

Exhibit: National Inquiry into Missing and
Murdered Indigenous Women and Girls

Location/Phase: Part 1 2/3 St. John's

Witness: Danny Smyth

Submitted by: Kimberly Carswell

Add'l info: P02-03 P04 P0401

Date: OCT 18 2018

Initials

I/D

Entered

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Curriculum Vitae

Chief Danny G. Smyth #1454

Winnipeg Police Service

Curriculum Vitae

Chief Danny G. Smyth #1454

October 10th, 2018

Current Mailing Address: Winnipeg Police Service, P.O. Box 1680
Winnipeg, Manitoba, Canada. R3C 2Z7

Senior, pro-active police executive with thirty years of progressively responsible, broadly based leadership experience within the Winnipeg Police Service. Known as a pragmatic, "get-it-done" relationship oriented professional with a unique combination of skills and expertise in multiple service areas. Strong focus and support for the strategic direction and initiatives being undertaken complimented by an organization wide view of strengths and challenges. Chief of Police for the City of Winnipeg.

Service

Senior Management

Chief of Police, Nov 2016 - Present

Deputy Chief, Criminal Investigations, Aug 2015 - Present

Superintendent, Criminal Investigations, Nov 2012 – Aug 2015

Division Commander, Criminal Investigations (Division 42), Feb 2011 – Nov 2012

Division Commander, Uniform Operations, July 2009 – Feb 2011

Inspector, Duty Operations Office, Dec 2008 – July 2009

Inspector, Organization Development and Support, Oct 2005 – Dec 2008

Inspector, Duty Operations Office, Jan 2005 – Oct 2005

Middle Management

Sergeant, Division 40 Drug Unit, 2003-2005

Detective Sergeant, Division 32, Intelligence Unit, 2001 – 2002

Detective Sergeant, Sophonow Inquiry Review, 2000 – 2001

Detective Sergeant, Professional Standards Unit, May 2000 – July 2000

Patrol Sergeant, Division 11, General Patrol, December 1999 – May 2000

Professional Expertise

- Strong philosophic view to crime prevention through social development complimented by a consultative, relationship building leadership style for the successful initiation, development and sustaining of strategic partnerships, interagency collaboration, Indigenous and multicultural community communication and general stakeholder relationships;
- Sound understanding and respect for the role, responsibilities and vision of the Winnipeg Police Board complimented by additional board leadership experience within local, provincial and national board managed organizations;
- Excellent financial strengths and a business process improvement approach to operations management combined with an emphasis on evidence based decision making; able to quickly analyze financial and resource trends and use results to strategize, build business cases, make recommendations and apply cost effective decisions for the service;
- Comprehensive strengths in problem solving and risk management; applies a quietly assertive approach to identifying and resolving key risk issues related to political sensitivity, procedural fairness, public accountability and reputation, financial impact, and structural operational issues;
- Extensive, in-depth professional strengths and expertise in change management and organizational development; strong reputation for getting things done by forging, leading, facilitating and implementing both simple and complex change management initiatives within the police service, the community and the key stakeholder environment;
- Actively establishes, educates, promotes and assures professional standards and best practice in all aspects of police services including recruitment and selection, diversity management, training and organization development and media relations;
- Strong support for a culturally representative police service; ensures that recruitment and retention strategies seek applicants that reflect and support the multicultural Winnipeg community;
- Well-developed, positive reputation and relationships within the Indigenous community through the initiation of partnerships and collaboration with well-known and respected front line community service delivery agencies, the endorsement of bias free policies and member training, the application of best practices in recruitment and selection and celebration of current member successes;
- Excellent understanding and experience with government structure and processes with proven accomplishments in leading, managing and chairing various committees at the municipal, provincial, and national level focusing on overcoming common areas of challenge, identifying new legislative requirements, and new research as well as advances in crime prevention and social development;

- Strong recognition and personal support for initiatives that drive and sustain a healthy workplace environment including the development of policies, procedures, services, training and interventions that support the safety, health and wellness of our officers.

Education and Professional Development

Masters, Organizational Management, University of Phoenix, 2006
 Certificate, Law Enforcement Planning, Int. Association of Law Enforcement Planning, 2006
 Certificate, Police Management, University of Manitoba, 2005
 Bachelor of Arts, Psychology/English, University of Manitoba, 1983

Professional Leadership

Manitoba Director, Canadian Association Chiefs of Police (CACP)
 Member, Counter Terrorism and National Security Committee, CACP
 Member, Manitoba Association of Chiefs of Police
 Member, Criminal Intelligence Services Manitoba Executive Committee
 Member, Snowflake Place for Children and Youth Advocacy Center
 Member, Sexually Exploited Youth Coalition
 Co-Chair, Winnipeg Police/Provincial Justice Joint Operating Committee
 Vice President, Winnipeg Police Senior Officers Association (2012-2015)
 Aide de Camp, Lieutenant Governor of Manitoba (2010-2015)
 Chair, Professional Development Program Sub-Committee, CACP (2012-2013)
 Faculty, Criminal Justice Department, University of Winnipeg (2008-2013)
 Member, Steering Committee, Auto Theft Strategy (2011-2012)
 Member, National Technology Advisory Sub-Committee, CACP (2011-2012)
 Member, Steering Committee, School Resource Officer Program (2007-2009)

Accomplishments

- Initiated and led the establishment of the Counter Exploitation Unit which has successfully developed relationships with several Indigenous community groups to work together for safer and healthier communities; this approach represents a fundamental shift from criminalizing the conduct of exploited and disadvantaged victims to outreach and intervention to help those vulnerable to exploitation;
- Identified the need for an organizational structure change in the management of professional standards investigations; led the creation of a new administrative panel that ensured ethical accountability, transparency and organizational integrity;
- Led the development and expansion of the Crime Analysis Unit that now enables front line units to use crime analytics to identify and mitigate crime

trends. Project has placed the Winnipeg Police Service at the forefront of intelligence-led policing;

- Advocated, negotiated financial resources and led the technology innovation and modernization of the WPS forensic services resulting in a significant increase in turnaround time for criminal records checks, increasing customer service while reducing staff time requirements and providing a revenue stream of approximately \$2M/year;
- Initiated and led the design and development of an overtime reporting system that enabled Division Commanders to more effectively manage staff overtime in "real-time"; trained all leaders and met monthly to analyze trends, identify solutions and mitigate overtime expenses. Project resulted in an 8% reduction in overtime hours;
- Negotiated a financial partnership with MPI to support an intelligence led Auto Theft Strategy that led to millions of offset dollars for salaries, equipment and vehicles. Project has resulted in a reduction of auto theft by 80% over a ten year time frame;
- Led the development of a cost effective, data analysis based gang strategy; partnered with Manitoba Justice and negotiated a financial agreement to support the salaries of two crime analyst positions. Relationship has resulted in the successful destabilization of two major street crime groups;
- Led the change management team that transitioned the part-time Emergency Response Unit to a full time support team; negotiated agreement with the police union and negotiated funding from the province resulting in a highly trained team consistent with best practices in law enforcement;
- During a significant increase in arson activity, led the analysis of arson data to discover important trends. Consulted and negotiated with Fire and Paramedic services, community services, Water and Waste and the CAO's office to develop a collective 7 point strategy resulting in a 38%- 50% reduction of arson within three months;
- Initiated and led a best practice approach to organized crime and drug trafficking by focusing on communication channels; shared strategy across police network resulting in the WPS strategy being adopted by other police agencies as well as the RCMP and now is implemented on a national basis;
- Recognized several safety risk issues related confidential information and officer use of smart phones; suspended two organizational units for a two week timeframe while new standard operating procedures were developed and officers were fully trained;
- Recognized and accepted responsibility for the potential of implicit bias amongst officers and the need for ongoing relationship improvement with the Indigenous and multicultural community; initiated department wide training on fair and impartial policing as a means to mitigate these tendencies;
- Led the development and implementation of Community Support Units throughout the Service as part of reorganization designed to dedicate resources to proactive and problem solving policing;
- Led the change team that reorganized the Criminal Investigations Bureau and realigned investigative resources into five distinct divisions: Organized Crime, Specialized Investigations, Forensics & Technology, Major Crimes, and

Professional Standards; project allowed for more effective professional development, return on investment of skills and training unique to each division;

- Led the expansion of the School Resource Officer program into the Pembina Trails School Division; project included the development of a series of proactive performance measures to better capture the activities of officers working in the schools; and a one year audit and review necessary to secure ongoing Provincial funding for the program.