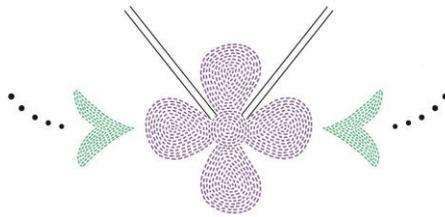


National Inquiry into
Missing and Murdered
Indigenous Women and Girls



Enquête nationale
sur les femmes et les filles
autochtones disparues et assassinées

**National Inquiry into Missing and Murdered
Indigenous Women and Girls
Truth-Gathering Process
Parts 2 & 3 Institutional & Expert/Knowledge-Keeper
“Sexual Exploitation, Human Trafficking & Sexual Assault”
Sheraton Hotel, Salon B
St. John’s, Newfoundland-and-Labrador**



PUBLIC

**Mixed Part 2 & 3 Volume 15
Monday October 15, 2018**

Panel 1:

Assistant Commissioner Joanne Crampton (RCMP)

Inspector Tina Chalk (Ontario Provincial Police)

**Assistant Deputy Attorney General Juanita Dobson
(Government of Ontario)**

Chief Joe Boland (Royal Newfoundland Constabulary)

INTERNATIONAL REPORTING INC.

II

APPEARANCES

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Amnesty International Canada	Jackie Hansen, Justin Mohammed (Representatives)
Assembly of First Nations	Stuart Wuttke (Legal Counsel)
Assembly of Manitoba Chiefs	Allison Fenske (Legal Counsel)
Association of Native Child & Family Service Agencies Ontario (ANCFSAO)	Katherine Hensel (Legal Counsel)
Awo Taan Healing Lodge Society	Darrin Blain (Legal Counsel)
Canadian Association of Chiefs of Police (CACP)	Ashley Smith (Legal Counsel)
Congress of Aboriginal Peoples	Alisa Lombard (Legal Counsel)
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Government of Saskatchewan	Colleen Matthews (Legal Counsel)
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Inuit Tapiriit Kanatami (ITK)	Elizabeth Zarpa (Legal Counsel)
Liard Aboriginal Women's Society	Carly Teillet (Legal Counsel) Mary Charlie (Representative)

**IV
APPEARANCES**

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Manitoba MMIWG Coalition	Hilda Anderson-Pyrz, Sandra Delaronde (Representatives)
Mishkeegogamang First Nation	Paloma Corrin (Legal Counsel) Whitney Van Belleghem (Legal Counsel)
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New Brunswick Aboriginal Peoples Council	Amanda LeBlanc (Representative)
NunatuKavut Community Council	Roy Stewart (Legal Counsel)
Ontario Federation of Indigenous Friendship Centres	Niki Hashie (Representative)
Pauktuutit Inuit Women of Canada, AnânuKatiget Tumingit Regional Inuit Women's Association, Saturviit Inuit Women's Association of Nunavik, Ottawa Inuit Children's Centre and Manitoba Inuit Association	Beth Symes (Legal Counsel)
Regina Treaty Status Indian Services	Erica Beaudin (Representative)
Saskatchewan Association of Chiefs of Police	Katrina Swan (Legal Counsel)
Saskatchewan Aboriginal Women's Circle	Kellie R. Wuttunee (Legal Counsel)

VI
TABLE OF CONTENTS

Truth-Gathering Process
Mixed Parts 2 & 3 Volume 15
Institutional & Expert / Knowledge-Keeper Hearings:
"Sexual Exploitation, Human Trafficking & Sexual Assault"

Panel 1

Chair: Meredith Porter, Commission Counsel

First Witness: Assistant Commissioner Joanne Crampton (RCMP)

Counsel: Anne Turley, Government of Canada

Second Witness: Inspector Tina Chalk (Ontario Provincial Police)

Counsel: Julian Roy, Government of Ontario

Third Witness: Assistant Deputy Attorney General Juanita Dobson (Government of Ontario)

Counsel: Julian Roy, Government of Ontario

Fourth Witness: Chief Joe Boland (Royal Newfoundland Constabulary)

Counsel: Philip Osborne, Government of Newfoundland and Labrador

Heard by Chief Commissioner Marion Buller & Commissioners Michèle Audette, Brian Eyolfson & Qajaq Robinson

Grandmothers, Elders & Knowledge-keepers: Pénélope Guay, Louise Haulli, Norma Jacobs (National Family Advisory Circle - NFAC), Kathy Louis, Barbara Manitowabie (NFAC), Pauline Muskego (NFAC), Odelle Pike, Sarah Ponniuk, Gladys Radek (NFAC), Leslie Spillett, Laureen "Blu" Waters & Bernie Williams

Clerks: Bryana Bouchir & Gladys Wraight

Registrar: Bryan Zandberg

VII
TABLE OF CONTENTS

	PAGE
Opening Remarks	1
 <u>Panel 1</u>	
In-Chief Examination by MS. ANNE TURLEY	28
In-Chief Examination by MR. JULIAN ROY	85
In-Chief Examination by MR. PHILIP OSBORNE	190
 CROSS-EXAMINATIONS OF PANEL 1 BY PARTIES WITH STANDING	
Cross-Examination by MR. STUART WUTTKE	223
Cross-Examination by MR. ROY STEWART	233
Cross-Examination by MS. BETH SYMES	227
Cross-Examination by MS. NATALIE CLIFFORD	245
Cross-Examination by MS. ALLISON FENSKE	250
Cross-Examination by MR. JUSTIN MOHAMMED	256
Cross-Examination by MS. CARLY TEILLET	262
Cross-Examination by MS. AMANDA THIBODEAU	266
Cross-Examination by MS. KATHERINE HENSEL	271
Cross-Examination by MS. RAINBOW MILLER	278
Cross-Examination by MS. CARLY TEILLET	285
Cross-Examination by MS. VIRGINA LOMAX	292
Cross-Examination by MS. JESSICA BARLOW	299
Cross-Examination by MS. SUZAN FRASER	306
Cross-Examination by MS. FAY BLANEY	313
Cross-Examination by MS. ELIZABETH ZARPA	317
Cross-Examination by MS. SANDRA DELARONDE	323
Cross-Examination by MS. ERICA BEAUDIN	328
Cross-Examination by MS. ALISA LOMBARD	334
Cross-Examination by MR. WHITNEY VAN BELLEGHEM	339
Cross-Examination by MS. DIANE MATTE	347
Cross-Examination by MR. THOMAS BARNETT	352
 Re-Examination by MS. ANNE TURLEY	 358
Re-Examination by MR. JULIAN ROY	359
 QUESTIONS BY THE COMMISSIONERS	
Questions by COMMISSIONER BRIAN EYOLFSON	366
Questions by COMMISSIONER MICHÈLE AUDETTE	374
Questions by COMMISSIONER QAJAQ ROBINSON	393
Questions by CHIEF COMMISSIONER MARION BULLER	404
 Closing Ceremony	 411

**VIII
LIST OF EXHIBITS**

NO.	DESCRIPTION	PAGE
<u>Panel 1:</u>		
1	Bio of Assistant Commissioner Joanne Crampton, Joanne Crampton (one page)	29
2	House of Commons Standing Committee on Justice and Human Rights, Number 87, 1 st Session, 42 nd Parliament, February 15, 2018 (16 pages)	35
3	Overview of the Testimony of Assistant Commissioner Joanne Crampton, Royal Canadian Mounted Police, October 15, 2018 (27 pages)	37
4	"RCMP National Strategy to Combat Human Trafficking (2012), ISBN 978-1-100-21584-6 (32 pages)	46
5	"Domestic Human Trafficking for Sexual Exploitation in Canada," prepared by The Human Trafficking National Coordination Centre, dated October 2013 (54 pages)	49
6	RCMP Law Enforcement Toolkit on Human Trafficking, comprising an introductory letter, a DVD, two brochures, one operational police officer's handbook, seven posters, fact sheets # 3-6, an FAQ, a Canadian Border Services Agency one-page information sheet & a one-pager from Immigration, Refugees & Citizenship Canada	54
7	Youth Toolkit on Human Trafficking, comprising an introductory letter, a DVD, two brochures, two posters, fact sheets # 3-7, a user guide, an FAQ & a parent help sheet	55
8	General Public Toolkit on Human Trafficking, comprising An introductory letter, a DVD, two brochures, seven posters, fact sheets # 3-7, a user guide, an information sheet, a one-pager from Immigration, Refugees Citizenship Canada & an FAQ	56

IX
LIST OF EXHIBITS

NO.	DESCRIPTION	PAGE
	<u>Panel 1:</u>	
9	Five posters from RCMP "I'm Not For Sale" initiative	57
10	"Operation Love Bomb: Utilizing the Power of Art as a Crime Prevention Tool," prepared by Corporal Sue Harvey, High Level RCMP, updated version October 12, 2018 (nine pages)	67
11	RCMP Operational Manuel Chapter 7.5. "Human Trafficking," amended version dated December 19, 2012 (seven pages)	70
12	Bio of Inspector Tina Chalk (one page)	90
13	CV of Inspector Tina Chalk (six pages)	91
14	"Human Trafficking in 2018 - Current Policing Landscape" (20 pages)	92
15	Mnidoo Mnising Missing Person Awareness Day (one page)	120
16	OPP "Victim to Survivor" Conference Program - September 11, 12 Barrie, Ontario (five pages)	121
17	OPP "Victim to Survivor" Conference Program - September 20, 21 Kenora, Ontario (five pages)	123
18	Terms of Reference of Reclaiming Freedom Rebuilding Lives (RFRL) Anti-Human Trafficking Coalition of Simcoe County (nine pages)	128
19	Recommendations proposed by the Ontario Provincial Police with respect to Human Trafficking (two pages)	131
20	CV of Juanita T.M. Dobson (four pages)	136
21	"Organization of Victims Services in Ontario," Ontario Ministry of the Attorney General, Victims and Vulnerable Persons Division (34 pages)	137

X
LIST OF EXHIBITS

NO.	DESCRIPTION	PAGE
	<u>Panel 1:</u>	
22	Terms of Reference of the Executive Committee to End Violence Against, document updated March 21, 2017 (six pages)	147
23	Terms of Reference of the Provincial Committees to End Violence Against Against Indigenous Women, updated March 21, 2017 (six pages)	148
24	Ontario's Strategy to End Human Trafficking, Ministry of Community and Social Services, last modified March 8, 2018 (three pages)	153
25	Victim Crisis Assistance Ontario Program Standards, Ontario Ministry of the Attorney General, Victim and Vulnerable Persons Division, September 1, 2017 (21 pages)	157
26	Victim Crisis Assistance Ontario list of agencies (one page)	160
27	Victim Quick Response Program Standards, Ontario Ministry of the Attorney General, Victim and Vulnerable Persons Division, September 2016 (16 pages)	162
28	Victim Quick Response Program Applicant Agreement (one page)	164
29	List entitled "Indigenous-specific Victim services - Direct Client Services Programs" (four pages)	170
30	"Anti Human Trafficking Community Supports Fund - Call for Applications Guide," Ontario Ministry of Community and Social Services, Provincial Anti-Human Trafficking Coordination Office, April 2017 (34 pages)	173

XI
LIST OF EXHIBITS

NO.	DESCRIPTION	PAGE
<u>Panel 1:</u>		
31	"Anti Human Trafficking Indigenous- Led Initiatives Fund - Call for Applications Guide," Ontario Ministry of Community and Social Services, Provincial Anti-Human Trafficking Coordination Office, April 2017 (32 pages)	174
32	Backgrounder "Ontario Funding Specialized Services for Human Trafficking Survivors," Ontario Ministry of Community and Social Services, September 28, 2017 (five pages)	176
33	"Ontario's Strategy to End Human Trafficking - Indigenous Anti-Human Trafficking Liaison Application Guidelines" (14 pages)	178
34	"Human Trafficking Restraining Orders - How to apply for a restraining order against a trafficker," Ontario Ministry of the Attorney General, 2018, ISBN 978-1-4435-1410-1 (17 pages)	183
35	Form 1 Application for Restraining under the Prevention of and Remedies for Human Trafficking Act (2017) Ontario Court of Justice, Form PRHTA-1-E 2018/01 (six pages)	184
36	Form 5 Affidavit under the Prevention of and Remedies for Human Trafficking Act (2017), Ontario Court of Justice, Form PRHTA-5-E 2018/01 (two pages)	184
37	Form 9 Restraining Order under the Prevention of and Remedies for Human Trafficking Act (2017), Ontario Court of Justice, Form PRHTA-9-E 2018/01 (four pages)	185
38	Free Legal Support for Survivors of Human Trafficking, Ontario Ministry of the Attorney General (two pages)	186

**XII
LIST OF EXHIBITS**

NO.	DESCRIPTION	PAGE
	<u>Panel 1:</u>	
39	Biography of Chief Joe Boland (one page) Witness: Chief Joe Boland, Royal Newfoundland Constabulary	191
40	Royal Newfoundland Constabulary Corporate Plan 2018-2021 (26 pages)	194
41	Royal Newfoundland Constabulary Activity Report 2016-2017 (34 pages)	194
42	"Understanding the Needs of Urban Inuit Women - Final Report," Pauktuutit Inuit Women of Canada, April 2017 (46 pages)	239
43	"Trafficking of Aboriginal Women and Girls," report prepared for Research and Analysis Division - Community Safety and Countering Crime Branch, Public Safety Canada, May 2014, ISBN 978-1- 100-23756-5 (82 pages)	240

1 St. John's, Newfoundland and Labrador
2 --- The hearing starts on Monday, October 15, 2018
3 at 8:21

4 **MS. TERRELYNN FEARN:** Bon matin. Good
5 morning, everyone. Bon matin. My name is Terrelyn Fearn,
6 and I am the Director of Community Outreach and Support
7 Services for the National Inquiry into Missing and
8 Murdered Indigenous Women and Girls, and it's really great
9 to see all your friendly faces today.

10 A special good morning to those from the
11 West Coast where I think your bodies are wondering why you
12 woke them up at 3:30. So, welcome. We will be very
13 gentle with you today.

14 I would like to welcome you to the final
15 hearing of the truth gathering process. This knowledge
16 keeper, expert and institutional hearing on sexual
17 exploitation will focus on human trafficking and sexual
18 violence. We are very grateful to be able to host this
19 hearing on the land in a setting of beauty, strength and
20 resilience, and we respectfully acknowledge the territory
21 in which we gather as the ancestral homelands of the
22 Beothuk, and the island of Newfoundland as the ancestral
23 homelands of the Mi'kmaq and the Beothuk.

24 We would also like to recognize the Inuit
25 of Nunatsiavut and NunatuKavut, and the Innu of Nitassinan

1 and their ancestors as the original people of Labrador.

2 I want to acknowledge all the sacred items
3 in the room, the medicines, and the tools that assist us
4 in doing this work in a good way; our elders, our
5 grandmothers and, of course, our ancestors that will stand
6 around us and guide us through this ceremony over the next
7 four days.

8 I want to draw your attention to the spirit
9 chair in the centre, which holds a space for those women
10 and girls who have gone on. We honour them. We are
11 grateful to have them with us in this ceremony over the
12 next four days.

13 To the family members, the survivors of
14 violence and two-spirited individuals, we acknowledge you.
15 You are at the heart of this process, and your mighty
16 courage and unwavering strength has enabled this process
17 to continue for the past two years. We are grateful, and
18 we thank you.

19 At this time, I would like to ask Michael
20 R. Denny to come forward to sing a Mi'kmaw song for us to
21 welcome you. Michael R. Denny is from Eskasoni, a Mi'kmaq
22 community, and he's also one of our resolution health
23 support workers who has travelled with us for some of our
24 hearings in the East Coast and provided that nurturing
25 support, and we're very honoured to have him with us

1 today. So, Michael.

2 **MR. MICHAEL R. DENNY:** (Speaks in
3 Indigenous Language).

4 I just asked -- I asked Creator to be with
5 us today. I thanked Creator for all the things that we
6 have, the clean water, the things that grow that we use,
7 the animals that we use for meat. And so, I thanked
8 Creator for everybody here as well, but also for strength
9 and protection for us workers, but also the people,
10 everybody here in the audience.

11 So, with that (speaks in Indigenous
12 language), I'm going to sing this Mi'kmaw Honour Song.

13 **(MUSICAL PRESENTATION)**

14 **MS. TERRALYN FEARN:** Wela'lin, Michael.
15 That's better than my two shots of espresso I had this
16 morning.

17 Okay. Next, I would like to introduce you
18 to Sarah Ponniuk. Sarah is from the Nutaq area (ph), a
19 place called Salutalik. She currently lives in Happy
20 Valley-Goose Bay. And, actually, Sarah has participated
21 and supported the hearings previous in Happy Valley-Goose
22 Bay. She is retired, but before she retired, she worked
23 for the Nunatsiavut for 27 years in the field of mental
24 health and addictions. She also worked extensively for
25 the Labrador Correctional Centre as an Inuit liaison

1 officer.

2 Her main focus was and currently is in the
3 area of intergenerational trauma, addictions, social
4 challenges and sexual abuse. She is known to incorporate
5 an Inuit holistic approach by using the Inuit Metanukinit,
6 meaning the foundation tool looking at the individual as a
7 whole person. She has lengthy experience with one-on-one
8 settings or facilitating group therapy and healing
9 circles, and her past work also involves dealing with
10 grief, abandonment issues, suicide intervention/
11 prevention, traditional cultural teachings. We are very
12 honoured to have Sarah participate in the circle today and
13 to light the qulliq for us. So, Sarah.

14 **(LIGHTING OF QULLIQ)**

15 **ELDER SARAH PONNIUK:** The light will go
16 across itself. So, what I'll do is I'll say a prayer in
17 Inuktitut.

18 **(PRAYER IN INUKTITUT)**

19 **MS. TERRELYN FEARN:** Nakurmiik, Sarah.
20 Before we move on to the next speakers, I just want to
21 note that a couple of our -- one of our elders, Odelle
22 Pike, and her cultural support, Paul Pike, will not be
23 joining us until later on this morning, but they'll start
24 with some opening words tomorrow as well, and we wish them
25 safe travels on their journey here.

1 I'd like to call up a group of very special
2 individuals. We've had the great honour to work very
3 closely with our National Family Advisory Circle over the
4 past several months, many, many moons, and they've really
5 been instrumental in providing their wisdom, their
6 experience, their love and their guidance throughout this
7 process, and we're very grateful.

8 So, I'd like to call on Gladys Radek,
9 Barbara Manitowabi, Norma Jacobs and Pauline Muskego to
10 come up and say a few words.

11 **MS. BARBARA MANITOWABI:** Anibozo. We are
12 National Family Advisory Circle, and we've been here since
13 the beginning, silently in the back, helping, praying,
14 loving. This week is going to be hard for all of us. The
15 subject matter is sensitive; it's disturbing. It affects
16 most of the family members personally; myself, our own
17 family, my own daughter was trafficked. The work we're
18 doing is going to change lives. It already has.

19 We're going to hear a lot of conflicting
20 stories, views, opinions. And, the government has done a
21 pretty good job on separating us on every issue, but we're
22 still united in helping our daughters and helping our
23 women, and we're not going to quit. Norma, did you want
24 to say something?

25 **MS. NORMA JACOBS:** Good morning, (speaks in

1 Indigenous language). I just would like to say good
2 morning to you all, and that I'm so happy to be in this
3 place today, and that I have life and that, you know, it's
4 good to see all of you who are here as well, and that you,
5 too, have health and wellness in all aspects of yourself,
6 and that, you know, I want to tell you that, you know,
7 where I come from that a value-based and very historic
8 place of teaching and wonderment about the great gifts of
9 life that is presented to us, you know, on this day as in
10 every day, and that, you know, in regards to the hearing
11 today and having, you know, that understanding of where we
12 stand, you know, in the circumstances of our life, that it
13 is not a first time for our people to come together and to
14 share, but to really listen with your heart and with your
15 mind, and to experience, you know, with the whole of
16 yourself to understand what has happened, transpired over
17 time, you know, to the degradation of our people.

18 And, I want you to know, too, that, you
19 know, this is not a new experience for us to come and to
20 share our story, because it has been a life-long journey
21 for ourselves as well as for our ancestors, that we stand
22 before you as the survivors of the impacts of colonialism,
23 and that the impacts that it's had on our life, and that
24 it's been a practise for us for many years as
25 Haudenosaunee people to come together and to have

1 conversation, and to discuss issues, and to come and have
2 that energy be passed back and forth until it's fully
3 understood from my perspective, from your perspective,
4 because that's what gives us that strength to move
5 forward, because we understand each other and our
6 perspectives.

7 And so, you know, with that, that's, you
8 know, a good way for us to walk together forward, you
9 know. But, we need to be supportive in it. We need to be
10 acknowledging and validating our experiences over time,
11 and the impacts of colonialism on all of our lives. Nowa.

12 **MS. PAULINE MUSKEGO:** Good morning. I just
13 wanted to say thank you to all of you for being here
14 today, and for representing the families that are going
15 through this hard time. I wasn't expected to say a few
16 words, so I'm just speaking off the top of my head, and
17 I'd just like to say thank you for today and God bless you
18 all.

19 **MS. GLADYS RADEK:** Good morning. I just
20 wanted to thank everybody for being here today for this
21 very important meeting, and I want to thank everybody for
22 -- especially all the staff and everything for being here
23 for the last couple of years trying to make sense out of
24 this colonialism that's been happening and raising
25 awareness about the far too many missing and murdered

1 women across this country.

2 I'm really proud of the NFAC members,
3 because they've all been working with us for -- since time
4 immemorial on trying to figure out ways that we can more
5 protect our women and children, and our future
6 generations, and that's why we found a need from the
7 family members who have lost loved ones, whether they're
8 missing or whether they're unsolved murders, that we
9 needed answers, and we needed Canada to own up to
10 accountability for what's going on with our women and
11 children.

12 And, this Inquiry, we walked across the
13 country for this Inquiry several times, and we heard the
14 families, we heard the voices. And, the NFAC members are
15 the voices that carried those voices for the other
16 families, and we continue to do so today. And, we are
17 just hoping that this Inquiry -- we know it's not going to
18 be the end-all be-all of -- to end violence against women,
19 but it's a baby step into a better future for our kids,
20 and that's why we're here. Thank you for allowing me to
21 be on this territory. It's beautiful, by the way.

22 (APPLAUSE)

23 **MS. TERRELLYN FEARN:** Many thanks to each
24 of you for sharing your wisdom and your love with us and
25 with everyone. I would now like to ask Commissioner

1 Michèle Audette to come up and to do some opening remarks.

2 **COMMISSIONER MICHÈLE AUDETTE:** Merci
3 beaucoup, Terrellyn. J'ai dormi deux heures. Donc, c'est
4 à ce que je ressemble quand je suis fatiguée. Mais je me
5 suis toujours dit que je m'autoriserai cette fatigue-là
6 une fois l'Enquête terminée au mois de juin 2019. Quelle
7 tristesse. I have to say that in English, because I can
8 see you didn't laugh or you didn't react, but it was
9 sincere. I said -- I think I said, in English, I only
10 slept two hours, few of us, or many of us, so this is how
11 I look when I'm tired. But, I will allow myself to be
12 tired only in June 2019 when we're finishing this Inquiry.

13 There's so much to do, so much to say, but
14 most of all, so much to hear from where I'm sitting.
15 Before I begin, I want to say thank you, merci beaucoup
16 aux premières nations qui nous accueillent ici sur leur
17 territoire maintenant partagé. On parle des Béothuks, on
18 parle des Malécites, on parle des Mi'kmaws, on parle des
19 Innus, ma nation, on parle aussi du peuple Inuit et bien
20 d'autres nations, merci, et au gouvernement, je m'en
21 allais dire, du B.C., I'm lost - au gouvernement de Terre-
22 Neuve et Labrador, merci. Merci de m'accueillir chez
23 vous, chez nous. Mon certificat de naissance vient du
24 Labrador, donc, je suis une newfie. Je suis née ici, et
25 fière. Merci à nos aînés, nos grand-mères, nos kokums.

1 Vraiment, je vous aime, merci infiniment d'être ici.
2 Depuis les tout débuts, vous nous avez guidés, et nous
3 sommes quasiment à la fin des audiences. Il reste encore
4 deux audiences importantes dans lesquelles vous allez nous
5 partager vos préoccupations, vos recommandations et vos
6 idées dans les prochaines étapes. À nos femmes et nos
7 hommes qui nous ont guidés depuis les tout débuts, je
8 parle ici des membres du NFAC, alors, des femmes
9 incroyables qui ont osé nous soutenir dans ce grand,
10 grand, grand projet de société, alors, vous avez toute mon
11 admiration.

12 Yes, I will say it in English for you,
13 évidemment. Un gros merci à toute l'équipe de l'Enquête.
14 Cette une grosse équipe, c'est une grande famille. C'est
15 des gens qui viennent de partout au Canada, des gens qui
16 ont des connaissances, des expériences de vie, qu'elles
17 soient sur le terrain académique ainsi de suite, vous avez
18 fait en sorte qu'on puisse avoir ces audiences-là, un
19 gros, gros merci.

20 I was saying thank you so much for our
21 beautiful elders that came since Day One to support this
22 projet de société. Monsieur Melon, this great, great,
23 great important task, journey or work since Day One. We
24 had and we still have today elders that support us, guide
25 us, lift up or remind us that we are not on the right

1 track, so that I have to say thank you.

2 Thank you also for the family members that
3 walk with us, not for us or not behind, but for me, it was
4 since Day One the same thing. Very important to involve
5 the people from the ground, the frontline people, the
6 people who lost a loved one or many loved ones to help me,
7 to help us in this journey, this task. And, some are part
8 of the circle that we call National Family Advisory
9 Circle. Thank you for being here.

10 But, also, there are so many of you that
11 have been there with us to support and help us, like the
12 grandmothers, to put us back on the right track. I have
13 to say thank you. We are almost finishing this important
14 work. There are two more important gatherings for the
15 final submission, so we'll hear from you, receive from
16 you, your truth and recommendation.

17 You remember a few days ago -- I'll say a
18 few weeks ago, in Winnipeg, that was a tough one for me.
19 Very tough to hear as a mother of five children and a
20 grandmother to hear how the system abandoned or wasn't
21 there or felt -- how do you say -- didn't work for the
22 families and the children. And, I'm pretty sure when we
23 have heard the women across Canada who were human
24 trafficked or they choose to work dans l'industrie du
25 sexe, the majority of them, if it's not all of them, were

1 once sexually abused, raped, or abused by a family, or
2 their John or a pimp.

3 And, this issue, this topic -- I don't like
4 to say topic, but this tragedy, the human traffic puis
5 l'industrie du sexe et tout ça, the sexual violence, it's
6 a huge tragedy. It seems that we don't talk enough about
7 this. It seems like people don't know enough, but it's
8 happening here in our communities. It's happening here in
9 Canada, the country we call Canada. It's not only
10 something that happened in other countries. It's our
11 daughters, it's our sisters, it's our mom, and it could be
12 one of my twins.

13 So, this week, for me, it's going to be, I
14 know, very, very tough, very, very powerful, I hope, and I
15 hope that the party with standing will ask the tough
16 questions, the right questions - you have not enough time,
17 we all know that - to make sure that we get the evidence
18 and the information to help us in that report.

19 But, again, broken record, I have practised
20 this this morning, it didn't work, sorry, but still I'm
21 going to say it. I strongly believe that all of us here
22 in Canada, I strongly believe that the families and
23 survivors, some don't support the Inquiry, I respect that.
24 Some don't care; some do support the Inquiry. But, what
25 is important for me, we had here an opportunity - an

1 opportunity to compel documents, people, institutions. We
2 had that opportunity.

3 If we had the time that we asked,
4 regardless which Commissioner – I can be changed, I don't
5 mind. We're all replaceable. But, this issue, this
6 Inquiry is not replaceable. We're not going to have
7 another one. And, I know some of you asked more time for
8 the final submissions. If I had the magic stick, you
9 would have had it right away. But, I think the pressure,
10 when I saw that, it belongs also to the government who
11 said no to us, and we know also which province said no to
12 us. Come on. Small world.

13 So, what we have and what's left with this
14 mandate, we have to do the best. And, I have lots of hope
15 and expectation with the questions you will ask, but with
16 the staff also that will help us to write that report, the
17 amazing work with the statement gathering that is still
18 going on, very, very important. So, until that, I am not
19 going to be tired. I'm still going to fight. I'm still
20 going to work for this, and I will drink, we say in
21 French, every word of what people will share to us this
22 week.

23 Thank you for being here. We have amazing
24 powerful women, survivor women that were trafficked or
25 chose that road, but they're here today, and I admire

1 that. Thank you.

2 (APPLAUSE)

3 **MS. TERRELLYN FEARN:** Merci beaucoup,
4 Michèle Audette. Oui, c'est ça. And now, I would like
5 to invite up Commissioner Brian Eyolfson.

6 **COMMISSIONER BRIAN EYOLFSON:** Kwe.
7 Boozhoo. Good morning, bonjour. First, I want to
8 acknowledge the land on which we gather, the ancestral
9 homelands of the Beothuk, and also that the Island of
10 Newfoundland is the ancestral homelands of the Mi'kmaw and
11 the Beothuk. And, I'd also like to recognize the Inuit of
12 Nunatsiavut and NunatuKavut and Innu of Nitassinan and
13 their ancestors as the original people of Labrador.

14 I think my colleague, Commissioner Audette,
15 covered everything so eloquently that I wanted to say, but
16 I also want to -- it's important for me also to
17 acknowledge and give thanks to a number of people,
18 especially as this is our last hearing in the series of
19 this nature. So, again, I just want to acknowledge and
20 thank our respected elders and our grandmothers who have
21 given us so much support and guidance in the grandmother
22 circle that's been with us since the beginning and helped
23 us with all of this work. So, thank you so much.

24 I also want to acknowledge and thank our
25 National Family Advisory Circle, which has also been with

1 us. They've also been with us since near the beginning.
2 So, they've walked with us through this work and they've
3 been committed and supported us and guided us and advised
4 us. So, I want to thank them very much. I want to
5 especially thank the ones that are here with us today,
6 Gladys Radek, Barbara Manitowabi, Norma Jacobs and Pauline
7 Muskego. Thank you for being with us here today.

8 And, I wanted to also acknowledge and thank
9 Michael Denny for providing us with a wonderful welcoming
10 opening song this morning. Thank you. And, to Sarah
11 Ponniuk for lighting the qulliq for us today. Thank you
12 very much. And, thank you all of you for joining us to
13 learn, whether you're here in the room, or joining us by
14 webcast, and I also want to thank, also, the witnesses
15 that are giving up of their time this week to come and
16 share their knowledge and expertise with us, and also for
17 the parties with standing who have been working very hard
18 and will be here asking questions this week.

19 This is -- like I said, this is our fourth
20 public knowledge keeper, expert and institutional hearing
21 in a period of approximately six weeks, and it's also our
22 last hearing of this nature as we near the end of our
23 evidence and information gathering period. And, after we
24 heard final submissions, then we'll turn almost
25 exclusively to our report writing and formulating our

1 recommendations.

2 So, I just really appreciate that everyone
3 from our National Inquiry team that has worked so hard, to
4 the parties with standing for attending and asking their
5 questions, everyone has worked really hard to ensure that
6 we have as much important, valuable evidence and
7 information before us to help us with formulating our
8 findings and recommendations. So, I really appreciate all
9 the witnesses we've heard from, and I'm looking forward to
10 the witnesses we have this week.

11 So, over the next few days, we're going to
12 hear testimony about sexual exploitation, human
13 trafficking, sexualized violence, including gender-based
14 violence, and please remember to take care of yourself.
15 Remember that our health team is available as we're likely
16 going to be dealing with some difficult subject matter.

17 But, we'll learn valuable information about
18 the impacts of these forms of violence on the lives of
19 Indigenous women, girls, and trans and two-spirit people.
20 And, we'll learn about concrete recommendations that can
21 be included in the final report to support the healing of
22 our Indigenous women and girls, trans and two-spirit
23 people in our communities. So, I look forward, again, to
24 this final week of this type of hearing and working with
25 you all. So, wela'lin, chi-meegwetch, thank you, merci.

1 **MS. TERRELLYN FEARN:** Meegwetch,
2 Commissioner Eyolfson. Thank you for your words. Next,
3 I'd like to ask Commissioner Qajaq Robinson if she would
4 like to come up and share some words with us.

5 **COMMISSIONER QAJAQ ROBINSON:** Ullaakkut.
6 Good morning. Bonjour. I'd like to first start by
7 acknowledging the families and survivors, particularly
8 those that shared with us during the truth-gathering part
9 of this process, whose lived experiences and knowledge and
10 wisdom have really guided the last few institutional
11 expert hearings we've had.

12 I want to acknowledge the spirits of the
13 women, girls, trans and two-spirited who have passed on,
14 who thanks to how we have done our work and the important
15 items we have in the room are with us always and remain
16 centre to our work and our focus.

17 I want to acknowledge the land that we are
18 on and the people who host us, and I'd like to acknowledge
19 the land of the Beothuk people, Mi'kmaw, Innu and Inuit.

20 I want to thank Michael for the song.
21 Wela'lin. Sarah Ponniuk, Nakurmiik (speaks in Indigenous
22 language).

23 I'd also like to, as my colleagues have
24 acknowledged, thank the members of the National Family
25 Advisory Circle, those watching, and those here with us,

1 Gladys, Barb, Norma and Pauline. It's wonderful to see
2 you again.

3 I want to acknowledge the guidance and
4 wisdom you have shared with us since day one and thank you
5 for walking with us in this process, again, across the
6 country. So, thank you. I can't understate or overstate
7 what your fight for years has brought us to, and the
8 awareness that it has brought for all Canadians of the
9 reality that too many Indigenous women and girls, trans
10 and two-spirit are living. So, thank you.

11 Our elders, our kokums, our grandmothers
12 who stand with us, kick our butts when needed, Louise,
13 Cathy, Penelope, Blu and Bernie, I want to thank you so
14 much as well for the guidance and the wisdom you've shared
15 with us.

16 Also, our National Inquiry team who are
17 just amazing, and many who were busy in roundtables last
18 week prepping for this week, at the Supreme Court last
19 week, in Winnipeg the week before, having brief moments
20 with family over the weekend and then on the road again.
21 I just -- I want to acknowledge you and give you my
22 deepest gratitude and thanks. You guys rock in such a big
23 way.

24 Because I wasn't able to express my
25 gratitude to the people of Manitoba in Winnipeg last week,

1 because you were so kind to let me go home to my son
2 early, who was very grateful to see me on his birthday, I
3 want to thank the people of Winnipeg. That was a really
4 difficult week of subject matter and testimony, but we
5 were surrounded by such a strong community that knew that
6 hard work has to get done, but you can do it in a kind and
7 compassionate way where you are taking care of yourselves
8 and each other. And, that was really beautiful to see,
9 and I want to thank the community of Winnipeg for that.

10 So, now we're on the East Coast in
11 Newfoundland and Labrador. Again, last time we were in
12 Happy Valley-Goose Bay, and we heard from families and
13 survivors there. Now, we're in St. John's where the
14 decisions that are made happen, and the decisions that
15 impact the lives of those we heard from are made.

16 I think that this is significant. Our
17 report will be delivered to governments who will then have
18 to act. We are sitting now, holding this hearing in a
19 city where the government also sits. So, I think it's
20 opportune that these conversations are happening here.

21 What we're going to talk about and learn
22 about this week is going to be incredibly difficult, but
23 it has to happen. This reality, this pervasive and
24 terrifying reality of sexualized violence, human
25 trafficking predominantly for the purposes of sexual

1 exploitation is something we have heard about coast to
2 coast to coast. It's shocking that it happens in our
3 public transportation systems, in the hotels that we stay
4 at, in schools, outside of medical boarding homes, outside
5 of group homes, outside of schools. It's happening. And,
6 from what I have learned about, what we have learned about
7 from families and survivors, it's happening in plain
8 sight.

9 It's time that this be recognized and seen
10 for what it is, often called modern day slavery, amongst
11 the most heinous and unacceptable violations of human
12 rights. And, I look forward to learning from the
13 witnesses this week what must be done. It's going to be
14 difficult. There are going to be differences of opinion,
15 differences of views, but I'm looking forward to learning.
16 And, I hope much like we did in Winnipeg, it will be done
17 in a space that is kind and compassionate, and that
18 recognizing -- that ultimately, the goal is that
19 Indigenous women and girls, trans and two-spirited rights
20 are recognized, protected and upheld, and that they live
21 in a country where they can thrive and regain their place
22 and power. So, I'll end with that. Wela'lin, nakurmiiq,
23 merci.

24 (APPLAUSE)

25 **MS. TERRELLYN FEARN:** Many thanks,

1 Commissioner Robinson, for your words. Finally, I would
2 like to call up Chief Commissioner Marion Buller to share
3 some words with us this morning.

4 **CHIEF COMMISSIONER MARION BULLER:** Good
5 morning. I want to start by acknowledging and welcoming
6 the spirits of the missing and murdered Indigenous women
7 and girls who guide us in our work every day. I also want
8 to acknowledge and show my sincere thanks for the courage
9 that we feel every day from the trans and two-spirited
10 people in our communities.

11 Good morning, everyone. I want to
12 acknowledge the beautiful territory that we're on, also
13 known as the Rock, and it is. I want to acknowledge that
14 we're on the ancestral homelands of the Mi'kmaw and
15 Beothuk people. Also, I want to recognize and acknowledge
16 that, in Newfoundland, it's not just the Rock, it's
17 Labrador as well, which is the ancestral homeland of the
18 original people, the Inuit and Innu.

19 There are benefits in going last, because
20 all of the smart things have been said by people smarter
21 than me. I just want to add this. Thank you to families
22 and survivors and members of the National Family Advisory
23 Circle. Gladys, I know you're awake back there like me.
24 Barb, Pauline and Norma, thank you for joining us. And,
25 thank you to the other members who can't be with us in

1 person today. Elders, knowledge keepers, grandmothers,
2 thank you for pointing us in the right direction and
3 keeping us headed in the right direction and reminding us
4 of our strengths.

5 Michael and Barb, thank you for the most
6 amazing song this morning. It was all I could do to
7 stay in my seat and not start dancing, which would have
8 been very embarrassing for everybody, especially me.
9 Sarah, thank you for -- nakurmiik, thank you for the light
10 that's going to guide us this week and keep us warm.
11 Honoured witnesses and parties, thank you also for joining
12 us. It's going to be a tough week.

13 Also, National Inquiry team, once again,
14 you're working your magic like you do every day, and I'm
15 very grateful. So much of what you do is unseen and
16 unacknowledged, but it makes these hearings really happen.
17 And, for those who are in offices and homes who keep us
18 moving, thank you. You're an important part of our team
19 too.

20 This is going to be a critical week for us
21 in terms of our work. This is our final public hearing.
22 And, I think this week we are going to hear some critical,
23 important evidence about our most vulnerable women and
24 girls. Not only about the circumstances that lead them
25 into a horrible world of exploitation, trafficking and

1 violence, but we are also going to hear about the
2 resilience, their strength and their courage, and how that
3 has made a difference for them.

4 We're also going to hear from people who
5 support and strengthen our most vulnerable women and
6 girls, and what works for making it a safer and better
7 world for all of our women and girls. So, thank you to
8 those who strengthen and support our people, our women and
9 girls in particular.

10 It will be difficult evidence. I'm not
11 going to sugar coat it. There's going to be some very
12 difficult things to hear, but we must proceed. This is
13 important work, and we must proceed with open minds and
14 open hearts. We must move forward. We must create
15 change, change that is so desperately needed to make life
16 safe and valuable for all of us, especially our Indigenous
17 women and girls.

18 So, having said that, I agree with all the
19 things that my smart colleagues have said. I'm not going
20 to take any more of our valuable time. Let's move on and
21 hear from the witnesses. So, thank you all, thank you
22 very much for being here, and open minds and open hearts.
23 Thank you.

24 (APPLAUSE)

25 **MS. TERRELLYN FEARN:** Hay-hay (speaks in

1 Indigenous language), Marion, and thank you, Cathy, as
2 well. Thank you, Marion, for your humble words and your
3 heartfelt words.

4 As you heard from many of the speakers this
5 morning, it is going to be potentially a hard week. It's
6 important that we take care of our spirits, not only
7 today, but throughout the four days of this ceremony.
8 It's going to be a really long day today. Today is the
9 longest day, and we will be going till about 6:00, so make
10 sure you're hydrated, make sure you eat well and be gentle
11 with yourselves. Lunch is going to be in the atrium, so
12 that is where you had breakfast, some of you had breakfast
13 this morning, where all those beautiful trees and the
14 water is from 12:00 till 1:00.

15 And, in keeping with keeping your spirit
16 safe this week, you may hear things that challenge your
17 values, your beliefs, what you know to be true. And, I
18 just want you to know that we have a wonderful team of
19 support here. And, I have asked them to stand. You'll
20 see them in the purple lanyards. So, everyone on the
21 outskirts with those purple lanyards, just maybe wave, and
22 we have an amazing team here. We will be in this room.
23 We will also be in the Elder's Room, which is just out the
24 doors to the left down the hall in, I believe, it's
25 Ballroom C. And, we do have a private, confidential space

1 in the health room, which is Ballroom D. If you're
2 interested in sitting with someone in a private one-on-one
3 setting, please see the Registration Desk, and we can set
4 that up for you.

5 So, please reach out to any of these
6 individuals. We have our beautiful elders and our
7 medicine people that are supporting us as well. We're
8 also going to check in with you, and we'll reciprocate
9 that just to make sure everyone is in a good space.

10 For those that are watching via CPAC or on
11 the Facebook Live, please reach out to the support line.
12 We really want you to keep your spirit safe as well, as
13 you watch this hearing from afar for the next four days.
14 So, please don't forget to reach out and to keep your
15 spirit safe as well.

16 In the Elder's Room, we have two amazing
17 women, young women, and I hope they're here. There they
18 are. We have our family members, Gerry Pangman. I'm --
19 if you're comfortable, may I ask you to stand? And, her
20 beautiful daughter, Coralee McPherson, beautiful spirits,
21 they were at the hearing last week in Winnipeg, or two
22 weeks ago. I can't remember. The days all mix into one.
23 But, they set up a beading table in the Elder's Room and
24 really offered their beading medicine with us. And so,
25 mine is -- this is not mine. Christa did this one. It's

1 beautiful. But, it is an example of the beautiful beading
2 that you can engage in that medicine if you need some time
3 away, and Gerry is there to coach us through this, so
4 please utilize that space as well. And, thank you both
5 for coming and offering that to the families, the
6 participants, the survivors. It's really good medicine
7 that's going to help us get us through this week. So,
8 we're very grateful and we really appreciate it.

9 Having said that, we are going to take a
10 five-minute break and get set up, and then we will begin.

11 --- Upon recessing at 9:04 a.m.

12 --- Upon resuming at 9:16 a.m.

13 **MS. MEREDITH PORTER:** Thank you. My name
14 is Meredith Porter, and I'm Commission counsel with the
15 National Inquiry, and I will be leading this first panel
16 of four witnesses that Commission counsel intends to call.
17 This is the first panel of our week-long hearings here in
18 St. John's, which are institutional, expert and knowledge
19 keeper hearings, focusing on sexual exploitation, human
20 trafficking and sexual assault.

21 I'd first like to say good morning to Chief
22 Commissioner Buller, Commissioner Robinson, Commissioner
23 Audette and Commissioner Eyolfson, and I would also like
24 to introduce the four witnesses that we will be hearing
25 from on this first panel, along with their counsel.

1 The first witness we will be hearing from
2 is Assistant Commissioner Joanne Crampton of the RCMP, and
3 counsel for Ms. Crampton is Anne Turley from the
4 Government of Canada.

5 We also will be hearing from Inspector Tina
6 Chalk of the Ontario Provincial Police, and Assistant
7 Deputy Attorney General Juanita Dobson of the Government
8 of Ontario, and counsel for the Government of Ontario with
9 those two witnesses is Mr. Julian Roy.

10 Finally, we will also be hearing from Chief
11 Joe Boland of the Royal Newfoundland Constabulary, and
12 counsel for Chief Boland is Philip Osborne.

13 Commission counsel has requested, and on
14 consent, the counsel for the witnesses have agreed to lead
15 the testimony of the witnesses. So, at this time, I will
16 ask the Commissioners if you are willing to grant the
17 request of Commission counsel to have the counsel for the
18 witnesses lead their evidence today?

19 **CHIEF COMMISSIONER MARION BULLER:** Yes,
20 certainly.

21 **MS. MEREDITH PORTER:** Thank you. So, with
22 that, I would ask the Registrar to begin by swearing in
23 Assistant Commissioner Joanne Crampton.

24 **MR. BRYAN ZANDBERG:** Good morning,
25 Assistant Commissioner. Do you swear to tell the truth,

1 the whole truth, and nothing but the truth, so help you
2 God?

3 **MS. JOANNE CRAMPTON:** Yes.

4 **MS. JOANNE CRAMPTON, Affirmed**

5 **MR. BRYAN ZANDBERG:** Thank you.

6 **MS. MEREDITH PORTER:** Thank you. And, Ms.
7 Turley, if you would like to proceed, go ahead.

8 **--- EXAMINATION IN-CHIEF BY MS. ANNE TURLEY:**

9 **MS. ANNE TURLEY:** Thank you. Good morning,
10 Chief Commissioner, Commissioners. Before starting, I
11 would like to recognize the traditional territory of the
12 Beothuk, the Mi'kmaw, and also recognize the Inuit and the
13 Innu people.

14 You will have before you, Commissioners, a
15 book of documents that Assistant Commissioner Crampton
16 will be referring to. We will be seeking to introduce
17 documents one-by-one. These are the very same documents
18 that the parties with standing have been provided earlier
19 -- or last week, rather.

20 Good morning, Assistant Commissioner
21 Crampton.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 Good morning.

24 **MS. ANNE TURLEY:** I'd like you to turn
25 first to Tab 1. I believe this is your biography?

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 Yes, it is.

3 **MS. ANNE TURLEY:** And, is this the most
4 recent copy of your biography?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes, it is.

7 **MS. ANNE TURLEY:** Chief Commissioner, I am
8 going to take the Assistant Commissioner through some of
9 the relevant points, but I would like to mark the
10 biography of Assistant Commissioner Joanne Crampton as the
11 first exhibit.

12 **CHIEF COMMISSIONER MARION BULLER:** Yes.
13 The biography of Assistant Commissioner Joanne Crampton
14 will be Exhibit 1, please.

15 **--- Exhibit 1:**

16 Bio of Assistant Commissioner Joanne
17 Crampton, Joanne Crampton (one page)
18 Witness: Assistant Commissioner Joanne
19 Crampton, RCMP
20 Counsel: Anne Turley, Government of
21 Canada

22 **MS. ANNE TURLEY:** Thank you. I understand
23 that you are presently Assistant Commissioner with the
24 RCMP responsible for Federal Policing Criminal Operations?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, I am.

2 **MS. ANNE TURLEY:** And, you've held this
3 position since June of 2017?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
5 That's correct.

6 **MS. ANNE TURLEY:** And, human trafficking
7 comes under your purview?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
9 Yes, it does.

10 **MS. ANNE TURLEY:** And, you joined the RCMP
11 in 1988?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Yes, I did.

14 **MS. ANNE TURLEY:** And, you've served in
15 B.C., Alberta and Saskatchewan between 1998 and 2008?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
17 Yes, that's correct.

18 **MS. ANNE TURLEY:** And, I understand that
19 you've served in some Indigenous communities?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Yes, I have.

22 **MS. ANNE TURLEY:** And, which ones were
23 those?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 While I was in Alberta, I worked in Wetaskiwin-Hobbema,

1 which is now Maskwacis, and as well, in Prince Edward
2 Island. There were two Aboriginal communities there.

3 **MS. ANNE TURLEY:** And, in 2008, you
4 received your commission?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
6 Yes, that's correct.

7 **MS. ANNE TURLEY:** To the rank of inspector?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
9 Correct.

10 **MS. ANNE TURLEY:** And, between 2008 and
11 2013, you were in Halifax?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Yes, I was.

14 **MS. ANNE TURLEY:** And, in 2013, you
15 transferred to PEI?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
17 That's correct.

18 **MS. ANNE TURLEY:** And, first, you were
19 officer in charge of criminal operations in PEI?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Yes, that's right.

22 **MS. ANNE TURLEY:** And then you became the
23 commanding officer of PEI in 2015?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 Correct.

1 **MS. ANNE TURLEY:** And, you held that
2 position until you came to Ottawa in 2017?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
4 That's correct.

5 **MS. ANNE TURLEY:** Now, I understand prior
6 to your departure from PEI that you received an eagle
7 feather?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
9 Yes, I did.

10 **MS. ANNE TURLEY:** And, could you explain to
11 the Commissioners why you did receive that eagle feather?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 The chiefs on the island provided me with an eagle feather
14 when I was at the last pow wow I was able to attend. They
15 provided it to me in respect for my leadership within the
16 Aboriginal community and for developing stronger relations
17 between the police and the Aboriginal people. We also
18 worked together to create a relationship-building protocol
19 which outlined responsibilities of the police in terms of
20 more culturally-sensitive policing, and more transparent
21 communication, and, as well, responsibilities of the
22 community in working with the police.

23 **MS. ANNE TURLEY:** And, in your new role,
24 human trafficking is one of your responsibilities?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, it is.

2 **MS. ANNE TURLEY:** And, prior to this, have
3 you been involved either operationally or as a supervisor
4 with human trafficking investigations?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes, I have, in a few different areas. First would be
7 when I worked in Surrey, British Columbia. We worked on a
8 prostitution project, it was deemed at that time. It was
9 targeting johns and pimps whereby one of the particular
10 ladies, a sex worker that I worked with, was being
11 trafficked. Unfortunately, the legislation was not in
12 place at that time with regard to human trafficking.
13 However, we were able to lay charges against two pimps,
14 one of which was deported afterwards. Both were
15 convicted.

16 After that, I worked in Halifax and was in
17 charge of operations there where -- in particular, in the
18 Cole Harbour area, there were cases of human trafficking.
19 And, I worked to help promote education and inform
20 community groups with regard to human trafficking there,
21 and promoting more awareness in the community, and, in
22 particular, with clergy and areas like that where they
23 would have young people that they work with.

24 And, later on, when I was in Prince Edward
25 Island, I was responsible for a unit that supported

1 Operation Northern Spotlight, which I will be speaking to
2 in a few minutes as well.

3 **MS. ANNE TURLEY:** Thank you. Now, in your
4 new role, I understand, as well, that you've been able to
5 give talks and presentations on human trafficking. And,
6 in particular, if you turn to Tab 3 of the book of
7 documents, I understand that in February of this year, you
8 gave evidence before the House of Commons Standing
9 Committee on Justice and Human Rights?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 Yes, I did.

12 **MS. ANNE TURLEY:** And, other government
13 officials did as well?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Yes, there were.

16 **MS. ANNE TURLEY:** And, Chief Commissioner,
17 these are the transcripts of the evidence before the
18 Standing Committee on Justice and Human Rights dated
19 February 15th, 2018. If they could be marked as the next
20 exhibit?

21 **CHIEF COMMISSIONER MARION BULLER:** Yes.

22 The transcript from the Standing Committee on Justice and
23 Human Rights, No. 087, Thursday, February 15, 2018, will
24 be Exhibit 2, please.

25 **--- Exhibit 2:**

1 House of Commons Standing Committee on
2 Justice and Human Rights, Number 87,
3 1st Session, 42nd Parliament, February
4 15, 2018 (16 pages)

5 Witness: Assistant Commissioner Joanne
6 Crampton, RCMP

7 Counsel: Anne Turley, Government of
8 Canada

9 **MS. ANNE TURLEY:** Thank you. And, I also
10 understand that in the summer, you presented to an
11 international society on human trafficking. Could you
12 briefly explain what that was?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
14 Certainly. In July, in Montreal, I was asked to present
15 to an international forum that was composed of lawyers,
16 judges and legal societies from across the world. The
17 topic was trafficking, and I was asked to speak on human
18 trafficking in Canada with respect to challenges in
19 prosecutions.

20 **MS. ANNE TURLEY:** Thank you. I'm going to
21 ask you now to turn to Tab 2 of the book of documents.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
23 Right.

24 **MS. ANNE TURLEY:** And, this is an overview
25 of your testimony?

1 2018 (27 pages)
2 Witness: Assistant Commissioner Joanne
3 Crampton, RCMP
4 Counsel: Anne Turley, Government of
5 Canada

6 **MS. ANNE TURLEY:** Thank you. Before we get
7 into the RCMP's efforts in this area, I would like to
8 briefly get you to set out some context in terms of human
9 trafficking in Canada. Could you start off with defining
10 human trafficking?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 So, human trafficking is exploitation of a person either
13 by sexual means or through forced labour or removal of
14 organs, and for purposes of exploitation and generally for
15 financial gain. I think it's important to distinguish
16 between human trafficking versus human smuggling. Human
17 smuggling happens where a person is being smuggled
18 generally of their own free will, often paying for the
19 service. And, once that the movement of the person is
20 completed, the transaction ends.

21 However, sometimes human smuggling can also
22 turn into human trafficking, and that's where, I think,
23 the two become confused. Once someone is smuggled,
24 sometimes the trafficker then asks for more payment or
25 then demands forced labour after the fact, which then, in

1 that case, it's a human trafficking file at that point.

2 **MS. ANNE TURLEY:** Now, you referred earlier
3 to when you were in an operational role that there wasn't
4 human trafficking legislation in Canada. There is now.
5 Can you explain briefly what that is?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
7 Yes, I can. The new legislation came in -- well I guess
8 it's not new now. It's 2005. It came in with respect to
9 human trafficking. There are four sections in particular
10 under Section 279. The first being human trafficking
11 itself for the purpose of -- it prohibits all human
12 trafficking, domestic or international for any exploitive
13 purpose.

14 The second section is with regard to
15 exploiting someone under the age of 18. The third section
16 is receipt of financial gain for the purpose of
17 trafficking, or as a result of trafficking, I should say,
18 or a material benefit. And, the fourth is withholding
19 identity documents such as a passport or immigration
20 papers of someone who is being trafficked. In addition,
21 the *Immigration and Refugee Protection Act*, or *IRPA*, in
22 Section 118 of the *Act* also prohibits bringing someone
23 into the country by a means of abduction or forcing
24 someone into the country.

25 **MS. ANNE TURLEY:** Now, other than the

1 specific human trafficking offence, and under the *Criminal*
2 *Code*, and the one under *IRPA*, are there any other criminal
3 offences that would be or may be applicable to human
4 trafficking situations?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes. So, we often refer to the specific cases that I just
7 mentioned as -- or the -- sorry, the specific sections as
8 human trafficking sections, and then other associated
9 sections to human trafficking such as charges of assault
10 or sexual assault, unlawful confinement. All of those
11 types of criminal offences could take place in a human
12 trafficking file.

13 **MS. ANNE TURLEY:** And, would those
14 associated offences, as you call them, be pursued together
15 with the human trafficking specific or alternatively?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 So, sometimes they could be in conjunction with human
18 trafficking charges, or sometimes they're laid on their
19 own when there's not enough evidence to lay a charge of
20 human trafficking. I would say, most often, we see that
21 in terms of what we see in Canada.

22 **MS. ANNE TURLEY:** Now, in terms of the
23 scope of human trafficking in Canada, you have spoken
24 about domestic and international. Which is more
25 prevalent?

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In
2 Canada, we see far more domestic human trafficking for the
3 purposes of sexual exploitation. There is some
4 international trafficking, but it's often with regard to
5 forced labour. Far more in Canada, it's much more
6 domestic human trafficking.

7 **MS. ANNE TURLEY:** And, in terms of
8 vulnerable populations, what have you seen in your
9 experience in terms of who are the most vulnerable
10 populations in Canada?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Generally, it's young women and girls, in particular
13 Indigenous women and girls, as well as special groups such
14 as the LBTGT2Q community. But, generally, more vulnerable
15 population such as Indigenous women and girls.

16 **MS. ANNE TURLEY:** Now, if I can ask the
17 statistics to be put up on the screen? So, we have human
18 trafficking statistics up there, and has the RCMP
19 collected these statistics?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Yes, they have.

22 **MS. ANNE TURLEY:** And, it's between 2005
23 and 2017?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 Yes, that's correct, for November 2017.

1 **MS. ANNE TURLEY:** And, can you briefly
2 explain these statistics?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
4 So, between 2005 and November of 2017, 455 cases were
5 noted where human trafficking-specific charges were laid.
6 That would be with regard to Section 279 or a subsection
7 of it. 433 of those were domestic human trafficking
8 cases, and 22 were international. 118 have successfully
9 resulted in human trafficking-specific or -related
10 offences -- convictions, I should say. And, these cases
11 involved 321 victims and 180 individuals who were
12 convicted of multiple offences. And, currently, at that
13 particular time, there was approximately 296 human
14 trafficking cases before the courts that involve
15 approximately 506 victims and four-hundred -- sorry, 506
16 accused and 420 victims.

17 **MS. ANNE TURLEY:** Thank you. And, I just
18 note for the record that these stats are also found on
19 page 3 of Assistant Commissioner Crampton's overview.

20 Now, how did the RCMP collect these
21 statistics?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
23 So, the statistics are collected through Statistics
24 Canada. When police submit their files or reports,
25 statistics are attached to those files, and Statistics

1 Canada collects that information. It's then accessible to
2 public, or they publicize statistics on a regular basis,
3 but police can also access that data.

4 So, some of that data comes from Statistics
5 Canada, some of it comes from open source internet
6 searches, and as well from reporting from police agencies,
7 because not all cases would be noted with Statistics
8 Canada. There are sometimes gaps in that information, in
9 that files could be open that could be -- could appear to
10 be an assault file, when in fact it's a human trafficking
11 file, for example.

12 **MS. ANNE TURLEY:** And, do you consider
13 these stats a true picture of what is going on with
14 respect to human trafficking in this country?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 No, not at all. I think it's a huge underreported number.
17 We know that we have gaps in that, those statistics, but
18 as well the incidence of human trafficking is a very
19 clandestine nature and, therefore, victims do not often
20 come forward and report. There's a lot of underreporting
21 of this particular type of crime. So, we're very
22 confident that those stats are not anywhere near what the
23 real picture would be.

24 **MS. ANNE TURLEY:** And, we're going to come
25 back to talking about some of the challenges and gaps.

1 Before turning to the RCMP's efforts, I would like to just
2 briefly address the Government of Canada as a whole in
3 addressing human trafficking. In addition to the RCMP, is
4 any other government department involved in efforts to
5 combat human trafficking to your knowledge?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 Yes, there are several. Public Safety Canada, CBSA or
8 Canada Borders Services, Global Affairs. There are a lot
9 of different partners. Immigration and Refugee Canada.

10 **MS. ANNE TURLEY:** And, does the RCMP work
11 with these other federal government departments or
12 agencies?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Yes, we do. We're part of a taskforce with them.

15 **MS. ANNE TURLEY:** Part of a task force...

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 For human trafficking, sorry.

18 **MS. ANNE TURLEY:** And, is that a federal
19 government task force?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

21 Yes, it is.

22 **MS. ANNE TURLEY:** Okay. We're going to
23 turn now to the role of the RCMP in addressing human
24 trafficking. Now, I understand human trafficking falls
25 under your responsibilities, and there's actually a Human

1 Trafficking National Coordination Centre?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 That's correct.

4 **MS. ANNE TURLEY:** Can you explain when and
5 why that centre was established?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 The centre was established in twenty -- or 2005, rather,
8 after the legislation came into effect. And, it was
9 established as a result of the legislation. The role of
10 the Human Trafficking Coordination Centre is to liaison --
11 to be a liaison with police forces across the country to
12 collect data, to provide education, create initiatives in
13 human trafficking, and provide subject matter expertise to
14 police agencies that require assistance. But, really,
15 looking at a coordination role in gathering data and
16 ensuring investigations are fluid across the country.

17 **MS. ANNE TURLEY:** And, are there other RCMP
18 programs or units that would also be involved in human
19 trafficking efforts besides this coordination centre?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

21 Yes, there are several. One that would come to mind would
22 be our Jetway Program, which is looking at drug
23 trafficking in the airports. We train the people who do
24 that Jetway Program to also look for human trafficking.
25 The Air Carrier Program, which is a program where we have

1 police officers on international flights. They're also
2 trained in looking for human trafficking. Our Liaison
3 Officer Program, which is international, and we have
4 police officers stationed in multiple different areas
5 around the world are also trained in human trafficking.
6 There are a lot. That's just a few. There are several
7 different programs that are working on human trafficking
8 as well.

9 **MS. ANNE TURLEY:** If I can have you turn
10 now to Tab 4 of the book of documents? This is entitled,
11 "RCMP National Strategy to Combat Human Trafficking".

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Yes.

14 **MS. ANNE TURLEY:** Can you explain what this
15 is and what its purpose was?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
17 So, the purpose of the strategy -- it was written in 2012,
18 and it was written in conjunction with the time that
19 Public Safety also created a national action plan. The
20 strategy outlines human trafficking in Canada. It
21 outlines investigations. It's meant for police officers
22 to provide direction and guidance as to how to do
23 investigations and what the considerations are in doing
24 these investigations.

25 **MS. ANNE TURLEY:** And, in this report, is

1 there any reference to Indigenous women and girls with
2 respect to human trafficking?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Yes, there is. And, it's with respect to recognizing that
5 this is a vulnerable population and likely more
6 susceptible to human trafficking.

7 **MS. ANNE TURLEY:** Chief Commissioner, I
8 would like to mark this report, RCMP National Strategy to
9 Combat Human Trafficking, as the next exhibit.

10 **CHIEF COMMISSIONER MARION BULLER:** Just for
11 clarity, that's the document at Tab 4?

12 **MS. ANNE TURLEY:** Yes, it is.

13 **CHIEF COMMISSIONER MARION BULLER:**
14 Certainly. Exhibit 4 is the RCMP National Strategy to
15 Combat Human Trafficking.

16 **--- Exhibit 4:**

17 RCMP National Strategy to Combat Human
18 Trafficking (2012), ISBN 978-1-100-
19 21584-6 (32 pages)

20 Witness: Assistant Commissioner Joanne
21 Crampton, RCMP

22 Counsel: Anne Turley, Government of Canada

23 **MS. ANNE TURLEY:** I'm going to have you now
24 turn to Tab 5 of the Book of Documents. This is a
25 document entitled, Domestic Human Trafficking for Sexual

1 Exploitation in Canada, and it's dated October 2013. What
2 is this document?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 This is a project called "Project Safekeeping." And,
5 Safekeeping we term it as a threat assessment, and it was
6 looking at human trafficking in Canada, in particular
7 domestic human trafficking, which, of course, as I
8 mentioned before, is with regard mainly to sexual
9 exploitation. So, what this project did was identified a
10 profile of a trafficker, a profile of a victim, really
11 identified how victims are lured into trafficking
12 situation. It looked at statistics. It looked at ages,
13 and really gave us a good profile. It also identified
14 gaps and issues and concerns.

15 **MS. ANNE TURLEY:** And, you termed this a
16 threat assessment?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 Yes, that's correct.

19 **MS. ANNE TURLEY:** Is this the first threat
20 assessment that the RCMP had undertaken with respect to
21 human trafficking?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 No, there was a previous one in 2010. It was Project
24 Seclusion, but it was more focused on international human
25 trafficking. It looked at organized crime and trans-

1 national trends with regard to human trafficking.

2 **MS. ANNE TURLEY:** And, the Project
3 Seclusion from 2010, I understand that that report,
4 there's a link to it in your materials?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
6 Yes, there is.

7 **MS. ANNE TURLEY:** Now, in terms of the 2013
8 Project Safekeeping, was there any consideration of the
9 vulnerability of Indigenous women and girls to human
10 trafficking?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Yes, there was. So, it was noted that the numbers of
13 Indigenous women and girls that were being trafficked was
14 relatively low when the files were reviewed. However, at
15 the time, the Indigenous population in Canada was
16 approximately four percent. So, when we look at the
17 difference between the number of women and girls that were
18 being trafficked at that time versus the population size,
19 it was significant. And, it was notable that more often
20 there was Indigenous women and girls being trafficked.

21 **MS. ANNE TURLEY:** Chief Commissioner, I'd
22 like to mark the report entitled Domestic Human
23 Trafficking for Sexual Exploitation in Canada dated
24 October 2013 as the next exhibit.

25 **CHIEF COMMISSIONER MARION BULLER:** Okay.

1 This is what you're referring to as the threat assessment?

2 **MS. ANNE TURLEY:** Yes.

3 **CHIEF COMMISSIONER MARION BULLER:** Okay.

4 So, formally, the document is Exhibit 5, and it is
5 entitled Domestic Human Trafficking for Sexual
6 Exploitation in Canada, October 2013, by the RCMP.

7 **--- Exhibit 5:**

8 "Domestic Human Trafficking for Sexual
9 Exploitation in Canada," prepared by
10 The Human Trafficking National
11 Coordination Centre, dated October
12 2013 (54 pages)
13 Witness: Assistant Commissioner Joanne
14 Crampton, RCMP
15 Counsel: Anne Turley, Government of
16 Canada

17 **MS. ANNE TURLEY:** Thank you. Now, the
18 Human Trafficking National Coordination Centre, which
19 falls under your responsibilities, you spoke earlier about
20 the mandate.

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
22 Yes.

23 **MS. ANNE TURLEY:** And, I understand that
24 under your leadership, this coordination centre has now
25 gone under a revitalization or refurbishment?

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 That's correct.

3 **MS. ANNE TURLEY:** And, can you speak to
4 that?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Certainly. In noting the changes that we've had in
7 irregular migration in Canada, noting that human
8 trafficking is becoming more and more prevalent right
9 around the world, not just in Canada, and due to some
10 changes we were having within our unit – we had had some
11 human resourcing issues and we were in the process of
12 staffing some of the positions in the Human Trafficking
13 Coordination Centre – I then changed the focus of the unit
14 early this year, in January, moving it over to our Border
15 Integrity area. And, instead of with Serious and
16 Organized Crime -- because due to changing priorities as
17 well in Serious and Organized Crime, the focus on the
18 fentanyl crisis and a lot of different things going on in
19 that particular area, I felt the human trafficking would
20 fit better with our Border Integrity and would have a
21 stronger focus, an international and domestic focus, that
22 way.

23 So, in doing so, we also changed the
24 mandate. The mandate is similar, but it's more focused
25 and more targeting exactly what our gaps are. So, we

1 really did a good analysis of the gaps and changed that
2 mandate to look at the gaps.

3 **MS. ANNE TURLEY:** So, can you explain that?
4 I believe it's on page 8 for people's reference of the
5 overview. Explain what you mean by trying to address the
6 gaps and how you reformulated the mandate.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
8 Certainly. So, we termed it the "Five Is," because
9 there's five I words that are now within the new mandate.
10 The first being intelligence, so, exchanging intelligence,
11 sharing intelligence between Canadian and law enforcement
12 both nationally and internationally, ensuring there's
13 strong intelligence there; looking for indicators,
14 sensitizing law enforcement, the public, youth with regard
15 to human trafficking, that's something we've always done,
16 but we still continue to need to have a focus on that;
17 investigations, ensuring investigations are ongoing and
18 providing support for investigations across the country
19 and subject matter expertise; input, providing better
20 input with regard to statistics and recognizing the
21 clandestine nature of human trafficking and what we can do
22 to address those gaps in input; and then initiatives,
23 tracking initiatives, recording them and ensuring that
24 initiatives are ongoing across the country with regard to
25 human trafficking.

1 **MS. ANNE TURLEY:** Now, one of the -- you
2 talked about indicators and raising awareness. Can you
3 speak to, at a national level, what the coordination
4 centre has been doing to raise awareness in some of the
5 initiatives?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
7 So, one of the main initiatives was the I'm Not For Sale
8 campaign that started in 2010. It was -- when we created
9 booklets, or toolkits we call them, there's three
10 different toolkits: one for law enforcement, one for youth
11 and one for public. Those toolkits include information in
12 each one with regard to human trafficking and can be used
13 for presentations or can be used just for general
14 knowledge, in particular for law enforcement.

15 **MS. ANNE TURLEY:** And, you talked about
16 three different toolkits. Are there differences in them?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
18 Yes, there are. So, in the law enforcement package,
19 there's a quick reference guide that law enforcement
20 personnel can put in their kit bag that might be in their
21 car or on their person. It's a quick reference tool they
22 can look at to see the sections and how to do a human
23 trafficking investigation. In addition, each kit has a
24 DVD in each one. It contains posters in each one and
25 information package with regard to human trafficking.

1 In the youth package, there's the posters,
2 but also -- sorry, the DVD has a young lady at the end of
3 the DVD and -- within the whole scenario, it's a human
4 trafficking type scenario where -- I'm sorry. I'm
5 stumbling through this. The young lady, at the very end
6 of the DVD, we see her standing on a highway, and she's
7 hitchhiking. And, so it can be very powerful for young
8 people watching this and hopefully that they see
9 themselves in this person. She's a young aboriginal girl
10 or Indigenous girl, who is hitchhiking. The person who
11 pulls up to pick her up while she's hitchhiking is someone
12 that we now know is a trafficker based on the scenario
13 that's happened throughout the DVD. And, she states that
14 she's leaving the reserve, she would like to go to
15 Winnipeg to seek a better life, and then gets in the car.
16 So, it's very clear that we now know she's gotten into a
17 car with someone who is a trafficker. In addition, on the
18 youth video, there's also two survivors who speak and
19 provide testimony. So, that's very powerful as well.

20 In the law enforcement package on the DVD,
21 they speak a lot more about legislation. It's more geared
22 towards policing. And then the general public package has
23 a compilation of all three really.

24 **MS. ANNE TURLEY:** Now, we have examples of
25 the what you call "toolkits" and they're really pamphlets

1 or folders that have all these materials in them. We
2 unfortunately don't have enough for all parties with
3 standing. What we do have is several copies up here of
4 the three different toolkits that parties can come and
5 look at. And, we do -- I did provide the Commissioners
6 with a copy of all three toolkits. They are marked, so
7 you can tell which is youth, which is law enforcement and
8 which is general public.

9 So, I wonder, Chief Commissioner, if we
10 could mark separately each of the toolkits. Perhaps the
11 law enforcement one could be marked as the next exhibit?

12 **CHIEF COMMISSIONER MARION BULLER:** Yes, the
13 Law Enforcement Toolkit on Human Trafficking is Exhibit 6.

14 **--- Exhibit 6:**

15 RCMP Law Enforcement Toolkit on Human
16 Trafficking, comprising an
17 introductory letter, a DVD, two
18 brochures, one operational police
19 officer's handbook, seven posters,
20 fact sheets # 3-6, an FAQ, a Canadian
21 Border Services Agency one-page
22 information sheet & a one-pager from
23 Immigration, Refugees & Citizenship
24 Canada

25 Witness: Assistant Commissioner Joanne

1 Crampton, RCMP
2 Counsel: Anne Turley, Government of
3 Canada

4 **MS. ANNE TURLEY:** And, the Youth Toolkit on
5 Human Trafficking?

6 **CHIEF COMMISSIONER MARION BULLER:** Yes.
7 Exhibit 7 is the Youth Toolkit on Human Trafficking.

8 **--- Exhibit 7:**

9 Youth Toolkit on Human Trafficking,
10 comprising an introductory letter, a
11 DVD, two brochures, two posters, fact
12 sheets # 3-7, a user guide, an FAQ & a
13 parent help sheet
14 Witness: Assistant Commissioner Joanne
15 Crampton, RCMP
16 Counsel: Anne Turley, Government of
17 Canada

18 **MS. ANNE TURLEY:** And then, finally, the
19 General Public Toolkit.

20 **CHIEF COMMISSIONER MARION BULLER:** Yes.
21 Exhibit 8 is the General Public Toolkit on Human
22 Trafficking. Thank you.

23 **--- Exhibit 8:**

24 General Public Toolkit on Human
25 Trafficking, comprising an

1 introductory letter, a DVD, two
2 brochures, seven posters, fact sheets
3 # 3-7, a user guide, an information
4 sheet, a one-pager from Immigration,
5 Refugees & Citizenship Canada & an FAQ
6 Witness: Assistant Commissioner Joanne
7 Crampton, RCMP
8 Counsel: Anne Turley, Government of
9 Canada

10 **MS. ANNE TURLEY:** If I can have you turn to
11 Tab 6 of the book of documents?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 All right.

14 **MS. ANNE TURLEY:** You referred to these
15 toolkits including posters.

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 Yes, I did.

18 **MS. ANNE TURLEY:** And, are these examples
19 at Tab 6?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

21 Yes, they are.

22 **MS. ANNE TURLEY:** And so, if you -- I think
23 there's five examples here of different posters.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

25 That's correct.

1 **MS. ANNE TURLEY:** Are these the extent of
2 the posters or are there other ones as well?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
4 There are other ones, but they refer to other things such
5 as hitchhiking and different topics.

6 **MS. ANNE TURLEY:** Chief Commissioner, if I
7 can have the posters that are at Exhibit 6 -- sorry, at
8 Tab 6 marked as the next exhibit?

9 **CHIEF COMMISSIONER MARION BULLER:** I think
10 there are five of them; is that correct?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Yes.

13 **MS. ANNE TURLEY:** Yes.

14 **CHIEF COMMISSIONER MARION BULLER:** Yes.
15 The five posters entitled, "I'm not for sale", will be
16 collectively Exhibit 9, please.

17 **--- Exhibit 9:**

18 Five posters from RCMP "I'm Not For
19 Sale" initiative
20 Witness: Assistant Commissioner Joanne
21 Crampton, RCMP
22 Counsel: Anne Turley, Government of Canada

23 **MS. ANNE TURLEY:** Now, you referred to the
24 youth DVD at the end having a young Indigenous woman. Was
25 there anything else with respect to the "I am not for

1 sale" awareness campaign that was targeted towards the
2 vulnerable group of Indigenous women and girls?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Yes, there was. One of the posters later on in 2011, we
5 created a poster that depicts an Indigenous young lady who
6 -- it appears on one of the "I'm not for sale" posters.
7 And, in that particular year, these toolkits were sent out
8 to every friendship centre and all Inuit communities in
9 Quebec, Northwest Territories, Nunavut and Labrador as
10 well.

11 **MS. ANNE TURLEY:** And, this was in, you
12 said, 2011?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 2011. That's correct.

15 **MS. ANNE TURLEY:** And, why at that time was
16 there this distribution to the communities?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 So, in speaking with the people who were working in the
19 Human Trafficking Coordination Centre at that time, they
20 felt that it was really important to raise awareness in
21 the Indigenous communities. In speaking with various
22 Indigenous communities, they found that no one seemed to
23 speak of human trafficking or didn't recognize what human
24 trafficking really was. There was sex workers, but no one
25 was recognizing that some of that -- some of that, what

1 was occurring, was human trafficking.

2 So, it was felt that this was the best way
3 to raise awareness, was to provide toolkits right across
4 the country, send a letter with that saying, "Please
5 contact us if you have questions. Please distribute this
6 information," and raise awareness and sensitize people to
7 the urgent issue of human trafficking.

8 **MS. ANNE TURLEY:** And, what was the
9 response to that awareness campaign within the Indigenous
10 communities?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It
12 was overwhelmingly positive. I've spoken to a person who
13 was working in the unit at that time, and she said that
14 all they received was accolades and requests for more
15 toolkits. So, that was a terrific response.

16 **MS. ANNE TURLEY:** And, are these toolkits
17 still used?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
19 Yes, they are. They will be being updated, though. We
20 have a lot of material that we need to update now that
21 we've changed our mandate. We're changing, you know, in
22 terms of where we're going. We need to refresh a lot of
23 the material. Plus, I know we're going to speak to a
24 hotline, but that hotline will be coming in as well. So,
25 that will be need to be added to this material.

1 **MS. ANNE TURLEY:** Now, you spoke about
2 other posters, and you mentioned a hitchhiking poster.
3 How does that hitchhiking poster feed into human
4 trafficking and trying to raise awareness?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
6 Certainly. In 2013, the RCMP partnered with NWAC to
7 create a hitchhiking poster. This poster depicts the
8 risks of hitchhiking, and to me, I think it's a very
9 strong tie to human trafficking because often -- well,
10 even as the DVD that I described, that is often sometimes
11 the first start of human trafficking, is when someone gets
12 into a vehicle with someone who is a trafficker, or
13 someone who is going to take advantage of our young women
14 and girls in an exploitive nature.

15 So, that was -- that poster was created.
16 And then in 2014, the RCMP partnered with NWAC as well as
17 the Assembly of First Nations to create three more
18 posters. Two were with regard to missing persons: one
19 being the importance of reporting a missing person as soon
20 as they go missing; the second being a poster with regard
21 to the need to provide as much detail as possible on
22 missing persons. And then the third poster was with
23 regard to domestic violence.

24 So, again, missing persons is a very strong
25 connection with human trafficking. Once someone is being

1 human trafficked, they are often reported missing, but we
2 don't necessarily know where they are or what's happening
3 to them. So, again, a very important link to human
4 trafficking.

5 **MS. ANNE TURLEY:** Now, we've spoken about
6 awareness campaigns at a national level through this
7 coordination centre. Can you speak to awareness
8 initiatives at the divisional level within the provinces
9 and the territories that the RCMP would undertake?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 Certainly. We have -- we distribute these toolkits right
12 across the country. At the time that they were created,
13 they were also distributed to all law enforcement across
14 the country, and continue to be distributed on the
15 national website. Any agency, or public, or teachers can
16 contact us and be provided that information.

17 In addition, we solicited all of the
18 provinces and territories across the country to find out
19 what's happening and what they're doing with regard to
20 human trafficking, and in Annex A, I've provided sort of a
21 snapshot of just some of the initiatives, some of the
22 highlights of the initiatives.

23 **MS. ANNE TURLEY:** And, in the provinces or
24 territories, are there any personnel that are working with
25 the human trafficking coordination centre?

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 Yes, there are. So, in Nova Scotia, Quebec and British
3 Columbia, we have national coordinators who work in each
4 one of those provinces on behalf of the National
5 Coordination Centre, and they work as a liaison for their
6 particular region. So, they are to cover their entire
7 area, work with police agencies in the area, as well as
8 RCMP, and provide that link back to the National
9 Coordination Centre.

10 **MS. ANNE TURLEY:** Now, you're referring to
11 Annex A, which is pages 23 to 25 of your overview. These
12 are highlights of training awareness or engagement at the
13 division level?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Yes, they are.

16 **MS. ANNE TURLEY:** Why is it important that
17 this engagement be done not only at the national level
18 through your centre, but through the divisions?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
20 think it's very important that each province does its own
21 programming or completes its own suggestions of how they
22 need to address human trafficking, because our culture and
23 landscape is very different from province-to-province,
24 territory-to-territory, and we need to be cognizant of
25 that. So, it's not a one size fits all. So, it's very

1 important that each province does its own programming in
2 particular, in our Indigenous communities in particular.

3 **MS. ANNE TURLEY:** And, what you have listed
4 in Annex A, you said this was a snapshot. So, is this all
5 that's been done across the country?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
7 No. This would be -- it's some highlights that we chose
8 to put in here to highlight some of the good work that's
9 being done.

10 **MS. ANNE TURLEY:** If I could ask you, in
11 the time that we have, perhaps, to pick one or two things
12 that you could highlight of a best practise or promising
13 practise about what's happening in the provinces and
14 territories in the divisions?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 Certainly. The first one I would look at is Nova Scotia.
17 In addition to the National Coordination position that
18 they have in their province, they've also appointed a
19 member responsible for First Nations human trafficking.
20 They are a liaison person with the First Nations, and now,
21 their portfolio is specific to human trafficking. So,
22 that was great to see. That just happened this year.

23 For the last two years, Nova Scotia has
24 also participated in the "Say something if you see
25 something" campaign, which is specific to the hospitality

1 industry, which is a very important area to target for
2 policing in that hotel owners, restaurant owners, bar
3 owners are not always aware of human trafficking. So,
4 it's an important group to provide education to.

5 In addition, that material was translated
6 into Mi'kmaw that's being provided for that project. As
7 well, across the province, all of their traffic services
8 personnel have been trained in recognizing the signs of
9 human trafficking, which could be very important when
10 someone is doing a traffic stop, and there could be a
11 young lady in the vehicle being trafficked.

12 So, I see this as a best practise that
13 we're going to recommend that we partake across the
14 country to ensure our traffic services are trained in
15 human trafficking. It's a terrific opportunity for them
16 to hopefully stop a situation as it's happening.

17 The other division I would look at is
18 Alberta. They have their own action plan to combat human
19 trafficking in addition to our national one. And, they
20 also have a play that they're supporting. It's called
21 "Love Bomb." And, it was presented in Indigenous
22 communities in Alberta, British Colombia and will be
23 presented in Saskatchewan as well.

24 **MS. ANNE TURLEY:** So, if -- following up on
25 that, on Love Bomb, if I can get you to look at Tab 8 of

1 the book of documents? And, this is a report. It's
2 called "Operation Love Bomb," and it's a report prepared
3 by a RCMP Corporal Sue Harvey out of High Level. And, if
4 you can briefly talk about Operation Love Bomb and how the
5 RCMP is involved in this?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 So, the RCMP is involved in terms of -- we participate in
8 talkback sessions that happen once the play is concluded.
9 But, it has had some great success, and it has been
10 produced by -- it's called "Shameless Hussy Productions,"
11 and the RCMP has helped in providing support in terms of
12 fundraising and applying for grants for this play in order
13 to have it produced and travel from province to province.
14 So, it's really a crime prevention, an awareness tool.

15 It's a play that talks about human
16 trafficking. It talks about a mother looking for her
17 daughter who has been trafficked. And, it's done through
18 music and acting. It talks -- it's based on real live
19 cases, and the feedback from audiences has been just
20 terrific. It's taken place in -- or I should say the
21 intended audience, as well, is youth, parents,
22 grandparents, extended families, teachers, health care
23 providers, counsellors, hotel owners and staff, and, of
24 course, the general public as well.

25 It's taken place in British Columbia along

1 the Highway of Tears. There are 21 shows along the
2 Highway of Tears with approximately 3,500 people who
3 attended eight shows in the South Peace area with 2,000
4 students overall. Thirteen shows in the Lower Mainland
5 Vancouver, with 1,700 people. It was produced at a
6 conference as well, a Voices Against Violence Conference
7 in Vancouver. And, upcoming, it will be in Alberta in
8 predominantly Indigenous communities going across Alberta,
9 Saskatchewan, starting in November, and then back in B.C.
10 and Vancouver Island in November as well.

11 **MS. ANNE TURLEY:** And, with respect to the
12 role that RCMP members would play, you talked about
13 talkback sessions.

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Right. So, after the play is concluded, a panel of
16 approximately four people would sit at the front on the
17 stage and speak to the audience and talk about human
18 trafficking. So, it's not just RCMP there, but it's also
19 NGOs and, as well, social services, Victim Services.

20 So, there's the dialogue at the end where
21 it's not only about human trafficking, but it will go into
22 other areas of high-risk activity that youth could
23 participate in as well. So, they're finding that that
24 dialogue session is really valuable, because now the
25 audience is opened up after the play has started, and they

1 see what happens in the play, and then the dialogue can
2 take place afterwards.

3 **MS. ANNE TURLEY:** Chief Commissioner, I
4 would like to mark the report entitled "Operation Love
5 Bomb" as the next exhibit.

6 **CHIEF COMMISSIONER MARION BULLER:** Yes.
7 Exhibit 10 is Operation Love Bomb, Utilizing the Power of
8 Artists, A Crime Prevention Tool by Corporal Sue Harvey
9 RCMP, October 12th, 2018.

10 **--- Exhibit 10:**

11 "Operation Love Bomb: Utilizing the
12 Power of Art as a Crime Prevention
13 Tool," prepared by Corporal Sue
14 Harvey, High Level RCMP, updated
15 version October 12, 2018 (nine pages)
16 Witness: Assistant Commissioner Joanne
17 Crampton, RCMP
18 Counsel: Anne Turley, Government of
19 Canada

20 **MS. ANNE TURLEY:** And, Assistant
21 Commissioner Crampton, would you consider this Operation
22 Love Bomb a best practice, a successful program?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
24 Absolutely. I wish we could have it go right across the
25 country.

1 **MS. ANNE TURLEY:** If we can turn -- you
2 spoke about training, that that's one of the
3 responsibilities of the coordination centre. Can you
4 speak to the type of training that the RCMP provides?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
6 Yes, I can. So, there is an online course that's
7 available to all police agencies through the Canadian
8 Police Knowledge Network. It's approximately a three-hour
9 course, and so far, as of October, we have had 2,300 RCMP
10 officers complete that course. The course consists of
11 knowledge for -- it's specific to police, it's victim-
12 based, looking at how to investigate what the legislation
13 is, the signs and what to look for in a trafficker and
14 what to look for in a victim.

15 In addition to that, there's also a five-
16 day course that's provided by the Canadian Police College,
17 and it's specific to human trafficking. Again, same type
18 of curriculum, only it looks at case studies as well, and
19 provides more in-depth knowledge on the investigations of
20 human trafficking, and is, again, also victim-based or
21 survivor-based.

22 **MS. ANNE TURLEY:** And, is there any
23 training given at the RCMP Training Academy, known as
24 Depot, to cadets?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, there is. As part of the requirement for the cadet
2 training program, the cadets review the law enforcement
3 video that I referred to that's in the toolkit package,
4 and there's a discussion on that afterwards.

5 **MS. ANNE TURLEY:** If I can have you look at
6 Tab 7 of the book of documents? Can you explain what this
7 is?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
9 So, this is a chapter of our operations manual. It's
10 entitled, "Human Trafficking". And, this is RCMP policy
11 with regard to human trafficking. I would have to say
12 it's out of date, again, as well, in terms of some of the
13 units that are noted here. They have since changed
14 titles, which we do often. And, as well, we would need to
15 update the portion with regard to the Human Trafficking
16 Coordination Centre. But, overall, this would be
17 generally our policy. It's still accurate in terms of how
18 to investigate and how to do a human trafficking case.

19 **MS. ANNE TURLEY:** Chief Commissioner, I
20 would like to mark the chapter of the operating manual
21 entitled "Human Trafficking" as the next exhibit.

22 **CHIEF COMMISSIONER MARION BULLER:** Yes.
23 Exhibit 11 is the Operations Manual, Human Trafficking,
24 RCMP.

25 --- Exhibit 11:

1 RCMP Operational Manuel Chapter 7.5.
2 "Human Trafficking," amended version
3 dated December 19, 2012 (seven pages)
4 Witness: Assistant Commissioner Joanne
5 Crampton, RCMP
6 Counsel: Anne Turley, Government of
7 Canada

8 **MS. ANNE TURLEY:** Assistant Commissioner
9 Crampton, in your overview, you talk at pages 15 to 18 of
10 successful joint projects. If we can turn to that, what
11 is meant by a joint project?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** A
13 joint project is when we work with other law enforcement
14 or other agencies in an investigation. Human trafficking
15 is one of those type of files where we would often work
16 jointly with other agencies.

17 **MS. ANNE TURLEY:** And, why is it important
18 to work or partner with these other organizations or
19 agencies?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 So, completing joint force operations or working jointly
22 with other agencies allows for a crosspollination of
23 skills and abilities. It allows for good communication
24 between different police departments, which is sometimes a
25 gap, and it helps alleviate and prevent some of those

1 gaps.

2 **MS. ANNE TURLEY:** Now, you have outlined
3 four different projects here. Are these all the projects
4 that the RCMP has been involved in with other
5 organizations?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
7 No, not at all. This would just be a few of them that I
8 thought were -- might be of interest.

9 **MS. ANNE TURLEY:** Now, in the interest of
10 time, can I get you to choose perhaps two to just briefly
11 focus on and give some evidence on?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Certainly. The first one I would mention would be Project
14 Griffin. This is a joint project between the SPVM, which
15 is the Montreal City Police, the RCMP, Canada Border
16 Services, Montreal Regional Police Forces and Homeland
17 Security in the United States. This is a campaign, or a
18 project, that happens every year during the Formula One
19 races that come to Montreal where we, in the past, have
20 had reports of suspected human trafficking happening
21 during the Formula One races.

22 So, within Project Griffin, what takes
23 place now is a media campaign making people aware of
24 potential for human trafficking happening during the
25 Formula One. There's also intelligence gathering in terms

1 of open source intelligence, looking at social media,
2 advertising of young ladies looking to work in the sex
3 trade, but potentially being trafficked and also, of
4 course, disruption. So, if there are any files, we target
5 the Johns, we target the pimps, and enforce when possible.

6 There's an inspection of private jets that
7 come into Canada during the Project Griffin. And, during
8 that time and this past year, we made 21 arrests including
9 17 johns that were looking for under-aged girls.

10 Another project would be Operation Northern
11 Spotlight. The RCMP has been involved in this since 2015,
12 and we have co-led with the Ontario Provincial Police on
13 this for the last two editions. And, this past year, in
14 2017 -- or I guess I should explain what Northern
15 Spotlight is. Operation Northern Spotlight is when we
16 contact sex workers and meet with them to determine
17 whether they're in an exploitive situation or they're
18 being trafficked. So we do this in conjunction with NGOs.
19 Support people come with us. Generally, the support
20 people also bring a care package of toiletries and things
21 like that that the sex worker might need. A conversation
22 is had to ask if they're safe, if they're in an exploitive
23 situation. And, if they are, support is provided for them
24 if they choose to leave their situation.

25 Contact is made though that's -- it's

1 provided to -- information is provided to them should they
2 wish to come back at a later date to leave their
3 particular situation.

4 So, that, as I mentioned, that project has
5 been co-led with the Ontario Provincial Police and
6 ourselves for the last two years. And in 2017, 57 police
7 agencies from across Canada, including First Nations'
8 police departments, were involved. And six young ladies,
9 including two under the age of 18, were removed from
10 exploitive situations, and a total of 21 charges were laid
11 against 14 suspects.

12 **MS. ANNE TURLEY:** Now, you referred to 57
13 police agencies participating in the latest edition of
14 Northern Spotlight. If I can have you look at Annex B of
15 your overview at page 26, is this a listing of the
16 participating police services in October 2017?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
18 Yes, it is.

19 **MS. ANNE TURLEY:** Now, I understand that
20 there has been some criticism levied against this
21 operation. Can you explain what that criticism has been
22 and what the response has been?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So
24 we've received criticism in British Columbia, Ontario and
25 here in Newfoundland. And the criticism has been that

1 we're removing sex workers from their trade during the
2 time that we're speaking to them. They're not able to
3 work during that time when we're having the conversation
4 with them. And that we're exposing them in ways that they
5 wouldn't normally be exposed. They're being -- they're
6 speaking to police and could be at risk for doing so.

7 Because I think a lot of the issue is that
8 sometimes people don't understand exactly what we're
9 doing, the meetings do take place in a safe space. It's
10 away from public eye. It's in a private space. It would
11 never be on a street. We're not approaching people on a
12 street at all. And so what's happened in British
13 Columbia, Ontario and British -- or sorry, in
14 Newfoundland, is that we've had meetings with the NGOs
15 that have had concerns about this project and they've come
16 to resolution in each one of the provinces in a different
17 way. Each province has made their own decisions as to how
18 they're going to move ahead with the project or not move
19 ahead with the project.

20 **MS. ANNE TURLEY:** I'm going to ask you now
21 to turn to addressing challenges and gaps. And I know
22 throughout your testimony so far you have alluded to some
23 challenges and gaps and referred to the Coordination
24 Centre and what's it do -- what it is doing to try and to
25 address them. Can you speak to some of the challenges and

1 gaps that you see in human trafficking and what can be
2 done or should be done to address them?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Certainly. I would say the biggest is data collection and
5 having better information as to what our true picture of
6 human trafficking really is in Canada. It's difficult to
7 speak about something that we know is an issue when we
8 don't have the data to support it.

9 I've mentioned that earlier that some of it
10 is due to the clandestine nature; actually, a lot of it is
11 due to that. So, there's a lot of underreporting from
12 victims, which causes a gap in analysis, a gap in data.
13 And so there's some things we've been doing to try and
14 alleviate that. One of them is to work with the Ontario
15 Ministry of Attorney General in -- to receive information
16 from the court system in Ontario where we do have the most
17 traffickers or the most incidents of human trafficking,
18 and to obtain data from the courts as to who has been --
19 come through the court system, who was charged, what
20 happened with the charges, and who -- I guess the data
21 just from the Ontario courts in general.

22 Of course, the limitation is that we're not
23 receiving the data from the victim. We're receiving the
24 offender data. So, although we're seeing who's being
25 charged and who's being convicted, we're not necessarily

1 seeing the ongoing investigations and we won't see
2 investigations that aren't human trafficking specific.

3 As I mentioned before, you lay a charge of
4 assault on a case where it's actually a human trafficking
5 file and there's a gap right there in that we don't know
6 that that was a human trafficking file where an assault
7 charge was laid at the end of the day.

8 Another ---

9 **MS. ANNE TURLEY:** If I can just stop you
10 there.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Oh, sorry.

13 **MS. ANNE TURLEY:** You spoke about
14 underreporting by victims. In terms of that feeding into
15 insufficient data, how can underreporting of victims be
16 addressed?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
18 really think it's -- a lot of it's through education. We
19 really need to deliver our messaging, to talk about human
20 trafficking, and for people to understand what human
21 trafficking really is. A lot of women who are in an
22 exploitive situation do not recognise that they're in an
23 exploitive situation. So that's where the education needs
24 to take place.

25 Oftentimes in the cycle of human

1 trafficking someone is lured in by gifts, by kindness.
2 They trust that person. They love the person. They refer
3 to them as their partner or boyfriend and that trust is
4 maintained even once they start to be sexually exploited.
5 From there they don't realise that the relationship has
6 changed, and so they stay there, not recognising that they
7 are being trafficked. So, a lot of that is education.

8 **MS. ANNE TURLEY:** And you referred to an
9 agreement you had with the Ontario court system to get
10 information on offenders.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Right.

13 **MS. ANNE TURLEY:** Do you have similar
14 agreements with other provinces and territories?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 Not yet, but that'll be the goal going forward is to
17 approach other provinces to receive that information as
18 well.

19 **MS. ANNE TURLEY:** And any other -- I
20 believe on page 20 of your overviews you speak about an
21 agreement reached with the Canadian Criminal Real Time
22 Investigation [*sic*] Services.

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
24 That's correct.

25 **MS. ANNE TURLEY:** How does that help data

1 collection?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So
3 the Real Time Identification Services is a service
4 provided by the RCMP. It's the area that collects
5 fingerprints from across the country. So, all police
6 agencies who submit fingerprints will end up -- those
7 fingerprints will go to this unit.

8 The unit has agreed to provide the Human
9 Trafficking Coordination Centre with quarterly statistics
10 with regard to convictions and dispositions of accused who
11 have been charged with human trafficking, or where the
12 charge has been changed to something else after
13 conviction, and as well the disposition.

14 So that will be, again, it'll be offender-
15 focused, but it will provide us more statistics hopefully
16 in that area.

17 **MS. ANNE TURLEY:** So in terms of getting
18 more data with respect to victims and the type of
19 vulnerable populations, how can we advance in that
20 respect?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So
22 one of the areas that we have as a gap is the lack of
23 reporting from across the country. So we do have --
24 reporting currently is based on relationships really with
25 different police departments. We have great reporting

1 from some police departments and not from others. So,
2 when we look at statistical data, we're, again, looking at
3 convictions, looking at offenders, but we don't
4 necessarily know the files that are ongoing. We don't
5 know what's being investigated right now, because there's
6 no mandated reporting by police agencies to the Human
7 Trafficking Coordination Centre.

8 If we had better reporting, better
9 coordination in that manner, we would have a better
10 picture and then be more able to track files as they move
11 from jurisdiction to jurisdiction as well. So that would
12 be a great help if all agencies were reporting.

13 **MS. ANNE TURLEY:** So in a sense you need
14 more buy-in from other agencies.

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 Yes, we do.

17 **MS. ANNE TURLEY:** You mentioned earlier in
18 your testimony about a hotline. And can you address that
19 and how it fits in to try and fix some of these
20 challenges?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So
22 Public Safety Canada had put forward to have a hotline put
23 in place in Canada as part of their strategy. And
24 currently Canada has no hotline or no central reporting
25 for human trafficking. Unfortunately, some of our victims

1 are actually calling the United States, who do have a
2 hotline for human trafficking, but we -- once they do call
3 the United States, the Human Trafficking Coordination
4 Centre receives those calls and that information and it's
5 disseminated to the police of jurisdiction.

6 So, going forward, Public Safety Canada had
7 a proposal for the hotline, which is now closed. I'm not
8 aware of any group yet being awarded the contract for the
9 hotline, but I'm expecting we'll hear from that soon. And
10 the hotline will be available to victims, witnesses. You
11 can email, text, phone, all different ways of
12 communication with the hotline. And that hotline will
13 hopefully provide us data that we currently don't have of
14 people calling in, because this will be a one point of
15 contact for the topic of human trafficking across Canada.

16 **MS. ANNE TURLEY:** And are you aware of any
17 other countries that do have national hotlines other than
18 the U.S.?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
20 The UK does and I can't think of any right off the top of
21 my head. I know that there's a few that do have these
22 hotlines, and they find great success in them.

23 **MS. ANNE TURLEY:** In terms of the posters
24 that you had for the "I'm not for sale" campaign, on those
25 posters, I note that Crime Stoppers is listed as the

1 number to call. Do I take it that when the hotline is up
2 and running, these posters will be refurbished, and the
3 hotline will be listed on them?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5 That's correct. As well, the toolkits will be refurbished
6 at that time. We've talked about refurbishing them
7 sooner, but I think it would be best to wait, because we
8 know the hotline is coming in effect.

9 **MS. ANNE TURLEY:** Now, you also spoke about
10 the fact that the *Criminal Code* offenses, human
11 trafficking specific, are under utilized.

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Yes.

14 **MS. ANNE TURLEY:** So, in terms of
15 challenges or gaps, what can you speak about?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 So, I think that's another area of education that we need
18 to continue to pursue. Currently, even though the
19 legislation has been in place since 2005, it's very
20 underutilized, and not only police but also prosecutors
21 are not always comfortable with the legislation. When you
22 don't use legislation on a regular basis, it can be
23 challenging. So, that is a definite gap and that we have
24 a lack of knowledge in both law enforcement, and
25 prosecutor, and judiciary.

1 As a result of that, the talk that I gave
2 this summer to the International Society for Reform of
3 Criminal Law was a starting point in terms of educating
4 law enforcement and the legal society. And, when I was at
5 that conference, they asked if I would return next year to
6 speak at the judge's conference next year in Canada. So,
7 that's a great opportunity. And so, any opportunities we
8 see like that, we try and take, that we can provide
9 education to various groups. But, I do think that's one
10 of -- should be one of our target audiences going forward
11 as well.

12 **MS. ANNE TURLEY:** And, finally, you speak
13 in the overview about jurisdictional constraints. Can you
14 briefly address that?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 Certainly. So, human trafficking files can move from
17 jurisdiction to jurisdiction very quickly. The
18 traffickers often move the victims from community to
19 community, province to province. Obviously, it can be
20 international as well, but in Canada, that's one of our
21 biggest issues, is province to province or community to
22 community.

23 So, when an investigation starts in one
24 particular community, and the victim and suspect move to
25 another community, it's very difficult for police of

1 jurisdiction to continue that investigation sometimes when
2 people are continually moving and now crossing into other
3 police jurisdictions. It takes good coordination. That's
4 where the Human Trafficking Coordination Centre attempts
5 to keep coordination of those files, so when people do
6 move from jurisdiction to jurisdiction, we are able to
7 provide that information to the police of the particular
8 jurisdiction. However, it is a challenge for prosecutors.
9 It's a challenge for the courts, and of course, a
10 challenge for the police.

11 **MS. ANNE TURLEY:** So, I know that -- I
12 think we're coming up to the end of our time, if we
13 haven't ended already, but I'll just end with asking you,
14 having taken over human trafficking in the past year and a
15 half, what is your hope going forward in terms of raising
16 awareness and tackling the topic of human trafficking?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
18 think we -- you know, we've done some great work with the
19 toolkits, and we've got information out there, but it's
20 clear that we still have underreporting. So, we have a
21 lot more work to do in terms of education, raising that
22 awareness, and I'm hoping that some of the recommendations
23 that would come out of the Inquiry could help with that.
24 We always need innovative ways to create that awareness
25 and raise it.

1 **MS. ANNE TURLEY:** Thank you. Those are my
2 questions.

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
4 Thank you.

5 **MS. MEREDITH PORTER:** Thank you, Assistant
6 Commissioner Crampton, and thank you, Ms. Turley.

7 Chief Commissioner and Commissioners, I
8 note the time is now 10:20. We are scheduled for a
9 morning break, and I would like to seek your direction on
10 whether or not you would like to take that break at this
11 time, and for how long you would like to break.

12 **CHIEF COMMISSIONER MARION BULLER:** Let's
13 take 15 minutes, please.

14 **MS. MEREDITH PORTER:** Okay, thank you very
15 much. Prior to going to our break, I would like to remind
16 the parties and members of the public that have come here
17 to watch that we -- part of our practice direction and
18 rules of procedure prevent the discussion of any of the
19 details of the evidence of any of the witnesses during the
20 break. So, I would like to request that you refrain from
21 speaking about any of the details of Commissioner
22 Crampton's testimony. Certainly, happy to introduce
23 yourselves, share some friendly words with the Assistant
24 Commissioner, but please refrain from speaking about any
25 of the witness' testimony. Thank you.

1 --- Upon recessing at 10:20 a.m.

2 --- Upon resuming at 10:43 a.m.

3 **MS. MEREDITH PORTER:** Thank you. Could I
4 just ask that the parties with standing and members of the
5 public take their seats? And, just a reminder to ensure
6 that if you had turned your cell phone ringer back on
7 during the break, if you could silence it once again
8 before we begin?

9 The next witness we will be hearing from is
10 Inspector Tina Chalk with the Ontario Provincial Police.
11 And, as mentioned previously, counsel that will be leading
12 the evidence of the witness is Mr. Julian Roy with the
13 Government of Ontario. If I could ask the Registrar to
14 swear in the witness, please?

15 **MR. BRYAN ZANDBERG:** Yes. Good morning,
16 Inspector Tina Chalk. Do you swear to tell the truth, the
17 whole truth, and nothing but the truth, so help you God?

18 **INSPECTOR TINA CHALK:** I do.

19 **INSPECTOR TINA CHALK, SWORN**

20 **MR. BRYAN ZANDBERG:** Thank you.

21 **--- EXAMINATION IN-CHIEF BY MR. JULIAN ROY:**

22 **MR. JULIAN ROY:** Good morning, Chief
23 Commissioner, Commissioners. May I proceed? Thank you.

24 I'd first like to acknowledge the territory
25 that we're on, the traditional items, the elders that are

1 here in the room, and families and survivors who are
2 present and watching over the webcast. I'm also grateful
3 for the opportunity to call witnesses on behalf of
4 Ontario. Thank you very much, Commissioners, for that
5 opportunity, and also for the indulgence in being
6 permitted to lead the evidence.

7 So, if we can proceed with what we have to
8 do today. I want to start, Inspector Chalk. So, I am
9 going to refer to you as Inspector Chalk. Are you okay
10 with other counsel calling you Tina?

11 **INSPECTOR TINA CHALK:** Absolutely. Thank
12 you.

13 **MR. JULIAN ROY:** Okay, good. And, am I
14 being heard okay on the mic? Okay, thank you.

15 I'd like you to start, please, if you could
16 give the Commissioners some of your background in
17 policing, just so that they have an idea of where you come
18 from and what perspective you bring to your evidence
19 today?

20 **INSPECTOR TINA CHALK:** Thank you. First, I
21 would like to thank the Commissioners and those with
22 standing, the elders and the families for giving me the
23 opportunity to speak about this most difficult topic.

24 So, for my background, I have been a police
25 officer for 22 years with the Ontario Provincial Police,

1 and the majority of my work has been in criminal
2 investigations. So, those include the type of crimes like
3 homicide and attempted murder, sexual assaults, child
4 sexual assaults, child deaths, criminal harassment,
5 domestic violence, and missing person type investigations.

6 So, I've moved throughout the ranks as a
7 detective, detective staff sergeant and detective
8 constable to the point where I am now as an inspector.
9 And, at one point in my career, I was abuse coordinator,
10 and what that is, is I oversaw 14 detachments in Central
11 Region of the Ontario Provincial Police, which I will
12 commonly refer to as the OPP. So, I was responsible for
13 the excellence in investigations of sexual assaults, as
14 well as domestic violence for those areas, and a lot of
15 the training in respect to that.

16 My last role was in the Criminal
17 Investigation Branch with the OPP. And, one of my major
18 cases that I was holding at that point was the
19 investigation into a large child sexual imagery global
20 investigation. So, most of my roles and my passions have
21 always been along the people crime type of offenses as
22 opposed to property crimes, and that has really led my
23 career to where I am today.

24 **MR. JULIAN ROY:** Okay. So, of your 22
25 years in policing, how much of it has been in a frontline

1 capacity as opposed to management?

2 **INSPECTOR TINA CHALK:** So, really, until my
3 role as an inspector, it has all been dealing in frontline
4 detachment-level policing.

5 **MR. JULIAN ROY:** Okay, thank you. All
6 right. If you could tell us, then, please, after that
7 background, what your current role and responsibilities
8 are, please?

9 **INSPECTOR TINA CHALK:** Thank you. So, I
10 was promoted to inspector in May 2017, and I was asked to
11 take on the unit that I have now. So, that's the Counter
12 Exploitation and Missing Person Unit with the OPP. So,
13 within that, there's three sections. So, I'm the lead for
14 these three different sections, and one of them is the
15 Child Sexual Exploitation Unit. In Ontario, we have a
16 provincial strategy as well, and that is to protect
17 children from sexual abuse and exploitation on the
18 internet, and that involves 26 of our municipal policing
19 partners as well. And then the other unit is the Missing
20 Persons and Unidentified Bodies Unit, and the Ontario
21 Centre. And then the third unit, what we're really here
22 to talk about today, is the Anti-Human Trafficking
23 Investigations Coordination Team, and there's also a
24 provincial strategy as well to end human trafficking with
25 that, and that involves 35 policing partners, and 9 of

1 those are the self-administered First Nations Police
2 Services.

3 **MR. JULIAN ROY:** Okay. The 35 policing
4 partners that you described, are those police services?

5 **INSPECTOR TINA CHALK:** They are.

6 **MR. JULIAN ROY:** Okay. And, they are all
7 part of this provincial strategy that you're discussing?

8 **INSPECTOR TINA CHALK:** That's correct.

9 **MR. JULIAN ROY:** Okay. In terms of what
10 staff you have that you supervise in this role that you
11 have right now, are you able to give the Commission a
12 little bit of an idea of what's involved in that?

13 **INSPECTOR TINA CHALK:** Yes. So, my day-to-
14 day type of work is the leading of these three units. So,
15 within the units, they all have staff sergeants, they have
16 detectives, they have sergeants, they have civilian
17 members, so they do that day-to-day management. My role
18 is really to lead them, ensure we're reaching our goals,
19 ensure that the resources that I require, that I obtain.
20 We sit down and we speak about the cases, because with the
21 Ontario Provincial Police, detectives have a generalist
22 type of model. So, detectives at a detachment investigate
23 a variety of different things, so we act as subject matter
24 experts to those officers and assist them with their human
25 trafficking investigations. And, my role is really to

1 assess the risk, ensure that we are doing things
2 proactively and reactively properly, and awareness and
3 education as well.

4 **MR. JULIAN ROY:** Okay. All right. So, I'm
5 wondering if we could via -- Commissioners, you have a
6 document book in front of you with the OPP crest.
7 Documents 1 and 2 in that volume are the bio and CV for
8 Inspector Chalk, I'm wondering if they could be made
9 exhibits, please.

10 I know the CV is document H, for counsel
11 who are following along. It's Tab 2 for you,
12 Commissioners, and Tab 1 is the bio.

13 **CHIEF COMMISSIONER MARION BULLER:** We'll do
14 them separately. So, the bio of Inspector Tina Chalk,
15 which we have at Tab 1, will be Exhibit 12. And then the
16 CV for Inspector Chalk, that we have at 2, will be Exhibit
17 13.

18 **--- Exhibit 12:**

19 Bio of Inspector Tina Chalk (one page)
20 Witness: Inspector Tina Chalk, Ontario
21 Provincial Police
22 Counsel: Julian Roy, Government of Ontario

23 **--- Exhibit 13:**

24 CV of Inspector Tina Chalk (six pages)
25 Witness: Inspector Tina Chalk, Ontario

1 Provincial Police
2 Counsel: Julian Roy, Government of
3 Ontario

4 **MR. JULIAN ROY:** Thank you. I'm also
5 showing you, Inspector Chalk, a document. It's at Tab 5
6 for the Commissioners. And, it's document A for counsel.
7 Can you tell us what this document is, please?

8 **INSPECTOR TINA CHALK:** Thank you. It's
9 titled "Human Trafficking in 2018." I assisted with the
10 preparation of that, which is a landscape of human
11 trafficking.

12 **MR. JULIAN ROY:** Okay. And so, does this
13 amount to a summary of your evidence today?

14 **INSPECTOR TINA CHALK:** Correct.

15 **MR. JULIAN ROY:** Okay. And, were you
16 involved in the preparation of this?

17 **INSPECTOR TINA CHALK:** I was.

18 **MR. JULIAN ROY:** Okay. And, is it
19 accurate?

20 **INSPECTOR TINA CHALK:** Yes.

21 **MR. JULIAN ROY:** Okay. Could this be made
22 the next exhibit, please, Chief Commissioner?

23 **CHIEF COMMISSIONER MARION BULLER:**
24 Certainly. Exhibit 14 is the document entitled the Human
25 Trafficking in 2018, Current Policing Landscape by

1 Inspector Chalk. Thank you.

2 **--- Exhibit 14:**

3 "Human Trafficking in 2018 - Current
4 Policing Landscape" (20 pages)
5 Witness: Inspector Tina Chalk, Ontario
6 Provincial Police
7 Counsel: Julian Roy, Government of
8 Ontario

9 **MR. JULIAN ROY:** All right. So, we're
10 going to be talking about some of the dynamics involved in
11 human trafficking and how the OPP is responding to that.
12 But, before we get there, I'd like to give -- I'd like you
13 to give us a little bit of context for how a police --
14 their emerging understanding of this offence. Are you
15 able to help the Commissioners with that?

16 **INSPECTOR TINA CHALK:** Yes. I can speak to
17 the OPP and our understanding of human trafficking, and
18 how really it has taken some time and even to the point of
19 now truly having a strong understanding of that, that it's
20 a growth in progress. As you heard, in 2005 is when the
21 laws changed. We really started to look at that around
22 2008. And, we have a very large province with almost
23 around 6,000 officers, and the awareness piece was
24 happening, but very *ad hoc*, somewhat all over the
25 province, here and here, people were doing different

1 things, but not everyone knew what everyone else was
2 doing. There was duplicity. No one was really the
3 controller of the information to some extent. So, we
4 needed to work on that and recognize that we needed some
5 collaboration. And, a lot of good officers doing a lot of
6 good work, but really unorganized, quite frankly.

7 So, one of the things that I could say from
8 personal experience, to put this a little bit in context
9 about awareness and the importance of police understanding
10 human trafficking, is, I can say, through all of the cases
11 and the different incidents I've dealt with over the
12 years, and I've investigated and supervised many --
13 numerous sexual assaults. I'm sure, likely, at some
14 point, I've probably missed human trafficking. Because I
15 didn't have that awareness, I very likely charged someone
16 with sexual assault-type offences, but didn't realize that
17 human trafficking was there, possibly -- probably because
18 I didn't ask the victim and they didn't tell me, and
19 that's not their responsibility to do that. That's the
20 police to understand that and ask the right questions.

21 So, without having that really strong
22 awareness at the time, I can say, and I've spoken to many
23 of my colleagues, that they think the same thing, we've
24 probably missed it. So, hence the reason why I'm so
25 driven to make sure awareness is important for police and

1 otherwise. And, the same with labour trafficking. I can
2 think of a couple of major marijuana grow operations that
3 I had been in and I had seen workers, and I can remember
4 them now, and mattresses and some of the food they were
5 eating, the schedules and the type of thing that I now
6 know to be possible indicators, but I didn't see that. I
7 saw them as people who were assisting in the grow of
8 marijuana.

9 So, those two experiences that I think
10 about now being more informed and understanding it, I
11 really look back and don't want that to happen to other
12 officers. So, we're really driven to develop the proper
13 training and ensure that there's a broad understanding.

14 **MR. JULIAN ROY:** Okay. Is it that the
15 police have, the OPP, they have now arrived at perfect
16 awareness and understanding or is this a work in progress?

17 **INSPECTOR TINA CHALK:** Absolutely not. We
18 have so much growth to do. We're a new unit. So, as I
19 said -- or I may not have said. I started this role in
20 May of 2017, and this unit, we were granted funding in --
21 really when I got there, they said, "You can build this
22 unit." So, it's taken about a year to build the unit, to
23 do the hiring processes and to build the strategy piece
24 with contracts, because there's funding involved in that
25 as well.

1 So, really, since May of 2018 have we been
2 operational.

3 **MR. JULIAN ROY:** Okay.

4 **INSPECTOR TINA CHALK:** And, that is really
5 an issue in the past, that there's been a lot of training
6 that's gone on, but the whole operational piece has been
7 missing.

8 **MR. JULIAN ROY:** All right. Let's move on
9 to another area. I want to ask you about the dynamics of
10 human trafficking in 2018 and the challenges that this
11 presents for a police service to try to identify cases, to
12 address these cases, to bring them -- the offenders to
13 justice. Are you able to help us with some of those
14 dynamics?

15 **INSPECTOR TINA CHALK:** Yes. So, there are
16 a multitude of challenges. And, I gave you my background
17 on my experience with criminal investigations, and I will
18 undoubtedly say this is the most challenging that I know
19 of or have been involved in for sure. And, if you think
20 it's challenging for the police, you can only imagine how
21 challenging it is for a victim or a survivor of this.

22 So, some of the issues that I'll speak
23 about is, one, a cross-jurisdictional issue, which has
24 been touched on, but it is a big problem with police, as
25 we have seen in the past, and we're alive to that, which

1 is good to this point. But, you could have, for example,
2 someone lured from a community like Whitedog, then go to
3 Kenora, which is OPP level, then you would go to maybe
4 Thunder Bay to be trafficked, where now it's a municipal
5 police service, and end up maybe in Toronto Police,
6 another municipal police service. So, you might have four
7 or five police services that now have to ensure that they
8 coordinate and collaborate and talk and ensure they share
9 that information. And, now you're dealing with three or
10 four possible courts, and now you have three or four
11 possible Crowns. So, all of these cases need to be led by
12 someone, they need to be organized, all the witness
13 information and evidenced has to be put together. So, you
14 can imagine how this can become challenging to ensure that
15 police get this right.

16 Another one, which is very sad, is the
17 lucrative nature of human trafficking. So, unfortunately,
18 offenders are recognizing how much money you can make in
19 this terrible type of crime. So, one way to describe
20 this, which has been described to me and really hit home,
21 so I could really get a sense of it, is if you're a gun
22 trafficker for example, and you are selling a gun, you
23 have one gun to sell. When you sell that gun, the gun is
24 now gone. Now, you have to get another gun. So, whether
25 you have to do break and enter, you have to steal it, you

1 have to obtain another illegal gun. And, there's risk to
2 doing that.

3 But, when you're human trafficking and you
4 have the control and the trauma and all of the issues that
5 survivors and victims suffer, you have a person to sell
6 that you've controlled, and you can sell that person over
7 and over and over, 10, 15 times a day to the next day, to
8 the next day and the next day.

9 So, you could imagine, unfortunately, the
10 funds that can be made through that, with really needing
11 to ensure that they're relatively healthy. Other than
12 that, there's not a lot of risk, because the risk is the
13 person you're controlling, which they're very good at
14 doing that and it's very difficult for victims. So, it
15 unfortunately is one of those crimes that they're
16 recognizing how lucrative it can be, and then if you have
17 more than one victim and then another one, you can imagine
18 how more profitable it can be with really less risk.

19 The next area is the internet, which you've
20 heard about the type of investigations that I deal with,
21 with child exploitation as well, and the internet is a
22 huge problem. And, how this is unfortunately a good
23 business practice, again for traffickers, because they can
24 enter any one of our children's bedrooms at a minute's
25 notice without entering your home. Having the internet

1 available, like I'm sure everyone here has a youth or a
2 child who has whether it's a cell phone or some Wi-Fi
3 access of some kind, some device, all day they can sit in
4 their home and scrape the internet and look for people,
5 look for vulnerable people who will answer their call.

6 So, they may go to public places, and care
7 facilities, and things like that where they know children
8 will be. But, the demand for sex for children is so high
9 that all they have to do is keep scraping and find someone
10 they can lure in.

11 So, they will do things like kids,
12 unfortunately, they put their lives on the internet
13 without the privacy issues. As much as we try to police
14 that as parents and as police, it's difficult. They'll
15 put pictures of themselves, many. The more likes you get
16 the better. So, sometimes the more explicit you are on
17 the internet with your photos, et cetera, makes it worse.

18 And so, what they'll do is you can imagine
19 if you are in an isolated community, if you're facing
20 poverty, it's just like this, and you started to say that
21 on the internet. "I hate where I live", "I have no
22 money", "I'm in a bedroom with my two sisters", "I just
23 want to get out of here", "My boyfriend broke up with me",
24 this kind of thing. Well, what a great opportunity for
25 someone to lure in and say, "Well, I can fix that. I can

1 meet those needs. I'll give you money. You're beautiful.
2 You should come to this larger town. It's much better.
3 Get out of where you live," this type of thing. So, they
4 have the opportunity to do that so many times a day
5 without really leaving their home. So, again, that's
6 another issue of making it lucrative and easier to find
7 people.

8 And then there's the issue of low
9 visibility. So, where these things happen are not
10 generally where police are invited. So, such as things
11 like vacation rentals and motels. So, it's really -- I
12 think it was said this morning about being hidden but in
13 plain sight is a common term, and that is an excellent
14 description of a challenge that we have, because it isn't
15 necessarily in our face like that.

16 And then the awareness piece which has been
17 spoken to. The awareness piece is low, in my opinion.
18 People in this type of avenue understand it, but in
19 general, I think it's low. And, it's low for the police,
20 community and for victims, and that's the police and
21 community's responsibility to ensure that we bring up that
22 awareness pieces.

23 And, victim vulnerabilities, one thing that
24 I always remember is our Deputy Commissioner had said to
25 me when I started this job that it really didn't matter

1 how many charges I present to him; it's how many people
2 that we can turn their lives around. So, that whole
3 analogy of cultural change for police is, "don't worry
4 about the case, you need to worry about the person first
5 and fix that as much as you can. Get them the resources
6 and everything they need to survive, and then you can move
7 on to the case."

8 So, some of the vulnerabilities that exist,
9 and I'm sure everyone here will agree with me, to a high
10 propensity for those Indigenous women and girls for sure,
11 and other Canadians. So, one is poverty. So, as I just
12 explained, if you're living in poverty when a trafficker
13 offers you all these great things, it's such an amazing
14 lure, and it is a vulnerability.

15 Isolation is another one. So, if you have
16 to leave your community to go to a medical appointment, or
17 to school, or other reasons, and you get into a community
18 that you're not used to, and I remember a survivor at one
19 of our investigations, she had said when she got to
20 Toronto, she sat on a curb and within minutes, two or
21 three traffickers had approached her. And then, of
22 course, it became a sad investigation from there. But,
23 it's so easy to identify that you're new in town, you
24 know, depending on how you're carrying yourself. Your
25 head's down, you don't look like you know where you are,

1 all those things. So, when you're leaving that isolation
2 to somewhere else, you become vulnerable.

3 Addictions to drug and alcohol make you
4 vulnerable. You may have them prior to anti-human
5 trafficking, or you may have them as a result of an
6 element of control. If a trafficker can get you addicted
7 to some kind of control, then they can utilize that as a
8 lure to make you stay, really, to keep paying that drug
9 debt off.

10 And then it may come down to simple
11 survival needs, having a roof over your head, having food,
12 being able to feed your children. Those are issues.
13 People, unfortunately, are more vulnerable when they have
14 those issues. Mental health issues, what we're talking
15 about this week, past sexual abuse issues, make you more
16 vulnerable to that. When this has happened to you in your
17 life in maybe a different way, you become more vulnerable
18 to it.

19 The stigma of a small community, I can say
20 the one thing as I learn more about Indigenous
21 communities, what I love personally is that whole family
22 community feel. That is not necessarily alive in a lot of
23 non-Indigenous communities. But, on the other hand, that
24 could be a stigma, because if you are a young girl and
25 you've left, say, for school, you experienced the

1 unfortunate disaster of human trafficking and you come
2 back to your community, you may not want to tell anyone,
3 because you know everyone there will know. And then it
4 starts into the resources that aren't necessarily there,
5 and then you have to leave again, and all the problems
6 which I'm sure you've heard already in the commission.
7 So, that creates an issue, and we have to, as a community,
8 remove that stigma.

9 **MR. JULIAN ROY:** So, those are some of the
10 vulnerabilities. What about racism as a vulnerability,
11 creating vulnerability for Indigenous women and girls?

12 **INSPECTOR TINA CHALK:** Absolutely. Some of
13 the things is how you feel inside as well. And, if you
14 have been -- had racism against you, you're more
15 vulnerable. You may be more apt to take on some of these
16 false hopes that someone gives you and the way someone
17 looks at you. You may think you're looking -- you're
18 being looked at less. That's a vulnerability for sure.

19 **MR. JULIAN ROY:** Okay. Would you continue
20 with the other challenges that you see as a frontline
21 officer?

22 **INSPECTOR TINA CHALK:** Thank you. And, a
23 huge one is the need for long-term supports. This is the
24 type of offence where survivors need a lot of care, and
25 police are only resource and knowledge-based enough for

1 some things. We're not counsellors. We don't have the
2 capacity through our education and otherwise a lot of the
3 times to deal with these things. So that's where the
4 community piece has to come, and these are long-term
5 issues.

6 So, a survivor once said to me, and I
7 always remember it, she said, "You know, you need to fix
8 these needs or a trafficker will," and it really hit home.
9 So, that's our job as police and community to make sure
10 all these things I'm talking about now, that we can fix
11 those in order for that vulnerability not to be there.

12 The complex nature of these investigations.
13 So, quite often when we enter into investigations and we
14 earn the trust of a victim, and of course they want to
15 help you. They want to tell you about other victims. So,
16 once you get to that point where that rapport is built,
17 then they may tell you about someone else.

18 So, now you have several victims. You
19 might have several traffickers. Everyone has a device, as
20 I said, whether it's a cell phone, computer, iPad. Now
21 you have to enter those devices. Some of them are locked
22 because of the different phone companies. So, now we have
23 to send that somewhere else to get that done. It's
24 expensive. We do it, but it's expensive, and it takes
25 time. And, all the evidence now that we have to go

1 through, that's only one challenge, but these cases become
2 very, very large quickly.

3 And then statistics has been spoken to
4 already, and I'll get into that a little bit further, but
5 we don't have a fair understanding of this in Indigenous
6 communities and otherwise in Ontario for sure.

7 **MR. JULIAN ROY:** Okay. All right. So,
8 those are some of the challenges. I'm sure there's more,
9 and I'm sure counsel may have questions and parties may
10 have questions for you about that, but I want to now move
11 on to another area.

12 You will appreciate, of course, that the
13 spirit of this process is for us to acknowledge where we
14 need to do better, where we haven't been good enough, and
15 we need to explain ourselves, and we need to explain to
16 communities what we plan to do, to do better. Do you
17 appreciate that?

18 **INSPECTOR TINA CHALK:** I do. Absolutely.

19 **MR. JULIAN ROY:** Okay. And, it's in that
20 spirit that my next set of questions come from; okay?

21 **INSPECTOR TINA CHALK:** Thank you.

22 **MR. JULIAN ROY:** All right. So, I want to
23 talk to you about gaps that the OPP has today, and what
24 the responses are to those gaps, what you are trying to do
25 to address those kinds of failings that exist today; all

1 right?

2 **INSPECTOR TINA CHALK:** Yes.

3 **MR. JULIAN ROY:** Okay. So, the first gap
4 that I want to talk to you about is about coordination.
5 Does the OPP have a gap today in terms of its level of
6 coordination to address human trafficking?

7 **INSPECTOR TINA CHALK:** We do.

8 **MR. JULIAN ROY:** Okay. Can you elaborate
9 on that, please?

10 **INSPECTOR TINA CHALK:** So, we definitely
11 do, and as I had said earlier about this *ad hoc* nature of
12 how we are trying to address this, lots of good people in
13 lots of different areas, but it wasn't coordinated. So,
14 an attempt to bridge that barrier is really this team and
15 the provincial strategy, because we know that police need
16 to speak together, that we have linkings when it comes to
17 victims and offenders, and we have to make sure that we're
18 working consistently together.

19 And, examples of the type of things we
20 might do is we have a joint email system where if someone
21 goes missing, for example, we would send that photo around
22 to all of the provincial partners so that they would be
23 looking for that person. So, if there's a potential that
24 they have been human trafficked, every one of those
25 investigators within that strategy will have that

1 photograph and they, too, will be looking with -- for
2 them. So, it's not just the one police service, for
3 example. So, this is the type of coordination that we
4 need to have.

5 Doing investigations together, like I spoke
6 about earlier, I'm making sure that we are talking.
7 Sharing resources. So, when we put out some type of
8 educational resource, we should share that with one
9 another and make sure, it doesn't matter that it has the
10 OPP flash or the Toronto Police, or otherwise, that we
11 have to share all that information with one another.

12 So, the team is really to coordinate
13 ourselves in the OPP, which is very important, but it's
14 also to coordinate the province and ensure that we're
15 working well together. And, the team has -- our team has
16 a -- myself, as the lead; a detective staff sergeant; a
17 detective sergeant; two detective constables; an analyst,
18 which is very important to recognize trends; as well as an
19 internet specialist; and, two forensic specialists who
20 look through all those devices that I mentioned; and then
21 an administrative assistant.

22 **MR. JULIAN ROY:** Okay. Do you do any kind
23 of weekly review of cases across the province just to make
24 sure things aren't missed and make sure things are
25 coordinated properly?

1 **INSPECTOR TINA CHALK:** We do. So, one of
2 the initiatives since I had taken on the Missing Persons
3 section as well, is we have a lot of data, which is owned
4 by the RCMP, that we go through and we have access to, but
5 we really needed to use it in a proactive way. So, this
6 is where we get into the use of computers to help us.
7 They harm us sometimes, but help in another way.

8 So, what we do is a weekly analysis. An
9 analyst will look at all the missing people in Ontario,
10 and who they are, and ones that are over 30 days missing,
11 and we look for trends. So, one is human trafficking
12 trends. So, if there are any that have -- usually they
13 will have a note that will say, "Potential for human
14 trafficking", it's my expectation that my team will then
15 call that police service and say, "I know you have this
16 person missing. They're a potential of human trafficking.
17 How can we help?" And then we get back to that email
18 strategy and linking partners together, those type of
19 initiatives.

20 And, it's the same when it comes to First
21 Nations Police Services when someone is missing from a
22 police service in the First Nations. We will do the same
23 thing. We will call that First Nations Police Service and
24 offer our help. "How can we help you? How can we assist?
25 There's the Canadian Centre for Child Protection. Do you

1 know about them? Here are the things that they can do for
2 you." So, these are some of the proactive ways. We're
3 trying to keep a handle on the statistics that are right
4 there in front of us that we can utilize.

5 **MR. JULIAN ROY:** Okay. How important is it
6 when you pick up the phone and make that call to another
7 police service, another partner that there's a point
8 person in that police service that knows something about
9 human trafficking, and knows these dynamics, and knows
10 what you're talking about?

11 **INSPECTOR TINA CHALK:** It's so important,
12 and we have -- it brings me to the fact that we have a
13 working group as well for those strategy partners. So, we
14 meet, and we sit down, and we talk about the issues that
15 each other are having. So, it may be something like
16 encryption that I have talked about that someone else has
17 an experience of how to deal with that, trends that
18 they're seeing in their area. So, having a dedicated
19 person who understands this and is that person I can call
20 if there happens to be that missing person or there's a
21 link to a case. You need a name. You need somebody who's
22 responsible for that in every police service.

23 **MR. JULIAN ROY:** All right. I want to move
24 on to another area, and that's training. Is there a gap
25 with OPP's training on human trafficking today?

1 **INSPECTOR TINA CHALK:** Yes.

2 **MR. JULIAN ROY:** Okay. And, are you able
3 to explain that?

4 **INSPECTOR TINA CHALK:** Yes. There are
5 gaps, absolutely. And, the same thing, when I started in
6 this role, I looked at some of the training that we were
7 doing, and it definitely did not have enough in respect to
8 the vulnerabilities of the Indigenous population and the
9 type of resources that can be provided. So, that was
10 something that I really needed to look at. There were
11 other things as well, asset forfeiture, labour
12 trafficking, the sex trade, understanding that for
13 officers really having a sense of it.

14 And then what we also weren't doing is we
15 weren't passing that information through any elders or
16 through any survivors. So, I have learned a lot about
17 that and why we need to do that. So, I have gotten to the
18 process now as we develop our training and change it, that
19 we're not just going to do our training and put it out
20 there. We need people to look at it who have been there,
21 who understand it, elders.

22 So, there's an Elder's Council with our
23 ministry as well as the Commissioner's Council. And then
24 we also have -- the Office of Human Trafficking in Toronto
25 has a survivor group. So, I have asked to be -- go in

1 front of that survivor group so that I can gain their
2 advice on how to move forward with some of the training,
3 because I -- there are some in there now, but not enough,
4 and we want to enhance it and make sure it's proper.

5 **MR. JULIAN ROY:** Okay. Can you give us an
6 idea of what's in play right now for training for the OPP?
7 Just to give the Commissioners an idea of what's there?

8 **INSPECTOR TINA CHALK:** Yes. So, when you
9 go to Police College in Ontario, the Ontario Police
10 College, you get 90 minutes of training. Then, when you
11 come back to the OPP, you get another 90 minutes of
12 training, so as an OPP recruit. We try to focus on
13 supervisors, because they're the ones, to me, really, are
14 almost the most important in a police service, because
15 they're the ones who are on the road, feet to the ground.
16 They actually know what's happening. They're hearing the
17 calls even if they're not at them. They need to have the
18 most understanding here so they can help the constables
19 out on the road.

20 So, those folks get that in their
21 supervisor training, as well as the specialty people. So,
22 the ones who are the detectives, because with the OPP,
23 those cases go to detectives, so our sexual assault
24 training, our major case management training and our
25 criminal investigation training as well. And, they also

1 have the trauma-informed piece, which comes from our
2 sexual assault unit that has put that piece in there,
3 because we, too, need that in there as a strong
4 understanding.

5 **MR. JULIAN ROY:** Okay. I want to ask you
6 about something called the Texas Model.

7 **INSPECTOR TINA CHALK:** Yes.

8 **MR. JULIAN ROY:** Could you tell the
9 Commissioners about that?

10 **INSPECTOR TINA CHALK:** So, this is called
11 the Interdiction for Protection of Children, and this is
12 based on the Texas Ranger model. So, we have taken on
13 that training and we are attempting to give it to as many
14 officers we can, but mostly the officers who are engaging
15 with children on a routine basis.

16 So, what it does, is it's a reminder to
17 officers in, sort of, three areas, abduction, child sexual
18 exploitation and human trafficking; to look beyond what
19 they're doing. So, if you're an officer giving a ticket
20 at a traffic stop, but you see two young girls in the
21 backseat and there are indicators of human trafficking,
22 for example, you need to be alive to that. So, it's
23 reminding them that the ticket can't be your focus now.
24 There's something more important here.

25 Much like if you were to do a drug warrant

1 and your focus is cocaine, at that point, but then you see
2 the same thing, you're responsible as an officer to stop
3 and think about that, and engage those people, and not get
4 that vision of just what you're doing. So, it's just
5 making sure that officers recognize that, and are in tune
6 to that, and know all of these indicators for those three
7 areas that I have spoke to already.

8 **MR. JULIAN ROY:** How important is it for
9 officers who may be investigating something completely
10 different to have that kind of peripheral vision to see
11 these kinds of indicators and see this going on? How
12 important is that?

13 **INSPECTOR TINA CHALK:** It's important for
14 every officer to have that, because they really need to
15 have -- regardless of where you are, like I said, this
16 hidden nature of it. So, it's not for us, our experience
17 anyway, that people are necessarily coming to us, and
18 that's because of all the barriers that are there. We
19 need to figure it out. So, we need these officers to
20 recognize that when they're at these scenes, and they're
21 engaging with the public, and they're in these
22 environments where they may very well be seeing it in
23 plain sight, but not recognizing it.

24 So, we're attempting to have -- we have
25 block training every year, which is every officer in the

1 OPP takes this block training. So, we're attempting to
2 get a session on human trafficking in that block training
3 to take care of not just the recruits, but the officers
4 who are out there but aren't specialists either. So,
5 that's something I'm working towards as well.

6 **MR. JULIAN ROY:** Okay. I want to move on
7 to another area, and that's policy. Are there
8 improvements that can be made or are being made right now
9 in terms of OPP policy to more properly address human
10 trafficking?

11 **INSPECTOR TINA CHALK:** We can. And,
12 there's just one thing I wanted to mention, because I
13 think it's important. So, our provincial liaison team
14 members, which I think Chief Superintendent Pritchard
15 spoke a lot about, we are training them as well. So, they
16 haven't been trained in human trafficking, and they need
17 to be.

18 So, as I spoke, we have nine members on our
19 team and myself, so we're not in every community of the
20 province. But, our PLT members are more likely to be in
21 the Indigenous communities and dealing with people who
22 might be victims of this. So, that's a huge priority that
23 they get trained.

24 So, moving to policy, we definitely have
25 gaps. Really, what we were doing was the whole, if you

1 have an incident of this, call our Criminal Investigation
2 Branch, so that being our major case investigators, our
3 detective inspectors. But, what we have changed now, it's
4 in the works, it's going up our command, is to change that
5 it comes to our unit. So, now we have people that that's
6 their entire role. So, their entire understanding. So,
7 every single time someone either suspects a human
8 trafficking incident or is there one, that we will get an
9 immediate call.

10 So, they call our Provincial Command
11 Centre, and if they need immediate assistance, someone
12 will call and come out, if necessary, and provide
13 direction. And then the other piece is if they don't feel
14 they need immediate assistance, they still have to notify
15 us through our data system so we can take a look. Because
16 as officers learn about it, they might learn to recognize
17 it, but what now? Is there somewhere we could go with
18 that, that situation so we could engage a potential victim
19 and ensure their safety, so that's a role of that change.
20 I think you also learn quite a bit from Chief Pritchard in
21 respect to PowerCase and Major Case Management. So, a
22 change that is in the works there, which I think would be
23 very beneficial, is that you get links.

24 So, this is the one police database that
25 talks. So, when we talk about that collaboration piece.

1 So, you may have -- for example, Julian Roy could be a
2 suspect in Toronto Police for human trafficking, he also
3 could be a witness in Orillia OPP area. So, the computer
4 tells those two officers, you two need to talk to each
5 other, because this person is involved in some way in
6 human trafficking, as a suspect, as a witness.

7 So, the problem that presents, though, is
8 now we actually have to call the person. We don't have
9 access to their reports. PowerCase doesn't allow you to
10 do that. So, a change would be that human trafficking
11 specifically, officers and particular ones would have this
12 administrative access, so they could actually look at
13 these reports real time. You wouldn't have to try and
14 find someone find the records department, you could just
15 open it. And, that would be helpful because sometimes you
16 need that immediate information. You need it now, not in
17 an hour or a couple of days.

18 So, it may have addresses, other potential
19 suspects or witnesses within that information that would
20 be very beneficial to us. So, I'm hopeful that that will
21 proceed because it will be a very big benefit to those
22 investigators.

23 **MR. JULIAN ROY:** So, just to simplify it
24 for the dumb lawyer. This is, sort of, taking down some
25 walls that shield information from -- between various

1 police services, so that access can happen faster, and
2 people can respond faster for human trafficking; is that
3 right?

4 **INSPECTOR TINA CHALK:** Yes.

5 **MR. JULIAN ROY:** Okay. All right. I want
6 to move on from policy to another area that I want to ask
7 you about, and that is public awareness. Does the OPP --
8 should it have a role in helping to foster public
9 awareness about human trafficking?

10 **INSPECTOR TINA CHALK:** Yes.

11 **MR. JULIAN ROY:** And, has it done enough so
12 far to do that?

13 **INSPECTOR TINA CHALK:** We have not.

14 **MR. JULIAN ROY:** Okay. Maybe you can tell
15 us about some of the things that you're working on to try
16 to close that gap of public awareness?

17 **INSPECTOR TINA CHALK:** I can. So, one of
18 the areas that we're really strongly enhancing is our
19 whole social media piece, what the offenders are doing,
20 where they are going. So, trying to look beyond what we
21 traditionally do in policing, go to places on the internet
22 where we don't usually advertise for example. So, sort
23 of, out of that box thinking.

24 We did a very large human trafficking
25 campaign in February of last year, and we saw the wealth

1 that came out of that. For a minimal amount of money,
2 thousands and thousands of hits, and it was a survivor
3 video. So, even two minutes of listening to someone about
4 what it's like. So, that was very effective, so we're
5 going to continue to do that and even more robust. So,
6 we're thinking about our strategies now on that.

7 And, you've heard about the toolkit at the
8 last witness, and we, too, are doing that same sort of
9 thing. We've -- we're working with Homeland Security.
10 They are very ahead in respect to what they call the Blue
11 Campaign, and anyone could look at that online, and it's
12 an absolute excellent resource, and it's already made.
13 So, this is where we get into police trying to reinvent
14 the wheel when it's not necessary. They've already done
15 that work. And, it's things like toolkits for
16 transportation, so truck drivers. People who bring
17 Indigenous people in and out of those -- in and out of
18 communities, they should be educated on this. Any one in
19 that transportation -- air transportation as well.

20 And then we talked about motels, how
21 important it is for the cleaners for example, to really
22 understand human trafficking. They're the ones who do the
23 work in the motel, they're the ones who are really going
24 to understand what's going on there and they will know.
25 They'll have a sense if something is happening. So,

1 helping them to understand what to do about that and what
2 not do safety wise.

3 So, those are instructional kits for those
4 places -- and many of them get some training now from
5 their hotel, but that's something we need to do, as well
6 as medical, because those professionals see people when
7 they've been abused, and they need to recognize it for
8 what it is. So, we're working hard towards developing
9 that type of large awareness piece.

10 **MR. JULIAN ROY:** Okay. Is there anything
11 the OPP is doing on public awareness that's specifically
12 directed at Indigenous communities?

13 **INSPECTOR TINA CHALK:** So, we have missing
14 person awareness days, which is a really important
15 engagement piece in my mind, because I think engagement is
16 the most important piece to bridge that gap between police
17 and Indigenous communities and the mistrust, the
18 understandable mistrust of police. So, this is one way to
19 get into the Indigenous communities.

20 So, what we did is we had an engagement
21 meeting with the nine self-administered police services,
22 and we asked for their -- a police officer to come, a
23 victim service member to come. We asked for an elder to
24 come and a community member to come, and then we presented
25 to them the idea of this two-day training.

1 So, the one day would be training in
2 respect to missing persons, human trafficking, Familiar
3 DNA, which is an RCMP ran program. And, the next day
4 would be with the committee, so, sort of, get rid of some
5 of the myths that exist in respect to reporting and things
6 like that, which you've learned a lot about here with
7 missing persons.

8 So, it was -- we were happy to have a great
9 response in that all of the nine self-administered First
10 Nations police services wanted to continue that with their
11 communities. So, so far, we have been to Rat Portage,
12 Pikangikum, Shoal Lake 39, Manitoulin and Whitedog, and we
13 have done those engagements.

14 And, I can say, having been -- my last one
15 I had been to was Manitoulin, and there were some myths
16 that were there about when to report and things like that,
17 so some questions that we answered which were even two
18 questions, it was worth it, if two people understood that
19 better.

20 So, we really left it to the communities to
21 form this however they wanted. If they wanted to have it,
22 that's great. If they didn't, that's okay too, and you
23 choose what it looks like. If we did this in a more
24 formal setting, like a conference, that's fine. If we did
25 that in a circle, talking, that's fine. So, it really is

1 dictated by the community and we just come to enhance and
2 share the knowledge base.

3 **MR. JULIAN ROY:** Okay. At Tab 9 of your
4 document book, if you could identify this document?

5 **INSPECTOR TINA CHALK:** Yes.

6 **MR. JULIAN ROY:** Okay. It appears to be a
7 poster, Missing Persons Awareness Day. Is that a poster
8 prepared for the purposes of what you're talking about?

9 **INSPECTOR TINA CHALK:** It is. So, that's
10 the advertising to the community, to ask them to attend
11 these engagements.

12 **MR. JULIAN ROY:** Okay. Thank you. Could
13 that be made the next exhibit?

14 **CHIEF COMMISSIONER MARION BULLER:** Yes.
15 Exhibit 15 is Missing Person Awareness Day poster, OPP and
16 Anishinabek Police.

17 **--- Exhibit 15:**

18 Mnidoo Mnising Missing Person
19 Awareness Day (one page)
20 Witness: Inspector Tina Chalk, Ontario
21 Provincial Police
22 Counsel: Julian Roy, Government of
23 Ontario

24 **MR. JULIAN ROY:** And, in a similar vein,
25 Tabs 7 and 8 are two conference programs. Are you able to

1 tell the Commissioners, we won't open them up or look at
2 them in detail, but generally speaking, what these are
3 about, please?

4 **INSPECTOR TINA CHALK:** Thank you. So,
5 those were two conferences that we put on, one was in
6 Barrie and one was in Kenora, in respect to human
7 trafficking.

8 **MR. JULIAN ROY:** Okay. And, who was the
9 target audience for those?

10 **INSPECTOR TINA CHALK:** So, victim services
11 and police.

12 **MR. JULIAN ROY:** Okay. All right. And,
13 could those be made the next exhibits, please?

14 **CHIEF COMMISSIONER MARION BULLER:** Yes.
15 The document we have at Tab 7 is the Ontario Provincial
16 Police hosts Victim to Survivor: The Road Travelled, an
17 Anti-Human Trafficking Conference, and that will be
18 Exhibit 16.

19 **--- Exhibit 16:**

20 OPP "Victim to Survivor" Conference
21 Program - September 11, 12 Barrie,
22 Ontario (five pages)
23 Witness: Inspector Tina Chalk, Ontario
24 Provincial Police
25 Counsel: Julian Roy, Government of

1 Ontario

2 MR. JULIAN ROY: So, there's two papers,
3 Chief Commissioners. They're virtually identical, but one
4 is in relation to a Kenora conference and one is a Barrie
5 conference.

6 CHIEF COMMISSIONER MARION BULLER: Okay.
7 So, the one -- I'm sorry to get bogged down on this, but I
8 want to get this straight ---

9 MR. JULIAN ROY: No, that's okay.

10 CHIEF COMMISSIONER MARION BULLER: --- from
11 the beginning here. At Tab 7, the one that we have just
12 marked as Exhibit ---

13 MR. JULIAN ROY: That's for Barrie.

14 CHIEF COMMISSIONER MARION BULLER: --- 16
15 is for Barrie.

16 MR. JULIAN ROY: Yes.

17 CHIEF COMMISSIONER MARION BULLER: And then
18 at Tab 8, the Ontario Provincial Police hosts Victim to
19 Survivor: The Road Travelled, an Anti-Human Trafficking
20 Conference, agenda is for Kenora and that's Exhibit 17.

21 --- Exhibit 17:

22 OPP "Victim to Survivor" Conference
23 Program - September 20, 21 Kenora,
24 Ontario (five pages)

25 Witness: Inspector Tina Chalk, Ontario

1 Provincial Police
2 Counsel: Julian Roy, Government of
3 Ontario

4 **MR. JULIAN ROY:** Okay. Thank you. I want
5 to move onto another area. You mentioned engagement a few
6 moments ago. Is there more that the OPP can do to do
7 better in terms of engagement with Indigenous communities
8 around the issue of human trafficking?

9 **INSPECTOR TINA CHALK:** Yes, absolutely.
10 And, that is one of our attempts to do that, is engagement
11 I've spoke of, but we really do not have a strong
12 understanding of what that looks like. And, it seems to
13 me that a lot of the information comes to NGOs, comes to
14 victim services, but doesn't make it to the police.

15 And, my understanding of why I think that
16 is, is, one, statistically for one, we don't actually ask
17 people to identify. So, we don't ask them if they
18 identify. So, we may have dealt with people who are
19 Indigenous, but we wouldn't necessarily know it. And, I
20 understand that because some Indigenous people don't want
21 to tell the police that because they think they'll be
22 discriminated against. So, that is one issue. As well
23 as, we just don't generally do that in our policies, so
24 that's a problem, because we don't have a true
25 understanding of who we've dealt with really. And the

1 other piece is the -- that police trust, which is
2 absolutely lacking, and as I said, for very good reason.
3 So engaging the community and trying to build that trust
4 and that being the responsibility of the police that we
5 have to take that lead role in trying to do that. So, for
6 me personally, I can speak to trying to build
7 relationships with places like ONWA, because they have the
8 understanding.

9 So I have made an attempt in building a
10 relationship there and I'm going to go there and speak to
11 her and get direction really. I need direction from those
12 who are involved to really help me to know where to go and
13 where to focus and what this should look like.

14 And the awareness part of things is also
15 that engagement piece. So that people who it's happening
16 to are understanding that this is an offence, that this is
17 not normal behaviour, whether it's happening within their
18 family or otherwise. We really need to put that strong
19 sense out and that you can trust the police. And, again,
20 that's a long road and that's a road that police are
21 responsible for.

22 **MR. JULIAN ROY:** Okay. Is there a way for
23 you to engage directly with people with lived experience
24 in trafficking that would help you with these efforts?

25 **INSPECTOR TINA CHALK:** Yeah, so the victim

1 table, like the survivor table ---

2 **MR. JULIAN ROY:** M'hm.

3 **INSPECTOR TINA CHALK:** --- is something
4 that is really important that we're definitely going to
5 utilize. But one way and one of the biggest problems is
6 the victim support issues ---

7 **MR. JULIAN ROY:** Okay.

8 **INSPECTOR TINA CHALK:** --- that we haven't
9 really spoken to just briefly. So a really important
10 group is coalitions. So there's one, a Simcoe Coalition,
11 that I'm familiar with. There's one in Ottawa. There's
12 many throughout the province. But this needs to be in
13 every community.

14 So what that is, is, as I said, police only
15 have a certain ability to help survivors, and whether that
16 be education or resources. We need the community to come
17 together and have these coalitions. So what it is, is
18 it's people who are involved first, so not a reactive type
19 of thing. This is already organized prior to and it's
20 people like members of the sex trade who understand that.
21 There's medical professionals, there's police, there's
22 Indigenous communities members, there's Native Friendship
23 Centres, there's housing, there's people who can provide
24 food, all of the necessary vulnerabilities that we talked
25 about.

1 **MR. JULIAN ROY:** Okay. All right. So at
2 Tab 10 of the document book there's a document that you've
3 provided me.

4 **INSPECTOR TINA CHALK:** Yes.

5 **MR. JULIAN ROY:** It's entitled "terms of
6 reference." Could you tell us what it's terms of
7 reference for?

8 **INSPECTOR TINA CHALK:** And that is terms of
9 reference for the Simcoe County Coalition and that's the
10 one that I have a strong understanding about. So I wanted
11 to include that as a good example of what that should look
12 like. And they gave me their permission to allow that to
13 be entered for the Commissioners.

14 **MR. JULIAN ROY:** Okay. So we're running
15 very short of time. There's one more thing ---

16 **CHIEF COMMISSIONER MARION BULLER:** Did you
17 want that marked as an exhibit?

18 **MR. JULIAN ROY:** Yes, I do. I'm sorry.

19 **CHIEF COMMISSIONER MARION BULLER:** It's
20 okay.

21 **MR. JULIAN ROY:** That was me being mediocre
22 lawyer again like last time.

23 **CHIEF COMMISSIONER MARION BULLER:** Not a
24 problem.

25 The terms of reference for the Simcoe

1 County Coalition will be Exhibit 18.

2 **--- Exhibit 18:**

3 Terms of Reference of Reclaiming
4 Freedom Rebuilding Lives (RFRL) Anti-
5 Human Trafficking Coalition of Simcoe
6 County (nine pages)
7 Witness: Inspector Tina Chalk, Ontario
8 Provincial Police
9 Counsel: Julian Roy, Government of
10 Ontario

11 **MR JULIAN ROY:** Thank you.

12 I just saw the clock and I panicked.
13 Forgot. So there's just two more areas that I want to ask
14 you about very quickly. So we have distributed proposed
15 recommendations from the OPP to all parties. They are at
16 Tab 4 of your book. Inspector Chalk, I think most of
17 these recommendations it'll be readily apparent what the
18 basis for them is, given your evidence already today and
19 probably from questions that you'll get, but I'm wondering
20 if you could perhaps pick two of them, one or two of them
21 that you think are very important and speak to those.

22 **INSPECTOR TINA CHALK:** On the last page I
23 would pick the fourth one up that says,
24 "Police service create a dedicated officer or unit to
25 coordinate efforts to address human trafficking." (As

1 read)

2 And I've spoke to that already about the
3 importance of officers being the point person and having a
4 true understanding that they can share their knowledge
5 base.

6 **MR. JULIAN ROY:** Okay. Any other one that
7 you want to highlight?

8 **INSPECTOR TINA CHALK:** Yes, and second from
9 the last,
10 "That police service improve engagement with non-
11 government organisations that serve Indigenous human
12 trafficking survivors to ensure that survivors can
13 exercise meaningful choices as to whether to report the
14 offences to the police." (As read)

15 **MR. JULIAN ROY:** Okay.

16 **INSPECTOR TINA CHALK:** And to me that is
17 the crux of some of the problems is that engagement piece
18 and trying to build that change. And whether we can do
19 that through some of the great work that the NGOs are
20 doing and try to build trust there, that's one avenue that
21 is our responsibility to do and I'm hopeful that that will
22 help.

23 **MR. JULIAN ROY:** Okay. In terms of where
24 these recommendations come from, have these been passed by
25 your executive command?

1 **INSPECTOR TINA CHALK:** Yes, they have, and
2 they approve -- they have approved them all.

3 **MR. JULIAN ROY:** Okay. So these aren't
4 just your recommendations. These are coming from the
5 organization; is that correct?

6 **INSPECTOR TINA CHALK:** Yeah, this is the
7 organizational position.

8 **MR. JULIAN ROY:** I promise very last
9 question; all right? And it's, you know, a very serious
10 question and I want to give you this opportunity to answer
11 it. And that is, if there was a victim of human
12 trafficking who's watching today and watching this
13 evidence, if there is one thing that you could say to
14 them, what would that be?

15 **INSPECTOR TINA CHALK:** I would really say
16 that I want them to survive and I want them to get to
17 someone who can help them. I want them to understand that
18 this is not that you have to come to the police. This is
19 about survival of victims and go to someone that can help
20 you, whether that's many, many good non-government
21 organizations that will assist you, whether it's a teacher
22 or a friend or another family member, that the police
23 telling you to come to us all the time is not the message.
24 It's to come to someone that can help. And then, in the
25 end, if your choice is that the police get involved, then

1 that's a benefit because, of course, we want to ensure it
2 doesn't happen to someone else. But it would be really to
3 take every day, to survive, and to try and get the help
4 through the many organizations that are out there for you.

5 **MR. JULIAN ROY:** Okay. Thank you very
6 much. Those are my questions from this witness.

7 **CHIEF COMMISSIONER MARION BULLER:** Do you
8 want those recommendations marked?

9 **MR. JULIAN ROY:** Yes, please.

10 **CHIEF COMMISSIONER MARION BULLER:** Okay,
11 the recommendations from the OPP will be Exhibit 19,
12 please.

13 **--- Exhibit 19:**

14 Recommendations proposed by the
15 Ontario Provincial Police with respect
16 to Human Trafficking (two pages)
17 Witness: Inspector Tina Chalk, Ontario
18 Provincial Police
19 Counsel: Julian Roy, Government of
20 Ontario

21 **MR. JULIAN ROY:** Could we have your
22 indulgence for one moment? We're going to switch ---

23 **CHIEF COMMISSIONER MARION BULLER:** Sure.

24 **MR. JULIAN ROY:** --- the hot seat.

25 **CHIEF COMMISSIONER MARION BULLER:**

1 Certainly.

2 MR. JULIAN ROY: Another person into the
3 hot seat.

4 I think, Chief Commissioner, she'll need to
5 be sworn.

6 JUANITA DOBSON, Sworn:

7 MR. JULIAN ROY: Chief Commissioner,
8 Commissioners, may I proceed with the next witness?

9 CHIEF COMMISSIONER MARION BULLER: Yes.

10 MR. JULIAN ROY: Thank you.

11 --- EXAMINATION-IN-CHIEF BY MR. JULIAN ROY:

12 MR. JULIAN ROY: So, Commissioners, there's
13 another document book for you, more trees have been
14 massacred and you each have a copy. This one does not
15 have a nice cover page like the last one. You'll just see
16 it has a table of contents with a clear cover. And the
17 first document is the witness -- the evidence summary,
18 which I'll be asking later on to be an exhibit. And then
19 there's a number of tabs, A through S. And the reason why
20 I'm mentioning this now is that the documents have been
21 distributed to all parties A through T, so we're one
22 letter off. So there's an explanation for that, some more
23 mediocre lawyering.

24 So, in the documents that were distributed
25 to counsel, the evidence document, that's the first of

1 your document was number A or letter A, and then it flowed
2 from that. So, we're just off by one. I just thought I
3 would make it interesting for counsel this morning to try
4 to follow. I could say it was on purpose, but it wasn't.

5 All right. So, good morning, Ms. Dobson.
6 So, I'm going to refer to you as Ms. Dobson. Are you okay
7 with others calling you Juanita?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

9 **DOBSON:** Yes.

10 **MR. JULIAN ROY:** Okay. And, similar to
11 Inspector Chalk, I'm wondering if you could give the
12 Commissioners some of your background with the Ontario
13 Public Service and perhaps even previously?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Sure. So, first of all, I do want to thank
16 survivors and family members who are here and watching
17 today for this opportunity to come here, and also to the
18 Commission for allowing me to provide my evidence.

19 So, I have been with the Ontario Public
20 Service for almost 30 years. Before joining the Public
21 Service, I did a number of volunteer roles, both in
22 community agencies and other types of activities. So, I
23 have jobs, for example, working at an emergency shelter,=
24 as a counsellor. I was a volunteer patient representative
25 in a mental health facility before I joined the Ontario

1 Public Service.

2 In my 30 years, almost, with them, I have
3 had a number of different roles ranging from frontline
4 delivery as a client representative with the Public
5 Guardian and Trustee, to a number of policy and program
6 development roles in ministries such as the Ministry of
7 Health and Long-term Care. I was at the Cabinet Office in
8 government, and other corporate roles, and other
9 leadership roles.

10 I had, prior to arriving in this current
11 role, been the Assistant Deputy Minister for both the
12 Ontario Women's Directorate as well as the Ontario
13 Senior's Secretariat. And, in both of those functions,
14 one, on the senior's side, focusing a great deal on elder
15 abuse issues as well as regulation of retirement homes and
16 other age-friendly community planning. And, on the area
17 of Women's Directorate, that office had been quite focused
18 on violence against women issues, as well as economic
19 opportunities for women.

20 **MR. JULIAN ROY:** Okay. And, could you tell
21 us what's your, after that long 30-year career, what your
22 current responsibilities and role is?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
24 **DOBSON:** Yes. So, for the past almost -- it's coming up
25 to almost three years with the Ministry of the Attorney

1 General, I have been the Assistant Deputy Attorney General
2 for Victims and Vulnerable Persons Division. And, that
3 division consists of three main areas. There is the
4 Office of the Public Guardian and Trustee; there is the
5 Office of the Children's Lawyer; and there is also the
6 Ontario Victim Services.

7 **MR. JULIAN ROY:** Okay. And, there is a
8 C.V. that has been distributed separately, Chief
9 Commissioner, which I have a copy for your Registrar. I
10 think it has been provided previously. I'm showing this
11 to you, Ms. Dobson. Could you identify it?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Yes.

14 **MR. JULIAN ROY:** Okay. So, this is your
15 CV?

16 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

17 **DOBSON:** Yes, it is.

18 **MR. JULIAN ROY:** And, it has been recently
19 prepared?

20 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21 **DOBSON:** Yes.

22 **MR. JULIAN ROY:** Is it accurate?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** It is.

25 **MR. JULIAN ROY:** Okay. Could it be made

1 the next exhibit, please?

2 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
3 20 is Ms. Dobson's C.V.

4 **--- Exhibit 20:**

5 CV of Juanita T.M. Dobson (four
6 pages)
7 Witness: Assistant Deputy Attorney
8 General Juanita Dobson, Government of
9 Ontario
10 Counsel: Julian Roy, Government of
11 Ontario

12 **MR. JULIAN ROY:** Okay. And so, the next
13 document, the front of the document book that the
14 Commissioners have, which starts with the table of
15 contents, this 34-page document is a summary of your
16 evidence; is that correct?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
18 **DOBSON:** Yes, it is.

19 **MR. JULIAN ROY:** Okay. And, were you
20 involved in the preparation of this document?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
22 **DOBSON:** Yes, I was.

23 **MR. JULIAN ROY:** Okay. And, you have
24 reviewed it?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** Yes.

2 **MR. JULIAN ROY:** Okay. Too many times, I'm
3 sure.

4 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

5 **DOBSON:** Yes.

6 **MR. JULIAN ROY:** And, is it accurate?

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** It is.

9 **MR. JULIAN ROY:** Okay, thank you. Could
10 this be made the next exhibit, please?

11 **CHIEF COMMISSIONER MARION BULLER:** Yes.

12 Organization of Victim Services in Ontario by Ms. Dobson
13 and others, Exhibit 21, please.

14 **--- Exhibit 21:**

15 "Organization of Victims Services in
16 Ontario," Ontario Ministry
17 of the Attorney General, Victims and
18 Vulnerable Persons Division (34 pages)
19 Witness: Assistant Deputy Attorney
20 General Juanita Dobson, Government of
21 Ontario
22 Counsel: Julian Roy, Government of
23 Ontario

24 **MR. JULIAN ROY:** All right. So, as you
25 know, Ms. Dobson, the purpose of this panel is to address

1 human trafficking, but I want to take a step back a little
2 bit to look at some context in terms of how Ontario has
3 attempted to address violence against Indigenous women and
4 girls and some of the history behind that because, as I
5 understand it, you were involved in some of that history;
6 is that true?

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** Yes.

9 **MR. JULIAN ROY:** Okay. And, maybe you
10 could just give us some of that background, because I
11 think it's important context for us today.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Sure. So, when I began as the Assistant Deputy
14 Minister at the Ontario Women's Directorate, there had
15 been a process underway many years before I arrived on the
16 joint working group for addressing violence against
17 Indigenous women and girls. And, that approach was a
18 joint working group made up of five Indigenous
19 organizations, as well as 10 ministries. It was a
20 collaborative partnership around developing strategies and
21 providing advice to government on addressing violence
22 against Indigenous women and girls.

23 That started many years before I arrived
24 working on strategic framework for addressing violence.
25 And, this was developed by the Ontario Federation of

1 Indigenous Friendship Centres and the Ontario Native
2 Women's Association. As a result of numerous summits and
3 discussions and advice, those strategic directions were
4 endorsed and adopted by the Ontario government. And, as a
5 result, the joint working group was established.

6 **MR. JULIAN ROY:** Can I stop you there for a
7 second?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
9 **DOBSON:** Yes.

10 **MR. JULIAN ROY:** The strategic framework
11 that you talked about that comes from OFIFC and ONWA, did
12 Ontario participate in the creation of that strategic
13 framework?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** We participated in discussions and attended
16 summit; however, it was developed by and written by those
17 organizations I mentioned.

18 **MR. JULIAN ROY:** Okay. So, this isn't a
19 government document?

20 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21 **DOBSON:** No, it is not.

22 **MR. JULIAN ROY:** Okay. But, did government
23 provide capacity funding for that process?

24 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

25 **DOBSON:** Yes, we did.

1 **MR. JULIAN ROY:** Okay. All right. So, you
2 mentioned that the Ontario government adopted that
3 strategic framework. What does that mean?

4 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

5 **DOBSON:** It means that we agreed and committed to work in
6 partnership with -- and in collaboration with the
7 organizations to use that strategic direction as a
8 foundation of the work that we needed to do in the longer
9 term on addressing violence against Indigenous women.

10 **MR. JULIAN ROY:** Okay. And so, then what
11 happens next after that?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** So, the actual joint working group was put in
14 place around 2010. And, at that time, the group was
15 established and a co-chair from the Indigenous partners
16 that were participating was put in place, as well as a co-
17 chair from the Ontario Women's Directorate, so it was the
18 executive director at the time, and a director at the
19 ministry of, what was then called, the Aboriginal Affairs
20 ministry.

21 **MR. JULIAN ROY:** Okay. And so, can you
22 tell me how these discussions and this process unfolded?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** Sure. So, there were regular meetings of the
25 joint working group. Primarily, staff at, sort of, the

1 director level and other working levels getting through
2 the guiding principles on the strategic directions, and
3 coming up with recommendations and projects, and things to
4 advance government's intention in that area.

5 It was a very collaborative table, as I
6 mentioned; however, you know, there needed to be also --
7 as it progressed, there was a recognition there needed to
8 be more senior levels or commitment in decision making.
9 So, an ADM table was also brought into place. As I say,
10 in 2014, when I joined, I was one of the co-chairs for the
11 ADM table along with my colleague from the Ministry of
12 Aboriginal Affairs and our Indigenous co-chair.

13 **MR. JULIAN ROY:** Okay. And, what's the
14 point of having this, kind of, multi-layered process where
15 you have these technical director level people, and then
16 you have more higher-level executive leadership people on
17 separate tables operating in parallel? What's the point
18 of that?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
20 **DOBSON:** Well, part of it is that -- certainly, the idea
21 is that we're coming -- and the projects and
22 recommendations, the director level very much -- important
23 things that needed to be considered. And, at the ADM
24 level, obviously there are different strategies in
25 government, different planning cycles, different approvals

1 that are needed, and that level of engagement allowed us
2 to be able to find opportunity to do that and also to work
3 toward supporting an overall government strategy that, you
4 know, could be released and funded.

5 **MR. JULIAN ROY:** Okay. You have mentioned
6 terms like "partnership" and "collaboration". I just want
7 to explore that a little bit. The chair of these
8 committees, who was the chair?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
10 **DOBSON:** So, there was a co-chair, one from -- it was
11 actually Sylvia Maracle, who was the Executive Director of
12 the Ontario Federation of Indigenous Friendship Centres,
13 and the other co-chair was myself and different co-chairs
14 from the other ministry.

15 **MR. JULIAN ROY:** Okay. So, one co-chair
16 from Ontario government ---

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
18 **DOBSON:** Yes.

19 **MR. JULIAN ROY:** --- and one co-chair from
20 Indigenous organizations?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
22 **DOBSON:** Yes.

23 **MR. JULIAN ROY:** Okay. All right. Did
24 this process culminate in anything at some point?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** It did, actually. The work that was done by the
2 joint working group was absolutely a catalyst toward the
3 development of the longer-term strategy to -- ending
4 violence against Indigenous women and girls, which was
5 released by the Ontario government in, I believe, it's
6 2016.

7 **MR. JULIAN ROY:** Okay. And, this is the
8 strategy called Walking Together, is it?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
10 **DOBSON:** Yes. Actually, I was incorrect. It was 2015,
11 and it was called Walking Together, and that strategy was
12 a long-term approach in identifying areas that we could
13 work together to end violence.

14 **MR. JULIAN ROY:** Okay. Are you able to
15 just at a high -- very general level identify some of the
16 components of the Walking Together strategy?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
18 **DOBSON:** Sure. There were areas of focus around community
19 supports and healing, particularly focused on children and
20 youth, and putting in place some programming there. There
21 was also a focus on leadership and accountability, and
22 then continuing on, our kind of collaborative approach
23 that we've been taking. But, there's also focus on
24 justice and policing, and in particular, highlighting the
25 need for an anti-human trafficking strategy with an

1 Indigenous focus in Ontario.

2 **MR. JULIAN ROY:** All right. So, this
3 structure that you've described in this process that
4 culminates in Walking Together, was this new to the
5 Ontario government in terms of how it does business?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
7 **DOBSON:** Certainly, the process was changed. I think this
8 -- I understand that this was the first time this type of
9 strategy had been co-developed and co-designed together in
10 this collaborative way. It was the first time that we had
11 a structure like this, which wasn't a consultation, which
12 our usual governments or policy development often our
13 approach is to go forward with maybe a policy framework or
14 maybe some documents that we might have had some
15 consultation on and present that to people and have them
16 comment on it. Then we go away and we do some more work
17 and then we come back with a document we say is in this
18 grand -- and of course, often there are things in there
19 that people, if we had worked in a maybe more
20 collaborative way from the beginning, we might have been
21 able to influence and have maybe different direction and
22 more successful outcome.

23 **MR. JULIAN ROY:** All right. Was here
24 challenges in working this way? I mean, you mentioned
25 adopting the framework in 2010, and then the strategy

1 comes out in 2015. That sounds like quite a long and
2 difficult process. Is there challenges in working this
3 way?

4 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

5 **DOBSON:** There are some challenges. I think the time was
6 the time that was needed. I mean, there's a lot of work
7 that was under way. There were a number of projects in
8 the interim that were approved. And, I would say also the
9 approach, because of the learning, both from the ministry
10 representatives attending the committee and sharing with
11 our Indigenous partners and learning more about the
12 reality of Indigenous experience, that took time, and it
13 was challenging many of the things that we absolutely
14 didn't know or understand in the way that we needed to.

15 It took time, and it's also -- often for
16 government, we are sometimes in a situation where we give,
17 you know, key messages or things that we need to say on
18 behalf of government. This was really different. We were
19 at the table sharing openly, really trying to solve, you
20 know, problems and issues together, and sometimes it's
21 hard to hear about how you're not doing well and you can
22 do better, and people need to process that or take time to
23 understand, and I think that table really did do that, and
24 we learned a lot. And, even improving, you know, our
25 Indigenous cultural, sort of, competency and understanding

1 of, you know, what the challenges are in those
2 communities, it took time.

3 **MR. JULIAN ROY:** Okay. All right. So, the
4 collaboration that you've talked about that leads to the
5 strategy in 2015, has there been similar process going
6 forward to implement the strategy after 2015?

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
8 **DOBSON:** Yes, there has. As a result of the journey
9 together, Walking Together, sorry, strategy, we have
10 established an executive committee on ending violence
11 against Indigenous women and girls, again, with a similar
12 structure where there is an Indigenous co-chair along with
13 two ministries, the ministry -- actually, the Ministry for
14 Children and Community Social Services ministry, both from
15 the Women's Directorate and also from the Ministry of
16 Indigenous Affairs.

17 **MR. JULIAN ROY:** Okay. I'm showing you
18 document F, which is G for counsel. It's entitled,
19 Executive Committee to End Violence Against Indigenous
20 Women: Terms of Reference. Is this the terms of reference
21 for the executive committee?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23 **DOBSON:** Yes, it is.

24 **MR. JULIAN ROY:** Could this be made the
25 next exhibit, please, Chief Commissioner?

1 **CHIEF COMMISSIONER MARION BULLER:** Yes.
2 Executive Committee to End Violence Against Indigenous
3 Women: Terms of Reference, Exhibit 22, please.

4 **--- Exhibit 22:**

5 Terms of Reference of the Executive
6 Committee to End Violence Against,
7 document updated March 21, 2017 (six
8 pages)
9 Witness: Assistant Deputy Attorney
10 General Juanita Dobson, Government of
11 Ontario
12 Counsel: Julian Roy, Government of
13 Ontario

14 **MR. JULIAN ROY:** And then if we flip over
15 the page to exhibit -- or rather, Tab G, and that's H for
16 counsel, this is a document, Provincial Committee to End
17 Violence Against Indigenous Women: Terms of Reference.
18 Can you explain what that document is?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
20 **DOBSON:** Sure. So, this is -- the structure that we have
21 is we have an ADM level steering committee, the executive
22 committee, and also, we have a number of provincial
23 committees that are addressing a number of the, sort of,
24 main areas of focus. And, there's a few of them listed
25 there like supporting children, community healing,

1 leadership, and also human trafficking is a specific
2 provincial committee. And again, each of these provincial
3 committees, like the executive committee, are co-chaired
4 by Indigenous committee members as well as a ministry
5 official.

6 **MR. JULIAN ROY:** Okay. So, it's a similar
7 structure as for the development of the strategy where you
8 have technical experts, directors, both from Indigenous
9 organizations and government, and then also an executive
10 leadership committee as well; is that right?

11 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
12 **DOBSON:** Yes.

13 **MR. JULIAN ROY:** Okay. Could this be made
14 the next exhibit, please?

15 **CHIEF COMMISSIONER MARION BULLER:** Yes.
16 Provincial Committees to End Violence Against Indigenous
17 Women: Terms of Reference, Exhibit 23, please.

18 **--- Exhibit 23:**

19 Terms of Reference of the Provincial
20 Committees to End Violence Against
21 Against Indigenous Women, updated
22 March 21, 2017 (six pages)
23 Witness: Assistant Deputy Attorney
24 General Juanita Dobson, Government of
25 Ontario

1 Counsel: Julian Roy, Government of
2 Ontario

3 **MR. JULIAN ROY:** It's this document that
4 says "Confidential - Not for circulation" across the top,
5 somewhat ironically. We're making it an exhibit right
6 now.

7 All right. So, you mentioned that there's
8 a provincial committee for human trafficking, and that
9 kind of leads us to, after this background, what we want
10 to focus on today, and that is the development of a human
11 trafficking strategy in Ontario.

12 First of all, is there a human trafficking
13 strategy in Ontario?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
15 **DOBSON:** Yes, there is.

16 **MR. JULIAN ROY:** Okay. And, can you give
17 us some background in terms of how that developed?

18 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
19 **DOBSON:** Sure. So, I would say back in my direct
20 involvement starting sort of in the fall of 2014, there
21 were a number of things going on. There were several very
22 high-profile sexual violence and harassment cases and
23 media interest that had been going on. There was a select
24 committee of the Legislature looking at violence against
25 women that had been meeting across the province.

1 There was a release of a government
2 strategy on Sexual Violence and Harassment Action Plan,
3 and we also had a private member's bill before the House
4 from then opposition member Laurie Scott, who is now the
5 Minister of Labour, where she introduced legislation on
6 human trafficking.

7 There -- these -- all these issues led us
8 to a place where the government, you know, attention on
9 human trafficking was heightened. There had been some
10 work done earlier on human trafficking. There had been,
11 back in 2011, some online training programs, for example,
12 that had been funded through my division, but also, some
13 funding to various community agencies who were looking at
14 the issue of human trafficking, including some of our
15 Indigenous organizations.

16 **MR. JULIAN ROY:** Was there discussions
17 about human trafficking in that joint working group
18 process that we talked about?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
20 **DOBSON:** Absolutely. It was a topic of great discussion
21 and is one of the reasons why the Walking Together
22 strategy included an emphasis on the need for an
23 Indigenous-specific human trafficking strategy.

24 **MR. JULIAN ROY:** Okay. So, on the human
25 trafficking strategy, was there actual separate Indigenous

1 engagement that was implemented?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** There were. There were a number of community
4 meetings that happened in the development of the strategy.
5 It was being co-led by the Women's Directorate and the
6 Ministry of Community Safety and Correctional Services.
7 Different meetings where there were a number of different
8 service providers, including Indigenous organizations, but
9 there was also a session in Thunder Bay that was
10 Indigenous-specific, which included survivors and victims,
11 as well as service providers.

12 **MR. JULIAN ROY:** Okay. Maybe you could
13 tell us what, sort of, the overarching principles are for
14 the human trafficking strategy?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

16 **DOBSON:** So, the approach on the human trafficking
17 strategy had been building on what we heard at the joint
18 working group and through Walking Together was really
19 about having a victim-centred, survivor-strength-based
20 approach to the development of a human trafficking
21 strategy, as well as being trauma-informed, you know,
22 ensuring that the things that we're doing are not causing
23 more harm to people. That was another principle embedded.
24 And, also, being a whole of government, kind of, approach
25 to the work we did.

1 So, you'll see the strategy included things
2 like justice and police enforcement and so on. But, also,
3 looking at coordination and leadership in the service
4 provider community, looking at, you know, prevention and
5 other kinds of interventions and public education and
6 awareness as being important to addressing human
7 trafficking.

8 **MR. JULIAN ROY:** At Tab H of your document
9 book is a summary of the strategy.

10 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
11 **DOBSON:** Yes.

12 **MR. JULIAN ROY:** Are you able to identify
13 that?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
15 **DOBSON:** Yes. That is a news release, sort of, that went
16 out at the time that describes the strategy, the different
17 components of it.

18 **MR. JULIAN ROY:** Could that be made the
19 next exhibit, please?

20 **CHIEF COMMISSIONER MARION BULLER:** Yes.
21 Ontario's Strategy to End Human Trafficking: Overview of
22 Initiatives, is Exhibit 24, please.

23 **--- Exhibit 24:**

24 Ontario's Strategy to End Human
25 Trafficking, Ministry of Community and

1 Social Services, last modified March
2 8, 2018 (three pages)
3 Witness: Assistant Deputy Attorney
4 General Juanita Dobson, Government of
5 Ontario
6 Counsel: Julian Roy, Government of
7 Ontario

8 **MR. JULIAN ROY:** Thank you. All right.
9 So, we've been talking a lot about collaboration, about
10 principles, about strategies, I now want to get into more
11 of the nuts and bolts of what services and resources are
12 available to victims and survivors of human trafficking,
13 okay?

14 I want to start with those programs and
15 services that were existing prior to the development of
16 the strategy that were already in place and which were
17 modified or enhanced to better respond to human
18 trafficking. If we could start with those services, if
19 you could give us that survey, because I know that many of
20 these things fall directly under your mandate; is that
21 right?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
23 **DOBSON:** Yes.

24 **MR. JULIAN ROY:** Okay. If you could
25 provide that to us, please?

1 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2 **DOBSON:** Sure. So, I'll start with just saying the
3 Ontario Victim Services as an organization, we do provide,
4 sort of, policy and program development and have a
5 victim's lens in terms of government response to victim's
6 issues and coordinating victim services.

7 We do both direct delivery through our
8 victim witness assistance program, and we also fund 15
9 different programs for victims delivered by over, I think
10 about, 220 called transfer payment agencies and
11 organizations -- community organizations that we contract
12 with and that we fund to deliver those services on our
13 behalf. So, they range -- there are a number of different
14 programs in there, but for the purposes of today, I think
15 we will focus on a couple of the key areas where there are
16 particular intersection with human trafficking.

17 **MR. JULIAN ROY:** All right. If you could -
18 - the first one I want to ask you about is the Victim
19 Crisis Assistance Ontario.

20 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21 **DOBSON:** Yes.

22 **MR. JULIAN ROY:** If you could give us an
23 explanation of what that is?

24 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

25 **DOBSON:** Yes. So, Victim Crisis Assistance Ontario is a

1 program where we have 47 transfer payment agencies across
2 the province who provide crisis intervention, 24/7, sort
3 of, support to victims in the immediate aftermath of a
4 crime occurring. They often provide things like emergency
5 transportation to safe locations, they may do safety
6 planning with individuals, they provide referrals to other
7 community agencies and they are on the ground, you know,
8 supporting, you know, victims where needed.

9 We have -- with these transfer payment
10 agencies, we have a number of them -- I did say across the
11 province, but we also have a few, what we call, sort of,
12 alternate service delivery organizations, and those are
13 funded to provide, particularly in the north, because we -
14 - the north is challenging in terms of providing service
15 with the area. They provide some VCAOs, some victim
16 crisis supports, but they also do provide counselling to
17 female sexual assault victims.

18 **MR. JULIAN ROY:** Okay. I'm showing you
19 document A in the document book, which is a document --
20 and this is B for counsel. Victim Crisis Assistance
21 Ontario Program Standards, do you see that? Do you see
22 that?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA
DOBSON:** Yes, I do.

24 **MR. JULIAN ROY:** Okay. And, what's this
25 document?

1 Vulnerable Persons Division, September
2 1, 2017 (21 pages)
3 Witness: Assistant Deputy Attorney
4 General Juanita Dobson, Government of
5 Ontario
6 Counsel: Julian Roy, Government of
7 Ontario

8 **MR. JULIAN ROY:** Okay. And, Chief
9 Commissioner, Commissioners, if we could flip over the tab
10 to Tab B. And, this is Tab C for counsel or document C
11 for counsel. Are you able to identify what this document
12 is?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
14 **DOBSON:** Yes, that's a list of all the VCAO agencies in
15 Ontario.

16 **MR. JULIAN ROY:** Okay. The acronym disease
17 that we have ---

18 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
19 **DOBSON:** I know.

20 **MR. JULIAN ROY:** --- in the government.
21 VCAO is, again, Victim Crisis Assistance Ontario?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
23 **DOBSON:** Yes, it is.

24 **MR. JULIAN ROY:** Okay. And, this is a list
25 of all the agencies, so that would tell us where --

1 members of the public where they would go if they wanted
2 this kind of help that you have described; right?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Correct. And, we also have that information
5 available on our victim services directory, online and,
6 you know, various other ways that we get that information
7 out.

8 **MR. JULIAN ROY:** Okay. So, this is a
9 program that exists prior to the human trafficking
10 strategy. Could you now tell us what if anything you did
11 to modify it to better respond to human trafficking?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Yes. So, these agencies have been in place for
14 over 20 years or so in different names. But, yes. So,
15 for human trafficking strategy, we looked for building on
16 these organizations that are, sort of, first contact with
17 a number of victims, adding to the types of services that
18 they provide. We gave some money for agencies to hire
19 additional staff or add hours to existing staff, and to
20 train them specifically on human trafficking.

21 So, we were hearing obviously that there
22 was more human trafficking coming to the attention of
23 victim service agencies and they were not well-equipped
24 necessarily to address that without additional training
25 and understanding about the issues. Some communities had

1 had, you know, more higher, you know, numbers of
2 incidents, and they started to develop their own expertise
3 and they were providing that service even without the,
4 sort of, additional funding. This was a way to enhance
5 that.

6 **MR. JULIAN ROY:** Okay. And, are you able
7 to tell us anything more about the enhanced training that
8 the VCAO, Victim Crisis Assistance Ontario, staff are
9 getting?

10 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
11 **DOBSON:** Sure. So, they have been part of training on
12 human trafficking that our crown attorneys and our
13 Indigenous Justice Division have supported us in putting
14 together. They have attended over -- almost all of the
15 agencies, over half of them for sure have already attended
16 and will continue to attend training sessions specific to
17 -- again, situating Indigenous realities in relation to
18 human trafficking, and then also understanding, sort of,
19 the specific needs of human trafficking victims when they
20 come to the agencies looking for support and help. And,
21 also, helping us to understand the types and services that
22 people are accessing and what they need.

23 **MR. JULIAN ROY:** Okay. So, the next
24 existing program that I'd like to -- this should be made
25 the next exhibit, please.

1 **CHIEF COMMISSIONER MARION BULLER:** The VCAO
2 list of agencies will be Exhibit 26, please.

3 **--- Exhibit 26:**

4 Victim Crisis Assistance Ontario list
5 of agencies (one page)
6 Witness: Assistant Deputy Attorney
7 General Juanita Dobson, Government of
8 Ontario
9 Counsel: Julian Roy, Government of
10 Ontario

11 **MR. JULIAN ROY:** Yes, please. The next
12 program I'd like to ask you about is the Victim Quick
13 Response Program. Could you tell us what that is?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
15 **DOBSON:** Yes. So, the Victim Quick Response Program is a
16 set of services and supports provided to victims through
17 the Victim Crisis Assistance Ontario. It was how the
18 applications are made to the program. And, it is covering
19 a number of different kinds of services, things like for
20 victims who need, unfortunately, things like crime scene
21 clean up, perhaps support with funeral expenses, maybe
22 counselling supports that people need, as well as safety
23 planning and other practical assistance such as, you know,
24 access to a cell phone so that they can be contacted for
25 safety purposes.

1 This program has been in place for some
2 time. And, as I say, the, sort of, way into the program
3 often is through our Victim Crisis Assistance
4 organizations. However, people can access the program
5 through -- if they are seeing another agency, for example
6 if they're going to a sexual assault centre, the sexual
7 assault centre can refer them to this Victim Quick
8 Response Program as well.

9 **MR. JULIAN ROY:** Okay. It's got the -- in
10 the acronym, there's the letter "Q" for quick.

11 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
12 **DOBSON:** Yes.

13 **MR. JULIAN ROY:** And, government often does
14 not move quick on things or quickly enough. How quick is
15 quick in the VQRP program?

16 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
17 **DOBSON:** So, actually, this -- we're pretty proud of this
18 one. We do try to meet our service standards which -- you
19 know, when we receive, sort of, payment for a service, we
20 will turn that around within five to seven days. So, it's
21 a fairly quick turnaround. And, that is just -- to
22 understand, that is the payment of the service -- the
23 victim has received the service. The services are
24 available within the first, sort of, 90 days of a crime
25 occurring. And, this is really recognition of the fact

1 that other, sort of, compensation and supports for victims
2 often are longer term, things like the Criminal Injuries
3 Compensation Board and so on, can take, you know,
4 significantly more time. This was a way to address the
5 immediate needs of victims.

6 **MR. JULIAN ROY:** Okay. At Tab C of the
7 document book, and document D for counsel, is a document,
8 Victim Quick Response Program Standards. What's this?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
10 **DOBSON:** Yes. That is our program standards.

11 **MR. JULIAN ROY:** Okay. Could this be made
12 the next exhibit?

13 **CHIEF COMMISSIONER MARION BULLER:** Yes.
14 Exhibit 27 is Victim Quick Response Program Standards,
15 September 2016.

16 **--- Exhibit 27:**

17 Victim Quick Response Program
18 Standards, Ontario Ministry of the
19 Attorney General, Victim and
20 Vulnerable Persons Division, September
21 2016 (16 pages)
22 Witness: Assistant Deputy Attorney
23 General Juanita Dobson, Government of
24 Ontario
25 Counsel: Julian Roy, Government of

1 Ontario

2 **MR. JULIAN ROY:** All right. And, this
3 document, members of the public could look at this and see
4 what they would be entitled to by way of support from
5 Ontario in a crisis?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
7 **DOBSON:** Yes. So, we have a version of that on our
8 website which indicates their eligibility, how you apply,
9 what sorts of services are covered, et cetera.

10 **MR. JULIAN ROY:** Okay. If you could go to
11 Tab D, please. We have a document, Victim Quick Response
12 Program Applicant Agreement. Do you see that?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
14 **DOBSON:** Yes.

15 **MR. JULIAN ROY:** And, what's that document?

16 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
17 **DOBSON:** That's just the form that the applicant would
18 sign. Part of it is to -- this is a last resort program,
19 so it's just indicating that they don't have other means
20 to cover. So, for example, sometimes people's work
21 insurance or something like that might cover some
22 counselling, but this is over and above what they might
23 cover, they would sign this form just to say it's a last
24 resort.

25 **MR. JULIAN ROY:** Okay, thank you. I'm

1 wondering if you could let us know what, if any -- if we
2 could make this the next exhibit, please?

3 **CHIEF COMMISSIONER MARION BULLER:** Yes.

4 Exhibit 28 is the Victim Quick Response Program Applicant
5 Agreement.

6 **--- Exhibit 28:**

7 Victim Quick Response Program
8 Applicant Agreement (one page)
9 Witness: Assistant Deputy Attorney
10 General Juanita Dobson, Government of
11 Ontario
12 Counsel: Julian Roy, Government of
13 Ontario

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes. So, this is -- at the time that the human
16 trafficking strategy was being put in place, we had the
17 existing Victim Quick Response Program; however, we --
18 what we had heard, as a result of the consultations and
19 the outreach that had happened with survivors and other
20 service providers, we heard about some additional services
21 that would be of particular benefit to human trafficking
22 victims.

23 So, we added in a number of areas, like
24 tattoo removal, which we had heard, you know, often
25 traffickers would use tattooing. We added in, sort of,

1 emergency basis necessities, like the replacement of
2 clothing, and provision of food, and some emergency
3 accommodation. We added in as well the replacement of
4 government identification documents, which again we had
5 heard could be held by a trafficker. So, those things
6 were added in as a result of what we had heard from
7 service providers and as a result of some of the
8 consultations.

9 **MR. JULIAN ROY:** Okay. I want to move on
10 to another program that's in your portfolio, and that's
11 the Victim Witness Assistance Program. Could you tell the
12 Commissioners what that's about?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
14 **DOBSON:** Sure. So, the Victim Witness Assistance Program
15 has been in place for about thirty -- just over 30 years
16 now with the Ontario government. It's part of the
17 Ministry of the Attorney General, and it's part of my
18 division. There are victim witness service workers across
19 the province in all of the court jurisdictions.

20 Their role is to assist victims who are
21 part of the court process. So, when there has been a
22 charge laid and a case is proceeding to court, victim
23 witness workers would assist the victim by giving them
24 information about the court process, helping them prepare.
25 We have a number of testimonial aids and so on that we

1 would provide support to our victims that are
2 participating.

3 In the court process, for example, sort of,
4 remote testimony in a separate room. We also have access
5 in many places, to support dogs to help victims. We have
6 child victim and witnesses who we have models that show
7 what the courtroom looks like, and where the judge will
8 be, and where you will sit, and those kinds of things just
9 to help victims really prepare. It's a very traumatic,
10 you know, experience to go through for many people and to
11 recount their information.

12 So, our staff are there to help as much as
13 they can with providing that support to people with
14 information, letting them know when court dates are coming
15 up, letting them understand the conditions maybe for bail
16 that have been decided on and those kinds of things. So,
17 they are there to support the case from the time that the
18 charge is laid until the disposition of the case.

19 They also make referrals to other community
20 organizations to -- who can also support victims and
21 survivors out in their lives and in longer term. And,
22 they participate, too, in a number of community, sort of,
23 coalitions, and coordinating tables, and things like that,
24 as, you know, representing the program.

25 **MR. JULIAN ROY:** Okay. Were there

1 enhancements to this program to address human trafficking?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** Yes, there was. We added three additional
4 positions in three communities that are focused on human
5 trafficking, developing some expertise as a victim witness
6 support worker to understand what human trafficking
7 victims would need from us in those situations. And,
8 also, to provide mentorship to other victim service
9 workers across the province. So, those three individuals
10 have been hired and are in place.

11 **MR. JULIAN ROY:** Okay. Is there cultural
12 competency training that they get as well?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Yes. This is something that is very important to
15 us in Victim Services. For the -- well for the entire
16 Ministry of the Attorney General, frankly I would say,
17 priority training on Indigenous cultural competency has
18 been made mandatory for our Crown attorneys and our Victim
19 Witness Assistance Program workers. We are -- have that
20 underway.

21 There are two things that are happening.
22 There is an online OPS-wide, Ontario Public Service-wide
23 Indigenous cultural competency training program. But, in
24 addition, the Indigenous Justice Division in our ministry
25 has put together a program. It's called the Mikaway

1 phonetic training. It's an intensive, in person program
2 which is several days long. There are four modules all
3 together, and it really helps -- first of all, the first
4 part of it is very emotional. There's often including the
5 blanket exercise that many people may be familiar with,
6 and understanding colonialism, the understanding of the
7 impact of some of those things on the way we have
8 structured our services and the kinds of programs that we
9 have. And, it's been very challenging for staff, and for
10 all of us, but it's been extremely rewarding and, you
11 know, our -- as I say, our staff who have gone through it
12 have felt, you know, they have learned a lot through that,
13 and I have just started to understand, and we continue
14 that training.

15 **MR. JULIAN ROY:** All right. So, we're
16 starting to run low on time.

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
18 **DOBSON:** Yes. Oops.

19 **MR. JULIAN ROY:** So, I'm going to move --
20 that's okay. I'm -- we're going to move on to another
21 area. So, what we have been talking about so far are what
22 I would call mainstream service delivery that's under your
23 portfolio. It's available to Indigenous people, but it's
24 not designed, and led and delivered by Indigenous people.
25 Are there victim services that are designed, led and

1 delivered by Indigenous organizations and communities in
2 Ontario?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Absolutely. I mean, in Ontario Victim Services,
5 for sometime, there had been the start of some programs
6 which were Indigenous-led programs. But, certainly since
7 our Indigenous Justice Division has arrived, that has
8 grown significantly. There are a number of programs now
9 underway that are both, I would say, some capacity
10 building and also service delivery. And, they're a range
11 of different things focusing on victim services and
12 including -- you know, in one case, we have, sort of, an
13 Indigenous victim service hub-type model I would call it,
14 in Six Nations and the Grand River. So, there is a number
15 of very good programs through our Indigenous Justice
16 Division.

17 **MR. JULIAN ROY:** Okay. I'm showing you Tab
18 S of the document book. Is that a list of the Indigenous
19 Specific Victim Services including service delivery and
20 capacity building?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** Yes, it is.

23 **MR. JULIAN ROY:** Okay. If that could be
24 made the next exhibit, please?

25 **CHIEF COMMISSIONER MARION BULLER:** Yes.

1 Exhibit 29 is Indigenous Specific Victim Services, Direct
2 Client Services Programs. Plural. Yes.

3 **--- Exhibit 29:**

4 List entitled "Indigenous-specific
5 Victim services - Direct Client
6 Services Programs" (four pages)
7 Witness: Assistant Deputy Attorney
8 General Juanita Dobson, Government of
9 Ontario
10 Counsel: Julian Roy, Government of
11 Ontario

12 **MR. JULIAN ROY:** Okay. And then are there
13 Indigenous organizations and communities that deliver
14 human trafficking specific services?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
16 **DOBSON:** Yes, there are. There are two organizations,
17 Matawa and Mushkegowuk Tribal Councils who are providing
18 specific human trafficking services. Those are two, sort
19 of, fly-in and more remote communities, and we have
20 contracts with those organizations.

21 **MR. JULIAN ROY:** Okay. I want to move
22 quickly on to a next area, and that is some of the new
23 things that have been brought in. We have been talking
24 about enhancements of existing programs. I now want to
25 talk about some new things, or want you to talk about some

1 new things. The Provincial Human Trafficking Prosecution
2 team. Can you explain to the Commissioners what that is?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** So, it's part of the human trafficking strategy
5 and part of the pillar looking at justice response to
6 that. A Provincial Human Trafficking Prosecution team was
7 put in place, which consists of five human trafficking --
8 actually, it's six human trafficking prosecutors. So,
9 there's one, sort of, Crown counsel coordinator and five
10 human trafficking Crowns and prosecutors.

11 So, this team, they conduct prosecutions,
12 but they also provide training and mentoring support to
13 Crowns across the province. They have done a number of
14 training events that have resulted in, basically, every
15 Crown, every court jurisdiction having at least one Crown
16 who has been trained on human trafficking. And, in many
17 cases, there are multiple Crowns who receive that
18 training.

19 **MR. JULIAN ROY:** Okay. Do they do
20 prosecutions themselves?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** Yes, they do.

23 **MR. JULIAN ROY:** Okay. All right. Another
24 body that I would like to talk to you about, and that is
25 the Provincial Anti-Trafficking Coordination Office. Can

1 you tell the Commissioners what that is?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** So, out of the strategy, there was identified a
4 need for provincial coordination. This is the whole of
5 government, multi-ministry, and anybody who knows
6 government, we -- you know, there's a lot of ministries
7 involved in a lot of things, and often it's hard to keep -
8 - sort of keep track of what everybody's doing. So, this
9 office, you know, keeps track of that, coordinates and
10 gets the information related to that.

11 They have also released a couple of grants,
12 or cultural proposals and funding proposals for human
13 trafficking projects. So, one is a community fund that
14 was open to everyone, including Indigenous organizations.
15 And, I understand a number of Indigenous groups received
16 funding under that, and then there was also more
17 interesting Indigenous-led initiatives fund, which was all
18 those projects were developed by and will be delivered by
19 Indigenous organizations specific to human trafficking so.

20 **MR. JULIAN ROY:** Okay. And at Tab I, we
21 see a call for applications guide for the community
22 supports fund that you mentioned, if that could be made
23 the next exhibit?

24 **CHIEF COMMISSIONER MARION BULLER:** Yes.

25 **MR. JULIAN ROY:** That's "J" for counsel.

1 And then at Tab J there's the ---

2 CHIEF COMMISSIONER MARION BULLER: Can we
3 just do it one at a time ---

4 MR. JULIAN ROY: Sure.

5 CHIEF COMMISSIONER MARION BULLER: --- so
6 the record doesn't get confused ---

7 MR. JULIAN ROY: Sure.

8 CHIEF COMMISSIONER MARION BULLER: ---
9 here.

10 MR. JULIAN ROY: Yes.

11 CHIEF COMMISSIONER MARION BULLER: So
12 Exhibit 30 will be Anti-Human Trafficking Community
13 Supports Fund Call for Applications Guide ---

14 MR. JULIAN ROY: Yes.

15 CHIEF COMMISSIONER MARION BULLER: ---
16 April 2017.

17 --- EXHIBIT NO. 30:

18 "Anti Human Trafficking Community
19 Supports Fund - Call for Applications
20 Guide," Ontario Ministry of Community
21 and Social Services, Provincial Anti-
22 Human Trafficking Coordination Office,
23 April 2017 (34 pages)
24 Witness: Assistant Deputy Attorney
25 General Juanita Dobson, Government of

1 Ontario
2 Counsel: Julian Roy, Government of
3 Ontario

4 **MR. JULIAN ROY:** And then the next one is
5 the Indigenous-led initiatives fund, which is at -- Chief
6 Commissioner, your Tab J.

7 **CHIEF COMMISSIONER MARION BULLER:** Yes,
8 Anti-Human Trafficking Indigenous-led Initiatives Fund
9 Call for Applications Guide April 2017 will be Exhibit 31.

10 **--- EXHIBIT NO. 31:**

11 "Anti Human Trafficking Indigenous-
12 Led Initiatives Fund - Call for
13 Applications Guide," Ontario Ministry
14 of Community and Social Services,
15 Provincial Anti-Human Trafficking
16 Coordination Office, April 2017 (32
17 pages)

18 Witness: Assistant Deputy Attorney
19 General Juanita Dobson, Government of
20 Ontario
21 Counsel: Julian Roy, Government of
22 Ontario

23 **MR. JULIAN ROY:** Okay. And then the next
24 one is Tab K, which is L for counsel. What's that
25 document, please?

1 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2 **DOBSON:** That is the release -- sort of media release
3 related to all of the funds that were awarded, so it lists
4 all of the recipients.

5 **MR. JULIAN ROY:** Okay. And these are all
6 in relation to human ---

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** Yes.

9 **MR. JULIAN ROY:** --- projects to address
10 human trafficking.

11 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

12 **DOBSON:** Yes.

13 **MR. JULIAN ROY:** Is that right?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes.

16 **MR. JULIAN ROY:** Okay. Thank you.

17 **CHIEF COMMISSIONER MARION BULLER:** And that
18 to be marked as well?

19 **MR. JULIAN ROY:** Yes, please.

20 **CHIEF COMMISSIONER MARION BULLER:** Okay.

21 Exhibit 32 is Backgrounder Ministry of Community and
22 Social Services Ontario Funding Specialized Services for
23 Human Trafficking Survivors, September 28th, 2017, Exhibit
24 32.

25 **--- EXHIBIT NO. 32:**

1 Backgrounder "Ontario Funding
2 Specialized Services for Human
3 Trafficking Survivors," Ontario
4 Ministry of Community and Social
5 Services, September 28, 2017 (five
6 pages)
7 Witness: Assistant Deputy Attorney
8 General Juanita Dobson, Government of
9 Ontario
10 Counsel: Julian Roy, Government of
11 Ontario

12 **MR. JULIAN ROY:** Okay. Also under the
13 Provincial Anti-Trafficking Coordination Office, I want to
14 ask you about human trafficking liaisons. And,
15 Commissioners, that's at your Tab L and M for all parties.
16 Can you tell me what that is?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
18 **DOBSON:** Sure. So the Human Trafficking Liaisons are --
19 it's Indigenous organisations that are providing advice
20 and sort of support to Indigenous communities related to
21 human trafficking, but they're also providing important
22 liaison function to non-Indigenous service providers as
23 well, giving them better information around how to support
24 Indigenous people who come to those organisations too.

25 **MR. JULIAN ROY:** Okay. And this document

1 contains the -- in essence, the guidelines for what
2 services those will ---

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** M'hm.

5 **MR. JULIAN ROY:** --- liaisons will deliver?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

7 **DOBSON:** Yes, yes.

8 **MR. JULIAN ROY:** One more thing under
9 Provincial Anti-Trafficking Coordination Office I want to
10 ask you about and that's the human trafficker's --
11 trafficking survivor's table. Can you tell us what that
12 is?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Yeah, so ---

15 **CHIEF COMMISSIONER MARION BULLER:** Excuse
16 me. You can ask that after we mark the exhibit.

17 **MR. JULIAN ROY:** Oh, I'm sorry.

18 **CHIEF COMMISSIONER MARION BULLER:** It's
19 okay.

20 **MR. JULIAN ROY:** Getting ahead of myself.
21 Your counsel -- I can feel your counsel breathing down my
22 neck.

23 **CHIEF COMMISSIONER MARION BULLER:** It's
24 okay.

25 **MR. JULIAN ROY:** It's going to be okay?

1 **CHIEF COMMISSIONER MARION BULLER:** Like
2 we're told, when you have to -- when you're in a hurry you
3 have to slow down.

4 **MR. JULIAN ROY:** Yes.

5 **CHIEF COMMISSIONER MARION BULLER:** So ---

6 **MR. JULIAN ROY:** All right. I'll slow
7 down.

8 **CHIEF COMMISSIONER MARION BULLER:** Yeah.
9 Ontario's Strategy to End Human Trafficking Indigenous
10 Anti-Human Trafficking Liaison's Application Guides will
11 be Exhibit 33, please.

12 **--- EXHIBIT NO. 33:**

13 "Ontario's Strategy to End Human
14 Trafficking - Indigenous Anti-Human
15 Trafficking Liaison Application
16 Guidelines" (14 pages)
17 Witness: Assistant Deputy Attorney
18 General Juanita Dobson, Government of
19 Ontario
20 Counsel: Julian Roy, Government of
21 Ontario

22 **MR. JULIAN ROY:** Thank you. All right.

23 So I -- before I cut off the exhibit making
24 process, we were talking about the survivor's table, which
25 is ---

1 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2 **DOBSON:** Yes.

3 **MR. JULIAN ROY:** --- important. If you
4 could tell the Commissioners about that?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** Yeah, so the Provincial Anti-human Trafficking
7 Coordinating Office has put together a lived experienced
8 table, a survivor's table, made up of individuals
9 obviously who lived experience in human trafficking. That
10 includes Indigenous representation as well on that table.
11 The interesting thing about it is it's available to
12 government ministries that are working on human
13 trafficking initiatives or we provide services in that
14 area to go and talk to them and get advice and get input
15 on the work that we're doing.

16 So, for example, we -- the Ministry of
17 Attorney General, a couple of different areas have gone to
18 that table and with questions or to ask their advice.

19 **MR. JULIAN ROY:** Okay. The last thing I
20 want to ask you about, so there are other things that THE
21 Provincial Anti Trafficking ---

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23 **DOBSON:** Yes, yes.

24 **MR. JULIAN ROY:** --- Coordinating Office
25 does, but ---

1 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2 **DOBSON:** Can I talk about them fast?

3 **MR. JULIAN ROY:** Sure. Why don't you do
4 that?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** I'll be fast. So, one of the things is the human
7 trafficking help line. So I think this is really
8 important sort of across province helpline and it's
9 information referral for human trafficking specifically.
10 There's a lot -- there are other, you know, lines. People
11 can call the victim support line that we have. We have
12 the Talk for Healing line, which is Indigenous-led phone
13 help service for victims, but this is human trafficking
14 specific and it will refer people to other services. And,
15 of course, they have a strong role on public awareness and
16 also training.

17 **MR. JULIAN ROY:** Okay. On the public
18 awareness, now that we're here, is there an Indigenous-
19 specific awareness campaign ---

20 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21 **DOBSON:** Yes, there is.

22 **MR. JULIAN ROY:** --- that's in place?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** Yes, there is.

25 **MR. JULIAN ROY:** Okay. Can you explain

1 that, please?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** Yeah, so this -- the organization, the
4 Coordinating Office funded an Indigenous-specific public
5 awareness approach, and that included Indigenous
6 organizations being involved in the development of the
7 campaign, and also, an Indigenous organization will be
8 developing the campaign and delivering it. So it's all
9 Indigenous-led and delivered.

10 **MR. JULIAN ROY:** Okay. All right. So the
11 very last thing is legislative responses.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** M'hm.

14 **MR. JULIAN ROY:** If you could perhaps give
15 some highlights in terms of what Ontario has done
16 legislatively to try to respond to human trafficking?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18 **DOBSON:** So, as mentioned earlier, there had been a
19 private members bill by now Minister Scott introduced.
20 And the Government used that as a foundation, that
21 legislation and built on that and introduced the Anti-
22 Human Trafficking Legislation. That included a couple
23 things I just want to highlight.

24 One is the protection orders for human
25 trafficking victims. So this is important piece that's

1 included in the bill that has the opportunity for victims
2 or their family to come forward and request through the
3 courts a restraining order. And that can be for up to
4 three years. It does not require, you know, necessarily
5 that you've gone to police and laid charges. You are, you
6 know, concerned for your safety.

7 And what we've also done to support this,
8 because we know it's difficult to use this kind of
9 process, is we have a pilot right now with legal support
10 for people that is through my -- through the Office of the
11 Children's Lawyer, which is in my division. That office
12 is providing legal support and representation to people
13 who are bringing restraining order applications.

14 **MR. JULIAN ROY:** Okay. Thank you.

15 So there's some documents that will provide
16 some background on that, Chief Commissioner and
17 Commissioners. So at Tab N there's the public guide for -
18 - it's available to the public for applying for these
19 orders. And there's more detail on how they're
20 specifically tailored to address human trafficking and be
21 accessible. So if that could be made the next exhibit
22 that's ---

23 **CHIEF COMMISSIONER MARION BULLER:** Yes.
24 Human Trafficking Restraining Orders: How to Apply for a
25 Restraining Order Against a Trafficker will be Exhibit 34.

1 --- EXHIBIT NO. 34:

2 "Human Trafficking Restraining Orders
3 - How to apply for a restraining order
4 against a trafficker," Ontario
5 Ministry of the Attorney General,
6 2018, ISBN 978-1-4435-1410-1 (17
7 pages)

8 Witness: Assistant Deputy Attorney
9 General Juanita Dobson, Government of
10 Ontario

11 Counsel: Julian Roy, Government of
12 Ontario

13 **MR. JULIAN ROY:** And, Chief Commissioner,
14 just it's important that the public know that this is
15 available and they understand the process. I've got some
16 forms in here, and with your indulgence I would ask that
17 they be made exhibits as well. The first one is at Tab O.
18 And that's P for all counsel. That's the application form
19 for the restraining order.

20 **CHIEF COMMISSIONER MARION BULLER:** Yes,
21 Form 1, Application for a Restraining Order, Prevention of
22 and Remedies for *Human Trafficking Act 2017* is Exhibit 35.

23 --- EXHIBIT NO. 35:

24 Form 1 Application for Restraining
25 under the Prevention of and Remedies

1 for Human Trafficking Act (2017),
2 Ontario Court of Justice, Form PRHTA-
3 1-E 2018/01 (six pages)
4 Witness: Assistant Deputy Attorney
5 General Juanita Dobson, Government of
6 Ontario
7 Counsel: Julian Roy, Government of
8 Ontario

9 **MR. JULIAN ROY:** Yeah. And then the next
10 one is at Tab P. That's the general form for the
11 affidavit.

12 **CHIEF COMMISSIONER MARION BULLER:** Form 5,
13 Affidavit (General) dated Prevention of Remedies for *Human*
14 *Trafficking Act 2017*, Exhibit 36, please.

15 **--- EXHIBIT NO. 36:**

16 Form 5 Affidavit under the Prevention
17 of and Remedies for Human Trafficking
18 Act (2017), Ontario Court of Justice,
19 Form PRHTA-5-E 2018/01 (two pages)
20 Witness: Assistant Deputy Attorney
21 General Juanita Dobson, Government of
22 Ontario
23 Counsel: Julian Roy, Government of
24 Ontario

25 **MR. JULIAN ROY:** And then at Tab Q there's

1 the actual form of the restraining order.

2 **CHIEF COMMISSIONER MARION BULLER:** And then
3 Form 9, Restraining Order Prevention of and Remedies for
4 *Human Trafficking Act 2017* is Exhibit 37, please.

5 **--- EXHIBIT NO. 37:**

6 Form 9 Restraining Order under the
7 Prevention of and Remedies for Human
8 Trafficking Act (2017), Ontario Court
9 of Justice, Form PRHTA-9-E 2018/01
10 (four pages)

11 Witness: Assistant Deputy Attorney
12 General Juanita Dobson, Government of
13 Ontario
14 Counsel: Julian Roy, Government of
15 Ontario

16 **MR. JULIAN ROY:** Okay. And just so people
17 who are watching know that these are documents that can be
18 used to start a court process that could result in an
19 actual order against a human trafficker.

20 And then, lastly, at R, Ms. Dobson
21 mentioned legal supports that are available, government-
22 funded legal supports to assist people through this
23 process. Those are described briefly, albeit, at Tab R.

24 **CHIEF COMMISSIONER MARION BULLER:** Yes, the
25 document entitled "Free Legal Support for Survivors of

1 Human Trafficking," Ministry of the Attorney General will
2 be Exhibit 38.

3 **--- EXHIBIT NO. 38:**

4 Free Legal Support for Survivors of
5 Human Trafficking, Ontario Ministry of
6 the Attorney General (two pages)
7 Witness: Assistant Deputy Attorney
8 General Juanita Dobson, Government of
9 Ontario
10 Counsel: Julian Roy, Government of
11 Ontario

12 **MR. JULIAN ROY:** All right. So that brings
13 the examination to a close but for one last question that
14 I would like, with your indulgence, to ask Ms. Dobson.
15 And that is really a blunt question. Do we, in the
16 Ontario government, do we know enough about this? Keeping
17 in mind that government needs information to respond to
18 things, to design policy, to design practices, to know
19 where to put funding, do we know enough about this problem
20 to do a good enough job?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** Absolutely not.

23 **MR. JULIAN ROY:** Okay. And can you explain
24 that?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** Yeah. So, you know, this has been -- I think as
2 more and more awareness has been coming around this issue,
3 the entire government has been catching up, frankly.
4 Like, in terms of the strategy -- you know, our Indigenous
5 partners are at the joint working group, you know, if we
6 go back even to the 2007 consult, you know, strategic
7 directions and framework, we're talking about, you know,
8 human trafficking, the government had made, you know, a
9 few, sort of, forays into trying to address it. But, this
10 -- you know, as we have heard from other witnesses today,
11 it's a big issue we are trying to address from a victim
12 service perspective.

13 We are really in our, you know, early
14 stages of understanding what human trafficking victims
15 need to help them not just in the immediate aftermath of
16 the situation, but the longer term healing and journey
17 that they need to go into. And, some of those things are,
18 you know, things that are across different ministries who,
19 you know, their regular activities might not touch on
20 human trafficking. Like, they might be, you know, the
21 Ministry of Health who's, you know, responsible for mental
22 health reform, but not really thinking about it from, sort
23 of, a human trafficking perspective.

24 So, there's a lot of work still to be done
25 around what kind of information would be helpful for us to

1 design, sort of, future program and responses. But, I
2 think also understanding the reasons, the vulnerabilities
3 and the targeting of particular people, and how we can
4 address that is increasingly important for, again, all of
5 the various parts of government that need to step up and
6 make some efforts in that regard.

7 **MR. JULIAN ROY:** All right. Thank you very
8 much. Those are my questions for Ms. Dobson.

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
10 **DOBSON:** Thank you.

11 **MS. MEREDITH PORTER:** Thank you, Ms.
12 Dobson. Thank you, Mr. Roy. Chief Commissioner and
13 Commissioners, I'm noting the time is now nearly 12:30.
14 We went a little bit into the lunch break as per the
15 schedule, but I will seek your direction on taking a lunch
16 break now and for how long.

17 I would suggest that we already have quite
18 a long day and I do want to ensure that we don't cut too
19 much into the time for cross-examination for the parties
20 with standing, and we have also one more witness after the
21 lunch break to hear from. So, I would suggest a 45-minute
22 lunch break as opposed to a full hour.

23 **CHIEF COMMISSIONER MARION BULLER:** Okay.
24 Yes, 1:15 promptly, please.

25 **MS. MEREDITH PORTER:** Firm re-start at

1 1:15. Thank you. And, I have a couple of announcements
2 for the parties -- or, sorry, one announcement for the
3 parties with standing. If you are aware at this time that
4 you do intend to cross-examine the witnesses this
5 afternoon, if you wouldn't mind indicating that to my
6 colleague, Shelby Thomas, and that will brief -- that will
7 shorten our time for the verification process this
8 afternoon. So, if you are sure that you want to cross-
9 examine, please indicate so to Shelby Thomas over the
10 lunch break. She'll be in the party with standing room,
11 okay? Thank you.

12 --- Upon recessing at 12:30

13 --- Upon resuming at 13:23

14 **MS. MEREDITH PORTER:** ...Constabulary, and
15 counsel for Chief Boland is Mr. Philip Osborne. And,
16 prior to hearing from Chief Boland, I would ask that he be
17 sworn in by the Registrar.

18 **MR. BRYAN ZANDBERG:** Good afternoon, Chief
19 Boland. Chief Boland, do you swear to tell the truth, the
20 whole truth and nothing but the truth, so help you God?

21 **CHIEF JOE BOLAND:** I do.

22 ***CHIEF JOE BOLAND, Sworn:**

23 **MR. BRYAN ZANDBERG:** Thank you.

24 **MS. MEREDITH PORTER:** Thank you. And, Mr.
25 Osborne, you go right ahead.

1 --- EXAMINATION-IN-CHIEF BY MR. PHILIP OSBORNE:

2 **MR. PHILIP OSBORNE:** Thank you. Chief
3 Commissioner, Commissioners, elders, thank you for
4 inviting Chief Boland to participate. I hope that you
5 find his evidence helpful in this process.

6 Chief Boland will be referring to three
7 documents which we'll seek to introduce as exhibits in due
8 course; one is his biography, the corporate plan and the
9 activity report of the RNC.

10 We know that you are the Chief of the
11 police. Before we talk about the responsibilities of this
12 position, I'd like you to tell us a bit about your
13 background. You have provided us with a copy of your
14 biography, is this a fair and accurate biography?

15 **CHIEF JOE BOLAND:** It is.

16 **MR. PHILIP OSBORNE:** Chief Commissioner,
17 could this be entered as an exhibit, please?

18 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
19 39 is the Chief's biography.

20 --- Exhibit 39:

21 Biography of Chief Joe Boland (one
22 page)

23 Witness: Chief Joe Boland, Royal
24 Newfoundland Constabulary

25 Counsel: Philip Osborne, Government of

1 Newfoundland and Labrador

2 **MR. PHILIP OSBORNE:** Thank you. Without
3 reading your biography, can you tell us about your
4 background?

5 **CHIEF JOE BOLAND:** Sure. Before I start.
6 Chief Commissioner, Commissioners, elders, survivors,
7 ladies and gentlemen, it is a privilege for me to be here
8 today. I hope my evidence is helpful.

9 Just to let you know, I joined the RNC in
10 1983. I come from a family of 11 children, grew up just
11 in the east end of the city. Never dreamed I'd be here
12 today as Chief of Police. My background growing up was
13 really about community and it's about family, and I -- you
14 know, I'm very thankful for the -- for my parents and for
15 the values that they instilled in me as a young person.
16 And, I think I carried those right throughout my career.

17 When I joined the RNC, like many of our
18 young officers, I was on patrol services. I was quickly
19 recruited into community service because of my background
20 from volunteer work to the sports activities within our
21 community. That guided me throughout the next 36 years of
22 just about every facet of the organization, from being a
23 constable, a frontline worker throughout our patrol
24 division, our criminal investigation division, and then on
25 to supervisory work in the training division, which led me

1 now to -- and then I became an inspector, on to
2 superintendent and then to Chief of Police.

3 **MR. PHILIP OSBORNE:** Thank you. What are
4 your responsibilities as Chief of the RNC?

5 **CHIEF JOE BOLAND:** Many of the
6 responsibilities, I would say that for the most part, it's
7 for the operation and administration of the organization,
8 it's for training and the recruitment of our officers, and
9 it's for community engagement and really for the safety
10 and well-being of the communities, where the Royal
11 Newfoundland Constabulary is responsible for policing in
12 the Province of Newfoundland and Labrador.

13 **MR. PHILIP OSBORNE:** The RNC doesn't
14 provide policing throughout the whole province. Can you
15 tell us what areas of the province the RNC has
16 jurisdiction?

17 **CHIEF JOE BOLAND:** So, we're responsible
18 for the Northeast Avalon, Corner Brook Region, Labrador
19 City, Wabush and Churchill Falls.

20 **MR. PHILIP OSBORNE:** What do you believe is
21 the role of the police in the province?

22 **CHIEF JOE BOLAND:** The role of the police
23 in the province is really the safety of our communities
24 and our citizens. And, while I say that, I don't believe
25 that we're the only organizations that had that

1 responsibility. I believe we are part of a community of
2 very capable, caring, concerned residents about our
3 community, organizations as well. And, I think we're just
4 one of the many, and I think it's a web of organizations
5 and individuals.

6 And, if I could just quickly tell you that
7 I was appointed Chief of Police on July 4th, 2017. And,
8 it was overwhelming, quite frankly, with the response that
9 I got from our community. It was from many people that I
10 knew, but there were many people that I didn't know and
11 organizations who reached out to me and who wanted to make
12 our community a better place. And, it was quite humbling,
13 quite frankly, but it was refreshing as well.

14 And so, the challenge for me from that day
15 till this day is to find out where in our communities do
16 the police fit. Where should we lead, where should we
17 follow and where should we support?

18 **MR. PHILIP OSBORNE:** Thank you. You
19 provided copies of the Royal Newfoundland Constabulary
20 Corporate Plan and the activity report, and are you able
21 to speak about these documents?

22 **CHIEF JOE BOLAND:** I can.

23 **MR. PHILIP OSBORNE:** Chief Commissioner, if
24 I could first have the corporate plan entered as an
25 exhibit?

1 **CHIEF COMMISSIONER MARION BULLER:** Yes.

2 The Royal Newfoundland Constabulary Corporate Plan, 2018
3 to 2021, is Exhibit 40, please.

4 **--- Exhibit 40:**

5 Royal Newfoundland Constabulary
6 Corporate Plan 2018-2021 (26 pages)
7 Witness: Chief Joe Boland, Royal
8 Newfoundland Constabulary
9 Counsel: Philip Osborne, Government of
10 Newfoundland and Labrador

11 **MR. PHILIP OSBORNE:** And, could I also ask
12 that the activity report be entered as an exhibit?

13 **CHIEF COMMISSIONER MARION BULLER:** And then
14 the Royal Newfoundland Constabulary Activity Report,
15 2016/2017, is Exhibit 41, please.

16 **--- Exhibit 41:**

17 Royal Newfoundland Constabulary
18 Activity Report 2016-2017 (34 pages)
19 Witness: Chief Joe Boland, Royal
20 Newfoundland Constabulary
21 Counsel: Philip Osborne, Government of
22 Newfound-and-Labrador

23 **MR. PHILIP OSBORNE:** Chief, can you tell us
24 about this corporate plan?

25 **CHIEF JOE BOLAND:** I can, and I'd like to

1 share a story of, really, my thought process and my vision
2 in relation to the corporate plan.

3 I was very newly appointed as Chief of
4 Police when I read an article in the local paper, the
5 Telegram, and it was about an Indigenous woman who worked
6 at the St. John's Native Friendship Centre, who had come
7 to our provincial headquarters here in St. John's to
8 report an attempted sexual assault against her. She
9 showed up, she had marks on her body, she came in to tell
10 her story, and she was mistreated, she wasn't believed,
11 she was told, I guess, to leave without ever taking a
12 report.

13 You can't imagine how hurt I felt the day
14 that I read that article. The first thing I thought about
15 was this woman who showed up looking for help, looking for
16 help from an organization that really is what we should be
17 all about. I thought about the article itself and the
18 damage that it did to others, especially Indigenous
19 people, who would look to come forward to tell their
20 story.

21 I also thought about the many officers that
22 we have that work in our, you know, crimes against
23 children, or crimes against women, or sexual assaults, I
24 thought about some of them officers that work every day,
25 and sometimes don't sleep well at night from the stories

1 that they've heard, things that they've seen.

2 So, you know, when I -- when I was asked to
3 come today, I wanted to talk to you about what I feel is
4 the public confidence in policing, and how we can -- how
5 we can look to change public confidence in policing, and
6 how important it is in crimes against all our people, but
7 especially our Indigenous population.

8 So, I set out with regards to looking at
9 our corporate plan. One of the things that stood out to
10 me was the slogan that we used was "Safer Communities
11 Through Policing Excellence." What does that mean? What
12 does -- does that mean that these communities, our
13 communities that we police are only going to be as safe as
14 how good we become as a police service? I don't think so,
15 and it wasn't a message that many people had told me, when
16 they contacted me, they wanted to be part of this. So, we
17 changed that slogan to "Building Safe and Healthy
18 Communities Together."

19 I thought about words matter. I thought
20 about that officer and the damage that had been done to
21 this Indigenous woman and to public confidence in policing
22 that day. I thought about how often that it happens. And
23 so, it was important for me to make sure that we developed
24 core values within the organization that our officers saw
25 every single day. There was a lot of work that went into

1 the core values, some very talented and gifted and
2 committed people in the organization helped with the
3 development.

4 The core values were integrity, respect,
5 pride, professionalism and team work. And, I wanted to --
6 first of all, for any person that visited our
7 organization, that they would see that, that that's what
8 they should hold us to account for. And, every day that
9 we came to work, I wanted to make sure that it was on the
10 wall so that we were reminded daily of what our
11 responsibility was to the community and to the people that
12 we police.

13 From there, I wanted to make sure that
14 every single person in the organization, whether you were
15 a civilian employee or whether you were a uniformed
16 officer that you knew exactly what the Chief of Police and
17 the organization expected of you when you went to work.

18 I delivered a corporate plan. We have a
19 very young police service. We are perhaps the youngest
20 police service in Canada with approximately 300 of our
21 members with less than 14 years of policing experience.
22 So, it's important for me that they get proper training
23 and equipment, but it's also important for me that they
24 have confidence, and they come to work, and that they
25 understand and I understand that they're going to make

1 mistakes. But, not mistakes that speak to your core
2 values; not those mistakes. If you come to work and
3 you're trying your hardest to do the right thing, then I
4 think our supervisors and the Chief's office need to
5 support our officers. They're young. The issues that
6 we're talking about are very complex. They have a very
7 difficult job.

8 And, I tell them that. My role as the
9 Chief of this organization is to make sure that I do what
10 I can to give them the training, equipment and tools that
11 they need to do their jobs. But, in that same message, I
12 tell them that, "You cross the line and you go outside the
13 core values of the organization, the one that we spell
14 out, if you go outside the *Royal Newfoundland Constabulary*
15 *Act*," which also guides our conduct, "if you break the
16 rules of the *Criminal Code* of this country, then there is
17 no place in policing for you, and that you have to go find
18 another career."

19 And, I can tell you that when I deliver
20 that message internally, you can see almost to a person
21 people are saying, officers are saying, "It's about time."
22 But, I didn't just stop there. I had to make sure that
23 the community understood what we stood for as well, the
24 core values. The same presentation that I gave internally
25 to our organization, I gave externally to all our non-

1 profit organizations, to all our municipalities, to media.

2 I wanted to hold myself accountable as
3 well. And, I can tell you that if our officers cross the
4 line, if they step outside the core values of our
5 organization, if they mistreat people internally or
6 externally to the organization, then I will do what I can
7 to rid our organization of those people.

8 **MR. PHILIP OSBORNE:** Thank you. You
9 mentioned earlier the importance of recruiting. Can you
10 tell us if the RNC has specific recruitment efforts aimed
11 towards women and the Indigenous community?

12 **CHIEF JOE BOLAND:** We do. We -- our
13 recruiting changed this year. We're in a very small
14 market for recruiting. We compete with the Royal Canadian
15 Mounted Police and we compete with the military, basically
16 for the same type of recruit. We were tied into a
17 Memorial University program that required our -- you know,
18 people that came to our program that they would spend two
19 semesters, eight months, at Memorial before they would get
20 into a foundational training of four months, that they
21 would come to the RNC to be trained.

22 The issue with it was that we could find
23 people from the Avalon, the peninsula here, because they
24 could stay home, and they could go to Memorial, and they
25 could get their education. But, when we got past what we

1 call here the "overpass", when we got outside of rural
2 Newfoundland and into Labrador, then it became very
3 difficult for persons to leave and to come for economic
4 reasons, from away from their families. There were all
5 kinds of reasons that became a barrier for us to recruit
6 people.

7 So, we eliminated the requirement to go to
8 Memorial for eight months, and now what we require is one-
9 year post-secondary education. But, then we also went out
10 and reached into our community. Our police service should
11 be representative of our community. And, in all our
12 regions, we have significant populations of Indigenous
13 persons.

14 And so, we did individual sessions or
15 special sessions for Indigenous here on the Avalon. We
16 went to Corner Brook region as well, and we went to Goose
17 Bay and Labrador. And, the plan going forward is to reach
18 deeper into our communities. This was our first year.
19 We had a lot of success. We had many applications from
20 Indigenous persons interested in policing, but we can
21 still do more.

22 **MR. PHILIP OSBORNE:** This session is
23 focused on the tragedy of sexual exploitation, and sexual
24 violence, and human trafficking. I know that you want to
25 talk about internal training efforts and joint projects,

1 and we will get to that, but you're specifically asked to
2 speak today about Operation Northern Spotlight, so I'd
3 like to start there. Can you tell me about the operation?

4 **CHIEF JOE BOLAND:** So, Operation Northern
5 Spotlight, I think you heard earlier today, is an RCMP
6 program that is supported by police services across
7 Canada. So, we have -- we also support the program. We
8 started it in 2015, and it has continued till this day.

9 It's persons from our human trafficking
10 section that take part, also from our ICE unit that does
11 the intelligence with regards to persons that we target.
12 What we're looking for, really, in this program is to
13 identify children that may be at risk to trafficking, sex
14 trafficking, or to women that are being exploited in the
15 industry. So, it's not just you go out and just identify
16 anybody; it's intelligence that's gathered throughout the
17 year by the Integrated Child Exploitation Unit.

18 We took criticism, as you heard earlier,
19 and the criticism was perhaps fair. So, this year being
20 different, two female officers that normally -- it's done
21 at a hotel. They contact a person by way of -- usually I
22 think it's over the internet. The person comes to the
23 hotel, and it's two female officers that's there with a
24 person of experience, survivor, and also, a person from
25 the Blue Door Program.

1 **MR. PHILIP OSBORNE:** What is the Blue Door
2 Program?

3 **CHIEF JOE BOLAND:** So, the Blue Door
4 Program is a program under the umbrella of Thrive, and it
5 -- really, the Blue Door Program is about, you know,
6 allowing women to exit the sex work, giving them
7 opportunities and supports to exit.

8 **MR. PHILIP OSBORNE:** Do you know who has
9 avail of this Blue Door Program? Do you have any
10 information on that?

11 **CHIEF JOE BOLAND:** Yes. As a matter of
12 fact, I know that the numbers of people that have been
13 exposed to the Blue Door Program, they have a waiting
14 list. There's not enough room in the program for all the
15 people that want to come in to exit the sex trade. And, I
16 know that the Indigenous population is overrepresented in
17 that group.

18 **MR. PHILIP OSBORNE:** Okay.

19 **CHIEF JOE BOLAND:** Yes. So, one of the --
20 some of the criticisms, I guess, was one about, you know,
21 that night, there's an expectation that there would be
22 money that would be exchanged. And so, we funded the
23 program now to make sure that when the woman comes to meet
24 our officers, that they are given money so that there's an
25 expectation when they leave that we don't put the person

1 at risk.

2 You know, there's also that there's an
3 interrogation. So, that was the part of bringing somebody
4 in with lived experience and someone from the Blue Door
5 Program so that it's a conversation. It's not about
6 trying to interrogate.

7 **MR. PHILIP OSBORNE:** Can you tell the
8 Commission about training and development efforts within
9 the RNC particularly as it relates to violence prevention?

10 **CHIEF JOE BOLAND:** So, you know, like any
11 organization, we make sure that our officers are trained
12 in violence prevention. We do training in gender and
13 sexual diversity. We have an RNC Diversity Committee that
14 works hand in hand with the 2SLGBTQ community. I also do
15 training with First Nations individuals who -- you know,
16 for sexual and gender and spiritual identities to work
17 with those groups.

18 We're just beginning -- we touch on -- in
19 our training, in our peace model training and
20 interviewing, we touch on trauma-informed training, but it
21 doesn't go nearly far enough. So, we have -- this year,
22 we have partnered with the Journey Project, and the
23 Journey Project is the Public Legal Information
24 Association of Newfoundland and Labrador. They work in
25 conjunction with the Newfoundland and Labrador Sexual

1 Assault Crisis and Prevention Centre, and they will
2 deliver specific training for trauma-informed -- specific
3 trauma-informed training to our officers, and that is in
4 development stages, but this is certainly an area where we
5 indeed are training.

6 **MR. PHILIP OSBORNE:** What about cultural
7 sensitivity training within the RNC?

8 **CHIEF JOE BOLAND:** Yes. So, after the
9 incident that we experienced with regards to the
10 Indigenous woman that came to our headquarters building,
11 myself and Inspector Sharon Warren -- and Sharon is --
12 she's a liaison officer from our department with the St.
13 John's Native Friendship Centre. So, we visited the
14 centre and we spoke to the Indigenous woman that was
15 involved, and we also spoke to the president. And, we
16 talked about, you know, cultural diversity and policing
17 and having a better understanding of the issues with
18 culture and Indigenous.

19 And so, I asked that we set up training
20 sessions. They came first and gave training to senior
21 management within the organization. I felt that it was
22 critical that the people that lead and manage our
23 department that they had a better understanding and they
24 understood what kinds of training programs that were
25 available to our members.

1 And then we put it into our recruit program
2 training, and it's also built into our training day
3 program as we're going forward. It's still not in that
4 program, but it's going into the program. We have
5 training days for our patrol officers and first
6 responders. They have one day of training every six
7 months for -- to address these types of training.

8 **MR. PHILIP OSBORNE:** Is that the Knowledge
9 is Power Provincial Working Committee?

10 **CHIEF JOE BOLAND:** It is.

11 **MR. PHILIP OSBORNE:** Can you tell the
12 Commission about any joint projects or initiatives the RNC
13 is involved with particularly as it relates to violence
14 prevention?

15 **CHIEF JOE BOLAND:** So, we sit on many
16 committees in our organization. And so, Violence
17 Prevention Committee of Newfoundland and Labrador, Avalon
18 East District, again, Inspector Warren is the chair of
19 that committee. They're currently doing an initiative
20 talking about training boys and men in anti-violence.
21 It's a very similar one that you would see for the St.
22 John's Native Centre which Chris Sheppard is heading up.
23 And, it talks about, "I am a Good Man", and, again, it's
24 talking about training for boys and men so that they have
25 a better understanding of the damage that is being done by

1 boys and men in our communities.

2 We sit on committees for violence
3 prevention in Corner Brook West and also violence
4 prevention in Labrador. We're on the Newfoundland
5 Labrador Coalition Against Human Trafficking Committee.

6 **MR. PHILIP OSBORNE:** What's that committee?

7 **CHIEF JOE BOLAND:** So, the aim of it is to
8 help educate human trafficking through public awareness
9 and education, services trafficked persons' advocacies and
10 resources, and training support of law enforcement. What
11 I say about all of these committees that I'm going to
12 speak about today, and it goes back to how I feel as Chief
13 of Police of the RNC is that the issue that we have is
14 that we don't know because of the lack of confidence and
15 lack of trust that especially our Indigenous community has
16 in police. And, it's really, really at the root of what I
17 would like to see from our organization is to reach out
18 and to, you know, show that not only do we care, but that
19 we're going to do something about it.

20 So, again, when I go back and I think about
21 the corporate plan, and I think, you know what? You come
22 and you mistreat Indigenous persons, or any persons in our
23 community, that there's no place in policing. So, it's --
24 all of this is designed to build confidence so that we can
25 get a better understanding, and we can get people to come

1 forward and give us their information and make their
2 reports.

3 Intimate Partner Violence Unit. So,
4 Intimate Partner Violence Unit, we were given funding
5 through the Women's Policy Office to hire an analyst, a
6 crime analyst, and also an investigator. And, the crime
7 analyst -- so every report that comes in to any of our
8 officers in relation to domestic violence, intimate
9 partner violence, goes through the analyst. So, the
10 analyst looks at that work and gathers the information,
11 and then gets it connected to -- so it could be a domestic
12 violence call, but it also could be, you know, damage to a
13 vehicle. It could be malicious damage to a house. It
14 could be other areas which an officer in our Patrol
15 Division wouldn't see, but the Intimate Partner Violence,
16 they would pick up on it and then they would reach out to
17 the person who potentially is at risk and make them aware
18 that these files that are now connected and make sure that
19 our investigators are aware so that we get out in front of
20 these domestic violence issues before they ever become an
21 issue.

22 **MR. PHILIP OSBORNE:** And, does the analyst
23 look to address unconscious bias?

24 **CHIEF JOE BOLAND:** So, part of the
25 analyst's work is the reading of the report, is to look at

1 the way the report is written by our officers. And, in
2 some cases, it's unconscious biases that the officer
3 doesn't realize that they may be -- because of their own
4 personal situation, they could be going through a, you
5 know, divorce, a separation, whatnot. And so, we make
6 sure that we identify where there's unconscious bias and
7 that we address it with the supervisors and with the
8 members.

9 **MR. PHILIP OSBORNE:** And, with respect to -
10 - still on intimate partner violence, can you tell me
11 about any initiatives you have taken with the Indigenous
12 community, the RNC?

13 **CHIEF JOE BOLAND:** So, with the RNC, with
14 the Mi'kmaw Assembly in Newfoundland and Labrador that
15 delivered information related to intimate partner violence
16 at the Prevention of Violence Against Women Conference in
17 2016, continuously trying to reach out. But, again, I
18 will tell you that the underreporting of these, you know,
19 crimes that are against our Indigenous population hasn't
20 been easy.

21 Just this past week, we had a woman who
22 was, you know, in a relationship. And, we got a call from
23 a neighbour. We went. The woman didn't wish to speak to
24 police. Three small children, went to the Iris Kirby
25 House. We work with the St. John's Native Friendship

1 Centre to try to encourage the woman to come forward and
2 speak to our officers.

3 **MR. PHILIP OSBORNE:** Can you tell me about
4 the dancers and drummers of the New Dawn?

5 **CHIEF JOE BOLAND:** So, that's in Corner
6 Brook. You know, Corner Brook has a significant
7 population of Indigenous. And so, we have the drummers
8 and dancers of New Dawn, a violence program for Indigenous
9 youth in the Corner Brook Region. We have the Moose Hide
10 Campaign. It's a movement of Aboriginal and non-
11 Aboriginal people who stand up against violence towards
12 women and children. And, the Junior Police Academy called
13 Killdevil Academy in Corner Brook. Yes, We Can Project is
14 held by the Aboriginal Peoples Council. It's part of
15 research in gathering of Murdered and Missing Aboriginal
16 Women and Girls Inquiry. Caribou Legs. RNC members in
17 Corner Brook Region attend reception, smudging and taking
18 circles with Caribou Legs. And, it's all about trying to
19 build more of awareness and have our officers more
20 educated into, you know, the culture, the Aboriginal -- or
21 the Indigenous cultures.

22 We have -- we're on Living in Community
23 here in the city, and Living in Community really is about
24 sex work in the downtown area. It's an initiative that
25 was started by the City of St. John's. And, we sit on

1 that with many other organizations, including persons with
2 lived experience.

3 I personally sit on the Minister's
4 Committee on Violence Against Women and Girls. One of the
5 new initiatives that we're undertaking right now is called
6 "Third Party Reporting." It's not new to Canada, but it's
7 new to Newfoundland. And, that program, which I fully
8 embrace, is really about empowering women to come forward.
9 When we just talked about the lack of trust in policing,
10 the third party really in this is, you know, a person,
11 it's a woman or it's a girl who is not willing or doesn't
12 have trust in the police to come forward and give their
13 story or make their complaint to the police. And but it
14 allows them to go to a trusted third party. And so they
15 give their statement and sometimes there's evidence that's
16 taken. And the survivor's name is never put on the
17 report. The report is then registered with the police, so
18 we have the information.

19 So if, for instance, there was a -- you
20 know, several incidents involving the same suspect, then
21 we'd be able to go back through the third party to see if
22 the survivors were willing to come forward. With strength
23 in numbers sometimes we get survivors that will come
24 forward.

25 And or if we see, you know, that the same

1 suspect is involved in, again, multiple offences, then we
2 will set up operations so that we got the information.
3 And even though we don't know who the victim is, there's
4 no reason why we couldn't target the suspect beforehand.

5 So we're in the process that we're actively
6 pursuing third-party recording. It'll be -- it'll start -
7 - so I think there's going to be pilot throughout
8 different areas of the province, both St. Johns and the
9 Northeast Avalon will be one of the areas that we will
10 pilot the program.

11 **MR. PHILIP OSBORNE:** I just want to go back
12 to living in community just for one second. You're
13 working with sex workers and youth, trying to build trust
14 and confidence. Can you tell the Commission some of the
15 challenges you face in this regard?

16 **CHIEF JOE BOLAND:** Yeah, it really is
17 frustrating sometimes and challenging. You know, I can
18 sit in boardrooms with heads of departments and it's very
19 cordial. We get along. We have great ideas. I can reach
20 into our department. I have reached into the department.
21 I have workers from our Major Crimes section, Intimate
22 Partner Violence, Human Trafficking, the Sexual Assault
23 section, that have gone down and tried to work with
24 persons with lived experience, and reach out to women who
25 are -- the women who I'm talking about now are the most

1 vulnerable that are in our community as I see it -- and
2 trying to build that trust and it has been difficult.

3 And here's why it's so difficult is that at
4 2 o'clock or 2:30 in the morning when a resident calls our
5 department to make a complaint that there's a person in
6 the middle of the street, they could be exposing
7 themselves, it could be because of alcohol or drugs,
8 causing a disturbance, and the officer shows up, it's
9 there where the trust in police gets broken. There are no
10 supports really for the person that's that night in
11 crisis. The only option that officer has is to either
12 walk away or to arrest and detain and lock up the person.

13 And, you know, I sympathize with the
14 officers because they have a chief of police who has
15 publically said that incarceration is not the answer.
16 These are not -- it should not be considered justice
17 issues. And yet he has a person that's living in the
18 community and has the rightful and lawful, you know, to
19 have -- to enjoy their property just like all of us. And
20 so if the officer doesn't do something, there's a
21 complaint issue to the department. And if the officer
22 does do something it really, really flies against what
23 we've been telling the officers in our department that
24 these are not, you know, justice issues.

25 It's very simple and I guess this is the

1 frustrating part of it is that the simple is that there
2 should be no to low barrier shelters in this case. There
3 should be support. And, I mean, how do we build a
4 relationship when what's available to us just don't work?
5 And sometimes that's the frustrating part about policing
6 is that, at the end of the day, we're the ones -- we're
7 the last ones there. And when other organizations are not
8 funded properly, then, you know, we have to take a
9 position. And sometimes that position, whichever way --
10 whatever position you take there'll be controversy. And
11 I'll speak a little bit more to that when I talk about
12 mental health and addictions.

13 **MR. PHILIP OSBORNE:** Can you tell us about
14 some other programs, education in the schools?

15 **CHIEF JOE BOLAND:** So we deliver the
16 D.A.R.E. program, which is the Drug Abuse Resistance
17 Education. And that is delivered to every single student
18 in Grade 6 in our community. And while the program talks
19 about, you know, being able to identify and it gives you
20 certain skills in relation to resistance, really, it's a
21 program also that's designed to build confidence within
22 our policing community within our youth. And that starts
23 at Grade 6.

24 And we continue on to deliver the STRIVE
25 program to the Grade 8 students, which is a continuation

1 of building that relationship. And STRIVE stands for
2 Students Taking Responsibility in Violence Education.
3 Again, it's a program that's designed in response to
4 requests from schools for police to speak to students
5 about bullying and violence. Again, I said it's delivered
6 to all our Grade 8 students.

7 We just started the program with
8 relationships first. We have three of our officers that
9 have been trained, our community services officers trained
10 in relationships first. And the basis of that program is
11 that -- is to get away from thinking that it's all about
12 justice and to develop skills that allow people to resolve
13 conflict in a different way. And it's building those
14 kinds of skills that allow us -- even adults, talking to
15 adults, that when we have conflict that we build the
16 skills that allows us to resolve it without violence of
17 bullying or intimidation involved.

18 We just started a new program. We have a
19 Mounted unit here on the Northeast Avalon. It's -- we
20 decided that -- to team up with Stella's Circle and the
21 Avalon Equestrian Association to deliver equine therapy.
22 And, again, this is -- it's very new to us. We have one
23 of our officers that suffered from post-traumatic stress
24 disorder. She was a very gifted officer in our
25 organization who, quite frankly, because she was so gifted

1 she took on most of the hard files and suffered from post-
2 traumatic stress disorder. She left our organization for
3 two years and I wasn't sure she'd ever come back.

4 And she's back. We put her into the equine
5 therapy program. She's going to head up that program.
6 Again, very gifted, skilled and committed officer, so
7 we're excited about that program and where that can go.

8 And the basis for that program really is to
9 allow people to come down and to be around the animals.
10 It could be from brushing them down to cleaning out
11 stables, or just being around the horses so that they open
12 up to therapists and they can share their stories.

13 And also part of that whole new wellness
14 initiative here in the Avalon is with Government House and
15 with Lieutenant-Governor and she wants to expand that even
16 further to get into horticultural therapy as well.

17 **MR. PHILIP OSBORNE:** Are you engaging the
18 media to help raise awareness?

19 **CHIEF JOE BOLAND:** It's interesting in
20 relation to the media, as I said, you know, my role as the
21 Chief of Police is to find out where we fit. And what
22 I'll say is that the issues that we have in our
23 communities are so complex. It's not just on the police
24 or it's not on the Department of Health. It's on us all.
25 And that includes the media.

1 And I've engaged the media in other
2 initiatives. One was the traffic initiative that was here
3 on the Avalon. And the approach that we took with the
4 media is, look, we're not looking for the media to be our
5 friends. We're looking to the media to help us. We don't
6 expect the media to compromise their journalistic
7 integrity. We don't expect them to play special favours
8 and not report. Because as I told them, when they do
9 report on -- especially on this conduct of officers, then
10 that helps me. It doesn't hurt me, quite frankly.

11 What I found with the program that we did
12 with traffic, with the traffic initiative, the media are
13 very gifted. They're very creative. They have an
14 understanding of how to capture people's attention and get
15 the message across. And so we're going to enter into an
16 agreement. We just sat down with them recently. We're
17 going to open up our world to them without compromising
18 investigations, without compromising the people's
19 identity, but we're going to let them into our world and
20 let them see the difficulties that we face. And we're
21 going to work with them to deliver up messages, real
22 messages into our communities to bring about greater
23 awareness.

24 **MR. PHILIP OSBORNE:** You've -- I just
25 mentioned a moment ago that mental health and addictions

1 is a priority for the RNC. Can you explain?

2 **CHIEF JOE BOLAND:** It is. And I want to
3 share another story with you. And this was a story when I
4 was working on a Sunday morning and one of the supervisors
5 came in. It was a call on a Friday night where an 18-year
6 old Memorial University student went home. She was in
7 exam period. And she had a breakdown. She had a mental
8 health crisis breakdown. And the family, that have no
9 history with the police, this young girl had no history of
10 mental health. She simply had a mental health crisis
11 breakdown. They called 911 and the 911 operator hearing
12 the call and the disturbance in the background put the
13 call through to the RNC, to us. We sent two cars and a
14 supervisor to the call.

15 When we got into the residence, the young
16 girl was in the kitchen and her crisis escalated. She
17 came after one of our officers, she managed to grab one of
18 the officers. She ended up being put on the kitchen floor
19 to be handcuffed. While she was on the floor, she took
20 her face and she smashed it into the floor. Now, does
21 that sound like -- what we have was a health issue which
22 you can imagine where this call is now going.

23 So, our officers removed the young girl
24 from the home, with the mother screaming at the officer
25 saying, "If I had known, I would never, ever have called

1 the police." So, the supervisor was so upset -- so you
2 imagine -- so we end up going to the emergency department
3 at the health science centre and sitting in the emergency
4 department with this young girl handcuffed. Completely
5 treating her like a criminal. And, that was the way for
6 my career, quite frankly, that we treated calls of mental
7 health crisis in our communities. When families would
8 reach out to police, the response would be a uniformed
9 officer going in. And, if the person in crisis stated
10 that they were going to do self-harm or thoughts of
11 suicide, then we would have to search, handcuff and remove
12 the person from the home, and then sit in psychiatric
13 wards or emergency departments with two officers for
14 hours, really treating this person like a criminal.

15 And, it was that Monday morning that I said
16 I was the superintendent at the time. I listened to the
17 supervisor. And, I said, this has got to change. And, a
18 new change may be tough, but I knew it had to be done.
19 And, it took four years. It took four years to change it,
20 and it was a -- there was an all-party committee set up in
21 the province to look at mental health and addictions in
22 our province, and we weren't invited. The police wasn't
23 invited, oddly enough, to the committee, but I wrote and
24 asked if I could present. And, when I presented after a
25 45-minute presentation to the Minister of Health, Dr. John

1 Haggie, he asked me two questions. First, why are you
2 presenting on a health issue? And, secondly, I presented
3 on the Memphis model, which is the plain clothes response,
4 plain clothes officer with a health care provider in an
5 unmarked vehicle. And, he wanted to know how come it
6 wasn't done. And, I told him, I'm four years trying to
7 get it going. He said, "Do up the implementation plan, it
8 will be implemented." Six months later, we had that
9 program up and going. We have it here on the Northeast
10 Avalon. It's into Labrador City Region, and we will put
11 it into Corner Brook before the end of March, and my
12 understanding is that the RCMP will also implement that
13 program throughout the province.

14 So, it's -- you know, you just think about
15 the difference, the difference between the relationship
16 between health and justice and -- you know, that unit is
17 located right in our police station. I think we're the
18 only perhaps police service in the country that has it.
19 But now we give a health response, and our members that
20 are assigned to that, they're simply for the safety. But,
21 when you go every single day with health care providers
22 and professionals, you're going to learn a lot. You're
23 going to learn a lot more than you would in a two or
24 three-day mental health training program.

25 **MR. PHILIP OSBORNE:** Thank you. I realize

1 I've only got a minute or two left. You indicated to me
2 that you had some closing remarks that you'd like to make?

3 **CHIEF JOE BOLAND:** I'd just like to read a
4 statement, if I could, in closing. In closing, I would
5 like to emphasize the importance of public confidence in
6 policing and its direct impact on crime. When residents
7 lose confidence in their police service, they respond by
8 refusing to report crimes to the police. This leaves our
9 communities and residents more vulnerable and empowers
10 perpetrators to continue and even escalate their criminal
11 activity. Lack of confidence in police is a particularly
12 significant issue for Indigenous persons who, for decades,
13 have struggled with a police culture that lacks
14 sensitivity and awareness of both the strengths and the
15 challenges faced by the Indigenous persons within our
16 society.

17 As Chief of Police of the Royal
18 Newfoundland Constabulary, I recognize the needs for all
19 police service to continue to strengthen our relationship
20 with Indigenous persons and increase culture sensitivity
21 and awareness in our members through education, training
22 and positive goal-related partnerships.

23 The Royal Newfoundland Constabulary as a
24 police culture is in transition, and I firmly believe we
25 are headed in the right direction, though I recognize that

1 lack of trust, which has developed and been sustained over
2 many years, will take time to remedy.

3 The police are but one of many
4 organizations responsible for the health and safety of our
5 Indigenous population, and our role intersects with
6 support and supports the work of those other
7 organizations. The Royal Newfoundland Constabulary will
8 continue to work with our partners in the Indigenous
9 community, as well as all our community partners to remove
10 barriers and open communication and address factors which
11 have served to erode Indigenous person's confidence in the
12 police historically.

13 It will take time to build all the
14 necessary bridges and remove all the unnecessary
15 roadblocks, but I am confident that we will all be
16 enriched through the process. And, together, we will
17 benefit from enhanced public safety and a strengthened
18 community. Thank you for allowing me to come and speak
19 today.

20 **MS. MEREDITH PORTER:** Okay. Thank you.
21 Thank you, Chief Boland. And, thank you, Mr. Osborne.
22 Chief Commissioner and Commissioners, that completes the
23 testimony from the four witnesses on this first panel,
24 this first hearing panel. I would like at this time to
25 request a 15-minute break, so that the parties with

1 standing can attend the completion of the verification
2 process and we can move then into the cross-examination of
3 the witnesses.

4 **CHIEF COMMISSIONER MARION BULLER:** Sure.
5 Fifteen minutes.

6 **MS. MEREDITH PORTER:** Thank you. So, if
7 the parties with standing could attend their room
8 downstairs and confirm their intentions to cross-examine
9 and the order of cross-examination with my colleague,
10 Shelby Thomas, that would be great.

11 --- Upon recessing at 14:07

12 --- Upon resuming at 14:27

13 **MS. MEREDITH PORTER:** Thank you. If I
14 could ask everybody to take their seats and another
15 reminder to turn the ringers on your phones off. We'll
16 get started with the cross-examination of the witnesses.
17 Chief Commissioner and Commissioners, as you're aware,
18 participatory rights of the parties with standing includes
19 respectful cross-examination of witnesses who provide
20 testimony to the Inquiry. The time that parties are
21 allocated varies, so we do use a time clock in order to
22 keep a record of the time allotted to each party as they
23 come to the podium. And, there are two podiums, one on
24 the right and one on the left, and parties are invited to
25 pose their questions from either of the podiums.

1 The time that each party is given will be
2 put up on the time clock and will countdown to zero with a
3 green light showing while you have time left. Once you
4 have reached zero and your time is up, the clock will then
5 start to count up again, but the red light will be on and
6 that will be an indication of how much time, in fact, you
7 have gone over in your questions for the witnesses. So,
8 if it looks like you have time left, but the red light is
9 on, you have actually, in fact, gone over. So, I know
10 that that is a confusing way of keeping time, but that's
11 what we're presented with.

12 So, the first party that I'd like to invite
13 up to the podium is from the Assembly of First Nations.
14 And, questioning the witnesses on behalf of the Assembly
15 of First Nations is Mr. Stuart Wuttke, and Mr. Wuttke will
16 have ten and a half minutes for his questions.

17 **--- CROSS-EXAMINATION BY MR. STUART WUTTKE:**

18 **MR. STUART WUTTKE:** Good afternoon. My
19 name is Stuart Wuttke. I'm general counsel with the
20 Assembly of First Nations. I would like to thank you for
21 coming here. Before I start my questioning, I would like
22 to acknowledge the territory of the Mi'kmaw peoples.

23 The first questions I'll ask is to -- for
24 you, Assistant Commissioner Crampton. You mentioned that
25 human trafficking is underreported. Would it be safe to

1 say that a large part of that is a result of mistrust
2 First Nations people have with police forces?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
4 think it would be fair to say that some of it certainly is
5 as a result of that.

6 **MR. STUART WUTTKE:** And, you also mentioned
7 that -- I mean with respect to the underreporting and the
8 quality of data that's available, is the RCMP undertaking
9 any qualitative research at this time on human
10 trafficking?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Not currently, not since the last threat assessment that I
13 mentioned, Project Safekeeping. But, going forward, that
14 is certainly something that will be considered by the
15 Human Trafficking Coordination Centre as we continue to
16 revitalize the unit, and do more hiring into the unit and
17 look at what initiatives we need to take on now.

18 **MR. STUART WUTTKE:** And, do you have any
19 time frames of when this research may begin?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 No, I'm sorry, I wouldn't at this time.

22 **MR. STUART WUTTKE:** Okay, thank you. And,
23 with respect to the research that may be undertaken, will
24 there be a specific First Nation focus on human
25 trafficking?

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 Yes. I would say anything that we take on going forward
3 in terms of the initiatives that I have outlined, such as
4 renewing policy, looking at our national strategy,
5 renewing our posters, the toolkits, all of that will
6 incorporate an Indigenous opinion and perspective. And,
7 we have several ways of doing that, if I may address that.

8 **MR. STUART WUTTKE:** Sure.

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In
10 each of our provinces, we have a Commanding Officers
11 Aboriginal Advisory Committee. As well, the Commissioner
12 has a Commissioner's Advisory Committee, and we also have
13 a Circle of Change, which incorporates Indigenous
14 perspectives from right across the country, and that group
15 has been in place since 2016 and has provided some very
16 valuable guidance and information with regard to missing
17 persons. And so, I can see that as a great venue for us
18 to take any new policy or any new initiatives, and receive
19 some perspective from there as well. So, we have several
20 different avenues in addition to the organizations that
21 exist as well.

22 **MR. STUART WUTTKE:** All right, thank you.
23 And, moving on to training, this Inquiry has heard about -
24 - quite a bit about the role of Child and Family Services
25 and, you know, the vulnerability it imposes on young First

1 Nations children and teenagers. As far as the training
2 that's being developed by the RCMP, is there any efforts
3 to reach out to teens and First Nation children that have
4 been apprehended by the Child and Family Services system?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Not that I'm aware of at this point. Any of the human
7 trafficking training is not done in conjunction with the
8 Child and Family Services, the two training programs that
9 I mentioned. More of our domestic violence programs are
10 done in conjunction with those particular units.

11 **MR. STUART WUTTKE:** Any training for
12 potential foster homes or group homes in human
13 trafficking?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Yes, those are some of our target areas in terms of
16 providing guidance and information and awareness.

17 **MR. STUART WUTTKE:** To the group homes or
18 to the foster homes, or both?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Sorry, more to group homes, yes.

21 **MR. STUART WUTTKE:** So, for foster parents,
22 you don't offer much training, would that be safe to say?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It
24 would only be in a public venue, but that's a very good
25 idea and a very good suggestion.

1 **MR. STUART WUTTKE:** All right, thank you.
2 You also mentioned that many victims in human trafficking
3 don't realize they were being exploited. Would you also
4 agree -- or basically would you agree that a child that
5 has been removed from their homes, from the communities,
6 from loving families, also removed from their culture,
7 really grow up with unique vulnerabilities that other
8 First Nations children may not have?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
10 Yes, I would agree with that.

11 **MR. STUART WUTTKE:** And, would you also
12 agree that a child that's devoid of their cultural roots
13 and their identity puts them more at risk for human
14 trafficking?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 Yes, because I think they're in a situation that's unknown
17 to them, and they maybe don't have the same supports that
18 they would if they were in their community and with their
19 culture.

20 **MR. STUART WUTTKE:** And, living in a foster
21 home with uncaring guardians would also contribute to that
22 vulnerability to human trafficking, hooking up with other
23 individuals, would that be safe to say?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 Absolutely. Yes.

1 **MR. STUART WUTTKE:** You also mentioned that
2 the RCMP have developed posters, trainer training products
3 and other products for individuals. How effective is that
4 to, you know, young First Nations individuals, young
5 teenagers who may see the poster but generally don't pay
6 attention?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
8 Generally, the posters are presented in conjunction with a
9 training program. So, the toolkits are sent to various
10 groups and presented to youth in schools, or youth in
11 communities, or at various events, conferences. And so,
12 it's not just that the poster is necessarily there, but
13 it's presented in conjunction with other information as
14 well.

15 **MR. STUART WUTTKE:** Okay, thank you. And,
16 with respect to human trafficking itself, how does the
17 RCMP deal with victims where they're taken to the United
18 States or other countries?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
20 So, we have a Liaison Officer Program that we have members
21 posted all around the world in various locations and we
22 work with those liaison officers who assist as they -- as
23 the title is, a liaison with other agencies around the
24 world, which help us to work with other police agencies.

25 **MR. STUART WUTTKE:** Okay, thank you. And,

1 with respect to First Nations victims in their reporting,
2 we have heard time and time again there are a number of
3 court cases that deal with the negative inferences First
4 Nations have, especially when, you know, police reports or
5 Crown prosecutors refer to Native people as "the Natives",
6 "prostitutes", all these other labels. Given the
7 labelling that takes place, how does that impact on actors
8 within the first -- I mean, actors within the police
9 forces dealing children that are in youth in trafficking?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 I'm sorry, I don't know that I understand your question.

12 **MR. STUART WUTTKE:** Let me rephrase it.

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Sorry.

15 **MR. STUART WUTTKE:** Right now, there's
16 quite a bit of labelling that happens with First Nation
17 individuals.

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Okay.

20 **MR. STUART WUTTKE:** So, if they're labelled
21 as a Native person, if they're labelled as a prostitute
22 and those other type of labels, how likely is it that
23 there would be really dedicated efforts to assist these
24 individuals?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I

1 would like to think that the labelling is going away. I
2 know what you're saying, and I agree, the labelling has
3 existed, but I would like to think that we're taking steps
4 to make sure that we're eradicating that type of dialogue
5 and that type of talk within our agencies. And,
6 regardless of who the victim is or the survivor is, we
7 need to provide fair and impartial policing. So, that's
8 something that's taught right from the time someone joins
9 the RCMP until -- all throughout their service. It's part
10 of our service standards, and it's engrained in how we
11 operate.

12 **MR. STUART WUTTKE:** Thank you. And, that
13 question is for both yourself, Commissioner Crampton, and
14 also Inspector Chalk, you both talked about a level of
15 mistrust that First Nation individuals have with the
16 police and how this is effectively -- acts as a barrier in
17 dealing with human trafficking. How does one reconcile
18 the fact that many First Nations people have negative
19 contacts with the police? I mean, there's
20 overrepresentation of offenders, there's overcharging,
21 there's being charged with more serious offences. Many
22 children see their parents mistreated by police officers.
23 I mean, there's a whole lifetime of negative interactions
24 with the police officers.

25 And, on the other hand, you want

1 individuals to come forward to trust police. And, really,
2 there's that discriminatory -- I mean, discriminatory
3 aspect that the police forces are trying to eliminate, how
4 does one essentially deal with these conflicting ---

5 **INSPECTOR TINA CHALK:** Thank you. For us,
6 as I spoke to, is that positive engagement process. So, I
7 talked about the Missing Person Awareness Day for example.
8 I think that sometimes it's a one-on-one process. I know
9 it's a huge issue, but I can say, even when I was in
10 Manitoulin last week, I spoke to a lady there, and she had
11 some very negative comments towards the OPP that she
12 expressed, but we were able to sit down and actually speak
13 to them. And, I'm not -- I don't know that I convinced
14 her, but I certainly had an opportunity to give her an
15 insight to an officer who does care. And, I think we have
16 to do that more. We have to make sure that that
17 engagement happens so that they see that the officers are
18 compassionate.

19 **MR. STUART WUTTKE:** Thank you. So, the
20 next question will be for yourself, Inspector Chalk. Now,
21 you talked about policing in northern areas and
22 interacting with the First Nation police forces in
23 northern Ontario and other places. Many of the First
24 Nation police forces only offer frontline services, are
25 you aware of that?

1 **INSPECTOR TINA CHALK:** I am aware of that.

2 **MR. STUART WUTTKE:** And, are you also aware
3 that many First Nation police forces are not considered an
4 essential program or an essential service?

5 **INSPECTOR TINA CHALK:** Yes.

6 **MR. STUART WUTTKE:** And, as a result, they
7 don't have funding to have sexual assault units, gang
8 units or other dedicated units?

9 **INSPECTOR TINA CHALK:** Correct. And, that
10 is a very large problem.

11 **MR. STUART WUTTKE:** Would you support our
12 recommendation that First Nation police agencies be
13 provided or designated as essential services and provided
14 with appropriate funding?

15 **INSPECTOR TINA CHALK:** Absolutely.
16 Anything that can assist any police officer in Ontario to
17 understand these things and -- especially officers,
18 absolutely. And, we, in the OPP, we support First Nations
19 police services by doing those cases and assisting them
20 and a lot of training, but, absolutely, anything to make
21 anyone better in policing.

22 **MR. STUART WUTTKE:** All right. Thank you.
23 I ran out of time. Thank you.

24 **MS. MEREDITH PORTER:** Thank you. The next
25 party I would like to invite to the podium is from

1 NunatuKavut Community Council, Mr. Roy Stewart will have
2 five and a half minutes for questioning.

3 **--- CROSS-EXAMINATION BY MR. ROY STEWART:**

4 **MR. ROY STEWART:** Good afternoon, everyone.
5 Before I start, I would just like to, same as Stuart just
6 did, acknowledge the Mi'kmaq territory that we're on and
7 give thanks to them.

8 So, I'm Roy Stewart, fortunate enough to be
9 here representing the NunatuKavut Community Council, which
10 is the representative organization for approximately 6,000
11 Inuit peoples in central and southern Labrador, so not too
12 far from where we are today. And, my questions this
13 morning are for you, Assistant Commissioner Crampton.

14 This morning, you explained how predators
15 may use the internet as a tool, whether it's social media,
16 such as Facebook, or Instagram, or Kijiji or whatnot, as a
17 means of recruitment for sexual exploitation. And,
18 related to this online presence, we had heard at a
19 previous hearing the need for online support systems for
20 Indigenous 2SLGBTQA youth who don't necessarily have
21 support systems in their own northern or remote
22 communities.

23 So, after listening to you this morning and
24 reading the materials provided, these online support
25 networks that these Indigenous youths are encouraged to

1 access or seek out, almost seems like this is just another
2 avenue for potential predators to utilize. And so, I was
3 just wondering, in your work, has this specific issue
4 relating to the online presence of these specific
5 Indigenous youths and potential sexual exploitation?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
7 can't speak to that specifically, in terms of specific
8 cases. But, I certainly see what you're saying, that
9 there would be potential for exploitation. However, in
10 today's world, that's certainly an avenue where youth are
11 very comfortable communicating, so I think there's pros
12 and cons to having online support. Online support is more
13 comfortable for the youth versus -- I mean, I think it's a
14 matter of education I guess, to make sure that they are
15 safe while using the internet, but providing that type of
16 access would be very valuable.

17 **MR. ROY STEWART:** So, if these Indigenous
18 youth are -- continue with this method of -- or the
19 support network mechanism, do you think that that's an
20 area or an avenue that the RCMP should be specifically
21 focusing on as -- in addressing trafficking and sexual
22 exploitation?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We
24 do through social media. There's, you know, social media
25 messaging that goes out at certain times of the year, when

1 we have different campaigns on the go right across the
2 country. So, that's one way we connect with youth, but it
3 would be a good idea, perhaps, to be engaged. And, I
4 don't know if they would want us to be part of the support
5 network, but certainly to be providing advice there and
6 maybe being engaged in an avenue like that would be a good
7 benefit.

8 **MR. ROY STEWART:** Okay. My next question
9 is related to Exhibit 5, the Domestic Human Trafficking
10 document. At page 17 of that document, it just details
11 locations where victims are often targeted, and included
12 in those are youth drop-in centres, shelters and group
13 homes, and it identifies these areas as an emerging trend
14 where people are targeting. And, I was just wondering, is
15 there a process in place for Indigenous communities and
16 the RCMP to collaborate regarding the training and
17 education on the, I guess, signs and indicators of any
18 sexual exploitation or trafficking that may be potential
19 or have occurred with youth in those settings?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Absolutely. As I mentioned, going forward, that's an area
22 that we're looking at in ways of collaborating. We've
23 also talked about having an elder be able to assist the
24 National Coordination Centre and be there as a support for
25 the centre and someone that we could go to in addition to

1 the Circle of Change, as well as the various other
2 Aboriginal committees that we have across the country.

3 So, I see a lot of opportunity there.
4 Plus, of course, there's the national groups that we can
5 speak to and look to for guidance. I think there's a lot
6 we can learn there.

7 **MR. ROY STEWART:** Okay. So, just for the
8 NunatuKavut Community Council for example, they're not
9 represented by any of the national Inuit organizations.
10 So, when you speak of, like a national ---

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Okay.

13 **MR. ROY STEWART:** --- approach, under that,
14 would there be regional dialogue or regional partnerships
15 or agreements that groups such as the Inuit of NunatuKavut
16 could be channelled through?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
18 Yes, absolutely. We have connections in each one of our
19 provinces and territories that we would be looking to
20 speak to to find out who they partner with, and from
21 there, I'm certain it would touch your community as well.

22 **MR. ROY STEWART:** Perfect. Thanks. I'm
23 nearly out of time, so I'll let the next person come up.
24 Thank you.

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Thank you.

2 **MS. MEREDITH PORTER:** Thank you. The next
3 party I would like to invite to the podium is from
4 Pauktuutit Inuit Women of Canada, et al. I would like to
5 invite Beth Symes, and Ms. Symes will have seven and a
6 half minutes.

7 **--- CROSS-EXAMINATION BY MS. BETH SYMES:**

8 **MS. BETH SYMES:** Thank you. Good
9 afternoon. I'd like to acknowledge being present on the
10 Mi'kmaq territories and to thank Sarah for tending the
11 qulliq today.

12 My questions really will be to Assistant
13 Commissioner Crampton and to Inspector Chalk, and I will
14 ask questions about human trafficking of Inuit women and
15 girls. I, sort of, wished that we had heard the witnesses
16 from panel 2 before I got to ask you these questions
17 because they will talk about lived experience and the
18 problems of trafficking in Ottawa, and other areas. But,
19 without that, let me try and do it through some reports.

20 Last week, I sent to your counsel reports
21 with respect to Inuit, and I understand that they were
22 sent onto you. The first one is Understanding the Needs
23 of Urban Inuit Women, the final report of Pauktuutit,
24 April 2017. Have both of you read that report?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, I have.

2 MS. BETH SYMES: Okay. And, able to answer
3 questions generally about it?

4 ASSISTANT COMMISSIONER JOANNE CRAMPTON: I
5 assume.

6 MS. BETH SYMES: I'm going to ask that that
7 be the next exhibit, please.

8 CHIEF COMMISSIONER MARION BULLER: Do we
9 have a copy?

10 MS. MEREDITH PORTER: Yes, I believe that
11 they were sent out electronically.

12 MS. BETH SYMES: Could you hold the time,
13 please?

14 MS. MEREDITH PORTER: If we could just hold
15 the time -- yes, hold the time for a moment, please.

16 CHIEF COMMISSIONER MARION BULLER: But, do
17 we have a hard copy to mark?

18 MS. MEREDITH PORTER: Registrar? Yes.

19 CHIEF COMMISSIONER MARION BULLER: I should
20 have known he'd have one. Okay. So, the Understanding
21 the Needs of Urban Inuit Women will be Exhibit 42, please.

22 --- EXHIBIT NO. 42:

23 "Understanding the Needs of Urban
24 Inuit Women - Final Report,"
25 Pauktuutit Inuit Women of Canada,

1 April 2017 (46 pages)
2 Witnesses: Assistant Commissioner
3 Joanne Crampton & Inspector Tina Chalk
4 Counsel: Beth Symes

5 **MS. BETH SYMES:** Thank you. And the second
6 report I sent was Trafficking of Aboriginal Women and
7 Girls. This is a report dated May 2014 of the Red Willow
8 Consulting Inc., Dr. Eve Allen and Peggy Kampouris, K-A-M-
9 P-O-U-R-I-S, and it's prepared for the Public Safety
10 Canada. Both of you have read that?

11 **INSPECTOR TINA CHALK:** Yes, I have.

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Yes, I have.

14 **MS. BETH SYMES:** And able to answer
15 questions?

16 **INSPECTOR TINA CHALK:** Yes.

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 Yes.

19 **MS. BETH SYMES:** Could it be the next
20 exhibit, please?

21 **CHIEF COMMISSIONER MARION BULLER:** Yes,
22 Trafficking of Aboriginal Women and Girls 2014 is Exhibit
23 43, please.

24 **--- EXHIBIT NO. 43:**

25 "Trafficking of Aboriginal Women and

1 Girls," report prepared for Research
2 and Analysis Division - Community
3 Safety and Countering Crime Branch,
4 Public Safety Canada, May 2014, ISBN
5 978-1-100-23756-5 (82 pages)
6 Witness: Assistant Commissioner Joanne
7 Crampton & Inspector Tina Chalk
8 Counsel: Beth Symes

9 **MS. BETH SYMES:** And as I've said, I'm
10 going to focus in on Section 9.3, which is called "The
11 North."

12 Now I want to begin by saying that these
13 reports suggest that trafficking of Inuit women and girls
14 occurs in several different ways. And first of all, Inuit
15 women and girls who relocate south, like, to Ottawa from
16 say the Eastern Arctic, or to Winnipeg and Edmonton from
17 the Western Arctic. Is that your understanding as well?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
19 Yes, it is.

20 **MS. BETH SYMES:** Second, that there are
21 Inuit girls, perhaps women, who are lured south from their
22 community in Inuit Nunangat. Is that the second group?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
24 Yes.

25 **MS. BETH SYMES:** And the third group then

1 is that Inuit girls who are aging out of care and are then
2 at risk in a southern community.

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Yes.

5 **MS. BETH SYMES:** Am I correct? Okay. I
6 don't think I'll have time to do the first one, so I'll
7 concentrate on the second and third. First of all, in
8 terms of Inuit girls living in a small northern community,
9 let's just take Hall Beach in Nunavut, and they are lured
10 south, is that generally by someone from their community
11 or associated with their community?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Did you want to answer?

14 **INVESTIGATOR TINA CHALK:** My belief is that
15 it's not. It would be from someone outside of their
16 community. Sometimes this can happen -- human trafficking
17 can be inter-family related, but I think what I've read
18 that you gave us it would be more in respect to someone
19 outside of their community.

20 **MS. BETH SYMES:** And so that person sends
21 to the north essentially an electronic plane ticket and
22 that is the way that that, let's say, young Inuk girl gets
23 to Ottawa; is that correct?

24 **INSPECTOR TINA CHALK:** I think there could
25 be many ways. That could be one or they could come here

1 for -- come there for medical reasons or other ways and
2 end up there and be trafficked as a result of being in a
3 different location, which I had spoke about earlier.

4 **MS. BETH SYMES:** Now, Assistant
5 Commissioner Crampton, for the RCMP that has jurisdiction
6 over policing in Nunavut, how would the police become
7 aware that that young girl was at risk?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
9 would hope that the family would report the person missing
10 and that would start or prompt an investigation from that
11 point. We would then work with the police of jurisdiction
12 if we had an idea where that child has gone to, looking
13 through, you know, emails and going through to see what
14 type of communication took place before they disappeared.

15 **MS. BETH SYMES:** And, Inspector Chalk, just
16 moving the story along. The girl arrives in Ottawa and is
17 it your evidence that she may be trafficked not only in
18 Ottawa, but into the Greater Toronto area and say even the
19 Golden Horseshoe and further south?

20 **INSPECTOR TINA CHALK:** Yes.

21 **MS. BETH SYMES:** And so as this is handed
22 off from the RCMP as a question of missing or unaccounted
23 for to now being trafficked in southern Ontario, how can
24 this chain, which is pretty wide, huge distances across at
25 least three different or four police jurisdictions, how

1 can you follow this young woman?

2 **INSPECTOR TINA CHALK:** So I think the
3 interception as we spoke about teaching officers, the
4 understanding of if there's a traffic stop, if there's a
5 noise complaint at the hotel, so that they recognize and
6 then look at it further and they actually engage with that
7 young person and then they would determine they were
8 missing, for example. So that's the push to make sure
9 that the officers are looking past what the incident might
10 be, but actually engaging with that person, because that's
11 actually a great example as to why they would then figure
12 out they are missing, for example.

13 **MS. BETH SYMES:** Okay. I'm just thinking
14 about this Inuk girl. Let's suppose she's under 16,
15 sitting in the back car, back seat of this car. I just
16 don't understand how your process is going to in any way
17 feel safe to her to disclose, sitting in the back seat of
18 a car, to a police officer, a person in authority, in a
19 foreign city, et cetera, how is she ever going to feel
20 safe enough to disclose?

21 **INSPECTOR TINA CHALK:** Absolutely
22 challenging for her, for sure. So we try our best to
23 build a rapport, put her separate from the car, so take
24 her to our own car, and speak to her in a way that you're
25 there to help and ensure the safety, not as in an

1 enforcement type of situation. Ask her questions to
2 determine whether you feel this is -- could be what's
3 happening to her. And sometimes there's very obvious
4 indicators that could come out, and then offer that
5 support. So absolutely try our best to make her feel
6 comfortable in an uncomfortable circumstance.

7 **MS. BETH SYMES:** And to both of you, this
8 one example, does it illustrate then that the numbers that
9 you have presented to us today, which are relatively
10 small, really under-represent really by a large number the
11 actual number of Inuit women and girls that are being
12 trafficked?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
14 That's our estimation, yes. It's very under-
15 representative.

16 **INSPECTOR TINA CHALK:** I agree as well.

17 **MS. BETH SYMES:** Thank you. Those are my
18 questions.

19 **INSPECTOR TINA CHALK:** Thank you.

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Thank you.

22 **MS. MEREDITH PORTER:** Thank you.

23 The next representative I'd like to invite
24 to the podium is from Eastern Door Indigenous Women's
25 Association, Natalie -- Ms. Natalie Clifford will have

1 five-and-a-half minutes.

2 **--- CROSS-EXAMINATION BY MS. NATALIE CLIFFORD:**

3 **MS. NATALIE CLIFFORD:** Good afternoon.
4 Natalie Clifford, Eastern Door Indigenous Women's
5 Association. And welcome to Mi'kma'ki. Thank you for
6 your evidence this morning.

7 I'm going to start with Chief Boland. I'm
8 curious about the Blue Door project. When a
9 representative from the police goes with a Blue Door
10 representative to talk to a woman who is suspected of
11 being trafficked, so is this primarily or only in St.
12 Johns?

13 **CHIEF JOE BOLAND:** Blue Door program is in
14 St. Johns and I'm not sure about the process. The
15 complaint that we had was that the people were being
16 interrogated. And so we wanted to make that experience
17 more welcoming and open and more of a conversation. So it
18 was a representative from Blue Door and also a person with
19 lived experience that would accompany the officers.

20 **MS. NATALIE CLIFFORD:** Okay. Can you speak
21 to the program at all?

22 **CHIEF JOE BOLAND:** Well, that basically --
23 the program gets -- it's combined with the ICE unit. So
24 the ICE unit does the intelligence, so the goal of ICE is
25 to identify potential young girls or women who would be

1 exploited.

2 **MS. NATALIE CLIFFORD:** So maybe if you
3 can't answer, then just let me know, but I'm curious about
4 what happens to when a woman is identified and then
5 willingly saved from the exploitive situation, what
6 happens to her next?

7 **CHIEF JOE BOLAND:** So that's what the Blue
8 Door does exactly.

9 **MS. NATALIE CLIFFORD:** Okay. So ---

10 **CHIEF JOE BOLAND:** So she gets supports.
11 The Blue Door representative is there to offer the
12 supports that are needed to get her out of the sex trade.

13 **MS. NATALIE CLIFFORD:** And perhaps send her
14 to a safe house? Is that among ---

15 **CHIEF JOE BOLAND:** I don't have all of the
16 ---

17 **MS. NATALIE CLIFFORD:** Okay.

18 **CHIEF JOE BOLAND:** --- information as to
19 what they do, but that's the requirement or that's the
20 reason for the Blue Door representative to be there.

21 **MS. NATALIE CLIFFORD:** So as an aspect of
22 this project is that it necessarily relies on other
23 agencies that are not within the purview of police
24 jurisdiction; correct?

25 **CHIEF JOE BOLAND:** Absolutely.

1 **MS. NATALIE CLIFFORD:** Okay. Thank you.

2 Inspector Chalk, just on your evidence
3 about the challenges that you identified with the various
4 regions within Ontario, because Ontario is a very big
5 place, I wonder whether -- I mean, so in the east coast we
6 know that a lot of women who are recruited and are
7 trafficked are brought along that chain. And we hear
8 about, for an example, women and girls being recruited in
9 the Halifax area and taken through Quebec -- New
10 Brunswick, Quebec and to Ontario, knowing, from what I've
11 heard that, you know, if you end up in Thunder Bay or
12 Niagara Falls you're not to be heard of again. This is
13 the evidence that I've heard from women in our region. So
14 I wonder having -- you know, being responsible for this
15 and having this specialized unit in Ontario and
16 identifying the gaps, are you working with agencies and
17 police along that chain to identify and help sort of get
18 at the root of the recruitment?

19 **INSPECTOR TINA CHALK:** So that is a piece
20 of the strategy piece, the fact that all those police
21 services that I spoke to you about, the 35 that we're all
22 speaking to one another and noticing those trends. And,
23 when they're OPP incidents, we have an analyst who's
24 looking at all of those type of cases to exactly find that
25 type of thing.

1 And then in respect to training, that's
2 that Interdiction for the Protection of Children training.
3 That's exactly what that is for. It's those traffic
4 officers that many of them that is their role in policing
5 is completely trafficking, so we -- traffic offences. So,
6 we focused on them a lot for that training so they can
7 identify it as people are travelling as opposed to before
8 they even get to the hotel or motel. Those are key
9 officers, because they have the opportunity to stop these
10 people while they're in transit. And then it's that
11 analytical piece to recognize those trends.

12 **MS. NATALIE CLIFFORD:** But, not all
13 officers -- it's fair to say not all officers across that
14 chain are trained to the level of OPP within -- or under
15 the purview of your unit; correct?

16 **INSPECTOR TINA CHALK:** That's correct, and
17 that's a problem.

18 **MS. NATALIE CLIFFORD:** A challenge.

19 **INSPECTOR TINA CHALK:** Yes.

20 **MS. NATALIE CLIFFORD:** So, would it be a
21 recommendation, then, that a certain level of training
22 across that chain, as an example, but other chains across
23 the country would be necessary for all officers coming
24 into contact with potential victims?

25 **INSPECTOR TINA CHALK:** That would be a

1 great recommendation.

2 **MS. NATALIE CLIFFORD:** Thank you. Finally,
3 Assistant Commissioner Crampton, you identified the lack
4 of data and the failure of police to report. So, across
5 the country, we're not just talking about victims not
6 reporting, we're talking about the people that we're
7 relying on to bring justice to not report to a central
8 unit, the statistics.

9 So, I wonder, do you think it would be
10 unreasonable for us to expect a quick solution where we
11 could compel, maybe through legislation, police services
12 across the country to report all trafficking incidents?
13 Would you agree that that would be an unreasonable
14 expectation at this point?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
16 think that would be a great solution if we were able to
17 have something that would mandate all police services to
18 report, yes.

19 **MS. NATALIE CLIFFORD:** Maybe before we get
20 there, we want to find ways to encourage them to do so as
21 another approach, through encouraging?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
23 Yes. And, I think if we had more coordinator positions
24 across the country, that would help with that. Currently,
25 the positions we have have a very large mandate and a very

1 large area to look after. So, if we had more people doing
2 those particular roles as coordinators, then that would be
3 great -- of great help.

4 **MS. NATALIE CLIFFORD:** Thank you, I'm out
5 of time.

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
7 Thank you.

8 **MS. MEREDITH PORTER:** Thank you. The next
9 party I would like to invite to the podium is from the
10 Assembly of Manitoba Chiefs. Allison Fenske has five and
11 a half minutes for her questions.

12 **--- CROSS-EXAMINATION BY MS. ALLISON FENSKE:**

13 **MS. ALLISON FENSKE:** Good afternoon. I
14 want to begin by acknowledging the land that we're on and
15 the people hosting us. And, in doing so, I want to
16 recognize the Beothuk, the Mi'kmaw, the Innu and the
17 Inuit. I want to give thanks for the song and the prayer
18 this morning, and I acknowledge the sacred items that are
19 here in the room. And, I also want to acknowledge the
20 elders, grandmothers, survivors and families in their
21 strength and resilience. I'm honoured to be here on
22 behalf of the Assembly of Manitoba Chiefs. I'm Allison
23 Fenske, and my questions this afternoon are directed to
24 Assistant Commissioner Crampton of the RCMP.

25 Assistant Commissioner, in your written

1 overview of your testimony, which has been marked as
2 Exhibit 3, at pages 1 and 2, you present four -- or
3 identify four risk factors for human trafficking, one of
4 which is isolation; correct?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 That's correct.

7 **MS. ALLISON FENSKE:** You describe isolation
8 as women and girls being lured from their home communities
9 by traffickers who glamourize life in a big city; correct?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 That's correct.

12 **MS. ALLISON FENSKE:** In Manitoba, many
13 First Nations people living in remote and rural First
14 Nations are forced to leave their homes in order to access
15 essential and necessary health services, to further their
16 education. And, when evacuated because of environmental
17 disasters, such as flooding or forest fires, is that
18 something that you're familiar with?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Yes, I am.

21 **MS. ALLISON FENSKE:** Not unlike the
22 antidote shared by Inspector Chalk this morning, I want to
23 suggest that First Nation women and girls in Manitoba are
24 particularly vulnerable to sexual exploitation and
25 trafficking in the context of transitioning to urban

1 spaces to access necessary services, in fact, are often
2 approached within minutes of entering the city; is that,
3 again, something that you are familiar with?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5 Yes, I am.

6 **MS. ALLISON FENSKE:** And so, would you
7 agree that this is particular vulnerability and point of
8 risk of exploitation for First Nation women and girls?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

10 Absolutely. Yes.

11 **MS. ALLISON FENSKE:** And so, it's fair to
12 say then that the RCMP more generally is aware of these
13 specific avenues of recruitment to exploitation?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 That's certainly part of our strategy is to make sure
16 officers are aware and to ensure that our officers are
17 trained in this area. It's a gap that we're still working
18 on.

19 **MS. ALLISON FENSKE:** So, in that vein, a
20 gap that you're still working on, what specifically is the
21 RCMP doing to address this specific type of recruitment?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 So, there's ongoing training within the police forces
24 right across the country. In particular, we also provide
25 training in the communities, because it's not just police

1 who would necessarily encounter human trafficking cases
2 but, obviously, NGOs, other groups that we work with,
3 community service providers and, of course, the general
4 public as well, and youth trying to prevent it before it
5 happens.

6 **MS. ALLISON FENSKE:** And, these are
7 specific RCMP-led programs?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
9 Yes, there are.

10 **MS. ALLISON FENSKE:** Are there any specific
11 programs in the northern urban RCMP detachments like
12 Thompson, or in collaboration with the Winnipeg Police
13 Services that you are aware of?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 What I do have -- I have noted in Annex A, on page 23,
16 specific to Manitoba where they have three members who are
17 part of a Missing and Exploited Persons Unit. They're
18 responsible for human trafficking investigations across
19 Manitoba, and they work to provide human trafficking
20 awareness in the Indigenous communities, and that would
21 cover the entire province.

22 **MS. ALLISON FENSKE:** Okay. And, those
23 three members are located at D-Division Headquarters in
24 Winnipeg?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I

1 wouldn't be positive on that, I'm sorry.

2 **MS. ALLISON FENSKE:** Thank you. Is the
3 RCMP supporting any First Nation-led initiatives meant to
4 address sexual exploitation and trafficking?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
6 Each province and territory does something a little bit
7 different in terms of what types of initiatives they have,
8 such as the Love Bomb play that I mentioned that's out in
9 British Columbia, Alberta and Saskatchewan. You know, we
10 haven't seen that out East, so each province does
11 something different. Nova Scotia is very active in
12 Indigenous communities, and I would have to speak to each
13 one individually.

14 **MS. ALLISON FENSKE:** You did testify to the
15 importance of divisional engagement because of different
16 culture and landscape across the country. Would you agree
17 that it's at least as important if not more important to
18 have First Nation specific engagement because of the
19 differences between individual First Nations not being one
20 homogenous group?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
22 Absolutely. Yes.

23 **MS. ALLISON FENSKE:** And, would you also
24 agree that while there is a role for police to play, that
25 First Nation-led initiatives are often best placed to meet

1 the needs of First Nation survivors?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 Yes.

4 **MS. ALLISON FENSKE:** And, that's so that --
5 you understand or agree that that's because they're able
6 to provide services that are consistent with a First
7 Nation worldview and values?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Yes.

10 **MS. ALLISON FENSKE:** And, the RCMP would
11 recognize the importance of that?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Absolutely, yes.

14 **MS. ALLISON FENSKE:** And, within my time
15 remaining, what is the RCMP doing specifically to support
16 those initiatives in Manitoba or if you have other
17 examples?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Sorry. You're speaking to strictly Indigenous initiatives
20 ---

21 **MS. ALLISON FENSKE:** Yes.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** --

23 - within human trafficking?

24 **MS. ALLISON FENSKE:** Yes, I'm looking for
25 your understanding of what the RCMP is doing to support

1 Indigenous-led or First Nation-led initiatives.

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
3 can't speak to specific ones that are Indigenous-led.
4 Certainly RCMP-led initiatives in conjunction with
5 Indigenous communities, there are several across the
6 country. I mentioned one this morning with regard to --
7 in Nova Scotia, for example, in looking at the service
8 industry and ensuring that all the material is printed in
9 Mi'kmaw. I know you're out of time now, so I won't keep
10 going too long. But, there are several initiatives in
11 each province and territory.

12 **MS. ALLISON FENSKE:** And, just to confirm,
13 those are RCMP-led?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 Yes.

16 **MS. ALLISON FENSKE:** Thank you.

17 **MS. MEREDITH PORTER:** Thank you. The next
18 party I would like to invite to the podium is from Amnesty
19 International. Mr. Justin Mohammed will have five and a
20 half minutes.

21 **--- CROSS-EXAMINATION BY MR. JUSTIN MOHAMMED:**

22 **MR. JUSTIN MOHAMMED:** Thank you, Chief
23 Commissioner and Commissioners. My name is Justin
24 Mohammed, and I'm here today representing Amnesty
25 International Canada. I would like to thank all of the

1 elders who are present with us today, members of the
2 public, parties with standing for engaging in this
3 important work.

4 Assistant Commissioner Crampton, my
5 questions are for you, and they are with respect to the
6 Northern Spotlight Program.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

8 Okay.

9 **MR. JUSTIN MOHAMMED:** So, I would like to
10 start off with some questions that have to do with program
11 design, and I'm wondering if you might be able to tell the
12 Commission about consultation that was done in the design
13 of the program, who might have been involved.

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 So, the program was actually started in the United States
16 - I'm just going to refer to my notes here - and was
17 brought into Canada through Durham Regional Police in
18 2014. So, it was modelled off of a program, as I
19 mentioned, in the United States that targeted johns who
20 would pick up young people, young girls and were targeting
21 those under age.

22 So, it was brought in 2014, and the RCMP
23 started participating in 2015. So, I don't have the
24 specifics as to how it was modelled for Canada, but it was
25 really taken from the program in the United States.

1 **MR. JUSTIN MOHAMMED:** And, are you aware --
2 when the program was brought to Canada, are you aware of
3 any organizations with -- that involved people with lived
4 experiences that might have participated in the design of
5 that program in Canada?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
7 Not that I'm aware, but I'm wondering if Inspector Chalk
8 might have more detail? I don't know.

9 **INSPECTOR TINA CHALK:** I'm not aware
10 historically, but I am aware of what we're doing now, if
11 you're interested in hearing that, and I think she spoke
12 to that briefly about having a committee, a working-group
13 type committee that we have sex trade alliance
14 participants on that, and we are asking their opinion on
15 how we can do a better job in our approach for that type
16 of outreach initiative.

17 And, they're very clear that they do not
18 agree with it, but they have been flexible and we're very
19 thankful for that, for giving us some different options
20 and some ideas, and some better understanding about
21 someone in the sex trade who is not our focus, but we do
22 come -- we do interact with, and how they would feel and
23 the things that they think.

24 **MR. JUSTIN MOHAMMED:** And, in those
25 outreach activities, would you be able to indicate whether

1 the officers that are involved, or the other service
2 providers that are involved, have incorporated issues
3 around the gender identity and sexual orientation of the
4 sex workers that they may be reaching out to?

5 **INSPECTOR TINA CHALK:** In what way do you
6 mean? I'm sorry.

7 **MR. JUSTIN MOHAMMED:** I mean, does the
8 program, for example, involve officers who would be able
9 to meet with members of those communities? For example,
10 if the rape is involving a female sex worker, would it be
11 female RCMP, for example, that are involved in the
12 program?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It
14 would be either. Not necessarily just female, but it
15 could be anyone that would approach the person, if that's
16 what you're asking.

17 **MR. JUSTIN MOHAMMED:** So, I guess my
18 question is, would it be appropriate that those who are
19 approaching and making contact with the individuals that
20 are being reached out to, that there be sensitivity around
21 the gender expression and identity of those who are being
22 reached out to?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
24 Yes, if that's possible. A lot of times, the information
25 isn't known in advance as to who they're meeting and

1 anything about the person they're going to meet with. So,
2 it would be difficult to do, but I understand -- I know
3 what you're saying, and I agree that that would be ideal.

4 **MR. JUSTIN MOHAMMED:** Thank you. Some have
5 identified that there are harms that may result from the
6 program, and those might be issues that surround rights to
7 privacy, security of the person, the fact that those who
8 engage in sex work may become known to their landlords.
9 The money that was lost was something that was mentioned
10 for an appointment, and the stigma around deciding not to
11 exit the sex work industry. How are those rights being
12 balanced in terms of the activities of countering
13 trafficking, but also recognizing that there are harms to
14 sex workers that may result from this program?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

16 That's one of the big reasons why we involve other
17 agencies with us, including Victim Services, to make sure
18 that those sensitivities are being addressed and being
19 considered. We want to make sure that it's a safe space.
20 It's a private space when those conversations take place
21 to help ensure that that stigma doesn't happen, that
22 someone sees them having a conversation with police or
23 with NGOs. And so, that's a big part of how the meeting
24 takes place, is to make sure that it's private and it's
25 confidential.

1 **MR. JUSTIN MOHAMMED:** Thank you. And,
2 finally, I just wanted to ask in the situation where a sex
3 worker is not interested in exiting the sex work industry,
4 could you tell me about the supports that are provided to
5 them, the referrals and supports that are provided to them
6 in that circumstance?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
8 Certainly. They are provided the information from the
9 police officers that attend as to who they were speaking
10 with and how to contact them, but also, the support that's
11 attending with them, the NGOs or Victim Services that are
12 there. They're provided that information. They're
13 provided information as to how to exit the sex trade
14 should they wish to consider that in a future time. And,
15 it's well known that most people won't make that choice
16 right on the first contact. So, sometimes it takes some
17 time and some consideration before someone would make that
18 decision.

19 **MR. JUSTIN MOHAMMED:** Thank you. I see I'm
20 out of time.

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
22 Thank you.

23 **MS. MEREDITH PORTER:** Thank you. The next
24 representative I would like to invite to the podium is
25 from the Liard Aboriginal Women's Society. Ms. Carly

1 Teillet will have 5.5 minutes for questioning.

2 **--- CROSS-EXAMINATION BY MS. CARLY TEILLET:**

3 **MS. CARLY TEILLET:** Tansi, bonjour and good
4 afternoon. I'd like to begin by acknowledging our
5 presence on the ancestral territory of the Beothuk and the
6 Mi'kmaw, and to acknowledge the spirits of our women and
7 girls, their families, the survivors, the elders, the
8 medicines and the sacred items that are here with us
9 today.

10 I have the incredible privilege of acting
11 as counsel for the Liard Aboriginal Women's Society, and
12 for reference, the Kaska Nation is in northern B.C. and
13 southern Yukon.

14 So, we're here this week to talk about, and
15 we are talking about today, about trafficking. My clients
16 don't use that word, and language is very important to
17 them, their Kaska language. They are very clear when they
18 talk about what's happening in their community. They talk
19 about children being stolen.

20 They talk about them being forcibly
21 removed, being assaulted, forced, violated, and they talk
22 about men lurking around outside Boys and Girls Clubs,
23 shelters, group homes. They understand what's happening
24 in their community and in Whitehorse, and they tell me
25 repeatedly and with great pride that they know how to fix

1 it. They're experts. They're knowledge keepers.

2 And, in position of western terms like
3 "trafficking" and educating about what that term means is
4 not the answer for these communities or these women. The
5 words that they chose are carefully chosen to make sure
6 that the victims of assault are treated with respect and
7 dignity, and that they are not blamed for the violence
8 they are subjected to by others, and that their acts of
9 resistance and survival are recognized.

10 And so, I want talk to you a little bit
11 about the importance of designing support programs and
12 policing that's being honest and is acknowledging the role
13 of the RCMP in trafficking. Specifically, if we take the
14 definition of "trafficking" as the removal of an
15 individual and then they are then exploited, I want to
16 talk about trafficking in the foster care system, the
17 child protection departments.

18 Children are forcibly removed from
19 Indigenous homes, sometimes with the assistance of the
20 RCMP enforcing court orders and placed with a foster
21 parent. That foster parent may profit by receiving money
22 from the state for keeping that child. It's an industry.

23 We've heard from child welfare survivors
24 who have discussed the sexualized abuse they suffered at
25 the hands of their foster parents or people invited into

1 that home. And so, what my clients would like to know is
2 how is the RCMP addressing trafficking that has become
3 institutionalized as part of the foster care system, and
4 the RCMP's own role in contributing to that?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In
6 terms of human trafficking, we look at, obviously, the
7 *Criminal Code*, which states that someone who is being
8 trafficked is being trafficked for exploitation. So,
9 there's limitations within those *Criminal Code* sections.

10 I know what you're saying. I understand
11 exactly what you're saying, and I certainly -- I can't
12 imagine the situation that some of those children have
13 been put into. Our best avenue would be to have open
14 communication, understand what's happening in those foster
15 homes, investigate and lay charges when appropriate, and
16 we need to be part of that system as well.

17 **MS. CARLY TEILLET:** So, is the RCMP
18 currently looking into the foster care system as a place
19 where trafficking occurs?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 I'm sorry, I wouldn't be able to answer that specifically
22 for each province and particular files. I'm not aware. I
23 know if a complaint was made, we certainly would be
24 investigating it, yes.

25 **MS. CARLY TEILLET:** Okay. So, moving on to

1 another area in the limited time I have left, so in the
2 Yukon, if a youth is charged with a crime, they're picked
3 up from Watson Lake, or from Dawson, or from Mayo, and
4 they're brought to Whitehorse to the correctional
5 facility. They're removed by the RCMP from their
6 community so that they can then have a bail hearing at
7 some later date.

8 If they are released, they are then left in
9 that city with no means of getting home. They don't have,
10 often, money on them. They often don't know people in
11 Whitehorse. And so, in this instance, the RCMP is
12 removing children and then the justice system, as part of
13 it, is contributing to the vulnerability of these youth to
14 predators and potentially traffickers.

15 So, is there a way in which the RCMP, as a
16 member of the criminal justice system, is actually looking
17 at some of the ways in which their enforcing laws is
18 contributing to the vulnerability of Indigenous children
19 in trafficking?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** My
21 thought would be when I hear this scenario and the issues
22 surrounding it is that it sounds like more collaboration
23 would be needed between several agencies there. The RCMP
24 is one piece of that, but by the time the person is
25 released from custody, they're no longer in our care once

1 they've gone through the court system.

2 So, my thought would be that we would need
3 collaboration between corrections, the justice system, the
4 courts -- meaning the courts and ourselves, as well as the
5 community. I'm not aware of that being looked at. I
6 would have to speak to members locally to understand
7 whether that is being considered or not.

8 **MS. CARLY TEILLET:** Thank you. Merci.
9 That's my time.

10 **MS. MEREDITH PORTER:** Thank you. The next
11 representative I'd like to invite to the podium is from
12 the Native Women's Association of the Northwest
13 Territories. Amanda Thibodeau will have five-and-a-half
14 minutes for questioning.

15 **--- CROSS-EXAMINATION BY MS. AMANDA THIBODEAU:**

16 **MS. AMANDA THIBODEAU:** Thank you. Good
17 afternoon. As stated, my name is Amanda Thibodeau and I
18 am counsel to the Native Women's Association of Northwest
19 Territories. As with the other counsel that has attended
20 today, I would like to acknowledge that we are on the
21 traditional lands of the Mi'kmaw. And, I have a -- I'll
22 make it a two-part question. My question is directed to
23 Assistant Deputy Commissioner Crampton, but I would invite
24 the other witnesses to comment if they feel that they
25 would have constructive input as well.

1 My first question is with respect to
2 education and supports, as much of the evidence we heard
3 today has indicated there is a need for more of that. The
4 Northwest Territories has many isolated remote fly-in
5 communities. Many of these communities do not have a lot
6 of resources. Many people living in these communities are
7 living in states of extreme poverty. They have issues
8 with housing and security, and many homes have no
9 electricity. A large number of people do not have access
10 to the internet, which was touted as being one of the
11 large resources that's being used at this point in time.

12 So, my first question would be, how do we
13 ensure that the people in these communities receive the
14 education that is needed on the risks and warning signs,
15 and how to prevent sexual exploitation and human
16 trafficking? What is being done in those communities and
17 what you think could be done to -- what could be improved
18 with how that's being delivered to those people?

19 My second question, I'm just going to
20 expand on what Ms. Fenske had asked with regards to
21 already vulnerable people from remote and isolated
22 communities that have to travel to access resources such
23 as medical treatment and education. Beyond what's
24 currently being offered, because you did reference some of
25 the things that are currently being done, I would ask that

1 beyond that, what further actions and initiatives could be
2 taken that aren't happening now to ensure that these
3 people, when they are going to other communities to access
4 resources, that they can return home safely?

5 I know it's a lot. If not for the time
6 limitations, I wouldn't ask the question in that manner, I
7 would break it down a bit for you.

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Fair enough. With regard to travelling to other
10 communities, I guess it's something I hadn't considered
11 until today, but it's certainly something we need to
12 collaborate more on. And, I think that it's something we
13 have to consider in terms of how people are travelling to
14 another community and what's happening, and it's something
15 that needs to be worked on within the community with the
16 police to identify that to the local police, and then
17 liaise with the communities that they need to be
18 travelling to.

19 And, I can see, we can certainly work a lot
20 more collaboratively with the agencies or the police of
21 jurisdiction of where people are generally travelling to
22 and where the issues are taking place. I think that's
23 part of that answer, I guess.

24 On the first part with regard to further
25 education in remote communities. I know we struggle as

1 well, in terms of even training officers in remote
2 communities, but we have created several different
3 workarounds for that. And, our police officers are
4 becoming more and more trained in northern communities and
5 able to deliver human trafficking training as well.

6 So, going forward, we have identified gaps
7 in preparing for this Inquiry. I've certainly identified
8 several gaps in the north with respect to human
9 trafficking training and the work that we're doing there,
10 and that's going to be one of our focal points as we
11 continue to evolve and revamp and look at the changes we
12 need to make within this human trafficking unit, and I'm
13 hoping that that will address some of those issues in the
14 north in terms of training in communities and outreach and
15 awareness.

16 **MS. AMANDA THIBODEAU:** So, what specific
17 measures are being taken in communities to ensure that the
18 community is educated rather than merely making the
19 information available if someone seeks it out ---

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Right. So ---

22 **MS. AMANDA THIBODEAU:** --- in these
23 northern isolated communities?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 Sorry. In Northwest Territories specifically, there is an

1 officer trained in human trafficking who has completed
2 presentations there. I don't have a list of all the
3 communities that they have presented in and the work that
4 they're doing.

5 There's also Project Guardian that's
6 ongoing that is looking at the movement of women out of
7 the community, moving to the south, and also women coming
8 into the community from the south. So, that's an ongoing
9 project that's taking place right now, where they're
10 looking at gaining intelligence on human trafficking and
11 doing analysis around that, and hopefully looking at
12 enforcement where applicable, of course.

13 In addition, there's also a criminal
14 intelligence analyst who monitors social media there. I
15 recognize -- we just talked about internet and the lack of
16 access, but there certainly is access in certain areas.
17 And so, there is intelligence gathering that's taking
18 place in addition to the work being done with the women
19 that are moving south and going back and forth.

20 **MS. AMANDA THIBODEAU:** Thank you. I'm
21 barely out of time.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
23 Okay. Thank you.

24 **MS. MEREDITH PORTER:** Thank you. The next
25 party I'd like to invite to the podium is from the

1 Association of Native Child and Family Services Agencies
2 of Ontario. Ms. Katherine Hensel will have nine minutes
3 for questioning.

4 **--- CROSS-EXAMINATION BY MS. KATHERINE HENSEL:**

5 **MS. KATHERINE HENSEL:** Good afternoon,
6 Commissioners. Good afternoon, officers, Ms. Dobson. My
7 name is Katherine Hensel. I am counsel for the
8 Association of Native Child and Family Services Agencies
9 of Ontario and the Independent First Nations in Ontario,
10 and I am here today and questioning you on behalf of both
11 organizations.

12 I'm going to pick up on -- these questions
13 are for both Inspector Chalk and Assistant Commissioner
14 Crampton. I'm going to pick up on some of the comments
15 from my friend, Mr. Wuttke, on behalf of the Assembly of
16 First Nations, and Ms. Teillet as well, concerning the
17 effects and the vulnerability created by -- to human
18 trafficking created by separation of children and youth
19 from their children, communities, cultures and
20 territories.

21 Would you support a recommendation that
22 Children's Aid Societies enter into protocols with police
23 services, which many of them already have, but that these
24 protocols specifically address the risk of an actual
25 incident of human trafficking in the child welfare

1 context? First, Inspector Chalk.

2 **INSPECTOR TINA CHALK:** Yes, I think that
3 would be a good addition to the protocols.

4 **MS. KATHERINE HENSEL:** Are you aware of any
5 protocols existing in Ontario, at least -- that
6 specifically address human trafficking as between child
7 welfare authorities and the OPP?

8 **INSPECTOR TINA CHALK:** I know that the
9 ministry is working on protocols with Children's Aid, that
10 they're trying to come up with, sort of, a standardized
11 protocol and human trafficking is part of that, and it
12 would be given to the other police services throughout
13 Ontario for them to look at that protocol and adopt it.

14 And, I was initially part of that, and one
15 of my team members was assigned to assist with that, and I
16 know that she may be able to give more comments on that,
17 but that is ongoing and that is understood.

18 **MS. KATHERINE HENSEL:** Okay. So, perhaps
19 before Assistant Commissioner Crampton responds, we should
20 go to Ms. Dobson and get her comments or information on
21 that point.

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
23 **DOBSON:** I don't have too much to add, other than to say
24 that the Provincial Anti-Human Trafficking Office, our
25 Crown attorney prosecution team, along with our colleagues

1 in the issue of community safety and correctional services
2 are working on various protocols and issues related to
3 human trafficking. And, in particular, protocols where --
4 you know, agencies that are community agencies, as well as
5 police and justice work together.

6 **MS. KATHERINE HENSEL:** Together with
7 specifically Children's Aid Society?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
9 **DOBSON:** So, you may know the Provincial Anti-Human
10 Trafficking Coordinating Office resides in, now, the new
11 Ministry of Children, Community and Social Services. So,
12 that ministry, that minister has responsibility for both
13 the human trafficking office, as well as women's issues
14 and child welfare. So, I expect those conversations are
15 happening across that ministry.

16 **MS. KATHERINE HENSEL:** Okay. So, is it
17 contemplated that the template protocol that Inspector
18 Chalk referred to, will it contain specific provisions
19 that address -- intended to address the risk of and actual
20 incidents of human trafficking in the child welfare
21 context?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
23 **DOBSON:** I don't have that answer for you today.

24 **MS. KATHERINE HENSEL:** Would you support a
25 recommendation that any template protocols or protocols

1 between police services and child welfare authorities
2 contain such provision?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** I think that's an area that should be explored.

5 **MS. KATHERINE HENSEL:** Thank you.

6 Assistant Commissioner Crampton, your comments on the same
7 questions?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Yes I think that's a good idea. And, in terms of
10 protocols across the country, our protocols are always
11 changing and ever evolving, and I think that would be a
12 great piece to add to it.

13 **MS. KATHERINE HENSEL:** Thank you. And, I
14 would like to take this opportunity to say thank you,
15 kukschem, to Constabulary Chief Boland for his leadership
16 and insight into the issue and incidents of I think what
17 could fairly be described as racism within -- in a
18 particular incident and perhaps elsewhere within his force
19 and addressing it directly.

20 Inspector Chalk, when you testified earlier
21 in response to Mr. Roy's question about the role of racism
22 in human trafficking, you testified that, in your view,
23 the main risk that racism posed was the vulnerability and
24 insecurity that it engendered in Indigenous girls and
25 women. I'm going to suggest to you that -- and because we

1 have heard from families across the country, including in
2 Ontario and including in communities served by the Ontario
3 Provincial Police, that families and girls and women have
4 a reasonable expectation that there's at least a risk that
5 if they approach police with their experience of human
6 trafficking or other exploitation, that they will have --
7 receive comparable treatment to the woman that
8 Constabulary Chief Boland described, and that racism
9 within police forces, including the Ontario Provincial
10 Police, does play a role and forms a barrier to solving
11 the problem of human trafficking. Can you tell me what
12 the Ontario Provincial Police is doing to address
13 perception of racism or actual incidents of racism in
14 respect of the victimization of Indigenous women and
15 girls, particularly in the area of human trafficking?

16 **INSPECTOR TINA CHALK:** I can. So, in our
17 5-day Indigenous course that officers obtain, within it,
18 it has -- of course, it's about Indigenous people, and
19 racism is, of course, part of that, but it speaks to human
20 trafficking as well, so it's training officers about that.
21 There's an inclusive environment that is expected, and
22 racism isn't tolerated. And, if it's come to our
23 attention, then discipline will occur.

24 **MS. KATHERINE HENSEL:** That's not a
25 mandatory course though, is it?

1 **MS. KATHERINE HENSEL:** And, would you
2 support a recommendation, do you think it would be useful
3 and helpful that the Commission make a recommendation that
4 victim -- Indigenous victims of human trafficking have
5 made available to them resources and safe spaces and
6 services to ensure their safety that are specific to and
7 grounded in Indigenous culture and communities?

8 **INSPECTOR TINA CHALK:** Yes, and I think
9 that's very important.

10 **MS. KATHERINE HENSEL:** Assistant
11 Commissioner Crampton, do you have any comments with
12 respect to the communities that the RCMP serves?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 No, I agree with you in your recommendation. I think that
15 would be an important component in particular with regard
16 to our diverse country and all the different Indigenous
17 communities that we do have.

18 **MS. KATHERINE HENSEL:** This is a question
19 for Ms. Dobson. Even if such programs and resources were
20 made available, there is the issue of consistent -- stable
21 funding, program funding. Policing funding is, I think
22 the officers will agree, not necessarily totally stable,
23 but more reliable than the types of programs and resources
24 that are necessary to assist and support Indigenous women
25 and girls as they leave human trafficking experiences.

1 What is Ontario doing to stabilize programming and
2 resources that are available for such girls and women?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Well, as I mentioned, the Indigenous Justice
5 Division does have funding available for Indigenous Victim
6 Services, and some of that is ongoing funding, some of it
7 is project funding. So, we will be looking at those
8 programs to see if there's a way to continue those. We
9 are -- will be evaluating and making recommendations
10 around the funding for those.

11 **MS. KATHERINE HENSEL:** Thank you.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Thank you.

14 **MS. KATHERINE HENSEL:** Thank you,
15 Commissioners.

16 **MS. MEREDITH PORTER:** Thank you. The next
17 party I would like to invite to the podium is from Femmes
18 autochtones du Québec. Rainbow Miller will have five and
19 a half minutes for her questions.

20 **--- CROSS-EXAMINATION BY MS. RAINBOW MILLER:**

21 **MS. RAINBOW MILLER:** Good day. Good day,
22 Commissioners. First of all, I would like to acknowledge
23 that we are on the Mi'kmaq Territory, and I would like to
24 thank all the witnesses to have come today to take part of
25 this important testimony.

1 My first questions will be for Assistant
2 Commissioner Crampton. In the different exhibits, there
3 was a lot of information in reference to internal
4 trafficking. But, my question is, did the RCMP ever
5 receive any information or intelligence that some First
6 Nations women are being trafficked in the U.S.?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

8 Not that I'm aware of, no.

9 **MS. RAINBOW MILLER:** Okay, because you have
10 told earlier to my colleague here that there is a liaison
11 officer for the U.S.? There was a question concerning the
12 U.S.?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Yes, there is. We have several liaison officers in the
15 United States, and we also have a very close working
16 relationship with many of the law enforcement agencies
17 down there, such as Homeland Security, or HSI, I should
18 say, the FBI, various agencies like that.

19 **MS. RAINBOW MILLER:** Okay. And, I'm sorry,
20 I did not introduce myself. I work for Québec Native
21 Women Association. And, some of our workers have gone in
22 the U.S., and they have told us that some Canadian women,
23 which are missing, are in the U.S. Does the RCMP have any
24 program that could help these women come back to Canada?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, absolutely. So, we would work in conjunction with
2 our international partners if we were aware of someone
3 being trafficked into the United States. With regard to
4 your first question, I don't know if it's specific cases.
5 Again, we have a lot of gaps in intelligence, and
6 specifically with regard to Indigenous women and girls.
7 But, yes, definitely we do have Canadian women overall
8 being trafficked across to the United States, not in great
9 numbers that we're aware of though.

10 **MS. RAINBOW MILLER:** Okay. Okay, thank
11 you. And, are you also aware that some sexual
12 exploitation could originate from some First Nations
13 communities?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 Yes, absolutely.

16 **MS. RAINBOW MILLER:** And, what -- does the
17 RCMP have any project of coordination with First Nation
18 police forces to address those situations?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We
20 certainly work closely with many of our partners in all
21 provinces. A good example is the Operation Northern
22 Spotlight that was mentioned. There are a lot of
23 Indigenous or Aboriginal police services that work in
24 conjunction with us on that project. We also do joint
25 training at different levels, not just in human

1 trafficking, but a lot of different joint training as
2 well. So, there's a lot of collaboration and crossover
3 between agencies right across Canada.

4 **MS. RAINBOW MILLER:** And, also, in the
5 different exhibits before us, there's not much information
6 about how gangs are important criteria for the sexual
7 exploitation of First Nations women. Are there some
8 programs to evaluate those issues at the RCMP level?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
10 Right. So, in Project Safekeeping, which was in 2014,
11 when it was released -- it was done in 2013 -- it looked at
12 gang involvement as well as organized crime involvement.
13 We noted that gangs do recruit. They're a large group
14 that do recruit and traffic women, but they're not
15 necessarily organized. So a gang itself is not
16 necessarily involved in trafficking, but the individuals
17 within that gang. So, yes, they do play a very important
18 part in trafficking, and certainly are people who are
19 engaged in it.

20 **MS. RAINBOW MILLER:** Okay. And also in
21 evidence before this Commission there was -- it was proven
22 that there's a direct link between sexual exploitation and
23 also mining and resource development. Does the RCMP have
24 a program to address those issues in the northern
25 communities?

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 Not beyond anything that I've spoken to today.

3 **MS. RAINBOW MILLER:** Okay, thank you.

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5 Not that I'm aware of.

6 **MS. RAINBOW MILLER:** Also, since the
7 enactment of Bill C36 where the selling of sexual services
8 was decriminalized and purchasing of the sexual services
9 were criminalized, since that criminalization of
10 purchasing, since 2014, have you seen a decrease in
11 demand?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 No, I don't believe we have a decrease in demand.

14 **MS. RAINBOW MILLER:** Okay. And also, in
15 the long-term strategy of the RCMP to combat human
16 trafficking, has it been a question where it could be
17 looked at to enforce that -- the -- we call it the --
18 sorry, I'm looking for my -- the purchasing offence?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Yes, so there's various enforcement projects that are run
21 across the country on a regular basis that target those
22 who are purchasing sex, in particular, who are purchasing
23 from minors. We run projects like that on a regular
24 basis, yes.

25 **MS. RAINBOW MILLER:** Does the RCMP have

1 statistics about those prosecution?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
3 don't have anything generally. Each area would have their
4 own statistics, like, provincially. We would gather that
5 if we needed it, but, yes, there's -- we can certainly
6 obtain that, yes.

7 **MS. RAINBOW MILLER:** Okay. And my last
8 question is for Ms. Dobson. You talked about the
9 different services for the victims of human trafficking.
10 Would you be able to tell us a little bit more about the
11 legal support for human trafficking victims?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
13 **DOBSON:** M'hm. So, there's actually two things. The one
14 we actually have had operating for the last couple of
15 year's independent legal advice pilot program for sexual
16 assault victims. So that's always been available for
17 human trafficking victims as well if they wanted to call
18 that and access that service. It's -- we have two service
19 delivery approaches. One is you can get a voucher and get
20 independent legal advice through a roster of lawyers. And
21 we also have a legal clinic, the Barbra Schliker Clinic,
22 who provide that service.

23 But for the human trafficking restraining
24 order pilot, that legal support is being provided through
25 the Office of the Children's Lawyer, which is an office

1 that represents children's interests in matters of
2 protection order, property rights, et cetera. So that
3 office has in-house counsel, as well as a panel of lawyers
4 that they have -- that they do their other work with who
5 have -- receive special training on human trafficking and
6 they have been doing this since May, so that's fairly new.

7 And when the legislation was brought in we
8 realize there was a need. It was great. That we had a
9 restraining order provision, but if people weren't able to
10 access it -- you know, as you can imagine, is that it
11 would be a really difficult thing for parents or for a
12 victim themself to come forward to court to get this
13 order. So we put this pilot in place. We're going to
14 evaluate it and hopefully be able to continue it.

15 Our children's lawyer, herself, is
16 Indigenous. It's the first Indigenous children's lawyer
17 that we have had, and she certainly has championed and
18 felt strongly about this program and the service that
19 we're providing to victims.

20 **MS. RAINBOW MILLER:** Thank you to all.
21 That's all the time I have. Thank you.

22 **MS. MEREDITH PORTER:** Thank you.

23 The next party I'd like to invite to the
24 podium is from Vancouver Sex Workers Rights Collective.
25 Ms. Carly Teillet will have nine minutes for questioning.

1 --- CROSS-EXAMINATION BY MS. CARLY TEILLET:

2 MS. CARLY TEILLET: Tansi, bonjour and good
3 afternoon again.

4 Because it's important to do so, I need to
5 begin by acknowledging our presence on the ancestral
6 territory of the Beothuk and Mi'kmaq and to acknowledge
7 the spirits of our women and girls, their family, the
8 survivors, the Elders and medicine, the sacred items that
9 are here so we can do our work in a good way.

10 I have the honour of acting as counsel for
11 a collective of Indigenous women and LGBTQ, Two-Spirit and
12 gender fluid individuals who engage in sex work and trade
13 in Vancouver's downtown east side.

14 My first questions are for you, Chief
15 Boland. You discussed this afternoon the failure of the
16 police to address mental health concerns and that treating
17 someone with respect, bringing and providing services and
18 not criminalizing people was really important to the
19 appropriate provision of police services and to help that
20 person.

21 My clients who engage in sex work and trade
22 inform me that their experience with police who
23 investigate trafficking is very negative. It's not one of
24 dignity and respect of them. Being identified or targeted
25 by an anti-trafficking operation can directly lead to

1 violence in the lives of sex workers. And as my colleague
2 from Amnesty mentioned this morning, that being outed as a
3 potential sex worker or exploited woman or trafficked
4 woman, being seen talking to the police, they may then be
5 targeted by gangs, community members that may label them
6 as rats, clients who are fearful that they would disclose
7 sexual assaults, and that their home being visited by
8 police officers in uniform draws attention to them in a
9 way that puts their lives at risk.

10 You discuss being a partner in Operation
11 Northern Spotlight, and so would you agree that in this
12 operation, like in your work with individuals who have
13 mental health needs, police need to be mindful of treating
14 individuals with dignity and respect as they go forward.

15 **CHIEF JOE BOLAND:** Absolutely.

16 **MS. CARLY TEILLET:** And as you discussed
17 some of the harm of the actions of police officers with
18 this particular individual, you shared that really
19 compelling story, when you talked about the changes that
20 you instituted after that, would you then agree with me
21 that it is vital for police forces to examine their own
22 practices and ways that they may be causing violence,
23 perhaps unintended, to the people that they are policing
24 and then change their policies if that's found to be the
25 case?

1 **CHIEF JOE BOLAND:** I agree.

2 **MS. CARLY TEILLET:** Thank you.

3 Assistant Commissioner Crampton, my next
4 question's for you and it's about, again, Operation
5 Northern Spotlight. There was a press release that came
6 out in October 18 of 2017 and it said that the police
7 interviewed 324 individuals believed to be at risk and
8 removed 6 -- I believe you mentioned that statistic this
9 morning -- including 2 under the age of 18. How many of
10 those six individuals were Indigenous?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
12 am not aware of the statistics on that. Not all police
13 agencies report the background -- ethnic background of the
14 people they speak to or the people that they assist, so I
15 wouldn't have accurate information on that.

16 **MS. CARLY TEILLET:** And so you wouldn't be
17 able to say then of the 324 interview how many were
18 Indigenous?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
20 No, but for this year that is being addressed to make sure
21 that we do capture that statistics. Again, it's up to the
22 various police agencies whether they choose to report that
23 to us or not though. However, it is being asked this
24 year.

25 **MS. CARLY TEILLET:** So I have a concern

1 about interviewing 324 people that are identified at being
2 at risk of sexual exploitation and only 6. That seems
3 like there are 318 or so individuals. What happened to
4 them?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 They would have made a choice -- if they were in an
7 exploitive situation, they would have made a choice not to
8 exit or take up the offer of assistance at that time.
9 However, they would be provided information in terms of
10 how to exit their situation, if, in fact, that's their
11 scenario that they're living in, and they would be
12 provided any support that they needed.

13 **MS. CARLY TEILLET:** So the burden then is
14 on the individual to exit their trafficked and exploited
15 situation in that situation, not on the person who's doing
16 this to them?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
18 think the burden is always on the person to make that
19 decision, because although we can point it out to them,
20 even if we knew that someone was in a traffic situation,
21 they still need to make that conscious decision. We can
22 lay charges, but that doesn't mean that the survivor is
23 going to exit in the manner that we would like them to or
24 in a way that we can provide them more support.

25 **MS. CARLY TEILLET:** So when an Indigenous

1 woman or girl comes to the attention of the RCMP, what
2 protocol -- as being potentially trafficked or sexually
3 exploited, what protocol do you have in place to ensure
4 that their interaction with police does not cause them
5 further harm?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 Our policy addresses that. We also have a policy with
8 regard to victims and how we speak to victims. Every
9 officer receives training in cultural sensitivity with
10 regard to Indigenous communities. It's also mandatory for
11 all of our cadets after six months, after they have left
12 our training academy and have now completed their field
13 coaching program, it's mandatory at that point. And, we
14 also have programs that are specific to every province in
15 terms of Indigenous training that we either partner with
16 the provincial agencies or provide training within the
17 RCMP or co-partner with other policing agencies as well.
18 So, there is a lot of training that ---

19 **MS. CARLY TEILLET:** And, specifically
20 towards Indigenous women and girls who are potentially
21 being trafficked, not training with regards to that.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 Sorry, not specifically with regard to human trafficking,
24 but specifically with regard to Indigenous communities and
25 to be able to understand how to interview, how to approach

1 and to create that better sensitivity and culture
2 competency with regard to Indigenous communities.

3 **MS. CARLY TEILLET:** So, is there a policy
4 in place where police officers or constables have to do
5 certain steps when interacting, or with sex workers or
6 people they may believe have been trafficked or exploited?
7 So, for example, allow them the opportunity to clothe
8 themselves, bring robes with them.

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
10 They're -- I can't think of a specific policy that says
11 that, but I would think that common sense would dictate
12 that we should be doing that. If someone is not clothed
13 properly or they're in need of assistance in terms of --
14 you know, if they're cold, they're uncomfortable, we have
15 a duty to provide that.

16 **MS. CARLY TEILLET:** So, I would suggest
17 that it needs to be a policy. And, coming out of the
18 forsaken report or otherwise known as the Oakland Inquiry
19 or the Picton Report, the Vancouver Police Department
20 worked incredibly closely with sex-work organizations and
21 Indigenous women's organizations to develop such a
22 protocol so that the women were heard about what would
23 make them feel comfortable and safe, and to trust the
24 police. And, living in community has come out of that.
25 There are issues with implementation, it's a guideline,

1 but it might be something the RCMP would consider. Would
2 you consider looking into that?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Absolutely. And, I know the document you're referring to
5 in British Columbia. I think that's a great idea.

6 **MS. CARLY TEILLET:** Following up on
7 comments of my colleagues, a little bit about language and
8 about what we hear so repeatedly from women is that their
9 voices are important and need to be heard, and that they
10 do resist and they are survivors. And so, I would urge
11 you to go back through some of the reports that were
12 submitted today as evidence before this Commission, and
13 look for examples where that agency, choice and resistance
14 of Indigenous women is not present and is erased.

15 So, in particular, the Domestic Human
16 Trafficking for Sexual Exploitation document talks about
17 how victims allow themselves to be consumed. My clients
18 would never use that language. So, when you say they're
19 less likely to cooperate and identify themselves, that
20 could be phrased as they are resisting. They are
21 surviving. They don't want to put themselves in further
22 violence. There could be an acknowledgment of some of the
23 harm that comes with interacting with police, some of the
24 voices of Indigenous women and their lived experiences in
25 these documents, and that would help to build trust.

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 Absolutely.

3 **MS. CARLY TEILLET:** Thank you.

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5 Thank you for that.

6 **MS. MEREDITH PORTER:** Thank you. The next
7 representative I would like to invite to the podium is
8 from the Native Women's Association of Canada. Ms.
9 Virginia Lomax will have five and a half minutes for
10 questioning.

11 **--- CROSS-EXAMINATION BY MS. VIRGINIA LOMAX:**

12 **MS. VIRGINIA LOMAX:** First, I want to
13 acknowledge the spirits of our stolen sisters who are in
14 the room with us today, the elders for their prayers and
15 for the sacred items here with us. I want to acknowledge
16 that we are on the homeland of the Beothuk, Mi'kmaq, Innu
17 and Inuit. And, I thank you all for your hospitality and
18 your welcome so that we can come here and do our work in a
19 good way today.

20 Assistant Commissioner Crampton, you
21 testified that Indigenous women and girls, and members of
22 the two-spirit and LGBTQ2 community are particularly
23 vulnerable to trafficking; is that correct?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

25 That's correct, yes.

1 **MS. VIRGINIA LOMAX:** And, the RCMP collects
2 data relating to trafficking victims; is that correct?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
4 Yes, we do.

5 **MS. VIRGINIA LOMAX:** Is the RCMP's data
6 collection disaggregated? Specifically, disaggregated in
7 that it separates the realities of First Nations, Métis
8 and Inuit people?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
10 No, I would say it doesn't.

11 **MS. VIRGINIA LOMAX:** And so, it would not
12 also be disaggregated for two-spirit, LGBTQ and gender
13 diverse people?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 No, it's not, unfortunately.

16 **MS. VIRGINIA LOMAX:** And so, can you please
17 explain what value the data that you do collect may have
18 to preventing violence against Indigenous women, girls and
19 gender diverse people, and members of the two-spirit and
20 LGBTQ communities particularly if it's not accounting for
21 the diverse realities of these people?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
23 think that's a very good question, and it's one of the
24 gaps that I identified. And, I believe we need ways to
25 rectify that. We need better reporting, we need better

1 data collection, which I'm hoping the hotline will help
2 with that in terms of data collection. But, we also need
3 better reporting in terms of victims, and the victim
4 information. We're able to get a lot of offender data,
5 but not so much in terms of the victims and understanding
6 what files are taking place across the country, what
7 investigations are taking place in all the different
8 police agencies. We really need that cooperation from all
9 agencies.

10 **MS. VIRGINIA LOMAX:** Does anything come to
11 your mind to how you might be able to inspire cooperation?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Yes, there is. We -- I mentioned before we have had some
14 human resourcing issues in our Human Trafficking
15 Coordination Unit. We now have started -- we're
16 rectifying that now. We have three new people in the
17 unit. Two coming in in the near future, and one who has
18 come in this year. We have had some retirements out of
19 our unit, so that has created some of our human resource
20 issues.

21 So, once we're more in place and have
22 people in place, our goal is to look at having better
23 coordination in each one of the provinces and territories.
24 Currently, as I mentioned, we only have coordinators in
25 British Columbia, Quebec and Nova Scotia. That's very

1 large areas for those people to create coordination with
2 the -- each agency and each province. So, going forward,
3 ideal, would be to have someone in every province, and
4 then it would be much greater collaboration and
5 communication with all agencies.

6 **MS. VIRGINIA LOMAX:** And, you testified
7 today regarding a poster that was created in collaboration
8 with NWAC and AFN regarding immediately reporting a loved
9 one missing; is that correct?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
11 That's correct.

12 **MS. VIRGINIA LOMAX:** Throughout the process
13 of this Inquiry, we have heard from families from coast to
14 coast to coast under oath on the public record, and I
15 would like to know, what would you say to families who
16 have reported their loved ones missing immediately and
17 were told that they had to wait 24 hours?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
19 don't know where that has come from. I have heard that
20 before, and I have heard that from people in the community
21 as well when I have been policing and speaking to people
22 who thought they had to wait 24 hours to report someone
23 missing. I honestly don't know where that has come from,
24 and I apologize that that has ever happened. It shouldn't
25 happen.

1 **MS. VIRGINIA LOMAX:** And, I'm speaking
2 specifically to the information given to them by police
3 officers, specifically RCMP officers. We have these
4 posters that are intended to create awareness among the
5 public of when they can report, but I would like to know
6 what's being done to address the myths among your officers
7 that people must wait 24 hours to report a loved one
8 missing.

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
10 So, we have a new missing person's policy, and I believe
11 Commissioner Lucki spoke to that policy. The policy was
12 brought into place, and everyone in our organization has
13 been mandated to make sure that they understand that
14 policy and there's training on the policy. So, I would
15 hope that that would certainly change any type of response
16 that you're referring to from ever happening again.

17 **MS. VIRGINIA LOMAX:** And, what would happen
18 to an officer if they didn't follow that policy?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
20 There could be a disciplinary review or an investigation.

21 **MS. VIRGINIA LOMAX:** Thank you. Chief Joe
22 Boland, I'm going to ask you a question on behalf of my
23 friends from the Saskatchewan Aboriginal Women's Circle
24 Corporation. You testified today that you took steps to
25 form a mental health committee when responding to calls

1 where mental health treatment is required. There are a
2 few situations in Saskatchewan recently where Indigenous
3 women who called the police for help during a mental
4 health crisis were met with police violence. What steps
5 did you take and that you think other provinces should
6 take to start changing this reality for Indigenous women,
7 girls and gender diverse people?

8 **CHIEF JOE BOLAND:** That's a great question.
9 And so, in our province -- I have got 36 years in
10 policing, and this has been an issue for officers right
11 back when I first joined. We respond to calls, these are
12 health care calls, and you can only imagine that when the
13 officer shows up that it escalates it, puts it down a path
14 of justice, which it should never go. So, we wanted to
15 work with the health care community to strain on a
16 relationship -- and, again, it's not in the boardrooms
17 where I sit. It's at the frontline services where our
18 frontline officers who respond and that's where the health
19 care providers respond as well, but it's also bringing in
20 persons with lived experience to be part of that solution.
21 So, when we changed it, it wasn't just police at the table
22 or healthcare, it was also consumers of the service. And,
23 it just seemed like a very easy solution to me is that you
24 give the right response at the right time in the right
25 place, and that response was a healthcare response.

1 But, there is, at times, a need for police
2 to be involved from a safety perspective, but we should
3 not be considered healthcare providers. Thank you.

4 **MS. VIRGINIA LOMAX:** Thank you. I have so
5 many more questions. Perhaps I'll email them to my
6 friends.

7 **MS. MEREDITH PORTER:** Thank you. Chief
8 Commissioner and Commissioners, it's now nearly 4:00. I'm
9 going to seek your direction with respect to taking an
10 afternoon break. We have several more parties that are
11 scheduled to cross-examine the witnesses. Would you like
12 to proceed with one or two more parties, or would you like
13 to take a break now?

14 **CHIEF COMMISSIONER MARION BULLER:** I think
15 it's pretty unanimous. Let's take -- I'll be generous,
16 only because they'll gang up on me if I don't. We'll take
17 a 15-minute break, not a 16-minute break. A 15-minute
18 break.

19 **MS. MEREDITH PORTER:** Okay, thank you.

20 *--- Upon recessing at 3:59 p.m.

21 --- Upon resuming at 4:16 p.m.

22 **MS. MEREDITH PORTER:** Thank you.
23 Continuing on then with the respectful cross-examination
24 of the witnesses, I would like to invite the
25 representative from the Manitoba Keewatinowi Okimakanak

1 Inc. Representative Jessica Barlow will have five-and-a-
2 half minutes for questioning.

3 **--- CROSS-EXAMINATION BY MS. JESSICA BARLOW:**

4 **MS. JESSICA BARLOW:** Good afternoon. I
5 would like to acknowledge the spirits of our sisters,
6 families and survivors, singers and drummers for the song
7 today, elders and grandmothers, Commissioners and the
8 staff from the Inquiry, the sacred items in the room.
9 And, I would like to express gratitude for the lands that
10 we're on today, those lands being the Beothuk and Mi'kmaq.
11 I would also like to express gratitude to the Inuit and
12 Innu peoples of these lands.

13 Thank you to the witnesses for sharing with
14 us today. My name is Jessica Barlow, and I am legal
15 counsel on behalf of MKO. MKO is an advocacy organization
16 that represents numerous sovereign First Nations in
17 northern Manitoba. And, today, all of my questions will
18 be for you, Assistant Commissioner Crampton.

19 And so, we've heard you speak earlier about
20 the risk factors that you identified in your overview
21 document that make Indigenous women and girls vulnerable
22 to human trafficking; is that correct?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

24 Yes, that's correct.

25 **MS. JESSICA BARLOW:** And, we heard you

1 speak with my colleague from Assembly of Manitoba Chiefs
2 about isolation specifically, and the specific
3 vulnerabilities that Indigenous women and girls face when
4 they're transitioning to urban areas; is that correct?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes, that's correct.

7 **MS. JESSICA BARLOW:** And, you listed
8 certain examples of these risk factors in your document
9 and your testimony, these isolated risk factors including
10 family dysfunction, education and employment; is that
11 fair?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Yes, that's correct.

14 **MS. JESSICA BARLOW:** And, would you add to
15 these factors a lack of health services, a lack of
16 adequate housing, food and water insecurity, lack of
17 programs and services, and a lack of amenities?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Yes. I would say that's well documented.

20 **MS. JESSICA BARLOW:** Thank you. And, you
21 spoke to my colleague from AMC earlier about First Nation
22 engagement and programming as it relates to human
23 trafficking, and the importance of such programming and
24 engagement; is that correct?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, I did.

2 **MS. JESSICA BARLOW:** Would you advocate for
3 the provision of resources for such First Nations
4 programming and engagement?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
6 think that would be terrific.

7 **MS. JESSICA BARLOW:** Thank you. And, you
8 stated in your testimony about the importance of accurate
9 data and reporting, and that this is a key challenge that
10 the RCMP encounters; is that fair?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 Yes, it is.

13 **MS. JESSICA BARLOW:** And, would you agree
14 that more accurate data and true reporting statistics
15 would assist the RCMP in planning prevention strategies?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
17 Absolutely it would, yes.

18 **MS. JESSICA BARLOW:** And so, we've heard
19 from Commissioner Lucki in a hearing in Regina regarding
20 northern Manitoba, specifically, MKO communities where the
21 RCMP has jurisdiction, and we've heard that these postings
22 are limited-duration postings, that there are geographical
23 and weather barriers to service provision. We've heard
24 that there's not detachments in every First Nation
25 community, and that there is a known history of distrust

1 between communities and police. Are you familiar with
2 that at all?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Not in that particular community that you're referring to,
5 but in general, yes.

6 **MS. JESSICA BARLOW:** Thank you. And so,
7 given those factors that I've just listed, would you say
8 that this might have an impact -- on a person that might
9 be being trafficked, would this have an impact on them
10 potentially not reporting or engaging with RCMP?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

12 Yes, it could. Yes.

13 **MS. JESSICA BARLOW:** And, would this also
14 have an impact on persons that may be aware of human
15 trafficking activities not reporting to police?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 Yes, it's entirely possible.

18 **MS. JESSICA BARLOW:** And, what is the
19 police -- what is the RCMP, pardon me, doing to mitigate
20 these in northern and remote communities in relation to
21 reporting?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 Again, within Manitoba specifically, we have employees
24 there who are providing human trafficking awareness
25 sessions in Indigenous communities in completing that

1 outreach and providing education. But, creating the
2 outreach itself is a way of helping to break down some of
3 those barriers, and creating relationships within the
4 community can certainly help establish that trust.

5 **MS. JESSICA BARLOW:** Thank you. And so,
6 those individuals that you've identified, those are the
7 three officers from D-Division that are in the Missing and
8 Exploited Persons Unit; is that correct?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
10 That's correct, yes.

11 **MS. JESSICA BARLOW:** And, you said that
12 these individuals are responsible for training officers,
13 and also doing presentations?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 That's correct.

16 **MS. JESSICA BARLOW:** And, is this training
17 specific to First Nations communities in northern
18 Manitoba?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
20 It's the training within the toolkits that we provide.
21 It's possible that Manitoba would add to that training as
22 well to make it specific, but I'm not aware if they do or
23 not. I'm sorry.

24 **MS. JESSICA BARLOW:** And, are you aware of
25 any extent that these three individuals would work with

1 specific First Nations communities to tailor that
2 training?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 No, I'm not aware of that. Sorry.

5 **MS. JESSICA BARLOW:** Okay. And so, you
6 also listed raising awareness and sensitizing law
7 enforcement officers as a key challenge; is that true?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Yes.

10 **MS. JESSICA BARLOW:** And so, in the
11 northern context that we were just speaking about where
12 police officers may not be -- may not be fully familiar
13 with the communities that they're serving, given the fact
14 that they're there for a short duration of time, they're
15 not physically present in the community sometimes, would
16 you say that this might impact on their ability to be
17 sensitive to the vulnerabilities of those specific
18 communities?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Yes, it certainly could if we're not there in the
21 community and ingrained in the community. You're
22 absolutely right.

23 **MS. JESSICA BARLOW:** Thank you. And so,
24 you also spoke about -- so that would be a gap, I assume?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, it would be.

2 **MS. JESSICA BARLOW:** And so, you identified
3 other gaps as well, and I guess I'm just wondering what
4 kind of a timeline the RCMP has to -- that they are
5 expecting to address some of these gaps in northern and
6 remote communities?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In
8 terms of further education or...?

9 **MS. JESSICA BARLOW:** Just addressing the
10 gaps generally. Like, you addressed earlier that there
11 may be steps taken or steps that you may be taking, and
12 I'm just wondering if there's a timeline that the RCMP has
13 to address these gaps or...

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
15 don't think I -- I'm not sure that I said specific to
16 northern communities. With regard to northern
17 communities, we do a lot of outreach and education and
18 programming within those communities. In terms of going
19 forward within the human trafficking coordination centre,
20 we'll be looking at amending policy, amending the toolkits
21 that are used in those communities, and that will be
22 upcoming in the next year as we continue to staff that
23 unit.

24 So, those pieces of education that would be
25 used in those communities will be updated as soon as

1 possible, including the new hotline that's coming in with
2 public safety.

3 **MS. JESSICA BARLOW:** Wonderful. Thank you.
4 That's my time.

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
6 Thank you.

7 **MS. MEREDITH PORTER:** Thank you. The next
8 party I'd like to invite to the podium is from Families
9 for Justice. Ms. Suzan Fraser will have five-and-a-half
10 minutes for questions.

11 **--- CROSS-EXAMINATION BY MS. SUZAN FRASER:**

12 **MS. SUZAN FRASER:** Thank you. Chief
13 Commissioner, Commissioners, thank you. My name is Suzan
14 Fraser. I am here on behalf of a number of families who
15 have lost or who are looking for loved ones, and I am
16 grateful that they have placed their confidence in me, and
17 I particularly think of them today as I ask you questions.
18 I echo the remarks of my friends in terms of the land and
19 the support that we're being given here today.

20 Ms. Dobson, you've provided us with a lot
21 of helpful material, and because no good deed goes
22 unpunished, I have a lot of questions for you. Am I right
23 that the independent legal advice voucher for victims of
24 sexual assault is limited to four hours?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** That's correct. For the voucher, it's a four-
2 hour amount of service that the victim can access.

3 **MS. SUZAN FRASER:** Thank you. And, what is
4 the number of human trafficking protection orders that
5 have been granted by courts in Ontario?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

7 **DOBSON:** As far as I know, there have been two so far
8 since May.

9 **MS. SUZAN FRASER:** Okay. And, do you know
10 how many have been applied for?

11 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

12 **DOBSON:** I believe it is just the two.

13 **MS. SUZAN FRASER:** Okay. You have spoken
14 of the survivor circles that support the work around human
15 trafficking. Are the people who sit in survivor circles,
16 are they salaried position?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18 **DOBSON:** So, are you referring to the lived experience
19 table?

20 **MS. SUZAN FRASER:** Yes.

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** I don't believe they're salaried. I think they
23 may receive -- that's something we can check. They may
24 receive an honorarium or some *per diem* travel expenses,
25 but I don't believe they're receiving any salary for that.

1 **MS. SUZAN FRASER:** Right. You can
2 appreciate that those people who provide their lived
3 experience are experts and are often called upon for very
4 little money to provide their expertise and guidance, and
5 that continues to put them at risk in terms of living at
6 poverty.

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** I understand.

9 **MS. SUZAN FRASER:** Okay. At Schedule B of
10 Exhibit 25 -- sorry, Schedule B is what we had it as. I
11 believe it's Exhibit 25 now, which is the Victim Crisis
12 Program Standards.

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Mm-hmm.

15 **MS. SUZAN FRASER:** If you could turn to
16 page 5. You define child abuse there as inflicting or
17 threatening -- not you, but the program standard. Do you
18 have that, ma'am?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** I'm just flipping to it. I think it's -- okay.
21 What page are you on?

22 **MS. SUZAN FRASER:** Page 5, please.

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** Okay. Thank you.

25 **MS. SUZAN FRASER:** So, just at the bottom

1 there. Child abuse is defined as inflicting or
2 threatening to inflict physical or sexual harm on a child.
3 And, it's fair to say that that's a fairly limited
4 definition of child abuse?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** Yes, I don't seem to have the same tab. So, I'm
7 sorry. Victim Quick Response Program Standards?

8 **MS. SUZAN FRASER:** I was looking at ---

9 **MR. JULIAN ROY:** I think you're on Tab A,
10 which is Victim Crisis ---

11 **MS. SUZAN FRASER:** Okay. My -- pardon me.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Sorry.

14 **MS. SUZAN FRASER:** It's the Victim Crisis
15 Assistance Ontario, and perhaps your counsel can put me in
16 the right spot.

17 **MR. JULIAN ROY:** It's Tab A and it was
18 document B for you. And, I think you're at page 5.

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** Okay.

21 **MS. SUZAN FRASER:** Yes, thank you.

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23 **DOBSON:** There we go.

24 **MR. JULIAN ROY:** Does that help?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** Now we're the same.

2 **MS. SUZAN FRASER:** Okay.

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** All right. Okay. Yes.

5 **MS. SUZAN FRASER:** Right. So, that
6 standard excludes emotional abuse, neglect or other kind
7 of child abuse that's defined in the *Child and Family*
8 *Services and Youth Act*?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

10 **DOBSON:** Yes.

11 **MS. SUZAN FRASER:** And, it's a fairly
12 narrow definition?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Mm-hmm.

15 **MS. SUZAN FRASER:** Do you know what the
16 reason for that is?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18 **DOBSON:** I don't think there's a reason why. I think it
19 could be a matter of the two just not being in harmony.
20 What I'd say is, if child victims present to these program
21 services, we do serve child victims.

22 **MS. SUZAN FRASER:** They don't have to meet
23 a particular -- they shouldn't have to meet a particular
24 definition ---

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** No.

2 **MS. SUZAN FRASER:** --- if they're ---

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** No.

5 **MS. SUZAN FRASER:** --- a victim?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

7 **DOBSON:** No.

8 **MS. SUZAN FRASER:** Okay. What I would like
9 to do is look at the notion of program standards. And,
10 you described these as being available to the public so
11 that the public can know what they can access. But, am I
12 right that program standards are usually what a ministry
13 uses when it's working with transfer payment agencies or
14 service providers to identify the terms on which services
15 should be provided?

16 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

17 **DOBSON:** That's one of the principle reasons why we have
18 those standards, yes.

19 **MS. SUZAN FRASER:** All right. And, do you
20 have any outward facing -- what I would describe as
21 outward facing standards, so that when somebody from the
22 outside is looking at victim services, they can say, "This
23 is what I'm entitled to." So, an outward facing standard
24 might say, "When you come to victim services, you will be
25 treated in this manner. You can receive these things."

1 Does that exist?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** So, we do on our website have for various
4 programs, like our Victim Witness Assistance Program, we
5 talk about what to expect when you come to the office,
6 what kind of services you would receive. We have a victim
7 services directory, so people can access the various other
8 agencies that we fund, and they would direct them to their
9 individual websites or their information.

10 **MS. SUZAN FRASER:** Okay. And, I'm just --
11 I'd like to turn to your policing partners, Chief,
12 Inspector, Assistant Deputy Commissioner -- I've lost
13 track of the ranks -- do you have outward facing
14 standards, so that when a member of the public is coming
15 to report a missing person, that they know -- that you
16 say, "When you come to the police, you can expect to be
17 treated with respect. You can expect for us to take a
18 full and comprehensive report." Inspector Chalk, do those
19 exist anywhere within the OPP, an outward facing standard?

20 **INSPECTOR TINA CHALK:** We have a family
21 guide ---

22 **MS. SUZAN FRASER:** Yes.

23 **INSPECTOR TINA CHALK:** --- which explains
24 some of those things for someone who is coming in and
25 reporting a family member missing.

1 **MS. SUZAN FRASER:** So, they would include
2 the standards of what they can expect?

3 **INSPECTOR TINA CHALK:** I can't remember
4 exactly what each piece is, but that's the nature of that
5 document, so there's a better understanding and how you
6 might feel, all of those things.

7 **MS. SUZAN FRASER:** Chief Boland, do you
8 have such an outward facing standard of what to expect
9 when you ---

10 **MS. MEREDITH PORTER:** Counsel. Yes, sorry,
11 the time's up.

12 **MS. SUZAN FRASER:** Okay. It was part of a
13 bigger question, but thank you.

14 **MS. MEREDITH PORTER:** The next
15 representative I'd like to invite up to the podium is
16 Aboriginal Women's Action Network. Ms. Faye Blaney will
17 have five and a half minutes for her questions.

18 **--- CROSS-EXAMINATION BY MS. FAY BLANEY:**

19 **MS. FAY BLANEY:** Good afternoon. I wanted
20 to say briefly who the Aboriginal Women's Action Network
21 is. We're a group of Indigenous women across the province
22 of B.C. and we've taken action on male violence against
23 Indigenous women and all women for that matter, and we've
24 been doing that since our inception in 1995.

25 As part of the World Women's March Against

1 Poverty and Violence, which was the third one, in the year
2 2000 – the first one was in Quebec City -- Quebec, I mean
3 – we participated and rafted down the Fraser River in the
4 Journey for Justice, and we were opposing the
5 implementation of alternative measures or restorative
6 justice in cases of violence against Indigenous women, and
7 we held five focus groups. And, we've also participated
8 in organizing the annual Valentine's Day Memorial March in
9 the Downtown Eastside of Vancouver.

10 So, my first question is to Assistant
11 Commissioner Joanne Crampton – and all of my questions are
12 directed to you. So, my first question pertains to the
13 trafficking of Indigenous women and girls in B.C. What
14 steps are being taken to address the trafficking in port
15 cities such as Vancouver or Prince Rupert, and even the
16 trafficking internally from Prince George and other areas
17 like that?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Currently, there is the coordinator position that I
20 mentioned, that reports to the National Coordination
21 Centre or certainly works with us, but reports to --
22 within British Columbia. And, in addition, there is a
23 position, I'm just going to refresh my memory in terms of
24 exactly what they're doing, because I know they're coming
25 forward with a lot of initiatives in British Columbia as

1 part of the Opal Inquiry.

2 There is a position within the provincial
3 Counter Exploitation Unit that works on human trafficking
4 as part of their mandate, and as well we're combining
5 municipal, provincial and federal positions to work
6 together to ensure that there's joint cooperation with
7 regard to human trafficking, completing outreach in the
8 communities and, of course, investigations as well.

9 **MS. FAYE BLANEY:** So, at a previous
10 hearing, we heard the testimony of Dee Stewart, an
11 Indigenous officer, RCMP officer, in B.C. And, if I
12 recall correctly, I think that the budget that she manages
13 annually is, like, double or triple what NAN receives, the
14 Nishnawbe Aski Nation, and they're actually on the ground,
15 the Indigenous police officers there. And, what she
16 shared with us is that she does recruitment and community
17 relations, and they've gone on canoe trips and the like.
18 And, I'm just wondering if her office has been utilized to
19 address any aspect of MMIWG or even human trafficking or
20 sexual exploitation with a budget of that size.

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
22 I'm sorry, I wouldn't be able to answer that question.
23 I'm not aware of whether they're working with our Missing
24 and Murdered Indigenous Women and Girls Inquiry Group.
25 I'm sorry.

1 **MS. FAYE BLANEY:** All right. I just wanted
2 that on the record. So, Bill C-36 is my next question,
3 the *Protection of Community and Exploited Persons Act*.
4 So, what I'm wondering, I think you've already responded
5 to previous questions about lack of records for the
6 arrests of pimps and johns across this country, or even
7 the implementation of that law, what I'm wondering is if
8 pimps and johns were to be legalized, do you anticipate
9 that the problem of sexual exploitation and human
10 trafficking of Indigenous women and girls would be
11 exacerbated?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Just to address your first point, there is records of
14 pimps and johns being charged. That's a statistic that we
15 just don't collect, though, at the National Coordination
16 Centre. We collect human-trafficking-specific charges or
17 related charges, not necessarily where a john is being
18 charged or a pimp being charged.

19 With regard to your second point, I don't
20 know that that would end trafficking. I guess if
21 everything was legalized and there was no money to be
22 made, I suppose it could.

23 **MS. FAY BLANEY:** I have five questions and
24 I really want to spend more time on this one, but I want
25 to go on to another one that I really want to get in here.

1 I have been so alarmed at what has been happening in Val-
2 d'Or, the Human Rights Watch Report with regard to police
3 officers being the ones that are the perpetrators of
4 sexual violence, sexual exploitation in Prince George. I
5 have the example of Jim Fisher in Vancouver who was the
6 counter exploitation -- like the director, and he was
7 charged. And so, I'm wondering what is being done to
8 address this issue, or even this attitude of the abuse of
9 power among police officers?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 There's -- if someone is accused of abuse of power, there
12 would be an investigation that's conducted, and a
13 disciplinary hearing could take place, or discipline could
14 be provided. If there is an accusation, then it would be
15 fully investigated.

16 **MS. FAY BLANEY:** I'm not allowed to ask
17 anymore, am I? I have another question for her.

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Thank you.

20 **MS. MEREDITH PORTER:** Thank you. The next
21 representative I would like to invite to the podium is
22 from the Inuit Tapiriit Kanatami. Ms. Elizabeth Zarpa
23 will have five-and-a-half minutes for questions.

24 **--- CROSS-EXAMINATION BY MS. ELIZABETH ZARPA:**

25 **MS. ELIZABETH ZARPA:** Good afternoon. My

1 name is Elizabeth Zarpa, and I'm legal counsel
2 representing Inuit Tapiriit Kanatami. ITK represents
3 65,000 Inuit throughout Canada, prominently in the north,
4 but also in southern urban centres like St. John's, for
5 instance.

6 I want to acknowledge the original
7 inhabitants who lived and continue to live in Newfoundland
8 and Labrador prior to European settlement, namely the
9 Beothuk, Mi'kmaw, Nunatsiavut and also the Innu. I want
10 to acknowledge and thank Inuk Elder Ms. Peogie (phonetic)
11 for travelling here all the way from Labrador and keeping
12 the qulliq lit all throughout this week.

13 My questions are going to be predominantly
14 for you, Mr. Joe Boland. Can I call you Mr. Boland?

15 **CHIEF JOE BOLAND:** Totally.

16 **MS. ELIZABETH ZARPA:** In your 36 years'
17 experience with the RNC, have you worked with Indigenous
18 people from Newfoundland and Labrador?

19 **CHIEF JOE BOLAND:** I have worked on certain
20 committees where there has been representation from
21 Indigenous, yes.

22 **MS. ELIZABETH ZARPA:** Have you worked with
23 Indigenous women and girls who have experienced violence?

24 **CHIEF JOE BOLAND:** I have -- again, I have
25 worked on committees where there have been women, yes,

1 Indigenous women that have experienced violence.

2 **MS. ELIZABETH ZARPA:** And, have you worked
3 with Indigenous women and girls who have experienced sex
4 trafficking within Newfoundland and Labrador?

5 **CHIEF JOE BOLAND:** I personally have not.

6 **MS. ELIZABETH ZARPA:** And, could you please
7 explain who the Indigenous groups within the Province of
8 Newfoundland and Labrador are?

9 **CHIEF JOE BOLAND:** Well, we have in St.
10 John's area, we have -- I couldn't -- I probably can't,
11 no. I can think about, you know, Mi'kmaw and the Qalipu,
12 and the West Coast, and the Inuit, and the Innu in
13 Labrador, but I don't have and I don't possess to know a
14 lot about the Indigenous, but I'm learning as I go.

15 **MS. ELIZABETH ZARPA:** Thank you. And,
16 where in the RNC training do officers learn about the
17 Indigenous people of this province?

18 **CHIEF JOE BOLAND:** It is a gap, and that's
19 why we bring in people in our community from the St.
20 John's Native Friendship Centre to teach our recruits, to
21 our senior management and to others in our training day
22 more about the cultures of the Indigenous people of our
23 province.

24 **MS. ELIZABETH ZARPA:** So, is there
25 mandatory training for RNC officers?

1 **CHIEF JOE BOLAND:** It is, yes.

2 **MS. ELIZABETH ZARPA:** And, could you please
3 elaborate in brevity what that is?

4 **CHIEF JOE BOLAND:** Well, what it is, is
5 that -- the training you mean or...

6 **MS. ELIZABETH ZARPA:** The training that RNC
7 officers have in relation to understanding who the
8 Indigenous population is within this province.

9 **CHIEF JOE BOLAND:** Well, it's -- as I said,
10 you know, in Corner Brook if you look at, it's been
11 involved with the community in Corner Brook. It's
12 reaching out. This is a very complex topic that we're
13 talking about. We haven't learned this in our history
14 coming through school, and we're trying to learn more.
15 And, the best way for us to learn more is to reach into
16 the community, the people from an Indigenous community
17 that can come in and speak to us about culture, and about
18 language, and what's acceptable and what's not acceptable.

19 So, we invite -- if you're in the St.
20 John's area, it'll be the St. John's Native Friendship
21 Centre that will come in and offer that training to us.
22 In Corner Brook, it's the different organizations within
23 the Qalipu and same in Labrador.

24 **MS. ELIZABETH ZARPA:** Thank you. And,
25 would you agree that understanding Indigenous peoples of

1 this province's realities is an important aspect of
2 working on issues like violence against missing and
3 murdered Indigenous women and girls?

4 **CHIEF JOE BOLAND:** I 100 percent agree, and
5 there's no way to really get to a solution until we learn
6 more.

7 **MS. ELIZABETH ZARPA:** And, would you agree
8 that usually people who can speak to Indigenous realities
9 are Indigenous people themselves?

10 **CHIEF JOE BOLAND:** Absolutely. And, my
11 experience has been -- on any of the committees that I
12 have sat on is the persons with lived experience, the
13 persons that -- you know, the Indigenous community and
14 with their cultures, they're the ones that bring the most
15 insight. We, I think -- you know, when -- especially --
16 I'll say this for myself, that when I attend committee
17 meetings, I'm there for the best interest, but sometimes,
18 my lack of knowledge can cause problems as well.

19 **MS. ELIZABETH ZARPA:** And, in your
20 biography, it outlines that you are on the newly formed
21 provincial steering committee on violence against women
22 and girls?

23 **CHIEF JOE BOLAND:** Correct.

24 **MS. ELIZABETH ZARPA:** And, on the steering
25 committee, there is no Labrador Inuit woman on that

1 committee; correct?

2 **CHIEF JOE BOLAND:** It is correct, but I
3 think Chris Sheppard has stepped back, and I think there
4 is going to be a person appointed to that committee from
5 the Indigenous women.

6 **MS. ELIZABETH ZARPA:** And, would you make a
7 recommendation that, moving forward, any Newfoundland and
8 Labrador provincial committee dealing with violence
9 against women, girls and LGBTQ2S include Inuit women and
10 girls?

11 **CHIEF JOE BOLAND:** I would.

12 **MS. ELIZABETH ZARPA:** Okay. And, in
13 Exhibit 41, it states on page 16 and 18 that the RNC
14 worked with the Qalipu in 2016 in relation to going
15 camping, engross more (phonetic) and also Aboriginal Day.
16 You also testified that there's programming happening here
17 on the island with the Mi'kmaw of Western Newfoundland,
18 but can you please elaborate on whether the RNC are doing
19 any specific Inuit programming in Labrador? Because from
20 what I understand, the RNC are also stationed in Labrador
21 West.

22 **CHIEF JOE BOLAND:** Yes, Inspector Tom
23 Warren is the officer in charge, and it's my understanding
24 from an email that they sent me is that they're very
25 active with the Indigenous community in Labrador, sit on

1 many of the committees similar to the ones in Corner
2 Brook.

3 **MS. ELIZABETH ZARPA:** That's my time.
4 Thank you.

5 **MS. MEREDITH PORTER:** Thank you. The next
6 party I would like to invite to the podium is from the
7 Missing and Murdered Indigenous Women and Girls Manitoba
8 Coalition. Ms. Sandra Delaronde will have five-and-a-half
9 minutes for questions.

10 **--- CROSS-EXAMINATION BY MS. SANDRA DELARONDE:**

11 **MS. SANDRA DELARONDE:** Good afternoon,
12 Chief Commissioner and Commissioners. I would like to
13 acknowledge the spirit of the ancestors of this land and
14 the space that we are in. And, we say, to encompass all
15 of creation, we acknowledge all of our relations.

16 I bring these questions forward in the most
17 humble way that I know, and for the -- in honour of all
18 the women and the communities that have fought for many
19 years and across generations for this Inquiry for an
20 opportunity for our voices to be heard and for the safety
21 of the -- of our loved ones that have -- are now here and
22 those yet to come.

23 And, my first question is to Inspector
24 Chalk, I think? Is it Inspector? Yes. Okay. So, when
25 you had talked about -- asked about racism -- or

1 questioned about racism, you noted that part of it is how
2 the victim feels that contributes to their vulnerability.
3 Does that vulnerability play a factor in how cases are
4 investigated?

5 **INSPECTOR TINA CHALK:** I'm not sure. If
6 you can explain the question a little bit better for me?

7 **MS. SANDRA DELARONDE:** When you were
8 questioned about racism this morning, you said that often
9 it's how the victim internalizes racism ---

10 **INSPECTOR TINA CHALK:** Yes.

11 **MS. SANDRA DELARONDE:** --- that contributes
12 to their vulnerability. So, if a victim is feeling
13 vulnerable, does that play a factor in how their cases are
14 investigated in terms of being victims of human
15 trafficking?

16 **INSPECTOR TINA CHALK:** I think it would be
17 much more difficult, because if they're feeling like that,
18 they probably aren't going to be open with the officer and
19 they're probably not going to be able to articulate what's
20 really happening to them if they feel they're not
21 believed. So, I think that would absolutely be an issue.

22
23 **MS. SANDRA DELARONDE:** So how does your
24 police service then work with and train officers to
25 support those victims?

1 **INSPECTOR TINA CHALK:** Well, generally the
2 officers who are involved in this are specialist officers,
3 so they would have that Indigenous training or should or
4 will be. And so they have that understanding to start out
5 with and they're compassionate officers who are driven to
6 help victims of crime, particularly sexual type crimes.
7 So I think the officers that are dealing with that when
8 they're taking their statements and things, that those are
9 the officers that really understand this, to some extent.

10 But I think there's other things that we
11 can do as well, and something I've never thought about,
12 but just simple things like asking a victim if they wanted
13 to have -- use a feather, for example, while they're
14 giving a statement, I haven't thought about that. Those
15 type of things are very important. I think we need to
16 think through some of those things. That would help.

17 **MS. SANDRA DELARONDE:** Okay, thank you. So
18 you had also noted that your officers are required to take
19 Indigenous cultural training. Are you able to track data
20 or collect data on whether this training is effective in
21 the performance of their work with Indigenous people and
22 particularly victims of human trafficking?

23 **INSPECTOR TINA CHALK:** I'm not sure how you
24 would track that unless they were subject of a complaint
25 or something along those lines, perhaps if you could

1 cross-check that whether those people had had that
2 training or not. I'm not sure how else. I would have to
3 think through ability to do that.

4 **MS. SANDRA DELARONDE:** Okay, thank you.

5 My next question is for Deputy Commissioner
6 Crampton. You had noted that there is an Indigenous
7 liaison in Nova Scotia in human trafficking. Is there
8 consideration given to hiring an Indigenous liaison in
9 every province or division where the RCMP is ---

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We

11 ---

12 **MS. SANDRA DELARONDE:** --- contracted?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Oh, sorry. Yes, we've talked about that as a best
15 practice and we'll certainly be moving that forward as a
16 recommendation to other provinces to consider. We have
17 Aboriginal or Indigenous liaisons in most -- or in a lot
18 of the communities. And that should be a role that could
19 be incorporated into some of what they do or in an
20 additional position if their workload wouldn't allow for
21 human trafficking investigations and outreach.

22 **MS. SANDRA DELARONDE:** Okay. You also
23 noted this morning that you do collect information on
24 victims. I'm wondering as well, do you collect
25 information on perpetrators of crime and develop profiles

1 as such?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 Yes, we do.

4 **MS. SANDRA DELARONDE:** Okay.

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In
6 Project Safekeeping, the result of that review came out
7 with several -- or several pieces of information, one of
8 which was a profile of a trafficker, as well as what types
9 of groups are involved in trafficking, and there was a lot
10 of data in that particular project that came out.

11 **MS. SANDRA DELARONDE:** Okay, thank you.

12 And my last question is to Assistant Deputy
13 Minister Dobson, you mention in the Indigenous Justice
14 Division you noted that this morning. So my question is,
15 how many Indigenous people with lived experience in
16 community do you have in decision-making positions in your
17 area of responsibility?

18 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

19 **DOBSON:** So the Indigenous Justice Division is another
20 division in our ministry, in the Ministry of the Attorney
21 General. It has an assistant deputy, attorney general and
22 about 30 or so staff I believe. And I would say the
23 majority of the staff that are there are Indigenous.

24 **MS. SANDRA DELARONDE:** Okay. Just one more
25 quick question, of the 220 transfer payment organizations,

1 who makes the decision on where those -- on the funding
2 processes? Is it -- do you have Indigenous people with
3 lived experience and community as part of that decision-
4 making process?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** Not in the funding decision per se; however, the
7 program designs and evaluations and the improvements we
8 make to programs. As I mentioned, we have a number of
9 tables where we talk about and discuss our victim
10 services, including Indigenous partners that we ---

11 **MS. SANDRA DELARONDE:** Thank you.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** --- they have those conversations with.

14 **MS. SANDRA DELARONDE:** Thank you.

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

16 **DOBSON:** Thank you.

17 **MS. MEREDITH PORTER:** Thank you.

18 The next party I'd like to invite to the
19 podium is from Regina Treaty Status Indian Services. Ms.
20 Erica Beaudin will have five-and-a-half minutes for
21 questioning.

22 **--- CROSS-EXAMINATION BY MS. ERICA BEAUDIN:**

23 **MS. ERICA BEAUDIN:** Good afternoon.

24 Wela'lin to the Elders, drummers and singers for their
25 prayers, songs and nakurmiik for the lighting of the

1 qulliq. Thank you to the Elder for the welcome to the
2 unceded territories of the Mi'kmaw and Beothuk as well as
3 the Inuit people who call this home.

4 My name as stated is Erica Beaudin. I hold
5 the position of Executive Director of the Regina Treaty
6 Status Indian Services out of Treaty 4 territory in what
7 is now Saskatchewan.

8 My first question is to Assistant
9 Commissioner Joanne Crampton. What is your knowledge of
10 the role of Indigenous gang activity in the issue of
11 sexual exploitation or human trafficking of -- pardon me --
12 - of Indigenous women, girls and two-spirited individuals?
13 And before you answer that, the follow-up is, is it mainly
14 in the grooming and recruitment? Do they work or partner
15 with larger criminal organizations, in particular, non-
16 Indigenous ones?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 Thank you for that. In Project Safekeeping we identified
19 that gang activity is quite prevalent within the area of
20 human trafficking, but generally working on their own and
21 not necessarily as a gang -- as a group, I should say.
22 They're making profits individually, although they're
23 associated to gangs and are gang members.

24 So there is a prevalence there. It's not
25 necessarily associated to organized crime and there's no

1 evidence to say that the gang -- the entire gang would be
2 involved in something like that.

3 **MS. ERICA BEAUDIN:** So when there is women
4 who are taken from the streets and they go to the next
5 province, you're saying that's still localized gang
6 activity?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
8 Not necessarily. So trafficking could be being sold to
9 someone who's working in another community, or it could be
10 the trafficker themselves who is moving their people that
11 they're trafficking to another area.

12 So, generally, people work alone when
13 they're -- when they are trafficking. They might work in
14 conjunction with a partner, a female partner or sometimes
15 a male partner, but oftentimes it's alone and it's not
16 necessarily an organized crime type activity.

17 **MS. ERICA BEAUDIN:** Okay, thank you.

18 My next question is for Ms. Dobson. I
19 understand that provinces mostly in the justice ministries
20 decide what model of victim services they choose. It
21 would seem -- pardon me -- that Ontario has chosen a
22 combination victim services model; that is both police
23 services as well as NGOs or Indigenous groups hold these.
24 Do you feel it's important for victims to have a choice in
25 who they choose to support them in this process?

1 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2 **DOBSON:** Yes.

3 **MS. ERICA BEAUDIN:** Do you believe that --
4 would you make that as a recommendation that victim
5 services models are most effective when there is a choice
6 between the systems that perhaps are not trusted as well
7 as other organizations outside of those judicial systems?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

9 **DOBSON:** Yes, in fact, many of our program services are
10 designed that way so people can make a choice. They can
11 come to our service without having to, for example, report
12 to police.

13 **MS. ERICA BEAUDIN:** Thank you very much.

14 Chief Boland, it's definitely encouraging
15 to hear your presentation this morning. I have to say the
16 position of an analyst to oversee or to be that somber
17 second look, if you will, of files is the first I've heard
18 in determining, amongst other things, unconscious bias.
19 Does this include racial bias?

20 **CHIEF JOE BOLAND:** It includes all biases.

21 **MS. ERICA BEAUDIN:** Okay. So unconscious
22 bias at best is ignorance and at worst it's not
23 unconscious at all. It is outright racist. Do you
24 believe that position, such as this analyst position, is
25 important in creating accountability within your force, as

1 well as public trust?

2 **CHIEF JOE BOLAND:** Absolutely.

3 **MS. ERICA BEAUDIN:** Would you recommend
4 this position or positions to other police forces?

5 **CHIEF JOE BOLAND:** I would.

6 **MS. ERICA BEAUDIN:** Thank you.

7 My next question can be answered by any of
8 the police representatives on the panel. As you are
9 aware, the grooming of a victim often precludes sexual
10 exploitation and trafficking. This can be having the
11 victim participate in criminal acts so they won't go to
12 the police. Pardon me. Both with personal experience as
13 well as truths told to me, I present the following
14 recurring situation.

15 Even in working in partnership with the
16 police before we bring in a victim to request assistance
17 in keeping them safe, these victims have their names run,
18 and if they are wanted or suspected they are detained and
19 sometimes charged. The end result, they either leave, and
20 in some cases are more in danger, or they have been
21 treated like the perpetrator or criminal and are now part
22 of the legal system process, which may include removing
23 children from their care.

24 What could be done by police forces so that
25 victims who come forward for assistance are not subjected

1 to this treatment; and secondly, any solutions that you
2 may state, how can this be enacted into policy and
3 procedure?

4 **INSPECTOR TINA CHALK:** I could say that I'm
5 not sure why they would be ran if they were victims coming
6 in to provide information. That wouldn't be something
7 that would be a routine process for us to do. And I can
8 say that we do see situations which are very difficult
9 where trafficked women end up becoming traffickers, and we
10 all know because of the fact that they're victims and all
11 of the information that -- the coercion, that they then
12 become an offender, and it's a very difficult scenario to
13 be in for the police, because sometimes we have -- that
14 they may have assaulted someone else, badly assaulted
15 someone else, and that person wants them charged, for
16 example.

17 So, it can get really complicated, but we
18 do have an understanding that the reason they're in that
19 position in the first place was because they were a victim
20 and all of the trauma that goes with that. So, those are
21 the type of scenarios where officers really need to
22 understand it and get to the bottom of what has happened,
23 and the courts also need to look at the whole entire
24 situation and really understanding that, and it's very
25 complicated.

1 **MS. ERICA BEAUDIN:** Thank you. Any others
2 would like to respond?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Go ahead, if you want to answer.

5 **INSPECTOR TINA CHALK:** Oh, no. That's all
6 right. Thank you.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

8 No, that's fine.

9 **MS. ERICA BEAUDIN:** No, that's fine.

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 Thank you.

12 **MS. ERICA BEAUDIN:** Thank you very much.

13 **MS. MEREDITH PORTER:** The next party I'd
14 like to invite to the podium is from the Congress of
15 Aboriginal Peoples. Ms. Alisa Lombard will have five-and-
16 a-half minutes for questioning.

17 **--- CROSS-EXAMINATION BY MS. ALISA LOMBARD:**

18 **MS. ALISA LOMBARD:** Thank you. Good
19 afternoon. Wela'lin to the Indigenous peoples of these
20 beautiful lands for welcoming us. To the elders, the
21 families, the Commissioners, witnesses and counsel, thank
22 you for sharing and listening today.

23 Assistant Commissioner Crampton, you
24 mentioned under reporting by victims and survivors. You
25 spoke about the importance of education, to deliver

1 messaging, to make sure people know what human trafficking
2 really is. You also said that a lot of women and girls
3 who are in an exploitative situation don't know or perhaps
4 truly understand that they're in that very situation. Is
5 this a correct understanding of your testimony?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 That's correct, yes.

8 **MS. ALISA LOMBARD:** Building on my
9 colleague Ms. Teillet's thoughtful reference, the need for
10 police policies and procedures to ensure further harm is
11 not caused to Indigenous women and girls, and building on
12 Ms. Blaney's comments with respect to the abuse of power,
13 I want to boldly and directly raise the role of power and
14 its institutional nerve centres in so-called under
15 reporting. This goes to trust in police, which was raised
16 by this panel multiple times as a significant barrier to
17 building relationships. The example I'm about to relate
18 may be triggering.

19 In 2015, CBC reported, based on RCMP
20 adjudication documents obtained by them, that an RCMP
21 constable, "Took an intoxicated Aboriginal woman he had
22 arrested out of a cell and drove her to his northern
23 Manitoba home to pursue a personal relationship." This
24 article goes on to say, "And documents reveal that his
25 fellow officers teased and goaded him by text about how

1 far he might go, including what the officers termed 'jokes
2 about specific sexual acts'." The article also reported
3 that the senior officer in the detachment first said, "It
4 wasn't right" for the constable to take the woman out of
5 custody, but finally said, "You arrested her. You can do
6 whatever the [expletive] you want to do."

7 A written decision was not delivered until
8 2014, though the alleged event occurred in 2011. The
9 constable admitted to the allegations, got a reprimand and
10 lost pay for seven days. CBC's report does not speak to
11 the investigation's reprimand of any other officer or the
12 constable and questioned superior. In the same CBC
13 article, Meghan Rhoad, a women's rights researcher with
14 New York based Human Rights Watch said, "If communities
15 can't trust police to behave properly, how can Indigenous
16 women and girls feel that these are people they can go to
17 for protection?"

18 Inspector Chalk, what are your views and
19 what is your experience with the investigation and
20 prosecution of officers and other persons in positions of
21 authority and trust?

22 **INSPECTOR TINA CHALK:** Well, we have a
23 professional service branch within our organization that
24 are the ones that prosecute those. But, I can say that
25 it's not acceptable, absolutely, what you're saying. And,

1 we have a high standard of acceptability to these things
2 and we would prosecute people. And, I personally have
3 charged police officers. I've supervised the charging of
4 police officers. I've disciplined my own members. And, I
5 wouldn't, for a moment, think to not do that in those
6 circumstances, and I am confident that those that we're
7 putting in these leadership positions would feel the same.

8 **MS. ALISA LOMBARD:** Thank you. Assistant
9 Commissioner Crampton, what do you think the RCMP can do
10 to better hold itself accountable? What preventative and
11 punitive measures are or should be in place, and how much
12 importance do you ascribe to institutional independence in
13 the conduct of investigations of this nature?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 With regard to your last point, I think it's extremely
16 important that we have independence in investigations
17 which we have been putting in place right across the
18 country. I've worked in provinces where we've put that in
19 place and I've worked in conjunction with the government
20 to ensure that it is in place for us, so that we're not
21 doing our own investigations of any type of serious nature
22 at all, especially the type of scenario that you're
23 describing, which is incredibly disturbing.

24 With regard to internally and what we're
25 doing, the RCMP is doing a lot of work internally to

1 ensure inclusiveness, to ensure a lack of harassment
2 within to ensure a safe workspace, which will in turn also
3 contribute to how we treat our communities that we police.
4 I think we need to be healthy inside in order to be
5 healthy outside as well. So, I think a lot of the work
6 that we're doing right now in terms of cultural change
7 will also make us better in policing communities in a more
8 inclusive and respectful manner.

9 **MS. ALISA LOMBARD:** Thank you. In the few
10 moments we have left, Chief Boland, do you have anything
11 that you'd like to add to that?

12 **CHIEF JOE BOLAND:** Here's what I'll say, is
13 that the uniform that we wear gives us an opportunity to
14 reach into our community and help people. It allows us to
15 get a trust that most people have to work very hard to
16 get. It gives us access to vulnerable people. And, as I
17 said this morning, this afternoon, when you look at the
18 core values that I spoke of, that's what I expect and
19 that's all I will tolerate.

20 I have the position as head of an
21 organization that can change culture from within and, you
22 know, how can we better understand our Indigenous
23 community when we can't get people to trust us, to come
24 forward, to be able to tell us their issues, and for us to
25 get a better understanding of their culture?

1 **MS. ALISA LOMBARD:** Thank you. I have so
2 many more questions, but my time is up. Thank you.

3 **MS. MEREDITH PORTER:** Thank you. The next
4 party I'd like to invite to the podium is from Animakee Wa
5 Zhing No. 37 First Nation et al. Ms. Whitney Van
6 Belleghem will have nine minutes for questioning.

7 **--- CROSS-EXAMINATION BY MS. WHITNEY VAN BELLEGHEM:**

8 **MS. WHITNEY VAN BELLEGHEM:** Good afternoon.
9 I would like to start by acknowledging the ancestral
10 territory that we are here on today of the Beothuk, the
11 Mi'kmaw, the Inuit, the Innu people. And, I would like to
12 acknowledge and thank the families and survivors, the
13 elders that are here, the Commissioners and the Inquiry
14 staff.

15 My questions today are for Inspector Chalk.
16 During your direct examination this morning, you discussed
17 that a challenge for policing in relation to human
18 trafficking is that it's cross-jurisdictional. You
19 mentioned that your unit would call and communicate with
20 other police services, including First Nation police
21 services, when you suspect that they may have a case that
22 involves human trafficking.

23 Can you please elaborate on what the OPP is
24 doing to coordinate and what else the OPP is doing to
25 coordinate with and support First Nation police services

1 such as Treaty 3 Police and the Nishnawbe Aski Police
2 Service?

3 **INSPECTOR TINA CHALK:** Yes. So, with the
4 nine self-administered police services, they are part of
5 the strategy. So, they are given some funding from the
6 ministry through the OPP, and it is specific to wages, so
7 it's to designate one officer or part of an officer,
8 depending on the funding, to be the one who is that
9 contact piece.

10 So, in the development of that strategy, I
11 engaged all of those police chiefs of all those services
12 and I had lengthy discussions about what it looks like in
13 their service, how we can assist, and I offered all of
14 them that at any point we would come to assist them with
15 investigations, as well as training.

16 So, human trafficking training, and some
17 are small services, but I'd be more than willing to stay
18 for two, three, four days, whatever it takes, to make sure
19 that training happens. So, we're really trying to engage
20 them that way.

21 And then we have our Missing and Awareness
22 Days, and then I had spoken about with missing persons
23 cases, when we do this analysis, to determine if there is
24 a missing person from a First Nation community, that we
25 again are engaging to say, is there anything that we can

1 do? How can we assist you? And, places like the Canadian
2 Centre for Child Protection, which I mentioned, ensuring
3 everyone knows about that. So, we really are trying to
4 close those gaps and make that engagement stronger, and
5 we'll continue to do that, and we're always happy to offer
6 assistance when wanted.

7 **MS. WHITNEY VAN BELLEGHEM:** You also
8 mentioned during your direct examination that one
9 jurisdictional barrier to effectively dealing with human
10 trafficking is that you do not currently have real time
11 access to police reports in other jurisdictions. Can you
12 elaborate on what other jurisdictional barriers exist in
13 coordinating between the OPP and First Nation Police
14 Services with respect to human trafficking and sexual
15 exploitation?

16 **INSPECTOR TINA CHALK:** So, I think -- and
17 it has been brought up by another member, but the fact
18 that there isn't funding for First Nations Police Services
19 for these specialty positions. So, through our strategy,
20 they're giving some funding, but it's not nearly what's
21 needed. They need to have an understanding and expertise
22 into these things as well, so we're trying to offer our
23 training and do these things to help, but it would be a
24 major benefit if they had the same thing, if they had
25 detectives working within their service that were funded

1 properly so that they could be engaged in a more
2 meaningful way. Because my understanding is sometimes
3 it's difficult to do regular patrol as opposed to these
4 specialty recognition of these type of cases where we have
5 talked about so many times where we need to find them.
6 We're not expecting victims to come to us. We have to
7 figure it out, and that's a lot of work and some specialty
8 work.

9 **MS. WHITNEY VAN BELLEGHEM:** And, aside from
10 funding, are there other opportunities to improve on the
11 jurisdictional barriers between the OPP and the First
12 Nation Police Services?

13 **INSPECTOR TINA CHALK:** So, I spoke to the
14 Powercase program, which is a Major Case management
15 program, and I think it would be of great benefit if the
16 police -- First Nation Police Services all utilized that
17 program. My understanding is that one does, at this
18 point, out of the nine, but it would be very helpful. I
19 mean, many times, the OPP may have come to assist with
20 those cases, and then we would add it to Powercase. But,
21 I think, for all the reasons I suggested earlier, them
22 having that real time ability to use Powercase, look at
23 those trends, different people's names, all of that would
24 be a benefit.

25 **MS. WHITNEY VAN BELLEGHEM:** Thank you. I

1 would like to discuss now the issue of awareness. Earlier
2 today and in Exhibit 14, which was titled "Human
3 Trafficking in 2018, Current Police Landscape," you
4 indicated that a lack of awareness is a barrier to
5 addressing human trafficking and sexual exploitation. I
6 take it then that you agree that increasing awareness and
7 education are important parts of the response to human
8 trafficking?

9 **INSPECTOR TINA CHALK:** Yes.

10 **MS. WHITNEY VAN BELLEGHEM:** And, now,
11 Commissioner Crampton I believe was asked today by another
12 party whether it's true that human trafficking does not
13 just occur in urban centres, but that it's also occurring
14 in smaller rural communities and remote First Nations.
15 She indicated that this was true, would you agree?

16 **INSPECTOR TINA CHALK:** I would agree, and I
17 think that this is a perception of most citizens, that
18 they think this is a big city issue. And, in fact, couple
19 -- the conferences that we had held last year, one in
20 Kenora and one in Barrie, that was a big focus, to have
21 people have an understanding that this is not just a big
22 city issue. This is happening everywhere. So, that
23 awareness is a difficult piece, because many civilian
24 members do not understand that as do many police officers
25 not understand that.

1 **MS. WHITNEY VAN BELLEGHEM:** And so, then
2 you would agree that it's important to provide this
3 awareness and education in the First Nation communities?

4 **INSPECTOR TINA CHALK:** Yes.

5 **MS. WHITNEY VAN BELLEGHEM:** My clients are
6 concerned about the well-being and safety of their
7 children and youth in their communities. Would you also
8 agree that First Nations should receive resources to
9 develop and implement education and awareness programs in
10 the community that teaches youth what constitutes sexual
11 exploitation and trafficking, what are the signs that
12 someone is being exploited or trafficked, what to do when
13 you suspect someone else is being trafficked, and what
14 resources and supports are available to those experiencing
15 exploitation and trafficking?

16 **INSPECTOR TINA CHALK:** All of that would
17 enhance the abilities of the First Nations Police Services
18 to fight this crime, absolutely.

19 **MS. WHITNEY VAN BELLEGHEM:** I would like to
20 talk now about the training. This morning, you mentioned
21 -- you gave evidence that the Ontario Police College
22 provides 90 minutes of training on human trafficking to
23 new recruits. Given the significant impact of human
24 trafficking facing Indigenous communities in Ontario,
25 would you agree that the Ontario Police College should

1 provide more extensive training on human trafficking?

2 **INSPECTOR TINA CHALK:** The more training
3 you could have, it could only enhance officers'
4 understanding.

5 **MS. WHITNEY VAN BELLEGHEM:** And, you also
6 stated that there were gaps for officers in Ontario
7 regarding human trafficking and Indigenous people. Does
8 the Ontario Police College training for human trafficking
9 currently include any Indigenous specific components?

10 **INSPECTOR TINA CHALK:** I'm not sure.

11 **MS. WHITNEY VAN BELLEGHEM:** Bullet point
12 (c) of the recommendations put forward on your behalf and
13 the OPP, I believe that was Exhibit 19, it recommends that
14 Indigenous communities be consulted on the design of
15 police training with respect to human trafficking.

16 **INSPECTOR TINA CHALK:** Yes.

17 **MS. WHITNEY VAN BELLEGHEM:** Would you agree
18 that that -- sorry. Would you agree that an important
19 rationale behind that recommendation is that this training
20 should be culturally appropriate and unique to the First
21 Nation communities that the officers are providing
22 services in?

23 **INSPECTOR TINA CHALK:** I do agree.

24 **MS. WHITNEY VAN BELLEGHEM:** You also
25 mentioned that the OPP is working towards adding human

1 trafficking training to its block training to reach more
2 seasoned officers. Would you recommend that this training
3 be culturally specific and that the First Nation
4 communities that these officers served in -- sorry, that
5 the officer serve in are involved with designing and
6 providing this training?

7 **INSPECTOR TINA CHALK:** Absolutely. And,
8 what we have started with is that, as I explained, the
9 Elder's Council and the Survivor's Council. So, the
10 difficulty with block training is it's standard training
11 for everyone, but it doesn't mean that that can't be taken
12 back to the community and furthered on. But, we are
13 definitely looking at any kind of training we need to put
14 through those processes so that we can ensure what we're
15 putting out is proper and culturally proper.

16 **MS. WHITNEY VAN BELLEGHEM:** And, can you
17 explain why it's important for this training to be
18 culturally specific?

19 **INSPECTOR TINA CHALK:** You know, I
20 absolutely feel that when you understand it from the view
21 that -- and partially -- and I thank the Inquiry for this,
22 because I have learned a lot since I prepared for my
23 testimony, and I have had the Indigenous training as well,
24 and I have worked in Rama, particularly, with a lot of
25 Indigenous officers, but my understanding has grown

1 incredibly. And, when you learn that empathy piece, it
2 all can come together in a much better way that you can be
3 much more productive for the victims and survivors that
4 you're ultimately wanting to help.

5 **MS. WHITNEY VAN BELLEGHEM:** And, that's all
6 my time for today, so I would just like to thank you for
7 taking the time to answer my questions.

8 **INSPECTOR TINA CHALK:** Thank you very much.

9 **MS. MEREDITH PORTER:** Thank you. The next
10 party I would like to invite to the podium is from
11 Concertation des luttes contre l'exploitation sexuelle.
12 Ms. Diane Matte will have five and a half minutes for
13 questions.

14 **--- CROSS-EXAMINATION BY MS. DIANE MATTE:**

15 **MS. DIANE MATTE:** Merci. J'aimerais
16 reconnaître le territoire sur lequel nous sommes
17 aujourd'hui et la nation Mi'kmaq, les remercier. Je
18 voudrais surtout remercier les femmes autochtones qui
19 depuis des dizaines et des dizaines d'années ont travaillé
20 à obtenir une commission pour enfin avoir un début de
21 vérité sur la réalité de la violence envers les femmes
22 autochtones. Mon organisation et moi, on est debout en
23 solidarité avec toutes les femmes autochtones qui luttent
24 contre la violence des hommes envers les femmes. I was
25 just saying, because I know there is an interpretation,

1 but I want to say this in English. I stand, and we stand
2 as feminists in solidarity with Indigenous women that have
3 been fighting for decades to get this Commission, and we
4 want to recognize their day-to-day work and offer them our
5 solidarity.

6 I'm going to speak in English since it's
7 going to be easier, I guess, for you. A couple of things.
8 First of all, I guess, my first block of questions would
9 be the Assistant Commissioner, Ms. Crampton. I was -- we
10 have a law in Canada since 2014 that criminalizes the
11 buying sexual acts. For us, it is a very important piece
12 of law that should give us the possibility to work more
13 forcefully or more directly on the question of either
14 preventing and also eliminating violence against women.

15 I was surprised that in your documents you
16 don't refer to that law as a tool against human
17 trafficking. I think that we're in a situation where we
18 work -- we see -- I'm afraid that we see these as in silos
19 as if on one side prostitution is there, sexual
20 exploitation is there and human trafficking is out there.
21 So, I would like to know why there is no mention to -- of
22 the law, first of all.

23 And, also, we know that from the first work
24 that feminists have been doing on the question of human
25 trafficking, that attacking the demand is essential. So,

1 I would like to hear you about what is the RCMP doing to
2 attack the demand for sexual -- paid sexual acts?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Thank you for that. I guess it's not highlighted because
5 it's work that's continually ongoing, and it's been like
6 that since as long as I can remember, which is over 30
7 years now. And so, that is part of every day business in
8 terms of tackling the issue of the sex trade and the
9 procurement of that activity.

10 Our focus more in particular for this
11 Inquiry was with regard to human trafficking, so we, kind
12 of, stayed, I guess, in that lane and spoke more about the
13 sexual exploitation that happens as a result of human
14 trafficking. But, certainly, if we curb that activity --
15 and as I said, there's projects that are ongoing across
16 the country on a regular basis, when I did the outreach
17 for this Inquiry and for my testimony, I heard about
18 projects everywhere that are ongoing with regard to
19 targeting the johns, and in particular, targeting people
20 that are looking to purchase sexual favours from underage
21 people.

22 **MS. DIANE MATTE:** It is my understanding,
23 though, that there is a lot of police services that do not
24 actually apply the law. So, you probably don't see a lot
25 of johns that are being pursued under the new law.

1 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2 I've certainly seen a lot. As I said, when we gathered
3 the information for my testimony, there was a lot of
4 reporting on that and a lot of initiatives that are coming
5 up including in -- you know, in several provinces across
6 the country.

7 **MS. DIANE MATTE:** Okay. My next question
8 would be to Chief Boland. You were talking about a very
9 interesting program that talks about men being engaged
10 into fighting violence against women. I'd like to know,
11 in the program that your Constabulary are doing, are you
12 talking about the question of prostitution as a form of
13 violence against women?

14 **CHIEF JOE BOLAND:** The program -- you're
15 talking about the programs with men and boys?

16 **MS. DIANE MATTE:** Yes.

17 **CHIEF JOE BOLAND:** Education for men and
18 boys? I think that's more to do with violence against
19 women and girls, and it's specific -- one program is just
20 specific to women and girls, and the other one is with the
21 St. John's Native Friendship Centre, which is more
22 specific to the Indigenous, and I just think that they
23 both mirror each other.

24 **MS. DIANE MATTE:** But, do you include
25 prostitution in the forms of violence against women you're

1 talking about?

2 **CHIEF JOE BOLAND:** It's not a program that
3 we run from the Constabulary. It's a program that -- one
4 of our members is a chair of the program with the
5 Newfoundland Labrador Violence Coalition, and the other
6 one is with the Native Friendship Centre.

7 **MS. DIANE MATTE:** Okay. Thank you. My
8 time is almost up. I wanted to -- someone talked about
9 very eloquently earlier about the importance of making the
10 police responsible. Also, you were saying yourself we
11 have to be healthy inside if we want to be healthy
12 outside. I was wondering if we connect with the law that
13 exists criminalizing sexual acts, would it be something
14 that you could be in agreement with -- to have a policy --
15 a clear policy for police force people, men, not to buy
16 sexual acts in Canada?

17 Just -- yesterday, I heard you have a new -
18 - made a press statement about police officers cannot
19 smoke pot even if it's going to be legalized very soon.
20 We know that buying sex is criminal in Canada. Are you
21 ready to have a policy and state clearly that policemen
22 should not buy sexual acts in Canada?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
24 The law states that, so we would refer to legislation, the
25 *Criminal Code*. And, policies are generally with regard to

1 investigative procedures or what you're referring to would
2 be under Code of Conduct, and so it's more broad which
3 would state, if you commit a criminal act, then you would
4 be investigated for that.

5 **MS. DIANE MATTE:** It could be in the Code
6 of Conduct?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It
8 is captured within that, when we state with regard to
9 criminal offences. Yes.

10 **MS. DIANE MATTE:** Thank you.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
12 You're welcome.

13 **MS. MEREDITH PORTER:** Thank you. The next
14 individual up for questioning is Commission counsel,
15 Thomas Barnett. And, Mr. Barnett will have five-and-a-
16 half minutes for questioning.

17 **--- CROSS-EXAMINATION BY MR. THOMAS BARNETT:**

18 **MR. THOMAS BARNETT:** So, I'd just like to
19 begin by echoing the sentiments expressed by people here
20 today in acknowledging the traditional territory of the
21 Beothuk, the traditional territory of the Mi'kmaw in
22 Labrador, the Inuit and the Innu. Thank you.

23 This question is for Assistant Deputy
24 Minister Dobson. There's a little bit of background to
25 this question, so I'll try and go through it slowly here.

1 During our Part 1 hearings, we have heard
2 from survivors and family members that Victim Services
3 have been inadequate. Specifically, in Ontario, we have
4 heard that Indigenous women, particularly sex workers,
5 have a difficult time accessing compensation. We have
6 heard that even when they are successful in receiving
7 compensation through the Criminal Injuries Board, the
8 amounts they receive are less than other victims of crime.
9 We have heard this makes them feel less worthy of
10 compensation.

11 So, my question is this: What changes have
12 been made in terms of programs, approaches, et cetera, to
13 ensure access to services and equitable compensation for
14 Indigenous women and girls?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

16 **DOBSON:** So, in terms of the services -- I'll start there
17 first. So, I mentioned about Indigenous Justice
18 Divisions, Indigenous Victim Services specifically, that
19 that has been --and there's a list of what the programs
20 are there. In terms of the compensation, I'm not aware of
21 that information, but I would say one thing is during the
22 Sexual Violence Harassment Action Plan, there was a change
23 to the limitation period, for example, for sexual
24 assaults, victims to come forward and seek compensation.
25 So, that could address, perhaps, like historical

1 situations, that sort of thing. But, certainly, if there
2 is a concern around the compensation, that's something I
3 can take back to my colleagues.

4 **MR. THOMAS BARNETT:** Just as a follow-up,
5 can I just ask you simply, what can be done to improve
6 access to services and compensation for Indigenous victims
7 of crime?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
9 **DOBSON:** So, for services, we are working closely with
10 developing Indigenous-led, Indigenous-delivered services
11 for victims. For the compensation side, I mean, there
12 could be changes made. It's a piece of legislation that
13 governs the Criminal Injuries Compensation Board, but also
14 there are adjudicators on the board, and perhaps there is
15 opportunity to do more outreach to those adjudicators
16 around the compensation awards.

17 **MR. THOMAS BARNETT:** In terms of people
18 that work with the victim compensation board, can you tell
19 us how many of those people have either frontline work
20 experience or lived experience for sex trafficking?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
22 **DOBSON:** The Criminal Injuries Compensation Board? I'm
23 not aware.

24 **MR. THOMAS BARNETT:** Okay. This question
25 is for Chief Boland. You mentioned a scenario where

1 officers responded to a mental health crisis, where they
2 had, unfortunately, two options, either make an arrest or
3 walk away. If you can, if you could imagine that you had
4 access to all the supports that you needed, all the
5 funding that you needed, can you tell us what would happen
6 in that scenario, and what services would be accessed and
7 what would happen?

8 **CHIEF JOE BOLAND:** Well, first of all, if
9 we had access to 24/7 mental health mobile crisis
10 response, that would have been the appropriate response in
11 that case. So, that would have sent an unmarked video
12 into an area, with a plain-clothes police officer and a
13 healthcare provider. That service is -- we currently
14 have, it operates from 9:00 a.m. to 11:00 p.m. And so,
15 the situation I spoke about was at 2:00 a.m.

16 The other thing is having no -- you know,
17 no or low-barrier shelters, and currently, the officer
18 that would be at that scene that night, the only option
19 would be to detain the person. There was nowhere to take
20 the person other than to the lock up. And so, the officer
21 would have had to make the decision whether or not that
22 was appropriate or let the person stay on the streets.

23 **MR. THOMAS BARNETT:** Sorry, Assistant
24 Deputy Minister, I just want to go back -- Assistant
25 Deputy Minister Dobson. I just want to go back to my last

1 question, I think what I was getting at is that we have
2 heard throughout the Part 1 hearings is that at, sort of,
3 all stages throughout the trial, throughout the justice
4 system process, all the way from submitting, like, a
5 report of a crime, going to court, and then following
6 court after is that Victim Services for Indigenous women
7 and girls has been inadequate. That's what we've heard
8 and that's the feeling that we've heard from those people
9 as well.

10 So, given that, what things do you plan to
11 do for the future to change that feeling that has been
12 expressed during this process?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Thank you for that question. Outside of the
15 Criminal Injuries Compensation Board -- I'll set that
16 aside. So, in terms of Victim Services, for the work that
17 we do. We certainly are working with the agencies that
18 provide Victim Services around improving their knowledge
19 of Indigenous people and the needs of their community. We
20 are also working through the Ending Violence Against
21 Indigenous Women and Girls Executive Table and the
22 provincial committees on implementing Indigenous-specific
23 Victim Services, and building on the work that our
24 Indigenous Justice Division is doing.

25 We're also -- you know, I have talked a

1 little bit about our own Victim Witness Assistance
2 Program, and they are OPS employees, improving our
3 knowledge and cultural competency around Indigenous
4 people, and ensuring that we are providing better service
5 to the victims who come to us.

6 You know, we have heard similar that there
7 have been people who haven't had the best experience going
8 either through our Victim Service program run by our
9 ministry or through some of our service providers. So, we
10 are continuing to do our best to improve that either
11 through, you know, cultural competency training, putting
12 in some Indigenous specific guidelines, access to
13 different services; for example, Indigenous healing and so
14 forth through our Victim Response Program.

15 So, we are making, you know, improvements,
16 but we are nowhere near there, and that's why the
17 approaches that we're using -- for example, the Ending
18 Violence Against Indigenous Women Committee that we're on,
19 and the provincial committees are so important, because
20 they work with us and give us advice, and we work together
21 in deciding and determining the way forward. So, we both
22 are there in the room and putting recommendations to
23 government.

24 **MR. THOMAS BARNETT:** And, I see that's all
25 my time. Thank you.

1 **MS. MEREDITH PORTER:** Thank you. Chief
2 Commissioner and Commissioners, that completes the process
3 of cross-examination of these four witnesses. Following
4 cross-examination, 20 minutes are allocated to counsel for
5 the witnesses to redirect witnesses on evidence that has
6 been elicited during the cross-examination process.

7 So, at this time, I will request that six-
8 and-a-half minutes be put on the clock, and any questions
9 that Ms. Turley has for her witness can be put on the
10 record now.

11 **--- RE-EXAMINATION BY MS. ANNE TURLEY:**

12 **MS. ANNE TURLEY:** Thank you. I just have
13 one question, and it won't take much time. Assistant
14 Commissioner Crampton, in light of the questions that you
15 had in cross-examination, is there anything that you
16 wanted to add or to amplify?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 Thank you for that. I would like to thank the Commission
19 for having this opportunity to have been here today, and
20 to have the opportunity to talk about not only what we're
21 doing, but to learn about what the concerns are, and to be
22 able to take back some of that information.

23 I also wanted to add that the Government of
24 Canada is looking at their national strategy, and so are
25 we, as I have mentioned. And so, I think that's an

1 important part. It's a good opportunity for all various
2 different departments that are engaged in human
3 trafficking at the federal level to listen to what has
4 come out today. And, in terms of some of the dialogue
5 that the -- and as well as the Public Safety goes forward
6 doing their consultations in renewing their action plan, I
7 think that will be an important step for them.

8 I also think it's -- I just wanted to make
9 a comment, I guess, that I think it's very sad that here
10 we are 14 years later after legislation has come in place,
11 and we're still talking about education. I hope that out
12 of this Inquiry we're able to move some of this forward
13 and to address some of those gaps. And, I think that
14 would be all my comments. I don't want to take up all the
15 time.

16 **MS. ANNE TURLEY:** Thank you.

17 **MS. MEREDITH PORTER:** Thank you. I'll now
18 ask that six-and-a-half minutes be put on the clock for
19 Mr. Roy. Any questions on redirect?

20 **--- RE-EXAMINATION BY MR. JULIAN ROY:**

21 **MR. JULIAN ROY:** Chief Commissioner, you
22 will be relieved to know I won't need six-and-a-half
23 minutes. You have probably heard enough from me already.
24 I just have -- I have a couple of questions each for both
25 the Ontario witnesses. So, first to Ms. Dobson. You were

1 asked about leadership and decision making by Indigenous
2 people in government, and you were asked about the
3 Indigenous Justice Division. Who's the head of the
4 Indigenous Justice Division?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** That's Kimberly Murray.

7 **MR. JULIAN ROY:** Okay. And, is she
8 Indigenous?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

10 **DOBSON:** Yes, she is.

11 **MR. JULIAN ROY:** All right. And, she's, in
12 fact, the Assistant Deputy Attorney General for the
13 Indigenous Justice Division; right?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes, she is.

16 **MR. JULIAN ROY:** Okay. And, she's one step
17 removed from the Deputy Minister for our ministry; is that
18 fair?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** That's fair.

21 **MR. JULIAN ROY:** Okay. And, you had said
22 that the Indigenous-specific Victim Services programs that
23 IJD funds, is ADAG Murray responsible for those programs?

24 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

25 **DOBSON:** Yes, she is.

1 **MR. JULIAN ROY:** Okay. So, she -- does she
2 make decisions about which programs get funded?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Yes.

5 **MR. JULIAN ROY:** Okay. She has to go to
6 Treasury Board like every other ---

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** Yes. I was going to say, there's a whole
9 process, but yes.

10 **MR. JULIAN ROY:** So, she goes to Treasury
11 Board to ask for funding for these things, but once she
12 gets that envelope, does she make decisions about which
13 programs get funded?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes.

16 **MR. JULIAN ROY:** Okay. And, in terms of
17 the representativeness of the Indigenous Justice Division,
18 you said it's more than 50 percent?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** I think it's probably, like, 80 or maybe 90.

21 **MR. JULIAN ROY:** All right. Okay, thank
22 you. That's all for you, Ms. Dobson. You will be very
23 happy to hear that. There will be more though. There are
24 more people who will have questions for you.

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1 **DOBSON:** Very good.

2 **MR. JULIAN ROY:** I want to ask Inspector
3 Chalk just a question about Northern Spotlight. And, I
4 want to ask you about what the focus of that project is in
5 terms of is it adults or is it children that you're trying
6 to intervene with through that program?

7 **INSPECTOR TINA CHALK:** So, for Northern
8 Spotlight, I can speak to the OPP, and what we train and
9 what our focus is. And, the focus initially is
10 trafficking of children, so finding those people who want
11 to purchase sex from children, and then also for those who
12 are human trafficking children.

13 So, it really is about the focus on
14 exploitation of children, and then of adults as well.
15 And, I want to ensure it's understood that this is not
16 about a focus on independent sex traffic -- or, sorry,
17 independent sex trade workers. It is in our focus of that
18 initiative. It really is outreach, and it's outreach to
19 determine whether exploitation is happening.

20 And, I also want to ensure that we do not
21 do this in a very unorganized manner. There are
22 particular things that we look at, there's planning, and I
23 don't want to get into the investigative piece, but we use
24 an investigative nature and techniques to try and solicit
25 and find those people who we feel are young or might be

1 exploited.

2 So, it's not knocking on the door, sort of,
3 of everyone and just haphazardly. There really is a
4 focus, and I just wanted to make sure that that was
5 understood and that, by all means, independent sex trade
6 workers would not be the focus of that. And, of course,
7 we come across them in the nature of doing these
8 initiatives, and we also want to build the trust with
9 them.

10 So, to say to them, if you are harmed in
11 any way at any point in your life, whether it be by a
12 client or otherwise, that we're there to assist, that
13 we're there to help and make sure that they have those
14 services available to them. Or, if it's a scenario where
15 they're in doing sex trade work, because of circumstances,
16 for example, then we, as well, would garner them towards
17 the ability to have services that can assist them, if
18 that's their choice. But, if their choice is to be an
19 independent sex trade worker, that is not our goal to
20 change that choice. So, I just want to ensure that it's
21 understood for our perspective of the goal of Northern
22 Spotlight, and it really is exploitation.

23 **MR. JULIAN ROY:** Can I have one follow-up
24 question to that, Inspector Chalk? And, that's the people
25 that you're talking about that are not the focus of this

1 project, so the independent sex trade workers, are they
2 potentially witnesses in avenues to identify people --
3 children who are being exploited?

4 **INSPECTOR TINA CHALK:** Absolutely. And, we
5 recognize that they are good citizens, they are people who
6 I'm sure would not want to see children exploited. So, we
7 also ask that, and we tell them about what the avenues
8 are, because they have a very unique position that they're
9 in to be able to view that these things might occur. So,
10 we explain that there are certain ways they could report
11 this to the police without having to come forward with
12 their names, for example, with Crime Stops and other --
13 Crime Stoppers and other ways.

14 So, part of it with that outreach is that
15 education piece as well, and to ensure that anything they
16 require themselves, that we're able to give that. And, a
17 follow-up to one of the things that we are listening to
18 the Commission, as well, we had thought about it before,
19 but then it was asked of Chief Pritchard actually in
20 respect to -- and it was asked again today, so I thought I
21 would bring it up in respect to what do we do if we
22 encounter someone who might be not clothed or not clothed
23 fully.

24 So, this year, in our operation, we are --
25 we have purchased robes. So, listening to those voices

1 and we're always trying to better with this initiative, so
2 we've made that purchase and those will be provided,
3 whether you're an independent sex trade worker or whether
4 you're someone who's being exploited. That that is one
5 initiative that we thought was a majorly important issue
6 that was brought up here as well. So we're going forward
7 to try and make it better. We know it's not perfect, by
8 any means, but we're trying to look to some of the advice
9 of the Commission, in that particular instance, and of sex
10 trade workers to help us to make it less difficult for
11 them.

12 **MR. JULIAN ROY:** Thank you very much,
13 Inspector Chalk. Those are my questions.

14 I said I wouldn't use the whole six-and-a-
15 half minutes.

16 **MS. MEREDITH PORTER:** Thank you. And, for
17 the record, Mr. Osborne, you have no questions for Chief
18 Boland? Okay, thank you.

19 Commissioners, that completes the questions
20 from the parties withstanding and from counsel. Do you
21 have any questions or comments for the witnesses?

22 **CHIEF COMMISSIONER MARION BULLER:** We're
23 going to start with Commissioner Eyolfson.

24 **MS. MEREDITH PORTER:** Okay.

25 **--- QUESTIONS BY COMMISSIONER BRIAN EYOLFSON:**

1 **COMMISSIONER BRIAN EYOLFSON:** Thank you. I
2 have a few questions for the witnesses. It shouldn't take
3 too long.

4 If you don't mind, Assistant Commissioner
5 Compton [*sic*], I'll start with you. I just wanted to back
6 up to the beginning of your presentation when you were
7 talking about the legal framework and you referred to the
8 provisions in the *Criminal Code*, Section 279 regarding
9 human trafficking. And you said that those provisions
10 were underutilised and that often laws of general
11 application instead would be applied as in charges of
12 kidnapping, forcible confinement, that sort of thing. I
13 wonder if you could just explain what the impact or effect
14 is of those human trafficking provisions being
15 underutilised in the *Criminal Code*? What is the -- yeah,
16 the impact of that?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So
18 what I would see the impact is, is that we don't have a
19 clear picture then of human trafficking and what it
20 actually looks like. If we're not laying human
21 trafficking specific charges or unable to, then we're
22 unable to determine what our true picture is in Canada or
23 internationally as well.

24 A lot of times, if an officer or a
25 prosecutor isn't comfortable or is not particularly aware

1 of those sections of the *Criminal Code*, they might lay a
2 charge of assault or sexual assault. And then the file
3 will never read as a human trafficking file. So it's sort
4 of buried within the system as showing something other
5 than what was truly being investigated. So it doesn't
6 help us in determining programming, in determining gaps,
7 and in getting a full picture of what our situation is
8 across Canada with regard to human trafficking.

9 **COMMISSIONER BRIAN EYOLFSON:** Okay. I'll
10 also note that the provisions in Section 279 are
11 indictable offences.

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Yes.

14 **COMMISSIONER BRIAN EYOLFSON:** I wonder if
15 that makes a difference in terms of the outcome of the
16 charges in terms of sentencing and that sort of thing.

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It
18 certainly could. And even just saying that, that's an
19 interesting point. You're right, they are all indictable
20 and perhaps that might even be some of the hesitation in
21 laying the charge because it -- they do hold a serious
22 penalty if convicted of any of those sections.

23 **COMMISSIONER BRIAN EYOLFSON:** Right. Okay.
24 Thank you.

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Thank you.

2 **COMMISSIONER BRIAN EYOLFSON:** Just one
3 other question. You spoke about raising awareness
4 regarding human trafficking. And I'm wondering, is there
5 more that the RCMP can do to inform Indigenous women,
6 girls or trans and two-Spirit people or involve them in
7 what the RCMP is doing to address human trafficking?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
9 Absolutely. The outreach that started in 2011 with
10 sending the toolkits to all of the communities across
11 Canada, the Friendship Centres and to our communities up
12 north, that needs to continue, but we need to -- as I
13 mentioned before, we need to refresh that material and
14 provide the information with the hotline that will be
15 coming in with Public Safety. And that should start a
16 whole new campaign in bringing forward that information
17 again, and looking at the positions I've mentioned that I
18 think we really need. Having coordinators across the
19 country in every province I think would be a great help,
20 and that would create that consistent message and the
21 consistent person providing the education or coordinating
22 the education and program outreach.

23 **COMMISSIONER BRIAN EYOLFSON:** Okay, thank
24 you very much.

25 Inspector Chalk, I have a couple of

1 questions for you as well. You identified the lack of
2 accurate statistical data for Indigenous women and girls
3 in relation to human trafficking. Can you talk about
4 what, if any, efforts are being made to address this
5 issue? And if no efforts are being made, what
6 recommendations or advice you can provide?

7 **INSPECTOR TINA CHALK:** Thank you. Yes, it
8 is a large issue as well as what was just spoken about.
9 Sometimes there are many charges laid that are actually,
10 in fact, human trafficking cases, but very hard to get to
11 the test of those charges in 279. And sometimes the
12 punishment is the same for some similar charges that
13 aren't human trafficking charges, which is good, but it is
14 a very difficult test the way that they are written.

15 So the inaccuracy of statistics, the fact
16 that we don't actually ask people how they identify, is an
17 issue. And we have that in my recommendations that we
18 suggest that police do, in an appropriate and trained
19 manner, so that they are asking for many purposes, not
20 just for statistics, but so that we can offer the proper
21 victim services that they might want or get -- link them
22 to those proper things, depending on how they identify.

23 So if we're not asking those questions, we
24 don't know those things. So I think it's important for
25 police services to engage in that and be trained on how to

1 do that so it's appropriately put forward, but I think
2 that would be very helpful for the statistic purpose, but
3 also for survivor purpose.

4 **COMMISSIONER BRIAN EYOLFSON:** You also
5 identified a gap in coordination. And in the OPP's
6 efforts to proactively address issues related to
7 coordination, does the OPP include grassroots
8 organisations such as women's shelters, community
9 organisations, Elders, traditional knowledge keepers or
10 survivors or human trafficking to create innovative
11 approaches in addressing human trafficking?

12 **INSPECTOR TINA CHALK:** Thank you. So it's
13 definitely an area where we need to improve. And we know
14 that things like coalitions, which I spoke about earlier,
15 can involve all of those people. So I always speak about
16 coalitions because I think they're such an incredible
17 option. And everyone you just mentioned could be on that
18 coalition in a different way.

19 So I think that it's that engagement of all
20 of those people. Police have their place, absolutely, but
21 as we've spoken about, and I'm sure you have heard, that's
22 one place. We need everyone combined. So the coalitions
23 would be a great way to instil that and get that whole
24 coordination of not just police efforts, but everyone
25 involved.

1 **COMMISSIONER BRIAN EYOLFSON:** Thank you.

2 **INSPECTOR TINA CHALK:** Thank you.

3 **COMMISSIONER BRIAN EYOLFSON:** Ms. Dobson, I
4 have a few questions for you. Do you know if an
5 initiative like Walking Together in Ontario exists in
6 other jurisdictions?

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** I've heard that it was the first time that this
9 was done in the same -- in the way that we did this.

10 **COMMISSIONER BRIAN EYOLFSON:** Okay. In your
11 materials you refer to human trafficking liaison positions
12 in the Province of Ontario. Can you tell me a little bit
13 more about their role in implementing Ontario's strategy
14 to end human trafficking and how those efforts would
15 benefit Indigenous including First Nations, Inuit and
16 Métis, Two-spirit and trans communities?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18 **DOBSON:** So the human trafficking liaison positions are
19 part of the original Anti-Human Trafficking Coordinating
20 Office. I know, lots of names. And my understanding is
21 their role is to liaise with Indigenous communities and to
22 provide information, awareness, and also to link with non-
23 Indigenous organizations as well that provide victim
24 services.

25 They are involved with the development of

1 public awareness campaigns that are also going on in that
2 Coordinating Office, and they are -- as I understand it,
3 the lead on that was awarded through a competitive -- the
4 Ontario Native Women's Association, through a competitive
5 process.

6 **COMMISSIONER BRIAN EYOLFSON:** Okay. And
7 your materials also refer to Indigenous-specific public
8 awareness campaign.

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
10 **DOBSON:** Yes.

11 **COMMISSIONER BRIAN EYOLFSON:** And could you
12 tell me, where is that campaign in terms of being rolled
13 out and who are -- who's been engaged in informing that
14 process?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
16 **DOBSON:** So, again, this is through the Coordinating
17 Office. My understanding is they are working on this now,
18 working directly with Indigenous organisations. It was
19 designed, developed and then awarded to an Indigenous
20 public relations firm to actually do the awareness
21 campaign. I don't have the name of the firm with me.

22 **COMMISSIONER BRIAN EYOLFSON:** Okay. Okay.
23 Thank you.

24 And just a question for Chief Boland, you
25 were talking about the example in the context of it's

1 difficult to build trust of an officer responding to a
2 call. say in the middle of the night, and it's more of a
3 health issue and, you know, the officer can either walk
4 away or arrest and detain and lock up the person. So, are
5 those still your only options or how would you deal with
6 that situation -- or a situation like that today?

7 **CHIEF JOE BOLAND:** It really is -- you
8 know, we work with Stella Circle, we work with the
9 Gathering Place, Choices for Youth, all these
10 organizations who do amazing work in our community for
11 people that are vulnerable, yet -- and we sit around
12 tables as I said, and yet at 2:00 or 2:30 in the morning,
13 when the community complains, makes a complaint to our
14 officers, there really isn't a resource available to them,
15 in my opinion, that adequately allows the officer to make
16 the decision to properly address the situation that's
17 before him or her.

18 **COMMISSIONER BRIAN EYOLFSON:** Okay. You
19 were also talking about the lack of trust in terms of
20 relations with the Indigenous community and that it will
21 take time. Do you have any further comments on what needs
22 to be done, what can be done to help build that trust?

23 **CHIEF JOE BOLAND:** Well, I think if you
24 look at -- you know, I'm the head of a police service, a
25 provincial police service in the province. I will not

1 accept our officers that will disrespect, mistreat
2 vulnerable people in this community, and that includes the
3 Indigenous. And, I think that starts with me and it's --
4 I expressed that to the community, I'm very open about
5 that, and it's up to me to make sure that I hold officers
6 accountable. So, that's one part of it.

7 The other part of it is, given our
8 officers, many of them, as I said, are very young in
9 understanding of community-based policing in our province,
10 and that, you know, they had to understand and they had to
11 be trained and equipped to be able to deal with issues
12 from a policing perspective, but they also have to
13 understand resources that are available to them within a
14 community. And, one of the biggest resources, and the
15 lack of communication, I guess, is with the Indigenous
16 people and having them at the table when we're making
17 decisions that impact their lives.

18 **COMMISSIONER BRIAN EYOLFSON:** Thank you.
19 Those are all my questions. I'd like to thank all the
20 panelists for your evidence and answering my questions.
21 Thanks.

22 **---QUESTIONS BY COMMISSIONER MICHÈLE AUDETTE**

23 **COMMISSIONER MICHÈLE AUDETTE:** Merci,
24 Brian. Merci beaucoup. Alors, merci pour vos
25 présentations, le partage de vos vérités et de ce vous

1 faites au sein de vos organisations. Beaucoup, beaucoup,
2 beaucoup de questions ou beaucoup de commentaires se
3 bousculent dans mon cerveau, dans mon esprit. Mais je
4 vais essayer d'être le plus organisée possible, surtout
5 après une belle longue journée comme celle-ci et quelques
6 heures de sommeil la nuit passée. Oh, non. C'était ce
7 matin passé. Alors, je vais commencer avec Monsieur
8 Boland. J'ai été touchée par votre sensibilité puis votre
9 profondeur dans votre présentation. Mais il y a une
10 phrase qui m'a vraiment fait réagir, et je suis curieuse,
11 puis j'aimerais ça vous entendre élaborer un peu plus sur
12 quand vous nous avez dit dans votre déclaration finale, la
13 culture policière est en transition, est en changement.
14 Vous voulez dire quoi par ça?

15 **CHIEF JOE BOLAND:** What I was referring to
16 was, if you look at our corporate plan, our corporate plan
17 is all about a community -- sorry, it was like I was
18 talking inside my head that time.

19 **COMMISSIONER MICHÈLE AUDETTE:** Welcome to
20 my reality.

21 **CHIEF JOE BOLAND:** So, you know, if you
22 look at our advertising for recruitment, slogans like, do
23 you have what it takes? Are you the best of the best?
24 You look at safer communities through policing excellence.
25 Really, what it was doing, it was putting the police

1 service here, and our communities somehow below, and that
2 was so wrong, so wrong on so many levels. What we want to
3 hire are people that love our communities, that care about
4 our communities and care about the people in our
5 community, and that they feel that they can make a
6 difference. It sounds very simple, but it was never said.

7 And, if you look at the messaging that we
8 were sending to the community, we'd invite some great
9 organizations to come in, and these logos would be up on
10 our walls. And so, when I say we're in transition of
11 culture, part of that is words. So, if you walk into our
12 provincial headquarters today, you will see our core
13 values written right there for everybody to see what we
14 should stand for. It's for us when we come to work, it's
15 right in the heart of our provincial building, and these
16 are messages for change internally, is that -- and it's
17 for the community as well.

18 So, it's for the community to know that,
19 here's what you can expect from your police service. So,
20 that's what I was talking about when I said we were in
21 transition, is that. As being the head of this
22 organization -- as I said this morning, we are very young.
23 I expect our officers will make mistakes, but make
24 mistakes trying to do the right thing. But, if you come
25 to work and you think you're going to abuse the uniform

1 that you wear and your position of authority, then I will
2 do everything in my power to rid the organization of you.

3 (APPLAUSE)

4 **COMMISSIONER MICHÈLE AUDETTE:** Now, in
5 French. Donc, je vois qu'on veut humaniser -- en tout
6 cas, je le perçois comme ça, humaniser et rendre le
7 policier ou la policière sensible à son environnement, à
8 la communauté, aux gens qui y habitent, et ainsi de suite.
9 Êtes-vous familier avec les femmes autochtones de la
10 région de Val-d'Or qui ont dénoncé des agressions
11 sexuelles faites par des policiers, il y a deux ans de ça
12 à-peu-près?

13 **CHIEF JOE BOLAND:** Was that RNC officers?

14 **COMMISSIONER MICHÈLE AUDETTE:** Pardon?

15 **CHIEF JOE BOLAND:** Are you referring to two
16 RNC officers?

17 **COMMISSIONER MICHÈLE AUDETTE:** Sureté du
18 Québec. You never heard about that?

19 **CHIEF JOE BOLAND:** I'm sorry?

20 **COMMISSIONER MICHÈLE AUDETTE:** Avez-vous --
21 êtes-vous familiers -- avez-vous déjà entendu parler des
22 femmes autochtones de Val-d'Or qui ont dénoncé des
23 agressions sexuelles ou une forme d'intimidation faites
24 par des officiers de la Sureté du Québec?

25 **CHIEF JOE BOLAND:** I'm not ---

1 **COMMISSIONER MICHÈLE AUDETTE:** Non?

2 **CHIEF JOE BOLAND:** I'm not aware of that
3 particular ---

4 **COMMISSIONER MICHÈLE AUDETTE:** Okay.
5 Merci.

6 **CHIEF JOE BOLAND:** No.

7 **COMMISSIONER MICHÈLE AUDETTE:** Au sein de
8 votre équipe ici, là, à Terre-Neuve et Labrador, vous nous
9 avez soumis le rapport, mais je ne crois pas que tout le
10 monde l'a eu, ou les gens qui nous écoutent. Est-ce que
11 vous avez dans votre équipe, des représentants
12 autochtones?

13 **CHIEF JOE BOLAND:** It's probably missing
14 from a -- it's probably missing from an actual saying it's
15 Indigenous, but if you look through the plan, it's
16 included in various aspects. But, here's what I'll say
17 about the plan, it's a plan that very much can be modified
18 and I can assure you that walking away from this
19 experience that you will see much more training,
20 education, awareness around Indigenous issues and culture.

21 **COMMISSIONER MICHÈLE AUDETTE:** Puis,
22 combien de femmes travaillent au sein de votre équipe?

23 **CHIEF JOE BOLAND:** Thirty percent of our
24 organization are female. We have an organization of 404
25 uniformed officers.

1 **COMMISSIONER MICHÈLE AUDETTE:** Merci. Ça
2 c'est bien. Ensuite, bien, je vais ensuite aller avec
3 Madame Joanne Crampton. Merci beaucoup pour votre
4 présentation. Vous avez identifié le rôle de la
5 collectivité au début de votre présentation commettant
6 dans la solution. Les organisations, la communauté fait
7 partie des solutions. Et est-ce que vous, vous avez fait
8 en sorte que la communauté et les organisations se sentent
9 parties prenantes, qu'ils font partie de la solution?
10 Est-ce que c'est quelque chose que vous vous êtes entendus
11 tout le monde ensemble ou c'est une idée que vous avez
12 pour combattre le trafic humain, l'exploitation sexuelle?
13 I wish my kids were like that at home. So silent.

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So
15 attentive and silent. Yes, absolutely. We involve
16 community in terms of engaging schools to do
17 presentations, we engage community members throughout --
18 in our programming and awareness as well, yes.

19 **COMMISSIONER MICHÈLE AUDETTE:** Merci. Tu
20 vas faire des muscles. Merci. Donc, vous confirmez donc
21 que vous avez cet engagement-là avec la communauté et les
22 organisations. Est-ce que vous remarquez qu'il y a des
23 limites au niveau organisationnel, capacité
24 organisationnelle de la part des organisations pour lutter
25 et combattre avec vous contre le trafic humain puis

1 l'exploitation sexuelle?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
3 don't know that I could speak specifically to that. I
4 would say internally, we have capacity issues in terms of
5 resourcing. And, I don't think that's any secret that we
6 have resourcing issues across the country as do most
7 police departments as well, or police services. And so,
8 we have our own capacity issues in terms of delivering
9 programming and carrying out these types of initiatives as
10 well. I can't say we have encountered that from NGOs, or
11 certainly not that I'm aware, or from community partners.

12 **COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.
13 Un endroit où ça m'a fait -- je sais qu'il y a des gens
14 qui ont posé ces questions-là, mais je veux voir avec
15 vous, là, s'il y a un impact. Vous avez parlé des données
16 statistiques au début de votre présentation, que vous avez
17 au sein de la GRC des statistiques manquantes sur
18 plusieurs sujets. Et venant d'un milieu où la recherche
19 était importante, des statistiques étaient importantes
20 pour influencer les politiques ou les projets de loi ou
21 les amendements à des lois, pour une ancienne militante,
22 ces données-là ont toujours été importantes. Et quand
23 vous avez parlé du manque de statistiques dans votre
24 organisation sur plusieurs sujets, ça m'a fait réfléchir à
25 savoir, est-ce que ça amène des carences au niveau de

1 l'analyse quand vous devez élaborer des politiques ou des
2 actions pour intervenir, et, évidemment, des actions pour
3 intervenir puis les mettre en œuvre. Si vous n'avez pas
4 des bons chiffres, qu'est-ce qui vous dit que vous êtes en
5 train de faire des bonnes choses?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 That's a very good question, and I don't know I have a
8 very good answer for it, because you're right. We don't
9 know truly what our picture is, so it's very difficult to
10 say what programming we need. You know, even when we did
11 Project Safekeeping and did the analysis with regard to
12 statistics, and looked at the files, and took a good look
13 at who was a trafficker, who was a victim, it wasn't --
14 you know, it was clear that, yes, the Indigenous
15 population is being targeted, but the numbers looked small
16 until we really looked at what the percentage of
17 Indigenous population is in Canada.

18 And, once we did take a look at that, then
19 we realized, yes, it is significant. And, we know that
20 those numbers are not capturing everything that's there,
21 so you're absolutely right. Until we can fix that, I
22 think that will be -- you know, that's sort of one of our
23 biggest stumbling blocks in moving forward and providing
24 proper programming and a proper picture of really what we
25 need to do in Canada as police agencies.

1 **COMMISSIONER MICHÈLE AUDETTE:** C'est
2 important parce qu'un des exemples en 2013, la GRC, 2014,
3 2015, je ne me souviens plus des chiffres exacts-là, 2013
4 peut-être, la GRC, par le biais des communiqués de presse,
5 dans les médias, va annoncer que Femmes autochtones du
6 Canada au niveau des femmes assassinées et disparues et
7 toute, toute, toute la violence qui entoure ces tragédies-
8 là, les chiffres sont erronés, que ce n'est pas 500 femmes
9 qui manquent ou qui sont assassinées. C'est plutôt 327
10 cas d'homicide ou d'assassinat. C'est là où on voit le
11 manque d'échange d'informations entre les corps policiers.
12 GRC, oui, c'est une chose mais il y a tous les autres
13 policiers, 300 quelque corps policiers à travers le Canada
14 où il y a un manque de communication, et là ça donne des
15 mauvais chiffres, et c'est difficile pour les
16 organisations à faire bouger des choses. Mais vous avez
17 collaboré avec les organisations parce qu'un an plus tard,
18 vous êtes arrivés avec 1 181 cas de disparition ou
19 d'assassinat. C'est une grosse différence. Je ne sais
20 pas si vous êtes d'accord avec moi?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
22 Yes, I do.

23 **COMMISSIONER MICHÈLE AUDETTE:** Donc, êtes-
24 vous d'accord dans ce cas-là, qu'on devrait au Canada,
25 dans ce pays, officialiser par des lois, des règlements,

1 ça c'est -- on pourra voir là comment on propose les
2 choses, qui doit avoir systématiquement un échange, et non
3 si ça me tente de te donner l'information, mais que je
4 suis obligée de transmettre à la GRC, ou à la Ville de
5 Montréal ou de Winnipeg, les informations importantes?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 That would be ideal, yes.

8 **COMMISSIONER MICHÈLE AUDETTE:** Est-ce c'est
9 quelque chose qui se discute au sein de votre institution
10 pour officialiser ---

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

12 Well, although we could make it policy, it doesn't mandate
13 the other agencies to do the reporting. Currently -- I'm
14 going to take these off as well. Currently, the reporting
15 is based on good relationships with particular police
16 departments, and that's not always effective, because
17 people change positions, people move on, and so then we
18 have to re-establish that relationship again with that
19 particular department. So -- and that's really not the
20 way to do business based on just relationships. It's
21 good, in terms of collaboration, but not good for
22 statistical data.

23 **COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.

24 À la lumière-là de vos documents puis la recherche qu'on
25 fait-là avec nos équipes pour préparer cette journée-là

1 avec vous, il y des statistiques qui m'ont frappé. Et je
2 ne sais pas si vous êtes au courant, tout au niveau de
3 l'exploitation sexuelle, le trafic humain en 2009 jusqu'en
4 2016, les femmes ont commencé à enregistrer -- bien, la
5 police a commencé à enregistrer de plus en plus des
6 situations où les femmes se retrouvaient au prise dans le
7 trafic humain et ainsi de suite, les chiffres parlent de
8 860 pour cent d'augmentation. Est-ce que c'est quelque
9 chose que vous étiez au courant? De 2009 à 2016, 860 pour
10 cent d'augmentation que les femmes sont prises dans le
11 trafic humain?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Is
13 this across Canada you're referring?

14 **COMMISSIONER MICHÈLE AUDETTE:** Oui.

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 No, I'm not sorry I was not ---

17 **COMMISSIONER MICHÈLE AUDETTE:** Oui,
18 Statistique Canada. Alors, c'est alarmant. Je vais essayer
19 de retrouver les données-là. Alors, très, très alarmant.
20 Donc, pour vous, comment vous évaluez le succès de la GRC
21 et pour les victimes d'exploitation sexuelle avec vos
22 programmes?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
24 would say we have had limited success. When we look at
25 the statistics in terms of charges and we recognize the

1 gaps that are there, I would say our success is very
2 limited. And, you know, even our picture,
3 internationally, is very limited as well. Canada is known
4 as a source country, a destination country. We are
5 internationally known as, you know, a destination country
6 for human trafficking and a transit country as well, so we
7 need to get better at this, absolutely.

8 **COMMISSIONER MICHÈLE AUDETTE:** Puis, vous
9 nous avez présenté, je pense que c'est le dernier document
10 dans vos documents préparés par Maître Anne, Operation
11 Love Bomb, ça c'est vous qui nous avez présenté ça? Est-
12 ce que vous avez été à travers la Colombie Britannique et
13 surtout, je serais plus précise-là, Highway of Tears?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
15 Personally, no, I have not. I did work in the lower
16 mainland British Columbia, but, no, I have not been all
17 through British Columbia, no.

18 **COMMISSIONER MICHÈLE AUDETTE:** Les gens qui
19 ont travaillé sur Operation Love Bomb, est-ce qu'eux sont
20 allés dans la région de l'Autoroute des larmes?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
22 Are you asking Corporal Harvey who is part of this
23 program? Yes, she has been with the group to these
24 sessions. Yes.

25 **COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.

1 Vous avez aussi mentionné que dans votre présentation,
2 vous n'êtes pas des conseillers, des « counsellors, » des
3 conseillers. Je comprends, on vous a formé pour être des
4 policiers, puis les conseillers, c'est une autre
5 formation. Je parle travailleurs sociaux ou intervenants
6 de première ligne-là, mais vous êtes d'accord avec moi que
7 dans les communautés isolées ou difficiles d'accès, sinon,
8 juste fly-in, fly-out, elles ont très peu ou sinon
9 pratiquement pas de spécialistes pour soutenir une femme
10 victime de trafic humain.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In
12 remote, and in particular northern communities, the RCMP
13 are often -- wear many hats, such as the social worker,
14 psychologist, and we're not trained for that. Our
15 training obviously encompasses care for victims and, you
16 know, and providing support for victims, but not at the
17 level that true professionals and other NGOs can provide.

18 **COMMISSIONER MICHELE AUDETTE:** What would
19 be your solution?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Sorry, it was too quick.

22 **COMMISSIONER MICHELE AUDETTE:** Oui.

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** A
24 solution would be additional support and additional care
25 in those communities that need the support. Our resources

1 are limited already and it's impossible for us to provide
2 all that support as well. So we truly need collaboration
3 with partners for that.

4 **COMMISSIONER MICHELE AUDETTE:** Là, je vais
5 le faire en français. Étant donné que ce n'est pas
6 obligatoire de suivre une formation sur la culture
7 autochtone du milieu et la culture autochtone en général,
8 sa richesse, sa complexité, son histoire sociopolitique,
9 croyez-vous que par ce manque de formation et
10 d'information, des fois, un policier n'aura pas toutes les
11 connaissances et une bonne réaction dans son intervention?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
13 Within the RCMP it is mandatory to take Aboriginal
14 cultural awareness training. It is provided in Depot as
15 well. And in each province and territory -- I can't speak
16 for all of them, but many of them do have specific
17 training in addition to the cultural awareness and
18 cultural competency training that we do provide. So say,
19 for example, in Nova Scotia there's Mi'kmaw specific
20 training in addition to regular Aboriginal competency
21 training.

22 **COMMISSIONER MICHELE AUDETTE:** Alors, pour
23 terminer, c'est pour tout le monde, tout le monde ici.
24 Pour terminer, je dirais, nous avons entendu, nous avons
25 vu, nous connaissons des femmes, des familles, des amies,

1 des nièces qui ont été affectées par un système puis
2 affectées aussi par le trafic humain, par la prostitution.

3 Et ce qu'on remarque, dans mes anciennes
4 paires de mocassins avec Femmes autochtones du Québec et
5 Femmes autochtones du Canada, la surreprésentation des
6 femmes dans l'industrie du sexe, les femmes autochtones.
7 C'est souvent une prostitution de rue; c'est souvent dans
8 les grandes villes, une prostitution pour l'itinérance.
9 J'ai habité Montréal et beaucoup de jeunes femmes, surtout
10 inuites, vont arriver puis elles n'ont pas de logement,
11 pas de loyer, elles ne parlent pas anglais, elles ne
12 parlent pas français. Donc, on voit ça. Et on voit aussi
13 le manque de réponse sociale pour soutenir ces femmes-là
14 et certains hommes.

15 Vous avez, pour certains d'entre vous,
16 parlé de différents facteurs qui amènent ces résultats-là.
17 Donc, on mentionne... je pense que c'est OPP qui en parlait,
18 la violence coloniale, les effets des écoles
19 résidentielles, les formes systémiques, le racisme
20 systémique, la discrimination.

21 Mais nulle part, dans les trois corps
22 policiers, on va aussi mentionner la discrimination
23 policière envers les femmes autochtones. Val d'Or, ça a
24 fait le tour de la planète. On ne peut plus prétendre que
25 ça n'arrive pas ; certains policiers vont abuser de leur

1 statut puis de leur pouvoir pour faire mal aux plus
2 vulnérables, qui sont les femmes autochtones. Et on
3 demande aux femmes autochtones de dénoncer l'industrie ou
4 le trafic humain et la prostitution, alors qu'on met en
5 doute leur parole, que certains policiers remettent en
6 doute leur parole.

7 Avez-vous des solutions par rapport à ça?
8 Avez-vous des recommandations pour faire en sorte que oui,
9 on veut rebâtir cette confiance-là et oui, vous avez des
10 droits comme femmes et on doit vous protéger? Avez-vous
11 des recommandations?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
13 think if I could answer that. I think groups that we have
14 across the country that are very important to us and are a
15 great source of information are our Aboriginal Advisory
16 Committees that the commanding officers have in every
17 province and territory. As well, the Circle of Change has
18 been a great source of information for us as well. I know
19 when I was commanding officer in Prince Edward Island the
20 Aboriginal Advisory Committee would bring issues to me of
21 concern when something had happened in one of our
22 communities that they felt was improper. Even if the
23 officer didn't understand what they did, it was an
24 opportunity for us to address those issues and create a
25 sense of understanding, provide an educational opportunity

1 for the officers working in that community.

2 So even though, you know, they maybe didn't
3 recognise what they did was wrong, it still provided
4 opportunity, it provided us feedback.

5 And they were also a great source of
6 information for us when things did go wrong and things
7 were done improperly or there were racist comments or just
8 improper treatment, in particular, of women.

9 I can think of one case where they came to
10 me and we talked about a family -- a lady who was spoken
11 to during a case of domestic violence where it was
12 mentioned that their children could be taken away if the
13 police continue to come back to their home. So it was a
14 lack of really explaining what that meant and why that
15 might happen versus the people feeling threatened by those
16 comments.

17 So instances like that it gives us a great
18 opportunity to create education, to create understanding
19 and awareness. And I think bodies like that, if we all
20 had bodies like that that would come to us with open,
21 transparent communication both ways, not just one way,
22 that could really help us as police agencies. And I think
23 they're a fantastic resource.

24 And I know our Circle of Change has been a
25 fantastic resource for us as well.

1 **COMMISSIONER MICHELE AUDETTE:** Juanita?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** I would just add, for Ontario the ending balance
4 against Indigenous women and girls joint collaborative
5 table that we have, including the provincial committee, we
6 have a committee actually on policing and justice. And so
7 at that -- again, co-Chaired by our Indigenous partners as
8 well as representatives of the government, so that is a
9 table where we continue to have these discussions, and
10 that recommendations from there would be heard, not only
11 by the deputy ministers who attend those meetings, but
12 eventually up to ministers as well.

13 **COMMISSIONER MICHELE AUDETTE:** Madam?

14 **INSPECTOR TINA CHALK:** Thank you. I could
15 say that that type of abuse or the type of what you just
16 spoke about, I think officers do know that. I don't think
17 they need to be trained to know that that's not abusive
18 behaviour to anyone. I really do. So I think that
19 education is important in respect to understanding
20 residential schools, colonialism, all of the effects of
21 why we're here today, but I don't think it's reasonable to
22 say that that will cause -- that officers will then not
23 act that way. I mean, those are officers who are doing
24 the wrong thing, committing crimes. And the type of
25 officers that do that need to be disciplined. Zero

1 tolerance policy. That's it.

2 So I think education for officers who make
3 mistakes and maybe don't offer proper services, don't
4 think about -- think it through because why is this
5 happening and what is the reason why this person is
6 vulnerable, all of those things I think is really
7 important for training. But those officers who you're
8 saying commit those crimes, and being with a Child
9 Exploitation Unit as well, this is across the board
10 professions. This is not just police officers. We charge
11 surgeons, you know, lawyers, et cetera. So many different
12 police -- or sorry, professions have these issues when it
13 comes to sex crimes unfortunately.

14 So I think that it simply is zero tolerance
15 policy when it comes to people who are abusing people or
16 mistreating people and that's it. And then on top of
17 that, we need to education about all the ---

18 **COMMISSIONER MICHELE AUDETTE:** M'hm.

19 **INSPECTOR TINA CHALK:** --- things that
20 we're here today for.

21 **COMMISSIONER MICHELE AUDETTE:** Then what do
22 we do when -- you talk about zero tolerance. We know by
23 the voices of the families and survivors when they share
24 their truth that the lack of confidence exists. And as a
25 society, and I'm part of that, we have to find solution

1 that the confidence is back or is built. What do we say
2 when a police force was challenged through the media to
3 say some of your -- just few of them might did -- maybe
4 did something to Indigenous women. And, instead waiting
5 of this -- the court system, or the system to see if it's
6 true or not, they're wearing bracelets, badges, seven
7 stars or eight stars for the amount of police who were
8 charged. Is it something that we should promote or we
9 should stop? Is it something that is bringing division
10 instead of unity? Is it something that is not helping for
11 that trust that we need to have?

12 **INSPECTOR TINA CHALK:** Yes, officers
13 wearing that type of thing is not appropriate. That
14 shouldn't be permitted, in my opinion. I don't believe
15 our service would permit anything like that. It's not
16 your opinion. You're not being asked your opinion.
17 You're certainly not being -- you shouldn't be displaying
18 it, that's for sure. So, I really think that that's a
19 Code of Conduct, SOP, something that has to be in place to
20 say that's just not appropriate.

21 **COMMISSIONER MICHÈLE AUDETTE:** I want to
22 say I saw hope, I heard hope today and les emotions aussi,
23 so I say thank you, un gros, gros merci.

24 **INSPECTOR TINA CHALK:** Thank you.

25 **--- QUESTIONS BY COMMISSIONER QAJAQ ROBINSON:**

1 **COMMISSIONER QAJAQ ROBINSON:** I want to --
2 Inspector Chalk, I think you just touched on it a little
3 bit about who the consumers are. And, Assistant
4 Commissioner, you have mentioned that in preparation for
5 coming here that wasn't part of the information gathering
6 that you engaged in, but you do have some data about who
7 are the people buying and -- I don't even know the right
8 words to say it other than raping and assaulting kids and
9 women, and paying for that. However, I'm hoping that you
10 can give us some information about this population.

11 I saw in the risk assessment that the RCMP
12 produced were talking about predominantly men as
13 traffickers, and women and children as those being
14 exploited and trafficked. What, if anything, can you tell
15 us about the consumers in terms of the demographics we're
16 dealing with there? And, Deputy Commissioner and
17 Inspector Chalk, I direct this primarily at you, too, as
18 this was something you touched on, but Chief Boland, if
19 there's insight you have as well, I'm open to it.

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Sorry, I have some of those demographics in that Project
22 Safekeeping. I'm just pulling it up here. If you --
23 unless you had something ---

24 **INSPECTOR TINA CHALK:** I would say from my
25 experience with it, the units that I'm dealing with that

1 it is as I just said. It's unfortunately across the
2 board. I can't think of a profession that we likely
3 haven't at some point charged with sexual abuse imagery,
4 for example, which obviously stems to what that demand is,
5 the thoughts, or the images, the live sexual assaults,
6 because that is what those images are and we have to make
7 sure we remember that, that they aren't picture of
8 children. They're actually records of sexual assault, and
9 that's another, sort of, misnomer or unfortunate issue
10 that people don't necessarily understand that. So, I
11 think that unfortunately those who want to have sex with
12 children are just across the board. It's a sad reality.

13 **COMMISSIONER QAJAQ ROBINSON:** When you say
14 "across the boards" you mean socioeconomic across the
15 board or gender as well?

16 **INSPECTOR TINA CHALK:** No, I think if we
17 were to look at our statistics, they would be mostly male,
18 absolutely, but across professions.

19 **COMMISSIONER QAJAQ ROBINSON:** Okay.

20 **INSPECTOR TINA CHALK:** So, you might think,
21 well, is it, as you say, socioeconomical? Well, no, I
22 think it's across the board. So, from police officers to
23 lawyers, to construction workers, it's just wherever you
24 think about it, it's there, unfortunately.

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I

1 have some of the demographics of traffickers. In terms of
2 traffickers, this was based on that Project Safekeeping
3 study which was a review of several files on human
4 trafficking. It states that the majority of traffickers
5 are male Canadian citizens in between the age of 19 to 32
6 years and are of various ethnicities or races. And,
7 there's more information such as, you know, where they
8 would often take their victims.

9 It also talks about adult females and
10 individuals under the age of 18, especially those who are
11 female are increasingly becoming involved as human
12 traffickers for sexual exploitation. Female traffickers
13 usually work with at least one male, and this partnership
14 is sometimes relationship-based. Traffickers who are
15 under the age of 18 commonly work in partnership with
16 adults. So, those are some of the demographics.
17 Something that I noted as well in this study was that
18 approximately 50 percent of all women who are trafficked
19 have either worked in the sex work industry or as an
20 exotic dancer as well.

21 **COMMISSIONER QAJAQ ROBINSON:** And, do you
22 have records about who these traffickers are selling these
23 women and children to? Those demographics.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 So, yes, in terms of people who have been charged, I don't

1 have that with me, no.

2 **COMMISSIONER QAJAQ ROBINSON:** Is that
3 something you can easily access?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It
5 would be through Statistics Canada. We would be able to
6 find certainly how many charges have been laid, and I
7 would think that it would be easy enough to find some of
8 the demographics of that.

9 **COMMISSIONER QAJAQ ROBINSON:** I would
10 appreciate it if we could get some of that information,
11 and if it could be shared with the parties. And, of
12 course, we'll share it with the parties if you're able to
13 provide it to the Inquiry.

14 **MS. ANNE TURLEY:** Can I just get a
15 clarification so I know what we're ---

16 **COMMISSIONER QAJAQ ROBINSON:** Yes, I'm
17 not ---

18 **MS. ANNE TURLEY:** --- to make sure we're
19 undertaking and we get you the information that you want?
20 You're asking about not the people who are doing the
21 trafficking, but the consumers of ---

22 **COMMISSIONER QAJAQ ROBINSON:** Their
23 clients.

24 **MS. ANNE TURLEY:** Yes. And, I don't ---

25 **COMMISSIONER QAJAQ ROBINSON:** The

1 purchasers.

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 Statistically, we would be able to provide charges laid
4 across Canada through Stats Canada, but I can't be certain
5 of to what type of demographics we would be able to pull
6 from that information without going into each file.

7 **COMMISSIONER QAJAQ ROBINSON:** Okay.

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 So, that might be a limitation in terms of the information
10 that's there unless a full study is done.

11 **COMMISSIONER QAJAQ ROBINSON:** Okay, thank
12 you. I think that, I mean, it speaks to the other gaps in
13 data, and I'm assuming you're saying that this type of
14 information carries the same challenges as the trafficking
15 data?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 Yes, it does.

18 **COMMISSIONER QAJAQ ROBINSON:** The issue of
19 racism was touched on, and I appreciate, Inspector Chalk,
20 your recognition that experiences of racism can result in
21 people not wanting to come forward and it having numerous
22 impacts on the willingness to report, to come forward, and
23 then also the quality of an investigation whether or not
24 it's because of experiences of racism faced with police.

25 There's another aspect of this that I'm

1 wondering if you have experienced or have put some thought
2 into, and that's really the issue of the interplay not
3 only with racism, but misogyny and sexism. And,
4 particularly, the issue of hypersexualization of
5 Indigenous women and girls.

6 It's Halloween. We have seen the costumes
7 at the stores. The Pocahontas, the Indian princess, you
8 name it. It's no secret that in our submissions to the
9 Supreme Court we talked about -- Commission counsel talked
10 about what we have heard about is a Pocahontas effect. We
11 heard about this during our hearings on racism in the
12 media in Toronto a number of weeks back. Are you seeing
13 this fetishization, dehumanization and hypersexualization
14 of Indigenous women and girls is playing a role in the
15 elevated rates of human trafficking of Indigenous women
16 and girls.

17 **INSPECTOR TINA CHALK:** I haven't seen that,
18 but I absolutely agree with you and I think it's -- if
19 you're viewed that way by men or otherwise, then that
20 would make you more vulnerable, to made less of a person,
21 to made sexualized. So, of course that would, in my view,
22 make you much more of a target because that thought
23 process already lies within the head of that abuser. So,
24 I think that is very instrumental.

25 **COMMISSIONER QAJAQ ROBINSON:** Does anyone

1 else have thoughts on that?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
3 would agree. I also have not seen that, but I absolutely
4 agree with everything Inspector Chalk is saying.

5 **COMMISSIONER QAJAQ ROBINSON:** And, perhaps
6 you would agree with me that that is not the problem or
7 the responsibility of an Indigenous women and girl, that
8 is the responsibility of men, and people in positions of
9 power and educators to change this social view?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
11 agree.

12 **CHIEF JOE BOLAND:** Agreed.

13 **COMMISSIONER QAJAQ ROBINSON:** Yes, I think
14 I'm seeing all heads nod. So, thank you. I want to just
15 finish off -- a lot of the questions I had were already
16 asked, but I think Assistant Commissioner, you noted that
17 it was sad that we're talking about this, particularly
18 after the National Action Plan, I think that was in 2012,
19 that identified many what were called push factors.

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
21 Yes.

22 **COMMISSIONER QAJAQ ROBINSON:** I appreciate
23 that the understanding of the business of trafficking is
24 still something that requires a lot of research and
25 greater understanding, particularly with the lack of

1 reporting. Yet these push factors, to me, are quite
2 evident, and even in Canada's 2012 or 2013 National Action
3 Plan identified these push factors, specifically poverty,
4 unemployment, lack of education, lack of social programs
5 and gender based inequality.

6 I would like to add to your comment about
7 it being sad that we're still talking about awareness when
8 these factors, socio-economic indicators of well-being,
9 according to the Attorney General, one, aren't being well
10 monitored, and don't actually seem to be addressed by many
11 of the social programs that are at play. I suspect that
12 to do your jobs as police forces, unless those push
13 factors are addressed by government as a whole -- W-H-O-L-
14 E, not H-O-L-E, ha, ha. Jokes -- that that has to be
15 adjust in parallel, if not, you know, right immediately by
16 again the whole of government. Is that something that as
17 professionals in law enforcement and the criminal justice
18 system you would agree with?

19 **CHIEF JOE BOLAND:** Absolutely.

20 **COMMISSIONER QAJAQ ROBINSON:** I'm seeing
21 nodding heads.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
23 Absolutely. Yes.

24 **INSPECTOR TINA CHALK:** Yes.

25 **COMMISSIONER QAJAQ ROBINSON:** Thank you.

1 Finally, I am happy to hear about the revitalization and
2 rethinking of the National Action Plan by the government
3 of Canada and the RCMP, but is -- I was listening to
4 testimony, one of the things that I'm struck by is the --
5 and I think Inspector Chalk, you identified this the *ad*
6 *hoc* nature of engagement at the provincial level in
7 response to human trafficking and how that was an issue.

8 Well, in a country where you have multiple
9 jurisdictions, i.e. provinces, and territories and the
10 feds, and then you have multiple police forces, it strikes
11 me as being a continuation of *ad hoc* and patch work
12 efforts if a National Action Plan does not include all
13 jurisdictions. So, would you agree with me that action
14 plans going forward, particularly because of the inter-
15 jurisdictional nature of trafficking -- I think that
16 that's why the borders are attractive. Get her out of OPP
17 jurisdiction, get her into city of Ottawa jurisdiction,
18 move her across the river, into Gatineau City police
19 jurisdiction, that is leading to the ability to hide in
20 plain sight. And, a coordinated effort, I think, is
21 needed at the policing level, but I would suggest at the
22 national strategic and action plan level, and I'm
23 wondering if you agree with me on that point.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

25 Absolutely.

1 **INSPECTOR TINA CHALK:** I agree.

2 **COMMISSIONER QAJAQ ROBINSON:** Should such
3 action plan also include coordinated research and data
4 collection?

5 **CHIEF JOE BOLAND:** Yes.

6 **INSPECTOR TINA CHALK:** Yes.

7 **COMMISSIONER QAJAQ ROBINSON:** Yes. Because
8 it seems to me that if you're not asking the same
9 questions in Nova Scotia as you are in New Brunswick, as
10 you are in Quebec, as you are in Ontario, that one woman
11 being trafficked through the system, you are not getting a
12 real picture.

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
14 That's correct.

15 **COMMISSIONER QAJAQ ROBINSON:** And, finally,
16 that action plan needs to involve people with lived
17 experience and Indigenous women's groups?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
19 Yes, it does.

20 **COMMISSIONER QAJAQ ROBINSON:** All right. I
21 want to thank you all for sharing with us, answering our
22 questions and for going late into the evening. Nakurmiik.
23 Thank you.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
25 Thank you.

1 --- QUESTIONS BY CHIEF COMMISSIONER MARION BULLER:

2 **CHIEF COMMISSIONER MARION BULLER:** Thank
3 you. Hopefully I'll be relatively brief in my questions.
4 I just have some for clarification.

5 Starting with Ms. Dobson. I've looked
6 carefully at the restraining orders affidavits and
7 application, and I don't see any specific reference to
8 protection of children of applicants. There is other
9 circumstances or other people to be protected, but there's
10 no specific reference to children. No tick box for that.
11 Can you explain why that it's set up that way?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** No. I would not think that that was not to be
14 included, that children would be considered also for
15 protection. I will go back to the folks and -- to see if
16 that was something that we need to be more explicit about.

17 **CHIEF COMMISSIONER MARION BULLER:** Thank
18 you. My reading of them was that, I suppose you could
19 include children in some parts, but there's no specific
20 reference, which means people don't turn their minds to
21 it.

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23 **DOBSON:** Thank you for that.

24 **CHIEF COMMISSIONER MARION BULLER:** And,
25 there was no reference anywhere in those documents to the

1 need for translation, maybe that's something that you can
2 take back as my recommendation to you as well. So, thank
3 you.

4 Chief Boland, you mentioned in recruiting
5 the requirement for eight months attendance at Memorial
6 was creating a problem, and as a result, you changed that
7 so there would be one year post-secondary required
8 instead. What if any impact has that had on your
9 recruiting?

10 **CHIEF JOE BOLAND:** We have almost tripled
11 our number of applicants.

12 **CHIEF COMMISSIONER MARION BULLER:** And, is
13 that any type of post-secondary education anywhere?

14 **CHIEF JOE BOLAND:** It is.

15 **CHIEF COMMISSIONER MARION BULLER:** Okay.

16 And, Chief Boland, I might have misheard something that
17 you said earlier, you were talking about the Intimate
18 Violence Project that involved one investigator and one
19 analyst, and I believe you said it's so that your police
20 service could get out in front of the circumstances before
21 they became an offence. Did I mishear that?

22 **CHIEF JOE BOLAND:** What we were trying to
23 do is identify through the process. So, you have an
24 analyst that looks at the files and speaks to the
25 investigators that are situated in our major crimes

1 section, and they look at all files.

2 So, some of the files are mandatory that
3 our patrol officers have to forward to the Intimate
4 Partner Violence unit, others are not mandatory, but every
5 file, with the exception of our trafficking files, are
6 reviewed by the analyst. And, it's to try to predict
7 where a person would be -- possibly become a victim, and
8 to reach out to that person and speak to them and make
9 them aware that we're aware of the situation.

10 **CHIEF COMMISSIONER MARION BULLER:** Okay.
11 Thank you. Now, Assistant Chief Commissioner Crampton,
12 are you familiar with the circumstances of the offences
13 committed by Judge Ramsey, late and former Judge Ramsey in
14 Prince George, B.C.?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
16 No, nothing other than what I would know in media.

17 **CHIEF COMMISSIONER MARION BULLER:** Yes,
18 okay. Thank you. We talked a lot today about the
19 difficulties created by underreporting of offences,
20 specifically human trafficking. But, certainly reporting
21 by victims is not the only investigative technique; is
22 that correct?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
24 That's correct.

25 **CHIEF COMMISSIONER MARION BULLER:** Without

1 telling secrets, what other types of investigative
2 techniques are there for human trafficking offences?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 It's difficult to answer without talking about operations.
5 I guess some of it could be coming from the community,
6 information from community, from friends who are
7 concerned, from family who are concerned. I was speaking
8 with someone today on a break, and they were asking about
9 a friend of theirs who's not in their community anymore.
10 So, there's an example of someone coming forward with
11 information that should be followed up to make sure that
12 that person is in a safe place, not to say that we had a
13 discussion on human trafficking, it wasn't, but it was
14 just concern for somebody, but that's someone who could be
15 in an exploitive situation. So, there are other avenues
16 of receiving that information as well.

17 **CHIEF COMMISSIONER MARION BULLER:** How
18 actively does the RCMP pursue those other avenues of
19 investigation?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** If
21 someone was reported missing, it's obviously investigated.
22 But, I would have to answer the same as Inspector Chalk in
23 that I don't know everyone would think of human
24 trafficking investigations when someone is found, who's
25 missing or maybe is working in the sex trade. It's

1 probably not at the forefront of the officer who
2 encounters that person unless they're trained in that
3 area.

4 **CHIEF COMMISSIONER MARION BULLER:**

5 Inspector Chalk, is there anything you would like to add?

6 **INSPECTOR TINA CHALK:** Yes. I can say that
7 within our unit, the two really important positions we
8 have is the analyst and the internet specialist. And,
9 again, I can't get into investigations, but we have
10 started investigations because of the efforts of those two
11 people that are proactive in nature where we think
12 exploitation may be occurring, and then it goes to an
13 investigation. So, there's no victim, per se, coming
14 forward but, to us, it looks like because of the trends,
15 the movement patterns, et cetera, that this may be
16 happening. So, then we take it on as an actual
17 investigation, and then we sort of go from the back end as
18 opposed to a victim, first, perspective. So, making sure
19 we use the analysis and the ability to do those things,
20 which is really important, and embed those into these type
21 of units is very helpful to take that proactive piece.

22 **CHIEF COMMISSIONER MARION BULLER:** Okay,
23 thank you. And, finally, Assistant Commissioner Crampton,
24 you just said something that caught me quite by surprise,
25 and maybe one or two other people, that Canada now is

1 known as a destination, as well as a transit location for
2 human trafficking. Can you, first of all, expand upon
3 that? And, in the process, explain how and why that's
4 happened?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 So, when I refer to Canada being a destination, it's more
7 in terms of forced labour, so people being brought into
8 the country for exploitive purposes, generally, forced
9 labour. Domestically, our picture is more in terms of
10 sexual exploitation and human trafficking for that
11 purpose.

12 **CHIEF COMMISSIONER MARION BULLER:** So, the
13 transit -- by transit location, are you -- what are you
14 talking about?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

16 So, transit location is coming through Canada to maybe
17 into the United States or another country, stopping
18 briefly in Canada. Coming from one country to Canada, to
19 another country.

20 **CHIEF COMMISSIONER MARION BULLER:** For
21 forced labour?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Or
23 sexual exploitation. We have had cases that we have
24 investigated that were for sexual exploitation as well.
25 So, we will receive information from the country where the

1 trafficker and the victim are leaving and coming through
2 Canada, in which case then we will start an investigation
3 and work with our partners internationally to stop that
4 from happening.

5 **CHIEF COMMISSIONER MARION BULLER:** Okay,
6 thank you for clarifying that.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** No
8 problem.

9 **CHIEF COMMISSIONER MARION BULLER:** Those
10 are all of my questions. And so, I'm going to take the
11 opportunity to thank all four of you for coming today and
12 spending a very long day with us. I know it's not easy.
13 What you have said today has made a difference in our work
14 in a good way, I should add. And, we're very grateful for
15 the time that you had spent with us for the wisdom and
16 experience you have shared with us. And, we have just a
17 very small gift to give you in return.

18 All four of you have difficult jobs, and we
19 recognize that. In order to help you do your difficult
20 work and in order to lift you up so that you can do that,
21 and maybe take you a little higher, we have eagle feathers
22 and tobacco for you as our way of thanking you for making
23 a difference. Thank you.

24 **INSPECTOR TINA CHALK:** Thank you, that's an
25 honour. Thank you.

1 **CHIEF JOE BOLAND:** Thank you.

2 **CHIEF COMMISSIONER MARION BULLER:** And, we
3 are adjourned until tomorrow morning at 8:00 for our
4 opening ceremony and 8:30 for evidence.

5

6 --- Upon adjourning at 18:39

7

8

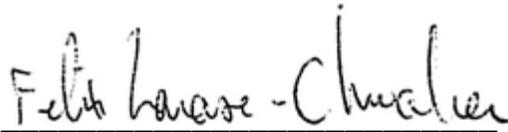
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LEGAL DICTA-TYPIST'S CERTIFICATE

I, Félix Larose-Chevalier, Court Transcriber, hereby certify that I have transcribed the foregoing and it is a true and accurate transcript of the digital audio provided in this matter.

A handwritten signature in black ink, reading "Félix Larose-Chevalier", written in a cursive style. The signature is positioned above a horizontal line.

Félix Larose-Chevalier

Oct 15, 2018