Panel 1: “Recruitment, Training & Policing in Indigenous Communities” (continued)

Brenda Lucki, Commissioner, Royal Canadian Mounted Police;

Daniel Bellegarde, Director, Canadian Association of Police Governance;

Jean-Pierre Larose, Chief, Kativik Regional Police Force

INTERNATIONAL REPORTING INC.
## APPEARANCES

<table>
<thead>
<tr>
<th>Organization</th>
<th>Representative(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal Legal Services</td>
<td>Emily Hill (Legal Counsel)</td>
</tr>
<tr>
<td>Aboriginal Shelters of Ontario</td>
<td>Jeanine George (Representative)</td>
</tr>
<tr>
<td>Aboriginal Women's Action Network</td>
<td>Fay Blaney (Representative), MiKenze Jordan (Representative)</td>
</tr>
<tr>
<td>Animakee Wa Zhing #37 First Nation, Eagle Lake First Nation, Asubpeeschoseewagong Netum Anishinabek (ANA) First Nation/Grassy Narrows First Nation, Obashkaanda-gaang First Nation, and Ojibway Nation of Saugeen, as a single collective party</td>
<td>Paloma Corrin &amp; Whitney Van Belleghem</td>
</tr>
<tr>
<td>Assembly of First Nations</td>
<td>Stuart Wuttke (Legal Counsel), Julie McGregor (Legal Counsel)</td>
</tr>
<tr>
<td>Assembly of First-Nations Quebec-Labrador</td>
<td>Wina Sioui (Legal Counsel)</td>
</tr>
<tr>
<td>Association of Native Child &amp; Family Service Agencies Ontario (ANCFSAO)</td>
<td>Josephine de Whytell (Legal Counsel)</td>
</tr>
<tr>
<td>Awo Taan Healing Lodge Society</td>
<td>Darrin Blain (Legal Counsel)</td>
</tr>
<tr>
<td>British Columbia Civil Liberties Association</td>
<td>Michael Vonn (Representative), Meghan McDermott (Legal Counsel)</td>
</tr>
<tr>
<td>Canadian Association of Chiefs of Police (CACP)</td>
<td>Ashley Smith (Legal Counsel)</td>
</tr>
<tr>
<td>Directeur des poursuites criminelles et pénales (Québec)</td>
<td>Anny Bernier (Legal Counsel)</td>
</tr>
<tr>
<td>Eastern Door Indigenous Women's Association - Natalie D. Clifford</td>
<td>Natalie D. Clifford (Legal Counsel)</td>
</tr>
<tr>
<td>Government of Alberta</td>
<td>Doreen Mueller (Legal Counsel)</td>
</tr>
</tbody>
</table>
III

APPEARANCES

Government of British Columbia  Rachel Holmes (Representative), Emily Arthur (Representative)

Government of Canada  Anne McConville (Legal Counsel), Sarah Churchill-Joly (Legal Counsel), Tania Tooke (Paralegal), Jennifer Clarke (Paralegal)

Government of Manitoba  Heather Leonoff (Legal Counsel), Samuel Thomson (Legal Counsel)

Government of New Brunswick  Maya Hamou (Legal Counsel)

Government of Newfoundland and Labrador  Denise Spencer (Legal Counsel)

Government of Ontario  Julian Roy (Legal Counsel), Katelyn Forget (Legal Counsel)

Government of Quebec  Marie-Paule Boucher (Legal Counsel)

Government of Saskatchewan  Barbara Mysko (Legal Counsel), Colleen Matthews (Legal Counsel)

Government of Yukon  Chantal Genier (Representative)

Independent First Nations (IFN)  Josephine de Whytell (Legal Counsel); Deanna Jones Keeshig (Representative)

Institute for the Advancement of Aboriginal Women  Lisa Weber (Legal Counsel)

Inuit Tapiriit Kanatami (ITK)  Elizabeth Zarpa (Legal Counsel), William David
IV

APPEARANCES

Liard Aboriginal Women's Society
Leila GEGGE HURST
(Representative), Ann Maje Raider (Representative)

Manitoba Keewatinowi Okimakanak (MKO)
Jessica Barlow (Legal Counsel)

Mishkeegogamang First Nation
Whitney Van Bellegheem (Legal Counsel), Paloma Corrin (Legal Counsel)

MMIWG Coalition Manitoba
Catherine Dunn (Legal Counsel), Hilda Anderson Pyrz (Representative)

Native Women's Association of Canada
Virginia Lomax (Legal Counsel)

New Brunswick Aboriginal Peoples Council
Elizabeth Blaney
(Representative), Chief Wendy Wetteland (Representative)

NunatuKavut Community Council
Todd Russell (Representative), Roy Stewart (Legal Counsel)

Ontario Federation of Indigenous Friendship Centres
Niki Hashie (Representative)

Ontario Native Women's Association (ONWA)
Robert Edwards (Legal Counsel), Christina Comacchio (Legal Counsel)

Pauktuutit Inuit Women of Canada, Saturviit Inuit Women’s Association, AnanauKatiget Tumingit Regional Inuit Women’s Association, Ottawa Inuit Children's Centre and Manitoba Inuit Association, as a collective single party
Beth Symes (Legal Counsel)
<table>
<thead>
<tr>
<th>Organization</th>
<th>Representative/ Counsel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quebec Native Women / Femmes autochtones du Québec</td>
<td>Rainbow Miller (Legal Counsel)</td>
</tr>
<tr>
<td>Regina Treaty Status Indian Services</td>
<td>Erica Beaudin (Representative)</td>
</tr>
<tr>
<td>Saskatchewan Association of Chiefs of Police</td>
<td>Katrina Swan (Legal Counsel)</td>
</tr>
<tr>
<td>Thunder Bay Police Services</td>
<td>Edward Marrocco (Legal Counsel), Tiffany O'Hearn Davis (Legal Counsel)</td>
</tr>
<tr>
<td>Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty #3</td>
<td>Krystyn Ordyniec (Legal Counsel), Catherine Cheechoo (Representative), Elysia Petrone Reitberger (Legal Counsel)</td>
</tr>
<tr>
<td>Vancouver Rape Relief and Women's Shelter</td>
<td>Hilla Kerner (Representative), Laurel McBride (Representative)</td>
</tr>
<tr>
<td>Vancouver Sex Workers' Rights Collective</td>
<td>Carly Teillet (Legal Counsel)</td>
</tr>
<tr>
<td>Winnipeg Police Service</td>
<td>Sheri Bell (Representative), Kimberly D. Carswell (Legal Counsel)</td>
</tr>
</tbody>
</table>
VI

TABLE OF CONTENTS

Truth-Gathering Process Part 2 Volume 7

Panel 1: “Recruitment, Training & Policing in Indigenous Communities” (continued)

Chair: Christa Big Canoe (Commission Counsel)
Second Chair: Shelby Thomas (Commission Counsel)

Brenda Lucki, Commissioner, Royal Canadian Mounted Police
Counsel: Anne Turley (Government of Canada)

Daniel Bellegarde, Director, Canadian Association of Police Governance
Counsel: Michelle Brass (First Nations Police Governance Council)

Jean-Pierre Larose, Chief of Kativik Regional Police Force (Quebec)
Counsel: Bernard Jacob (Commission Counsel)

Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office (Quebec)
Counsel: Bernard Jacob (Commission Counsel)

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


Clerk: Bryana Bouchir
Registrar: Bryan Zandberg
# VII
## TABLE OF CONTENTS

| Opening Ceremony | 1 |
| Panel 1, Resumed | 2 |
| Cross-Examination of Panel 1 by Ms. Erica Beaudin | 3 |
| Cross-Examination of Panel 1 by Ms. Virginia Lomax | 11 |
| Cross-Examination of Panel 1 by Ms. Hilla Kerner | 20 |
| Cross-Examination of Panel 1 by Ms. Elizabeth Zarpa | 31 |
| Cross-Examination of Panel 1 by Mr. Darrin Blain | 44 |
| Cross-Examination of Panel 1 by Ms. Krystyn Ordnyniec | 53 |
| Cross-Examination of Panel 1 by Ms. Josephine de Whyttel | 59 |
| Cross-Examination of Panel 1 by Ms. Whitney Van Belleghem | 65 |
| Cross-Examination of Panel 1 by Ms. Beth Symes | 73 |
| Cross-Examination of Panel 1 by MS. ANN MAJE RAIDER and Ms. Leila Gegge Hurst | 88 |
| Cross-Examination of Panel 1 by Ms. Jessica Barlow | 95 |
| Cross-Examination of Panel 1 by Mr. Roy Stewart | 104 |
| Cross-Examination of Panel 1 by Ms. Elizabeth Blaney | 112 |
| Cross-Examination of Panel 1 by Ms. Michelle Brass | 120 |
| Cross-Examination of Panel 1 by Ms. FAY BLaney | 124 |
| Cross-Examination of Panel 1 by Ms. Lisa Weber | 132 |
| Cross-Examination of Panel 1 by Ms. Marie-Paule Boucher | 138 |
| Cross-Examination of Panel 1 by Ms. Wendy Van Tongeren | 157 |
| Re-Examination of Panel 1 by Ms. Michelle Brass | 165 |
| Re-Examination of Panel 1 by Mr. Bernard Jacob | 169 |
| Re-Examination of Panel 1 by Ms. Anne Turley | 181 |
| Questions by Commissioner Brian Eyolfson | 185 |
TABLE OF CONTENTS

Questions by Commissioner Qajaq Robinson 189
Questions by Chief Commissioner Marion Buller 192
Questions by Commissioner Michèle Audette 198
Questions by Commissioner Qajaq Robinson 213
Questions by Chief Commissioner Marion Buller 219
Questions by Commissioner Qajak Robinson 252
Questions by Commissioner Brian Eyolfson 271
<table>
<thead>
<tr>
<th>NO.</th>
<th>DESCRIPTION</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Panel 1: Recruitment, Training &amp; Policing in Indigenous Communities (continued)</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Exhibit code: P02P02P0201</td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>Document titled “Crime Statistics” (four pages)</td>
<td>93</td>
</tr>
<tr>
<td></td>
<td>Witness: Panel I</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Submitted by Beth Symes, Counsel for Pauktuutit Inuit Women of Canada, Saturviit Inuit Women’s Association, AnanauKatiget Tumingit Regional Inuit Women’s Association, Ottawa Inuit Children's Centre and Manitoba Inuit Association, as a collective single party</td>
<td></td>
</tr>
<tr>
<td>43</td>
<td>Agreement between Government of Quebec and Pekuakamiulnuatsh Takuhikan « Entente relative au versement d’une aide financière à Pekuakamiulnuatsh Takuhikan dans le cadre de sa participation au Programme de financement Prévention Jeunesse 2016-2019 » (eight pages)</td>
<td>169</td>
</tr>
<tr>
<td></td>
<td>Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Submitted by Marie-Paule Boucher, Counsel for Government of Quebec</td>
<td></td>
</tr>
<tr>
<td>44</td>
<td>Agreement between Le conseil de la nation Huronne-Wendat and the Ministère de la sécurité publique (Québec) titled « Entente relative au versement d’une aide financière dans le cadre du Programme de soutien aux municipalités en prévention de la criminalité 2016-2019 », signed November 22, 2017 (12 pages)</td>
<td>170</td>
</tr>
<tr>
<td></td>
<td>Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Submitted by Marie-Paule Boucher, Counsel for Government of Quebec</td>
<td></td>
</tr>
<tr>
<td>NO.</td>
<td>DESCRIPTION</td>
<td>PAGE</td>
</tr>
<tr>
<td>-----</td>
<td>-------------</td>
<td>------</td>
</tr>
<tr>
<td>45</td>
<td>Agreement between Ministère de la sécurité publique and Centre d’amitié autochtone la Tuque titled « Entente relative au versement d’une aide financière dans le cadre du Programme de prévention et d’intervention en matière d’exploitation sexuelle des jeunes 2016-2021 » (eight pages) Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office Submitted by Marie-Paule Boucher, Counsel for Government of Quebec</td>
<td>171</td>
</tr>
<tr>
<td>47</td>
<td>Agreement between Le conseil des Atikamekw d’Opitchiwan and Ministère de la sécurité publique titled « Entente relative au versement d’une aide financière dans le cadre du Programme de soutien aux municipalités en prévention de la criminalité 2016-2019 » (12 pages) Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office Submitted by Marie-Paule Boucher, Counsel for Government of Quebec</td>
<td>173</td>
</tr>
</tbody>
</table>
**LIST OF EXHIBITS**

<table>
<thead>
<tr>
<th>NO.</th>
<th>DESCRIPTION</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>48</td>
<td>« Comité sur la formation des futurs policiers et policières autochtones ainsi que des policiers et policières oeuvrant dans les communautés autochtones, incluant la formation en enquête », Ministère de la sécurité publique (Québec), updated 2018-04-12 (one page) Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office Submitted by Bernard Jacob, Commission Counsel</td>
<td>193</td>
</tr>
</tbody>
</table>
--- The hearing starts on Tuesday, June 26th, 2018 at 8:06 a.m.

MR. VERN BELLEGARDE: The qulliq has been lit, I want to thank elder Louise for that. Thank you very much, Louise. Okay. I’ll let elder Louise talk about her qulliq. You’re done? She refuses to say anything, but thank you very much.

This morning, I was preparing to come and -- getting ready and getting dressed, and I felt so out of style I guess. I couldn’t find a pair of jeans with holes in. The more holes you have in your jeans, the more you’re in style. But, I just want to acknowledge our pipe carriers this morning, we had a pipe ceremony this morning. As well, I just want to thank our Creator for giving us another day, another beautiful day. A day to praise him, to worship him, to glorify him, and I just thank our Creator for giving us this day again.

We had our pipe ceremony as usual this morning at 7:00. We had a number of people that were up early. And, the pipes were lifted again in honour of the women and to help deal with some of the issues that we may be facing as Indigenous people that have suffered not too many nice things over the years from authorities. But, the elders that spoke to the issue this morning were very open
and wanting to help our ladies and -- lifting them up and praying for them. And, I just now that our Creator will be with us throughout the rest of the week.

There are still some... ...health rooms that are available if people need to unwind or feel overwhelmed by what's happening. We're still waiting on -- do we have everybody here, all of our witnesses? Not yet. Okay. Well hang tough here, then for we were hoping to have -- start the questioning at about 8:30, so we've got a -- some time yet until people get here. Do you want to give them time, or do we have enough ---?

**MS. CHRISTA BIG CANOE:** We will have to start at 8:30 because that's when they announced it. The parties still have to come.

**MR. VERN BELLEGARDE:** Okay. Okay. So we'll -- those of you who need to fix your nicotine, we'll give you 20 minutes.

(LAUGHTER)

**MR. VERN BELLEGARDE:** Okay. We'll start right at 8:30 and just socialize a bit. Thank you.

(LAUGHTER)

--- Upon recessing at 8:10 a.m.

--- Upon resuming at 8:32 a.m.

--- PANEL 1, Resumed:

**MS. CHRISTA BIG CANOE:** Good day, and just
for the record and for anyone who might be just joining or
viewing, starting to view, the panel that we have before us
today is Recruitment, Training and Policing in Indigenous
Communities. All of the witnesses have done their
examination in-chief, and we have commenced and started
with the cross-examinations.

Yesterday, I had made a note that commission
counsel was consenting to a small adjustment on the
schedule to accommodate a party being able to assist MMIWG
family, and so we would actually like to call first the
party that was originally listed fourth on the schedule.

The Regina Treaty Status Indian Services,
Ms. Erica Beaudin, will be doing her cross-examination, and
she has nine-and-a-half minutes.

--- CROSS-EXAMINATION BY MS. ERICA BEAUDIN:

**MS. ERICA BEAUDIN:** I have the same issue as
Grandmother Bernie, being short. So good morning.

Thank you to the elders, drummers and
singers for their prayers and songs, both yesterday and
today. As a citizen of Treaty 4, I welcome all visitors to
our strong and vibrant treaty area.

My name is Erica Beaudin, and I'm the
Executive Director of the Regina Treaty Status Indian
Services.

My questions are to Commissioner Lucki.
Thank you for the apology that you presented yesterday on behalf of the RCMP. I went over it again last night, and I believe it's truly heart felt.

I want to quickly share with you anecdotally, a conversation I had with a fellow member of the Provincial Partnership Committee on Missing Persons, who was a high-ranking RCMP officer -- he's now retired -- here in Saskatchewan.

He stated to me that he knew the higher ups know the RCMP has to change, but that new recruits and officers are filled with their own thoughts and he didn't know how this was going to change. He further shared that it seemed that when officers finally understood the reality of First Nations people, they were then at desk jobs or retired.

Overall, has this been your experience as well?

**COMMISSIONER BRENDA LUCKI:** Generally, I feel that people in the RCMP, employees, want to change, we just have to find the mechanism to do that. And I -- we're going to spend in the next few months with senior management and outside facilitators ways -- creating a five-year plan in order to change -- like make improvements to the culture.

Because I think operationally, yes, we do
falter sometimes, but generally speaking, in operations, we -- we're a lot stronger, and I think if we create a stronger culture it will reflect itself in the operations.

**MS. ERICA BEAUDIN:** Thank you. In terms of recruitment, what tests are put into place for cadets and cadet hopefuls to determine if they have harmful beliefs about Indigenous people, in particular, Indigenous women and Two-Spirited lesbian/gay, trans and queer?

**COMMISSIONER BRENDA LUCKI:** I don't think there are anything in our tests that pull that -- those specific items out?

**MS. ERICA BEAUDIN:** Okay. So there isn't a polygraph or behavioural or psychological tests that are taken?

**COMMISSIONER BRENDA LUCKI:** There is a polygraph. I'm just not sure if it pulls out specific groups of people, but it does pull out -- there are ethical questions and questions in regards behaviour ensuring that people have -- like a good behaviour. I'm just not sure specifically if there is questions on specific types of people.

**MS. ERICA BEAUDIN:** Okay. If these recruits do show signs of distorted beliefs or racism, and now that you've said that you're not sure if it's any questions specifically towards Indigenous people, what is the cut-off
for tolerance of intolerant beliefs?

**COMMISSIONER BRENDA LUCKI:** Any -- if anything comes out that is huge -- like on the side of racism, those people -- what ends up happening in a polygraph is there is specific follow up by the polygraphist, and if it's determined that the attitudes of that applicant are not in line with our core values then they don't go any further.

**MS. ERICA BEAUDIN:** Okay. If the recruit is satisfactory in every other way except for bias beliefs of race will they still get accepted or will they pass?

**COMMISSIONER BRENDA LUCKI:** They shouldn't be accepted, no.

**MS. ERICA BEAUDIN:** Okay. So there is a threshold for new recruits?

**COMMISSIONER BRENDA LUCKI:** It's through the polygraph that we do -- if there are certain areas where they are showing negativity towards that particular area, they -- in all likelihood they will not get through the process.

But it's something that -- you know, when you say that it makes me want to think that it's a good opportunity maybe to review our polygraph and to ensure that the questions that we have in there -- that's a really good thought that you have, and I think we need to review
the polygraph. So I'm going to make that as one of my
projects to make sure that maybe that's a way that we can
spot that behaviour earlier on.

MS. ERICA BEAUDIN: Thank you. My next
question is on training. How many hours specifically is
spent on First Nations' traditional beliefs, customs and
spirituality?

COMMISSIONER BRENDA LUCKI: I don't have the
exact amount of hours, but I know that, for instance, when
we look at various modules in the program, there are bits
and pieces of it, and so I don't have the total addition of
those hours.

But for instance, the blanket exercise is a
full morning, or afternoon, like approximately three hours.
There is also the -- there's a module, well, within the
missing persons there are some cultural inserts in there.
And at the very beginning, there are some cultural pieces
as well, but I don't have the total for you, sorry.

MS. ERICA BEAUDIN: Okay. Are cadets
required to partake in one of our ceremonies to understand
the connection of Indigenous people to the land?

COMMISSIONER BRENDA LUCKI: Not at the
training academy. It's not imbedded in the program. I
know myself, when I was there, we had First Nations cadets
that brought their entire troop to a smudge in the room of
reflection. That's happened, but it's not imbedded in the program.

**MS. ERICA BEAUDIN:** Okay. Do you believe this -- the hour count that is there right now is sufficient, and do you believe that training should be one-on-one as opposed to an online course?

**COMMISSIONER BRENDA LUCKI:** It's important to remember that the training that we do at the academy is the induction training, but it is followed up with the six month cadet field coaching, and then, of course, we expect our employees to be lifelong learners. So there is different courses in that regard. But as far as specific one-on-one, it probably -- it may be difficult in the induction phase, but it definitely is one-on-one when they go into field coaching.

**MS. ERICA BEAUDIN:** Okay. Yesterday, you spoke of volunteerism of cadets. You spoke a little bit also about the belief of why it's not mandatory for cadets to volunteer for Indigenous events or communities. My question to you is, if it was mandatory would this not be a good marker to gauge tolerance or intolerance of cadets before they actually had to serve in one of our communities?

**COMMISSIONER BRENDA LUCKI:** That may in fact be a marker. I think teaching them to give back to their
community is important, whichever community that may be, and making positive differences with youth and to the vulnerable sector, and that's imbedded in the program as far as dealing with it.

We have all kinds of events at depot that allow for the cadets to volunteer. We've turned it around and not made things mandatory because of the expectations of the program are so high, and there is so many extra -- like to get through the program is a -- it's a difficult program. So they spend a lot of their time studying and doing various activities geared towards their training.

But for the most part, we never have any problem when we do have events to get volunteers.

MS. ERICA BEAUDIN: Okay. We all understood the -- or found that when a person becomes a police officer, they become part of a brotherhood in which they know their physical lives may one day be in each other’s hands. This creates a bond that may extend to protection of more than their physical being. How does the RCMP monitor unhealthy relationships within team members and individual detachments, in particular northern communities in which there’s a great power imbalance with the police force and women?

COMMISSIONER BRENDA LUCKI: Sorry. Your question was, how do we monitor it?
MS. ERICA BEAUDIN: Yes. If there is a monitoring of it, unhealthy behaviours and relationships amongst team members.

COMMISSIONER BRENDA LUCKI: We do have what we call a unit level quality assurance process that each detachment commander, as part of their annual performance plan, are required to review areas of risk. So, what they do is they go through all the areas of risk, which I don’t have in front of me, there is several of them, and they have to go through an exercise to determine which areas are high risk through an exercise. And, once they determine the ones that are high risk, they’re obliged to do a full unit level quality assurance. And, each risk has a booklet that they’ll go through and it’ll ask questions and they’ll respond, and they’ll usually allow each member a risk assessment so that everybody gets to participate in the process. And, once the risk is identified, best practices and efficiencies are identified and corrective measures need to be put into place. And, it’s a yearly cycle, so it takes -- sometimes it could take up to a year; sometimes, depending on the activity, it may only take a month.

MS. ERICA BEAUDIN: Thank you. My final question, when it comes to policing, it’s about enforcement. Not the enforcement of officers on the general public, but the enforcement of all the policies,
practices, protocols and acts that you spoke of yesterday
to officers who break or breach them. Do you believe that
stricter penalties including termination for officers who
break or breach these may act as a deterrent for violations
they are found guilty of?

COMMISSIONER BRENDA LUCKI: We do have a
process that determines, through mitigating and aggravating
factors, what type of discipline will be required for the
incident that occurred, and obviously when it comes to
serious offences, we will be looking for terminations.
Yes.

MS. ERICA BEAUDIN: Thank you. That’s all
my time today. My thanks to you for your answers, and my
appreciation to Mr. Bellegarde, Police Chief Larose and Mr.
Coleman for your presentations yesterday.

COMMISSIONER BRENDA LUCKI: Thank you.

MS. CHRISTA BIG CANOE: Thank you, Ms.
Beaudin. Next, we would like to invite up Native Women’s
Association of Canada, Ms. Virginia Lomax, will have nine
and a half minutes.

---CROSS-EXAMINATION BY MS. VIRGINIA LOMAX:

MS. VIRGINIA LOMAX: Thank you. I would
like to thank Treaty 4 and the Métis nation of Saskatchewan
for welcoming us and allowing us to be on their territory.
I acknowledge yesterday’s drum song, and the elders’
prayers and the sacred items that are in the room with us,
as well as the spirits who are with us today, particularly
those of our stolen sisters.

Commissioner Lucki, would you agree with the statement that a culture that is tolerant towards sexual violence or a culture that normalizes sexual violence is a culture that is likely to foster high levels of sexual violence?

COMMISSIONER BRENDA LUCKI: If such behaviour is tolerated and normalized, I would say yes.

MS. VIRGINIA LOMAX: Would you agree that it has been widely publicized recently that the RCMP -- that women in the RCMP have faced an epidemic of sexual misconduct from their male colleagues?

COMMISSIONER BRENDA LUCKI: Given the recent lawsuits, I would agree many -- much of that -- well, the particular lawsuit is historic. I think the problem was probably worse in the past and we’ve made steps to improve that. Have we eliminated it? I wouldn’t say we have eliminated it, but we’re going towards that.

MS. VIRGINIA LOMAX: And so, is it possible that officers who have committed sexual misconduct, whether historical or contemporary, may be the same officers who are assigned to Indigenous communities?

COMMISSIONER BRENDA LUCKI: That may be
possible.

MS. VIRGINIA LOMAX: Is it true that officers who have committed sexual misconduct in the workplace may be the same officers who have been called to respond to instances of violence against Indigenous women?

COMMISSIONER BRENDA LUCKI: It could be possible. I can’t say for sure.

MS. VIRGINIA LOMAX: And, is it true that officers who have committed sexual misconduct in the workplace may be the same officers called to respond to specifically incidences of sexual violence against Indigenous women?

COMMISSIONER BRENDA LUCKI: I need to add that, normally when somebody is found guilty of sexual misconduct, their postings will be reflected and we review that to ensure that they’re not in a position where -- we do a risk assessment. So, I would like to be optimistic and say that when somebody has been found guilty of those offences, usually they will be up for termination, depending on again the circumstances, so -- but I always -- when you say, is it possible, then I’m sort of at a loss of how to answer.

MS. VIRGINIA LOMAX: And so, would you agree that someone who exists in a culture that normalizes and tolerates sexual misconduct or who engages in sexual
misconduct themselves is likely to normalize, excuse or tolerate the sexual misconduct of others?

**COMMISSIONER BRENDA LUCKI:** I don’t say in all cases because some people can learn from the error of their ways. Some people will find a way to improve their character so to speak, and maybe from that situation, they might be -- learn from their errors and be a better person. So, that is possible as well.

**MS. VIRGINIA LOMAX:** And, would you agree that a zero tolerance approach to sexual misconduct in the RCMP is necessary in order to ensure that sexual violence and exploitation, particularly of Indigenous women, is properly addressed by RCMP and communities?

**COMMISSIONER BRENDA LUCKI:** We do have a zero tolerance policy in regards to sexual misconduct. If, in fact, it is reported and dealt with, and the person is found to have committed those offences, we will deal with that.

**MS. VIRGINIA LOMAX:** And so, what are you going to do in your tenure as Commissioner to ensure accountability for that zero tolerance approach that you have described?

**COMMISSIONER BRENDA LUCKI:** When we are dealing with such behaviours, whether they’re sexual misconduct -- any of those type of behaviours, we have a
system in place to deal with those behaviours and those
people will be held to account. Those behaviours are not
acceptable in my organization.

**MS. VIRGINIA LOMAX:** So, you testified

yesterday that the RCMP are attempting to take an equitable
approach to policing; is that correct?

**COMMISSIONER BRENDA LUCKI:** Yes, not sure in

what context I had said that, so maybe you can remind me.

**MS. VIRGINIA LOMAX:** Toward the beginning of

your testimony yesterday, you stated that the RCMP was

looking to take an equitable approach.

**COMMISSIONER BRENDA LUCKI:** Yes.

**MS. VIRGINIA LOMAX:** And so, you testified

that this means ensuring that diverse groups are not
treated differently; is that correct?

**COMMISSIONER BRENDA LUCKI:** When it comes to
diverse groups, I think we need to have a greater
understanding of each group. And, when I say -- I don’t
like to say that we would treat them differently because --
but we need to find the uniqueness of that group and be
culturally sensitive to that group. So, if that means
different, then yes.

**MS. VIRGINIA LOMAX:** And so, that would be a
distinction between equal treatment and equitable
treatment?
COMMISSIONER BRENDA LUCKI: Yes.

MS. VIRGINIA LOMAX: And so, since you testified that the RCMP is attempting to take an equitable approach to policing, what is the RCMP going to do differently to protect Indigenous women based on their experiences of intersecting oppression?

COMMISSIONER BRENDA LUCKI: I think the best way to -- the RCMP is about one part of that, and I think together, working with the various agencies, health, education, social services, various agencies, I think we need to take a holistic approach to ensuring the safety of women in our communities, those -- and anybody in vulnerable circumstances, whether it’s mental health, additions, violence. We need to rely on each other, because certain things that we do are from a law perspective, we try to do the prevention, but if we try to prevent something and somebody doesn’t have a place to live, then it’s very difficult. So, we need to look to housing, education, employment, and I -- as a community, I think we’re stronger if we work together.

MS. VIRGINIA LOMAX: And so, you testified yesterday that recruits are learning to be more equitable in their practice through role playing in training, including one that involves missing Indigenous women; is that correct?
COMMISSIONER BRENDA LUCKI: Yes.

MS. VIRGINIA LOMAX: And, you testified that this role playing training is not directly targeted towards training on major case management; is that correct?

COMMISSIONER BRENDA LUCKI: Major case management is an advanced skill that something that somebody would learn while after they’re a seasoned investigator, yes.

MS. VIRGINIA LOMAZ: And so, they would be learning major case management through experiential training, for example on the job training with more experienced officers?

COMMISSIONER BRENDA LUCKI: They will manage minor cases without -- when I say major case management, that’s a specific informatic solution and there’s specific training for that.

MS. VIRGINIA LOMAZ: And so the specific training for major case management, as well as the experiential knowledge that officers will learn on the job, are the more experienced officers who would be essentially guiding the younger officers through major case management, would they be going through the same equitable practice training as the new recruits?

COMMISSIONER BRENDA LUCKI: Obviously they’ve gone through the recruit training already so
they’ll have in-service training courses that they’ll take throughout their career.

**MS. VIRGINIA LOMAX:** But would they be learning the same equitable practices, specifically through learning about how to properly manage a case where the victim is an Indigenous woman?

**COMMISSIONER BRENDA LUCKI:** That is part of that major case management training. And, actually, there’s senior investigator’s courses. We’re in the midst of developing, for example, a constable development course and an investigator’s development course because I think what we would like is a more “cradle to grave” approach, we call it, of both functional competencies, which are investigations, for example; and organizational competencies, which are more leadership-based.

So instead of -- we would want to build upon everything they know so when they leave the RCMP training academy and go, for instance, to the Constable Development Program, that would build off of what they learnt already at the training academy.

**MS. VIRGINIA LOMAX:** And so I’d like to direct your attention to what I believe was entered as Exhibit 2, but please correct me if I’m wrong. This should be the Police Practices and Policies document. And on page 14 the document discusses a Gender-Based Analysis-Plus that
will be applied to policies and programs within the RCMP.

Can you discuss how this framework was developed and how it will be implemented?

COMMISSIONER BRENDA LUCKI: The GBA-Plus was actually developed by the Status of Women, and we’ve taken it -- we’ve had many presentations quite a -- a few years back. We’ve brought it into -- the Federal Government, as a matter of fact, anything -- any request to Federal Government or any demands or asking for additional funding or additional infrastructure, anything has to go through a GBA-Plus lens.

So at the training academy we’re in the midst of going through the Cadet Training Program as well as the infrastructure. We’re applying those same lenses when we look at low-diversity units. An example would be in the dog masters, people who have a police service dog; that’s what we call a low-diversity unit. So we’re working with the GBA-plus lens to see how can we increase diversity in that unit? And we’re applying the same lens to our entire organization.

Did I answer your question?

MS. VIRGINIA LOMAX: That’s helpful; thank you.

COMMISSIONER BRENDA LUCKI: Thank you.

MS. CHRISTA BIG CANOE: I’d like to call up
the Vancouver Rape Relief and Woman’s Shelter; Ms. Hilla Kerner will have a total of 14 minutes.

--- CROSS-EXAMINATION BY MS. HILLA KERNER:

MS. HILLA KERNER: Good morning. I want to start with thanking the Native Women Association of Canada for giving us some of their time, and Commissioner Audette, it’s good to have you on this panel.

Commissioner Lucki, I will mainly direct my question to you and since we don’t have time they will mainly be yes or no questions.

So you already responded this morning to the question about screening a candidate in relation to racist attitudes. I wanted to know if there’s a screening process to test if they have misogynistic or sexist attitude before they are starting their training program.

COMMISSIONER BRENDA LUCKI: In the polygraph, there's attitudinal questions; I’m not sure if it's related specifically to sexism. But, again, I’m going to take those suggestions when we review the polygraph.

MS. HILLA KERNER: Okay. And while we’re at it, are there screening questions in regarding to classist views, contempt or prejudice against people in poverty?

COMMISSIONER BRENDA LUCKI: I don’t believe specifically to those type of issues but, again, that’s something that we can add to the review. Thank you.
MS. HILLA KERNER: When you do add it to the review, will you make those questions and tests accessible to the evaluation of women’s groups and Indigenous groups?

COMMISSIONER BRENDA LUCKI: Normally when we do changes to such events, we would probably -- we would do that in consultation. The test is actually -- the questions for the polygraph are actually found on our external Web site, so they’re free for anybody to look at if they choose. So you could google it right now and find out if we do have any such questions. So I just can’t remember off the top of my head.

MS. HILLA KERNER: Sure. I’ll do it as soon as I’m done.

Do you know, Commissioner, that only very small percentage of women who have been victim to male violence will actually go to the police?

COMMISSIONER BRENDA LUCKI: We need to increase the ability for victims to come forward.

MS. HILLA KERNER: I’m sorry, Commissioner; it’s a yes or no question. Are you are aware that a very small percentage of women who have been victims to male violence will go to the police?

COMMISSIONER BRENDA LUCKI: I’m not aware of the statistics but I would imagine it’s lower than normal.

MS. HILLA KERNER: Okay. So it’s based both
on the stats of rape crisis centre across the country. We
ourself get way more calls than the VPD, but also Stat
Canada is a very conservative research that estimates it’s
less than 5 percent of women who’ve been victims to sexual
violence by men will go to the police. I can make this
research available to you.

Are you aware that many women will not go to
the police because -- and I’m quoting, “There is no point;
they do not believe it will go anywhere, or that the police
will do anything”?

COMMISSIONER BRENSA LUCKI: I imagine that
that is true.

MS. HILLA KERNER: Do you agree that when
women do call the police they are doing so -- and I’m
basing it on what women tell us but they’re doing so to
protect themselves and their children?

COMMISSIONER BRENSA LUCKI: I would imagine
in many cases, yes.

MS. HILLA KERNER: They are doing so to
protect other women? They will explicitly say, “I don’t
want him to do it to other women”?

COMMISSIONER BRENSA LUCKI: I would imagine
that’s another reason, yes.

MS. HILLA KERNER: Do you agree when women
do call on the police, they are calling on the realization
of the rights as women, the rights to equality, safety, security, equal protection and benefit of the law?

**COMMISSIONER BRENDA LUCKI:** Everybody should be afforded those rights, absolutely.

**MS. HILLA KERNER:** Surely you’re aware of the high rate of cases that police all over the country has been deeming as “unfounded”; basically, they do not believe that the sexual assault happened or at least they’re treating it as such.

**COMMISSIONER BRENDA LUCKI:** We have a sexual assault response team in place as a result of those reports and we are reviewing each and every case that has been deemed as unfounded.

**MS. HILLA KERNER:** So there is a book from ‘97 to ‘7, rapes sexuality, and it’s already highlighted women’s groups in Canada worrying about that. It took us many, many years to get it to the public knowledge through their recent exposure. I wanted to know if you’re saying there are attempt to review cases; was there any effort so far within the RCMP not just to review the cases but to conduct investigations that resulted with new charges?

**COMMISSIONER BRENDA LUCKI:** Yes, each and every one of those cases will be reviewed, and if they ought not to have been unfounded, they will be reopened.

We also are doing steps to create third-
party reporting so that if a victim does not want to go to
the police, they do not need to; they can go through a
third party. It’s being done in Manitoba right now, as
well in Nunavut, through their legislation they have a way
of reporting through another avenue. I don’t remember the
exact name but they do have a venue for victims to report
alternate -- in alternate ways.

MS. HILLA KERNER: Are you aware that the
practice of third-party reports often resulted with the
police recording the complaint but not investigating?

COMMISSIONER BRENDA LUCKI: I hope not.

MS. HILLA KERNER: Well, that’s the practice
in British Columbia. I will take you to the third panel.
Are you aware of the attrition rate of
sexual assault complaints?

COMMISSIONER BRENDA LUCKI: The what rate?

MS. HILLA KERNER: Attrition rates?

COMMISSIONER BRENDA LUCKI: Of -- no, I’m
not aware of the rates.

MS. HILLA KERNER: Okay. Well, Statistics
Canada has published its stats almost every other year, and
less than half of the 80 percent complaints that the police
did believe the women will actually end up with charges and
only half of that will actually go to the trial.

Does that sound reasonable?
COMMISSIONER BRENDA LUCKI: That would be possible, yes.

I think we need to work harder and better with prosecutions as well. And, again, presenting that best case, because I would hate to see if we did finally get to the point of bringing a case to court, I always say to members you can’t control what happens in court but you’d better look at -- you’d better bring the best investigation forward, and if something doesn’t happen in Court and it’s our responsibility, we need to review those investigations.

MS. HILLA KERNER: Okay. Well, Commissioner Lucki, are you aware to common situations that I can tell you, as a frontline worker, very, very often police will not conduct serious thorough investigations. Sometimes we need to remind them to call witnesses, to collect images of the bruises of the women, to get the rape kit, to go to the scene. It’s very, very common that police -- and that’s what we hear from rape crisis centres all over the country, won’t conduct thorough diligent investigation on sexual assault cases.

COMMISSIONER BRENDA LUCKI: If that is the case, we need to improve that, absolutely.

MS. HILLA KERNER: Well, you will have to take my word, this is the case.
MS. CHRISTA BIG CANOE: Sorry. Please stop the timer for a minute. So I just want to remind the legal representative that you’re putting to a witness information without actually putting an exhibit or any documents. So I just remind you that opinions or submissions are not allowed during cross-examination, please. Thank you.

MS. HILLA KERNER: I accept that, sorry. So I will go back to the knowledge -- the public information that is given by Stats Canada that 41 percent of the cases of complaints that women are make, the police will end up with investigations that will result to recommend the charges. And do you agree that this kind of rate is basically discouraging women from using the criminal justice system in general, and the police in particular?

COMMISSIONER BRENDA LUCKI: That could be one factor, yes.

MS. HILLA KERNER: Do you agree that the current criminal justice system response to women tells men that they can attack and harm all women, and Indigenous women in particular, because they are likely to get away with it?

COMMISSIONER BRENDA LUCKI: I think there is always room for improvement in that area, and if that is tragic messaging -- if that’s the messaging that’s going
across, it’s tragic.

**MS. HILLA KERNER:** Do you agree that transparency is crucial for accountability?

**COMMISSIONER BRENDA LUCKI:** The more transparent we are as a police organization, the better we are.

**MS. HILLA KERNER:** Are you aware that it’s very hard to find out in terms of the local police units, what available is on only on the national base -- based on what Stats Canada is wishing to expose? It’s very hard to find out from the particular local police unit how many cases of sexual assault actually resulted with charges.

**COMMISSIONER BRENDA LUCKI:** I wasn’t aware. I know our business intelligence does need improvement, but that information should be available in the sense of a yearly report. We should be able to mine those statistics. But maybe there’s been difficulty on a local level.

**MS. HILLA KERNER:** Well, we know that those local units do deliver those statistics to Stats Canada. So you already have within your system a way to collect this data. And I would like to suggest that it will be a very good first step if all local police units will make very basic data easily accessible to the public. Starting with how many complaints they receive from women on male violence, all forms, rape, sexual assault, prostitution,
incest, and how many resulted in charges. Which is to say, how many men are held accountable.

Would you agree under your new role to make sure this is happening, that it’s easily available to the public, maybe on the RCMP website? It’s not going to be any need of investigative journalist report or freedom of information request by advocates.

**COMMISSIONER BRENDA LUCKI:** We will definitely review that and see if there’s ways of being more transparent.

**MS. HILLA KERNER:** Do you support women using alternative tactics to denounce men, and to warn other women, and to hold abusive men accountable?

**COMMISSIONER BRENDA LUCKI:** I’m not sure what you mean by alternative tactics.

**MS. HILLA KERNER:** So the tactics that women who call us are using are protest, confrontations, they will gather a few women and face the man. They do poster ing with us, telling other women, watch out for this man. They’re outing their attackers on social media. Do you support those attempts to hold men accountable?

**COMMISSIONER BRENDA LUCKI:** I support freedom of speech, so of course, and the right to protest, and if that’s the -- what you call alternative tactics that women would like to use, yes, we support that.
MS. HILLA KERNER: Are you aware that often women resort to that alternative tactics because they do not trust the police to do the -- to do the police job to protect women and to bring men to justice?

COMMISSIONER BRENDA LUCKI: We -- I’m not -- I wasn’t aware of that, but I am now. And I -- it’s shameful if they don’t feel that they can trust their local police to be able to report that. So we need to find alternative ways of allowing victims to come forward. And if the avenue is not their local police, we need to find a secondary avenue for that.

MS. HILLA KERNER: I want to argue that -- I want to know if you agree that actually, what we need is not alternative ways, we actually need to police to do its work. To treat every woman as a credible, believable witness, to conduct thorough investigation, to gather all the evidence that will allow charges, and to do whatever they can to hold men accountable.

COMMISSIONER BRENDA LUCKI: I agree with you, but I also would like to add that in many cases, often -- well, not often, but in many cases there’s -- the evidence may be not -- will not support the charges. And in a province like British Columbia, it’s not the RCMP who decide if charges will be laid, it’s the prosecution. So they need to work hand in hand to ensure the right evidence
-- all the evidence is brought forward, but in some cases that’s not always possible. But when there is enough evidence, I believe that we should be bringing the charges forward.

**MS. HILLA KERNER:** More than once when an advocate does press, the police will do a better job. There are researcher that shows that when women use women’s groups they’re more likely to get a better criminal justice response. Would you agree with me in that if there is a will, there is often a better way to conduct thorough investigation to get more materials that will result in charges?

**COMMISSIONER BRENDA LUCKI:** That’s probably a great avenue, but we need to, as an organization, we need to get to the root causes as to why this is happening in our organization, and find out -- make sure that when those things come forward we deal with them, absolutely.

**MS. HILLA KERNER:** I would like to suggest that the criminal justice system failure and the police failure is the result of the sexist, misogynistic attitude that this institution and many of its people hold against women in general, Indigenous women in particular.

**COMMISSIONER BRENDA LUCKI:** I can’t say for sure if -- I’m sure if somebody was to hold such attitudes that maybe their approach wouldn’t be in line with our core
values and that we would need to change.

MS. HILLA KERNER: Okay. Ran out of time.
The rest of the questions I’ll take to other panels. Thank you.

COMMISSIONER BRENDA LUCKI: Thank you.

MS. CHRISTA BIG CANOE: Next we would like to invite up ITK. But I just want the record -- because this list won’t be in front of the Commissioners or other parties with standing. Yesterday during the adjustments one party had consented to giving ITK and additional four point five minutes and that’s not reflected on this list.

So ITK and Ms. Elizabeth Zarpa, instead of having nine and a half minutes will actually have a total of 13 minutes. And just also for the record, that was on consent from Pauktuutit.

UNIDENTIFIED SPEAKER: Fourteen?

MS. CHRISTA BIG CANOE: Yes. Thank you, again, someone’s math is much better than mine. And if -- yeah, the registrar has already got it up. So thank you, Ms. Zarpa.

--- CROSS-EXAMINATION BY MS. ELIZABETH ZARPA:

MS. ELIZABETH ZARPA: Sorry, I’m just going to get this one right here.

Good morning. My name is Elizabeth Zarpa.

I’m legal counsel with ITK, which represents Inuit in
Canada. I want to thank the people of Treaty 4 for allowing me to be on their territory this week. I also want to acknowledge the family members of the missing and murdered and the Elders and Commissioners. And lastly, thank you to the witnesses for your testimony and time throughout yesterday and today.

And I also want to give thanks to Pauktuutit Inuit Women of Canada for allotting me four point five minutes of their time. And my apologies in advance, I’m going to move quite quickly because of time constraints.

So Mr. Larose, I recognize throughout your testimony that there is an issue with capacity throughout the KRP. And you highlighted that the KRP governs 14 communities with a population of approximately 13,000, and of that population 90 percent are Inuit. There are 14 police stations with a total population of 48 constables throughout Nunavik, and you highlighted that 97 percent of Nunavut residents speak Inuktitut as their first language. And, you also highlighted that when an accused person is transported, it is costly financially, and also in human capital, police officers, because they have to travel down south to Montreal.

I want to ask you, have there been studies done to look at the effects of removal on an Inuit accused from the community down and removed to a prison or a
penitentiary in Montreal?

**MR. JEAN-PIERRE LAROSE:** À ma connaissance, non, il n’y a pas d’études à ce niveau-là.

**MS. ELIZABETH ZARPA:** Can I pause the clock? I need to get a headset.

**MR. JEAN PIERRE LAROSE:** À ma connaissance, il n’y avait pas d’études à ce niveau-là.

**MS. ELIZABETH ZARPA:** Sorry, which channel is this on, channel one? Can you stop the clock please? Two? Okay.

**MS. CHRISTA BIG CANOE:** Could we just actually test -- could you just say something in French so that we can test that it’s coming through?

*(LAUGHS/RIRES)*

**MR. JEAN PIERRE LAROSE:** Bonjour Madame Zarpa. Test, un, deux, trois.

**MS. ELIZABETH ZARPA:** I’m not hearing any translation. I just hear myself. Okay, now it’s working. So, it is one? Yes, I know the volume. I just don’t know the channel. Is it channel one? Okay.

So, to restart that again, could you please indicate, Mr. Larose, whether there has been any studies done to look at the effects of the removal of an Inuit accused from their community and placed down south into an institution in Montreal?
MR. JEAN PIERRE LAROSE: À ma connaissance,
il n’y a pas d’étude qui a été faite à ce niveau-là ou, à
tout le moins, je n’en ai pas été informé.

MS. ELIZABETH ZARPA: And, could you please inform whether or not there has been any studies or
financial capital put into understanding how the removal of a community member affects that particular Inuit community of, say, a population of 300, 200? The effects on the community of having one of their members taken and moved down south?

MR. JEAN PIERRE LAROSE: Encore une fois, je ne pourrais pas vous dire, mais effectivement, sûrement que ça doit avoir un effet dans la communauté.

MS. ELIZABETH ZARPA: And, when the accused or the Inuit person who is accused returns to the community, are they transported back at their own expense?

MR. JEAN PIERRE LAROSE: Non. Ils retournent aux frais des services correctionnels.

MS. ELIZABETH ZARPA: And, in your experience as Chief of KRP, are there any re-integrative programs for Inuit accused when they’re returning back to their homes after being incarcerated?

MR. JEAN PIERRE LAROSE: Je crois qu’il en existe ; je sais qu’il y a des pourparlers actuellement en termes de comités de justice dans différentes communautés.
pour, justement, réaccueillir ces prévenus-là qui ont terminé leur sentence et les réintégrer au sein de la communauté correctement et avec des partenaires.

**MS. ELIZABETH ZARPA:** So, this isn’t a conversation? There are no programs as of yet?

**MR. JEAN PIERRE LAROSE:** No.

**MS. ELIZABETH ZARPA:** Okay, thank you. So, you mentioned that they -- you highlighted the importance of this renewal of the agreement which has expired, the importance of a policing centre within Nunavik where there are Inuit who speak Inuktitut. And, also, you recognized the importance of increasing the number of police officers, 30 police officers over the next five years throughout Nunavik. And, I just want to ask, with these renewed priority areas within this new agreement, will this agreement seek to address the underlaying causes of, say, recidivism or the high crime rate within Nunavik from an approach that is not focused primarily on increased police presence but more on rehabilitative possibilities?

**MR. JEAN PIERRE LAROSE:** Oui, effectivement. En fait, le nombre de policiers additionnels que l’on demande, c’est pour avoir des policiers additionnels dans les communautés, mais aussi pour avoir des agents de prévention, un agent de renseignements criminels, également des agents qui vont être en mesure de faire des enquêtes et
de prévenir aussi le crime et d’organiser des campagnes de prévention.

**MS. ELIZABETH ZARPA:** Okay. And, you highlighted that in Nunavik, when police officers move there for one year, that’s three years’ experience living in the south because of the high level of crime rate, and also the high level of responsibility of police officers when they take on a one or five-year contract in Nunavik. And, you highlighted also in your testimony the experience of alcoholism is something that drives up crime rate. Are there Inuit-specific programs in Nunavik that focuses on mental health or rehabilitation of the offenders with substance misuse issues?

**MR. JEAN PIERRE LAROSE:** Oui. À ma connaissance, je sais qu’il y a des programmes avec les services sociaux et aussi les centres de santé concernant la prévention de l’alcoolisme et ces choses-là. Nous, nous ne pouvons participer : on ne demande pas mieux que de participer à ces groupes, à ces campagnes-là pour aider à la sensibilisation.

**MS. ELIZABETH ZARPA:** Okay. So, does the KRP work with the Nunavik Regional Board of Health and Social Services to work on prevention, provision of mental health services?

**MR. JEAN PIERRE LAROSE:** Oui. Et je veux
accélérer et augmenter ces collaborations-là lors de mon
mandat et particulièrement en termes aussi de prévention du
suicide.

**MS. ELIZABETH ZARPA:** Okay, thank you. And, also throughout your testimony, you highlighted that it
takes about six months before a person who experiences
sexual assault will speak with a police officer. Can you
please elaborate what services are available for survivors
of sexual assault throughout Nunavik and the KRP?

**MR. JEAN PIERRE LAROSE:** Bien, en termes de
thérapie, je pense que ce sont plutôt les services sociaux
et les centres de santé qui pourraient mieux répondre. Mais
au niveau des enquêtes, lorsque je disais que ça prenait
six mois, c’est que nos policiers ne sont malheureusement
pas formés et peut-être que ça serait un objectif qu’on
pourrait atteindre prochainement – en tout cas, c’est mon
désir que ces policiers-là soient formés en ce qu’on
appelle C-15 – c’est un acronyme pour qu’ils soient en
mesure d’effectuer des interrogatoires vidéo au niveau des
agressions sexuelles. Actuellement, c’est la responsabilité
de la Sûreté du Québec et, comme je le mentionnais, c’est
problématique pour eux : actuellement, il n’y a pas
d’effectifs au Nunavik qui ont la formation. Ils en sont
conscients et il arrive parfois qu’on accumule plusieurs
dossiers, comme dernièrement, il y a un enquêteur formé qui
est monté au Nunavik et a procédé à plusieurs
interrogatoires vidéo. Mais malheureusement, le décalage en
temps est un grand inconvénient.

**MS. ELIZABETH ZARPA:** Great. And then you
highlighted earlier -- it’s estimated that 97 percent of
Nunavinuit speak Inuktitut as their first language, and you
highlighted also that during a major crime investigation,
there’s people who are flown in from Montreal. Could you
please elaborate how many of those investigators speak
Inuktitut, or how many of those investigators can take
testimony in Inuktitut?

**M. JEAN-PIERRE LAROSE:** La réponse est
simple. C’est aucun ne parle inuktituk. C’est des
enquêteurs de la Sûreté du Québec. Ils montent en équipe
de sept et huit. Certains parlent l’anglais et lorsqu’on
est obligé de traduire, on a recours à des interprètes.

**MS. ELIZABETH ZARPA:** Okay. Thank you.
Could you please -- you highlighted earlier that -- the
suicide briefly. So, could you elaborate in brief what
happens when a suicide takes place in Nunavik and the KRP's
response? Is that considered a major crime?

**M. JEAN-PIERRE LAROSE:** Oui, effectivement,
c’est considéré comme un crime... pas un crime, en fait, mais
un incident majeur que nous traitons comme si c’était un
crime. Alors nous effectuons la scène de crime. Nous
recueillons des témoignages. Nous faisons l’enquête de plusieurs journées précédant les allers et venues de la victime. Oui, il y a une enquête assez exhaustive et on ne prend rien pour acquis, que ce soit un suicide.

**MS. ELIZABETH ZARPA:** And how long does that process take usually?

**M. JEAN-PIERRE LAROSE:** Environ de 24 à 48 heures.

**MS. ELIZABETH ZARPA:** And the individuals who investigate this, they're from the community posts, or they come in from Montreal?

**M. JEAN-PIERRE LAROSE:** C’est nos enquêteurs. Nous avons deux enquêteurs et certains aussi de nos patrouilleurs qui effectuent l’enquête et advenant une situation suspecte et qu’on a recueilli des éléments qui nous permettraient de croire que c’est peut-être pas un suicide, à ce moment-là, nous requérons les services de la Sûreté du Québec en assistance.

**MS. ELIZABETH ZARPA:** Okay. Thank you.

So I'm just going to quickly get into the – into an article that was written in June 2018. And it's entitled "She's got $25,000 in fines and was Homeless. How will she clear the slate," written by the Montreal Gazette.

Mr. Larose and Mr. Coleman, have you had the chance to review this document?

MS. ELIZABETH ZARPA: Okay. I was under the impression that it was being put in as -- under consent.

Have you had the chance to look at it, Mr. Cameron [sic] -- or Coleman, sorry?


MS. ELIZABETH ZARPA: Okay. Great. And on page 2 of the news article it states that Ms. Puttayuk is 49 years old and has $25,000 worth of fines for blocking the circulation of Metro users, loitering, laying on the ground, basically being fined for being homeless. And because she can't afford to pay off $25,000 she does community work to pay it off.

And on page 3 it outlines that she has 200 of 500 of her hours finalized and that if she doesn't finish her hours or pay it off she's going to prison. Ms. Puttayuk states that,
And on page 4 she outlines,

"I feel like a slave to these hours some days [...]. Like, I'll never be free again. But then I think about going back up north and getting therapy."

Mr. Coleman, can you please elaborate what the Branch of Public Safety Relations with Aboriginal People's office has in place for people like Ms. Puttayuk?

M. RICHARD COLEMAN: Oui, alors nous avons…

MS. CHRISTA BIG CANOE: Sorry. We'll stop the time, please.

Me MARIE-PAUL BOUCHER: Je voudrais juste vous mentionner, suite à la question de ma consœur, que tout ce qui relève de la Cour municipale de Montréal, tout ce qui relève du ministère de la Justice ou du SPVM ne peut pas, malheureusement, être répondu par M. Coleman.

Donc, vous pouvez poser une question générale, mais si c’est une question extrêmement précise sur qu’est-ce qu’ils veulent faire avec ça, ce n’est pas le bon témoin pour répondre à cette question-là, malheureusement.

MS. CHRISTA BIG CANOE: So sorry. Sorry, and you do get a right to reply, but if I may. The
question was general in nature and asked about public safety, so it's Commission Counsel's position that that was a general question, but Ms. Zarpa has the right to reply to your objection.

**MS. ELIZABETH ZARPA:** Yes, I -- the question is very general with relation to individuals who are over-criminalized and who are in a place of poverty and who are homeless and who are being policed. So I'm just wondering generally whether there's any avenues under the Branch of Public Safety in place for individuals who are in this situation who are Inuit.

**MS. CHRISTA BIG CANOE:** So it was your objection. Do you have a reply to her response?

**MS. MARIE-PAUL BOUCHER:** I won’t reply to that, but I'm saying he’s going to – il va être limité à une certaine réponse parce que ce n’est pas de sa responsabilité. C’est ce que je voulais mettre en contexte aujourd’hui, parce qu’il ne pourra pas répondre à l’entièreté de la question.

**MS. CHRISTA BIG CANOE:** Right. And I would ---

**Me MARIE-PAUL BOUCHER:** C’est pour ça.

**MS. CHRISTA BIG CANOE:** Thank you.

I would suggest that he always had the opportunity as a witness to answer to the best of his
ability the question that was put before him and the objection was not really even necessary.

   MS. MARIE PAUL BOUCHER: Yeah. Thank you.
   MS. CHRISTA BIG CANOE: Go ahead.
   M. RICHARD COLEMAN: Oui, merci.

   Dans le fond, Me Boucher a raison; ça relève de la Cour municipale de Montréal et le Service de police de la ville de Montréal.

   Mais ce que je peux vous dire c’est que le ministère de la Sécurité publique a répertorié les meilleures pratiques policières en matière d’itinérance urbaine. Ces pratiques-là ont été déposées à la Commission d’enquête sur les relations avec les autochtones et certains services publics de la Commission Viens et ces pratiques policières-là itinérance vont être bientôt communiquées aux directeurs et directrices de tous les corps de police du Québec.

   MS. ELIZABETH ZARPA: Great. Thank you.
   MS. CHRISTA BIG CANOE: Thank you, Ms. Zarpa.

   Before I call the next, I'm actually going to seek the Commissioner's direction on this. When we have an objection that actually is in the nature of how a witness would respond to a question, I would seek your instruction on whether the witness should leave the room
before the objection is actually heard so that there's not
instruction to your witnesses, if that's possible. I'm not
sure if you want to deal with that as a motion or just
provide instruction on it at this point.

CHIEF COMMISSIONER MARION BULLER: The issue
is the wording of the objection. An objection can be a
message to a witness about how to answer the question or
not. So the onus is on counsel to frame their objection in
a way that does not instruct the witness as to how to
answer the question. We have to deal with it on a case-by-
case basis or objection-by-objection. But note to Counsel,
do not instruct your witnesses on the basis of your
objection. Simple.

MS. CHRISTA BIG CANOE: Thank you.

The Commission would next like to call up
AWO Taan Healing Lodge Society. Mr. Darrin Blain will have
nine-and-a-half minutes.

--- CROSS-EXAMINATION BY MR. DARRIN BLAIN

MR. DARRIN BLAIN: Chief Commissioner

Buller, good morning and good morning to your colleagues.

Good morning to the panellists and to our gracious hosts of
Treaty 4. I've had the honour of doing hundreds of
residential school hearings in Treat 4 45 minutes from here
in an area called the Fort Qu'Appelle Valley. If anybody
needs a de-stress after today's session, I would recommend
a 45-minute drive to the Fort Qu’Appelle Valley.

And good morning, Chief Larose. I was moved by your discussion about life, as it were, in the police world where you work, and the relevance of what we're talking about is bolstered by the Supreme Court of Canada's comments, specifically Justice Wagner recently indicating that we need to do something about Aboriginal people that are incarcerated.

It's also bolstered by a Supreme Court of Canada decision called Ewert, which is a plug for taking into account the psychological profile of First Nation folks in Corrections. And I know my friend, Ms. Turley, familiar with that case.

Sir, the question that I have for you, you paint quite a bleak picture of life where you're working and what's happening with getting prisoners to and from or the accused to and from holding cells, and hearings, and prisons and the rest of that. The question, first of all, is whether or not people who are facing trial are being set free because of delay in getting them to trial and prosecutions not going forward?

MR. JEAN-PIERRE LAROSE: Alors, à ma connaissance, depuis mon arrivée, je n’ai pas entendu parler de telles objections en termes de délais.

Cependant, ce que je peux vous dire c’est
qu’actuellement, il y a un rapport du Protecteur du citoyen qui a fait de nombreuses recommandations quant au transport, aux escortes de détenus au Nunavik et nous sommes présentement en discussion avec le ministère de la Justice du Québec pour l’installation d’un système de visio-comparution dans chacun de nos postes de police.

Alors, c’est un élément qui a été soulevé depuis plusieurs années et que probablement avec l’aide du Protecteur du citoyen, les choses s’accélèrent.

Et nous avons participé, la semaine dernière, à une première rencontre à cet effet-là pour l’implantation de cette visio-comparution.

De plus, nous avons aussi... nous sommes en discussion avec le ministère de la Sécurité publique et les services correctionnels pour établir un genre de navette, de pont aérien, pour accélérer et diminuer les coûts de transport au niveau de nos détenus. Donc, il y a des mesures actuellement qui sont mises de l’avant, en fait, des actions, j’ose espérer, qu’on va voir des résultats concrets à brève échéance.

MR. DARRIN BLAIN: Very well, sir. Thank you for your answer.

Commissioner Lucki, good morning.

MR. JEAN-PIERRE LaROSE: Good morning.

MR. DARRIN BLAIN: I've never been to a
political acceptance speech, but I must say that hearing you yesterday reminded me of a political acceptance speech. It reminded me of a song that Céline Dion sings as well called "A New Day Has Come".

And I say that somewhat tongue in cheek. You've got what appears to be a great attitude, and my hope for your 30,000 strong membership is that that attitude trickles down to the ground into the work boots of the men and women that are interacting with the Indigenous people in this country.

You, yourself said that you can't build trust in a year. Granted, especially with First Nation communities, Indigenous communities. I'll take from my mother's playbook, and she indicates as I was growing up that the proof will be in the pudding, and we look forward to hearing from you in a year or two from now as to how things have gone.

I have some pointed questions with respect to depot. I wonder what percentage of full time instructors are Indigenous?

**COMMISSIONER BREND A LUCKI:** I don't have the numbers. I do know that we do have Indigenous instructors as well as recently we have a corporal that came down from Nunavut to be an instructor. So we do have a Inuit representative as well. I don't have the exact numbers,
though, sorry.

MR. DARRIN BLAIN: Can you give a
guesstimate?

COMMISSIONER BRENDA LUCKI: I can't.

MR. DARRIN BLAIN: Is it half? Is it
10 percent?

COMMISSIONER BRENDA LUCKI: No. It's not
half. I would say it's probably in -- maybe in the
5 percent, 10 percent range.

MR. DARRIN BLAIN: So just a hair above the
number of constables that are Indigenous?

COMMISSIONER BRENDA LUCKI: Yeah, I'm
guessing it would be similar statistics, but I can't say
for sure. Sorry.

MR. DARRIN BLAIN: And for your Indigenous
officers, does the RCMP provide Indigenous-related care for
the trauma that they see and the care that they need from
their work on a daily basis? In other words, are you
providing them with elders, sweats, other First Nation
practices or practices that are important to them for their
healing, instead of sending them to the white psychologist
down the street?

COMMISSIONER BRENDA LUCKI: We don't have --
like those practices, members are free to obviously respect
their practices. In regards to ensuring the mental well-
being, to gauge the mental well-being, we do use our RCMP psychologists to gauge that to ensure that they're mentally healthy to continue to work in certain areas. We also do have a Indigenous Mentorship Program whereby the members can reach out to other Indigenous members. If they have issues or if they just want to talk, we have programs for that.

**MR. DARRIN BLAIN:** Because I'm -- I want to believe that policing is hard work, and I want to believe that what the police see is -- on a daily basis can have a remarkable effect on them emotionally and mentally.

I wonder if that's something that the RCMP could work on, and that is to have those available for Indigenous constables, and I wonder if that might attract more constables or Indigenous people wanting to apply? In other words, they're going to recognize what helps me to heal and be healthy and be strong, so that looks like a good organization. I wonder if that's something we can put on our list?

**COMMISSIONER BRENDA LUCKI:** That's something we can definitely review. I know as part of our mental health strategy in general, because it's not just Indigenous members, because we have members in those communities as well. But as part of our mental health strategy, we are including a yearly -- we have a periodic
health assessment, and now we are including a psychological assessment to ensure our members are healthy psychologically.

We didn't have that in our periodic health assessments. It was only if you were going to do certain hardship -- harder postings or harder types of investigations or positions that we had that in place, but now we're putting it into a yearly review of that.

MR. DARRIN BLAIN: Right. I have a two-part question that I'll end with, and I'll leave this to you. The two-part question is this:

You talk about building trust in this organization that has historically been not very trusted by Indigenous people. That's a fact. We all know that. Can you talk about how that trust is going to help the issue that we're here talking about, and that is the Murdered and Missing Indigenous Women and Girls, what that intersection is like in your mind?

And finally, I wonder if you can tell the public who are watching online, and tell those folks that are here what the RCMP is doing with respect to the cold cases or those that have been shelved, those that have been not investigated, and I wonder if you can talk to those families this morning about that?

COMMISSIONER BRENDA LUCKI: In regards to
building trust, my vision for my organization is if we can increase the trust in all communities, victims or survivors will be better equipped or feel better about coming to the police to report crimes. If we build trust and increase the trust then when things go sideways people will report them.

And that means even internally. If somebody is not treated with dignity and respect by one of my members, if we had better trust, people would feel without fear or reprisal to come forward and report that and give us the opportunity to hold that member to account.

So in a perfect world we need to build that trust, and that's going to be one of my mandates moving forward. And it's in all communities, because we will be a better police force if we're able to build that trust.

MR. DARRIN BLAIN: And the second part of my question, I wonder -- and I know I'm over time, but the question was put to you before the time had expired. I wonder if you could respond to that?

MS. CHRISTA BIG CANOE: (Off mic) answer, but one thing we've actually asked counsel too, is to be cognizant when you're asking not to have like very large questions that's going to consume time that's going to cut short other people's cross-examination. In this case, we'll allow the Commissioner to answer the question if she
so chooses.

COMMISSIONER BRENDA LUCKI: And that was -- sorry, can you repeat that question again? Sorry.

MR. DARRIN BLAIN: There are hundreds of cold cases in this country of Indigenous women that have been murdered and that have gone missing. The families are watching us as we speak and have gone missing, the families are watching us as we speak and they want answers from the RCMP as to what’s happening with the cold cases, will they be taken off the shelves, will investigations be bolstered with respect to them. What is the status of cold cases and what are you going to do about them?

COMMISSIONER BRENDA LUCKI: Each and every case is being reviewed. And, if there are avenues of investigation that have not been followed up or that could require additional follow up, we will be doing that with each and every case. And, none of the cases are closed, we call -- you’re calling them “cold”, and often sometimes leaving -- once every investigational avenue has been covered, often we have to wait for new information, but bringing it forward can spark new avenues. So, we do continue to do that in all cases, yes.

MR. DARRIN BLAIN: Look forward to it.

Thank you.

COMMISSIONER BRENDA LUCKI: Thank you.
MS. CHRISTA BIG CANOE: Thank you, Mr. Blain. Next, we would like to invite up the Treaty Alliance Northern Ontario Nishnawbe Aski Nation and Grand Council Treaty 3, Ms. Krystyn Ordyniec, will have nine and half minutes.

--- CROSS-EXAMINATION BY MS. KRYSTYN ORDYNIEC

MS. KRYSTYN ORDYNIEC: Good morning. Thank you, Ms. Big Canoe. Good morning to the Commissioners, Chief Commissioner. I’d like to thank the people of Treaty 3 for allowing us to be on their territory this morning, as well as I would like to honour the sacred items in the morning, as well as the prayers that we heard yesterday and the drum.

Today, I would like to begin by remembering, honouring and acknowledging Autumn Andy from Big Grassy River First Nation and her family as they mourn her passing. The tragic death of another young Indigenous woman, as this Inquiry sits, reminds us that the work is urgent. We’re in crisis and we need action.

Thank you, Commissioner Lucki, for your testimony. One of the main issues we’ve heard throughout this Inquiry is communication between policing organizations and families and victims of violence. Mr. Blain alluded to my question, and so if I repeat myself, I apologize.
But, in your policy documents, which was in Exhibit 7, you do state that there is no such thing as a cold case and the RCMP is committed to bringing much needed answers to the families and friends of victims and the community at large; is that correct?

COMMISSIONER BRENDA LUCKI: No, I said closed case. Some are not being actively investigated, but we don’t -- when there is such a -- as an example, a murder investigation that has not been solved, it is never closed.

MS. KRYSTYN ORDYNIEC: Right. So, I’m reading actually from the document which is Exhibit 7. For your counsel, I think ---

MS. ANNE TURLEY: Counsel, can you tell her which ---

MS. KRYSTYN ORDYNIEC: --- it’s page 10.

Page 10.

MS. ANNE TURLEY: Which page? And, are you referring to the Working Together document?

MS. KRYSTYN ORDYNIEC: Yes, that’s right.

COMMISSIONER BRENDA LUCKI: And, what page were you...

MS. KRYSTYN ORDYNIEC: I think it’s 10.

COMMISSIONER BRENDA LUCKI: Okay. We don’t refer to investigations as “cold”. Often, there are points in an investigation where there are no new avenues, so we
try to promote -- often, we promote through Crime Stoppers for example, reinvigorating the case so that we can get more information coming forward from the public. They are periodically reviewed and try to bring, again, those answers to the families and the communities.

**MS. KRYSTYN ORDYNIEC:** Is there any policy with respect to how often you would review a case like this?

**COMMISSIONER BRENDA LUCKI:** I don’t believe there is specific policy as in a specific timeline, but as soon as new information comes forward, it is again brought to the forefront, or if there are new investigative techniques that have been created, then each file would be reviewed to see if that applies to those files.

**MS. KRYSTYN ORDYNIEC:** And, how do you ensure that families -- so a family that might have lost a loved one decades ago, how do you ensure that they’re receiving information in a trauma informed way?

**COMMISSIONER BRENDA LUCKI:** As a result, actually, of many comments brought forward through the testimonies in this Inquiry, we have looked at a better way of informing families through a communication form that obliges the investigators to do a regular contact with family members. Deputy Commissioner Brenda Butterworth-Carr probably can give better testimony in regards to that.
But, we have been listening to the testimonies, and one of the things is that obviously things -- like I said in my first day, poor communication results in issues, so we need to get better at that and we have created a better process for that.

**MS. KRYSTYN ORDYNIEC:** I think you -- are you familiar with the case of Jennifer Catcheway?

**COMMISSIONER BRENDA LUCKI:** Not intimately, but...

**MS. KRYSTYN ORDYNIEC:** Okay. Thank you. Recently, there was an honour 10 years after her disappearance and the family had made a statement that there is no relationship with the RCMP. And, in response, the RCMP stated there are a number of variables that go into how we communicate with the family and we work on that directly with the family. Is that part of the communication policy or could you expand on a reason that maybe there would be no communication with the family?

**COMMISSIONER BRENDA LUCKI:** I would be surprised and disheartened if there was no communication. Maybe the communication isn’t as regular as the expectations of the family. Sometimes there is -- when there is nothing new to report, people may have the propensity to say, you know, it’s -- when there is nothing new, to keep saying the same thing. But, we are including
that new protocol, so that even when there isn’t anything
ew to say, maybe it’s just time to have a conversation
again with the family.

**MS. KRYSTYN ORDYNIEC:** So, you would agree
that that would be something -- even if there is nothing,
it would still be important to communicate that?

**COMMISSIONER BRENDA LUCKI:** Good
communication is always so important. You’re so right.

**MS. KRYSTYN ORDYNIEC:** Thank you. Last
year, the OIPRD commenced an unprecedented review into the
Thunder Bay Police Service with respect to allegations of
systemic racism. On that basis, cases were reopened and
analyzed, including nine cases of MMIWG. Would you be
supportive of a similar review with respect to the root
causes that the RCMP faces with respect to these cases?

**COMMISSIONER BRENDA LUCKI:** That might be
one avenue. We are looking, as an organization, at various
ways that we can ensure that our -- we have an improved
culture. So, that could be a possibility that may be
reviewed.

**MS. KRYSTYN ORDYNIEC:** Thank you. As you’re
aware, recommendations and inquests and inquiries are not
binding, what measures is the RCMP prepared to take in
responding to recommendations in the future, or if there
are any directed from this Commission?
COMMISSIONER BRENDA LUCKI: I can say that under my direction, I am committed to following through on any recommendations. I know a lot of the things that may come out, we’re already working on as we speak. There is a commitment from my organization for that.

MS. KRYSTYN ORDYNieC: Thank you. And, my last question is in regards to RCMP policing in Ontario specifically. I know that in communities, there is not a large RCMP presence, but on the website, it does say that there are First Nation partners including Nishnawbe Aski Police Service, as well as Treaty 3 Police Service, and I wonder if you could discuss how the RCMP is working with First Nation communities to ensure those partnerships are respected and the relationship with the RCMP is cultivated?

COMMISSIONER BRENDA LUCKI: Yes, we have a unique role in Ontario. We do all federal policing, but it’s still important that we form good relationships with police agencies across the province, because when there is an investigation on a federal nature, then we may need to work with those types of police forces across the entire province. So, I think our organization would be remiss not to maintain good communications with all partners and stakeholders.

MS. KRYSTYN ORDYNieC: And, would you agree with me that, on that basis, it’s not always responding to
a crises, but also working within the communities to build trust and communication, even at community events and levels, and allow the community members to see that presence, so that when there is a tragedy, that there is already a table set for that relationship?

**COMMISSIONER BRENDA LUCKI:** I would say trying to build a relationship of trust during a crisis, it’s too late. You need to build the relationship before that, so that during the time of crisis, that relationship has already been built, yes.

**MS. KRYSYTN ORDYNIEC:** Thank you. And, those are my questions. Thank you so much for your...

**COMMISSIONER BRENDA LUCKI:** Thank you.

**MS. KRYSYTN ORDYNIEC:** Thank you.

**MS. CHRISTA BIG CANOE:** Thank you, Ms. Ordyniec. Next, we would like to invite up the Association of Native Child and Family Service Agencies in Ontario, they will be represented by Ms. Josephine de Whytell, and they will have nine and a half minutes.

--- CROSS-EXAMINATION BY **MS. JOSEPHINE DE WHYTELL:**

**MS. JOSEPHINE DE WHYTELL:** Thank you very much. Good morning, Commissioners. Good morning, witnesses, and thank you very much for your testimony. I have questions on behalf of the ANCFSAO for Mr. Bellegarde.

First of all, in a typical scenario, for
example, where a woman goes ahead and charges her partner for engaging in violence against her, there would be an automatic no-contact order. If they reside together, one of them must move out. If they’re financially dependent on one another, perhaps they can’t afford rent and both of them need to move out. If they have children together who witnessed any violence, there’s a risk they will be apprehended from their mother for not adequately shielding them from it.

With all these factors and foreseeable consequences of pressing charges, would you agree that seeking formal help can arguably create harm to the family unit? And, what can and do First Nation Police Services do to support families staying together where it’s safe to do so?

**MR. DANIEL BELLEGARDE:** Thank you. We are encouraging First Nation self-administrative policing to work very closely with the relevant Indian Child and Family Services and, if necessary, social services from the provincial government. But, we’re looking at an inter-agency approach based on the hub model of dealing with or trying to assist individuals at risk at whatever level in whatever capacity.

**MS. JOSEPHINE DE WHYTELL:** You testified yesterday about the inherent treaty rights that underpin
First Nations policing. Specifically, the rights of First
Nations to maintain peace and good order among themselves
and those who enter their territory. Would you agree that
maintaining peace and good order in the community includes
ensuring the care and protection of children and families?

MR. DANIEL BELLEGRARDE: Absolutely. Again,
inter-agency concept, kinship ties and other relevant
traditional practices within the communities themselves.

MS. JOSEPHINE DE WHYTELL: Thank you. And,
in your experience -- well, you mentioned, actually, that
First Nation police do sometimes assist social services to
enforce provincial child welfare laws on reserve. What
training do the officers get and does such training assist
officers to decolonize their interpretation of what they
see and do with respect to families?

MR. DANIEL BELLEGRARDE: This is an
operational question not specifically governance, but I’ll
try to answer it by saying that it’s almost intuitive in
terms of our First Nations officers being Indigenous
themselves. Nine out of 10 are, and the intention is that
they will be able to work effectively with the kind of
kinship ties and traditional family care that’s taken in
those communities.

MS. JOSEPHINE DE WHYTELL: Would you agree
that it’s counter-productive to impose non-Indigenous
values and principles of family wellbeing to resolve issues such as violence against women and girls?

**MR. DANIEL BELLEGARDE:** It can be counter-productive in many instances. On the other hand, there is a need to balance traditional and contemporary ways of dealing with issues that are here considering the changing environment in which we live.

**MS. JOSEPHINE DE WHYTELL:** Thank you.

Collective trauma related to genocidal government policies and practices, particularly with respect to the breakdown of the Indigenous family dynamic, has created significant ancillary mental health issues among Indigenous peoples, including addictions. Would you agree with that?

**MR. DANIEL BELLEGARDE:** Yes, I would.

**MS. JOSEPHINE DE WHYTELL:** And, mental health and addiction issues continue to be aggravating factors with respect to crime, would you agree?

**MR. DANIEL BELLEGARDE:** Yes, I would.

**MS. JOSEPHINE DE WHYTELL:** Colonial trauma stemming from genocide is a significant factor in why crime rates among Indigenous peoples are higher than average; is that fair to say?

**MR. DANIEL BELLEGARDE:** Yes, it would be fair to say that.

**MS. JOSEPHINE DE WHYTELL:** Would you agree
that sudden removal of a family member by the state, so to speak, perpetuates this type of trauma?

MR. DANIEL BELLEGARDE: Absolutely.

MS. JOSEPHINE DE WHYTELL: In your view, is there a correlation between reducing violence against women and achieving reconciliation of the equality intended by treaty?

MR. DANIEL BELLEGARDE: I missed your last few words.

MS. JOSEPHINE DE WHYTELL: In your view, is there a correlation between reducing violence against women and achieving reconciliation of the equality that was intended by treaty?

MR. DANIEL BELLEGARDE: Yes. The equality -- treaties are about mutual recognition and mutual respect and mutual sharing. That mutuality is not there at this point in time. And, yes, there has to be some structural change to make it happen.

MS. JOSEPHINE DE WHYTELL: Thank you. I have one further question, and this is for Chief Larose. Et je vais parler en français. Si la réponse de la police aux incidents au Nunavik est retardée à cause d’un manque de ressources et d’officiers, quels efforts sont entrepris afin d’éviter la violence et en particulier les agressions sexuelles?
MR. JEAN-PIERRE LAROSE: Lorsque vous parlez de réponse aux appels, nos policiers, malgré le nombre insuffisant, répondent aux appels le plus rapidement possible. Et lorsqu’il y a des enquêtes qui nécessitent l’expertise additionnelle nous communiquons avec la Sûreté en assistance et nous traversons en collaboration avec ceux pour mener à terme ces enquêtes.

MS. JOSEPHINE DE WHYTELL: Merci. Thank you. Those are my questions.

MS. CHRISTA BIG CANOE: Chief Commissioner and Commissioners, I would suggest that now is probably a good time for morning break, and I kindly request a 15-minute adjournment?

CHIEF COMMISSIONER MARION BULLER: Fifteen, please.

MS. CHRISTA BIG CANOE: That would bring us back here at 10:10. Thank you.

--- Upon recessing at 9:57 a.m.
--- Upon Resuming at 10:23 a.m.

MS. CHRISTA BIG CANOE: The next is Mishkeegogamang First Nation. They will be represented by Whitney Van Belleghem. Ms. Van Belleghem -- and I’m sorry if I’m pronouncing your last name wrong -- will have 17.5
I’d like to start off by thanking the peoples of Treaty 4 for hosting us here today. My question today are for Mr. Bellegarde.

Yesterday, during your examination in-chief, you recommended a comprehensive approach to policing First Nation communities. You stated that no police service can ensure community safety on its own. It’s about combining justice with health, education and economics, among others.

Can you please provide some insight as to how police services and officers in the communities can help facilitate the melding of these various facets to help ensure community safety?

MR. DANIEL BELLEGARDE: Thank you for that question. Here in Saskatchewan and across other parts of the country, we have a program called HUB, which brings together the various agencies, and in Saskatchewan, it’s generally supported at the front end by the police services. It’s particularly useful in the municipal police services in Prince Albert and Saskatoon, which have had great success in bringing the various agencies together to deal with at-risk individuals prior, and perhaps even after them coming into conflict with the law. So, that’s one of
the areas that we can work with.

The other one is the area of governance writ large, governance not only of the police service, and good governance meaning not only sound policy frameworks, but also accountability measures from the police service back to the community. But, also, governance of the other agencies, education, health, et cetera, and they come together under the umbrella of an integrated governance process that will ensure that there’s a social, economic, political even safety net for the people -- of all of our people in our communities at risk or not.

So, that’s the intent. That’s the hope, that these institutions would come together and provide that kind of environment that does promote community safety with particular emphasis on those most vulnerable, our youth and our women and children and the elders.

**MS. WHITNEY VAN BELLEGHEM:** Thank you.

Yesterday, you also spoke about tripartite agreements. My next question is with respect to these tripartite agreements where First Nations enter into contracts with existing federal, provincial and regional police services.

In your experience, what steps can support effective communication between the First Nation Police Service and the regional and provincial police services such as the OPP?
MR. DANIEL BELLEGARDE: We had originally here mentioned police management boards which have a very different character than community consultation committees, and the intent was to develop, again, that governance capacity, that accountability, that communication between the civilian population, if you will, and the police service. And, that can be accomplished, I think, through such things as MOUs, which are a little stronger than letters of agreement, and accountability factors built into the performance appraisals of the police service in terms of meeting the expectations of the community and, in fact, being accountable more to the community.

And, the CTAs can do that, and there are some that are working very well, but the majority of them, in my experience and hearing anecdotal evidence from many communities are not working as well as they could, and I think the agreements call for 100 percent and -- presence in the community of those First Nations police program officers who are assigned to the detachments or assigned directly with the responsibility of providing policing services to the community.

And so every position that's assigned to the detachments carries a price tag of $172,000, and that kind of expenditure for the community should be at the community level.
MS. WHITNEY VAN BELLEGHEM: The remainder of my questions have to do with an exhibit, Exhibit 20. I believe that was located at Schedule G of your documents. It's titled, Audit at a Glass -- sorry -- Audit at a Glance, Chapter 5, First Nations Policing Program.

On page 1, regarding the First Nation Policing Agreements, it states that:

"Some policing agreements don't require full compliance with the applicable provincial and legislative framework."

(As read)

Can you please expand on this statement in the context of policing in Ontario? And if possible, in relation to Nishnawbe-Aski Police Service and Treaty 3 Police Service?

MR. DANIEL BELLEGARDE: I would suggest that the situation in NAPS and Treaty 3 has changed dramatically since the 2014 audit. I believe the authorities in Ontario have taken the audit recommendations very seriously, and so has the Nishnawbe-Aski Police Service, and have entered into negotiations and discussions on improving dramatically that particular issue where they are in fact becoming part of the legislative framework of the Ontario Police Act willingly.

And I think for them, at least from my
perspective, in listening to them explain to me where they're coming from, that they are satisfied with the arrangement should it be finally enacted into law and applied by regulation. But like they say, there's a new government in Ontario and hopefully they will continue with the process in NAPS favour or Nishnawbe-Aski.

**MS. WHITNEY VAN BELLEGHEM:** What gaps are you aware of that currently exists between these agreements and the legislative framework?

**MR. DANIEL BELLEGARDE:** Well, there's certainly issues of manpower, but my latest discussions with board representatives indicate that they are going to be dealing with that in the next couple of years, and they're going to get a full -- more full complement of officers for NAPS in the North.

They have now, I believe, more infrastructure. They had a serious infrastructure problem in the communities in terms of housing police officers as well as dealing with prisoners, if necessary. And that is being dealt with by a number of detachments being built up to standard, but I'm not sure exactly how that's going to play out at the end of the day. The legislation is in its proclamation stages and the implementation is still to be seen.

**MS. WHITNEY VAN BELLEGHEM:** And what impacts
do these gaps that you listed have on -- for on the ground
on reserve policing in these First Nation communities?

MR. DANIEL BELLEGARDE: Well, work standards
and the work environment, of course, have an impact on the
ability of officers or anybody do their job effectively and
efficiently, and it stands to such things as police morale,
recruitment and retention, and things like that. But more
importantly, I think to provide an effective policing
service to our communities we have to have the kind of
infrastructure and support and equipment that is necessary,
as well as, of course, the training programs and our -- as
I mentioned, the intuitive ability to interact effectively
with our communities.

But for certain, the officers require really
good supportive infrastructure and materials and equipment
and numbers in the field to assist the communities.

MS. WHITNEY VAN BELLEGHEM: Also, in
reference to Exhibit 20, at page 2 of that document, it
states that:

"Program funds are often not used for
enhanced policing services as
intended." (As read)

Can you please share some more information
about what those enhanced policing services funding is
intended for?
MR. DANIEL BELLEGARDE: Yeah. That -- the enhanced policing is something I -- is something that comes with the First Nations Policing Program, and the -- in our case, the Federal/Provincial Policing Agreement with the RCMP.

And nobody could quite define what "enhanced" means. In many cases, they say, well, we just simply have to provide more and more effective policing services based on the RCMP model, other interpretations mean it's more First Nations controlled policing, it's more community-based policing, where preventative measures are more at play rather than totally enforcement and where there's more enforcement almost to the exclusion of preventative crime programs.

But I think we're starting to reach a balance now in trying to say that, okay, let's forget about enhanced policing and let's talk about First Nations controlled policing on reserve, community-based policing, and get rid of some of these, what I call weasel words, like enhanced where nobody quite knows what it means, including myself. So I'm sorry I can't answer your question.

(LAUGHTER)

MS. WHITNEY VAN BELLEGHEM: In your experience, what do these program funds instead get used
for?

MR. DANIEL BELLEGARDE: They're used for general policing, I believe. Detachments by and large are -- like say the Fort Qu'Appelle Detachment which I'm familiar with, they're charged with responsibility for urban policing within the Town of Fort Qu'Appelle, rural policing within the surrounding rural areas, highway patrol, as well as on reserve policing through the First Nations Policing Program CTAs. But there's also a couple of communities that do not have CTAs and the RCMP have to respond to calls for assistance there as well.

So although the CTA calls for 100 percent of the officers' time to be spent on a reserve, many times through deployment, under resourcing of the detachment, in terms of the number of police officers, it's taken away from the community from that expectation of 100 percent of officers' time spent in the community through -- like in carrying out community policing to fulfilling the overall objectives and deployment plan of the detachment.

MS. WHITNEY VAN BELLEGHEM: And can you explain what impact that has on the First Nations?

MR. DANIEL BELLEGARDE: I believe -- if we believe in community-based policing or community policing has the method of dealing with crime in our communities from a preventative viewpoint, and from dealing -- bringing
together such services as are evident in the HUB model, we come to a point where have only enforcement. And the police respond to calls of incidents and they don't -- haven't got the time, or sometimes the training and the desire, to do a community-based policing from a preventative viewpoint where there's a lot of education, crime prevention and other activities like that.

So it has an impact where it becomes enforcement-related, punitive-related, rather than preventative in nature.

MS. WHITNEY VAN BELLEGHEM: Thank you.

Those are all my questions for you this morning.

MR. DANIEL BELLEGARDE: Thank you.

MS. CHRISTA BIG CANOE: Thank you.

Next, we would like to invite up Pauktuutit, Ms. Beth Symes we'll be having. And just so the record reflects, earlier I had made mention where there was a consent on change of time, and Chief Commissioner, please feel free to check my math on this. Originally was twenty-two-and-a-half minutes allotted, but Pauktuutit provided ITK four-and-a-half minutes. My calculation has that at 18. So if we could allow Pauktuutit and Ms. Symes to have 18 minutes.

--- CROSS-EXAMINATION BY MS. BETH SYMES:

MS. BETH SYMES: Thank you. I acknowledge
the invitation to be on the lands of Treaty 4 and on the
homeland of the Métis Nation. I not only represent the
Pauktuutit, but also the Inuit Women of Labrador,
Saturviit; the Ottawa Inuit Children's Centre; and the
Manitoba Inuit Association.

And my questions will be for Chief LaRose,
and also for the Commissioner.

Commissioner, the mandate of the RCMP in
section 18 includes preventing crime and maintaining peace
and order. Would you agree with me that in being proactive
that is of -- an essential part of being an RCMP officer
and of the RCMP as a force?

COMMISSIONER BRENDA LUCKI: Yes, it is.

MS. BETH SYMES: And if we can figure out
ways to prevent violence, to prevent murder, infinitely
better than doing a superb investigation to find out who
did it?

COMMISSIONER BRENDA LUCKI: Yes, prevention
would be much better.

MS. BETH SYMES: And that in your Strategic
Priority, I think No. 4, it is contribute to a safer and
healthier Indigenous communities?

COMMISSIONER BRENDA LUCKI: Yes, that's
correct.

MS. BETH SYMES: And you'd agree with me
that a safer and healthier Inuit community is one where Inuit women are not violated, are not murdered.

COMMISSIONER BRENDA LUCKI: Absolutely.

MS. BETH SYMES: Now, the purpose -- one of the purposes of this inquiry is to identify causes of violence and murder of Indigenous women and girls. And so my questions to both of you are actually going to go to prevention as opposed to investigation. And one of the things that at the end of the day, this inquiry will do, is make recommendations to reduce -- and Chief Commissioner, you said optimistically, eliminate violence, murders of Indigenous women and surely that is Canada’s goal as well.

Now, when we were in Quebec City there was introduced a report by NTI on examining the justice system in Nunavut. It’s Exhibit 19, but the good news is that it is also part of the materials today for this afternoon’s witness, Yvonne Niego. And so, whether we use one or the other, it’s the same document. Examining the justice system, it was a report 2013, 2014 that looked at statistics from 1999 to 2012. And what that showed through that period is that whereas the crime rates in Canada are going down, the crime rates in Nunavut are going exactly the opposite way. They are in fact, increasing. And the two measures are the crime severity index and the violent crime severity index.
Now, for this hearing Pauktuutit prepared updated crime statistics from Statistics Canada starting in 2012, the year that Exhibit 19 ends, and moving up to 2016. Now, I have provided this last week to Commission counsel, to Ms. Turley and to Mr. Roy. I’m asking that that be the next exhibit.

CHIEF COMMISSIONER MARION BULLER: The document entitled “Crime Statistics” is Exhibit 42, please.

--- EXHIBIT NO. 42:

Document titled “Crime Statistics”
(four pages)
Witness: Panel I
Submitted by Beth Symes, Counsel for Pauktuutit Inuit Women of Canada, Saturviit Inuit Women’s Association, AnânauKatiget Tumingit Regional Inuit Women’s Association, Ottawa Inuit Children's Centre and Manitoba Inuit Association, as a collective single party

MS. BETH SYMES: And I being old, have handed out paper copies to the -- to the parties rather than electronic.

Commissioner, the news is not good from 2012
to 2016, whether we want to parse the ups and downs. The
point is, would you agree with me that for Canada, the
trend down is more or less steady or stable, whereas the
crime rate in Nunavut is not, it continues to rise?

COMMISSIONER BRENDA LUCKI: When I look at
your paper that you provided me, there is some reduction,
but the numbers are high.

MS. BETH SYMES: The numbers are very high,
yes. And unacceptably high for Inuit women and girls.

COMMISSIONER BRENDA LUCKI: Yes. One thing
I would like to comment, the statistics -- the problem with
the crime severity index is it’s based on larger
populations. So it tends to be amplified in smaller ones.
But I would never negate the fact that obviously, there is
still an issue. But it -- the numbers are -- they look
worse as far as the increase. I won’t negate that. But
the numbers are hugely large because of the smaller
populations that they’re measured on.

MS. BETH SYMES: That’s true. But a smaller
population we would also expect fewer numbers of murders.

COMMISSIONER BRENDA LUCKI: Yes, and it --
but obviously in smaller population too the impact is high,
yes.

MS. BETH SYMES: Yes. The numbers can --
one homicide in a year can make a big difference in the
statistics.

COMMISSIONER BRENDA LUCKI: Absolutely. And then in general, one homicide in Canada is one too many.

MS. BETH SYMES: And Chief Commissioner, was this then marked as an exhibit?

CHIEF COMMISSIONER MARION BULLER: Yes, 42.

MS. BETH SYMES: Yes. Thank you very much.

Now, Mr. Larose, although you’ve been on the job -- Chief Larose, although you’ve been on the job for less than six months, you’ve concluded, and you said yesterday, that there were extremely high rates of crime in Nunavik. Assaults, sexual assaults, murders, et cetera. And you used this wonderful expression, at least in English was that your officers are out of breath. I heard you correctly?

MR. JEAN-PIERRE LAROSE: Absolutely.

MS. BETH SYMES: Chief Larose, your officers, I think you and the officers total 58; is that correct?

MR. JEAN-PIERRE LAROSE: Oui.

MS. BETH SYMES: Your officers are very young?

MR. JEAN-PIERRE LAROSE: Over 50 percent - 50 pourcent de nos effectifs policiers ont moins d’un an d’expérience actuellement.
MS. BETH SYMES: And many of them are just out of training, police training?

M. JEAN-PIERRE LAROSE: Tout à fait.

MS. BETH SYMES: You have only one woman on your force?

M. JEAN-PIERRE LAROSE: Nous en avons trois, dont une Inuit.

MS. BETH SYMES: Okay. And that we heard -- we heard in Montreal from Inuit families from Nunavik. We heard from the President and the Vice-President of Saturviit that there is a crisis of child sexual abuse in Nunavik. And what are you doing, or your force doing about this crisis of child sexual abuse?

M. JEAN-PIERRE LAROSE: Bien, en fait, il y a différents programmes qu’on veut mettre sur pieds. Il y en a un qui était existant avant mon arrivée qui s’appelle “Good touch, Bad Touch” qui est impliqué en termes… on a une conseillère en prévention qui est une Inuit qui s’appelle Lizzie Aloupa où elle fait l’ensemble des communautés pour promouvoir ce programme-là relativement aux agressions sexuelles en termes de prévention. C’est un excellent programme.

Bien sûr qu’on doit travailler au niveau de ces agressions-là de la violence sur plusieurs aspects, que ce soit nos interventions auprès des écoles… j’ai
l’intention d’établir des protocoles d’entente avec la Commission scolaire de Kativik pour favoriser une collaboration entre le service de police et l’ensemble des écoles de Kativik. D’ailleurs, c’est une obligation de la loi au Québec d’avoir des ententes de telles sortes avec les commissions scolaires, particulièrement pour prévenir l’intimidation et tout ça. Donc, c’est un volet. On commence à l’école.

Par la suite, comme je le disais auparavant, on doit impliquer les services sociaux, les travailleurs sociaux dans tous ce giron, ce cycle de violence qu’on doit freiner, qu’on doit vraiment contrecarrer en amont par la prévention. Et ça, j’y crois beaucoup.

**MS. BETH SYMES:** So can I -- can I conclude then that it is a -- sorry -- it is a work to be begin, to be begun, right? You are just at the very beginning stage. Lizzie testified in Montreal about her efforts and how enormous the problem is for one woman to overcome. So you’re at the beginning?

**M. JEAN-PIERRE LAROSE:** Absolument.

**MS. BETH SYMES:** Let me ask you a second question, because I may have misunderstood you in terms of the translation. Yesterday when you talked about suicide, you -- my notes say that your officers determine whether a particular death was a suicide. Did I hear you right? And
let me just carry on, and only if they deem the death
suspicious do they call in la Sûreté. Did I understand you
correctly?

**M. JEAN-PIERRE LAROSE:** En fait, lorsqu’il y 
a un décès, nous sommes appelés sur les lieux et nous
débutons l’enquête carrément de la scène pour établir.
Quelques fois c’est assez, je dirais, obvious que le décès
est une mort naturelle. Parfois c’est assez évident que
c’est un suicide et parfois c’est aussi un mort suspect.
Donc, on établit l’ensemble de la scène de crime, on
questionne, on essaie d’accumuler beaucoup d’éléments pour
déterminer qu’en est-il du décès exactement. Et lorsque
nous avons un doute, à ce moment-là, nous avons besoin de
l’assistance de la Sûreté du Québec pour aller plus loin.
Et récemment, nous avons eu un cas particulier, aussi. Est-
ce que je réponds à votre question?

**MS. BETH SYMES:** Oh, yes, you replied. But,
let me just ask you, is -- none of your officers are
experts in suicide investigations? That’s why you call in
Sûreté?

**MR. JEAN-PIERRE LAROSE:** Non. Nos policiers
sont capables de faire enquête et de déterminer avec assez
de précision s’il y a eu suicide.

Lorsque nous faisons appel à la Sûreté du
Québec, c’est parce que justement, il y a des éléments
douteux dans la scène de crime qui nous permettent de croire que c’est possiblement une morte suspecte, un meurtre ou un crime qui a été perpétré.

Alors, c’est à ce chapitre-là, lorsque nous avons des doutes et qu’on croit qu’un crime a été commis que nous communiquons avec les experts, parce qu’on a besoin d’expertise, on a souvent besoin de spécialistes en laboratoire scientifique du Laboratoire judiciaire, des balisticiens, toutes sortes d’experts pour venir nous aider à éclaircir. Mais nos policiers sont en mesure de vraiment déterminer si c’est vraiment une morte suspecte ou si c’est un suicide.

**MS. BETH SYMES:** I just want to observe that a number of Inuit families have criticized the finding of suicide when they did not accept that. So, let’s just carry on.

Commissioner, would you agree with me that perhaps effective policing could reduce the violence towards Inuit women and girls?

**COMMISSIONER BRENDA LUCKI:** Yes, including, as we spoke about before, prevention.

**MS. BETH SYMES:** Prevention. Now, you, for two years, 2016 to 2018, were the commanding officer of the RCMP Academy here in Regina?

**COMMISSIONER BRENDA LUCKI:** Yes, I was.
MS. BETH SYMES: And, the training for RCMP is based upon best policing practices?

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: And, one of those cornerstone is building respect and trust for RCMP and its officers in the communities in which they serve?

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: And, you do that, Commissioner, by getting to know the community?

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: And, by the officer getting to be known by the community, it’s a two-way getting to know?

COMMISSIONER BRENDA LUCKI: Yes, that’s actually part of the field coaching program. The coach, part of their responsibility is to ensure that the new member is introduced to the various stakeholders and partners and elected officials in the communities.

MS. BETH SYMES: And, one of the ways of -- or one of the theories at least, about best policing practices is that the policing reflects the community that is served.

COMMISSIONER BRENDA LUCKI: Yes. In a perfect world, we would like to have more diversity at each of our detachments.
MS. BETH SYMES: Well, diversity with respect to gender?

COMMISSIONER BRENDA LUCKI: Diversity with gender, with ethnic background, with language, with experience as well, and expertise.

MS. BETH SYMES: I’d like you to turn to the Employment Equity Report which you tendered as Exhibit No. 8, and in particular, would you turn with me to page 9. Commissioner, as I understand, this is the results that were reported for the fiscal year 2016/2017, and that women make up 21 -- at that date, women made up 21.6 percent of the RCMP complement; is that correct?

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: And, that Aboriginal peoples made up 8 percent?

COMMISSIONER BRENDA LUCKI: It wasn’t the RCMP total complement. It’s the regular members.

MS. BETH SYMES: The regular members.

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: I’m sorry. Regular members. That Aboriginal peoples make up 8 percent ---

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: --- of the regular members. And, you’re unable to break that down into what percentage of your regular members are Inuit?
COMMISSIONER BRENDA LUCKI: No, we’re not able to due to the way the federal government identifies. So, if they self-identify, it’s -- I think it might be a little antiquated because it simply went as Aboriginal or First Nations, and it wasn’t divided out.

MS. BETH SYMES: Okay. Let’s turn to page 10, which is the page that concerns me. The first graph, as I understand it, is the hires in fiscal year 2015/2016; is that correct?

COMMISSIONER BRENDA LUCKI: I think the report is for fiscal year 2016/2017.

MS. BETH SYMES: Okay. It’s the most recent. And, your hires of women were only 22.2 percent; is that correct?

COMMISSIONER BRENDA LUCKI: According to this chart, yes.

MS. BETH SYMES: And, of Aboriginal peoples, only 4.7 percent?

COMMISSIONER BRENDA LUCKI: Yes.

MS. BETH SYMES: And, were you aware that the -- and I’m no apologist for the Toronto Police Services, but that their hiring of women in exactly the same period was 48 percent?

COMMISSIONER BRENDA LUCKI: I wasn’t aware of that.
MS. BETH SYMES: And, the next one -- I’m running out of time. So, let me just say to you, if this is the rate of hiring in which, for optimal policing, you want to have your officers reflect the community they police, even in my great grandchildren’s time, you will never achieve equity. You will have to be -- take aggressive -- RCMP will have to take aggressive, might I even say radical steps, so that your workforce reflects the community they police. What will you do? You’re just starting.

COMMISSIONER BRENDA LUCKI: I don’t think we will get to 50 percent ---

MS. BETH SYMES: Ever?

COMMISSIONER BRENDA LUCKI: Policing is a unique profession. There are many challenges. Comparing the recruiting of RCMP to Toronto is -- I don’t think it’s a fair comparison because you’re dealing with an urban environment, where they’re primarily recruiting in an urban area, where people aren’t -- there’s not mobility concerns as far as people being able to stay their entire career in Toronto. The RCMP is primarily rural police, so it’s very difficult.

As I stated in the first day, one of our challenges is mobility, and of course we’ve talked about other issues, but it’s difficult when -- if you are mobile
and you’re leaving your family structure behind. For a woman having a family, we do have -- we’ve put measures in place, but I think Toronto has a better advantage in that area. But, of course, our goal is to increase those numbers.

**MS. BETH SYMES:** Commissioner, I challenge you to look at your ---

**MS. CHRISTA BIG CANOE:** I’m sorry, Ms. Symes, you’re now two minutes over.

**MS. BETH SYMES:** Sorry.

**MS. CHRISTA BIG CANOE:** So, thank you -- I’m sorry.

**COMMISSIONER BRENDA LUCKI:** I will accept your challenges.

**MS. BETH SYMES:** Well, to use a gender plus lens in your analysis.

**COMMISSIONER BRENDA LUCKI:** Absolutely.

**MS. BETH SYMES:** Thank you very much.

**MS. CHRISTA BIG CANOE:** Next, we’d like to invite up the Liard Aboriginal Women’s Society, and I see MS. ANN MAJE RAIDER coming up, and also Leila -- and I’m sorry if I say this wrong, is it Jejjie (phonetic)?

**MS. LEILA GEGGE HURST:** Geggie.

**MS. CHRISTA BIG CANOE:** Geggie, thank you.

The Liard Aboriginal Women’s Society has nine and a half
--- CROSS-EXAMINATION BY MS. ANN MAJE RAIDER & MS. HURST:

MS. ANN MAJE RAIDER: Good morning. I’d just like to acknowledge Treaty 4 First Nations and thank them for allowing us on their traditional territory. My name is Anne Maje Raider, I’m with the Liard Aboriginal Women’s Society in Watson Lake, Yukon. I’m, kind of, nervous, so bear with me. I’m just grateful for the opportunity to speak today. I bring in my heart to my Kaska people, my Kaska women.

So, what I’d like to do is put in context for you what is happening in the Yukon, in the North. So the Yukon, the north in particular, consistently has reported higher rates of violence against Indigenous women than other places in Canada. Also, the north has four times higher rates of violence against Indigenous women. And with that, the Watson Lake area, Watson Lake where I’m from, has, again, a higher rate of violence in the Yukon, not one that we are very proud of, but certainly the Kaska women and Kaska Elders really want to see a change in this.

So in 2010 I bring forward the memory of Raymond Silverfox, who died tragically in the cells of a Whitehorse RCMP -- the cells. And as he laid there dying, there was sneers of racism and prejudice remarks made to him as he laid in the cells needing medical attention. So
I bring him in my heart.

So the Yukon government called for a review of the RCMP. And so there was a committee that was formed and went across the Yukon territory, and many women came out and expressed outrage at how the RCMP were dealing with Indigenous women in our communities. And we wanted to bring change to that. So Yukon -- Liard Aboriginal Women's Society, in partnership with the Women's Coalition and all the Yukon women, we came together with the RCMP and did a two-year process of training and cultural education.

So we did that in Whitehorse and Watson Lake and we attribute the success to that process to then Commanding Officer Peter Clark. And so out of that we developed a protocol, a Together for Justice protocol, and the Women's Coalition in Whitehorse developed the Together for Safety protocol.

So we made commitments -- both parties made commitments to collaborate and make changes to how we were policed in Watson Lake. And we held firmly to our commitments to provide cultural education and training.

Training is essential. RCMP are coming into our communities with very limited knowledge of violence and sexual assault. And the sad thing is, nobody wants to fund. Why is it that we, as a non-profit, have to go out and look for funding to train the RCMP in our culture and
who we are? There's something wrong with this picture so.

MS. CHRISTA BIG CANOE: Ms. Raider, are you asking that question to the Commissioner?

MS. ANN MAJE RAIDER: Yeah, so what we're wanting is funding to continue the training and cultural training and training on violence.

COMMISSIONER BRENDA LUCKI: I can't speak to it specifically, but I will have a follow-up to see if -- what we're doing in regards to that training and if we can assist. Obviously we'll do everything we can if we can assist with that training. I'm not sure if maybe part of the reason we aren't assisting -- and I'm just surmising -- is maybe that we brought in some other programs. But I will definitely have that reviewed, and if there's possibilities of us contributing we will.

MS. ANN MAJE RAIDER: Yeah, I'm very conscious of the time because I want Leila to ask questions, but one of the questions we want is we want access to the training that the RCMP are given in -- what sexual assault training they're provided here. We wanted to review it. We want to review the -- also review the cultural training.

COMMISSIONER BRENDA LUCKI: Okay. Thank you.

MS. LEILA GEGGE HURST: Thank you,
Can I just ask for clarity in regards to Anne's last question, whether you would support a future request by the Liard Aboriginal Women's Society to release the Module 7, I believe, from -- excuse me, let me check my notes here -- Module 7 from Exhibit 9, the Domestic Violence Training Module at RCMP Depot?

COMMISSIONER BRENDA LUCKI: The 1 to 15 is an overview. We can provide the overview of Module 7.

MS. LEILA GEGGE HURST: Thank you.

So, continuing this theme of honouring the Indigenous women's wisdom and the wisdom of Indigenous women's organizations, I noticed that much of your material, for example, in your Exhibit 7, the Working Together document focuses on the importance of collaboration. Can you please tell me what specific concrete actions the RCMP has taken to address the deep power imbalances and the inequalities between the RCMP and the Indigenous women's organizations who are collaborating on these projects?

COMMISSIONER BRENDA LUCKI: I think in many communities the collaboration -- I think Mr. Bellegarde spoke about interagency approaches, and that includes the advocacy groups, as well as the social services groups, the education, the health, and collaborating all together.
I can't speak of the imbalance. All I can say is that once we put that together and we have people together to solve those issues, it's a much better approach because we're but one part of that. And so I think it's important that we work together.

**MS. LEILA GEGGE HURST:** On that note, I note that Annex A of that exhibit, Exhibit 7, it lists multiple different initiatives that, in fact, have been initiated and led -- spearhead by grassroots organizations. And I'm wondering whether you have any concrete measurable evidence or assurances that the RCMP can provide to show that the RCMP's engagement in those initiatives is substantive and meaningful and is not being used to hide behind the labour or grassroots organizations for the PR benefit of the RCMP.

**COMMISSIONER BRENDA LUCKI:** I wouldn't say -- when I heard the first person speak about the collaboration they did to create a cultural awareness program, that's an incredible initiative and we should be doing more of that. Obviously, if people have those ideas and we collaborate, we're a better organization for that.

And many of the initiatives that are listed in Annex A were -- are in collaboration with communities. I've seen it dozens of times when I was in northern Manitoba and northern Alberta where detachment commanders would work with a community on a collaborative approach to
solve issues within the community, whether it was through
training, education, prevention, various ways of doing
that.

I applaud collaboration.

MS LEILA GEGGE HURST: Thank you. I
appreciate that.

When the RCMP is benefitting from these
collaborations, is it your experience that you run into
difficulties or the -- in particular, the organization has
difficulties in resourcing, especially with the inadequacy
or unavailability of core funding for Indigenous women's
organizations, particularly in the north?

COMMISSIONER BRENDA LUCKI: Well, we are --
we don't hold the funds for the organizations. But I know,
for instance, a good example is when we did the Circle of
Reflection, for instance, there was no funding. So we
stepped up and took care of doing the audio visual.
Whenever we can do something like that, we're ready to do
that.

But as far as funding all of the advocacy
groups, I don't think we probably have the budget. But
when there is projects where we're collaborating, anytime
we can provide some funding, I think we try to do that.

MS LEILA GEGGE HURST: I thank you for that.

Just turning to the unique cultures in
isolated northern communities, you mentioned earlier the possibility of reforming your polygraph test at Depot for any incoming recruits. Would you consider the creation or the addition of -- additional screening for officers will be posted in isolated northern communities, particularly those serving predominantly Indigenous populations? And would you support the involvement in local community organizations, particularly Indigenous organizations, in the screening and selection of members posted in those territories?

COMMISSIONER BRENDA LUCKI: It may be problematic, but we have done approaches where -- and I say problematic because of the fluidity of staffing actions. But what I personally have done in the past is spoken with the communities and get their -- consult with the communities, for instance, to get what type of person they're looking for or the emphasis of what they're looking for when we're choosing detachment commanders, because that person is the one that's going to evoke the change amongst all the members.

Most definitely, if we have -- maybe we wouldn't do it one-on-one, but having guidelines that outline things that the -- you know, expectations of the community, and each and every community, and then putting that into staffing practices, I think that would be a great
Thank you for your time.

**MS CHRISTA BIG CANOE:** Thank you.

And next we would like to invite up Manitoba Keewatinowi Okimakanak, who is -- counsel is Jessica Barlow. Ms. Jessica Barlow will have nine-and-a-half minutes.

--- **CROSS-EXAMINATION BY MS. JESSICA BARLOW:**

**MS. JESSICA BARLOW:** Good morning. I would like to begin by acknowledging the elders, singers and drummers and families and survivors, and those that have gone before us. I would like to recognize the sacred items in the room, and I would like to say thank you to the panel witnesses for sharing with us. I would also like to express my gratitude to the Treaty 4 nations of this territory, and also to the Métis Nation of Saskatchewan for welcoming us here to conduct this work.

My name is Jessica Barlow, and I am legal counsel on behalf of MKO, and it is with the utmost respect to all of the panel members but all of my questions will be directed to you, Commissioner Lucki.

I’d like to begin, Commissioner Lucki, if I may, I would like to start out by talking about limited duration and isolated posts. And so, in your testimony
yesterday, you stated that you worked in northern Manitoba; is that correct?

COMMISSIONER BRENDA LUCKI: Yes, it is.

MS. JESSICA BARLOW: And, you also made specific reference to working with MKO and also MKO communities; is that also correct?

COMMISSIONER BRENDA LUCKI: Yes, it is.

MS. JESSICA BARLOW: And so, is it fair to say that you are familiar with the uniqueness of this region in northern Manitoba and also with its communities?

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: And, I’d like to focus your attention now on your overview document, which was listed, I believe, at Exhibit 2, and we’d be specifically focusing on page 7.

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: Do you have that document in front of you?

COMMISSIONER BRENDA LUCKI: Yes, I do.

MS. JESSICA BARLOW: Perfect. And, I’m looking specifically at point number 7 on this page where it briefly describes limited duration and isolated posts, and it provides a list of factors for assessing these limited duration and isolated posts. Do you see that?

COMMISSIONER BRENDA LUCKI: Yes, I do.
MS. JESSICA BARLOW: And so, it lists factors including, and just to name a few, because of the short amount of time that we have today, location. So, distance from major centres; access; means of travel; access to goods, services and facilities; availability or lack of amenities such as shopping, entertainment, recreation at or near a post; education facilities available for families of regular members; medical facilities available to families of regular members; and quality of life for regular members in relation to the communities in the division. And so, we’d be speaking specifically to Division D. Do you see that there?

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: And, would you agree, based on your knowledge and experience, that a number of MKO nations would be considered limited duration or isolated posts if you’re utilizing this assessment criteria?

COMMISSIONER BRENDA LUCKI: Actually, every one of the 23 detachments located in what we call Manitoba North District were all limited duration.

MS. JESSICA BARLOW: Thank you.

COMMISSIONER BRENDA LUCKI: Not all were isolated though.

MS. JESSICA BARLOW: Perfect. And, you
stated that the officers posted in these communities may have to leave their families behind so that these short periods of time -- or these limited duration posts are done because it’s a long time to be away from the family. You stated that yesterday.

COMMISSIONER BRENDA LUCKI: Yes, that’s one factor. Yes.

MS. JESSICA BARLOW: And so, in your experience, is it common practice for RCMP officers not to bring their families to their postings, or is this more common in limited duration, in isolated posts?

COMMISSIONER BRENDA LUCKI: It’s more common in limited duration, and it is more prevalent with the amount of experience a member may have. For instance, a member at a staff-sergeant rank, detachment commander, their family may be well-embedded in the community or the education facilities that they’re in. So, often, a detachment commander may leave their family back in the family home down south, and they would live in the community by themselves, often depending on the age of their kids. But, if their kids are at the age where they’re no longer needing to be taken care of, the spouse and the member may, in fact, both move to the community, depending on the situation.

MS. JESSICA BARLOW: Thank you. And, is it
fair to say that there is a likely correlation between the lack of services or the proximity to certain facilities such as education or medical facilities that may impact on an RCMP officer’s decision to bring their family to these limited duration posts?

COMMISSIONER BRENDA LUCKI: I think it’s a personal choice. Some people actually -- we have -- I had members in that district who would never leave that district, and it was a personal choice. Some people prefer that type of policing; others, smaller town policing. Myself, I just moved to Ottawa and I’m finding it far too big.

MS. JESSICA BARLOW: And so, is it fair to say that if the services and goods and facilities and the availability to access services that it might actually make officers more apt to be able to bring their families, and that it may also necessitate the need for longer term postings as opposed to limited duration?

COMMISSIONER BRENDA LUCKI: Actually, again, I think it’s a personal choice, but it may affect some people from bringing their families. But, we find often when members have younger families, they’re more apt to -- that’s the time when they’re going to bring their families. We always suggest that once your kids hit high school, do not move them because they will hate you for the rest of
their lives.

MS. JESSICA BARLOW: But, can you speak to the fact that if there were more access to services and goods and facilities that this may actually potentially lead to longer term postings?

COMMISSIONER BRENDA LUCKI: Yes. That could affect definitely, because that’s what we use the factors to determine the length of the posting. So, obviously, if those factors were no longer -- they were mitigated, then obviously the posting could be maybe increased to be longer.

MS. JESSICA BARLOW: Thank you. And so, you spoke yesterday about relationships and the importance of relationship building. Do you recall that?

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: And, would you agree that having strengthened relationships and trust between First Nations communities and RCMP who serve in those communities would be critical?

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: And, we’ve heard you agree today that strong relationship building and trust is generally not established over short durations. Do you recall that?

COMMISSIONER BRENDA LUCKI: Yes. It’s hard
to establish trust overnight.

MS. JESSICA BARLOW: Right. And, it’s especially the case when there’s been a significant history of distrust?

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: And, you also stated earlier today that you would be a better police force if there was increased trust; is that correct?

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: And, yesterday, you mentioned that short tenure or limited duration posts can have a negative impact on Indigenous communities; is that right?

COMMISSIONER BRENDA LUCKI: I would hope they don’t, but it’s difficult, because I think from a community perspective, it may be seen as a negative because when people come, and especially when we have members that connect very well with the community, it’s very sad for the community when those members leave. So, I think it has a negative impact and it doesn’t always work to our favour.

MS. JESSICA BARLOW: Are you aware that not every MKO community has an RCMP detachment?

COMMISSIONER BRENDA LUCKI: Yes, I am. We try to create in-land patrols because we can’t -- we don’t have the funding, or the funds, or the members to put in
many of those communities. So, we do mitigating strategies in order to provide service to those communities. It’s the same in the south as well. There are RCMP detachments.

**MS. JESSICA BARLOW:** And, even though there are those mitigation strategies in place, are you aware that there are periods of time and instances whereby RCMP are not able to attend MKO communities that may not have detachments?

**COMMISSIONER BRENDA LUCKI:** Yes. They do it on a schedule, and they try to make it random, obviously, for obvious reasons. But, there are times when we turn into a reactive type of approach, because we’re not there when the crime happens.

**MS. JESSICA BARLOW:** Right. So, it’s reactive instead of preventative.

**COMMISSIONER BRENDA LUCKI:** In some cases, yes. And, it’s not as preventative as if we were in the community.

**MS. JESSICA BARLOW:** And so, where there are periods where RCMP are absent in the community and/or where there’s limited duration posts, would you agree that this could detrimentally affect information sharing and also continuity between the RCMP and families that may have ongoing cases or where they may have family members who are missing?
COMMISSIONER BRENDA LUCKI: I think it could affect, because we’re not onsite. But, we do rely on community members in those cases, elected officials, different people in the community. But, I would say, yes, it could affect it.

MS. JESSICA BARLOW: And, what is the RCMP doing to address that issue currently in northern Manitoba?

COMMISSIONER BRENDA LUCKI: We tried to increase the number of patrols. Maybe not as lengthy. I know during my tenure, they tended to do longer type patrols, which is great for building relationships. But, then, of course, we’re not in the community as often. So, sometimes it’s a combination of longer stints or many little stints.

But, the same thing happens down south. It’s just not amplified as much because travel is much more difficult in the north than it is in the south. So, we don’t have detachments in every single town, and often, when things aren’t happening in those towns, we tend to spend more time in the areas where they are happening.

MS. JESSICA BARLOW: Well, I’m out of time now, but I’d love to keep talking with you.

COMMISSIONER BRENDA LUCKI: Yes.

MS. JESSICA BARLOW: So, thank you so very much.
MS. CHRISTA BIG CANOE: Thank you. Next, we would like to invite up Nunatukavut Community Council Inc. I believe Mr. Stewart will be asking questions on behalf of the council. And Mr. Stewart will have nine-and-a-half minutes.

--- CROSS-EXAMINATION BY MR. ROY STEWART:

MR. ROY STEWART: Good afternoon, everybody. First, I would just like to thank everyone in the territory that we're on, commissioners and all the families that are contributing again to the -- this Inquiry. This afternoon, my questions are going to be directed at Commissioner Lucki.

So my first question is related to the Community Conflict Management course that you discussed yesterday and how RCMP officers are taught to work with communities prior to protests to ensure they're aware of the rights of the people and that those are respected.

So this morning, I read on the RCMP website that members who meet the criteria, including possessing self-control, composure, effective communication skills, they can be selected to take this course, and that those trained members can then be deployed as needed.

Is that an accurate description of who gets to take that course?
MR. ROY STEWART: Would you agree that all members of the RCMP should take that course or a similar type of course?

COMMISSIONER BRENDA LUCKI: We do have de-escalation courses that have those type of competencies imbedded as well. So yes, all members should have those competencies.

MR. ROY STEWART: So I guess in any detachment near an Indigenous group, there would be guaranteed to be an officer that would have these, I guess formal training or the skills on hand to deal with, I guess a impromptu protest?

COMMISSIONER BRENDA LUCKI: The Community Conflict Training, I can't say for sure that all -- each detachment that's in an Indigenous community would have those members, but those members are dynamic. They can be deployed to such incidents if required.

And I think the goal of the commanding officer in each division is to strategically have those members trained, but obviously, over time they may get transferred. So we may have somebody in that area, and then they're transferred out, so we -- but we are -- they are deployable.

MR. ROY STEWART: So in situations or
circumstances in the past few years across the country where legitimate peaceful protests have taken place -- I know specifically back in NunatuKavut there have been a few unfortunate situations where peaceful protests have been occurred and RCMP officers, unprovoked, and suddenly come in, and you know, aggressively arrest and detain people.

So I guess moving forward, do you foresee any type of national review of these types of situations and how these -- this course, such as the Community Conflict Management, can reflect on these situations and better itself moving forward?

COMMISSIONER BRENDA LUCKI: We reflect on every major incident, and that's the reason why we brought in some of this training. Because we always look at best practices across the world. If there is something good happening in one area that we can steal, we'll take it and make it our own and try to fill those gaps.

I know that Deputy Commissioner Brenda Butterworth-Carr is very familiar with this model, and she probably is in a better position to describe the courses.

MR. ROY STEWART: Okay. I'll try to note that.

So now, I just want to turn your attention to the community outreach that you spoke of.

COMMISSIONER BRENDA LUCKI: Yes.
MR. ROY STEWART: And yesterday, you explained that, you know, and I'm paraphrasing, that community outreach is an important aspect of recruiting Indigenous individuals, and ultimately, the delivery of police services?

COMMISSIONER BRENDA LUCKI: Yes, it is.

MR. ROY STEWART: And that in seeking potential Indigenous candidates RCMP recruiters will integrate themselves in the community, including in this is youth outreach at schools?

COMMISSIONER BRENDA LUCKI: Yes. Each school, we always have a school liaison officer for each school in our detachment areas.

MR. ROY STEWART: So I guess when you're considering factors such as Indigenous peoples being arrested for legitimate protests or the long-lasting impact of any arrest can have on a person or communities, how can this community outreach effectively work when the police presence at schools is felt as intimidating and almost overstepping?

COMMISSIONER BRENDA LUCKI: In -- when I was in Northern Manitoba and in Northern Grand Prairie it was the exact opposite. Reports that we were getting from the schools, they were actually requesting more school liaisons because the connection that the officers were making with
youth, it's a positive way of collaborating and -- like you said, outreach. We've received nothing but -- I haven't received very many negatives in my career about having police officers in the schools.

**MR. ROY STEWART:** I think you'd agree it's probably not a one-size-fits-all across the country. So I know back home there have been, you know, that -- those issues raised of when you have those factors, you know, arrests, and then a good faith outreach into the school, that even though it's based on good faith it still produces those fears of intimidation or, wow, you know, what are the police doing here.

So I would just hope that you would consider maybe in your scan across the country that that's not applicable, that's it's not always a positive outcome.

**COMMISSIONER BRENDA LUCKI:** I guess my message would be to school officials, if in fact we're having that effect we need to know and change that, yes.

**MR. ROY STEWART:** I agree. So this morning, you were asked questions regarding officers being convicted of sexually violent offences against Indigenous women. And I believe that you explained that such actions, if the officer is ultimately found guilty, that that's not tolerated and that there is processes in place to address that. And one of those -- or one part of the process is
considering the placement of that officer in the future.

    COMMISSIONER BRENDA LUCKI: I can say with
good confidence that if one of our members is found guilty
of a sexually violent offence they will be terminated ---

    MR. ROY STEWART: That answers ---

    COMMISSIONER BRENDA LUCKI: --- from our ---

    MR. ROY STEWART: --- my second question.

    COMMISSIONER BRENDA LUCKI: From our
organization.

    MR. ROY STEWART: Right.

    COMMISSIONER BRENDA LUCKI: So placing them
is not an option.

    MR. ROY STEWART: Okay.

    COMMISSIONER BRENDA LUCKI: There is no --
absolutely not any wiggle room in that regard if it's that
type of offence.

    MR. ROY STEWART: I guess, along that theme,
are you able to comment or have any knowledge regarding the
correlation between communities where the local economy is
based on resource development and the incidents or reports
of sexual violence by women?

    COMMISSIONER BRENDA LUCKI: I can't speak to
it off the top of my head, but I know -- today, we've seen
some statistics that would maybe suggest in some of the
areas where there's less resources. And I'm not just
speaking about RCMP resources, I'm speaking about community resources and support for survivors of crime, that it's probably -- and if there isn't...

For instance, in Northern Manitoba, when we have areas that don't have addictions counselling, it's very difficult in those communities because to take somebody out of their community for addictions and addictions does tend to cause differences and sometimes problems with crime.

**MR. ROY STEWART:** Yeah. I guess just to sum up then, I'm not trying to put words in your mouth, but if an Indigenous group is given control or, you know, some form of collaboration with a resource development in or near their communities that you think -- would it be your opinion that that would ultimately improve or reduce the rates of incidents or reported levels of sexual or any type of violence against Indigenous women?

**COMMISSIONER BRENDA LUCKI:** I can't say for sure because I'm not an expert in that, but I would say if we increase the ability for people to have a healthy community then I think it would flow into less incidents.

**MR. ROY STEWART:** Perfect. And my final question relates to cultural awareness that you spoke of. And my understanding from your testimony is that cultural awareness training occurs at the depot and it still
continues or it follows that officer on their placement to wherever -- whatever attachment they're at?

COMMISSIONER BRENDA LUCKI: Yes. And each division has their own type of cultural awareness because each area is unique.

MR. ROY STEWART: Okay. Well, I know for NunatuKavut, it was only this year, I believe in 2018, that the RCMP initiated us for cultural awareness training. So that gives rise to my last question, which is given the differences between Indigenous groups across the country, so you know, whether you're a status or non-status, on reserve, off reserve, whether you have a land claim accepted or you're in the recognition stage with the government, I guess what form of cultural awareness is provided at Depot to give cadets this broader understanding of Indigenous issues and that cultural awareness is not a one-size fits all model.

COMMISSIONER BRENDA LUCKI: We give them the cultural awareness training, and they take the online course within two years. That’s the broad perspective. But, each division has their own perceptions course. I know for instance in Nunavut, specifically, we have a 5-day cultural perceptions course, and they also have a 1-day cultural awareness course specifically geared towards new people, new RCMP members coming to those communities.
MR. ROY STEWART: Oh, perfect. And, I’m already over my time, so thank you and congrats on your employment.

COMMISSIONER BRENDA LUCKI: Thank you.

MS. SHELBY THOMAS: The next party to ask questions today is New Brunswick’s Aboriginal Peoples Council who is represented by Elizabeth Blaney and Chief Wendy Wetteland. I apologize if I said the name wrong, and they have 9.5 minutes.

--- CROSS-EXAMINATION BY MS. ELIZABETH BLANEY:

MS. ELIZABETH BLANEY: Thank you. I want to first thank the peoples of the homelands for welcoming us to the territory. I also want to thank the elders, families, pipe carriers, drum and the Commission for their commitment to the success of this Inquiry. The New Brunswick Aboriginal Peoples Council is a representative organization for treaty beneficiaries who live off-reserve in the traditional, ancestral territories in the Province of New Brunswick. Today, my questions are going to be specific to Commission Lucki. What a last name.

COMMISSIONER BRENDA LUCKI: That’s because I’m lucky to be here.

MS. ELIZABETH BLANEY: Yes. So, the first set of questions that I have for you are around the cultural competency training. So, we’ve heard that the
RCMP policing services are working to build cultural competency practices. So, how do cultural competency practices then interact with off-reserve communities?

COMMISSIONER BRENDA LUCKI: When we take cultural competency training, it’s our goal that the members who are more sensitive to the issues, and it’s more broad. And so, then what we -- what I would expect is that when -- and it happens all the time, is when members are posted to a particular community that they need to reach out and learn about that community. But, I also say it’s a two-way street. And, when I built that communication protocol for instance in Northern Manitoba, my question was to those communities, “What do you expect from the RCMP? What events do you expect them to attend? What do you want them to know about your community?”

And, I believe that the community members have so much pride about their community that they should actually share that with the RCMP members. And, I think sometimes we do have young, shy members who may come from an urban environment. And, for the first time in their careers, they’re in a rural environment, and they might not be so adept to go out and be forward thinking or forward leaning. And, that’s why the field coaching program plays an integral role with the new members.

MS. ELIZABETH BLANEY: Are you aware,
Commissioner Lucki, that approximately 67 percent of Indigenous people in Canada live off-reserve?

**COMMISSIONER BRENDA LUCKI:** I am now. I wasn’t aware of the statistics specifically.

**MS. ELIZABETH BLANEY:** Yes. So, my question is, is there any training specifically related to the off-reserve population?

**COMMISSIONER BRENDA LUCKI:** I wouldn’t say -- no, it’s not specifically. I think we -- our training is more broad in nature.

**MS. ELIZABETH BLANEY:** So, how does the interaction with and the provision of services for off-reserve differ from reserve communities, or can you answer that then?

**COMMISSIONER BRENDA LUCKI:** I’m not sure. I could not -- I’m not sure of the differences.

**MS. ELIZABETH BLANEY:** Okay.

**COMMISSIONER BRENDA LUCKI:** Sorry.

**MS. ELIZABETH BLANEY:** How is -- my second question, how is cultural competency training being institutionalized to ensure that it’s capturing human resource issues? We’ve heard that you have it at Depot, and then you have online training, but you have also mentioned that -- is it available to all the RCMP staff including civilian staff members?
COMMISSIONER BRENDA LUCKI: Yes, and I know for myself for instance, in Northern Manitoba and in Northern Alberta, I made it mandatory for each and every employee in my district, and I know a lot of district officers take the same approach. And, as an organization, we have made it mandatory for most regular members in those positions.

MS. ELIZABETH BLANEY: Okay. I need a bit of clarification before I ask my next question, because I’m not quite sure. Did you state this morning that it is good practice for Indigenous officers to return to their communities to police?

COMMISSIONER BRENDA LUCKI: I don’t recall saying that.

MS. ELIZABETH BLANEY: Okay.

COMMISSIONER BRENDA LUCKI: But, I think ideally that would be a great opportunity. I also think it’s an opportunity -- because we’re such a diverse nation, I often say that, for instance, if people of the same background return back to their community, it does benefit the community, but in a holistic sense, from my organization, when they can go to another community and share their knowledge. I think that’s a great thing as well.

MS. ELIZABETH BLANEY: Okay. Well, my
question would be then, if we move in that kind of a
direction, then can we -- you talked a lot about equity and
equitable practice, so can these officers then be assured
that if they devote their careers to policing in their
communities that they will be equitably compensated
including promotions?

COMMISSIONER BRENDA LUCKI: I can’t say that
for sure because some of the places are so small that it
only goes up to a certain rank. Some communities, there’s
only a corporal. So, after a constable, you can get
promoted to corporal. And, if there’s no other ranks in
those communities, because of the makeup or the number,
that’s sort of as far as promotion goes. That may in fact
be -- they may have to move if they would like to go
further up. I mean, in a perfect world as Commissioner, I
would like to be Commissioner in Regina.

MS. ELIZABETH BLANEY: Right. My next has
to do with case identification. So, the MMIW issues raised
the need to add Module 13 as you indicated as specific to
MMIW issues, recognition, that cultural sensitivity of
issues and knowing what to expect. So, what are policing
services doing to ensure they identify off-reserve cases as
being about Aboriginal people? And, is there a consistent
process to identify files for off-reserve populations?

COMMISSIONER BRENDA LUCKI: I think every
file that involves a missing person should be afforded the same attention. So, whether it’s off-reserve or on-reserve, I think it’s important that we’re not remiss in providing a different tiered service for on or off-reserve. I think every case should be taken seriously, and we -- in missing persons, we would like to, what I call, front-end load it, make sure that at the beginning, because that’s when the information is fresh and important, that we need to be agile enough to react to all those types of files in any location.

MS. ELIZABETH BLANEY: So, what do policing services then know about identifying off-reserve cases?

COMMISSIONER BRENDA LUCKI: I don’t think we specifically differentiate between on and off-reserve cases. As soon as -- if something is Indigenous in nature, it would be my hope that the members are identified that and be culturally sensitive just as if, off-reserve, if somebody of Muslim background went missing, they need to be culturally sensitive to know -- and maybe if they don’t know the nuances of that culture and that person being missing, they need to be at least adept to identifying it, and then finding out where they can get assistance to be culturally sensitive to the specific needs of that family.

MS. ELIZABETH BLANEY: So, what do policing services -- who do policing services then work with in
terms of Indigenous communities to ensure the knowledge they have gathered and that it’s informed in the identification of files is reliable?

**COMMISSIONER BRENDA LUCKI:** I think they need to rely on -- when you say the identity of the files, what do you mean?

**MS. ELIZABETH BLANEY:** In cases of off-reserve missing Indigenous women when it may not be apparent that the Indigenous person who is missing is ---

**COMMISSIONER BRENDA LUCKI:** Currently off-reserve?

**MS. ELIZABETH BLANEY:** Yes.

**COMMISSIONER BRENDA LUCKI:** Yes. Well, I guess when they were doing the background information, one of the things that is -- one of the investigative tools is finding out where the person came from because there’s many sources of information. So, when they do identify that, then they need to go back to that community to get those sources of information, because -- and it’s as simple as things as current photos, habits of that person, who saw them last, who talked to them last on Facebook in that community, so it’s important to make that linkage between off-reserve and on-reserve. Absolutely.

**MS. ELIZABETH BLANEY:** Okay.

**COMMISSIONER BRENDA LUCKI:** The point is
well taken.

MS. ELIZABETH BLANEY: That leads me into my
next set in terms of relationship building. I’m short of
time here, but you mentioned working with Indigenous
communities to contribute to safer and healthier
communities and working collaboratively, then you stated
that the RCMP advisory committees were created in the past
to achieve this mandate. Are you partnering with
leadership for off-reserve communities?

COMMISSIONER BRENDA LUCKI: We have a cross-
section of advisors from all across each province, so I am
confident that some of them are representing off-reserve.
I can’t say specifically, but I know for instance one of my
advisors, when I was in Grand Prairie, wasn’t actually on-
reserve, but they were of First Nations descent, so
hopefully -- but I am going to take what was said
yesterday, I think we need to re-evaluate the role of our
Aboriginal advisory committees and, you know, for lack of
better word, step it up a bit and make some correlations
with some of the topical issues.

MS. ELIZABETH BLANEY: Mm-hmm. Great.

Thank you very much.

COMMISSIONER BRENDA LUCKI: No, thank you.

MS. SHELBY THOMAS: Eastern Door Indigenous
Women’s Association was scheduled to go next, but ---
CHIEF COMMISSIONER MARION BULLER: Oh,

nevermind. Thank you.

MS. SHELBY THOMAS: But, they have advised

that they won’t be asking any questions. Therefore,

Canadian Association of Police Governance, First Nations

Police Governance Council will be next and counsel

representing them is Michelle Brass. They get 5 minutes.

MS. MICHELLE BRASS: Thank you. Okay.

CHIEF COMMISSIONER MARION BULLER: Excuse

me. Just before we start the clock, I just want to clarify

the record, Ms. Brass, that you will not be using the time

to cross-examine your witness?

MS. MICHELLE BRASS: No.

CHIEF COMMISSIONER MARION BULLER: Thank

you.

--- CROSS-EXAMINATION BY MS. MICHELLE BRASS:

MS. MICHELLE BRASS: I will not be. Good

morning, Commissioners. And, thanks for that

clarification. But, you know, my questions actually are

for Commissioner Lucki. I want to, again, welcome you to

Treaty 4 and thank you for having us here today.

So, I have about three questions depending

on whether I can get through them in 5 minutes. First

question relates to Exhibit 17, which was one of our

documents that we had. And, where we indicate in the
document that there’s stats being provided on -- sure. If you look at page -- where it is? Page 7 of Exhibit 17. And, it just gives a general overview about the number of ---

MS. ANNE TURLEY: I’m sorry, counsel, can you tell us which tab it was at or what document it was when you produced it on the online?

MS. MICHELLE BRASS: Yes, it was Tab E.

MS. ANNE TURLEY: E?

MS. MICHELLE BRASS: Yes.

MS. ANNE TURLEY: Thank you. And, what page did you say?

MS. MICHELLE BRASS: 7. And, on there, you’ll see a table that just identifies the number of self-administered agreements and CTAs that exist in Canada.

COMMISSIONER BRENDA LUCKI: Yes.

MS. MICHELLE BRASS: And then there’s a value that’s attached to it. So, if you do the math and you refer -- just focus on Saskatchewan, there are 38 CTAs in Saskatchewan that cover about 48 communities, with a total of expenditure at about $21,875,000.00-and-change for the cost of those services, which provides for as well as 126.5 First Nations positions that are attached to various detachments in the province. How do you ensure accountability to the communities for the level of police
services in light of those numbers?

**COMMISSIONER BRENDA LUCKI:** Those are the CTA numbers, but we also have our RCMP provincial complements, and it’s the responsibility of each commanding officer to deploy the resources in consultation with the province to ensure that we have an ample -- enough coverage in each of the areas where we police. So, although that’s about one portion of our resources, we also have the provincial resources. In times of major incidents, we also have the ability to deploy federal resources for assistance, temporary assistance as well.

**MS. MICHELLE BRASS:** Okay. So, is accountability, sort of, recognized within annual reports or managerial reviews?

**COMMISSIONER BRENDA LUCKI:** In regards to resourcing, they do resourcing reviews, each division, and we do have, sort of -- I want to say formulas, but they do in fact have certain levels. I think it would be my goal as Commissioner if we could actually capture a proper way of establishing resources, because we don’t have an infinite amount of resources and we need to be strategic on that. And, if we can be better at that, I think it’s a goal I would like to see.

**MS. MICHELLE BRASS:** Okay. Thank you. So, my next question relates to your Exhibit No. 2 at page 2.
COMMISSIONER BRENDA LUCKI: Okay.

MS. MICHELLE BRASS: And, on that page, you see the different areas that, of course, the RCMP focus on.

COMMISSIONER BRENDA LUCKI: Yes.

MS. MICHELLE BRASS: So, given the apparent lack of resources for contract policing and while the mandate also deals with national security, terrorism, airports, cyber-crimes, organized crimes and international commitments, will the RCMP support self-administered policing agreements by transitioning from existing RCMP detachments to a self-administered agreement?

COMMISSIONER BRENDA LUCKI: We are the service providers, we’re not the signatories to those agreements. And, that would be -- anything self-administered would not be our decision, but we definitely -- and the commanding officer actually, of Saskatchewan, has said this when I was in Manitoba. The commanding officer said the same thing, if there is a decision made for a self-administered police service, we will definitely assist in that transition.

And, I know that even if a police service is self-administered, we need to work together. And, I think Mr. Bellegarde can agree that how File Hills works with the RCMP, we rely on each other to ensure that safe community. And, I don’t think that File Hills, for example, could be
totally on its own without working collaboratively with the
RCMP. But, to your question, yes, we would support them.

MS. MICHELLE BRASS: Okay. One quick
question then -- final question. Depot in Regina is in
northwest central of Regina?

COMMISSIONER BRENDA LUCKI: Yes.

MS. MICHELLE BRASS: And, what neighbourhood
is that? Like, what predominantly in that neighbourhood is
that? It’s known to be, sort of, the roughest
neighbourhood in Canada?

COMMISSIONER BRENDA LUCKI: Yes, it’s, kind
of, west of that. We’re not quite in that area. We’re
near the -- well, we used to be right on the edge of town,
but now we’re not. But, yes...

MS. MICHELLE BRASS: So, has any thought
gone to -- okay. All right.

COMMISSIONER BRENDA LUCKI: You can ask me
that later.

MS. MICHELLE BRASS: I will. Okay. Thank
you.

MS. SHELBY THOMAS: The next party is
Aboriginal Women’s Action Network who is represented by Fay
Blaney, and they will have 9.5 minutes.

--- CROSS-EXAMINATION BY MS. FAY BLANEY:

MS. FAY BLANEY: Can I go now? Yes. Hi, my
name is Fay Blaney, I’m with the Aboriginal Women’s Action Network. And, I just want to honour the women from the downtown eastside of Vancouver that were part of the Pickton massacre, as well I want to honour the survivors of the Pickton massacre.

My first question pertains to those Pickton cases. There were six that went forward in the courts and there were 20 that were set aside, and those families are still seeking justice. And, I’m wondering, Commissioner Lucki, if you have any plans to proceed with those cases.

COMMISSIONER BRENDA LUCKI: All the cases are still active, but I can’t speak specifically to those 20 cases that you’re speaking about, but Deputy Commissioner Brenda Butterworth Carr is also testifying later in the week, and she would probably be the best source of information on that. Sorry.

MS. FAY BLANEY: Thank you. So, I will ask her that question.

COMMISSIONER BRENDA LUCKI: Yes, please.

MS. FAY BLANEY: I wanted to speak with you, Commissioner Lucki, about your gender-based analysis or your bias-free policing that you’ve spoken about yesterday. I’m just wondering if you’re prepared to go even further and to include anti-racism, to include feminist material within that training?
COMMISSIONER BRENDA LUCKI: We definitely need to cover any of those issues. I think broadly they are, maybe not as specific as that, but it’s something that we can review.

MS. FAY BLANEY: All right. And, I’m wondering if within that training, is there time spent on our colonial history, some of the realities that are shaped by that colonial history? And, I want to give a few examples; three of them, anyway. Child welfare, in which so many of our children that are apprehended are ending up being missing or murdered; the patriarchy within the Indian Act that excluded women in so many ways; and other institutions that oppress us such as the church and Christianity. I’m wondering if those very concrete things are included in training?

COMMISSIONER BRENDA LUCKI: I know in the blanket exercise, much of that is covered. We talk about the different parts of colonialism, the Sixties Scoop which may include some of the child welfare, and in the Aboriginal Awareness online course, much of that -- there’s many -- it’s actually quite a long and lengthy course with much information, and I believe many of that is covered and the factors affecting -- that have affected Indigenous populations over the years, yes.

MS. FAY BLANEY: All right. So, my third
question did pertain to the effectiveness of the internet training, the computerized training. I myself am an educator and know that there’s a stark contrast between face-to-face learning and computer learning where you have no opportunity to question. So, I’m wondering if there’s any thought put into the effectiveness of computerized training?

COMMISSIONER BRENDA LUCKI: Yes. Our educators look at that all the time. I know we find with the newer generation, they seem to respond better to internet training. I don’t think if we did all of our training on internet would it be effective. We need a combination. So, in regards to, for instance, Aboriginal awareness training, we have the online component, but each division also has the face-to-face five-day course that was presented -- the syllabus for Alberta was presented.

I agree with you, though, people do learn differently, and our online training is far more sophisticated than it was in the earlier days. There’s videos embedded, and scenarios embedded. So, it’s more comprehensive than it used to be, but I think you’re right, a combination of both is important.

MS. FAY BLANEY: And, I’m still -- maybe I’ll leave that question alone. I’m just concerned about the inclusion of Indigenous women’s reality within the
Indigenous experience, because they tend to get lumped together as if they’re the same thing.

**COMMISSIONER BRENDA LUCKI:** I think you might be right, and I think we could review that to ensure that there is a bit more emphasis placed on that.

**MS. FAY BLANEY:** All right. So, I wanted to move on to -- I have two more questions for you. I wanted to ask you, are you familiar with the Human Rights Watch reports that came out regarding northern British Columbia, the Prince George area, as well as northern Saskatchewan?

**COMMISSIONER BRENDA LUCKI:** I’m not intimately familiar and maybe, again, for northern B.C., Deputy Commissioner Brenda Butterworth Carr could respond as the commanding officer of that division.

**MS. FAY BLANEY:** Okay. So, both of those reports deal with sexual violence at the hands of police officers, and I’m wondering if there are any steps that will be taken to address that beyond what has happened?

**COMMISSIONER BRENDA LUCKI:** If we receive reports of sexual violence on behalf of an RCMP member, we will deal with that. That will be dealt with. We will investigate it, and if that person is found guilty of sexual violence, as I said earlier, I am committed to ensure that that person is not working for my organization.

**MS. FAY BLANEY:** Okay. And, I think in
previous questioning you’ve been asked about the effectiveness of the current system in having Indigenous women reporting cases of violence, much less violence at the hands of police officers. So, is there any consideration to find other means to access that information?

COMMISSIONER BRENDA LUCKI: Yes. I think we are definitely going down the road of third-party reporting. I know some provinces, the Territory of Nunavut, for instance, has put that into legislation to provide other avenues of reporting, and I think we have to look at other -- maybe even other police agencies, other countries, to see what they’re doing in that regard because the bottom line is we have to ensure people report the crimes. I agree with you on that.

MS. FAY BLANEY: And, is there any consideration to looking at how effective is it to have police investigating police in both of those circumstances, as well as the Val D’Or situation?

COMMISSIONER BRENDA LUCKI: In most provinces, when it’s a statutory Criminal Code offence, we have independent agencies investigating police. When it’s a public complaint, often, the police have jurisdiction, is given that responsibility. But, once the report is given back to the person making the complaint, there is the CRCC
where people can make a complaint. If they’re not satisfied with the results, there’s an independent body that will take their complaint in a public complaint. But, anything Criminal Code or statutory, for instance, in Alberta, they have the Alberta Serious Incident Response Team. They have -- I forget the name in B.C., but every province has one of those independents.

**MS. FAY BLANEY:** Okay. So, I had more questions, but I really want to get to my final question to you, and it relates to the notion that Indigenous women engage in high-risk behaviour, and there was this notion that we needed to be educated and trained to not engage in high-risk behaviours. And, I am wondering if you have, at this point, recognized that it’s external conditions rather than the woman herself who is creating the high risk?

**COMMISSIONER BRENDA LUCKI:** I can’t even possibly speak to Indigenous women in what happens, because I would like to say that I fully understand what that choice -- and maybe it’s not even, from what you’re saying, it’s maybe not even a choice that they’re making, and that’s tragic. And, for us -- for me to have an opinion, I think, wouldn’t be...

**MS. FAY BLANEY:** What I’m getting at is the lack of transportation that results in hitch hiking or the lack of housing and the increasing numbers of homeless
women and the lack of services to Indigenous women in this country, whether it’s within our own communities or out in urban centres, and to say to women, “You shouldn’t hitch hike” is blaming her. Would you agree with that?

COMMISSIONER BRENDA LUCKI: I think when you put it in those terms, yes, it is. But, if we can prevent that from happening and work together with other social entities and prevent any vulnerable person, whether it’s an Indigenous woman, a youth, an elder person from hitch hiking, I think we should do that. And, it’s unfortunate that bad things happen when people are hitch hiking, and to be able to prevent that, I think, absolutely. And, maybe we are re-victimizing them by saying that.

MS. FAY BLANEY: Thank you.

COMMISSIONER BRENDA LUCKI: Thank you for your questions.

MS. CHRISTA BIG CANOE: Thank you, Ms. Blaney. Chief Commissioner and Commissioners, I have a request to make on behalf of Commission counsel. From time-to-time, there are exceptions to our process, one of our processes on determining the draw on the numbers for the purpose of cross-examination, and yesterday, one party, due to circumstances beyond her control, was unable to verify in the process.

So, I’m kindly requesting that we allow the
IAAW their 9.5 minutes, and that I confirm that the exception was a reasonable one for her to be unable to be a part of the verification process. And, on that basis, would ask that we invite the Indigenous Advancement of Aboriginal Women (sic) up with Ms. Lisa Weber.

CHIEF COMMISSIONER MARION BULLER: Yes, that’s agreeable. Thank you.

MS. CHRISTA BIG CANOE: Yes. Thank you.

So, on that basis, Ms. Weber will have the same base time which was the 9-and-a-half minutes.

--- CROSS-EXAMINATION BY MS. LISA WEBER:

MS. LISA WEBER: Thank you, Commission Counsel, for bringing that forward, and thank you to the Commissioners for accommodating my request. And, it is Lisa Weber, counsel for the Institute for the Advancement of Aboriginal Women, and I will not take the full 9 minutes, by the way. I just have a couple of questions. One of the benefits, if you will of coming late on the list is many of the questions that I would have brought up already have been raise by my colleagues. So, my two questions would be as follows, and they would both be for Commissioner Lucki this morning. Good afternoon,

COMMISSIONER BRENDA LUCKI: Good afternoon.

MS. LISA WEBER: Yesterday morning, Chief
Day Walker-Pelletier raised the issue of the R word she said, and she said we need to be able to deal with racism through this important work that we’re endeavouring to do.

So, my first question, Commissioner, would be, when you think back to your work, you mentioned that you were placed in Grand Prairie for your work some years ago, and I’m very familiar. I’m from Northern Alberta myself, and my client is located in Alberta, so very familiar with the community you mention.

And, I’m just wondering if you could comment on while you were stationed in Grand Prairie, do you recall or could you comment on the incidents where you observed myths and stereotypes about Indigenous women to have perhaps arisen or came to mind with respect to complaints between Indigenous women and perpetrators?

**COMMISSIONER BRENDA LUCKI:** Not specifically, but I know what ends up happening in our organization. Again, we need to ensure that those members -- I can’t stop people from what they think, but maybe I can try to change the way they think through education and awareness, and we definitely did some of that in Northern Alberta to create a more culturally sensitive approach.

**MS. LISA WEBER:** So, I take it then in your response that there were instances where that did arise?

**COMMISSIONER BRENDA LUCKI:** Instances of
where...

**MS. LISA WEBER:** Where such myths and stereotypes perhaps were apparent.

**COMMISSIONER BRENDA LUCKI:** I would imagine that it may have come up, yes.

**MS. LISA WEBER:** Okay. I only have one additional question. Like I said, I won’t take the whole 9 minutes this morning. A question was posed earlier by one of our colleagues asking about resource development. And, I want to take you back to that, and perhaps confirm from the perspective of my client what we would be interested in hearing about is whether or not you have observed -- have observed in your work, whether it be Grand Prairie or now actually as the Commissioner, whether there is knowledge of a relationship between incidents of crimes, sexual violent crimes, in communities where their economy is based on natural resource development and those reported incidents of sexual violence. So, be that mining, oil and gas, forestry, things of that nature.

**COMMISSIONER BRENDA LUCKI:** That’s a great question. I would -- what I do know from my time in Grand Prairie is when the economy was booming, the crime rates were booming as well. But, crime rates also, when communities fall from that, we have a changing crime rate. So, there’s so many factors involved, because when you have
an economic boom, you also have a transient -- a more
transient population. So, it’s a population that doesn’t
take ownership of where they’re living necessarily, or
they’re living in a camp environment. That was one we were
dealing with a lot where they’re dealing in a camp
environment, and then on their days off, moving to an urban
environment. So, there is so many factors. It would be
something interesting that definitely should be studied.

**MS. LISA WEBER:** Would you perhaps support
such a recommendation that this Commission looks
specifically at that correlation?

**COMMISSIONER BRENDA LUCKI:** Anything that --
I say my attitude towards any study is if it helps us to do
our job, please study it and please give us the results so
that we can look at those gaps in that study and make
ourselves a better organization.

**MS. LISA WEBER:** Thank you. Those are my
only questions.

**COMMISSIONER BRENDA LUCKI:** Thank you.

**MS. LISA WEBER:** Thank you, Commissioner.

**MS. CHRISTA BIG CANOE:** Thank you, Ms.
Weber. Chief Commissioner and Commissioners, at this
point, I would request that we actually take our lunch.
And, I have just a couple quick announcements of
housekeeping, if I might.
For the parties with standing, lunch will be available for you in the Oak Room, which is the parties with standing room, from today right through till Friday. For the rest of the public or anyone in attendance who would like to have lunch, it will be served in the same location it was, which was downstairs in the main restaurant.

I also just wanted to announce to parties with standing that pursuant to the updated process for drawing, that we will have someone available today at lunch in the Oak Room if you would like to begin drawing for the panel for tomorrow. But, we will also be making ourselves available after the adjournment today. So, on that basis, I would request that we actually take a 1-hour, and return -- recommence at 1:00, but I’ll take your instruction on that.

CHIEF COMMISSIONER MARION BULLER: Ms. Big Canoe, we’ll take only a 45-minute lunch break.

MS. CHRISTA BIG CANOE: Thank you.

CHIEF COMMISSIONER MARION BULLER: Thank you.

MS. CHRISTA BIG CANOE: So, if we could return at 12:45 and recommence, that would be great. Thank you.

--- Upon recessing at 12:04 p.m.
--- Upon resuming at 1:00 p.m.

MS. CHRISTA BIG CANOE: Hello. Okay. We’re about to get started again, so I would ask everyone to please take their seat. Thank you.

Chief Commissioner and Commissioners, at this time I would like to invite the Government of Québec up. I believe she has a request.

MS. MARIE-PAULE BOUCHER: Mesdames les commissaires et Monsieur le commissaire, je vous demanderais un ajournement d’encore 10 minutes additionnelles étant donné le remaniement de mon temps de contre-interrogatoire. Suivant les discussions avec les procureurs, je vous demanderais de pouvoir commencer un petit peu plus tard pour réajuster mon plan de présentation, s’il vous plaît.

CHIEF COMMISSIONER MARION BULLER: Ten minutes, (indiscernible).

MS. MARIE-PAULE BOUCHER: Thank you.

(LAUGHS/RIRES)

MS. CHRISTA BIG CANOE: So, on that basis, we will break for 10 minutes please.

--- Upon recessing at 1:01 p.m.

--- Upon resuming at 1:12 p.m.

MS. CHRISTA BIG CANOE: Good afternoon,

Chief Commissioner and Commissioners. Next, I would like
to call up the Government of Québec, Maître Boucher, with
consent and on agreement with Commission Counsel, has
reduced her time to 45 minutes. I do recommend that if
people have access to the interpreter's services. And --
so Mr. Registrar, if you could put 45 minutes on the clock.

MS. MARIE-PAULE BOUCHER: Can I go?

MS. CHRISTA BIG CANOE: M'hm, yes.

--- CROSS-EXAMINATION BY MS. BOUCHER:

MS. MARIE-PAULE BOUCHER: Donc, Mesdames les
commissaires et Monsieur le commissaire, je voudrais
d’emblée remercier l’ensemble des parties qui nous ont cédé
généreusement leur temps de contre-interrogatoire hier pour
nous permettre de faire l’exercice important pour le
Québec, en fait, pour vous donner notre vision de nos
services policiers.

Malheureusement, suivant certaines
discussions que nous avons eues avec les procureurs de la
Commission, nous avons consenti, en fait, à réduire notre
temps de contre-interrogatoire afin que ce soit équitable
pour l’ensemble des parties et dans cette optique, c'est
pour ça que nous n’utiliserons pas les 77 minutes qui nous
étaient initialement données.

Notre plan de présentation, donc, ne sera
pas le même, étant donné la réduction du temps. On voulait
quand même mentionner aux commissaires qu’il y avait un
gros changement ; ça sera donc plus rapide et ce sera sur certains points très précis, étant donné qu’on ne sera pas en mesure de vous expliquer aujourd’hui comment fonctionnent les services policiers nécessairement au Québec. On vous réfère donc à la pièce E-36, la présentation PowerPoint qui a été…

**MS. CHRISTA BIG CANOE:** I'm sorry. I'm sorry to interrupt. Pardon. Please stop time.

I just have to acknowledge that there appears to be an objection on the floor.

**MS. MARIE-PAULE BOUCHER:** Oh.

**MS. CHRISTA BIG CANOE:** Ms. Fay Blaney?

**MS. FAY BLANEY:** Fay Blaney, Aboriginal Women's Action Network. I want to object to the fact that the lottery system is not being played out as fairly as it was initially intended. All of us got to choose a number and we were allotted nine minutes, not to mention the 25 years that we fought for this Inquiry.

And what I perceive happening right now is that the provincial governments are allocating their time to this one province to work against a position that Indigenous people are taking. So I have huge problems with this.

**MS. CHRISTA BIG CANOE:** Commissioners -- you get a right of reply as well, Maître Boucher. Sorry.
Commissioners, I would -- on behalf of commission counsel, just to make the opinion that what has occurred is an agreement to reduce the time to address an issue. I am not taking -- commission counsel is not taking a position on Ms. Blaney's objection other than to advise that collaboratively with the Government of Québec we negotiated out a reduction in the time for purposes of ensuring the intent.

I don't think it was purposeful. Like when the time -- the way the lottery worked, it wasn't -- I don't think that -- and my friend will explain better that they were going to get all of the time they got. And so this is one way to correct that.

And Maître Boucher actually gets a right to reply in regards to the objection.

**MS. MARIE-PAULE BOUCHER:** C'est afin d'éviter un débat que nous avons décidé, avec les procureurs de la Commission, de réduire notre temps. Donc, initialement, nous allions utiliser les 77 minutes qui nous était alloué. Ça nous a été... en fait, on a su il y environ 45 minutes que finalement, le temps, il pouvait y avoir un problème d’équité. Donc, c'est pour cette raison-là qu’on a décidé, finalement, de s’entendre avec les procureurs de la Commission pour éviter un long débat et que les audiences puissent continuer.
Je suis très désolée pour la situation, je ne croyais pas être dans cette situation-là, mais c’est vraiment dans le but de pouvoir avancer et de faire avancer les travaux que nous avons pris cette décision-là.

L’autre chose, sur les commentaires de ma consœur : écoutez, ce n’est pas moi qui fais les règles pour, justement, quand on prend le temps. Il y a des provinces qui ont décidé de nous donner du temps, il y a des organismes qui ont décidé de nous donner du temps étant donné la situation dans laquelle nous nous sommes retrouvés de ne pas pouvoir faire un interrogatoire en chef. Donc, à partir de là, malheureusement, c’était hors des mains du Québec.

**MS. CHRISTA BIG CANOE:** I'm sorry. Yeah. And I -- in terms of -- part of the argument that's just been presented to you is not the issue that's before you on the objection. So I don't know if you have more, Maître Boucher, but Ms. Blaney also has a right to respond to your reply.

**MS. MARIE-PAULE BOUCHER:** Yes.

**MS. CHRISTA BIG CANOE:** Okay. And I'm not sure if you want to, Ms. Blaney, but you get a chance if you want to reply to what Maître Boucher just submitted.

**MS. FAY BLANEY:** I understand that you weren't a part of the construction of the lottery system,
but my concern is the fact that -- sorry, I'm hearing
myself in my head very loud.

(LAUGHTER)

**MS. FAY BLANEY:** My concern is that this Inquiry came about as a result of unresponsiveness of Canadian society institutions, and we fought long and hard, like over 25 years for me, and now the governments, the provinces want to gang up on us by allocating their time to one government. Where is the fairness in that? They already have power over us and now they're flexing more muscle here?

I'm prepared to leave if she goes with the 45 minutes, or whatever it is. She should have nine minutes like I did.

**MS. CHRISTA BIG CANOE:** Commissioners, before you make a determination, I see another party standing. But just -- Hilla, if I may. You're -- are you standing to weigh in on the same issue?

**MS. HILLA KERNER:** Yeah, but a different point.

**MS. CHRISTA BIG CANOE:** Okay.

Commissioners?

**CHIEF COMMISSIONER MARION BULLER:** As I understand it, the basis of the objection is that some parties are perceived to be acting unfairly by donating
their time or giving up their time to one particular party.

Is that correct?

**MS. CHRISTA BIG CANOE:** With Ms. Blaney, was that correct?

**MS. FAY BLANEY:** I don't have issue with parties donating time to other parties. What I object to is provincial governments pooling their time to one province. And they're the ones that hold the power over a lot of the recommendations that are going to come out of the Inquiry, and I'm just really concerned about how they're going to sway or shape the recommendations using the power that they have over these, first 77, now 45 is supposedly the compromise. It doesn't feel like a compromise to me because I got nine minutes.

**MS. CHRISTA BIG CANOE:** Sorry, before I address the next party. Can we ask to excuse Mr. Coleman at this point, on a case-by-case basis so that he has an opportunity. He doesn't need to actually hear what's happening in the decision. He's here as a witness of Commission counsel, but we don't want him -- anything that he might be testifying to us has nothing to do with the arguments we're discussing right now.

**CHIEF COMMISSIONER MARION BULLER:** No. Better to be safe than sorry.

**MS. CHRISTA BIG CANOE:** Thank you.
So Mr. Coleman, you can leave.

**CHIEF COMMISSIONER MARION BULLER:** So --

yeah. Go ahead.

(WITNESS WITHDRAWS)

**CHIEF COMMISSIONER MARION BULLER:** So I want to restate the issue as I understand it. That there's an objection to governments pooling their time or donating -- trading their time? Is that the correct way of describing it? But there would be no objection to other parties, non-governmental parties pooling their time? So we're asking -- you're asking for a different set of rules for governments?

**MS. CHRISTA BIG CANOE:** So commission counsel, on that basis, although I take no position to what Ms. Blaney had originally raised, is that in terms of process as Commission counsel we set out -- so the commissioners make determinations on fact and they provide instruction and they make -- they're finders of fact. But when it comes to process, when we lay out a method for process, we have to treat every party with fairness and equal opportunity to access the rules.

I don't know if what ended up occurring was exactly intentional, so one of the ways to try to resolve that was to enter into the agreement. We would not be in a position as commission counsel who has to act in the
public’s interest based on legislation, the Inquiry’s Act and providing fairness to all parties and participants if we set out different procedures for different parties based on where they come from or who they’re representing. We, as Commission Counsel, in the public interest have to treat all parties with the same level of fairness to access the process. One of the lessons, I think, we can take from this is sometimes -- like, the intention of the lottery was to be equal and fair, and we’ve just, I think, learned something for the first time after four hearings of this being in process.

CHIEF COMMISSIONER MARION BULLER: Now, is the party who wishes to address us going to address this issue or raise this as a separate issue -- or a separate objection?

MS. HILLA KERNER: Same issue, but a different point to the issue.

CHIEF COMMISSIONER MARION BULLER: Go ahead. And, could you state your name and your organization?

MS. HILLA KERNER: Sure. Hilla Kerner of Vancouver Rape Relief and Women’s Shelter. I think the issue that we’re facing is the difference between formal equality and substantive equality, and we respect the Commissioner’s decision to grant government status of parties with standing and I think it was tolerated in -- or
accepted in a lot of the hearings because the governments were putting their time, most often, to the pool, so all the non-for-profits, women’s group and the Indigenous groups could actually use the time, and time is the essence of what’s going on here. There was a man yesterday who said time is the currency of life, it’s also the currency of this Inquiry and we have such limited times that any time that an institutional government state agency is getting does mean by fact it will be much less time to the Indigenous groups and the women’s groups who fought for the existence of the Inquiry. We cannot have it all.

So, I think in this context, one province gets so much time will be at the expense of the Indigenous women’s groups, other women’s groups and Indigenous groups who are the leadership of calling for this Inquiry and holding it as a strong and bold criticism of how the missing and murdered women are a result of male violence, but definitely an expression of the abandonment by different governments and different provinces of these women. Thank you.

**MS. CHRISTA BIG CANOE:** Prior to you making a determination, is it possible to ask for a very short adjournment? I’ve -- Commissioner Robinson, please.

**COMMISSIONER QAJAQ ROBINSON:** This is not a process that’s defined by our rules or something that we
have directed. So, I need a little bit of clarity on what
the current practice is.

**MS. CHRISTA BIG CANOE:** Certainly.

**COMMISSIONER QAJAQ ROBINSON:** Is it fair to
understand that based on the time we have available, it’s
equally distributed to those parties present and with
standing, and then there is a process that they can either
share with a specific party or they put it back into the
time pool?

**MS. CHRISTA BIG CANOE:** Certainly. I’m
happy -- I think you have received a copy of this, but I’m
happy to give you a copy of the process for cross-
examination order and time at part 2 and 3 hearings. The
effective date was May 25th, 2008. There was updates, but
only for the purposes of operations of a specific hearing,
there were no other updates to the process.

And, the goal of the process was to allow
all parties to have equal access and to honour the times
agreements from negotiations that parties with standing
made to give up their time, or to share their time or to
pool it, and Commission Counsel has no role in any of those
agreements or negotiations, party are free to do and assign
or pool their time in accordance to the instruction from
their clients. And so, I’m happy to provide you the
updated copy which just has -- it’s highlighted in yellow,
just -- that’s specific to this hearing so that you have
that, but then I would also request the 5 minute
adjournment.

CHIEF COMMISSIONER MARION BULLER: Yes.

Okay.

MS. CHRISTA BIG CANOE: Thank you. So,

1:30.

--- Upon recessing at 1:27 p.m.

--- Upon resuming at 1:55 p.m.

CHIEF COMMISSIONER MARION BULLER: State for

the record that we need not rule on the objection that was
raised because the Government of Quebec has very kindly
agreed to limit their cross-examination to 9.5 minutes of
time. The Commissioners and I are very grateful for the
spirit of collaboration expressed by the Government of
Quebec. Thank you.

MAÎTRE MARIE-PAULE BOUCHER: Can you give me

5 more minutes and I’m going to be ready to take my 9
minutes, please.

CHIEF COMMISSIONER MARION BULLER: Okay.

Not 6.

MAÎTRE MARIE-PAULE BOUCHER: Perfect. Thank

you very much.

--- Upon recessing at 1:56 p.m.

--- Upon resuming at 2:02 p.m.
MS. CHRISTA BIG CANOE: So, pursuant to what we just heard from the Chief Commissioner, Maître Boucher will have nine and a half minutes. Thank you.

MAÎTRE MARIE-PAULE BOUCHER: Thank you. Je vais parler en français, si vous voulez bien mettre vos écouteurs pour ceux qui comprennent mieux l’anglais.

Le Procureur général du Québec, au nom du Gouvernement du Québec n’a jamais voulu que les victimes et les survivantes ou tout organisme qui représente celles-ci se sentent brimées dans le processus. Dans les circonstances, nous renonçons donc, comme il a été dit par les commissaires, à notre temps que nous avons négocié avec la Commission et au temps aussi que les parties nous avaient donnés.

L’objet de notre contre-interrogatoire aurait porté plus précisément sur les modèles novateurs mis en place au Québec en matière de police autochtone. Or, Monsieur Coleman n’a pas eu l’occasion de présenter la situation et Québec n’a pas pu non plus l’interroger en chef.

Par ailleurs, Monsieur Coleman a été l’objet de contre-interrogatoire par des parties, de sorte qu’un éclairage réaliste des pratiques mises en place au Québec n’a pas pu être donné à la Commission. Vu les circonstances exceptionnelles dans lesquelles nous étions placés,
plusieurs provinces et organisations -soulignons bien qu’il y a des organisations qui nous avaient donné du temps et nous en avions donné à certaines autres - nous ont offert du temps afin de nous permettre d’interroger Monsieur Coleman et d’offrir une présentation objective de la situation au Québec.

Nous avons toujours été encouragés par les procureurs de la Commission à nous entendre entre nous et il nous a été répété à maintes reprises qu’il n’y aurait pas d’intervention de ce type.

Le point important à retenir, je crois, est que mes collègues ne m’ont pas donné de temps juste parce que je suis le Québec. Ils m’en ont donné parce que je n’avais pas eu la chance de pouvoir interroger en chef mon client suivant les circonstances exceptionnelles.

Mes collègues auraient fait la même chose avec toutes les parties, j’en suis persuadée.

Donc, dans ces circonstances, le Québec entend soumettre à la Commission sa position écrite...

**MAÎTRE FANNY WYLDE:** Excusez-moi... excusez-moi...

**MAÎTRE MARIE-PAULE BOUCHER :** ... au sujet qui a été traité par Monsieur Coleman...

**MAÎTRE FANNY WYLDE :** Excusez-moi... excusez-moi. Si vous permettez, je vais m’objecter à votre
prétention qu’on ne vous a pas remis la chance de procéder à l’interrogatoire en chef de Monsieur Coleman. Après vérification auprès de vous, vous nous avez confirmé autant par écrit que de façon verbale que nous n’aviez aucunement l’intention d’assigner les témoins. C’est alors que la Commission a assigné les deux témoins ici présents par subpoena, donc par voie de subpoena, on procède à l’interrogatoire principal.

MAÎTRE MARIE-PAULE BOUCHER : Si je peux vous répondre, Me Wylde, là-dessus, il y a clairement eu une confusion à cet égard, suite à des discussions que j’avais déjà eues avec d’autres procureurs. Mais je ne vais pas refaire le procès de cette problématique, présentement, sur la place publique.

Ce que je vous dis, c’est que dans les circonstances, nous avons l’intention de soumettre à la Commission, par écrit, ce sur quoi Monsieur Coleman aurait témoigné afin de s’assurer que la Commission dispose de toutes les informations pertinentes pour mener ses travaux.

Dans un autre ordre d’idées, étant donné qu’il me reste encore sept minutes, j’aimerais aussi déposer cinq ententes de prévention qui ont été signées entre le Gouvernement du Québec et certaines communautés. Il en a été mention dans le témoignage de M. Coleman hier et afin d’avoir vraiment le portrait complet au niveau de
la prévention, nous souhaitons que la Commission accepte le dépôt de ces cinq documents.

Je ne sais pas quelle cote, par exemple,

vous voulez lui donner.

**MS. CHRISTA BIG CANOE:** They were raised in-chief, so maybe if you could just indicate by the title?

**Ms. MARIE-PAUL BOUCHER:** Can you give me a hardcopy?

Donc, la première pièce se nomme « Entente relative au versement d’une aide financière dans le cadre du programme de prévention et d’intervention en matière d’exploitation sexuelle des jeunes de 2016 à 2021 entre la Sécurité publique et le Centre d’amitié autochtone du Québec ».

**CHIEF COMMISSIONER MARION BULLER:** Okay.

Exhibit 43, please.

--- Exhibit 43:

Agreement between Government of Quebec and Pekuakamiulnuatsh Takuhikan «Entente relative au versement d’une aide financière à Pekuakamiulnuatsh Takuhikan dans le cadre de sa participation au Programme de financement Prévention Jeunesse 2016-2019» (eight pages)
Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office
Submitted by Marie-Paule Boucher, Counsel for Government of Quebec

**Me MARIE-PAULE BOUCHER:** La deuxième entente se prénomme « Entente relative aux versement d’une aide financière dans le cadre du programme de soutien aux municipalités en prévention de la criminalité entre 2016 et 2019 entre le Conseil de la Nation Huronne-Wendat et le ministère de la Sécurité publique ».

**CHIEF COMMISSIONER MARION BULLER:** Forty-four (44), please.

--- Exhibit 44:

Agreement between Le conseil de la nation Huronne-Wendat and the Ministère de la sécurité publique (Québec) titled « Entente relative au versement d’une aide financière dans le cadre du Programme de soutien aux municipalités en prévention de la criminalité 2016-2019 », signed November 22, 2017 (12 pages)

Witness: Richard Coleman, Director of Public Safety, Relations with
Aboriginal Peoples Office

Submitted by Marie-Paule Boucher,
Counsel for Government of Quebec

COMMISSAIRE MICHÈLE AUDETTE: Si vous permettez, de lire moins vite pour les traducteurs, afin que tout le monde vous comprenne.


« Entente relative au versement d’une aide financière dans le cadre du programme de soutien aux municipalités en prévention de la criminalité 2016-2019 entre le Conseil des Atikamekw d’Opitciwan et le ministère de la Sécurité publique ».

CHIEF COMMISSIONER MARION BULLER: Exhibit 45, please.

--- Exhibit 45:

Agreement between Ministère de la sécurité publique and Centre d’amitié autochtone la Tuque titled « Entente relative au versement d’une aide financière dans le cadre du Programme de prévention et d’intervention en matière d’exploitation sexuelle des jeunes 2016-2021 » (eight pages)

Witness: Richard Coleman, Director of
Me MARIE-PAULE BOUCHER: « Entente relative au versement d’une aide financière dans le cadre du programme de financement de prévention jeunesse 2016-2019 entre le Gouvernement du Québec et la Nation Anishinaabe du Lac Simon. »

Il y en avait cinq, Madame la commissaire, mais j’ai simplement quatre...

CHIEF COMMISSIONER MARION BULLER: Excuse me. The last one, Lac Simon, is 46.

--- Exhibit 46:

Agreement between the Government of Quebec and Le conseil de la nation Anishnabe de Lac-Simon titled « Entente relative au versement d’une aide financière dans le cadre du Programme de financement Prévention Jeuness 2016-2019 », signed February 9, 2017 (9 pages)

Witness: Richard Coleman, Director of Public Safety, Relations with
Me MARIE-PAULE BOUCHER: Parfait. I’m missing one.

COMMISSAIRE MICHÈLE AUDETTE: Moi, c’est ce qu’on m’a donné, désolée. Prévention jeunesse?

Me MARIE-PAULE BOUCHER: Oui, bien, écoutez, on va faire la vérification, mais il y en a une cinquième. C’est dans l’entente de financement, mais c’est relatif entre la Sécurité publique et Mastoyash.

Merci, Maître Jacob.

CHIEF COMMISSIONER MARION BULLER: That will be 47.

--- Exhibit 47:

Agreement between Le conseil des Atikamekw d’Opitchiwan and Ministère de la sécurité publique titled « Entente relative au versement d’une aide financière dans le cadre du Programme de soutien aux municipalités en prévention de la criminalité 2016-2019 » (12 pages)

Witness: Richard Coleman, Director of Public Safety, Relations with
Aboriginal Peoples Office
Submitted by Marie-Paule Boucher,
Counsel for Government of Quebec

**MS. CHRISTA BIG CANOE:** And, if I can stop the time for one moment? If these have not been distributed, and they may have been by the legal team, but I haven’t been able to check that, if it has not been distributed to parties, we will ensure that parties receive a copy of these five agreements that were discussed by Mr. Coleman in his examination in-chief yesterday.

**Me MARIE-PAULE BOUCHER:** Donc, ça va compléter pour moi, Mesdames les commissaires, Monsieur le commissaire. Merci.

**MS. CHRISTA BIG CANOE:** Thank you. So, Chief Commissioner and Commissioners, the last cross-examination would be done by Ms. Wendy van Tongeren on behalf of Commission Counsel. She is only entitled to cross-examine any witness that we did not call, so that would actually allow her only to cross-examine Commissioner Lucki and Mr. Dan Bellegarde. And, Commission Counsel will have 9-and-a-half minutes.

--- CROSS-EXAMINATION BY MS. WENDY VAN TONGEREN:

**MS. WENDY VAN TONGEREN:** Yes, good afternoon, everyone. I start, of course, with acknowledging and thanking the fourth treaty, families,
survivors, pipers, drummers, elders, Commissioners, and supports who all come here to contribute to this important work this week here in Regina, Saskatchewan. And, my questions will be directed to Commissioner Lucki.

Commissioner Lucki, first of all, thank you very much for your attendance these last couple of days, and for the authentic self that you bring in your answers. It is -- it has been very, how can I say, perhaps unusual in a way having been a lawyer for 40 years in Canada and, actually, special constable with the RCMP in 1976 in the Yukon. Although I was a special constable, I didn’t -- I wasn’t really legitimate in the same way, but I was the first woman to dawn an RCMP uniform in Yukon with all the consequences that you can imagine would flow from that, including being kissed by a guy in the Whitehorse Inn when we were doing -- you know, of the various inns.

So, starting with this, you -- it is clear to me your attitude that you believe very strongly in practices that are well-informed, whether it be trauma-informed, or research-informed, culturally-informed, and that obviously comes with its many challenges. So, today, as a result of my practice, to rely upon advice from elders, I have been taught about a concept that we must be sensitive about, which is cultural appropriation.

And so, I bring to the attention as part of
the formula in trying to basically Indigenize these practices and documentation, everything that we do in an Indigenous-informed, culturally-informed environment that there is the possibility that when we look to the violations, potentially, of traditional norms and practices that part of the processes must include responding to those violations. And, I regret to say that I’ve been to the Circle of Reflection, and I actually went there with a key person who I interviewed about the development of the Circle, but the concern that has been articulated is that the stones having been transported in the way that they did in the minds of some could actually constitution to violation of a cultural -- traditional cultural norms.

And so, are you in support of the idea that in the event that that is the case that resolution would be sought to ensure that, in the minds of elders and others, would see some acknowledgement of that having taking place and have a -- deal with it in one way as advised by elders?

**COMMISSIONER BRENDA LUCKI:** In fact, if those stones came to us in a way that was not in following with culture, we definitely should correct that.

**MS. WENDY VAN TONGEREN:** Thank you. And, it’s my understanding that, and I don’t pretend to know what I’m talking about on this topic, but perhaps a ceremony and a feast would be the type of thing that would
resolve it? And so, I appreciate that you are basically indicating to us that you will pursue that?

COMMISSIONER BRENDA LUCKI: Yes.

MS. WENDY VAN TONGEREN: Thank you. My next topic relates to isolated posts. And, when we look to Exhibit 2, page 7, and you list the various reasons why the time that a new -- that a member in coming at a particular location would have a limited time there, and I recall that there’s many starting with location, and it basically has to do with the dearth of resources. And, I’m assuming that there’s kind of a premise to that in that people particularly who are living in large urban communities or in other parts of Canada where they don’t have some of these limitations that it might be difficult on them. And, you also have emphasized the importance of looking after the members, making sure their well-being is looked after, and including circumstances where they’re separated from their family members.

But, the -- what I’m asking you to help dialogue with me on this, and see if you would acknowledge, that when you list those various things, they -- it reminds me -- and you’ve worked overseas and so have I, and so it’s like a hardship-type post. And so, that would not only have an impact on the members who are attending, but clearly we all acknowledge that it would also have a
deleterious impact on the well-being of the people who are required to live there, stay there. After the members have left, those conditions remain, would you agree with that?

**COMMISSIONER BRENDA LUCKI:** I think people within their community, it might not impact the same because they're born and raised in the community and people have a special relationship from -- and they have a bigger support network within their community. But I think any community that doesn't have all the necessary resources, yes would be impacted.

**MS. WENDY van TONGEREN:** Yes, thank you. And during the hearings, of course, we've heard of things like family members or survivors who have difficulty getting privacy when they're trying to pursue therapy, or there is not even therapy available in their town, and they have to receive therapy by phone and that type of thing. So there are some examples that have come up, clearly, that have an impact on the vulnerability of Indigenous women and girls in those communities.

And I take it that you appreciate that as well, that it would contribute to their vulnerability?

**COMMISSIONER BRENDA LUCKI:** Absolutely. But we do also have, for instance, limited duration posts in beautiful places like Lake Louise, but it's because of what those communities have to offer. There might be something
that you can go to, but absolutely.

**MS. WENDY van TONGEREN:** And I raise this point in part because the members go to these various posts with each one having its own uniqueness and its own variables. And this phenomena is important in terms of the attitude that they bring there, and actually could be part of their training, I suggest, in being able to introspect and gain some self-awareness about the impact that that particular environment has on all, and that they are not alone in the deleterious impact on their well-being.

And perhaps this will be one area where, although you are a bit skeptical about whether or not compassion could in fact be taught, that this is one way of developing a model in training or in transitions where perhaps that would help them with their approach. Rather than seeing it separate and superior, it's really the commonality of human beings who have to live in an environment that is suitable to their well-being.

**COMMISSIONER BRENDA LUCKI:** I believe anybody -- if our members can better connect with the community and if that's one way they can do it, then yes, I'd be for that. And I was referring to empathy, not compassion.

**MS. WENDY van TONGEREN:** Oh, I see.

Okay. The -- so that takes me to the next
topic of sensitization. And having had the experience you have with -- in training, can you see that the medical -- sorry, the medicine wheel is actually helpful to us in understanding the components of a human being that are impacted or not by training? So it's the emotional, the mental, the physical and the spiritual, and the spiritual is as important as all the others.

And sensitization, would you agree that that is a strategy where spirituality is as important as the emotions, the mental, the physical?

COMMISSIONER BRENDA LUCKI: Yes. And in fact, at the training academy, the oldest building in Regina, is the RCMP Chapel. So it's a spiritual place. We also have the cenotaph, where all the members who have been lost in the line of duty, their names are there. So again, it's a different kind of spiritual, but it -- they do say that the RCMP training academy is that place for members. So ---

MS. WENDY van TONGEREN: So ---

COMMISSIONER BRENDA LUCKI: But I think it's bigger than that, but I'm just saying that we do have those bits and pieces incorporated, but not from an Indigenous point of view.

MS. WENDY van TONGEREN: Thank you. And I
have -- I no longer have time, but I just want to thank you
again for responding to these questions and being here
today with your complete self.

COMMISSIONER BRENDA LUCKI: And I want to
thank you for your daughter. She's such a great member.

MS. WENDY van TONGEREN: Thank you.

(LAUGHTER)

MS. CHRISTA BIG CANOE: At this point, we
would turn our attention to the re-examination.
Re-examination is set for 20 minutes, but because there's
different counsel who have presented and done the
examination in-chief with their witnesses, each will take
five minutes per witness.

And so -- I forgot to ask, and we didn't
draw straws. I would suggest we do it in the same order
that the evidence was heard, and on that basis, Ms. Anne
Turley would have five minutes in re-examination for
Commissioner Lucki.

MS. ANNE TURLEY: And I would like to ask
for a five minute break so I could decide to do re-exam.
I'm sorry, for some reason I was thinking that re-exam was
going to be after the commissions' -- commissioners'
questions. And so I just need to take a few minutes to
decide whether I will have any questions or not.

CHIEF COMMISSIONER MARION BULLER: We're
going to reach a compromise on this. I'm going to ask the
other parties to go ahead with their re-examination,
Ms. Turley. That will give you some time to collect your
thoughts while they're cross -- re-examining their own
witnesses. Thank you.

MS. ANNE TURLEY: Thank you.

CHIEF COMMISSIONER MARION BULLER: Go ahead.

MS. CHRISTA BIG CANOE: On that basis, I
would ask Michelle Brass to please do her re-examination of
Mr. Daniel Bellegarde.

--- RE-EXAMINATION BY MS. MICHELLE BRASS:

MS. MICHELLE BRASS: Thank you.

So Dan, we've heard quite a bit in the last
day-and-a-half about police policies and practices, and I
just ask if you can -- if you have any clarifications to
make to the commissioners on behalf of the First Nations
Police Governance Council that they can take away from
today?

MR. DANIEL BELLEGARDE: Thank you,

Ms. Brass.

Those two stories I told yesterday, and what
came after them, I think served to give the signal that
Indigenous people, men, women, girls, youth, elders, are
now empowered, empowered to the point that they are fully,
I think, partners in developing these new models of police
governance and police operations that will be hopefully used in the future.

As part of that, I will read out for the record once again, and put more emphasis on it, the recommendations from the Canadian Association on Police Governance, which by the way, represents 75 percent of the police governance boards across the country from Toronto to Vancouver and to the East Coast, and the First Nations Police Governance Council that represents First Nations' self-administered policing.

And here they are, the five -- the four points that I wish to bring forward and again emphasize:

"The First Nations Police Governance Council recommends a comprehensive approach to community safety as part of Indigenous governance that will help prevent, and if needed, resolve cases of violence in missing women and girls through, (a) adoption of a public safety model that combines modern policing methods with traditional pre-colonial values of community safety as outlined in this submission; (b) First Nations are taking control of their public safety by adopting self-
administered policing models throughout First Nations territories; (c) effective oversight of policing services of all kinds through some governance practices as advocated by the First Nations Police Governance Council and the Canadian Association of Police Governance."

(As read)

Number 2:

"This comprehensive approach is based on the principles of self-determination and a model of community safety that combines modern police methods with contemporary understandings of pre-colonial public safety as outlined in this submission." (As read)

Number 3:

"First Nations should be encouraged and supported by the federal and provincial governments as a matter of public policy and even legislation and by providing resources and training to adopt the self-administered model of policing rather than relying upon the RCMP or provincial policing services as
an external institution that are
working with our communities but
remaining in a partnership with them."

(As read)

Number 4:

"The federal and provincial
government's support to First Nations
community safety should be funded on
this model rather than simply on the
provision of policing services, and
this model will include traditional
practices such as the support for
depth, mental health services and
community supports." (As read)

And I will say on behalf of my colleagues
and self-administered policing service boards across the
country that we think it is an inevitable process, that
First Nations will continue to assert Indigenous rights,
the inherent right of self-determination, and we’ll accept
the responsibility and the discipline as required to manage
and control our own policing services to support safety and
security of all people with particular emphasis on those
most vulnerable in our communities.

On behalf of the council, I thank the
Commission, I thank those in attendance, my fellow panel
members, for allowing us to speak here today and to be part of this, what I consider to be a tremendous piece of work who have far reaching impacts into the future on relationships throughout the country. Thank you.

**MS. MICHELLE BRASS:** Thank you. Those are all the questions I have.

**MS. CHRISTA BIG CANOE:** Thank you, Ms. Brass. Maître Jacob, if you could -- yes. So, Mr. Registrar, thank you. Because Maître Jacob will be doing the next two, we can -- do you want 5 each, so you know, or do you want it 10 as a whole?

**MAÎTRE BERNARD JACOB:** I will do Mr. Larose, and after I will ---

**MS. CHRISTA BIG CANOE:** Thank you.

**MAÎTRE BERNARD JACOB:** --- take the time for mister -- no, I will pool the time. 10 minutes. Sorry.

**UNIDENTIFIED SPEAKER:** Staying out of it.

**MS. CHRISTA BIG CANOE:** Merci.

--- **RÉ-INTERROGATOIRE PAR Me BERNARD JACOB:**

**MAÎTRE BERNARD JACOB:** Okay. M. Larose, vous avez parlé, lors de votre contre-interrogatoire que suite à un rapport du Protecteur de l’élève, vous aviez entrepris des discussions avec le Ministère de la Sécurité publique pour établi une sorte de pont aérien. Avec qui discutez-vous au Ministère de la Sécurité publique?
M. JEAN LAROSE: Avec le sous-ministre aux services... sous-ministre associé aux services correctionnels.

MAÎTRE BERNARD JACOB: Est-ce que la Direction des affaires autochtones est impliquée là-dedans?

M. JEAN LAROSE: Je ne crois pas. Les membres du comité qui va être mis en place... Monsieur Coleman pourrait répondre, je ne crois pas qu’ils en font partie.

MAÎTRE BERNARD JACOB: D’accord.

M. JEAN LAROSE: Il n’y a pas de représentants.

MAÎTRE BERNARD JACOB: Est-ce que j’ai bien compris, quand vous nous avez dit que vous transportiez au coût d’un million de dollars les gens jusqu’à Montréal, par année?

M. JEAN LAROSE: Tout à fait.

MAÎTRE BERNARD JACOB: Et que par la suite, ils sont ramenés par le Ministère de la Sécurité publique à Amos?

M. JEAN LAROSE: Tout à fait. C’est que nos policiers escortent nos détenus du Grand Nord jusqu’à Montréal-Trudeau...

MAÎTRE BERNARD JACOB: Et ils sont remontés par la suite à Amos?

M. JEAN LAROSE: ... et ils sont pris en charge
par les Services correctionnels dès notre arrivée sur le tarmac, à Dorval, à la porte 17. Ils sont transportés par la suite à Saint-Jérôme et quelques fois, ils doivent dormir à Saint-Jérôme, mais ils doivent reprendre le chemin pour Amos pour la comparution.

MAÎTRE BERNARD JACOB: Corrigez-moi si je me trompe, mais est-ce qu’il ya une prison à Amos?

M. JEAN LAROSE: Il y a un centre de détention complètement neuf à Amos.

MAÎTRE BERNARD JACOB: Et pourquoi…

M. JEAN LAROSE: … il n’est pas ouvert encore par vice de construction.

MAÎTRE BERNARD JACOB: Ça fait combien de temps que c’est fini de construire?

M. JEAN LAROSE: Oh, précisément, je ne sais pas, mais ça fait plusieurs mois.

MAÎTRE BERNARD JACOB: Okay. On a parlé tout à l’heure de la question de l’itinérance à Montréal de la communauté inuite. Avez-vous des projets relativement à la Ville de Montréal?

M. JEAN LAROSE: En fait, j’ai appris qu’il y avait un centre à Montréal, précisément à Dorval, le centre Ullivik. Et donc, il existe un protocole entre le centre et le Service de police de Montréal. Lorsque j’ai appris ce protocole-là, nous sommes entrés en communication avec eux,
parce que je veux en développer un avec le Service de police de Montréal et le corps de police régional de Kativik pour, justement, faciliter les échanges, échanger de l’information, faciliter notre travail et aider la communauté inuite qui se trouve à Montréal, qui peut remonter dans le Grand Nord et qui éprouve certaines difficultés. Nous avons donc intérêt, entre les deux services de police, à travailler ensemble, échanger de l’information, et ce, sous forme de protocoles.

**MAÎTRE BERNARD JACOB:** M. Coleman a déposé cinq ententes particulières pour la prévention. Vous faites aussi des programmes de prévention : étiez-vous au courant que le Ministère de la Sécurité publique disposait de fonds pour les services de police autochtones pour financer ce genre d’initiatives?

**M. JEAN LAROSE:** En fait, j’ai appris, durant mes cinq mois, que nous bénéficions d’un projet de financement par le projet Ungaluk, qui nous permet d’avoir des sommes d’argent pour faire de la prévention. À ce chapitre, nous avons trois policiers qui bénéficient de ce programme, de ce financement, qui paie leur salaire, deux agents de prévention et un agent de renseignements criminels.

**MAÎTRE BERNARD JACOB:** D’accord. On a parlé, hier, que… Me Sioui a posé une question à M. Coleman sur
les fins d’ententes. J’ai compris que M. Coleman avait dit que l’entente de Kativik n’avait pas de fin. Qu’en est-il?

**M. JEAN LAROSE:** Non, pas du tout. Il y a une fin et elle s’est terminée le 31 mars dernier.

**MÂITRE BERNARD JACOB:** Et actuellement, vous fonctionnez comment?

**M. JEAN LAROSE:** Nous roulons, en fait, sur l’entente qui est échue. Nous avons reçu récemment une portion des montants du provincial pour nous permettre de continuer. Nous n’avons reçu aucune somme du fédéral.

**MÂITRE BERNARD JACOB:** Je viens de terminer, je passerais à M. Coleman. Alors, la même question : je comprends que c’est une erreur de bonne foi quand vous avez parlé... allo? Je n’ai plus de son. Allo? Bon! Je comprends que c’est une erreur de bonne foi quand vous avez dit que l’entente avec Kativik finissait. C’est plutôt qu’il y a une entente qui est écrite et qui est bonne pour quelques années, c’est bien ça?

**M. RICHARD COLEMAN:** Aucunement. Le corps de police Kativik existe dans une loi québécoise, le Kativik Act. Elle existe dans la Loi sur la police. Alors, l’existence du corps de police n’est aucunement remise en question, sinon M. Larose ne serait pas ici, il serait un civil et non un agent de la paix.

L’entente de financement tripartite est
échue depuis le 1er avril et comme M. Larose vient juste de le mentionner, la partie québécoise, le 48 % a été versé.

**MAÎTRE BERNARD JACOB:** Donc, je comprends que c’est uniquement l’entente financière qui prend fin?

**M. RICHARD COLEMAN:** Dans le cas de Kativik, exactement.

**MAÎTRE BERNARD JACOB:** D’accord. On a parlé, toujours dans le contre-interrogatoire de Me Sioui, vous avez référé... elle a posé des questions sur la fin des corps de police. Vous rappelez-vous du cas de Obijiwan?

**M. RICHARD COLEMAN:** Oui, je connais le corps de police de Obijiwan, effectivement.

**MAÎTRE BERNARD JACOB:** Il a cessé d’agir?

**M. RICHARD COLEMAN:** À deux reprises dans les dix dernières années, si ma mémoire est bonne.

**MAÎTRE BERNARD JACOB:** Vous rappelez-vous la SQ a envoyé combine de policiers sur place pour remplacer le corps de police locale?

**M. RICHARD COLEMAN:** La dernière fois, en 2014, je crois... je n’aurai pas l’information précise, mais quelques dizaines de policiers.

**MAÎTRE BERNARD JACOB:** En lieu et place de combien de policiers?

**M. RICHARD COLEMAN:** Obidjiwan a 24 policiers, si je ne me trompe pas, dans l’entente.
MÂTRE BERNARD JACOB: Ils en avaient donc
envoyé beaucoup plus?

M. RICHARD COLEMAN: À peu près le même
nombre.

MÂTRE BERNARD JACOB : Est-ce qu’ils étaient
en mesure d’urgence?

M RICHARD COLEMAN: La Sûreté? Il faudrait
confirmer avec M. Charbonneau, mais généralement, c’est
toujours en opération spéciale.

MÂTRE BERNARD JACOB: Et les coûts étaient
de combien, à ce moment-là?

M. RICHARD COLEMAN: Je ne pourrais pas vous
dire précisément.

MÂTRE BERNARD JACOB: Vous ne vous rappelez
pas?

M. RICHARD COLEMAN: Mais on peut faire…
plusieurs centaines de milliers de dollars.

MÂTRE BERNARD JACOB: Je pense qu’il est
important de dire qu’on a reçu l’engagement de M. Coleman
concernant la mise en place d’un comité mixte des
représentants des corps policiers autochtones avec
différents intervenants du Ministère de la Sécurité
publique pour la formation des policiers autochtones. C’est
bien ça?

M. RICHARD COLEMAN: Oui.
MAÎTRE BERNARD JACOB: Je vais vouloir qu’on dépose éventuellement sous la prochaine cote… Monsieur et Mesdames les Commissaires et Madame la Commissaire chef, je vais vous en fournir une copie ultérieurement. Je suis sincèrement désolé, mais j’aimerais garder une cote, s’il vous plaît. Comment on pourrait l’intituler?

CHIEF COMMISSIONER MARION BULLER: Could we have that?

MAÎTRE BERNARD JACOB: Okay. Just a moment. I will give you -- le temps… time. Sorry about that. Okay. C’est en liasse, sous E-47, Comité…

CHIEF COMMISSIONER MARION BULLER: We’re on 48.

MAÎTRE BERNARD JACOB: 48, sorry. Donc, c’est « Mandat du comité sur la formation des futurs policiers et policières autochtones ainsi que des policiers et policières oeuvrant dans les communautés autochtones, incluant la formation en enquête, de même que le nom des membres dudit comité, le tout en liasse. »

--- PIÈCE No. 48:

« Comité sur la formation des futurs policiers et policières autochtones ainsi que des policiers et policières oeuvrant dans les communautés autochtones, incluant la formation en enquête », Ministère de la
sécurité publique (Québec), updated 2018-04-12 (one page)

Witness: Richard Coleman, Director of Public Safety, Relations with Aboriginal Peoples Office

Submitted by Bernard Jacob, Commission Counsel

CHIEF COMMISSIONER MARION BULLER: Okay. We'll hold that. Thank you.

Me BERNARD JACOB: À votre connaissance, toujours en lien avec le contre-interrogatoire de Mme Sioui, existe-t-il des études sur le coût de remplacement des corps de police autochtones par la Sûreté du Québec?

M. RICHARD COLEMAN: Des études, j’en connait pas personnellement.

Me BERNARD JACOB: O.k. À titre de directeur du Bureau des Affaires autochtones, je comprends que... est-ce que vous êtes au courant de la problématique du transport des membres de la communauté inuit arrêtés de Kuujjuaq vers Montréal?

M. RICHARD COLEMAN: Oui, je le connais très bien.

Me BERNARD JACOB: Et qu’est-ce que vous avez fait pour cette problématique-là.

M. RICHARD COLEMAN: Dans le fond, le
Protecteur du citoyen du Québec a souligné plusieurs problématiques concernant le transport et la gestion des personnes sous arrestation et sous garde des services correctionnels et des services de police. Un rapport a été déposé l’an dernier. Nous sommes en suivi des conclusions.

Il y a plusieurs démarches. Il y a une trentaine de mesures dont la visio-comparution, le transport vers le sud et la gestion des personnes sous garde dans le nord, la construction d’un nouveau quartier cellulaire à Puvirnituq.

Il y a plusieurs démarches en cours actuellement.

Me BERNARD JACOB: D’accord.

À la Pièce E-39, qui sont les statistiques concernant la violence dans les communautés... voulez-vous voir la pièce, Monsieur Coleman?

M. RICHARD COLEMAN: Oui.


En fait, ma question va être plus précisément que ça. Je veux pas vous poser des questions sur les statistiques. Quelles mesures a mis en place le ministère de la Sécurité publique pour prévenir, face à ces constats-là, l’ampleur du problème... quelles mesures vous avez mis en place pour améliorer la sécurité des femmes
autochtones et les enfants autochtones?

M. RICHARD COLEMAN: Au Nunavik, c’est ça?

Me BERNARD JACOB: Non, de façon générale.

M. RICHARD COLEMAN: De façon générale dans les...

Me BERNARD JACOB: Les communautés autochtones.


Nous avons aussi plusieurs fonds d’argent qui sont versés, entre autres, chez les Inuits. Je reprends le point de mon confrère Larose. Pour les Inuits, le Québec verse 325 millions de dollars sur 25 ans, le programme connu sur Ungaluk. C’est environ 14 millions de dollars cette année qui est versé. Une partie de ces sommes-là servent à financer le programme « Good Touch, Bad
Touch, à titre d’exemple ». Il y a d’autres initiatives que les Inuits choisissent après analyse et suivi de leur part. Nous avons d’autres initiatives de ce type-là qui sont incluses dans le plan d’action.

Je vois le temps qui baisse. Ça va?

Me BERNARD JACOB: Continuez si vous...

M. RICHARD COLEMAN: Absolument. Alors, on a une recherche aussi sur la formation policière de base, qui est importante. Il faut que nos policiers...

Me BERNARD JACOB: Qui fait la recherche?

M. RICHARD COLEMAN: Ben, pas la recherche. Comme on a discuté hier... vous l’avez annoncé tout à l’heure. Là, je l’ai l’annonce que dans la prochaine semaine ou deux, il va y avoir une rencontre sur la formation policière, à la base, d’intervenir sur les questions de violence faite aux femmes et aux filles autochtones. Il faut que nos policiers et policières aient une formation de base adéquate. C’est un défi pour nous. On s’engage à regarder ça avec eux.

D’ailleurs, il y a trois chefs de police autochtone qui sont sur ce comité de travail-là et c’est des chefs de police respectés, dont M. Jean Vicaire, Dwayne Zachary de Kahnawake et le chef de police Akwesasne, Shawn Duluth. Alors, on forme beaucoup d’espoir là-dessus sur la formation de base pour mieux intervenir et mieux prévenir
les gestes de violence envers les femmes et les filles.

Me BERNARD JACOB: J’ai terminé.

Ah, je peux poser une question?

Mme CHRISTA BIG CANOE: Merci, Maître.

Me BERNARD JACOB: Merci.

MS. CHRISTA BIG CANOE: At this point in time, we'd ask -- Ms. Turley, would you like to proceed?

MS. ANNE TURLEY: Yes, thank you.

MS. CHRISTA BIG CANOE: And so if we could set the clock, Mr. Registrar, for five minutes.

--- RE-EXAMINATION BY MS. ANNE TURLEY:

MS. ANNE TURLEY: Thank you. And I'm -- hello. I'm going to follow the lead of my friend, Ms. Brass, and ask Commissioner Lucki if she has anything that she would like to add in response to the questions that she got in cross-examination. So I'll use my five minutes that way.

COMMISSIONER BRENDA LUCKI: Thank you.

First, I really just want to say thank you for allowing me to be at the Inquiry. And you know, when I was reading bits and pieces about the Inquiry, the -- Commissioner Buller always said it's about telling their truths. And so for me to be here to hear those truths is extremely powerful, especially as the new commissioner.

It's kind of giving me a part of my road map
forward, and I have my management team that's coming together for several days between now and September to make a five-year plan. And it's not about operations, it's about culture change in order to improve operations. And I call it the Road to 150 because in five years we'll be 150 years old.

So there are so many great things that came out of this, and for people to have the courage to come and tell and say what's wrong and what could be done, my challenge, I guess, to everyone in the room it shouldn't stop here. It's unfortunate that it takes an inquiry for this to happen, but our police organization, like every other, is open to hearing what people have to say.

So if you have that would have, could have, should have moment, and you've left here and said, oh, I thought of something, please feel free to come forward to your local detachment, and if you don't feel that's a good forum, come forward through our website or through any other RCMP member or to my office, and -- if you have suggestions.

I know I am committed to, first of all, I would like to bridge the gap in communication and to make sure that we are better communicators and that we're a more culturally-sensitive organization. But I'm committed to really listening and I'm committed to learning and I'm
committed to responding and responding in a culturally-sensitive manner. And I'm going to be challenging my employees, my members to do the same thing.

Because I go back to my motto of making every community better than what it was, and I have the extra duty of making my RCMP better than what it is going forward in the next few years. And I can't do that by myself, so I'm looking to all the people in this room and people outside of this room in the communities where we serve so that we are the best police in the world.

No offense to my other colleagues in the room who are policing, but sorry, we're going to be better than you.

(LAUGHTER)

COMMISSIONER BRENDA LUCKI: And it's -- we didn't lose the trust overnight, and we're not going to gain it. And I always make the comparison to my weight. I didn't gain my weight overnight, and I'm not going to lose it. So I think trust works the same way.

And I really ask this room for a bit patience and a bit of trust. Not just a trust going forward that we will -- I am committed to doing better, and I need people to help me with that and I need you to have just -- just grab a little bit of trust, if you have absolutely none, to think that we will do our best to be
better. And I'm really appreciative of having this opportunity in the last day or so.

I have a great team of RCMP. There's a lot of good things that are happening. And I know this Inquiry is not here to focus on some of the good things, but I could spend five or six days talking about good things. But we would be remiss if we didn't learn from past mistakes, and shame on us if we don't. And this Inquiry has taught me that being open to learning, listening and responding in a positive and culturally-sensitive manner, so for that, I thank you.

And I thank all the people who had -- the families who have had the courage to tell their truths because I could not imagine how difficult that must have been. And for that, I really do thank everybody for shedding some light on this such important topic. So thank you.

**MS. CHRISTA BIG CANOE:** Thank you. Thank you. That includes [sic] the re-examination.

I just wanted to note that Mr. Bellegarde is going to have to leave at 3:00 and I know the Commissioners may have some questions. So I was going to kindly request that if you had questions for Mr. Bellegarde that you make them and then maybe we can have a short break?

**CHIEF COMMISSIONER MARION BULLER:** Actually,
you must have read our minds. We'll go through questioning
for Mr. Bellegarde, thank him, and then have a short break
before we continue with the other witnesses.

--- QUESTIONS BY COMMISSIONER BRIAN EYOLFSON:

COMMISSIONER BRIAN EYOLFSON: Good
afternoon. Thank you.

Mr. Bellegarde, I have a few questions for
you, if you don't mind, just following up on your
presentation.

In your presentation you said that First
Nations should be encouraged by the federal and provincial
governments as a matter of policy and providing resources
and training to adopt the self-administered model. I'm
just wondering if you can comment further on anything that
could be incurred -- done to encourage or support the
implementation of more of those models?

MR. DANIEL BELLEGRARDE: I will go back to
the original signing of the CTA Agreement back in 1993
between the Federation of Sovereign Indigenous People or
Nations and the -- at that time -- I'm not sure exactly who
carried the responsibility, Indian Affairs perhaps or
Justice Canada. In any case, built into that agreement was
the development of the governance aspect of First Nations
policing. The fact that we have to establish institutions
of governance within our communities to govern such things
as delivery of policing services, to govern such things as
delivery of Indian Child and Family Services, and to govern
our education, our health, our economic development and our
political institutions themselves, are all part of the
responsibility that we have moving forward in what we call
nation rebuilding.

And the current federal government's
approach has been very clear from Prime Minister Trudeau
throughout to his ministers regarding the support and the
implementation of the United Nations Declaration on the
Rights of Indigenous Peoples, the implementation of the
Treaty Relationship in the Victorian or Numbered Treaties,
as well as developing of a nation-to-nation relationship
throughout the country.

Now, that is a big challenge to us after --
in this part of the country 150 years of Indian Act
administration. But I think that speaks to what the
federal and provincial governments have to do together in
order to move forward with First Nations people on a tri-
government or intergovernmental approach to developing the
kind of policy framework that we have; and, further,
cementing this in legislation such as is happening in
Ontario now with the Ontario Police Act, which puts into
legislation protection for First Nations policing services
so that they are no longer just a program, but part of a
legislative framework that has sustainability, a level of funding, a level of support, a level of equity with other police services, and that has, I think, a future to move forward on.

And that type, however it may be negotiated throughout the rest of Canada, is something that has to be, I think, brought forward for the future models of First Nations policing.

COMMISSIONER BRIAN EYOLFSON: Okay. Thanks.

In terms of governance and oversight, you spoke to that in your presentation, you talked about some of the recommendations and challenges of oversight. I'm just wondering if you have any key recommendations about what, in terms of oversight, might assist in particular with improving the safety of Indigenous women and girls in First Nations' communities?

MR. DANIEL BELLEGARDE: Well, again, I think that speaks to, in general, about First Nations assuming, reassuming I think the responsibility and the obligations of managing and controlling our own affairs, of not being in a position where, if there is a critical incident in our community, that the common theme is call the RCMP. Call Indian Affairs. Call somebody to come and get us out of this situation. It's time to say we will deal with it. We will deal with it ourselves in our own way and we will deal
with it far more efficiently and far more effectively.

So it's the question, I think, when you talk about governance, of developing that governance framework that brings together our traditional principles and cultures, of good relationships within our communities, within our nations, along with the contemporary requirements of governance from an interagency concept, the requirements for good governance of resources, good governance of interagency cooperation, but particularly, good governance of listening to the concerns and reacting to the concerns of our citizens, which include women, girls, elders, and all of our citizens. And that is part of a good governance paradigm or good governance model.

So participatory governance I suppose would be what it's called today. And that can be done and that is done -- being done in many areas of the province now.

I just want to speak just to places like the James Bay Cree who have entered into a self-government agreement as far back as 1975 and they have assumed responsibility for governance and to various sectors within their communities, including justice, and justice at large, not just policing, but also the court system as well as certain parts of their rehabilitation, correction system. And that's the kind of model that we're looking at.

And there are models out there that we can
look at. Kahnawake, Chetina (ph) in Calgary, the Yukon
have some very good models of justice administration, and
so on. And it's growing and it's happening very quickly.
And I think we have to work a little bit harder to bring it
here to the Prairies, but it's happening I think throughout
our borders. And it's just a question of I think moving it
along more quickly.

COMMISSIONER BRIAN EYOLFSON: Okay. Thank
you very much for your presentation and for answering my
questions.

MR. DANIEL BELLEGARDE: Right.

--- QUESTIONS BY COMMISSIONER QAjaQ ROBINSON:

COMMISSIONER QAjaQ ROBINSON: I just have
one short question. You spoke about funding inequities.
Other than the Attorney General's Report on the First
Nations policing program, are there any reports you could
direct us to to speak to that inequity?

MR. DANIEL BELLEGARDE: Yeah, the Auditor
General's Report from 2014 speaks a lot about that. But
there are reports. I think the First Nations Chiefs of
Police Association. I suggest that you take a look at
their website. I'm not sure if they're going to be
presenting here at all, but they have some significant
issues about has -- in the operation side of the equation.

There's been underfunding that we know in
Ontario, but that's been taken care of now, as we mentioned, through the Ontario Police Act and a new legislation that's going to guarantee that equity.

There's fairly equitable funding here in Saskatchewan for the File Hills First Nations Police Association. It is equitable to the RCMP, which it was a transition from an RCMP Detachment to a self-administered policing service. So during a transition we were able to maintain a level of support and pay compensation and manpower that was there at the original detachments 20 years ago. So that's carried on.

So it varies across the country. In some areas there's a real problem, but these are being addressed. And I mention that again that there is good cooperation now between the various levels of government and the agencies that are involved in supporting First Nations policing, which hasn't been there in the past.

And I must say that the Public Safety Canada, as I mentioned, has announced in January for the next 5 years a $291 million increase in funding from the previous 5 years, as well as the additional 110 person a year -- or officer positions that will be assigned to the First Nations Policing Program beginning in 2019.

So there are steps being done, steps taken, and I think I have a great deal of optimism for the future
of First Nations policing from that perspective.

Problems were identified. I think problems are being dealt with. And I think what we need is more First Nations participation at those various policy councils that are occurring throughout the country.

For instance, and I made this point several times to Public Safety Canada, when they are negotiating the federal/provincial contracting policing services for Saskatchewan, there is no First Nations participation, even though there is a First Nations component to that negotiation, which of course is the Sikh Community Tripartite Agreements and the Self-Administered Agreement. It may seem small in comparison to the overall contract between Canada and Saskatchewan and the RCMP, but to us it's a hugely important matter of peace and security and safety in our community.

So we need to be involved. We can't just accept what comes down the pike. And I think it's changing and I think it's changing for the better.

**COMMISSIONER QAJAQ ROBINSON:** Thank you so much for your time and for coming to speak with us this week.

**COMMISSIONER MICHELE AUDETTE:** Well, my colleague, the two of them, asked the question, so I'll take 30 seconds to say it was good to see you again and
thanks for coming, and I wish you a bon voyage via your part of the history, and I hope that you will continue to make sure that our women and girls are safe in our communities. S'il vous plait.

MR. DANIEL BELLEGARDE: Absolutely. Yes.
COMMISSIONER MICHÈLE AUDETTE: Merci.
MR. DANIEL BELLEGARDE: Thank you.

--- QUESTIONS BY CHIEF COMMISSIONER MARION BULLER:

CHIEF COMMISSIONER MARION BULLER:
Mr. Bellegarde, I want to thank you also for coming in and sharing your truth with us, and I thank you also for your recommendations. And thank you to your counsel, as well, Ms. Brass, for her preparations. It's been very helpful to us.

I see I have about three minutes, so I'll go fast.

Exhibit 15, which is your presentation to us, dated June 4, 2018, at page 5, if you have that document in front of you, refers to -- and I'll just quote:

"The loss of one woman or girl for whatever reason is not acceptable. However, there is a cyclical relationship of these losses to underlying issues of safety within a First Nation." (As read)
Can you explain a little bit more about what you mean by a cyclical relationship?

**MR. DANIEL BELLEGARDE:** The cycles that we talk about are what people refer to as the underlying root causes. The cycle of poverty, the cycle of colonization, the cycle of public policy that was in place, that quite frankly were set out to depopulate the reserve.

How else can you explain such things as underfunding for housing and underfunding for education and underfunding for health and underfunding for the other services except to look at that as a way of moving people off the reservations and into the cities and to the urban mainstream? I mean, that's a very difficult thing to look at, but you really have to look at such things as documentation or books such as Clearing the Plains: The Politics of Starvation.

I mean, historically, and with all due respect to those who hold the pen on the history of Canada and who write the history books that are taught in our schools that I've learnt from when I was a little boy in grade school and so on, and even into university did not tell the full and complete story, and now it's coming out.

It's coming out by both Indigenous authors, Indigenous researchers, and it's coming out from non-Indigenous people as well. Every university across the
country now has an Indigenous component to it, and I think that's important going forward.

But yeah, that cyclical thing I'm talking about -- and cycles can be broken. Cycles can be dealt with if you understand where they came from, the impact of them right now in our communities and what we have to do to break that cycle. And that's going to be -- and that's what I'm saying, it's going to take a wholistic approach in our communities to deal with those cycles.

And I think that we are getting there, we are getting there very quickly. There's still a lot of work to do. And while we're doing this work, we're going forward, we still have to resolve the injustices of the past. Because only if we do that can we fully expect true reconciliation as recommended in the Truth and Reconciliation Commission recommendations.

So injustices of the past, try and deal with them, reparations made, go forward with a new model of community development, of nation-to-nation relationships.

CHIEF COMMISSIONER MARION BULLER: Thank you. Speaking of moving forward, my last question. Although I had others, in the interest of time I won't hold you too long.

In your document 15 -- Exhibit 15 at page 9, there's reference to a survey in consultation with First
Nations governing bodies in 2014 that identified several issues with oversight. And the first one was:

"Oversight is complicated, often involving people who know each other and have many roles to play." (As read)

In the course of hearing from families across Canada, they have told -- many have told us that they have little faith or confidence in Aboriginal policing because the police force or members appear to be in the pockets of the chief and council, and vice versa. Would you like to comment on that?

**MR. DANIEL BELLEGARDE:** Well, I can't comment on a lot of other police services. The First Nations Police Governance Council, first of all, did that survey, and they did that survey with the representatives who were there and talked about what they saw as perhaps barriers to good governance, and part of it was the training component, part of it was another thing.

But from the perspective of the File Hills First Nations Police Service, we are very clear that the File Hills Board of Police Commissioners is separate from the chief and council. We are very clear that the File Hills Board does not interfere with operations which is the purview of our chief of police and his officers and special
constables and civilian staff. Those are written out in clear terms of reference, signed by each chief in our community and reviewed on an annual basis.

So from my perspective, from my police service, from my board, I will say that there is no potential for undue influence by chiefs and councils of our police service in File Hills. I cannot speak for any other police service, but I can assure that I know some of the individuals who are working in those other areas and I can -- if I can't -- I can't vouch for them, but I can say I support what they're doing.

I'm talking about people like Fabian over in NAPS and our people down in Setina (ph), as well as I met the chief of police in -- from British Columbia, and of course, Duane Zachary with the Ottawa Police Service. So -- and Ron Sky, who is a real veteran of the governance of police services in this country.

So if there are -- I mean, there is always a bit of a tension between boards of police commissioners and the police services themselves, and this is not just within First Nations police services. We can see it and read about it with the Police Services Board of Toronto, with their police service. Winnipeg had the same thing. Ottawa faces the same thing. Edmonton is in -- and so is Calgary. Victoria, in particular. I mean, take a look anytime.
I get weekly updates on police information across the country, particularly around police governance, and it is sometimes difficult, but I think we are doing the right thing and I think now we have to continue to develop the kind of training and developing programs for our boards of police commissioners on self-administered policing that would make it work for us.

And nothing is ever perfect, but I think we are really doing as best as we can. I think good governance of our policing services is what it's going to be about from a self-administered perspective.

CHIEF COMMISSIONER MARION BULLER: Thank you. Mr. Bellegarde, thank you very much for even going a little late with us. We all really appreciate it.

Because you've given us the gift of your time and your experience and your truth, we have a small gift for you. We were told by the Haida matriarchs to give eagle feathers to all of our witnesses. To -- I won't go into the different cultural interpretations of eagle feathers, but I think it's fair to say that eagle feathers are there to hold you up when you need to be held up on those hard days, and to help you reach higher places than you ever though you could reach. So please -- thank you for being with us, please accept this gift on our behalf, and we're very grateful, sir, for the time you've been with
And we'll take a 15-minute break. Thank you.

--- Upon recessing at 3:06 p.m.
--- Upon resuming at 3:27 p.m.

**MS. CHRISTA BIG CANOE:** ...to ask your questions.

**(SHORT PAUSE)**

**MS. CHRISTA BIG CANOE:** Sorry. We just need the mic on.

**CHIEF COMMISSIONER MARION BULLER:** I'm on?

Good. Okay. Thank you.

For the information of witnesses, all four of us will question one witness at a time, rather than that sort of scattered gun approach. So Mr. Coleman, we're going to start with you.

**(A SHORT PAUSE)**

**CHIEF COMMISSIONER MARION BULLER:**

Commissioner Audette will start.

**COMMISSIONER MICHÈLE AUDETTE:** You have the mic, Chief Commissioner.

**CHIEF COMMISSIONER MARION BULLER:** Sorry.

--- **QUESTIONS BY COMMISSIONER MICHÈLE AUDETTE:**

**COMMISSAIRE MICHÈLE AUDETTE:** Merci, Madame la commissaire en chef.
Alors, je vais me permettre ce qui est très rare dans ces fonctions-là de pouvoir le faire en français.

Tout d’abord, avant de commencer, je veux vous dire un gros merci d’avoir accepté de venir présenter devant l’enquête, devant les commissaires, mais aussi devant tout le Canada, parce que, comme vous le savez, c’est en direct, et d’entrée de jeu, vous dire merci aussi dans une ancienne vie pour avoir soutenu à quelques reprises mes fonctions de présidente de Femmes autochtones du Québec lorsqu’il y avait des crises en territoire où les femmes étaient menacées et la SQ était présente, c’était vous que j’appelais pour être sûre que les femmes soient bien traitées par la police si jamais il y avait des arrestations. Et peu importe l’heure dans la journée ou dans la nuit, vous répondiez à mes appels.

Alors, j’espère que vous allez répondre à mes questions. Alors, un gros, gros, merci.

M. RICHARD COLEMAN: Ça me fait plaisir.

COMMISSAIRE MICHELLE AUDETTE: Ils vont rire au ralenti plus tard, le temps que la traduction arrive.

Alors, sérieusement, vous nous avez parlé de votre expérience avec votre curriculum vitae, l’organigramme qui a été présenté aux commissaires et ainsi de suite. Donc, on sait que vous avez beaucoup de connaissances et d’expérience.
Vous avez été aussi à la tête des négociations pendant 13 ans et au cours de ces années-là, le Canada, dans vos ententes, dans leurs programmes au niveau de la police, de leur côté révisait aux cinq ans, si je comprends bien.

Et considérant les risques que le Gouvernement du Canada mette fin à son propre programme, vous, quelles sont les alternatives que vous identifiez et recommandez à vos autorités en ce moment? Ça c'est ma première question.

**M. RICHARD COLEMAN:** Merci, Madame la commissaire. Merci de vos paroles. C'est apprécié.

Dans le fond, le modèle québécois est un modèle, comme on dit souvent au Canada, un peu différent et les Premières nations ont été à l’œuvre dès le début, dès les années ’70 en matière policière. On a parlé abondamment des Cris, des Inuits, les Naskapis, les Peacekeepers de Kahnawake 1972. Alors, ça fait longtemps qu’on a des autogérés.

Quand on a une incertitude avec notre partenaire fédéral en matière financière... comme vous le dites, on l’a vécu pendant plusieurs années, des renouvellements à l’année. On l’a vécu. Les corps de police, les policiers, policières des Premières nations l’ont vécu directement. Moi, j’ai toujours plaidé pour
l’exemple de Kahnawake. C’est sûr que je vous dirais avant
de parler de Kahnawake, je vous dirais qu’on est toujours
en une démarche en traités. Actuellement, on est en
pourparlers avec le regroupement Pettapam (phonétique),
trois communautés innues, dans une grande négociation
globale du gouvernement. Mais il y a une section police,
sécurité publique, sécurité civile.

On est aussi en discussion avec des
Atikamekws, les trois Premières nations Atikamekws, on est
en pourparlers pour une entente police dans le cadre d’un
traité global. Donc, on est vraiment... ça bouge. Ça
bouge.

Mais le plan de sortie dans la loi actuelle
est toujours 90... l’article 90 de la loi. Dans le fond,
l’article 90 de la Loi sur la police au Québec dit que le
Gouvernement du Québec peut avoir une entente pour créer un
corps de police avec un ou des communautés des Premières
nations.

Alors, c’est ça qui nous a inspiré avec
Kahnawake en 2009, c’est de dire, dans le fond, un petit
peu... on n’attend pas après le financement. Les
Peacekeepers existent depuis des années. Alors, on s’est
assis et puis on a travaillé en bipartite, dans le fond,
avec le Mohawk Council et on a une entente qui dit plein de
choses, c’est quoi les Peacekeepers, quelle est la vision
des Mohawks de Kahnawake, c’est quoi le Peacekeeper Law.

Il y a plein de choses là-dedans qui étaient avant leur temps, je crois sincèrement. On est presque 10 ans plus tard. On reconnaissait certaines affaires que les Mohawks voulaient que ce soit officiel.

Alors cette entente-là qui ne finira jamais, parce que dans le fond, on a été précurseur en mettant aucune date d’expiration. Dans le fond, on a mis une clause de collaboration. Aux cinq ans, si le Conseil Mohawk ou le Québec veut discuter de problèmes, on lève la main et on discute ou mettre fin, mais on n’a jamais eu de raison pour le faire. Alors, l’entente continue.

Est-ce qu’elle est parfaite? Non, mais elle est quand même différente de toutes les autres.

**COMMISSAIRE MICHÈLE AUDETTE:** Vous avez aussi mentionné à maintes reprises « entente tripartite ». Donc, on s’entend ici que entente tripartite c’est une communauté, une nation, le Gouvernement du Québec et le gouvernement fédéral, la troisième partie?

**M. RICHARD COLEMAN:** Oui.

**COMMISSAIRE MICHÈLE AUDETTE:** Est-ce que vous êtes en mesure de nous décrire à quoi ressemble la partie du gouvernement fédéral dans ces ententes tripartites, si vous êtes en mesure, là.

**M. RICHARD COLEMAN:** La partie en termes de
budget?

COMISSAIRE MICHÈLE AUDETTE: Bien, décrire où est la contribution du Canada?

Me BERNARD JACOB: Annexe H.

COMISSAIRE MICHÈLE AUDETTE: Annexe H?

Me BERNARD JACOB: On prend l’entente de la communauté d’Opitciwan.

M. RICHARD COLEMAN: D’Opitciwan, oui.

COMISSAIRE MICHÈLE AUDETTE: La communauté d’Opitciwan. O.k., ça c’est un exemple.

Me BERNARD JACOB: Madame la commissaire veut savoir la partie fédérale, la partie provinciale ou la partie des nations...

COMISSAIRE MICHÈLE AUDETTE: Exactement.

Me BERNARD JACOB: Alors, j’ai montré à monsieur l’entente à l’Annexe H, Opitciwan. Je me rappelle plus du numéro de pièce exactement.

M. RICHARD COLEMAN: H.

Me BERNARD JACOB: Bien, c’était l’onglet H, mais...

COMISSAIRE MICHÈLE AUDETTE: Onze (11).

Me BERNARD JACOB: ...il y a un numéro de pièce. Et la question de la Commissaire Audette c’est les obligations du fédéral, les obligations du provincial et les obligations de la nation concernée?
M. RICHARD COLEMAN: Oui. Alors, dans le fond, l’entente de financement tripartite est un produit du Gouvernement du Canada. La manière que c’est rédigé, les sections sont... ils ont des spécialistes. Ils ont des gens habitués. Alors, c’est eux qui proposent un genre de... bon, je vais prendre un anglicisme... un genre de template.

COMMISSAIRE MICHÈLE AUDETTE: M’hmm.

M. RICHARD COLEMAN: Et chaque section décrit les obligations de tous et chacun. Alors, le fédéral a des responsabilités à une section. C’est assez bien défini. Le Québec, même chose. Le Québec, c’est souvent des questions reliées à c’est quoi un corps de police et puis qu’est-ce que ça fait dans la vrai vie, opérationnellement parlant. Et ensuite on a les responsabilités du conseil de la Première nation, les tâches du directeur ou la directrice du corps de police, les normes d’embauche, et cetera. Alors, c’est très bien fait. C’est très bien écrit. C’est un beau document. C’est facile à travailler. C’est de cette manière-là qu’on travaille depuis au moins 20 ans, si c’est pas plus, ce genre d’entente-là pour le financement.

COMMISSAIRE MICHÈLE AUDETTE: Alors, ça c’est le fédéral.

Et vous, pour le Québec, c’est quoi le
205 PANE 1
Questions (Audette)

mécanisme au niveau du financement pour le Québec?

MAÎTRE BERNARD JACOB : En fait, la question peut-être n’a pas été répondue: quelle est la partie d’obligations du fédéral, quelles sont les obligations du provincial et quelles sont les obligations de la Nation? Juste les identifier dans le document.

M. RICHARD COLEMAN : Ah, okay. Si vous me le permettez, Madame la commissaire. On pourrait passer beaucoup de temps parce que c’est très défini, mais dans le fond, généralement, pour le fédéral, étant donné que c’est un programme de contribution, on parle de réédition de comptes, where does the money go, comment les dépenser, des mécanismes de ce type-là. Les sections pour le Québec sont beaucoup plus opérationnelles dans, par exemple, le Conseil comme l’employeur doit déposer un plan de formation. Le directeur de police dépose un plan de formation annuel, il fait un rapport, s’il y a lieu, des infractions disciplinaires avec ses policiers et policières. Est-ce que ça vous aide un peu?

COMMISSAIRE MICHÈLE AUDETTE : Je vais vous poser d’autres questions.

Alors, vous parlez de coûts, ce qui va peut-être amener à répondre quelles sont les obligations, aussi, de chaque partie, notamment celles du Québec. Mais un exemple qu’on peut utiliser, c’est le témoignage de votre
collègue, M. Larose, sur les coûts incroyables au niveau du transfert de prévenus, de gens qui viennent du Nord vers le Sud et ça a des impacts sur ses opérations policières.

Alors vous, vous étiez en poste quand ces choses-là arrivaient, depuis le nombre d’années que vous êtes là; qu’est-ce qui a été fait pour solutionner cette réalité-là ou cette situation-là? Avez-vous fait des choses pour régler ça?


Depuis des années, on voit venir les statistiques, la situation dans le Nord ne semble pas s’améliorer malgré beaucoup d’efforts de la part de ce peuple résilient et des paliers de gouvernement. Actuellement, on travaille avec des propositions de leur part, dont le projet Saqijuq, qui veut dire « le tournant du vent » et Saqijuq est un projet inuit proposé et mené par Minnie Grey et d’autres personnes du Nord. Dans le fond, c’est une idée de travailler autrement avec des personnes qui commettent des actes en état d’ébriété.

Dans le fond, on veut trouver une manière
d’utiliser le processus de dégrisement et de sevrage d’abus
d’alcool et, en même temps, travailler l’infraction
criminelle d’une autre manière. C’est un projet ambitieux,
mais je dois dire que c’est un projet qui vient d’eux, qui
porté par eux et que le Ministère de la Sécurité publique
supporte. Nous sommes actifs là-dedans.

Je crois que c’est un projet à moyen et long
terme, alors en attendant, nous n’avons pas oublié nos
responsabilités. Le financement du corps de police de M.
Larose et son équipe, le financement a été bonifié à
plusieurs reprises; des infrastructures policières neuves
ont été faites dans les dernières années et il y en a
d’autres à prévoir dans les prochaines années. Je crois
qu’il y a un financement du Ministère des Affaires
municipales du Québec de 20 millions de dollars pour
construire deux postes de police neufs à Inukjuak et
Puvirnituq.

Nous, la Direction générale des Services
correctionnels est actuellement en démarche pour construire
un nouvel établissement de détention temporaire pour
Unituk, un autre projet d’envergure qui est en cours suite
au rapport du Protecteur du citoyen. Et on a aussi signé,
depuis 2009, environ deux ententes majeures : nous avons
une entente bilatérale avec des Inuits où Québec injecte
environ 3 millions de dollars supplémentaires sans
contribution du Canada et ça, c’est en vue de ce que vous avez bien décrit, la crise est une partie de la réponse. Et la deuxième entente, c’est l’entente d’équipe d’enquêteurs en 2009 de la Sûreté du Québec et l’Academic Region Police Force.

Cette entente prévoit que nous avons, dans le fond, une équipe qui sera jumelée avec des enquêteurs de Kativik et des enquêteurs de la Sûreté. Les résultats, honnêtement, sont un peu mitigés à cause de ce que M. Larose a décrit, la rétention et l’attraction du personnel, autant pour Kativik que pour la Sûreté est un défi; je crois que M. Charbonneau pourra compléter plus tard cette semaine.

Alors, vous voyez qu’on a plusieurs actions. J’ai fait mention tout à l’heure aussi du fonds Ungaluk, qui oui, est 325 millions de dollars sur 25 ans pour favoriser des projets de prévention de criminalité au Nunavik qui sont conduits, dirigés, développés par les Inuits du Nunavik.

**COMMISSAIRE MICHÈLE AUDETTE** : Vous me permettez, M. Coleman : ce que je comprends de vous, d’ailleurs, d’entrée de jeu, dans votre réponse, vous êtes d’accord avec le fait qu’il y a une crise en ce moment chez les Inuits? Est-ce que vous êtes d’accord avec ce que votre collègue, M. Larose a présenté comme réalité de sa
perspective, comme directeur, qu’il y ait un manque de son côté à lui aussi pour répondre à la sécurité des gens, mais aussi à la sécurité de ses employés? Pas sécurité humaine, mais en termes de prévenir le burn-out ou le roulement de personnel: ça, vous êtes conscient de ça?

M. RICHARD COLEMAN : Oui, absolument. J’ai vécu sept ans à Kuujjuaq et j’ai voyagé beaucoup sur le détroit d’Hudson. Je partage en presque totalité les commentaires de mon confrère et je répète : je suis triste et troublé. Et je pense que j’ai fait quand même une courte liste des initiatives qu’on veut travailler, mais je suis convaincu d’une chose, comme criminologue et comme fonctionnaire de longue date : on doit continuer à accompagner les Inuits dans leurs projets à eux, comme Saqijuq, comme la justice réparatrice, les comités de justice au Nord et d’autres mesures qui viennent d’eux.

Mais c’est sûr qu’on a un problème de violence, de violence avec des armes à feu, de suicidés et de désarroi social qui me touchent profondément.

COMMISSAIRE MICHELÉE AUDETTE : Est-ce que le message de votre collègue, vous le connaissiez, vous m’avez dit oui. Est-ce que dans votre ministère, il va y avoir des actions, justement, pour remédier à cette réalité-là qui perdure depuis plusieurs décennies, si j’ai bien compris, suite à la présentation?
M. RICHARD COLEMAN : Oui. Encore là, je répète un peu ce que j’ai dit hier : je n’ai pas participé aux négociations sur la police, mais je me porte garant comme voix qu’à chaque fois que j’entends parler, au 2525 boulevard Laurier de la question de la police et des besoins de la police de Kativik Regional Police Force, qui est un corps de police créé en vue d’un traité et d’une loi. Alors, c’est important ; le Québec a des responsabilités et je peux juste dire que sur la question des négociations de mon confrère Larose, je me porte garant pour me faire l’écho de ses besoins.

Dans les autres catégories, on en mouvement : le quartier cellulaire neuf, le transport des détenus, on va s’y attarder. Ça va être fini, le fourgon cellulaire dans le parc de La Vérandrye pendant 10 heures, ça va être terminé bientôt. Mais on va travailler toutes ces choses-là avec le milieu, avec le corps de police, avec nos partenaires régionaux. On est actifs dans un centre résidentiel communautaire à Kangirsuk, Nakituatsik, qui existe depuis 20 ans. On a relancé des activités avec eux, on s’est déplacés sur place. Alors, on est en mouvement dans plusieurs affaires.

Mais sur la police, ce n’est pas moi qui négocie, mais dans l’ascenseur, je peux passer des messages et je vais le faire pour M. Larose et, dans le fond, pour
toutes les femmes et filles inuites qui sont affectées par
ce cette violence-là qui est désolante.

COMMISSAIRE MICHELÉ AUDETTE : J’espère que
vous allez prendre souvent l’ascenseur! Alors, mes
dernières questions pour laisser du temps aussi à mes
collègues et sachant qu’on a d’autres personnes très
intéressantes aussi qui vont venir nous partager leur
vérité, j’irais un peu, dans le cadre de votre mandat, au
niveau de la Direction des affaires autochtones.

Est-ce que vous avez développé des outils de
rendement au fil des années pour voir que ce que vous
mettez en place, en effet, ça fonctionne ou comment ça fait
que quand j’énumère une série de mesures pour le Nord,
finalement, le taux d’incarcération augmente, le taux de
suicide augmente, la violence augmente et ainsi de suite?
Où ça accroche? Avez-vous mis des outils d’évaluation en
conséquence?

M. RICHARD COLEMAN : Oui. On a beaucoup
d’analyses qui sont faites sur les résultats de beaucoup
d’initiatives et il y en a plusieurs qui sont nouvelles,
avec le plan d’action, que j’ai hâte de lire, surtout en
prévention. Je pense qu’en prévention, c’est quelque chose
qu’on a négligé un peu, avec les Premières Nations, entre
autres à cause un peu de la complexité de faire une demande
et de se faire accompagner pour avoir une entente. Mais
depuis un an ou deux ans, voyez-vous, on a déjà cinq nouvelles ententes. Ça, c'est quelque chose qu'on va devoir évaluer, les résultats et il y a une démarche qui va être faite. Ça fait partie du contrat, dans le fond.

Les autres initiatives, autant avec les nations conventionnées, on travaille surtout avec leur analyse. Si on parle des Cris, du gouvernement cri de la Baie James, qui sont rendus très loin en gouvernance et en autonomie, c'est surtout Donnie Nichols et les autres qui me disent comment ça va et on regarde ça ensemble.

Alors, on encourage tous les corps de police, tous les conseils et toutes les initiatives en justice et en sécurité publique. On veut être plus à l'écoute et je pense que c'est un peu la mission de mon bureau de relations avec les autochtones qui est un petit bureau, mais on veut être à l'écoute des Premières Nations un peu dans le sentier qu'ils veulent prendre pour se rendre à l'objectif que Monsieur Bellegarde, à titre d' exemple, décrivait tout à l'heure.

COMMISSAIRE MICHELE AUDETTE : Alors, je vais laisser mes collègues poursuivre pour leurs questions.

MR RICHARD COLEMAN : Merci à vous.

COMMISSIONER QAJAQ ROBINSON: Merci. Thank you.

--- QUESTIONS BY COMMISSIONER QAJAQ ROBINSON:
COMMISSIONER QAJAQ ROBINSON: A couple of questions just following up from the questions that Commissioner Audette asked of you. The temporary detention centre in Puvirnituq, is this a remand facility or a overnight holding cell? Can you describe that a little bit more?

MR RICHARD COLEMAN: Oui. Dans le fond, la Protectrice du citoyen nous a signalé que la manière dont les personnes inuites étaient détenues au poste de police lors des sessions de la Cour était largement inacceptable. Alors, la nouvelle facilité ou la nouvelle infrastructure qui va être construite à même le Palais de justice, c’est ça le projet, est une extension des lieux, un agrandissement et va permettre de garder les gens temporairement pendant que la Cour itinérante est sur place. Donc, on parle d’un maximum de trois ou quatre nuits. Mais ça va être beaucoup plus adapté à la réalité et à des conditions normales de détention au lieu de conditions inacceptables.

COMMISSIONER QAJAQ ROBINSON: And just so I know I have this right, and so those listening can have an appreciation for the reality of this in the Ombudsman’s findings. If a citizen from Nunavik is detained and, as Mr. LaRose described, sent south and held in the remand facilities in Amos (ph), when it comes time for them to
have court they go to Puvirnituq where court is held. And
am I correct that in -- Puvirnituq is where court is held
for the entire region? Is that correct?

**MR RICHARD COLEMAN**: Non. Le Nunavik est
desservi par une Cour itinérante qui visite les 14
communautés ou presque. Puvirnituq et Kuujjuaq sont les
deux places où il y a un Palais de justice permanent, donc
ce sont les deux villages où la Cour s’installe pour leur
semaine et, ensuite, va dans d’autres villages plus loin.

**COMMISSIONER QAJAQ ROBINSON**: Okay. Okay.

So it's holding them in remand within the territory during
the duration of court, that's the Puvirnituq facility?

**MR RICHARD COLEMAN**: Temporairement.

**COMMISSIONER QAJAQ ROBINSON**: Oui. Okay.

**MR. RICHARD COLEMAN**: Only for a few days.

**COMMISSIONER QAJAQ ROBINSON**: Oui.

**MR RICHARD COLEMAN**: Ils sont en remand à
Amos, dans le fond.

**COMMISSIONER QAJAQ ROBINSON**: Okay.


You talked about working with Inuit, and
Inuit are organized in political legal bodies. When you
say that the Department of Public Safety is working with
Inuit, are you working with the Kativik Regional Government
as well the Makkovik Corporation?
MR RICHARD COLEMAN: Oui. On travaille professionnellement parlant, on travaille beaucoup avec l’administration régionale de Kativik. Si on prend l’exemple des techniciens correctionnels ou le CRC Makitautek, c’est avec le département de justice de l’ARC. Et dans les ententes plus larges, c’est avec la société Makkovik. Donc, dans le fond, on travaille avec les deux.

COMMISSIONER QAJAQ ROBINSON: Okay. Thank you.

My following questions are more about police training and policing standards generally within the province, not exclusively within Nunavik.

Within the Province of Quebec, are there codified or legislated policing standards?

MR RICHARD COLEMAN: Euh, si je comprends votre question, vous parlez de pratiques policières? Police practices?

COMMISSIONER QAJAQ ROBINSON: Yeah. Standards in adequacy that are codified and legislated. We heard from ONWA this morning about the legislation within Ontario. Is there an equivalent in Quebec?

MR RICHARD COLEMAN: Oui. Alors, dans un premier temps, la Loi sur la police prescrit des attentes légales à l’égard de tous les policiers et policières au Québec, incluant les corps de police des Premières Nations
en termes de déontologie policière, en termes de discipline, obligation d’avoir un code de discipline et l’obligation de signaler une infraction criminelle faite par un confrère ou une consoeur de travail. Il y a plein d’obligations ; la Loi est quand même assez détaillée.

Dans la question des pratiques policières, parce que je pense que votre question a une partie à deux volets, le Ministère, la Direction générale des affaires policières publie depuis maintenant plus de 20 ans un Guide de pratiques policières qui inclut des pratiques sur tous les volets de l’activité policière : l’incarcération, la patrouille, la gendarmerie. Et toutes ces pratiques-là sont traduites en anglais et en français et sont distribuées à tous les corps de police au Québec. Les corps de police au Québec en tirent inspiration pour conduire leurs opérations quotidiennes.

COMMISSIONER QAJAQ ROBINSON: Perhaps it's a question of translation. It was translated as it inspires their daily work, or does it bind it?

MR. ROBERT COLEMAN: Yeah, I can go in English if that can help, just for clarity.

The police practices manual of the the Public Safety Quebec is not legally binding. Each police force is independent and autonomous, and they use those practices to inspire them. These practices are developed
by lawyers, by specialists in policing, but each police
force must adapt those practices to their reality.

COMMISSIONER QAJAQ ROBINSON: Okay.

MR. RICHARD COLEMAN: Is that all right?

COMMISSIONER QAJAQ ROBINSON: Okay. Thank
you. And it applies to the Kativik Police Regional Police
Force?

MR RICHARD COLEMAN : Oui, ça s’applique à la
Police régionale de Kativik.

COMMISSIONER QAJAQ ROBINSON: Okay. And for
failure to live up to those standards, if a citizen in
Nunavik were to bring into question the performance of the
Kativik Regional Police Force, whom do they raise their
concerns with?

MR RICHARD COLEMAN : Il y a plusieurs
outils. Le citoyen peut se plaindre si c’est une question
de traitement par la police en termes d’incarcération ou de
choses de cette nature-là : il y a le Protecteur du
citoyen. Si c’est une question lors d’une interception
policière ou une interaction avec un policier, c’est le
Code de déontologie, donc le Commissaire en déontologie du
Québec, qui est accessible sans frais, en français et en
anglais.

Pour une personne inuite qui voudrait porter
plainte au Commissaire, je sais... je ne pense pas que je me
trompe, mais je sais qu’ils vont prendre toutes les mesures
nécessaires pour faciliter la plainte et même assez aussi
loin que d’utiliser un interprète ; je m’avance peut-être
un peu, mais il me semble que c’est ça qui est la situation
chez mon ami, Me Marc-André Dowd, qui est le commissaire.

COMMISSIONER QAJAQ ROBINSON: Okay. My
final, and it question relates to recruitment, and
specifically, training. There was a recent incident in
Quebec that highlighted issues with racism. It was at a
AAA I think it was Peewee hockey game. So 13 and 14 year
old boys were subjected to racial slurs and racism.

When it comes to identifying issues with
racism and in the recruitment, are there policies and
practices established to address and to look for those
kinds of ideologies?

MR RICHARD COLEMAN : Je crois que c’est une
très bonne question. Le recrutement policier n’est pas
vraiment du ressort de notre ministère ; par contre, je ne
suis pas au courant s’il y a des évaluations d’idées ou de
comportements ou de racisme de la part d’un aspirant
policier ou policière.

Je ne sais pas, Jean-Pierre…? Jean-Pierre
Larose pourra peut-être vous dire comment lui traite ce
sujet-là avec ses membres.

COMMISSIONER QAJAQ ROBINSON: We’ll wait
until we get to him. My final question then is with respect to training, how police are trained at the école -- at the college. Are there specific training to speak to issues of racism and racial bias and gendered bias?

MR RICHARD COLEMAN: Je ne sais pas. Je ne sais pas.

COMMISSIONER QAJAQ ROBINSON: Okay. Those are all my questions. Merci.

M. RICHARD COLEMAN: (Langue autochtone parlée)

COMMISSIONNER QAJAQ ROBINSON: (Langue autochtone parlée)

COMMISSIONER BRIAN EYOLFSON: Thank you. I don't have any additional questions. I just want to thank you very much, Mr. Coleman, for coming here and giving your presentation and answering questions. Thanks.

M. RICHARD COLEMAN: Merci à vous.

--- CROSS-EXAMINATION BY CHIEF COMMISSIONER MARION BULLER:

CHIEF COMMISSIONER MARION BULLER:

Mr. Coleman, I also want to thank you for being with us for these two days.

I just have one question for clarification because my colleagues have asked my questions better than I could have. So it's just one remaining. The Tripartite Agreements, am I correct that they do not require Level 1
M. RICHARD COLEMAN: C’est une très bonne question. Dans le fond, les communautés... prenons l’exemple des Cris. L’entente tripartite est l’entente qui crée le corps de police régional Cri, le Innu Police Force. Les Cris nous ont proposé les services qu’ils voulaient rendre : il y en a plusieurs qui sont énumérés dans la question de niveau 1. Alors, chaque corps de police nous propose des choses pour le day-to-day policing.

Mais l’entente tripartite, étant donné que c’est un peu un document fédéral, n’en fait pas mention. Mais souvent, on trouve les services qui sont rendus par chaque corps de police des Premières Nations à une annexe, l’annexe B, où le corps de police peut énumérer ce qu’il veut faire et ce qu’il fait, dans le fond.

CHIEF COMMISSIONER MARION BULLER: Okay.

Thank you very much. Those are my questions.

MR RICHARD COLEMAN: Merci à vous.

CHIEF COMMISSIONER MARION BULLER:

Mr. LaRose.

---CROSS-EXAMINATION BY COMMISSIONEER MICHÈLE AUDETTE:
COMMISSIONEER MICHÈLE AUDETTE: Je pensais que c’était moi! Merci beaucoup d’être venu, M. Larose et ce fut fort intéressant de voir la perspective d’un Québécois de comment se passent les choses dans le Nord et de nous partager aussi franchement les réalités, en tout cas, de les décrire de cette façon. Alors, merci pour votre courage et j’espère que bien des gens qui vont faire partie des institutions vont suivre aussi vos traces, d’avoir cette capacité-là de dire les vraies choses.

Donc, votre expérience, vous dites qu’en termes de temps, elle est courte, au Nunavut, mais en vous écoutant, on comprend que vous avez couvert beaucoup beaucoup, au-delà peut-être même de vos tâches. Et comme vous l’avez expliqué, vos membres sont multitâches – j’allais le dire en anglais, mais je ne le ferai pas! Ils ont une capacité multitask – je l’ai dit! Alors, c’est la réalité de bien des gens dans le Nord, alors? Je comprends ça.

Est-ce que vous trouvez ça normal que ne soient pas déjà en place des protocoles d’entente avec la Sûreté du Québec pour leurs services ou avec la Commission scolaire... supplétifs, pardon, des services supplétifs ou avec la Commission scolaire sur la prévention?

M. JEAN-PIERRE LAROSE: C’est très anormal, parce que la loi a été passée il y a quelques années et
l’ensemble des corps de police a reçu des ententes. J’ai même fait partie des comités de travail pour élaborer les ententes de collaboration avec les commissions scolaires.

Mais je crois qu’avec l’ensemble des dossiers et de la charge de travail qu’ils avaient, au corps de police Kativik, ils n’ont pas eu nécessairement le temps de regarder ça actuellement. Ça fait quand même à peu près un an et demi que les ententes ont été développées, donc c’est quand même relativement récent.

Cependant, c’est sûr qu’au Sud, ils avaient... on avait des ententes de collaboration avec les commissions scolaires qui datent de plusieurs années. Il y a un guide d’intervention policière au sein des écoles également. Ça, ça a été issu du fameux... ce qu’on appelle le Prêt de la Sûreté du Québec : ce sont les interventions dans les écoles lors d’un tireur actif. Alors, ça fait partie de ces ententes de collaboration.

Donc, ça existait auparavant, mais plus récemment, le gouvernement a adopté une loi qui concernait particulièrement l’intimidation qui se passait dans les écoles. Et à partir de cette loi-là, ils ont rendu une obligation des corps de police à signer des ententes de collaboration, ce qui n’existait pas dans le passé. Les ententes existaient, il y avait de la bonne foi de part et d’autre, mais il n’y avait pas d’obligation d’engagement de
part et d’autre entre le service de police et les commissions scolaires.

**COMMISSIONEER MICHÈLE AUDETTE** : Alors, pourquoi on fait des ententes?

**M. JEAN-PIERRE LAROSE** : (rires)

**COMMISSIONNER MICHÈLE AUDETTE** : Pouvez-vous me répondre?

**M. JEAN-PIERRE LAROSE** : Dans quel sens voulez-vous dire?

**COMMISSIONEER MICHÈLE AUDETTE** : Vous m’expliquez qu’il y a des ententes, mais il n’y a pas d’obligation pour les mettre…?

**M. JEAN-PIERRE LAROSE** : Il n’y en avait pas, mais là...

**COMMISSIONEER MICHÈLE AUDETTE** : Là, il y en a?

**M. JEAN-PIERRE LAROSE** : Là, il y a une obligation. On doit signer des ententes. Ça a été modifié récemment par la Loi.

**COMMISSIONEER MICHÈLE AUDETTE** : Je pensais que c’était vous qui l’aviez amené, ça.

**M. JEAN-PIERRE LAROSE** : Non.

**COMMISSIONEER MICHÈLE AUDETTE** : Okay. Et vous avez aussi parlé... on va rester dans le concept de commissions scolaires pour aller vers la formation, le
manque de formation sur les réalités autochtones ou on va parler ici des réalités inuites.

Et je veux juste me rappeler un peu... ce n’est pas une obligation, chez vous, d’avoir une formation ou ça l’est?

M. JEAN-PIERRE LAROSE : Ce n’est pas une obligation. J’ai constaté que c’est un manque. J’en fais une obligation dans mon corps de police d’assurer que cette formation soit offerte à tous nos policiers, non seulement les nouveaux. Et ça va commencer, comme je l’ai mentionné dans mon témoignage, prochainement.

COMMISSIONEER MICHELE AUDETTE : Est-ce que la Commission devrait recommander aux 300 corps policiers, on va parler à travers le Canada parce que...

M. JEAN-PIERRE LAROSE : Madame la Commissaire, c’est un must.

COMMISSIONEER MICHELE AUDETTE : Parfait.

Voulez-vous finir votre phrase : un must pourquoi?

M. JEAN-PIERRE LAROSE : (rires) C’est une formation qui est incontournable et qui doit être faite. Pour le bien, la performance, une meilleure intervention, une meilleure compréhension de part et d’autre de nos policiers envers la communauté et de la communauté envers les policiers. Et comme je le disais, c’est un élément qui contribuerait davantage à réduire la méfiance, entre
autres.

COMMISSIONEER MICHÈLE AUDETTE : Et de connaître la beauté d’un peuple!

M. JEAN-PIERRE LAROSE : Absolument!

COMMISSIONEER MICHÈLE AUDETTE : J’ai le droit de le dire, moi! (rires)

M. JEAN-PIERRE LAROSE : Et j’endosse!

(Rires)

COMMISSIONEER MICHÈLE AUDETTE : Alors, est-ce que, sur un autre sujet, qu’en est-il du port aérien pour le transport des prévenus, question dont j’ai glissé un mot à votre collègue?

M. JEAN-PIERRE LAROSE : En fait, il y a eu justement… comme mon collègue le disait, des discussions depuis plusieurs années sur cet enjeu-là. À mon arrivée, je l’ai re-soulevé, j’ai posé des questions à la lumière de mon constat du coût que ça occasionnait pour le service de police. Alors, j’ai demandé des rencontres avec le Ministère de la Sécurité publique en haut lieu, alors le sous-ministre Morneau avec ses adjoints. On a eu une première rencontre et ça a été soulevé.

Et à cette rencontre-là, on a dégagé une initiative de M. Morneau, en disant… il y avait aussi, à cette rencontre, le sous-ministre aux Services correctionnels et M. Coleman, je crois, oui? Il y avait
plusieurs personnes. Et M. Morneau et M. Longtin, je crois, du Service correctionnel, le sous-ministre, ont convenu de mettre en place un comité officiel dont on fait partie pour regarder la situation et proposer des solutions en termes de pont aérien. Et, surtout, ce que je recommandais, parce qu’on en entendait tellement parler puis il n’y avait aucune action de faite : est-ce qu’on peut commencer avec un projet pilote?

Alors, je pense que c’est une bonne façon de voir comment on peut mettre ça en place avec un projet pilote. Donc, il y a eu une première rencontre récemment ; il y en a une deuxième le 12 juillet prochain là-dessus.

COMMISSIONEER MICHÈLE AUDETTE : Donc, ce n’est pas une situation/problématique nouvelle?

M. JEAN-PIERRE LAROSE : Pas du tout.

COMMISSIONEER MICHÈLE AUDETTE : Alors pourquoi, selon vous, cette situation/problématique, il n’y a toujours pas de solution pour ça?

M. JEAN-PIERRE LAROSE : Pourquoi elle perdure, hein? Je n’en ai aucune idée. C’est une question évidemment financière, mais au-delà de ça, c’est une question aussi d’opérationnalité, de saine gestion et aussi d’opérationnalité, de saine gestion et d’efficience de gestion, honnêtement, je comprends pas que ça soit pas abouti aussi vite. On me dit que ça fait plusieurs années
qu’on en parle. Alors, on espère. Là, c’est sûr que je
crois avec différentes pressions du Protecteur du citoyen,
tout ça a aidé à enligner les instances.

COMMISSAIRE MICHELE AUDETTE: Mm. Mm. Mm. Mm.

Je me rappelle très bien de cet article-là où les
reportages, ça l’avait frappé l’imaginaire.

M. LAROSE: Oui.

COMMISSAIRE MICHELE AUDETTE: On commençait

comme commissaires.

... le soutien ou les aides
que vous recevez du ministère ou, ben, de votre ministère
là pour vous et vos représentants, vos employés, vos
collègues?

M. LAROSE: En termes de soutien logistique, 
opérationnel, psychologique?

COMMISSAIRE MICHELE AUDETTE: J’allais dire
tout ça. Non, non. Oui, merci de me réenligner. Parce que
vous avez parlé de saine gestion : pour atteindre vos
objectifs?

M. LAROSE: Bien, effectivement, on a... y’a un
Bureau des affaires autochtones à la Sûreté du Québec, donc
y’a un responsable qui a sous sa gouverne plusieurs agents
de liaison et probablement que M. Charbonneau va vous en
dire plus... davantage là-dessus, mais c’est surtout via la
Sûreté du Québec qu’on a un certain soutien à ces égards-
là. Et M. Coleman a parlé aussi, de leur côté, avec son
bureau, du soutien qu’ils peuvent nous apporter lors de
problématiques quelconques. On m’a signalé que toute leur
assistance et leur collaboration à cet égard-là.

COMMISSAIRE MICHELLE AUDETTE: Pour terminer,
je vous dirais comme parent, hein, j’ai cinq beaux enfants,
comme toutes les mamans qui sont ici aussi ou les papas, on
voudrait pas que nos enfants soient touchés, agressés ou
violés, battus, et ainsi de suite. C’est... on veut vraiment
pas ça. Puis je vais vous dire la vérité, ça m’a frappé
d’apprendre que ça peut prendre six mois avant que une
famille et un enfant, pis je vais même rajouter une
communauté, puissent être soutenus et pris en charge.

M. LAROSE: Vous avez raison et ça m’a frappé
egalement, et je peux vous dire que je vais amorcer des
discussions avec la Sûreté. Ça va faire partie du
renouvellement du protocole et, à ce chapitre-là, je peux
vous garantir que je vais faire d’énormes pressions pour
que ces délais-là soient... c’est même pas une question de
réduction, il faut que ces interrogatoires-là et cette
assistance-là soient faits dans les 24, 48 heures suivants
les événements, c’est un incontournable.

COMMISSAIRE MICHELLE AUDETTE: Alors, ça
pourrait faire partie d’une recommandation pour une réalité
nordique, une réalité iso...
M. LAROSE: Tout à fait.

COMMISSAIRE MICHÈLE AUDETTE: Dont les communautés isolées sont...

Merci beaucoup. Merci.

M. LAROSE: Ça me fait plaisir. Et n’hésitez pas, vous pouvez m’appeler également comme mon collègue si vous avez des problèmes.

(RIRES)

COMMISSAIRE MICHÈLE AUDETTE: En ce moment, j’ai pas le droit. Après.

(RIRES)

Ah, you have yours!

COMMISSIONER QAJAQ ROBINSON: Merci.

Again, I’m going to continue a little bit where Commissioner Audette left off.

And, so that I’m clear, the wait time for the investigation, it’s with respect to aggravated sexual assaults?

M. LAROSE: Oui, particulièrement chez les enfants.

COMMISSIONER QAJAQ ROBINSON: Okay. So I want to flesh out the impact of that. If it takes six or more months to determine -- to investigate, that means in a community -- that means that in terms of the determination of whether or not the accused should be detained or
released or on any kind of conditions likely has to wait
till that investigation occurs. Is that correct?

M. LAROSE: Euh, pas nécessairement.

Heureusement, y’a des dispositions évidemment qui nous
permettent d’enquêter et d’agir rapidement avec des motifs
raisonnables et probables de croire que y’a eu une
agression et tout ça. Lorsque on fait venir un spécialiste
pour interroger sous vidéo à la Sûreté, c’est un complément
d’enquête qui vient renforcer notre preuve pour la Cour.

Mais, dans bien des cas, lorsque l’enquête dès les 24-
48 heures nous permet d’identifier un agresseur, et peut-
être qu’on a des motifs raisonnables et probables de croire
qu’il a fait l’acte et on peut procéder à l’arrestation et
tout ça, mais on doit compléter l’enquête par des processus
d’enquête plus, je dirais, sophistiqués et plus complets
pour nous aider dans notre preuve afin de bien inculper
l’agresseur éventuellement.

COMMISSIONER QAJAQ ROBINSON: Okay. Thank
you. Em...

M. LAROSE: Mais, bien évidemment – si vous
me permettez –, c’est sûr que avant de déposer des
accusations à la cour, ça peut prendre un certain temps
parce qu’on n’a pas complété notre dossier parce qu’on
attend ces spécialistes.

COMMISSIONER QAJAQ ROBINSON: So it could
result in women and girls having to remain in a community
with the person who assaulted them, a community of 300
people, while they wait for the investigation.

**M. LAROSE:** C’est possible.

**COMMISSIONER QAJAQ ROBINSON:** Are Kativik
Regional Police Force officers trained in administering
and/or collecting DNA collection kits, sexual assault kits,
things like that or is that something that has to wait for
the SQ as well?

**M. LAROSE:** Non. Les policiers ont une
formation quand même de base pour faire une préenquête lors
de tout événement criminel qui peut se produire. Ils
recueillent des informations, recueillent la preuve,
recueillent de l’ADN, protègent des scènes, prennent des
photos, recueillent des empreintes digitales, ils sont
formés. C’est lorsque ça devient un peu plus sophistiqué
qu’on a besoin de spécialistes en scènes de crime.

**COMMISSIONER QAJAQ ROBINSON:** Okay. Good.
Thank you. I just wanted to ensure I properly understood
what that reality looked like.

I’m going to move on to training and
recruitment, and ---

Sorry, I’m hearing voices.

(LAUGHTER)

**COMMISSIONER QAJAQ ROBINSON:** People are
talking, I’m not literally hearing voices.

(LAUGHTER)

UNIDENTIFIED SPEAKER: Questioning. We have questions.

COMMISSIONER QAJAQ ROBINSON: <Laughter> I’m sorry.

Recruiting and training, from the funds that the Kativik Regional Police Force receives for that -- for that -- for the recruitment and training, does that come out of the Tripartite Agreement funds? I guess the Tripartite Agreement, that’s your sole source of funding?

M. LAROSE: Tout à fait.

COMMISSIONER QAJAQ ROBINSON: Okay.

M. LAROSE: Et y’a des sommes d’argent qui sont prévues dans les ententes triparties pour la formation.

COMMISSIONER QAJAQ ROBINSON: And when it comes to the funds that you receive, is it comparable to Southern Canadian police forces?

M. LAROSE: Pas vraiment parce que évidemment, comme je l’ai dit auparavant, les couts d’envoyer un de mes policiers en formation à l’École nationale, considérant que nous ne contribuons pas au 1 % de la masse des policiers à l’École nationale, nous devons payer un prix, un plein-prix que y’appellent, donc des
prix, des coûts très élevés sans compter le coût des transports. Vous savez qu’un transport d’un policier à Nicolet pour suivre la formation en partant du Nunavik, les billets d’avion, c’est à peu près 3 000 $.

**COMMISSIONER QAJAQ ROBINSON:** Have you looked at comparing the training dollars, recruitment dollars in just general operation dollars of the Kativik Regional Police force with other Northern police forces? Say, for example, the RCMP in Nunavut? Is it comparable? Are you aware? Have you looked at that?

**M. LAROSE:** Non, pas vraiment. J’ai pas comparé encore ces coûts avec d’autres services de police, non.

**COMMISSIONER QAJAQ ROBINSON:** Okay.

**M. LAROSE:** Mais c’est… pour moi, c’est des coûts très élevés et c’est sûr que ça coute moins cher d’envoyer un policier en formation à partir du Sud pour deux raisons, comme je vous disais : le transport…

**COMMISSIONER QAJAQ ROBINSON:** Thank you. I’m going to move on to the negotiation of your tripartite agreement. As you are negotiating or renegotiating this agreement, is it you and the Quebec Regional Police Force that is in engagement with the federal government and the Province of Quebec in this negotiation?

**MR. JEAN-PIERRE LAROSE:** Oui, j’étais sur la
COMMISSIONER QAJAQ ROBINSON: Can you talk a little bit about the negotiations, as much as you can? It seems to me that a lot of these programs and these initiatives come as contribution agreements. They are boilerplate, a lot of them, and we’ve heard from other First Nations police forces as well as from different reports that when it comes time to renegotiate these things, it’s not actually a renegotiation. There is an equal bargaining power. It’s more or less a dynamic where it’s, “this is our program, this is the budget lines that we’ve allocated to it, and this is what you’re going to get”. I’m wondering if this has been your experience and if you have thoughts on that?

MR. JEAN-PIERRE LAROSE: Ben, comme je vous dis, j’ai participé à une première rencontre et mon prédécesseur a participé à plusieurs rencontres, et effectivement, ce n’était pas vraiment une négociation. On a déposé des documents, le ministère les a reçus, les a étudiés, n’a pas fait de contrepropositions à nos propositions encore. Par la suite, on a… lors de notre rencontre dont j’ai participé il y a quelques semaines, nous avons proposé, suite à notre entente initiale, une… en fait un étalement de nos propositions sur cinq ans parce
que notre première proposition initiale, elle était prévue pour avoir des policiers, de l’équipement dès les premières années de l’entente. Or, ce qu’on a proposé, c’est plutôt de faire un étalement de nos propositions, et, à ce jour, on attend un retour du ministère une prochaine rencontre pour voir quelle sera leur position, mais jusqu’à maintenant, on n’a pas reçu de contreproposition ou de questionnement; plutôt, ils ont plutôt accueilli notre document actuellement.

COMMISSIONER QAJAQ ROBINSON: Okay. I look forward to seeing that agreement when concluded. Those are all my questions. I want to thank you for coming and speaking with us. A lot of the other questions I had were raised by the parties as well. So, I just want to say nakomik.

MR. JEAN-PIERRE LAROSE: Merci.

COMMISSIONER BRYAN EYOLFSON: Thank you. I don’t have any further questions in light of what’s been asked, so I also want to just thank you very much for coming and presenting and answering questions. Thank you.

MR. JEAN-PIERRE LAROSE: Merci.

CHIEF COMMISSIONER MARION BULLER: I also wanted to thank you, Chief Larose, for coming and spending two days with us and sharing your knowledge. I just have one area of questioning, and that has to do with the
triptartite agreement. And, my understanding is that
according to this agreement, your police force is to
provide services in accordance with the Quebec Police Act.
And, yet, if I understand your testimony correctly, you
said that your services do not reach the Level 1
requirement. Can you tell me how I can rationalize the
contract and the services you provide?

MR. JEAN-PIERRE LAROSE: Oui, en fait, c’est
un peu compliqué. Comme M. Coleman l’a mentionné, les
services de police autochtones ne sont pas assujettis à la
Loi sur la police, particulièrement à l’annexe G qui
définit les niveaux de services de 1 à 6. Alors, les
services policiers fournis par les différents corps de
police autochtones, dont le mien, est établi selon une
annexe à l’intérieur de l’entente tripartite. Je peux vous
en lire un extrait.

(ÉCHANGES INAUDIBLES)

MR. JEAN-PIERRE LAROSE: Excusez-moi. Alors,
ça se répartit en tâches policières dans trois sections :

Services policiers, soit la Gendarmerie :
patrouille, réponse aux appels, application de la Loi et
règlements, transport, gardiennage des accusés, prévention,
protection de scènes de crime, prise d’otages ou tireurs
fous en termes seulement de protection et de périmètre.

Par la suite, en termes de responsabilités
d’enquêtes : agression sexuelle niveau 1 (de base), voie de fait, vol qualifié, introduction par effraction, incendie, vol de véhicule, drogue, fraude, vol et recel – j’y vais rapidement –, accidents de véhicule, méfaits, conduite dangereuse avec facultés affaiblies, délit de fuite, décès lorsque c’est un décès normal et qui n’est pas… c’est pas un meurtre ou c’est pas une mort suspecte, certaines disparitions. On fait plusieurs sauvetages et… de la recherche et du sauvetage au Nunavik pour des personnes disparues dans la toundra.

En en termes de services de soutien, la troisième partie : analyse des crimes de niveau 1 (de très, très de base), recherche d’empreintes digitales, photographies, renseignements criminels, analyse des liens de crime et de la violence, détention, garder les éléments de preuve, garder la scène de crime, liaison et sécurité avec les tribunaux, l’ADN, gestion des mandats, gestion de dossiers, affaires publiques, CRPQ, affaires internes, télécommunication et équipement technique, instructeurs en armes à feu.

Alors, c’est… c’est un peu les tâches que nous avons, et c’est évidemment pas de niveau 1, tel que la Loi sur la police et les autres corps de police du Sud ont l’obligation de livrer, c’est nettement en deçà. Comme, par exemple, je n’ai pas de centre d’appels, je n’ai pas de
Questions (Buller)

patrouille 24 heures sur 24 contrairement à un niveau 1 qui a l’obligation de faire ces activités-là. Alors, c’est... et dans notre demande - comme je le mentionnais - tripartite actuelle, nous voulons... nous avons des demandes assez importantes, comme je le disais, mais, même là, les demandes d’ajout d’effectifs ne couvriraient pas une patrouille 24 heures dans l’ensemble de mes communautés. C’est pour ça que je dis que, quand même, je serais même pas en niveau 1. Et je demande un centre d’appels qui est pas un centre 911, qui serait extrêmement onéreux et avec beaucoup de normes, on demande tout simplement à tout le moins un centre d’appels avec du personnel inuit pour gérer nos appels.

Également, j’ai pas de système d’enregistrement de nos appels. J’ai pas de système de cartes d’appel. Alors, je marche avec... je fonctionne avec des... de l’informatique assez de base, rudimentaire, qui n’est pas relié, interrélié entre mes 14 communautés. Donc, chaque communauté doit envoyer par lien internet ses rapports et tout ça, donc on compile toutes les statistiques manuellement et c’est un travail fastidieux, et qui implique et qui comporte une marge d’erreur évidemment.

CHIEF COMMISSIONER MARION BULLER: Okay.

Thank you very much, Chief. Those are my questions.
MR. JEAN-PIERRE LAROSE: Thank you.
Commissioner Lucki.

COMMISSAIRE MICHÈLE AUDETTE: Merci, Madame Buller.

Alors...

Ah! Je vous cherchais. Vous voyez, vous êtes petite quand même, je vous cherchais.

Alors, un gros gros merci à vous aussi d’être venu présenter devant l’Enquête nationale.

Merci, Maitre Jacob, d’être venu présenter, et je vois que vous respectez vos engagements parce que dans une de vos premières entrevues, vous avez mentionné, lorsqu’on vous a parlé de l’enquête nationale, le journaliste en question, vous avez ouvert la porte pour un dialogue et faire en sorte que les choses se passent bien entre l’enquête nationale et la GRC. Alors, votre présence le démontre. Et je tiens d’entrée de jeu aussi à vous dire que votre voix, votre message a résonné à travers le Canada, et au Québec aussi où la présidente de Femmes autochtones du Québec, Mme Viviane Michel, salue votre courage là d’avoir commencé votre message par des excuses auprès des femmes et des filles.

Alors, je voulais que vous le sachiez, puis c’est important pour moi.

Alors, ce qui est important aussi, je l’ai
dit tout à l'heure, je suis une maman, je suis aussi une commissaire, ça, c'est clair là, j'honore ce mandat, mais j'honore aussi le fait d'être entourée de femmes remarquables, dont mes filles, et j'ai peur pour elle qu'un jour elles subissent une agression sexuelle ou des agressions sexuelles. Et, au Canada, on nous dit par les statistiques que beaucoup, beaucoup, beaucoup de femmes vont avoir vécu une ou plusieurs formes de violence sexuelle, notamment les agressions sexuelles, et y'a près de 640 000 agressions sexuelles déclarées par les femmes ici, au Canada. Y'en a 20 000 à peu près qui se rendent au niveau de la police où nous, les femmes, on réussit à faire des plaintes là auprès de la police, plus ou moins 20 000 – vous allez comprendre pourquoi je dis ça –, puis une fois que ces plaintes-là vont avoir passé le système de justice, y’a à peu près 1 800 qui vont se solder par une condamnation. On part de 600 000 à 1 800.

Donc, y’a une culture au Canada, une culture dans laquelle, je dénonce, mais la justice n’est peut-être pas adaptée ou au rendez-vous. C'est ma position.

Mais, en vous écoutant, vous avez souvent mentionné aux parties intéressées que si jamais une femme au sein de vos troupes, à l’interne, vivait une agression sexuelle, la personne coupable serait automatiquement tassée. Est-ce que c'est ce que j’ai bien compris?
COMMISSIONER BRENDA LUCKI:  Yes, if the member is or employee is found guilty of that, we’d be putting them up for termination.

COMMISSAIRE MICHELÉE AUDETTE:  Comment pouvez-vous me rassurer que une femme chez vous qui va porter plainte pour harcèlement ou agression, le processus va se faire beaucoup plus rapidement de ce que nous disent les statistiques ou les recherches et faire en sorte que elle ne tombe pas dans des plaintes ou...

C'est-tu ça, des plaintes non déclarées, « unfounded », en anglais là? Pour être sûr qu’on...

COMMISSIONER BRENDA LUCKI:  Pardon me? Are you talking about internal complaints?

COMMISSIONER MICHELÉE AUDETTE:  Yes. Yes, I want to start with that. Avec ça en premier.

COMMISSIONER BRENDA LUCKI:  Our process has changed quite a bit in the last couple of years. We used to -- our process was very, very lengthy, and we did a complete reform of our process and our new code of conduct whereby we have brought certain types of events to lower levels, but more serious events still go up to higher decision makers.

We reserve hearings strictly for terminations as opposed to fact finding for seeking other forms of discipline. So, that has reduced the workload as
far as the delays in that process. I’ve heard good
comments, and myself being a decision maker when I was in
district, having conduct meetings as opposed to in days
gone by, my authority as a district officer was one day’s
pay, for example.

And, under the new legislation, I have up to
10 days’ pay. So, it’s brought back down to a lower level,
but with increased responsibility. So, the lower level has
increased responsibility, and that’s a good thing, because
everybody, as you go higher up, you’re busy. Everybody is
busy. And, somebody can’t be responsible for multiple --
for example, the Commissioner can’t be responsible for
every single discipline meeting or hearing, so bringing it
back down to the level.

Also, I think it’s more applicable for the
person in charge of that person to be dealing with it, as
opposed to somebody removed who there’s no facing that
person who is actually in charge of you. So, it’s more
impactful as well. So, we have done some positive changes.

Of course, it’s difficult. When you provide
those stats, it saddens me, and I can -- but I can totally
understand why it is, because I think I said it the first
day. Crimes against persons are very, very personal, and I
can say from personal experience it is not easy. And, I’m
a police officer, so it should be easier. I can only
imagine what it would be like for somebody outside knowing
the justice system and being revictimized in a justice
system.

    Also, people feel often that if it’s not
affecting them, or so they think, and they don’t believe in
the justice system, then why would they spend the time to
do that?

    So, it’s a very personal decision. There’s
a stigma attached to it still to this day. So, the numbers
are alarming and tragic, but in many ways, it doesn’t
surprise me, unfortunately, because those crimes are so
personal, and they don’t get any depersonalized when you
bring them forward. In fact, they get even more
personalized and you get more revictimized, and if you
don’t have an educational background or support system from
family to be able to maybe understand it more or have the
support of your family to deal with it, it’s even more
difficult. So, in isolated communities, the stigma might
be even greater.

    COMMISSAIRE MICHÈLE AUDETTE: OK, je
comprends, mais pour revenir à votre organisation de la
GRC, pour juster terminer avec... au niveau interne, votre
culture pour dénoncer ou soutenir les victimes d’agressions
sexuelles, vos employées, vous faites des changements, si
je comprends bien. Vous apportez des changements.
COMMISSIONER BRENDA LUCKI: Yes.

COMMISSAIRE MICHÈLE AUDETTE: Sur le terrain maintenant, ce sont ces mêmes policiers qui ont été agressés ou qui ont agressé et qui vont recevoir des victimes agressées sexuellement, des femmes autochtones, des femmes autochtones qu’on va avoir entendues pendant les neuf mois d’audience qu’on a fait à travers le Canada. Beaucoup d’entre elles ont parlé de comment elles ont été traitées par la police, comment elles ont été reçues par vos employés et vos collègues. Et comment... comment faire pour que... vous dites aux femmes « venez me voir si il vous est arrivé quelque chose là », comment rassurer ces femmes-là que, en effet, si elles ont été agressées sexuellement, elles peuvent aller voir vos corps policiers et faire en sorte qu’on prenne au sérieux leurs plaintes?

Les statistiques nous disent et les témoignages nous disent que « j’ai déposé une plainte, ça a resté mort, je suis tombé dans la catégorie ‘plaintes non déclarées’, alors ça a fini là ». Comment allez-vous faire en sorte que cette culture-là auprès de vos troupes, ça change?

COMMISSIONER BRENDA LUCKI: The only way we can change the culture is to provide more awareness, more education and change our processes. So, specifically with sexual assaults, we have taken every sexual assault
investigation that has been unfounded. We’ve developed a
sexual assault response team, the SART, who originally went
only back so many years, and now they’re going back even
further to say sometimes a complaint is legitimately
unfounded, and it’s not -- it’s a word we use, and I don’t
think it’s the proper word, because sometimes when we say
“unfounded”, it might be that the victim, for instance, has
changed their mind or does not want to go any further. So,
we can’t do anything with the complaint without the
testimony, for instance, the way the justice system may
work. And, it’s been put as unfounded.

Now, is that the right term? No, I don’t
think it’s the right term. It’s more for our statistics in
the sense that it’s not going any further. Their case
doesn’t get destroyed, but it’s put aside for no further
investigation.

But, the ones that were not legitimately
unfounded, and we’re finding some of those, we are
reopening them. I say it’s never too late to do the right
thing. Unfortunately, the right thing ought to have been
There’s probably a lot of reasons for it, and policing is
90 percent judgment calls, and people with poor judgment
might make poor decisions.

So, we need to -- and often it might not
even be a cultural thing. It might be lack of experience, and I know my colleagues deal with the lack of experience in some of our detachments. We have an average age of experience of one-and-a-half to two years as well in some of our areas. And so, the kids are teaching the kids, I say, and often we can’t change that because of the -- just having people go to those detachments, some of the younger ones are more attracted to do that work, or often we’re just a younger police force bringing people in, but we have to get more education.

So, we look at -- in fact, one of my big projects as the Commanding Officer of the training academy was to take over the cadet field coaching program. I believe there’s a big gap in our program. It hasn’t been revisited in many years. I don’t think it’s meeting our needs. And, those first six months -- it’s one thing for six months at Depot, but the second six months, when they’re in the field and they can apply what they learn at Depot, if that’s not strong, that should be as or more strong than what they would learn in Depot, because now they’re actually dealing with real live people as opposed to actors.

So, we need to reinforce those skills, and I think there’s a gap, and I am committed. I was committed, and I’ve continued to get the people at the training
Questions (Buller)

academy. First of all, we will take ownership of that program so that -- when people go out in the field, we often hear, “Forget what you learned at Depot,” and “This is the way we’re doing it out here.” No. You know what? This is the way the RCMP is going to do things. These are our standards, and this is what we’re going to do. So, those first six months will reinforce what they learned at Depot instead of being contrary. So, that’s one commitment that we are making to change that.

And then, again, I explained the functional competencies and not stopping there, and having a constable in the midst of developing a constable development program, and every one of them will have ethics embedded into it, cultural sensitivity embedded into it. So, it’s not -- it just doesn’t stop at the training academy, which is a perfect ground to change culture, but it has to be reinforced throughout their time. So, we will be working on that.

COMMISSIONER MICHELÉ AUDETTE: If I may, you -- I’ll use your words because that’s where I was going to go, and you read my mind. Maybe it’s a poor judgment from a police officer when the person -- when the police receive the complaint from the victim. And, I understand that, but as a manager, as a director, or as a Commissioner, as a « la grande patronne », en plus, comme femme, do you think
that women deserve 100 percent good judgment and not poor
judgment in those cases?

COMMISSIONER BRENDA LUCKI: I think every
Canadian citizen deserves good judgment. And so, if it is
a question of poor judgment, we need to make sure the
supervisors of those people who use poor judgment catch
that poor judgment and fix that poor judgment, and so it
doesn’t come to me trying to explain to you poor judgment.
That ought to have been fixed, like, 17 layers below me.
And, if it isn’t, we need the checkers to check the
checkers who check the checkers if that’s what it takes.
And, we need to have those systems in place to make sure
those supervisors can supervise, and make sure the
supervisors have the proper tools to supervise, and make
sure they have the proper time to supervise. And, of
course, resourcing is always an issue, so we talk about
that. And, when people are carrying high file loads,
similar to what our colleague spoke about in Northern
Québec, in many of the northern parts of the province and
in the territories, they’re carrying large file loads.

So, if they use poor judgment, that’s one
thing. But, if the supervisor has so many people under
them that they cannot check and review those files
properly, then we’re not -- we’re just perpetuating the
problem. So, we need to ensure our processes are more
solid. I totally agree with you.

COMMISSIONER MICHELÉ AUDETTE: Thank you.

And, would you -- did you ever hear about the Philadelphia Approach in Philadelphia, in the state?

COMMISSIONER BRENDÁ LUCKI: Oh, yes, I have.

COMMISSIONER MICHELÉ AUDETTE: You have?

COMMISSIONER BRENDÁ LUCKI: And, it’s escaping me. My head is so full right now, but I’ve -- I know the -- it’s ringing a bell in my head, if that makes any sense.

COMMISSIONER MICHELÉ AUDETTE: Well, some police force across Canada, because they noticed that Indigenous women are very affected by that when we listened the truth, that maybe it’s a poor judgment, or maybe it’s a lack of sensitivity, or maybe it’s a lack of cultural sensitivity and so on, and so on. So, in order to change that, they invited groups, women’s groups, to revise their cases, their files, their decisions. And, many of them, after being reviewed by the women’s organization, grassroots, of course, you see that the numbers change. And, many women who were sexually abused went to the justice system with positive answer or response.

COMMISSIONER BRENDÁ LUCKI: I believe we sent some people down to Philadelphia actually, and we’re reviewing that model.
COMMISSIONER MICHELE AUDETTE: Okay. Is it something that you think Indigenous women could be benefitting?

COMMISSIONER BRENDA LUCKI: I definitely think anything that increases the trust, and then increases the reporting. And, we need to look at all those best practices because there’s so many out there, and we have to ensure that when we do find something, obviously sometimes in a Philadelphia context we might have to adjust that. So, we have to make sure it’s workable in our rural and northern context as far as logistics go, but I think the actual idea behind it is very workable.

COMMISSIONER MICHELE AUDETTE: Two more questions, Madame Commissioner, what are the indicators that, according to you, you could utilize to monitor the progress of the RCMP with the relationship with the Indigenous people?

COMMISSIONER BRENDA LUCKI: Well, I hate using the word “survey”, but that seems to be one of the few ways that we can do that. I think to dialogue with -- and we need to find creative measures to determine if we are, in fact, doing better. And, that’s always a challenge, making meaningful measurements. We do surveys, and of course it might only be -- it might not be something that always provides us
with best results. I think we need to get creative, maybe, through our telecoms operators, they might have some good suggestions, because they deal with the frontline calls. The members go to the calls, but the initial call to action comes through those groups of people, and most of them are women. So, I think they would have some good insight as well.

I think the -- I see myself revisiting the Aboriginal Advisory Committees to see what role they can play and what role they can get the, sort of, I call it, the word on the street, how can we figure out to better communicate, how can we figure out how we’re doing. But, yes, we need to find meaningful measurements.

COMMISSIONER MICHÈLE AUDETTE: Merci. And, my last question, it’s when you start your testimony, when you share your truth to us, your apologies was very, very, like I said, for many of us, important. And, for many of us, “Hm, again.” But, let’s bring some hope this time, that it’s not an “again”, something that we’ve heard before. Are you going to be putting an action plan or something under those apologies?

COMMISSIONER BRENDA LUCKI: Yes, I have an entire team, some of which are here today, which have been at every single testimony. And, I say actions will speak louder than words, so you don’t have to trust me now,
because they’re words. Trust me when they’re actions.

COMMISSIONER MICHELE AUDETTE: Bon. I say (speaking Indigenous language), I say merci, I say thank you.

COMMISSIONER BRENDA LUCKI: Merci beaucoup. I say merci. I say thank you.

COMMISSIONER BRENDA LUCKI: Merci beaucoup.

--- QUESTIONS BY COMMISSIONER QAJAQ ROBINSON:

COMMISSIONER QAJAQ ROBINSON: Thank you, Commissioner Lucki, for joining us this week and talking with us particularly about training and recruitment issues I think of great significance.

I'm wondering if, in terms of recruitment on a national scale, is there a comprehensive nationwide Indigenous recruitment strategy?

COMMISSIONER BRENDA LUCKI: We have a national recruiting strategy and Indigenous is a part of that strategy.

COMMISSIONER QAJAQ ROBINSON: Is there a corresponding implementation plan with designated financial support earmarked specifically to the Aboriginal component, Indigenous component?

COMMISSIONER BRENDA LUCKI: I don't think we divide it specifically. I do know that efforts are made -- we ensure that we have recruiters in all three categories
in Indigenous to ensure that they're represented. We have
the sharing of best practices, of course, because some
people have done some great recruiting work. We have
strategies in general on recruiting of all, like, diverse
categories, including visible minorities and women and
Indigenous.

We used to divide everything up into the
three categories, but then we found that if we pooled our
efforts we were getting better results. I'm not sure how
that works -- what our numbers are now, but I think -- I
gave some of the numbers. I think we can do better. I
know we can do better.

We do participate in as many activities,
local activities and celebrations and places where we think
-- in Indigenous areas where we think we can get the best
bang for our buck, so to speak. So we probably wouldn't be
doing recruiting at elderly homes, for instance. No
offence to the elderly, but we would probably go to
sporting events, schools, places where we have the best
population or the demographic that we're looking for

But dividing it up, I'm not sure we do that
anymore.

**COMMISSIONER QAJAQ ROBINSON:** Okay. Would
you be able to provide us with some indication of the
percentage of that budget that's focussed on Indigenous
recruiting?

COMMISSIONER BRENDA LUCKI: No, I have no idea. And we just got an increase in the budget of recruiting and it's -- and we actually have a new person in charge of recruiting who worked for me, so I'm very encouraged with the recruiting.

COMMISSIONER QAJAQ ROBINSON: In your material you provided us with a partnership agreement with the AFN in relation to recruitment. Do you have, or are you looking at, developing similar partnerships with Inuit organizations like Inuit Tapiriit Kanatami and the Pauktuutit Women's Association, as well as the Métis -- the women of the Métis Nation, NWAC Native Women's Association and MNC, the Métis National Council?

COMMISSIONER BRENDA LUCKI: I think we'd benefit from partnering with all those agencies, especially in recruitment. And then when I look at this protocol it reminds me of the protocol I did in northern Manitoba. And as the district officer, I made those agreements with each one of the advocacy groups, a communications protocol.

I think we've done this with AFN, but I think we need to continue, because those organizations can help us recruit. And absolutely, I think we definitely need to expand the protocols.

COMMISSIONER QAJAQ ROBINSON: I would also
I want to speak to you a little bit, specifically about the Nunavut territory, and representation and recruitment in the membership within Nunavut.

I appreciate that you may not be able to answer this, but I would like, if you can, to answer and perhaps provide a follow-up report on this.

Under the Nunavut Land Claim Agreement, Article 23, it calls on governments within the Nunavut territory to have representative employment levels. Inuit make up over 80 per cent of the population of Nunavut and the objective of the Nunavut Land Claim Agreement, specifically this article, is to increase training capacity and to have a workforce that reflects the people.

The RCMP is exempt from this section of the land claim. However, this exemption isn't complete and it does speak to the obligations of the Canadian Forces and the RCMP at Article 23.8.1. And I'm just going to read it to you.

"Although uniformed members of the Canadian Forces and the R.C.M.P. are excluded from the broad application of the provisions of this Article, it is
understood that with respect to these categories of government employment, current policies for increasing recruitment, training and retention of Inuit shall continue, but will not necessarily reflect representative levels of the population in the Nunavut Settlement Area."

Are you able now, or perhaps undertake, to provide us with a report on how the RCMP within Nunavut is implementing this section of the land claim?

COMMISSIONER BRENDA LUCKI: I do know, having been the Commanding Officer of the training academy, that CO Michael Jeffrey, Chief Superintendent Mike Jeffrey's constant communication on how can we, for instance, get an all Indigenous troupe at Depot or troupes at Depot. He was strictly going with Inuit, but we've since expanded his idea to Indigenous.

But we used to have a program when I was an instructor where we brought in people who could not make the minimum requirements. And while they were training to be a police officer we were working with them to meet the minimum requirements for the testing. And driving was another one that we spent more time with, because police driving is a skill that even we're finding with the
urbanization of our young people it's a skill that they're lacking. So we needed to improve that.

But I know right now we're looking at various ideas like that to expand the availability. And we are definitely putting the GBA plus lens to our recruiting. That's a big project where we're saying, okay, how do we do this? What are the barriers that are stopping groups that are not well represented in the RCMP? And putting that GBA plus lens to it, and we're in the midst of that, so that's another project. But the Commanding Officer is very committed to increasing the numbers.

Right now we do have, of all of our Indigenous, we have 40 Inuit members in the RCMP. I can't say exactly where they're posted. I know one is at Depot now. She left Nunavut and came as an instructor to Depot, but it's not very high numbers, I would agree, but it's something that we can work on. But we can do some follow-up on what we're doing in regards to Article 23.8.1.

COMMISSIONER QAJAQ ROBINSON: Thank you. I would appreciate that very much.

I'm going to go on to training and the Inuit -- and perceptions training that's provided in V Division in Nunavut.

Are you able to advise us how much training time and dollars are put towards the delivery of this
program, either a figure or a percentage?

COMMISSIONER BRENDA LUCKI: I'm not sure on the dollars, but I know it's a five-day course.

COMMISSIONER QAJAQ ROBINSON: M'hm.

COMMISSIONER BRENDA LUCKI: So that's the training time. And it was developed in consultation with the Inuit Special Constables, the Inuit regular members and employees. And it's specific to Nunavut and it does cover the topics of the history, the justice system, the struggle for recognition, the rights and the education. And a lot of work was put into making it very specific, but we also created a one-day Inuit cultural awareness course for -- again, it was hosted by a Nuvik [sic] member, a Inuk member, sorry, and the -- it's specifically for new people coming, new members and employees coming to the division so that they have a cultural awareness, one day just overview of the division itself and the territory itself.

COMMISSIONER QAJAQ ROBINSON: Are you able to find out how much, whether a actual dollar amount or a percentage amount, is allocated to provision of this training?

COMMISSIONER BRENDA LUCKI: Specifically, the two training I talked about?

COMMISSIONER QAJAQ ROBINSON: Yes. The five day and the one day.
COMMISSIONER BRENDA LUCKI: Yes, I can find that out.

COMMISSIONER QAJAQ ROBINSON: Can you also, either now or as the information becomes available to you, advise of how many of the division members currently have received both types of training?

COMMISSIONER BRENDA LUCKI: I can find that out as well. I know that the commanding officer of V Division has made it mandatory for the online course, which is quite lengthy, but he has made it mandatory for his entire division.

COMMISSIONER QAJAQ ROBINSON: Final question, this is a one-time training in terms of it being mandatory? There’s no sort of recertification that’s required?

COMMISSIONER BRENDA LUCKI: For the cultural courses? Not to my knowledge.

COMMISSIONER QAJAQ ROBINSON: Okay. I’m going to suggest to you something. I’m going to give you a little recommendation. Spoiler alert, you’re not going to have to wait until the final report.

COMMISSIONER BRENDA LUCKI: I’ve got the inside.

COMMISSIONER QAJAQ ROBINSON: Yes, you do. Indigenous cultures are living and breathing and growing,
and realities in the communities are living and breathing and growing, and you might want to consider having these types of programs and training be ones that are required over a number of a few years to be repeated.

I know that officers have to be recertified when it comes to their guns, their other tools. I think it might be very important to be refreshed and recertified when it comes to their knowledge and capacity with working with Inuit specifically in this case, but with all Indigenous peoples. So, just a little thought for you there.

COMMISSIONER BRENDA LUCKI: It’s a great thought.

COMMISSIONER QAJAQ ROBINSON: Continuing on the issue of training but now more, sort of, broader nationally, there have been a number of reports, including the RCMP’s Murdered and Missing Indigenous Women reports in 2014 with the update in 2015 that really identified causes of death as being situations of either intimate partner or domestic violence, or violence perpetuated by someone -- women are familiar with, and being committed by men, that women in Canada, generally, are more likely to be killed in this situation and be killed by men, and this is true for Indigenous women. Since the RCMP’s report in 2014/2015, have policies or training changed to reflect this finding?
COmmissioner brenda lucki: I can’t say for sure on the specific content for that specific finding, but definitely familial -- we call it familial domestic violence -- is part of training because -- well, because when we get to domestic violence, it’s very, like you said, it’s usually somebody known to the person. That is definitely a part of it. And, with that comes other requirements. So, that’s part of the training as well.

I know when I was in Alberta, for example, there were -- many of the provinces have enacted other additional requirements in regards to domestic violence specifically. I was just amazed when I moved from Manitoba to Alberta the difference with how the regulations or the requirements for domestic violence investigations are from one place to another. There was mandatory courses that you needed to take when you arrived in Alberta for domestic violence specifically.

So, we’ve been looking at the various models across the country and, again, trying to see if we could standardize that approach.

COmmissioner qajaq robinson: Thank you. You answered my second question. There were also a number of findings in the Opal Inquiry, two in particular that I think would have an impact on training, and that was issues around leadership and collaboration and communication with
neighbouring jurisdictions or police forces. Are you aware of any changes or responses of the RCMP when it comes to training to those findings in the Opal Inquiry?

COMMISSIONER BRENDA LUCKI: I’m not -- I don’t know what the specific recommendation was. I do know our approach to leadership is changing completely. We are looking at -- we do have courses within our organization, but we’re starting to look outside of our organization because I keep saying we can’t be good at every -- we can’t pretend we’re good at everything, and there’s so many people that are experts in those fields of leadership, for example, that we need to look at those models.

D&D has a leadership model as well that we’re looking at, and succession planning and promotion within D&D and career streamlining within D&D is something that we’re looking at, because even though we’re not exactly the same type of organization, we have like issues. But, we need, again, a cradle to grave approach, we say, to leadership. And, maybe when a member is just starting out, maybe it might be a little bit more about the functional competencies and a little less about the leadership.

But, as they go forward, they need to -- we promote people, for instance, to the first rank of corporal, but we don’t teach them how to have difficult conversations. We don’t teach them how to hold members to
We don’t teach them to do proper assessments or to review files. That is inherent to that rank when you’re supervising, and that’s part of leadership.

So, we are making a constable-development program that is sort of the pre-emptive to being your first promotion, your first -- and many constables are leaders informally. So, they might be the senior member on the watch that night, so they need to be a leader and we need to start that early on. So, yes, we’re definitely looking at leaders.

COMMISSIONER QAJAQ ROBINSON: Thank you.

You talked about the conflict teams that respond to protests. I want to suggest to you that particularly when you’re looking at protests that relate to land disputes, this isn’t a standard public protest. Many of those, and I’ll take Kinder Morgan for example, speak to and relate to long-standing claims about true ownership title to these lands.

Are your officers educated about the roots of these issues before they go to a specific protest, and are they informed of the nature of that conflict and the complexity of it?

COMMISSIONER BRENDA LUCKI: They get information on it, we do find, not that we want them to go there unarmed with that information, but it’s very
precarious when the person who is also having to enforce, let’s say, an order that the company has gotten and the people with rightful -- the right protest.

So, our approach is more to deal with both sides and just to provide the safe environment to protest. And, often, we’re not there to take sides on any of the protests. So, they do have the general nature of the protest and the history, but we try not -- they try not to get too much involved in one side or the other because we’re representing, if that’s even the right word, both sides, and trying to make it as peaceful and as equitable on both sides because we’re sort of the meat in the sandwich, so to speak.

COMMISSIONER QAJAQ ROBINSON: Thank you. My final, I guess, comment and question to you is in relation to the isolated post/limited duration posts. And, other people have referenced the material as well as your testimony to this and identifying how the Treasury Board has created these designations in recognition of lower quality of life particularly, limited access to education, health care services and other services.

I’m sure it won’t surprise you that in a lot of the testimony we heard, particularly from people who live in northern parts of provinces and in the territories and in Inuit Nunangat that difficulty with accessing
services has been identified repeatedly as a contributing factor to their experiences of violence.

Would you agree with me that increasing the access to these essential services within remote northern communities, those same communities that are designated as either isolated posts or limited durations would not only be good for the citizens and Indigenous women and girls of those communities, but would also be good for the RCMP to ensure that you can have longer posts in those communities to build a longer standing relationship with those communities and to better serve those communities.

**COMMISSIONER BRENDA LUCKI:** Absolutely. And one example that I give is when we’re dealing with -- in the north our members are often dealing with social issues, addictions, alcoholism, drug addiction. And we’re dealing with it because of the lack of facilities. So there isn’t treatment centres and the chance of somebody being successful in treatment when we send them -- for example when I was in Northern Manitoba people couldn’t even go to Thompson, they had to go down to Winnipeg. That’s not where they’re from. Maybe Thompson could be a place for that.

It still isn’t right because -- but I guess cost wise you might not be able to have addictions centres in every location. But at least if there was something in
the north. And when we are dealing with somebody three --
we are putting them in our cells, for example, 325 times in
a year, maybe if we had other options to deal with it
instead of incarceration, meaning court ordered addiction
counseling. But it’s not -- when we don’t have the
facilities it’s pretty difficult to have those types of
partnerships with the prosecutions. So yes.

COMMISSIONER ROBINSON: Thank you.

Final comment, actually a little bit of,
again, a recommendation. A little bit of advice. Hearing
from families, and survivors, and those with lived
experience has been transformative for me in my work as a
Commissioner. As you look at these advisory bodies, I
suggest to you that you might want to look at ensuring that
you include the perspective of those with lived experience.

And I draw your attention to the women and
men back there who make up a sample of our national family
advisory circle. Their expertise had been invaluable, and
we’ve heard across the country how important it is to
listen and learn from that expertise. So I just wanted to
give you that little bit of a sharing of my experience, if
it may help you in yours. And I want to thank you and
recognize the significance of your appointment as a woman
in this role, and I hope that you are given the financial
support as well as the time and resources to do what you
need to do in your role.

COMMISSIONER BRENDA LUCKI: Thank you.

COMMISSIONER ROBINSON: Nakurmiik.

--- QUESTIONS FROM COMMISSIONER BRIAN EYOLFSON:

COMMISSIONER BRIAN EYOLFSON: Thank you, Commissioner Lucki. I have a few follow up questions for you. I don’t think it will take too long.

Yesterday I believe you said that 3.1 percent of cadets in the 2017, 2018 year were Indigenous, and I think that’s in your materials at Tab 2 as well.


COMMISSIONER BRIAN EYOLFSON: Okay. And that’s out of -- that’s 3.1 percent out of how many total cadets? It’s a little over 1,000 I believe?

COMMISSIONER BRENDA LUCKI: One thousand eighty-eight (1,088).

COMMISSIONER BRIAN EYOLFSON: One thousand eighty-eight (1,088). So that’s a little over 30 cadets and -- okay.

COMMISSIONER BRENDA LUCKI: Identified --

COMMISSIONER BRIAN EYOLFSON: Self identified, okay. And you also spoke about some of the challenges with recruitment in terms of recruiting Indigenous members as well, yesterday.
COMMISSIONER BRENDA LUCKI: Yes.

COMMISSIONER BRIAN EYOLFSON: And I wanted to ask you as well about your materials at Tab 8 that you referred to yesterday at page 10.

COMMISSIONER BRENDA LUCKI: You’re referring to the employment equity report?

COMMISSIONER BRIAN EYOLFSON: Yes.

COMMISSIONER BRENDA LUCKI: Okay. Yes.

COMMISSIONER BRIAN EYOLFSON: So at page 10 it’s a couple of charts. One refers to regular member hires, and I think this is in the -- your earlier 2016, 2017, right?

COMMISSIONER BRENDA LUCKI: Sixteen (’16), ’17, yes.

COMMISSIONER BRIAN EYOLFSON: Right. Okay, so in terms of -- it identifies 45 Aboriginal People hired, or 4.7 percent of hires. At the same time there’s -- in terms of regular member departures, 57 people or 8.4 percent. So this seems like there’s a little bit of a slippage in terms of hires and departures of Indigenous Peoples that year. Would you agree?

COMMISSIONER BRENDA LUCKI: Our attrition rate, yes is -- in general our attrition rate is much higher.

COMMISSIONER BRIAN EYOLFSON: It is?
COMMISSIONER BRENDA LUCKI: Well, and it’s economy based often. Because I use the Alberta example, and when it was booming members at 24 years services they were going to other -- drawing a pension and then going to another profession. And it’s location driven as well, depending on the economy.

COMMISSIONER BRIAN EYOLFSON: Okay. But further to that, do you have an idea of why, you know, 57 Indigenous People left that year? Do you do exit interviews, do you track the reasons why?

COMMISSIONER BRENDA LUCKI: We do exit interviews, or they can do a -- if they don’t want to do an interview they can do an exit survey, but it’s voluntary on both parts. But I’m not sure. That’s a good question, if we actually track that and see if there’s some kind of commonality, but I think we need to put that on our list.

COMMISSIONER BRIAN EYOLFSON: Right.

COMMISSIONER BRENDA LUCKI: Because if 57 people said the same reason, and it was something to do with what we could change, then we ought to.

COMMISSIONER BRIAN EYOLFSON: Right. Okay. And then related to that, do you -- in terms of equitable hiring, do you do any sort of surveys of existing members to see if groups like Indigenous members are satisfied in the workplace, if they’re experiencing any discrimination,
or facing any barriers? Do you do any of that?

COMMISSIONER BRENDA LUCKI: Yes. We do that. We’re mandated to do that every -- I think it’s every year. The public -- we call it -- it’s called the public service employee survey, because we are included in that, and then we did a separate one for regular members as well. Things like, do you have enough time to do your job within the hours that you work? Are you -- have you been a victim of harassment? There’s many, many categories.

It’s quite a lengthy -- and those are analysed, and each division gets their own results, because it does vary from province to province. Nationally, the groups try to use that information to evoke some positive change, especially when there is a trend happening.

COMMISSIONER BRIAN EYOLFSON: Okay. I think those are all my questions. Thank you very much for coming and spending the time with us and sharing.

COMMISSIONER BRENDA LUCKI: Thank you.

MS. CHRISTA BIG CANOE: Pardon me, Chief Commissioner.

CHIEF COMMISSIONER MARION BULLER: Yes?

MS. CHRISTA BIG CANOE: May I ask one question before you ask your questions? And it’s in relation to the next panel.

CHIEF COMMISSIONER MARION BULLER: Yes.
MS. CHRISTA BIG CANOE: Because we have a number of witnesses in the room waiting to be called for the next panel. So I just wanted to seek your direction on whether we’d be calling any members of the panel today, or if we’ll be waiting for the morning. And I’m just recognizing that it’s now after 5:00 and those witnesses have been here for a couple hours.

CHIEF COMMISSIONER MARION BULLER: We’ll hear from one more witness this afternoon.

MS. CHRISTA BIG CANOE: Thank you.

--- QUESTIONS FROM CHIEF COMMISSIONER MARION BULLER:

CHIEF COMMISSIONER MARION BULLER: Commissioner Lucki, thank you very much for coming and being so generous with your time. Ms. Turley, thank you for your preparation. It’s been very helpful. Commissioner Lucki, I want to start off by saying I cannot imagine any of your predecessors having the courage to do what you did yesterday. So thank you.

COMMISSIONER BRENTA LUCKI: Thank you.

(Applause)

CHIEF COMMISSIONER MARION BULLER: I have several questions and I’ll try to make them as coherent as I can. First of all, regarding the limited duration and isolated postings, why is it that treasury board determines those postings and not the RCMP?
COMMISSIONER BRENDA LUCKI: It’s in consultation with the RCMP, but there is benefits attached to that.

CHIEF COMMISSIONER MARION BULLER: Financial benefits?

COMMISSIONER BRENDA LUCKI: Yes.

CHIEF COMMISSIONER MARION BULLER: Okay.

Some of it is not actual money, but how many trips out of the community and various benefits. That makes sense. Thank you. As you’ve probably been told, we’ve heard from people all across Canada who have described issues with policing that for today’s purposes I’ll put into three different categories. One is the exercise or lack thereof of police discretion. The second is lack of local knowledge, and the third is being overwhelmed by the process, the criminal justice process. I call it, to use the words of one family member, “I was at a complete loss as to what to do.” And, police, of course, were the first point of contact.

So, I want to put those observations or those concerns into the context of training and policing in Indigenous communities. I don’t mean this as a rhetorical question at all. I’m curious about what happens at Depot and then in six months, field training. How do you teach the good exercise of police discretion at the time of
deciding how to respond to a situation?

**COMMISSIONER BRENDA LUCKI:** That’s why we switched our training back in the ‘90s. We made it more scenario based. Before, literally, it was a lecture, a paper scenario and what if, and we’d sit around. I think I had -- just to give a you difference, when I went through a couple of years ago -- no, just kidding -- we had one scenario, and we did it as a group. They do over 18 files, complete files, in their 26 weeks of training. When I say “files”, it’s broken down.

So, one part of that file is notetaking, and there’s decision making, and we teach them the entire CAPRA problem-solving model of decision making where they analyze the problem, what partners or stakeholders do they need for that decision, and it’s broken down. It’s very slow at the beginning. It’s very tedious.

So, a shoplifting complaint might take hours, but it’s to show them and also to show them how to do a proper risk assessment when going to calls, and what to take into consideration, and some of those things are not just police things. Some are internal. Am I tired? Is it the beginning of my shift? The end of my shift? Did I have a -- did I come to my shift? Did I eat? When was the last time I ate? Because those affect your decision making, so they need to be cognizant of all of those things.
during a risk-assessment process and decision-making process.

So, it’s very slow and tedious, and as a facilitator, it was painful at times. But, eventually, they’d start being able to do it as just a natural way of making decisions. So, we find we get better results with scenario-based training.

Then they actually do detachment visits. So, they have that twice in their training, and they’ll actually be on call. So, they have to bring a radio to their dorm, and they try to go to sleep, and they might get a call in the middle of the night and have to make a decision.

We also do a lot through simulation training, fire arms and driving simulation, and we are in the midst of creating -- we are actually the top in the world for simulation training. People from all over the world come to Depot to see our simulation training, especially in decision making for firearms. It’s huge, because I don’t think I’d want to be a firearms instructor watching a cadet trying to make a decision with a loaded gun. So, simulation is good for the nerves for our instructors as well.

But, it gives them scenarios that we can’t make -- we can’t make those live because of the firearm,
but what we can do is we can create stress. We put them in a car, chase them or get them to chase somebody, bring their adrenaline up, and then we see what happens with their decision making.

We also -- we have an entire research where one of the -- we are one of the only police training academies that has their own curriculum design embedded, and we have our own research embedded. I really invite the Commissioners to go spend a day, a Monday, especially, at Depot, because that’s graduation day. We’ll give you an overview of -- the in-depth overview of the program.

I know that it’s -- I can’t say enough about the training, and I’ll say this. It’s one of the top training in the world, and I know this because people from all over the world come to the training, including the FBI and the federal law enforcement. The Ukrainians have been, in my tenure, three or four times.

We train, for instance, the Kahnawake peacekeepers. They are inserted into our training with our troops. The Lakeshore Police Service is a self-administered police service. Their cadets train with our cadets the exact same training. They do the exact same 26 weeks. It’s tried and tested.

Can it improve? Absolutely. That’s why we do 200 changes a year. I went on a bit, but I can’t be
more proud of our training than I am, and the decision making. And, I’d just remind everybody that it’s induction training, and if we took every request that people asked and inserted it in that training, they’d be there for three years. But, we need them to get out and use that training. So, that’s why we are very particular on -- because now we’re at the point of when we put something in, we have to take something out now, because it’s so big. Or, we have to adjust, and that’s what we’ve been doing. And, depending recently with the Moncton Inquiry, we’ve added carbine training to -- that’s where we went from 24 to 26 weeks. And, as a result of tragic events like school shootings, we’ve added immediate action response deployment which is a five-day course. So, very tactical.

But, again, I think my fear is we have been adding tactical training to our training. And so, the pendulum, I think, is a little bit this way, and we need to go back to our grassroots, our community policing, our talking and remembering -- it’s still in the high 90’s -- that our intervention is verbal. So, we have to make sure that they have those verbal skills, and they have to have that empathy and compassion to deal with those calls so that situations that have been talked about in the Inquiry aren’t happening.

CHIEF COMMISSIONER MARION BULLER: Okay,
Thank you. You described training in Indigenous issues and history at Depot. You’ve also described the online course that must be completed within two years. You’ve described a number of other courses and training that can be available to members.

What, after Depot and after that online course, is mandatory training for members in the area of policing in Indigenous communities, in interactions with Indigenous people, Canadian history that includes the real history of -- what I call the real history of Indigenous people in Canada? I know they’re available, but what’s mandatory?

**COMMISSIONER BRENDA LUCKI:** Apart from the online Aboriginal Awareness, I don’t believe there are any national mandatory courses. I know divisionally, for instance, in northern Manitoba, each and every member needed to take the five-day Perceptions course. It’s difficult. Logistically, it’s difficult to do those face-to-face courses because every time you take somebody out of their community, that’s one less member in the community.

We try to do -- in Manitoba, they were trying to get the cadets in the south to get all trained up to go north so they wouldn’t have to come out of their communities as often. We try to do that as often as we can, because there’s equipment-specific courses when you go
up north as well, snowmobile and boating courses, and ATV courses. And, yes, every time they have to come out to shoot their firearm to recertify.

So, yes, it’s very intensive when people are in the north logistically to go on a lot of courses. So, as much as I agreed with one of the presenters about the online courses, for us, it really helps not taking people out of their communities, and we have done really well with better courses online. Is it the best? Not at all, but our new generation, I think, learns a bit better online than they do face-to-face. I think they get bored with face-to-face, actually.

CHIEF COMMISSIONER MARION BULLER: I can see that happen.

COMMISSIONER BRENDA LUCKI: Yes. Every time we do add courses, and we’re actually doing -- the Office of the Auditor General is doing a review of all of our mandatory courses, because what’s happening is they have actually just haphazardly -- we would decide something would be mandatory. But, when you say that, then there comes a responsibility with that, and does it need to be mandatory or should this be mandatory, because we have some non-negotiables. Like, the equipment is non-negotiable. They have to recertify in their firearms, and -- but we have to start looking at the other ones. Do they actually
need this course versus that course, but I’m sure following
some of the recommendations here that we will be revisiting
that.

CHIEF COMMISSIONER MARION BULLER: Okay.

Thank you. Then turning to more the detachment level, and
I’m looking at the experience that you’ve had at that level
and higher, of course, what obligation, mandatory
obligation is there for a Detachment Commander, a
detachment of any size, to develop relationships with
members of their Indigenous communities?

COMMISSIONER BRENDA LUCKI: It’s mandatory
through the Annual Performance Plan. And, we have a
Detachment Commander’s Handbook, and part of that is a
checklist of everybody, and it’s a generic checklist
because -- like, it’ll say, Education, so principals,
counsellors, elected officials, would it be chiefs,
counsellors. And then it would be Health. You’re going to
make sure you go to the nursing station and make those
relationships, or the hospitals. And then it goes into
Social Services and Advocacy Groups. And then when you do
the Annual Performance Plan, you need to -- and businesses
as well, you need to meet with all those stakeholders and
partners to determine what their priorities are in order to
establish your plan for April 1st.

So, the planning cycle for the Annual
Performance Plan starts in and around January, February, and they have till approximately the end of February, middle of March to do all those consultations, and also under the unit level quality assurance, do their risking exercise to determine what activities need to be risked in because they run on the same system. And, it’s actually on the computer, and they have to generate a report every quarter, and that report has to be shared with their elected officials on their progress on those priorities.

CHIEF COMMISSIONER MARION BULLER: Okay.

COMMISSIONER BRENDA LUCKI: They call it APP.

CHIEF COMMISSIONER MARION BULLER: Okay.

Thank you. Is there community feedback allowed on those reports that are circulated every quarter?

COMMISSIONER BRENDA LUCKI: I think they’re shared simply with the Mayors, Chiefs, Counsellors, and what -- I think they leave it to the elected officials to share that. Sometimes there’s -- like, a current example that I have, in Saskatchewan, the Commanding Officer -- Assistant Commissioner Curtis Zablocki has created town halls, which town halls aren’t new, but now they’re doing town halls in every area, so it gives community members an opportunity to voice their concerns or, you know, maybe in the odd chance, they might have something good, positive,
and then also the concerns, and those are taken. And, again, they’re bringing all that into headquarters’ environment so that if the same concern is being brought up at the various town halls, then, Houston, we have a problem; right?

**CHIEF COMMISSIONER MARION BULLER:** Well, that raises an observation that I’ve had personally, and then we’ve also had in evidence before us is that there doesn’t seem to be a way that community members can provide input about police performance other than a complaint through the complaint process so that, for example, where a community’s concerned about a specific member -- or it can go both ways. Where a community is very happy with a member, their performance, their relationship with them, prefer that they not be transferred. There doesn’t seem to be a way to tell the Detachment Commander, “We really like this person, and we would like to keep them if at all possible.”

**COMMISSIONER BRENDA LUCKI:** We do have on our website, actually our national website where people can -- and we receive, actually, a lot of feedback off the website, and we share that with the detachments. The reason why we -- we actually looked at having detachment emails, but then we were worried that if they didn’t answer, then again -- with an email address comes great
responsibility, and we’re trying to eliminate some of the work for Detachment Commanders instead of create more, so we put it to the national website where it was easier to find and they could go, and they click, and then they can send an email on both positive and negative feedback.

CHIEF COMMISSIONER MARION BULLER: Well, that raises the flip side of my question is that, in some communities, some people have said, “There’s a member we’re not happy with,” for whatever reasons.

COMMISSIONER BRENDA LUCKI: Yes.

CHIEF COMMISSIONER MARION BULLER: And, it’s a broad stroke, I know. There doesn’t seem to be any way that we can raise our concerns with the district -- or, sorry, the Detachment Commander short of a formal complaint. It doesn’t go so far as a formal complaint, but that seems to be our only option. Is there another option available for community members to provide that feedback?

COMMISSIONER BRENDA LUCKI: I think, generally, unless there’s a town hall, which I don’t think maybe somebody would feel comfortable anyways in that environment saying they didn’t like a particular member. I know in some of the -- when I was in Northern Manitoba, we actually -- if it was an extreme case, and the community was not happy with a member, then they did a Band Council resolution. That happened a couple of times while I was
there. They put in a resolution to say that they no longer wanted this member in the community.

We tried to work with them, because sometimes it was -- again, it went back to communication. And so, sometimes, very often, when we had that communication, the problem got rid of itself, but there was times when it didn’t, so we would actually remove the member from the community if it was legitimate. Sometimes if it -- if it was not something that we felt the member should be removed, often the member felt they wanted to leave by that time anyways because if they weren’t welcome in the community, then they didn’t necessarily want to be there.

But, other than, I guess, sending something on our website or actually going to the detachment and having a conversation with the Detachment Commander, the only other way is maybe to go -- call the district office, which is in the area, in the general area. For example, each province has two to five districts depending on the size of the province, and hopefully they felt that they could go through that avenue. But, unless they do any of that, we probably wouldn’t -- but I’m open to suggestions.

If there’s a way that somebody could -- we’re actually looking -- I was very intrigued. I was at the Toronto G7 Minister’s Conference, and the French
proposed an online gendarm, they called it, online
constable, so that people could actually talk to a
constable online, and I was very intrigued by that. So, I
thought, that would be very interesting if somebody --
because often complaints aren’t -- people -- my mom would
be one who would never phone the police because it’s never
big enough for her to call the police. But, if -- I know
if she had an online constable, she’d be on the -- be
calling that constable. But, if we can increase -- and I
think we have to look at creative, innovative ways to
increase our accessibility.

CHIEF COMMISSIONER MARION BULLER: Okay.

Thank you. You described a new National Investigation Unit
made up of 19 members. Could you provide a little more
information about that, please?

COMMISSIONER BRENDA LUCKI: Yes, I can.

Basically, as a result of the comments that were -- came
out of the Inquiry about reviewing, we created what’s
called a National Investigative Standards and Practice
Unit. And, it’s an internal RCMP centre of expertise and
oversight for high profile, major case investigations so
that -- we wanted to make sure that when we got to that --
we were in the investigation, it’s one thing to
investigate, but if we cannot successfully, and your
colleague shared the statistics, successfully bring that to
court and bring it to prosecution, that’s a lot of hours spent for nothing.

So, this -- there is 19 people in that Unit. It’s not all RCMP members. It’s civilian members, analysts, and they review these files. And, it was as a direct result of things that came out of the Inquiry. Our liaison, Shirley Coullier (phonetic) she’s listening, and then she comes back, and then they brainstorm, and then they come up with ideas just as another example is the communication with families. We now have a different protocol because of -- and I say we’re listening, but actions do speak louder than words. So, they make sure that the prospect is successful and investigations and criminal prosecutions are increased.

CHIEF COMMISSIONER MARION BULLER: Thank you. Are you familiar with what’s commonly called Jordan’s Principle?

COMMISSIONER BRENDA LUCKI: Yes.

CHIEF COMMISSIONER MARION BULLER: Do you think that applies to policing?

COMMISSIONER BRENDA LUCKI: You know what? I’m thinking of something completely different. I’m thinking of R. v. Jordan, so that’s probably not ---

CHIEF COMMISSIONER MARION BULLER: No.

COMMISSIONER BRENDA LUCKI: But, I know it.
CHIEF COMMISSIONER MARION BULLER: We’ll move on then. Thank you. In the mandate letter that you provided as part of your documents, there are a number of priorities or strategic areas that the Minister wants you to consider. Where does Aboriginal or Indigenous policing fit in that hierarchy of priorities?

COMMISSIONER BRENDA LUCKI: I don’t think that we’re -- I’m not putting any of those priorities in order. Anything in this mandate letter and anything that comes out of any of the recommendations is a priority. I don’t want to put one above the other. We’ve had -- and we get priorities all the time. For instance, during the Moncton Inquiry we got priorities.

So, we need to take those. We need to put them all together. Instead of saying Indigenous is number two on the list, maybe this particular part of Indigenous might fall lower because it’s less risk? So, we sort of do a risk-assessment process in what is the biggest risk to police and public safety, and those tend to hit the top of the list, obviously.

And then things that are out of our control that we can advocate for, they may be on our list, but they might not be as high of a priority because we only have an advocacy role, and we’ve done that part, and now it’s
monitoring. So, they all fall within different parts of our priorities, so to speak.

**CHIEF COMMISSIONER MARION BULLER:** Okay.

Then, finally, we’ve heard many times from people all across Canada that when they go to the police, they’re at a complete loss as to what to do next or how to navigate the system. I suppose that could be attributed to communication issues that need to be addressed.

But, some people have suggested to us a couple of things. One, that there be at each detachment an Indigenous liaison officer or an Aboriginal liaison officer who would work specifically with families on these types of cases, where someone is missing or murdered. Another recommendation or another observation that someone made was that if you’re charged with something, if you’re arrested and charged with something, you get a lot of paper work. When you make a complaint or report a crime to the police, you get a business card. That was their observation, and that witness suggested they get a receipt for their complaint to the police so it could be tracked.

**COMMISSIONER BRENDA LUCKI:** That’s a great idea.

**CHIEF COMMISSIONER MARION BULLER:** Rather than a file number on a business card or something similar to that. Would you like to comment on those observations
and suggestions?

COMMISSIONER BRENDA LUCKI: I know when we have major cases and I know -- for instance, in northern Manitoba, on the investigative team, one person was specifically assigned. That was their role, was a family liaison for the investigations. And, we specifically took somebody from the investigative team because they would have the knowledge and they would know what they could and could not share, and they knew -- for instance, being culturally sensitive in certain communities, the deceased stays in our garage. That’s the morgue in many communities. And, in certain communities when we move that body or that deceased, certain communities have certain ceremonies; other communities don’t.

So, they need to work side-by-side with the people, the members who are working in that community, and with the elders to make sure, because I know one instance where that wasn’t followed, and it was just a bad set of circumstances, and the deceased was brought back down south for the autopsy without anybody in the community being advised. It sounds like a small thing to some people, but in that community, that’s monumental, and that goes to a bigger issue if we don’t know those cultural nuances.

So, again, in that communication protocol that I created up there, some of those things were outlined
because each community is different. They may have
different nuances of celebrations or ceremonies that we
need to respect, and if -- you know, I can say, well -- you
can plead ignorance, “I didn’t know” but, really, you
didn’t know? Let’s make sure you know. So, we have to
figure out how to make sure they know that.

And so, we have the family liaison often for
that communication piece. The frustration for the
families, though, is that often in the early stages, we
can’t say much, and it’s frustrating, and it’s really for
the integrity of the investigation and to ensure that we
can bring that to successful prosecution.

So, we’re very limited in our information,
and we always get criticized about that. But, I’m willing
to take that criticism as long as we’re culturally
sensitive when we do deliver the minimal information that
we can. And, if somebody at least explains why they can’t
give that information -- because information is power;
right? When people have that information, it’s power.

So, I go back to my original everything, all
the issues I hear is always about communication, lack of
communication, not timely, poor communication,
disrespectful communication, but it’s always communication.
So, we really need to get better at it and make sure that
our members are equipped to have that, and if they aren’t,
then they need the training. And, if they aren’t, then maybe we need to find somebody who can.

So, going back to we also have -- Victim Services plays a huge role. Maybe not so much in a murder case, but in an aggravated assault, Victim Services, and if that communication doesn’t go from the police to Victim Services, why are you having a Victim Services? They need to be able to have the information or they need to be told that that file exists so that they can engage with the victim.

So, do things fall through the cracks? Absolutely. Is it perfect? No, and we need to improve on it. You’re absolutely right.

CHIEF COMMISSIONER MARION BULLER: Thank you. Those are my questions. Thank you very much.

COMMISSIONER BRENDA LUCKI: Thank you.

CHIEF COMMISSIONER MARION BULLER: To all of the witnesses this afternoon, we’re very grateful for your time and your truth and your commitment to your work. We have gifts for you. I hope you will accept them. They are eagle feathers. We were told by the matriarchs in Haida Gwaii to do this, and we don’t argue with them. We love them. They’re to hold you up on those days you need to be held up, and on those days when you can reach a little higher, they’ll help you reach higher.
So, it’s a small token of our thanks and recognition for your dedication. Thank you all.

(PRESENTATION OF GIFTS)

COMMISSIONER BRENDA LUCKI: Thank you.

CHIEF COMMISSIONER MARION BULLER: And, we’ll take a short break to bring the next witness.

MS. CHRISTA BIG CANOE: I’m sorry, but I’m going to ask again, because I’ve actually been inundated with requests from parties with standing in relation to the time, just recognizing it is now quarter to six. The evidence in-chief for the one witness is anticipated to be 40 minutes, and in addition to that, we would require at least a 10-minute break to swap out space. So, on that basis, I’m just putting forward requests by at least seven counsel to the panel.

CHIEF COMMISSIONER MARION BULLER: We have to huddle. Okay, here’s the plan. We’ll start with our opening prayers and opening tomorrow morning at 7:45. We’ll commence evidence at 8:00 a.m. We will call no further evidence this afternoon.

MS. CHRISTA BIG CANOE: Thank you. So, on that basis, I’m assuming we are now adjourned once you give gifts?

CHIEF COMMISSIONER MARION BULLER: Yes.

MS. CHRISTA BIG CANOE: But, that there will
be likely a closing prayer, and I just have one announcement for the parties with standing. We will have Commission Counsel in the parties with standing room, which is the Oak Room. As you recall earlier today, I did announce at lunch that we would allow for people to pull, or draw the number. And so, we’ll for 30 minutes after we close, there will be Commission Counsel in that space for any parties that have not yet done that.

CHIEF COMMISSIONER MARION BULLER: Okay.

We’re adjourned after we have our prayer.

MS. CHRISTA BIG CANOE: Thank you.

MR. VERN BELLEWARRIE: They are just presenting the gifts to our presenters, and Louise is extinguishing the qu’liq. Just two more very quick agenda items. I’d like to call on Elder Doug PeeAce (phonetic). Is he in the room? Doug? Doug PeeAce? He’s saying our closing prayer. Just give us a few minutes. Once they make the presentation of the eagle feathers, Doug will give our -- do us an opening -- a closing prayer for us. Okay. I’ll just ask if -- Louise, can you extinguish the qu’liq, please? Thank you very much, Louise.

Tomorrow morning at 7:00 is the pipe ceremony in the Wascana Room. We’ve -- the first two pipe ceremonies, we’ve had about 12 or 15 ladies and two men, oh, and the pipe carrier. We’d certainly like to see some
more men get involved in the pipe ceremony. They are
praying for us and our success here. I’ll just turn the
mic over to Doug to say our closing prayer. He’s not going
to use the mic. You can just join us in rising, please.

ELDER DOUG PEEACE: (Speaking in Indigenous
language).

MR. VERN BELLEGARDE: Hai. Hai, hai. Thank
you so much, Doug. Okay. Well, sleep tight, don’t let the
bugs bite. Enjoy your evening. Some people have inquired
about where is the Qu’Appelle Valley. I’ve told them you
go out and you -- in front of our building here is the
Victoria Avenue. Catch Victoria Avenue and go straight
east. That will take you to Balgonie, about 20 miles out.
And then you hit 10 Highway, and it takes you into the
valley in about another 20 minutes. So, it’s about 45
minutes from here.

--- Upon adjourning at 5:41 p.m.
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.

Félix Larose-Chevalier
June 25, 2018