

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

Location/Phase: Part 4 Closing Oral

Witness: n/a

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Initials

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Entered

63

22



1. Police **recruitment screening strategies specifically to prevent candidates with racist views**
2. A complaints process that **requires allegations of racist language or behavior** against individual officers to be reported to the officers' immediate supervisor and the chief of police.
3. An intensive **remedial training program** for police officers who exhibit racist attitudes. This program must be successfully completed to the satisfaction of the officer's supervising officer and the program facilitator.
4. The tools which would allow the **immediate supervisor or chiefs of police to respond immediately to allegations of racism**.
5. recommends that all police services invite members of the First Nations and Metis communities to **evaluate the effectiveness of existing cultural awareness programs** and implement changes as required.
6. recommends that urban police services have a **First Nations and Metis staffing component** that is equal in percentage to the respective populations.
7. recommends to the RCMP that Community Police Boards and Police Management Boards **participate in the selection, posting and orientation of RCMP members** to detachments that serve their community.
8. recommends that the Government of Canada, in view of the fact that it invests in community policing initiatives, **conduct province-wide surveys every two years** to monitor the degree of public satisfaction regarding community policing within all communities.
9. recommends that Police Management Boards and Community Police Boards that share one police service be amalgamated and ensure equal representation.
10. recommends the increased use of **video recording equipment by RCMP** and municipal police services.
11. This Commission recommends that an **Aboriginal liaison worker or volunteer individual** be available for First Nations and Metis people upon their arrival at a police station or detachment office.
12. develop an independent complaints **investigation agency** that will meet the needs of First Nations, Metis
13. recommends that a creation of **Implementation Commissioner monitor and oversee the establishment of a complaints agency** that will reflect and respect the spirit and intent of the existing Special Investigations Unit." (Source: <http://www.justice.gov.sk.ca/justicereform/volumeone/16ChapterEleven.pdf>)
14. recommends Search Process MMIWG2S resources, or search vehicles, we need a fleet around the country similar to vehicles used in Emergency Preparedness plans that are in place for non-indigenous urban and rural centres.
15. **Police Training:** Ensure that police have adequate training and knowledge of Indigenous history and the legacy of colonial abuses, including the residential school system, so that they have an accurate understanding of and appreciation for the sensitive context in which police and Indigenous communities interact. Expand anti-colonial training for police officers to counter racism and sexism in the treatment of Indigenous women and girls and to improve police response to violence against women and girls within Indigenous communities. Improve trauma-informed de-escalation training and implement trauma-informed de-escalation protocols that are specific to police interactions with Indigenous peoples and that better equip officers to diffuse disputes without resorting to the use of force.
16. **Policing Practices:** Ensure an effective trauma-informed police response to interactions with Indigenous women and girls to prepare police officers to assist trauma victims and decrease the potential for re-victimization and further harm. In accordance with international policing standards, Canadian common law requirements, and the recommendations of the Civilian Review and Complaints Commission: **1)** Eliminate body ("frisk") searches of women and girls by male police officers in all but extraordinary circumstances and require documentation and supervisor and commander review of any such searches; prohibit cross-gender strip searches under any circumstances. **2)** Ensure that women in custody are ordered to remove their bras only in exceptional circumstances in which there is credible evidence that they intend to use the underwire to harm themselves or others. Ensure that there is sufficient number of female officers to conduct searches, participate and/or supervise the interrogation of female detainees, and ensure the safety and security of female detainees. Ensure that policing protocols relating to intimate partner violence require officers to make clear who the principal or dominant aggressor is and lay charges against that individual; this protocol should distinguish assault from defensive self-protection and avoid dual charges against both the victim and perpetrator of violence. Combat all stereotypes that define violence against Indigenous women and girls within the framework of Indigenous family and community violence and acknowledge that such stereotypes obscure the multifaceted nature of the violence and perpetuate colonial violence and bias. Expand non-incarceration options for publicly intoxicated individuals, including sobering centers where medical personnel can provide appropriate care.



17. Police Accountability Mechanisms to establish independent **civilian oversight units** for reported incidents of serious police misconduct, including incidents of rape and other sexual assault, in all jurisdictions. Amend the Regulations to expand the definition of "abuse of authority" to include, whether off or on duty, the use of profane, abusive or insulting language to any person that tends to disrespect the person on the basis of that person's race, color, sex, ancestry, place or origin, political belief, religion, marital status, family status, physical or mental disability, sexual orientation, age or economic and social status. Ensure that complainants are informed upon submitting a complaint to a civilian oversight body about how they should report any police retaliation related to the lodging of the complaint; and ensure that all police complaints commissions have protocols on how they respond to a complainant who reports police retaliation related to a lodged complaint.

18. recommends **Data Collection** to collect and make publicly available (as ethically appropriate) accurate and comprehensive race- and gender-disaggregated data that includes an ethnicity variable on violence against Indigenous women, as well as on use of force, police stops, and searches, in cooperation with Indigenous community organizations and with the guidance of Indigenous women leaders.

19. to implement without delay all the recommendations of the **UN CEDAW Inquiry Report to investigate police agencies** and, when the Commissioners remit information back to civilian oversight bodies on matters they believe to be reasonable police misconduct, they should do so in a way that does not violate the trust of witness complainants or prevents the Inquiry from reporting on how to reform police complaints commissions.

20. With leadership from Indigenous women, Two-Spirit people, and communities, ensure that the findings of the National Inquiry into Missing and Murdered Indigenous women and girls lead to the development and implementation of a **national action plan to address violence against Indigenous women and girls** that responds to and eliminates the structural roots of the violence, as well as the accountability and coordination of government bodies charged with preventing and responding to violence." (Source: Human Rights Watch, June 2017)

21. Hold a national **Reconciliation of MMIWG2S & LGBTQ and Media Conference** to be held in Saskatoon, Saskatchewan post Inquiry final report 2019.

22. participate in the United Nations **17 Sustainable Development Goals** where 11 of the 17 affect the daily lives of indigenous women and girls in this country. In September 2015, the United Nations Sustainable Development Summit for the adoption of Agenda 2030 during a 3-day gathering. The current platform contains 1,800 partnerships and initiatives promoting sustainable development and over 40 initiatives developed. Unfortunately MMIWG2S fell into 11 areas out of the 17 which can be considered a disgrace to this country. Canada scored 1.5/7.0 on a rating for meeting any of these goals

23. the country with Minister for the Department of Heritage, Honourable Pablo Rodríguez create added involvement of **the Anti-Racism Strategy** to include MMIWG2S LGBTQ awareness on their identities, the personal attitudes, beliefs, behaviors towards families of the MMIWG2S and understanding the impact of racism

24. create national positions under Ministry of Crown Indigenous Relations a **Indigenous Health Care Auditor** and **Indigenous Health Ombudsman**

- the Truth and Reconciliation Commission Call to Action 19 states: We call upon the federal government, in consultation with Indigenous peoples, to establish measurable goals to identify and close the gaps in health outcomes between Indigenous and non-Indigenous communities, and to publish annual progress reports and assess long-term trends;
- Section 24.2 of the United Nations Declaration on the Rights of Indigenous Peoples state: Indigenous individuals have an equal right to the enjoyment of the highest attainable standard of physical and mental health. States shall take the necessary steps with a view to achieving progressively the full realization of this right.
- an independent **Indigenous Health Care Auditor** that reviews and reports to Indigenous peoples and to Parliament on the progress and failures, including health care treatment and health care quality indicators, of the federal government on providing health care services and treatment to Indigenous peoples; an independent national **Indigenous Health Care Ombudsman**. The ombudsman could respond to unresolved complaints from Indigenous patients, residents and clients about their health care experience at a health sector organization, which includes hospitals, long-term care homes or community and local health centres. (Source: Liberal Party Convention Policies, April, 2018)

25. the \$10 million memorial fund for the families of the MMIWG2S Announcement were June, 2018 how to **streamline** access and introduce our Saskatchewan wishes for memorial or **commemoration fund**

26. create a new **Federal Income Support for Parents of Murdered or Missing Indigenous Persons grant** that will provide assistance to eligible families who suffer a loss of income as they take time away from work to cope with the death or disappearance of a missing indigenous person as a result of a probable *Criminal Code* offence

27. create a **national indigenous persons centre similar** to the Truth and Reconciliation Centre, or how the former Aboriginal Healing Foundation operated specifically to suit families of the missing and murdered indigenous persons experience in the country of Canada, full resourced with infrastructure, staff, advisory body, with cultural reflective beliefs and practices, this centre can also be a Respite space included for advocates, families, searchers, leaders to re-energize