policy, OC 120, states explicitly that children involved in the sex trade are being sexually exploited and are victims of child abuse, and shall be protected and supported to ensure their safety. The importance of acknowledging this fact was highlighted during the testimony in the mixed Part II and III hearing in Winnipeg by Dr. Mary Ellen Turpel-Lafond.⁶¹

104. In June of 2018, the Saskatchewan Police Commission introduced the Contact Interviews with the Public Policy. This policy is the direct response to what is more commonly known across the country as street checks. The policy prohibits a contact interview solely based upon location in a high crime area, actual or perceived race, ethnicity or national origin, colour, religion, age, gender, gender identity or sexual orientation, physical or intellectual disability or impairment, mental disorder, or any other prohibited ground.⁶² In his testimony in Quebec City, the Honourable Kim Beaudin suggested a

⁶⁰ Transcripts, Part II, Volume VIII, Testimony of Clive Weighill, starting at page 38 line 16 to page 43, line 8.

⁶¹ Transcripts, Parts II and III, Volume XIII, page 87, line 1 to 5.

⁶² See OC 150, Contact Interviews with the Public, Saskatchewan Police Commission Policy Manual Part II, section 2.0.

policy for “street checks.”⁶³ It is respectfully submitted that most provinces already have such policies.

105. Strong policies are an important foundation for responsible, professional, and well trained police services, and are critical to ensuring public trust and confidence in police services. In her testimony during cross examination Ms. Deif was questioned about the policies provided to Human Rights Watch by members of the SACP. In response to the question, Ms. Deif testified as follows:

...our focus was not on gaps and weakness in policy. Our focus was on gaps and weaknesses in practice, and as I've said before, from a policy perspective from the protocols in place, there are many of them, short of a few weaknesses that I've identified earlier, they are quite good and in line with best practices that you would see in any other developed country that would have similar types of policing practices and policies.

But, our issue in terms of the experiences of the subset of women that we spoke to in Saskatchewan was on deviations from the policy, was on weakness in terms of providing discretion for certain types of behaviour, was on the lack of enforcement of policy. So that's why we didn't go into much detail and analysis about policy in our submission because that wasn't our focus.

106. It is respectfully submitted, Human Rights Watch cannot possibly comment on the deviations or enforcement of policy, because their research did not even come close to exploring that issue. There are strong policies in place in Saskatchewan, members are expected to adhere to those policies, and any deviation from policy will be investigated and where appropriate sanctioned.

107. The policies adopted by an individual police service are the standards members of the public can expect police officers to follow, and are the foundation upon which members of the public can hold services accountable. Strong policies ensure strong, well trained, fully accountable police officers.

⁶³ Transcripts, Parts II and III, Quebec City, Volume VI, page 202 starting at line 24.

Recommendation # 4: Cultural Competency and Ongoing Training Requirements

108. One area of concern that is repeatedly highlighted when discussing police relations with Indigenous communities is the lack of cultural competency and comprehension. This was heard during the community consultations, and during the testimony gathered in Part I. It was heard in great detail throughout the evidence presented by experts and knowledge keepers in Parts II and III. This was also highlighted in the National Inquiry's Interim Report, as well as in the Recommendations of the Human Rights Watch Submission.

109. The SACP agrees cultural competency is critical to Reconciliation, and changing attitudes of police towards Indigenous people, and as such agrees with this recommendation. The SACP further submits that in Saskatchewan training on Indigenous history and culture is an ongoing requirement for all police services. There has been, and continues to be substantive efforts being made to ensure all police officers are fully aware of the history of colonialism, and its ongoing impact on Indigenous people.

110. Testimony from several witnesses presented during the National Inquiry talked about how cultural training is provided during police college, in most police services, but that there is not often a requirement for ongoing education. While there is a cultural component to recruit training at the Saskatchewan Police College, Saskatchewan police receive training throughout their careers, both within their own services and in mandatory training courses provided by the Saskatchewan Police Commission.

111. In Saskatchewan, every police officer has mandatory training they are required to take, pursuant to section 5 of *The Municipal Police Training Regulations, 1991*. There are five mandatory courses, and diversity training is specifically included in the Basic Recruit Training and in the Introduction to Management Course; however, there is a cultural component to the other three mandatory courses, which include an Operational Investigators Course, Senior Constable's Development Course, and Leadership in Police Organizations.

112. In addition to the above described mandatory courses, the Saskatchewan Police College is statutorily mandated to offer a multicultural training course, which is offered annually.⁶⁴ The Cultural Relations Course includes 32 hours of diversity specific training.

113. Each individual police service also offers mandatory, in house training. In the larger services this includes cultural diversity training, the content of which is determined by each police service.

114. At the Regina Police Service there is mandatory training for all sworn and civilian staff held annually. Every second year this includes a cultural component.

115. In 2014, one of the police members working in the Cultural and Community Diversity Unit provided training on the importance of traditional teachings.

116. In 2016, three of the Elders from the Chief's Elders Advisory Council provided education about the Truth and Reconciliation Commission, putting it into context through their own life experiences.

117. In 2018, Merelda Fiddler Potter, a professor at the First Nations University of Canada, provided 4 hours of education about Indigenous History, from Colonization to the Present. This included an interactive component, during which time all members were assigned one of the justice related Calls to Action, and were asked to discuss strategies for implementation.⁶⁵

118. In 2018, all members of the Regina Police Service's Senior Management Team were invited to participate in the KAIROS Blanket Exercise, and approximately 20 sworn and civilian staff attended. It is hoped, that in 2019, all members of the Regina Police Service will participate in the KAIROS Blanket Exercise.

119. In addition, every year any police officer in Regina seeking promotion is required to write a promotional exam. The exam contains questions about the Criminal Code, provincial statutes, and internal policy. In an effort to make Reconciliation and the Calls to

⁶⁴ *The Municipal Police Training Regulations, 1991*, c. P-15.01 Reg 2 (January 1, 1992) section 5(1)(b)(v) <http://www.publications.gov.sk.ca/freelaw/documents/English/Regulations/Regulations/P15-01R2.pdf>

⁶⁵ A copy of the Syllabus of the training provided by Ms. Fiddler Potter is attached as Appendix 4.

Action of the Truth and Reconciliation Commission more than words, the Chief of Police of the Regina Police Service, Chief Evan Bray, has included as mandatory reading for any police officer seeking promotion *The Education of Augie Merasty*, as well as the justice related Calls to Action.

120. The Regina Police Service's Cultural and Community Diversity Unit meets regularly with the Elders Advisory Council for Elders Teachings. These teachings are being recorded, at the request of the Elders, with the end goal of having these teachings shared with the entire service, as well as having them available on the Regina Police Service's Intranet site. To date, the Elders have provided teachings about the Round Dance, Feasts, Pipe, Jingle Dresses, the Tipi, and the Sacred Fire at a Round Dance.

121. In Moose Jaw, all members have participated in mandatory training on Treaty rights, and many have participated in the KAIROS Blanket Exercise.

122. At the Prince Albert Police Service, as discussed above, Cultural Awareness is one of their Core Values. This is referenced in their 2017 to 2020 Strategic Plan on page 6, appended to Footnote 25 above. In addition, the Staff Elder provides regular learning opportunities, and the Indigenous Resource Officer has an awareness board where she keeps all the staff, both sworn and civilian, up to date with learning opportunities. She also circulates this information via email. There are also ongoing efforts to keep the members informed about community events and training opportunities occurring within the community.

123. After the Stonechild Inquiry, the Saskatoon Police Service created their Advisory Committee on Diversity. It was created by members of Amnesty International, Eagle Feather News and the Saskatoon Tribal Council. This group put together a whole training package, which included training on colonialism, residential schools, the White Paper, the Sixties Scoop, and contemporary issues facing the Indigenous people of Canada. All members of the Saskatoon Police Service were required to take this training.⁶⁶

⁶⁶ Transcript, Part II, Volume VIII, Clive Weighill, page 52, lines 2 to 14.

124. Since then, all Saskatoon Police Service officers are required to attend the 32 hour diversity training offered by the Saskatchewan Police College. This is a four day course which is designed to develop and reinforce cultural relations. Through the course, police members are provided with information about traditional Indigenous protocols, missing and murdered Indigenous women and girls, treaty rights and contemporary issues, including the Truth and Reconciliation Commission.

125. In addition, the Saskatoon Police Service's Cultural Resources Unit has teamed up with Indigenous Elders from the community to provide Elder's Teaching sessions. These sessions occur regularly, and have been very well accepted within the police service, typically filling up quickly.⁶⁷

126. The Saskatoon Police Service is currently working on an Indigenous Engagement Strategy. This includes researching options for improved cultural competency training, with the goal of it being implemented in 2019.

127. In May of 2018, the SACP held a Blanket Exercise, for all Chiefs of Police and senior police officials. At the same meeting, Training on Police and First Nations Relations, Biases and Reconciliation was also provided by Leanne Bellegarde, Q.C.

128. In addition to the formalized training, the SACP encourages all of its members to engage with the community by attending events and activities, including various ceremonies.⁶⁸

129. Although the police services are making the requests for training, the content that is provided is Indigenous led and curated. This ensures all police members are receiving relevant and accurate information, often with real life examples and messages. It is this type of training that will help transform police services to be more aware of, responsive to and respectful of Indigenous culture and teachings.

⁶⁷ Toronto, Exhibit 30, pages 24 and 25.

⁶⁸ Members of the SACP regularly attend Powwows, Round Dances, and Feasts.

Recommendation #5: Investigations, Victim Services and the Family

130. Criminal investigations are very challenging. The circumstances that bring victims and their families into contact with police are never positive. Efforts to ensure positive interactions with police, during the most difficult time in most people's lives, must always be made. Historically, families of missing and murdered Indigenous women and girls have reported being less than satisfied with the police response, and many have actively voiced dissatisfaction and disappointment.

131. It is submitted, in Saskatchewan police services are working harder on their initial investigative responses. All police services are focused on ensuring investigations are trauma informed, and work collaboratively with community partners to ensure individuals are linked with wrap around support services. This is true of victims, families, and individuals who come into contact with the police for reasons that may not be totally linked to crime.

132. An important aspect highlighted in the Interim Report was the need for Indigenous Liaison units and officers, as well as culturally responsive and accessible victim services.⁶⁹ The Commissioners have acknowledged Saskatchewan as providing these services for Indigenous people.

133. As the Commissioners heard during the Part I community hearings in Saskatchewan, a number of the families have, in recent years, had positive experiences with the police services tasked to investigate the disappearance or death of their loved one. Police services must recognize the suffering of the families may not be properly addressed through the criminal justice system. Police response is part of the equation, but police alone cannot provide satisfactory service to victims and families. Enhanced services, through community partnerships and culturally sensitive victim services will ensure better community safety, and satisfaction.

134. Missing and murdered Indigenous women and girls in Saskatchewan is a very real concern for the SACP, as well as the Government of Saskatchewan. As highlighted in the

⁶⁹ *Our Women and Girls Are Sacred*, Interim Report of the National Inquiry, p. 49.

testimony of Ms. Betty Ann Pottruff at the Calgary Hearing on Government Services, Saskatchewan identified a need to address the issue of missing and murdered Indigenous women and girls in the early 2000s. Several initiatives were undertaken, including:

- a) the creation of a Missing Persons database, by the SACP;⁷⁰
- b) a review of how police were responding to missing persons cases;
- c) funding of specific police positions to investigate cold cases or long term missing persons cases; and
- d) the creation of a partnership committee with representatives from Indigenous organizations, including the FSIN, the Saskatchewan Aboriginal Women's Circle Corporation, Metis Family and Community Justice Inc., and the SACP to try to come up with solutions, including prevention and reduction strategies.⁷¹

135. The result of these initiatives and consultations included funding for several Victim Services positions, within the major police services in Saskatchewan. Although most of these services are available across the province, there are several positions embedded within the Regina, Saskatoon and Prince Albert Police Services.

136. The Victim Services Coordinator is a position that has existed since the 1990s. It is a position funded out of the Victims' Fund, and these positions work closely with the police service and with victims, providing information, support, and referrals for additional supports, as well as accompanying people to court. These positions are employees of the police service and are embedded within the organization.

137. The Aboriginal Resource Officer Program, recently renamed the Indigenous Resource Officer, is specifically designed to assist Indigenous victims of crime, and their families, by providing information, support and referrals. They also provide assistance to the police agencies by developing and operating crime prevention initiatives for Indigenous

⁷⁰ https://www.sacp.ca/missing/search_results.php?newsearch=1

⁷¹ Transcript, Calgary, Government Services, Part II, Volume I, Testimony of Betty Ann Pottruff, page 181, lines 1 to 15, and, page 182, line 18.

youth. Their goal is early intervention services, and to ensure Indigenous victims and their families receive culturally sensitive information and support during their involvement with the criminal justice system.⁷²

138. The Missing Person Liaison was created in 2011-12, and exists in Regina, Saskatoon and Prince Albert. These individuals work with the police to support families of missing persons, identify best practices, develop training materials and provide expertise, advice and training to all other police-based Victim Services units in Saskatchewan.⁷³ The Missing Persons Liaisons in Regina, Saskatoon and Prince Albert worked together to create the Family Toolkit, and support guide, which is provided to all families with missing loved ones. This document was entered as an Exhibit on several occasions during the hearings.⁷⁴

139. The Family Toolkit offers valuable information for families of missing persons. There is a section entitled “Navigating the Missing Persons Investigation”, which is designed to provide families of missing persons an idea of what to expect during the investigative process. It is a general outline, not an all-inclusive list of tasks; however it is designed to be a resource for families, and to help them better understand the challenges related to a missing persons investigation.⁷⁵ This document is not a replacement for human contact, but it helps set expectations, and provides a road map for how to navigate the investigative process. More importantly it provides families with information about what they can, and should expect, from the investigating agency. It also provides the family with resources to ensure they know where to turn when they have questions about an investigation or when they need support.

140. Contact with the family is a critical part of the investigative process; however it is not something that can be a single solution. Not all families want the same thing. Families should be told that they are free to contact the investigators, and further they can dictate the

⁷² Calgary Exhibit 20, Betty Ann Pottruff, page 14.

⁷³ Calgary Exhibit 20, Betty Ann Pottruff, page. 14

⁷⁴ Part I Hearing, Saskatoon, Saskatchewan, Thursday, November 23, 2017, Volume 31, Hearing #2, Testimony of Carole Wolfe, Josephine Longneck, Brenda O’neill, and Dorothea Swiftwolfe, Exhibit 2; Part II Hearing, Regina, testimony of retired Chief Clive Weighill, Exhibit 59.

⁷⁵ Family Toolkit, Tab B, page 12 to 70

level of contact they wish to have. Investigators should ensure they provide the level of contact requested by the family.

141. It is also important to offer a correction to the testimony of retired Chief Weighill. In his testimony, on cross examination by Ms. Colleen Matthews of the Government of Saskatchewan, he was asked whether or not the Victim Service workers were employees of the police services. He answered that they worked within the police service, but that they were in fact employees of the government.⁷⁶ While they are positions funded by the Government of Saskatchewan, all of the Victim Services Coordinator, the Missing Person Liaison, Indigenous Resources Officer are all employees of the police services in Regina, Saskatoon, and Prince Albert. A formal amendment to this testimony will be forthcoming.

Concluding Comments

142. Given the time limits of the National Inquiry, and the page limit for submissions, it was not possible for the SACP to present evidence or submissions about investigative processes. It is respectfully submitted, however, that much of the good work described in the evidence of other police services in Canada, is also being done in Saskatchewan.

143. The SACP is grateful to all the witnesses, experts and knowledge keepers who participated in the National Inquiry. The information and truths shared are critical to identifying the gaps and best practices, and will help guide the Commissioners as you formulate your final report. This process has also provided an opportunity for self-reflection. It will be an invaluable tool and will help to improve community safety for everyone.

144. While police in Saskatchewan are not perfect, and there is no way to fully right the historical wrongs, the individual police services that make up the SACP work hard at being good community partners, regularly educate their members on the importance of Indigenous culture and teachings to ensure more responsive organizations, and work continuously to build the trust of members of the Indigenous community.

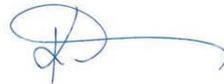
⁷⁶ Transcript, Regina, Policing Services Part II Volume VIII, page 368, line 9.

145. Saskatchewan municipal police services are committed, every day, to enhancing service and to being better organizations overall. Although there is work to be done, the Commissioners have heard, during the Part 1 Community Hearings, police services in Saskatchewan are improving in their response to missing and murdered Indigenous women, girls, and 2SLGBTQ people. Although in the past police might not have always met the community's expectations, a conscientious effort is being made to be better, and to do better. Relationships are being built, and strengthened. The Indigenous perspective is regularly being sought by SACP members, with the goal of jointly addressing community safety. We are stronger together.

146. SACP members have demonstrated they are responsive to criticism, and when actions or practices need to be corrected or amended, they are. As set out in this submission, and the Oral Closing submissions, this was demonstrated in response to the Stonechild Inquiry, and in response to several of the recommendations from the Human Rights Watch Submission.

147. The SACP has been at the majority of the hearings. We have participated. We have listened. We will continue to listen, continue to look for ways to improve and look forward to receipt of the final report and recommendations from the Commissioners. The SACP thanks the Commissioners for granting standing, and allowing us to participate in this most important work.

ALL OF WHICH is respectfully submitted, this 13th day of December, 2018.



Per: _____

Katrina M. Swan
Solicitor for the Saskatchewan Association
of Chiefs of Police

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APPENDIX 1

"PUBLIC AGENDA"

TO: Darlene Brander, Chairperson
Board of Police Commissioners

FROM: Troy Cooper
Office of the Chief

DATE: 2018 May 01

SUBJECT: Inshtrix Community Satisfaction and Policing Priority Survey

FILE #: 9,005

ISSUE:

In 2002 the Saskatoon Police Service (SPS) contracted an independent company to conduct a community satisfaction survey to measure levels of satisfaction with the Police Service as well as perceived community crime and safety issues. Every three years moving forward the survey has been conducted.

The 2017 survey, completed in October-November 2017, was conducted by Inshtrix Research as were the 2014, 2011 and 2008 surveys. This has provided the Service with the consistent ability to draw comparisons and measure successes for initiatives implemented in previous years, designed to improve community safety. Survey results also gauge the communities' confidence in and satisfaction with the Service.

The survey was conducted by telephone with residents over the age of 18 years. Residents of Indigenous Ancestry and visible minorities were oversampled to ensure their perspective was reflected in the findings.

RECOMMENDATION:

That this report be received as information.

DISCUSSION:

Overall, Saskatoon residents continue to be highly satisfied with the SPS, with results trending upwards over the waves of research. Service issues are the main reason for reported lack of satisfaction. The two main service issues at play are the believed need for more police officers 25%, up from 17% in 2014, and perceived slow response times 17%, up from 16% in 2014.

Perceptions of the Saskatoon Police Service

- In 2017 42% of respondents reported having an interaction with the SPS compared to 35% in 2014, 38% in 2011 and 41% in 2008.

“PUBLIC AGENDA”

- 93% of respondents are very or somewhat satisfied with the SPS, compared to 92% in 2014, 91% in 2011, 90% in 2008.
- Visible minority respondents reported 92% satisfaction with the SPS down from 97% in 2014 and 93% in both 2011 and 2008.
- Indigenous respondents' satisfaction with the SPS is 86%, the same as in 2014. This is a slight decrease of 3% from 2011 when satisfaction was 89% but significantly higher than the 59% satisfaction reported in 2005 and 80% 2008.

Perceptions of Safety

- Respondents reporting they feel safe in their neighbourhood remained the same as in 2014 at 79%.
- The main reason given by those who feel unsafe in their neighbourhood were general feelings of unease and suspicious people.

Policing Concerns and Problems

- Although reported in different order the top three crime concerns for both neighbourhoods and for the city as a whole are drugs, break and enters and robbery.
- The top social disorders reported in neighbourhoods are vandalism, noise and graffiti. For the city overall it's gang activity, public drunkenness and vandalism.
- Speeding, traffic violations and discourteous drivers were reported by respondents as major traffic concerns in both neighbourhoods and the city as a whole.

School Safety

- The majority of respondents believe Saskatoon schools are safe, 87% for elementary schools and 78% for high schools, consistent with the 2014 survey results. Main concerns in schools are availability of drugs, bullying and traffic concerns.

Interactions with the Saskatoon Police Service

Social Media

- Respondents reported a 79% awareness of the SPS being on social media compared to 73% in 2014.
- However, interaction with the SPS on social media slipped to 13% in 2017 compared to 20% 2014.
- Of respondents who interacted with the SPS on social media, 72% reported they were satisfied and 80% we satisfied with the response time.

Communications Staff

- Respondents who called the SPS main line or 911 line report the Communications Officer was:

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- Courteous (94%) compared to 95% in 2014, 94% in 2011, 91% in 2008,
 - Knowledgeable (94%) compared to 94% in 2014, 99% in 2011 and 91% in 2008, and
 - Professional (94%) compared to 97% in 2014, 93% in 2011 and 91% in 2008.
- 89% of respondents who called the SPS main/911 lines report they received good or excellent service up from 86% in 2014, 83% in 2011 and 2008.
 - As in previous surveys, the majority of respondents interacted with an officer or SPS employee via the main phone line (24%) followed by calling 911 (19%) or attending Headquarters (17%).
 - Respondents report a 76% satisfaction with patrol car response times compared to 75% in 2014, 70% in 2011 and 68% in 2008.

Patrol Officers

- In line with previous waves of the survey 79% of respondents rated as excellent or good the overall quality of service received from the SPS the same as in 2014, 81% in 2011, 77% in 2008.
- Of respondents with SPS interaction 82% agreed the SPS uses authority and force appropriately compared to 77% in 2014, 87% in 2011 and 76% in 2008.
- Of respondents with SPS interaction, 83% agreed the SPS has the trust of the public compared to 75% in 2014, 82% in 2011 and 70% in 2008.
- The majority of respondents indicate the Saskatoon Police Officer they had an interaction with was:
 - Courteous 89% the same as in 2014, 96% in 2011 and 86% in 2008;
 - Knowledgeable 83% compared to 89% in 2014, 96% in 2011 and 84% in 2008; and
 - Professional 90% compared to 93% in 2014, 98% in 2011 and 87% in 2008.

Police and Crisis Team (PACT)

- 25% of respondents indicated they were aware of PACT compared to 12% in 2014.
- Respondents who were unaware of PACT, when given an explanation of the program, 94 % responded it would be a valuable service.

"PUBLIC AGENDA"

CONCLUSION:

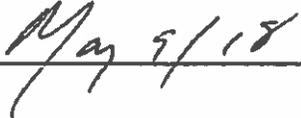
Overall, the 2017 survey results are positive and show improvements in public perception of the SPS over previous surveys. The perception of and actual service provided by the men and women of the SPS have continued to improve. Between 2005 and 2017 the City's population has increased by 64,000 people. It is noteworthy the SPS community satisfaction has remained high and in most cases continued to increase, despite the city's rapid growth and resultant changing cultural dynamics.

Written by: Grant Foster
Superintendent, Professional Standards Division

Approved by: Mark Chatterbok
Deputy Chief, Operations

Submitted by: 

Troy Cooper
Chief of Police

Dated: 



Regina Police Service
Employment Equity Report
2017



"Working together to keep Regina safe"

Executive Summary

The following is the Regina Police Service's Employment Equity Annual Report for 2017. It is submitted in accordance with the Employment Equity Reporting Guidelines (SHRC File: A2089) of the Saskatchewan Human Rights Commission.

This report includes the required workforce data (statistical reports) and a narrative report of significant actions taken in 2017 to enhance the organization's equity plan.

The Regina Police Service continues to support, foster and promote a respect for individual rights, freedoms and multicultural diversities within our community and within our workplace.

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Part I: Workforce Data

In 1992 the Regina Police Service identified that the demographic of Regina was changing and in order to more effectively provide service it would be beneficial to have a workforce that reflected the community. An agreement was entered with the Saskatchewan Human Rights Commission (SHRC) and since this time, the Regina Police Service has been striving to achieve a representative workforce.

This report complies with the annual reporting requirements for continued approval of this agreement.

In 2017, the following figures were provided by the SHRC as their long term goals:

Women in underrepresented occupations	46.0%
Aboriginal People	14.0%
People with Disabilities	12.4%
Visible Minorities	11.0%

Each year, the Regina Police Service modifies its goals to match those set out by the SHRC.



The table below provides an overview of the Regina Police Service's progress in obtaining the SHRC goals.

	1992	2015	2016	2017	Change	Goals
*Women (in under represented occupations)	4.0%	25.6%	25.4%	25.9%	+0.5%	46.0%
Aboriginal People	3.0%	9.7%	9.5%	8.7%	-0.8%	14.0%
**People with Disabilities	1.7%	4.6%	5.4%	9.3%	+3.9%	12.4%
Visible Minority	1.2%	6.6%	6.7%	8.2%	+1.5%	11.0%

*Total female population as shown in Part VI, Table 1 is %.

**The increase in the People with Disabilities category is a result of more individuals requiring accommodation in the 2017 calendar year. This number fluctuates based on the Service's accommodation needs.

Part II: Strategic Plan

The Regina Police Service continued with the Strategic Plan in 2017. In order to be more responsive to the changing environment and shifting priorities, the plan is based on four general themes to guide the organization's actions over the next four years.

The four themes identified are: Service, Communication, Our People and Improvements. These broad topics allow each organizational area to develop more specific business plans to guide their actions.



Part III: Cultural and Community Diversity Initiatives

The Cultural and Community Diversity Unit of the Regina Police Service is integral in the development and maintenance of community partnerships and initiatives. The unit consists of three sworn members (one Sergeant, two Constables) and one civilian member.

The members of this unit sit on many internal and external boards and committees. They work closely with community organizations such as the Regina Open Door Society, RTSIS (Regina Treaty Status Indian Services), the Regina Multicultural Council, First Nations University of Canada, the Islamic Association of Saskatchewan, the Synagogue, Sask Polytechnic, and UR Pride at the University of Regina to name a few. They also assist officers on a daily basis with challenges they may face in relation to understanding different cultures and traditions. The unit focuses upon developing new connections while building on the strong working relationships established with Regina's diverse communities.

Some of the major initiatives accomplished in 2017 are highlighted below.

Regina Police Service Tipi

In 1997 the Regina Police Service acquired a traditional tipi for use as a cultural bridge between the Service and the community. This tipi is 'sacred' and is only used in accordance with Indigenous traditions.

The tipi is utilized to participate in special events in the Indigenous Community. In 2017, the tipi was used nine times at the following events: First Nations University of Canada Spring Pow Wow, North Central Smudge Walk, Treaty 4 Grad Pow Wow, 20th Anniversary of National Aboriginal Day, 40th Anniversary Celebrations of First Nations University of Canada,

Tony Cote Welcome Back Pow Wow, Sisters in Spirit Vigil, The Regina Ukrainian Fall Festival and the Federation of Sovereign Indigenous Nations Assembly.



Chief's Elders Advisory Council

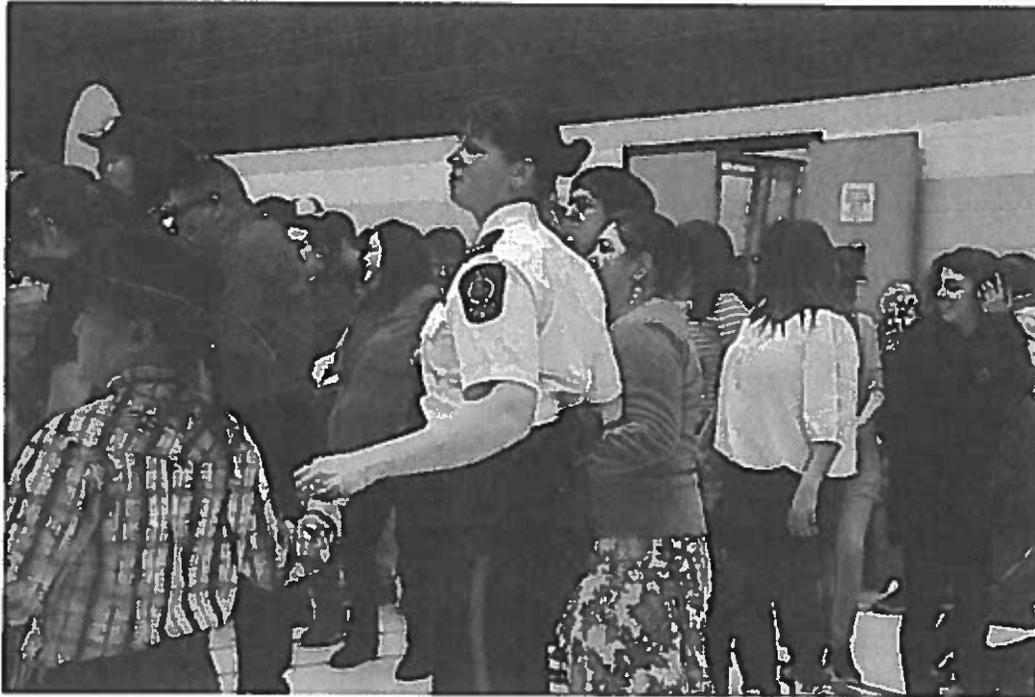
In 1998, the Chief of Police formed an Elders Advisory Council. The Council consists of eight elders who have been invited to participate. They are involved in Indigenous ceremonies and participate in the strategic planning process. The Council provides oversight and guidance in matters relating to Indigenous culture and ceremony. In 2017, the Committee met three times.

Round Dance

In February of 2017, the Regina Police Service hosted the 11th Annual Round Dance. The Round Dance is a social gathering of communities that occurs during the winter months to honour, celebrate and memorialize. The gathering is an interaction between the

community and police officers in a traditional setting to demonstrate the Service's willingness to take part in and understand the traditional values of the Indigenous community.

The 2017 Round Dance had approximately 1500 participants from many Indigenous communities and the Regina Police Service.



Cadet Program

In 2017, the Regina Police Service continued a partnership with the Wicahitowin Foundation Inc., and the RCMP and delivered the 13th class of Community Cadet Corps (CCC) in the North Central Community. There were 13 cadets in the 2017 class.

The CCC was developed by the RCMP and was modeled after the Air/Army Cadet programs. The goal was to provide youth aged 12-18 who are active in school, the opportunity to learn discipline and goal setting. Although there is a strong military component which includes drill

and marching, there is also a sport and recreational component which allows for fun, healthy competition, teamwork and common goal setting.

The CCC is targeted to youth who display behaviours which make them more likely to come in contact with the law.

The CCC has a role modeling and self-disciplinary approach in its program delivery to guide Cadets to develop healthy adolescent behaviours in school. Its aim is to promote healthy self-confidence and provide leadership role models for newer cadets.

Cultural Relations Officers from the Cultural and Community Diversity Unit provide oversight and leadership to the cadets in this program.

Other Community Events

Each year, the Regina Police Service also participates in *many* other community events to develop relationships with organizations committed to inclusion. In 2017, these included but were not limited to:

- Members from the Community Services Division participated in the Indian Metis Fellowship Garden Chili Cup.
- Participated along with members of our Community Services Division in the Christmas lunch for Sacred Heart and Albert School at the Double Tree hotel.
- Organized and participated in the Sisters in Spirit Missing Women's Vigil on October 4, 2017.
- Participated in the First Nations University of Canada Spring and Fall Pow Wows.
- Participated in Treaty 4 Days in Fort Qu'Appelle – taking part in the feast, parade and interactive career fair.
- Participated in an annual event called "CluedInClude" in partnership with the Open Door Society, Regina Treaty Indian Status Services and the Multicultural Council.

- Participated in the North Central Smudge Walk in June 2017.
- Participated in Camp Fyrefly and the Queen City Pride Parade.
- Involved in weekly collaboration with the Regina Multicultural Council and their members.
- Participated in Ramadan meals in Victoria Park.
- Assisted with organization of the annual Mosaic Festival and provided increased visual presence during the event.



- Participated in National Aboriginal Day June 21, 2017 event at Wascana Park, Circle Project and the Paul Dojack Youth Centre.
- Had a partner booth at Regina Police Service Showcase event in May 2017 with the Regina Open Door Society.
- Took part in the Vaisakhi Nager Kirtan Parade hosted by the Sikh community in Regina.
- Participated in the Santa Claus Parade with the Regina Police Service float, the Aboriginal Police Preparation Program students from Sask Polytechnic and the Community Cadet Corps.

- Participated on the planning committee for Spring Free from Racism.
- Sat on the steering committee for Women at High Risk of Abuse: Migrant, Aboriginal and Women with Intellectual and Health Disabilities (this is in partnership with the Institute for Research and Development on Inclusion and Society), Regina Immigrant Women and the Newo Yotina Friendship Centre.
- Sat on the steering committee for Interpersonal Violence and the Workplace (led by PATHS – Provincial Association of Transition Houses and Services of Saskatchewan).
- A member of the unit was elected to the UR Pride Board of directors.



- Delivered training to municipal police members at the Saskatchewan Police College on topics such as Indigenous cultures and protocols, Sikhism, hate crimes, honor-based violence and LGBTQ awareness.
- Various other partnerships with agencies such as: First Nations University of Canada Student Association, Saskatchewan Polytechnic Aboriginal Students Association, University of Regina Aboriginal Students Centre, Gabriel Dumont Institute, Newo Yotina

Friendship Centre, Saskatchewan Polytechnic Aboriginal Police Preparation Program, City of Regina, TransSask Support Services, Trans Umbrella Foundation, Intercultural Dialogue Institute, Regina KidSport, Regina Region Local Immigration Partnership (RRLIP) and many more.

Part IV: Recruitment and HR

Aboriginal Recruitment Liaison Officer

In response to the elimination of the SPARC (Saskatchewan Police Aboriginal Recruiting Committee) program, the Regina Police Service sought to maintain and increase contacts and relationships with the Aboriginal community for the purpose of recruitment. An Aboriginal Recruitment Liaison Officer position was created in 2016. Initially created as a pilot project, the role has dual responsibility – building community relationships and active recruitment for both sworn and civilian positions. The position was established as a permanent position in 2017.

Saskatchewan PolyTechnic – Aboriginal Police Preparation Program

Through involvement with SPARC, the Regina Police Service has developed a partnership with Saskatchewan Polytechnic (formerly SIAST) and the Aboriginal Police Preparation Program. This program runs for 28 weeks and is offered in Prince Albert, Saskatoon and Regina. Although our involvement is focused on the Regina class, recruiting presentations are also made to the Saskatoon and Prince Albert classes.

The recruiting officer makes frequent visits to the Regina campus, allowing relationship building with students.

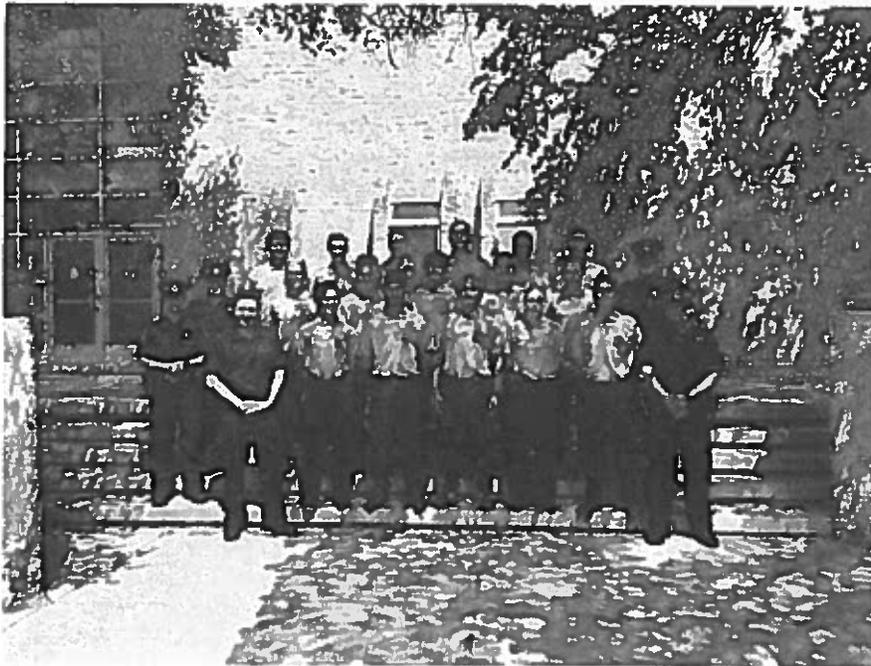
Partnerships

In 2017 informal partnerships were continued through contacts with the Aboriginal Student Employment Centre at the University of Regina and the Saskatchewan Indian Institute of Technology. Recruiting and career presentations were made to classes to inform of all opportunities with the

Service and to answer questions. The Recruiting Sergeant, Aboriginal Recruitment Liaison Officer and the Civilian HR Consultants continue to participate in community events, career fairs and academic programs which allow them to access potential diversity candidates.

Treaty Four Citizen's Police Academy

In 2017, the Regina Police Service coordinated and delivered the 12th annual Treaty Four Citizen's Police Academy. Aboriginal candidates were invited to participate in a one week workshop held in May at the Saskatchewan Police College. Candidates were required to stay in residence and attend classes and training in an effort to simulate the experience of Police College and increase their knowledge of policing in Saskatchewan. Candidates are identified through contacts in the Aboriginal communities. The Tribal Councils actively support this initiative of promoting policing within the First Nation communities and within municipal and RCMP police services.



In 2017, there were 16 participants (11 male, 5 female; 8 visible minority and 3 Indigenous) in the Treaty Four Citizen's Police Academy.

Mentorship Program

In September 2008, the Regina Police Service implemented a mentorship program. The mandate of this program is to increase the number of sworn diversity employees within the Service and to provide an opportunity to coach and develop prospective employees to increase the probability of success in being employed. Areas of development include but are not limited to: fitness, report writing, and public speaking. To date the program has mentored six individuals, three of whom are now police members and one civilian member.

After being identified through the regular recruiting process, a mentorship candidate began in January of 2017. It is expected that this candidate will complete their term in 2018 and compete for Police College.

Summer Students

An Aboriginal/Diversity Summer Student program was implemented in 2004. Initially the program targeted Aboriginal students but in 2011 was expanded to include visible minority candidates. Funding is in place for three students for four months each summer. Positions vary depending upon organizational need but generally include entry level clerical or Information Technology positions. Two of the original summer student candidates are now employed full time with the Regina Police Service while several others have remained on as casual employees while they complete their education.

In 2017, three summer students were hired: all three were visible minority and one has remained on as a casual employee.

Working Environment

Other continued initiatives include working with and educating employees about the importance of having a work life balance; focus on general physical health and emotional wellness; and the investigation of new human resource initiatives such as sabbaticals, external work exchanges and job shadowing.

Retention and Career Development

All members are encouraged to discuss their career plans with their supervisors. Likewise, supervisors are encouraged to engage their members/staff in career path discussions. Employees may forward requests for training to Human Resources for consideration at any time. In addition, supervisors attach a career path form, completed by the employee, to the employee's annual performance evaluation. The documents are forwarded to Human Resources for tracking and training considerations.

Part V: Going Forward

In 2018 the Regina Police Service will continue to maintain and develop relationships to enhance our diversity, both within our workforce and in the community. Some of the actions planned to assist us in achieving our goals are:

- Continue recruiting efforts in diversity areas by focusing on female organized sports teams, diversity career fairs, and outreach to diverse educational and community groups.
- Continue to develop the Aboriginal Recruitment Liaison position to best meet the needs of the community and our Service.
- Increase our representation at career fairs focusing on First Nations communities.
- Continue with the "Aboriginal Students Police Academy" in partnership with the File Hills Qu'Appelle Tribal Council focusing on First Nations communities surrounding Regina.
- Continue to deliver training in key areas in relation to cultural diversity. Topics for 2018 include education on Truth and Reconciliation.
- Continue involvement in the Cadet Program, Treaty Four Citizen's Police Academy, Round Dance and all other community events which the Regina Police Service participates in, as well as seeking new opportunities to expand relationships.
- Continue existing diversity development programs such as the Mentorship and Summer Student programs.
- Explore new ways to increase our applicant pool from all of the target demographics.

Part VI: Tables

Table 1: Workforce Analysis (Total Staff)

Regina Police Service
2017 Workforce Analysis
Actuals as of December 31, 2017

TABLE 1
Total Staff

Occupational Groups	Workforce Analysis of Total Staff by Occupational Groups													
	Total Women		Aboriginal People			People with Disabilities			Visible Minority					
	Total	Female	%	Female	Male	Total	Female	Male	Total	Female	Male	Total	%	
POLICE	406	105	25.9%	11	31	42	10.3%	20	20	40	1	21	22	5.4%
CIVILIAN PERMANENT	170	123	72.4%	6	2	8	4.7%	12	1	13	13	8	21	12.4%
CIVILIAN NON-PERMANENT	34	23	67.6%	2	1	3	8.8%	4	0	4	2	5	7	20.6%
Total	610	251	41.1%	19	34	53	8.7%	36	21	57	16	34	50	8.2%

* Police is the only occupational group which meets the SHRC's definition: "Women are considered underrepresented in an occupational classification if they occupy less than 46% of positions in that occupation."

Table 2: Workforce Analysis (Occupational Groups)

Regina Police Service
2017 Workforce Analysis
Actuals as at December 31, 2017

TABLE 2
Total Staff Breakdown by Occupational Groups

Police													
Occupational Groups	Women			Aboriginal People			People with Disabilities			Visible Minority			
	Total	Male	%	Female	Male	%	Female	Male	%	Female	Male	Total	%
CHIEF	1	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0	0.0%
DEPUTY CHIEF	1	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0	0.0%
SUPERINTENDENT	2	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0	0.0%
INSPECTOR	8	3	37.5%	1	2	25.0%	0	0	0.0%	0	0	0	0.0%
STAFF SERGEANT	14	1	7.1%	1	2	14.3%	0	1	7.1%	0	1	1	7.1%
SERGEANT	63	13	20.6%	2	7	14.3%	3	3	8.5%	0	8	8	12.7%
CORPORAL	56	13	23.2%	2	4	10.7%	3	1	7.1%	0	2	2	3.6%
CONSTABLE	253	70	27.7%	5	18	9.1%	14	15	11.5%	1	9	10	4.0%
SPECIAL CONSTABLE	8	5	62.5%	0	0	0.0%	0	0	0.0%	0	0	0	0.0%
Total	406	105	25.9%	11	42	10.3%	20	20	9.9%	1	21	22	5.4%
Civilian Permanent													
Occupational Groups	Women			Aboriginal People			People with Disabilities			Visible Minority			
	Total	Male	%	Female	Male	%	Female	Male	%	Female	Male	Total	%
SENIOR MANAGERS	9	6	66.7%	1	2	22.2%	0	0	0.0%	1	0	1	11.1%
MIDDLE MANAGERS/SUPV.	17	13	76.5%	1	1	5.9%	3	0	17.6%	1	0	1	5.9%
PROFESSIONAL	18	13	72.2%	2	3	16.7%	0	0	0.0%	2	0	2	11.1%
TECH SUPPORT	14	3	21.4%	0	0	0.0%	0	0	0.0%	2	4	6	42.9%
GARAGE/MAINT/EV. MGMT	19	4	21.1%	0	0	0.0%	0	1	5.3%	0	3	3	15.8%
CLERICAL ADMIN SUPPORT	66	59	89.4%	1	1	1.5%	3	0	4.5%	7	1	8	12.1%
COMM OFFICERS	27	25	92.6%	1	1	3.7%	6	0	18.5%	0	0	0	0.0%
Total	170	123	72.4%	6	8	4.7%	12	1	7.6%	13	8	21	12.4%
Civilian Non-Permanent													
Occupational Groups	Women			Aboriginal People			People with Disabilities			Visible Minority			
	Total	Male	%	Female	Male	%	Female	Male	%	Female	Male	Total	%
CLERICAL/ADMIN. SUPPORT	9	9	100.0%	2	2	22.2%	2	0	22.2%	0	0	0	0.0%
COMM OFFICER	13	10	76.9%	0	0	0.0%	1	0	7.7%	2	0	2	15.4%
MATRON/CLNR/CARETAKER	5	3	60.0%	0	0	0.0%	1	0	20.0%	0	2	2	40.0%
CHAPLAIN/ELDER	3	0	0.0%	0	0	0.0%	0	0	0.0%	0	2	2	66.7%
MENTORSHIP	1	0	0.0%	0	1	100.0%	0	0	0.0%	0	0	0	0.0%
TECH SUPPORT	1	1	100.0%	0	0	0.0%	0	0	0.0%	0	0	0	0.0%
GARAGE ATTENDANT	2	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0	0.0%
Total	34	23	67.6%	2	3	8.8%	4	0	11.8%	2	5	7	20.6%

* Police is the only occupational group which meets the SHRC's definition: "Women are considered underrepresented in an occupational classification if they occupy less than 46% of positions"

Table 3: Workforce Analysis (Management Staff)

Regina Police Service

Table 3: As at December 31, 2017

WORKFORCE ANALYSIS OF MANAGEMENT STAFF													
Distribution of Equity Group Members at End of Reporting Year													
Occupational Groups	Total	Female Employees		Aboriginal Employees			Employees with Disabilities			Visible Minority Employees			
		Total	%	F	M	T	F	M	T	F	M	T	%
Senior Managers	21	10	47.6%	2	2	4	0	0	0	1	0	1	4.8%
Middle Managers	150	40	26.7%	6	12	18	8	5	13	1	11	12	8.0%
Total	171	50	29.2%	8	14	22	8	5	13	2	11	13	7.6%

F = Female M = Male T = Total

*Occupational groups may be established by each sponsor according to its own organizational needs and operations.

NOTES

1. Please count each job incumbent as an employee, whether that person is full-time or part-time, permanent or non-permanent.
2. Please highlight in bold type those occupational groups where women represent less than 47 percent of employees in that group.
3. Senior managers consist of Chief Executive Officers, Presidents and Vice-Presidents.
4. Middle managers are managers (other than senior managers) who have managerial or supervisory responsibilities.
5. Senior managers (sworn) consist of the rank of Inspector and above.
6. Middle managers (sworn) consist of the ranks of Corporal to Staff Sergeant.



COOPERATION AND COMMUNITY SAFETY PROTOCOL

BETWEEN:

FILE HILLS QU'APPELLE TRIBAL COUNCIL

AND

REGINA POLICE SERVICE

Hereafter referred to as the "Parties"

PREAMBLE

WHEREAS Aboriginal and Treaty Rights are specifically enshrined in Section 35(1) of the *Constitution Act, 1982*, and the Supreme Court of Canada has affirmed the recognition of those rights; and

WHEREAS public safety in Canada must include First Nations Peoples; and

WHEREAS the relationship between the member First Nations of the File Hills Qu'Appelle Tribal Council and the Regina Police Service reflects mutual assistance and respect; and

WHEREAS the future of our children, youth, men, women and Elders require safe, secure and stable communities to thrive; and

WHEREAS the Regina Police Service and the File Hills Qu'Appelle Tribal Council desire to develop a relationship that will create strategies to address community safety issues in the City of Regina, particularly with respect to at risk individuals who are citizens of the member First Nations of the File Hills Qu'Appelle Tribal Council.

Therefore the Parties agree as follows:

1.0 PURPOSE OF THIS PROTOCOL

The purpose of this Protocol is to establish and maintain trusting and reciprocal relationships between the Parties with the goal of both preventing situations involving conflict and resolving, at the earliest possible opportunity, disputes that do develop. This will be achieved by promoting and supporting the following principles:

- 1.1 both Parties are committed to public, community and police safety for all citizens who either reside or visit the City of Regina
- 1.2 Both Parties recognize, acknowledge and support the role, responsibilities and accountability of each organization;
- 1.3 the Parties will work to establish communication by exchanging and sharing information that is appropriate so as to strengthen policing, agencies and organizations, ensuring that such information is exchanged in a timely and accurate manner; and
- 1.4 the Parties may establish, where deemed appropriate and applicable, joint committees to conduct focussed work on specific areas.

2.0 ROLE OF THE FILE HILLS QU'APPELLE TRIBAL COUNCIL

- 2.1 The role of the File Hills Qu'Appelle Tribal Council (FHQTC) is to strengthen the shared partnership by maintaining communication with the Regina Police Service. In particular, this shared partnership will include:
 - (a) identify a point of contact position to liaise with the Regina Police Service, in an effort to notify the effected member First Nation(s) of the FHQTC;
 - (b) to share information and suggestions to the Regina Police Service, on situation management with respect to investigations, potential situations and trends;
 - (c) assist, where appropriate, in the identification of mutually beneficial solutions;

- (d) to establish a qualified volunteer Search and Rescue group comprised of members of the First Nations' community to facilitate the management of missing persons;
- (e) to provide information and suggestions on how to prevent conflict from occurring between the First Nation community citizens and the Regina Police Service; and
- (f) to provide a list of approved mediators, adjudicator's or Elders known for their gifts in working with resolving, managing and addressing conflict situations.

2.2 When requested FHQTC will contribute to the development of culturally appropriate training conducted by the Regina Police Service to its members.

3.0 ROLE OF THE REGINA POLICE SERVICE

3.1 The role of the Regina Police Service is to strengthen the shared partnership through ongoing communications with the FHQTC, in particular

- (a) to identify a point of contact position to liaise with the FHQTC in relation to this Protocol; and
- (b) where appropriate and subject to applicable laws, regulations, policies and operational requirements, endeavour to liaise with the FHQTC in order to seek their assistance in averting or resolving any conflict involving the member First Nations of the FHQTC.

3.2 The Regina Police Service may request the advice of FHQTC in the development of culturally appropriate training for its members.

3.3 The role of the Regina Police Service is to make this Protocol known to all its members.

4.0 GENERAL PROVISIONS

4.1 The effectiveness of this Protocol is dependent on the intentions and best efforts of the Parties to prevent threats to community safety and security, and to resolve sensitive situations.

4.2 This Protocol shall not be used by either party in the interpretation of any other agreement.

4.3 The Parties agree to work together throughout the duration of this Protocol in a respectful, professional and cooperative manner.

- 4.4 Subject to any applicable federal and provincial legislation, including access to information and privacy legislation, the Parties may share information, observations and reports that relate to the maintenance of social order, personal safety and public security.
- 4.5 This Protocol is a statement of intent and does not create legally binding obligations on either Party.
- 4.6 This Protocol does not define, create, recognize, deny or amend any of the rights and authorities of either Party.
- 4.7 This Protocol is without prejudice to any legal positions, which have been or may be taken by either Party, and should not be construed as admission of fact or liability in any proceeding or process.
- 4.8 Where a dispute arises between the Parties respecting the interpretation, application, implementation or operation of this Protocol, the Parties will attempt to resolve the dispute by consensus through representatives of the FHQTC and the Regina Police Service.

5.0 DURATION

- 5.1 The Protocol shall take effect from the date that it is signed by the Parties.
- 5.2 This Protocol may be amended by written agreement of the Parties.
- 5.3 Either Party may terminate their involvement in this Protocol by providing thirty (30) calendar days written notice to the other Party.
- 5.4 On a yearly basis, the Parties will review the effectiveness of this Protocol and identify opportunities for its improvement

6.0 OPERATIONAL OBJECTIVES FOR PERSONAL/COMMUNITY SAFETY

Community Safety and Prevention of Personal Harm

- 6.1 The Parties agree to work together in identifying and addressing potentially volatile situations.
- 6.2 The Parties agree to exchange information and advice on how to prevent critical incidents from occurring.

- 6.3 The Parties agree to respect the different roles and responsibilities of each other in a critical situation.

Management

- 6.4 The Parties agree to identify mutually beneficial solutions for consideration by the Parties and their Principals who are signatory to this Protocol.
- 6.5 The Parties agree to provide advice and timely recommendations to senior officials or elected leaders within their organization that are based on the best information available.
- 6.6 Each Party agrees to provide timely responses to the other Party when developing options to address critical situations.

Intervention

- 6.7 The Parties will participate in debriefing sessions when requested, with the effected member First Nation of the FHQTC, during or after a situation, to determine solutions and effective ways of addressing the situation or a similar situation in the future.
- 6.8 The Parties agree to develop a joint debriefing process that enables the Parties to identify best practices to manage critical situations more effectively.

7.0 OPERATIONAL ARRANGEMENTS

- 7.1 The Parties shall each appoint three (3) members to a Joint Advisory Council to manage this Protocol.
- 7.2 The Parties will establish and maintain a network of contact/resource people who are able to act promptly when a critical situation arises.
- 7.3 The Parties commit to developing relevant methods that will effectively address issues related to public and community safety such as:
- (a) the development and strengthening of collaborative working relationships;
 - (b) orientation manuals and workshops that would include information on First Nation cultures, practices and traditions;
 - (c) the sharing of lessons learned and best practices for dispute resolution; and

(d) the integration of alternative justice protocols and processes.

7.4 The Parties will enhance communications between the member First Nations of the FHQTC and the Regina Police Service, and their agencies and organizations to strengthen relationships.

8.0 COMMUNICATIONS

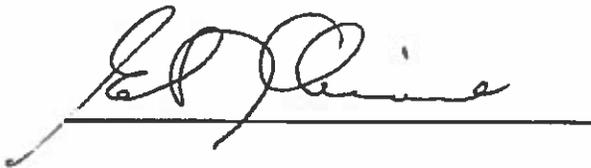
Any communication between the Parties as required under this Protocol shall be sent to the following or their designate

Vice Chair Elaine Chicoose
File Hills Qu'Appelle Tribal Council
P.O. Box 985
Fort Qu'Appelle, Saskatchewan
S0G 1S0
Phone: 306-332-8200
Fax: 306-332-1811

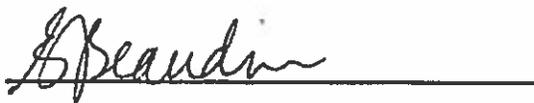
Troy Hagen, Chief of Police
Regina Police Service
P.O. Box 196
Regina, Saskatchewan
S4P 2Z8
Phone: 306-777-6500
Fax: 306-757-5461

IN WITNESS WHEREOF THE PARTIES HAVE SIGNED THIS PROTOCOL THIS 16 DAY OF
MAY, 2016 IN THE PROVINCE OF SASKATCHEWAN.

ON BEHALF OF THE
FILE HILLS QU'APPELLE TRIBAL COUNCIL



Tribal Vice Chair Elaine Chicoose



Witness

ON BEHALF OF THE
REGINA POLICE SERVICE



Troy Hagen, Chief of Police



Witness

APPENDIX 4

Reconciliation Seminar and Workshop

Winter 2018

Conducted by: Merelda Fiddler-Potter – MGirl Strategies Consulting

About the Workshop:

This workshop is intended to do three things. First, the workshop explores Canadian history through an Indigenous lens, the effects of colonialism, and how that continues to affect Indigenous peoples today. The workshop material looks at history from contact to present, and focuses on areas that include but are not limited to: the fur trade, the Royal Proclamation, Treaties, reserves, the Indian Act and amendments, Residential Schools, the Sixties Scoop, Constitutional Talks, RCAP and the Truth and Reconciliation Commission of Canada. The goal is to demonstrate how Indigenous peoples have been affected since contact and how this creates an environment where Indigenous peoples are discriminated against. It also looks at efforts of Indigenous peoples to regain control of their education, lands, and identity.

Second, the workshop leads participants through exercises which challenge their perceptions and perspectives. Through perspective exercises and problem-solving case studies, strategically placed throughout the course, participants begin to see how our collective history has specifically affected Indigenous peoples and their rights. Participants also participate in exercises where they look at present day issues of rights and discrimination and are asked how they would navigate these issues as a community leader.

Finally, participants are lead through some of the 94 Calls to Action, which is dependent on their field ie: education, justice, public service, and asked to apply their knowledge. As police officers and civilian members, participants are asked to determine how they would implement some of the Justice Calls to Action, and what that implementation would look like. Participants are also asked to workshop what additional resources from other areas would be needed for successful implementation and how they might alter the call to make implementation successful. Workshops, and the activities and histories presented within, are tailored to explore local communities, peoples and their histories. Seminars and exercises within are also constructed to consider the context of the group, for instance working through justice-focused calls to action with law enforcement and using examples that are applicable in those fields.

The Workshop in Action:

Over 18 weeks, RPS officers from all ranks, and as many civilian staff as possible, attended the workshop. Participants spent about 4 hours each week working through the material and difficult problem sets. The goal was two-fold: educate the members about this important history (most of which was not taught in schools until recently) and start a conversation about what our roles might be in reconciliation and working in and with Indigenous communities.

While the workshop does include historical events and eras that affected Indigenous Peoples across the country, many of the materials concentrate on local histories of Saskatchewan, and more specifically Regina. This allows participants to consider the larger issues in a local context, discuss them, and begin to develop ideas about implementing change in their own communities.

About the Facilitator:

Merelda Fiddler-Potter is a Métis from Meadow Lake, Saskatchewan, but her family is descended from the historic Métis nation of Red River. Her families took part in both the Resistance of 1869-70, as well as the final Resistance in Batoche in 1885. Merelda's larger family is a mix of Métis, Cree, and Dene as well as British and French. Merelda has a degree in Journalism and Communications, as well as a Master of Canadian Plains Studies and is currently work on her PhD. in Public Policy at the Johnson Shoyama School of Public Policy.

Merelda spent 17 years working for the Canadian Broadcasting Company, primarily in Saskatchewan but also in Calgary and Vancouver. Throughout, she focused much of her work on telling stories in Indigenous communities. She also spent much of her career covering MMIWG and working on CBC's national report and website on Missing and Murdered Women. Merelda is also a sessional lecturer and course developer at the First Nations University of Canada teaching in Indigenous Studies, Indigenous Business, and Indigenous Communications Arts. Most recently, she spent two years as the Dallas Smythe Chair of Public Policy at the University of Regina School of Journalism. She is currently one of several instructors who created courses and content for FNUUniv's Certificate in Reconciliation Studies.