Panel 2: “Developing and Fostering Relationships with Indigenous Communities, Families & Survivors of Violence”

Yvonne Niego, Deputy Minister, Department of Family Services, Government of Nunavut;

Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police;

Jean Vicaire, Director of Police, Lac Simon First Nation;

Alana Morrison, Detective Constable, Nishnawbe Aski Police Service;

Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E”

INTERNATIONAL REPORTING INC.
## II

### APPEARANCES

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<tr>
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<th>Representative(s)</th>
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<tr>
<td>Aboriginal Legal Services</td>
<td>Emily Hill (Legal Counsel)</td>
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<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>Directeur des poursuites criminelles et pénales (Québec)</td>
<td>Anny Bernier (Legal Counsel)</td>
</tr>
<tr>
<td>Eastern Door Indigenous Women's Association</td>
<td>Natalie D. Clifford (Legal Counsel)</td>
</tr>
<tr>
<td>First Nations Police Governance Council</td>
<td>Michelle Brass (Legal Counsel)</td>
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<tr>
<td>Government of Alberta</td>
<td>Doreen Mueller (Legal Counsel)</td>
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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
Josephine de Whytell (Legal
Counsel), Deanna Jones Keeshig
(Representative)

Inuit Tapiriit Kanatami (ITK)
Elizabeth Zarpa (Legal
Counsel)

Liard Aboriginal Women's
Society
Leila Geggie Hurst
(Representative), Ann Maje
Raider (Representative)
## IV

### APPEARANCES

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<th>Organization / Association</th>
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<tr>
<td>Manitoba Keewatinowi Okimakanak (MKO)</td>
<td>Jessica Barlow (Legal Counsel)</td>
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<tr>
<td>Mishkeegogamang First Nation</td>
<td>Whitney Van Belleghem (Legal Counsel), Paloma Corrin (Legal Counsel)</td>
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<tr>
<td>MMIWG Coalition Manitoba</td>
<td>Catherine Dunn (Legal Counsel), Hilda Anderson Pyrz (Representative)</td>
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<tr>
<td>Native Women's Association of Canada</td>
<td>Virginia Lomax (Legal Counsel)</td>
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<tr>
<td>New Brunswick Aboriginal Peoples Council</td>
<td>Elizabeth Blaney (Representative), Chief Wendy Wetteland (Representative)</td>
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<td>NunatuKavut Community Council</td>
<td>Roy Stewart (Legal Counsel)</td>
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<tr>
<td>Ontario Federation of Indigenous Friendship Centres</td>
<td>Niki Hashie (Representative)</td>
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<tr>
<td>Ontario Native Women's Association (ONWA)</td>
<td>Robert Edwards (Legal Counsel), Christina Comacchio (Legal Counsel)</td>
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<tr>
<td>Pauktuutit Inuit Women of Canada, Saturviit Inuit Women’s Association, AnâñauKatiget Tumingit Regional Inuit Women’s Association, Ottawa Inuit Children's Centre and Manitoba Inuit Association, as a collective single party</td>
<td>Beth Symes (Legal Counsel)</td>
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<tr>
<td>Quebec Native Women / Femmes autochtones du Québec</td>
<td>Rainbow Miller (Legal Counsel)</td>
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<td>Regina Treaty Status Indian Services</td>
<td>Erica Beaudin (Representative)</td>
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<tr>
<td>Saskatchewan Association of Chiefs of Police</td>
<td>Katrina Swan (Legal Counsel)</td>
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<tr>
<td>Thunder Bay Police Services</td>
<td>Edward Marrocco (Legal Counsel), Tiffany O'Hearn Davis (Legal Counsel)</td>
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<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>
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<tr>
<td>Vancouver Rape Relief and Women's Shelter</td>
<td>Hilla Kerner (Representative), Laurel McBride (Representative)</td>
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<td>Vancouver Sex Workers' Rights Collective</td>
<td>Carly Teillet (Legal Counsel)</td>
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<td>Winnipeg Police Service</td>
<td>Sheri Bell (Representative), Kimberly D. Carswell (Legal Counsel)</td>
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Truth-Gathering Process Part 2 Volume 8


Chair: Meredith Porter (Commission Counsel)

Second chair: Thomas Barnett (Commission Counsel)

Witness: Yvonne Niego, Deputy Minister with the Department of Family Services, Government of Nunavut

Counsel: Violet Ford (Commission Counsel)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police;

Counsel: Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

Witness: Jean Vicaire, Director of Police, Lac Simon First Nation

Counsel: Bernard Jacob (Commission Counsel)

Witness: Alana Morrison, Detective Constable of Nishnawbe Aski Police Service

Counsel: Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty 3)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E

Counsel: Anne Turley (Counsel for Government of Canada)

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


Clerk: Bryana Bouchir

Registrar: Bryan Zandberg
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<td>Witness: Yvonne Niego, Deputy Minister with the Department of Family Services, Government of Nunavut</td>
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<td>Annual Report of the State of Inuit Culture and Society 13–14 – Examining the Justice System in Nunavut, Nunavut Tunngavik Inc. 2014 (49 pages)</td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Canadian Association of Chiefs of Police (CACP) Media release “CACP Statement on RCMP’s ‘Missing and Murdered Aboriginal Women – 2015 Update to the National Operational Overview’” (four pages) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>CACP Media release “Police Leaders / Indigenous Representatives Seek Common Ground on Solutions for Safer Communities” (three pages) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>CACP webpage printout “Policing with First Nations, Metis and Inuit Peoples Committee” (one page) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Printout of “Saskatchewan Missing Persons” from Saskatchewan Association of Chiefs of Police web-page (three pages) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Canadian Association of Chiefs of Police</td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Victim Services “Supporting Families of Missing Persons: A Guide for Police-based Victims Services Support Workers” (146 pages)</td>
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<td>Witness: Retired Chief Clive Weighill, Past President,</td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Agency Response Guide to Missing Person Situations in Saskatchewan, Saskatchewan Provincial Partnership Committee on Missing Persons, March 3, 2014 (23 pages)</td>
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<td>Witness: Retired Chief Clive Weighill, Past President,</td>
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<td></td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>“Missing Persons Reporting September 30, 2017 – April 1, 2018,” Saskatoon Police Service report to the Board of Police Commissioners, dated April 6, 2018 (five pages)</td>
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<td>Witness: Retired Chief Clive Weighill, Past President,</td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Two news articles 1) “Saskatoon police pilot program looks to find root causes of youth runaways “ and 2) “Operation Runaway Still in Business” (three pages combined)</td>
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<td>Witness: Retired Chief Clive Weighill, Past President,</td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>65</td>
<td>Regina Police Service Report to the Board of Police Commissioners re: “2016 Police and Crisis Team (PACT) – A partnership between the Regina Police Service and the Regina Qu’Appelle Health Region’s Mental Health Service” dated June 28, 2017; Regina Police Service PACT website printout; Saskatoon Police Service PACT website printout (seven pages combined) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>The Regina Intersectoral Partnership (TRiP) materials (34 pages) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)</td>
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<td>Saskatoon Police Service “Chief’s Advisory Committee” webpage printout; Saskatoon Police Service “Youth Advisory Committee” webpage printout and <em>Eagle Feather News</em> article, “Indigenous Women’s Commission to advise P.A. Police”, dated August 24, 2017 (five pages combined)</td>
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<td>Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police</td>
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<td>Submitted by Ashley Smith, Counsel for CACP</td>
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<td>Saskatoon Police Service “Indigenous Relations Consultant” webpage printout; Saskatoon Police Service poster “Elder’s Teachings”; Saskatoon Police Services poster “Boys with Braids”; <em>paNOW</em> article “Elder teaches important lessons to P.A. Police”, dated June 16, 2017; Saskatoon Police Service “Indigenous and Metis” webpage printout (six pages combined)</td>
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<td>Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police</td>
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The hearing starts on Monday, June 27th, 2018 at 7:50 a.m.

**MR. VERN BELLEGARGE:** Friends and relatives. I want to thank Louise for lighting the qu’liq this morning as well. I’d like to open the session just by thanking our Creator for giving us another day. I also want to thank the pipe carriers who lifted their pipes this morning to give us courage and strength to deal with some of the issues that we’re facing in our lives. The pipe carriers also lifted the pipes to pray for our Commissioners. They also prayed for the witnesses that will be appearing today.

And, we’ll just give people a couple of minutes. Do we have everybody here? Okay. Everybody’s here that has to be here, and I’ll turn the chair over to this beautiful young lady here.

**MS. MEREDITH PORTER:** Thank you. Good morning. Good morning, Chief Commissioner Buller, Commissioner Eyolfson, Commissioner Robinson, Commissioner Audette. I’m Meredith Porter. I’m Commission Counsel with the National Inquiry, and I will be leading the second panel for this hearing. And, the focus of the second panel is going to be on developing and fostering relationships with Indigenous communities, families and survivors of violence.
We intend to call five witnesses to give evidence as part of this panel. And, those five witnesses will include Yvonne Niego, who is the Deputy Minister with the Department of Family Services with the Government of Nunavut, and formerly the Assistant Deputy Minister of Justice with the Government of Nunavut, and her counsel will be Commission Counsel Violet Ford.

The second witness is Chief Clive Weighill, past President of the Canadian Association of Chiefs of Police. And, counsel for Mr. Weighill is Ashley Smith. Our third witness will be Jean Vicaire, who is the Director of Police at the Lac Simon First Nation. His counsel will be Commission Counsel Bernard Jacob.

The fourth witness will be Alana Morrison, who is a Detective Constable with the Nishnawbe-Aski Police Service. Counsel for Ms. Morrison is Krystyn Ordyniec. The final witness will be Sergeant Dee Stewart. She’s the Officer in Charge for Indigenous policing with the RCMP, Division E. And, counsel for Ms. Dee Stewart is Anne Turley.

Prior to getting started, I did want to make a request. We’ve had a request by counsel for three of the witnesses to lead their evidence. And, as you’re aware, our Rules of Procedure do allow counsel for witnesses to request to lead their evidence, and it’s on consent that
Commission Counsel is putting forward a request to be made on the record whether or not the Commissioners consent to their request to lead the evidence of those three witnesses.

UNIDENTIFIED SPEAKER: Yes, we consent.

Thanks.

MS. MEREDITH PORTER: Thank you very much.

So, with that, I’m going to request that we start with our first witness, Yvonne Niego. And, at this time, I’ll ask that Yvonne be sworn in.

MR. BRYAN ZANDBERG: With the Bible? Yes?

There’s my Bible. Yvonne, do you swear to tell the truth, the whole truth, and nothing but the truth so help you God?

MS. YVONNE NIEGO: I do.

YVONNE NIEGO, Sworn:

MR. BRYAN ZANDBERG: Thank you.

--- EXAMINATION IN-CHIEF BY MS. VIOLET FORD:

MS. VIOLET FORD: Good morning, Chief Commissioner, Commissioners. As you can see, I’m -- for those who knew me yesterday, talking about it, I’m still wearing my same suit, because I was so keen, I was waiting outside of this room all night just ready to go.

(LAUGHTER)

So, I will begin some of my questions to you, Yvonne, on -- getting to talk to you a little bit so
that you can tell the Commissioners and the people in this
room, what is your cultural background?

**MS. YVONNE NIEGO:** I am Inuk. I grew up,
for the most part, in Nunavut.

**MS. VIOLET FORD:** And, your full name?

**MS. YVONNE NIEGO:** Yvonne Hukinak (phonetic)
Niego.

**MS. VIOLET FORD:** And, your middle name?

**MS. YVONNE NIEGO:** Hukinak. My middle name,
the literal translation is little mother-in-law.

**MS. VIOLET FORD:** And, that has some
significance in Inuit culture; correct?

**MS. YVONNE NIEGO:** Mm-hmm. So, it’s a name
I was given at birth after the passing of my great-aunt.
My great-grandmother, Ung-ne-muk-duk (phonetic), her
daughter was very special to her, and of course in myself
being named, I was raised to a certain expectation because
of that name. Any kinship was developed based on that
name. Hukinak herself died by circumstances surrounding a
domestic dispute. So, on the positive side of that, I was
raised to be more than.

**MS. VIOLET FORD:** And, from what I know in
Inuit naming, it also has a significance within the
community in terms of maintaining relationships; correct?

**MS. YVONNE NIEGO:** Yes. So, for example,
with my great-grandmother, she -- I called her mother because of that relationship. And, in our culture, that bond is so strong that she was more like my mother than my own biological mother, not because of bad circumstances or anything like that. My biological family -- I grew up with my bio family, but my great-grandmother, because of the strength of that bond, she was my mother, her -- those closest to her were like my siblings. Her children were like my siblings. And, the language around that was as if I was Hukinak, herself.

MS. VIOLET FORD: Thank you. Now, your present position within the Government of Nunavut is Deputy Minister with the Department of Family Services?

MS. YVONNE NIEGO: Yes, that’s correct.

MS. VIOLET FORD: And, your duties in your present position?

MS. YVONNE NIEGO: So, with Nunavut’s family services, I would be responsible for child protection, child welfare, income assistance, career development, labour market, immigration, apprenticeships, approximately 230 staff across Nunavut, and approximately a $153 million budget.

MS. VIOLET FORD: Okay. How long have you worked in this capacity?

MS. YVONNE NIEGO: For about six to seven
months.

MS. VIOLET FORD: Okay. And, prior to this, you were the Assistant Deputy Minister of Justice?

MS. YVONNE NIEGO: Yes, I moved over from Justice in December, and I was with Justice for approximately two years.

MS. VIOLET FORD: Over your career, you also -- you were in the RCMP for 20 years?

MS. YVONNE NIEGO: I'm a retired police officer, yes.

MS. VIOLET FORD: And, this involved community policing?

MS. YVONNE NIEGO: For a part of my official capacity, I was in charge of community policing for Nunavut towards the end of my career. But, of course, being of my culture, within my culture, it was all pretty much community policing. Yes.

MS. VIOLET FORD: And, I see in your CV here that you also won an International Award for policing?

MS. YVONNE NIEGO: Mm-hmm.

MS. VIOLET FORD: And, I think that was a proud moment for all Inuit in Nunavut that Inuit can rise to that level of recognition. Can you give us like one minute to explain what that award stands for, what it's about?
MS. YVONNE NIEGO: I can't even express. Not only the first award of an Inuk woman, but also even for the RCMP. I don't believe the RCMP had ever received that sort of recognition at an international women and policing event.

MS. VIOLET FORD: Okay. Thank you. Your work also involved Aboriginal policy, and as a program analyst with the RCMP?

MS. YVONNE NIEGO: Yes. For a period of about five years I was posted in Ottawa, national headquarters, in a variety -- three separate positions, one of which was in Aboriginal policing.

MS. VIOLET FORD: Okay. And then you ended up back in Nunavut; right?

MS. YVONNE NIEGO: Yes.

MS. VIOLET FORD: So Ottawa's a beautiful city. It has a lot of amenities, nice national parks, nice museums, galleries. Why did you want to go back to Nunavut?

MS. YVONNE NIEGO: When I left, I left to build my career, to get a break from 24/7 being on call and being relied upon. I needed to build my career. And then after those five years I felt it was time to go home and use those skills for Nunavut.

Nunavut is -- well, where I grew up it's a
barren land, but the beauty of Nunavut, it's majestic, it's pristine, it's -- and then the family living, the communities being so small and so close for my children. It was about enjoying that family time together. Every -- all -- everything in the community is so close to each other. School is a minute away if anything happened.

Just -- I missed that lifestyle. Elders, being closer to my elders, being close to babies. Because I found in the city, those five years in Ottawa was my first time living with my own family in a major city, and so the only chance I got to see babies was really behind buggies and behind plastic in the malls. So I really missed family.

MS. VIOLET FORD: Thank you. So I would now like to have her CV found in Tab A entered as Exhibit 1, exhibit -- first exhibit.

CHIEF COMMISSIONER MARION BULLER: The CV will be Exhibit 49, please.

--- Exhibit 49:

CV of Yvonne Niego (three pages)
Witness: Yvonne Niego, Deputy Minister with the Department of Family Services, Government of Nunavut
Submitted by Violet Ford (Commission Counsel)
MS. VIOLET FORD: Okay. Thank you.

Now, getting into the matters that's in your summary that you want to give testimony to today. And the first one being providing some of the insights that you have and your perspectives into the root causes of violence based on your experience and based on your many years of also with the RCMP.

If I can bring you to looking at -- under Tab C of your materials, you'll see this document. I believe you're familiar with this document?

MS. YVONNE NIEGO: I am.

MS. VIOLET FORD: Commissioner, if you can have that under Tab C entered as an exhibit please?

CHIEF COMMISSIONER MARION BULLER: Could you read in the title of the document, please?


CHIEF COMMISSIONER MARION BULLER: Thank you. Exhibit 50.

--- Exhibit 50:

Inuit Health Survey 2007-2008: Nunavut Community and Personal Wellness, June 2012 (44 pages)

Witness: Yvonne Niego, Deputy Minister with
the Department of Family Services,
Government of Nunavut
Submitted by Violet Ford (Commission Counsel)

MS. VIOLET FORD: Now, the Inuit Health Survey from 2007 points out on page 8 the different types of interpersonal violence. And this report, on page 34, indicates that excessive alcohol can lead to physical violence.

Yvonne, to what extent is this factor -- for example, just this factor as an example -- related to the crime rates in Nunavut, if you had to guess?

MS. YVONNE NIEGO: For the alcohol, interpersonal violence I think plays a major factor, not alone and by itself, but when the circumstances that we have in Nunavut exist and then you put on top of that the alcohol, many incidents occur.

MS. VIOLET FORD: Yeah. When these type of matters occur, and for example, a crisis occurs from that, how are these type of matters of violence handled by the police in an Inuit community in Nunavut? What are -- what is the police first response?

MS. YVONNE NIEGO: So the main response would be to handle the emergency itself. For example,
of individuals in the community. Oftentimes, it is our women that are a victim.

**MS. VIOLET FORD:** Yeah. And how many of those types of incidences would you say -- I'm not asking for specific percentages or, you know, comprehensive details, but on an average, let's say, weekend in Iqaluit, for example, how many of these type of crises would a police have to respond to, from your experience? One, two? Is it on location? Are there more than one a night?

**MS. YVONNE NIEGO:** In Iqaluit, a population of 8,000, roughly, it's much more than one or two a night. It's continuous throughout the weekend.

**MS. VIOLET FORD:** Okay. Now, a lot of this substance abuse and the violence impacts on families, as we all know, as other witnesses have come forward and discussed that in our hearings. And Inuit have a lot of extended family values.

Now, in your present position, you were telling me yesterday about the values, the Inuit principles that guide the department in its work. Can you just give a -- an example of what one of those values are that apply to family?

**MS. YVONNE NIEGO:** M'hm. So if we're talking about the Nunavut Government and during the creation of our government, eight guiding principles, eight
values, core values were identified. One would be
Inuuqatigiitsiarniq, which it's difficult to explain in
English. It is about respect and care for others, for
people.

But to try to give a deeper sense, Innu is
life human, to live and breathe. Pijitsirniq is to do it
well together. The Inuktitut language, it's very wholistic
and it's a whole concept; it's not just a flat kind of word
or -- it's not very descriptive in English. It's very
deep.

MS. VIOLET FORD: Now, I know that's a
principle that operates in your department, but I would
like to know and for you to express this in terms of how or
if these type of principles are integrated into police
practices in Nunavut.

MS. YVONNE NIEGO: Throughout my policing
career, I’ve presented many times and I will always base it
on -- I always try to find a way to bring it down to
values. The RCMP has six core values, Inuit have eight
core principles, and comparatively, there’s a lot of
similarity, but the difference is that, as I was saying
with (speaking in Inuktitut language), it’s very much
holistic and there’s a lot more depth and feeling to it.
Consensus -- the social decision making, the working
together for a common cause, that is so much more
pronounced in our Inuit ways I find than the RCMP values
which are based on general Canadian values.

MS. VIOLET FORD: Thank you. Now, you were
also talking about the housing shortage and how that
relates to the complexities of violence in Nunavut. And, I
just want to draw your attention to Tab B which is the
Annual Report of the State of Inuit Culture, 2013 to 2014,
Examining the Justice System in Nunavut. And, if I could
bring you to page 25, please. You recognize this document?

MS. YVONNE NIEGO: Yes.

MS. VIOLET FORD: You’re familiar with this
document?

MS. YVONNE NIEGO: Yes.

MS. VIOLET FORD: I would like to have
entered as exhibit.

CHIEF COMMISSIONER MARION BULLER: Yes, the
Annual Report on the State of Inuit Culture and Society,
2013/2014 is Exhibit 51, please.

--- Exhibit 51:

Annual Report of the State of Inuit Culture
and Society 13-14 - Examining the Justice
System in Nunavut, Nunavut Tunngavik Inc.
2014 (49 pages)

Witness: Yvonne Niego

Submitted by Violet Ford, Commission Counsel
MS. VIOLET FORD: Thank you. Yvonne, if you could just read out for me this whole paragraph, please. This bottom paragraph.

MS. YVONNE NIEGO: “In addition, months may elapse between the time a charge is laid and sentencing of the perpetrator of the violence, because the court visits a community anywhere from two to seven times a year, depending on a number of factors such as charge volumes in the community and size of the community. In 2013, the court spent 68 weeks on circuit in Nunavut communities. The gaps in time between circuits can mean that a couple involved in a domestic abuse situation may have to wait up to six months for the court to arrive and address the case in a first hearing and sentencing may not take place until a later circuit. In the interim, couples may have little choice but to endure the stress of remaining together in a potentially explosive and violent situation, typically with little or no counselling or other supportive programming.”

MS. VIOLET FORD: So, that means they have to stay in the same house because of the shortage of housing; right? Many times?

MS. YVONNE NIEGO: Often, they will make attempts to abide by the conditions of their undertaking, but the shortage of housing has a very large impact and often couples will end up back together.
MS. VIOLET FORD: And, when they get back together, do they stay together or is there another situation that divides them? Like, another violent...

MS. YVONNE NIEGO: Often times there will be repeated violence, and then the outstanding charges grow until that court circuit arrives.

MS. VIOLET FORD: Thank you. As it relates to housing generally and the general housing shortage, can you paint a picture of what that typical Inuit household looks like in terms of numbers in the household? The number of families, the number of individuals, children, adults?

MS. YVONNE NIEGO: I’m not sure of the actual average per household, but -- for example, as a police officer attending calls, those are the high volume, highly congested housing -- dwelling houses that we attend. And, for example -- I’ve had to even suit my own investigative tools to that housing situation. For example, child abuse cases. Any children I would interview, I would, at the front end of the investigation, I would have to try to lay out that living situation, where do you sleep. Often, houses will have multiple mattresses in one room on the floor, people sleeping in couches, in rooms that are not bedrooms. Close quarters, uncles and nieces in the same rooms. There’s all kinds of different
scenarios. Very, very overcrowded.

**MS. VIOLET FORD:** And, what are some of the consequences of that type of setting for Indigenous women and girls?

**MS. YVONNE NIEGO:** Basically, safety and security is at high risk when you have that kind of a situation. Children have nowhere to do their homework, they have constant disturbances through -- and interrupted sleep and can’t function at school.

**MS. VIOLET FORD:** Okay. Now, this report also lays out other types of lack of resources such as staff. In your present position, in terms of programming, how many staff do you think you would need to carry out the responsibilities and mandate of your present department?

**MS. YVONNE NIEGO:** Right now, I’m with Family Services. I think what’s key to addressing some of the violence in our communities would be through the -- my formal role in justice -- Community Justice. Community Justice has the victim services portfolio, but there are only three positions for the entire territory.

Our territory, it’s 100 percent isolated, remote communities -- 25 communities spread across three time zones, 20 percent of Canada’s land mass. It takes two days to get to one certain region in our territory. Everything is done by remote supervision, which is another
factor. So, best guess would be approximately 40, one in each of the smaller communities, two or three in the larger communities, and that would be for victim support services.

But, again, the English language just doesn’t work in Nunavut, the problem with the title of victim services, victim support is, I feel, that Inuit don’t see themselves as victims. The Inuit are very resilient. They will not complain until the very -- until they’re at the breaking point. And, definitely for sure men that I’ve dealt with through policing, they’re very honest. Many of the people I’ve dealt with are begging for help, they just don’t know where to find it. But, titling something as victim services, I think, will not entice people to access the service, so it has to be something else. It can’t be a volunteer service. I know in southern jurisdictions, police often refer victims, and I don’t really like that word, but refer victims to volunteer victim services. In Nunavut, with the cost of living and our circumstances, we just couldn’t sustain a volunteer support group.

**MS. VIOLET FORD:** Where do funds come from to fill these positions? Is it direct transfer from the federal government? Is it within existing budgets of the territorial government?

**MS. YVONNE NIEGO:** So, what I didn’t mention
I mentioned the three victim positions, but we also have community justice outreach workers in our communities. However, the original intent of those positions such as the victim support piece has subsided, and their mandate has grown into handling emergency protection orders and community intervention orders through our family abuse intervention legislation.

MS. VIOLET FORD: Thank you. And, I guess that’s also -- the shortages also relate to RCMP shortages as well when responding to crises?

MS. YVONNE NIEGO: Yes. So, as I said, one of the reasons for living Nunavut was for a break from the 24/7 policing, especially in raising a family. Very difficult to do. Two and three-person posts are the majority in Nunavut. Only a small few have five. One or two detachments have five members, and then Iqaluit itself has 25 to 28, I believe, on detachment.

MS. VIOLET FORD: So, if there was a crisis, for example, one night, and another crisis happened a few hours later, with the limited police, it would be -- they would be struggling, right, for support?

MS. YVONNE NIEGO: I’ve gone without sleep for approximately 65 hours dealing with constant calls. Yes.

MS. VIOLET FORD: When was the last hiring
of an Inuk into the RCMP in the territory of Nunavut?

MS. YVONNE NIEGO: To my recollection, it’s been 14 years since a regular member, Inuk member from Nunavut has been hired.

MS. VIOLET FORD: Do you have any guess on why that would be?

MS. YVONNE NIEGO: I think there’s a few reasons. The nature of policing in Nunavut has changed. The crime severity has, I believe, increased. There may have been an overall decrease in total calls, but crime severity has increased.

To want to become a police officer in a small community, you have to see yourself in the organization. If you don’t see people that you identify with, it’s very difficult to want to be a part of that organization. You have to have some sort of a connection.

As a police officer, you have to have a connection to the community to mentor, to groom people into the organization, especially where it’s first response constant dealing with really tough issues.

Another one could be -- of course it changes. There are personalities at managerial levels. So, when there’s a manager in charge and especially our Inuit members have difficulty feeling valued, it shows out in the community. It’s harder for that Inuk officer to
In-Ch (Ford)

smile in the community. There’s, you know, like I said, sometimes 65 hours with no sleep going on call.

So, generally, Inuit are very happy, but then when facing the types of calls you do and then having an organization that doesn’t feel as supportive as it could be, I think an organization has to make those extra steps to support Inuit members, not because they’re less than, but because almost that they’re more than. They have to do that much extra work because those other officers working with them lack some of the tools they need in going to the community. They don’t have the language, they don’t have the history.

Our territory, just the environment itself is so unique that it’s difficult for officers coming north. I think we’re at about 95 percent imported RCMP to Nunavut. Our numbers are declining as our Inuit members retire or feel not valued and look for other work. Yes.

MS. VIOLET FORD: Okay. Now, moving on, it’s in a similar vein, but it’s around communication between Inuit communities and the RCMP. Do you know of any policies on -- police policies on -- which they have in order to communicate effectively with Inuit communities? Are there any regular practices in place that you know of?

MS. YVONNE NIEGO: Sorry, in ways that...?

MS. VIOLET FORD: That would help with the
communication and building of connections between the community and the police.

**MS. YVONNE NIEGO:** So, I know -- I was here yesterday, and there was talk about cultural orientation. That’s one area. Language training, interpreter/translators is another area. Maybe I’ll expand a little bit on each.

For cultural orientation, a one, two-day course, five-day course, one-time only is not enough. As a senior Inuk RCMP officer in Nunavut, I felt very valued in one way in that whole responsibility of cultural awareness was placed on me, but you can’t do that to one person, expecting them to know everything about a culture.

So, there needs to be something built in with the community, a continuum of learning from beginner to executive level. It can’t be just this one-time only, something you learn today. I mean, I’m busy. I’m sure many people in this room have busy lives. We can’t remember a course we took five, ten years ago because we’re so busy learning other new things.

With interpreter/translators, I’ve seen so many times where out of the goodness of their hearts, people -- members of the public are volunteering to translate for elders or unilingual Inuit, not because they want to but because there is security and safety risk in
that community. And, out of that goodness, they’re volunteering to translate for the RCMP and the member of the public. They don’t get paid for that. They don’t want to do it, but they know the risk of not doing it. And so, they’re forced into it.

So, I think Indigenous communities that have their language still, you need some way to pay for that service so that you identify those willing persons. I can't remember if I had another area but, yeah.

**MS. VIOLET FORD:** Okay. So there's no real incentive either then to -- within the Police Force to learn or become fluent in Inuktitut.

**MS. YVONNE NIEGO:** Inuktitut is -- I've heard anyway, I don't know for sure, but is one of the most difficult languages perhaps in the world to learn. And it takes immersion. It takes time. And we don't have that language, a fully developed -- again, continuum of learning for the language. So there are courses. There are ways to seek it out, but when you're 24/7 on call responding to emergencies, only 2 or 3 of you in a community, it can be very difficult. And the working language of policing, the nature of policing, those are words and concepts foreign to the language, so it's very difficult to apply.

**MS. VIOLET FORD:** What are the language requirements within the Police Force? What laws guide them
MS. YVONNE NIEGO: M'hm.

MS. VIOLET FORD: --- in the languages?

MS. YVONNE NIEGO: So obviously that would be the federal English/French in Nunavut. Those are the members that are recruited from the south, English and French. And then our Inuk members, of course, speak -- most speak some Inuktitut, and there are territorial language laws in place, but the RCMP is federal and it's English/French.

MS. VIOLET FORD: What impacts do you see because of those language barriers? What do those language barriers have in relation to building relationships between the communities, the families, individuals and the community? What are the consequences of the RCMP not having the language, the Inuktitut language?

MS. YVONNE NIEGO: M'hm. We put at risk not solving investigations. We put at risk police and public safety.

MS. VIOLET FORD: And just going into the last final questions of this -- of the questions I want to ask you, in terms of the -- a crisis and how the RCMP communicates with the family in a time of crisis, how is that handled by the RCMP? How did -- what do they say to the family or what information do they give to the family
if they -- if the family wants information? In terms of, for example, an investigation or who died or any of those type of crisis type of concerns?

MS. YVONNE NIEGO: In my experience, most of our officers have that language barrier, so it causes an issue. Most of our RCMP officers in Nunavut are very well meaning, just like our Inuit officers, but when you don't have the tools that you need it causes a lot of issues.

I've seen where members of the public, persons in -- experiencing the trauma and RCMP officers trying to communicate, when you're experiencing trauma you think in your mother tongue. You think and react in your first language. And so it's very difficult to remember and communicate through that barrier. Police officers, I've witnessed them telling a victim, complainant, member of the family something and it just not sink in with the family. And so much is lost.

MS. VIOLET FORD: And when that happens, what is the response of the family? What impact does that have on the family?

MS. YVONNE NIEGO: There can be all kinds of impacts from confusion to in a small community, many rumours starting emulate because they didn't hear what was said properly. It's critical that we have Inuit officers in Nunavut.
MS. VIOLET FORD: Do you have any suggestions, given your experience within the RCMP and in your position today, how that could happen?

MS. YVONNE NIEGO: I'm sure that there are ideas out there, but definitely we've seen success through having mass recruiting campaigns, full Inuit troupes being formulated and sent through to training. Because of the language barrier, we don't have highways and not too many roads, so driving is a factor. Passing the entrances exams, the English is in -- so there are many barriers to becoming a police officer. You need that extra step by an organization to recruit. You need study sessions, guidance. You need a number of things.

MS. VIOLET FORD: How many -- with the service of an RCMP in the community, how many years are they required to stay in one community?

MS. YVONNE NIEGO: It fluctuates depending on the management of the day. In V Division, Nunavut's RCMP Division, it's gone from two years and two years in two different postings and out to three years in one posting. It's generally four to five years. And that's only enough time to just get to start learning a bit about the culture.

MS. VIOLET FORD: Do you think that's long enough to learn the language?
MS. YVONNE NIEGO: For most, no. There are rare people who just have a knack for languages and can pick it up, but for the majority, no.

MS VIOLET FORD: Or to build strong bonds and relationships with the community members?

MS YVONNE NIEGO: Again, same thing. It's -- the majority -- actually, police officers they're hired because of their strong ethics and values, so that's probably a better statistic. But because of the culture and language barrier, it's difficult to make those connections. But I'd say it's better than the other one you mentioned.

MS VIOLET FORD: Okay. We have two minutes left. How would you like to use those last two minutes to send some message, more messaging or words to the Commission in terms of, for example, recommendations, trying to get to root problems or any other type of messaging, last words that you would like to say?

MS YVONNE NIEGO: So in the spirit of my elders, women and children, the historical trauma, truth and reconciliation, the calls to action, this support is so needed in the community, in our communities. When you have remote supervision of professional caregivers in the community, it's very difficult, so you need that entity, that paid entity supported.
And going back to that historical trauma, we can't go back to the way we used to live as nomadic Inuit, strong, resilient as we once were. We’re rebuilding that, reclaiming that, but I really feel strongly that there’s a federal responsibility to reconcile. So, whatever that looks like, it has to reach into the community.

MS. VIOLET FORD: (Speaking Inuktitut). Any questions, Commissioners, for the witness?

CHIEF COMMISSIONER MARION BULLER: No, we’re deferring cross-examination. Thank you.

MS. MEREDITH PORTER: Thank you, counsel, and thank you, Ms. Niego. The next witness that the Commission intends to call is Retired Chief Clive Weighill, and leading the evidence of Mr. Weighill will be Ashley Smith. At this time, I will ask the Registrar to affirm the witness.

MR. BRYAN ZANDBERG: Good morning, Mr. Weighill.

RETIREO CHIEF CLIVE WEIGHILL: Good morning.

MR. BRYAN ZANDBERG: Mr. Weighill, do you solemnly affirm that the evidence you will give will be the truth, the whole truth, and nothing but the truth?

RETIREO CHIEF CLIVE WEIGHILL: I do.

CHIEF CLIVE WEIGHILL, Affirmed:

MR. BRYAN ZANDBERG: Thank you.
--- EXAMINATION IN-CHIEF BY MS. ASHLEY SMITH:

MS. ASHLEY SMITH: Good morning, Chief Commissioner, Commissioners. My name is Ashley Smith, and I am legal counsel for the Canadian Association of Chiefs of Police. Before we start, we would like to acknowledge that we are on Treaty 4 territory. We do have a PowerPoint. I’m not sure if it’s up just yet.

CHIEF COMMISSIONER MARION BULLER: Ms. Smith, would your witness like to affirm, promise or swear?

MS. ASHLEY SMITH: Oh, I’m sorry, he would like to affirm. I believe he just did.

CHIEF COMMISSIONER MARION BULLER: They’re always ahead of me.

MS. ASHLEY SMITH: No, that’s fine. Thank you so much. If we could move to the next slide, please? So, Retired Chief Weighill, I would ask you to turn to Tab 1 of the document binder we provided to the Commission; is that your CV?

RETIRED CHIEF CLIVE WEIGHILL: Yes, it is.

MS. ASHLEY SMITH: And, Chief Commissioner, we would ask that Chief Weighill’s CV be added as the next exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Just give me a moment to catch up to you. CV is Exhibit 52, please.
--- Exhibit 52:

CV of Clive Weighill (six pages)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

**MS. ASHLEY SMITH:** Thank you. Due to time, we won’t be able to go through your CV in detail, but I would like to touch briefly on some of your experience. So, you are the Retired Chief of the Saskatoon Police Service?

**RETIRED CHIEF CLIVE WEIGHILL:** That’s correct.

**MS. ASHLEY SMITH:** And, when I refer to the “SPS” moving forward, you would understand that to be the Saskatoon Police Service?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes.

**MS. ASHLEY SMITH:** You were Chief of Police of SPS from September 1st, 2006 to October 6th, 2017?

**RETIRED CHIEF CLIVE WEIGHILL:** That’s correct.

**MS. ASHLEY SMITH:** And, prior to joining the SPS, you were the member of the Regina Police Service for approximately 31 years?
MS. ASHLEY SMITH: And, when I refer to “RPS” moving forward, you would understand that to be the Regina Police Service?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. ASHLEY SMITH: Next slide, please? I’d now like to speak with you about the Canadian Association of Chiefs of Police. Now, when I say “CACP” moving forward, you would understand that to be the Canadian Association of Chiefs of Police?

RETIRED CHIEF CLIVE WEIGHILL: That’s correct.

MS. ASHLEY SMITH: And, you served as President of CACP from 2014 to 2016?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. ASHLEY SMITH: And, you have been immediate past president since 2016?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. ASHLEY SMITH: And, your term will conclude this year?

RETIRED CHIEF CLIVE WEIGHILL: That’s correct.

MS. ASHLEY SMITH: Can you tell us a little bit about what the CACP is?

RETIRED CHIEF CLIVE WEIGHILL: The CACP is
an organization of police executives across Canada, National Police Chiefs, and it includes the Ontario Provincial Police, the Sûreté du Québec, the RCMP and municipal policing agencies and First Nations police agencies across Canada.

MS. ASHLEY SMITH: And, can you explain the relationship between the CACP and the First Nations Chiefs of Police Association?

RETIRED CHIEF CLIVE WEIGHILL: Yes. First Nation Chiefs have their own association, but they come under the umbrella of the Canadian Association of Chiefs of Police, and they have a permanent seat on our Executive Board of Directors.

MS. MEREDITH PORTER: Excuse me. I believe that we have an objection.

MS. HILLA KERNER: Sorry, I don’t know if just because I’m ESL, it’s very, very fast, and what you have to say is very valuable, and it’s hard when the two of you are rushing.

RETIRED CHIEF CLIVE WEIGHILL: Okay.

MS. ASHLEY SMITH: Okay.

UNIDENTIFIED SPEAKER: Just for both of the translators, just slow down.

RETIRED CHIEF CLIVE WEIGHILL: Okay.

MS. ASHLEY SMITH: Certainly. We apologize.
We’re feeling the crunch of time, so I will try to go a little bit slower. Thank you, I appreciate the objection.

Can you explain now what initiatives the CACP has taken with regards to missing and murdered Indigenous women and girls?

**RETIRED CHIEF CLIVE WEIGHILL:** I take the Commission back to Tab 3 to start with. And, at the very back of Tab 3, there is a statement that I gave becoming the President of the Canadian Association of Chiefs of Police in 2014, and it had to do with missing and murdered Indigenous women and girls. I was elected as the president that year, and we received a letter from NWAC requesting our position on the -- hopeful, at that time, the upcoming Inquiry on Missing and Murdered Indigenous Women and Girls.

Stemming from that, in September 2014, I went to Ottawa and I met with the President of NWAC, which was Commissioner Audette at the time, and we sat down, had a very cordial conversation about what the police chiefs across Canada were thinking, how we thought we could work together if an Inquiry did come, or leading up to an Inquiry or assisting the Inquiry. And, at that time, we put out a joint statement from NWAC and the Canadian Association of Chiefs of Police saying that we wanted to work together and try to move forward on this issue.

Then, if you go to Tab 3 again, Tab 3 is a
media release that the Canadian Association of Chiefs of Police put out in 2015 thanking the RCMP for the work that they had done on behalf of all police services trying to collate what exactly had happened for statistical numbers in relation to the murdered or missing Indigenous women and girls.

And then if you move forward to Tab 4, you’ll see that we had a media release there. We had a huge Summit the Canadian Association of Chiefs of Police held in Winnipeg. We asked several elders to participate, we asked elders to help us form the program for the Summit. We invited Chief Perry Bellegarde from the AFN as one of our guest speakers. And, we were trying to really discuss missing and murdered Indigenous women, discussing different relationships with Indigenous people across Canada, different policing initiatives, different cultural and spiritual trainings that we may have for our police services. I would say it was a very successful Summit. And, at the end of that, you’ll see in our media release there in Tab 4, we came out with several recommendations for police services.

Now, as an association, certainly we have no authority over those police services. We’re just an association. So, there were guidelines and suggestions for other police services across Canada. And, I think due to
time here that we have today, I would just ask those to be entered as an exhibit.

MS. ASHLEY SMITH: So, Chief Commissioner, Chief Weighill had referred to Tab 2, which is the September 30\textsuperscript{th}, 2014 Statement of the CACP. If that could be the next exhibit?

CHIEF COMMISSIONER MARION BULLER: What I suggest we do, given the number of separate exhibits in this binder, is we’ll go through them, I’ll have, of course, the witness identify the documents, then off the record, we’ll mark them a series of exhibits separately; okay?

MS. ASHLEY SMITH: Certainly. Thank you so much.

CHIEF COMMISSIONER MARION BULLER: Or off the clock maybe is a better way to put it.

MS. ASHLEY SMITH: Perfect. Thank you. And, since the Moving Forward Conference that you referenced, Chief Weighill, have there been any other actions of the CACP since May of 2016?

RETIRE CHIEF CLIVE WEIGHILL: Yes. We have several subcommittees at the Canadian Association of Chiefs of Police ranging from, you know, IT committee to our Crime Prevention, to Law Amendments. And, we also have a subcommittee, Policing with First Nations, Métis and Inuit
People. They have several recommendations that they put forward to our executive body.

We also have an Executive Global Studies Program where -- for succession management. Maybe 18 or 20 candidates would come from across Canada to do international studies on different aspects of policing.

In 2017, it was done on public trust with a heavy look at Indigenous people, nationally, for Canada. And, this year, for 2018, the group of about 18 executive are working on equity, inclusion, fundamental respect in our diverse police organizations, and their report will be put forward to our AGM this August with their recommendations on that. Once again, very heavily involved with Indigenous relationships in Canada and the police.

**MS. ASHLEY SMITH:** Next slide, please?

Chief Weighill, I was hoping we could now speak about the Saskatchewan Association of Chiefs of Police. And, when I refer to the “SACP” moving forward, you would understand that to be the Saskatchewan Association of Chiefs of Police?

**RETIRED CHIEF CLIVE WEEGHILL:** That’s correct.

**MS. ASHLEY SMITH:** And, you served as Vice-President of the SACP from 2011 to 2014?

**RETIRED CHIEF CLIVE WEEGHILL:** Yes.
MS. ASHLEY SMITH: And, can you tell us a little bit about what the SACP is?

RETIRE CHIEF CLIVE WEIGHILL: The SACP is like a smaller version of the Canadian Association of Chiefs of Police. It would be the municipal police chiefs in Saskatchewan for Estevan, Weyburn and Moose Jaw, Saskatoon, Regina, Prince Albert, and some of the smaller centres, and also with the RCMP. And we’re a group of executives that meet twice a year on different policing issues.

MS. ASHLEY SMITH: Next slide, please. What initiatives have the SACP taken regarding missing and murdered Indigenous women and girls?

RETIRE CHIEF CLIVE WEIGHILL: The SACP’s had a -- their website, I would say, for the last 12 to 13 years, a list of all missing persons in the Province of Saskatchewan that have been reported to the police and any information that we would have that would relate to that. And every year, when the missing persons week is on, they put special items up on their website as well.

MS. ASHLEY SMITH: I’d like to now turn your attention to how missing persons are addressed in Saskatchewan. Next slide please.

Can you tell us approximately how many missing person reports are received in Saskatoon and Regina
and how those agencies respond to missing persons?

RETIRED CHIEF CLIVE WEIGHILL: Well, in

Saskatoon, if the numbers hold true -- slow down. In
Saskatoon, if the numbers hold true, there would be around
3,200 reports of missing persons. And when you put that in
perspective, Saskatoon's a city of not even quite 300,000,
and that police service receives 3,200 reports of missing
persons in a year. Regina receives around 1,800 reports of
missing persons. And that same kind of ratio would hold
true for Winnipeg, a lot of the Prairie cities.

Now, when I say 3,200 missing person
reports, I don't mean that that's 3,200 missing people. A
lot of that has to do with mainly young girls that are in
group homes that run away, sometimes 30, 40, 50 times in a
year. So those totals add up.

But you can imagine what kind of a workload
that is on a police service, because every time one of
those reports comes in, we take the report, put on CPIC, it
may or may not be a media release depending on the
circumstances. An investigation gets started, we work with
the group homes, we work with the outreach centres in
Saskatoon in trying to find that individual. Because we
know fairly well, unfortunately, one of these days one of
those girls isn't going to come home.

And I'd have to say for the people that work
in that field, I mean, I've had detectives in my office that work in the missing persons area, and I've had them in my office literally crying, saying that they feel they're under so much pressure because they're doing everything they can to try and find these girls, but they feel like there's a dagger over their head. Because if they don't find that girl and something happens to them they are going to be criticized for the work that they've done.

So when they have this volume of work, and the pressures they have on them to find these girls, it really does put a whole different atmosphere of how we're trying to work with these reports, how we're trying to get them quickly as we can and try and make sure we get those girls back home safe again, or to the group home, wherever they're missing from.

**MS. ASHLEY SMITH:** And can you tell us a little bit about the process when a missing report comes in, what happens from that point?

**RETIRED CHIEF CLIVE WEIGHILL:** Sure. Now, the reporting system in Saskatchewan has changed dramatically, and most police services right across Canada. We've completely revamped our policy. The days of waiting 24 hours are long gone.

I know in our policy, it's bolded that we'll take a report immediately. You do not send somebody home
to check to see if they're at their uncle's house or their
aunt's house or wait 24 hours. If somebody comes in to --
or reports to a police officer that somebody is missing, we
take that report immediately.

That will all -- that will start a chain
reaction within our organization, and I'll speak about
Saskatoon, and Regina would be very similar, Prince Albert
would be very similar. When that report comes in, as I
mentioned, it gets put on CPIC and it gets triaged on the
best way that we can evaluate on that missing person. Is
that person in a vulnerable situation? Is this very
unusual? All those factors get taken into consideration.

So it may be triaged immediately to
frontline officers to start investigating. It may be sent
to the missing persons area to start working with social
services in the group home, or if it's a very suspicious
circumstance, highly suspicious, it'll go directly to Major
Crimes.

We also have put things in our policy -- you
know, it happens fairly frequently when somebody is missing
from a First Nation, and naturally the family is wondering
what's happening on the file. Sometimes they feel the
police aren't doing enough.

They'll go to their local First Nations
chief and they'll say, you know, the police aren't doing
enough on this file. The First Nations chief then would go
to maybe the FSIN and escalate it up, and then maybe to my
Board of Police Commissioners or myself that the police
aren't doing anything.

So we've developed a waiver. So if the
family will sign that, that will allow us then to share the
information with their local chief of their First Nation as
well, too, so their local chief knows what's going on.

So if there's rumours within a First Nation
of what the police should be doing or haven't been doing,
if they go to their local chief, the chief then has the
information and they can say, no, this is what the police
are doing. And we've found that that de-escalates a lot of
rumours and a lot of hard feelings about whether the police
are actually doing something on that file or not.

Also, in the Province of Saskatchewan, there
has been a lot of work done, very collegially, involving
families of missing and murdered Indigenous women, and
we've put together toolkits. And these toolkits are
available for every police service, every municipal police
service and the RCMP.

So I'd like to take you to Tab 8. If we
have an investigation, I'm not just talking about now, but
every single one, but I'm talking about an investigation
that we -- very suspicious, we've got Major Crime on this,
we don't know what's happened to this individual, our
Victim Services will meet with the family and they get a
family toolkit.

And in this family toolkit, it would walk
the family through, you know, a missing person's checklist,
a communication log when they're going to work with the
police, what they can expect from the police, what the
police are going to expect from the family, what they can
expect from social media, self-care for themselves, and
Internet links and information that they might need as the
family as they're working through it.

If I take you to Tab 9, Victim Services also
have a workbook that they have to follow. So Victim
Services will go through their checklist as they're working
with the family. You know, talking about the
investigations, how to engage with the family, historical
missing persons' files and how we work on those,
identifying the needs of the family, identifying the needs
that the police are going to need.

Then if I take you to Tab 10, there's also a
handbook made up for the agency response as well, too. So
the agency response has a checklist and a regime that they
should follow in the Province of Saskatchewan when they're
working on a missing person's case.

So this has all been brought together so
that we have a common communication of missing persons with the family, we have a common communication with Victim Services, and we have a common communication with the police.

On top of that, layered on top of that, the Province of Saskatchewan has also funded investigators to work on missing person files. So they've paid for an investigator in Regina, paid for one in Saskatoon, paid for one in Prince Albert and paid for one within the RCMP.

And their full time job is to work on missing person files. They work together throughout the province, they look at each others' files, they bring up cold cases and see if they can find some new leads on some of the missing person files.

The province also pays for, through Victims Services, a Victim Services Missing Person Liaison. There's a position in Regina, Saskatoon, Prince Albert and the RCMP as well. This job position is strictly just working for missing persons within Victim Services, and they liaison with the families and the police back and forward with communication on the missing persons, try and give support to the family so that they understand what may or may not be happening with this file.

And then the province also pays for Aboriginal Victim Service officers. And we have two in
Saskatoon, I believe Regina has two, Prince Albert has one and the RCMP have several throughout the province as well, too, paid for by the Province of Saskatchewan, once again as an outreach to victims of Indigenous people for any crime, and not just missing persons, but just to give that commonality when people are concerned about files and concerned about what should happen with their investigation.

**MS. ASHLEY SMITH:** Next slide, please.

Chief Weighill, I understand you have a brief video of individuals describing their experience with the Missing Person Liaison and Victim Services?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes. We have a brief video here, please.

**MS. ASHLEY SMITH:** If we could please move to the next slide, and if you could play the video, please.

(VIDEO PRESENTATION)

**MS. ASHLEY SMITH:** If we could move to the next slide, please. And, Chief Weighill, you’ve spoken about how the majority of missing person reports involve youth runaways. Can you tell us a bit about the Operation Runaway program and its efforts to address this issue?

**RETIRED CHIEF CLIVE WEIGHILL:** Saskatoon has a recent pilot project that’s now gone into a regular project working with young girls that are running away from
the group homes. The province of Saskatchewan donated $125,000.00, Home Depot put in $25,000.00, and Prairie Mobile donated the cell phones that we give to the young girls.

We worked with young women with lived experience as a youth committee to find out what the reasons are that people are running, how can we develop a program. And, from their information and from their guidance, we developed a program in conjunction with social services, and the police and mental health and addictions. The girls get cell phones when they’re in the program. So, if they’re in a place of danger and they’re in a place of help, they can phone. They can phone to their mentorship to get help.

If they do run away and they do come back, they’re set -- it’s kind of a group effort, a wraparound, to try and find out what’s driving you to run away, what are you running to, what are you running from, why is it that you can’t stay in the group? Can we move you somewhere else? Can we put you in a different environment? And, try and find a solution so we don’t keep continually getting these girls that are running 40 or 50 times.

**MS. ASHLEY SMITH:** Next slide, please. Now, we’d like to chat about some initiatives undertaken by Saskatchewan Municipal Police Services to build
relationships with the Indigenous community. Next slide, please. Can you explain to us the Strengthening Families Program?

**RETIRED CHIEF CLIVE WEIGHILL:** Strengthening Families Program is about one year in existence right now. The Saskatoon Police Service received almost $2.5 million from the federal government, $500,000.00 per year to build this program. It’s a program that’s been used in other countries around the world. It’s a 14 week program, it’s designed for a youth in a family for guidance and some selection for them, and also their family, because we found in many cases -- you know, the youth may be having some issues, but it’s a family issue, not just a youth issue.

So, it’s a 14 week program where the youth would come, they would get certain, kind of, screening and programming and help on their own. Their parents, or their family, or their guardian would come and meet in a different area, they would have their different kind of programming. They would meet together for supper. And then they would go jointly again for another session in the evening. It runs over 14 weeks.

It’s very early to give you any results on how successful it will be, but this program has been used in other countries and it’s certainly something that we’re hoping will help in Saskatoon.
MS. ASHLEY SMITH: And, I understand you have a short video showing us some Strengthening Family participants talking about the impact the program has had on them.

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. ASHLEY SMITH: If we could move to the next slide, please, and if you could please play the video.

(VIDEO PRESENTATION)

MS. ASHLEY SMITH: If we could please move to the next slide. Can you please explain the Regina Intersectoral Partnership or the TRiP program, please?

RETIRED CHIEF CLIVE WEIGHILL: Yes, it’s a program similar to Strengthening Families. It’s been in Regina for quite some time now. It started out for help for youth under 11, and then it broke into a higher one for 12 and up. And then on top of that, the hub was layered on that as well too. So, it runs along the same line as Strengthening Families and bringing different caregivers together, different people with lived experience, different social agencies to help families that are in crisis.

MS. ASHLEY SMITH: Next slide, please. I’d now like to speak with you about some of the initiatives of the Cultural Resource Unit and Community Diversity Units at the municipal police services in Saskatchewan. Can you briefly describe these units and their purpose?
RETIRED CHIEF CLIVE WEIGHILL: Saskatoon has a unit with six members in it, Regina has a unit with five members in it, Prince Albert has a smaller unit, and then of course the cities of Moose Jaw and Weyburn and Estevan that are a bit smaller, use their regular officers for some of this work.

But, probably most of these units would have started in the early 1980s, when we first were experiencing the urbanization of First Nations into the cities. And, of course there was a clash between police values, Indigenous values and misunderstanding of cultures, history, spirituality. So, cultural units started to come into vogue in the police services in Saskatchewan.

They’ve grown through the years. When I first was in Regina, there was one member, and then the unit gradually became two members, and like I say, now it’s up to five members in Regina, six members in Saskatoon. And, they work with the Indigenous population, new Canadians on things like the Peacekeeper Cadet Program, advisory committees, working with the LGBTQ two-spirit communities, interpreter programs, just as a reach out so people have somebody that they can contact.

I found in life that if you have somebody that you can phone, that you can contact, especially with the police, it certainly helps. And, it’s hard to get a
hold of police officer that’s working 24/7, but with the
cultural units, you can usually start to reach and build up
some relationships with the people in the Cultural Unit
because they’re there during the day time, during the week
most of the time, and you can actually start to build up
relationships, and it’s been very positive.

**MS. ASHLEY SMITH:** Next slide, please.

Could you tell us about the Peacekeeper Cadet Program?

**RETIRED CHIEF CLIVE WEIGHILL:** The
Peacekeeper Cadet Program in Saskatoon has been there since
2014. Regina’s had one for about 15 years, it’s called a
Cadet Program. And, the idea is to bring youth from the
inner city together to learn about citizenship, cultural
history taught by the elders, and spirituality, a little
bit of discipline. They have classes every couple of
weeks. They throw in, you know, some drill and things
along that line.

It’s amazing what these young people will
start to do when they get into something they’ve never
probably belonged to before, something that’s really, kind
of, strictly organized and builds a little bit of
character. And, I know we’re, kind of, running short on
time, but I just want to give you one example of how this
works in a family setting.

We had the graduation for the Peacekeepers
last year in late spring, and we invite the mothers, and fathers, and uncles and aunts to come to see their young kids graduate. So, the people that come -- it’s funny to watch, because a lot of the parents and siblings and stuff, when they come, they may have had bad interactions with the police before. So, they come, they’re very tentative when they come to the hall. They don’t really, kind of, want to communicate much with the police. They’re there because their child is going to graduate.

And, these kids are, like, 8, 9 and 10 years old. And, parents are all arriving, and these little kids are all running around the school and they’re all excited. And, they get on their little uniform and they form them up outside of the hall, and then they march them in and they do a little bit of drill. And, they’ve got these real bonding things that happen, teamwork and stuff. When these kids walk in, they look around just like all kids do. They’re looking around to see if their parent is there, is there an uncle there, or their aunt there to see who they are. And they’re all proud and they’re doing this drill and they’re proud of what they’re doing. And their parents are looking at this and their aunts and uncles. They’ve probably never seen this from these kids before, like, “Oh, look at the teamwork that’s going on.”

It’s just a building thing for the whole
family, not just for the kids that are involved. But it’s a building thing for the family to understand the police are not just there to arrest them, the police are there for other issues as well too, for public safety and to build communities. It’s a very, very positive program. And that’s been running -- and the RCMP has cadet programs in the province of Saskatchewan for youth as well too. Very strong programs.

**MS. ASHLEY SMITH:** Next slide, please? Can you tell us about the SPS Chief’s Advisory Committee?

**RETIRED CHIEF CLIVE WEIGHILL:** Chief’s Advisory Committee is -- me being the Chief at the time, had a group of Elders that would advise me and executive staff from the Saskatoon Police Service on all kinds of issues related to Indigenous relationships and the police, and advice.

We meet every season, four times a year, as an in the Indigenous world, four times per year. We meet in our headquarters, we have a cultural room that’s vented so we can do smudges. We meet. We have a talking circle. We have a small feast, and then myself and my executive officers and several from the committee go out to Whitecap First Nation for a sweat. We do that, like I say, four times a year.

The Chief’s advisory has been very, very
effective for us. Very frank when we have our meetings, you know, they hear what’s going on in the community. We have some really good frank conversations, some very, very good advice from that Chief’s Advisory Committee.

**MS. ASHLEY SMITH:** And are there similar Elder Advisory Committees at other police services in Saskatchewan?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes, there are. Regina has an Elders committee, and Prince Albert utilizes use of the Elder, and of course the RCMP has several Elders as well.

**MS. ASHLEY SMITH:** Next slide, please? Can you please describe the Prince Albert Police Service Indigenous Women’s Commission?

**RETIRED CHIEF CLIVE WEIGHILL:** That was started by the Chief now of Saskatoon, when he was the Chief in Prince Albert, bringing women together that have — from families that have been affected by a murdered or missing Indigenous women. They get together, have a lunch, discuss issues that are common to them. You know, it’s kind of a healing way to work with things, get information out. And he’s going to start that in Saskatoon as well too.

**MS. ASHLEY SMITH:** Next slide, please? Can you tell us about the SPS Advisory Committee on Diversity?
The Advisory Committee on Diversity was started right after the Stonechild Inquiry in Saskatoon. It was put together by Helen Smith McIntyre from Amnesty International, Gordon Lafond who was the Tribal Chief of the Saskatoon -- the Saskatoon Tribal Counsel, and John Lagimodiere, who is the Eagle Feather News editor.

They put together a whole training package for all members of the Saskatoon Police Service that went through this training dealing with colonialism, residential school, white paper, Sixties Scoop, you know, and contemporary issues that are facing Indigenous population in Canada. The whole organization went through that training.

That committee still is in effect. It meets once a month. It’s a very diverse committee. It has LGBTQ2-spirit people on it, it has seniors, it has new Canadians, and it has Indigenous People. It’s a very big diverse community.

Next slide, please? Can you tell us about some of the initiatives regarding the LGBTQ2-spirit community?

We very -- worked very closely with the community in Saskatoon. You know, there’s always been historic issues with that
community and police, in various centres right across Canada. Saskatoon would probably be no exception.

We did a big training component for all of our executive staff, Out Saskatoon came and educated our -- our staff on what’s really happening in the LGBTQ2-spirit community, because things have changed. Like, when I grew up the word queer was very derogatory, well now that’s a common place word used in that community. So just even the way you talk to people, the way you move throughout that community is very, very important.

Then we took that model -- that module, and every single person within our organization, both sworn and civilian have gone through the same module working with that. And we also, because we happen to have a new headquarter that was just built, we were able to put in the gender-neutral bathroom in there as well too. So anybody that does come to our headquarters can feel very comfortable and very safe.

And we also, with that committee, helped us out with our policies, especially with the LGBTQ2-spirit community on arrests, on detention. How we can search people, how we get different things done so that we’re not going to be offensive to their situation.

**MS. ASHLEY SMITH:** We’re running short on time, so I think we may move forward. If we could just
move two slides, please?

**RETIRED CHIEF CLIVE WEIGHILL:** Sure.

**MS. ASHLEY SMITH:** Can you describe some of the training being provided in Saskatchewan regarding the truth and reconciliation recommendations?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes. I think every municipal service in Saskatchewan, I’m sure the RCMP did it, we’ve all written up our responses to the calls to action. Regina Police Service has just completed a full training module for all their staff on -- it’s right from the creator right until now. Teaching all their officers and their civilian staff the history of Indigenous relations here in Canada and the calls to action of what the TRC is all about and what the Regina Police Service intends to do with that.

**MS. ASHLEY SMITH:** Next slide, please? Can you tell us about some of the initiatives and recruitment strategies utilized to improve the number of Indigenous members among police services in Saskatchewan?

**RETIRED CHIEF CLIVE WEIGHILL:** Regina and Saskatoon both have full-time Indigenous recruiting officers. They attend all kinds of different initiatives. As with the RCMP, as I spoke earlier on, one of the best ways of recruiting is through our members. People see and judge an organization by how they are treated, and that’s
In-Ch (Smith)

how you’re going to start to get good people into your organization. And you know, it’s very funny, you know, you can -- well I won’t say it’s funny, but strange, we want to hire more Indigenous People and really good role models, and we’d like them to work as school resource officers, so they can be out and the children can see as a role model, you can see an Indigenous office. But when you talk to the Indigenous officer, a lot of them say, “Chief, I don’t want to do that. I want to be a police officer. I don’t want to be a school resource office.”

So even when we hire Indigenous officers, you don’t want to just plug them in those kind of roles where they’re just going into the schools and -- they want to be police officers as well too. So we have to kind of work, even within the organization when you’re hiring Indigenous officers.

MS. ASHLEY SMITH: Can you explain briefly, the Aboriginal Police Preparation Program?

RETIRED CHIEF CLIVE WEIGHILL: Yes. That was started -- in fact Jim Pratt is here, and Marlene Dormuth, former members from the Regina Police Service. And it’s a police preparation program for Aboriginal People. It’s held in three campuses now in Saskatchewan, through Saskatchewan Polytechnic, there’s a class in Regina, a class in Saskatoon, and a class in Prince Albert.
And it’s held -- it’s a seven-month class that runs along the same guidelines as the university. It starts in September and ends in April. And it brings people in, it brings them some credits towards their education. It puts them in line to prepare them if they would like to have a career in policing.

**MS. ASHLEY SMITH:** Next slide, please? Can you please describe how the SPS MMIW monument came to be?

**RETIRED CHIEF CLIVE WEIGHILL:** The original idea for a monument to missing and murdered women came from a Constable within our organization about 10 years ago. And he wanted to put up a small memorial in Saskatoon. At that time there was a moratorium in Saskatoon for things of that nature. I won’t go into the history on that, but nobody could put up a statue for a while.

We had a brand-new police headquarters built in Saskatoon, and I thought, gee, being the Chief that’s my kind of land around the police headquarters. So we’re going to put it up in the police headquarters in the front pavilion. I worked with the Tribal Council Felix Thomas and he really liked the idea. And he said, “Clive, I’ll give you any assistance that I can.” And he mentioned this to Ms. Campeau, who is the MLA in Saskatoon. She went to the Premier and even got some more funding.

So when the Tribal Council heard of that
they equalled our funding. When the Province heard about
that they threw in another third for the funding to get
this off the ground.

We held several public consultations with
Indigenous families of missing or murdered women. We -- in
our headquarters we have a nice -- a community room. We
could call people in. The first phase was let’s discuss
what would be fitting that would be honouring missing or
murdered Indigenous women. So we got the input from the
group on that.

Then we put out proposals for people to give
us their maquette and their small ideas on what they think
it should be from the artists. Then we had the group come
back together again of different people from the community,
and victims, like I say of murdered and missing families.
They -- and they picked what the statue was going to be.

And you know, we had some really nice
statues, but they were very, very hard to figure out. Our
artists are really good, but if they don’t tell you what it
really means, you can’t figure it out. And you’ll see from
this statue here it’s very, very easy to figure out.
There’s -- nobody needs to explain what this memorial is
here.

**MS. ASHLEY SMITH:** And I understand you
brought a brief video about the monument for us to watch?
RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. ASHLEY SMITH: If we could please move to the next slide and if you could please play the video?

--- VIDEO PRESENTATION

...

RETIRED CHIEF CLIVE WEIGHILL: If I can just add, the reason for the monument was to have a place to start awareness marches and awareness marches for people to gather or for someone just to reflect. I mean, if you go to Europe, you’ll find, you know, cemeteries where people can go and reflect with people that have -- veterans that have passed away during the wars, and that was the idea of this as well too. So, it’s just a place where people can come. There’s a bench there, you can sit, you can reflect, and it has worked wonderfully for us to start our awareness marches and have our things that happen in Saskatoon on behalf of missing and murdered Indigenous women.

MS. ASHLEY SMITH: Okay. Lastly, Chief Weighill, I understand you have some recommendations for the Commission, and I’m going to give you an opportunity to discuss those. If we could move to the next slide, please?

RETIRED CHIEF CLIVE WEIGHILL: Yes, I have four recommendations, and I’ve tried to not just make it for the police because I believe there’s more involved in
missing and murdered Indigenous women than just the police.
So, the first one is in regard to universal programs need
to be implemented allowing the police and the courts to
divert youth. I won’t read the whole recommendation, but
the idea behind that is, you know, we’re talking about high
incarceration rates, abysmally high incarceration rates
unfortunately for Indigenous people right across Canada,
specifically in the prairie provinces. One of the
contributing factors to that is youth crime and how youth
are being treated.

People complain about the Youth Criminal
Justice Act. They say it doesn’t have a lot of teeth, it
doesn’t work. I would say the reverse is true. The Youth
Criminal Justice Act is a solid piece of legislation. It
allows the police to divert youth away from the criminal
justice system. You can use unofficial warnings, you can
use official warnings, you can do a pre-charge diversion,
post-charge diversion, all kinds of things to keep youth
out of the criminal justice system. The unfortunate thing
is there’s no place to divert the youth to, and everything
keeps falling back to the criminal justice system, so I’m
going to give you a little story here.

A courtroom in Saskatoon, the judge is --
are releasing a young offender, 15 years old, and his
conditions are stay away from the gang. And, the young man
says to the judge, “Well, I’m going to hang around with the
gang. That’s my life.” The judge says, “No, you don’t
understand this. This is a condition of your release. If
you hang around with the gang, we’re going to breach you.”
And, the young man says, “Well, I’m going to hang around
with the gang because that’s my life.”

So, the judge puts a whole bunch of more
conditions on him knowing full well that probably by the
weekend we’re going to arrest that young man, because he’s
never going to follow all of those conditions and we’re
going to breach him. Now, we’re going to put him in a
youth centre. Now, he’s 15 years old, and he’s going to be
put in a youth centre with eight guys that are 18 years old
that are in the gangs and have already turned, and probably
would never come back for many years. What’s that young
man going to end up like being put in that youth centre?

To me, this is completely lunacy how we keep
doing this in the system. We keep using the criminal
justice system to fix the problems. The criminal justice
system cannot fix the problems of that youth. They need
programming, and they need addiction centres, they need
some place to go. So, we’ve got a great Act that allows
the police and the courts to divert the youth away from the
criminal justice system, but there’s no infrastructure
around that. So, that’s my first recommendation.
The second one is, and I’ve said this when I met Commissioner Audette when we talked about the upcoming Inquiry, whether there was going to be one or not. As the Canadian Association of Chiefs of Police and police leaders here, we wanted stuff to start right away, not just wait for the Inquiry, and then people will say, “Well, let’s just wait till the Inquiry’s over and see what happens with the recommendations.” And, gosh, what’s happened? It’s been four years now, and people are still saying, “Let’s see what happens after the Inquiry.”

We want the federal government to take the leadership, bring together municipal governments, First Nations leadership, First Nations people with lived experience, and start building a framework for some of these root causes that are happening. So, we’re asking the federal government to move ahead with that.

If I could have the slide up again, because I can’t see my other two recommendations? Thank you. You lose track when you’re up here in front of the cameras.

Funding for the federal government on infrastructure. The federal government spends a lot of money on-reserve, justifiably so, for First Nations, but they give very, very little money for First Nations people living in urban areas.

You know, we heard figures here of up to 60
percent of Indigenous people living in urban centres now. They’re not living on a First Nation. Yet, there’s very little funding that comes along, so we’re asking for the federal government to start to look at urbanization and funding.

And then the very last one, I think it’s common sense. We’ve talked about this here, and you can see from what we’ve been doing in Saskatchewan and most police services now across Canada, there certainly has to be a huge educational component on the history, the spirituality, what’s happened to the Indigenous people right across Canada. Every police officer should be very, very fluent in what’s happened with residential schools, what’s happened with colonization, The White Paper back in the 70’s, the Sixties Scoop, and contemporary issues and downfalls that are happening right now in our Indigenous community. Every police officer in Canada should be able to just tell you that right off the top of their head.

Thank you very much. I’m sorry to the interpreters, I’m sorry for everybody here that I talk very quickly, but we have 45 minutes, and there’s tabs here we didn’t even get to, and there you go.

**MS. ASHLEY SMITH:** Chief Commissioner, that concludes the questions for Chief Weighill. Would now be an appropriate time to enter the tabs at this point?
CHIEF COMMISSIONER MARION BULLER: One question first, are we scheduled for a break now?

MS. MEREDITH PORTER: I was going to suggest that we do take a 10-minute break now with, of course, your direction on that for a couple of reasons. We need to readjust our seating arrangement for the next witnesses that we intend to call. The other thing is that several parties have still not drawn their numbers for the cross-examination of the witnesses, so I’ve been asked to request that parties attend the Oak Room on the break and draw their numbers.

At that time, we’re also asking that the parties who have drawn their numbers report their numbers. We’re also asking that if there’s any intent to pool your time or assign your time that you notify any of my colleagues that are down there in the Oak Room at this time of your intent to do so. So, with that, I will leave it to your direction on a break and how long you would like to take.

CHIEF COMMISSIONER MARION BULLER: Yes. We’ll take a 10-minute break, and we’ll keep the record running during the break long enough to mark all of the tabs as an exhibit. And, I think just the three of us can meet with the Registrar; okay? So, 10 minutes, please.

MS. MEREDITH PORTER: Okay.
--- Upon recessing at 9:30 a.m.
--- Upon resuming at 9:32 a.m.

CHIEF COMMISSIONER MARION BULLER: So, for our records, we’re starting with the index, Tab 2, will be Exhibit 53, and exhibit numbers to follow.

So, at Tab 2, there is CACP and NWAC Announce Collaboration is Exhibit 53.

--- Exhibit 53:

NWAC Statement “CACP and NWAC Announce Collaboration – Missing and Murdered Aboriginal Women,” September 30, 2014 (three pages)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: CACP Statement on RCMP’s Missing and Murdered Aboriginal Women, Tab 3, is Exhibit 54.

--- Exhibit 54:

Canadian Association of Chiefs of Police (CACP) Media release “CACP Statement on RCMP’s ‘Missing and Murdered Aboriginal Women – 2015 Update to the National
Operational Overview’’ (four pages)
Witness: Retired Chief Clive Weighill, Past
President, Canadian Association of Chiefs of
Police
Submitted by Ashley Smith (Counsel for the
Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 4,

Police Leaders Indigenous Representatives Seek Common
Ground on Solutions for Safer Communities, 55.

--- Exhibit 55:

CACP Media release “Police Leaders /
Indigenous Representatives Seek Common
Ground on Solutions for Safer Communities”
(three pages)
Witness: Retired Chief Clive Weighill, Past
President, Canadian Association of Chiefs of
Police
Submitted by Ashley Smith (Counsel for the
Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: Tab 5, An

Inclusive Dialogue with Indigenous Canadians - Moving
Forward from Winnipeg is 56.

--- Exhibit 56:

CACP article “An Inclusive Dialogue with
Indigenous Canadians: Moving forward from
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 6, Policing with First Nations, Métis and Inuit Peoples Committee is Exhibit 57.

--- Exhibit 57:

CACP webpage printout “Policing with First Nations, Metis and Inuit Peoples Committee” (one page)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 7, Saskatchewan Missing Persons Website is Exhibit 58.

--- Exhibit 58:

Printout of “Saskatchewan Missing Persons” from Saskatchewan Association of Chiefs of Police web-page (three pages)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

REGISTRAR BRYAN ZANDBERG: I just want to confirm that the interpreter has the document?

CHIEF COMMISSIONER MARION BULLER: I think we’re good.

REGISTRAR BRYAN ZANDBERG: I can’t see you, but is that a yes? Okay.

CHIEF COMMISSIONER MARION BULLER: Okay.

Then at Tab 8, Family Toolkit – Information for Families of Missing Persons, Exhibit 59.

--- Exhibit 59:

Family Toolkit: Information for Families of Missing Persons (76 pages)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

--- Exhibit 60:

Victim Services “Supporting Families of Missing Persons: A Guide for Police-based Victims Services Support Workers” (146 pages)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 10, Agency Response to Missing Persons Situated in Saskatchewan, Exhibit 61.

--- Exhibit 61:

Agency Response Guide to Missing Person Situations in Saskatchewan, Saskatchewan Provincial Partnership Committee on Missing Persons, March 3, 2014 (23 pages)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: SPS Missing Persons Report - 6 April 2018 at Tab 11 is Exhibit
--- Exhibit 62:

“Missing Persons Reporting September 30, 2017 - April 1, 2018,” Saskatoon Police Service report to the Board of Police Commissioners, dated April 6, 2018 (five pages)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 12

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REGISTRAR BRYAN ZANDBERG: One second here. We’re at Tab 11? I think I have something different. SPS -- that’s the one you were looking at? Okay.

CHIEF COMMISSIONER MARION BULLER: 11 was 62.

REGISTRAR BRYAN ZANDBERG: Okay, thank you.

CHIEF COMMISSIONER MARION BULLER: At Tab 12, Saskatoon Police Pilot Program Looks to Find Causes of Youth Runaway, Exhibit 63.

--- Exhibit 63:

Two news articles 1) “Saskatoon police pilot
program looks to find root causes of youth runaways” and 2) “Operation Runaway Still in Business” (three pages combined)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

**MS. ASHLEY SMITH:** Commissioner, there’s also another, a CJWW article included with that tab called Operation Runaway Still in Business.

**CHIEF COMMISSIONER MARION BULLER:** Oh, I see that. Yes, thank you. So, those two documents collectively are Exhibit 63. Thank you.

At Tab 13, the document entitled HUB is Exhibit 64.

--- Exhibit 64:

Canadian Police College discussion paper “The Prince Albert Hub and the Emergence of Collaborative Risk-driven Community Safety” by Dale R. McFee and Norman E. Taylor, 2014 (18 pages)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

REGISTRAR BRYAN ZANDBERG: So, just to be clear, 64 is this?

MS. ASHLEY SMITH: Yes. I can give the description if you’d like. It’s an article regarding the HUB program called the Prince Albert HUB and the Emergency of Collaborative Risk-Driven Community Safety.

REGISTRAR BRYAN ZANDBERG: Thank you.

CHIEF COMMISSIONER MARION BULLER: At Tab 14, Police and Crisis Team (PACT) is Exhibit 65.

--- Exhibit 65:

Regina Police Service Report to the Board of Police Commissioners re: “2016 Police and Crisis Team (PACT) – A partnership between the Regina Police Service and the Regina Qu’Appelle Health Region’s Mental Health Service” dated June 28, 2017; Regina Police Service PACT website printout; Saskatoon Police Service PACT website printout (seven pages combined)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the
MS. ASHLEY SMITH: Commissioner, there is an RPS PACT report and RPS website printout, and an SPS website printout regarding the SPS PACT team all inclusive in that tab.

CHIEF COMMISSIONER MARION BULLER: Okay.

Collectively, the documents at Tab 14 are Exhibit 65. And, at Tab 15, Strengthening Families Saskatoon, including Strengthen Families Brochure, information on Strengthening Families logo, and the Strengthening Families Program Report is Exhibit 66.

--- Exhibit 66:

Strengthening Families Program materials and Saskatoon Police Service report to Board of Police Commissioners, “Strengthening Families Program”, dated February 20, 2018 (six pages combined)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: Then at Tab 16, the Regina Intersectoral Partnership (TRIP) is
Exhibit 67.

--- Exhibit 67:

The Regina Intersectoral Partnership (TRiP) materials (34 pages)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 17 -- are you okay, Bryan? Tab 17, Cultural Resource/Relations Units, Regina Police Services and Saskatoon Police Services, Exhibit 68.

--- Exhibit 68:

Saskatoon Police Service “Cultural Resource Unit” webpage printout and Regina Police Service “Cultural & Community Diversity Unit” webpage printout (two pages combined)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 18, Peacekeeper Cadet Program and Treaty 4 Citizens Policy
Academy, 69.

--- Exhibit 69:

Saskatoon Police Service “Peacekeeper Cadet Program” webpage printout and Regina Police Service “Treaty 4 Citizens’ Police Academy” webpage printout (five pages combined)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 19, Advisory Committees including Chiefs’ Advisory Committee, Youth Advisory Committee, Indigenous Women’s Commission to Advise PA Police. Exhibit 70.

--- Exhibit 70:

Saskatoon Police Service “Chief’s Advisory Committee” webpage printout; Saskatoon Police Service “Youth Advisory Committee” webpage printout and EagleFeather News article, “Indigenous Women’s Commission to advise P.A. Police”, dated August 24, 2017 (five pages combined)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the
Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab
20, Diversity Initiatives, including the document Saskatoon
Police Advisory Committee on Diversity (SPACOD) and
LGBTQ2S, 71.

--- Exhibit 71:

Saskatoon Police Service “LGBTQ2S” webpage
printout (two pages)
Witness: Clive Weighill

CHIEF COMMISSIONER MARION BULLER: At Tab
21, Walks for Healing including the documents Race Against
Racism and Police Walk a Mile in Red Heels for MMIW. Oh,
my goodness. I love it. That is so cool. And, including
the document Prince Albert Commemorates Missing and
Murdered Indigenous Men and Women. So, there are three at
that tab collectively as Exhibit 72.

--- Exhibit 72:

Saskatoon Police Service “Race Against
Racism” webpage printout; Saskatoon Star
Phoenix article, “Police walk a mile in red
heels for MMIW”, dated August 23, 2016 and
paNOW article “Prince Albert commemorates
missing and murdered Indigenous men and
women”, dated June 14, 2018 (five pages combined)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: Tab 22, document entitled Interpreter Program is Exhibit 73.

--- Exhibit 73:
Saskatoon Police Service “Interpreter Program” webpage printout (one page)
Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police
Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: Documents at Tab 23, Indigenous Relations and Elders’ Teachings including Indigenous Relations Consultant, Elders’ Teachings, Educational Workshops, Boys with Braids, Elder Teaches Important Lessons to PA Police, and Indigenous and Métis, collectively Exhibit 74.

--- Exhibit 74:
Saskatoon Police Service “Indigenous
Relations Consultant” webpage printout; Saskatchewan Police Service poster “Elder’s Teachings”; Saskatchewan Police Services poster “Boys with Braids”; pAnOW article “Elder teaches important lessons to P.A. Police”, dated June 16, 2017; Saskatchewan Police Service “Indigenous and Metis” webpage printout (six pages combined)

Witness:
Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: At Tab 24, Representative Workforce Initiatives including Representative Workforce at the Saskatchewan Police Service Report, Saskatchewan Police Making Progress on Recruitment Efforts Tribal Council, Employment Equity Plan 2016, collectively Exhibit 75.

--- Exhibit 75:

Saskatchewan Police Service report to the Board of Police Commissioners “Representative Workforce at the Saskatchewan Police Service” dated March 5, 2018; Saskatchewan StarPhoenix article “Saskatoon police making progress on
WEIGHILL
In-Ch (Smith)


Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police

Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

CHIEF COMMISSIONER MARION BULLER: And then at Tab 25, Saskatoon Police Service Monument to Missing and Murdered Indigenous Women Unveiling, which includes the following documents: Missing and Murdered Indigenous Women Unveiled at Emotional Ceremony; Emotional Ceremony in Saskatoon Honours Missing and Murdered Indigenous Women; Monument to MMIW Unveiled at Saskatoon Police Headquarters; Statue Will Be Place of Calm, Mother of Murdered Indigenous Woman Says; Statue Honouring Missing and Murdered Indigenous Women Unveiled in Saskatoon; collectively will be Exhibit 76.

Is that okay; got everything?

MR. BRYAN ZANDBERG: I don’t know.

--- EXHIBIT NO. 76:

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

MS. ASHLEY SMITH: Are we able to enter Chief Weighill’s PowerPoint as the last exhibit?

CHIEF COMMISSIONER MARION BULLER: Yes.

Thank you. Forgot about that.

The PowerPoint will be Exhibit 77.
--- EXHIBIT NO. 77:

PPT of Retired Chief Clive Weighill

Witness: Retired Chief Clive Weighill,
Past President, Canadian Association of
Chiefs of Police
Submitted by Ashley Smith (Counsel for
the Canadian Association of Chiefs of
Police)

MR. BRYAN ZANDBERG: Impeccable binder-

making skills.

CHIEF COMMISSIONER MARION BULLER: Well
done.

MS. ASHLEY SMITH: I apologize for the

amount of exhibits.

CHIEF COMMISSIONER MARION BULLER: No.

MS. ASHLEY SMITH: I appreciate you taking

into your break.

CHIEF COMMISSIONER MARION BULLER: We can do

this.

MS. ASHLEY SMITH: Thank you.

CHIEF COMMISSIONER MARION BULLER: We’re

flexible.

--- Upon recessing at 9:43 a.m.

--- Upon resuming at 9:47 a.m.

MS. MEREDITH PORTER: Please, if you have
not already done so, the testimony will be in French so if you do need a headset, they’re available at the back room.

(SHORT PAUSE)

**MS. MEREDITH PORTER:** And so I will ask the Registrar to affirm the witness.

**MR. BRYAN ZANDBERG:** Good morning, Jean Vicaire.

**M. VICAIRE:** Oui.

**MR. BRYAN ZANDBERG:** Do you solemnly affirm that the evidence you give today will be the truth, the whole truth, and nothing but the truth?

**MR. JEAN VICAIRE:** I do.

**JEAN VICAIRE, Affirmed:**

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

**MS. MEREDITH PORTER:** Thank you very much.

And I’ll ask you to set the clock.

And Mr. Jacob, please proceed. Thank you.

**MR. BERNARD JACOB:** Thank you.

Good morning, Mr. and Mrs. Commissioners.

It’s a pleasure to be with you this morning. Je vais interroger ce matin M. Jean Vicaire.

--- **INTERROGATOIRE-EN-CHEF PAR Me BERNARD JACOB:**

**Me BERNARD JACOB :** Alors, M. Vicaire, qui êtes-vous? Que faites-vous dans la vie?

**M. JEAN VICAIRE :** Premièrement, j’aimerais
reconnaître les gens du territoire du traité 4 et les Métis, la nation Métis également, l’accueil ici, sur leur territoire.

   Je suis originaire de Listuguj, en Gaspésie, la communauté Micmac, où j’ai passé une bonne partie de ma jeunesse et j’ai quitté vers l’âge de 23 ans pour débuter une carrière plus vers une autre communauté, mais j’avais débuté ma carrière dans ma communauté natale.

   Me BERNARD JACOB: Donc, vous avez commencé par être un policier d’une force amérindienne, c’est bien cela?

   M. JEAN VICAIRE : J’ai débuté ma carrière en 1982, précisément en février, où j’ai œuvré dans ma communauté de Listuguj, qui s’appelle à l’époque Restigouche. J’ai œuvré pendant trois ans comme policier et enquêteur. Par la suite, j’ai été promu pour être formateur au sein du Service de la police amérindienne pour travailler à Pointe-Bleue à l’époque, maintenant connue sous le nom de Mashteuiatsh, où j’ai œuvré pendant quatre ans à développer la formation policière, des policiers et policières, pour les communautés qui regroupaient une organisation policière. À cette époque, particulièrement au Québec, il y avait une vingtaine de communautés qui étaient regroupées à l’intérieur de cette organisation-là. Par la suite...
Me BERNARD JACOB: Juste un élément : combien de communautés… une quarantaine de communautés, vous dites?

M. JEAN VICAIRE : Non, je dirais à l’époque qu’il y avait une vingtaine de communautés regroupées au Québec.

Me BERNARD JACOB: Et je comprends que le siège social était au Lac-Saint-Jean?

M. JEAN VICAIRE : Le siège social était situé à Pointe-Bleue, comme on l’appelait à l’époque, mais Mashteuiatsh aujourd’hui, où on avait le grand quartier général qui servait de bureau administratif et opérationnel pour diriger l’ensemble des activités policières sur les territoires qui étaient desservis par l’organisation policière.

Me BERNARD JACOB: Où se situaient les territoires par rapport… est-ce que c’était situé uniquement dans l’Est? Où étaient situées les communautés qui étaient desservies par ce service?

M. JEAN VICAIRE : C’était particulièrement chez les Micmacs, je vous dirais, à l’exception des Inuits, des Cris et des Naskapis. Les Abénakis faisaient partie de cette organisation, les Hurons-Wendat, les Micmacs de Listuguj et de Gesgapegiag. Il y avait les communautés algonquines Anishinaabe qui faisaient partie également... il y avait les Innus, autant du Saguenay que de la Côte-Nord...
et de la Basse-Côte-Nord. À ma souvenance, ce sont ceux...

j’espère ne pas en avoir oublié.

**Me BERNARD JACOB:** C’était financé comment, savez-vous?

**M. JEAN VICAIRE :** C’était financé, à ma connaissance, à l’époque, uniquement et seulement par le biais des Affaires indiennes fédérales.

**Me BERNARD JACOB:** Pourquoi ce type d’organisation panprovinciale a disparu?

**M. JEAN VICAIRE :** À ma souvenance, à l’époque, il y avait l’entrée de disponibilité au niveau de la création du programme des corps policiers, des services policiers du fédéral qui venait à la même époque, dans les années 1991 et 1993 où certaines communautés voulaient se prévaloir d’un corps de police avec une pleine et entière autonomie ou autogéré, si on veut.

Et certains se sont fusionnés par eux-mêmes via des ententes tripartites avec le gouvernement fédéral et provincial et à l’époque, c’était avec le Solliciteur général du Canada et par le biais du Ministère de la Sécurité publique du Québec.

**Me BERNARD JACOB:** Après avoir œuvré dans ce corps de police là, quelles ont été vos fonctions?

**M. JEAN VICAIRE :** Moi, j’ai quitté en 1989 et j’ai poursuivi une carrière comme constable spécial pour
le service de protection d'Hydro-Québec. Mon rôle était principalement de protéger toutes les installations hydroélectriques, les installations d'immeubles, d'accès à tous les barrages hydroélectriques également et toutes les installations qui pouvaient y avoir.

J'ai fait ça pendant deux ans ; ça m'a permis de connaître la baie James, un endroit que je ne connaissais pas, pour y avoir été à quelques reprises lors de mon mandat pour eux. J'ai travaillé deux ans.

Par la suite, j'ai été engagé en novembre 1991 au sein de la Sûreté du Québec, où ma première affection a été au poste d'Amos, en Abitibi, tout près de Pikogan. J'ai travaillé à cet endroit de 1991 jusqu'en avril 1996. Durant cette période, on m’avait assigné, vers la fin de mon passage à Amos, une mission honorable, que je dis, parce que c’était de développer le corps de police de Pikogan, qui voulait justement, comme je vous ai parlé auparavant, développer son corps de police autonome, autogéré. Et j'ai été sélectionné pour faire partie de ce développement par le biais de l’acception non seulement de la Sûreté, mais également de la communauté d’Abitibiwinni.

Je termine à cet endroit-là en 1996 ; je poursuis même, je suis... à ma demande, je suis transféré à Ville-Marie, à peu près à 35 kilomètres d’où je demeurais à
cette époque-là et où je demeure encore aujourd’hui, dans la Première Nation de Témiscamingue. Et puis je poursuis quand même le travail, même à distance, pour me rendre régulièrement, jusqu’à concurrence de deux jours par semaine pour le développement du corps de police de Pikogan.

Durant la même période, je travaille à Ville-Marie, je suis également patrouilleur. Il y a un poste qui ouvre à Matapédia, qui est tout près de Restigouche, de ma communauté natale. Alors, je fais application, je suis agent à ce moment-là et je veux devenir... on a toujours le goût d’augmenter dans notre carrière policière vers des échelons d’avancement. Et à cette époque-là, il y avait le grade de caporal. J’ai appliqué pour devenir un agent de liaison au poste de Matapédia, mais pour travailler conjointement à créer et maintenir des liens avec la communauté, ma communauté natale de Lestuguj, de Gesgapegiag et les Malécites de Viger, tout près de Cacouna et également les gens de Gespeg.

J’ai travaillé là de 1998 à 1999, où ça a été, je dirais, un grand défi parce qu’à l’époque, il y avait eu une perturbation au niveau d’un conflit forestier avec la communauté puis j’ai eu à maintenir des relations autant avec le corps policier que les élus à l’époque et
les différentes personnes de la communauté pour les rassurer, au niveau de ce qui se passait, au niveau d’une intervention possible, pour justement éviter qu’il y en ait une, parce qu’on avait déjà connu une intervention massive en 1981, où la Sûreté était intervenue pour la situation de la pêche traditionnelle par les Micmacs au niveau du saumon. Alors, c’était encore très frais et c’est encore très frais dans la mémoire des gens aujourd’hui à Lestuguj.

Durant la même période, mon travail consistait à maintenir des liens, à créer des liens, à rencontrer des gens, à supporter au besoin les corps de police avec mon expérience antérieure d’avoir été formateur et tout ça. C’était d’établir des relations de proximité avec les gens, autant de la communauté qu’avoisinant la communauté.

Mon rôle était aussi de sensibiliser, dans le meilleur de la capacité, l’état de situation de l’historique de l’endroit, au niveau de Lestuguj, de Gesgapegiag, des événements qui étaient survenus dans le passé pour mieux préparer les policiers et policières qui allaient œuvrer pour la Sûreté du Québec à ces endroits-là.

Durant la même période, j’ai eu une demande particulière du chef John Martin, à l’époque ; je ne peux pas me rappeler si c’est en 1998 vers la fin ou en 1999, mais je sais que j’ai eu la demande. Ce qu’il voulait,
c'était que je puisse faire des démarches pour permettre une rencontre entre la Sûreté du Québec et la famille d’une personne au nom de Linda Conlow, qui était victime d’une mort suspecte. C’est arrivé en 1988, j’arrive en 1998, alors il y a déjà dix ans.

Me BERNARD JACOB : Qu’est-ce qu’il voulait, exactement, le chef Martin?

M. JEAN VICAIRE : Le chef Martin, à l’époque, voulait qu’on puisse informer la famille des circonstances entourant le décès de leur mère, au niveau de la famille.

Alors, mon rôle, à ce moment-là, c’était de savoir, premièrement... parce que ce n’était pas un dossier connu pour moi, parce que j’arrivais dans ces fonctions-là, mais c’est de savoir qui avait fait l’enquête... L’enquête, comme vous le savez, était toujours ouverte, parce que ce n’est jamais fermé. La personne avait été retrouvée assassinée le long d’une route et les explications n’ont jamais été, selon ce que le chef John Martin avait expliqué, la famille n’avait jamais été consultée, d’aucune façon.

Me BERNARD JACOB : Consultée ou rencontrée?

M. JEAN VICAIRE : Je dirais plutôt consultée sur les développements ou même tout l’aspect de l’enquête : comment l’enquête s’est déroulée, qu’est-ce qui a été fait
au niveau de l’enquête? Quelles sont les mesures? Est-ce
que... pourquoi l’enquête n’a pas permis d’arrêter une ou des
personnes responsables pour ce délit? Ça n’avait pas été
connu.

Donc, ça a justement permis d’avoir un
enquêteur à l’époque et de rencontrer, je ne peux pas me
souvenir des gens, mais je sais qu’il y a son fils qui
était là, à cette... c’était un nommé Jeffrey Martin je crois
et il était présent à ce moment-là. Et on avait procédé au
dévoilement de ce qu’on pouvait donner pour ne pas nuire à
l’enquête parce que, comme je vous disais, c’était toujours
en validité de poursuite au niveau d’une continuation
d’enquête dans ce décès-là.

Me BERNARD JACOB: Mais quelle est la
pratique normale, standard, au niveau de la Sûreté du
Québec dans des cas comme ça? Est-ce qu’ils font comme le
chef Martin vous l’a demandé ou ils ne donnent pas ces
détails-là?

M. JEAN VICAIRE : Si je peux vous dire que
la pratique, à ce moment-là, ça faisait 10 ans que la
famille n’avait pas été informée. Est-ce que c’est la
pratique usuelle aujourd’hui? J’espère que non, parce que
nous, de notre côté, comme corps de police des Premières
Nations, au Lac Simon, ce n’est pas notre méthode de
fonctionnement et je ne crois pas que la Sûreté du Québec,
c'est leur mode de fonctionnement. Et si ça l'est, c'est
certainement une mauvaise approche, parce qu'on devrait se
prévaloir d'informer l'ensemble des familles proches.

Et je vous dirais même, dans le cas que j'ai
travaillé, on voit l'implication des élus qui étaient
concernés aussi par l'événement. Puis ça a passé par là
pour justement faire avancer les choses.

Me BERNARD JACOB: Alors, Madame la Chef
Commissaire, sous l'onglet A, j'aimerais déposer le résumé
du cursus professionnel de M. Jean Vicaire. On va l'appeler
Cursus professionnel de M. Jean Vicaire ; on serait, si je
ne me trompe pas Madame la Chef, à l’exhibit 52. 53?

CHIEF COMMISSIONER MARION BULLER: Actually,
78 now.

MR. BERNARD JACOB: 78?

CHIEF COMMISSIONER MARION BULLER: Yes.

MR. BERNARD JACOB: I lost my mind.

CHIEF COMMISSIONER MARION BULLER: So, the
CV is Exhibit 78.

--- EXHIBIT NO. 78:

CV Jean Vicaire (six pages)

Witness: Jean Vicaire, Director of
Police, Lac Simon First Nation

Submitted by Bernard Jacob (Commission
Counsel)
MR. BERNARD JACOB: 78, okay. Est-ce que vous reconnaissez ce document-là?

M. JEAN VICAIRE : Oui.

Me BERNARD JACOB : Je vois qu’après... je vais essayer d’être un peu plus directif étant donné le temps qui passe. Vous avez été, par la suite, à Malarctic?

M. JEAN VICAIRE : J’ai été à Malarctic une courte période, environ quatre mois, ce qui m’a permis par la suite de faire application comme responsable du poste de Témiscamingue où j’ai œuvré à peu près un an et demi.

Et, par la suite, j’ai poursuivi ma carrière et je me suis retrouvé encore une fois comme agent de liaison autochtone pour faire un lien avec les Premières Nations au quartier général de Rouyn-Noranda et ça, je l’ai fait jusqu’à la fin de ma carrière avec la Sûreté, en 2016, au mois de janvier.

Me BERNARD JACOB : Rouyn-Noranda, c’était... tout étant relatif, par ailleurs, relativement proche de Val-d’Or : avez-vous été mis au courant de certaines rumeurs qui concernaient Val-d’Or?

M. JEAN VICAIRE : Val d’Or, j’ai quand même... j’ai œuvré pendant 14 ans en liaison avec les nations autochtones. Donc, la multitude des relations que j’ai développées au cours des années, avec mon expérience avec les gens de Pikogan, les Abitibiwinni. Durant la même
période, on a eu la fermeture du poste de police de Wehnawe (phonétique), que j’ai été concerné aussi de par mon travail. Malheureusement, le 31 mars 2006, les opérations policières ont pris fin par le Ministère de la Sécurité publique du Québec à l’époque.

Puis j’ai été également impliqué dans un autre événement de crise forestière similaire à celle de Listujug, qui, en novembre 2004, où il y avait eu des arrestations de personnes qui étaient en conflit forestier avec autant les compagnies forestières que les gouvernements.

Mon expérience, au niveau... à la question que vous m’avez posée, c’est que j’ai été informé par la chef de l’époque de Lac-Simon. Je vais faire une mise en contexte : pendant ma carrière à la Sûreté, de 2010 à 2013, j’avais demandé un congé sans solde de la Sûreté pour une période d’un an pour aller diriger le corps de police de Lac-Simon et c’est ce que j’ai fait. J’ai aimé ça, j’ai continué, ça allait bien. J’ai fait une deuxième année. J’ai redemandé une troisième année et cette fois-ci, la Sûreté m’a dit : « Oui, une troisième, mais c’est la dernière, tu dois revenir. » Alors, je suis revenu.

Je suis revenu, mais vers la fin, ayant développé d’excellents liens avec l’ensemble des gens de la communauté de la nation Anishnaabe de Lac-Simon, la chef, à
l’époque, Salomé Mckenzie, m’informait qu’il y avait des allégations qui circulaient à l’égard de... de possibles allégations sexuelles ou comportementales par les policiers de la Sûreté du Québec envers des femmes et filles de la communauté.

Alors, ce que j’ai fait à ce moment-là, voyant cette information-là critique et importante, j’ai informé mon supérieur immédiat à Rouyn-Noranda de la situation, le capitaine [NAME REDACTED]. Ça s’est fait à son bureau, je me suis déplacé, je suis allé à Rouyn-Noranda, je suis parti de Lac-Simon. Quand je l’ai rencontré, c’était à portes fermées et la première chose qu’il m’a demandé, c’était : « Est-ce que ça se peut que ça soit [NAME REDACTED]?

Me BERNARD JACOB: Il y a une objection.

MS. MEREDITH PORTER: Sorry, can we stop the clock, please? We have an objection in the audience from one of the parties.

Me MARIE-PAULE BOUCHER: On demande, par respect que les noms des policiers ne soient pas mentionnés. Il y avait une entente avec le procureur de la Commission qu’aucun nom de policier ne serait mentionné aujourd’hui, étant donné la situation qu’il y ait possibilité de blâme, qu’il n’y a pas d’avis et pour la protection de la réputation de chacun de ces policiers-là,
nous demandons à ce qu’il n’y ait pas d’identification publique et que ce soit enlevé, autant des notes sténographiques et aussi des live feed, des vidéos qui pourraient être circulés sur Internet.

**Me BERNARD JACOB:** Distingués membres de la Commission, ma consœur a tout à fait raison. Vous comprendrez que le témoin témoigne et je vais vous demander, Monsieur, de ne plus nommer de prénoms ou de noms, s’il vous plait, vu que le mandat de la Commission n’est pas de blâmer des personnes. Merci.

**CHIEF COMMISSIONER MARION BULLER:** Yes. Thank you for your objection. First, any transcripts that may be produced, any publication will be subject to a publication ban on the identification of any police officers. And, I’m making that retroactively to the beginning of this witness’ testimony.

**Me MARIE-PAULE BOUCHER:** If it’s possible, like, everybody, autant les gens qui sont nommés dans les postes de police, les agents que le personnel policier qui pourrait être identifié. Donc, les chefs de postes aussi, je demanderais qu’à ce moment-ci, ils soient aussi caviardés.

**Me BERNARD JACOB:** Je m’excuse, mais les chefs de poste, quand il parlait de son chef de poste en Abitibi, ça n’avait pas rapport avec le témoignage.
Moi, ce que je comprends, c’est qu’on veut retirer uniquement la question des allégations de mauvais comportement en lien avec le policier de Val d’Or. Donc, il faut enlever le nom du policier et le nom du chef à ce moment-là, pas tout le reste du…

Me MARIE-PAULE BOUCHER: Non. Je veux le nom des chefs, parce que si jamais il peut y avoir un blâme à l’organisation, cette personne-là a aussi droit à une certaine protection. Donc, on veut que ces noms-là soient aussi caviardés. Donc, exactement ce que mon confrère dit.

Me BERNARD JACOB: Enfin, nous nous sommes entendus.

CHIEF COMMISSIONER MARION BULLER: Yes, I just need help in wording the publication ban. So, the publication ban as I’ve already made, but the second publication ban will be with regard to the identification of...

MR. BERNARD JACOB: The Chief of the Poste de police Val-D’or et le nom du policier mentionné par ledit chef de police, point.

Me MARIE-PAULE BOUCHER: That’s right.

CHIEF COMMISSIONER MARION BULLER: Okay. Thank you. Then, that publication ban is made as well. Thank you.

Me MARIE-PAULE BOUCHER: Thank you.
MR. BERNARD JACOB: Thank you Commissioner in Chief. Alors, continuez... alors, il y a... une personne vous reçoit et elle dit...

MS. MEREDITH PORTER: Sorry, can we just start the clock again with the testimony? Thank you.

Me BERNARD JACOB: Une personne vous reçoit et cette personne-là vous dit: « Est-ce serait Monsieur Y? » Et que se passe-t-il par la suite?

M. JEAN VICAIRE: Par la suite, moi, je donne les détails que j'ai reçus de la chef Salomé Mckenzie, de la chef, oui.

Me BERNARD JACOB: De la bande?

M. JEAN VICAIRE: De la bande de Lac-Simon de l'époque. Et puis...

Me BERNARD JACOB: Savez-vous s'il y a eu enquête?

M. JEAN VICAIRE: À ma connaissance, il y a eu enquête et ça a été enquêté par les services d'enquête régionaux de Rouyn-Noranda.

Me BERNARD JACOB: Et on parle de quelle période?

M. JEAN VICAIRE: Je vous dirais... moi, j'ai eu l'information en 2013.

Me BERNARD JACOB: Est-ce que j'ai compris que l'enquête avait été... sur des officiers, des membres de
la Sûreté du Québec, avait été faite par d’autres membres
de la Sûreté du Québec d’un poste voisin? Est-ce que j’ai
bien compris votre témoignage?

M. JEAN VICAIRE: C’est ce que... c’est ce que...

oui.

Me BERNARD JACOB: D’accord. Par la suite,
yous retournez à la Sûreté du Québec à Rouyn-Noranda, de
2013 à 2016?

M. JEAN VICAIRE: Oui.

Me BERNARD JACOB: Ensuite, vous allez faire
un an à Chisasibi, après votre retraite?

M. JEAN VICAIRE: Oui. Je prends ma retraite
en janvier 2016; ça n’a pas été long qu’avec le
développement du corps de police innu, chez les Cris, j’ai
été approché pour faire du soutien opérationnel et assurer
la direction du poste de police de Chisasibi pour cette
organisation.

Me BERNARD JACOB: Vous êtes, depuis 2017,
directeur du service de police de Lac-Simon, c’est bien ça?

M. JEAN VICAIRE: C’est ça.

Me BERNARD JACOB: Alors, parlez-moi de la
communauté de Lac-Simon, c’est quelle communauté?

M. JEAN VICAIRE: C’est la communauté
Anishnaabe de Lac-Simon. C’est situé, je vous dirais, à peu
près à 37 kilomètres au sud-ouest de Val d’Or.
Me BERNARD JACOB: Pouvez-vous me décrire la communauté?

M. JEAN VICAIRE: Oui. On a 326 hectares de territoire au niveau de la communauté qui est présentement en développement pour être agrandie, qui doublerait la superficie de la communauté actuellement.

On a une population d’environ 1 900 personnes, 1 850-1 900 personnes.

Me BERNARD JACOB: Et la moyenne d’âge?

M. JEAN VICAIRE : La moyenne d’âge est d’à peu près, je vous dirais, 23 ans.

Me BERNARD JACOB : Okay, une population très jeune. Et quels sont les enjeux de la communauté qui peuvent avoir un impact sur la violence faite aux femmes et les enfants?

M. JEAN VICAIRE : Ce que je remarque, c’est… puis ça, c’est à force de travailler avec l’ensemble des partenaires, parce que dans la communauté, on a une dynamique de travail où je fais partie d’une table de directeurs, autant la santé, l’éducation, les services des travaux publics. À l’occasion, très régulièrement, on rencontre les gens du conseil, le secteur de l’éducation, les services sociaux, le centre de santé. On est partenaires avec ceux dans toutes les possibilités pour assurer une continuité des services au sein de la
communauté.

L’une des problématiques que je remarque,
comme les autres l’ont mentionné auparavant, c’est la
surpopulation dans les maisons. Actuellement, on a à peu
près 300 résidences au sein de la communauté et on peut
retrouver, selon les gens de santé avec qui j’ai un
dialogue régulier, jusqu’à trois familles, ce qui veut dire
peut-être les grands-parents, la famille immédiate et peut-
être les plus jeunes, un plus jeune couple qui demeure dans
la même habitation, ce qui cause, comme vous le savez, des
problèmes au niveau de l’éducation des jeunes, au niveau de
la possibilité d’avoir du temps libre, de profiter de la
vie puis d’avoir sa liberté.

Puis ce que j’ai pu percevoir dans la
communauté, les difficultés, autant financières que
d’emploi que de consommation, autant au niveau de l’alcool
que des abus au niveau des stupéfiants. C’est problématique
et c’est présent.

Puis ça nous cause un haut volume de travail
pour ces différentes raisons-là, pour la pénurie,
l’incapacité de pouvoir être autosuffisant au sein des
différentes possibilités économiques au sein de la
communauté.

Me BERNARD JACOB : On va peut-être, Madame
la Commissaire en chef, je vais déposer les pièces
tranquillement, une par une, pour... après? Okay, parfait.

   Je vais aller vous montrer une pièce qui se
   trouve à être sous l’onglet... C et l’onglet D. On parle de
   l’onglet D, surtout, et peut-être on peut demander au
   technicien de mettre sur les écrans un graphique.

   PERSONNE NON IDENTIFIÉE: Le titre de
   (inaudible), Maitre?

   Me JACOB: Le titre du document, c’est
   « Services de police de Lac-Simon – Statistiques
   criminelles », et là y’a un graphique, et voilà. Alors,
   pouvez-vous expliquer c’est quoi ce graphique-là, Monsieur
   Vicaire?

   M. VICAIRE: Oui. Ce graphique-là... je vais
   juste le vérifier. Oui, c'est le même. <Murmures
   inaudibles> Ce graphique-là indique toute la partie des
   statistiques criminelles et opérationnelles au sein de la
   communauté. Je vais vous dire cependant que la
   documentation, y’a certaines corrections qui ont été
   apportées au niveau des statistiques quand qu’on regarde là
   2015-04-01 à 2016-03-31, au niveau des statistiques
   criminelles, au lieu d’être à 960, nous sommes à 992, et au
   niveau des statistiques criminelles au niveau de 2016-04-
   01, nous sommes à 483 au lieu de 199, et 2017-04-01, au
   lieu d’être à 400, nous sommes à 911.

   Me JACOB: Bon. Alors là, vous allez
m’expliquer pourquoi y’a un très grand... y’a un si grand écart entre ce que vous aviez produit et ce que vous dites à la Commission aujourd’hui.

**M. VICAIRE:** Oui. C'est que, au niveau de la compilation qui avait été faite à l'époque, lors des négociations avec les deux parties de l’entente tripartie, c’est à ce moment-là qu’on avait remarqué que l’erreur s’est retrouvée sur la documentation, mais c’est effectivement les données qui sont dans notre système de « Police Automated Management System » qui est un…

**Me JACOB:** Pouvez-vous répéter tranquillement? Le « Police...

**M. VICAIRE:** « Police Automated Management System », le PAMS communément appelé, et cette banque de données là nous permet d’avoir ces données-là qui étaient pas les bonnes à l’époque où le document a été rédigé.

**Me JACOB:** Est-ce que ç’a eu de l’impact sur la négociation de l’entente tripartite?

**M. VICAIRE:** Je vous…

**Me JACOB:** Le fait que vos statistiques criminelles soient sous-évaluées à ce moment-là?

**M. VICAIRE:** Je vous dirais que... je vais vous donner deux... première des choses, on a présenté l’ensemble du document lors d’une première rencontre en mars dernier, le 1er mars à Montréal où on a rencontré les gens, et ce
document-là…

**Me JACOB:** Les gens de Sécurité publique?

**M. VICAIRE:** Sécurité publique Canada et Québec, et nous avons déposé le Plan d’organisation policière 2018-2023 qui identifie clairement la situation policière au sein de la communauté avec les besoins, la réalité, les difficultés, la situation, la criminalité, le besoin de prévention, et tout le reste.

La deuxième rencontre, on parle encore de notre document, et je pose la question aux gens, autant le Québec que le Canada, s’ils avaient pris connaissance du document, et la réponse était non. C’est lors de la troisième rencontre qu’on a tenue au Lac-Simon où les gens à ce moment-là ont… sont revenus avec des questionnements par rapport à est-ce qu’on a mis un comité de sécurité publique en place, est-ce que… ils questionnaient un peu les chiffres, questionnaient un peu notre position d’avoir quatre par relève parce que…

**Me JACOB:** Oui, pourquoi vous avez quatre policiers par relève maintenant?

**M. VICAIRE:** En 2016, y’a eu des événements tragiques qui sont survenus à l’époque où j’étais chez les Cris, mais je suivais quand même ça de près pour y avoir travaillé pendant trois ans, y’a un policier qui a été mortellement atteint par un individu de la communauté et
est décédé lors de l’intervention. Malheureusement,

l’individu qui a fait le geste s’est ensuite enlevé la vie,
et ça, c’est arrivé en février 2016. Deux mois après, les
policiers interviennent avec une personne au sein de la
communauté et, malheureusement, un policier intervient et
neutralise mortellement un membre de la communauté.

Pour vous donner un bref historique de ces
personnes-là, c’est que, en 2009, y’a eu le même type
d’événement où le fils d’un monsieur était abattu par les
policiers, et le deuxième événement, en avril de 2016,
c’était le frère de l’individu de 2009.

Me JACOB: Donc?

M. VICAIRE: Alors, suite à ça, ben, y’a eu
une enquête par la Commission des normes et de l’équité en
santé et sécurité au travail qui ont procédé à une enquête
to voir c’était quoi les causes avec différents experts pour
déterminer que dorénavant on devrait être muni d’une
centrale d’appels qui prendrait en note tout l’ensemble des
appels provenant de la communauté et comptabiliser dans une
banque de données qui pourrait nous permettre d’avoir une
meilleure efficacité et un meilleur suivi sur l’activité
des policiers et policières qui travaillent dans la
communauté, et surtout d’assurer une sécurité pour ces
gens-là qui travaillent quotidiennement, 24 heures sur 24,
dans la communauté.
Le Lac-Simon a un service 24 heures sur 24, on n’est pas en disponibilité, on dessert l’ensemble de la communauté. Actuellement, on est quatre sur la relève de jour et quatre sur la relève de nuit, les gens travaillent sept jours et sont sept jours en congé. Mais, comme vous le savez, dans le domaine de la police, le sept jours de congé peut-être souvent demandé à témoigner à la cour, ou à faire d’autres choses, ou à remplacer des collègues de travail malgré leurs journées de congé.

Alors, ç’a été la recommandation, deux des grandes recommandations de faire des ajustements au niveau de la desserte policière et de recommander fortement qu’on ait quatre policiers en tout temps au lieu d’être deux parce que, dans les événements qui sont survenus en… autant en février 2016 que avril, y’étaient seulement deux policiers qui intervenaient sur les relèves.

Me JACOB: Donc, je comprends que quand y’étaient deux, y’étaient combien par véhicule le soir ou le jour?

M. VICAIRE: À ce moment-là?

Me JACOB: Oui.

M. VICAIRE: Lors des événements?

Me JACOB: Oui.

M. VICAIRE: Y’étaient deux.

Me JACOB: Par véhicule?
M. VICAIRE: Oui.

Me JACOB: OK. Puis là, la Commission vous recommande quatre policiers en même temps sur un quart de travail.

M. VICAIRE: C'est ça.

Me JACOB: Et je comprends que la Sécurité publique vous... remettait ça en cause au mois de mars dernier.

M. VICAIRE: Oui. Quand qu'on a eu des pourparlers avec les deux paliers de gouvernement, on a une structure actuellement là, l'entente sur les services policiers nous autorise un budget... à l'époque, y'avait un budget de 1,3 million qui représente environ 115 000 $ par policiers. Ça, c'est avant les évènements. Ils nous allouaient 12 policiers, incluant le directeur, alors, pour tenter de faire une structure comme ça, pour avoir une liaison avec la cour, que les procureurs de la Couronne nous demandent et veulent bien qu'on les accommode dans ces dossiers-là pour accompagner des gens, les dossiers, et cetera, faire de l'ADN et les empreintes digitales.

On a mis en place également un policier éducateur qui a fait un travail formidable de 2010 à 2013 pour travailler suite aux évènements de la personne qui a été atteinte mortellement en 2009 par un policier, d'essayer de créer des liens solides, forts au niveau de la
communauté, et les gens ont embarqué dans ça, autant les
ainés, autant les policiers et policières, on a travaillé
avec les écoles, on a formé une équipe de basketball, le
policier éducateur, j’ai... on a...

**Me JACOB:** OK.

**M. VICAIRE:** Oui. On s’est inspirés d’un
modèle de Longueuil puis...

**Me JACOB:** Je regarde les statistiques. On
voit que y’a 992 crimes sur une population de 1 900, y’a eu
une baisse en 2016, 483, puis une remontée en 2017. Comment
expliquez-vous la baisse en 2016?

**M. VICAIRE:** Suite aux événements, ben, c’est
sûr que ça a affecté non seulement les policiers et
policières, c’est la Sûreté du Québec qui a pris la
desserte policière du territoire suite aux événements,
suite aux enquêtes autant par la Commission que par la
déontologie policière aussi que y’avait eu à l’époque, et
plusieurs des policiers ont tombé en arrêt de travail à
cause des événements.

**Me JACOB:** Donc, je comprends, 2015, corps de
police de Lac-Simon... 2017, corps de police du Lac-Simon,
483, ça correspond à la présence policière de la Sûreté du
Québec. En quoi l’intervention de la Sûreté du Québec est
différente?

**M. VICAIRE:** C’est que il faut se dire que
y’a eu...

Me JACOB: Est-ce qu’ils comptent moins les crimes ou bien donc ils sont plus sur le territoire?

M. VICAIRE: Non, ce que je vous dirais là-dedans, c’est que y’a eu une partie de cette année-là de statistiques criminelles, autant criminelles qu’opérationnelles, qui ont été assumées encore par le corps de police vers la fin parce qu’ils ont passé six mois, ce qui veut dire qu’ils sont arrivés à peu près en avril 2015... euh, 2016 - je m’excuse - puis y’ont resté jusqu’à... au mois de... je l’ai ici... ce que j’ai ici là, c’est les statistiques de la...

Me JACOB: Si vous allez à l’onglet D que vais coter tout à l’heure, vous avez les statistiques des cercles à la fin : « Statistiques criminelles... », operationnelles ou criminelles... « Statistiques criminelles de la SQ », dernière page de l’onglet D.

M. VICAIRE: Oui. L’intervention de la... quand que la Sûreté est venue sur le territoire là, j’ai fait peut-être une petite erreur là de dire qu’ils étaient arrivés en avril, sont arrivés suite aux évènements, dès que... dès que ça s’est déroulé, et puis sont restés jusqu’en... le 29 septembre 2016, ce qui explique un peu la différence de statistiques entre eux et nous au niveau de la desserte à ce moment-là.
Me JACOB: Est-ce que vous êtes informés que
y’avait plus ou moins de policiers de la Sûreté du Québec
que sur le Lac-Simon?

M. VICAIRE: Je vous dirais...

Me JACOB: Dans ce six mois-là là.

M. VICAIRE: Oui. Moi, ce que... c’est un des...

une des discussions qu’on a eues au niveau de la
négociation, des pourparlers au niveau du renouvellement de
l’entente, c’est de dire que quand la Sûreté du Québec
prend un territoire, et dans le temps où ils l’ont assumé,
y’étaient quatre policiers de jour, quatre policiers de
nuit en tout temps, et ça, ça compte pas que y’a quand même
une organisation qui est en arrière en soutien direct là
si, advenant qu’il y ait des événements qui sont... qui
nécessitent davantage de policiers et policières.

Ça fait que ça... alors, on s’est inspirés de
d’ça pour dire que, nous, pour continuer, pour faire la
même chose et d’assurer que la communauté, les policiers et
policières et l’ensemble des membres de la communauté
soient protégés au même niveau, ben, on se doit d’être
quatre comme la Commission le voulait, la Commission des
normes, et qu’on s’inspire de d’ça pour dire : on va
maintenir ça, quatre de jour, quatre de nuit, et ce, en
tout temps.

Sauf que les discussions actuellement, c'est
de dire qu’on va essayer... est-ce que vous êtes pas capables de réorganiser vos effectifs pour essayer peut-être de prendre votre enquêteur, prendre votre agent de liaison pis d’essayer de composer avec ça, et nous, notre position est très claire, on a demandé un budget de 2 millions, tout près de 3 millions pour assurer cette desserte policière là suite aux évènements, suite au décès du policier, à la formation qui est nécessaire pour assurer un encadrement complet par des formations, autant à un superviseur de patrouille que d’enquêtes, que de liaison, que d’actualisation des connaissances du patrouilleur. C’est des investissements qui sont nécessaires pour assurer la pérennité des services et la continuation d’un service adéquat, mais sécuritaire, non seulement pour les policiers et policières, mais également pour la population qui doit être desservie de façon convenable.

Me JACOB: Parlant de formation, est-ce que y’a... M. Larose a parlé des couts de formation à Nicolet, est-ce que la communauté de Lac-Simon avec son corps de police vit les mêmes difficultés au niveau des couts de Nicolet?

M. VICAIRE: C’est exactement la même chose que l’ensemble des autres corps de police : on contribue pas pour des raisons législatives au fameux 1 % de la masse salariale. Le cours de base est trois fois le prix pour un
policier qui est en formation autant au niveau du cégep que
de la partie de l’École nationale de police du Québec. Et
l’autre chose qui est importante de mentionner, c’est qu’on
n’a pas... on n’a pas la possibilité de prendre des fonds du
budget de police pour former une personne en matière
policière, soit le cours de formation de base ou au cégep,
à partir du budget de fonctionnement. Ça doit être pris
dans d’autres enveloppes complètement à part.

Me JACOB: Question : y’a-tu une
problématique de violence conjugale dans la communauté de
Lac-Simon?

M. VICAI RE: On a des interventions, je vous
dirais, assez fréquentes au niveau des violences
conjugales, effectivement.

Me JACOB: Et vous expliquez ça comment?

M. VICAI RE: Comme c’a été mentionné
auparavant et que je le vis et que je fais l’expérience de
d’ça quotidiennement avec les patrouilleurs qui
interviennent, c’est autant un problème de logement, autant
un problème de surpopulation, de manque de possibilités, de
développement économique au sein de la communauté. Malgré
tout ça, y’a quand même des bonnes choses qui se font, y’a
des gens qui travaillent dans les minières à proximité de
la communauté, y’a des gens qui prennent les...

Me JACOB: Qui vont bien.
M. VICAIRE: Qui vont bien et qui prennent les moyens pour s’en sortir au niveau des dépendances, soit l'alcool ou les drogues.

Me JACOB: Est-ce que y’a des problématiques relativement aux agressions sexuelles sur les femmes est les enfants?

M. VICAIRE: Oui. On a des cas de ce genre-là, oui.

Me JACOB: Et est-ce que y’a une explication? Est-ce que y’a des causes? Est-ce que y’a des… est-ce que c'est les mêmes causes ou y’a d’autres choses?

M. VICAIRE: Moi, je vous dirais que c’est à peu près les mêmes causes, la surpopulation, faut connaître aussi l'historique de la communauté, ce que je me fais raconter par autant les ainés que les gens, les femmes, et cetera. Ils ont été lourdement frappés par les pensionnats indiens, chose que, comme jeune patrouilleur à Restigouche, histoire que je connaissais pas ou peu de cette situation-là, et à mon arrivée dans l’Abitibi et le Témiscamingue qui étaient plus affectés par ces malheureuses situations tragiques là que y’ont… que ces gens-là ont vécues.

Me JACOB: C'est quoi la problématique des pensionnats?

M. VICAIRE: Je vous dirais tout ce qu’ils ont pu vivre au niveau… ce qui m’est relaté, c'est que
l’abus autant physique que mental, la perte de langue,

l’empêchement d’être... de poursuivre son identité et sa
reconnaissance sociale au sein de la société et même de la
communauté, la présence... y’a eu des abus également
particulièrement au niveau de la communauté directement
avec les gens du milieu religieux...

Me JACOB: On parle d’abus sexuels?

M. VICAIRE: Oui.

Me JACOB: D’accord.

M. VICAIRE: Oui. Et ç’a... c’est
definitivement que ç’a lourdement affecté autant des hommes
que les femmes que les enfants, et aujourd’hui, je suis pas
un expert dans le domaine, mais definitivement que ç’a l’a
des... ç’a l’a des effets néfastes au niveau du comportement
de certaines et des gens qui sont victimes de d’ça.

Me JACOB: Dites-moi, combien de policiers
dans votre corps de police? Des questions en rafale, le
temps passe.

M. VICAIRE: Oui. On est... dans l’entente, on

est 12, actuellement on est 21 pour couvrir l’ensemble des
obligations qu’on a là au niveau de la structure policière,

pour combler les relèves, pour assurer autant la prévention
que la direction, que les enquêtes, et le reste qui doit se
faire au niveau quotidien au niveau administratif et
opérationnel.
M. VICaire: On a huit... malheureusement, j’ai perdu une policière pas plus tard que y’a un mois, une policière attikamek qui était venue travailler avec nous qui... mais c’est pas... c’est comprenable, elle est retournée à Maniwan pour reprendre le même travail dans sa communauté. On est huit; trois qui sont... qui sont issus de la communauté de... un de Kitcisakik et les deux autres qui viennent directement de Lac-Simon. Et d’ailleurs, celui-là de... un qu’on a souligné son vingt ans de service pas plus tard que le 14 juin dernier qui a fait vingt ans de service au sein de la communauté du Lac-Simon, qui est quand même très important et une fierté pour... non seulement pour lui, mais pour la communauté et sa famille.

M. VICaire: Oui, il est situé à Val-d’Or. C’a été une création, je vous dirais, c’est une création après que j’aie quitté la Sûreté. Ce que j’entends, c’est que, de plus en plus, ils tentent de développer des liens avec les Premières Nations, de rétablir la situation au niveau de Val-d’Or, de travailler en partenariat.

Le seul... le seul hic que je pourrais voir,
c'est que malheureusement l’instauration de d’ça, on n’a jamais fait de consultation auprès des Premières Nations, c’est ce que je déplore et ce que j’ai pu identifier comme problématique. Tant et aussi longtemps qu’on va avoir des approches de pas impliquer les Premières Nations dans des approches comme ça, on pourra pas avoir des résultats qui vont bénéficier l’ensemble des communautés. Y’a du travail qui est fait par contre, mais je pense que le départ ne s’est pas fait de la façon convenable avec l’approche que… je dirais l’approche de confiance et l’approche de respect envers les Premières Nations.

Me JACOB: Puis ça pourrait engendre quoi comme problématique?

M. VICAIRE: Ben, ça peut engendrer que là on est en train de créer, si je me fie à l’organisation que j’ai travaillé pendant 24 ans, faut pas… faut… j’espère, j’ose espérer que l’ensemble des policiers autant du poste de la MRC Vallée-de-L’Or et de Senneterre et ceux qui travaillent au PPCMA ne sont pas dans deux entités totalement distinctes. Parce qu’éventuellement, un jour, ils vont revenir à leur travail normal, si on veut, d’intervenir quotidiennement avec des Premières Nations, et si on établit et on forme des gens uniquement à intervenir dans les Premières nations et que ces gens-là quittent au bout de cinq ans ou dix ans, ben là, on va se retrouver
avec une situation où des gens vont être spécialisés, ils ne seront plus dans les parages pour faciliter le lien, la proximité et le développement des Premières Nations en termes de relations. C’est ma crainte. Est-ce qu’on va apporter des correctifs? Ça, ça va être à... c’est à voir.

**Me JACOB:** Alors, Madame la présidente, membres de la Commission, j’aurais encore beaucoup de questions, mais mon temps est écoulé. J’aimerais procéder au dépôt d’une pièce, onglet B, « Convention collective entre le Conseil de la Nation...**

**CHIEF COMMISSIONER MARION BULLER:** In the interest of time, we will mark the exhibits during the lunch break.

**MR. BERNARD JACOB:** Okay.

**CHIEF COMMISSIONER MARION BULLER:** Okay? And, we’ll do that on the record.

**MR. BERNARD JACOB:** Thank you.

**MS. MEREDITH PORTER:** Thank you, counsel. And, thank you for your testimony, Mr. Vicaire.

**MR. JEAN VICAIRE:** Thank you.

**MS. MEREDITH PORTER:** The next witness that the Commission would like to call is Ms. Alana Morrison and she’s a detective constable with Nishnawbe Aski Police Services, leading the testimony of Ms. Morrison will be Krystyn Ordyniec. And, at this time, I would like to
request that the Registrar affirm the witness.

CHIEF COMMISSIONER MARION BULLER: Detective Constable Morrison, do you solemnly affirm to tell the truth, the whole truth and nothing but the truth? Thank you.

ALANA MORRISON, Affirmed:

--- EXAMINATION-IN-CHIEF BY MS. KRYSTYN ORDYNIEC:

MS. KRYSTYN ORDYNIEC: Good morning, Chief Commissioner and Commissioners, I’d just like to begin by thanking the people of Treaty 4 for welcoming us to -- with Detective Constable Morrison to share her important testimony today. Good morning.

DETECTIVE CONSTABLE ALANA MORRISON: Good morning.

MS. KRYSTYN ORDYNIEC: Prior to giving your testimony, are there any opening remarks that you would like to make to the Commission today?

DETECTIVE CONSTABLE ALANA MORRISON: Good morning. First and foremost, I would like to recognize the elders in the room and thank you for your support today. And, I’m just really eager to share some of the information I’ve travelled from Thunder Bay with. I think that’s it.

MS. KRYSTYN ORDYNIEC: So, if you could begin by providing some background -- personal background to the extent that you feel comfortable.
DETECTIVE CONSTABLE ALANA MORRISON: For sure. I was asked, I think, about two and a half weeks ago to provide testimony today and I wasn’t sure to what extent I would share my personal experiences, but I think in the aspect and the forum that I’ve been given today, I think it’s very important because it helped shape the officer that I am today.

I was born and raised in Toronto, Ontario. My mother is a residential school survivor or was a residential school survivor. My father, I was told, did not attend a residential school, but his older siblings did and that affected him deeply. With their history of being affected by the residential school, I do believe it had an impact on my childhood as I grew up very poor. I witnessed a lot of alcoholism in my home, I witnessed domestic violence on my mother growing up, and we always had police presence at our residence not in a good way, but always as a response to an assault that I was witnessing on my mother.

Through that, I moved to Thunder Bay about 30 years ago and had my children. And, my mother -- I was nine months pregnant with my son and I lost my mother. I basically spent a life watching her drink herself to death, and in the end, she succumbed to her alcoholism, which I do believe -- and I don’t mind saying, that I believe it was
her being unable to face the abuse that she had endured.

(TECHNICAL DIFFICULTIES)

10 months later or -- sorry, 13 months later, I was (indiscernible) with my daughter and I lost my father. He had a massive heart attack in a small part of town and was found three days later.

Prior to that, I, myself, became a sexual assault victim in my own home by four of my closest family members. And, in the end, ended up, kind of, trying to find the confidence to pursue the career that I ended up in today. When I got to Thunder Bay and after I lost my parents, I did end up moving somewhat of a questionable unsafe life.

**MS. MEREDITH PORTER:** I’m sorry to interrupt you. I do not mean to interrupt, but it’s my understanding that there’s an issue with the translation. So -- oh, okay. So, we’re just...

(TECHNICAL DIFFICULTIES)

**MS. MEREDITH PORTER:** ...having difficulty understanding.

(TECHNICAL DIFFICULTIES)

**CHIEF COMMISSIONER MARION BULLER:** Okay. Madam Interpreter, when you’re ready to proceed, can you give us a thumbs up, please? We’ve got the thumbs up. Thank you. Okay. Good. No, it’s important. Thank you.
DETECTIVE CONSTABLE ALANA MORRISON: As I was saying, I, for a short brief time, lived a very questionable lifestyle where -- when I headed back and sitting here today, it -- I was very -- I had every excuse to become a totally different woman.

(TECHNICAL DIFFICULTY)

CHIEF COMMISSIONER MARION BULLER: We’ll take a 5-minute break.

MS. MEREDITH PORTER: I will make an announcement.

(TECHNICAL DIFFICULTY)

--- Upon recessing at 10:47 a.m.
--- Upon resuming at 10:54 a.m.

MS. MEREDITH PORTER: And, that the Registrar add 2 minutes to the time clock. It’s my understanding that 2 minutes of testimony was lost with respect to the interpretation issues that we faced. So, I see the time has been added. So, Ms. Ordyniec, proceed when you’re ready. Thank you.

MS. KRYSTYN ORYNIEC: Thank you. Detective Constable Morrison, I’ll ask you to go back to your comfort level, and just continue to go through the history and your personal history that you’re comfortable sharing.

DETECTIVE CONSTABLE ALANA MORRISON: Okay.

Given the time, I’ll go back to when I got to Thunder Bay
30 years ago, and -- from Toronto, but not before -- I’m just going to go back a bit anyway. So, before I left Toronto, it was in Toronto that I, myself, became a victim of sexual abuse as a young child. I do partly believe now, in hindsight, that a lot of the abuse I suffered was because of my mother’s alcoholism, and which resulted in lack of care and supervision.

The four family members that had assaulted me are not with me today. However, I grew up and -- with that shame, and made my way to Thunder Bay. And, when I got to Thunder Bay, I was pregnant with my second son, and he was nine -- well, I was nine months pregnant when I had lost my mother. So, basically, throughout my life, I watched her drink every day. And then my mother missed my son by three days, and it was due to her alcoholism. She developed cirrhosis of the liver.

My father -- I was five months pregnant with my daughter 13 months later, and my father had a massive heart attack in a small northern town which he wasn’t found for three days. And, again, I was pregnant, and after losing my father, I had gone through very serious emotion where it comes to feeling absolutely alone in the world, losing your parents at a time when you need them the most was absolutely devastating in my life.

And, because of that, I think I led a short
period of questionable behaviour. And, I think during that
time I had met three ladies in Thunder Bay that ended up
being murdered, and I still carry their names and their
stories with me today. But, I could have easily also
become a statistic in the hearings that we’re having today.

I don’t know what it was, but there was
something that was inside of me knowing that I had three
children at the time, I was very young, and there was some
sort of drive I had that I knew I couldn’t give up,
although I had every reason to give up and, you know, not
knowing how to deal with a lot of the issues I had already
had at that age. I don’t know where I got the strength to
continue, but I did. So, I think that’s just a little bit
about me.

MS. KRYSTYN ORYNIEC: Thank you for sharing
that. In the book of documents of Ms. Morrison, in
Schedule A, Ms. Morrison, do you recognize this document?

DETECTIVE CONSTABLE ALANA MORRISON: I do.

MS. KRYSTYN ORYNIEC: So, we’re looking at
your CV; is that correct?

DETECTIVE CONSTABLE ALANA MORRISON: That’s
correct, yes.

MS. KRYSTYN ORYNIEC: And, I think we could
spend the rest of the time going through your CV, but I
will direct you to talk a little bit about, if you could,
your current professional experience and what your current role is with the Nishnawbe-Aski Police Service.

DETECTIVE CONSTABLE ALANA MORRISON: Okay. August -- end of August, I believe, would be -- will be 16 years in First Nation policing. When I first attended Ontario Police College -- well, I graduated from Police Foundations, and I had not even heard of Nishawbe-Aski Police before. I didn’t know they existed. But, I was applying to the military at the time, and because of lack of confidence, shame growing up and, you know, just not believing in myself, I put in an application and never thought, you know, that I would ever get hired.

My first -- when I did go through OPC, it was probably best. I always say that I didn’t know what I was getting into because I never would have done it. I was terrified. But, going through OPC, all the training that I took, it was absolutely amazing and it was exhilarating, especially the day I graduated. I still think, and I believe my mother is here and my father are here with me today, and I believe they were with me that day as well.

Today, I hold the role of the Abuse Issues Coordinator for the Nishnawbe-Aski Police. With that role, I’ve been in -- the 16 years of policing, I’ve been a plain-clothes detective for 11 of those years where I specialized in sex offences dealing with young women, women
and children. I have a -- I specialized in interviewing young children, especially after they have been traumatized.

**MS. KRYSTYN ORYNYEC:** And, Detective Constable Morrison, how many victims do you think you have interviewed over your time with NAPS?

**DETECTIVE CONSTABLE ALANA MORRISON:** I had taken a small hiatus from NAPS in 2010 to 2014. And, before then, my stats were -- I kept my own stats as far as interviews went, and I was up to about 400. I have since returned to Nishnawbe-Aski Police, and I am now probably upwards of over 300, if not more, statements that I’ve taken with children and women. So, I’m sure it’s well over 700.

**MS. KRYSTYN ORYNYEC:** Thank you for sharing that. Next, I’d like to turn to Schedule B. And, could you speak a little bit about the award that you recently won?

**DETECTIVE CONSTABLE ALANA MORRISON:** Oh, yes. My Chief of Police nominated me for a leadership role with the Ontario Women in Law Enforcement, and I went down to Mississauga beginning of May for the dinner. And, the category for leadership came and went, and I was just happy to be there. And, they gave the last award of the evening, and it was for Professional of the Year, and -- I mean, I
was enjoying my dessert at that point, and when I heard my police service being mentioned, I almost choked. And, before I knew it, they were reading out my bio and all the accomplishments that I’ve had with our police service, and I -- low and behold I had won Professional of the Year. And, I will be attending the International Women in Policing Association, I think it’s a conference in Calgary in August.

**MS. KRYSTYN ORYaniec:** Thank you. If I can just ask, Chief Commissioner, are we going to do exhibits after? Is that okay if I go through...

**CHIEF COMMISSIONER MARION BULLER:** Well, I was hoping that we can do this during the lunch break as well.

**MS. KRYSTYN ORYaniec:** Okay. Great.

**CHIEF COMMISSIONER MARION BULLER:** Okay?

**MS. KRYSTYN ORYaniec:** Thank you so much. And, now, if I could ask, we have a few slides to put up on the screen. Could I ask the first slide be put up? So, Detective Constable Morrison, what are we looking at on the screen currently?

**DETECTIVE CONSTABLE ALANA MORRISON:** So this is the basic map of Ontario. You will see the whole green portion of it is the area that Nishnawbe-Aski Police polices. We have three regions within the area in the
green. The one to the left is going to be your North-West Region. We also have the Central Region, and we also have your North-East Region.

The statements that -- the areas that I'm responsible and statements that I've taken only encompass the North-West Region and the Central Region. There's a whole other crime unit that covers for the North-East Region and a whole other lady -- fellow officer that holds the same position that I do in the North-East.

**MS. KRYSTYN ORDYNIEC:** And can you tell us which communities are most populated? So do you work and were you taking statements in the communities that were more populated or less so?

**DETECTIVE CONSTABLE ALANA MORRISON:** Well, the more populated communities for the North-West and Central Region would be Mishkeegogamang First Nation, which I've personally policed. We have Sandy Lake First Nation that has 2,500 residents. And Fort Hope, I'm not sure what the exact number is, but it's one -- those are our more busier detachments.

**MS. KRYSTYN ORDYNIEC:** Thank you. And if we could go to the next slide please.

So on the screen, Detective Constable, what are we looking at here?

**DETECTIVE CONSTABLE ALANA MORRISON:** These
would be our mission -- NAPS Mission Statement, the commitment that we have to the reserves and communities that we police, and our vision. I can't read it from here though.

MS. KRYSTYN ORDYNIEC: So maybe if you could read out the mission statement of NAPS for us?

DETECTIVE CONSTABLE ALANA MORRISON: For sure:

"The mission of the Nishnawbe-Aski Police Service is to provide a unique, effective, efficient and culturally [sensitive] appropriate service to all the people of the Nishnawbe-Aski area that will [assertively] promote harmonious and healthy communities."

MS. KRYSTYN ORDYNIEC: And could you expand on how that mission statement is helpful when you're policing isolated communities in the NAN territory?

DETECTIVE CONSTABLE ALANA MORRISON: Well, when I'm policing the -- when I was policing on the road, frontline, I think being culturally sensitive was -- I'll have to admit, I didn't have a lot of knowledge when it came to what our people had gone through then, because I think as a young mother, I had -- you know, dealing with my own issues and just trying to get by day-by-day. But I think it's so important that any officer that polices a small community has that knowledge and is able to provide
culturally sensitive policing in any community.

MS. KRYSYTN ORDYNIEC: Could you speak about
the different languages in the NAN communities and how that
affects the policing that you provide to the communities?

DETECTIVE CONSTABLE ALANA MORRISON: I heard
it mentioned before, there is three languages in the NAN
communities and that's the Ojibwe language, which I'm
Ojibwe; there's Oji-Cree; and there is Cree.

And the affects -- sorry, I missed that part
-- the affects that it could have -- and even for myself,
because I'm ashamed to say that I don't speak my language.
I can understand it here and there, but unfortunately, I
can't speak it.

So I have people, sometimes when I'm in the
community, will approach me and speak to me in Ojibwe or
Cree, and I can understand what they're saying, but
unfortunately, I can't answer back. But I do hope that
just the fact that I can relate in the sense that I'm also
of First Nation descent that that brings a level of
comfort-ness for one, and then I think for our non-Native
officers, that could be a struggle sometimes.

I find that NAPS employs officers that are
very culturally friendly and accepting where they are able
to communicate still, even though there is that language
barrier, and for that I'm proud of the officers that we
MS. KRYSTYN ORDYNIEC: Maybe if you could expand on that a little bit and speak about the training, and especially, the cultural sensitivity training that a NAPS officer may go through when they begin policing?

DETECTIVE CONSTABLE ALANA MORRISON: I'm not aware -- it's been 16 years since I've been at the Ontario Police College, but I'm sure that -- I know that there is a component in there that has to do with it providing education with respect to culture.

And I think in today's day and age that we're getting out there with First Nation issues, and if you're going to work for a First Nation police service, you should probably be educated on that before even applying. But I know that there is an aspect of basic constable training where they teach about First Nation people and our struggles.

MS. KRYSTYN ORDYNIEC: Thank you. And maybe we could move on, specifically with respect to your work with domestic assaults and victims of domestic violence. Can you speak just briefly on your interaction with an individual who has undergone some serious abuse or a violent situation?

DETECTIVE CONSTABLE ALANA MORRISON: Yes, absolutely. In my capacity as a detective constable and a
abuse issues coordinator, I'm responsible for any major
sexual assault in the two regions that -- on the map there.
So an officer or our detective sergeant will contact me and
let me know that there is a victim that's been assaulted,
and they'll let me know where they're gone.

When a First Nation woman reports a sexual
assault in a northern community, she unfortunately is faced
with the decision and choice to seek medical help outside
of the community. There is a nursing station, but most
nursing stations will send a victim of sexual assault to
Sioux Lookout, which is an hour plane ride south of their
community.

So they're given the option to seek medical
help and leave their home community and leave their family.
They're allowed to take one escort with them to attend
Sioux Lookout, or they're given -- they receive specific
care to have the sexual assault evidence kit done, and then
they are allotted one week of counselling, and once that
counselling is done, they are sent back to their
communities and they just -- there's very little follow up
support for them when they return.

Now, for the females that report and choose
not to leave their communities, I did a push with the OPP
two years ago to do -- to have kits done in the First
Nation communities so that a victim doesn't have to sit
with the fact that they have been assaulted sexually and —
because the first thing that a victim wants to do is
shower.

And sometimes when they're flown out of the
community, we're looking at things like weather, we're
looking at things like plane problems. So sometimes we've
had victims -- we've told them, you know, please don't
shower yet, you know. But I can't even imagine sitting in,
you know, what's left behind after being assaulted, and if
we can't get them out, unfortunately, that's some of the
cases that we've had to deal with.

MS. KRYSYN ORDYNIEC: Could you expand a
little bit on the barriers to reporting these sorts of
incidents to the police?

DETECTIVE CONSTABLE ALANA MORRISON: The
barriers to reporting are so horrific in my mind because,
first and foremost, when a woman comes forward to police in
the community, no matter how small the community or how
large, the community gets word. It gets out. If there's a
NAPS truck or a Nishnawbe-Aski Police truck sitting outside
of someone's home, I mean, people can only, you know, make
assumptions. But your business is not your business.

So you got to deal with small communities,
you got to deal with the fact that you're still in a small
community where the offender lives, you are having to see
their family. And that's not even to mention my very 
upfront -- I'm very upfront with the victims that I come 
into contact with to tell them that -- because I don't want 
them to get caught off guard by a court that is going to be 
held in that same community when they have sit less than 
10 feet away from the person that raped them.

And there should be more support when it 
comes to these ladies, these brave ladies, because I can’t 
imagine, you know, being ostracized in a small community 
for trying to do what’s right, for trying to protect your 
own body and for trying to help yourself.

MS. KRYSTYN ORDYNIEC: Thank you. Could you 
also discuss how the family is affected when a woman 
experiences an incident of violence?

DETECTIVE CONSTABLE ALANA MORRISON: Yes. I 
just had a case a couple of weeks ago where a young 12 year 
old girl was assaulted by her biological grandfather and 
she didn’t report it right away. But, when she did, 
because the nurse felt that it was deemed historical, that 
she was put on a lower priority to come out for 
counselling, so she was told it would be three to four 
weeks before she and one escort can come out. And, I just 
-- I had to confirm with the nursing station that that was 
true.

I thought that that -- you know, because --
it was ridiculous because this affected the whole family.
This affected mom. This was dad’s father. Clearly it
affected the 12 year old. And, to be put lower on a
priority level only because she didn’t report right away,
and then also to have the fact that only you and your
mother can come out, and mom had to leave the other small
babies at home. With that particular case, we managed to
catch the whole family out, and I managed to find immediate
counselling for her in Thunder Bay with another non-profit
agency that -- their mandate was only to take 14 and over,
but once I told them the story, they took her. No
problems. But, that’s just one case.

MS. KRYSYTN ORDYNIEC: Are there
difficulties in finding funding and those community
partners when there’s an inability to get the family out of
the community when it’s required?

DETECTIVE CONSTABLE ALANA MORRISON: The
first part of your question? I didn’t...

MS. KRYSYTN ORDYNIEC: Is that a difficulty
that you face with respect to having families leaving the
community in those times of difficulty?

DETECTIVE CONSTABLE ALANA MORRISON: Sadly,
it became an acceptance, where it’s -- I just thought,
okay, that’s what I have to work with, so I just accepted
it. And, that’s part of my reason for being here today, is
because that shouldn’t be accepted, because if it affects
the whole family, the whole family needs counselling.

And, in that particular case -- like, it
wasn’t that hard to find the extra help, but it shouldn’t
be where this 12 year old was told, you know, you’re on a
lower priority now.

MS. KRYSTYN ORDYNIEC: Thank you. Are there
any occasions where a woman who has experienced an incident
of violence refuses to leave the community?

DETECTIVE CONSTABLE ALANA MORRISON:
Absolutely. Home is home. And, I get it. And, home is
comfort. And, for a woman to be told, because you’ve been
assaulted so bad that you have to get medevaced out of your
community, and you could only take one person with you and
you’re away from your babies when -- I know personally that
when I was going through my issues, that that’s all I
wanted, was my children with me and to try and -- you know,
try and -- it just helps you feel a lot better. So, yes,
it’s sad to know that that’s the choice they’re given.

MS. KRYSTYN ORDYNIEC: And, what do you see
as necessary for a woman to feel safe and to be able to
stay in her community after such an experience?

DETECTIVE CONSTABLE ALANA MORRISON: Well,
my drive to have community based support is very strong,
and that’s, sort of, what led to a program that I developed
in the last year. Community based support is so important. There’s not enough of it in the 34 communities that NAPS polices.

When a woman goes back, like I said earlier, after being assaulted, she is back into the same, you know, realm, she returns and -- you know, there is a counsellor that comes in, she can access services at the nursing station, but I think to have that specialized care for sexual assaults and domestics are huge and very important.

**MS. KRYSTYN ORDYNIEC:** So, maybe we could move on then, to the program, and it’s called the Survivor Assistance Support Program ---

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

**MS. KRYSTYN ORDYNIEC:** --- is that correct?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

**MS. KRYSTYN ORDYNIEC:** And, if I could ask that -- if you go two slides and we’ll see the logo of the Survivor Assistance Support Program on the screen. And, Detective Constable Morrison, could you explain the logo for us?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes, absolutely. This was a logo that I drafted myself. And, there was two different options that I was given for my swag, but they -- so it’s actually a flip of the actual Nishnawbe Aski Police Service badge. And, it’s flipped for
the sense that in our NAPS logo, you have men and women, 
with the man on the outside, and I flipped it and changed a 
few things. So, I have a woman on the top and a man on the 
bottom, not that -- don’t get me -- most of the victims I 
deal with are females, so -- so we have, like, the sun and 
we have feathers, and we have her braided hair for strength 
and -- yes, so that’s, kind of, the logo.

MS. KRYSTYN ORDYNIEC: Thank you. Could you 
explain or briefly give an explanation of the overview and 
your vision when you started this program?

DETECTIVE CONSTABLE ALANA MORRISON: Yes.
During my years in First Nation policing, I identified a 
gap, and that was because I worked in two of the busiest 
communities that NAPS polices, one being Mishkeegogamang 
and one being Cat Lake First Nation.

During my time on the road and frontline 
policing, I found that once a victim was reported -- a 
victim reported an assault, they were interviewed, the 
accused was arrested, the accused is taken out of the 
community. And, it was so hard as a frontline officer, 
because we were so busy going call to call, it was hard to 
get back and give that personal unique care that they so 
deserve once they reported an assault in these communities.

So, I observed that -- as a frontline police 
officer, I would send out their referral form to victim
services, and sometimes -- and it’s no fault of their own, they’re all so busy as well too, they were not contacted right away. So, you have somebody that’s just reported a sexual assault, they’re very vulnerable at that point, and they’re not contacted. And, I tried to do the best that I can to update them and let them know what was happening with the accused. And so, that was something that bothered me from years back.

So, as I carried on, I was actually seconded to the York Regional Police last year so -- and taken out of my role as a detective for the time I was with them. So, I had a little bit more down time and I started a business proposal to address that actual gap. And, it encompassed having somebody -- like, not somebody, but an officer specifically there, in the busier communities, to approach the victims right away, to meet with them, to establish what their needs are, to establish, you know, their vulnerability, to establish if they’re new to the legal system, and someone to just provide that comfort first and foremost. Like, when you’re just getting into the justice system -- I mean, I can imagine how confusing it could be.

So, part of the -- when I was working on the business proposal, the Deputy Chief of NAPS, he let me know that there was a call for proposals from the Ministry of
Attorney Generals. So, it, kind of, turned out where I ended up flipping my business case into a proposal with the Deputy Chief’s help. And, further to the gap of the -- an officer working with the victim, we also realized that in the communities, that there’s not enough education out there for our women as far as knowing what’s an assault, what’s a sexual assault.

And, we applied for the grant last year and we were successful early on in February of this year. So, the program itself is still in its infancy stages. We’re about three months in right now. But, we have four communities that we’ve identified to start this pilot project, and that’s Mishkeegogamang, Sandy Lake First Nation, Moose Factory and Attawapiskat First Nation. So, with this proposal I was able to hire two females that basically had the same background as myself. And it just kind of turned out to be -- it was just chance that they had this background.

So they -- and I think that’s so important when you’re working with victims, especially First Nation females that they can, number one, relate to the woman that they’re speaking to because both of these ladies are First Nation, and they can understand because they’ve been through that kind of lifestyle themselves and had some experience with assaults as well, too.
And the reason for these communities --
these four particular communities is because of the fast-paced nature of them, and also for the fact that we were looking at stats because we made the correlation between the fact that sexual assault, domestic violence, definitely has an impact on our suicide rate.

It also has an impact on women leaving those communities and coming into the urban centres and becoming more vulnerable out in the cities. So the stats, also, that we were looking at, was to see the difference between if a victim is supported right from the get-go all the way to court, if that makes a different impact on them testifying and being in that small community when they have the accused sitting across the room from them. And if you have that support, then I’m hoping in the end -- like I said, the program's in its infancy stages but that that'll be the difference because it’s always been such a struggle. And in 2018, I’m still dealing with victims that don’t have phones, and so when Victim Services becomes involved they have no way to contact them. You can send a letter. Yes, they get it. Whether they choose to call or not, that’s up to them.

And the program itself has these two ladies. I wish it were more communities but these two ladies are able to do check-ins with the victims and see if they’ve
actually accessed the resources that the Victim Services
can give them.

The program itself is not to replace any
Victim Services; it is actually to enhance what’s there
because I think the more help, the better. And I don’t
think you can have too much help for anyone that, you know
-- because sometimes, you know, you don’t -- there’s a
trust that needs to be formed between somebody that’s
trying to help you and the more -- if you have choice,
because they didn’t have choice, I think that’s very
powerful in their healing journey.

**MS. KRYSTYN ORDYNIEC:** Thank you.

How long is the program currently funded
for?

**DETECTIVE CONSTABLE ALANA MORRISON:**

Unfortunately, I am scrambling for money. It was allotted
to us for a year. And, like I said, we’re three months in
and I’m -- I have another -- I put another concept in to
the Federal Government to try and expand my program by two
communities, another officer, and two more years. So I
have yet to wait and hear. I was told it was going to be --
-- they would get back to me in May, early June but I just
received an email a couple of weeks -- or last week and
they said it won’t be until August. So, yeah, I’m -- I
wish -- I need to find more money.
MS. KRYSTYN ORDYNIEC: And when you were seeking this money, did you have assistance from anyone or were you doing all of the work yourself?

DETECTIVE CONSTABLE ALANA MORRISON: Well, mainly my biggest help and support was the Deputy Chie of Police, and we live together so ---

(LAUGHTER)

DETECTIVE CONSTABLE ALANA MORRISON: So we would spend many nights in our kitchen working on this proposal together, outside of our work hours because he and I are both busy during the days. So we would -- we had no experience, either of us, to write proposals; neither one of us had written one before. But we sat up and worked on it and, yeah, I couldn’t believe that we got the funding. I mean, I was so thankful for it but we managed to pull it off.

MS. KRYSTYN ORDYNIEC: And what is your long-term vision for this program?

DETECTIVE CONSTABLE ALANA MORRISON: Well, my long-term vision definitely is to see Victim Services at this level where it’s immediate, where a victim doesn’t have to wait to have somebody sit with them and explain the process; to hear them, what their concerns are. Because I feel, as officers, we go in, we react, we deal with the accused, and then unfortunately in the faster moving
communities, you go on to the next call. And if you have a little bit of downtime you’re able to go back and check on the victim yourself because maybe you see them around the community or whatnot. But for a woman that -- for my own experience and everyone that I -- all the ladies and young children that I've interviewed over the years, at that time, you don’t know what it is that you really want or need. You do know that you need your family; you do know that you need your children, and being a victim myself I just -- I can’t imagine being faced with do you want help medically, or do you want your family? Like, that’s surreal.

**MS. KRYSTYN ORDYNIEC:** You talked about all of the work that you’ve done. Could you speak on the fatigue that officers face in the Nishnawbe-Aski Police Service, and specifically the officers who are dealing with these -- these horrific incidents on a regular basis?

**DETECTIVE CONSTABLE ALANA MORRISON:** Well, I know for certain that -- like I said earlier, the officers that Nishnawbe-Aski Police employs are phenomenal human beings; number one for the fact that they themselves leave their families and travel great distances to our communities. And there is -- my God, there’s so many of them that police with their heart, meaning that they give that extra attention the best they can. And, yeah, we deal
with the same victims over and over again. Yes, we’re sleep-deprived; yes, we can go 48 hours without sleep. But there’s a drive within these NAPS officers that is just -- is phenomenal.

And they deal with -- I mean, we all deal with compassion fatigue to a certain degree because, I mean, you know, you’re in a small community, and yeah, unfortunately you do end up with the same victims, the same accuseds, and it can get frustrating at times, for sure.

**MS. KRYSTYN ORDYNIEC:** And have you felt supported by the Nishnawbe-Aski Police Service yourself in your role, especially in this role?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes, absolutely. It’s -- I know for sure that I am supported in the sense that my Chief -- because the support is mutual and the feeling is mutual, I respect him, Chief Terry Armstrong, so much for his vision, for his ethical nature and for -- he’s -- he just -- he’s a do-the-right-thing kind of guy, and I respect that so much.

NAPS has -- we have an employee assistance program, and I’m not ashamed to say that I need counselling and I access it because I’m carrying the stories of hundreds of women in my heart and in my soul. And does it get overwhelming? Yeah.

**MS. KRYSTYN ORDYNIEC:** On that note, I
wonder if you could share with the Commission -- I know you had some recommendations, if you wanted to just take a minute, and then anything else that you would like to put on record while we’re here.

DETECTIVE CONSTABLE ALANA MORRISON: Well, I think everyone can kind of see where I’m going with recommendations, as far as community-based assistance, as far as community-based compassionate care when a victim returns to her community. I would even like to see that care given in the community with women shelters at the -- in the communities. We only have a few in the North. There’s one in Mishkeegogamang but Mishkeegogamang isn’t a fly-in community, it’s a drive-in. But most of the other communities that are fly-in, they don’t have women shelters, they don’t have a place where a woman can go to feel safe, much less take her children. And so, obviously, more community-based support.

I think it’s very important for any police service that deals with First Nation people; in particular, our more vulnerable victims, that they have that specialized training when it comes to interviews; when it comes to working these cases. And, just that additional training, and -- I mean, you can’t teach compassion, but finding specific individuals that are compassionate, and act -- you know, care about the work that they do is so
very important.

So, having these specialized units, even a unit, I think it’s important that, also for NAPS, that we had just a victim -- or a sexual assault unit, because as it stands right now, all the detectives that I work with right now, we all carry a caseload of approximately -- 80 percent of our caseload is sex assaults right now. We did a -- there was a study -- no, not a study, but stats were done, I believe it wasn’t last year, the year before, where they compared us to the crime unit in Sioux Lookout, OPP. And, we were carrying a benchmark caseload, and “benchmark” means your higher level cases, of about 75 cases per detective, and then the OPP were carrying approximately anywhere -- between 30-some cases per detective in their unit.

So, we’re stretched very thin, and we have to shift gears constantly during the day from dealing with a serious sexual assault to, you know, a break-and-enter, or an arsine, or an aggravated assault. So, one recommendation, obviously, would be to have added funding for the specialized units within First Nation services, that added training -- I’m trying to think of what else I had.

Oh, yes. Victim Services for all the communities in the sense that there is an advocate for the
victims going through the court process that is able to address the court issues, because when court happens in our First Nation communities, it’s pandemonium because you’ve got the judge flying in, you’ve got the counsel flying in, you’ve got the defence flying in, you’ve got Victim Service flying in, and the NAPS officer has to drive back and forth to get everyone to the school where it’s happening, to get everyone set up in the community hall where it may be happening. There’s no courthouses in the communities, so sometimes we take over a portion of a school.

So, in all that pandemonium, there is no -- or there’s very little victim prep for court. So, is that a challenge? Absolutely, it is, because they’ll show up to court, but they’re not prepared; you know? And, I know the Crowns and the Victim Services try to do the best they can and come in the day before, but, I don’t know, I think sometimes that it needs to be ongoing so that that individual feels supported and almost held all the way through, because that’s not an easy, you know, road that we’re dealing with, because sometimes court doesn’t happen. Some communities, it happens four times a year in these communities, so can you imagine being a victim who has to wait so long to deal with, you know, what you started off trying to protect yourself and your body?

**MS. KRYSTYN ORYNicE:** We don’t have much
time, but I know that there were some inquest
recommendations that were in the materials. And, I think
if -- with the Commissioners’ permission, we will enter
those as exhibits. So, I just wanted to give you one last
opportunity to conclude. We do have a few seconds left.

DETECTIVE CONSTABLE ALANA MORRISON: I just
wanted to thank everybody for having me here today, and I
just hope that through all of this that -- you know, that
something good and positive comes out for the victims that
I deal with. And, I just wanted to thank you all very
much.

MS. KRYSTYN ORDYNIEC: Thank you.

MS. MEREDITH PORTER: Thank you, counsel.
And, thank you, Detective Constable Morrison, for your
testimony. The next witness that I would like to call is
Sergeant Dee Stuart who is the Officer in Charge for
Indigenous Policing with RCMP, Division E. And, counsel
leading the testimony of Sergeant Stewart is Anne Turley
with the Government of Canada.

MS. ANNE TURLEY: Thank you. Good morning.
Sergeant Stewart would like to promise on the feather.

MR. BRYAN ZANDBERG: Good morning, Sergeant
Stewart.

SERGEANT DEE STEWART: Good morning.

MR. BRYAN ZANDBERG: Do you promise to tell
your truth in a good way today?

SERGEANT DEE STEWART: I do.

SERGEANT DEE STEWART, Affirmed

MR. BRYAN ZANDBERG: Thank you.

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

MS. ANNE TURLEY: Thank you. Good morning, Chief Commissioner, Commissioners. Good morning, Sergeant Stewart.

SERGEANT DEE STEWART: Good morning.

MS. ANNE TURLEY: Commissioner -- Chief ---

SERGEANT DEE STEWART: Oh, I’m sorry. I’d like to thank everybody for allowing me to be here today.

MS. ANNE TURLEY: Yes, I thank Treaty 4 for having us on your lands this whole week. Chief Commissioner, Commissioners, we have provided you with a book of documents with seven tabs. Again, these are documents that have already been produced to the parties.

Sergeant Stewart, we’re going to start a bit with your background. You are from the Shuswap First Nation in BC?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, you joined the RCMP in 2000?

SERGEANT DEE STEWART: Yes, I did.

MS. ANNE TURLEY: And, your brother, in
fact, is a member as well?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, in 2000, when you were first posted, that was to Prince Rupert in BC?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, following that, you were posted to the coastal policing unit in Prince Rupert?

SERGEANT DEE STEWART: Yes, I was.

MS. ANNE TURLEY: And, in that position, you had -- were policing in remote Indigenous communities?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, can you explain to the Commissioners which communities those were?

SERGEANT DEE STEWART: They were Kitkatla, Hartley Bay and Lax Kw’alaams.

MS. ANNE TURLEY: And, how were those communities accessed?

SERGEANT DEE STEWART: They were fly and boat-in only.

MS. ANNE TURLEY: And, how many years did you spend in those communities?

SERGEANT DEE STEWART: Two years.

MS. ANNE TURLEY: And then following that, in 2002, you were posted to Kamloops, BC?

SERGEANT DEE STEWART: Yes.
MS. ANNE TURLEY: And, you were a general duty police officer?

SERGEANT DEE STEWART: Yes. The uniqueness of Kamloops for me was my dad is from Kamloops Indian Band, so I was lucky to be able to still work within my community even though I was doing general duty policing.

MS. ANNE TURLEY: And, you were there for three years?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And then in 2005, you accepted a position with the RCMP Headquarters for BC?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, that’s called E Division?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, that was in Indigenous policing services?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, you’ve been with Indigenous policing services for the past 13 years?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, you’ve held various positions?

SERGEANT DEE STEWART: Yes, it’s been a phenomenal career.
MS. ANNE TURLEY: And, all those positions, I understand, have been geared towards building positive relationships with Indigenous communities?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: Can I have you look at Tab 1 of the book of documents? Is this a copy of your biography?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, Chief Commissioner, I would ask that this biography be marked as the next exhibit.

CHIEF COMMISSIONER MARION BULLER: What we’ll do is we’ll mark all the exhibits during the lunch break.

MS. ANNE TURLEY: Okay. Thank you.

CHIEF COMMISSIONER MARION BULLER: Just continue right through, please?

MS. ANNE TURLEY: Thank you. Sergeant Stewart, can you explain to the Commissioners what the BC Indigenous policing services section is responsible for, its role and mandate?

SERGEANT DEE STEWART: Our purpose is to lead and bring proactive -- like a culturally sensitive policing to our communities within BC, work with our communities and contribute, you know, to the health and the
safety of our communities within BC.

**MS. ANNE TURLEY:** And, how many Indigenous

**communities are there in BC?**

**SERGEANT DEE STEWART:** There’s over 200.

**MS. ANNE TURLEY:** And, do other divisions

within the RCMP in other provinces and territories also

have Indigenous policing services?

**SERGEANT DEE STEWART:** Yes, they do.

**MS. ANNE TURLEY:** And, is there any national

coordination between all the divisions?

**SERGEANT DEE STEWART:** Yes, National

Aboriginal Policing actually coordinates annual togethers.

So, we all get together and we can share best practices,

and we do teleconferences with them, so we can share best

practice. I always call it stealing best practices from

other communities that are working for them.

**MS. ANNE TURLEY:** And, if I can ask for the

first slide to be put up? And, this is also -- if I can

have you turn to Tab 2 of your book of documents?

**SERGEANT DEE STEWART:** Tab 2.

**MS. ANNE TURLEY:** And, what is it, we see it

on the slide here and the first page at Tab 2?

**SERGEANT DEE STEWART:** This is one of our

canoes. We have actually two canoes, and it’s one of the

journeys we went on.
MS. ANNE TURLEY: And, what is this material about? Is it -- it’s about the Aboriginal policing services?

SERGEANT DEE STEWART: Yes, it was actually a flyer that we created for remote communities or for our recruiter and our program coordinator so that when they travel, they actually had material they could hand out to our communities. Especially if they’re in recruiting forums, where it’s a large one and our First Nations, you know, kids are running around, and they can grab stuff, and read on it, and we can share with Chief and Council.

We send it electronically now, but this was the one that -- well, I guess I shouldn’t say we send it always electronically. Our recruiter still carries it around because she goes to so many remote communities.

MS. ANNE TURLEY: And, when you joined Aboriginal Policing Services in 2005, what position did you hold?

SERGEANT DEE STEWART: I was the program coordinator.

MS. ANNE TURLEY: And so, as a program coordinator, you were responsible for a number of programs?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, one of them is the Aboriginal Canoe Journeys Program?
SERGEANT DEE STEWART: Yes. I was coordinating our canoes, the two canoes that we had, and facilitating it to go on canoe journeys. So, that meant I got to go on a lot of canoe journeys and get paid, so it was amazing. I had to keep that on the down low.

MS. ANNE TURLEY: On the down low that you were enjoying your job?

SERGEANT DEE STEWART: Yes. Yes. Loved it. But, I guess a big reward of the canoe journeys is it was RCMP members and Aboriginal youth or elders that were connecting and going on these canoe journeys. It’s one of the programs I was really proud of.

MS. ANNE TURLEY: And, the picture we see or that was up on the screen of the canoes, is that one of the canoes that you bring on the journeys?

SERGEANT DEE STEWART: Yes. We have two that we have in our -- attached to headquarters, and right about now, they’re all over B.C. But, I’d like to add that many of our First Nation members like this program so much that they did fundraising for their communities to acquire canoes so that they could continue on and not borrow my canoe all the time.

MS. ANNE TURLEY: And, when did this program start?

SERGEANT DEE STEWART: Oh, over 13 years
ago. Yes.

**MS. ANNE TURLEY:** And, has it been a successful program in terms of trying to bridge the gap between the RCMP and Indigenous communities?

**SERGEANT DEE STEWART:** Oh yes. Yes. It’s been phenomenal. Just bridging the gap when you have First Nation youth and elders, and you have an RCMP member, and you start out and you first meet each other and/or you bring your youth and they get to meet other youth. Some of our canoe journeys are on the ocean, and for my interior family, it’s mindboggling. You spend the entire day collecting 7,000 shells because they have never been in the ocean. So, just that awareness for the youth as well is amazing, and the members get to bring them on that and connect with them during that. So, I find it very, very successful.

**MS. ANNE TURLEY:** And, the RCMP members that would bring youth and elders on the canoe journeys, are they all Indigenous police officers?

**SERGEANT DEE STEWART:** No. I have 108 members within Aboriginal policing in B.C., and I would say half of them are Aboriginal, but the members that take them, non-Indigenous, are as amazing as and committed as Aboriginal members. So, they’re not always, no.

**MS. ANNE TURLEY:** And, I’m going to ask you
to look at Tab 3 of the book of documents. This is a
document entitled Nicola Canoe Pull 2018. Can you explain
what this is?

SERGEANT DEE STEWART: This is -- what
happens is the First Nation policing member of that
section, and Merritt has actually coordinated a canoe
journey. It says it’s the fourth annual canoe journey. It
didn’t happen last year because of the B.C. fires.

So, they send it to my unit, and my unit
fans it out, and as you can see on that actual photo,
there’s a few more than two canoes there. So, other
communities partake in it and come, and this is just one of
the ones that’s coming up, actually. That’s where I will
be July 23rd to the 25th.

MS. ANNE TURLEY: Another program that you
were responsible for as program coordinator was called
Ageless Wisdom Program.

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: If I can ask for the next
slide to be put up? Can you explain to the Commissioners
what this program is and how it came to be?

SERGEANT DEE STEWART: The Ageless Wisdom
Program actually came on the heels of the residential
school payments. Crime prevention, actually, in B.C. was
recognizing that these payments were going to come out, and
we had already been talking with them about a few of the vacuum salesmen that were suddenly hitting our communities, water filtration systems that my mother bought.

So, when I talked to crime prevention and they had this program -- or they developed this program for this, we started rolling it out in B.C., and I was travelling all over B.C. facilitating it and giving it to our elders, explaining that 1234 was not a good PIN number every time. But, I also was invited to the Elders Conference, which is a large conference in B.C. to do a presentation there, and that was in my early 2005 time, 2006.

MS. ANNE TURLEY: And, you did a presentation on the Ageless Wisdom Program?

SERGEANT DEE STEWART: Yes. And, that program is ---

MS. ANNE TURLEY: So, at Tab 4, and we have the front page, I believe, of a brochure up there, if you can explain to the Commissioners what this is?

SERGEANT DEE STEWART: So, with that presentation -- this presentation is handed out, or if the members are going to facilitate it, they can get it electronically, but they also can get these handouts with it. And, this is just one handout that’s given to them. There’s, like, a personal safety handout and an elder abuse
handout, but it allows for -- sometimes community members
don’t want to -- when we do the presentation, there’s not a
lot of talking back and forth, and disclosures, and
whatnot, but they can at least walk out with some
information, some phone numbers, and whatnot, that will
help them. And, this particular one is addressing
prevention tips and whatnot for them.

MS. ANNE TURLEY: And, who gives -- you
talked about you going across the province giving these
presentations. Who else would give these presentations?

SERGEANT DEE STEWART: FNP members that are
in B.C., and there’s 108 of them.

MS. ANNE TURLEY: And, when you say FNP,
that stands for?

SERGEANT DEE STEWART: First Nations
policing members. Sorry.

MS. ANNE TURLEY: Thank you. And, I believe
that in our materials, there’s also given a link to the
RCMP website that gives more information on this program?

SERGEANT DEE STEWART: Yes. Yes.

MS. ANNE TURLEY: Another program that you
were responsible for as program coordinator was called the
Law Enforcement Preparation Program at Nicola Valley
Institute of Technology. Can you explain to the
Commissioners the RCMP involvement in this program?
SERGEANT DEE STEWART: Okay. Nicola Valley Institute of Technology is based in the centre of the interior, in Merritt. Actually, that’s where my family is from as well. But, they are an Aboriginal public post-secondary school. So, dominantly Aboriginal students there.

But, in 2004, a retired member had seen a vision then to develop a program called a Law Enforcement Preparatory Program, and it just gives Aboriginal applicants an idea of some of the skills that would be to Criminal Code, doing public presentations.

MS. ANNE TURLEY: Like this?

SERGEANT DEE STEWART: Yes. But, it also, like I said, covers the Criminal Code, but also domestic violence. And, it’s a one-year program, and it helps them -- I use it as a tool for myself, because I wish I had had a little bit of knowledge on Criminal Code before I did my law as well. I wish I had known a bit more when I went to Regina, Saskatchewan, and had a little bit more knowledge of the criminal code. That would have helped. But, this is one program that we facilitate at. RCMP members actually teach there. So, yes, they have a good connection.

And, we’ve recruited from this program, but the other thing that I’m proud of is some of the students
have actually gone to Corrections, sheriffs, other municipal forces. We allow other municipal forces to come in and do presentations. We have our own presentations going, and they’re shown different careers in the RCMP, but that’s a positive as well. So, as much as I want everybody to come to the RCMP, I love it when they actually go ahead and do other careers as well.

**MS. ANNE TURLEY:** In 2009, Sergeant Stewart, you were promoted to corporal and you became the Aboriginal policing recruiter with the division.

**SERGEANT DEE STEWART:** Yes.

**MS. ANNE TURLEY:** And, can you explain, as Aboriginal policing recruiter what your responsibilities were?

**SERGEANT DEE STEWART:** This was like my dream job. It still is my dream job, but what I was allowed to do was travel throughout B.C. recruiting First Nations into the RCMP. I took away -- one thing I was really proud of was an obstacle for many of our applicants is travel, and you need to come to -- an information session back then was mandatory. So, you need to come to us as the RCMP and I’ll do the information session, then you go away and then you come back and write the exam, and that’s a huge obstacle for First Nations that are in remote communities.
So, when I became the Aboriginal recruiter, I took that away, and I travelled to them. ...I think the main Aboriginal recruiter -- or the main recruiters thought I was crazy when I was driving eight hours to administer an exam to one person. But, to me, they needed to know they were valued, and that if you want to write the exam, then I’m going to come to you.

So, I did that. I travelled all through BC. We’ve got a beautiful province and our communities are amazing, but it was always a shocker when I was administering the exam in the band office, but it was something that -- it just -- it took away a barrier for them.

**MS. ANNE TURLEY:** And, is this still done today?

**SERGEANT DEE STEWART:** Yes. Yes.

**MS. ANNE TURLEY:** And, do you think it made a difference in terms of recruiting Indigenous police officers to the RCMP?

**SERGEANT DEE STEWART:** Absolutely. Because my connections as an Aboriginal recruiter was I mentored from start to finish. I’ve mentored people from the age of 16, where they don’t have a driver’s licence. I’m like, hey, all you’ve got to do is get a driver’s licence, finish high school, and then you can start your process into the
RCMP. Mentoring them all the way and that’s just part of it. Having that connection is major.

MS. ANNE TURLEY: And, is part of it giving them mentorship or any kind of support in writing the exam?

SERGEANT DEE STEWART: Yes. One of the obstacles for our applicants was writing -- passing the RCMP exam. I was one of them, so I knew that was an obstacle. So, I would make sure I would take study materials, things for them to look at that -- and then they would have mock exams. And, now, the recruiting section actually does sessions where they’re assisting people in learning about the exam and the physical requirements and -- yes.

MS. ANNE TURLEY: And, are they doing those in the communities?

SERGEANT DEE STEWART: My Aboriginal recruiter does that.

MS. ANNE TURLEY: Another -- when you were an Aboriginal recruiter, another program you were responsible for was the Aboriginal Pre-Cadet Training program which we heard a bit about from Commissioner Lucki over the past two days.

SERGEANT DEE STEWART: Yes. Yes.

MS. ANNE TURLEY: Can you give a little bit more information about this program and what it entails?
SERGEANT DEE STEWART: This program is a national program. So, what we do is we bring anywhere from 22 to 24 youth from across Canada to Depot. So, they go to Depot for three weeks of training -- they need to be between 19 and 29, grade 12 education, a driver’s licence or making -- we can make some concessions with the driver’s licence as long as they’re moving towards a driver’s licence. They come to Depot for three weeks and they go through what a cadet would be doing for three weeks.

There’s always mentors. So, I mentored for over 10 years, and I would go and stay in the same barracks and help them because someone from Nunavut would struggle if they came. And, it was just constantly coaching, being with them, telling them, you know, we’re down 14 more days, 7 more days. Like, there’s an end date here.

But, during that time, they get to go through what Depot process is. So, they get to do the, again, presentations -- which it’s amazing to see someone so shy walk into this program, and in three weeks, you know, going, you know -- oh, at that time, Corporal Stewart, I want to stay, and being able to just do a presentation.

So, yes, they go through everything that we do there, scenario based training, problem solving, that type of stuff.
MS. ANNE TURLEY: And, you said you had anywhere from 22 to 32, how many people would you have applying to be a part of that program?

SERGEANT DEE STEWART: So, BC, this alone, my recruiter got 60 people that wanted to know about the program and are contacts. And, BC, I have an amazing commanding officer, and she allowed me to have 10 positions of the 32 positions -- anyways.

So, the recruiter got 60 contacts. Out of those 60 contacts, she actually has already started working with those 60 -- they’re at different stages. Maybe they might call and go, I have all those qualifications, and I have a university degree and this is what I’ve always wanted to do. And then she’ll say, well, what do you want to do? And, they’ll be like, I don’t want to do your program. I want to apply. So, it’s like, wow, straight into the hiring process. And/or maybe they’re like, oh, I’m 19, I just graduated, you know, I’ve got my learners. This is really all I wanted to do. And then we take them into this program so they can have a better understanding.

MS. ANNE TURLEY: And, while they’re there for the three weeks at Depot, do they interact with the regular cadet troops?

SERGEANT DEE STEWART: Yes, they’re treated exactly like the cadets are.
MS. ANNE TURLEY: Now, yesterday, Commissioner Lucki was asked a question about the numbers, the fact that since 1994, there had been about 490 graduates of the program, and the numbers were, I think, about 52 or so had actually become regular members.

SERGEANT DEE STEWART: Mm-hmm.

MS. ANNE TURLEY: Do you want to address that?

SERGEANT DEE STEWART: Yes. I think that my fellow police officers up here will say, this is not a job for everybody, and this program allows them to see what our life would be like, what training would be like, what it would be like in the field. I’m a strong believer that you have to come to the RCMP because you really have a passion, and really want to do it and you really want to work in our communities.

So, I also think the benefit is, they’ve now come and they can tell our story. So, they’ve come to Depot, they’ve done the three weeks, and I don’t know anyone that has ever left Depot in the years I’ve done it that hasn’t said, wow, I didn’t know that’s what you cops did, you know, I didn’t know that’s how intense the training was.

So, we’ve got over 50, yes, but there’s always the great thing too is, we have them that have gone
to tribal forces. We have two from 2017 that went to tribal forces. We have them that gone, again, corrections, sheriffs, border services, fisheries -- those to me are still wins. I’m always proud of them.

Do they keep in touch with me? Yes. Sometimes I get a lot of e-mails about what they’re doing and what career paths they’re going on. And so, it’s still a win. Maybe they’re not RCMP officers, but they’ve gone out and done something police wise.

**MS. ANNE TURLEY:** Now, the facilitators of this program, are they Indigenous officers?

**SERGEANT DEE STEWART:** Yes. This year, we had Corporal Boismétis (phonetic) and Corporal Pitawanakwat, common spelling. She attended this year. She’s my Aboriginal recruiter.

**MS. ANNE TURLEY:** And, I’m going to ask you to turn to Tab 5 of the Book of Documents.

**SERGEANT DEE STEWART:** Okay.

**MS. ANNE TURLEY:** This is a document entitled, Aboriginal Pre-Cadet Training Program, APTP ---

**SERGEANT DEE STEWART:** Yes.

**MS. ANNE TURLEY:** --- Overview, 2018. Can you explain what this is?

**SERGEANT DEE STEWART:** Yes. I do an overview for my commanding officer, and also for National
Aboriginal Policing, so they’re updated on how the program is going. And, this year, we had 27 that came to the program, and then 15 actually applied in Depot to start the process. And, Corporal Pitawanakwat helped them through the start -- to start their application processes while they were in Depot.

And, that gave an overview of some of the stuff they did. One of the highlights there was the students got a presentation from the Family Information Liaison Unit, so they were -- once they get that information, they get to take it home as well.

**MS. ANNE TURLEY:** Now, in terms -- you said 15 of the 27 pre-cadets have now applied to the RCMP or are in the process of applying?

**SERGEANT DEE STEWART:** They applied at Depot. Actually, we have one male Inuit that is starting July 30th, and he’s from Labrador, from that troop of this year.

**MS. ANNE TURLEY:** And, he’s going to be in the regular cadet program?

**SERGEANT DEE STEWART:** Yes. Because like I said, the people that are recruited to it might be thinking about the RCMP, might be in the process, and this young fellow is actually in the process, so he’s pretty excited and feels he has a leg up already.
MS. ANNE TURLEY: We’re going to turn now to your present position which is Acting Officer in Charge of Indigenous Policing for E Division.

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, you’ve held this position since 2016?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And, in this role, what do you do?

SERGEANT DEE STEWART: I oversee an $18 million budget and it encompasses 55 Community Tripartite Agreements in BC, which is spread over four districts of BC, and that encompasses 132 of the 200 First Nation communities in BC, and that’s about 65 detachments that my First Nation policing members work in, and there’s 108 of them that work in those capacities.

MS. ANNE TURLEY: And, what is your role with respect to these 108 First Nations policing officers?

SERGEANT DEE STEWART: My role is to manage the budget of course, but also -- I have a unit below me that I remind daily that they work for those 108 members in those communities.

MS. ANNE TURLEY: What do you mean they work for them?

SERGEANT DEE STEWART: They provide
assistance to them. If the First Nation policing member needs a gang talk, my gang coordinator goes there. If they want recruiting, a recruiter will go there and/or give them the capabilities or the information so they can do their own recruiting fair. Yeah.

MS. ANNE TURLEY: So let's talk about some of the positions. I understand there's six positions that report directly to you?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And the positions are all to build positive community relationships?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And one of the positions is called the Métis and Urban Indigenous Liaison. Can you explain what that position does?

SERGEANT DEE STEWART: She works within B.C.'s Métis communities. In B.C., there is over 90,000 self-identified Métis people, so she works in a capacity of prevention talks. And -- recently, she did the Sashing Our Warriors Campaign with them, which is to raise awareness and stop violence against our Indigenous women and girls.

MS. ANNE TURLEY: And the officer who's filing that position, is she Métis herself?

SERGEANT DEE STEWART: Yes, she is.

MS. ANNE TURLEY: And how long have you had
this position within "E" Division?

SERGEANT DEE STEWART: Two years.

MS. ANNE TURLEY: And why was it created?

SERGEANT DEE STEWART: We seen a need for it, and I was given the opportunity, which is great, through -- National Aboriginal Policing had the funding, and I was able to actually get a position for my province.

MS. ANNE TURLEY: And are you aware whether other divisions within the RCMP, other provinces or territories have these same positions?

SERGEANT DEE STEWART: Yes, they do, yeah.

MS. ANNE TURLEY: Another position that reports to you now is your former position, the Aboriginal Recruiter?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And does the person who performs this role still do what you did in terms of travelling across the province?

SERGEANT DEE STEWART: She does. She's never home, and neither was I, but she does an amazing job. Very, very committed, very passionate and is a unbelievably good mentor for the people she's recruiting.

MS. ANNE TURLEY: I'm going to ask for the next slide to be put up up.

Can you -- this is also at Tab 6 -- can you
Sergeant Dee Stewart: Oh. This is just what Corporal Petawanaquit (ph) put together as a little bit of a information piece that she -- again, when she goes to all her events in her scene -- her communities, she hands this out. So there is a bit of information for them to start the process, look at the basic requirements.

Ms. Anne Turley: Another position that reports to you is called the Community Liaison position. Can you explain what that is about?

Sergeant Dee Stewart: Yeah. That position is based around anything that's going on in our communities. Maybe there is protests or maybe there's situations going on in our communities.

And this actual position is -- he works to make sure that there's communication still going, assisting if needed, just bridging that gap to make sure the -- nothing is -- a protest is not brought to light. Not brought to light; I guess that's the wrong word for it, but it's looked after that he goes in there and makes sure that all -- everybody's talking.

And if it's RCMP in the jurisdiction, he'll deploy what we call the Divisional Liaison Team. I think we -- I heard discussions of the Divisional Liaison Team yesterday, and I actually -- my Community Liaison position
actually oversees that position.

So we talked about the Kinder-Morgan, I heard Kinder-Morgan, we all know that it's B.C., but I also have fisheries, you know, protests and whatnot. And the Divisional Liaison Team and my Community Liaison position, the one thing is our people have the right to protest, they have the right to have their opinion, they have the right to be out there. And the Divisional Liaison Team actually facilitates that and assists them in that.

It's not comprised of always Aboriginal People. There is non-Aboriginal on it as well. But you know, it's assisting and finding solutions and avoiding conflict, and it is possible, and this team has done amazing work in B.C.

MS. ANNE TURLEY: And the Division Liaison Teams, would they be found across the country?

SERGEANT DEE STEWART: Yes.

MS. ANNE TURLEY: And in B.C., is there more than one Division Liaison Team?

SERGEANT DEE STEWART: It's one Divisional Liaison Team comprised of over 30 members throughout B.C. So if there's a northern situation, then the Divisional Liaison Team people that are trained up there would be deployed to that particular protest or situation that's going on.
And I do want to add, the Divisional Liaison Team doesn't arrest people. That's not their role. They just go in there to make sure that communication's happening and that our First Nations are -- you know, everything's being respected and everything's being peaceful.

And my team, as the Divisional Liaison Team, has been requested by our First Nation communities to come in. So they're a very effective team.

**MS. ANNE TURLEY:** And we heard yesterday about Community Conflict Management, a course. And is that a course that is -- that the Division Liaison Team would take?

**SERGEANT DEE STEWART:** Yes. Yes. It's -- that's one of their mandatory courses to be on that team.

**MS. ANNE TURLEY:** Another position that reports to you is called the Missing Persons Liaison. And can you explain to the commissioners what that position is and why it was created?

**SERGEANT DEE STEWART:** Well, the -- it was created in response to recommendations made by Commissioner Wally Oppal following the B.C. Missing Women's Commission of Inquiry in B.C. The recommendation was that a First Nations police officer would join the B.C. Police Missing Persons Centre and fulfill a role there where they
could monitor and facilitate at times any kind of recommendations.

She actually monitors every file that comes into B.C. on a missing person, Aboriginal, and if it's over a certain amount of days, she'll reach in to make sure the investigators, if they need help or ideas, she provides cultural help if need be. But -- yeah, and that's B.C. That's not just First Nations. If it's in Vancouver or a city not an RCMP, she still monitors those files.

**MS. ANNE TURLEY:** And does this position have any interactions or communications with families of missing persons?

**SERGEANT DEE STEWART:** Yes, it does. Another thing that she does is she does do prevention talks. Human trafficking is obviously something that comes up. So our communities request her to go and do prevention talks within her -- their -- our communities with the youth.

**MS. ANNE TURLEY:** Now, we heard from Mr. Weighill earlier today about the toolkit that was being done in Saskatchewan. Does the RCMP have anything similar to this?

**SERGEANT DEE STEWART:** Yes, we do. We have a family guide.

**MS. ANNE TURLEY:** Thank you. Another
position that you mentioned already that reports to you is the Aboriginal Gang Coordinator.

**SERGEANT DEE STEWART:** Yes. Again, we saw a need for it in B.C. and we established a gang position. And again, that's about prevention, education for our communities. Again, the communities request the coordinator come and do prevention talks, but she also works within our RCMP units with the actual Gang Taskforce. So she does do some intelligence work and relays that information up.

**MS. ANNE TURLEY:** And since when has this position been in practice?

**SERGEANT DEE STEWART:** Ten years.

**MS. ANNE TURLEY:** The final position that reports to you is the Program Coordinator, which I think you also have fulfilled in the past?

**SERGEANT DEE STEWART:** These are all my positions. No, I'm kidding.

(LAUGHTER)

**SERGEANT DEE STEWART:** Yes. A Program Coordinator position. This is actually a public servant position, it's not a regular member position, but a very valuable position. She actually facilitates a lot of what the -- those 108 members that are in the communities. They might get asked to do a talk, a specific talk, and she will
make sure they get it.

She's done a drug talk, Hallowe'en talk.

Internet safety is big right now, so -- you know, we have a gang presentation that, you know, can be done.

But she also does funding. Funding's not -- you know, everybody's going to say same thing, we all need funding, but funding's an issue, but she always watches for funding opportunities for our members. So those 108 members might have ideas and they want to do something, maybe a large project. But an example would be we have the civil forfeiture fund, and she fanned that out to all our members. And, Tsah Key Dene is a very, very remote community in BC, four members only, and they wanted to do a basketball program. So, they did a proposal, and they were granted, just in the last couple of months here, $10,000 so that they could start their program. So, very, very, very helpful.

And, of course, we have other -- she founded the, like, Mounted Police Foundation. Also, we do proposals there, but she monitors those proposals comes in, and kind of helps the members because they're not proposal writers, per se. They can write a criminal code offence, but maybe not so much a proposal. And, she assists them so that she'll get that leg up, and they'll get that leg up and get their proposal okay.
MS. ANNE TURLEY: And, the example you gave of the basketball program, were they -- they were bringing it to the community?

SERGEANT DEE STEWART: Yes, it was for the community. The money was for the community so they could have basketball equipment. Something else that she oversees is we started a Crime Stoppers Program in -- Crime Stoppers is not new to anybody, and we see it on TV all the time. But, what we did was we changed Crime Stoppers a bit, and did more of a First Nations logo on it. I don’t know if everybody recalls the Crime Stoppers logo is a man with bars behind it? But, we changed it and added a feather and whatnot, and started rolling that out.

And, I actually tried it out on my family first, because I wanted to know what they thought and why I would want to roll it out. And, my sisters are very strong women, and they were really happy with the program mostly because, in my own family, reporting crime against your own family, in your own community is an issue. So, they said, “It’s ingenious, Dee. Roll it out so that at least maybe somebody might reach out, somebody might report something and, you know, help stop some violence in our communities.”

The Crime Stoppers Program, we actually were talking about the grants. We actually, through civil forfeiture, received a large amount of money that we could
buy the materials for the program. So, 28 members in BC applied and got it. So...

**MS. ANNE TURLEY:** And so, there’s a particular number that someone would call if they wanted to report?

**SERGEANT DEE STEWART:** Yes.

**MS. ANNE TURLEY:** And, are there any -- do you have any stats so far about how it’s doing in terms of its success and whether people are availing themselves of it?

**SERGEANT DEE STEWART:** Yes, only on -- Vancouver Island, we started off with just, like, what we call the pilot project with it to see how it would roll out in a community, and the one community had minimal reporting. By the end of the year, it was a 90 percent increase on it. So, I’d like to say that we all run out and report on our family, but we don’t, and that was one thing that -- the feedback from the communities was it did help them.

**MS. ANNE TURLEY:** And, is this program going to continue?

**SERGEANT DEE STEWART:** Yes.

**MS. ANNE TURLEY:** The last topic I would like to cover with you is the BC eagle feather protocol implementation. And, if I can have the last slide put up
on the screen, please? Can you explain to the Commissioners what BC is doing in this regard?

SERGEANT DEE STEWART: Well, remember how we talked about we all got together, the Aboriginal policing sections? This is actually stolen out of Nova Scotia. But, it’s the same as what I did, promised on a feather. I think it’s important to have something this -- within our detachments in BC. And, again, like I said, I got a good, amazing Commanding Officer, and she supported it immediately. So, we’re at the very, very initial stages of getting it rolled out into BC. And, it just allows for, you know, victims, witnesses and even our suspects, even our Aboriginal suspects, and police officers have the option to use it.

MS. ANNE TURLEY: And, at Tab 7 and up on the screen, what is this?

SERGEANT DEE STEWART: This one?

MS. ANNE TURLEY: Yes.

SERGEANT DEE STEWART: This is actually, again, Nova Scotia’s protocol, but -- and this was started -- I have to mention her name is Corporal Sack (phonetic), Diane Sack, amazing member, First Nation female member. But, anyway, she started this going. And then we had our meeting in January with her, this was some of the information I took. But, it just explains the guidance
with the eagle feather, what it symbolizes and the protocol around it. So, that, whether you’re First Nations or not First Nations, RCMP member, you all know, you can read that and you’ll have some information on it.

**MS. ANNE TURLEY:** And, is the aim for each detachment then to have an eagle feather?

**SERGEANT DEE STEWART:** Yes.

**MS. ANNE TURLEY:** And so, the material that we have at Tab 7, this is what BC intends to model its protocol on?

**SERGEANT DEE STEWART:** Yes. And, it’s -- I will add, too, that we have an advisory committee in BC, an Indigenous Cultural Advisory Committee, and all these types of things, we make sure we consult with them and they embraced it. They thought it was a great initiative.

**MS. ANNE TURLEY:** Thank you, Sergeant Stewart. Those are my questions, but I want to give you the opportunity, because we saved some time not having to put the exhibits in, so because we saved that time, I’m going to let Sergeant Stewart -- if she has anything that she would like to add that I didn’t cover in my questioning.

**SERGEANT DEE STEWART:** Yes. I guess -- this is a small amount of the things we do in BC. I don’t want anybody to think that “this is all you guys do”. There’s
many initiatives we take, especially regarding missing
cwomen, murdered women. The former Chief Belleau from
Esketmc started the commitment stick ceremony, and I just
wanted to make sure that it -- it’s an initiative where
they -- leaders stand up and take a commitment that they’re
going to stop violence within their communities, and it’s
something that is near and dear to me.

She first -- in 2015, she actually had, I
believe it was about 120 chiefs and leaders take the
commitment at the Gathering Wisdom Conference, and then she
and I became -- she’s a bit of a mentor for me, so she and
I became close. And, in 2017, I asked her to come and have
my 108 members take that same commitment, and they did, and
so they all have their commitment sticks. And, every now
and then, they email me about the -- “I took it, and I
drive around in my car with it,” and whatnot.

But, from that as well, members from that
training, our annual training, took it into their
communities and started that initiative within their
communities. And, I’ve heard recently that Ontario --
she’s brought it to Ontario. So, it’s a great initiative,
and it’s something that we’re going to continue to carry
on. Do you want me to keep talking?

**MS. ANNE TURLEY:** You have 2 minutes left if
you want to use it, but it’s up to you.
SERGEANT DEE STEWART: I think that, maybe, if I may, I know that cross-cultural training is something that comes up a lot with the RCMP. We do have a baseline, I call it, and that’s that Agora (phonetic) online course in BC, and that’s how we can capture who’s done it, who’s not done the course. All FNP, First Nation policing members that work for me must have it, but that’s a baseline. So, after that, we have the blanket exercise which we’re starting.

With the provincial police force in BC developed a video called The Spirit Has No Colour. It’s an amazing video. Very impactful. But, when they developed it, they gave me obviously several copies, and we rolled that out within BC that each detachment had that video, and their new members could watch it. And, it’s an overview of our culture within First Nations.

And then we also have in BC -- twice a year, we run a cross-cultural training program where members go for five days. And, it’s -- again, it’s about traditions and our culture, our teachings, canoe journeys on it. And then every year, their annual training -- mandatory training for my 108 members, they must come together once a year, it’s usually in October, a mandatory training. Nothing -- there’s not a reason that they don’t come, and we always do cross-culture training there. And, that’s
when we get to do best practices, which allows other members to see what’s going on in other communities. So, we do cross-cultural training there.

And, of course, we have our Indigenous Cultural Advisory Committee. And, recently, we had her come and sit in the Blanket Exercise. I know that the RCMP embraced it, but I also wanted our committee to see how it was and see -- get their views, and she loved it.

And then our FNP members do their own initiatives. They work within their communities to develop their own cross-cultural training exercises for their detachments, because the First Nation policing members don’t always need to be cross-culturally trained. We’re First Nations. The non-First Nations policing members, yes, they need it. But, then when they get it, they embrace it. So, they do funding proposals to me. I’ve never said no to one and I never will because it’s important.

But, our leaders in BC also have addressed that they would like to take over the cross-cultural training. And, I had a chief say to me, Dee, what are you doing to train your RCMP members? And, he stopped and he looked at me, and went, you know what, what am I doing? And then that started me and him thinking. And, now, we have a lot of the First Nations that want to do their own
cross-cultural training because we’re so diverse. So, okay. I’m over. Thank you very much.

**MS. ANNE TURLEY:** Thank you, Sergeant Stewart ---

**SERGEANT DEE STEWART:** And, I thank you very much for allowing me to speak.

**MS. MEREDITH PORTER:** Thank you. Thank you, counsel, and thank you Sergeant Stewart for your testimony. Chief Commissioner and Commissioners, I’ll take your direction at this point, that concludes the testimony of the witnesses that we intend to call for this panel. So, I would suggest that we break for lunch and I will ask that you confirm how much time you want to break at this point.

**CHIEF COMMISSIONER MARION BULLER:** We’ll reconvene at 1:00, not 1:01.

**MS. MEREDITH PORTER:** Not 1:01. Okay. Thank you. So, I have some announcements for the parties with standing in terms of going forward to our cross-examination of the witnesses this afternoon.

First of all, lunch will be served for the parties with standing in the Oak room as it was, I believe, yesterday. With 15 minutes left of the lunch break, Commission Counsel will be meeting with the parties with standing in the Oak room to do the cross-examination, both order and verification of the pooling and the assignment of
time.

Parties with standing are reminded that either -- one representative from your party must be present in the Oak room. Because we’re reconvening at 1:00, we will begin the verification process at 12:45. So, the parties are reminded to have a representative in the Oak room at 12:45 to commence the verification process.

We will also attempt to have a list of exhibits for reference during the cross-examination this afternoon because we intend to read the rest of the documents into the record and number them as exhibits once we break for lunch. So, we will have a list for you to refer to during your process of cross-examination. You have the exhibit number for the documents that you intend to refer to.

So, with that, I’ll ask to adjourn for the lunch hour.

--- Upon recessing at 12:26 p.m.

--- Upon resuming at 12:29 p.m.

MR. BERNARD JACOB: We are at 79. Convention collective entre le conseil de la Nation Anishnabe de Lac-Simon et le Syndicat canadien de la fonction publique.

CHIEF COMMISSIONER MARION BULLER: It’s 79.

--- Exhibit 79:

Collective agreement « Convention collective
entre le Conseil de la nation Anishnabe de Lac Simon et le Syndicat de la fonction publique section locale 5153, » April 1, 2015 – December 31, 2016 (55 pages)

Witness: Jean Vicaire, Director of Police, Lac Simon First Nation
Submitted by Bernard Jacob (Commission Counsel)

Convention collective entre le conseil de la Nation Anishnabe de Lac-Simon et le Syndicat canadien de la fonction publique

MR. BERNARD JACOB: 80. Oh, sorry.

CHIEF COMMISSIONER MARION BULLER: Give me the name and number, okay?


--- Exhibit 80:

Services Policiers de Lac-Simon, Plan d’organisation policière 2018-2023, Anishnabe Takonewini Police, Lac Simon, January 2018 (35 pages)

Witness: Jean Vicaire, Director of Police, Lac Simon First Nation
Submitted by Bernard Jacob (Commission Counsel)
CHIEF COMMISSIONER MARION BULLER: Please.

MR. BERNARD JACOB: Service de police de Lac-Simon ---

UNIDENTIFIED SPEAKER: It’s just tricky going back and forth with the language, because when you said...

CHIEF COMMISSIONER MARION BULLER: I don’t need translation.

UNIDENTIFIED SPEAKER: Okay. So -- yes. Okay. So, we don’t need translation. I apologize, Sharon. Thank you.

MR. BERNARD JACOB: Service... je reviens.
Service de police de Lac-Simon : statistiques criminelles, liste des événements.

CHIEF COMMISSIONER MARION BULLER: 81.

--- Exhibit 81:

Statistics charts « Statistiques criminelles - Liste des événements », Service de police de Lac-Simon (44 pages)
Witness: Jean Vicaire, Director of Police, Lac Simon First Nation
Submitted by Bernard Jacob (Commission Counsel)

MR. BERNARD JACOB: Entente sur la prestation des services policiers dans la communauté de
Lac-Simon pour la période du 1er avril 2014 au 31 mars 2018.

CHIEF COMMISSIONER MARION BULLER: 82.

--- Exhibit 82:

Agreement « Entente sur la prestation des services policiers dans la communauté de Lac-Simon pour la période du 1er avril au 31 mars 2018 » (55 pages)

Witness: Jean Vicaire, Director of Police, Lac Simon First Nation
Submitted by Bernard Jacob (Commission Counsel)

MR. BERNARD JACOB: And, the last one.


CHIEF COMMISSIONER MARION BULLER: 83.

--- Exhibit 83:

« Budget prévisionnel du corps de police de Lac-Simon » (two pages)

Witness: Jean Vicaire, Director of Police, Lac Simon First Nation
Submitted by Bernard Jacob (Commission Counsel)

CHIEF COMMISSIONER MARION BULLER: Merci, monsieur.
MR. BERNARD JACOB: Chief Commissioneer.

CHIEF COMMISSIONER MARION BULLER: Okay.

Who is next? Yes. Krystyn. Welcome to my office. Okay. What do you want to start with?

MS. KRYSTYN ORDYNIEC: So, Exhibit ---

UNIDENTIFIED SPEAKER: Brian needs 10 seconds.

CHIEF COMMISSIONER MARION BULLER: Okay.

Yes, if you can read the document title ---

MS. KRYSTYN ORDYNIEC: Sure.

CHIEF COMMISSIONER MARION BULLER: --- please, and I’ll give you a number.

MS. KRYSTYN ORDYNIEC: Sure. This is the CV of Alana Morrison, and I would ask that it would be redacted for the personal information.

CHIEF COMMISSIONER MARION BULLER: Yes.

MS. KRYSTYN ORDYNIEC: She did include a phone number on there.

CHIEF COMMISSIONER MARION BULLER: The redacted CV of Detective Constable Morrison is 84, and emphasis on redacted. Next.

--- Exhibit 84:

CV of Alana Morrisson

Witness: Alana Morrison, Detective Constable of Nishnawbe Aski Police
Service
Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario – Nishnawbe Aski Nation/Grand Council Treaty 3)

MS. KRYSTYN ORDYNIEC: The next exhibit is a news article titled, Nishnawbe Aski police officer says Law Enforcement Professional award an unexpected honour, and it was posted May 10th, 2018.

CHIEF COMMISSIONER MARION BULLER: Exhibit 85, please.
--- Exhibit 85:

CBC article “Nishnawbe Aski officer says Law Enforcement Professional award an ‘unexpected honour’” CBC News, posted May 10, 2018 6:30 a.m. ET, last updated May 10 (four pages)


MS. KRYSTYN ORDYNIEC: The next exhibit is the Nishnawbe Aski Police Service Annual Report, 2016 to 2017.
CHIEF COMMISSIONER MARION BULLER: Annual report is Exhibit 86.

--- Exhibit 86:

Nishnawbe Aski Nation Police Service Annual Report 2016-2017 (49 pages)

Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service
Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario – Nishnawbe Aski Nation/Grand Council Treaty 3)

MS. KRYSTYN ORDYNIEC: The next exhibit is the Nishnawbe Aski Police Service -- this is the business plan, 2015 to 2018.

CHIEF COMMISSIONER MARION BULLER: Exhibit 87.

--- Exhibit 87:

Nishnawbe Aski business plan 2015-2018 5 pages)

Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service
Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario – Nishnawbe Aski Nation/Grand Council Treaty 3)

MS. KRYSTYN ORDYNIEC: And then we have three Coroner’s Inquest Recommendations, but we didn’t get
to speak to them so I didn’t get to...

CHIEF COMMISSIONER MARION BULLER: It’s okay.

MS. KRYSTYN ORDYNIEC: Okay.

CHIEF COMMISSIONER MARION BULLER: Put them in. The parties have got them; right?

MS. KRYSTYN ORDYNIEC: Yes. They got them, I just wanted to peruse though, why she’s speaking to them, but ---

CHIEF COMMISSIONER MARION BULLER: It’s okay.

MS. KRYSTYN ORDYNIEC: So, the recommendations into the coroner’s inquest into the death of Ricardo Wesley and Jamie Goodwin.

CHIEF COMMISSIONER MARION BULLER: Wesley and Goodwin?

MS. KRYSTYN ORDYNIEC: Mm-hmm.

CHIEF COMMISSIONER MARION BULLER: Exhibit 88.

--- Exhibit 88:

“Recommendations Concerning the Coroner’s Inquest into the Death of Ricardo Wesley and Jamie Goodwin,” signed by the Presiding Coroner May 27, 2009 (ten pages)

Witness: Alana Morrisson, Detective
Constable of Nishnawbe Aski Police Service

Submitted by Krystyn Ordyniec (Counsel for
Treaty Alliance Northern Ontario – Nishnawbe
Aski Nation/Grand Council Treaty 3)

MS. KRYSTYN ORDYNIEC: The next is the

verdict of the coroner’s jury into the death of Lena
Anderson.

CHIEF COMMISSIONER MARION BULLER: Verdict
for Anderson -- are you with us, Brian? Still with us?

COMMISSIONER BRIAN EYOLFSON: Oh, yes.

CHIEF COMMISSIONER MARION BULLER: Okay.

--- Exhibit 89:

Verdict of Coroner’s Jury regarding Lena
Mary Anderson, held from November 1-10, 2016
at Thunder Bay (nine pages)

Witness: Alana Morrisson, Detective
Constable of Nishnawbe Aski Police Service
Submitted by Krystyn Ordyniec (Counsel for
Treaty Alliance Northern Ontario – Nishnawbe
Aski Nation/Grand Council Treaty 3)

MS. KRYSTYN ORDYNIEC: The next is the

verdict of the coroner’s jury for Romeo Wesley.

CHIEF COMMISSIONER MARION BULLER: Wesley

verdict is 90, 9-0.
--- Exhibit 90:

Verdict of Coroner’s Jury regarding Romeo Wesley, held from July 4-20, 2017 at Cat Lake First Nation, Ontario (11 pages)


MS. KRYSTYN ORDYNIEC: And then there’s one more, it was the Survivor’s Assistance Support Program Overview, which was -- you probably have it at the back.

CHIEF COMMISSIONER MARION BULLER: Survivor Assistance...

UNIDENTIFIED SPEAKER: I don’t have a copy of that.

MS. KRYSTYN ORDYNIEC: It was Schedule H to the documents. Do you have that? That’s how our -- yes, I will give it to you, but it was given to the parties for sure. It’s on the server.

UNIDENTIFIED SPEAKER: Okay. Can you just give me a little bit more the language for Schedule A?

MS. KRYSTYN ORDYNIEC: So, it’s the Survivor Assistance Support Program Overview document and the Mission Statement.
CHIEF COMMISSIONER MARION BULLER: Overview and mission ---

MS. KRYSTYN ORDYNIEC: Yes.

CHIEF COMMISSIONER MARION BULLER: Survivor Assistance Support Overview and Mission, we’ll call it 91. Thank you very much.

--- Exhibit 91:

Survivor Assistance Support Program Overview and Mission Statement (three pages)

Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service

Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario – Nishnawbe Aski Nation/Grand Council Treaty 3)

MS. ANNE TURLEY: Me next.

CHIEF COMMISSIONER MARION BULLER: Okay.

Step into my office.

MS. ANNE TURLEY: Okay. You saved me time.

CHIEF COMMISSIONER MARION BULLER: Yes.

MS. ANNE TURLEY: I billed it into my time.

CHIEF COMMISSIONER MARION BULLER: We’re going to continue to do this, I think.

MS. ANNE TURLEY: Okay. Well, then, I know I have more time. Okay. Next exhibit. Never give a lawyer more time. Biography of Dee Stewart.
CHIEF COMMISSIONER MARION BULLER: 92,
please.

--- Exhibit 92:

Biography of Dee Stewart (one page)
Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E
Submitted by Anne Turley (Counsel for Government of Canada)

MS. ANNE TURLEY: Then, the next one would be

MS. MEREDITH PORTER: Then the next one would be the “E” Division Aboriginal Policing Services ---

CHIEF COMMISSIONER MARION BULLER: Okay. So that’s Tab 2, your Book of Documents.

MS. MEREDITH PORTER: Yes.

CHIEF COMMISSIONER MARION BULLER: Aboriginal Policing

MS. MEREDITH PORTER: Services.

CHIEF COMMISSIONER MARION BULLER: Services.

MS. MEREDITH PORTER: Promotional material.

CHIEF COMMISSIONER MARION BULLER: Pamphlet.

We’ll put brochure.

MS. MEREDITH PORTER: Yeah.

CHIEF COMMISSIONER MARION BULLER: Is 93.
--- EXHIBIT NO. 93:

Brochure “E” Division Aboriginal Policing Services (two pages)
Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E”
Submitted by Anne Turley (Counsel for Government of Canada)

MS. MEREDITH PORTER: Tab 3 is the Nicola Canoe Pull 2018.

CHIEF COMMISSIONER MARION BULLER: Exhibit 94.

--- EXHIBIT NO. 94:

“Nicola Canoe Pull 2018” (one page)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E”
Submitted by Anne Turley (Counsel for Government of Canada)

MS. MEREDITH PORTER: The next tab, Tab 4, the Ageless Wisdom pamphlet on Frauds, Cons, Schemes, and Scams.

CHIEF COMMISSIONER MARION BULLER: I love this. Sorry; editorial.

Exhibit 95.
--- EXHIBIT NO. 95:

RCMP “Ageless Wisdom” Brochure “Frauds Cons Schemes and Scams – Avoid Being a Victim” (two pages)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E

Submitted by Anne Turley (Counsel for Government of Canada)

MS. MEREDITH PORTER: This is going to be a tongue twister to say. I was looking forward to you doing it.

The next tab, at 5, Aboriginal Cree Cadet Training Program Overview 2018.

CHIEF COMMISSIONER MARION BULLER: Exhibit 96.

--- EXHIBIT NO. 96:

RCMP Aboriginal Pre-Cadet Training Program Overview, 2018 (two pages)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E

Submitted by Anne Turley (Counsel for Government of Canada)

CHIEF COMMISSIONER MARION BULLER: Okay.
MS. MEREDITH PORTER: Next tab, RCMP recruiting promotional material.

CHIEF COMMISSIONER MARION BULLER: Let’s read the title in, “A Career Nowhere Near Ordinary” -- just to distinguish from the others -- is 97.

--- EXHIBIT NO. 97:

RCMP recruitment pamphlet “A Career Nowhere Near Ordinary” (one page)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E

Submitted by Anne Turley (Counsel for Government of Canada)

MS. MEREDITH PORTER: And last exhibit, Tab 7, the RCMP Eagle Feather Protocol from RCMP Nova Scotia.

CHIEF COMMISSIONER MARION BULLER: Exhibit 98, please.

--- EXHIBIT NO. 98:

Nova Scotia RCMP Eagle Feather Protocol (four pages)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division “E

MS. MEREDITH PORTER: We’re almost at double digits.
That’s it. Thank you very much.

--- Upon recessing at 12:37 p.m.
--- Upon resuming at 1:15 p.m.
--- Upon recessing at 1:21 p.m.
--- Upon resuming at 1:22 p.m.

**MS. MEREDITH PORTER:** Good afternoon. We’re ready to start the cross-examination of the witnesses.

Prior to getting started, there are a couple of details that I did want to remind parties of.

First of all, our rules of procedure require the questioning of the witnesses to be done in a respectful manner and with the purposes of eliciting reasonably relevant evidence to fulfil the mandate of the Commission.

The second detail is to remind parties that we do have publication bans that have been put into place this morning, and the questions and details put to the witnesses are expected to respect the scope of the publication band as it exists.

So with that, I will ask that the first representative from the Assembly of First Nations, Mr. Stuart Wuttke, you’re invited to the podium to put your questions to the witnesses, and you’ll have six and a half minutes for your questioning.

(SHORT PAUSE)

--- CROSS-EXAMINATION BY MR. STUART WUTTKE:
Good afternoon, my name is Stuart Wuttke. I am general counsel with Assembly of First Nations. I’ll have primarily -- if I have enough time -- questions for Mr. Weighill and Detective Morrison.

Chief Weehill -- Weighill, sorry. At Tab 5 of your documents you have put forward an article on inclusive dialogues with First Nation Communities. In it, it describes that there is -- with respect to the TRC recommendations, the calls for the murdered and missing Indigenous women’s inquiry, that among police officers or police agencies dealing with the issues of colonialism, there were some people that accepted that colonialism has had an impact on policing, or does have an impact on policing, and there are others that denied it. Is that an accurate statement?

RETIRED CHIEF CLIVE WEIGHILL: I don’t think anybody denies colonialism had a great impact into our Indigenous population. I don’t think there’s any doubt about that.

MR. STUART WUTTKE: And with respect to the delivery of police services in communities?

RETIRED CHIEF CLIVE WEIGHILL: I would say it’s been a learning exercise through generations of police officers to learn that. And when I went to school, all I ever learned was about Louis Riel, that was about -- and
the march west. So I mean, the education is completely different now. So I think as officers, or newer officers that are coming on, they’re certainly more up to speed on what’s happening, the real history of Canada.

MR. STUART WUTTKE: Okay. Thank you.

And at Tab 8 of your documents, you provided the Family Toolkit, and the toolkit provides a lot of good ideas and suggestions for families to deal with issues where a family member does go missing. Would you agree that -- and I believe it is at page 9, or pages 5 to 8, there’s information with respect to putting together media plans, doing media scrums to discuss the particular case of a missing person.

RETIRED CHIEF CLIVE WEIGHILL: I haven’t got the page before me, but I’m certainly ready for question.

MR. STUART WUTTKE: So my question is, with respect to your ideas of sharing -- I mean recommending that individual families put together a media plan to help them look for their missing ones. Do police forces assist family members in putting together these media scrums and media plans?

RETIRED CHIEF CLIVE WEIGHILL: I can’t speak for every service. I know ours did, our liaison -- victim services liaison person would certainly help with that, and our media people would as well too. So any idea the media
-- so they’re ready for -- because you know, when someone goes missing and you have one family member talking, and then you have a different family member talking. And there is no continuity when they’re working with the media, and that’s what we’re trying to help them with, so they don’t get caught up in two different stories ending up in the media.

MR. STUART WUTTKE: Okay. Thank you.

At Tab 10 you have a booklet with respect to providing a response to -- agency responses to murdered and missing individuals. Would you categorize this guide as offering best practices for police agencies?

RETIREDP CHIEF CLIVE WEIGHILL: I would say it is. We’ve worked very hard with the families of missing and murdered people to get their input, so they knew what they would expect, what they would want to expect from the police. And of course, we’ve learned a lot over the last decade about police investigations as well too. So we’ve tried to bring that into it.

MR. STUART WUTTKE: Okay. In the document itself, it talks about elements with respect to responding to these inquiries, with respect to ensuring there’s a timely reporting with families. There is an active -- maintaining an active role in the first 48 hours, conducting searches. Those are incorporated into the
RETIRED CHIEF CLIVE WEIGHILL: I’d have to check for sure.

MR. STUART WUTTKE: I believe that those might be at page 9, in tab ---

RETIRED CHIEF CLIVE WEIGHILL: Okay.

MR. STUART WUTTKE: --- Tab 10.

RETIRED CHIEF CLIVE WEIGHILL: On my page 9 I have about Amber Alerts and distributing flyers and posters.

MR. STUART WUTTKE: Sorry, it would be after that. Sorry I don’t have the page number. Essentially the section that deal with, you know, the first 48 hours.

RETIRED CHIEF CLIVE WEIGHILL: Okay. I’m ready for the question.

MR. STUART WUTTKE: So essentially, in the document that talked about time reporting, acting within 48 hours and conducting these searches. Are these essential elements to any investigation with respect to murdered -- I mean missing individuals?

RETIRED CHIEF CLIVE WEIGHILL: Yes, that is and that’s why I mentioned this morning that we’ve completely eliminated the 24-hour waiting period. We take in a report immediately and the investigation starts right then. So we don’t want any lag time at all on these.
MR. STUART WUTTKE: So with respect to the families, we’ve heard much testimony over the course of this inquiry where there was no active participation by police agencies within the first 48 hours. They were taught -- the were essentially told, “Your daughter doesn’t want to be found. Your daughter is out partying.” These types of communications with family members is not consistent with the best practice, would you agree with that?

RETIRED CHIEF CLIVE WEIGHILL: Completely.

MR. STUART WUTTKE: Thank you. My next question is for Detective Morrison. I described the process this morning about having to raise money for various community-based initiatives; is that correct?

DETECTIVE ALANA MORRISON: Yes, it is.

MR. STUART WUTTKE: And is it true that under the First Nation Policing Program the actual program itself does not fund these types of activities?

DETECTIVE ALANA MORRISON: As far as I’m aware and my understanding is that the funding that is given to NAPS to operate is strictly for operational and no outside programs.

MR. STUART WUTTKE: And for operations it’s for frontline policing only, is that correct?

DETECTIVE ALANA MORRISON: I can’t say for
MR. STUART WUTTKE: Okay. It’s my understanding you don’t -- the NAPS does not get money for IT, HR, human resources, specialize police -- I mean, programs such as human trafficking, guns and gangs, that type of stuff? It’s basically funding for frontline policing?

DETECTIVE ALANA MORRISON: I can’t really speak to all of that, but I know we are in partnership with the OPP for a human trafficking initiative right now. But as for the other stuff, I can’t comment on that.

MR. STUART WUTTKE: Okay. And my last question is with respect to the infrastructure. Tab 5 you have the Wesley and Goodwin, is it true that funding for infrastructure, ensuring that there’s proper cells, proper police buildings, that’s not funded adequately?

DETECTIVE ALANA MORRISON: I don’t think I can speak to the infrastructure, sorry.

MR. STUART WUTTKE: Okay. All right. Thank you. Those are all my questions.

MS. MEREDITH PORTER: The next party I’d like to invite up to put questions to the witnesses is from the New Brunswick Aboriginal Peoples, Elizabeth Blainy. She will have 11 minutes for her questioning.

--- CROSS-EXAMINATION BY MS. WENDY WETTELAND:
MS. WENDY WETTELAND: Just to offer a word of correction, I’ll be presenting. My name is Wendy Wetteland, I’m the President and Chief of the New Brunswick Aboriginal Peoples’ Council.

So I wanted to first thank the Peoples of the homelands for welcoming us to this territory. I also want to thank the Elders, the families, pipe carriers, drum, and the Commission for their commitment to the success of this inquiry. NBAPC is a representative organization for the Treaty beneficiaries who live off reserve and on our ancestral traditional territories in the province of New Brunswick.

And so this first set of questions are for Mr. Weighill. You stated that the Canadian Association of Chiefs of Police have no authority to across -- across jurisdictions, that you’re an association that provides guidelines for the police agencies. You also talked about the importance of understanding and responding appropriately to murdered and missing Indigenous women issues.

My question is if CACP has no authority, what can be done to improve public confidence in the competency of municipal police forces to respond to the issue of murdered and missing Indigenous women and girls?

RETIRED CHIEF CLIVE WEIGHILL: I think the
responsibility lies directly with the local boards of police commissioners and the local chiefs of police, to ensure that their services are up to date with the best practices.

**MS. WENDY WETTELAND:** Okay. And what are municipal policing services doing to ensure the -- they identify off-reserve cases as being about aboriginal people?

**RETIRED CHIEF CLIVE WEIGHILL:** I’m sorry, I don’t follow the question.

**MS. WENDY WETTELAND:** Is there a consistent process used to identify files for off-reserve populations as opposed to on reserve?

**RETIRED CHIEF CLIVE WEIGHILL:** I don’t believe we would categorize on or off, urban or rural. We wouldn’t do that.

**MS. WENDY WETTELAND:** Okay. And so, what do municipal policing services know about identifying off reserve cases at all? For example, who do policing services work with to ensure that the knowledge they have gathered and that is informing the identification of files is reliable?

**RETIRED CHIEF CLIVE WEIGHILL:** Well, we all have records management systems and report directly to the Canadian Centre for Justice Statistics to keep those types
of records straight. We have uniform crime reporting.

**MS. WENDY WETTELAND:** So in regarding best practice models, is there a best practice model of risk assessment tools emerging? What is the approach of police to identify vulnerable populations who do reside off-reserve, if any?

**RETIRED CHIEF CLIVE WEIGHILL:** I still don’t follow the questioning on that, I’m sorry.

**MS. WENDY WETTELAND:** That’s okay. That’s an answer in itself. Do police forces typically have a permanent Indigenous advisory group that fully represents both off and on-reserve populations?

**MS. ASHLEY SMITH:** Sorry, to interject.

**MS. MEREDITH PORTER:** Please stop the clock.

**MS. ASHLEY SMITH:** I think it was a matter of the communication of the question, as opposed to Chief Weighill not understanding what you were trying to ask. So, if you could just rephrase the question ---

**MS. WENDY WETTELAND:** Okay. Sure.

**MS. ASHLEY SMITH:** --- and give him an opportunity to respond, please?

**MS. WENDY WETTELAND:** Sure. So, I guess what we’re looking for is to determine if there are some -- is some work being done to develop any assessment tools to reflect or gather information as it relates to off-reserve?
RETIRED CHIEF CLIVE WEIGHILL: No.

MS. WENDY WETTELAND: No. Okay. And then to my next question, do police forces typically have a permanent Indigenous advisory group that fully represents off and on-reserve populations?

RETIRED CHIEF CLIVE WEIGHILL: I can speak for the Saskatoon Police Service and I know Regina Police Service does as well too. And, the one that we have has Métis, First Nations that live in the tribal area of Saskatoon on-reserve and off-reserve.

MS. WENDY WETTELAND: So, are you partnering with the leadership for those off-reserve communities?

RETIRED CHIEF CLIVE WEIGHILL: Yes, we are.

Yes, we do.

MS. WENDY WETTELAND: And, are you aware if this initiative will happen at -- so that’s at local level, rural area?

RETIRED CHIEF CLIVE WEIGHILL: I can’t speak for the RCMP.

MS. WENDY WETTELAND: Okay. Thank you. Regarding outreach, what is the connection between police investigations and media contact?

RETIRED CHIEF CLIVE WEIGHILL: And media contact?

MS. WENDY WETTELAND: Yes. I guess I’m
wondering how is the information assembled? Is there a
template of best practices that you use? Is there a change
in communication responses since the adoption of the new --
of any media protocols?

RETIRE CHIEF CLIVE WEIGHILL: We have our
own media protocol within our policy at our service. I
can’t speak for every service in Canada, but most services
now have different protocols. And ---

MS. WENDY WETTELAND: And, could I -- sorry.

RETIRE CHIEF CLIVE WEIGHILL: And, we want
to make sure that the media is well aware of a missing
person if they can help them get back through using the
media.

MS. WENDY WETTELAND: Okay. So, have you
been able to determine is this impacting any success rates
going forward?

RETIRE CHIEF CLIVE WEIGHILL: It certainly
helps us with the girls that are running away from the
group homes specifically.

MS. WENDY WETTELAND: Okay. And, are police
services assisting families of missing persons with
interaction with the media?

RETIRE CHIEF CLIVE WEIGHILL: Yes, we do.

MS. WENDY WETTELAND: Okay. And so, my next
question is for Mr. Vicaire. You talked about the
Indigenous community policing model. In your opinion, can this work for off-reserve communities as well? And, what do you recommend as a model for best practice?

**MR. JEAN VICAIRE:** What I can say is that we have initiated our own type of policing approach within their community and with the values of the community with elders, with the youth, with different sectors of our community. And, it has been valuable, and definitely that this is something that’s transferrable and very, very usable elsewhere, whether it be on or off First Nation communities.

**MS. WENDY WETTELAND:** Okay. And so, next, for Detective Constable Alan Morrison. It is very important work that you do, do you also work with individuals who live off-reserve?

**DETECTIVE CONSTABLE ALANA MORRISON:** Sometimes I do. I do partner with different police services, and if they have a request for me to assist with an interview, I will absolutely -- I’ll help out.

**MS. WENDY WETTELAND:** Would it be possible for you to give us an example of how you might see this differ from your work on-reserve?

**DETECTIVE CONSTABLE ALANA MORRISON:** Well, obviously the services are more abound for one. But, to me, it’s not much different. I mean, if you’re dealing
with someone that’s been assaulted, I mean, I don’t change
my level of care for them or my line of questioning even.

**MS. WENDY WETTELAND:** Okay. And, do you
have any recommendations in the delivery of services and
programs for the many people who live off-reserve?

**DETECTIVE CONSTABLE ALANA MORRISON:** For the
people that live off the reserve, I mean, there’s a reason,
probably, that they live off the reserve. But,
recommendations -- for me, it’s just always going back to
just more community-based services for them so maybe they
didn’t have to leave their community to get that help that
they need.

**MS. WENDY WETTELAND:** Okay. And so, my
final question is for Sergeant Dee Stewart. Do you know
how many officers in Indigenous policing services are there
typically in each province?

**SERGEANT DEE STEWART:** No, I don’t. I’m
sorry.

**MS. WENDY WETTELAND:** Do these officers --
okay. So, you don’t know. Is there a mandate to provide
Indigenous policing services to both on and off-reserve?

**SERGEANT DEE STEWART:** Not a mandate, but we
do. Anybody that comes and is, like, in Surrey or
mainland, and there’s -- something’s brought forward, we
address it. We don’t just -- we’re not just to -- our CTA
communities, we address anything, and the First Nation leadership will bring me anything the concerns are.

**MS. WENDY WETTELAND:** Great. That’s all the questions that I have. Thank you for your time.

**MS. MEREDITH PORTER:** Thank you. The next party in the order of cross-examination is from the Native Women’s Association of Canada. So, at this time, I would like to invite up Ms. Virginia Lomax who will have 6-and-a-half minutes for questioning.

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

**MS. VIRGINIA LOMAX:** Thanks. I would like to thank Treaty 4 and the Métis Nation of Saskatchewan for welcoming us to this territory. And, I would like to acknowledge the spirits who are with us today, particularly those of our stolen sisters.

My first question is for Deputy Minister Niego. You testified today that it is difficult for officers on the ground to remember a course that they took five to 10 years ago; is that correct?

**MS. YVONNE NIEGO:** I did.

**MS. VIRGINIA LOMAX:** And so, would you agree with the statement that a course or a role playing exercise during recruitment training is not enough for officers to learn and internalize how to properly treat Indigenous women and girls with respect and dignity?
MS. YVONNE NIEGO: I would say for the majority, depending on their background, where they come from and the differences between where they come from and where they’re being posted to or work in.

MS. VIRGINIA LOMAX: And so, would you agree that something along the lines of a 3-day course wouldn’t really be enough to truly understand Indigenous cultures?

MS. YVONNE NIEGO: Yes. Again, depending on the background, one thing I always compare going to Regina, the RCMP Training Academy, for someone from small town Nunavut is like sending somebody from Southern Canada to the wilds of Africa and learning in a foreign language, eating foreign food. So, it depends on where you come from, where you’re going and the commitment you make on a daily basis outside of that course.

MS. VIRGINIA LOMAX: And so, would you agree with the statement that this learning must instead take place through the course of an officer’s career on a daily basis?

MS. YVONNE NIEGO: That would definitely strengthen.

MS. VIRGINIA LOMAX: Would you agree with the statement that this constant lifelong learning about cultural respect, cultural competency and anti-racist policing must be informed by those with lived experience in
the particular culture or of those who have lived
experience with racism?

MS. YVONNE NIEGO: I believe so.

MS. VIRGINIA LOMAX: And so, would you then
agree that lived experience training from the grassroots up
is more effective training for officers than a top-down or
trickledown approach?

MS. YVONNE NIEGO: I think it has to come
from all levels. As I was speaking about management
earlier today, things have to come from above, as well as
from the community. It takes the community, the whole
community.

MS. VIRGINIA LOMAX: So, would you agree
with the statement that both officers on the ground and the
communities that they are supposed to serve would benefit
from officers learning Indigenous languages?

MS. YVONNE NIEGO: I’m sorry?

MS. VIRGINIA LOMAX: Would you agree with
the statement that officers on the ground and the
communities that they serve would benefit from officers
learning Indigenous languages?

MS. YVONNE NIEGO: Yes.

MS. VIRGINIA LOMAX: Would you make that
recommendation to this Commission?

MS. YVONNE NIEGO: Yes, to some degree. Not
everyone is -- not everyone can learn language, especially some of our Indigenous languages are very difficult to learn, and it takes a long time to learn. I, myself, am still learning my father’s tongue, so it takes a lot of commitment, a lot of cost, a lot of time, total emersion. As well, with our Indigenous communities, we’re growing outside of our own cultures and trickling out from there, so we’re having to evolve our language.

For example, the new cannabis legislation we don't have words for that because we don't grow anything larger than lichen.

(LAUGHTER)

MS. YVONNE NIEGO: So -- yeah.

MS. VIRGINIA LOMAX: Thank you.

So my next questions are for Chief Weighill. I'd like to talk to you about how the Saskatoon Police Force purges cases, if you're able. Is it true that so-called closed cases are purged after 10 years?

RETIRED CHIEF CLIVE WEIGHILL: It depends which kind of case it is. There's a -- under the Saskatchewan Police Act, there is a purging regime. Things along the line of homicides, sexual assaults, they stay on the files forever.

MS. VIRGINIA LOMAX: All right. And so you testified that you have advisory committees, including an
elder committee that you advise on issues facing Indigenous people. Is that correct?

RETIRED CHIEF CLIVE WEIGHILL: No, it's the other way around. They advise me on Indigenous issues.

MS. VIRGINIA LOMAX: Yes. And so how involved are the officers on the ground with the advisory committees, if at all?

RETIRED CHIEF CLIVE WEIGHILL: My executive staff certainly is. The officers at the frontline, officers who are on the street, they're not usually coming to most of these meetings. They do attend to the pow-wow's that we have in the city and things along that nature, but the actual meetings I have with the advisory committee is more with the executive staff.

MS. VIRGINIA LOMAX: And so is it possible that the work being done at those top levels is not trickling down to the officers and the ranks effectively?

RETIRED CHIEF CLIVE WEIGHILL: No, I think what we try to do is have an organization where leadership lights the way and we would hope that the rank and file learn from the leadership of how we act, how we respond and how we talk about Indigenous relations.

MS. VIRGINIA LOMAX: So you testified today that you often hear of the comment that the Youth Criminal Justice Act doesn't have teeth, so to speak. Is that
correct?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. VIRGINIA LOMAX: But you testified that it does, and it can?

RETIRED CHIEF CLIVE WEIGHILL: I believe it's a good Act.

MS. VIRGINIA LOMAX: And so you testified that some of the problems that can cause, it includes higher likelihood of incarceration?

RETIRED CHIEF CLIVE WEIGHILL: That's correct.

MS. VIRGINIA LOMAX: And you testified that diverting Indigenous youth from the criminal justice system is a solution?

RETIRED CHIEF CLIVE WEIGHILL: It's not a solution, but it's certainly, I think, one of the contributing causes why we have over incarceration. Because once you get labelled as a criminal as a youth and you get put into youth custody institutions, it does help to just criminalize you even further.

MS. VIRGINIA LOMAX: So would you agree with the statement that governments, police and the criminal justice system generally must do more to address the over incarceration of Indigenous people in Canada?

RETIRED CHIEF CLIVE WEIGHILL: Yes.
MS. VIRGINIA LOMAX: Would you agree with a recommendation that Canada could, may or should begin an inquiry into the over incarceration of Indigenous people in Canada?

RETIRED CHIEF CLIVE WEIGHILL: I would hope that when we discuss the root causes of Indigenous people through this Inquiry that those answers should be there without having to call another inquiry.

MS. VIRGINIA LOMAX: Thank you very much. Those are my questions.

MS. MEREDITH PORTER: Thank you.

The next party I'd like to invite up to put questions to the witness is, is from the Independent First Nations. Ms. Josephine de Whytell will have six-and-a-half minutes for her questions.

--- CROSS-EXAMINATION BY MS. JOSEPHINE de WHYTELL:

MS. JOSEPHINE de WHYTELL: Good morning, or good afternoon, I should say. Thank you. I have, first of all, some questions for Retired Chief Weighill.

You said earlier that the CACP has no authority to implement best practices as it's only an association. Would federal legislation regarding minimum best practices assist the various police agencies in terms of providing a uniform and equitable service nationally?

RETIRED CHIEF CLIVE WEIGHILL: Yes, if we
could have an agency or somebody that could put that
together for us to show us what the best practices are,
we'd gladly accept that.

**MS. JOSEPHINE de WHYTELL:** Do you agree that
every Canadian citizen requires equitable police services
and resources available to them?

**RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.

**MS. JOSEPHINE de WHYTELL:** Do you agree that
a large reason for the lack of services available to
Indigenous peoples continues to be colonial-based policies
coercing organization of Indigenous peoples, and what
efforts are needed to ensure that Indigenous urban
populations have access to their inherent rights and treaty
rights?

**RETIRED CHIEF CLIVE WEIGHILL:** I believe,
and so does the Canadian Association Chiefs of Police, that
standalone policing services across Canada are run as a
program, and that isn't right. You would not see the
Regina Police Service, or the Winnipeg Police Service have
an end date and have to renew it within five years.

And we believe that should be the same for
our First Nations policing, they shouldn't be living on a
five-year contract. They deserve exactly the same police
protection that an urban person receives, on their First
Nation.
MS. JOSEPHINE de WHYTELL: Thank you. You mentioned that CACP had developed a response to the TRC calls to action. Can you tell us a little bit more about that and how it's going to be implemented?

RETIERED CHIEF CLIVE WEIGHILL: The Canadian Association Chiefs of Police did not make a response for the Truth and Reconciliation Commission.

MS. JOSEPHINE de WHYTELL: Oh. My mistake.

RETIERED CHIEF CLIVE WEIGHILL: We discussed the truth and reconciliation, but nothing was finalized on a response from that yet.

MS. JOSEPHINE de WHYTELL: Can you advise if there will be a response?

RETIERED CHIEF CLIVE WEIGHILL: I can't advise that. I don't know what the CACP will be doing.

MS. JOSEPHINE de WHYTELL: Okay. I have additional questions for Detective Morrison.

Can you explain what impact the vastness of the territory covered by NAPS has on its ability to ensure the life, liberty and security of victims of trauma, and in your view, would a funded community protection position or community safety plan help to alleviate some of those problems?

DETECTIVE CONSTABLE ALANA MORRISON: Can you repeat the last part of your question?
MS. JOSEPHINE de WHYTELL: Yeah. I was wondering if a funded community protection position or a community safety plan might help to alleviate some of the problems that develop out of the vastness of the territory being covered?

DETECTIVE CONSTABLE ALANA MORRISON: I would imagine so, because there is -- the lack of resources there right now is -- definitely has a huge impact on any victim that reports a sexual assault or a severe domestic assault. So if there was an action plan, absolutely I think that would definitely help.

MS. JOSEPHINE de WHYTELL: And do the police have discretion to not apply the Criminal Code where try to right -- such as the right to be tried within a reasonable time can't be guaranteed, and are you aware of any cases that have been stayed against accused because of delay?

DETECTIVE CONSTABLE ALANA MORRISON: For myself, I'm -- I don't deal with the court directly, so I can't answer that.

MS. JOSEPHINE de WHYTELL: Okay. Whereas you testified you have experienced some of the same circumstances that you are assisting complainants with, I recognize that must be both rewarding but also very challenging. Is there a coordinated response to trauma within the police service to protect frontline workers,
particularly from PTSD, and what challenges does this bring
to recruiting of, particularly, female officers?

**DETECTIVE CONSTABLE ALANA MORRISON:** That's
a really good question. Being a victim myself, and yes, it
-- sometimes I sit back some days and I can't believe the
position that I kind of -- I'm in right now because of my
own history, but I think overall that that's made me a
better detective for one. And the practices that our
service takes is -- if we have a major incident, they set
up a debriefing right away for the officers.

And as far as recruiting female officers, we
-- yeah. We do still struggle with that. And part and
parcel due to the fact that NAPS is fly-in communities and
it's -- unless you're actually from a First Nation
community that we police, it's hard for some mothers to
leave their children.

I was fortunate enough to have my children's
grandparents take care of my children while I was policing
the North, and then eventually I got moved to
Mishkeegogamang, which is a drive-in community where I
brought my children there. So I hope that answers your
question.

**MS. JOSEPHINE de WHYTELL:** Thank you. Yeah.

While you mentioned that survivors of
assault have to be removed from their community to get
medical attention, would you agree that improving the
capacity of nurses' stations to provide medical attention
and rape kits to victims could alleviate some of those
issues?

DETECTIVE CONSTABLE ALANA MORRISON:
Absolutely. To execute a -- sorry -- a sexual assault
evidence kit, a nurse has to stay with the kit, and it can
take somewhere up to four hours sometimes, depending on
what the victim reports happened to her. So as far as
swabs or a DNA collection goes. So a nurse -- once a kit
is opened, everything is notated, so it can be time
consuming.

And as far as I'm aware, the training is
also time consuming because I know they receive a certain
amount of online -- and don't quote me, I'm not a thousand
percent sure, but I know that there is some online
training, and then they have to be coached through, I
believe, at least three or four kits, and then they'll be
qualified enough to do a kit on their own.

So for our slower detachments, maybe to be
coached on three or four kits, that could take forever if
you -- you know, but our quick -- our faster paced
communities, it -- the training can be done a little bit
sooner. But if the nursing stations were able to for sure
do the kits -- don't get me wrong, some of them do the
kits, but -- and then we have to, as police officers, remain continuity of that evidence.

So we can't just throw the kit on a plane and bring it down to Sioux Lookout. So we have to wait for an officer, actually, to -- from that community to bring it down to Sioux Lookout where my other office is and then we forward it to the centre of forensic science.

**MS. JOSEPHINE DE WHYTELL:** Thank you very much. Those are my questions.

**MS. MEREDITH PORTER:** Thank you. The next party I’d like to invite up to question the witnesses is from NunatuKavut Community Council, Roy Stewart. Mr. Roy Stewart will have six and a half minutes for his questions.

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

**MR. ROY STEWART:** Good afternoon, everybody. Thank you again to everyone for contributing to this Inquiry and thank you Commission and all Commission staff. I guess just to expedite [sic] for the limited time I have, I’ll jump right into it.

My first question is for Mr. Weighill. You described how many reports of missing persons are female youth running from youth homes and described these as habitual runaways. And, some of the processes in place to address this such as having waivers assigned and allowing information sharing with the on-reserve chiefs. Given that
many Indigenous women reside off-reserve, whether they’re status or non-status, First Nation, Métis or Inuit, and may not have that representation from an on-reserve chief, what processes or special considerations are given to missing person files of off-reserve Indigenous women?

**RETIRED CHIEF CLIVE WEIGHILL:** Well, most of the files that we would deal with would be off-reserve because they’re, you know, residing in the city of Saskatoon, or Regina or Prince Albert at the time because we’re a municipal agency. So, most of the ones that we would work with would have an address either at a group home, or with a foster home or with a relative that they’re staying with.

**MR. ROY STEWART:** So, if the missing person is not initially identified as being Indigenous by the reporting party, is there any sort of internal process that seeks to, I guess, flush out that information and identify whether she is Indigenous?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes, there is.

**MR. ROY STEWART:** Okay. And, I just have one more question related to those processes that you explained. First, I’m not trying to downplay or criticize the internal efforts, but would you agree that the root causes which contribute to the factors -- or the root
factors that contribute to why youth females become habitual runners or are in these youth homes to begin with, that the primary focus for funding and research should be on those root causes?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes. And, that’s why we’ve tried to delve through with our services there as well too, because it is the root causes that we have to deal with. There’s a reason why somebody is either running to or running from a group home or their own home.

**MR. ROY STEWART:** Perfect. Thanks. My next question is for Constable Morrison. I have a question related to one of your recommendations, and it’s the one where you explained that for police services that deal with First Nations people, that they should have specialized training when dealing with -- in interviews and working on these cases. And, I believe you stated that you can’t teach compassion, but officers need that trait in order to carry out this job. So, my question is, would you agree that any police officer should have a certain level of compassion, especially when dealing with Indigenous women and these circumstances?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes, I think it definitely helps, because in my experience dealing with the victims, they feed off you. They feed off you. They can tell, you know, your demeanour or whatever, and I
think that would have an effect overall on a statement.

MR. ROY STEWART: So, when you have, I guess, new recruits or incoming police officers, are you aware of any way that this, I guess, level or ability to care or have this compassion can be gauged, so you can know whether that officer is going to be able to effectively do their job?

DETECTIVE CONSTABLE ALANA MORRISON: Well, it’s not my job to recruit and get that sense off of a new officer, but I think education is definitely key when it comes to policing -- the police service that you’re applying to I would think.

MR. ROY STEWART: Perfect. Thanks. My next question for Mr. Vicaire. You briefly touched on residential schools and described the unfortunate impacts and trauma that resulted from that. I just wanted to ask, you know, what are your thoughts on Indigenous groups who have had their communities and members subjected to residential schools and the generational impacts from that, but then subsequently denied the same level of services or assistance as other Indigenous groups such as the health and other essential services by the federal government?

MR. JEAN VICAIRE: To the best of my knowledge, what I can answer in that is there is continuous work that is being done in that field from different
resource people from the community that work on a daily basis and try to deal with the results of residential school, the impacts and the causes and so forth. And, I think it’s a continuous process that’s still going on today, because the impacts are so large and major that, you know, it has to continue to work and we’re very sensitive to that. Being 50 percent of our personnel, myself, as director, as a First Nation person, we’re very involved with the community to make sure that these people are, first of all, respected, which they never got, and they are dealt with accordingly with proper and appropriate measures and ways towards the values that they believe in and the respect that they deserve.

MR. ROY STEWART: Perfect. Thanks. My final question -- and sorry if I’m mispronouncing it, but Ms. Niego. So, my question is related to just cultural awareness in the training of police officers in that aspect. Would you agree that cultural awareness training for police officers should include an educational component regarding the differences between Aboriginal law and Indigenous law? And, when I say this, for the record, I’m referring to Aboriginal law as Canadian law as applies to Indigenous people and Indigenous law as the historical laws and knowledge of those Indigenous people.

MS. YVONNE NIEGO: I would say yes.
MS. MEREDITH PORTER: Thank you.

MR. ROY STEWART: Thank you, everyone.

MS. MEREDITH PORTER: The next party I’d like to invite up to put questions to the witnesses is from Pauktuutit et al, and I’d invite Ms. Beth Symes. And, Ms. Symes will have 11 minutes for her questions.

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

MS. BETH SYMES: Thank you. Ms. Niego, all of my questions are to you, and in particular to look at what I might call better policing practices in Nunavut for family violence, intimate partner violence.

You said that there’s 25 communities in Nunavut and most of them, I guess, have a minimum of two police officers; is that correct?

MS. YVONNE NIEGO: Yes, that’s correct.

MS. BETH SYMES: And then you said some have three, and then Rankin Inlet, Baker Lake and Iqaluit must have more; is that correct?

MS. YVONNE NIEGO: I believe -- I’ve been outside of the RCMP for a few years, but Rankin Inlet definitely more, Baker Lake I think is at four. Places like Kugluktuk would have five or so. There are a few larger than two or three.

MS. BETH SYMES: So, do you know from your current position how many RCMP there are in Nunavut?
MS. YVONNE NIEGO: Last I recall, there were, roughly, 150.

MS. BETH SYMES: And, how many of the 150 are Inuk?

MS. YVONNE NIEGO: For regular members ---

MS. BETH SYMES: For a regular member. Not civilian, a regular officer.

MS. YVONNE NIEGO: Currently serving, I believe there are four or five.

MS. BETH SYMES: And, I believe we heard yesterday that 11 percent of them, which is about 17, are women, is that your reflection?

MS. YVONNE NIEGO: I’m not sure if I was here or not when that was stated.

MS. BETH SYMES: Do you know how many are women?

MS. YVONNE NIEGO: No, I don’t.

MS. BETH SYMES: How many of them speak Inuktitut?

MS. YVONNE NIEGO: Women in particular?

MS. BETH SYMES: No, how many of the 150 speak the language?

MS. YVONNE NIEGO: Fluently, I would say less than four or five.

MS. BETH SYMES: Now, we heard from Sergeant
Dee from British Columbia that for First Nation policing in British Columbia, 50 percent of the officers are Indigenous; am I correct, Sergeant?

**SERGEANT DEE STEWART:** Yes.

**MS. BETH SYMES:** 50 percent are Indigenous.

So, if that same were applied to Nunavut, you would need 75 Inuit officers, regular officers; is that correct?

**MS. YVONNE NIEGO:** Correct.

**MS. BETH SYMES:** And, not only would you need 75 officers, but it would be very important that the officers in small communities that they were also 50 percent Inuit; right?

**MS. YVONNE NIEGO:** Correct.

**MS. BETH SYMES:** Okay. So, no point in having them all in Iqaluit, all -- do you agree?

**MS. YVONNE NIEGO:** Yes.

**MS. BETH SYMES:** Okay. Now, of the cultural training, would you agree with me that cultural training with respect to First Nations or with respect to Métis isn’t actually going to be that much help if you’re posted to Nunavut? You need cultural training with respect to Inuit; don’t you?

**MS. YVONNE NIEGO:** Yes, to live and work in Nunavut, you need -- any program needs to be catered. Anything from outside of Nunavut always -- almost always in
every instance, whether it’s through policing or some other field, it needs to be catered to Nunavut, because there are such drastic differences.

**MS. BETH SYMES:** Okay. Now, I know this isn’t your division, but yesterday in Exhibit 12, we were provided with cultural training. It was Aboriginal training for Division K, which I believe is Alberta; right? It’s a very thick document, and there is exactly one page about Inuit. Can you explain how Inuit are only worth one page in an entire manual on Aboriginal cultural competencies?

**MS. YVONNE NIEGO:** I’m sorry, I can’t.

**MS. BETH SYMES:** Okay. How long would you say -- you’ve been a frontline police officer, how long would you say it took you to build a relationship with a community?

**MS. YVONNE NIEGO:** As an Inuk being posted to my home community multiple times, it didn’t take me, myself, too much. Working in another region of Nunavut, it took some work, but the language and the culture, it brings an immediate connection to the community.

**MS. BETH SYMES:** So, let’s move onto the 146 -- or 145 RCMP officers who are posted to Nunavut who are not Inuit and don’t speak the language. How long would you say it would take to develop a working relationship for
that officer or hose officers in that Inuit community?

   MS. YVONNE NIEGO: It’s person by person
depending on their background, their openness to learning
other cultures. It’s really hard to answer. But, for the
majority, the two years in one community, they’re just
starting to get comfortable and develop those
relationships.

   MS. BETH SYMES: And, from what you’ve said
is that -- and then they move on after two years to another
community; is that correct?

   MS. YVONNE NIEGO: Yes.

   MS. BETH SYMES: And, out of Nunavut as
well?

   MS. YVONNE NIEGO: Most often times, yes.

   MS. BETH SYMES: Out of Nunavut. So, just
as they’re beginning to sort of find their way in terms of
cultural competency, they move on?

   MS. YVONNE NIEGO: Correct.

   MS. BETH SYMES: Now, you were referred to
Exhibit 51, examining the justice system in Nunavut, and
you went through that -- the crime rates, both in terms of
serious crime rates and violent crime rates are many times
higher in Nunavut than in the rest of Canada; is that
correct?

   MS. YVONNE NIEGO: That’s correct.
MS. BETH SYMES: And, yesterday, I gave you the statistics, Exhibit 39 we’ve marked it, of the crime rates in Nunavut updated to 2016 in the latest Census, and you looked at those yesterday; right?

MS. YVONNE NIEGO: I did.

MS. BETH SYMES: And, would you agree with me that the serious crime rates and the violent crime rates are, in Nunavut, still unacceptably high?

MS. YVONNE NIEGO: I would say so.

MS. BETH SYMES: And, in Nunavut, it is Inuit women who are getting physically abused; is that correct?

MS. YVONNE NIEGO: Not solely, but yes.

MS. BETH SYMES: And, it is Inuit women who are getting sexually assaulted?

MS. YVONNE NIEGO: They are.

MS. BETH SYMES: And, it is Inuit women that are getting killed? It isn’t the white teacher that has gone to Nunavut that’s getting killed, it is an Inuit woman; is that correct?

MS. YVONNE NIEGO: The only ones I am aware of are Inuit women.

MS. BETH SYMES: Okay. And, in terms of the offenders then, they are what either could be called intimate partners or part of family violence; is that
correct?

MS. YVONNE NIEGO: Yes.

MS. BETH SYMES: And so, I want to explore with you what might be better policing practices in Nunavut for family violence or intimate partner violence. And, one of the challenges with respect to it then is the building of trust such that a woman would come to the RCMP officer to report that she has been either physically assaulted or sexually abused, et cetera; do you agree with me that that’s an issue?

MS. YVONNE NIEGO: Sorry, can you repeat the question?

MS. BETH SYMES: In terms of dealing with family violence or intimate partner violence, would you agree with me that one of the challenges is building trust such that the woman will come to the RCMP officer to report the violence?

MS. YVONNE NIEGO: It is one of, yes.

MS. BETH SYMES: The second one is language. Would you agree that that’s one that we’ve already -- you’ve told us that there’s four or five RCMP officers in Nunavut speaking the language, but 89 percent of Inuit in Nunavut speak their language?

MS. YVONNE NIEGO: Yes.

MS. BETH SYMES: And, if you were 65 or
older, 60 percent of them, Inuktitut is their first language, the language that they wish to use?

**MS. YVONNE NIEGO:** I’m not aware of the exact -- that exact percentage, but that sounds about right.

**MS. BETH SYMES:** These were Exhibit 21 in the Québec City hearing. You said that for Inuit in Nunavut that housing is a big issue; right?

**MS. YVONNE NIEGO:** Yes.

**MS. BETH SYMES:** Lack of adequate housing?

**MS. YVONNE NIEGO:** Yes.

**MS. BETH SYMES:** And, that is overcrowding; is that correct?

**MS. YVONNE NIEGO:** Yes.

**MS. BETH SYMES:** Okay. And, you say that alcohol and drug play a significant role in family violence in Nunavut?

**MS. YVONNE NIEGO:** Yes.

**MS. BETH SYMES:** And, I understand that there is no residential treatment for alcohol and drugs in Nunavut; am I right?

**MS. YVONNE NIEGO:** There are some best practice models available, but it’s quite limited.

**MS. BETH SYMES:** And, if someone wants and needs a residential program, then they have to leave
Nunavut; is that correct?

MS. YVONNE NIEGO: For the most ---

MS. BETH SYMES: The only one is in Nunavik?

MS. YVONNE NIEGO: Yes, for the most part

there is a summer land type of program in our western
region that runs in the summer months, I believe.

MS. BETH SYMES: Okay. Thank you. Those
are my questions.

MS. MEREDITH PORTER: Thank you. The next
party I would like to invite up to put questions to the
witnesses is from the Inuit Tapiriit Kanatami, Ms.
Elizabeth Zarpa, and she will have 6-and-a-half minutes for
her questions.

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

MS. ELIZABETH ZARPA: Good afternoon. I’m
primarily going to focus my cross-examination questions
today on former RCMP officer and current Deputy Minister of
Family Services, Ms. Yvonne Niego. Can I call you Yvonne?

MS. YVONNE NIEGO: Yes.

MS. ELIZABETH ZARPA: Okay. So, would you
agree that an essential qualification for an RCMP officer
is the ability to converse with the public?

MS. YVONNE NIEGO: Sorry. A...? 

MS. ELIZABETH ZARPA: Would you agree that
an essential qualification for an RCMP officer is the
ability to talk with the public?

**MS. YVONNE NIEGO:** Yes.

**MS. ELIZABETH ZARPA:** Does the RCMP invest in resources to ensure members are able to interact with the public in either English or French, and the reason is to ensure that the Canadian public is able to access police services?

**MS. YVONNE NIEGO:** In English and French? Yes.

**MS. ELIZABETH ZARPA:** And, would you suggest that the inability to converse in Inuktitut could constitute a deprivation of access to a federal service, in this case, police services?

**MS. YVONNE NIEGO:** Yes.

**MS. ELIZABETH ZARPA:** And, lastly, do you think that the RCMP within Nunavut is currently meeting the needs of the 35,000 residents?

**MS. YVONNE NIEGO:** No. I believe the police force needs to be representative of the public.

**MS. ELIZABETH ZARPA:** Thank you. So, my next questions will speak a little bit about suicide.

So, given that the Inuit Health Survey found that suicide was the second-leading cause of death in the territory, would you characterize suicide as a public health issue?
MS. YVONNE NIEGO: My area of expertise is not so much in the health -- area of health.

MS. ELIZABETH ZARPA: Would you say that the prevalence of suicide in Nunavut is ---

MS. VIOLET FORD: Sorry, I have to interrupt here. Her evidence this morning was relating to the crimes and not to suicide. This is not her area of expertise. So, if you could ---

MS. ELIZABETH ZARPA: Is that an objection?

MS. VIOLET FORD: Yes.

MS. ELIZABETH ZARPA: Could we pause the clock, please?

MS. VIOLET FORD: Yes. You would like to respond to the objection?

MS. ELIZABETH ZARPA: Sure. I would like to state that there is a prevalence of suicide that was expressed within the Inuit Health Survey 2007-2008 exhibit that was entered this morning.

MS. VIOLET FORD: We’ll have the response from the Chief Commissioner on the objection?

CHIEF COMMISSIONER MARION BULLER: The witness can answer the question to the best of her ability, but it might not be the answer you want. You’ll have to live with it. Go ahead, please.

MS. ELIZABETH ZARPA: So, would you
characterize suicide as a public health issue in Nunavut?

**MS. YVONNE NIEGO:** Suicide impacts every community and most people in Nunavut. It is a major social issue. I’m not sure how you define “public health issues”, but I know suicide has a major, major impact.

**MS. ELIZABETH ZARPA:** Okay, thank you. I’ll move on to the next set of questions. So, at Exhibit 51 on page 25 in the second-last paragraph, and I’ll paraphrase, it says:

“There are few places of refuge available to women and children fleeing violence because of the lack of housing, and many women from the Kitikmeot Region go to Yellowknife because of the lack of shelters. Many women fleeing violence face a prospect of homelessness and losing custody of their children as a consequence, and these additional crises can place an extra physical or mental burden on the health of abuse survivors, and it may be even more stressful to leave the relationship than to stay in the relationship.” (as read)

And so, that’s at page 25, the second-last paragraph of Exhibit 51. So, is a lack of shelters for Inuit survivors of violence a common experience throughout all 25 of the Nunavut communities?

**MS. YVONNE NIEGO:** I’m sure there are issues around sheltering of women and children in every community.
However, there are some shelters in Nunavut. I believe there are five, as well as some make-shift type of shelter spaces, temporary shelter spaces.

**MS. ELIZABETH ZARPA:** And, this lack of shelters that are expressed in this paragraph in the exhibit that was entered into evidence, is it something that is caused by a lack of financial capital, or is it an issue around getting staff within these shelters, or is it something entirely different than creates a lack of shelters for Inuit women and children fleeing violence?

**MS. YVONNE NIEGO:** I believe that it’s a combination of those you mentioned, the infrastructure, the capital, the capacity of individuals to deal with the issue in the community, in a small community. Not everyone is willing or able to coordinate and be responsible for a shelter when our communities are so small, and you’re related to most of the community. So, it’s a very difficult place to be put in. Yes.

**MS. ELIZABETH ZARPA:** Okay. And, I just wanted to ask, it’s - throughout the hearings that took place in Calgary, it was looking at the government services, and specifically, it looked at some front-line shelter workers, and some of the testimony outlined that when there’s domestic violence within a situation and a woman has to go to a shelter with her children, there’s a
duty on behalf of the shelter to contact the Child, Youth and Family Services.

And, the experience in Nunavut, if a woman is fleeing violence because of domestic issues, is that something that’s our duty to report that to Child, Youth and Family Services in Nunavut, too?

**MS. YVONNE NIEGO:** I know that that is—it is not always reported to social services.

**MS. ELIZABETH ZARPA:** Okay. And, you mentioned earlier Victim Services, and in your testimony, you said that when Inuit are going through trauma, they need to speak in their mother tongue to explain directly what’s going on. And, from what I understand, you mentioned that Victim Service Inuktitut translators are volunteers?

**MS. YVONNE NIEGO:** Often, the police have had to resort to utilizing members of the public for translation who simply volunteer because they are there.

**MS. ELIZABETH ZARPA:** Is that the case in all different government services?

**MS. MEREDITH PORTER:** I’m sorry, but the time is up. But, thank you so much.

The next party I’d like to invite up is from the Assembly of First Nations of Quebec and Labrador, Ms. Wina Sioui, and Ms. Sioui will have 6.5 minutes for her
questions.

--- CROSS EXAMINATION BY MS. WINA SIOUI:

Me WINA SIOUI: Bonjour Madame et Monsieur les Commissaires, bonjour les panelistes. J’aurais des questions aujourd’hui ou des précisions à apporter ou à vérifier avec M. Jean Vicaire.

D’abord, M. Vicaire, j’aimerais commencer par vous...

UNIDENTIFIED SPEAKER: I’m sorry, just a second, the translation ---

CHIEF COMMISSIONER MARION BULLER: Yes.

UNIDENTIFIED SPEAKER: Thank you. I apologize. There wasn’t any translation at the time.

MS. WINA SIOUI : Is it okay now?

UNIDENTIFIED SPEAKER: I believe it’s okay now. Thank you.

Me WINA SIOUI: Donc, bonjour, M. Vicaire.

M. JEAN VICAIRE : Bonjour.

Me WINA SIOUI : D’abord, un grand merci pour votre partage aujourd’hui. Puis vous êtes, en quelque sorte, la voix des Premières Nations, des corps policiers des Premières Nations au Québec. C’est très apprécié, c’est très important.

J’aimerais, dans un premier temps, revenir sur le processus de renouvellement des ententes tripartites
qui visent essentiellement à établir et à maintenir un
corps policier des Premières Nations et à assurer le
financement de celui-ci. Est-ce exact?

M. JEAN VICAIRE : Oui.

Me WINA SIOUI : L’entente tripartite,
justement, de la communauté Anishnaabe de Lac-Simon
échouait le 31 mars dernier, comme la majorité de toutes
les autres ententes au Québec. Approximativement, à quel
moment les échanges avec Québec et Canada ont-ils commencé
en vue du renouvellement de l’entente tripartite et de la
date butoir du 31 mars?

M. JEAN VICAIRE : Comme je l’ai mentionné
dans mon témoignage, la première rencontre qu’on a eue avec
les gens, autant le fédéral que le provincial, a début le
1er mars 2018.

Me WINA SIOUI : Et justement, au niveau de…
quand vous dites que ça a commencé le 1er mars, sous quelle
forme cet échange a-t-il pris?

M. JEAN VICAIRE : C’était sous la forme
d’une première rencontre, où ça s’est déroulé à Montréal.

Me WINA SIOUI : À Montréal; donc, en
personne?

M. JEAN VICAIRE : En personne, oui; autant
les membres, moi-même, le corps policier, les gens du
Conseil, la directrice générale et les gens... les deux
paliers de gouvernement au niveau des Sécurités publiques Canada et Québec.

Me WINA SIOUI : Merci. Puis ensuite, combien de rencontres ont eu lieu?

M. JEAN VICAIRE : Je vous dirais qu’il y a eu cette première rencontre-là, le 1er mars. L’autre date, à ma souvenance, c’était le 29 mars. Il y en a eu une troisième qui a été... la deuxième a été à Québec, dans les bureaux du Ministère de la Sécurité publique et il y en a eu une troisième qui s’est tenue au Lac-Simon.

Par la suite, entre les deux, entre Québec ou c’est après, il y a eu une conférence téléphonique avec eux également.

MS. WINA SIOUI : Par conférence téléphonique?

M. JEAN VICAIRE : Oui.

MS. WINA SIOUI : Donc, jusqu’à maintenant... vous avez justement référé, dans votre témoignage, à l’analyse des besoins que vous avez présentée. Pourriez-vous revenir un petit peu à ce sujet-là? Donc, j’imagine que vous avez travaillé en préparation des négociations pour déterminer les besoins à venir sur la base des dernières années? Avez-vous l’impression que vos besoins ont été pris en compte?

M. JEAN VICAIRE : L’un des aspects
importants pour nous, c’était d’améliorer la qualité des services au sein de la communauté, c’est-à-dire d’augmenter la capacité suite aux recommandations du rapport de la CNESST, la Commission des normes de l’équité et de la santé et sécurité au travail.

L’entente prévalait avant le 31 mars un montant de 12 policiers, incluant le directeur. Et suite à nos pourparlers avec les deux paliers, nous sommes encore à une même entente, sans augmentation de personnel, malgré les nombreuses tentatives d’améliorer le nombre de policiers. Ce qu’on s’est fait dire, à la table de pourparlers, c’est que l’année financière prochaine, ce qui veut dire 2019-2020, il y aurait une augmentation de 55 policiers pour l’ensemble du Canada et l’année d’ensuite, l’année financière qui va suivre, après ça, ça va être une autre augmentation de 55 policiers pour l’ensemble du territoire du Canada.

**MS. WINA SIOUI :** Avez-vous justement, par rapport à ce nombre de policiers... savez-vous combien de corps policiers des Premières Nations existent au Canada?

**M. JEAN VICAIRE :** Je ne pourrais pas vous dire, ce n’est pas un nombre qui m’est connu, pour moi, là.

**MS. WINA SIOUI :** Mais ça serait plus de 55?

**M. JEAN VICAIRE :** C’est plus que 55. Je vous dirais que c’est à peu près dans les nombres de 300 à 400,
tout dépendant, parce qu'il y en a certains qui se sont regroupés à l'intérieur du pays, donc…

**MS. WINA SIoui** : Donc, ça ne... est-ce exact de dire que ça serait... qu'il y a aura peu de communautés ou de corps policiers qui pourront compter sur cette addition de policiers à venir?

**M. JEAN VICAIRE** : On a posé des questions à savoir c'est quoi la méthode qui va être employée pour tenter de dire combien de policiers. Dans notre cas à nous, voyant la situation avec les incidents que je vous ai énumérés en 2016, la desserte policière, les incidents qui se déroulent quotidiennement au sein de la communauté, les obligations de suivre exactement le même processus de services au sein des communautés comme à l'extérieur : l'ADN, la présence devant les tribunaux, le témoignage dans différentes fonctions, les enquêtes de Bill-C15 qu'on doit perfectionner... Et en plus, on doit perfectionner nos gens suite aux événements qui sont survenus.

Alors, nous, on avait demandé un budget de 2 900 000 $ et nous avons conclu une entente de 2,3 qui ne satisfait aucunelement à nos recommandations, considérant que nous avons également une problématique d'infrastructures. Mais à cette même table, les infrastructures, on n'est pas certains encore, selon les dires des personnes, de qui allait s'en occuper au niveau des infrastructures.
policières dans les communautés pour les infrastructures policières.

**MS. WINA SIOUI** : Okay. Mais justement, en date d’aujourd’hui, est-ce que vous avez conclu une nouvelle entente? La date échouait le 31 mars - est-ce qu’en date du 27 juin, je ne connais pas la date, est-ce qu’en date d’aujourd’hui, vous avez conclu une nouvelle entente? Et puis sinon, est-ce que vous avez eu des montants de financement qui ont été versés pour maintenir votre corps policier depuis le 31 mars? Donc, il y aurait dû avoir deux versements, le 1er mai par le Québec... oui, le Québec et le deuxième pour le 1er juin par le Canada. Qu’en est-il?

**M. JEAN VICAIRE** : À ma connaissance, les dernières acceptations par l’entité responsable qui est le Conseil de la nation Anishnabe, ils ont accepté sous certaines conditions d’aller de l’avant avec le financement qui avait été offert de 2, 3 millions. Cependant, ils ont clairement indiqué qu’ils ne pourront pas, avec le financement qui est disponible, l’investissement qui avait été demandé n’a pas été respecté.

Alors, c’est certain que ça va diminuer l’efficacité et la capacité du corps policier à maintenir ses services. Et oui, on a eu un premier versement le 1er juin de la part du Québec, un montant qui représente
l’ancien budget de 1,3 million ou 50 % de ce montant-là…
c’est-à-dire le 48 % du Québec qui a été donné le 1er juin.
Mais aucun montant, à ce jour, depuis cette semaine que
j’ai vérifié, a été alloué par le fédéral, alors qu’en mai,
à ma connaissance, il y aurait dû avoir des montants
versés.

MS. WINA SIoui : Je vais être obligée de
m’arrêter ici, mais je pense que l’implication du fédéral,
c’est une question qui devrait être abordée très
prochainement, parce que c’est urgent. Merci!

M. JEAN VICAIRE : Merci.

MS. MEREDITH PORTER: Thank you. The next
representative I would like to invite up is from the
Ontario Native Women’s Association, and the Ontario Native
Women’s Association, Ms. Christina Comacchio, will have 11
minutes for questioning.

--- CROSS-EXAMINATION BY MS. CHRISTINA COMACCHIO:

MS. CHRISTINA COMACCHIO: Thank you. Good
afternoon. I’d like to begin by acknowledging the Métis
and the people of Treaty 4 for welcoming us onto their
territory this week. I’m going to be directing all my
questions to Detective Constable Morrison.

I’d like to thank you for sharing your
personal story and acknowledge your strength as a survivor.
In your testimony earlier, you spoke about the impacts of
domestic violence and sexual assault. You stated that these forms of violence against women contribute to things like suicide rate and a pattern of migration whereby victims of violence leave their home communities and travel to urban centres like Thunder Bay and Sioux Lookout, where they become even more vulnerable.

So, what does this vulnerability in these cities look like and does it increase the risk of women being sexually exploited, going missing, can you speak to what that vulnerability looks like?

**DETECTIVE CONSTABLE ALANA MORRISON:** From my knowledge, and the survivors that I’ve worked with, yes, when you leave a place of comfort, your home, you leave your family and you come to a city where you come from a small community where alcohol is not readily available as it is in the city, yes. Sometimes I’ve been aware of stories where some female that I’ve worked with have -- I mean, I’ve done investigations where -- I’ve had to work an investigation where I’ve had to lay charges from a different jurisdiction.

So, when she came out of a northern community and came into Thunder Bay, and was drinking, and then was assaulted in the city, and then she went back to her community, and when she finally reported, I took all that information and relayed approximately 14 charges
across two jurisdictions. So, yes, in my opinion, I think that they do become more vulnerable because there’s a lot more readily available than it would be, say, on a dry First Nation community.

**MS. CHRISTINA COMACCHIO:** And, at what point in this pattern of violence, of like abuse sometimes originating in community and exacerbated by a lack of safe spaces and victim services, and this migration, at what -- to urban centres, at what point do the women get to self-determine how they live, and how they heal and how they want to address the violence in their lives?

**DETECTIVE CONSTABLE ALANA MORRISON:** Well, I think each woman is different in her own right. So, how she chooses to heal, that’s sort of a foundation for the program that I developed, and that was, number 1, to try and give any survivor that we come into contact with choice, options... ...and support so that if -- because each person has their own individual needs, and that is also part of the program, is to address each woman as individuals in their own unique choices or needs. And, I think the beginning to any healing journey, including my own, is to know that I have choice and I have options, because when you became a victim, or when I became a victim, I wasn’t given that choice.

**MS. CHRISTINA COMACCHIO:** And, in regards to
your program in a document -- I’m not sure what exhibit it is, but it was at Schedule H on page 2 just describing the Survivor Assistance Support Program, it speaks a bit about the advocacy and education role your program plays regarding domestic violence and sexual assault. Could you talk more about this part of the program and what role NAPS plays in prevention services or education?

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

So, like I said earlier, we are still in our -- we’re in about three-and-a-half, almost four months now, and as far as advocacy goes, as a police officer dealing with - as a victim service worker and a police officer, our roles could sometimes be two-fold in the sense that we have access to prior records or we have access to records where, say, that would be great for a Crown to know going forward with an investigation or, say, a trial eventually.

And then, also, the officer would be able to -- any past dealings with this person, we would be able to update them and/or fill them in which what didn’t work before for them in a case, say, and then -- so, obviously, you would, you know, try and put into, you know, something that would help them. Like, say if they became a victim a second time or a third time.

MS. CHRISTINA COMACCHIO: I just want to change gears a bit. In regards to safety of women and
girls, we’ve heard throughout this Inquiry about the risks associated with living near or around resource-extraction projects. In your experience, have you seen an increased risk of violence for women and girls living in areas located near resource-extraction projects?

**DETECTIVE CONSTABLE ALANA MORRISON:** I don’t think I can answer that.

**MS. CHRISTINA COMACCHIO:** Okay. That’s fair. In regards to the 34 communities NAPS polices, do all 34 communities have 24/7 policing services?

**DETECTIVE CONSTABLE ALANA MORRISON:** No. I would -- there have been occasions where there is a schedule change or, say, an officer flies out in the morning and then another officer would be flying in, say, the evening or the next day. So, we can’t -- there have been times where that has happened.

But, if an officer is flown into a community, obviously they’re there for their duration. We have two shift schedules right now where some detachments are 16 and 12. So, they would work 16 days straight, 12 days out. And then the flip side of that is the 8 and 6 schedule, which is 8 days in and 6 days out.

So, if they’re in a community, yes, they would be there 24/7, but sometimes, like I said, if they -- sometimes planes getting into communities, weather, it’s
always a gamble.

**MS. CHRISTINA COMACCHIO:** And, are there any communities that only have one officer on patrol in the community, or available to the community?

**DETECTIVE CONSTABLE ALANA MORRISON:** The frustration for the Nishnawbe Aski Police Service is, yes, we have many officers working alone in communities. We have many brave officers that handle situations on their own where they’ve had to secure crime scenes and set up where security would take over a crime scene, say if we had a sudden death, and then they have to start paperwork.

Or, say there might be three scenes, so it’s up to one officer, unfortunately, that they have to try and balance it all and prioritize what needs to be done. And, yes, that’s part of our -- the funding issue that we have.

**MS. CHRISTINA COMACCHIO:** And, throughout the Inquiry, we’ve also heard from experts and survivors that in remote communities, there’s a huge barrier and difficulty in enforcing protection orders for victims of violence. In your experience, is the enforcement of protection orders, like peace bonds or restraining orders, is this a challenge that NAPS faces as well?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes, for the fact that if you have a peace bond, which they’re really tough to get in a First Nation community, because we
don’t have Justices of the Peace available in the First Nations. So, for a victim to get one, say, she’d have to present in Thunder Bay and have it -- apply for one there and have it, you know, entered onto CPIC. I mean, it’s possible. But, yes, just getting that is a challenge in itself in a First Nation community.

As far as enforcing paperwork that’s already been signed by a justice or a judge, it can be tricky because communities are so small, and sometimes the accused could live right behind the victim and they can have an order on there saying not to be within 50 metres or something like that, and yes, it can be a challenge to enforce that. But, we do the best we can.

**MS. CHRISTINA COMACCHIO:** So, for the women who -- I mean, travelling to Thunder Bay is expensive, it’s far and it’s time consuming. Who would cover the cost for these women who need to -- who want to travel to get something like a peace bond from a JP? Is it a realistic resource for victims of violence in remote communities?

**DETECTIVE CONSTABLE ALANA MORRISON:** I wouldn’t know who would cover the cost. But, yes, it’s definitely a challenge. But, they have the option, if they do feel that they’re in danger, they have the option of talking to the officer that’s in the community, or officers, and say that they’re feeling unsafe or that
they’re worried about a certain individual’s behaviour. They have that opportunity but most times, a lot of the women they don’t. And, yes, that’s part of our struggle as a First Nation police service.

**MS. CHRISTINA COMACCHIO:** And, just lastly, do you have any experience in situations where the *Matrimonial Real Property Act* impacts the choices of victims of violence, and could you speak to that a bit?

**DETECTIVE CONSTABLE ALANA MORRISON:** I, as a frontline officer, haven’t dealt with it myself.

**MS. CHRISTINA COMACCHIO:** Okay. Thank you. My time is almost up. Thank you.

**MS. MEREDITH PORTER:** Thank you. Chief Commissioner and Commissioners, we’re at 2:40. And so, that is around the time that we’re scheduled to have a break. I might suggest, however, that if we were to hear from at least two more witnesses, we’d be halfway through the process of cross-examination. So, I’ll leave it to you to direct how many witnesses you would like to hear from prior to the afternoon break.

**CHIEF COMMISSIONER MARION BULLER:** We’ll hear from two more parties and then take the break.

**MS. MEREDITH PORTER:** Thank you. So, the next party I’d like to invite up is from the Canadian Association of Police Governance, First Nations Police
Governance counsel Michelle Brass, and Ms. Brass will have 6.5 minutes for her questions.

--- CROSS-EXAMINATION BY MS. BRASS:

MS. MICHELLE BRASS: Thank you. Good afternoon, Chief Commissioner and Commissioners, and hello, participants on the panels. Welcome to Treaty 4.

MS. MEREDITH PORTER: Sorry, could we just start the clock, please? Thank you.

MS. MICHELLE BRASS: Oops, I guess I gained a couple of seconds there.

(LAUGHTER)

MS. MICHELLE BRASS: Okay. I have a few questions for Constable Morrison. First off, I want to thank you for sharing your stories this morning. I thought you were very strong, brave and very powerful for having done that, so thank you very much.

So, in relation to NAPS, are all of the officers Indigenous?

DETECTIVE CONSTABLE ALANA MORRISON: No. I think we’re about 50 percent. In my own opinion, I think we’re about 50 percent.

MS. MICHELLE BRASS: And so, those that are not Indigenous, are they much more advanced or sensitized to Indigenous issues?

DETECTIVE CONSTABLE ALANA MORRISON:
Sensitized?

**MS. MICHELLE BRASS:** Well, like, are they -- do they get, like, cultural training on Indigenous issues in northern Ontario?

**DETECTIVE CONSTABLE ALANA MORRISON:** I think for sure when they’re at the Ontario Police College that there is a mandatory aspect of the program where they are taught cultural, I guess, aspects of, you know, where they're going, and I think if you're applying to a First Nation police service, like I said earlier, you would have -- I would think that the individual would have some kind of background knowledge that they would dig up themselves before they applied to Nishnawbe-Aski Police Service.

**MS. MICHELLE BRASS:** Okay. Now, it's my understanding that NAPS also comes under the First Nations Police Governance Council? Is it one of the signatories?

**DETECTIVE CONSTABLE ALANA MORRISON:** I'm not exactly sure. That was before my time.

**MS. MICHELLE BRASS:** Okay.

**DETECTIVE CONSTABLE ALANA MORRISON:** Yeah.

**MS. MICHELLE BRASS:** Okay. So is there a broader benefit to the community, all the communities in Northern Ontario, to have an organization like NAPS as a police service?

**DETECTIVE CONSTABLE ALANA MORRISON:** In my
own opinion, I would say yeah, because I think when you have -- because -- for the regions that we police, we do have, unfortunately, a high turnover rate for officers on the North-West Region. And that's just because they're all fly-in communities and some of them are faster paced so there's a higher rate of burnout, and -- so officers are constantly being transferred.

But getting back to if they're -- is it culturally? Sorry, what was the question again? I just lost my train of thought.

**MS. MICHELLE BRASS:** Sure. I'm just wondering whether there was a broader benefit to having an organization ---

**DETECTIVE CONSTABLE ALANA MORRISON:** Oh.

**MS. MICHELLE BRASS:** --- like NAPS Police --- yeah?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes. Yes. Yeah, because I think that, in my own opinion, officers that are -- we do have some officers that are from their communities that they actually do police. So I think that kind of -- it helps the comfort of people wanting to come forward and report things. So yeah, I think it does have a -- have its benefits.

**MS. MICHELLE BRASS:** Okay. So there's more trust then, you would say, for a police service like NAPS?
DETECTIVE CONSTABLE ALANA MORRISON: Maybe, because it's First Nation-based, and that might be the difference. I can't really say though.

MS. MICHELLE BRASS: Okay. So in relation to say the impacts of residential schools and the violence that has come out of colonization with the loss of language and culture, and we kind of see that sort of coming out now in the form of domestic violence or sex violence or violence within our communities, do you think that a police service that's First Nation-based is better equipped to help communities work through that process?

DETECTIVE CONSTABLE ALANA MORRISON: I don't know if it's necessarily -- it has to be First Nation. I think if you have a police service that, you know, shows their compassion for the community and their want to be a part of it, I don't think it would matter.

MS. MICHELLE BRASS: Okay. So -- how involved is NAPS with -- in relation to such measures as like restorative justice?

DETECTIVE CONSTABLE ALANA MORRISON: Far as I'm aware, it is available in the communities. I know for Mishkeegogamang, they have an actual restorative justice worker in the community, so that definitely helps, but as far as how much they're using it, I couldn't comment on that.
MS. MICHELLE BRASS: Okay. But it's serves
a ---?

DETECTIVE CONSTABLE ALANA MORRISON: But
it's available. Oh, definitely. Yes.

MS. MICHELLE BRASS: Okay. And just one
more question.

DETECTIVE CONSTABLE ALANA MORRISON: M'hm.

MS. MICHELLE BRASS: And that relates to our
victims within the communities within the NAP -- NAPS, I
guess the areas that they police. Do you find that the
victims are willing to be involved with restorative justice
measures?

DETECTIVE CONSTABLE ALANA MORRISON: I don't
know if any resistance. Personally, I don't deal with that
portion of things. I'd have to speak to our court officer,
but I couldn't say.

MS. MICHELLE BRASS: Okay. I was just
thinking of some of the women that you work with ---

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

MS. MICHELLE BRASS: --- because they ---

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

MS. MICHELLE BRASS: --- worked through that
process as well?

DETECTIVE CONSTABLE ALANA MORRISON: For --
when -- because I deal with mainly the more severe sex
assault cases, we would rarely go that route.

MS. MICHELLE BRASS: Oh, okay.

DETECTIVE CONSTABLE ALANA MORRISON: Yeah.

Just -- if -- because I deal with the more -- like more violence than ---

MS. MICHELLE BRASS: Right.

DETECTIVE CONSTABLE ALANA MORRISON: Yeah.

MS. MICHELLE BRASS: Okay. Well, thank you.

Those are my questions.

DETECTIVE CONSTABLE ALANA MORRISON: Thank you.

MS. MEREDITH PORTER: Thank you.

The next party I'd like to invite up to put questions to the witnesses is from the Quebec Native Women's Association. I'd like to invite up Ms. Rainbow Miller, and Ms. Miller will have six-and-a-half minutes for her questions.

--- CROSS-EXAMINATION BY MS. RAINBOW MILLER:

MS. RAINBOW MILLER: Good day, Commissioners. I would just like to say that I will do my introductory in English and then I will switch to French. So if you could use your...

My questions will be for Police -- Chief of Police Jean Vicaire. But first of all, I would just like to say that I acknowledge that we are on Treaty 4, and I
would also like to acknowledge all of the elders who have come to this hearing and all the family members who have lost loved ones.

Me Jacob, juste pour vous aviser que je vais me référer à la pièce 82 dans le milieu de mes questions.

M. Vicaire, merci d’être venu aujourd’hui à Regina. Je voudrais revenir un peu sur l’un des éléments de votre témoignage. Vous avez parlé qu’en 2013, la chef du Lac-Simon est venue vous voir et elle a parlé qu’il y a des femmes qui lui ont dénoncé des abus sexuels de la part de policiers de la SQ et vous êtes allé voir votre chef et vous avez dénoncé cette situation-là. Et vous avez dit que la SQ a procédé à une enquête.

Moi, ma question, c’est que vous, en tant que chef de police qui avez fait la dénonciation, mais aussi la chef de Lac-Simon, est-ce que vous avez été avisés de la conclusion de ces enquêtes?

M. JEAN VICAIRE : Pas officiellement.

MS. RAINBOW MILLER : Pas officiellement. Et savez-vous s’il y a eu soit une mesure disciplinaire, une plainte déontologique ou il y a eu d’autres mesures qui ont été prises?

ME BERNARD JACOB : Je vais m’objecter à la question parce qu’il n’y a pas eu de communication officielle. Conséquemment, ça pourrait être préjudiciable
aux gens concernés.

MS. RAINBOW MILLER : Okay. Vous avez aussi, dans votre RTA, dans votre Résumé de témoignage anticipé, c’était mentionné que vous vouliez parler de la pratique dénoncée dans le reportage de Radio-Canada quant à la pratique de l’abandon des femmes autochtones au large de Val d’Or. Pourriez-vous en parler, de ça?

ME BERNARD JACOB : Je vais m’objecter.

MS. MEREDITH PORTER: Stop. Sorry, we need to stop the clock. Yeah, just before you respond, we have to stop the clock and address if there’s an objection. Okay?

ME BERNARD JACOB : Ça n’a pas été traité dans l’interrogatoire principal.

MS. RAINBOW MILLER : Mais c’était dans le RTA?

ME BERNARD JACOB : Oui, mais ce n’était pas dans l’interrogatoire principal. Conséquemment, on ne peut pas en traiter, ce sont les règles en vigueur.

MS. MEREDITH PORTER: Ms. Miller, you have an opportunity to reply.

MS. RAINBOW MILLER: Okay. I just replied. I said it was in the Summary of Evidence.

MS. MEREDITH PORTER: Okay. Can you ---?

MS. RAINBOW MILLER: It's in the anticipated
evidence. He did not have time to talk about it.

**ME BERNARD JACOB**: Première question, il faut lui poser la question s’il était au courant, s’il a une connaissance personnelle des événements.

**MS. RAINBOW MILLER**: C’était dans le RTA ; j’imagine que quand vous l’avez... vous l’avez préparé... c’est...

**ME BERNARD JACOB**: Il a parlé... tout ce dont il a parlé, c’est qu’il y avait eu une plainte de Lac-Simon.

**MS. RAINBOW MILLER**: Okay, bon.

**MS. MEREDITH PORTER**: This is just prior to (inaudible).

**CHIEF COMMISSIONER MARION BULLER**: Let’s just stop for a moment, please ---

**MS. MEREDITH PORTER**: Yeah.

**CHIEF COMMISSIONER MARION BULLER**: --- so we have clarity on the record.

Your position? Commission counsel's position on the objection, please.

**MS. MEREDITH PORTER**: Yes. So I'm looking at the Summary of Anticipated Evidence that was filed as part of the materials. Sorry, I'm hearing myself talk. And it does say in the third paragraph that Mr. Vicaire will:
"...testify about the practice denounced in Radio-Canada of abandoning Indigenous women outside of Val d'Or." (As read)

So to the extent of his knowledge, because he has spoken to the Radio-Canada coverage of that event, it would be Commission counsel's position that he is able to speak to those details that he has personal knowledge of that are not contained within the scope of the publication ban, for example, that was put into place today. And it is -- certainly, some details regarding those events are in his Summary of Evidence that was filed in his materials.

CHIEF COMMISSIONER MARION BULLER: Yes.

Yes, and there's ---

ME MARIE-PAULE BOUCHER: There's going to be an objection (off mic) position as ---

CHIEF COMMISSIONER MARION BULLER: Could you come forward please, on the record?

ME MARIE-PAULE BOUCHER: Donc, Me Boucher pour le Procureur général du Québec.

Effectivement, s'il n'a pas été mis en preuve lors du témoignage principal, ce qu'il y avait dans le will-say... le will-say indique ... ...uniquement les choses qui pourraient parler, mais ça n'a pas été mis en preuve dans cette mesure... vous n'entendez pas? It’s not being translated?
MS. MEREDITH PORTER: It just -- sorry. The translation just started, so if you could just -- sorry, just start your comment all over again.

Me MARIE-PAULE BOUCHER: O.k. Dans le résumé de preuve anticipée, on mentionne ça, sauf que ça n’a pas été mentionné en interrogatoire principal et je supporte la position de mon confrère, Me Jacob, qui est sur le panel, < l’effet que comme ça n’a pas été introduit dans l’interrogatoire principal, même si c’est dans le will say, ça ne peut pas faire l’objet d’un contre-interrogatoire selon les règles en vigueur par la Commission.

MS. MEREDITH PORTER: Okay. Well, as I mentioned, I understood that the details that were being questioned were not -- the details with respect to what the events had happened in Val d’Or, that the names of individuals he did speak briefly to that issue. But, I understood that there was an objection and there was certain parameters around the evidence that could be shared.

Me MARIE-PAULE BOUCHER: But, he didn’t talk about the Radio-Canada admission. He didn’t talk about that in his -- dans son interrogatoire-en-chef. He didn’t speak about it.

CHIEF COMMISSIONER MARION BULLER: Okay. Well, here’s the interesting issue in all of this. This
witness, with all due respect, has not been qualified to
give expert opinion evidence about anything. His opinion
-- or his evidence -- or, I’m sorry. I’ll back up for a
moment. The question regarding CBC and/or media coverage
has to do with his opinion. Quite frankly, his opinion is
not helpful ---

MS. MARIE-PAULE BOUCHER: Okay.

CHIEF COMMISSIONER MARION BULLER: --- and
he hasn’t been qualified to give it anyway, so I’m not
allowing the question. Your next question, please, and
start the clock.

Me RAINBOW MILLER: Bon, vous avez...
excusez-moi, je vais essayer de revenir dans mes questions
et le peu de temps que j’ai.

Vous avez parlé du poste de police
communautaire mixte autochtone de Val d’Or et certaines
réserves, mais le temps c’est comme coupé. Est-ce que vous
auriez d’autre chose à rajouter concernant vos
commentaires?

M. JEAN VICAIRE: La seule chose que je peux
dire c’est que c’a débuté après que j’aie quitté mes
fonctions à la Sûreté. C’est un programme qui a été
implanté au sein de Val d’Or par les autorités de la Sûreté
du Québec à un haut niveau et la seule chose que je
pourrais dire c’est que la perception des gens c’est que ça
s’est fait sans consultation au niveau des Premières nations, autant au niveau Anishinaabe que les autres nations, cris et autres.

**Maître RAINBOW MILLER:** Et est-ce que vous considérez que ça l’a apporté des bienfaits ou la population que vous connaissez, parce que vous les côtoyez régulièrement et les gens du Lac Simon. Quelle est leur opinion sur cette unité?

**M. JEAN VICAIRE:** Je pourrais pas vous dire l’efficacité de leur travail ou je pourrais pas... ça serait que de vous dire un à peu près et puis c’est pas dans ma nature de faire cela.

**Maître RAINBOW MILLER:** J’aurais une question concernant... vous avez déposé en preuve des ententes tripartites et à l’intérieur de ces ententes-là, il y a, à l’Annexe G, un exemple des mesures disciplinaires qui peuvent être prises dans un corps de police autochtone. Et j’aimerais me référer plus spécifiquement aux articles 27 et 35.

Dans ces articles-là...

**M. JEAN VICAIRE:** Il n’y a pas de G.

**Maître RAINBOW MILLER:** Dans ces articles-là, ça démontre que le Conseil... en vertu des ententes tripartites, le Conseil est en quelque sorte l’employeur du corps de police et le Conseil peut s’élimmer dans les
mesures disciplinaires.

Considérez-vous que la structure, cette structure, pourrait apporter des situations de conflit d’intérêts?

**M. JEAN VICAIRE:** Moi, je vous dirais que non parce que la façon que c’est établi c’est qu’il y a un code de discipline. Il est interne au niveau du service de police et c’est administré et c’est géré sous ma gouverne comme directeur du corps de police.

**Me RAINBOW MILLER:** O.k. Mais si je comprends bien, à l’article 53, par exemple, si vous décidez de faire une mesure disciplinaire, le Conseil peut... en fait, excusez, je vais juste le lire : « La sanction disciplinaire est soumise à l’approbation du Conseil. »

**M. JEAN VICAIRE:** Oui, la décision finale, exemple, une fin d’emploi, parce que c’est l’employeur.

**Me RAINBOW MILLER:** Donc si, par exemple, le policier à qui vous voulez faire une mesure disciplinaire est relié au niveau familial à quelqu’un au Conseil, vous ne considérez pas que ça peut quelques fois créer des conflits d’intérêts cette situation-là?

**M. JEAN VICAIRE:** À date, pour les quatre années que j’ai... il y a presque quatre années que j’ai œuvré là... j’ai pas vu la situation, mais ça pourrait se
faire, mais à ce moment-là on prendrait les moyens pour éviter cela.

Me RAINBOW MILLER: Et j’aimerais parler des situations, par exemple, où dans un corps de police autochtone, il y a un membre de la communauté qui est un policier qui doit faire des enquêtes, par exemple, sur un suspect qui se retrouve être un membre de famille. Est-ce que parfois ça peut arriver qu’il y a des situations de conflit d’intérêts?

M. JEAN VICAIRE: Je vous dirais que ça peut arriver. Dans les circonstances où... moi je suis avisé quotidiennement sur les événements qui surviennent dans la communauté et j’ai des gens également qui sont des superviseurs de relève, qu’on appelle, et si la situation se présente, c’est définitivement qu’on va demander au policier ou à la policière de se retirer du dossier pour justement éviter qu’il y ait des problématiques à cet égard-là.

Me RAINBOW MILLER: Je suis désolée, j’avais plein d’autres questions pour vous, mais avec six minutes, on ne peut pas poser grand-chose.

Merci.

MS. MEREDITH PORTER: So, with that, I believe those are the two witnesses that we had agreed to hear from prior to the afternoon break. So, I will leave
it to your discretion and your direction on how long you would like to take for a break.

CHIEF COMMISSIONER MARION BULLER: Fifteen (15) minutes, please, 1-5.

MS. MEREDITH PORTER: One-five. So, that brings us back into the hearing room at 3:15.

--- Upon recessing at 3:01 p.m.

--- Upon resuming at 3:21 p.m.

MS. MEREDITH PORTER: ...Women and Girls Coalition Manitoba. I would like to invite up Ms. Catherine Dunn, will have 11 minutes for questioning of the witnesses.

--- CROSS-EXAMINATION BY MS. CATHERINE DUNN:

MS. CATHERINE DUNN: Good afternoon. My first set of questions are for Chief Weighill. Chief Weighill, I -- can you tell me whether all of the provinces and territories are represented in your Canadian Association of Chiefs of Police?

RETIRED CHIEF CLIVE WEIGHILL: Yes, they are, and all the territories. Yes.

MS. CATHERINE DUNN: And, in the territories and in the provinces, can you tell me how many Indigenous Chiefs of Police there are in any of the provinces or in the territories?

RETIRED CHIEF CLIVE WEIGHILL: I couldn’t
tell you exactly. I would be guessing in the area of 20,
in and around that range.

MS. CATHERINE DUNN: Sorry?

RETIRED CHIEF CLIVE WEIGHILL: I’d be
guessing in and around the range of around 20. I don’t
know for sure though.

MS. CATHERINE DUNN: Okay.

RETIRED CHIEF CLIVE WEIGHILL: They have
their own association, the First Nation Police Association
as a part of us.

MS. CATHERINE DUNN: Okay. In the municipal
jurisdictions in which form part of the Canadian
Association of Chiefs of Police, are there any Indigenous
Chiefs of Police?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: Okay. What percentage
are there?

RETIRED CHIEF CLIVE WEIGHILL: I hazard a
guess it’s very small.

MS. CATHERINE DUNN: Okay. Less than 5
percent?

RETIRED CHIEF CLIVE WEIGHILL: Could be in
that range. I can’t say for sure.

MS. CATHERINE DUNN: Okay. Of those number,
how many female Indigenous Chiefs of Police are there?
RETIRED CHIEF CLIVE WEIGHILL: You know, I really don’t know of any.

MS. CATHERINE DUNN: Okay. There are none as far as you’re aware?

RETIRED CHIEF CLIVE WEIGHILL: I couldn’t name one offhand right now.

MS. CATHERINE DUNN: Okay. That means you don’t know or you think there are none?

RETIRED CHIEF CLIVE WEIGHILL: I don’t know.

MS. CATHERINE DUNN: Okay. Fair enough.

Would you agree that the primary reason for Indigenous people being involved in crime in Canada are because of colonialism?

RETIRED CHIEF CLIVE WEIGHILL: I would say that certainly would be one of the contributing factors and the fallout from that.

MS. CATHERINE DUNN: And, one of the systemic reasons for Indigenous peoples being involved either as victims or perpetrators of crime is because of the chronic fallback or fallout of colonialism and Indian residential schools such as alcoholism, drug abuse, poor housing, things of that nature?

RETIRED CHIEF CLIVE WEIGHILL: Yes, I’ve been quoted on that many times.

MS. CATHERINE DUNN: Okay. And, do you
agree that the police are a resource for Canada to address some of those systemic problems that we’ve discussed?

RETIRED CHIEF CLIVE WEIGHILL: I’d like to think that we’re a part to play in trying to lessen the effects.

MS. CATHERINE DUNN: Right. And, would you say that the police play a significant role across Canada, in the territories, in bringing the Indigenous people into a position of trust with criminal justice?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: The police are, in fact, usually the first resource that a person of Indigenous background, either as a victim or a perpetrator, they’re -- the first people that they run into are the police; correct?

RETIRED CHIEF CLIVE WEIGHILL: That is correct.

MS. CATHERINE DUNN: And, it is extremely important as a victim of a crime to be able to express yourself in a way that makes you feel safe and comfortable?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: And, one of the very essence of safety and comfort is to be able to express yourself in your own culture, in your own language, talking to a person who you can relate to as being part of your
culture, not someone else’s culture, would you agree?

RETIRED CHIEF CLIVE WEIGHILL: I think that makes common sense. If you were to travel to Europe and you meet other Canadians, that’s -- the first people you would talk to would be another Canadian if you could find one.

MS. CATHERINE DUNN: And so, it’s very important from the police association perspective to bring home that sort of information to the police forces across Canada. Even though you are an advocate and not a rule bearing organization, it is important that the police chiefs across this country understand how important it is to have Indigenous police officers throughout the territories, throughout the provinces?

RETIRED CHIEF CLIVE WEIGHILL: Yes, absolutely.

MS. CATHERINE DUNN: Because they are the first step for a victim; right?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: Okay. And, it would be fair to say that without that Indigenous lens, that first step to being a police officer as an Indigenous person, that can create a sense of trust in and of itself, if you as an Indigenous person are speaking to an Indigenous police officer and telling them your story?
RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: And, would it not be the very best of practices to have a concerted effort on all of the police forces in Canada, including the territories, including the provinces, to increase the number of Indigenous police officers throughout the nation?

RETIRED CHIEF CLIVE WEIGHILL: Yes, we’re all working towards that. Yes.

MS. CATHERINE DUNN: I would put to you that though you’re working towards it, the number of Indigenous police officers in this country is abysmally poor compared to other cultural groups, would you agree?

RETIRED CHIEF CLIVE WEIGHILL: I wouldn’t say compared to other cultural groups. No, I wouldn’t say that.

MS. CATHERINE DUNN: Would you say it’s abysmally small compared to ---

RETIRED CHIEF CLIVE WEIGHILL: It depends which provinces and which areas you go to. I would say in the prairie provinces in Western Canada, our numbers are probably higher than Eastern Canada.

MS. CATHERINE DUNN: Okay. Are they approaching 50 percent?

RETIRED CHIEF CLIVE WEIGHILL: Pardon me?

MS. CATHERINE DUNN: Are they approaching 50
percent?

RETIRED CHIEF CLIVE WEIGHILL: 50 percent?

I’d say they’re approaching the percentage of the population in a lot of areas.

MS. CATHERINE DUNN: The population -- of Indigenous population you mean?

RETIRED CHIEF CLIVE WEIGHILL: Yes. Yes. So, for instance, you know, you have Regina or Saskatoon, their Indigenous population is around, depends on who you talk to, 12, 13 percent, our rates are in and around 9.5 or 10 percent. So, we’re very close to the population that’s in our area. Not that ---

MS. CATHERINE DUNN: Except that ---

RETIRED CHIEF CLIVE WEIGHILL: Not that it’s acceptable ---

MS. CATHERINE DUNN: Yes.

RETIRED CHIEF CLIVE WEIGHILL: --- but I’m just saying -- when you’re asking that question.

MS. CATHERINE DUNN: No, I understand. But, except in terms of the number of people who are incarcerated, it’s not a lot more than 13 percent. The population does not represent the number of Indigenous people who go through the system, the criminal justice system.

RETIRED CHIEF CLIVE WEIGHILL: No. And, I
didn’t realize you were talking about that. Absolutely.
The numbers are around 90 percent in the prairies of
Indigenous people in our correctional centres.

MS. CATHERINE DUNN: Right. Thank you.
And, would you agree that in terms of services for victims
of crime, that it is extremely important from the get-go to
establish trust with a victim in order to encourage other
victims to come forward to tell their story?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: And, it’s a lot easier
to tell your story as a victim to someone from your own
culture than -- or it may be than opposed to somebody who
is not from your own culture?

RETIRED CHIEF CLIVE WEIGHILL: I would say
in general terms. Like, it depends, I guess, on who you
talk to and how you’re being treated, whether they’re from
your culture or not. But, I would suggest the same as you,
that probably on the outset, on the appearance, it would
make it much easier for somebody.

MS. CATHERINE DUNN: And, would you agree
that community based organizations led by Indigenous people
have a real role in fulfilling trust relationships with
Indigenous victims?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: And, would you agree
that in 2018, there is definitely not enough funding going
to community based organizations who are led by Indigenous
people to deal with assisting the police in establishing
trust with victims and Indigenous families?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes.

**MS. CATHERINE DUNN:** Would you agree that --
and you weren’t here for this evidence. But, we’ve heard
evidence before today that some Indigenous women or girls
are detained -- there are stories that they have been
detained in cells wearing just their undergarments. Are
you aware of that allegation?

**RETIRED CHIEF CLIVE WEIGHILL:** I’m aware of
those allegations, yes, from Human Rights Watch. Yes.

**MS. CATHERINE DUNN:** And, would you agree
with me that there is no condition at all under which this
sort of situation should happen in Canada?

**RETIRED CHIEF CLIVE WEIGHILL:** I would agree
that in almost every single circumstance that should not be
happening, but we have had circumstances where people have
tried to harm themselves ---

**MS. CATHERINE DUNN:** Well, people who harm
themselves ---

**RETIRED CHIEF CLIVE WEIGHILL:** --- that
would be the only difference.

**MS. CATHERINE DUNN:** --- have special
clothing to wear, do they not?

MS. ASHLEY SMITH:  Sorry, Chief Weighill hadn’t finished his answer ---

MS. CATHERINE DUNN:  I’m sorry.  I apologize.

MS. ASHLEY SMITH:  --- before he was cut off.  Not a problem.  Thank you.

MS. CATHERINE DUNN:  Sorry.  Sorry, it’s one of my -- sorry.

RETIRED CHIEF CLIVE WEIGHILL:  I know, we’re all tight for time here, I understand that.  Continue.  I’ve answered enough.  That’s fine.

MS. CATHERINE DUNN:  All right.  I just wanted to say that, as a follow up to that question, women who are placed in detention cells in their undergarments, I’m going to suggest to you that that’s not a security issue, that is a human rights issue, and that if people are concerned about an inmate who is going to commit suicide, they can have clothing placed on them besides their undergarments?

RETIRED CHIEF CLIVE WEIGHILL:  Yes, I would agree with that.  Yes.

MS. CATHERINE DUNN:  Okay.  In every case?

RETIRED CHIEF CLIVE WEIGHILL:  Yes.

MS. CATHERINE DUNN:  Fine.  And, I would
suggest that it is best practices for police never to strip
search women who are detained in custody by an officer not
of the same gender?

RETIRE CHIEF CLIVE WEIGHILL: I absolutely
agree with that.

MS. CATHERINE DUNN: All right. In no
cases, that is, that that should ever happen.

RETIRE CHIEF CLIVE WEIGHILL: If they’re
already in custody and in our ---

MS. CATHERINE DUNN: Yes.

RETIRE CHIEF CLIVE WEIGHILL: --- detention
centre ---

MS. CATHERINE DUNN: Right.

RETIRE CHIEF CLIVE WEIGHILL: --- then I
would agree with you, yes.

MS. CATHERINE DUNN: Thank you. Would you
agree that it is a good -- best practice never to charge a
female victim coming in with a complaint with a dual
offence at the same time that she is coming forward with a
criminal offence in relation to herself? That is a very
long convoluted question. Would you agree that it is not a
best practice to charge a female complainant coming into
report a crime with another crime?

RETIRE CHIEF CLIVE WEIGHILL: I would say
it’s not a best practice to charge anybody until a full
investigation is done and you have all the facts ---

MS. CATHERINE DUNN: Okay.

RETIRED CHIEF CLIVE WEIGHILL: --- that
would lead you to the proper charge I would surmise.

MS. CATHERINE DUNN: Would you agree that
women who come in to report a personal crime, such as
sexual assault or domestic violence, are vulnerable and
skittish in terms of their ability to remain in the police
station to tell their story?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. CATHERINE DUNN: And, if they think --
sorry. I -- did you have a question or...?

MS. MEREDITH PORTER: No, your time is up.

MS. CATHERINE DUNN: Oh, I’m -- yes. Right.

Oh, that. Okay.

MS. MEREDITH PORTER: Thank you.

MS. CATHERINE DUNN: Thank you.

MS. MEREDITH PORTER: A minor detail, yes.

RETIRED CHIEF CLIVE WEIGHILL: Hm.

MS. MEREDITH PORTER: Thank you. So, the
next party that’s scheduled in order to question the
witnesses is from the Regina Treaty Status Indian Services.
So, at this time, I’d like to invite up Ms. Erica Beaudin.
Ms. Beaudin will have 11 minutes for her questions.

--- CROSS-EXAMINATION BY MS. ERICA BEAUDIN:
MS. ERICA BEAUDIN: After this, we have one more time to get it right, where I’m able to look down. So, good afternoon. Thank you to the elders... ...drummers and singers for their prayers and songs these past few days. 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 first question is to Mr. Weighill. Thank you for your presentation this morning. First, as a disclosure, I've assisted in the creation of the protocol that exists between the File Hills Qu'Appelle Tribal Council and the Regina Police Service, and I currently sit as a technician on this protocol. I also acknowledge that Regina Police Chief Evan Bray, is in the crowd, and we work very well together.

When it -- when Tamara Keepness went missing on July 5th, 2004, I personally witnessed how police services have the ability to work with community, and that's when I became a true believer in community policing. I acknowledge there has been much work that has occurred in Regina in the past few years, as well as an acknowledgement by all parties that there is much more work to be done.

The comment you made earlier, Mr. Weighill, in your presentation that police officers feel incredible
pressure when they work on missing cases, they fear their work will be seen in a negative light or their work will come under scrutiny.

Can you elaborate on that statement, briefly?

RETIRED CHIEF CLIVE WEIGHILL: Sure I can. I think there's been so much awareness now about missing persons and trying to get girls home safely that it's put a lot of pressure on our police officers if they can't be successful in that mission that they're going to be criticized, even if they put all their effort into it. So in the back of their minds, they're concerned that even if they've done everything that they can, that they'll still be criticized that they didn't do enough. So it puts a humungous amount of pressure on them.

MS. ERICA BEAUDIN: Okay. Do you believe this increases their diligence or reduces their diligence? And further, does this increase accountability or does it increase the feeling of protection on the brotherhood within the police force?

RETIRED CHIEF CLIVE WEIGHILL: No, I think it's increased the awareness for this and increased the diligence of our police services right across Canada. There's no doubt in my mind the awareness marches and the awareness of the Inquiry and lead up to the Inquiry has
certainly led to a lot more diligence in police investigations.

**MS. ERICA BEAUDIN:** Thank you. In Saskatchewan, we've been working on the issue of missing persons together since 2005. Together, we created an action plan to create capacity to address when a person goes missing.

The government response to our recommendations was to only create capacity within current systems. Most of the funding and positions went to police services. This included Victims Services in historical case positions, as you talked about this morning.

Do you believe that when police services receive the bulk of the monies to create capacity, this only increases systemic responses so that when the families of MMIWG2S have completed their involvement with the legal justice systems they are not left with many community supports they require?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes. And I think it's a fine balance. I wouldn't say that the police are getting too much. I would say that there's not enough money -- enough funding all the way around. It's -- I would suggest that there needs to be more funding of non-police, but not less for the police, but more funding for the non-police remedies that we may have.
MS. ERICA BEAUDIN: So if there is a finite amount of money, then it should go to police services first?

RETIRED CHIEF CLIVE WEIGHILL: Not necessarily, if there's a good alternative that would -- that could help, I could certainly see that happening as well too. But I don't think you can take the resources away because at the end of the day the police are going to be responsible for that investigation, so they need the resources to do that investigation.

MS. ERICA BEAUDIN: Okay. You spoke this morning about various advisory Indigenous committees that municipal police forces in Saskatchewan have created in order to advise them. Can you discuss the selection process for these committees?

RETIRED CHIEF CLIVE WEIGHILL: The selection process?

MS. ERICA BEAUDIN: Yes.

RETIRED CHIEF CLIVE WEIGHILL: Well, for the Saskatoon Police Advisory Committee, we get in touch with their -- the local organizations. So for instance, we would go to OUTSaskatoon and say would you have a representative that you would like to sit on our board. And so we would approach organizations like that. So the organization would put forward who they think should sit on
the committee, not us asking for a specific person.

MS. ERICA BEAUDIN: Okay.

RETIRED CHIEF CLIVE WEIGHILL: Same thing with our elders advisory committees. We consult with other elders within the City of Saskatoon on who they feel comfortable with and work with as elders on that committee.

MS. ERICA BEAUDIN: Do you feel there may be more of a transparent or fair process that can be created that is more inclusive of the average urban Indigenous person?

RETIRED CHIEF CLIVE WEIGHILL: I would certainly be open to any processes somebody could put forward that would make the community comfortable for that, yes.

MS. ERICA BEAUDIN: When are elders committees called upon to give advice?

RETIRED CHIEF CLIVE WEIGHILL: We meet regularly every season, four times per year.

MS. ERICA BEAUDIN: Okay. So are elders advisory committees brought together for special circumstances, or when a community need is -- has become apparent, other than the usual meetings, the regular meetings?

RETIRED CHIEF CLIVE WEIGHILL: We certainly did when we were working our way through the MMIWG2S
monument in Saskatoon, we brought meetings together, and our elders led those meetings for us.

**MS. ERICA BEAUDIN:** What is creative processes that would ensure that elders or knowledge keepers are not used for a systemic agenda, and therefore, being co-opted into supporting a police systemic response?

**RETIRED CHIEF CLIVE WEIGHILL:** You know, that's a good question because there always is a debate within the community, and I know that, about certain elders should be on a committee, certain elders should not. And I can't work my way through that one. I have never been able to work my way through that.

**MS. ERICA BEAUDIN:** Do you believe it is a fair comment from people outside of the police system that these types of advisory committees have been created to continue the imbalance of power for citizen input?

**RETIRED CHIEF CLIVE WEIGHILL:** No, I believe they've been created so that they increase input into the police organization.

**MS. ERICA BEAUDIN:** Is there another type of committee or something else that it could be called that could be created to sit as other than advisors when called upon, one with equal ability to call and discuss issues with police?

**RETIRED CHIEF CLIVE WEIGHILL:** I would see
no reason why not.

MS. ERICA BEAUDIN: Thank you. Would you agree with the statement that in the past 10 years the government in Saskatchewan's trend is to create positions within their systems, in this case the police, rather than create capacity within the community?

RETIRED CHIEF CLIVE WEIGHILL: Could you repeat that question please?

MS. ERICA BEAUDIN: Would you agree with the statement that in the past 10 years the government in Saskatchewan, their trend is to create positions within their systems, in this case the police, rather than create capacity within the community?

RETIRED CHIEF CLIVE WEIGHILL: No, I don't think that would be a fair statement. Certainly, they have given money to the police and Victim Services, but they have also given money to other organizations and CBAs and stuff along the way too. So I don't think it's just been a one-way street.

MS. ERICA BEAUDIN: Okay. I'd be very interested to find out about those other resources, and especially if they are sustainable past a year.

What is your response to the statement that police services receive an unfair advantage in receiving resources that are systemic responses and not family
responses?

RETIRED CHIEF CLIVE WEIGHILL: Sorry, I'll have to get you -- that sentence doesn't make sense to me. I'm sorry, I can't...

MS. ERICA BEAUDIN: What is your response to the statement that police services receive an unfair advantage in receiving resources that are systemic responses not family responses?

RETIRED CHIEF CLIVE WEIGHILL: I don't think that's a fair statement. As in my past life as a police chief, we asked for resources that we thought we needed, and that's why we asked for them, certainly not to build up any systemic action on anybody's part. We did need the resources to do certain things that the public expected of us, and we've asked for those resources.

MS. ERICA BEAUDIN: Thank you. This morning, you talked about truth and reconciliation training for municipal police services. In all of your work you've done and witnessed, which many -- much of it is very good, Mr. Weighill, if police services had an unlimited budget, what is -- very quickly -- what is your wish list for cultural awareness and diversity training for officers? I'm talking about content and amounts of training time and recertification.

RETIRED CHIEF CLIVE WEIGHILL: Oh, I think
it is -- you know, there's been discussion here today and
before, I think it's ongoing because it's always evolving,
or our whole world evolves all the time in what our world
views are. So I think there has to be a -- if I had my
way, there would be a lot more funding available for
police.

The trouble we have with trying to train
police officers, if you're training them you're taking them
off the street. So for instance, almost everywhere you go,
if you're a police chief, you get hit by another group. So
it'll be, "Chief, you better change your -- train your
people in FASD." "Chief, you better train your people in",
some other kind of affliction that goes on, "you better
train your chief on more Muslims. You better train..."

Like we get -- so what I guess my point
would be is we'd need extra resources so that we could pull
our officers off the street to give them more training that
they could really rely upon.

**MS. ERICA BEAUDIN:** Okay. This morning, you
talked about representative workforces. You stated the
statistics of 9.5 one year and 9.8 of Indigenous hiring's.
What is the ratio for officers and civilian positions
within these percentages?

**RETIRED CHIEF CLIVE WEIGHILL:** Well, if it's
9.8 percent, it'd be 9.8/100, I guess.
MS. ERICA BEAUDIN: Of all officers, it's 9.8 percent?

RETIRED CHIEF CLIVE WEIGHILL: Those are sworn officers, not civilian. I'm talking sworn officers.

MS. ERICA BEAUDIN: Okay. So that doesn't include civilian ---

RETIRED CHIEF CLIVE WEIGHILL: No.

MS. ERICA BEAUDIN: --- positions at all?

RETIRED CHIEF CLIVE WEIGHILL: That does not. That is sworn officers.

MS. ERICA BEAUDIN: Okay. How many Indigenous police officers have been hired in Saskatoon and Regina in the past five years?

RETIRED CHIEF CLIVE WEIGHILL: Saskatoon's gone, I think, from 32 to 60 -- oh, I've got the number here.

Okay. Could I have the question again? I'm sorry, I wasted a couple of your seconds there.

MS. ERICA BEAUDIN: Okay. I'm trying to go to my most important questions here. I have 1:33 left.

How many Indigenous police officers have been hired in Saskatchewan and Regina in the past five years?

RETIRED CHIEF CLIVE WEIGHILL: I can't answer that for Regina right now. I can answer for
Saskatoon at -- we went up to, I think, 62 officers, I believe, from about 30.

**MS. ERICA BEAUDIN:** In the past five years?

**RETIRED CHIEF CLIVE WEIGHILL:** In the past 10 years.

**MS. ERICA BEAUDIN:** Past 10 years.

**RETIRED CHIEF CLIVE WEIGHILL:** Past five, yeah....

**MS. ERICA BEAUDIN:** Is there a glass ceiling for these officers? How many hold executive positions?

**RETIRED CHIEF CLIVE WEIGHILL:** Five percent. There’s one senior officer in Saskatoon, Métis. We have 12.7 percents are supervisors. Our staff sergeants and sergeants. Twelve-point-one percent are constables.

**MS. ERICA BEAUDIN:** Okay. Does Saskatchewan have a specific recruitment and training plan for Indigenous people who want to become officers, and is there a need for this?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes, there is a need for it. And, we rely a lot on the Aboriginal -- the police Aboriginal preparedness that runs out of Polytechnic in Regina, Saskatoon and Prince Albert. It’s the biggest one that we rely on for preparedness.

**MS. ERICA BEAUDIN:** Okay. The next question I have, I am aware that Regina Police Service have not been
very successful in hiring Indigenous officers, and they are looking at that. But, do you believe that Saskatchewan requires specific Indigenous cultural units made up of officers and civilian positions especially in light of the lack of Indigenous officers that are hired? And then just secondly, how can this type of unit be elevated to respond to the unique needs of the urban Indigenous community in each city?

RETIRED CHIEF CLIVE WEIGHILL: I don’t believe in special units created along cultural racial lines. I believe we need more Indigenous people on our police service, but they should be in the various positions in that service be in school resource, major crime, patrol. They should be throughout the whole place. That’s -- diversity brings strength of the service, and when you start to compartmentalize it, you don’t get that strength. I would rather see everybody across the spectrum in our police service.

MS. ERICA BEAUDIN: Okay. Unfortunately, I have now expended my time. Thank you to all of the other witnesses today, very much appreciate your presentations.

MS. MEREDITH PORTER: Thank you. The next representative I’d like to invite up is from the Vancouver Rape Relief and Women’s Shelter. Ms. Hilla Kerner will have 11 minutes for her questions.
--- CROSS-EXAMINATION BY MS. HILLA KERNER:

MS. HILLA KERNER: Thank you. I want to thank the Aboriginal shelters of Ontario for giving me their time. And, also, I want to say Yvonne and Alana, I’m a frontline worker at the Rape Crisis Centre and Transition House, and I’m moved beyond words for your impressive, powerful commitment and work for women and children.

Chief Weighill, my questions will be mainly to you and mainly about your presidency and membership at the Canadian Association of Chiefs of Police. In your time as a president of the association, how many women were active members in the association, and what percentage is -- was that out of the general membership?

RETIRED CHIEF CLIVE WEIGHILL: I wouldn’t have a number on that. I’m sorry.

MS. HILLA KERNER: Are you aware of any discussions or resolutions in the association regarding sexual assault and misogyny within the police force?

RETIRED CHIEF CLIVE WEIGHILL: Certainly that’s been a topic of discussion when we have our annual general membership meeting at our town hall meetings, yes.

MS. HILLA KERNER: And, what resolution has passed about it?

RETIRED CHIEF CLIVE WEIGHILL: There was no resolution passed.
MS. HILLA KERNER: Okay. It looks like a lot of the work of the association is done by committees?

RETIRRED CHIEF CLIVE WEIGHILL: That’s correct.

MS. HILLA KERNER: I notice the association has committees about aviation security, counter terrorism, organized crime, drugs, and other issues. Is there a community about male violence against women?

RETIRRED CHIEF CLIVE WEIGHILL: It would mainly fall in the areas of crime prevention. We have ---

MS. HILLA KERNER: Are you familiar with the resolution about domestic violence that association passed a couple of years ago?

RETIRRED CHIEF CLIVE WEIGHILL: Yes.

MS. HILLA KERNER: Are you aware that there is nowhere in the resolution use of the term “male” as those who commit the violence, and “women” as those who are victims of that violence?

RETIRRED CHIEF CLIVE WEIGHILL: Yes. You know, I really couldn’t remember the exact wording of the resolution.

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

RETIRRED CHIEF CLIVE WEIGHILL: Yes, I do.

MS. HILLA KERNER: Are there or were there
any discussions or resolutions passed by the association about transparency of police work and having police work available for public scrutiny?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes, the global studies just finished on police acceptance. That report went to the board last year, and there will be another one coming out this year. I don’t know what the recommendations will be, because they will come up at our annual general meeting in August.

**MS. HILLA KERNER:** Okay. We’re looking forward to seeing it. Are there or were there any discussion and/or resolution passed by the association about women’s groups’ oversight of police work or male violence against women?

**RETIRED CHIEF CLIVE WEIGHILL:** No.

**MS. HILLA KERNER:** Okay. Are there or were there any discussion or resolution passed by the association about any model of civilian oversight of police work?

**RETIRED CHIEF CLIVE WEIGHILL:** There has not been any motions passed, not that they know. It’s been discussed, certainly, but not...

**MS. HILLA KERNER:** Okay. Are you familiar with the concept of civilian oversight of police work and how it is crucial in a democratic society to hold the
police as a state agent who is -- has a lot of authority
and power, in particular in our context on male violence
against women or male violence against Indigenous women?
Are you familiar with models, discussions?

**RETIRED CHIEF CLIVE WEIGHILL:** I’m completely fluent with civilian oversight, and I don’t think you’d find any chief in Canada that would argue that police should have civilian oversight, and officers should have civilian oversight of their conduct as well too.

**MS. HILLA KERNER:** I’m sorry, can you repeat? I would not find any chief of police who is arguing for civilian oversight?

**RETIRED CHIEF CLIVE WEIGHILL:** No, I would say you would not find any chief of police that would argue that we don’t need civilian oversight.

**MS. HILLA KERNER:** Okay.

**RETIRED CHIEF CLIVE WEIGHILL:** I think almost every chief would embrace civilian oversight, and oversight for police misconduct as well.

**MS. HILLA KERNER:** Okay. I will ask a few questions about your work as the Head of Saskatoon Police.

**RETIRED CHIEF CLIVE WEIGHILL:** Yes.

**MS. HILLA KERNER:** Since you seem to supportive -- be supportive of the notion of civilian oversight, would you agree that one very concrete way is to
have the data of women coming forward and complain about 
male violence against women whether with pimping or buying 
sex, incest rape, sexual assault, wife battering, that it 
will be useful as a first step of transparency to have the 
data available on the police website and the data about how 
many cases have been followed through with recommended 
charges or charges?

**RETIRED CHIEF CLIVE WEIGHILL:** I would see 

no issue with that at all to have that on our website. 
And, I would suggest, too, in those questions asked, and it 
kind of dovetails with what you’re saying, is that when 
we’ve had the discussion about unfounded cases, and I sit 
on the Canadian Justice Statistics -- one of the committees 
for the CACP, and we looked at that. 

And, a lot of the issues that we’ve had with 
that is that the term “unfounded” has been used wrongly 
because there has been so many tick boxes you can use. So, 
from now on, it’ll be -- used “unable to substantiate”. 
So, we can say to the victim, “We do believe what you’ve 
said, but we have been unable to substantiate that charge.” 
It doesn’t mean that it never happened, it doesn’t mean 
that -- it’s just that we’ve not been able to substantiate 
it, and that’s one of the issues we have when we’re doing 
our statistics on this. Now, it will make it very clear.

**MS. HILLA KERNER:** Okay. So, were you
familiar with the rate of unfounded cases in Saskatoon Police?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. HILLA KERNER: Can you share it with us?

RETIRED CHIEF CLIVE WEIGHILL: It was around in the 8 to 10 percent mark.

MS. HILLA KERNER: The Globe and Mail research found 15 percent.

RETIRED CHIEF CLIVE WEIGHILL: When we researched, what we -- we went through all the files, and a public report went to our Board of Police Commissioners, and it was down in the range I just quoted now when we looked through the files, because of what I said, the way of quoting those, some of those should have been quoted “unable to substantiate”, not “unfounded”, which does sound like we’ve just closed the case and didn’t believe the victim.

MS. HILLA KERNER: So, are you familiar with the actual number of the cases reviewed by your police department of cases that were previously catalogued as unfounded?

RETIRED CHIEF CLIVE WEIGHILL: I couldn’t -- I haven’t got the numbers before here me today. The exact numbers.

MS. HILLA KERNER: The number I pulled from
the media report is 284, does that sound reasonable?

RETIRED CHIEF CLIVE WEIGHILL: That would be in the range I would imagine, yes.

MS. HILLA KERNER: Okay. Do you know who or remember who conducted the review? Was it an internal review or did the Saskatoon Police allow an external reviewer -- reviewing of those cases?

RETIRED CHIEF CLIVE WEIGHILL: We brought a retired female inspector back to review all those files.

MS. HILLA KERNER: So, at least from the media review, 80 percent of the cases that were looked at are still deemed unfounded. There is some adaptation of the twenty -- 18 percent of different category, two cases weren’t substantiated, but still -- Saskatoon Police still deemed many of them unfounded. And, I wanted to know if in -- as part of the review, were there interviewed -- were victims who made complaints that their cases were deemed unfounded, were they interviewed?

RETIRED CHIEF CLIVE WEIGHILL: You know, I can’t answer that because the review was not completed till after I left as the chief, so I don’t know the findings on that.

MS. HILLA KERNER: Okay. Well, I would like to suggest that probably, and I would like to know if you would agree with me, if there is a review of unfounded
cases, the best thing to start with is going, again, back
to the original complaint made by the women who were
victims of male violence, because often it was unfounded,
she was dismissed as an incredible witness. So, her
original statement and the report of it were not given
enough information for the person who’s conducting the
review; will you agree with me?

RETIRE CHIEF CLIVE WEIGHILL: I would agree
as far that -- and it was my belief that anybody that was
in that category would be re-interviewed again.

MS. HILLA KERNER: Okay.

RETIRE CHIEF CLIVE WEIGHILL: But, I must
stress that a lot of those that were case unfounded, it was
because that’s the only category we had for the Canadian
Centre for Justice Statistics to actually compile those
statistics. That has now been changed to “unable to
substantiate” which is a big difference. It means that we
do believe the victim, we’ve investigated it, but we
couldn’t substantiate the claim.

MS. HILLA KERNER: Okay. Since some of my
time is in the generosity of the Aboriginal Centres of
Ontario, I would like to ask both Yvonne and Alana, are
there enough shelters for women in the area that you work?
We know that homelessness is a very strong element for
women’s vulnerability to male violence. It’s not a root
cause, but it’s definitely an aggravating factor. So, the communities and the women you are serving, do they have accessibility to enough women’s shelters?

**MS. YVONNE NIEGO:** For Nunavut, currently I am aware of three specific communities out of our 25 that are demanding shelters. We’re working with those communities to try to help them. Resourcing is always an issue. In other communities, there are some demands that surface, but again, it’s very difficult in a small community to find the right model for a community of that size.

**MS. HILLA KERNER:** Yes. Would you say that probably the best leadership to design those kinds of shelters will be women from that community?

**MS. YVONNE NIEGO:** I believe women would play a large role, but I think it takes collaboration among many partners, yes.

**MS. HILLA KERNER:** So, would you recommend to the Inquiry that funding for establishment and maintenance of women’s shelters in the area of your work should be one of the recommendations?

**MS. YVONNE NIEGO:** Yes. With our housing crisis, we need general public housing. So, we need an influx of housing in general, the infrastructure. But,
then, our territorial government funds the O&M, the operations and maintenance of the shelters, so we also need an increase in funding and resourcing there.

MS. HILLA KERNER: Thank you. Alana?

DETECTIVE CONSTABLE ALANA MORRISON: As far as the area that we police being, like I said earlier, the northwest region and the central region, I know of three shelters -- no, sorry, four shelters in the northwest region, one being in an actual community, which is Mishkeegogamang, and the other three are located in Sioux Lookout, Dryden, Ear Falls.

Now, the women in the north absolutely have access to these. However, it’s not as simple as making a call and calling a cab. It’s arranging flights. It’s packing up your kids and, yes, getting a charter. And then they do have access to the shelters in Thunder Bay as well, too, which is a larger city, but again, it’s arranging flights. So, if there was some community-based ones, I think that would be more beneficial.

MS. HILLA KERNER: Great. Thank you very much.

DETECTIVE CONSTABLE ALANA MORRISON: Thank you.

MS. MEREDITH PORTER: Thank you. The next representative I’d like to invite up to the podium is from
the Aboriginal Women’s Action Network, Ms. Faye Blaney.
And, Ms. Blaney will have 6.5 minutes for her questions.

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

MS. FAYE BLANEY: I have way more questions than 6.5, but I’ll do my best. I just wanted to start by remembering my great grand aunt who was killed in the Downtown Eastside in 1952 as a result of male violence in our community where she was ostracized, and I think it’s important for us to remember why we’re here, and I definitely remember why I’m here.

My first question is to Sergeant Dee Stewart. Where is she? Way over there. Okay. I want to know what role does the Indigenous policing unit play in resolving the murdered and missing cases on the Highway of Tears?

SERGEANT DEE STEWART: What their role is?

MS. FAYE BLANEY: Yes.

SERGEANT DEE STEWART: For the historical ones, they actually have a unit in B.C. that just is dedicated to that.

MS. FAYE BLANEY: The E-PANA Division?

SERGEANT DEE STEWART: Yes.

MS. FAYE BLANEY: And so, you’re ---

SERGEANT DEE STEWART: And, it’s still --

oh, I’m sorry to cut you off.
MS. FAYE BLANEY: Go ahead.

SERGEANT DEE STEWART: It’s still ongoing.

I think many of our communities think it stopped, and it hasn’t.

MS. FAYE BLANEY: And so, your unit doesn’t play any role in that at all?

SERGEANT DEE STEWART: Yes. Well, I guess I get updates from it. But, also, if my missing -- my liaison that I have, the missing persons liaison, she’ll look into those files and monitor them. Yes.

MS. FAYE BLANEY: In your updates, are the numbers of the RCMP consistent with the numbers that are coming out of the community with the missing and murdered?

SERGEANT DEE STEWART: You mean -- I don’t understand your question. I’m sorry.

MS. FAYE BLANEY: Well, in the Highway of Tears, I think the police list their numbers, and I’m asking you a question I already know the answer. I think the RCMP numbers are 18, right, for the Highway of Tears?

SERGEANT DEE STEWART: I don’t know the exact number. I’m sorry.

MS. FAYE BLANEY: Okay. And, the community is saying that there’s 44, and I just really want that on the record to make sure that it’s heard that there are actually 44.
So, what’s the relationship between the E-PANA division and the newly formed FILU unit in northern B.C.?

SERGEANT DEE STEWART: I think they’re very close. I know that the FILU unit, we -- my own unit is very close to the FILU unit in B.C., and I know that that unit, the Major Crime Unit, I guess, is moreover, their unit contacts them regularly. Yes. And, we refer regularly, just like as of last week.

MS. FAYE BLANEY: Would it ---

SERGEANT DEE STEWART: We’re very close with them. I’m sorry. I keep cutting you off.

MS. FAYE BLANEY: No, that’s okay. Would it be accurate to say that some of the police officers from the E-PANA division have moved over to FILU?

SERGEANT DEE STEWART: I don’t think so. No. I know they -- I have not heard that.

MS. FAYE BLANEY: Okay. And, are you aware of FILU addressing the cases in the Highway of Tears? Like, how many cases have they advanced or how many families have they dealt with?

SERGEANT DEE STEWART: I’m not sure on that one. I know that Emily and Freda are the ones that we deal with the most.

MS. FAYE BLANEY: Okay. So, I have another
question for you, but I not get a moment to answer it. I wanted to ask Detective Constable Alana Morrison a question. I just wanted to continue the questioning that was raised by the Quebec Native Women’s organization. They were talking about the policies and practices -- I’m nervous and I can’t speak. The policies and practices that you employ when an officer from your police organization is dealing with male violence against women and when the perpetrator is a relative, a male relative of the officer. Do you have a policy or a practice when that occurs? Did you understand my question, even?

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

MS. FAYE BLANEY: Okay.

DETECTIVE CONSTABLE ALANA MORRISON: So, as far as my knowledge goes, we have a few detachments on the northwest region where there are officers that police those communities that are actually from them. If they’re -- I don’t know that it’s written actually in policy, but they are able to have -- if they have another officer that they can hand the case over to, they’ll do that and declare a conflict.

MS. FAYE BLANEY: Okay. And, if there’s only one officer, will they attend?

DETECTIVE CONSTABLE ALANA MORRISON: Absolutely. Yes. In the sense that if someone is in
danger, for sure. I would expect that they would. But, I mean, to deal with the initial incident and making sure that the victim is safe, and then if there’s any ongoing investigation, either the Crime Unit would go in, like myself or my partners, or -- yes, it depends on the severity.

**MS. FAYE BLANEY:** Okay. So, I do have a minute left. I wanted to go back to Sergeant Stewart.

I'm really concerned about the Protection of Communities and Exploited Persons Act, and I'm just wondering, do you see the issue of prostitution as being one of the root causes of the murdered and missing Indigenous women and girls?

**SERGEANT DEE STEWART:** I don’t know if I can comment on that except that I -- no. I don’t -- does it matter?

**MS. FAYE BLANEY:** Yes, it matters a lot. Are you familiar with survival sex workers or prosti --

**SERGEANT DEE STEWART:** No, I’m sorry. I shouldn’t have said it that way. I don’t think we should look at what they’re -- where they are and what they’re doing. We should always be just concerned about -- that they were murdered and they shouldn’t be marginalized, I guess, is how I feel.

**MS. FAY BLANEY:** Yes, I’m asking more about
the ---

**DETECTIVE CONSTABLE ALANA MORRISON:** But, I understand what you -- sorry.

**MS. FAY BLANEY:** --- living ones. My time is up and I wanted to ask what E division is doing about it, but...

**MS. MEREDITH PORTER:** Thank you.

**DETECTIVE CONSTABLE ALANA MORRISON:** Oh, I can’t answer it.

**MS. MEREDITH PORTER:** The next representative is from the Liard Aboriginal Women’s Society. So, I have four people listed as speaking, so I’ll ask -- I apologize, I’ll ask you to identify yourself for the record, we won’t start the clock till then. But, the representative has 11 minutes.

**MS. LEILA GEGGIE HURST:** I’m Leila Geggie Hurst from the Liard Aboriginal Women’s Society.

**MS. MEREDITH PORTER:** Okay. Thank you.

--- CROSS-EXAMINATION BY **MS. LEILA GEGGIE HURST:**

**MS. LEILA GEGGIE HURST:** Thank you. And, thank you to the people of Treaty 4 territory and the Métis nation for welcoming us onto your lands. Thank you to the elders, the Commissioners, and especially to the families here in the audience and the survivors watching at home as well. I’d like to also thank our colleagues at the
Government of Yukon for sharing their time to support the voices of Indigenous women’s organizations.

I have questions for a few panellists, but I’d like to start by addressing Sergeant Stewart. Sergeant, my understanding is that this panel is on developing and maintaining relationships with Indigenous communities and survivors. Yesterday, Commissioner Lucki was unequivocal that any RCMP officer found guilty of sexualized violence would be terminated from their position, but unfortunately, as many of us are unfortunately aware, a finding of not guilty doesn’t necessarily mean innocence and it doesn’t necessarily mean that damage hasn’t been done to the relationship with the community, would you agree?

**SERGEANT DEE STEWART:** I agree.

**MS. LEILA GEGGIE HURST:** Can I ask what your procedure is when an officer is found not guilty of an alleged sexual violence or misconduct?

**MS. ANNE TURLEY:** I’m going to object to that question because Sergeant Stewart is here to talk about the programs and initiatives that E division has with respect to developing and fostering the relationships. So, I don’t think it’s within the mandate of what Sergeant Stewart is here to talk about. She’s not here at large. We did have Commissioner Lucki who was here. We do have
another RCMP witness who is talking tomorrow about investigative practices and policies, but this was a very limited nature and it goes well beyond the bounds of what the materials filed were.

**MS. MEREDITH PORTER:** And, the representative has an opportunity to reply.

**MS. LEILA GEGGIE HURST:** I would say two things. First, that this is an issue that’s been very significant to the relationship between Indigenous people and survivors in the community that the Liard Aboriginal Women’s Society serves. I would also express a general concern that if the witnesses are able to completely control the evidence that is entered in direct examination, it significantly limits the narratives and limits the areas that we, as parties with standing and advocacy groups, are able to explore, and I think that that truth would be beneficial for the Commission as a whole.

So, my reply would depend on whether or not these are questions I could ask tomorrow to Deputy Commissioner Butterworth-Carr.

**MS. MEREDITH PORTER:** It would be the position of Commission Counsel that the previous question, Sergeant Stewart did confirm that there is harm that is done to the relationship with the community. So, to the extent of her knowledge and to the extent that I understand
the question is for her to expand on that harm that she has confirmed is done, it would be Commission Counsel’s position that she can answer that question to the extent of her knowledge.

CHIEF COMMISSIONER MARION BULLER: Certainly this witness can answer a question with respect to the impact on communities as she has seen it in her work, but to go past that, I think it’s probably best left untouched at this point. I understand your position. To a certain extent, I agree with it. On the other hand, witnesses are presented for certain purposes. So, go ahead with your question on that basis of her understanding from community policing.

MS. LEILA GEGGIE HURST: Many of my questions have to do with the specific procedures that the RCMP takes, so I understand that that is outside of the bounds of what you’re able to speak to today. I suppose I would say, with the initiatives that you control, do you see steps being taken to address the perception that officers who have committed violence, but who have been found non-guilty, have essentially been put on paid vacation or then shipped off to a different unsuspecting community, if you’re able to speak to that?

SERGEANT DEE STEWART: I actually don’t know of an incident of that, so I’m sorry.
MS. LEILA GEGGIE HURST: That’s okay. Would you agree that if such an incident were to occur, it could impact the recruitment and retention of Indigenous recruits and officers?

SERGEANT DEE STEWART: Absolutely. I agree.

MS. LEILA GEGGIE HURST: Thank you. I’d like to ask some questions of Detective Constable Morrison. Detective Constable, I’d like to thank you for sharing your stories and your candour today. I think much of your description of the realities of the world that you’re working in is very familiar to those of us who have worked in the Yukon and are serving those isolated communities as well.

I wonder with your SIS program, SRS program -- I apologize, the acronym. With the support for the victims flowing through NAPS, whether you ever see any reluctance or any lack of trust from the victims because that service is being administered by a police force?

DETECTIVE CONSTABLE ALANA MORRISON:

Actually, it’s -- from what the ladies that are -- that I’m overseeing right now, it’s been welcomed. Just because, like I said, it’s enhanced and enhanced is the actual -- when they’re directed to victim services. And, I think it’s welcomed in the sense that it’s immediate.

MS. LEILA GEGGIE HURST: I’d like to ask you
whether you have any interactions with -- you’ve mentioned interacting with various other different social service organizations in the course of the work. Do you interact with Child and Family Services in your line of work?

DETECTIVE CONSTABLE ALANA MORRISON: All the time. Yes, we do joint interviews all the time. Yes.

MS. LEILA GEGGIE HURST: I’m wondering if you’d be able to, you know, just kind of an open question, provide some detail of the experiences that you’ve had with Child and Family Services when they become involved on your files.

DETECTIVE CONSTABLE ALANA MORRISON: I think we have a great ongoing relationship. It’s been many years for me doing this job, so they directly contact me now and we’re on a first name basis. And, I think the children that we interview and come in contact with sense that ease between the two agencies, and I think that has a huge impact on a statement that a child gives because they feel more comfortable. And, I’m the one that usually does the interviews with the children and CFS will monitor, and I usually ask them if they have any questions before we wrap up. So, I think, in my opinion, the relationship is great.

MS. LEILA GEGGIE HURST: Do you see Child and Family Services having a significant role in determining the safety of Indigenous women and girls?
DETECTIVE CONSTABLE ALANA MORRISON: Yes.

For the younger girls that I deal with, yes, they’re the ones that implement the safety plans, and they get initialled by whichever officer is in the community, and otherwise -- I mean, it’s more or less making the officer aware that there is a safety plan in place should a call come in from that particular home.

MS. LEILA GEGGIE HURST: Would you agree that a complete understanding of the tragedy of missing and murdered Indigenous women and girls, trans, two-spirited people would be enhanced by a complete understanding of the state of Child and Family Services in your territory or across Canada?

DETECTIVE CONSTABLE ALANA MORRISON: Absolutely. We actually -- for the ladies that are out there in the four communities right now, we’ve added the LGBQ into our -- sorry, my apologies. We added that into our presentations now, because it is -- it’s in the forefront of everything now and it’s a part of who the victims are that we deal with. So, absolutely it has to be there.

MS. LEILA GEGGIE HURST: I believe you also mentioned interacting with victim services in your line of work; is that correct?

DETECTIVE CONSTABLE ALANA MORRISON: Yes.
MS. LEILA GEGGIE HURST: Could you expand a bit on your experience when victim services becomes a part of your file, how that interaction works?

DETECTIVE CONSTABLE ALANA MORRISON: Yes, absolutely. There was a little bit of confusion when my program first got off the ground, because I had met with the higher ups and unfortunately the news didn’t trickle down in a couple of cases. So, they were, kind of, caught off guard, the actual on the ground workers a little bit caught off guard thinking that we were trying to takeover. And, I spent many conversations saying, you know, “I want to work in partnership with you.” You know, we only -- it’s only there to enhance what you have, like, so we get a better understanding of what they’re able to offer the victims.

So, when we are the initial contact, the immediate contact with any victim, we could say -- once we had figured out what it is that -- unique needs that they have, then we could say, “Yes, this agency will be able to help you with that,” or they won’t, and we can find it somewhere else. But, now that that’s all cleared up, the relationship -- we’ve actually -- we just combined our training on January 5th. The officer that’s covering Mishkeegogamang and Sandy Lake sat in on the training, took actual part of the training that would normally be given to
the Victim Services, so it kind of worked out that way as well.

**MS. LEILA GEGGIE HURST:** And, recently, Chief Weighill spoke about the categorization of unfounded cases, I’m curious about whether NAPS tracks unfounded cases and whether it uses the same categorization system or a different one? And -- sorry, I’ll let you answer that first.

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes, we -- when the unfounded cases was reported to us, our staff sergeant immediately called for a review, and NAPS came up at 4 percent for unfounded cases, and we reviewed all the 4 percent, and we were able to re-categorize in the sense that some officers didn’t have the knowledge to -- that unfounded meant that the incident didn’t happen. So, there was some confusion as to categorizing it on our records management system, but we were able to go through each and every case.

**MS. LEILA GEGGIE HURST:** And, to your knowledge, has there been further statistical examination of how a First Nation-led police force statistically stacks up against different -- municipal or national police forces when it comes to protection of Indigenous women and girls?

**DETECTIVE CONSTABLE ALANA MORRISON:** I don’t know of any right now or that come to mind. Sorry. I
can’t...

MS. LEILA GEGGIE HURST: Mr. Vicaire, do you know?

MR. JEAN VICAIRE: We work with a police-automated management system, and I’m not aware of -- it’s the system that we provide, and it’s automatically counter-sent to Stats Canada, which they establish, and then there’s corrections that have to be made, they advise us, and we make the appropriate corrections.

MS. LEILA GEGGIE HURST: Thank you very much, and thank you to all the panellists. Those are my questions.

MS. MEREDITH PORTER: Thank you. The next party scheduled to pose questions to the witnesses is from the Aboriginal Legal Services. Ms. Emily Hill will have 11 minutes for her questions.

--- CROSS-EXAMINATION BY MS. EMILY HILL:

MS. EMILY HILL: Good afternoon. My first set of questions is for Chief Weighill. I appreciated your comments this morning that many of the solutions to the crisis of the missing and murdered Indigenous women and girls lie outside of policing, and I understand that that’s because not 100 percent of the problems that led to these tragic crimes lie with the police; correct?

RETIRED CHIEF CLIVE WEIGHILL: I would agree
with that, yes.

MS. EMILY HILL: And so, 100 percent of the solutions can’t lie with the police; right?

RETIRED CHIEF CLIVE WEIGHILL: That’s correct.

MS. EMILY HILL: And, it’s better to look for solutions in the sphere where the problems arise?

RETIRED CHIEF CLIVE WEIGHILL: Well, I would put to you my best analogy is if we had 1,200 plane crashes in Canada, and the government was going to do an Inquiry into it, they wouldn’t be looking at how people were rescuing people from the plane crash to find out what the solution was. They would want to go back to see what was causing those planes to crash, were they being built properly, were they being maintained properly. The same thing I would suggest with this Inquiry.

MS. EMILY HILL: And so, problems which arise out of historical situations within community and historical circumstances, we should look to that -- those places for solutions?

RETIRED CHIEF CLIVE WEIGHILL: Absolutely. And, my previous comment, I didn’t mean to say that police should not be accountable for anything that happened in the past either. But, I’m just saying, moving forward here now, we want to find our solutions.
MS. EMILY HILL: Okay. Thank you. And, I suspect that you learned this information about root causes and about understanding where solutions might lie is through your engagement with Indigenous women and Indigenous women’s organization in your role as the President of the Canadian Association of Chiefs of Police?

RETIRED CHIEF CLIVE WEIGHILL: I have come to this, and my own personal opinions, on this through my 43 years of policing and working in communities, mainly in underprivileged communities in my policing career in frontline.

MS. EMILY HILL: Have you learned some lessons and been taught some things from Indigenous women and Indigenous women’s organizations?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: Okay. And, you have probably, in those conversations, and I understand there was a conference that’s to there to facilitate such conversations called Seeking Common Ground, you heard, I imagine, about Indigenous women’s longstanding distrust of police?

RETIRED CHIEF CLIVE WEIGHILL: Yes, for sure.

MS. EMILY HILL: And, some very good reasons for that distrust?
RETIREDF CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: And, about the power imbalance that can exist between Indigenous community members and police?

RETIREDF CHIEF CLIVE WEIGHILL: Absolutely.

MS. EMILY HILL: And, you also heard concerns that in the context of missing and murdered Indigenous women and girls, there are a few different areas of concern specifically about police behaviour? So, one I would suggest is some families have reported concerns about how they were treated when they first went to report a missing family member.

RETIREDF CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: Others have raised concerns about how investigations were conducted?

RETIREDF CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: And, others have raised concerns that sometimes it is actually members of police forces themselves who are committing crimes of violence or sexual violence against Indigenous women?

RETIREDF CHIEF CLIVE WEIGHILL: Yes, I’ve heard those allegations as well.

MS. EMILY HILL: Okay. And so, while police aren’t 100 percent the problem, as you’ve just said, they are accountable for some of those solutions?
RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: And so, I think I heard you agree that what is needed in -- to ensure the protection and ensure accountability is an effective civilian oversight mechanism?

RETIRED CHIEF CLIVE WEIGHILL: I believe that is certainly one of the key things to help build trust in the community.

MS. EMILY HILL: And, that an effective civilian oversight mechanism in these circumstances also needs to be accountable to Indigenous communities?

RETIRED CHIEF CLIVE WEIGHILL: Yes, absolutely.

MS. EMILY HILL: And, that’s true to all Indigenous communities whether they’re on or off-reserve?

RETIRED CHIEF CLIVE WEIGHILL: It’s true to every community. The police are accountable for where they police.

MS. EMILY HILL: Okay. And, that’s true in urban and rural environments?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: So, would you agree that a useful recommendation for this Commission to consider if they are making any other recommendations with regard to policing reform is that to address missing and murdered
Indigenous women and girls, they also need to include recommendations about an independent civilian oversight mechanism that’s informed by community involvement?

RETIREDE CHIEF CLIVE WEIGHILL: I firmly believe that the community should be involved in some manner with the civilian oversight of police. I could concur with that.

MS. EMILY HILL: Okay. And, just on that point of accountability and transparency, can you tell me whether one can access materials and minutes of the Canadian Association of Police Chiefs through either a freedom of information request or through ATIP requests?

RETIREDE CHIEF CLIVE WEIGHILL: I don’t believe so because it’s not a government agency.

MS. EMILY HILL: Okay. So, that is not an area where the organization feels there could be accountability or transparency to the community?

RETIREDE CHIEF CLIVE WEIGHILL: No, but I would suggest, that if somebody has a question and some information, to write to our headquarters in Ottawa and ask for the information. I’m sure that most things that we have, there would be no reason not to disclose it.

MS. EMILY HILL: Okay. Would you be open to a recommendation that the organization be subject to FOI or ATIP requests?
RETIRED CHIEF CLIVE WEIGHILL: No, because it’s not a government agency.

MS. EMILY HILL: Okay. I have some questions about some of the community programs that you spoke about, some of the solutions which are, as I understand them, intended to address root causes. I think you provided an example of a program called Strengthening Families. And, it looks -- I would suggest that these solutions are rooted in the strength and knowledge of Indigenous communities; is that correct?

RETIRED CHIEF CLIVE WEIGHILL: It certainly is a big component of it, yes.

MS. EMILY HILL: And, that’s because Indigenous communities hold the expertise about solutions; correct?

RETIRED CHIEF CLIVE WEIGHILL: Yes, I think any program involving Indigenous people should be -- helped designed and run by Indigenous people. That’s my belief.

MS. EMILY HILL: Okay. And so, that was my next question, there’s benefits to these programs being delivered not by police, but by Indigenous organizations; correct?

RETIRED CHIEF CLIVE WEIGHILL: What I found in my career is that the police can usually get funding because we have name recognition and we have media people
that can help us get the word out there. The trouble is, is when we start to get involved in a lot of these programs, we end up driving the bus, and we don’t want to be driving the bus. We want to be working with the people and that. So, it’s just one of the things that happens as we start to get programming going, because we have the resources to get programs going that we end up, sometimes, driving the bus and we shouldn’t be.

MS. EMILY HILL: So, I think that it sounds like you agree that it would be more respectful to Indigenous communities to trust them to identify the needs in their communities and to deliver the programs?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: And, that if the funding needs to move into their hands to do that, that you would support that?

RETIRED CHIEF CLIVE WEIGHILL: Well, there was a question similar to that earlier on. I would suggest that the police across Canada are asking for the funding that they feel they require if there’s additional funding that needs and that has to be found, rather robbing Peter to pay Paul.

MS. EMILY HILL: But, if the funding is for programs aimed at existing Indigenous communities to address root causes, and we’ve agreed that they are in the
best position to deliver it, you’re not really robbing
Peter to pay Paul, you’re giving the correct money to Paul,
because Paul’s the person who could do the work.

RETIREDF CHIEF CLIVE WEIGHILL: I certainly
would not disagree with that. I like Paul.

MS. EMILY HILL: Okay. It’s probably
Paulette.

RETIREDF CHIEF CLIVE WEIGHILL: Touché!

(LAUGHTER)

MS. EMILY HILL: I would like to just ask
you a few questions on the same line with regard to
diversion programs. You made a recommendation that
diversion programs for youth be supported, and I think ---

RETIREDF CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: --- probably support in
this room for that idea.

Just to be really clear of what we're
talking about. We're talking about diversion programs
where someone who otherwise would be headed to the criminal
justice system is diverted and often required to attend
some sort of programming or participate in some sort of
community-based activities?

RETIREDF CHIEF CLIVE WEIGHILL: That's
correct.

MS. EMILY HILL: And it's often, again,
Indigenous organizations who are responsible to administer and deliver the diversion programs?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. EMILY HILL: Yet, the power to decide about if and when a charge is withdrawn or stayed often still rests with the police or the Crown?

RETIRED CHIEF CLIVE WEIGHILL: Yes. Mainly with the Crown, but yes.

MS. EMILY HILL: So I would suggest that in diversions this division of responsibility from power is problematic and that it is in fact better to look to diversion programs which really empower Indigenous organizations to be fully responsible for the solutions in their own community, and that that can be done by dropping or withdrawing a charge upfront and handing the responsibility to First Nation communities to decide how they will address the harm that has been caused by the offending behaviour.

RETIRED CHIEF CLIVE WEIGHILL: I think we're walking down the same avenue on this. When I'm talking about diversion, I would much prefer that it doesn't even get to the stage where you have to decide if a charge is going to be laid or withdrawn by the Crown.

The police are allowed now to divert with official warnings or warnings to diversionary programs, but
there's no diversionary programs to divert them to, ergo it ends up going to the Crown, ergo it goes back to the criminal justice system.

MS. EMILY HILL: So in addition to increasing the capacity of Indigenous organizations to offer diversion programs, would you agree that if Indigenous community organizations have the capacity to administer and operate diversion programs they should also be given the authority to do so without having to answer back to either the police or the Crown prosecutors?

RETIRED CHIEF CLIVE WEAIGHILL: Well, I think with any diversion program there has to be a default if the person doesn't go through the diversion. So you know, I agree with you 100 percent that it should be run by Indigenous people, designed by Indigenous people for that, absolutely, but there has to be a default.

MS. EMILY HILL: And the Indigenous people could take responsibility for what happens with that default? There are programs that run like this across the country.

RETIRED CHIEF CLIVE WEAIGHILL: Yeah. In some cases there is. It depends on the severity of the charge, I would imagine.

MS. EMILY HILL: Okay. In my limited time, I'd just like to ask a couple of questions about Victims
Services, and these are directed to Detective Constable Morrison.

I was very interested in your efforts to ensure that survivors of violence have access to supports within their own community. First of all, it sounds like it was a lot of work to get that one time grant, and I think you'd probably agree with me that it's better to have long-term stable operation funding for Victims Services in communities?

**DETECTIVE CONSTABLE ALANA MORRISON:** That's the goal, yes, absolutely.

**MS. EMILY HILL:** Okay. And would you agree that the best approach for such services need to be victim-centred and focus on what a victim needs at a certain time?

**DETECTIVE CONSTABLE ALANA MORRISON:** Absolutely, yes.

**MS. EMILY HILL:** And so that sometimes victim's needs may be different from the police or different from the Crown. Is that correct?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

**MS. EMILY HILL:** And so it's important that survivors of violence are entitled to counselling or supports whether or not they choose to report the violence to police or participate in a prosecution; right?

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
MS. EMILY HILL: And so it's important to fund community-based Victim Services which are independent of the police and the Crown?

DETECTIVE CONSTABLE ALANA MORRISON: Yes, absolutely.

MS. EMILY HILL: Okay.

And finally, for Detective Weighill. You spoke about the HUB model, and I'm sure that you're aware of some critiques of the HUB model. The concern centres on the need to undermine the confidentiality of sensitive service provision in order to share information with police services.

And I'm wondering how you or those you work with are evaluating whether this model is having an unintended consequence of acting as a barrier to Indigenous women who need to access support through social services and who may be deterred because doing so my result in their confidential information being shared with police?

RETIRED CHIEF CLIVE WEIGHILL: It's my understanding with the HUB model that there is three tests that occur before any names are shared at all. So their roundtable is -- and as it increases and if somebody is at acute risk and the other agencies seem to have the same issue, then the name will be shared, but it's only if somebody is at acute risk.
MS. EMILY HILL: Sorry. I just didn't ---

CHIEF COMMISSIONER MARION BULLER: Thank you. No.

MS. MEREDITH PORTER: --- really get an answer to my question with regard to how that is being evaluated, how that possible unintended consequence is being evaluated?

RETIRE CHIEF CLIVE WEIGHILL: I don't know.

MS. EMILY HILL: Thank you.

MS. MEREDITH PORTER: Thank you. The next representative I'd like to invite up is from Mishkeegogamang First Nation. Ms. Whitney Van Belleghem has 15-and-a-half minutes for her questions.

--- CROSS-EXAMINATION BY MS. WHITNEY VAN BELLEGHEM:

MS. WHITNEY VAN BELLEGHEM: Good afternoon.

My questions today are for Detective Constable Alana Morrison. I'd like to start by thanking you for being here today and for having the courage to share your personal experiences with us this morning.

You have significant experience policing in Mishkeegogamang First Nation, and that's obviously who I'm here representing today. So I ask that wherever possible when providing examples that you reference examples from that community.

DETECTIVE CONSTABLE ALANA MORRISON: Yeah.
MS. WHITNEY VAN BELLEGHEM: In the annual report that was filed, that's -- I believe that's Schedule C, Exhibit 86 of your evidence, it talks about a NAPS ERT team and their relationship with the OPP and other polices such as Treaty 3 Police.

Would you agree that ERT is an important part of a quick and effective response to reports of a missing person?

DETECTIVE CONSTABLE ALANA MORRISON: In my opinion, yes.

MS. WHITNEY VAN BELLEGHEM: Also in that report, it states that NAPS currently has three ERT members and they are posting for six additional members. How many ERT trained staff does NAPS have for servicing the North-West Region?

DETECTIVE CONSTABLE ALANA MORRISON: We'd have to ask our sergeant that oversees the unit. I can't tell you. I know we had one that just graduated two weeks ago, but for the number, I don't know.

MS. WHITNEY VAN BELLEGHEM: In the event that there is a missing person, how long would it typically take a NAPS ERT officer to arrive at Mishkeegogamang First Nation?

DETECTIVE CONSTABLE ALANA MORRISON: Because Mishkeegogamang is a road access community, I've known
instances where they -- when the call is received, and it goes through the appropriate channels, it's more or less the officer preparing themselves knowing full well that they're on this team and they would have to react quicker. It's them preparing themselves and then it's drive time to the community, of which I know they -- if -- depending on the severity of the call, they would go fairly quickly, I would imagine.

**MS. WHITNEY VAN BELLEGHEM:** Where are these ERT officers stationed?

**DETECTIVE CONSTABLE ALANA MORRISON:** The sergeant for the Emergency Response Team is located out of our general headquarters. He also oversees our annual training, so he's based out of there.

**MS. WHITNEY VAN BELLEGHEM:** Sorry, just refresh my memory. Where is your headquarters?

**DETECTIVE CONSTABLE ALANA MORRISON:** Our general headquarters is located on Court Street in Thunder Bay.

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

So then it would take approximately, depending on driving conditions, five to six hours ---

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

**MS. WHITNEY VAN BELLEGHEM:** --- for them to
get to this region -- to the North-West Region?

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

It's -- drive time is approximately five-and-a-half hours, and depending on weather, if it's the dead of winter, you know, Highway 11 is quite treacherous, so yeah, it could -- it's drive time, basically, and once the officer is prepared.

MS. WHITNEY VAN BELLEGHEM: And would you agree that the first few hours in a missing person's incident are critical?

DETECTIVE CONSTABLE ALANA MORRISON: I would agree, yes.

MS. WHITNEY VAN BELLEGHEM: So this drive time of approximately five-and-a-half hours could be a barrier for a fast and effective response to a missing person's report?

DETECTIVE CONSTABLE ALANA MORRISON: Yes, it could be. And there's -- I know for that particular detachment, there is -- on paper there is, I believe, six or seven officers posted to the detachment itself. So there's -- at any given time, there is no less than two officers there at a time. And OPP is located 30 kilometres away.

MS. WHITNEY VAN BELLEGHEM: I think you read my mind, my next question. I understand that NAPS and OPP
have an integrated emergency response team that responds to crises such as searching for missing persons. Is that correct?

DETECTIVE CONSTABLE ALANA MORRISON: That is correct.

MS. WHITNEY VAN BELLEGHEM: So when ERT is called in, which police service takes the lead on the investigation or the search?

DETECTIVE CONSTABLE ALANA MORRISON: It would depend on what jurisdiction the call is for. So if we had a call in Fort Severn, say, then it would be NAPS. It's my understanding that it's NAPS' ERT sergeant that would oversee. And then -- but then I know of other instances where the OPP ERT sergeant makes the overall call as well. So I don't really know the actual dynamics.

MS. WHITNEY VAN BELLEGHEM: Is there a written protocol outlining the procedure in these situations?

DETECTIVE CONSTABLE ALANA MORRISON: Not that I'm aware of, but the sergeant himself could probably speak to that more than me.

MS. WHITNEY VAN BELLEGHEM: I understand that the NAPS ERT members are also called out to assist other police organizations such as that the NAPS members are also called out to assist other police organizations
such as Treaty 3 Police Services; is that correct?

DETECTIVE CONSTABLE ALANA MORRISON: I couldn’t tell you.

MS. WHITNEY VAN BELLEGHEM: Okay. Would you agree that confusion about responsibilities and jurisdiction between various police services involved in a search for a missing person can impact the overall quality of the search and investigation process?

DETECTIVE CONSTABLE ALANA MORRISON: Well, in my own opinion, I would probably think so if you’re coming out the gate confused. Possibly. But, honestly, I don’t know how they kind of coordinate their reaction. They could very well have something where they have an understanding where they just get the work done. I can’t comment on that, though.

MS. WHITNEY VAN BELLEGHEM: Can you comment on what other factors may hinder a fast and successful integrated approach to the missing person?

DETECTIVE CONSTABLE ALANA MORRISON: Well, lack of information for sure, and it depends on who reported them missing. Yes, it’s lack of information for sure.

MS. WHITNEY VAN BELLEGHEM: I’d like to turn now to recruitment. Would you agree that the majority of NAPS recruits come directly from the Ontario Police College
to NAPS?

**DETECTIVE CONSTABLE ALANA MORRISON:** Well, they are first and foremost screened, and they put their application in to our recruitment sergeant, and then from there, they’re screened and then they’re interviewed to work for Nishnawbe Aski Police, and if they are successful with their psychology -- or no, sorry, psychological testing and their interview, then they’re offered employment with Nishnawbe Aski Police, then they attend the Ontario Police College on behalf of NAPS for the three months, and then they make their way to Nishnawbe Aski Police Headquarters where they endure two weeks of post-Elmer (ph) training.

**MS. WHITNEY VAN BELLEGHEM:** Sorry, I should clarify. In the annual report, it indicates that in the past year, NAPS has hired 30 brand-new officers and six experienced officers. So, my question is in respect to whether or not the officers that come to work for NAPS have been posted at other detachments prior, or whether the majority of the officers are new to policing?

**DETECTIVE CONSTABLE ALANA MORRISON:** Well, if you’re speaking of the experienced officers, they more than likely have come from -- that I’m aware of have come from different First Nation police services. We have -- we did hire one that came directly from Thunder Bay Police
Service, and then as far as the recruits go, if we hire a new recruit, yes, then they come from the college.

**MS. WHITNEY VAN BELLEGHEM:** Would you agree that the majority of new NAPS recruits have not spent any time on a remote First Nation?

**DETECTIVE CONSTABLE ALANA MORRISON:** I don’t know if I can answer that, because I’m not really part of the hiring process. So, I can’t really -- dealing with a lot of the new recruits, I mean, yes, some of them don’t have the experience of being on First Nations, especially the remote communities, but I don’t have, like, actual percentages or anything like that.

**MS. WHITNEY VAN BELLEGHEM:** Certainly. Would you agree, though, that a lack of policing experience when combined with a lack of experience working in a remote First Nation could negatively impact the services that a new NAPS constable could provide?

**DETECTIVE CONSTABLE ALANA MORRISON:** Are you speaking to life experience?

**MS. WHITNEY VAN BELLEGHEM:** I’m speaking to policing experience and experience in the First Nation communities.

**DETECTIVE CONSTABLE ALANA MORRISON:** Yes, I would think so, but when a NAPS officer is first deployed out to a detachment, they’re given a coach officer for
three months, and they work the exact same schedule, and they work -- if their coach officer is off, then they’re off, and vice versa. And, that’s only for the sake of the training and making sure that they’re integrated into the community for three months. So, I think that’s -- they’re never left alone, is what I’m saying.

**MS. WHITNEY VAN BELLEGHEM:** And, in that time when they first arrive, aside from being paired with an experienced officer in the community, does NAPS provide community orientation to provide specific information about the First Nation that the officer is stationed in?

**DETECTIVE CONSTABLE ALANA MORRISON:** The two-week post-Elmer training is to address specifically our records management system. They do taser training because the officers in the communities now carry tasers. They do, sometimes, enhanced investigation question periods, like, where they’re able to ask whatever questions they have. And then it depends on which specific community they go to, and that’s the part of the job where the coach officer would explain to them in more details the actual community that they’re in.

**MS. WHITNEY VAN BELLEGHEM:** So, do they ever meet with members of the community to have some sort of orientation, for example, elders?

**DETECTIVE CONSTABLE ALANA MORRISON:**
Absolutely. When a recruit is first deployed, they are met by Chief and Council in the community, and I would imagine that they would need an elder at that point.

**MS. WHITNEY VAN BELLEGHEM**: In this same strain of thought, does NAPS have any specific programs to engage directly to build relationships between the people of the communities that it serves and the officers?

**DETECTIVE CONSTABLE ALANA MORRISON**: Not right now. Like, other than my program -- and we’ve got a couple of things that we’re working on right now to target our youth in some of the communities. So, we’re working on a proposal right now that has to do with officers working directly with youth. And then the program that I developed with a grant from the Ministry of the Attorney General has us providing education in these particularly four communities, Mishkeegogamang being one of them. Outside of that, there is a few other programs, but I don’t know much about them, to be honest.

**MS. WHITNEY VAN BELLEGHEM**: Would you agree that NAPS and the communities it serves would benefit from a community liaison position, someone from the community working with NAPS to liaise between the police service and the public?

**DETECTIVE CONSTABLE ALANA MORRISON**: That is definitely a benefit for sure. As far as I know, the
officers in -- like, say, take Mishkeegogamang, the officers in the community that are there now, I know a few that have been there for quite a few years, and they have their own -- they’ve made their own connections to certain individuals in the communities as far as setting up, you know, when a new recruit comes in and they can meet with a community member who, you know, if they seem them out, you know, they’re more than welcome to speak with them. So, I mean, it’s kind of a -- it’s an informal kind of thing that they’ve got set up, but it works.

MS. WHITNEY VAN BELLEGHEM: So, then, could you expand a little bit more on what benefits that might arise out of having someone appointed specifically to this position of community liaison?

DETECTIVE CONSTABLE ALANA MORRISON: If there was an actual position, I think it would be great, because it would act as a bridge, and it would definitely -- I’m sure that the officer would, you know, have more or less a go-to person if they needed to. So, it would definitely be a benefit. I think that is a great idea.

MS. WHITNEY VAN BELLEGHEM: Thank you. And then I’d like to touch now on reporting of crimes. During your evidence earlier today, you mentioned that community members can sort of be ostracized for reporting incidents, and the police -- word will get out about what’s going on.
Do you think that this is also an issue in relation to witnesses sharing information with the police about what they might know about a missing or murdered Indigenous woman?

**DETECTIVE CONSTABLE ALANA MORRISON:** I’m sorry, can you repeat that question? Sorry.

**MS. WHITNEY VAN BELLEGHEM:** Certainly. Do you think -- you mentioned earlier that your business is not your own business, that in a community the word gets out. So, my question, then, is in regards to people coming forward who may have specific knowledge about missing and murdered Indigenous women, and if they may face this specific concern or fear of being ostracized.

**DETECTIVE CONSTABLE ALANA MORRISON:** If they came forward with information about a missing person?

**MS. WHITNEY VAN BELLEGHEM:** Correct.

**DETECTIVE CONSTABLE ALANA MORRISON:** I wouldn’t think so that they would be ostracized if they had information that helped an investigation. I don’t think that they should be ostracized.

**MS. WHITNEY VAN BELLEGHEM:** We previously heard, I believe it was yesterday, from a witness who spoke about third-party reporting. This is a process whereby an individual can have someone else report to the police on their behalf if they have concerns or fears about coming
forward. Does NAPS currently have a system in place that would allow for third-party reporting?

**DETECTIVE CONSTABLE ALANA MORRISON:** We’ve had instances where, yes, I have been approached on behalf of a victim, but I always encourage whoever is talking on behalf of the victim, to have them contact me themselves or -- because I have had it. I’ve been doing this job a very long time and a lot of people know that I’ve been in and out of each and every community, and I think there is a little bit -- because I have the long time experience in a lot of the communities that people do feel comfortable approaching me.

However, I encourage the victim themselves to speak to me or to contact me any which way they can, e-mail, texting -- just so long as I know it’s coming from the victim themselves because it’s hard to take third party evidence and have it stand in court.

**MS. WHITNEY VAN BELLEGHEM:** What about in cases where they may -- they’re not necessarily reporting a crime, but they have information to contribute to an ongoing investigation and they would like to provide this information to the police, but they’re afraid of reprisal? For example from the aggressor.

**DETECTIVE CONSTABLE ALANA MORRISON:** We have had instances like that where -- yes. And, I understand,
especially being in small communities, that fear of retribution is definitely a concern. Again, we just encourage that if they do have the information, to come forward and -- it’s a case by case scenario, really. Yes, it’s, kind of, tough to comment on that.

**MS. WHITNEY VAN BELLEGHEM:** I’d like to touch very ---

**MS. MEREDITH PORTER:** Thank you. Thank you so much for your questions.

**MS. WHITNEY VAN BELLEGHEM:** Yes. Sorry, I have about 44 -- oh. No, I’m over. Thank you so much.

**MS. MEREDITH PORTER:** Thank you. I know. I know. It is -- because it does start to count up. It is misleading, yes. The Association of Native Child and Family Service Agencies of Ontario is the next party with standing that I’d like to invite up to the podium. Ms. Josephine de Whytell has six and a half minutes for questions.

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

**MS. JOSEPHINE DE WHYTELL:** Thank you very much. My first set of questions are for Retired Chief Weighill. Given the Canadian Human Rights Tribunal ruling that Canada has discriminated against Indigenous youth in terms of funding children services, I suggest to you that the high rates of youth crime are foreseeable and a direct
result of such underfunding. Would you agree with that, given your recommendation for infrastructure and youth programming?

(TECHNICAL DIFFICULTIES)

**MS. JOSEPHINE DE WHYTELL:** Funding programs for youth is an obvious and important solution, but it doesn’t deal with the police’s responsibility to change its own behaviour with respect to Indigenous youth. Would you agree that carding marginalized youth across Canada is a significant source of ongoing mistrust and claims of racism between youth and the police?

**RETIRED CHIEF CLIVE WEIGHILL:** I would believe the type of carding that the Toronto Police Service was doing when they were directed to go out and actually stop people and come in with numbers was, but other interactions with the police, I don’t believe, do that.

**MS. JOSEPHINE DE WHYTELL:** You testified with respect to the Operation Runaway project that has been extended to provide support to youth running away from foster homes. From the work that you’ve done throughout your career, have you noticed and would you agree that the overrepresentation of Indigenous children in foster care has a direct correlation to the overrepresentation of Indigenous youth who are at risk of going missing and being murdered?
RETIRED CHIEF CLIVE WEIGHILL: Yes, I would agree with that. They’re in a very vulnerable state.

MS. JOSEPHINE DE WHYTELL: And, to follow up on the line of questioning started by the Missing and Murdered Indigenous Women Coalition of Manitoba, and by way of disclosure I used to practice criminal defence in Saskatoon and appeared regularly in the domestic violence court, I’m aware that it was common, if not the policy, for both parties to be charged in domestic assaults where there was evidence of the victim fighting back. Do you agree this disproportionately impacts female victims and children or could you comment further on that?

RETIRED CHIEF CLIVE WEIGHILL: I don’t recall a policy -- there certainly wasn't a policy within our police to do that, and that was ultimately up to the Crown, we would ask advice from the Crown on a dual one like that and the Crown would make the decision.

MS. JOSEPHINE DE WHYTELL: Okay. Thank you. Would First Nation Child and Family Services be helpful to police if they responded on the frontline with officers to instances involving Indigenous family violence in urban centres?

RETIRED CHIEF CLIVE WEIGHILL: Yes, we could use all the help we can get.

MS. JOSEPHINE DE WHYTELL: Given the
diversity of Canada is increasing with continued immigration into the country, how do you ensure that Section 35 rights of Indigenous peoples are not subsumed by general recognition of cultural diversity requirements?

**RETIRED CHIEF CLIVE WEIGHILL:** You’d have to show me Section 35. I’m not familiar.

**MS. JOSEPHINE DE WHYTELL:** It is -- Section 35 is the respect for inherent and treaty rights.

**RETIRED CHIEF CLIVE WEIGHILL:** Okay. So, could you rephrase the question, please?

**MS. JOSEPHINE DE WHYTELL:** So, I’m wondering if -- given that there are cultural diversity requirements and cultural diversity units that you have, how do you ensure that the Section 35 rights of Indigenous families are not subsumed by general recognition and pushed towards respecting cultural diversity of other groups?

**RETIRED CHIEF CLIVE WEIGHILL:** I don’t think there is any way to completely be fair about all of that stuff. There’s just -- you’d have to deal with it the best you can. There is no cookie cutter way to deal with that.

**MS. JOSEPHINE DE WHYTELL:** Okay. My next set of questions are for Detective Morrison. Sorry. We’ve heard evidence from Deputy Minister Yvonne Niego that housing can be a major -- sorry. Can be a major issue with respect to escalating the prevalence of crime and dealing
with it once it’s been reported. What impact does housing shortages have on female victims of violence within communities in Northern Ontario?

DETECTIVE CONSTABLE ALANA MORRISON: The impact obviously is with multiple families sometimes living in homes. I’ve had a few -- more than a few investigations where assaults have happened in overcrowded homes, victims reporting assaults. And, sometimes it’s hard in the sense that you take the statement from the victim and tracking down all the family members for one, and it can be especially challenging if they’re transient in nature after an incident has happened. So, that, kind of, can hinder completion of a full investigation.

And, it just -- I think overall -- and that’s part of trying to break cycles where -- I’m aware of one female that I investigated, an assault in one of the communities, and her outlook on her being assaulted in an overcrowded home was that -- and her comment to me, and I’ll never forget it, is that it was my turn. So, yes, that’s definitely an impact for sure, and trying to break that.

MS. JOSEPHINE DE WHYTELL: Yesterday, we heard evidence from Daniel Bellegarde from the File Hills First Nation Police, and he testified that and agreed that imposing non-Indigenous principles on First Nation family
wellbeing is often counterproductive to reducing violence against women and girls, but that the problem requires balance between modern day and traditional circumstances and values. Would wider discretion to defer family violence matters to fully funded Indigenous juridical systems alleviate some of the problems that you've testified about this morning?

**Detective Constable Alana Morrison:** That is -- it’s definitely a great thought in the sense that when there is abuse going on in a home, that -- and I can only answer that question by speaking of a most recent case that I dealt with. It was a 12 year old that assaulted an 8 year old sexually.

And, if that were the case, then we can deal with -- because clearly the 12 year old learned it somewhere and they’re only, you know, mirroring what they’ve learned, and if they’re -- it’s something to deal with the whole impact of everyone that was involved. Because if you have a 12 year old that’s assaulting an 8 year old, I mean, the concern is, in my opinion, off the charts, because yes, they’re old enough to charge, but clearly there’s a bigger issue here.

**Ms. Josephine De Whyttele:** Thank you. I’m out of time. Thank you.

**Ms. Meredith Porter:** Thank you. I would
like to now invite up the representative from the Vancouver Sex Workers’ Rights Collective, Ms. Carly Teillet. I hope that was close. And, she will have six and a half minutes for her questions.

**MS. CARLY TEILLET:** It’s a French last name, it’s tricky.

**MS. MEREDITH PORTER:** That explains it.

--- CROSS-EXAMINATION BY MS. CARLY TEILLET:

**MS. CARLY TEILLET:** (Speaking in Indigenous language), bonjour and good afternoon. I’d like to start by thanking the nations of Treaty 4 and my relatives of the Métis nation for welcoming us to their territory today. And, I’d like to acknowledge the survivors, the families, the elders, the sacred objects and the medicines that are here with us to help us with our work. I’ll be directing my first questions to Sergeant Stewart this afternoon.

Sergeant Stewart, in your testimony this morning, you gave an example of an initiative that you were a part of to increase reporting to police, and you also mentioned anecdotally your family not reporting incidents of violence. And so, my questions today relate to that relationship between Indigenous peoples and the police, and reporting incidents of violence, as well as the support of organizations that are run by and for Indigenous women, including LGBTQ2S individuals. And, as we’re short on
time, I’d like, if at all possible, that you could limit your answers to yes and no. Thank you.

So, I’ll start with the idea that Indigenous women and Indigenous LGBTQ2S individuals who are involved in the sex work or trade hold knowledge about violence in their communities, ways to prevent violence, and what they need to feel safe and to be safe. Would you agree with that?

**SERGEANT DEE STEWART:** I would agree.

**MS. CARLY TEILLET:** And, would you agree that sharing knowledge about violence and violent individuals can improve the safety for Indigenous women who engage in sex work and trade, enabling them to make safer choices?

**SERGEANT DEE STEWART:** I agree.

**MS. CARLY TEILLET:** So, turning to the reluctance of sharing knowledge or reporting violence to police, from the experience and stories shared by some of my clients by some people that have spoken already to the Inquiry, I suggest to you that Indigenous women involved in sex work and trade face barriers to reporting violence to police because of distrustful relationships, previous bad experiences, fear of having children removed, losing their housing, of violence, and also the fear of being outed to their families and communities as someone who is involved
in the sex worker trade. And, my clients have shared that it’s for these reasons that for the most part they only report to police when they experience extreme circumstances of life-threatening violence. Would you agree that this lack of trust, that these barriers may serve to silence Indigenous women involved in sex work or those that trade in sex?

SERGEANT DEE STEWART: Definitely.

MS. CARLY TEILLET: And, would you agree with me that indigenizing a Crime Stoppers logo may help, but is likely not sufficient to mend this relationship, overcome the barriers and incentivize reporting by these women?

SERGEANT DEE STEWART: I agree. It’s just one idea that we came up with, and it was actually stolen from Delta P.D., their First Nation liaison.

MS. CARLY TEILLET: Okay, thank you. So, given the current barriers and risks in reporting violence for Indigenous sex workers and those who trade sex to the police, would you agree that there needs to be a way for these individuals in this community to share their knowledge about violence or violent individuals with other sex workers or other individuals who trade sex that is both effective and safe?

SERGEANT DEE STEWART: I agree.
Consultation and knowledge is what we need.

**MS. CARLY TEILLET:** So, yesterday we heard Commissioner Lucki acknowledge that it is shameful if Indigenous women feel that they can’t trust their local police force, and that if this is the case, we need to find alternatives that allow victims to come forward. And, she also mentioned that we seem to be going down the road of third-party reporting.

Given that, would you agree that supporting, perhaps, with resources a bad date registry or database created by and for Indigenous women who engage in sex trade or work would be one of the ways that they could be safe?

**SERGEANT DEE STEWART:** Absolutely.

**MS. CARLY TEILLET:** Wonderful. Thank you. But, I would suggest to you that by helping to provide some of these resources would be one step in the direction of, perhaps, mending that relationship between the police and these women and their organizations. By helping to recognize and respect the knowledge that they hold, it would assist them in taking concrete steps to help them feel safe with the assistance of the police. Would you agree to that?

**SERGEANT DEE STEWART:** I agree, yes.

**MS. CARLY TEILLET:** Wonderful. Thank you very much.
SERGEANT DEE STEWART: Thank you.

MS. CARLY TEILLET: I do have a -- I’d like to change gears, and I’ve got a quick question for Chief Weighill. So, just following up on some questions that were asked earlier about the Canadian Association of Chiefs and Police and some of the wonderful recommendations that you seem to be working on within your organization, and the power to enforce those regulations, it seems that some of the work that your organization is doing is going to have direct impact on public policing. And, yet, it’s being done in a private venue. And, we talked a little bit about Freedom of Information requests, or ATIP requests, and I was wondering if you were aware that the B.C. Information and Privacies Commissioner has actually recommended that the B.C. Association of Chiefs and Police fall under those Acts?

 RETIRED CHIEF CLIVE WEIGHILL: No, I wasn’t aware of that.

MS. CARLY TEILLET: Okay. those are all my questions. Merci beaucoup. Thank you. Meegwetch.

MS. MEREDITH PORTER: Thank you. The next representative I would like to invite up for questions is from the Manitoba Keewatinowi Okimakanak, MKO. Ms. Jessica Barlow has 6.5 minutes for her questions.

--- CROSS-EXAMINATION BY MS. BARLOW:
MS. JESSICA BARLOW: Good afternoon. I would like to start out by acknowledging the elders, families and survivors. I would like to recognize the sacred items in the room, and I would also like to express gratitude to the Treaty 4 nations of this territory, and also to the Métis Nation of Saskatchewan for welcoming us here.

My name is Jessica Barlow, and I am legal counsel on behalf of the Manitoba Keewatinowi Okimakanak or MKO. And, just to give a bit of context for those that may be unaware, MKO is a political advocacy organization that advocates for the inherent treaty and Aboriginal rights of over 25-plus sovereign First Nations in northern Manitoba.

Today, my questions will be primarily for Chief Weighill and also Detective Constable Morrison. And so, I’d like to begin with you, Chief Weighill, if I may? My first questions, I would like to discuss diversion programming. You’ve heard a lot about this today, I’m sure. So, I’ll make sure that I’m not duplicating.

And so, you spoke earlier about how the YCJA legislation allows for diversion programming, but there’s a fundamental lack of diversion programming available.

RETIRED CHIEF CLIVE WEIGHILL: That’s correct.

MS. JESSICA BARLOW: And, you also made
recommendations to the Commission in your PowerPoint -- I apologize. I don’t recall the exhibit number -- to increase diversion programming for Indigenous youth in order to lessen the over-representation of Indigenous persons in our correctional facilities; is that correct?

**RETIRED CHIEF CLIVE WEIGHILL:** That’s the gist of the recommendation, yes.

**MS. JESSICA BARLOW:** Perfect. I’m wondering if you would also recommend -- extend this recommendation to the Commission to include diversion programming for all Indigenous people and not just Indigenous youth?

**RETIRED CHIEF CLIVE WEIGHILL:** Absolutely. I believe it’s open to everybody, not just Indigenous people or settler people. It could be anybody. I believe in diversion.

**MS. JESSICA BARLOW:** Thank you. And, I’m wondering in your knowledge and experience if you could speak to any geographical limitations of diversion programming that you’re aware of, and if you can make any recommendations to increase diversion programming in northern and remote First Nations communities, and not just in municipal or urban settings?

**RETIRED CHIEF CLIVE WEIGHILL:** Absolutely. There would be a geographical problems in northern Saskatchewan, northern Manitoba, northern Ontario, up
north, because they’re smaller settlements that aren’t
going to have a lot of resources available to them. How
that’s going to get worked out in the north, to tell you
the truth, is beyond me. I’m used to working in a
municipal agency, and my recommendations in my mind, I’m
looking at what’s happening in my municipality.

**MS. JESSICA BARLOW:** And, based on your
knowledge and experience of what works in those
municipalities, are you able to provide any recommendations
on that basis?

**RETIRED CHIEF CLIVE WEIGHILL:** Any
recommendation I could come up with would certainly have
very high cost ramifications, not that that shouldn’t be
done. I mean, I believe that much like First Nation stand-
alone policing should be sustainable, Indigenous people
should have protection by police no matter where they live.
I agree that there should be some method that we can get
diversion for people anywhere they live, too.

So, I mean, you don’t have to have as big a
diversion plans as you might have in Winnipeg, or Regina,
or Saskatoon, or Calgary, but surely there can be some
diversion in small communities that could work without
having to push kids into the criminal justice system to
make things happen.

**MS. JESSICA BARLOW:** Perfect. Thank you.
And, you also spoke about a few different programs offered by institutions that you’re included in. And so, those programs included family, youth and runaway programs; is that correct?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. JESSICA BARLOW: Okay. And, we also saw videos and some of the successes of said programs; correct?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. JESSICA BARLOW: And, I’m wondering if you could speak to any geographical limitations of those programs? So, for example, who can access those programs and if it’s based on where you live?

RETIRED CHIEF CLIVE WEIGHILL: Yes. And, once again, we’re going to run into the same dilemma in remote areas that we would with diversion programs, because there just isn’t the resources in those remote areas. For instance, the Strengthening Families Program, we have six people working in that program. If you’re in a small place like Fond-du-Lac, there’s no way you could have six resources up there working on that. But, once again, I think there can be alternatives that could be done that could still allow that to happen, but on a smaller scale.

MS. JESSICA BARLOW: Okay. And so, would you make any recommendations beyond that to have increased funding or access to these types of programs for northern
or remote First Nations communities?

**RETIRED CHIEF CLIVE WEIGHILL:** I would absolutely go along with recommendations like that.

**MS. JESSICA BARLOW:** Okay. You spoke to looking at urbanization earlier; do you recall that?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes.

**MS. JESSICA BARLOW:** Okay. And, would you envision the study to include looking at inadequacies of programs and services in northern and remote First Nations communities that might be bringing people to municipal or urban jurisdictions?

**RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.

**MS. JESSICA BARLOW:** Okay. Thank you. And, you also spoke about Operation Runaway, and you stated that these programs canvass or study reasons why youth are running away; is that accurate?

**RETIRED CHIEF CLIVE WEIGHILL:** Yes. Yes.

**MS. JESSICA BARLOW:** And, are you able to speak to any of the common themes regarding these reasons if you’ve received this information?

**RETIRED CHIEF CLIVE WEIGHILL:** No, I haven’t. That program got underway just before I left. And, I know they have been evaluating, but I haven’t seen any of those results.

**MS. JESSICA BARLOW:** And, will those results
be published or widely received by the general populous when available?

RETIRED CHIEF CLIVE WEIGHILL: I can’t see any reason why they wouldn’t be. They have been very open so far about the whole program, and I think they would want to celebrate any of the findings that they have.

MS. JESSICA BARLOW: Wonderful. Thank you. Those are all my questions for you. My next questions will be with my short time that I have left, so I’ll do a speed round with you, Detective Constable Morrison. But, I’d like to quickly echo the comments of my colleagues, and thank you sincerely for sharing with us today your journey.

And so, I think I would like to ask you about -- and we’ve heard this already prior about potentially your business not being your business in small communities. And so -- and, you’ve elaborated on the fact that this may actually have a negative impact on reporting. And so, I’m wondering if you can speak to it with the limited time that we have left how -- what recommendations you can make in remote and northern communities to assist with victim anonymity when reporting especially in cases of domestic assault or sexual assault, please?

DETECTIVE CONSTABLE ALANA MORRISON: I think for sure the case or the suggestion to have a women’s shelter or shelter of sorts where a woman can go to as
opposed to presenting at a police station. If she had a
shelter to go to, she can go there, and then police could
be notified and I think it would be less out there in the
community.

MS. JESSICA BARLOW: Thank you so much. I’m
out of time. I’d love to ask some more questions, but good
afternoon.

MS. MEREDITH PORTER: Thank you. The last
party with standing I’d like to invite up is from the
Government of Saskatchewan, Ms. Colleen Matthews. And, Ms.
Matthews will have 11 minutes for her questions.

--- CROSS-EXAMINATION BY COLLEEN MATTHEWS:

MS. COLLEEN MATTHEWS: Thank you, and good
afternoon. My questions are for Mr. Weighill. Mr.
Weighill, you have entered Exhibit 64 entitled “Change and
Innovation on Canadian Policing” that talks about the
Prince Albert Hub and collaborative risk-driven community
safety. I will offer a description of the Hub and ask you
if this is a fair description.

I understand that a hub is a model of multi-
sector collaborative risk intervention, and the
representatives from social services, mental health,
education, corrections and policing, and other agencies
meet weekly in 14 communities across Saskatchewan to find
ways to connect people to services. These are individuals
who are at an elevated level of risk; would that be fair?

RETIRED CHIEF CLIVE WEIGHILL: Yes, it would.

MS. COLLEEN MATTHEWS: Could you briefly explain how these hubs operate and what the benefits are?

RETIRED CHIEF CLIVE WEIGHILL: Okay. The hubs, the ones that I’m familiar with, would meet, like, say, on a Tuesday morning and a Wednesday morning. So, the representatives from health, mental health, social services, Justice, the police, education would come to a roundtable and they would each bring cases that they believe that they have tried to work on, on their own, but they couldn’t solve it within their own, shall I say, silo.

So, education may be having a problem with a student that’s 12 or 13 years old, hasn’t come to school in four months, they’ve tried everything they can, they know that child is at-risk, there’s a reason why that child isn’t coming to school, they can’t solve it. So, they would bring something like that to the table for the other service providers to discuss.

If they decide that it’s an acute elevated risk, then they would share the name. And then each individual then would run in their data banks if they’re dealing with the same person. Most times, that’s the case. Probably social services run that name, yes, they’ve got a
file on it. Mental health might run the name, yes, they’re also working on that individual. So, they would pool their resources. When the meeting is over -- they would do that on five or six cases.

When the meeting is over, they would kind of scrum and decide, “Okay. What’s our game plan for this afternoon?” “We’re going to go to so-and-so’s address en masse,” and offer assistance to that child and family to see if they can help resolve some of the issues that are happening within that family content.

**MS. COLLEEN MATTHEWS:** Thank you. You also entered Exhibit 65, Board of Police Commissioners Brief, June 29 -- or, pardon me, 28th, 2017. And, this is a document that discusses PACT, police crisis team partnership, which I understand is another program that connects people to services and involves a health region. Could you briefly explain what the benefits of this program are?

**RETIRED CHIEF CLIVE WEIGHILL:** We work with and same as the City of Regina. We work with a unit known as Mobile Crisis that runs a 24/7 organization for people in need or that are in distress for social issues. They’re kind of like the 24/7 social services that can kind of go to a scene and assist with a family’s domestic situation once the violence is done, and they can help with the
family or with children. So, the funding came from the province to Mobile to hire a -- somebody that’s trained in psychology, and we would put a police officer and team them up with that person, so it’s a PACT team.

We have two teams in Regina, two teams in Saskatoon, and they would be called out on scenes that’s called in, we believe is schizophrenic, we would send out the PACT team to start to deal with that, or people that are having other troubles with mental health issues, because the PACT team starts to build up relationships within the health region and mental health region, and get through the gatekeepers, and get people the help that they need much quicker, rather than a constable that’s not very well-trained, and that, trying to take somebody to a hospital emergency and have them looked at and spend hours and hours waiting for somebody from the psychiatric ward to come down and look at that person.

So, it’s a way to expedite and bring people into the health system quicker, and make sure that our constables who aren’t fully trained in a lot of mental health issues, and can’t be trained so much down that line, and don’t have the expertise for that can hand this off to the PACT workers.

**MS. COLLEEN MATTHEWS:** Mr. Weighill, you referred to the missing persons liaison and Aboriginal
resource officers. I understand that these are positions in Victim Services; is that correct?

RETIRRED CHIEF CLIVE WEIGHILL: Yes, they are.

MS. COLLEEN MATTHEWS: And, that I understand for municipal police services, Victim Services personnel are civilian staff of the police service; is that correct?

RETIRRED CHIEF CLIVE WEIGHILL: Yes, they’re civilian staff that work within the police service. They’re not actually employees of the service though. They’re still employed and paid by the province.

MS. COLLEEN MATTHEWS: Okay. And, in your experience, are there advantages to having Victim Services programs like these in police-based programs?

RETIRRED CHIEF CLIVE WEIGHILL: Absolutely, because the people that worked in Victim Services have built up a relationship with the police of -- to be able to share files. There’s MOU’s. If they’re in the headquarters, they can get the files that they need very quickly.

You know, a lot of their work comes from referrals from the police, because, you know, the police officer taking the cases, they know who the victims are and they forward these cases to Victim Services. So, it’s a
very streamline system. If they were not working within
the police organizations hand-in-hand with the police, it
would get very, very choppy on how they would get
information and how we would share information, and
timeliness to get that information for victims.

**MS. COLLEEN MATTHEWS:** And, are you able to
speak to the programs in the rural areas delivered by non-
profit organizations with Boards of Directors involving
Detachment Commanders and community members?

**RETIRED CHIEF CLIVE WEIGHILL:** No, I
couldn’t really talk with much confidence on that.

**MS. COLLEEN MATTHEWS:** Okay. And, my final
question for you is, in view of all of the testimony about
the need for increased numbers of Indigenous police
officers, there’s a sense that not all police services are
recruiting at the same level, do you support more specific,
directed recruiting approaches either for individual police
forces or at the provincial or national level?

**RETIRED CHIEF CLIVE WEIGHILL:** I would
certainly support at the provincial level. There’s
absolutely a need for more Indigenous police officers right
across Canada, and specifically in the prairie provinces.
It’s something that -- it’s almost imperative that we get
more Indigenous police officers.

**MS. COLLEEN MATTHEWS:** Thank you.
I’d now like to invite up Commission Counsel, Fanny Wylde. And, Ms. Wylde will have six and a half minutes for her cross-examination.

--- CROSS-EXAMINATION BY MS. FANNY WYLDE:

MS. FANNY WYLDE: Good afternoon. Fanny Wylde, Commission Counsel. I will be directing my first questions to Detective Alana Morrison. The fact that Native police forces are busy -- too busy, fatigued, as you mentioned in your testimony, is this a result of lack of resources?

DETECTIVE CONSTABLE ALANA MORRISON: Yes, it definitely is. NAPS is underfunded and therefore we have struggles with officers, and having two officers at detachments most times, we end up with one at a detachment.

MS. FANNY WYLDE: Thank you. So, what are the impacts on the files sent to the prosecution office?

DETECTIVE CONSTABLE ALANA MORRISON: Well, there’s -- definitely there can be issues with incomplete investigations. Sometimes witness statements can be missed. Sometimes it takes -- there’s a delay on getting the paperwork if charges are laid. So, there are some barriers there.

MS. FANNY WYLDE: So, would you agree that if it can affect the quality of the file, it can therefore affect the chances of the files to be prosecuted?
DETECTIVE CONSTABLE ALANA MORRISON: Yes, absolutely. But, I think the way that -- as long as the victim -- or depending on what it is. If it’s a break and enter, or if it’s arson, yes, you know, that could be an issue. But, I mean, if you’re dealing with, say, a sexual assault or a violent domestic assault, as long as the victim care is first and foremost and they’re, you know, taken care of, you know, I think that becomes more important. And then they can have whatever time they need later to complete whatever statements they...

MS. FANNY WYLDE: But, would you agree that there is some offenses, some re-offenses that have a prescription; correct?

DETECTIVE CONSTABLE ALANA MORRISON: I don’t understand the question.

MS. FANNY WYLDE: There’s offenses within the Criminal Code that has a prescription before the prosecution can prosecute the file -- oh, I’m sorry. English is my third language. A limitation.

DETECTIVE CONSTABLE ALANA MORRISON: Okay. There are some offenses that have a limitation?

MS. FANNY WYLDE: Yes.

DETECTIVE CONSTABLE ALANA MORRISON: Yes, there is. It depends on if they’re going to by way of summary or indictable.
MS. FANNY WYLDE: So, does it happen sometimes because of the officers are -- there’s a lack of resources, they’re fatigued, there are not enough resources, does it happen sometimes that the delay is too long and the limitation is over, is passed the six months when the file is sent to prosecution office?

DETECTIVE CONSTABLE ALANA MORRISON: I haven’t heard of any cases like that recently, but then again, I don’t deal with the briefs themselves so I can’t really comment.

MS. FANNY WYLDE: Okay. Thank you.

DETECTIVE CONSTABLE ALANA MORRISON: Mm-hmm.

MS. FANNY WYLDE: I have a question about the NAPS itself. It’s under the authority of whom exactly?

DETECTIVE CONSTABLE ALANA MORRISON: There is a tripartite agreement which is signed between the NAN, Nishnawbe Aski Nation, the provincial government and the federal government. Much more than that, I never negotiated any of it, so I don’t have much knowledge on it.

MS. FANNY WYLDE: I just wanted a little bit of context for my next question. When a woman or a girl is victim of violence by a band chief, for example, or a band counsellor, does the Native police force feel comfortable to investigate?

DETECTIVE CONSTABLE ALANA MORRISON: That
would be more instances for the crime unit to attend in the community and investigate.

**MS. FANNY WYLDE:** Okay. I’m looking at my time. Okay. Thank you for your answers. I’m going to go to witness Stewart. We heard about limited duration (indiscernible - 5:18:53) in the RCMP, can you discuss the challenges in building trust in these (indiscernible - 5:18:58)?

**SERGEANT DEE STEWART:** I think we discussed -- or you heard that the constant turnover is a factor. I think it’s all within the member that goes there. I attended my first one and my relationship building was with ease. And, I can speak for many members, even non-First Nation members, it’s all in your desire to be there and your connections with your community when you get there, but I do hear and I reson -- in the chiefs and councils and many of my family resonate on the turnover, it bothers them when they find somebody they bond with and they can be trustworthy with.

**MS. FANNY WYLDE:** Okay. So, did you ever see discrimination and racism of colleagues within -- during your function, discrimination and racism of your colleagues towards Indigenous people?

**SERGEANT DEE STEWART:** Towards Indigenous people?
MS. FANNY WYLDE: Yes.

SERGEANT DEE STEWART: I -- no. But, it’s who I am and what I portray in my communities and around members. So, nobody would make a comment about Indigenous people to me if they’re an RCMP member.

MS. FANNY WYLDE: Thank you. And, my last question would be to Clive Weighill. You mentioned that you were aware of the Human Rights Watch reports; correct?

RETIRED CHIEF CLIVE WEIGHILL: Yes.

MS. FANNY WYLDE: Are these reports something that you study as an Association of Chief of Police of Saskatchewan and/or the Canadian Association of Chiefs of Police?

RETIRED CHIEF CLIVE WEIGHILL: We haven’t studied it at the Canadian Association of Chiefs level, but certainly we’ve had discussions at the Saskatchewan Associations of Chiefs of Police because the investigation was done primarily in Saskatchewan with Prince Albert, Saskatoon, Regina and the RCMP.

MS. FANNY WYLDE: Thank you. My time is up. Meegwetch.

MS. MEREDITH PORTER: Thank you, Ms. Wylde. That completes the process of cross-examination of the witnesses by the parties with standing and Commission Counsel. So, I’m going to request maybe a very quick 5
minute break. I’d like to confer with counsel for the witnesses to determine their -- the extent to which re-examination. We have five witnesses, and as you know, we have a blocked time of 20 minutes. So, each counsel is entitled to 4 minutes for re-examination of their witnesses, and I just want to take a moment to canvas their interest. So, if we can just adjourn for 5 minutes, that would be very helpful at this point.

CHIEF COMMISSIONER MARION BULLER: Okay.

Yes, 5 minutes, please.

MS. MEREDITH PORTER: Thank you.

--- Upon recessing at 5:21 p.m.
--- Upon resuming at 5:38 p.m.

MS. MEREDITH PORTER: --- of the witnesses. And, as I mentioned, counsel for the witnesses each have 4 minutes and it’s my understanding then, that we’ll start with you, Mr. Bernard, with your time, and ask that 4 minutes be put on the clock.

--- RÉ-INTERROGATOIRE PAR Me BERNARD JACOB:

Me BERNARD JACOB: O.k. Alors, Monsieur Vicaire, dans votre contre-interrogatoire, on vous a parlé du financement fédéral.

M. JEAN VICAIRE: Oui, effectivement.

Me BERNARD JACOB: J’ai compris de votre témoignage que le gouvernement fédéral est représenté par
qui dans les ententes tripartites?

M. JEAN VICAIRE: Par, à ma connaissance, c’est le ministère de la Sécurité publique du Canada.

Me BERNARD JACOB: A autorisé 55 policiers supplémentaires pour les communautés autochtones pour chacune des deux prochaines années?

M. JEAN VICAIRE: Ce qui veut dire les années financières 2019-2012, 55; 2020-2021, un attribution pour le Canada d’un autre 55.

Me BERNARD JACOB: Je comprends que votre communauté a signé l’entente de 2.3 millions au lieu de 2.6 millions?

M. JEAN VICAIRE: C’est exact.

Me BERNARD JACOB: Pour une période de?

M. JEAN VICAIRE: Pour une période de cinq ans.

Me BERNARD JACOB: C’est 2.3 millions par année?

M. JEAN VICAIRE: Ce qui est arrivé c’est qu’avant, on avait une entente tripartite qui s’élevait à 1 387 052. Il y a eu deux ententes bilatérales en ’16-’17...

Me BERNARD JACOB: Et bilatérales entre le Gouvernement du Québec et le gouvernement...

M. JEAN VICAIRE: Fédéral. Chacun a conclu
des ententes bilatérales avec la communauté.

**Me BERNARD JACOB:** O.k.

**M. JEAN VICAIRE:** Le fédéral, en ’16–’17, ont attribué 300 000 $. Le Québec a attribué 276 923 $.

**Me BERNARD JACOB:** O.k.

**M. JEAN VICAIRE:** Pour ’17–’18, les bilatéraux ont supporté en supplément de l’entente de base le 1 387 052 au montant pour le Québec de 776 923 et 300 000 pour le fédéral, qui fait un total à ma souvenance de 2 463 975 $.

**Me JACOB:** OK. Donc actuellement, le manque à gagner vient du fédéral ou du provincial?

**M. VICAIRE:** Je dirais les deux parce que l’investissement qu’on a eu, c’est de l’ordre de 2 316 000, alors on a une diminution déjà en partant du 2 463 975 à 2,3 millions.

**Me JACOB:** On a ici un paramètre global pour l’ensemble du Canada de 55 policiers. Est-ce qu’on vous a donné les raisons pour lesquelles le fédéral bloquait ce chiffre-là pour 300 communautés ou 300 polices autochtones?

**M. VICAIRE:** Je comprends pas tout à fait la...

**Me JACOB:** Est-ce que vous avez des raisons pour lesquelles le gouvernement limitait le nombre de policiers supplémentaire à 55?

**M. VICAIRE:** Y’a aucune explication de leur
part sur ça.

**Me JACOB:** Est-ce que le gouvernement vous a donné une raison pourquoi... le gouvernement fédéral vous a donné une raison pour laquelle il ne paye pas sa quote-part qui est due actuellement?

**M. VICAIRE:** Parce que pour eux l’appel à l’action de la Commission Viens, c’est ce qui a fait en sorte que la partie du Québec par le ministère, par le biais du ministère de la Sécurité publique a fait en sorte qu’ils ont respecté de déposer l’ensemble de leur 48 % du 1,3 million et la partie fédérale n’a pas suivi dans le même ordre d’idée.

**Me JACOB:** Normalement, le fédéral paye quand?

**M. VICAIRE:** Normalement, à ma souvenance, c’est dans le courant du mois de mai de... comme là là, le mois passé.

**Me JACOB:** Donc, je comprends qu’actuellement par rapport aux années précédentes, le gouvernement fédéral est en retard.

**M. VICAIRE:** Oui, effectivement.

**Me JACOB:** Et y’a pas donné aucune raison.

**M. VICAIRE:** Non.

**Me JACOB:** J’ai pas d’autres questions.

**MS. MEREDITH PORTER:** Thank you.
The next counsel for witnesses that I would -- for the witness that I would like to invite re-examine the witness is Ashley Smith, who will re-examine Chief --
Retired Chief Clive Weighill.

--- RE-EXAMINATION BY MS. ASHLEY SMITH:

MS. ASHLEY SMITH: Thank you, Commission counsel.

Chief Weighill, similar to the questions on re-exam yesterday, I just wanted to give you an opportunity in light of the many areas canvassed in cross-examination today to provide any further comments or recommendations that you have to the Commission.

RETIRED CHIEF CLIVE WEIGHILL: Thank you.

I want to just leave two stories with the Commission before I leave, and I think it really drives, in my mind, when we're talking about vulnerability of people.

I go out on patrol -- well, I did when I was the Chief, go out on patrol every once in a while, just to see what's happening on the street so you can really feel it, touch it and smell it.

It's late night in the winter, Saskatoon, it's about 8:00 at night, 20 below night, we get a call to Kentucky Fried Chicken in the inner city, there's somebody rustling around in the garbage. We get to Kentucky Fried Chicken.
At the back of Kentucky Fried Chicken there's a 6-foot fence all around the garbage so people can't get into it. The manager says to me she's already left.

So we drive around the neighbourhood. We find her about three blocks away walking in kind of a warehouse area in Saskatoon. There she is carrying this flippin' plastic bag with pieces of cold chicken and half-eaten French fries and stuff in it. That's her supper for the night. She's known to us, she works the street once in a while, but that's beside the point.

My question rhetorically is to you, is that woman vulnerable? She's got no place to go, she's got no money, she's -- 20 below night in Saskatoon. That's the condition when I talk about the vulnerability of what we're facing in our cities right now.

Another one is how things are very insidious when it comes to crime and vulnerable people.

We take a call another night, we take a call to a break and enter. It's a young Indigenous woman, and her children are gone away for the weekend. They come back home, and their house has been broken into, so they phone the police.

My partner and I arrive there. We start to take the report from them. You can see -- you know, it's
the kid's PlayStations and stuff like that are stolen.

So we ask the mother all the details, and then we say to here, "We're going to go next door and talk to your neighbours to see if they've seen anything", because that's standard procedure. She says, "No, please don't go next door. I don't want any trouble. I don't want you going to the house next door."

And you know, we're looking around, we know kind of what's going on. She doesn't want us to go next door because it's a gang house and she's scared if we go next door it's going to cause some problems for her. So she says, "That's no problem," she says. She says to me, "I don't want you to go next door. I don't want any trouble. I'm just glad they didn't trash my house when they broke into it."

Now, I'd ask you and anybody in the audience here, if somebody broke into your house would you say to the police officer I don't want you to investigate it any further, I'm just glad they didn't trash my house? Most people would say I want those people arrested, I want my stuff back, I want things done.

But what sets in your mind when you go home at night, and believe me, police officers do go home at night and think about what happened. You go home at night and you think, okay, here was this young woman with her two
little daughters that are 8 and 9 years old listening to
her mother tell a police officer, really what she's saying
is it's okay to be victimized if we're not victimized too
much.

So already that young -- those young girls
are getting planted in their head that it's almost okay to
be victimized as long as they're not victimized too much.
That's the environment some of these young people are
growing up in and why they're so vulnerable in our inner
cities and up North and some of the situations that they're
facing here.

And sometimes, you just go home at night and
you think to yourself who the hell is going to help these
people? Who the hell is going to help them? They've got
no help in the inner city in Saskatoon. They've got no
hope in the inner city in Regina or Winnipeg. They're
brought up in that environment.

That's what we need to work on when we're
talking about the vulnerability of these young women and
thus putting them in these situations that ends up in
horrible circumstances.

Thank you very much for allowing me my
comments.

MS. MEREDITH PORTER: Thank you.

I'd like now to invite counsel Krystyn
Ordyniec to re-examine Detective Constable Alana Morrison.

--- RE-EXAMINATION BY MS. KRYSTYN ORDYNIEC:

MS. KRYSTYN ORDYNIEC: Sorry. We're sharing the microphone here.

With respect to this morning, we went through your CV, we didn't get a chance to go through it in great detail. Could you tell us with respect to your duties, are you responsible for recruiting or do you oversee the ERT Program?

DETECTIVE CONSTABLE ALANA MORRISON: That's negative on both of those questions.

MS. KRYSTYN ORDYNIEC: Thank you. We also heard about programming suggested by you, be it an expansion of your Survivor Assistance Support Program and programming suggested by parties withstanding such as Mishkeegogamang. Why do you think these programs aren't currently in place, or what may act as a barrier to these programs for NAPS?

DETECTIVE CONSTABLE ALANA MORRISON: Why there's no survivor support right now? Is that the question?

MS. KRYSTYN ORDYNIEC: Sorry. You spoke about an expansion and you also agreed with community-based programming with some of the parties. And why do you think those aren't currently in place right now in NAPS?
DETECTIVE CONSTABLE ALANA MORRISON: I think it's largely due to lack of funding at this point why there's no extra programming or extra community-based programs.

MS. KRYSTYN ORDYNIEC: And my last question is just open to you if you had anything else to add from today's cross-examination?

DETECTIVE CONSTABLE ALANA MORRISON: Yeah. I just wanted to apologize for not having the correct acronym down for the LGBTQ2S. It bothered me that I messed it up there, so I just wanted to apologize. Thank you.

MS. KRYSTYN ORDYNIEC: And those are my questions. Thank you.

MS. MEREDITH PORTER: Thank you. I'll now ask counsel Anne Turley if there are any re-direct questions for Sergeant Dee Stewart?

MS. ANNE TURLEY: No, there are none.

MS. MEREDITH PORTER: Thank you. So the final counsel I will turn to then is my colleague Violet Ford. And are there any questions on re-direct for Yvonne Niego?

MS. VIOLET FORD: Yes.

--- RE-EXAMINATION BY MS. VIOLET FORD:

MS. VIOLET FORD: This morning, Yvonne, you were talking about communications with police in Nunavut
communities -- in the Nunavut communities, and yesterday, there was a reference to using a website, a police website to access police services.

My question is do you think this type of an idea would work in Nunavut, and if so, why, and if not, why not?

**MS. YVONNE NIEGO:** Communication in Nunavut is very difficult, it varies from community to community. 40 percent of our population accesses income support. We have a difficulty in connecting with the public through websites, not just for availability of Internet, but also the speed of Internet. Even our police detachments, certain ones, to download a simple email without an attachment can take up to five minutes. Radio is often a means of communication or in person, and even then, it's still -- the language barrier is a factor.

**MS. MEREDITH PORTER:** Thank you. Chief Commissioner and Commissioners, that completes the process of re-examination of the witnesses. I’ll seek your direction on how to proceed, then, with your questioning of the witnesses at this point.

**CHIEF COMMISSIONER MARION BULLER:** Okay. We understand that Detective Constable Morrison has a very important family event to attend and has to leave today and we want her to go. We’d like to come to that event too,
actually, but we can’t. So, we will have our examination of Detective Constable Morrison this afternoon, and the remainder of the witnesses tomorrow morning.

We will start with Ms. Niego, because we understand her travel concerns for tomorrow. So, tomorrow morning we will start our opening at 7:45 and commence with examination of Ms. Niego at 8:00 a.m. so she can get out the door on time, and continue with the remainder of the witnesses after her. So, that’s the plan for today and tomorrow.

MS. MEREDITH PORTER: Thank you.

COMMISSIONER BRIAN EYOLFSON: Thank you. Detective Morrison, I just have a few questions for you, but I’d like to also acknowledge your strength in coming and sharing your truths with us today, and I just have a few questions, if you don’t mind?

You had talked about women in NAN territory having to leave for reasons such as medical reasons, and that they could only bring one person with them as a helper or escort.

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

COMMISSIONER BRIAN EYOLFSON: So, why is the limit to one person and who sets that policy? Where does that come from?

DETECTIVE CONSTABLE ALANA MORRISON: That’s
my understanding from non-insured, that the nursing station implements their requirements.

COMMISSIONER BRIAN EYOLFSON: Thank you. You also talked about having OPP do kits in the community. You had mentioned you had pushed for that at one point?

DETECTIVE CONSTABLE ALANA MORRISON: Yes. It was a joint project between more specifically a detective sergeant that is also a good friend of mine, and she and I shared the same vision as far as having a victim, like, say if they were stuck in a community and they couldn’t get out to get the kit done, that we thought it very important to do this drive to have kits done at the community level so at least, at the very minimum, if she was weathered in, that at least we can get the biological evidence, and then once flights were moving again or weather cleared, that she was able to come down and then access the counselling.

COMMISSIONER BRIAN EYOLFSON: Right.

DETECTIVE CONSTABLE ALANA MORRISON: Just so she can shower sooner rather than later.

COMMISSIONER BRIAN EYOLFSON: Okay. So, that has changed now?

DETECTIVE CONSTABLE ALANA MORRISON: Yes. Most of the communities, they are doing the kits in the communities when -- and that goes back to choice, again,
that I talked about earlier, giving the victim the option of, you know, you can fly down and get the kit done, or you can do it in the community, which I think is just a nicer start to such a horrific event.

COMMISSIONER BRIAN EYOLFSON: Right. Okay. I just wanted to ask a few clarifying questions about shelters, too. So, just to clarify, there’s 34 communities in NAN territory, and I think you said the only one that had a shelter was Mishkeegogamang, which is the one drive-in community?

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

COMMISSIONER BRIAN EYOLFSON: And, the only other ones were in nearby towns or cities just south of the territory?

DETECTIVE CONSTABLE ALANA MORRISON: Yes. So, when I speak to that, I can only speak to the northwest region and the central region. So, I don’t know what is actually available. There might be a few more on the east region, but I don’t know. As far as the northwest and the northeast goes, I’m only aware of one women’s shelter, actual women’s shelter, and that is in Mishkeegogamang, like, that’s actually in a community. And, like I said, the rest are located in Sioux Lookout which would entail a charter for a victim and her children.

COMMISSIONER BRIAN EYOLFSON: Right. Thank
you. Okay. You were also asked in cross-examination about
women leaving and going to nearby cities or towns and then
facing vulnerability. Can you comment is that happening
because sometimes they’re going to those communities to go
to the shelters first, or are they just fleeing violence
more generally?

DETECTIVE CONSTABLE ALANA MORRISON: I think
the majority -- when you think back to when I had mentioned
reporting an incident, I’ve dealt with cases where a victim
has reported a sexual assault and it’s not seen as a sexual
assault save from a witness that knows the accused. And
so, sometimes I’ve seen victims being accused of infidelity
in the community, and I have seen and dealt with Facebook
posts in communities commenting on what she’s reporting,
and I think that escape to the city is to get away from
everybody knowing her business.

COMMISSIONER BRIAN EYOLFSON: Okay, thank
you. And, just one final question of clarification, and
Commission counsel was asking you questions. Just a little
while ago, you referred to a situation where the Crime Unit
would come in. Can you just clarify what the Crime Unit
is?

DETECTIVE CONSTABLE ALANA MORRISON: Okay.
So, for the north -- for all our three regions, there is
specific detectives that oversee the regions. So, the
Central Region Crime Unit was just created within the last six months or so where we actually have three of us detectives that are based out of Thunder Bay. So, we would respond to any sudden deaths, suicide, homicide, everything north of Thunder Bay.

For Sioux Lookout, they would respond to the suicides and whatnot, everything north of Sioux Lookout. And then for the northeast region, the detectives are located in Cochrane, and they would respond to everything in the north from there. So, we have three different units and they have three detectives per unit right now. And, if we respond -- sometimes if there’s no one available in Sioux Lookout, we’ll respond from Thunder Bay. So, yes, that’s...

COMMISSIONER BRIAN EYOLFSON: Okay. Thank you very much. Those are all my questions.

DETECTIVE CONSTABLE ALANA MORRISON: Thank you.

COMMISSIONER BRIAN EYOLFSON: Thanks.

COMMISSIONER QAJAQ ROBINSON: Hi Detective. I, too, want to thank you for coming and sharing with us, and for sharing a piece of you. I know that that’s not easy and I want to acknowledge that.

DETECTIVE CONSTABLE ALANA MORRISON: Thank you.
COMMISSIONER QAQAQ ROBINSON: It’s so important that people see themselves in the police force and see the humanity in you.

DETECTIVE CONSTABLE ALANA MORRISON: Thank you.

COMMISSIONER QAQAQ ROBINSON: I want to ask just a couple of questions. One of the important things, I think, when it comes to the relationships between a police force and a community are the values that the police force is upholding. In essence, there’s the values of moral and ethical values, but then also the laws that the police force is upholding.

I’m assuming, and correct me if I’m wrong, but NAPS is mandated to enforce provincial and federal laws. You’re not enforcing or upholding your people’s laws per se?

DETECTIVE CONSTABLE ALANA MORRISON: No. Nishnawbe Aski police officers are definitely mandated to enforce federal law, more so because we’re on the First Nation communities. Say, take Mishkeegogamang where they have a highway going through it. So, we do enforce provincial there as well. However, with the three crime units that I just spoke of, part of our job in overseeing the areas that we’re responsible for is to review all benchmark occurrences, meaning we review domestic assaults,
we review sexual assault investigations, we review aggravating domestics -- I think I said that already. But, we review all major case occurrences, and we make sure that everything is there, that the investigation is complete before we’re able to sign off on it, and that includes also when a case is closed that it’s closed under the appropriate title, like unfounded or unsubstantiated or something like that, like an unfounded, or an unsubstantiated, or something like that, so we review all of that. So, they have to be -- they’re held accountable in all the communities for full, and fair, and complete investigations.

COMMISSIONER QAYAQ ROBINSON: And, I think you’re absolutely right that for our community to have confidence in you, that is something that they need to know. I guess, sort of, what I’m getting at is in -- Deputy Minister Niego sort of talked about it, that the police have their values, Inuit have their values, their laws.

And, I’ve heard from a number of families that when it came to incidences of violence or conflict, that the state law -- white man’s law didn’t address it the way their traditional or inherit laws or the laws of the land would. Do you see that that sort of disconnect between white man law or federal law, and the law of the
land or natural law has an impact on a community’s relationship with the police force? Because I think for some people, so long as a police force is enforcing white man’s law, it may be seen as a tool of oppression. Do you know what I mean?

DETECTIVE CONSTABLE ALANA MORRISON: Yes, I totally know what you mean. I think for Nishnawbe-Aski police officers, that is definitely something that they’re educated on as far as entering into a community knowing the history. Some communities are very religious, some are traditional.

So, we -- the officers that we employ that I’ve worked with personally have open minds, and as far as dealing with the Youth Criminal Justice Act, have their own discretion as far as dealing with some of the younger -- the youth that break the law. So, they’re well aware of their rights, and that ability to invoke their discretion, and look for another means. So, they’re aware of that, and that has actually happened. I’ve dealt with a few cases myself with officers. Maybe not so much with when it comes to the more violent sexual assaults, but definitely having that discretion definitely helps. But, I can’t speak to -- like, say, if there is a law of the land, if they enforce that or not. I don’t think I can comment on that.

COMMISSIONER QAYAQ ROBINSON: Okay. Thank
you. We’ve heard a lot this week about training and the importance of training, sort of, non-Indigenous officers that are going into Indigenous communities. It struck me as I was listening to a number of the panellists talking that, and you also shared that your force is close to, I think, was half are Indigenous. How powerful having Indigenous colleagues is as a training? Like, it’s vicarious training. Not vicarious. It’s to improve relationship. That’s the distinction. Training through relationship. And, I was wondering if you had seen any examples of how that training through relationship has played out within your police force.

DETECTIVE CONSTABLE ALANA MORRISON: I definitely think that when the community -- like I said, when a new recruit is deployed and they are hooked up with their coach officer, and if that coach officer happens to be from the First Nation community and they are First Nation, I think that officer is -- it’s hard to say, but -- like, I mean, I think they might have an easier time getting accepted by the community if they see their officer is getting along well with the recruit. So, I think that definitely has an impact on the community’s acceptance of the officer. And, we have a handful that are actually from the communities, and I wish we had more.

But, I also know the flipside of that, that
when you’re from your community and you’re policing your
own community that that can be a struggle as well too,
because we’ve had a long-time serving officer in one of our
communities who actually had to respond to two family
sudden deaths. And, the impact it had on him is, you know,
life changing, has been life changing for him, and he’s
just returned back to full duties. But, yes, I think as
far as any officer that is working alongside an officer
from a community, I think they just -- they have just a
little bit more of an edge as far as being accepted in the
community.

COMMISSIONER QAYAQ ROBINSON: And, I would
expect that they learn more themselves.

DETECTIVE CONSTABLE ALANA MORRISON: Yes,
arbitrarily. And, I think it also gives them more --
because they know -- they get that history. They
definitely get a history from the officer that’s in the
community.

COMMISSIONER QAYAQ ROBINSON: The last
question I have for you is we heard yesterday from
Commissioner Lucki about, you know, whatever can make us
better. And, you know, the Auditor General in reviewing
First Nations policing talks about issues with measurement,
and monitoring, and we all know government. If they’re
going to put money in, they want to know what the benefit
on return’s going to be.

So, when I think about policing, and I think about relationship with police and community, and the importance of putting money into this, resources, the next thought in my head is, oh, gees, the government’s going to want to know how to monetize that. How many dollars does that look like? And, how many -- you know, what do we get in return to measure the success of those dollars?

So, I want to give you a chance -- you don’t have to follow their formula, but I’m just -- I’m letting you know why I’m asking this question, because everybody’s going to ask, “What does success look like? What does better look like?” And, I want to know from you, a detective working frontlines, grassroots, in your communities, what does success look like?

**DETECTIVE CONSTABLE ALANA MORRISON:** That’s probably the best question today. You win.

(LAUGHTER)

**DETECTIVE CONSTABLE ALANA MORRISON:** No, that is a really, really good question, and I’m going to remember this question probably for the rest of my life, and it’ll probably sit on the back of my mind while I’m trying to find more funding and also working my program right now. Success in my mind is -- I just can’t help but see that our sisters out there are more educated and, in
turn, becoming stronger, and not having to make that choice between medical care or family.

   Success to me is going to be measured by court outcomes. You know, maybe not even so much that the accused is, you know, dealt with harshly. It’s that she has peace when it comes to her case, and knowing that she stood up for herself and she said, “No, I’m not allowing this to happen to me anymore.”

   That, to me, says success, because it’s sad that -- us, as First Nation women, used to lead the communities back -- way back when. And, when I see a woman that presents in front of me with eyes so black and she can’t open her eyes, it hurts my heart, because that’s not the way it was, and this -- you know, this is a woman that should have, you know, more access to programs, to more education, to -- the ability to protect herself. So, that -- when you ask me what success is, that’s kind of what I envision. But, yes, that’s -- I’ll probably add more to this as I go along.

   COMMISSIONER QAYAQ ROBINSON: I look forward to hearing more. Thank you so much. And, I’ll give the others a head’s up, that question’s coming to you too tomorrow. So, thank you, meegwetch.

   DETECTIVE CONSTABLE ALANA MORRISON: Thank you.
COMMISSIONER MICHELE AUDETTE: Merci beaucoup. I’m going to try in English, but mon brain -- you see, I already spoke French to you, is very grill in English.

DETECTIVE CONSTABLE ALANA MORRISON: Okay.

CHIEF COMMISSIONER MARION BULLER: So, if I’m not capable, I will switch in French.

DETECTIVE CONSTABLE ALANA MORRISON: Okay.

CHIEF COMMISSIONER MARION BULLER: I’ll try.

DETECTIVE CONSTABLE ALANA MORRISON: You let me know.

CHIEF COMMISSIONER MARION BULLER: You’ll be the first.

DETECTIVE CONSTABLE ALANA MORRISON: Okay.

CHIEF COMMISSIONER MARION BULLER: They know me.

DETECTIVE CONSTABLE ALANA MORRISON: They know you.

CHIEF COMMISSIONER MARION BULLER: Well, I want to start with this, thank you, thank you, thank you. It’s always an honour and a pleasure to see an Indigenous woman that is a role model. So, I’m very proud that you came here and you’re giving us hope, and this is where I want to go, about hope.

And, over the years, we travel territories,
we go to places and we’re lucky or blessed that your people
invited us last year to go and meet with your people.

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

MR. BERNARD JACOB: With our brothers and
sisters. I’m from the north, but on the other side. And,
it was beautiful, yes, but also it was a learning
experience to see that there are also isolated communities
where only winter road or fly in/fly out.

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

CHIEF COMMISSIONER MARION BULLER: And, do
you have in your territory, in those communities, 24 hours
a day police in place or working there?

DETECTIVE CONSTABLE ALANA MORRISON: I
believe I was asked that by one of the members, but again
to comment on that, that is the projection. However, with
shift change, like we have the two schedules like I stated
earlier, sometimes if an officer is flying out in the
morning, one will come in in the evening or sometimes the
next day. Sometimes it can’t be helped if that one officer
in the community is called for court in a different
community or in Thunder Bay, so communities are left alone.
But, that is definitely -- NAPS’ goal is to provide that
24/7 care. They might not be on shift 24/7, but they’re in
the community and they’re accessible.

A lot of people are so comfortable with
their officers that they’ll go to their residence and not
even call. Like, they’ll knock on the door and say, you
know, there’s a call over at whatever. So, it’s kind of --
for the officers that have been in their communities longer
than five years -- and there’s a ton of them that have
become part of their communities, and really when there’s a
tragic event in a community, feel for their community, and
so their relationship is actually very unique in that
regard.

But, yes -- no, there’s sometimes,
unfortunately, days sometimes due to staffing where a
community can be without. And, if they do -- because we
have an 800 number, so we have had a couple of occasions
where we get called down in Sioux Lookout and we have
responded. We’ll jump in a charter and we’ll fly right up.

CHIEF COMMISSIONER MARION BULLER: This is
where I want to go also. The family violence doesn’t stop
or the social problem that we’re all facing doesn’t stop.
So, you mention, I think, when that question was asked,
sometimes because of the weather or realities like that,
that yes, there is nobody there.

DETECTIVE CONSTABLE ALANA MORRISON: Yes.

CHIEF COMMISSIONER MARION BULLER: What
happened when there’s a crisis when there’s no officer? Do
you have, like, a strategy in place?
DETECTIVE CONSTABLE ALANA MORRISON: Yes.

So, that’s where -- if the call is -- and we need to get in there immediately, absolutely, we are afforded the ability to rent a charter. And, whoever is available, which is never hard to find in Sioux Lookout or Thunder Bay, there’s officers always ready and willing to go, like myself and some of my partners, we can flip from detective capacity to frontline just as easy and we’ll jump on that charter and we’ll respond and we’ll deal with whatever the crisis is in the community.

CHIEF COMMISSIONER MARION BULLER: Merci.

Where I’m from, we believe in the holistic approach, and I’m sure it’s the same in your territory, in your values, but in your work, do you have that approach where the social workers, or the shelters or other unit or expertise that you meet once in a while to exchange about cases or realities or the progress of?

DETECTIVE CONSTABLE ALANA MORRISON: Mm-hmm.

Yes, we actually -- NAPS officers are known to partner with -- so when a NAPS officer is in a community, and say he is a lone officer or there’s two of them in a community -- I know for me when I used to work Cat Lake, which was my first posting, I would go and hang out with the nurses off duty, just for that normalcy, just for that -- because you get to dealing with crises all day, every day and then --
like, we would just go there to have supper.

So, with that, you can do some information sharing as far as, you know, community members or, you know, somebody -- like, say they’re not having a good day and they’ve been at the nursing station, so then the officer is aware that we may be getting a call from so-and-so. And, also a lot of the officers, they’ll go and hang with the teachers, so they can get, you know, some insight on -- say, if a student is, you know, acting up particularly on one day and they’ll get a heads up or -- you know?

So, there’s a lot of partnerships that a NAPS officer has. And, one of the main ones is the once a month visits from the probation officers that fly in. So, they actually do their meetings at our detachments, so they’re able to -- you know, exchange information and -- so being a NAPS officer, you’re exchanging -- you know, you have a lot of resources that you, kind of, have to deal with and...

CHIEF COMMISSIONER MARION BULLER: And, that’s helped?

DETECTIVE CONSTABLE ALANA MORRISON: Very much so. And, it’s part of that unique side of NAPS, I think. Yes. And, you know what, there’s community members -- there are some amazing community members that are so
pro-police and will have an officer’s back if they know
that they’re alone in the community. So, that’s very -- I
mean, it’s an amazing relationship.

CHIEF COMMISSIONER MARION BULLER: When I
was mentioning about the hope, you’re giving us hope, one
night I receive a call -- well, a messenger call from a
woman who lives in a community that you can only fly to go
there. And, she knew about the Inquiry, we were just
announced, and she says, I hope you’re not coming to my
community. And, I was like -- I don’t really know the
person, I met her a couple of times, she’s a family member.
And, why? The first reaction was, why? She was saying
there is so much problem, so many sexual violence, but if
we denounce, there is nothing there to receive us, welcome
us or to support us. Is that the case in isolated
communities, that lack of services or...

DETECTIVE CONSTABLE ALANA MORRISON:
Absolutely. And, that was part of the gap that was
identified to support my program, was that -- like I said,
if they report to the nursing station, NAPS -- and they’re
given the option to contact police. Obviously, if it’s a
child, then yes, we would be contacted, and so would --
it’s called Tikinagan, they’re the ones that provide the
child family services. And so, they would be contacted and
we would start an investigation that way. But, if -- for a
woman to report a sexual assault, she’s given the option to notify police or not.

We have had occasions where they don’t release their kids to us, we have had occasions where they have presented to the nursing station and don’t wish to have police involved right now, and that’s fine, and it’s up to them when they’re ready. But, that is definitely, in my own opinion, lack of resources for sure, because my biggest concern is once that victim is flown out, she does get that care from the Assault Care and Treatment program out of Sioux Lookout, she is given a week of counselling.

But, in my own opinion, from the victims that I’ve worked with personally, I think we’re just opening a can of worms. And, we’re sending them back to their community and they don’t have the everyday counselling with the same person, because I think for my own existence to last this long -- like, I’ve -- my counselling has only been successful by having -- by really getting along with the counsellor. A certain counsellor. I can’t talk to six different counsellors over a period of time and expect that that’s going to work. I haven’t been successful in that. So -- but that’s what the women are facing.

So, when they go back to the community, yes, they have counsellors that come in there, yes, they have
emergency or people that they can go talk to, but it's not a consistent counsellor that you have built trust in that knows your full story, things like that.

And those are all things that I -- as far as hope goes -- that I hope would change in the future. Because to have that community-based two arms open up to them when they get off that plane, you know, to say, it's okay, you're back here and we're here to support you. And yes, the accused family is here, but you know what, you're okay, you've stood up for yourself. And they -- to have that would just -- yeah. Sorry.

COMMISSIONER MICHELÉ AUDETTE: So to finish and to conclude, we have an opportunity right now as we speak to say to the federal government, Ontario Government, and of course, your government, these are the recommendations that could bring hope to those women and their children. What would you recommend?

DETECTIVE CONSTABLE ALANA MORRISON: Oh, sorry. Like I said, the struggle that I see every day. I recommend, strongly recommend these -- I can't say enough about the community-based support that they need. I can't say enough about not having to make a choice between leaving your community and picking up and going and leaving your children. So that would definitely be one of my strongest recommendations for that community-based support.
Thank you.

COMMISSIONER MICHELE AUDETTE: Merci, beaucoup.

--- CROSS-EXAMINATION BY CHIEF COMMISSIONER MARION BULLER:

CHIEF COMMISSIONER MARION BULLER: One of the benefits of going last is everybody else asks your questions. And I note the time. I'll be fairly fast.

Following up on what you just said about women having to make a choice about leaving the community for a variety of reasons. What, if any, initiatives are there to remove the offender from the community so that the woman can stay in her community in safety with her family?

DETECTIVE CONSTABLE ALANA MORRISON: So for most of the sexual assaults that we deal with, there is very few circumstances where an accused would remain in the community, and those would be no prior assaults, no prior records. You know, that there is a safety -- or that the victim says that they're okay, that -- you know. So we take things like that.

But as far as when a male is arrested for a sexual crime in a community, they are held regardless. And the unique part of NAPS is that -- so they're held for a bail and remand.

So basically what they do is the officer works on a brief throughout the evening and then they send
a package to the Thunder Bay Courthouse, or Kenora, which depends on whichever jurisdiction they're in. And then the Court calls the detachment the next morning and they're put on the speakerphone, and they actually bring the accused over and they talk to the accused, they, you know, remand them in custody that way.

So most times, they're actually flown out of the community. NAPS, we have our plane, so they're picked up by our plane and they're brought down to either Kenora or Thunder Bay.

And -- so -- and that's fine, but you still have the accused's family in the community that's she got to see. The family could be the accused's wife, who is a teacher at the school and her kids go there. So -- and there's just so many different dynamics where she is left -- even if she does stay in the community, that she has to deal with, because they could be working at the Northern Store, things like that.

And then, you know, that being or feeling -- maybe she's not ostracized, but she definitely feels it because she knows, you know, the shame and the embarrassment that comes along with what she's reported.

And what I would like to see is, yeah, when they are brought out, there's a plan that's put in place for their release, and sometimes they're released back to
the community with strict conditions. But even then, I mean, they could be living three houses down, you know and that's the struggle that we deal with.

But I think going back again to having that community-based support, if that's the case, then you know what, if there was a safehouse or an actual counselling agency that was there just to give her that ongoing verbal, you know, and comfort, you know, that it's okay, you know, you can get through this. But we lose a lot of them sometimes because of that when it comes to Court.

We had a female that was brutally assaulted in one of the First Nations where she was flown out of the community. She was allowed to take her one escort that we found out after the -- she was flown to Toronto for a liver transplant, because he stomped on her stomach, that he -- that the accused was flown out as her escort.

So I was the acting detective sergeant at that time, and I had to -- like I was in panic because I needed to get him arrested, I needed to get him away from her. And I worked with Thunder Bay, sorry, Toronto PD and we managed to get him -- we managed to get a statement from her, a very short verbal one, but we got enough for our reasonable probable grounds to get him into custody.

Toronto PD released him on our behalf. He breached within two hours and he was again arrested and
held this time. But she had spent a lot of recovery time in Toronto. By the time she got back to her community, the Court came, we lost her. She absolutely refused to testify.

So it's cases like that where I think if we had that immediate response to her I don't think we would have lost her. Because he -- she was able to see that he breached within two hours. Like that's -- I don't know. In my opinion, that's -- I don't know. I would have gave up too.

CHIEF COMMISSIONER MARION BULLER: I probably would have as well.

Well, that raises another question, and my last area of questioning ---

DETECTIVE CONSTABLE ALANA MORRISON: Okay.

CHIEF COMMISSIONER MARION BULLER: --- just so you know. In your territory, is it possible to apply for peace bonds or a section 8(10) recognizance by telephone and fax?

DETECTIVE CONSTABLE ALANA MORRISON: Not to my knowledge. You have to attend the Thunder Bay Courthouse and physically present in front of a justice of the peace and give your reasoning for the request.

CHIEF COMMISSIONER MARION BULLER: Can you apply for warrants for arrest by telephone or fax?
DETECTIVE CONSTABLE ALANA MORRISON: More
times that's part of our Crime Unit, what we do if there is
a domestic assault and the officer can't find the accused
in the community. And we encourage them to actively look
for them in the community.

As far as when I was policing in Cat Lake,
if an accused took off in the bush in the summertime or
even the wintertime, there was no way I was going in the
bush after them. Because they know the bush far better
than I ever would, so I'd only put myself in even more
danger.

But what the Crime Unit does is we'll help
out by -- we'll get the information sworn to, we'll get the
warrant before a JP, and then we'll get it on to the
system, Canadian Police System, and then that warrant is
active in their community as well.

CHIEF COMMISSIONER MARION BULLER: Okay. So
hypothetical question. If you can do that with a warrant,
you can do that with a peace bond application and a
section 8(10), can't you?

DETECTIVE CONSTABLE ALANA MORRISON: We
probably could, but I think -- as far as my knowledge goes
of the peace bonds is that the person has to present
themselves in front of the JP. That's far as my knowledge.
I -- we have never done one over the phone or like that.
CHIEF COMMISSIONER MARION BULLER: Would you try and let me know how it turned out?

DETECTIVE CONSTABLE ALANA MORRISON: I actually would look into that for sure, yeah, absolutely.

CHIEF COMMISSIONER MARION BULLER: Well, thank you.

DETECTIVE CONSTABLE ALANA MORRISON: Thank you.

CHIEF COMMISSIONER MARION BULLER: It's been a real pleasure, a real honour for you to join us and to share your knowledge and your truth with us. What you've said today has been very helpful to our work and it's made a real difference. So I thank you for that ---

DETECTIVE CONSTABLE ALANA MORRISON: Thank you so much.

CHIEF COMMISSIONER MARION BULLER: --- on behalf of all of us.

DETECTIVE CONSTABLE ALANA MORRISON: I just want to say before we totally wrap up is that the honour is all mine. I am absolutely humbled. Coming from my childhood to be sitting here is so surreal, so I just wanted to thank everybody as well too.

CHIEF COMMISSIONER MARION BULLER: Because you've given us gifts of knowledge and experience, we have a small gift for you that we hope you'll take. And it's an
eagle feather.

DETECTIVE CONSTABLE ALANA MORRISON:

Wonderful.

CHIEF COMMISSIONER MARION BULLER: We were
told -- pardon me. I can't tell this story without tearing
up because it incites fear in me.

We were told by the matriarchs in Haida
Gwaii to gift all of our witnesses with eagle feathers, and
you don't argue with a matriarch. So having said that, all
across Canada we've done this, and everywhere there's a
slightly different significance to eagle feathers, but I
think what I can say, probably breaking some rules, is that
eagle feathers will hold you up on those days when you need
to be held up.

DETECTIVE CONSTABLE ALANA MORRISON: I have
a lot of those.

CHIEF COMMISSIONER MARION BULLER: I can
imagine.

And on those days when you think you can fly
a little higher, you've got the eagle feather to take you
there.

DETECTIVE CONSTABLE ALANA MORRISON: That's
great.

CHIEF COMMISSIONER MARION BULLER: So thank
you so much for joining us.
DETECTIVE CONSTABLE ALANA MORRISON: Thank you so much.

(GIFTING OF THE EAGLE FEATHER)

CHIEF COMMISSIONER MARION BULLER: And we’ll adjourn for the day and start tomorrow morning at 7:45.

MR. VERN BELLEGARDE: Ladies and gentlemen, if you just give us a couple more minutes, and then you can get the hell out of here.

It’s been a long day, I know that, but if you just bear with us, just a couple more things we’ve got to do to officially close our day.

I’d like to call on Grandmother Louise. If you would please extinguish the quliq.

GRANDMOTHER LOUISE HALUII: Okay. It’s been a long day, and that goes to everybody. I don’t have much to say, but let’s enjoy our evening after this.

MR. VERN BELLEGARDE: Thank you very much, Grandmother Louise.

At this point I’d like to call on Rita Blind to say our closing prayer. Maybe just a special thank you to Alana. Thank you for sharing a great story, heartwarming story. And, yes, there is hope. We’re just to leave it in the hands of our Creator.

MS. RITA BLIND: (Speaking in native language).
(CLOSING PRAYER)

MR. VERN BELLEGARDE: Thank you very much, Elder.

Just a couple of announcements. We have -- we’ll be starting in the morning at 7:45. There’s a pipe ceremony again in the Woskana Room at 7 o’clock in the morning. I’m just hoping everybody wakes up early in the morning and can join us for the pipe ceremony. Just kidding! I know some guys need their sleep. Beauty sleep, some people need it more than others.

(LAUGHTER)

MR. VERN BELLEGARDE: People wonder why I get up so early. I just don’t have time for my beauty sleep.

So I wish everybody a great night and enjoy Regina. I know a lot of people went down to Fort Qu’Appelle last night to visit the Qu’Appelle Valley. I’ve spent 30 years in that valley. Ten years, I was a teacher in that valley; 12 years, I went to school in that valley, and 10 years I was a Tribal Council rep in that valley as well. So I’ve got a great feeling and a great love for that valley, and the people that did go to see it, they loved it. Get a chance; go down.

Thank you very much. Have a great evening.

--- Upon adjourning at 6:38 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's Signature]

Félix Larose-Chevalier

June 25, 2018