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

PUBLIC

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

Panel 1:
Assistant Commissioner Joanne Crampton (RCMP)
Inspector Tina Chalk (Ontario Provincial Police)
Assistant Deputy Attorney General Juanita Dobson (Government of Ontario)
Chief Joe Boland (Royal Newfoundland Constabulary)

INTERNATIONAL REPORTING INC.
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APPEARANCES

Assembly of First Nations Quebec-Labrador (AFNQL)  Wina Sioui (Legal Counsel) 
Phillippe Larochelle (Legal Counsel)

Aboriginal Women’s Action Network  MiKenze Jordan, Fay Blaney (Representatives)

Animakee Wa Zhing #37 First Nation / Obashkaandagaang First Nation / Eagle Lake First Nation/Grassy Narrows First Nation / Ojibway Nation of Saugeen as a single collective party Whitney Van Belleghem (Legal Counsel), Paloma Corrin (Legal Counsel)

Amnesty International Canada Jackie Hansen, Justin Mohammed (Representatives)

Assembly of First Nations Stuart Wuttke (Legal Counsel)
Assembly of Manitoba Chiefs Allison Fenske (Legal Counsel)

Association of Native Child & Family Service Agencies Ontario (ANCFSAO) Katherine Hensel (Legal Counsel)

Awo Taan Healing Lodge Society Darrin Blain (Legal Counsel)

Canadian Association of Chiefs of Police (CACP) Ashley Smith (Legal Counsel)

Congress of Aboriginal Peoples Alisa Lombard (Legal Counsel)

Concertation des luttes contre l’exploitation sexuelle Diane Matte (Legal Counsel)

Directeur des poursuites criminelles et pénales (Québec) Anny Bernier (Legal Counsel)
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Manitoba MMIWG Coalition  Hilda Anderson-Pyrz, Sandra Delaronde (Representatives)
Mishkeegogamang First Nation  Paloma Corrin (Legal Counsel)
     Whitney Van Belleghem (Legal Counsel)
Native Women’s Association of Canada  Virginia Lomax (Legal Counsel)
Native Women’s Association of Northwest Territories  Amanda Thibodeau (Legal Counsel)
New Brunswick Aboriginal Peoples Council  Amanda LeBlanc (Representative)
NunatuKavut Community Council  Roy Stewart (Legal Counsel)
Ontario Federation of Indigenous Friendship Centres  Niki Hashie (Representative)
Pauktuutit Inuit Women of Canada, AnânaKatiget Tumingit Regional Inuit Women's Association, Saturviit Inuit Women's Association of Nunavik, Ottawa Inuit Children’s Centre and Manitoba Inuit Association  Beth Symes (Legal Counsel)
Regina Treaty Status Indian Services  Erica Beaudin (Representative)
Saskatchewan Association of Chiefs of Police  Katrina Swan (Legal Counsel)
Saskatchewan Aboriginal Women’s Circle  Kellie R. Wuttunee (Legal Counsel)
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Vancouver Sex Workers' Rights Collective
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First Witness: Assistant Commissioner Joanne Crampton (RCMP)
Counsel: Anne Turley, Government of Canada

Second Witness: Inspector Tina Chalk (Ontario Provincial Police)
Counsel: Julian Roy, Government of Ontario

Third Witness: Assistant Deputy Attorney General Juanita Dobson (Government of Ontario)
Counsel: Julian Roy, Government of Ontario

Fourth Witness: Chief Joe Boland (Royal Newfoundland Constabulary)
Counsel: Philip Osborne, Government of Newfoundland and Labrador

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St. John’s, Newfoundland and Labrador

--- The hearing starts on Monday, October 15, 2018

at 8:21

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

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

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

We would also like to recognize the Inuit of Nunatsiavut and NunatuKavut, and the Innu of Nitassinan
and their ancestors as the original people of Labrador.

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

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

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

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

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

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

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

(MUSICAL PRESENTATION)

**MS. TERRALYN FEARN:** Wela’lin, Michael.

That’s better than my two shots of espresso I had this morning.

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

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

(LIGHTING OF QULLIQ)

ELDER SARAH PONNIUK: The light will go across itself. So, what I’ll do is I’ll say a prayer in Inuktitut.

(PRAYER IN INUKTITUT)

MS. TERRELYN FEARN: Nakurmiik, Sarah. Before we move on to the next speakers, I just want to note that a couple of our – one of our elders, Odelle Pike, and her cultural support, Paul Pike, will not be joining us until later on this morning, but they’ll start with some opening words tomorrow as well, and we wish them safe travels on their journey here.
I’d like to call up a group of very special individuals. We’ve had the great honour to work very closely with our National Family Advisory Circle over the past several months, many, many moons, and they’ve really been instrumental in providing their wisdom, their experience, their love and their guidance throughout this process, and we’re very grateful.

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

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

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

**MS. NORMA JACOBS:** Good morning, (speaks in
Indigenous language). I just would like to say good morning to you all, and that I’m so happy to be in this place today, and that I have life and that, you know, it’s good to see all of you who are here as well, and that you, too, have health and wellness in all aspects of yourself, and that, you know, I want to tell you that, you know, where I come from that a value-based and very historic place of teaching and wonderment about the great gifts of life that is presented to us, you know, on this day as in every day, and that, you know, in regards to the hearing today and having, you know, that understanding of where we stand, you know, in the circumstances of our life, that it is not a first time for our people to come together and to share, but to really listen with your heart and with your mind, and to experience, you know, with the whole of yourself to understand what has happened, transpired over time, you know, to the degradation of our people.

And, I want you to know, too, that, you know, this is not a new experience for us to come and to share our story, because it has been a life-long journey for ourselves as well as for our ancestors, that we stand before you as the survivors of the impacts of colonialism, and that the impacts that it’s had on our life, and that it’s been a practise for us for many years as Haudenosaunee people to come together and to have
conversation, and to discuss issues, and to come and have that energy be passed back and forth until it’s fully understood from my perspective, from your perspective, because that’s what gives us that strength to move forward, because we understand each other and our perspectives.

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

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

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

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

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

(APPLAUSE)

MS. TERRELLYN FEARN: Many thanks to each of you for sharing your wisdom and your love with us and with everyone. I would now like to ask Commissioner
Michèle Audette to come up and to do some opening remarks.

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

There’s so much to do, so much to say, but most of all, so much to hear from where I’m sitting.

Before I begin, I want to say thank you, merci beaucoup aux premières nations qui nous accueillent ici sur leur territoire maintenant partagé. On parle des Béothuks, on parle des Malécites, on parle des Mi’kmaws, on parle des Innus, ma nation, on parle aussi du peuple Inuit et bien d’autres nations, merci, et au gouvernement, je m’en allais dire, du B.C., I’m lost - au gouvernement de Terre-Neuve et Labrador, merci. Merci de m’accueillir chez vous, chez nous. Mon certificat de naissance vient du Labrador, donc, je suis une newfie. Je suis née ici, et fière. Merci à nos ainés, nos grand-mères, nos kokums.
Vraiment, je vous aime, merci infiniment d’être ici.
Depuis les tout débuts, vous nous avez guidés, et nous sommes quasiment à la fin des audiences. Il reste encore deux audiences importantes dans lesquelles vous allez nous partager vos préoccupations, vos recommandations et vos idées dans les prochaines étapes. À nos femmes et nos hommes qui nous ont guidés depuis les tout débuts, je parle ici des membres du NFAC, alors, des femmes incroyables qui ont osé nous soutenir dans ce grand, grand, grand projet de société, alors, vous avez toute mon admiration.

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

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

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

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

You remember a few days ago -- I’ll say a few weeks ago, in Winnipeg, that was a tough one for me. Very tough to hear as a mother of five children and a grandmother to hear how the system abandoned or wasn’t there or felt -- how do you say -- didn’t work for the families and the children. And, I’m pretty sure when we have heard the women across Canada who were human trafficked or they choose to work dans l’industrie du sexe, the majority of them, if it’s not all of them, were
once sexually abused, raped, or abused by a family, or
their John or a pimp.

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

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

But, again, broken record, I have practised
this this morning, it didn’t work, sorry, but still I’m
going to say it. I strongly believe that all of us here
in Canada, I strongly believe that the families and
survivors, some don’t support the Inquiry, I respect that.
Some don’t care; some do support the Inquiry. But, what
is important for me, we had here an opportunity — an
opportunity to compel documents, people, institutions. We had that opportunity.

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

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

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

(APPLAUSE)

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

COMMISSIONER BRIAN EYOLFSON: Kwe.

Boozhoo. Good morning, bonjour. First, I want to acknowledge the land on which we gather, the ancestral homelands of the Beothuk, and also that the Island of Newfoundland is the ancestral homelands of the Mi’kmaw and the Beothuk. And, I’d also like to recognize the Inuit of Nunatsiavut and NunatuKavut and Innu of Nitassinan and their ancestors as the original people of Labrador.

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

I also want to acknowledge and thank our National Family Advisory Circle, which has also been with
us. They’ve also been with us since near the beginning. So, they’ve walked with us through this work and they’ve been committed and supported us and guided us and advised us. So, I want to thank them very much. I want to especially thank the ones that are here with us today, Gladys Radek, Barbara Manitowabi, Norma Jacobs and Pauline Muskego. Thank you for being with us here today.

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

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

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

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

But, we’ll learn valuable information about the impacts of these forms of violence on the lives of Indigenous women, girls, and trans and two-spirit people. And, we’ll learn about concrete recommendations that can be included in the final report to support the healing of our Indigenous women and girls, trans and two-spirit people in our communities. So, I look forward, again, to this final week of this type of hearing and working with you all. So, wela’lin, chi-meegwetch, thank you, merci.
MS. TERRELYN FEARN: Meegwetch,

Commissioner Eyolfson. Thank you for your words. Next, I’d like to ask Commissioner Qajaq Robinson if she would like to come up and share some words with us.

COMMISSIONER QAJAQ ROBINSON: Ullaakkut.

Good morning. Bonjour. I’d like to first start by acknowledging the families and survivors, particularly those that shared with us during the truth-gathering part of this process, whose lived experiences and knowledge and wisdom have really guided the last few institutional expert hearings we’ve had.

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

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

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

I’d also like to, as my colleagues have acknowledged, thank the members of the National Family Advisory Circle, those watching, and those here with us,
Gladys, Barb, Norma and Pauline. It’s wonderful to see you again.

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

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

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

Because I wasn’t able to express my gratitude to the people of Manitoba in Winnipeg last week,
because you were so kind to let me go home to my son early, who was very grateful to see me on his birthday, I want to thank the people of Winnipeg. That was a really difficult week of subject matter and testimony, but we were surrounded by such a strong community that knew that hard work has to get done, but you can do it in a kind and compassionate way where you are taking care of yourselves and each other. And, that was really beautiful to see, and I want to thank the community of Winnipeg for that.

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

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

What we’re going to talk about and learn about this week is going to be incredibly difficult, but it has to happen. This reality, this pervasive and terrifying reality of sexualized violence, human trafficking predominantly for the purposes of sexual
exploitation is something we have heard about coast to
cost to coast. It’s shocking that it happens in our
public transportation systems, in the hotels that we stay
at, in schools, outside of medical boarding homes, outside
of group homes, outside of schools. It’s happening. And,
from what I have learned about, what we have learned about
from families and survivors, it’s happening in plain
sight.

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

(APPLAUSE)

**MS. TERRELLYN FEARN:** Many thanks,
Commissioner Robinson, for your words. Finally, I would like to call up Chief Commissioner Marion Buller to share some words with us this morning.

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

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

There are benefits in going last, because all of the smart things have been said by people smarter than me. I just want to add this. Thank you to families and survivors and members of the National Family Advisory Circle. Gladys, I know you’re awake back there like me. Barb, Pauline and Norma, thank you for joining us. And, thank you to the other members who can’t be with us in
person today. Elders, knowledge keepers, grandmothers,

thank you for pointing us in the right direction and

keeping us headed in the right direction and reminding us

of our strengths.

Michael and Barb, thank you for the most

amazing song this morning. It was all I could to do to

stay in my seat and not start dancing, which would have

been very embarrassing for everybody, especially me.

Sarah, thank you for -- nakurmiik, thank you for the light

that’s going to guide us this week and keep us warm.

Honoured witnesses and parties, thank you also for joining

us. It’s going to be a tough week.

Also, National Inquiry team, once again,

you’re working your magic like you do every day, and I’m

very grateful. So much of what you do is unseen and

unacknowledged, but it makes these hearings really happen.

And, for those who are in offices and homes who keep us

moving, thank you. You’re an important part of our team

too.

This is going to be a critical week for us

in terms of our work. This is our final public hearing.

And, I think this week we are going to hear some critical,

important evidence about our most vulnerable women and

girls. Not only about the circumstances that lead them

into a horrible world of exploitation, trafficking and
violence, but we are also going to hear about the
resilience, their strength and their courage, and how that
has made a difference for them.

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

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

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

(APPLAUSE)

MS. TERRELLYN FEARN: Hay-hay (speaks in
Indigenous language), Marion, and thank you, Cathy, as well. Thank you, Marion, for your humble words and your heartfelt words.

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

And, in keeping with keeping your spirit safe this week, you may hear things that challenge your values, your beliefs, what you know to be true. And, I just want you to know that we have a wonderful team of support here. And, I have asked them to stand. You’ll see them in the purple lanyards. So, everyone on the outskirts with those purple lanyards, just maybe wave, and we have an amazing team here. We will be in this room. We will also be in the Elder’s Room, which is just out the doors to the left down the hall in, I believe, it’s Ballroom C. And, we do have a private, confidential space
in the health room, which is Ballroom D. If you’re interested in sitting with someone in a private one-on-one setting, please see the Registration Desk, and we can set that up for you.

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

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

In the Elder’s Room, we have two amazing women, young women, and I hope they’re here. There they are. We have our family members, Gerry Pangman. I’m -- if you’re comfortable, may I ask you to stand? And, her beautiful daughter, Coralee McPherson, beautiful spirits, they were at the hearing last week in Winnipeg, or two weeks ago. I can’t remember. The days all mix into one. But, they set up a beading table in the Elder’s Room and really offered their beading medicine with us. And so, mine is -- this is not mine. Christa did this one. It’s
beautiful. But, it is an example of the beautiful beading that you can engage in that medicine if you need some time away, and Gerry is there to coach us through this, so please utilize that space as well. And, thank you both for coming and offering that to the families, the participants, the survivors. It’s really good medicine that’s going to help us get us through this week. So, we’re very grateful and we really appreciate it.

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

--- Upon recessing at 9:04 a.m.
--- Upon resuming at 9:16 a.m.

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

I’d first like to say good morning to Chief Commissioner Buller, Commissioner Robinson, Commissioner Audette and Commissioner Eyolfson, and I would also like to introduce the four witnesses that we will be hearing from on this first panel, along with their counsel.
The first witness we will be hearing from is Assistant Commissioner Joanne Crampton of the RCMP, and counsel for Ms. Crampton is Anne Turley from the Government of Canada.

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

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

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

CHIEF COMMISSIONER MARION BULLER: Yes, certainly.

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

MR. BRYAN ZANDBERG: Good morning, Assistant Commissioner. Do you swear to tell the truth,
the whole truth, and nothing but the truth, so help you God?

MS. JOANNE CRAMPTON: Yes.

MS. JOANNE CRAMPTON, Affirmed

MR. BRYAN ZANDBERG: Thank you.

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

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

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

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

Good morning, Assistant Commissioner Crampton.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Good morning.

MS. ANNE TURLEY: I’d like you to turn first to Tab 1. I believe this is your biography?
ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it is.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it is.

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

CHIEF COMMISSIONER MARION BULLER: Yes.

The biography of Assistant Commissioner Joanne Crampton will be Exhibit 1, please.

--- Exhibit 1:

Bio of Assistant Commissioner Joanne Crampton, Joanne Crampton (one page)
Witness: Assistant Commissioner Joanne Crampton, RCMP
Counsel: Anne Turley, Government of Canada

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I am.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** That’s correct.

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

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

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

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Yes, that’s correct.

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

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** While I was in Alberta, I worked in Wetaskiwin-Hobbema,
which is now Maskwacis, and as well, in Prince Edward Island. There were two Aboriginal communities there.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, that’s correct.

MS. ANNE TURLEY: To the rank of inspector?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Correct.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, I was.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: That’s correct.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, that’s right.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Correct.
MS. ANNE TURLEY: And, you held that position until you came to Ottawa in 2017?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That’s correct.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I did.

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

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, it is.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

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

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

And, later on, when I was in Prince Edward Island, I was responsible for a unit that supported
Operation Northern Spotlight, which I will be speaking to in a few minutes as well.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, I did.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, there were.

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

CHIEF COMMISSIONER MARION BULLER: Yes. The transcript from the Standing Committee on Justice and Human Rights, No. 087, Thursday, February 15, 2018, will be Exhibit 2, please.

--- Exhibit 2:
House of Commons Standing Committee on Justice and Human Rights, Number 87, 1st Session, 42nd Parliament, February 15, 2018 (16 pages)
Witness: Assistant Commissioner Joanne Crampton, RCMP
Counsel: Anne Turley, Government of Canada

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

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
Right.

**MS. ANNE TURLEY:** And, this is an overview of your testimony?
ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it is.

MS. ANNE TURLEY: Were you involved in the preparation and drafting of this overview?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, I was.

MS. ANNE TURLEY: And, does it accurately reflect the RCMP’s efforts in human trafficking?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it does.

MS. ANNE TURLEY: And, are you able to speak to the topics outlined in this overview?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, I can.

MS. ANNE TURLEY: Chief Commissioner, I’d like to mark the overview of the testimony of Assistant Commissioner Joanne Crampton as the next exhibit?

CHIEF COMMISSIONER MARION BULLER: Yes.

Exhibit 3 is Overview of the Testimony of Assistant Commissioner Joanne Crampton, RCMP, Human Trafficking Panel, October 15th, 2018.

--- Exhibit 3:

Overview of the Testimony of Assistant Commissioner Joanne Crampton, Royal Canadian Mounted Police, October 15,
MS. ANNE TURLEY: Thank you. Before we get into the RCMP’s efforts in this area, I would like to briefly get you to set out some context in terms of human trafficking in Canada. Could you start off with defining human trafficking?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

So, human trafficking is exploitation of a person either by sexual means or through forced labour or removal of organs, and for purposes of exploitation and generally for financial gain. I think it’s important to distinguish between human trafficking versus human smuggling. Human smuggling happens where a person is being smuggled generally of their own free will, often paying for the service. And, once that the movement of the person is completed, the transaction ends.

However, sometimes human smuggling can also turn into human trafficking, and that’s where, I think, the two become confused. Once someone is smuggled, sometimes the trafficker then asks for more payment or then demands forced labour after the fact, which then, in
that case, it’s a human trafficking file at that point.

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

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

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

**MS. ANNE TURLEY:** Now, other than the
specific human trafficking offence, and under the Criminal Code, and the one under IRPA, are there any other criminal offences that would be or may be applicable to human trafficking situations?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes. So, we often refer to the specific cases that I just mentioned as — or the — sorry, the specific sections as human trafficking sections, and then other associated sections to human trafficking such as charges of assault or sexual assault, unlawful confinement. All of those types of criminal offences could take place in a human trafficking file.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, sometimes they could be in conjunction with human trafficking charges, or sometimes they’re laid on their own when there’s not enough evidence to lay a charge of human trafficking. I would say, most often, we see that in terms of what we see in Canada.

MS. ANNE TURLEY: Now, in terms of the scope of human trafficking in Canada, you have spoken about domestic and international. Which is more prevalent?
ASSISTANT COMMISSIONER JOANNE CRAMPTON: In Canada, we see far more domestic human trafficking for the purposes of sexual exploitation. There is some international trafficking, but it’s often with regard to forced labour. Far more in Canada, it’s much more domestic human trafficking.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Generally, it’s young women and girls, in particular Indigenous women and girls, as well as special groups such as the LBTGT2Q community. But, generally, more vulnerable population such as Indigenous women and girls.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, they have.

MS. ANNE TURLEY: And, it’s between 2005 and 2017?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, that’s correct, for November 2017.
MS. ANNE TURLEY: And, can you briefly explain these statistics?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

So, between 2005 and November of 2017, 455 cases were noted where human trafficking-specific charges were laid. That would be with regard to Section 279 or a subsection of it. 433 of those were domestic human trafficking cases, and 22 were international. 118 have successfully resulted in human trafficking-specific or -related offences -- convictions, I should say. And, these cases involved 321 victims and 180 individuals who were convicted of multiple offences. And, currently, at that particular time, there was approximately 296 human trafficking cases before the courts that involve approximately 506 victims and four-hundred -- sorry, 506 accused and 420 victims.

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

Now, how did the RCMP collect these statistics?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

So, the statistics are collected through Statistics Canada. When police submit their files or reports, statistics are attached to those files, and Statistics
Canada collects that information. It’s then accessible to the public, or they publicize statistics on a regular basis, but police can also access that data.

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

No, not at all. I think it’s a huge underreported number. We know that we have gaps in that, those statistics, but as well the incidence of human trafficking is a very clandestine nature and, therefore, victims do not often come forward and report. There’s a lot of underreporting of this particular type of crime. So, we’re very confident that those stats are not anywhere near what the real picture would be.

**MS. ANNE TURLEY:** And, we’re going to come back to talking about some of the challenges and gaps.
Before turning to the RCMP’s efforts, I would like to just briefly address the Government of Canada as a whole in addressing human trafficking. In addition to the RCMP, is any other government department involved in efforts to combat human trafficking to your knowledge?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, there are several. Public Safety Canada, CBSA or Canada Borders Services, Global Affairs. There are a lot of different partners. Immigration and Refugee Canada.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, we do. We’re part of a taskforce with them.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
For human trafficking, sorry.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, it is.

MS. ANNE TURLEY: Okay. We’re going to turn now to the role of the RCMP in addressing human trafficking. Now, I understand human trafficking falls under your responsibilities, and there’s actually a Human
In-Ch (TURLEY)

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

That’s correct.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, there are several. One that would come to mind would be our Jetway Program, which is looking at drug trafficking in the airports. We train the people who do that Jetway Program to also look for human trafficking. The Air Carrier Program, which is a program where we have
police officers on international flights. They’re also trained in looking for human trafficking. Our Liaison Officer Program, which is international, and we have police officers stationed in multiple different areas around the world are also trained in human trafficking. There are a lot. That’s just a few. There are several different programs that are working on human trafficking as well.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Yes.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

So, the purpose of the strategy -- it was written in 2012, and it was written in conjunction with the time that Public Safety also created a national action plan. The strategy outlines human trafficking in Canada. It outlines investigations. It’s meant for police officers to provide direction and guidance as to how to do investigations and what the considerations are in doing these investigations.

**MS. ANNE TURLEY:** And, in this report, is
there any reference to Indigenous women and girls with respect to human trafficking?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, there is. And, it’s with respect to recognizing that this is a vulnerable population and likely more susceptible to human trafficking.

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

CHIEF COMMISSIONER MARION BULLER: Just for clarity, that’s the document at Tab 4?

MS. ANNE TURLEY: Yes, it is.

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

--- Exhibit 4:


Witness: Assistant Commissioner Joanne Crampton, RCMP

Counsel: Anne Turley, Government of Canada

MS. ANNE TURLEY: I’m going to have you now turn to Tab 5 of the Book of Documents. This is a document entitled, Domestic Human Trafficking for Sexual
Exploitation in Canada, and it’s dated October 2013. What is this document?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
This is a project called “Project Safekeeping.” And, Safekeeping we term it as a threat assessment, and it was looking at human trafficking in Canada, in particular domestic human trafficking, which, of course, as I mentioned before, is with regard mainly to sexual exploitation. So, what this project did was identified a profile of a trafficker, a profile of a victim, really identified how victims are lured into trafficking situation. It looked at statistics. It looked at ages, and really gave us a good profile. It also identified gaps and issues and concerns.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, that’s correct.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, there was a previous one in 2010. It was Project Seclusion, but it was more focused on international human trafficking. It looked at organized crime and trans-
national trends with regard to human trafficking.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, there is.

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

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

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

CHIEF COMMISSIONER MARION BULLER: Okay.
This is what you’re referring to as the threat assessment?

**MS. ANNE TURLEY:** Yes.

**CHIEF COMMISSIONER MARION BULLER:** Okay.

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

--- Exhibit 5:

“Domestic Human Trafficking for Sexual Exploitation in Canada,” prepared by The Human Trafficking National Coordination Centre, dated October 2013 (54 pages)

Witness: Assistant Commissioner Joanne Crampton, RCMP

Counsel: Anne Turley, Government of Canada

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Yes.

**MS. ANNE TURLEY:** And, I understand that under your leadership, this coordination centre has now gone under a revitalization or refurbishment?
ASSISTANT COMMISSIONER JOANNE CRAMPTON:

That’s correct.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

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

So, in doing so, we also changed the mandate. The mandate is similar, but it’s more focused and more targeting exactly what our gaps are. So, we
really did a good analysis of the gaps and changed that mandate to look at the gaps.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Certainly. So, we termed it the “Five Is,” because there’s five I words that are now within the new mandate. The first being intelligence, so, exchanging intelligence, sharing intelligence between Canadian and law enforcement both nationally and internationally, ensuring there’s strong intelligence there; looking for indicators, sensitizing law enforcement, the public, youth with regard to human trafficking, that’s something we’ve always done, but we still continue to need to have a focus on that; investigations, ensuring investigations are ongoing and providing support for investigations across the country and subject matter expertise; input, providing better input with regard to statistics and recognizing the clandestine nature of human trafficking and what we can do to address those gaps in input; and then initiatives, tracking initiatives, recording them and ensuring that initiatives are ongoing across the country with regard to human trafficking.
MS. ANNE TURLEY: Now, one of the -- you talked about indicators and raising awareness. Can you speak to, at a national level, what the coordination centre has been doing to raise awareness in some of the initiatives?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

So, one of the main initiatives was the I’m Not For Sale campaign that started in 2010. It was -- when we created booklets, or toolkits we call them, there’s three different toolkits: one for law enforcement, one for youth and one for public. Those toolkits include information in each one with regard to human trafficking and can be used for presentations or can be used just for general knowledge, in particular for law enforcement.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, there are. So, in the law enforcement package, there’s a quick reference guide that law enforcement personnel can put in their kit bag that might be in their car or on their person. It’s a quick reference tool they can look at to see the sections and how to do a human trafficking investigation. In addition, each kit has a DVD in each one. It contains posters in each one and information package with regard to human trafficking.
In the youth package, there’s the posters, but also -- sorry, the DVD has a young lady at the end of the DVD and -- within the whole scenario, it’s a human trafficking type scenario where -- I’m sorry. I’m stumbling through this. The young lady, at the very end of the DVD, we see her standing on a highway, and she’s hitchhiking. And, so it can be very powerful for young people watching this and hopefully that they see themselves in this person. She’s a young aboriginal girl or Indigenous girl, who is hitchhiking. The person who pulls up to pick her up while she’s hitchhiking is someone that we now know is a trafficker based on the scenario that’s happened throughout the DVD. And, she states that she’s leaving the reserve, she would like to go to Winnipeg to seek a better life, and then gets in the car. So, it’s very clear that we now know she’s gotten into a car with someone who is a trafficker. In addition, on the youth video, there’s also two survivors who speak and provide testimony. So, that’s very powerful as well.

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

MS. ANNE TURLEY: Now, we have examples of the what you call “toolkits” and they’re really pamphlets
or folders that have all these materials in them. We
unfortunately don’t have enough for all parties with
standing. What we do have is several copies up here of
the three different toolkits that parties can come and
look at. And, we do -- I did provide the Commissioners
with a copy of all three toolkits. They are marked, so
you can tell which is youth, which is law enforcement and
which is general public.

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

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

--- Exhibit 6:

RCMP Law Enforcement Toolkit on Human
Trafficking, comprising an
introductory letter, a DVD, two
brochures, one operational police
officer’s handbook, seven posters,
fact sheets # 3-6, an FAQ, a Canadian
Border Services Agency one-page
information sheet & a one-pager from
Immigration, Refugees & Citizenship
Canada

Witness: Assistant Commissioner Joanne
Crampton, RCMP

Counsel: Anne Turley, Government of Canada

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

**CHIEF COMMISSIONER MARION BULLER:** Yes.

Exhibit 7 is the Youth Toolkit on Human Trafficking.

--- **Exhibit 7:**

Youth Toolkit on Human Trafficking, comprising an introductory letter, a DVD, two brochures, two posters, fact sheets # 3-7, a user guide, an FAQ & a parent help sheet

Witness: Assistant Commissioner Joanne Crampton, RCMP

Counsel: Anne Turley, Government of Canada

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

**CHIEF COMMISSIONER MARION BULLER:** Yes.

Exhibit 8 is the General Public Toolkit on Human Trafficking. Thank you.

--- **Exhibit 8:**

General Public Toolkit on Human Trafficking, comprising an
introductory letter, a DVD, two
brochures, seven posters, fact sheets
# 3-7, a user guide, an information
sheet, a one-pager from Immigration,
Refugees & Citizenship Canada & an FAQ
Witness: Assistant Commissioner Joanne
Crampton, RCMP
Counsel: Anne Turle, Government of
Canada

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
All right.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I did.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, they are.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That’s correct.
MS. ANNE TURLEY: Are these the extent of the posters or are there other ones as well?

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

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes.

MS. ANNE TURLEY: Yes.

CHIEF COMMISSIONER MARION BULLER: Yes.

The five posters entitled, “I’m not for sale”, will be collectively Exhibit 9, please.

--- Exhibit 9:

Five posters from RCMP “I’m Not For Sale” initiative

Witness: Assistant Commissioner Joanne Crampton, RCMP

Counsel: Anne Turley, Government of Canada

MS. ANNE TURLEY: Now, you referred to the youth DVD at the end having a young Indigenous woman. Was there anything else with respect to the “I am not for
sale” awareness campaign that was targeted towards the vulnerable group of Indigenous women and girls?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, there was. One of the posters later on in 2011, we created a poster that depicts an Indigenous young lady who -- it appears on one of the “I’m not for sale” posters. And, in that particular year, these toolkits were sent out to every friendship centre and all Inuit communities in Quebec, Northwest Territories, Nunavut and Labrador as well.

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


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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: So, in speaking with the people who were working in the Human Trafficking Coordination Centre at that time, they felt that it was really important to raise awareness in the Indigenous communities. In speaking with various Indigenous communities, they found that no one seemed to speak of human trafficking or didn’t recognize what human trafficking really was. There was sex workers, but no one was recognizing that some of that -- some of that, what
was occurring, was human trafficking.

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

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

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, they are. They will be being updated, though. We have a lot of material that we need to update now that we’ve changed our mandate. We’re changing, you know, in terms of where we’re going. We need to refresh a lot of the material. Plus, I know we’re going to speak to a hotline, but that hotline will be coming in as well. So, that will be need to be added to this material.
MS. ANNE TURLEY: Now, you spoke about other posters, and you mentioned a hitchhiking poster. How does that hitchhiking poster feed into human trafficking and trying to raise awareness?

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

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

So, again, missing persons is a very strong connection with human trafficking. Once someone is being
human trafficked, they are often reported missing, but we
don’t necessarily know where they are or what’s happening
to them. So, again, a very important link to human
trafficking.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
Certainly. We have -- we distribute these toolkits right
across the country. At the time that they were created,
they were also distributed to all law enforcement across
the country, and continue to be distributed on the
national website. Any agency, or public, or teachers can
contact us and be provided that information.

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

**MS. ANNE TURLEY:** And, in the provinces or
territories, are there any personnel that are working with
the human trafficking coordination centre?
ASSISTANT COMMISSIONER JOANNE CRAMPTON:

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, they are.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I think it’s very important that each province does its own programming or completes its own suggestions of how they need to address human trafficking, because our culture and landscape is very different from province-to-province, territory-to-territory, and we need to be cognizant of that. So, it’s not a one size fits all. So, it’s very
important that each province does its own programming in particular, in our Indigenous communities in particular.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

No. This would be -- it’s some highlights that we chose to put in here to highlight some of the good work that’s being done.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Certainly. The first one I would look at is Nova Scotia. In addition to the National Coordination position that they have in their province, they’ve also appointed a member responsible for First Nations human trafficking. They are a liaison person with the First Nations, and now, their portfolio is specific to human trafficking. So, that was great to see. That just happened this year.

For the last two years, Nova Scotia has also participated in the “Say something if you see something” campaign, which is specific to the hospitality
industry, which is a very important area to target for policing in that hotel owners, restaurant owners, bar owners are not always aware of human trafficking. So, it’s an important group to provide education to.

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

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

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

MS. ANNE TURLEY: So, if -- following up on that, on Love Bomb, if I can get you to look at Tab 8 of
the book of documents? And, this is a report. It’s called “Operation Love Bomb,” and it’s a report prepared by a RCMP Corporal Sue Harvey out of High Level. And, if you can briefly talk about Operation Love Bomb and how the RCMP is involved in this?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, the RCMP is involved in terms of -- we participate in talkback sessions that happen once the play is concluded. But, it has had some great success, and it has been produced by -- it’s called “Shameless Hussy Productions,” and the RCMP has helped in providing support in terms of fundraising and applying for grants for this play in order to have it produced and travel from province to province.
So, it’s really a crime prevention, an awareness tool.

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

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

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

So, there’s the dialogue at the end where it’s not only about human trafficking, but it will go into other areas of high-risk activity that youth could participate in as well. So, they’re finding that that dialogue session is really valuable, because now the audience is opened up after the play has started, and they
see what happens in the play, and then the dialogue can take place afterwards.

MS. ANNE TURLEY: Chief Commissioner, I would like to mark the report entitled “Operation Love Bomb” as the next exhibit.


--- Exhibit 10:


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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Absolutely. I wish we could have it go right across the country.
MS. ANNE TURLEY: If we can turn -- you spoke about training, that that’s one of the responsibilities of the coordination centre. Can you speak to the type of training that the RCMP provides?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, I can. So, there is an online course that’s available to all police agencies through the Canadian Police Knowledge Network. It’s approximately a three-hour course, and so far, as of October, we have had 2,300 RCMP officers complete that course. The course consists of knowledge for -- it’s specific to police, it’s victim-based, looking at how to investigate what the legislation is, the signs and what to look for in a trafficker and what to look for in a victim.

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, there is. As part of the requirement for the cadet training program, the cadets review the law enforcement video that I referred to that’s in the toolkit package, and there’s a discussion on that afterwards.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

So, this is a chapter of our operations manual. It’s entitled, “Human Trafficking”. And, this is RCMP policy with regard to human trafficking. I would have to say it’s out of date, again, as well, in terms of some of the units that are noted here. They have since changed titles, which we do often. And, as well, we would need to update the portion with regard to the Human Trafficking Coordination Centre. But, overall, this would be generally our policy. It’s still accurate in terms of how to investigate and how to do a human trafficking case.

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

**CHIEF COMMISSIONER MARION BULLER:** Yes.

Exhibit 11 is the Operations Manual, Human Trafficking, RCMP.

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

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

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

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

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

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

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

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

So, within Project Griffin, what takes place now is a media campaign making people aware of potential for human trafficking happening during the Formula One. There’s also intelligence gathering in terms
of open source intelligence, looking at social media,
advertising of young ladies looking to work in the sex
trade, but potentially being trafficked and also, of
course, disruption. So, if there are any files, we target
the Johns, we target the pimps, and enforce when possible.

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

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

Contact is made though that's -- it's
provided to -- information is provided to them should they wish to come back at a later date to leave their particular situation.

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

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

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So we've received criticism in British Columbia, Ontario and here in Newfoundland. And the criticism has been that
we're removing sex workers from their trade during the
time that we're speaking to them. They're not able to
work during that time when we're having the conversation
with them. And that we're exposing them in ways that they
wouldn't normally be exposed. They're being -- they're
speaking to police and could be at risk for doing so.

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

**MS. ANNE TURLEY:** I'm going to ask you now
to turn to addressing challenges and gaps. And I know
throughout your testimony so far you have alluded to some
challenges and gaps and referred to the Coordination
Centre and what's it do -- what it is doing to try and to
address them. Can you speak to some of the challenges and
gaps that you see in human trafficking and what can be
done or should be done to address them?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

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

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

Of course, the limitation is that we're not
receiving the data from the victim. We're receiving the
offender data. So, although we're seeing who's being
charged and who's being convicted, we're not necessarily
seeing the ongoing investigations and we won't see investigations that aren't human trafficking specific.

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

Another ---

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Oh, sorry.

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

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

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Right.

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

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That's correct.

MS. ANNE TURLEY: How does that help data
collection?

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

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

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So one of the areas that we have as a gap is the lack of reporting from across the country. So we do have -- reporting currently is based on relationships really with different police departments. We have great reporting
from some police departments and not from others. So, when we look at statistical data, we're, again, looking at convictions, looking at offenders, but we don't necessarily know the files that are ongoing. We don't know what's being investigated right now, because there's no mandated reporting by police agencies to the Human Trafficking Coordination Centre.

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Yes, we do.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So Public Safety Canada had put forward to have a hotline put in place in Canada as part of their strategy. And currently Canada has no hotline or no central reporting for human trafficking. Unfortunately, some of our victims
are actually calling the United States, who do have a hotline for human trafficking, but we -- once they do call the United States, the Human Trafficking Coordination Centre receives those calls and that information and it's disseminated to the police of jurisdiction.

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

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

The UK does and I can't think of any right off the top of my head. I know that there's a few that do have these hotlines, and they find great success in them.

**MS. ANNE TURLEY:** In terms of the posters that you had for the “I’m not for sale” campaign, on those posters, I note that Crime Stoppers is listed as the
number to call. Do I take it that when the hotline is up and running, these posters will be refurbished, and the hotline will be listed on them?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

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

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes.

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

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

So, I think that’s another area of education that we need to continue to pursue. Currently, even though the legislation has been in place since 2005, it’s very underutilized, and not only police but also prosecutors are not always comfortable with the legislation. When you don’t use legislation on a regular basis, it can be challenging. So, that is a definite gap and that we have a lack of knowledge in both law enforcement, and prosecutor, and judiciary.
As a result of that, the talk that I gave this summer to the International Society for Reform of Criminal Law was a starting point in terms of educating law enforcement and the legal society. And, when I was at that conference, they asked if I would return next year to speak at the judge’s conference next year in Canada. So, that’s a great opportunity. And so, any opportunities we see like that, we try and take, that we can provide education to various groups. But, I do think that’s one of -- should be one of our target audiences going forward as well.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Certainly. So, human trafficking files can move from jurisdiction to jurisdiction very quickly. The traffickers often move the victims from community to community, province to province. Obviously, it can be international as well, but in Canada, that’s one of our biggest issues, is province to province or community to community.

So, when an investigation starts in one particular community, and the victim and suspect move to another community, it’s very difficult for police of
jurisdiction to continue that investigation sometimes when people are continually moving and now crossing into other police jurisdictions. It takes good coordination. That’s where the Human Trafficking Coordination Centre attempts to keep coordination of those files, so when people do move from jurisdiction to jurisdiction, we are able to provide that information to the police of the particular jurisdiction. However, it is a challenge for prosecutors. It’s a challenge for the courts, and of course, a challenge for the police.

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

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I think we -- you know, we’ve done some great work with the toolkits, and we’ve got information out there, but it’s clear that we still have underreporting. So, we have a lot more work to do in terms of education, raising that awareness, and I’m hoping that some of the recommendations that would come out of the Inquiry could help with that. We always need innovative ways to create that awareness and raise it.
MS. ANNE TURLEY: Thank you. Those are my questions.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Thank you.

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

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

CHIEF COMMISSIONER MARION BULLER: Let’s take 15 minutes, please.

MS. MEREDITH PORTER: Okay, thank you very much. Prior to going to our break, I would like to remind the parties and members of the public that have come here to watch that we -- part of our practice direction and rules of procedure prevent the discussion of any of the details of the evidence of any of the witnesses during the break. So, I would like to request that you refrain from speaking about any of the details of Commissioner Crampton’s testimony. Certainly, happy to introduce yourselves, share some friendly words with the Assistant Commissioner, but please refrain from speaking about any of the witness’ testimony. Thank you.
MS. MEREDITH PORTER: Thank you. Could I just ask that the parties with standing and members of the public take their seats? And, just a reminder to ensure that if you had turned your cell phone ringer back on during the break, if you could silence it once again before we begin?

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

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

INSPECTOR TINA CHALK: I do.

INSPECTOR TINA CHALK, SWORN

MR. BRYAN ZANDBERG: Thank you.

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

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

I’d first like to acknowledge the territory that we’re on, the traditional items, the elders that are
here in the room, and families and survivors who are present and watching over the webcast. I’m also grateful for the opportunity to call witnesses on behalf of Ontario. Thank you very much, Commissioners, for that opportunity, and also for the indulgence in being permitted to lead the evidence.

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

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

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

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

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

So, for my background, I have been a police officer for 22 years with the Ontario Provincial Police,
and the majority of my work has been in criminal investigations. So, those include the type of crimes like homicide and attempted murder, sexual assaults, child sexual assaults, child deaths, criminal harassment, domestic violence, and missing person type investigations.

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

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

**MR. JULIAN ROY:** Okay. So, of your 22 years in policing, how much of it has been in a frontline
capacity as opposed to management?

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

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

INSPECTOR TINA CHALK: Thank you. So, I was promoted to inspector in May 2017, and I was asked to take on the unit that I have now. So, that’s the Counter Exploitation and Missing Person Unit with the OPP. So, within that, there’s three sections. So, I’m the lead for these three different sections, and one of them is the Child Sexual Exploitation Unit. In Ontario, we have a provincial strategy as well, and that is to protect children from sexual abuse and exploitation on the internet, and that involves 26 of our municipal policing partners as well. And then the other unit is the Missing Persons and Unidentified Bodies Unit, and the Ontario Centre. And then the third unit, what we’re really here to talk about today, is the Anti-Human Trafficking Investigations Coordination Team, and there’s also a provincial strategy as well to end human trafficking with that, and that involves 35 policing partners, and 9 of
those are the self-administered First Nations Police Services.

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

INSPECTOR TINA CHALK: They are.

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

INSPECTOR TINA CHALK: That’s correct.

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

INSPECTOR TINA CHALK: Yes. So, my day-to-day type of work is the leading of these three units. So, within the units, they all have staff sergeants, they have detectives, they have sergeants, they have civilian members, so they do that day-to-day management. My role is really to lead them, ensure we’re reaching our goals, ensure that the resources that I require, that I obtain. We sit down and we speak about the cases, because with the Ontario Provincial Police, detectives have a generalist type of model. So, detectives at a detachment investigate a variety of different things, so we act as subject matter experts to those officers and assist them with their human trafficking investigations. And, my role is really to
assess the risk, ensure that we are doing things proactively and reactively properly, and awareness and education as well.

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

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

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

--- **Exhibit 12:**

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

--- **Exhibit 13:**

CV of Inspector Tina Chalk (six pages)
Witness: Inspector Tina Chalk, Ontario
MR. JULIAN ROY: Thank you. I’m also showing you, Inspector Chalk, a document. It’s at Tab 5 for the Commissioners. And, it’s document A for counsel. Can you tell us what this document is, please?

INSPECTOR TINA CHALK: Thank you. It’s titled “Human Trafficking in 2018.” I assisted with the preparation of that, which is a landscape of human trafficking.

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

INSPECTOR TINA CHALK: Correct.

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

INSPECTOR TINA CHALK: I was.

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

INSPECTOR TINA CHALK: Yes.

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

CHIEF COMMISSIONER MARION BULLER: Certainly. Exhibit 14 is the document entitled the Human Trafficking in 2018, Current Policing Landscape by
Inspector Chalk. Thank you.

--- Exhibit 14:

“Human Trafficking in 2018 – Current Policing Landscape” (20 pages)
Witness: Inspector Tina Chalk, Ontario Provincial Police
Counsel: Julian Roy, Government of Ontario

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

INSPECTOR TINA CHALK: Yes. I can speak to the OPP and our understanding of human trafficking, and how really it has taken some time and even to the point of now truly having a strong understanding of that, that it’s a growth in progress. As you heard, in 2005 is when the laws changed. We really started to look at that around 2008. And, we have a very large province with almost around 6,000 officers, and the awareness piece was happening, but very ad hoc, somewhat all over the province, here and here, people were doing different
things, but not everyone knew what everyone else was doing. There was duplicity. No one was really the controller of the information to some extent. So, we needed to work on that and recognize that we needed some collaboration. And, a lot of good officers doing a lot of good work, but really unorganized, quite frankly.

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

So, without having that really strong awareness at the time, I can say, and I’ve spoken to many of my colleagues, that they think the same thing, we’ve probably missed it. So, hence the reason why I’m so driven to make sure awareness is important for police and
otherwise. And, the same with labour trafficking. I can think of a couple of major marijuana grow operations that I had been in and I had seen workers, and I can remember them now, and mattresses and some of the food they were eating, the schedules and the type of thing that I now know to be possible indicators, but I didn’t see that. I saw them as people who were assisting in the grow of marijuana.

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

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

**INSPECTOR TINA CHALK:** Absolutely not. We have so much growth to do. We’re a new unit. So, as I said -- or I may not have said. I started this role in May of 2017, and this unit, we were granted funding in -- really when I got there, they said, “You can build this unit.” So, it’s taken about a year to build the unit, to do the hiring processes and to build the strategy piece with contracts, because there’s funding involved in that as well.
MR. JULIAN ROY: Okay.

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

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

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

So, some of the issues that I’ll speak about is, one, a cross-jurisdictional issue, which has been touched on, but it is a big problem with police, as we have seen in the past, and we’re alive to that, which
is good to this point. But, you could have, for example, someone lured from a community like Whitedog, then go to Kenora, which is OPP level, then you would go to maybe Thunder Bay to be trafficked, where now it’s a municipal police service, and end up maybe in Toronto Police, another municipal police service. So, you might have four or five police services that now have to ensure that they coordinate and collaborate and talk and ensure they share that information. And, now you’re dealing with three or four possible courts, and now you have three or four possible Crowns. So, all of these cases need to be led by someone, they need to be organized, all the witness information and evidenced has to be put together. So, you can imagine how this can become challenging to ensure that police get this right.

Another one, which is very sad, is the lucrative nature of human trafficking. So, unfortunately, offenders are recognizing how much money you can make in this terrible type of crime. So, one way to describe this, which has been described to me and really hit home, so I could really get a sense of it, is if you’re a gun trafficker for example, and you are selling a gun, you have one gun to sell. When you sell that gun, the gun is now gone. Now, you have to get another gun. So, whether you have to do break and enter, you have to steal it, you
have to obtain another illegal gun. And, there’s risk to
doing that.

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

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

The next area is the internet, which you’ve
heard about the type of investigations that I deal with,
with child exploitation as well, and the internet is a
huge problem. And, how this is unfortunately a good
business practice, again for traffickers, because they can
enter any one of our children’s bedrooms at a minute’s
notice without entering your home. Having the internet
available, like I’m sure everyone here has a youth or a child who has whether it’s a cell phone or some Wi-Fi access of some kind, some device, all day they can sit in their home and scrape the internet and look for people, look for vulnerable people who will answer their call.

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

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

And so, what they’ll do is you can imagine if you are in an isolated community, if you’re facing poverty, it’s just like this, and you started to say that on the internet. “I hate where I live”, “I have no money”, “I’m in a bedroom with my two sisters”, “I just want to get out of here”, “My boyfriend broke up with me”, this kind of thing. Well, what a great opportunity for someone to lure in and say, “Well, I can fix that. I can
meet those needs. I’ll give you money. You’re beautiful. You should come to this larger town. It’s much better. Get out of where you live,” this type of thing. So, they have the opportunity to do that so many times a day without really leaving their home. So, again, that’s another issue of making it lucrative and easier to find people.

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

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

And, victim vulnerabilities, one thing that I always remember is our Deputy Commissioner had said to me when I started this job that it really didn’t matter
how many charges I present to him; it’s how many people
that we can turn their lives around. So, that whole
analogy of cultural change for police is, “don’t worry
about the case, you need to worry about the person first
and fix that as much as you can. Get them the resources
and everything they need to survive, and then you can move
on to the case.”

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

Isolation is another one. So, if you have
to leave your community to go to a medical appointment, or
to school, or other reasons, and you get into a community
that you’re not used to, and I remember a survivor at one
of our investigations, she had said when she got to
Toronto, she sat on a curb and within minutes, two or
three traffickers had approached her. And then, of
course, it became a sad investigation from there. But,
it’s so easy to identify that you’re new in town, you
know, depending on how you’re carrying yourself. Your
head’s down, you don’t look like you know where you are,
all those things. So, when you’re leaving that isolation
to somewhere else, you become vulnerable.

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

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

The stigma of a small community, I can say
the one thing as I learn more about Indigenous
communities, what I love personally is that whole family
community feel. That is not necessarily alive in a lot of
non-Indigenous communities. But, on the other hand, that
could be a stigma, because if you are a young girl and
you’ve left, say, for school, you experienced the
unfortunate disaster of human trafficking and you come back to your community, you may not want to tell anyone, because you know everyone there will know. And then it starts into the resources that aren’t necessarily there, and then you have to leave again, and all the problems which I’m sure you’ve heard already in the commission. So, that creates an issue, and we have to, as a community, remove that stigma.

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

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

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

INSPECTOR TINA CHALK: Thank you. And, a huge one is the need for long-term supports. This is the type of offence where survivors need a lot of care, and police are only resource and knowledge-based enough for
some things. We’re not counsellors. We don’t have the
capacity through our education and otherwise a lot of the
times to deal with these things. So that’s where the
community piece has to come, and these are long-term
issues.

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

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

So, now you have several victims. You
might have several traffickers. Everyone has a device, as I said, whether it’s a cell phone, computer, iPad. Now
you have to enter those devices. Some of them are locked
because of the different phone companies. So, now we have
to send that somewhere else to get that done. It’s
expensive. We do it, but it’s expensive, and it takes
time. And, all the evidence now that we have to go
through, that’s only one challenge, but these cases become very, very large quickly.

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

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

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

INSPECTOR TINA CHALK: I do. Absolutely.

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

INSPECTOR TINA CHALK: Thank you.

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

INSPECTOR TINA CHALK: Yes.

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

INSPECTOR TINA CHALK: We do.

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

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

And, examples of the type of things we might do is we have a joint email system where if someone goes missing, for example, we would send that photo around to all of the provincial partners so that they would be looking for that person. So, if there’s a potential that they have been human trafficked, every one of those investigators within that strategy will have that
photograph and they, too, will be looking with -- for them. So, it’s not just the one police service, for example. So, this is the type of coordination that we need to have.

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

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

**MR. JULIAN ROY:** Okay. Do you do any kind of weekly review of cases across the province just to make sure things aren’t missed and make sure things are coordinated properly?
INSPECTOR TINA CHALK: We do. So, one of the initiatives since I had taken on the Missing Persons section as well, is we have a lot of data, which is owned by the RCMP, that we go through and we have access to, but we really needed to use it in a proactive way. So, this is where we get into the use of computers to help us. They harm us sometimes, but help in another way.

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

And, it’s the same when it comes to First Nations Police Services when someone is missing from a police service in the First Nations. We will do the same thing. We will call that First Nations Police Service and offer our help. “How can we help you? How can we assist? There’s the Canadian Centre for Child Protection. Do you
know about them? Here are the things that they can do for
you.” So, these are some of the proactive ways. We’re
trying to keep a handle on the statistics that are right
there in front of us that we can utilize.

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

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

**MR. JULIAN ROY:** All right. I want to move
on to another area, and that’s training. Is there a gap
with OPP’s training on human trafficking today?
INSPECTOR TINA CHALK: Yes.

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

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

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

So, there’s an Elder’s Council with our
ministry as well as the Commissioner’s Council. And then
we also have -- the Office of Human Trafficking in Toronto
has a survivor group. So, I have asked to be -- go in
front of that survivor group so that I can gain their advice on how to move forward with some of the training, because I -- there are some in there now, but not enough, and we want to enhance it and make sure it’s proper.

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

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

So, those folks get that in their supervisor training, as well as the specialty people. So, the ones who are the detectives, because with the OPP, those cases go to detectives, so our sexual assault training, our major case management training and our criminal investigation training as well. And, they also
have the trauma-informed piece, which comes from our
sexual assault unit that has put that piece in there,
because we, too, need that in there as a strong
understanding.

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

INSPECTOR TINA CHALK: Yes.

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

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

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

Much like if you were to do a drug warrant
and your focus is cocaine, at that point, but then you see
the same thing, you’re responsible as an officer to stop
and think about that, and engage those people, and not get
that vision of just what you’re doing. So, it’s just
making sure that officers recognize that, and are in tune
to that, and know all of these indicators for those three
areas that I have spoke to already.

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

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

So, we’re attempting to have -- we have
block training every year, which is every officer in the
OPP takes this block training. So, we’re attempting to get a session on human trafficking in that block training to take care of not just the recruits, but the officers who are out there but aren’t specialists either. So, that’s something I’m working towards as well.

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

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

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

So, moving to policy, we definitely have gaps. Really, what we were doing was the whole, if you
have an incident of this, call our Criminal Investigation Branch, so that being our major case investigators, our detective inspectors. But, what we have changed now, it’s in the works, it’s going up our command, is to change that it comes to our unit. So, now we have people that that’s their entire role. So, their entire understanding. So, every single time someone either suspects a human trafficking incident or is there one, that we will get an immediate call.

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

So, this is the one police database that talks. So, when we talk about that collaboration piece.
So, you may have -- for example, Julian Roy could be a suspect in Toronto Police for human trafficking, he also could be a witness in Orillia OPP area. So, the computer tells those two officers, you two need to talk to each other, because this person is involved in some way in human trafficking, as a suspect, as a witness.

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

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

MR. JULIAN ROY: So, just to simplify it for the dumb lawyer. This is, sort of, taking down some walls that shield information from -- between various
police services, so that access can happen faster, and people can respond faster for human trafficking; is that right?

INSPECTOR TINA CHALK: Yes.

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

INSPECTOR TINA CHALK: Yes.

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

INSPECTOR TINA CHALK: We have not.

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

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

We did a very large human trafficking campaign in February of last year, and we saw the wealth
that came out of that. For a minimal amount of money, thousands and thousands of hits, and it was a survivor video. So, even two minutes of listening to someone about what it’s like. So, that was very effective, so we’re going to continue to do that and even more robust. So, we’re thinking about our strategies now on that.

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

And then we talked about motels, how important it is for the cleaners for example, to really understand human trafficking. They’re the ones who do the work in the motel, they’re the ones who are really going to understand what’s going on there and they will know. They’ll have a sense if something is happening. So,
helping them to understand what to do about that and what not do safety wise.

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

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

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

So, what we did is we had an engagement meeting with the nine self-administered police services, and we asked for their -- a police officer to come, a victim service member to come. We asked for an elder to come and a community member to come, and then we presented to them the idea of this two-day training.
So, the one day would be training in respect to missing persons, human trafficking, Familiar DNA, which is an RCMP ran program. And, the next day would be with the committee, so, sort of, get rid of some of the myths that exist in respect to reporting and things like that, which you’ve learned a lot about here with missing persons.

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

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

So, we really left it to the communities to form this however they wanted. If they wanted to have it, that’s great. If they didn’t, that’s okay too, and you choose what it looks like. If we did this in a more formal setting, like a conference, that’s fine. If we did that in a circle, talking, that’s fine. So, it really is
dictated by the community and we just come to enhance and share the knowledge base.

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

**INSPECTOR TINA CHALK:** Yes.

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

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

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

**CHIEF COMMISSIONER MARION BULLER:** Yes.

Exhibit 15 is Missing Person Awareness Day poster, OPP and Anishinabek Police.

--- **Exhibit 15:**

Mnidoo Mnising Missing Person Awareness Day (one page)

Witness: Inspector Tina Chalk, Ontario Provincial Police

Counsel: Julian Roy, Government of Ontario

**MR. JULIAN ROY:** And, in a similar vein, Tabs 7 and 8 are two conference programs. Are you able to
tell the Commissioners, we won’t open them up or look at them in detail, but generally speaking, what these are about, please?

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

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

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

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

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

--- **Exhibit 16:**

OPP “Victim to Survivor” Conference Program – September 11, 12 Barrie, Ontario (five pages)

Witness: Inspector Tina Chalk, Ontario Provincial Police

Counsel: Julian Roy, Government of
In-Ch (ROY)

Ontario

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

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

MR. JULIAN ROY: No, that’s okay.

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

MR. JULIAN ROY: That’s for Barrie.

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

MR. JULIAN ROY: Yes.

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

--- Exhibit 17:

OPP “Victim to Survivor” Conference
Program – September 20, 21 Kenora, Ontario (five pages)
Witness: Inspector Tina Chalk, Ontario
Provincial Police

Counsel: Julian Roy, Government of Ontario

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

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

And, my understanding of why I think that is, is, one, statistically for one, we don’t actually ask people to identify. So, we don’t ask them if they identify. So, we may have dealt with people who are Indigenous, but we wouldn’t necessarily know it. And, I understand that because some Indigenous people don’t want to tell the police that because they think they’ll be discriminated against. So, that is one issue. As well as, we just don’t generally do that in our policies, so that’s a problem, because we don’t have a true understanding of who we’ve dealt with really. And the
other piece is the -- that police trust, which is absolutely lacking, and as I said, for very good reason. So engaging the community and trying to build that trust and that being the responsibility of the police that we have to take that lead role in trying to do that. So, for me personally, I can speak to trying to build relationships with places like ONWA, because they have the understanding.

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

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

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

**INSPECTOR TINA CHALK:** Yeah, so the victim
table, like the survivor table ---

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

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

**MR. JULIAN ROY:** Okay.

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

So what that is, is, as I said, police only have a certain ability to help survivors, and whether that be education or resources. We need the community to come together and have these coalitions. So what it is, is it's people who are involved first, so not a reactive type of thing. This is already organized prior to and it's people like members of the sex trade who understand that. There's medical professionals, there's police, there's Indigenous communities members, there's Native Friendship Centres, there's housing, there's people who can provide food, all of the necessary vulnerabilities that we talked about.
This needs to be organized first so that when a victim or a survivor comes forward, that whole -- when we say victim-centered approach, that really is it. That everyone knows what they can give, they're prepared to give it. We're not scampering around trying to figure out how we can help a victim, that it's done in a very organized manner. And that, too, increases our engagement and our ability to talk and really truly does take care of a survivor.

So I really feel strongly about these coalitions. And my goal of the unit is really to try and have police services and try to have them to start these coalitions in the different communities. It's like an Ontario community mobilization type model.

**MR. JULIAN ROY:** So these coalitions, are they dedicated to addressing human trafficking?

**INSPECTOR TINA CHALK:** Yes.

**MR. JULIAN ROY:** Okay. And they're sort of a standing committee or coalition that just operates consistently throughout the year and is available to assist with victims and survivors? Is that the point?

**INSPECTOR TINA CHALK:** Yes, that's correct.

**MR. JULIAN ROY:** Okay. And do police have a role on those?

**INSPECTOR TINA CHALK:** Absolutely.
MR. JULIAN ROY: Okay. All right. So at Tab 10 of the document book there's a document that you've provided me.

INSPECTOR TINA CHALK: Yes.

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

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

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

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

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

CHIEF COMMISSIONER MARION BULLER: It's okay.

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

CHIEF COMMISSIONER MARION BULLER: Not a problem.

The terms of reference for the Simcoe
County Coalition will be Exhibit 18.

--- Exhibit 18:

Terms of Reference of Reclaiming Freedom Rebuilding Lives (RFRL) Anti-Human Trafficking Coalition of Simcoe County (nine pages)

Witness: Inspector Tina Chalk, Ontario Provincial Police

Counsel: Julian Roy, Government of Ontario

MR JULIAN ROY: Thank you.

I just saw the clock and I panicked.

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

INSPECTOR TINA CHALK: On the last page I would pick the fourth one up that says, "Police service create a dedicated officer or unit to coordinate efforts to address human trafficking." (As
And I've spoke to that already about the importance of officers being the point person and having a true understanding that they can share their knowledge base.

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

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

**MR. JULIAN ROY:** Okay.

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

**MR. JULIAN ROY:** Okay. In terms of where these recommendations come from, have these been passed by your executive command?
INSPECTOR TINA CHALK: Yes, they have, and they approve -- they have approved them all.

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

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

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

INSPECTOR TINA CHALK: I would really say that I want them to survive and I want them to get to someone who can help them. I want them to understand that this is not that you have to come to the police. This is about survival of victims and go to someone that can help you, whether that's many, many good non-government organizations that will assist you, whether it's a teacher or a friend or another family member, that the police telling you to come to us all the time is not the message. It's to come to someone that can help. And then, in the end, if your choice is that the police get involved, then
that's a benefit because, of course, we want to ensure it doesn't happen to someone else. But it would be really to take every day, to survive, and to try and get the help through the many organizations that are out there for you.

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

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

MR. JULIAN ROY: Yes, please.

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

--- Exhibit 19:

Recommendations proposed by the Ontario Provincial Police with respect to Human Trafficking (two pages)

Witness: Inspector Tina Chalk, Ontario Provincial Police

Counsel: Julian Roy, Government of Ontario

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

CHIEF COMMISSIONER MARION BULLER: Sure.

MR. JULIAN ROY: --- the hot seat.
Certainly.

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

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

JUANITA DOBSON, Sworn:

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

CHIEF COMMISSIONER MARION BULLER: Yes.

MR. JULIAN ROY: Thank you.

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

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

So, in the documents that were distributed to counsel, the evidence document, that's the first of
your document was number A or letter A, and then it flowed from that. So, we’re just off by one. I just thought I would make it interesting for counsel this morning to try to follow. I could say it was on purpose, but it wasn’t.

All right. So, good morning, Ms. Dobson.

So, I’m going to refer to you as Ms. Dobson. Are you okay with others calling you Juanita?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

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

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

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

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

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. So, for the past almost -- it’s coming up to almost three years with the Ministry of the Attorney
General, I have been the Assistant Deputy Attorney General for Victims and Vulnerable Persons Division. And, that division consists of three main areas. There is the Office of the Public Guardian and Trustee; there is the Office of the Children’s Lawyer; and there is also the Ontario Victim Services.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, it is.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

MR. JULIAN ROY: Is it accurate?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: It is.

MR. JULIAN ROY: Okay. Could it be made
the next exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Exhibit 20 is Ms. Dobson’s C.V.

--- Exhibit 20:

CV of Juanita T.M. Dobson (four pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of Ontario

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

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

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

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

MR. JULIAN ROY: Okay. And, you have reviewed it?
DOBSON: Yes.

MR. JULIAN ROY: Okay. Too many times, I’m sure.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MR. JULIAN ROY: And, is it accurate?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: It is.

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

CHIEF COMMISSIONER MARION BULLER: Yes.

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

--- Exhibit 21:

“Organization of Victims Services in Ontario,” Ontario Ministry of the Attorney General, Victims and Vulnerable Persons Division (34 pages)
Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario
Counsel: Julian Roy, Government of Ontario

MR. JULIAN ROY: All right. So, as you know, Ms. Dobson, the purpose of this panel is to address
human trafficking, but I want to take a step back a little bit to look at some context in terms of how Ontario has attempted to address violence against Indigenous women and girls and some of the history behind that because, as I understand it, you were involved in some of that history; is that true?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

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

That started many years before I arrived working on strategic framework for addressing violence. And, this was developed by the Ontario Federation of
Indigenous Friendship Centres and the Ontario Native Women’s Association. As a result of numerous summits and discussions and advice, those strategic directions were endorsed and adopted by the Ontario government. And, as a result, the joint working group was established.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: We participated in discussions and attended summit; however, it was developed by and written by those organizations I mentioned.

MR. JULIAN ROY: Okay. So, this isn’t a government document?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: No, it is not.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes, we did.
MR. JULIAN ROY: Okay. All right. So, you mentioned that the Ontario government adopted that strategic framework. What does that mean?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: It means that we agreed and committed to work in partnership with -- and in collaboration with the organizations to use that strategic direction as a foundation of the work that we needed to do in the longer term on addressing violence against Indigenous women.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: So, the actual joint working group was put in place around 2010. And, at that time, the group was established and a co-chair from the Indigenous partners that were participating was put in place, as well as a co-chair from the Ontario Women’s Directorate, so it was the executive director at the time, and a director at the ministry of, what was then called, the Aboriginal Affairs ministry.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Sure. So, there were regular meetings of the joint working group. Primarily, staff at, sort of, the
director level and other working levels getting through
the guiding principles on the strategic directions, and
coming up with recommendations and projects, and things to
advance government’s intention in that area.

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

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Well, part of it is that -- certainly, the idea
is that we’re coming -- and the projects and
recommendations, the director level very much -- important
things that needed to be considered. And, at the ADM
level, obviously there are different strategies in
government, different planning cycles, different approvals
that are needed, and that level of engagement allowed us
to be able to find opportunity to do that and also to work
toward supporting an overall government strategy that, you
know, could be released and funded.

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

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

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

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

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

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

**MR. JULIAN ROY:** Okay. All right. Did
this process culminate in anything at some point?
DOBSON: It did, actually. The work that was done by the joint working group was absolutely a catalyst toward the development of the longer-term strategy to -- ending violence against Indigenous women and girls, which was released by the Ontario government in, I believe, it’s 2016.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes. Actually, I was incorrect. It was 2015, and it was called Walking Together, and that strategy was a long-term approach in identifying areas that we could work together to end violence.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Sure. There were areas of focus around community supports and healing, particularly focused on children and youth, and putting in place some programming there. There was also a focus on leadership and accountability, and then continuing on, our kind of collaborative approach that we’ve been taking. But, there’s also focus on justice and policing, and in particular, highlighting the need for an anti-human trafficking strategy with an
Indigenous focus in Ontario.

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

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

MR. JULIAN ROY: All right. Was here challenges in working this way? I mean, you mentioned adopting the framework in 2010, and then the strategy
comes out in 2015. That sounds like quite a long and difficult process. Is there challenges in working this way?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: There are some challenges. I think the time was the time that was needed. I mean, there’s a lot of work that was under way. There were a number of projects in the interim that were approved. And, I would say also the approach, because of the learning, both from the ministry representatives attending the committee and sharing with our Indigenous partners and learning more about the reality of Indigenous experience, that took time, and it was challenging many of the things that we absolutely didn’t know or understand in the way that we needed to.

It took time, and it’s also — often for government, we are sometimes in a situation where we give, you know, key messages or things that we need to say on behalf of government. This was really different. We were at the table sharing openly, really trying to solve, you know, problems and issues together, and sometimes it’s hard to hear about how you’re not doing well and you can do better, and people need to process that or take time to understand, and I think that table really did do that, and we learned a lot. And, even improving, you know, our Indigenous cultural, sort of, competency and understanding
PANEL 1
In-Ch (ROY)

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

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

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

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

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

MR. JULIAN ROY: Could this be made the next exhibit, please, Chief Commissioner?
CHIEF COMMISSIONER MARION BULLER: Yes.

Executive Committee to End Violence Against Indigenous Women: Terms of Reference, Exhibit 22, please.

--- Exhibit 22:

Terms of Reference of the Executive Committee to End Violence Against, document updated March 21, 2017 (six pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of Ontario

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Sure. So, this is -- the structure that we have is we have an ADM level steering committee, the executive committee, and also, we have a number of provincial committees that are addressing a number of the, sort of, main areas of focus. And, there’s a few of them listed there like supporting children, community healing,
leadership, and also human trafficking is a specific provincial committee. And again, each of these provincial committees, like the executive committee, are co-chaired by Indigenous committee members as well as a ministry official.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

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

CHIEF COMMISSIONER MARION BULLER: Yes.

Provincial Committees to End Violence Against Indigenous Women: Terms of Reference, Exhibit 23, please.

--- Exhibit 23:

Terms of Reference of the Provincial Committees to End Violence Against Against Indigenous Women, updated March 21, 2017 (six pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario
MR. JULIAN ROY: It’s this document that says “Confidential - Not for circulation” across the top, somewhat ironically. We’re making it an exhibit right now.

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

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

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

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Sure. So, I would say back in my direct involvement starting sort of in the fall of 2014, there were a number of things going on. There were several very high-profile sexual violence and harassment cases and media interest that had been going on. There was a select committee of the Legislature looking at violence against women that had been meeting across the province.
There was a release of a government strategy on Sexual Violence and Harassment Action Plan, and we also had a private member’s bill before the House from then opposition member Laurie Scott, who is now the Minister of Labour, where she introduced legislation on human trafficking.

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

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

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

**MR. JULIAN ROY:** Okay. So, on the human trafficking strategy, was there actual separate Indigenous
engagement that was implemented?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: There were. There were a number of community meetings that happened in the development of the strategy. It was being co-led by the Women’s Directorate and the Ministry of Community Safety and Correctional Services. Different meetings where there were a number of different service providers, including Indigenous organizations, but there was also a session in Thunder Bay that was Indigenous-specific, which included survivors and victims, as well as service providers.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: So, the approach on the human trafficking strategy had been building on what we heard at the joint working group and through Walking Together was really about having a victim-centred, survivor-strength-based approach to the development of a human trafficking strategy, as well as being trauma-informed, you know, ensuring that the things that we’re doing are not causing more harm to people. That was another principle embedded. And, also, being a whole of government, kind of, approach to the work we did.
So, you’ll see the strategy included things like justice and police enforcement and so on. But, also, looking at coordination and leadership in the service provider community, looking at, you know, prevention and other kinds of interventions and public education and awareness as being important to addressing human trafficking.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

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

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

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

CHIEF COMMISSIONER MARION BULLER: Yes.

Ontario’s Strategy to End Human Trafficking: Overview of Initiatives, is Exhibit 24, please.

--- Exhibit 24:

Ontario’s Strategy to End Human Trafficking, Ministry of Community and
MR. JULIAN ROY: Thank you. All right. So, we’ve been talking a lot about collaboration, about principles, about strategies, I now want to get into more of the nuts and bolts of what services and resources are available to victims and survivors of human trafficking, okay?

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MR. JULIAN ROY: Okay. If you could provide that to us, please?
ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

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

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

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes. So, Victim Crisis Assistance Ontario is a
program where we have 47 transfer payment agencies across the province who provide crisis intervention, 24/7, sort of, support to victims in the immediate aftermath of a crime occurring. They often provide things like emergency transportation to safe locations, they may do safety planning with individuals, they provide referrals to other community agencies and they are on the ground, you know, supporting, you know, victims where needed.

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

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

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

MR. JULIAN ROY: Okay. And, what’s this document?
ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: That is our program standards that outline all the different services that the Victim Crisis Assistance organizations provide.

MR. JULIAN ROY: Okay. And, is this a public document?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, it is.

MR. JULIAN ROY: Okay. So, it’s available to members of the public to see what they can expect from these agencies?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

MR. JULIAN ROY: Okay. And, could this be made the next exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Yes.

MR. JULIAN ROY: Okay. And then if you could ---


--- Exhibit 25:

Victim Crisis Assistance Ontario Program Standards, Ontario Ministry of the Attorney General, Victim and
MR. JULIAN ROY: Okay. And, Chief Commissioner, Commissioners, if we could flip over the tab to Tab B. And, this is Tab C for counsel or document C for counsel. Are you able to identify what this document is?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes, that’s a list of all the VCAO agencies in Ontario.

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

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I know.

MR. JULIAN ROY: --- in the government.

VCAO is, again, Victim Crisis Assistance Ontario?

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

MR. JULIAN ROY: Okay. And, this is a list of all the agencies, so that would tell us where --
members of the public where they would go if they wanted this kind of help that you have described; right?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Correct. And, we also have that information available on our victim services directory, online and, you know, various other ways that we get that information out.

MR. JULIAN ROY: Okay. So, this is a program that exists prior to the human trafficking strategy. Could you now tell us what if anything you did to modify it to better respond to human trafficking?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. So, these agencies have been in place for over 20 years or so in different names. But, yes. So, for human trafficking strategy, we looked for building on these organizations that are, sort of, first contact with a number of victims, adding to the types of services that they provide. We gave some money for agencies to hire additional staff or add hours to existing staff, and to train them specifically on human trafficking.

So, we were hearing obviously that there was more human trafficking coming to the attention of victim service agencies and they were not well-equipped necessarily to address that without additional training and understanding about the issues. Some communities had
had, you know, more higher, you know, numbers of
incidents, and they started to develop their own expertise
and they were providing that service even without the,
sort of, additional funding. This was a way to enhance
that.

MR. JULIAN ROY: Okay. And, are you able
to tell us anything more about the enhanced training that
the VCAO, Victim Crisis Assistance Ontario, staff are
going?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA
DOBSON: Sure. So, they have been part of training on
human trafficking that our crown attorneys and our
Indigenous Justice Division have supported us in putting
together. They have attended over -- almost all of the
agencies, over half of them for sure have already attended
and will continue to attend training sessions specific to
-- again, situating Indigenous realities in relation to
human trafficking, and then also understanding, sort of,
the specific needs of human trafficking victims when they
come to the agencies looking for support and help. And,
also, helping us to understand the types and services that
people are accessing and what they need.

MR. JULIAN ROY: Okay. So, the next
existing program that I’d like to -- this should be made
the next exhibit, please.
CHIEF COMMISSIONER MARION BULLER: The VCAO list of agencies will be Exhibit 26, please.

--- Exhibit 26:

Victim Crisis Assistance Ontario list of agencies (one page)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of Ontario

MR. JULIAN ROY: Yes, please. The next program I’d like to ask you about is the Victim Quick Response Program. Could you tell us what that is?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. So, the Victim Quick Response Program is a set of services and supports provided to victims through the Victim Crisis Assistance Ontario. It was how the applications are made to the program. And, it is covering a number of different kinds of services, things like for victims who need, unfortunately, things like crime scene clean up, perhaps support with funeral expenses, maybe counselling supports that people need, as well as safety planning and other practical assistance such as, you know, access to a cell phone so that they can be contacted for safety purposes.
This program has been in place for some time. And, as I say, the, sort of, way into the program often is through our Victim Crisis Assistance organizations. However, people can access the program through -- if they are seeing another agency, for example if they’re going to a sexual assault centre, the sexual assault centre can refer them to this Victim Quick Response Program as well.

MR. JULIAN ROY: Okay. It’s got the -- in the acronym, there’s the letter “Q” for quick.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MR. JULIAN ROY: And, government often does not move quick on things or quickly enough. How quick is quick in the VQRP program?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: So, actually, this -- we’re pretty proud of this one. We do try to meet our service standards which -- you know, when we receive, sort of, payment for a service, we will turn that around within five to seven days. So, it’s a fairly quick turnaround. And, that is just -- to understand, that is the payment of the service -- the victim has received the service. The services are available within the first, sort of, 90 days of a crime occurring. And, this is really recognition of the fact
that other, sort of, compensation and supports for victims often are longer term, things like the Criminal Injuries Compensation Board and so on, can take, you know, significantly more time. This was a way to address the immediate needs of victims.

MR. JULIAN ROY: Okay. At Tab C of the document book, and document D for counsel, is a document, Victim Quick Response Program Standards. What’s this?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. That is our program standards.

MR. JULIAN ROY: Okay. Could this be made the next exhibit?


--- Exhibit 27:

Victim Quick Response Program Standards, Ontario Ministry of the Attorney General, Victim and Vulnerable Persons Division, September 2016 (16 pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of
Ontario

MR. JULIAN ROY: All right. And, this document, members of the public could look at this and see what they would be entitled to by way of support from Ontario in a crisis?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. So, we have a version of that on our website which indicates their eligibility, how you apply, what sorts of services are covered, et cetera.

MR. JULIAN ROY: Okay. If you could go to Tab D, please. We have a document, Victim Quick Response Program Applicant Agreement. Do you see that?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MR. JULIAN ROY: And, what’s that document?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: That’s just the form that the applicant would sign. Part of it is to -- this is a last resort program, so it’s just indicating that they don’t have other means to cover. So, for example, sometimes people’s work insurance or something like that might cover some counselling, but this is over and above what they might cover, they would sign this form just to say it’s a last resort.

MR. JULIAN ROY: Okay, thank you. I’m
wondering if you could let us know what, if any -- if we could make this the next exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Yes.

Exhibit 28 is the Victim Quick Response Program Applicant Agreement.

--- Exhibit 28:

Victim Quick Response Program Applicant Agreement (one page)
Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario
Counsel: Julian Roy, Government of Ontario

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. So, this is -- at the time that the human trafficking strategy was being put in place, we had the existing Victim Quick Response Program; however, we -- what we had heard, as a result of the consultations and the outreach that had happened with survivors and other service providers, we heard about some additional services that would be of particular benefit to human trafficking victims.

So, we added in a number of areas, like tattoo removal, which we had heard, you know, often traffickers would use tattooing. We added in, sort of,
emergency basis necessities, like the replacement of

clothing, and provision of food, and some emergency

accommodation. We added in as well the replacement of
government identification documents, which again we had
heard could be held by a trafficker. So, those things
were added in as a result of what we had heard from
service providers and as a result of some of the

consultations.

MR. JULIAN ROY: Okay. I want to move on
to another program that’s in your portfolio, and that’s
the Victim Witness Assistance Program. Could you tell the
Commissioners what that’s about?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Sure. So, the Victim Witness Assistance Program
has been in place for about thirty -- just over 30 years
now with the Ontario government. It’s part of the
Ministry of the Attorney General, and it’s part of my
division. There are victim witness service workers across
the province in all of the court jurisdictions.

Their role is to assist victims who are
part of the court process. So, when there has been a
charge laid and a case is proceeding to court, victim

witness workers would assist the victim by giving them
information about the court process, helping them prepare.
We have a number of testimonial aids and so on that we
would provide support to our victims that are participating.

In the court process, for example, sort of, remote testimony in a separate room. We also have access in many places, to support dogs to help victims. We have child victim and witnesses who we have models that show what the courtroom looks like, and where the judge will be, and where you will sit, and those kinds of things just to help victims really prepare. It’s a very traumatic, you know, experience to go through for many people and to recount their information.

So, our staff are there to help as much as they can with providing that support to people with information, letting them know when court dates are coming up, letting them understand the conditions maybe for bail that have been decided on and those kinds of things. So, they are there to support the case from the time that the charge is laid until the disposition of the case.

They also make referrals to other community organizations to -- who can also support victims and survivors out in their lives and in longer term. And, they participate, too, in a number of community, sort of, coalitions, and coordinating tables, and things like that, as, you know, representing the program.

MR. JULIAN ROY: Okay. Were there
enhancements to this program to address human trafficking?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** Yes, there was. We added three additional positions in three communities that are focused on human trafficking, developing some expertise as a victim witness support worker to understand what human trafficking victims would need from us in those situations. And, also, to provide mentorship to other victim service workers across the province. So, those three individuals have been hired and are in place.

**MR. JULIAN ROY:** Okay. Is there cultural competency training that they get as well?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** Yes. This is something that is very important to us in Victim Services. For the -- well for the entire Ministry of the Attorney General, frankly I would say, priority training on Indigenous cultural competency has been made mandatory for our Crown attorneys and our Victim Witness Assistance Program workers. We are -- have that underway.

There are two things that are happening. There is an online OPS-wide, Ontario Public Service-wide Indigenous cultural competency training program. But, in addition, the Indigenous Justice Division in our ministry has put together a program. It’s called the Mikaway
phonetic training. It’s an intensive, in person program which is several days long. There are four modules all together, and it really helps -- first of all, the first part of it is very emotional. There’s often including the blanket exercise that many people may be familiar with, and understanding colonialism, the understanding of the impact of some of those things on the way we have structured our services and the kinds of programs that we have. And, it’s been very challenging for staff, and for all of us, but it’s been extremely rewarding and, you know, our -- as I say, our staff who have gone through it have felt, you know, they have learned a lot through that, and I have just started to understand, and we continue that training.

MR. JULIAN ROY: All right. So, we’re starting to run low on time.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. Oops.

MR. JULIAN ROY: So, I’m going to move -- that’s okay. I’m -- we’re going to move on to another area. So, what we have been talking about so far are what I would call mainstream service delivery that’s under your portfolio. It’s available to Indigenous people, but it’s not designed, and led and delivered by Indigenous people. Are there victim services that are designed, led and
delivered by Indigenous organizations and communities in Ontario?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Absolutely. I mean, in Ontario Victim Services, for sometime, there had been the start of some programs which were Indigenous-led programs. But, certainly since our Indigenous Justice Division has arrived, that has grown significantly. There are a number of programs now underway that are both, I would say, some capacity building and also service delivery. And, they’re a range of different things focusing on victim services and including -- you know, in one case, we have, sort of, an Indigenous victim service hub-type model I would call it, in Six Nations and the Grand River. So, there is a number of very good programs through our Indigenous Justice Division.

MR. JULIAN ROY: Okay. I’m showing you Tab S of the document book. Is that a list of the Indigenous Specific Victim Services including service delivery and capacity building?

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

MR. JULIAN ROY: Okay. If that could be made the next exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Yes.
Exhibit 29 is Indigenous Specific Victim Services, Direct Client Services Programs. Plural. Yes.

--- Exhibit 29:

List entitled “Indigenous-specific Victim services - Direct Client Services Programs” (four pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of Ontario

MR. JULIAN ROY: Okay. And then are there Indigenous organizations and communities that deliver human trafficking specific services?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes, there are. There are two organizations, Matawa and Mushkegowuk Tribal Councils who are providing specific human trafficking services. Those are two, sort of, fly-in and more remote communities, and we have contracts with those organizations.

MR. JULIAN ROY: Okay. I want to move quickly on to a next area, and that is some of the new things that have been brought in. We have been talking about enhancements of existing programs. I now want to talk about some new things, or want you to talk about some
new things. The Provincial Human Trafficking Prosecution team. Can you explain to the Commissioners what that is?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** So, it’s part of the human trafficking strategy and part of the pillar looking at justice response to that. A Provincial Human Trafficking Prosecution team was put in place, which consists of five human trafficking—actually, it’s six human trafficking prosecutors. So, there’s one, sort of, Crown counsel coordinator and five human trafficking Crowns and prosecutors.

So, this team, they conduct prosecutions, but they also provide training and mentoring support to Crowns across the province. They have done a number of training events that have resulted in, basically, every Crown, every court jurisdiction having at least one Crown who has been trained on human trafficking. And, in many cases, there are multiple Crowns who receive that training.

**MR. JULIAN ROY:** Okay. Do they do prosecutions themselves?

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

**MR. JULIAN ROY:** Okay. All right. Another body that I would like to talk to you about, and that is the Provincial Anti-Trafficking Coordination Office. Can
you tell the Commissioners what that is?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: So, out of the strategy, there was identified a need for provincial coordination. This is the whole of government, multi-ministry, and anybody who knows government, we -- you know, there’s a lot of ministries involved in a lot of things, and often it’s hard to keep -- sort of keep track of what everybody’s doing. So, this office, you know, keeps track of that, coordinates and gets the information related to that.

They have also released a couple of grants, or cultural proposals and funding proposals for human trafficking projects. So, one is a community fund that was open to everyone, including Indigenous organizations. And, I understand a number of Indigenous groups received funding under that, and then there was also more interesting Indigenous-led initiatives fund, which was all those projects were developed by and will be delivered by Indigenous organizations specific to human trafficking so.

MR. JULIAN ROY: Okay. And at Tab I, we see a call for applications guide for the community supports fund that you mentioned, if that could be made the next exhibit?

CHIEF COMMISSIONER MARION BULLER: Yes.

MR. JULIAN ROY: That's "J" for counsel.
And then at Tab J there's the ---

CHIEF COMMISSIONER MARION BULLER: Can we just do it one at a time ---

MR. JULIAN ROY: Sure.

CHIEF COMMISSIONER MARION BULLER: --- so the record doesn't get confused ---

MR. JULIAN ROY: Sure.

CHIEF COMMISSIONER MARION BULLER: --- here.

MR. JULIAN ROY: Yes.

CHIEF COMMISSIONER MARION BULLER: So Exhibit 30 will be Anti-Human Trafficking Community Supports Fund Call for Applications Guide ---

MR. JULIAN ROY: Yes.


--- EXHIBIT NO. 30:

“Anti Human Trafficking Community Supports Fund - Call for Applications Guide,” Ontario Ministry of Community and Social Services, Provincial Anti-Human Trafficking Coordination Office, April 2017 (34 pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of
MR. JULIAN ROY: And then the next one is the Indigenous-led initiatives fund, which is at -- Chief Commissioner, your Tab J.

CHIEF COMMISSIONER MARION BULLER: Yes, Anti-Human Trafficking Indigenous-led Initiatives Fund Call for Applications Guide April 2017 will be Exhibit 31.

--- EXHIBIT NO. 31:


Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of Ontario

MR. JULIAN ROY: Okay. And then the next one is Tab K, which is L for counsel. What's that document, please?
ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: That is the release -- sort of media release related to all of the funds that were awarded, so it lists all of the recipients.

MR. JULIAN ROY: Okay. And these are all in relation to human ---

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

MR. JULIAN ROY: --- projects to address human trafficking.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

MR. JULIAN ROY: Is that right?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

MR. JULIAN ROY: Okay. Thank you.

CHIEF COMMISSIONER MARION BULLER: And that to be marked as well?

MR. JULIAN ROY: Yes, please.

CHIEF COMMISSIONER MARION BULLER: Okay.

Exhibit 32 is Backgrounder Ministry of Community and Social Services Ontario Funding Specialized Services for Human Trafficking Survivors, September 28th, 2017, Exhibit 32.

--- EXHIBIT NO. 32:
MR. JULIAN ROY: Okay. Also under the Provincial Anti-Trafficking Coordination Office, I want to ask you about human trafficking liaisons. And, Commissioners, that's at your Tab L and M for all parties. Can you tell me what that is?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Sure. So the Human Trafficking Liaisons are -- it's Indigenous organisations that are providing advice and sort of support to Indigenous communities related to human trafficking, but they're also providing important liaison function to non-Indigenous service providers as well, giving them better information around how to support Indigenous people who come to those organisations too.

MR. JULIAN ROY: Okay. And this document
contains the -- in essence, the guidelines for what
services those will ---

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: M'hm.

MR. JULIAN ROY: --- liaisons will deliver?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, yes.

MR. JULIAN ROY: One more thing under Provincial Anti-Trafficking Coordination Office I want to ask you about and that's the human trafficker's -- trafficking survivor's table. Can you tell us what that is?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yeah, so ---

CHIEF COMMISSIONER MARION BULLER: Excuse me. You can ask that after we mark the exhibit.

MR. JULIAN ROY: Oh, I'm sorry.

CHIEF COMMISSIONER MARION BULLER: It's okay.

MR. JULIAN ROY: Getting ahead of myself. Your counsel -- I can feel your counsel breathing down my neck.

CHIEF COMMISSIONER MARION BULLER: It's okay.

MR. JULIAN ROY: It's going to be okay?
CHIEF COMMISSIONER MARION BULLER: Like we're told, when you have to -- when you're in a hurry you have to slow down.

MR. JULIAN ROY: Yes.

CHIEF COMMISSIONER MARION BULLER: So ---

MR. JULIAN ROY: All right. I'll slow down.

CHIEF COMMISSIONER MARION BULLER: Yeah.

Ontario's Strategy to End Human Trafficking Indigenous Anti-Human Trafficking Liaison's Application Guides will be Exhibit 33, please.

--- EXHIBIT NO. 33:

“Ontario’s Strategy to End Human Trafficking - Indigenous Anti-Human Trafficking Liaison Application Guidelines” (14 pages)

Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario

Counsel: Julian Roy, Government of Ontario

MR. JULIAN ROY: Thank you. All right.

So I -- before I cut off the exhibit making process, we were talking about the survivor's table, which is ---
ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes.

MR. JULIAN ROY: --- important. If you could tell the Commissioners about that?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yeah, so the Provincial Anti-human Trafficking Coordinating Office has put together a lived experienced table, a survivor's table, made up of individuals obviously who lived experience in human trafficking. That includes Indigenous representation as well on that table. The interesting thing about it is it's available to government ministries that are working on human trafficking initiatives or we provide services in that area to go and talk to them and get advice and get input on the work that we're doing.

So, for example, we -- the Ministry of Attorney General, a couple of different areas have gone to that table and with questions or to ask their advice.

MR. JULIAN ROY: Okay. The last thing I want to ask you about, so there are other things that THE Provincial Anti Trafficking ---

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, yes.

MR. JULIAN ROY: --- Coordinating Office does, but ---
ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Can I talk about them fast?

MR. JULIAN ROY: Sure. Why don't you do that?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: I'll be fast. So, one of the things is the human trafficking help line. So I think this is really important sort of across province helpline and it's information referral for human trafficking specifically. There's a lot -- there are other, you know, lines. People can call the victim support line that we have. We have the Talk for Healing line, which is Indigenous-led phone help service for victims, but this is human trafficking specific and it will refer people to other services. And, of course, they have a strong role on public awareness and also training.

MR. JULIAN ROY: Okay. On the public awareness, now that we're here, is there an Indigenous-specific awareness campaign ---

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, there is.

MR. JULIAN ROY: --- that's in place?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, there is.

MR. JULIAN ROY: Okay. Can you explain
that, please?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yeah, so this -- the organization, the Coordinating Office funded an Indigenous-specific public awareness approach, and that included Indigenous organizations being involved in the development of the campaign, and also, an Indigenous organization will be developing the campaign and delivering it. So it's all Indigenous-led and delivered.

MR. JULIAN ROY: Okay. All right. So the very last thing is legislative responses.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: M'hm.

MR. JULIAN ROY: If you could perhaps give some highlights in terms of what Ontario has done legislatively to try to respond to human trafficking?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: So, as mentioned earlier, there had been a private members bill by now Minister Scott introduced. And the Government used that as a foundation, that legislation and built on that and introduced the Anti-Human Trafficking Legislation. That included a couple things I just want to highlight.

One is the protection orders for human trafficking victims. So this is important piece that's
included in the bill that has the opportunity for victims
or their family to come forward and request through the
courts a restraining order. And that can be for up to
three years. It does not require, you know, necessarily
that you've gone to police and laid charges. You are, you
know, concerned for your safety.

And what we've also done to support this,
because we know it's difficult to use this kind of
process, is we have a pilot right now with legal support
for people that is through my -- through the Office of the
Children's Lawyer, which is in my division. That office
is providing legal support and representation to people
who are bringing restraining order applications.

MR. JULIAN ROY: Okay. Thank you.

So there's some documents that will provide
some background on that, Chief Commissioner and
Commissioners. So at Tab N there's the public guide for —
— it's available to the public for applying for these
orders. And there's more detail on how they're
specifically tailored to address human trafficking and be
accessible. So if that could be made the next exhibit
that's ---

CHIEF COMMISSIONER MARION BULLER: Yes.

Human Trafficking Restraining Orders: How to Apply for a
Restraining Order Against a Trafficker will be Exhibit 34.
--- EXHIBIT NO. 34:

“Human Trafficking Restraining Orders
- How to apply for a restraining order
against a trafficker,” Ontario
Ministry of the Attorney General,
pages)
Witness: Assistant Deputy Attorney
General Juanita Dobson, Government of
Ontario
Counsel: Julian Roy, Government of
Ontario

MR. JULIAN ROY: And, Chief Commissioner,
just it's important that the public know that this is
available and they understand the process. I've got some
forms in here, and with your indulgence I would ask that
they be made exhibits as well. The first one is at Tab O.
And that's P for all counsel. That's the application form
for the restraining order.

CHIEF COMMISSIONER MARION BULLER: Yes,
Form 1, Application for a Restraining Order, Prevention of
and Remedies for Human Trafficking Act 2017 is Exhibit 35.

--- EXHIBIT NO. 35:

Form 1 Application for Restraining
under the Prevention of and Remedies
for Human Trafficking Act (2017),
Ontario Court of Justice, Form PRHTA-
1-E 2018/01 (six pages)
Witness: Assistant Deputy Attorney
General Juanita Dobson, Government of
Ontario
Counsel: Julian Roy, Government of
Ontario

MR. JULIAN ROY: Yeah. And then the next
one is at Tab P. That's the general form for the
affidavit.

CHIEF COMMISSIONER MARION BULLER: Form 5,
Affidavit (General) dated Prevention of Remedies for Human
Trafficking Act 2017, Exhibit 36, please.

--- EXHIBIT NO. 36:

Form 5 Affidavit under the Prevention
of and Remedies for Human Trafficking
Act (2017), Ontario Court of Justice,
Form PRHTA-5-E 2018/01 (two pages)
Witness: Assistant Deputy Attorney
General Juanita Dobson, Government of
Ontario
Counsel: Julian Roy, Government of
Ontario

MR. JULIAN ROY: And then at Tab Q there's
the actual form of the restraining order.

CHIEF COMMISSIONER MARION BULLER: And then

Form 9, Restraining Order Prevention of and Remedies for

*Human Trafficking Act 2017* is Exhibit 37, please.

--- EXHIBIT NO. 37:

Form 9 Restraining Order under the

Prevention of and Remedies for Human

Trafficking Act (2017), Ontario Court

of Justice, Form PRHTA-9-E 2018/01

(four pages)

Witness: Assistant Deputy Attorney

General Juanita Dobson, Government of

Ontario

Counsel: Julian Roy, Government of

Ontario

MR. JULIAN ROY: Okay. And just so people

who are watching know that these are documents that can be

used to start a court process that could result in an

actual order against a human trafficker.

And then, lastly, at R, Ms. Dobson

mentioned legal supports that are available, government-
funded legal supports to assist people through this

process. Those are described briefly, albeit, at Tab R.

CHIEF COMMISSIONER MARION BULLER: Yes, the

document entitled "Free Legal Support for Survivors of
Human Trafficking," Ministry of the Attorney General will be Exhibit 38.

--- EXHIBIT NO. 38:

Free Legal Support for Survivors of Human Trafficking, Ontario Ministry of the Attorney General (two pages)
Witness: Assistant Deputy Attorney General Juanita Dobson, Government of Ontario
Counsel: Julian Roy, Government of Ontario

MR. JULIAN ROY: All right. So that brings the examination to a close but for one last question that I would like, with your indulgence, to ask Ms. Dobson. And that is really a blunt question. Do we, in the Ontario government, do we know enough about this? Keeping in mind that government needs information to respond to things, to design policy, to design practices, to know where to put funding, do we know enough about this problem to do a good enough job?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Absolutely not.

MR. JULIAN ROY: Okay. And can you explain that?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:
DOBSON: Yeah. So, you know, this has been -- I think as more and more awareness has been coming around this issue, the entire government has been catching up, frankly. Like, in terms of the strategy -- you know, our Indigenous partners are at the joint working group, you know, if we go back even to the 2007 consult, you know, strategic directions and framework, we’re talking about, you know, human trafficking, the government had made, you know, a few, sort of, forays into trying to address it. But, this -- you know, as we have heard from other witnesses today, it’s a big issue we are trying to address from a victim service perspective.

We are really in our, you know, early stages of understanding what human trafficking victims need to help them not just in the immediate aftermath of the situation, but the longer term healing and journey that they need to go into. And, some of those things are, you know, things that are across different ministries who, you know, their regular activities might not touch on human trafficking. Like, they might be, you know, the Ministry of Health who’s, you know, responsible for mental health reform, but not really thinking about it from, sort of, a human trafficking perspective.

So, there’s a lot of work still to be done around what kind of information would be helpful for us to
design, sort of, future program and responses. But, I think also understanding the reasons, the vulnerabilities and the targeting of particular people, and how we can address that is increasingly important for, again, all of the various parts of government that need to step up and make some efforts in that regard.

MR. JULIAN ROY: All right. Thank you very much. Those are my questions for Ms. Dobson.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Thank you.

MS. MEREDITH PORTER: Thank you, Ms. Dobson. Thank you, Mr. Roy. Chief Commissioner and Commissioners, I’m noting the time is now nearly 12:30. We went a little bit into the lunch break as per the schedule, but I will seek your direction on taking a lunch break now and for how long.

I would suggest that we already have quite a long day and I do want to ensure that we don’t cut too much into the time for cross-examination for the parties with standing, and we have also one more witness after the lunch break to hear from. So, I would suggest a 45-minute lunch break as opposed to a full hour.

CHIEF COMMISSIONER MARION BULLER: Okay.

Yes, 1:15 promptly, please.

MS. MEREDITH PORTER: Firm re-start at
1:15. Thank you. And, I have a couple of announcements for the parties -- or, sorry, one announcement for the parties with standing. If you are aware at this time that you do intend to cross-examine the witnesses this afternoon, if you wouldn’t mind indicating that to my colleague, Shelby Thomas, and that will brief -- that will shorten our time for the verification process this afternoon. So, if you are sure that you want to cross-examine, please indicate so to Shelby Thomas over the lunch break. She’ll be in the party with standing room, okay? Thank you.

--- Upon recessing at 12:30

--- Upon resuming at 13:23

MS. MEREDITH PORTER: ...Constabulary, and counsel for Chief Boland is Mr. Philip Osborne. And, prior to hearing from Chief Boland, I would ask that he be sworn in by the Registrar.

MR. BRYAN ZANDBERG: Good afternoon, Chief Boland. Chief Boland, do you swear to tell the truth, the whole truth and nothing but the truth, so help you God?

CHIEF JOE BOLAND: I do.

*CHIEF JOE BOLAND, Sworn:

MR. BRYAN ZANDBERG: Thank you.

MS. MEREDITH PORTER: Thank you. And, Mr. Osborne, you go right ahead.
--- EXAMINATION-IN-CHIEF BY MR. PHILIP OSBORNE:

MR. PHILIP OSBORNE: Thank you. Chief Commissioner, Commissioners, elders, thank you for inviting Chief Boland to participate. I hope that you find his evidence helpful in this process.

Chief Boland will be referring to three documents which we’ll seek to introduce as exhibits in due course; one is his biography, the corporate plan and the activity report of the RNC.

We know that you are the Chief of the police. Before we talk about the responsibilities of this position, I’d like you to tell us a bit about your background. You have provided us with a copy of your biography, is this a fair and accurate biography?

CHIEF JOE BOLAND: It is.

MR. PHILIP OSBORNE: Chief Commissioner, could this be entered as an exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Exhibit 39 is the Chief’s biography.

--- Exhibit 39:

Biography of Chief Joe Boland (one page)

Witness: Chief Joe Boland, Royal Newfoundland Constabulary

Counsel: Philip Osborne, Government of
Newfoundland and Labrador

MR. PHILIP OSBORNE: Thank you. Without reading your biography, can you tell us about your background?

CHIEF JOE BOLAND: Sure. Before I start.

Chief Commissioner, Commissioners, elders, survivors, ladies and gentlemen, it is a privilege for me to be here today. I hope my evidence is helpful.

Just to let you know, I joined the RNC in 1983. I come from a family of 11 children, grew up just in the east end of the city. Never dreamed I’d be here today as Chief of Police. My background growing up was really about community and it’s about family, and I -- you know, I’m very thankful for the -- for my parents and for the values that they instilled in me as a young person.

And, I think I carried those right throughout my career.

When I joined the RNC, like many of our young officers, I was on patrol services. I was quickly recruited into community service because of my background from volunteer work to the sports activities within our community. That guided me throughout the next 36 years of just about every facet of the organization, from being a constable, a frontline worker throughout our patrol division, our criminal investigation division, and then on to supervisory work in the training division, which led me
now to -- and then I became an inspector, on to
superintendent and then to Chief of Police.

**MR. PHILIP OSBORNE:** Thank you. What are
your responsibilities as Chief of the RNC?

**CHIEF JOE BOLAND:** Many of the
responsibilities, I would say that for the most part, it’s
for the operation and administration of the organization,
it’s for training and the recruitment of our officers, and
it’s for community engagement and really for the safety
and well-being of the communities, where the Royal
Newfoundland Constabulary is responsible for policing in
the Province of Newfoundland and Labrador.

**MR. PHILIP OSBORNE:** The RNC doesn’t
provide policing throughout the whole province. Can you
tell us what areas of the province the RNC has
jurisdiction?

**CHIEF JOE BOLAND:** So, we’re responsible
for the Northeast Avalon, Corner Brook Region, Labrador
City, Wabush and Churchill Falls.

**MR. PHILIP OSBORNE:** What do you believe is
the role of the police in the province?

**CHIEF JOE BOLAND:** The role of the police
in the province is really the safety of our communities
and our citizens. And, while I say that, I don’t believe
that we’re the only organizations that had that
responsibility. I believe we are part of a community of very capable, caring, concerned residents about our community, organizations as well. And, I think we’re just one of the many, and I think it’s a web of organizations and individuals.

And, if I could just quickly tell you that I was appointed Chief of Police on July 4th, 2017. And, it was overwhelming, quite frankly, with the response that I got from our community. It was from many people that I knew, but there were many people that I didn’t know and organizations who reached out to me and who wanted to make our community a better place. And, it was quite humbling, quite frankly, but it was refreshing as well.

And so, the challenge for me from that day till this day is to find out where in our communities do the police fit. Where should we lead, where should we follow and where should we support?

MR. PHILIP OSBORNE: Thank you. You provided copies of the Royal Newfoundland Constabulary Corporate Plan and the activity report, and are you able to speak about these documents?

CHIEF JOE BOLAND: I can.

MR. PHILIP OSBORNE: Chief Commissioner, if I could first have the corporate plan entered as an exhibit?
CHIEF COMMISSIONER MARION BULLER: Yes.

The Royal Newfoundland Constabulary Corporate Plan, 2018 to 2021, is Exhibit 40, please.

--- Exhibit 40:

Royal Newfoundland Constabulary
Corporate Plan 2018-2021 (26 pages)
Witness: Chief Joe Boland, Royal Newfoundland Constabulary
Counsel: Philip Osborne, Government of Newfoundland and Labrador

MR. PHILIP OSBORNE: And, could I also ask that the activity report be entered as an exhibit?

CHIEF COMMISSIONER MARION BULLER: And then the Royal Newfoundland Constabulary Activity Report, 2016/2017, is Exhibit 41, please.

--- Exhibit 41:

Royal Newfoundland Constabulary
Activity Report 2016-2017 (34 pages)
Witness: Chief Joe Boland, Royal Newfoundland Constabulary
Counsel: Philip Osborne, Government of Newfoundland and Labrador

MR. PHILIP OSBORNE: Chief, can you tell us about this corporate plan?

CHIEF JOE BOLAND: I can, and I’d like to
In-Ch (OSBORNE)

share a story of, really, my thought process and my vision in relation to the corporate plan.

I was very newly appointed as Chief of Police when I read an article in the local paper, the Telegram, and it was about an Indigenous woman who worked at the St. John’s Native Friendship Centre, who had come to our provincial headquarters here in St. John’s to report an attempted sexual assault against her. She showed up, she had marks on her body, she came in to tell her story, and she was mistreated, she wasn’t believed, she was told, I guess, to leave without ever taking a report.

You can’t imagine how hurt I felt the day that I read that article. The first thing I thought about was this woman who showed up looking for help, looking for help from an organization that really is what we should be all about. I thought about the article itself and the damage that it did to others, especially Indigenous people, who would look to come forward to tell their story.

I also thought about the many officers that we have that work in our, you know, crimes against children, or crimes against women, or sexual assaults, I thought about some of them officers that work every day, and sometimes don’t sleep well at night from the stories
that they’ve heard, things that they’ve seen.

    So, you know, when I -- when I was asked to come today, I wanted to talk to you about what I feel is the public confidence in policing, and how we can -- how we can look to change public confidence in policing, and how important it is in crimes against all our people, but especially our Indigenous population.

    So, I set out with regards to looking at our corporate plan. One of the things that stood out to me was the slogan that we used was “Safer Communities Through Policing Excellence.” What does that mean? What does -- does that mean that these communities, our communities that we police are only going to be as safe as how good we become as a police service? I don’t think so, and it wasn’t a message that many people had told me, when they contacted me, they wanted to be part of this. So, we changed that slogan to “Building Safe and Healthy Communities Together.”

    I thought about words matter. I thought about that officer and the damage that had been done to this Indigenous woman and to public confidence in policing that day. I thought about how often that it happens. And so, it was important for me to make sure that we developed core values within the organization that our officers saw every single day. There was a lot of work that went into
the core values, some very talented and gifted and committed people in the organization helped with the development.

The core values were integrity, respect, pride, professionalism and team work. And, I wanted to -- first of all, for any person that visited our organization, that they would see that, that that’s what they should hold us to account for. And, every day that we came to work, I wanted to make sure that it was on the wall so that we were reminded daily of what our responsibility was to the community and to the people that we police.

From there, I wanted to make sure that every single person in the organization, whether you were a civilian employee or whether you were a uniformed officer that you knew exactly what the Chief of Police and the organization expected of you when you went to work.

I delivered a corporate plan. We have a very young police service. We are perhaps the youngest police service in Canada with approximately 300 of our members with less than 14 years of policing experience. So, it’s important for me that they get proper training and equipment, but it’s also important for me that they have confidence, and they come to work, and that they understand and I understand that they’re going to make
mistakes. But, not mistakes that speak to your core values; not those mistakes. If you come to work and you’re trying your hardest to do the right thing, then I think our supervisors and the Chief’s office need to support our officers. They’re young. The issues that we’re talking about are very complex. They have a very difficult job.

And, I tell them that. My role as the Chief of this organization is to make sure that I do what I can to give them the training, equipment and tools that they need to do their jobs. But, in that same message, I tell them that, “You cross the line and you go outside the core values of the organization, the one that we spell out, if you go outside the Royal Newfoundland Constabulary Act,” which also guides our conduct, “if you break the rules of the Criminal Code of this country, then there is no place in policing for you, and that you have to go find another career.”

And, I can tell you that when I deliver that message internally, you can see almost to a person people are saying, officers are saying, “It’s about time.” But, I didn’t just stop there. I had to make sure that the community understood what we stood for as well, the core values. The same presentation that I gave internally to our organization, I gave externally to all our non-
profit organizations, to all our municipalities, to media.

I wanted to hold myself accountable as well. And, I can tell you that if our officers cross the line, if they step outside the core values of our organization, if they mistreat people internally or externally to the organization, then I will do what I can to rid our organization of those people.

MR. PHILIP OSBORNE: Thank you. You mentioned earlier the importance of recruiting. Can you tell us if the RNC has specific recruitment efforts aimed towards women and the Indigenous community?

CHIEF JOE BOLAND: We do. We -- our recruiting changed this year. We’re in a very small market for recruiting. We compete with the Royal Canadian Mounted Police and we compete with the military, basically for the same type of recruit. We were tied into a Memorial University program that required our -- you know, people that came to our program that they would spend two semesters, eight months, at Memorial before they would get into a foundational training of four months, that they would come to the RNC to be trained.

The issue with it was that we could find people from the Avalon, the peninsula here, because they could stay home, and they could go to Memorial, and they could get their education. But, when we got past what we
call here the “overpass”, when we got outside of rural Newfoundland and into Labrador, then it became very difficult for persons to leave and to come for economic reasons, from away from their families. There were all kinds of reasons that became a barrier for us to recruit people.

So, we eliminated the requirement to go to Memorial for eight months, and now what we require is one-year post-secondary education. But, then we also went out and reached into our community. Our police service should be representative of our community. And, in all our regions, we have significant populations of Indigenous persons.

And so, we did individual sessions or special sessions for Indigenous here on the Avalon. We went to Corner Brook region as well, and we went to Goose Bay and Labrador. And, the plan going forward is to reach deeper into our communities. This was our first year. We had a lot of success. We had many applications from Indigenous persons interested in policing, but we can still do more.

**MR. PHILIP OSBORNE:** This session is focused on the tragedy of sexual exploitation, and sexual violence, and human trafficking. I know that you want to talk about internal training efforts and joint projects,
and we will get to that, but you’re specifically asked to speak today about Operation Northern Spotlight, so I’d like to start there. Can you tell me about the operation?

CHIEF JOE BOLAND: So, Operation Northern Spotlight, I think you heard earlier today, is an RCMP program that is supported by police services across Canada. So, we have -- we also support the program. We started it in 2015, and it has continued till this day.

It’s persons from our human trafficking section that take part, also from our ICE unit that does the intelligence with regards to persons that we target. What we’re looking for, really, in this program is to identify children that may be at risk to trafficking, sex trafficking, or to women that are being exploited in the industry. So, it’s not just you go out and just identify anybody; it’s intelligence that’s gathered throughout the year by the Integrated Child Exploitation Unit.

We took criticism, as you heard earlier, and the criticism was perhaps fair. So, this year being different, two female officers that normally -- it’s done at a hotel. They contact a person by way of -- usually I think it’s over the internet. The person comes to the hotel, and it’s two female officers that’s there with a person of experience, survivor, and also, a person from the Blue Door Program.
MR. PHILIP OSBORNE: What is the Blue Door Program?

CHIEF JOE BOLAND: So, the Blue Door Program is a program under the umbrella of Thrive, and it -- really, the Blue Door Program is about, you know, allowing women to exit the sex work, giving them opportunities and supports to exit.

MR. PHILIP OSBORNE: Do you know who has avail of this Blue Door Program? Do you have any information on that?

CHIEF JOE BOLAND: Yes. As a matter of fact, I know that the numbers of people that have been exposed to the Blue Door Program, they have a waiting list. There’s not enough room in the program for all the people that want to come in to exit the sex trade. And, I know that the Indigenous population is overrepresented in that group.

MR. PHILIP OSBORNE: Okay.

CHIEF JOE BOLAND: Yes. So, one of the -- some of the criticisms, I guess, was one about, you know, that night, there’s an expectation that there would be money that would be exchanged. And so, we funded the program now to make sure that when the woman comes to meet our officers, that they are given money so that there’s an expectation when they leave that we don’t put the person
at risk.

You know, there’s also that there’s an interrogation. So, that was the part of bringing somebody in with lived experience and someone from the Blue Door Program so that it’s a conversation. It’s not about trying to interrogate.

**MR. PHILIP OSBORNE:** Can you tell the Commission about training and development efforts within the RNC particularly as it relates to violence prevention?

**CHIEF JOE BOLAND:** So, you know, like any organization, we make sure that our officers are trained in violence prevention. We do training in gender and sexual diversity. We have an RNC Diversity Committee that works hand in hand with the 2SLGBTQ community. I also do training with First Nations individuals who -- you know, for sexual and gender and spiritual identities to work with those groups.

We’re just beginning -- we touch on -- in our training, in our peace model training and interviewing, we touch on trauma-informed training, but it doesn’t go nearly far enough. So, we have -- this year, we have partnered with the Journey Project, and the Journey Project is the Public Legal Information Association of Newfoundland and Labrador. They work in conjunction with the Newfoundland and Labrador Sexual
Assault Crisis and Prevention Centre, and they will deliver specific training for trauma-informed -- specific trauma-informed training to our officers, and that is in development stages, but this is certainly an area where we indeed are training.

**MR. PHILIP OSBORNE**: What about cultural sensitivity training within the RNC?

**CHIEF JOE BOLAND**: Yes. So, after the incident that we experienced with regards to the Indigenous woman that came to our headquarters building, myself and Inspector Sharon Warren -- and Sharon is -- she’s a liaison officer from our department with the St. John’s Native Friendship Centre. So, we visited the centre and we spoke to the Indigenous woman that was involved, and we also spoke to the president. And, we talked about, you know, cultural diversity and policing and having a better understanding of the issues with culture and Indigenous.

And so, I asked that we set up training sessions. They came first and gave training to senior management within the organization. I felt that it was critical that the people that lead and manage our department that they had a better understanding and they understood what kinds of training programs that were available to our members.
And then we put it into our recruit program training, and it’s also built into our training day program as we’re going forward. It’s still not in that program, but it’s going into the program. We have training days for our patrol officers and first responders. They have one day of training every six months for -- to address these types of training.

**MR. PHILIP OSBORNE:** Is that the Knowledge is Power Provincial Working Committee?

**CHIEF JOE BOLAND:** It is.

**MR. PHILIP OSBORNE:** Can you tell the Commission about any joint projects or initiatives the RNC is involved with particularly as it relates to violence prevention?

**CHIEF JOE BOLAND:** So, we sit on many committees in our organization. And so, Violence Prevention Committee of Newfoundland and Labrador, Avalon East District, again, Inspector Warren is the chair of that committee. They’re currently doing an initiative talking about training boys and men in anti-violence. It’s a very similar one that you would see for the St. John’s Native Centre which Chris Sheppard is heading up. And, it talks about, “I am a Good Man”, and, again, it’s talking about training for boys and men so that they have a better understanding of the damage that is being done by
boys and men in our communities.

We sit on committees for violence prevention in Corner Brook West and also violence prevention in Labrador. We’re on the Newfoundland Labrador Coalition Against Human Trafficking Committee.

MR. PHILIP OSBORNE: What’s that committee?

CHIEF JOE BOLAND: So, the aim of it is to help educate human trafficking through public awareness and education, services trafficked persons’ advocacies and resources, and training support of law enforcement. What I say about all of these committees that I’m going to speak about today, and it goes back to how I feel as Chief of Police of the RNC is that the issue that we have is that we don’t know because of the lack of confidence and lack of trust that especially our Indigenous community has in police. And, it’s really, really at the root of what I would like to see from our organization is to reach out and to, you know, show that not only do we care, but that we’re going to do something about it.

So, again, when I go back and I think about the corporate plan, and I think, you know what? You come and you mistreat Indigenous persons, or any persons in our community, that there’s no place in policing. So, it’s -- all of this is designed to build confidence so that we can get a better understanding, and we can get people to come
forward and give us their information and make their
reports.

Intimate Partner Violence Unit. So,
Intimate Partner Violence Unit, we were given funding
through the Women’s Policy Office to hire an analyst, a
crime analyst, and also an investigator. And, the crime
analyst -- so every report that comes in to any of our
officers in relation to domestic violence, intimate
partner violence, goes through the analyst. So, the
analyst looks at that work and gathers the information,
and then gets it connected to -- so it could be a domestic
violence call, but it also could be, you know, damage to a
vehicle. It could be malicious damage to a house. It
could be other areas which an officer in our Patrol
Division wouldn’t see, but the Intimate Partner Violence,
they would pick up on it and then they would reach out to
the person who potentially is at risk and make them aware
that these files that are now connected and make sure that
our investigators are aware so that we get out in front of
these domestic violence issues before they ever become an
issue.

MR. PHILIP OSBORNE: And, does the analyst
look to address unconscious bias?

CHIEF JOE BOLAND: So, part of the
analyst’s work is the reading of the report, is to look at
the way the report is written by our officers. And, in
some cases, it’s unconscious biases that the officer
doesn’t realize that they may be -- because of their own
personal situation, they could be going through a, you
know, divorce, a separation, whatnot. And so, we make
sure that we identify where there’s unconscious bias and
that we address it with the supervisors and with the
members.

MR. PHILIP OSBORNE: And, with respect to --
still on intimate partner violence, can you tell me
about any initiatives you have taken with the Indigenous
community, the RNC?

CHIEF JOE BOLAND: So, with the RNC, with
the Mi’kmaw Assembly in Newfoundland and Labrador that
delivered information related to intimate partner violence
at the Prevention of Violence Against Women Conference in
2016, continuously trying to reach out. But, again, I
will tell you that the underreporting of these, you know,
crimes that are against our Indigenous population hasn’t
been easy.

Just this past week, we had a woman who
was, you know, in a relationship. And, we got a call from
a neighbour. We went. The woman didn’t wish to speak to
police. Three small children, went to the Iris Kirby
House. We work with the St. John’s Native Friendship
Centre to try to encourage the woman to come forward and speak to our officers.

**MR. PHILIP OSBORNE:** Can you tell me about the dancers and drummers of the New Dawn?

**CHIEF JOE BOLAND:** So, that’s in Corner Brook. You know, Corner Brook has a significant population of Indigenous. And so, we have the drummers and dancers of New Dawn, a violence program for Indigenous youth in the Corner Brook Region. We have the Moose Hide Campaign. It’s a movement of Aboriginal and non-Aboriginal people who stand up against violence towards women and children. And, the Junior Police Academy called Killdevil Academy in Corner Brook. Yes, We Can Project is held by the Aboriginal Peoples Council. It’s part of research in gathering of Murdered and Missing Aboriginal Women and Girls Inquiry. Caribou Legs. RNC members in Corner Brook Region attend reception, smudging and taking circles with Caribou Legs. And, it’s all about trying to build more of awareness and have our officers more educated into, you know, the culture, the Aboriginal -- or the Indigenous cultures.

We have -- we’re on Living in Community here in the city, and Living in Community really is about sex work in the downtown area. It’s an initiative that was started by the City of St. John’s. And, we sit on
that with many other organizations, including persons with lived experience.

I personally sit on the Minister’s Committee on Violence Against Women and Girls. One of the new initiatives that we’re undertaking right now is called “Third Party Reporting.” It’s not new to Canada, but it’s new to Newfoundland. And, that program, which I fully embrace, is really about empowering women to come forward. When we just talked about the lack of trust in policing, the third party really in this is, you know, a person, it’s a woman or it’s a girl who is not willing or doesn’t have trust in the police to come forward and give their story or make their complaint to the police. And but it allows them to go to a trusted third party. And so they give their statement and sometimes there's evidence that's taken. And the survivor's name is never put on the report. The report is then registered with the police, so we have the information.

So if, for instance, there was a -- you know, several incidents involving the same suspect, then we'd be able to go back through the third party to see if the survivors were willing to come forward. With strength in numbers sometimes we get survivors that will come forward.

And or if we see, you know, that the same
suspect is involved in, again, multiple offences, then we will set up operations so that we got the information. And even though we don't know who the victim is, there's no reason why we couldn't target the suspect beforehand.

So we're in the process that we're actively pursuing third-party recording. It'll be -- it'll start -- so I think there's going to be pilot throughout different areas of the province, both St. Johns and the Northeast Avalon will be one of the areas that we will pilot the program.

**MR. PHILIP OSBORNE:** I just want to go back to living in community just for one second. You're working with sex workers and youth, trying to build trust and confidence. Can you tell the Commission some of the challenges you face in this regard?

**CHIEF JOE BOLAND:** Yeah, it really is frustrating sometimes and challenging. You know, I can sit in boardrooms with heads of departments and it's very cordial. We get along. We have great ideas. I can reach into our department. I have reached into the department. I have workers from our Major Crimes section, Intimate Partner Violence, Human Trafficking, the Sexual Assault section, that have gone down and tried to work with persons with lived experience, and reach out to women who are -- the women who I'm talking about now are the most
vulnerable that are in our community as I see it -- and
trying to build that trust and it has been difficult.

        And here's why it's so difficult is that at
2 o'clock or 2:30 in the morning when a resident calls our
department to make a complaint that there's a person in
the middle of the street, they could be exposing
themselves, it could be because of alcohol or drugs,
causing a disturbance, and the officer shows up, it's
there where the trust in police gets broken. There are no
supports really for the person that's that night in
crisis. The only option that officer has is to either
walk away or to arrest and detain and lock up the person.

        And, you know, I sympathize with the
officers because they have a chief of police who has
publically said that incarceration is not the answer.
These are not -- it should not be considered justice
issues. And yet he has a person that's living in the
community and has the rightful and lawful, you know, to
have -- to enjoy their property just like all of us. And
so if the officer doesn't do something, there's a
complaint issue to the department. And if the officer
does do something it really, really flies against what
we've been telling the officers in our department that
these are not, you know, justice issues.

        It's very simple and I guess this is the
frustrating part of it is that the simple is that there
should be no to low barrier shelters in this case. There
should be support. And, I mean, how do we build a
relationship when what's available to us just don't work?
And sometimes that's the frustrating part about policing
is that, at the end of the day, we're the ones -- we're
the last ones there. And when other organizations are not
funded properly, then, you know, we have to take a
position. And sometimes that position, whichever way --
whatever position you take there'll be controversy. And
I'll speak a little bit more to that when I talk about
mental health and addictions.

MR. PHILIP OSBORNE: Can you tell us about
some other programs, education in the schools?

CHIEF JOE BOLAND: So we deliver the
D.A.R.E. program, which is the Drug Abuse Resistance
Education. And that is delivered to every single student
in Grade 6 in our community. And while the program talks
about, you know, being able to identify and it gives you
certain skills in relation to resistance, really, it's a
program also that's designed to build confidence within
our policing community within our youth. And that starts
at Grade 6.

And we continue on to deliver the STRIVE
program to the Grade 8 students, which is a continuation
of building that relationship. And STRIVE stands for Students Taking Responsibility in Violence Education. Again, it's a program that's designed in response to requests from schools for police to speak to students about bullying and violence. Again, I said it's delivered to all our Grade 8 students.

We just started the program with relationships first. We have three of our officers that have been trained, our community services officers trained in relationships first. And the basis of that program is that -- is to get away from thinking that it's all about justice and to develop skills that allow people to resolve conflict in a different way. And it's building those kinds of skills that allow us -- even adults, talking to adults, that when we have conflict that we build the skills that allows us to resolve it without violence of bullying or intimidation involved.

We just started a new program. We have a Mounted unit here on the Northeast Avalon. It's -- we decided that -- to team up with Stella's Circle and the Avalon Equestrian Association to deliver equine therapy. And, again, this is -- it's very new to us. We have one of our officers that suffered from post-traumatic stress disorder. She was a very gifted officer in our organization who, quite frankly, because she was so gifted
she took on most of the hard files and suffered from post-traumatic stress disorder. She left our organization for two years and I wasn't sure she'd ever come back.

And she's back. We put her into the equine therapy program. She's going to head up that program.

Again, very gifted, skilled and committed officer, so we're excited about that program and where that can go.

And the basis for that program really is to allow people to come down and to be around the animals. It could be from brushing them down to cleaning out stables, or just being around the horses so that they open up to therapists and they can share their stories.

And also part of that whole new wellness initiative here in the Avalon is with Government House and with Lieutenant-Governor and she wants to expand that even further to get into horticultural therapy as well.

MR. PHILIP OSBORNE: Are you engaging the media to help raise awareness?

CHIEF JOE BOLAND: It's interesting in relation to the media, as I said, you know, my role as the Chief of Police is to find out where we fit. And what I'll say is that the issues that we have in our communities are so complex. It's not just on the police or it's not on the Department of Health. It's on us all. And that includes the media.
And I've engaged the media in other initiatives. One was the traffic initiative that was here on the Avalon. And the approach that we took with the media is, look, we're not looking for the media to be our friends. We're looking to the media to help us. We don't expect the media to compromise their journalistic integrity. We don't expect them to play special favours and not report. Because as I told them, when they do report on -- especially on this conduct of officers, then that helps me. It doesn't hurt me, quite frankly.

What I found with the program that we did with traffic, with the traffic initiative, the media are very gifted. They're very creative. They have an understanding of how to capture people's attention and get the message across. And so we're going to enter into an agreement. We just sat down with them recently. We're going to open up our world to them without compromising investigations, without compromising the people's identity, but we're going to let them into our world and let them see the difficulties that we face. And we're going to work with them to deliver up messages, real messages into our communities to bring about greater awareness.

**MR. PHILIP OSBORNE:** You've -- I just mentioned a moment ago that mental health and addictions
is a priority for the RNC. Can you explain?

CHIEF JOE BOLAND: It is. And I want to share another story with you. And this was a story when I was working on a Sunday morning and one of the supervisors came in. It was a call on a Friday night where an 18-year-old Memorial University student went home. She was in exam period. And she had a breakdown. She had a mental health crisis breakdown. And the family, that have no history with the police, this young girl had no history of mental health. She simply had a mental health crisis breakdown. They called 911 and the 911 operator hearing the call and the disturbance in the background put the call through to the RNC, to us. We sent two cars and a supervisor to the call.

When we got into the residence, the young girl was in the kitchen and her crisis escalated. She came after one of our officers, she managed to grab one of the officers. She ended up being put on the kitchen floor to be handcuffed. While she was on the floor, she took her face and she smashed it into the floor. Now, does that sound like -- what we have was a health issue which you can imagine where this call is now going.

So, our officers removed the young girl from the home, with the mother screaming at the officer saying, “If I had known, I would never, ever have called
the police.” So, the supervisor was so upset -- so you imagine -- so we end up going to the emergency department at the health science centre and sitting in the emergency department with this young girl handcuffed. Completely treating her like a criminal. And, that was the way for my career, quite frankly, that we treated calls of mental health crisis in our communities. When families would reach out to police, the response would be a uniformed officer going in. And, if the person in crisis stated that they were going to do self-harm or thoughts of suicide, then we would have to search, handcuff and remove the person from the home, and then sit in psychiatric wards or emergency departments with two officers for hours, really treating this person like a criminal.

And, it was that Monday morning that I said I was the superintendent at the time. I listened to the supervisor. And, I said, this has got to change. And, a new change may be tough, but I knew it had to be done. And, it took four years. It took four years to change it, and it was a -- there was an all-party committee set up in the province to look at mental health and addictions in our province, and we weren’t invited. The police wasn’t invited, oddly enough, to the committee, but I wrote and asked if I could present. And, when I presented after a 45-minute presentation to the Minister of Health, Dr. John
Haggie, he asked me two questions. First, why are you presenting on a health issue? And, secondly, I presented on the Memphis model, which is the plain clothes response, plain clothes officer with a health care provider in an unmarked vehicle. And, he wanted to know how come it wasn’t done. And, I told him, I’m four years trying to get it going. He said, “Do up the implementation plan, it will be implemented.” Six months later, we had that program up and going. We have it here on the Northeast Avalon. It’s into Labrador City Region, and we will put it into Corner Brook before the end of March, and my understanding is that the RCMP will also implement that program throughout the province.

So, it’s -- you know, you just think about the difference, the difference between the relationship between health and justice and -- you know, that unit is located right in our police station. I think we’re the only perhaps police service in the country that has it. But now we give a health response, and our members that are assigned to that, they’re simply for the safety. But, when you go every single day with health care providers and professionals, you’re going to learn a lot. You’re going to learn a lot more than you would in a two or three-day mental health training program.

MR. PHILIP OSBORNE: Thank you. I realize
I’ve only got a minute or two left. You indicated to me that you had some closing remarks that you’d like to make?

CHIEF JOE BOLAND: I’d just like to read a statement, if I could, in closing. In closing, I would like to emphasize the importance of public confidence in policing and its direct impact on crime. When residents lose confidence in their police service, they respond by refusing to report crimes to the police. This leaves our communities and residents more vulnerable and empowers perpetrators to continue and even escalate their criminal activity. Lack of confidence in police is a particularly significant issue for Indigenous persons who, for decades, have struggled with a police culture that lacks sensitivity and awareness of both the strengths and the challenges faced by the Indigenous persons within our society.

As Chief of Police of the Royal Newfoundland Constabulary, I recognize the needs for all police service to continue to strengthen our relationship with Indigenous persons and increase culture sensitivity and awareness in our members through education, training and positive goal-related partnerships.

The Royal Newfoundland Constabulary as a police culture is in transition, and I firmly believe we are headed in the right direction, though I recognize that
lack of trust, which has developed and been sustained over many years, will take time to remedy.

The police are but one of many organizations responsible for the health and safety of our Indigenous population, and our role intersects with support and supports the work of those other organizations. The Royal Newfoundland Constabulary will continue to work with our partners in the Indigenous community, as well as all our community partners to remove barriers and open communication and address factors which have served to erode Indigenous person’s confidence in the police historically.

It will take time to build all the necessary bridges and remove all the unnecessary roadblocks, but I am confident that we will all be enriched through the process. And, together, we will benefit from enhanced public safety and a strengthened community. Thank you for allowing me to come and speak today.

MS. MEREDITH PORTER: Okay. Thank you. Thank you, Chief Boland. And, thank you, Mr. Osborne. Chief Commissioner and Commissioners, that completes the testimony from the four witnesses on this first panel, this first hearing panel. I would like at this time to request a 15-minute break, so that the parties with
standing can attend the completion of the verification process and we can move then into the cross-examination of the witnesses.

CHIEF COMMISSIONER MARION BULLER: Sure.

Fifteen minutes.

MS. MEREDITH PORTER: Thank you. So, if the parties with standing could attend their room downstairs and confirm their intentions to cross-examine and the order of cross-examination with my colleague, Shelby Thomas, that would be great.

--- Upon recessing at 14:07
--- Upon resuming at 14:27

MS. MEREDITH PORTER: Thank you. If I could ask everybody to take their seats and another reminder to turn the ringers on your phones off. We’ll get started with the cross-examination of the witnesses. Chief Commissioner and Commissioners, as you’re aware, participatory rights of the parties with standing includes respectful cross-examination of witnesses who provide testimony to the Inquiry. The time that parties are allocated varies, so we do use a time clock in order to keep a record of the time allotted to each party as they come to the podium. And, there are two podiums, one on the right and one on the left, and parties are invited to pose their questions from either of the podiums.
The time that each party is given will be put up on the time clock and will countdown to zero with a green light showing while you have time left. Once you have reached zero and your time is up, the clock will then start to count up again, but the red light will be on and that will be an indication of how much time, in fact, you have gone over in your questions for the witnesses. So, if it looks like you have time left, but the red light is on, you have actually, in fact, gone over. So, I know that that is a confusing way of keeping time, but that’s what we’re presented with.

So, the first party that I’d like to invite up to the podium is from the Assembly of First Nations. And, questioning the witnesses on behalf of the Assembly of First Nations is Mr. Stuart Wuttke, and Mr. Wuttke will have ten and a half minutes for his questions.

--- CROSS-EXAMINATION BY MR. STUART WUTTKE:

MR. STUART WUTTKE: Good afternoon. My name is Stuart Wuttke. I’m general counsel with the Assembly of First Nations. I would like to thank you for coming here. Before I start my questioning, I would like to acknowledge the territory of the Mi’kmaw peoples.

The first questions I’ll ask is to -- for you, Assistant Commissioner Crampton. You mentioned that human trafficking is underreported. Would it be safe to
say that a large part of that is a result of mistrust First Nations people have with police forces?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I think it would be fair to say that some of it certainly is as a result of that.

**MR. STUART WUTTKE:** And, you also mentioned that -- I mean with respect to the underreporting and the quality of data that’s available, is the RCMP undertaking any qualitative research at this time on human trafficking?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Not currently, not since the last threat assessment that I mentioned, Project Safekeeping. But, going forward, that is certainly something that will be considered by the Human Trafficking Coordination Centre as we continue to revitalize the unit, and do more hiring into the unit and look at what initiatives we need to take on now.

**MR. STUART WUTTKE:** And, do you have any time frames of when this research may begin?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** No, I’m sorry, I wouldn’t at this time.

**MR. STUART WUTTKE:** Okay, thank you. And, with respect to the research that may be undertaken, will there be a specific First Nation focus on human trafficking?
ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes. I would say anything that we take on going forward in terms of the initiatives that I have outlined, such as renewing policy, looking at our national strategy, renewing our posters, the toolkits, all of that will incorporate an Indigenous opinion and perspective. And, we have several ways of doing that, if I may address that.

MR. STUART WUTTKE: Sure.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: In each of our provinces, we have a Commanding Officers Aboriginal Advisory Committee. As well, the Commissioner has a Commissioner’s Advisory Committee, and we also have a Circle of Change, which incorporates Indigenous perspectives from right across the country, and that group has been in place since 2016 and has provided some very valuable guidance and information with regard to missing persons. And so, I can see that as a great venue for us to take any new policy or any new initiatives, and receive some perspective from there as well. So, we have several different avenues in addition to the organizations that exist as well.

MR. STUART WUTTKE: All right, thank you.

And, moving on to training, this Inquiry has heard about — quite a bit about the role of Child and Family Services and, you know, the vulnerability it imposes on young First
Nations children and teenagers. As far as the training that’s being developed by the RCMP, is there any efforts to reach out to teens and First Nation children that have been apprehended by the Child and Family Services system?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Not that I’m aware of at this point. Any of the human trafficking training is not done in conjunction with the Child and Family Services, the two training programs that I mentioned. More of our domestic violence programs are done in conjunction with those particular units.

MR. STUART WUTTKE: Any training for potential foster homes or group homes in human trafficking?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, those are some of our target areas in terms of providing guidance and information and awareness.

MR. STUART WUTTKE: To the group homes or to the foster homes, or both?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Sorry, more to group homes, yes.

MR. STUART WUTTKE: So, for foster parents, you don’t offer much training, would that be safe to say?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: It would only be in a public venue, but that’s a very good idea and a very good suggestion.
MR. STUART WUTTKE: All right, thank you.

You also mentioned that many victims in human trafficking don’t realize they were being exploited. Would you also agree -- or basically would you agree that a child that has been removed from their homes, from the communities, from loving families, also removed from their culture, really grow up with unique vulnerabilities that other First Nations children may not have?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, I would agree with that.

MR. STUART WUTTKE: And, would you also agree that a child that’s devoid of their cultural roots and their identity puts them more at risk for human trafficking?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, because I think they’re in a situation that’s unknown to them, and they maybe don’t have the same supports that they would if they were in their community and with their culture.

MR. STUART WUTTKE: And, living in a foster home with uncaring guardians would also contribute to that vulnerability to human trafficking, hooking up with other individuals, would that be safe to say?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Absolutely. Yes.
MR. STUART WUTTKE: You also mentioned that the RCMP have developed posters, trainer training products and other products for individuals. How effective is that to, you know, young First Nations individuals, young teenagers who may see the poster but generally don’t pay attention?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Generally, the posters are presented in conjunction with a training program. So, the toolkits are sent to various groups and presented to youth in schools, or youth in communities, or at various events, conferences. And so, it’s not just that the poster is necessarily there, but it’s presented in conjunction with other information as well.

MR. STUART WUTTKE: Okay, thank you. And, with respect to human trafficking itself, how does the RCMP deal with victims where they’re taken to the United States or other countries?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: So, we have a Liaison Officer Program that we have members posted all around the world in various locations and we work with those liaison officers who assist as they -- as the title is, a liaison with other agencies around the world, which help us to work with other police agencies.

MR. STUART WUTTKE: Okay, thank you. And,
with respect to First Nations victims in their reporting, we have heard time and time again there are a number of court cases that deal with the negative inferences First Nations have, especially when, you know, police reports or Crown prosecutors refer to Native people as “the Natives”, “prostitutes”, all these other labels. Given the labelling that takes place, how does that impact on actors within the first -- I mean, actors within the police forces dealing children that are in youth in trafficking?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

I’m sorry, I don’t know that I understand your question.

**MR. STUART WUTTKE:** Let me rephrase it.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Sorry.

**MR. STUART WUTTKE:** Right now, there’s quite a bit of labelling that happens with First Nation individuals.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Okay.

**MR. STUART WUTTKE:** So, if they’re labelled as a Native person, if they’re labelled as a prostitute and those other type of labels, how likely is it that there would be really dedicated efforts to assist these individuals?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
would like to think that the labelling is going away. I know what you’re saying, and I agree, the labelling has existed, but I would like to think that we’re taking steps to make sure that we’re eradicating that type of dialogue and that type of talk within our agencies. And, regardless of who the victim is or the survivor is, we need to provide fair and impartial policing. So, that’s something that’s taught right from the time someone joins the RCMP until -- all throughout their service. It’s part of our service standards, and it’s engrained in how we operate.

**MR. STUART WUTTKE:** Thank you. And, that question is for both yourself, Commissioner Crampton, and also Inspector Chalk, you both talked about a level of mistrust that First Nation individuals have with the police and how this is effectively -- acts as a barrier in dealing with human trafficking. How does one reconcile the fact that many First Nations people have negative contacts with the police? I mean, there’s overrepresentation of offenders, there’s overcharging, there’s being charged with more serious offences. Many children see their parents mistreated by police officers. I mean, there’s a whole lifetime of negative interactions with the police officers.

And, on the other hand, you want
individuals to come forward to trust police. And, really, there’s that discriminatory -- I mean, discriminatory aspect that the police forces are trying to eliminate, how does one essentially deal with these conflicting ---

**INSPECTOR TINA CHALK:** Thank you. For us, as I spoke to, is that positive engagement process. So, I talked about the Missing Person Awareness Day for example. I think that sometimes it’s a one-on-one process. I know it’s a huge issue, but I can say, even when I was in Manitoulin last week, I spoke to a lady there, and she had some very negative comments towards the OPP that she expressed, but we were able to sit down and actually speak to them. And, I’m not -- I don’t know that I convinced her, but I certainly had an opportunity to give her an insight to an officer who does care. And, I think we have to do that more. We have to make sure that that engagement happens so that they see that the officers are compassionate.

**MR. STUART WUTTKE:** Thank you. So, the next question will be for yourself, Inspector Chalk. Now, you talked about policing in northern areas and interacting with the First Nation police forces in northern Ontario and other places. Many of the First Nation police forces only offer frontline services, are you aware of that?
INSPECTOR TINA CHALK: I am aware of that.

MR. STUART WUTTKE: And, are you also aware that many First Nation police forces are not considered an essential program or an essential service?

INSPECTOR TINA CHALK: Yes.

MR. STUART WUTTKE: And, as a result, they don’t have funding to have sexual assault units, gang units or other dedicated units?

INSPECTOR TINA CHALK: Correct. And, that is a very large problem.

MR. STUART WUTTKE: Would you support our recommendation that First Nation police agencies be provided or designated as essential services and provided with appropriate funding?

INSPECTOR TINA CHALK: Absolutely.

Anything that can assist any police officer in Ontario to understand these things and -- especially officers, absolutely. And, we, in the OPP, we support First Nations police services by doing those cases and assisting them and a lot of training, but, absolutely, anything to make anyone better in policing.

MR. STUART WUTTKE: All right. Thank you. I ran out of time. Thank you.

MS. MEREDITH PORTER: Thank you. The next party I would like to invite to the podium is from
NunatuKavut Community Council, Mr. Roy Stewart will have
five and a half minutes for questioning.

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

MR. ROY STEWART: Good afternoon, everyone.

Before I start, I would just like to, same as Stuart just
did, acknowledge the Mi’kmaq territory that we’re on and
give thanks to them.

So, I’m Roy Stewart, fortunate enough to be
here representing the NunatuKavut Community Council, which
is the representative organization for approximately 6,000
Inuit peoples in central and southern Labrador, so not too
far from where we are today. And, my questions this
morning are for you, Assistant Commissioner Crampton.

This morning, you explained how predators
may use the internet as a tool, whether it’s social media,
such as Facebook, or Instagram, or Kijiji or whatnot, as a
means of recruitment for sexual exploitation. And,
related to this online presence, we had heard at a
previous hearing the need for online support systems for
Indigenous 2SLGBTQA youth who don’t necessarily have
support systems in their own northern or remote
communities.

So, after listening to you this morning and
reading the materials provided, these online support
networks that these Indigenous youths are encouraged to
access or seek out, almost seems like this is just another avenue for potential predators to utilize. And so, I was just wondering, in your work, has this specific issue relating to the online presence of these specific Indigenous youths and potential sexual exploitation?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I can’t speak to that specifically, in terms of specific cases. But, I certainly see what you’re saying, that there would be potential for exploitation. However, in today’s world, that’s certainly an avenue where youth are very comfortable communicating, so I think there’s pros and cons to having online support. Online support is more comfortable for the youth versus -- I mean, I think it’s a matter of education I guess, to make sure that they are safe while using the internet, but providing that type of access would be very valuable.

**MR. ROY STEWART:** So, if these Indigenous youth are -- continue with this method of -- or the support network mechanism, do you think that that’s an area or an avenue that the RCMP should be specifically focusing on as -- in addressing trafficking and sexual exploitation?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We do through social media. There’s, you know, social media messaging that goes out at certain times of the year, when
we have different campaigns on the go right across the
country. So, that’s one way we connect with youth, but it
would be a good idea, perhaps, to be engaged. And, I
don’t know if they would want us to be part of the support
network, but certainly to be providing advice there and
maybe being engaged in an avenue like that would be a good
benefit.

MR. ROY STEWART: Okay. My next question
is related to Exhibit 5, the Domestic Human Trafficking
document. At page 17 of that document, it just details
locations where victims are often targeted, and included
in those are youth drop-in centres, shelters and group
homes, and it identifies these areas as an emerging trend
where people are targeting. And, I was just wondering, is
there a process in place for Indigenous communities and
the RCMP to collaborate regarding the training and
education on the, I guess, signs and indicators of any
sexual exploitation or trafficking that may be potential
or have occurred with youth in those settings?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Absolutely. As I mentioned, going forward, that’s an area
that we’re looking at in ways of collaborating. We’ve
also talked about having an elder be able to assist the
National Coordination Centre and be there as a support for
the centre and someone that we could go to in addition to
the Circle of Change, as well as the various other Aboriginal committees that we have across the country. So, I see a lot of opportunity there. Plus, of course, there’s the national groups that we can speak to and look to for guidance. I think there’s a lot we can learn there.

MR. ROY STEWART: Okay. So, just for the NunatuKavut Community Council for example, they’re not represented by any of the national Inuit organizations. So, when you speak of, like a national ---

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Okay.

MR. ROY STEWART: --- approach, under that, would there be regional dialogue or regional partnerships or agreements that groups such as the Inuit of NunatuKavut could be channelled through?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, absolutely. We have connections in each one of our provinces and territories that we would be looking to speak to to find out who they partner with, and from there, I’m certain it would touch your community as well.

MR. ROY STEWART: Perfect. Thanks. I’m nearly out of time, so I’ll let the next person come up. Thank you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Thank you.

MS. MEREDITH PORTER: Thank you. The next party I would like to invite to the podium is from Pauktuutit Inuit Women of Canada, et al. I would like to invite Beth Symes, and Ms. Symes will have seven and a half minutes.

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

MS. BETH SYMES: Thank you. Good afternoon. I’d like to acknowledge being present on the Mi’kmaq territories and to thank Sarah for tending the qulliq today.

My questions really will be to Assistant Commissioner Crampton and to Inspector Chalk, and I will ask questions about human trafficking of Inuit women and girls. I, sort of, wished that we had heard the witnesses from panel 2 before I got to ask you these questions because they will talk about lived experience and the problems of trafficking in Ottawa, and other areas. But, without that, let me try and do it through some reports.

Last week, I sent to your counsel reports with respect to Inuit, and I understand that they were sent onto you. The first one is Understanding the Needs of Urban Inuit Women, the final report of Pauktuutit, April 2017. Have both of you read that report?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I have.

**MS. BETH SYMES:** Okay. And, able to answer questions generally about it?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I assume.

**MS. BETH SYMES:** I’m going to ask that that be the next exhibit, please.

**CHIEF COMMISSIONER MARION BULLER:** Do we have a copy?

**MS. MEREDITH PORTER:** Yes, I believe that they were sent out electronically.

**MS. BETH SYMES:** Could you hold the time, please?

**MS. MEREDITH PORTER:** If we could just hold the time -- yes, hold the time for a moment, please.

**CHIEF COMMISSIONER MARION BULLER:** But, do we have a hard copy to mark?

**MS. MEREDITH PORTER:** Registrar? Yes.

**CHIEF COMMISSIONER MARION BULLER:** I should have known he’d have one. Okay. So, the Understanding the Needs of Urban Inuit Women will be Exhibit 42, please.

--- EXHIBIT NO. 42:

“Understanding the Needs of Urban Inuit Women – Final Report,” Pauktuutit Inuit Women of Canada,
April 2017 (46 pages)
Witnesses: Assistant Commissioner Joanne Crampton & Inspector Tina Chalk
Counsel: Beth Symes

MS. BETH SYMES: Thank you. And the second report I sent was Trafficking of Aboriginal Women and Girls. This is a report dated May 2014 of the Red Willow Consulting Inc., Dr. Eve Allen and Peggy Kampouris, K-A-M-P-O-U-R-I-S, and it's prepared for the Public Safety Canada. Both of you have read that?

INSPECTOR TINA CHALK: Yes, I have.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, I have.

MS. BETH SYMES: And able to answer questions?

INSPECTOR TINA CHALK: Yes.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes.

MS. BETH SYMES: Could it be the next exhibit, please?

CHIEF COMMISSIONER MARION BULLER: Yes, Trafficking of Aboriginal Women and Girls 2014 is Exhibit 43, please.

--- EXHIBIT NO. 43:

“Trafficking of Aboriginal Women and
MS. BETH SYMES: And as I've said, I'm going to focus in on Section 9.3, which is called "The North."

Now I want to begin by saying that these reports suggest that trafficking of Inuit women and girls occurs in several different ways. And first of all, Inuit women and girls who relocate south, like, to Ottawa from say the Eastern Arctic, or to Winnipeg and Edmonton from the Western Arctic. Is that your understanding as well?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, it is.

MS. BETH SYMES: Second, that there are Inuit girls, perhaps women, who are lured south from their community in Inuit Nunangat. Is that the second group?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes.

MS. BETH SYMES: And the third group then
is that Inuit girls who are aging out of care and are then at risk in a southern community.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes.

MS. BETH SYMES: Am I correct? Okay. I
don't think I'll have time to do the first one, so I'll concentrate on the second and third. First of all, in terms of Inuit girls living in a small northern community, let's just take Hall Beach in Nunavut, and they are lured south, is that generally by someone from their community or associated with their community?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Did you want to answer?

INVESTIGATOR TINA CHALK: My belief is that it's not. It would be from someone outside of their community. Sometimes this can happen -- human trafficking can be inter-family related, but I think what I've read that you gave us it would be more in respect to someone outside of their community.

MS. BETH SYMES: And so that person sends to the north essentially an electronic plane ticket and that is the way that that, let's say, young Inuk girl gets to Ottawa; is that correct?

INSPECTOR TINA CHALK: I think there could be many ways. That could be one or they could come here
for -- come there for medical reasons or other ways and
end up there and be trafficked as a result of being in a
different location, which I had spoke about earlier.

**MS. BETH SYMES:** Now, Assistant
Commissioner Crampton, for the RCMP that has jurisdiction
over policing in Nunavut, how would the police become
aware that that young girl was at risk?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
would hope that the family would report the person missing
and that would start or prompt an investigation from that
point. We would then work with the police of jurisdiction
if we had an idea where that child has gone to, looking
through, you know, emails and going through to see what
type of communication took place before they disappeared.

**MS. BETH SYMES:** And, Inspector Chalk, just
moving the story along. The girl arrives in Ottawa and is
it your evidence that she may be trafficked not only in
Ottawa, but into the Greater Toronto area and say even the
Golden Horseshoe and further south?

**INSPECTOR TINA CHALK:** Yes.

**MS. BETH SYMES:** And so as this is handed
off from the RCMP as a question of missing or unaccounted
for to now being trafficked in southern Ontario, how can
this chain, which is pretty wide, huge distances across at
least three different or four police jurisdictions, how
can you follow this young woman?

INSPECTOR TINA CHALK: So I think the interception as we spoke about teaching officers, the understanding of if there's a traffic stop, if there's a noise complaint at the hotel, so that they recognize and then look at it further and they actually engage with that young person and then they would determine they were missing, for example. So that's the push to make sure that the officers are looking past what the incident might be, but actually engaging with that person, because that's actually a great example as to why they would then figure out they are missing, for example.

MS. BETH SYMES: Okay. I'm just thinking about this Inuk girl. Let's suppose she's under 16, sitting in the back car, back seat of this car. I just don't understand how your process is going to in any way feel safe to her to disclose, sitting in the back seat of a car, to a police officer, a person in authority, in a foreign city, et cetera, how is she ever going to feel safe enough to disclose?

INSPECTOR TINA CHALK: Absolutely challenging for her, for sure. So we try our best to build a rapport, put her separate from the car, so take her to our own car, and speak to her in a way that you're there to help and ensure the safety, not as in an
enforcement type of situation. Ask her questions to
determine whether you feel this is -- could be what's
happening to her. And sometimes there's very obvious
indicators that could come out, and then offer that
support. So absolutely try our best to make her feel
comfortable in an uncomfortable circumstance.

MS. BETH SYMES: And to both of you, this
one example, does it illustrate then that the numbers that
you have presented to us today, which are relatively
small, really under-represent really by a large number the
actual number of Inuit women and girls that are being
trafficked?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That's our estimation, yes. It's very under-
representative.

INSPECTOR TINA CHALK: I agree as well.

MS. BETH SYMES: Thank you. Those are my
questions.

INSPECTOR TINA CHALK: Thank you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Thank you.

MS. MEREDITH PORTER: Thank you.

The next representative I'd like to invite
to the podium is from Eastern Door Indigenous Women's
Association, Natalie -- Ms. Natalie Clifford will have
five-and-a-half minutes.

--- CROSS-EXAMINATION BY MS. NATALIE CLIFFORD:

MS. NATALIE CLIFFORD: Good afternoon. Natalie Clifford, Eastern Door Indigenous Women's Association. And welcome to Mi'kma'ki. Thank you for your evidence this morning.

I'm going to start with Chief Boland. I'm curious about the Blue Door project. When a representative from the police goes with a Blue Door representative to talk to a woman who is suspected of being trafficked, so is this primarily or only in St. Johns?

CHIEF JOE BOLAND: Blue Door program is in St. Johns and I'm not sure about the process. The complaint that we had was that the people were being interrogated. And so we wanted to make that experience more welcoming and open and more of a conversation. So it was a representative from Blue Door and also a person with lived experience that would accompany the officers.

MS. NATALIE CLIFFORD: Okay. Can you speak to the program at all?

CHIEF JOE BOLAND: Well, that basically -- the program gets -- it's combined with the ICE unit. So the ICE unit does the intelligence, so the goal of ICE is to identify potential young girls or women who would be
exploited.

MS. NATALIE CLIFFORD: So maybe if you can't answer, then just let me know, but I'm curious about what happens to when a woman is identified and then willingly saved from the exploitive situation, what happens to her next?

CHIEF JOE BOLAND: So that's what the Blue Door does exactly.

MS. NATALIE CLIFFORD: Okay. So ---

CHIEF JOE BOLAND: So she gets supports. The Blue Door representative is there to offer the supports that are needed to get her out of the sex trade.

MS. NATALIE CLIFFORD: And perhaps send her to a safe house? Is that among ---

CHIEF JOE BOLAND: I don't have all of the ---

MS. NATALIE CLIFFORD: Okay.

CHIEF JOE BOLAND: --- information as to what they do, but that's the requirement or that's the reason for the Blue Door representative to be there.

MS. NATALIE CLIFFORD: So as an aspect of this project is that it necessarily relies on other agencies that are not within the purview of police jurisdiction; correct?

CHIEF JOE BOLAND: Absolutely.
MS. NATALIE CLIFFORD: Okay. Thank you.

Inspector Chalk, just on your evidence about the challenges that you identified with the various regions within Ontario, because Ontario is a very big place, I wonder whether -- I mean, so in the east coast we know that a lot of women who are recruited and are trafficked are brought along that chain. And we hear about, for an example, women and girls being recruited in the Halifax area and taken through Quebec -- New Brunswick, Quebec and to Ontario, knowing, from what I've heard that, you know, if you end up in Thunder Bay or Niagara Falls you're not to be heard of again. This is the evidence that I've heard from women in our region. So I wonder having -- you know, being responsible for this and having this specialized unit in Ontario and identifying the gaps, are you working with agencies and police along that chain to identify and help sort of get at the root of the recruitment?

INSPECTOR TINA CHALK: So that is a piece of the strategy piece, the fact that all those police services that I spoke to you about, the 35 that we're all speaking to one another and noticing those trends. And, when they're OPP incidents, we have an analyst who's looking at all of those type of cases to exactly find that type of thing.
And then in respect to training, that’s that Interdiction for the Protection of Children training. That’s exactly what that is for. It’s those traffic officers that many of them that is their role in policing is completely trafficking, so we -- traffic offences. So, we focused on them a lot for that training so they can identify it as people are travelling as opposed to before they even get to the hotel or motel. Those are key officers, because they have the opportunity to stop these people while they’re in transit. And then it’s that analytical piece to recognize those trends.

**MS. NATALIE CLIFFORD:** But, not all officers -- it’s fair to say not all officers across that chain are trained to the level of OPP within -- or under the purview of your unit; correct?

**INSPECTOR TINA CHALK:** That’s correct, and that’s a problem.

**MS. NATALIE CLIFFORD:** A challenge.

**INSPECTOR TINA CHALK:** Yes.

**MS. NATALIE CLIFFORD:** So, would it be a recommendation, then, that a certain level of training across that chain, as an example, but other chains across the country would be necessary for all officers coming into contact with potential victims?

**INSPECTOR TINA CHALK:** That would be a
great recommendation.

**MS. NATALIE CLIFFORD:** Thank you. Finally, Assistant Commissioner Crampton, you identified the lack of data and the failure of police to report. So, across the country, we’re not just talking about victims not reporting, we’re talking about the people that we’re relying on to bring justice to not report to a central unit, the statistics.

So, I wonder, do you think it would be unreasonable for us to expect a quick solution where we could compel, maybe through legislation, police services across the country to report all trafficking incidents? Would you agree that that would be an unreasonable expectation at this point?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I think that would be a great solution if we were able to have something that would mandate all police services to report, yes.

**MS. NATALIE CLIFFORD:** Maybe before we get there, we want to find ways to encourage them to do so as another approach, through encouraging?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Yes. And, I think if we had more coordinator positions across the country, that would help with that. Currently, the positions we have have a very large mandate and a very
large area to look after. So, if we had more people doing
those particular roles as coordinators, then that would be
great -- of great help.

MS. NATALIE CLIFFORD: Thank you, I’m out
of time.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Thank you.

MS. MEREDITH PORTER: Thank you. The next
party I would like to invite to the podium is from the
Assembly of Manitoba Chiefs. Allison Fenske has five and
a half minutes for her questions.

--- CROSS-EXAMINATION BY MS. ALLISON FENSKE:

MS. ALLISON FENSKE: Good afternoon. I
want to begin by acknowledging the land that we’re on and
the people hosting us. And, in doing so, I want to
recognize the Beothuk, the Mi’kmaw, the Innu and the
Inuit. I want to give thanks for the song and the prayer
this morning, and I acknowledge the sacred items that are
here in the room. And, I also want to acknowledge the
elders, grandmothers, survivors and families in their
strength and resilience. I’m honoured to be here on
behalf of the Assembly of Manitoba Chiefs. I’m Allison
Fenske, and my questions this afternoon are directed to
Assistant Commissioner Crampton of the RCMP.

Assistant Commissioner, in your written
overview of your testimony, which has been marked as Exhibit 3, at pages 1 and 2, you present four -- or identify four risk factors for human trafficking, one of which is isolation; correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That’s correct.

MS. ALLISON FENSKE: You describe isolation as women and girls being lured from their home communities by traffickers who glamourize life in a big city; correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That’s correct.

MS. ALLISON FENSKE: In Manitoba, many First Nations people living in remote and rural First Nations are forced to leave their homes in order to access essential and necessary health services, to further their education. And, when evacuated because of environmental disasters, such as flooding or forest fires, is that something that you’re familiar with?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I am.

MS. ALLISON FENSKE: Not unlike the antidote shared by Inspector Chalk this morning, I want to suggest that First Nation women and girls in Manitoba are particularly vulnerable to sexual exploitation and trafficking in the context of transitioning to urban
spaces to access necessary services, in fact, are often approached within minutes of entering the city; is that, again, something that you are familiar with?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I am.

MS. ALLISON FENSKE: And so, would you agree that this is particular vulnerability and point of risk of exploitation for First Nation women and girls?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Absolutely. Yes.

MS. ALLISON FENSKE: And so, it’s fair to say then that the RCMP more generally is aware of these specific avenues of recruitment to exploitation?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That’s certainly part of our strategy is to make sure officers are aware and to ensure that our officers are trained in this area. It’s a gap that we’re still working on.

MS. ALLISON FENSKE: So, in that vein, a gap that you’re still working on, what specifically is the RCMP doing to address this specific type of recruitment?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, there’s ongoing training within the police forces right across the country. In particular, we also provide training in the communities, because it’s not just police
who would necessarily encounter human trafficking cases but, obviously, NGOs, other groups that we work with, community service providers and, of course, the general public as well, and youth trying to prevent it before it happens.

**MS. ALLISON FENSKE:** And, these are specific RCMP-led programs?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Yes, there are.

**MS. ALLISON FENSKE:** Are there any specific programs in the northern urban RCMP detachments like Thompson, or in collaboration with the Winnipeg Police Services that you are aware of?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** What I do have -- I have noted in Annex A, on page 23, specific to Manitoba where they have three members who are part of a Missing and Exploited Persons Unit. They’re responsible for human trafficking investigations across Manitoba, and they work to provide human trafficking awareness in the Indigenous communities, and that would cover the entire province.

**MS. ALLISON FENSKE:** Okay. And, those three members are located at D-Division Headquarters in Winnipeg?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I
wouldn’t be positive on that, I’m sorry.

**MS. ALLISON FENSKE:** Thank you. Is the RCMP supporting any First Nation-led initiatives meant to address sexual exploitation and trafficking?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Each province and territory does something a little bit different in terms of what types of initiatives they have, such as the Love Bomb play that I mentioned that’s out in British Columbia, Alberta and Saskatchewan. You know, we haven’t seen that out East, so each province does something different. Nova Scotia is very active in Indigenous communities, and I would have to speak to each one individually.

**MS. ALLISON FENSKE:** You did testify to the importance of divisional engagement because of different culture and landscape across the country. Would you agree that it’s at least as important if not more important to have First Nation specific engagement because of the differences between individual First Nations not being one homogenous group?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Absolutely. Yes.

**MS. ALLISON FENSKE:** And, would you also agree that while there is a role for police to play, that First Nation-led initiatives are often best placed to meet
the needs of First Nation survivors?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes.

MS. ALLISON FENSKE: And, that’s so that -- you understand or agree that that’s because they’re able to provide services that are consistent with a First Nation worldview and values?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes.

MS. ALLISON FENSKE: And, the RCMP would recognize the importance of that?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Absolutely, yes.

MS. ALLISON FENSKE: And, within my time remaining, what is the RCMP doing specifically to support those initiatives in Manitoba or if you have other examples?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Sorry. You’re speaking to strictly Indigenous initiatives --

MS. ALLISON FENSKE: Yes.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: -- within human trafficking?

MS. ALLISON FENSKE: Yes, I’m looking for your understanding of what the RCMP is doing to support
Indigenous-led or First Nation-led initiatives.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I can’t speak to specific ones that are Indigenous-led. Certainly RCMP-led initiatives in conjunction with Indigenous communities, there are several across the country. I mentioned one this morning with regard to -- in Nova Scotia, for example, in looking at the service industry and ensuring that all the material is printed in Mi’kmaw. I know you’re out of time now, so I won’t keep going too long. But, there are several initiatives in each province and territory.

**MS. ALLISON FENSKE:** And, just to confirm, those are RCMP-led?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Yes.

**MS. ALLISON FENSKE:** Thank you.

**MS. MEREDITH PORTER:** Thank you. The next party I would like to invite to the podium is from Amnesty International. Mr. Justin Mohammed will have five and a half minutes.

--- CROSS-EXAMINATION BY MR. JUSTIN MOHAMMED:

**MR. JUSTIN MOHAMMED:** Thank you, Chief Commissioner and Commissioners. My name is Justin Mohammed, and I’m here today representing Amnesty International Canada. I would like to thank all of the
elders who are present with us today, members of the public, parties with standing for engaging in this important work.

Assistant Commissioner Crampton, my questions are for you, and they are with respect to the Northern Spotlight Program.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Okay.

MR. JUSTIN MOHAMMED: So, I would like to start off with some questions that have to do with program design, and I’m wondering if you might be able to tell the Commission about consultation that was done in the design of the program, who might have been involved.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

So, the program was actually started in the United States — I’m just going to refer to my notes here — and was brought into Canada through Durham Regional Police in 2014. So, it was modelled off of a program, as I mentioned, in the United States that targeted johns who would pick up young people, young girls and were targeting those under age.

So, it was brought in 2014, and the RCMP started participating in 2015. So, I don’t have the specifics as to how it was modelled for Canada, but it was really taken from the program in the United States.
MR. JUSTIN MOHAMMED: And, are you aware --
when the program was brought to Canada, are you aware of
any organizations with -- that involved people with lived
experiences that might have participated in the design of
that program in Canada?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Not that I’m aware, but I’m wondering if Inspector Chalk
might have more detail? I don’t know.

INSPECTOR TINA CHALK: I’m not aware
historically, but I am aware of what we’re doing now, if
you’re interested in hearing that, and I think she spoke
to that briefly about having a committee, a working-group
type committee that we have sex trade alliance
participants on that, and we are asking their opinion on
how we can do a better job in our approach for that type
of outreach initiative.

And, they’re very clear that they do not
agree with it, but they have been flexible and we’re very
thankful for that, for giving us some different options
and some ideas, and some better understanding about
someone in the sex trade who is not our focus, but we do
come -- we do interact with, and how they would feel and
the things that they think.

MR. JUSTIN MOHAMMED: And, in those
outreach activities, would you be able to indicate whether
the officers that are involved, or the other service
providers that are involved, have incorporated issues
around the gender identity and sexual orientation of the
sex workers that they may be reaching out to?

INSPECTOR TINA CHALK: In what way do you
mean? I’m sorry.

MR. JUSTIN MOHAMMED: I mean, does the
program, for example, involve officers who would be able
to meet with members of those communities? For example,
if the rape is involving a female sex worker, would it be
female RCMP, for example, that are involved in the
program?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: It
would be either. Not necessarily just female, but it
could be anyone that would approach the person, if that’s
what you’re asking.

MR. JUSTIN MOHAMMED: So, I guess my
question is, would it be appropriate that those who are
approaching and making contact with the individuals that
are being reached out to, that there be sensitivity around
the gender expression and identity of those who are being
reached out to?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, if that’s possible. A lot of times, the information
isn’t known in advance as to who they’re meeting and
anything about the person they’re going to meet with. So, it would be difficult to do, but I understand -- I know what you’re saying, and I agree that that would be ideal.

MR. JUSTIN MOHAMMED: Thank you. Some have identified that there are harms that may result from the program, and those might be issues that surround rights to privacy, security of the person, the fact that those who engage in sex work may become known to their landlords. The money that was lost was something that was mentioned for an appointment, and the stigma around deciding not to exit the sex work industry. How are those rights being balanced in terms of the activities of countering trafficking, but also recognizing that there are harms to sex workers that may result from this program?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: That’s one of the big reasons why we involve other agencies with us, including Victim Services, to make sure that those sensitivities are being addressed and being considered. We want to make sure that it’s a safe space. It’s a private space when those conversations take place to help ensure that that stigma doesn’t happen, that someone sees them having a conversation with police or with NGOs. And so, that’s a big part of how the meeting takes place, is to make sure that it’s private and it’s confidential.
MR. JUSTIN MOHAMMED: Thank you. And, finally, I just wanted to ask in the situation where a sex worker is not interested in exiting the sex work industry, could you tell me about the supports that are provided to them, the referrals and supports that are provided to them in that circumstance?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Certainly. They are provided the information from the police officers that attend as to who they were speaking with and how to contact them, but also, the support that’s attending with them, the NGOs or Victim Services that are there. They’re provided that information. They’re provided information as to how to exit the sex trade should they wish to consider that in a future time. And, it’s well known that most people won’t make that choice right on the first contact. So, sometimes it takes some time and some consideration before someone would make that decision.

MR. JUSTIN MOHAMMED: Thank you. I see I’m out of time.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Thank you.

MS. MEREDITH PORTER: Thank you. The next representative I would like to invite to the podium is from the Liard Aboriginal Women’s Society. Ms. Carly
Teillet will have 5.5 minutes for questioning.

--- CROSS-EXAMINATION BY MS. CARLY TEILLET:

MS. CARLY TEILLET: Tansi, bonjour and good afternoon. I’d like to begin by acknowledging our presence on the ancestral territory of the Beothuk and the Mi’kmaw, and to acknowledge the spirits of our women and girls, their families, the survivors, the elders, the medicines and the sacred items that are here with us today.

I have the incredible privilege of acting as counsel for the Liard Aboriginal Women’s Society, and for reference, the Kaska Nation is in northern B.C. and southern Yukon.

So, we’re here this week to talk about, and we are talking about today, about trafficking. My clients don’t use that word, and language is very important to them, their Kaska language. They are very clear when they talk about what’s happening in their community. They talk about children being stolen.

They talk about them being forcibly removed, being assaulted, forced, violated, and they talk about men lurking around outside Boys and Girls Clubs, shelters, group homes. They understand what’s happening in their community and in Whitehorse, and they tell me repeatedly and with great pride that they know how to fix
it. They’re experts. They’re knowledge keepers.

And, in position of western terms like “trafficking” and educating about what that term means is not the answer for these communities or these women. The words that they chose are carefully chosen to make sure that the victims of assault are treated with respect and dignity, and that they are not blamed for the violence they are subjected to by others, and that their acts of resistance and survival are recognized.

And so, I want talk to you a little bit about the importance of designing support programs and policing that’s being honest and is acknowledging the role of the RCMP in trafficking. Specifically, if we take the definition of “trafficking” as the removal of an individual and then they are then exploited, I want to talk about trafficking in the foster care system, the child protection departments.

Children are forcibly removed from Indigenous homes, sometimes with the assistance of the RCMP enforcing court orders and placed with a foster parent. That foster parent may profit by receiving money from the state for keeping that child. It’s an industry.

We’ve heard from child welfare survivors who have discussed the sexualized abuse they suffered at the hands of their foster parents or people invited into
that home. And so, what my clients would like to know is how is the RCMP addressing trafficking that has become institutionalized as part of the foster care system, and the RCMP’s own role in contributing to that?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In terms of human trafficking, we look at, obviously, the *Criminal Code*, which states that someone who is being trafficked is being trafficked for exploitation. So, there’s limitations within those *Criminal Code* sections.

I know what you’re saying. I understand exactly what you’re saying, and I certainly -- I can’t imagine the situation that some of those children have been put into. Our best avenue would be to have open communication, understand what’s happening in those foster homes, investigate and lay charges when appropriate, and we need to be part of that system as well.

**MS. CARLY TEILLET:** So, is the RCMP currently looking into the foster care system as a place where trafficking occurs?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I’m sorry, I wouldn’t be able to answer that specifically for each province and particular files. I’m not aware. I know if a complaint was made, we certainly would be investigating it, yes.

**MS. CARLY TEILLET:** Okay. So, moving on to
another area in the limited time I have left, so in the
Yukon, if a youth is charged with a crime, they’re picked
up from Watson Lake, or from Dawson, or from Mayo, and
they’re brought to Whitehorse to the correctional
facility. They’re removed by the RCMP from their
community so that they can then have a bail hearing at
some later date.

If they are released, they are then left in
that city with no means of getting home. They don’t have,
often, money on them. They often don’t know people in
Whitehorse. And so, in this instance, the RCMP is
removing children and then the justice system, as part of
it, is contributing to the vulnerability of these youth to
predators and potentially traffickers.

So, is there a way in which the RCMP, as a
member of the criminal justice system, is actually looking
at some of the ways in which their enforcing laws is
contributing to the vulnerability of Indigenous children
in trafficking?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: My
thought would be when I hear this scenario and the issues
surrounding it is that it sounds like more collaboration
would be needed between several agencies there. The RCMP
is one piece of that, but by the time the person is
released from custody, they’re no longer in our care once
they’ve gone through the court system.

So, my thought would be that we would need collaboration between corrections, the justice system, the courts -- meaning the courts and ourselves, as well as the community. I’m not aware of that being looked at. I would have to speak to members locally to understand whether that is being considered or not.

**MS. CARLY TEILLET:** Thank you. Merci.

That’s my time.

**MS. MEREDITH PORTER:** Thank you. The next representative I’d like to invite to the podium is from the Native Women’s Association of the Northwest Territories. Amanda Thibodeau will have five-and-a-half minutes for questioning.

***CROSS-EXAMINATION BY MS. AMANDA THIBODEAU:***

**MS. AMANDA THIBODEAU:** Thank you. Good afternoon. As stated, my name is Amanda Thibodeau and I am counsel to the Native Women’s Association of Northwest Territories. As with the other counsel that has attended today, I would like to acknowledge that we are on the traditional lands of the Mi’kmaw. And, I have a -- I’ll make it a two-part question. My question is directed to Assistant Deputy Commissioner Crampton, but I would invite the other witnesses to comment if they feel that they would have constructive input as well.
My first question is with respect to education and supports, as much of the evidence we heard today has indicated there is a need for more of that. The Northwest Territories has many isolated remote fly-in communities. Many of these communities do not have a lot of resources. Many people living in these communities are living in states of extreme poverty. They have issues with housing and security, and many homes have no electricity. A large number of people do not have access to the internet, which was touted as being one of the large resources that’s being used at this point in time.

So, my first question would be, how do we ensure that the people in these communities receive the education that is needed on the risks and warning signs, and how to prevent sexual exploitation and human trafficking? What is being done in those communities and what you think could be done to -- what could be improved with how that’s being delivered to those people?

My second question, I’m just going to expand on what Ms. Fenske had asked with regards to already vulnerable people from remote and isolated communities that have to travel to access resources such as medical treatment and education. Beyond what’s currently being offered, because you did reference some of the things that are currently being done, I would ask that
beyond that, what further actions and initiatives could be
taken that aren’t happening now to ensure that these
people, when they are going to other communities to access
resources, that they can return home safely?

I know it’s a lot. If not for the time
limitations, I wouldn’t ask the question in that manner, I
would break it down a bit for you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Fair enough. With regard to travelling to other
communities, I guess it’s something I hadn’t considered
until today, but it’s certainly something we need to
collaborate more on. And, I think that it’s something we
have to consider in terms of how people are travelling to
another community and what’s happening, and it’s something
that needs to be worked on within the community with the
police to identify that to the local police, and then
liaise with the communities that they need to be
travelling to.

And, I can see, we can certainly work a lot
more collaboratively with the agencies or the police of
jurisdiction of where people are generally travelling to
and where the issues are taking place. I think that’s
part of that answer, I guess.

On the first part with regard to further
education in remote communities. I know we struggle as
well, in terms of even training officers in remote communities, but we have created several different workarounds for that. And, our police officers are becoming more and more trained in northern communities and able to deliver human trafficking training as well.

So, going forward, we have identified gaps in preparing for this Inquiry. I’ve certainly identified several gaps in the north with respect to human trafficking training and the work that we’re doing there, and that’s going to be one of our focal points as we continue to evolve and revamp and look at the changes we need to make within this human trafficking unit, and I’m hoping that that will address some of those issues in the north in terms of training in communities and outreach and awareness.

**MS. AMANDA THIBODEAU:** So, what specific measures are being taken in communities to ensure that the community is educated rather than merely making the information available if someone seeks it out ---

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Right. So ---

**MS. AMANDA THIBODEAU:** --- in these northern isolated communities?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Sorry. In Northwest Territories specifically, there is an
officer trained in human trafficking who has completed presentations there. I don’t have a list of all the communities that they have presented in and the work that they’re doing.

There’s also Project Guardian that’s ongoing that is looking at the movement of women out of the community, moving to the south, and also women coming into the community from the south. So, that’s an ongoing project that’s taking place right now, where they’re looking at gaining intelligence on human trafficking and doing analysis around that, and hopefully looking at enforcement where applicable, of course.

In addition, there’s also a criminal intelligence analyst who monitors social media there. I recognize -- we just talked about internet and the lack of access, but there certainly is access in certain areas. And so, there is intelligence gathering that’s taking place in addition to the work being done with the women that are moving south and going back and forth.

**MS. AMANDA THIBODEAU:** Thank you. I’m barely out of time.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Okay. Thank you.

**MS. MEREDITH PORTER:** Thank you. The next party I’d like to invite to the podium is from the
Association of Native Child and Family Services Agencies of Ontario. Ms. Katherine Hensel will have nine minutes for questioning.

--- CROSS-EXAMINATION BY MS. KATHERINE HENSEL:

MS. KATHERINE HENSEL: Good afternoon, Commissioners. Good afternoon, officers, Ms. Dobson. My name is Katherine Hensel. I am counsel for the Association of Native Child and Family Services Agencies of Ontario and the Independent First Nations in Ontario, and I am here today and questioning you on behalf of both organizations.

I’m going to pick up on -- these questions are for both Inspector Chalk and Assistant Commissioner Crampton. I’m going to pick up on some of the comments from my friend, Mr. Wuttke, on behalf of the Assembly of First Nations, and Ms. Teillet as well, concerning the effects and the vulnerability created by -- to human trafficking created by separation of children and youth from their children, communities, cultures and territories.

Would you support a recommendation that Children’s Aid Societies enter into protocols with police services, which many of them already have, but that these protocols specifically address the risk of an actual incident of human trafficking in the child welfare
context? First, Inspector Chalk.

INSPECTOR TINA CHALK: Yes, I think that would be a good addition to the protocols.

MS. KATHERINE HENSEL: Are you aware of any protocols existing in Ontario, at least -- that specifically address human trafficking as between child welfare authorities and the OPP?

INSPECTOR TINA CHALK: I know that the ministry is working on protocols with Children’s Aid, that they’re trying to come up with, sort of, a standardized protocol and human trafficking is part of that, and it would be given to the other police services throughout Ontario for them to look at that protocol and adopt it.

And, I was initially part of that, and one of my team members was assigned to assist with that, and I know that she may be able to give more comments on that, but that is ongoing and that is understood.

MS. KATHERINE HENSEL: Okay. So, perhaps before Assistant Commissioner Crampton responds, we should go to Ms. Dobson and get her comments or information on that point.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I don’t have too much to add, other than to say that the Provincial Anti-Human Trafficking Office, our Crown attorney prosecution team, along with our colleagues
in the issue of community safety and correctional services
are working on various protocols and issues related to
human trafficking. And, in particular, protocols where --
you know, agencies that are community agencies, as well as
police and justice work together.

**MS. KATHERINE HENSEL:** Together with
specifically Children’s Aid Society?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** So, you may know the Provincial Anti-Human
Trafficking Coordinating Office resides in, now, the new
Ministry of Children, Community and Social Services. So,
that ministry, that minister has responsibility for both
the human trafficking office, as well as women’s issues
and child welfare. So, I expect those conversations are
happening across that ministry.

**MS. KATHERINE HENSEL:** Okay. So, is it
contemplated that the template protocol that Inspector
Chalk referred to, will it contain specific provisions
that address -- intended to address the risk of and actual
incidents of human trafficking in the child welfare
context?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** I don’t have that answer for you today.

**MS. KATHERINE HENSEL:** Would you support a
recommendation that any template protocols or protocols
between police services and child welfare authorities contain such provision?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I think that’s an area that should be explored.

MS. KATHERINE HENSEL: Thank you.

Assistant Commissioner Crampton, your comments on the same questions?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes I think that’s a good idea. And, in terms of protocols across the country, our protocols are always changing and ever evolving, and I think that would be a great piece to add to it.

MS. KATHERINE HENSEL: Thank you. And, I would like to take this opportunity to say thank you, kukschem, to Constabulary Chief Boland for his leadership and insight into the issue and incidents of I think what could fairly be described as racism within -- in a particular incident and perhaps elsewhere within his force and addressing it directly.

Inspector Chalk, when you testified earlier in response to Mr. Roy’s question about the role of racism in human trafficking, you testified that, in your view, the main risk that racism posed was the vulnerability and insecurity that it engendered in Indigenous girls and women. I’m going to suggest to you that -- and because we
have heard from families across the country, including in Ontario and including in communities served by the Ontario Provincial Police, that families and girls and women have a reasonable expectation that there’s at least a risk that if they approach police with their experience of human trafficking or other exploitation, that they will have -- receive comparable treatment to the woman that Constabulary Chief Boland described, and that racism within police forces, including the Ontario Provincial Police, does play a role and forms a barrier to solving the problem of human trafficking. Can you tell me what the Ontario Provincial Police is doing to address perception of racism or actual incidents of racism in respect of the victimization of Indigenous women and girls, particularly in the area of human trafficking?

**INSPECTOR TINA CHALK:** I can. So, in our 5-day Indigenous course that officers obtain, within it, it has -- of course, it’s about Indigenous people, and racism is, of course, part of that, but it speaks to human trafficking as well, so it’s training officers about that. There’s an inclusive environment that is expected, and racism isn’t tolerated. And, if it’s come to our attention, then discipline will occur.

**MS. KATHERINE HENSEL:** That’s not a mandatory course though, is it?
INSPECTOR TINA CHALK:  It’s not. It’s not.  
It is for supervisors and for specialty members, but it 
isn’t for every member. I wish it was. I think it would 
be a great idea that every member had that.

MS. KATHERINE HENSEL:  Okay. And, would 
you support a recommendation that all police forces 
specifically address the issue of racism amongst their 
ranks and in the services that they provide, in the 
protection that they provide to the public, as a mandatory 
component of training in relation to Indigenous girls and 
women?

INSPECTOR TINA CHALK:  Absolutely, that 
should be a standard.

MS. KATHERINE HENSEL:  Thank you. All the 
police officers who have testified and, Ms. Dobson, have 
testified as to the challenges posed, the limits to what 
police can do to prevent or address human trafficking. 
And, they have described -- you have described an, at 
times, unevenness of services and resources available for 
any victims of human trafficking. And, would it be fair 
to say that those problems are particularly acute when it 
comes to Indigenous specific resources and safe spaces for 
victims of human trafficking as they attempt to leave 
human trafficking, Inspector Chalk?

INSPECTOR TINA CHALK:  Absolutely.
MS. KATHERINE HENSEL: And, would you support a recommendation, do you think it would be useful and helpful that the Commission make a recommendation that victim -- Indigenous victims of human trafficking have made available to them resources and safe spaces and services to ensure their safety that are specific to and grounded in Indigenous culture and communities?

INSPECTOR TINA CHALK: Yes, and I think that’s very important.

MS. KATHERINE HENSEL: Assistant Commissioner Crampton, do you have any comments with respect to the communities that the RCMP serves?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, I agree with you in your recommendation. I think that would be an important component in particular with regard to our diverse country and all the different Indigenous communities that we do have.

MS. KATHERINE HENSEL: This is a question for Ms. Dobson. Even if such programs and resources were made available, there is the issue of consistent -- stable funding, program funding. Policing funding is, I think the officers will agree, not necessarily totally stable, but more reliable than the types of programs and resources that are necessary to assist and support Indigenous women and girls as they leave human trafficking experiences.
What is Ontario doing to stabilize programming and resources that are available for such girls and women?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Well, as I mentioned, the Indigenous Justice Division does have funding available for Indigenous Victim Services, and some of that is ongoing funding, some of it is project funding. So, we will be looking at those programs to see if there’s a way to continue those. We are -- will be evaluating and making recommendations around the funding for those.

MS. KATHERINE HENSEL: Thank you.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Thank you.

MS. KATHERINE HENSEL: Thank you, Commissioners.

MS. MEREDITH PORTER: Thank you. The next party I would like to invite to the podium is from Femmes autochtones du Québec. Rainbow Miller will have five and a half minutes for her questions.

--- CROSS-EXAMINATION BY MS. RAINBOW MILLER:

MS. RAINBOW MILLER: Good day. Good day, Commissioners. First of all, I would like to acknowledge that we are on the Mi’kmaq Territory, and I would like to thank all the witnesses to have come today to take part of this important testimony.
My first questions will be for Assistant Commissioner Crampton. In the different exhibits, there was a lot of information in reference to internal trafficking. But, my question is, did the RCMP ever receive any information or intelligence that some First Nations women are being trafficked in the U.S.?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Not that I’m aware of, no.

MS. RAINBOW MILLER: Okay, because you have told earlier to my colleague here that there is a liaison officer for the U.S.? There was a question concerning the U.S.?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, there is. We have several liaison officers in the United States, and we also have a very close working relationship with many of the law enforcement agencies down there, such as Homeland Security, or HSI, I should say, the FBI, various agencies like that.

MS. RAINBOW MILLER: Okay. And, I’m sorry, I did not introduce myself. I work for Québec Native Women Association. And, some of our workers have gone in the U.S., and they have told us that some Canadian women, which are missing, are in the U.S. Does the RCMP have any program that could help these women come back to Canada?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, absolutely. So, we would work in conjunction with our international partners if we were aware of someone being trafficked into the United States. With regard to your first question, I don’t know if it’s specific cases. Again, we have a lot of gaps in intelligence, and specifically with regard to Indigenous women and girls. But, yes, definitely we do have Canadian women overall being trafficked across to the United States, not in great numbers that we’re aware of though.

MS. RAINBOW MILLER: Okay. Okay, thank you. And, are you also aware that some sexual exploitation could originate from some First Nations communities?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, absolutely.

MS. RAINBOW MILLER: And, what -- does the RCMP have any project of coordination with First Nation police forces to address those situations?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: We certainly work closely with many of our partners in all provinces. A good example is the Operation Northern Spotlight that was mentioned. There are a lot of Indigenous or Aboriginal police services that work in conjunction with us on that project. We also do joint training at different levels, not just in human
trafficking, but a lot of different joint training as well. So, there’s a lot of collaboration and crossover between agencies right across Canada.

**MS. RAINBOW MILLER:** And, also, in the different exhibits before us, there’s not much information about how gangs are important criteria for the sexual exploitation of First Nations women. Are there some programs to evaluate those issues at the RCMP level?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Right. So, in Project Safekeeping, which was in 2014, when it was released — it was done in 2013 — it looked at gang involvement as well as organized crime involvement. We noted that gangs do recruit. They're a large group that do recruit and traffic women, but they're not necessarily organized. So a gang itself is not necessarily involved in trafficking, but the individuals within that gang. So, yes, they do play a very important part in trafficking, and certainly are people who are engaged in it.

**MS. RAINBOW MILLER:** Okay. And also in evidence before this Commission there was -- it was proven that there's a direct link between sexual exploitation and also mining and resource development. Does the RCMP have a program to address those issues in the northern communities?
ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Not beyond anything that I've spoken to today.

MS. RAINBOW MILLER: Okay, thank you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Not that I'm aware of.

MS. RAINBOW MILLER: Also, since the enactment of Bill C36 where the selling of sexual services was decriminalized and purchasing of the sexual services were criminalized, since that criminalization of purchasing, since 2014, have you seen a decrease in demand?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

No, I don't believe we have a decrease in demand.

MS. RAINBOW MILLER: Okay. And also, in the long-term strategy of the RCMP to combat human trafficking, has it been a question where it could be looked at to enforce that -- the -- we call it the -- sorry, I'm looking for my -- the purchasing offence?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, so there's various enforcement projects that are run across the country on a regular basis that target those who are purchasing sex, in particular, who are purchasing from minors. We run projects like that on a regular basis, yes.

MS. RAINBOW MILLER: Does the RCMP have
statistics about those prosecution?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I don't have anything generally. Each area would have their own statistics, like, provincially. We would gather that if we needed it, but, yes, there's -- we can certainly obtain that, yes.

MS. RAINBOW MILLER: Okay. And my last question is for Ms. Dobson. You talked about the different services for the victims of human trafficking. Would you be able to tell us a little bit more about the legal support for human trafficking victims?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: M'hm. So, there's actually two things. The one we actually have had operating for the last couple of year's independent legal advice pilot program for sexual assault victims. So that's always been available for human trafficking victims as well if they wanted to call that and access that service. It's -- we have two service delivery approaches. One is you can get a voucher and get independent legal advice through a roster of lawyers. And we also have a legal clinic, the Barbra Schlifer Clinic, who provide that service.

But for the human trafficking restraining order pilot, that legal support is being provided through the Office of the Children's Lawyer, which is an office
that represents children's interests in matters of
protection order, property rights, et cetera. So that
office has in-house counsel, as well as a panel of lawyers
that they have -- that they do their other work with who
have -- receive special training on human trafficking and
they have been doing this since May, so that's fairly new.

And when the legislation was brought in we
realize there was a need. It was great. That we had a
restraining order provision, but if people weren't able to
access it -- you know, as you can imagine, is that it
would be a really difficult thing for parents or for a
victim themself to come forward to court to get this
order. So we put this pilot in place. We're going to
evaluate it and hopefully be able to continue it.

Our children's lawyer, herself, is
Indigenous. It's the first Indigenous children's lawyer
that we have had, and she certainly has championed and
felt strongly about this program and the service that
we're providing to victims.

**MS. RAINBOW MILLER:** Thank you to all.
That's all the time I have. Thank you.

**MS. MEREDITH PORTER:** Thank you.
The next party I'd like to invite to the
podium is from Vancouver Sex Workers Rights Collective.
Ms. Carly Teillet will have nine minutes for questioning.
--- CROSS-EXAMINATION BY MS. CARLY TEILLET:

MS. CARLY TEILLET: Tansi, bonjour and good afternoon again.

Because it's important to do so, I need to begin by acknowledging our presence on the ancestral territory of the Beothuk and Mi'kmaq and to acknowledge the spirits of our women and girls, their family, the survivors, the Elders and medicine, the sacred items that are here so we can do our work in a good way.

I have the honour of acting as counsel for a collective of Indigenous women and LGBTQ, Two-Spirit and gender fluid individuals who engage in sex work and trade in Vancouver's downtown east side.

My first questions are for you, Chief Boland. You discussed this afternoon the failure of the police to address mental health concerns and that treating someone with respect, bringing and providing services and not criminalizing people was really important to the appropriate provision of police services and to help that person.

My clients who engage in sex work and trade inform me that their experience with police who investigate trafficking is very negative. It's not one of dignity and respect of them. Being identified or targeted by an anti-trafficking operation can directly lead to
violence in the lives of sex workers. And as my colleague
from Amnesty mentioned this morning, that being outed as a
potential sex worker or exploited woman or trafficked
woman, being seen talking to the police, they may then be
targeted by gangs, community members that may label them
as rats, clients who are fearful that they would disclose
sexual assaults, and that their home being visited by
police officers in uniform draws attention to them in a
way that puts their lives at risk.

You discuss being a partner in Operation
Northern Spotlight, and so would you agree that in this
operation, like in your work with individuals who have
mental health needs, police need to be mindful of treating
individuals with dignity and respect as they go forward.

CHIEF JOE BOLAND: Absolutely.

MS. CARLY TEILLET: And as you discussed
some of the harm of the actions of police officers with
this particular individual, you shared that really
compelling story, when you talked about the changes that
you instituted after that, would you then agree with me
that it is vital for police forces to examine their own
practices and ways that they may be causing violence,
perhaps unintended, to the people that they are policing
and then change their policies if that's found to be the
case?
CHIEF JOE BOLAND: I agree.

MS. CARLY TEILLET: Thank you.

Assistant Commissioner Crampton, my next question's for you and it's about, again, Operation Northern Spotlight. There was a press release that came out in October 18 of 2017 and it said that the police interviewed 324 individuals believed to be at risk and removed 6 -- I believe you mentioned that statistic this morning -- including 2 under the age of 18. How many of those six individuals were Indigenous?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I am not aware of the statistics on that. Not all police agencies report the background -- ethnic background of the people they speak to or the people that they assist, so I wouldn't have accurate information on that.

MS. CARLY TEILLET: And so you wouldn't be able to say then of the 324 interview how many were Indigenous?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, but for this year that is being addressed to make sure that we do capture that statistics. Again, it's up to the various police agencies whether they choose to report that to us or not though. However, it is being asked this year.

MS. CARLY TEILLET: So I have a concern
about interviewing 324 people that are identified at being
at risk of sexual exploitation and only 6. That seems
like there are 318 or so individuals. What happened to
them?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
They would have made a choice -- if they were in an
exploitive situation, they would have made a choice not to
exit or take up the offer of assistance at that time.
However, they would be provided information in terms of
how to exit their situation, if, in fact, that's their
scenario that they're living in, and they would be
provided any support that they needed.

MS. CARLY TEILLET: So the burden then is
on the individual to exit their trafficked and exploited
situation in that situation, not on the person who's doing
this to them?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I
think the burden is always on the person to make that
decision, because although we can point it out to them,
even if we knew that someone was in a traffic situation,
they still need to make that conscious decision. We can
lay charges, but that doesn't mean that the survivor is
going to exit in the manner that we would like them to or
in a way that we can provide them more support.

MS. CARLY TEILLET: So when an Indigenous
A woman or girl comes to the attention of the RCMP, what protocol -- as being potentially trafficked or sexually exploited, what protocol do you have in place to ensure that their interaction with police does not cause them further harm?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Our policy addresses that. We also have a policy with regard to victims and how we speak to victims. Every officer receives training in cultural sensitivity with regard to Indigenous communities. It’s also mandatory for all of our cadets after six months, after they have left our training academy and have now completed their field coaching program, it’s mandatory at that point. And, we also have programs that are specific to every province in terms of Indigenous training that we either partner with the provincial agencies or provide training within the RCMP or co-partner with other policing agencies as well. So, there is a lot of training that ---

**MS. CARLY TEILLET:** And, specifically towards Indigenous women and girls who are potentially being trafficked, not training with regards to that.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Sorry, not specifically with regard to human trafficking, but specifically with regard to Indigenous communities and to be able to understand how to interview, how to approach
and to create that better sensitivity and culture competency with regard to Indigenous communities.

**MS. CARLY TEILLET:** So, is there a policy in place where police officers or constables have to do certain steps when interacting, or with sex workers or people they may believe have been trafficked or exploited? So, for example, allow them the opportunity to clothe themselves, bring robes with them.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** They’re -- I can’t think of a specific policy that says that, but I would think that common sense would dictate that we should be doing that. If someone is not clothed properly or they’re in need of assistance in terms of -- you know, if they’re cold, they’re uncomfortable, we have a duty to provide that.

**MS. CARLY TEILLET:** So, I would suggest that it needs to be a policy. And, coming out of the forsaken report or otherwise known as the Oakland Inquiry or the Picton Report, the Vancouver Police Department worked incredibly closely with sex-work organizations and Indigenous women’s organizations to develop such a protocol so that the women were heard about what would make them feel comfortable and safe, and to trust the police. And, living in community has come out of that. There are issues with implementation, it’s a guideline,
but it might be something the RCMP would consider. Would you consider looking into that?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Absolutely. And, I know the document you’re referring to in British Columbia. I think that’s a great idea.

**MS. CARLY TEILLET:** Following up on comments of my colleagues, a little bit about language and about what we hear so repeatedly from women is that their voices are important and need to be heard, and that they do resist and they are survivors. And so, I would urge you to go back through some of the reports that were submitted today as evidence before this Commission, and look for examples where that agency, choice and resistance of Indigenous women is not present and is erased.

So, in particular, the Domestic Human Trafficking for Sexual Exploitation document talks about how victims allow themselves to be consumed. My clients would never use that language. So, when you say they’re less likely to cooperate and identify themselves, that could be phrased as they are resisting. They are surviving. They don’t want to put themselves in further violence. There could be an acknowledgment of some of the harm that comes with interacting with police, some of the voices of Indigenous women and their lived experiences in these documents, and that would help to build trust.
Assistant Commissioner Joanne Crampton:

Absolutely.

Ms. Carly Teillet: Thank you.

Assistant Commissioner Joanne Crampton:

Thank you for that.

Ms. Meredith Porter: Thank you. The next representative I would like to invite to the podium is from the Native Women’s Association of Canada. Ms. Virginia Lomax will have five and a half minutes for questioning.

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

Ms. Virginia Lomax: First, I want to acknowledge the spirits of our stolen sisters who are in the room with us today, the elders for their prayers and for the sacred items here with us. I want to acknowledge that we are on the homeland of the Beothuk, Mi’kmaq, Innu and Inuit. And, I thank you all for your hospitality and your welcome so that we can come here and do our work in a good way today.

Assistant Commissioner Crampton, you testified that Indigenous women and girls, and members of the two-spirit and LGBTQ2 community are particularly vulnerable to trafficking; is that correct?

Assistant Commissioner Joanne Crampton:

That’s correct, yes.
MS. VIRGINIA LOMAX: And, the RCMP collects data relating to trafficking victims; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, we do.

MS. VIRGINIA LOMAX: Is the RCMP’s data collection disaggregated? Specifically, disaggregated in that it separates the realities of First Nations, Métis and Inuit people?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, I would say it doesn’t.

MS. VIRGINIA LOMAX: And so, it would not also be disaggregated for two-spirit, LGBTQ and gender diverse people?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, it’s not, unfortunately.

MS. VIRGINIA LOMAX: And so, can you please explain what value the data that you do collect may have to preventing violence against Indigenous women, girls and gender diverse people, and members of the two-spirit and LGBTQ communities particularly if it’s not accounting for the diverse realities of these people?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I think that’s a very good question, and it’s one of the gaps that I identified. And, I believe we need ways to rectify that. We need better reporting, we need better
data collection, which I’m hoping the hotline will help with that in terms of data collection. But, we also need better reporting in terms of victims, and the victim information. We’re able to get a lot of offender data, but not so much in terms of the victims and understanding what files are taking place across the country, what investigations are taking place in all the different police agencies. We really need that cooperation from all agencies.

**MS. VIRGINIA LOMAX:** Does anything come to your mind to how you might be able to inspire cooperation?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
Yes, there is. We -- I mentioned before we have had some human resourcing issues in our Human Trafficking Coordination Unit. We now have started -- we’re rectifying that now. We have three new people in the unit. Two coming in in the near future, and one who has come in this year. We have had some retirements out of our unit, so that has created some of our human resource issues.

So, once we’re more in place and have people in place, our goal is to look at having better coordination in each one of the provinces and territories. Currently, as I mentioned, we only have coordinators in British Columbia, Quebec and Nova Scotia. That’s very
large areas for those people to create coordination with
the -- each agency and each province. So, going forward,
ideal, would be to have someone in every province, and
then it would be much greater collaboration and
communication with all agencies.

MS. VIRGINIA LOMAX: And, you testified
today regarding a poster that was created in collaboration
with NWAC and AFN regarding immediately reporting a loved
one missing; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That’s correct.

MS. VIRGINIA LOMAX: Throughout the process
of this Inquiry, we have heard from families from coast to
coast to coast under oath on the public record, and I
would like to know, what would you say to families who
have reported their loved ones missing immediately and
were told that they had to wait 24 hours?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I
don’t know where that has come from. I have heard that
before, and I have heard that from people in the community
as well when I have been policing and speaking to people
who thought they had to wait 24 hours to report someone
missing. I honestly don’t know where that has come from,
and I apologize that that has ever happened. It shouldn’t
happen.
MS. VIRGINIA LOMAX: And, I’m speaking specifically to the information given to them by police officers, specifically RCMP officers. We have these posters that are intended to create awareness among the public of when they can report, but I would like to know what’s being done to address the myths among your officers that people must wait 24 hours to report a loved one missing.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, we have a new missing person’s policy, and I believe Commissioner Lucki spoke to that policy. The policy was brought into place, and everyone in our organization has been mandated to make sure that they understand that policy and there’s training on the policy. So, I would hope that that would certainly change any type of response that you’re referring to from ever happening again.

MS. VIRGINIA LOMAX: And, what would happen to an officer if they didn’t follow that policy?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
There could be a disciplinary review or an investigation.

MS. VIRGINIA LOMAX: Thank you. Chief Joe Boland, I’m going to ask you a question on behalf of my friends from the Saskatchewan Aboriginal Women’s Circle Corporation. You testified today that you took steps to form a mental health committee when responding to calls
where mental health treatment is required. There are a few situations in Saskatchewan recently where Indigenous women who called the police for help during a mental health crisis were met with police violence. What steps did you take and that you think other provinces should take to start changing this reality for Indigenous women, girls and gender diverse people?

**CHIEF JOE BOLAND:** That’s a great question. And so, in our province -- I have got 36 years in policing, and this has been an issue for officers right back when I first joined. We respond to calls, these are health care calls, and you can only imagine that when the officer shows up that it escalates it, puts it down a path of justice, which it should never go. So, we wanted to work with the health care community to strain on a relationship -- and, again, it’s not in the boardrooms where I sit. It’s at the frontline services where our frontline officers who respond and that’s where the health care providers respond as well, but it’s also bringing in persons with lived experience to be part of that solution. So, when we changed it, it wasn’t just police at the table or healthcare, it was also consumers of the service. And, it just seemed like a very easy solution to me is that you give the right response at the right time in the right place, and that response was a healthcare response.
But, there is, at times, a need for police to be involved from a safety perspective, but we should not be considered healthcare providers. Thank you.

**MS. VIRGINIA LOMAX:** Thank you. I have so many more questions. Perhaps I’ll email them to my friends.

**MS. MEREDITH PORTER:** Thank you. Chief Commissioner and Commissioners, it’s now nearly 4:00. I’m going to seek your direction with respect to taking an afternoon break. We have several more parties that are scheduled to cross-examine the witnesses. Would you like to proceed with one or two more parties, or would you like to take a break now?

**CHIEF COMMISSIONER MARION BULLER:** I think it’s pretty unanimous. Let’s take -- I’ll be generous, only because they’ll gang up on me if I don’t. We’ll take a 15-minute break, not a 16-minute break. A 15-minute break.

**MS. MEREDITH PORTER:** Okay, thank you.

*--- Upon recessing at 3:59 p.m.
--- Upon resuming at 4:16 p.m.

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

Continuing on then with the respectful cross-examination of the witnesses, I would like to invite the representative from the Manitoba Keewatinowi Okimakanak
Inc. Representative Jessica Barlow will have five-and-a-half minutes for questioning.

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

MS. JESSICA BARLOW: Good afternoon. I would like to acknowledge the spirits of our sisters, families and survivors, singers and drummers for the song today, elders and grandmothers, Commissioners and the staff from the Inquiry, the sacred items in the room. And, I would like to express gratitude for the lands that we’re on today, those lands being the Beothuk and Mi’kmaq. I would also like to express gratitude to the Inuit and Innu peoples of these lands.

Thank you to the witnesses for sharing with us today. My name is Jessica Barlow, and I am legal counsel on behalf of MKO. MKO is an advocacy organization that represents numerous sovereign First Nations in northern Manitoba. And, today, all of my questions will be for you, Assistant Commissioner Crampton.

And so, we’ve heard you speak earlier about the risk factors that you identified in your overview document that make Indigenous women and girls vulnerable to human trafficking; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, that’s correct.

MS. JESSICA BARLOW: And, we heard you
speak with my colleague from Assembly of Manitoba Chiefs about isolation specifically, and the specific vulnerabilities that Indigenous women and girls face when they’re transitioning to urban areas; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, that’s correct.

MS. JESSICA BARLOW: And, you listed certain examples of these risk factors in your document and your testimony, these isolated risk factors including family dysfunction, education and employment; is that fair?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, that’s correct.

MS. JESSICA BARLOW: And, would you add to these factors a lack of health services, a lack of adequate housing, food and water insecurity, lack of programs and services, and a lack of amenities?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes. I would say that’s well documented.

MS. JESSICA BARLOW: Thank you. And, you spoke to my colleague from AMC earlier about First Nation engagement and programming as it relates to human trafficking, and the importance of such programming and engagement; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, I did.

**MS. JESSICA BARLOW:** Would you advocate for the provision of resources for such First Nations programming and engagement?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I think that would be terrific.

**MS. JESSICA BARLOW:** Thank you. And, you stated in your testimony about the importance of accurate data and reporting, and that this is a key challenge that the RCMP encounters; is that fair?

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

**MS. JESSICA BARLOW:** And, would you agree that more accurate data and true reporting statistics would assist the RCMP in planning prevention strategies?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Absolutely it would, yes.

**MS. JESSICA BARLOW:** And so, we’ve heard from Commissioner Lucki in a hearing in Regina regarding northern Manitoba, specifically, MKO communities where the RCMP has jurisdiction, and we’ve heard that these postings are limited-duration postings, that there are geographical and weather barriers to service provision. We’ve heard that there’s not detachments in every First Nation community, and that there is a known history of distrust
between communities and police. Are you familiar with that at all?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Not in that particular community that you’re referring to, but in general, yes.

MS. JESSICA BARLOW: Thank you. And so, given those factors that I’ve just listed, would you say that this might have an impact -- on a person that might be being trafficked, would this have an impact on them potentially not reporting or engaging with RCMP?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it could. Yes.

MS. JESSICA BARLOW: And, would this also have an impact on persons that may be aware of human trafficking activities not reporting to police?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it’s entirely possible.

MS. JESSICA BARLOW: And, what is the police -- what is the RCMP, pardon me, doing to mitigate these in northern and remote communities in relation to reporting?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Again, within Manitoba specifically, we have employees there who are providing human trafficking awareness sessions in Indigenous communities in completing that
outreach and providing education. But, creating the outreach itself is a way of helping to break down some of those barriers, and creating relationships within the community can certainly help establish that trust.

MS. JESSICA BARLOW: Thank you. And so, those individuals that you’ve identified, those are the three officers from D-Division that are in the Missing and Exploited Persons Unit; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: That’s correct, yes.

MS. JESSICA BARLOW: And, you said that these individuals are responsible for training officers, and also doing presentations?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: That’s correct.

MS. JESSICA BARLOW: And, is this training specific to First Nations communities in northern Manitoba?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: It’s the training within the toolkits that we provide. It’s possible that Manitoba would add to that training as well to make it specific, but I’m not aware if they do or not. I’m sorry.

MS. JESSICA BARLOW: And, are you aware of any extent that these three individuals would work with
specific First Nations communities to tailor that training?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
No, I’m not aware of that. Sorry.

**MS. JESSICA BARLOW:** Okay. And so, you also listed raising awareness and sensitizing law enforcement officers as a key challenge; is that true?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
Yes.

**MS. JESSICA BARLOW:** And so, in the northern context that we were just speaking about where police officers may not be -- may not be fully familiar with the communities that they’re serving, given the fact that they’re there for a short duration of time, they’re not physically present in the community sometimes, would you say that this might impact on their ability to be sensitive to the vulnerabilities of those specific communities?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
Yes, it certainly could if we’re not there in the community and ingrained in the community. You’re absolutely right.

**MS. JESSICA BARLOW:** Thank you. And so, you also spoke about -- so that would be a gap, I assume?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**
Yes, it would be.

**MS. JESSICA BARLOW:** And so, you identified other gaps as well, and I guess I’m just wondering what kind of a timeline the RCMP has to -- that they are expecting to address some of these gaps in northern and remote communities?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In terms of further education or...?

**MS. JESSICA BARLOW:** Just addressing the gaps generally. Like, you addressed earlier that there may be steps taken or steps that you may be taking, and I’m just wondering if there’s a timeline that the RCMP has to address these gaps or...

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I don’t think I -- I’m not sure that I said specific to northern communities. With regard to northern communities, we do a lot of outreach and education and programming within those communities. In terms of going forward within the human trafficking coordination centre, we’ll be looking at amending policy, amending the toolkits that are used in those communities, and that will be upcoming in the next year as we continue to staff that unit.

So, those pieces of education that would be used in those communities will be updated as soon as
possible, including the new hotline that’s coming in with public safety.

**MS. JESSICA BARLOW:** Wonderful. Thank you.

That’s my time.

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Thank you.

**MS. MEREDITH PORTER:** Thank you. The next party I’d like to invite to the podium is from Families for Justice. Ms. Suzan Fraser will have five-and-a-half minutes for questions.

--- **CROSS-EXAMINATION BY MS. SUZAN FRASER:**

**MS. SUZAN FRASER:** Thank you. Chief Commissioner, Commissioners, thank you. My name is Suzan Fraser. I am here on behalf of a number of families who have lost or who are looking for loved ones, and I am grateful that they have placed their confidence in me, and I particularly think of them today as I ask you questions. I echo the remarks of my friends in terms of the land and the support that we’re being given here today.

Ms. Dobson, you’ve provided us with a lot of helpful material, and because no good deed goes unpunished, I have a lot of questions for you. Am I right that the independent legal advice voucher for victims of sexual assault is limited to four hours?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**
DOBSON: That’s correct. For the voucher, it’s a four-hour amount of service that the victim can access.

MS. SUZAN FRASER: Thank you. And, what is the number of human trafficking protection orders that have been granted by courts in Ontario?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: As far as I know, there have been two so far since May.

MS. SUZAN FRASER: Okay. And, do you know how many have been applied for?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: I believe it is just the two.

MS. SUZAN FRASER: Okay. You have spoken of the survivor circles that support the work around human trafficking. Are the people who sit in survivor circles, are they salaried position?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: So, are you referring to the lived experience table?

MS. SUZAN FRASER: Yes.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: I don’t believe they’re salaried. I think they may receive -- that’s something we can check. They may receive an honorarium or some per diem travel expenses, but I don’t believe they’re receiving any salary for that.
MS. SUZAN FRASER: Right. You can appreciate that those people who provide their lived experience are experts and are often called upon for very little money to provide their expertise and guidance, and that continues to put them at risk in terms of living at poverty.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I understand.

MS. SUZAN FRASER: Okay. At Schedule B of Exhibit 25 -- sorry, Schedule B is what we had it as. I believe it’s Exhibit 25 now, which is the Victim Crisis Program Standards.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Mm-hmm.

MS. SUZAN FRASER: If you could turn to page 5. You define child abuse there as inflicting or threatening -- not you, but the program standard. Do you have that, ma’am?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I’m just flipping to it. I think it’s -- okay. What page are you on?

MS. SUZAN FRASER: Page 5, please.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Okay. Thank you.

MS. SUZAN FRASER: So, just at the bottom
there. Child abuse is defined as inflicting or 
threatening to inflict physical or sexual harm on a child. 
And, it’s fair to say that that’s a fairly limited 
definition of child abuse?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, I don’t seem to have the same tab. So, I’m 
sorry. Victim Quick Response Program Standards?

MS. SUZAN FRASER: I was looking at ---

MR. JULIAN ROY: I think you’re on Tab A, 
which is Victim Crisis ---

MS. SUZAN FRASER: Okay. My -- pardon me.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Sorry.

MS. SUZAN FRASER: It’s the Victim Crisis 
Assistance Ontario, and perhaps your counsel can put me in 
the right spot.

MR. JULIAN ROY: It’s Tab A and it was 
document B for you. And, I think you’re at page 5.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Okay.

MS. SUZAN FRASER: Yes, thank you.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: There we go.

MR. JULIAN ROY: Does that help?
DOBSON: Now we’re the same.

MS. SUZAN FRASER: Okay.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: All right. Okay. Yes.

MS. SUZAN FRASER: Right. So, that standard excludes emotional abuse, neglect or other kind of child abuse that’s defined in the Child and Family Services and Youth Act?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MS. SUZAN FRASER: And, it’s a fairly narrow definition?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Mm-hmm.

MS. SUZAN FRASER: Do you know what the reason for that is?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I don’t think there’s a reason why. I think it could be a matter of the two just not being in harmony. What I’d say is, if child victims present to these program services, we do serve child victims.

MS. SUZAN FRASER: They don’t have to meet a particular -- they shouldn’t have to meet a particular definition ---
DOBSON: No.

MS. SUZAN FRASER: --- if they’re ---

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: No.

MS. SUZAN FRASER: --- a victim?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: No.

MS. SUZAN FRASER: Okay. What I would like to do is look at the notion of program standards. And, you described these as being available to the public so that the public can know what they can access. But, am I right that program standards are usually what a ministry uses when it’s working with transfer payment agencies or service providers to identify the terms on which services should be provided?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: That’s one of the principle reasons why we have those standards, yes.

MS. SUZAN FRASER: All right. And, do you have any outward facing — what I would describe as outward facing standards, so that when somebody from the outside is looking at victim services, they can say, “This is what I’m entitled to.” So, an outward facing standard might say, “When you come to victim services, you will be treated in this manner. You can receive these things.”
Does that exist?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: So, we do on our website have for various programs, like our Victim Witness Assistance Program, we talk about what to expect when you come to the office, what kind of services you would receive. We have a victim services directory, so people can access the various other agencies that we fund, and they would direct them to their individual websites or their information.

MS. SUZAN FRASER: Okay. And, I’m just -- I’d like to turn to your policing partners, Chief, Inspector, Assistant Deputy Commissioner -- I’ve lost track of the ranks -- do you have outward facing standards, so that when a member of the public is coming to report a missing person, that they know -- that you say, “When you come to the police, you can expect to be treated with respect. You can expect for us to take a full and comprehensive report.” Inspector Chalk, do those exist anywhere within the OPP, an outward facing standard?

INSPECTOR TINA CHALK: We have a family guide ---

MS. SUZAN FRASER: Yes.

INSPECTOR TINA CHALK: --- which explains some of those things for someone who is coming in and reporting a family member missing.
MS. SUZAN FRASER: So, they would include the standards of what they can expect?

INSPECTOR TINA CHALK: I can’t remember exactly what each piece is, but that’s the nature of that document, so there’s a better understanding and how you might feel, all of those things.

MS. SUZAN FRASER: Chief Boland, do you have such an outward facing standard of what to expect when you ---

MS. MEREDITH PORTER: Counsel. Yes, sorry, the time’s up.

MS. SUZAN FRASER: Okay. It was part of a bigger question, but thank you.

MS. MEREDITH PORTER: The next representative I’d like to invite up to the podium is Aboriginal Women’s Action Network. Ms. Faye Blaney will have five and a half minutes for her questions.

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

MS. FAY BLANEY: Good afternoon. I wanted to say briefly who the Aboriginal Women’s Action Network is. We’re a group of Indigenous women across the province of B.C. and we’ve taken action on male violence against Indigenous women and all women for that matter, and we’ve been doing that since our inception in 1995.

As part of the World Women’s March Against
Poverty and Violence, which was the third one, in the year 2000 – the first one was in Quebec City -- Quebec, I mean – we participated and rafted down the Fraser River in the Journey for Justice, and we were opposing the implementation of alternative measures or restorative justice in cases of violence against Indigenous women, and we held five focus groups. And, we’ve also participated in organizing the annual Valentine’s Day Memorial March in the Downtown Eastside of Vancouver.

So, my first question is to Assistant Commissioner Joanne Crampton – and all of my questions are directed to you. So, my first question pertains to the trafficking of Indigenous women and girls in B.C. What steps are being taken to address the trafficking in port cities such as Vancouver or Prince Rupert, and even the trafficking internally from Prince George and other areas like that?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Currently, there is the coordinator position that I mentioned, that reports to the National Coordination Centre or certainly works with us, but reports to -- within British Columbia. And, in addition, there is a position, I’m just going to refresh my memory in terms of exactly what they’re doing, because I know they’re coming forward with a lot of initiatives in British Columbia as
part of the Opal Inquiry.

There is a position within the provincial Counter Exploitation Unit that works on human trafficking as part of their mandate, and as well we’re combining municipal, provincial and federal positions to work together to ensure that there’s joint cooperation with regard to human trafficking, completing outreach in the communities and, of course, investigations as well.

MS. FAYE BLANEY: So, at a previous hearing, we heard the testimony of Dee Stewart, an Indigenous officer, RCMP officer, in B.C. And, if I recall correctly, I think that the budget that she manages annually is, like, double or triple what NAN receives, the Nishnawbe Aski Nation, and they’re actually on the ground, the Indigenous police officers there. And, what she shared with us is that she does recruitment and community relations, and they’ve gone on canoe trips and the like. And, I’m just wondering if her office has been utilized to address any aspect of MMIWG or even human trafficking or sexual exploitation with a budget of that size.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I’m sorry, I wouldn’t be able to answer that question. I’m not aware of whether they’re working with our Missing and Murdered Indigenous Women and Girls Inquiry Group. I’m sorry.
MS. FAYE BLANEY: All right. I just wanted that on the record. So, Bill C-36 is my next question, the Protection of Community and Exploited Persons Act. So, what I’m wondering, I think you’ve already responded to previous questions about lack of records for the arrests of pimps and johns across this country, or even the implementation of that law, what I’m wondering is if pimps and johns were to be legalized, do you anticipate that the problem of sexual exploitation and human trafficking of Indigenous women and girls would be exacerbated?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Just to address your first point, there is records of pimps and johns being charged. That’s a statistic that we just don’t collect, though, at the National Coordination Centre. We collect human-trafficking-specific charges or related charges, not necessarily where a john is being charged or a pimp being charged.

With regard to your second point, I don’t know that that would end trafficking. I guess if everything was legalized and there was no money to be made, I suppose it could.

MS. FAY BLANEY: I have five questions and I really want to spend more time on this one, but I want to go on to another one that I really want to get in here.
I have been so alarmed at what has been happening in Val-d’Or, the Human Rights Watch Report with regard to police officers being the ones that are the perpetrators of sexual violence, sexual exploitation in Prince George. I have the example of Jim Fisher in Vancouver who was the counter exploitation -- like the director, and he was charged. And so, I’m wondering what is being done to address this issue, or even this attitude of the abuse of power among police officers?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

There’s -- if someone is accused of abuse of power, there would be an investigation that’s conducted, and a disciplinary hearing could take place, or discipline could be provided. If there is an accusation, then it would be fully investigated.

MS. FAY BLANEY: I’m not allowed to ask anymore, am I? I have another question for her.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Thank you.

MS. MEREDITH PORTER: Thank you. The next representative I would like to invite to the podium is from the Inuit Tapiriit Kanatami. Ms. Elizabeth Zarpa will have five-and-a-half minutes for questions.

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

MS. ELIZABETH ZARPA: Good afternoon. My
name is Elizabeth Zarpa, and I’m legal counsel representing Inuit Tapiriit Kanatami. ITK represents 65,000 Inuit throughout Canada, prominently in the north, but also in southern urban centres like St. John’s, for instance.

I want to acknowledge the original inhabitants who lived and continue to live in Newfoundland and Labrador prior to European settlement, namely the Beothuk, Mi’kmaw, Nunatsiavut and also the Innu. I want to acknowledge and thank Inuk Elder Ms. Peogie (phonetic) for travelling here all the way from Labrador and keeping the qulliq lit all throughout this week.

My questions are going to be predominantly for you, Mr. Joe Boland. Can I call you Mr. Boland?

CHIEF JOE BOLAND: Totally.

MS. ELIZABETH ZARPA: In your 36 years’ experience with the RNC, have you worked with Indigenous people from Newfoundland and Labrador?

CHIEF JOE BOLAND: I have worked on certain committees where there has been representation from Indigenous, yes.

MS. ELIZABETH ZARPA: Have you worked with Indigenous women and girls who have experienced violence?

CHIEF JOE BOLAND: I have -- again, I have worked on committees where there have been women, yes,
Indigenous women that have experienced violence.

**MS. ELIZABETH ZARPA:** And, have you worked with Indigenous women and girls who have experienced sex trafficking within Newfoundland and Labrador?

**CHIEF JOE BOLAND:** I personally have not.

**MS. ELIZABETH ZARPA:** And, could you please explain who the Indigenous groups within the Province of Newfoundland and Labrador are?

**CHIEF JOE BOLAND:** Well, we have in St. John’s area, we have -- I couldn’t -- I probably can’t, no. I can think about, you know, Mi’kmaw and the Qalipu, and the West Coast, and the Inuit, and the Innu in Labrador, but I don’t have and I don’t possess to know a lot about the Indigenous, but I’m learning as I go.

**MS. ELIZABETH ZARPA:** Thank you. And, where in the RNC training do officers learn about the Indigenous people of this province?

**CHIEF JOE BOLAND:** It is a gap, and that’s why we bring in people in our community from the St. John’s Native Friendship Centre to teach our recruits, to our senior management and to others in our training day more about the cultures of the Indigenous people of our province.

**MS. ELIZABETH ZARPA:** So, is there mandatory training for RNC officers?
CHIEF JOE BOLAND: It is, yes.

MS. ELIZABETH ZARPA: And, could you please elaborate in brevity what that is?

CHIEF JOE BOLAND: Well, what it is, is that -- the training you mean or...

MS. ELIZABETH ZARPA: The training that RNC officers have in relation to understanding who the Indigenous population is within this province.

CHIEF JOE BOLAND: Well, it’s -- as I said, you know, in Corner Brook if you look at, it’s been involved with the community in Corner Brook. It’s reaching out. This is a very complex topic that we’re talking about. We haven’t learned this in our history coming through school, and we’re trying to learn more. And, the best way for us to learn more is to reach into the community, the people from an Indigenous community that can come in and speak to us about culture, and about language, and what’s acceptable and what’s not acceptable.

So, we invite -- if you’re in the St. John’s area, it’ll be the St. John’s Native Friendship Centre that will come in and offer that training to us. In Corner Brook, it’s the different organizations within the Qalipu and same in Labrador.

MS. ELIZABETH ZARPA: Thank you. And, would you agree that understanding Indigenous peoples of
this province’s realities is an important aspect of working on issues like violence against missing and murdered Indigenous women and girls?

CHIEF JOE BOLAND: I 100 percent agree, and there’s no way to really get to a solution until we learn more.

MS. ELIZABETH ZARPA: And, would you agree that usually people who can speak to Indigenous realities are Indigenous people themselves?

CHIEF JOE BOLAND: Absolutely. And, my experience has been -- on any of the committees that I have sat on is the persons with lived experience, the persons that -- you know, the Indigenous community and with their cultures, they’re the ones that bring the most insight. We, I think -- you know, when -- especially -- I’ll say this for myself, that when I attend committee meetings, I’m there for the best interest, but sometimes, my lack of knowledge can cause problems as well.

MS. ELIZABETH ZARPA: And, in your biography, it outlines that you are on the newly formed provincial steering committee on violence against women and girls?

CHIEF JOE BOLAND: Correct.

MS. ELIZABETH ZARPA: And, on the steering committee, there is no Labrador Inuit woman on that
committee; correct?

CHIEF JOE BOLAND: It is correct, but I think Chris Sheppard has stepped back, and I think there is going to be a person appointed to that committee from the Indigenous women.

MS. ELIZABETH ZARPA: And, would you make a recommendation that, moving forward, any Newfoundland and Labrador provincial committee dealing with violence against women, girls and LGBTQ2S include Inuit women and girls?

CHIEF JOE BOLAND: I would.

MS. ELIZABETH ZARPA: Okay. And, in Exhibit 41, it states on page 16 and 18 that the RNC worked with the Qalipu in 2016 in relation to going camping, engross more (phonetic) and also Aboriginal Day. You also testified that there’s programming happening here on the island with the Mi’kmaw of Western Newfoundland, but can you please elaborate on whether the RNC are doing any specific Inuit programming in Labrador? Because from what I understand, the RNC are also stationed in Labrador West.

CHIEF JOE BOLAND: Yes, Inspector Tom Warren is the officer in charge, and it’s my understanding from an email that they sent me is that they’re very active with the Indigenous community in Labrador, sit on
many of the committees similar to the ones in Corner Brook.

**MS. ELIZABETH ZARPA:** That’s my time.

Thank you.

**MS. MEREDITH PORTER:** Thank you. The next party I would like to invite to the podium is from the Missing and Murdered Indigenous Women and Girls Manitoba Coalition. Ms. Sandra Delaronde will have five-and-a-half minutes for questions.

--- **CROSS-EXAMINATION BY MS. SANDRA DELARONDE:**

**MS. SANDRA DELARONDE:** Good afternoon, Chief Commissioner and Commissioners. I would like to acknowledge the spirit of the ancestors of this land and the space that we are in. And, we say, to encompass all of creation, we acknowledge all of our relations.

I bring these questions forward in the most humble way that I know, and for the -- in honour of all the women and the communities that have fought for many years and across generations for this Inquiry for an opportunity for our voices to be heard and for the safety of the -- of our loved ones that have -- are now here and those yet to come.

And, my first question is to Inspector Chalk, I think? Is it Inspector? Yes. Okay. So, when you had talked about -- asked about racism -- or
questioned about racism, you noted that part of it is how the victim feels that contributes to their vulnerability. Does that vulnerability play a factor in how cases are investigated?

**INSPECTOR TINA CHALK:** I’m not sure. If you can explain the question a little bit better for me?

**MS. SANDRA DELARONDE:** When you were questioned about racism this morning, you said that often it’s how the victim internalizes racism ---

**INSPECTOR TINA CHALK:** Yes.

**MS. SANDRA DELARONDE:** --- that contributes to their vulnerability. So, if a victim is feeling vulnerable, does that play a factor in how their cases are investigated in terms of being victims of human trafficking?

**INSPECTOR TINA CHALK:** I think it would be much more difficult, because if they’re feeling like that, they probably aren’t going to be open with the officer and they’re probably not going to be able to articulate what’s really happening to them if they feel they’re not believed. So, I think that would absolutely be an issue.

**MS. SANDRA DELARONDE:** So how does your police service then work with and train officers to support those victims?
INSPECTOR TINA CHALK: Well, generally the officers who are involved in this are specialist officers, so they would have that Indigenous training or should or will be. And so they have that understanding to start out with and they're compassionate officers who are driven to help victims of crime, particularly sexual type crimes. So I think the officers that are dealing with that when they're taking their statements and things, that those are the officers that really understand this, to some extent. But I think there's other things that we can do as well, and something I've never thought about, but just simple things like asking a victim if they wanted to have -- use a feather, for example, while they're giving a statement, I haven't thought about that. Those type of things are very important. I think we need to think through some of those things. That would help.

MS. SANDRA DELARONDE: Okay, thank you. So you had also noted that your officers are required to take Indigenous cultural training. Are you able to track data or collect data on whether this training is effective in the performance of their work with Indigenous people and particularly victims of human trafficking?

INSPECTOR TINA CHALK: I'm not sure how you would track that unless they were subject of a complaint or something along those lines, perhaps if you could
cross-check that whether those people had had that
training or not. I'm not sure how else. I would have to
think through ability to do that.

MS. SANDRA DELARONDE: Okay, thank you.

My next question is for Deputy Commissioner
Crampton. You had noted that there is an Indigenous
liaison in Nova Scotia in human trafficking. Is there
consideration given to hiring an Indigenous liaison in
every province or division where the RCMP is ---

ASSISTANT COMMISSIONER JOANNE CRAMPTON: We
---

MS. SANDRA DELARONDE: --- contracted?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Oh, sorry. Yes, we've talked about that as a best
practice and we'll certainly be moving that forward as a
recommendation to other provinces to consider. We have
Aboriginal or Indigenous liaisons in most -- or in a lot
of the communities. And that should be a role that could
be incorporated into some of what they do or in an
additional position if their workload wouldn't allow for
human trafficking investigations and outreach.

MS. SANDRA DELARONDE: Okay. You also
noted this morning that you do collect information on
victims. I'm wondering as well, do you collect
information on perpetrators of crime and develop profiles
as such?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, we do.

MS. SANDRA DELARONDE:  Okay.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: In Project Safekeeping, the result of that review came out with several -- or several pieces of information, one of which was a profile of a trafficker, as well as what types of groups are involved in trafficking, and there was a lot of data in that particular project that came out.

MS. SANDRA DELARONDE:  Okay, thank you.

And my last question is to Assistant Deputy Minister Dobson, you mention in the Indigenous Justice Division you noted that this morning.  So my question is, how many Indigenous people with lived experience in community do you have in decision-making positions in your area of responsibility?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON:  So the Indigenous Justice Division is another division in our ministry, in the Ministry of the Attorney General.  It has an assistant deputy, attorney general and about 30 or so staff I believe.  And I would say the majority of the staff that are there are Indigenous.

MS. SANDRA DELARONDE:  Okay.  Just one more quick question, of the 220 transfer payment organizations,
who makes the decision on where those -- on the funding processes? Is it -- do you have Indigenous people with lived experience and community as part of that decision-making process?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Not in the funding decision per se; however, the program designs and evaluations and the improvements we make to programs. As I mentioned, we have a number of tables where we talk about and discuss our victim services, including Indigenous partners that we ---

MS. SANDRA DELARONDE: Thank you.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: --- they have those conversations with.

MS. SANDRA DELARONDE: Thank you.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Thank you.

MS. MEREDITH PORTER: Thank you.

The next party I'd like to invite to the podium is from Regina Treaty Status Indian Services. Ms. Erica Beaudin will have five-and-a-half minutes for questioning.

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

MS. ERICA BEAUDIN: Good afternoon.

Wela'lin to the Elders, drummers and singers for their prayers, songs and nakurmiik for the lighting of the
qulliq. Thank you to the Elder for the welcome to the unceded territories of the Mi'kmaw and Beothuk as well as the Inuit people who call this home.

My name as stated is Erica Beaudin. I hold the position of Executive Director of the Regina Treaty Status Indian Services out of Treaty 4 territory in what is now Saskatchewan.

My first question is to Assistant Commissioner Joanne Crampton. What is your knowledge of the role of Indigenous gang activity in the issue of sexual exploitation or human trafficking of -- pardon me -- of Indigenous women, girls and two-spirited individuals? And before you answer that, the follow-up is, is it mainly in the grooming and recruitment? Do they work or partner with larger criminal organizations, in particular, non-Indigenous ones?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Thank you for that. In Project Safekeeping we identified that gang activity is quite prevalent within the area of human trafficking, but generally working on their own and not necessarily as a gang -- as a group, I should say. They're making profits individually, although they're associated to gangs and are gang members.

So there is a prevalence there. It's not necessarily associated to organized crime and there's no
evidence to say that the gang -- the entire gang would be involved in something like that.

**MS. ERICA BEAUDIN:** So when there is women who are taken from the streets and they go to the next province, you're saying that's still localized gang activity?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Not necessarily. So trafficking could be being sold to someone who's working in another community, or it could be the trafficker themselves who is moving their people that they're trafficking to another area.

So, generally, people work alone when they're -- when they are trafficking. They might work in conjunction with a partner, a female partner or sometimes a male partner, but oftentimes it's alone and it's not necessarily an organized crime type activity.

**MS. ERICA BEAUDIN:** Okay, thank you.

My next question is for Ms. Dobson. I understand that provinces mostly in the justice ministries decide what model of victim services they choose. It would seem -- pardon me -- that Ontario has chosen a combination victim services model; that is both police services as well as NGOs or Indigenous groups hold these. Do you feel it's important for victims to have a choice in who they choose to support them in this process?
Assistant Deputy Attorney General Juanita

DOBSON: Yes.

MS. ERICA BEAUDIN: Do you believe that -- would you make that as a recommendation that victim services models are most effective when there is a choice between the systems that perhaps are not trusted as well as other organizations outside of those judicial systems?

Assistant Deputy Attorney General Juanita

DOBSON: Yes, in fact, many of our program services are designed that way so people can make a choice. They can come to our service without having to, for example, report to police.

MS. ERICA BEAUDIN: Thank you very much.

Chief Boland, it's definitely encouraging to hear your presentation this morning. I have to say the position of an analyst to oversee or to be that somber second look, if you will, of files is the first I've heard in determining, amongst other things, unconscious bias. Does this include racial bias?

Chief Joe Boland: It includes all biases.

MS. ERICA BEAUDIN: Okay. So unconscious bias at best is ignorance and at worst it's not unconscious at all. It is outright racist. Do you believe that position, such as this analyst position, is important in creating accountability within your force, as
CHIEF JOE BOLAND: Absolutely.

MS. ERICA BEAUDIN: Would you recommend this position or positions to other police forces?

CHIEF JOE BOLAND: I would.

MS. ERICA BEAUDIN: Thank you.

My next question can be answered by any of the police representatives on the panel. As you are aware, the grooming of a victim often precludes sexual exploitation and trafficking. This can be having the victim participate in criminal acts so they won't go to the police. Pardon me. Both with personal experience as well as truths told to me, I present the following recurring situation.

Even in working in partnership with the police before we bring in a victim to request assistance in keeping them safe, these victims have their names run, and if they are wanted or suspected they are detained and sometimes charged. The end result, they either leave, and in some cases are more in danger, or they have been treated like the perpetrator or criminal and are now part of the legal system process, which may include removing children from their care.

What could be done by police forces so that victims who come forward for assistance are not subjected
to this treatment; and secondly, any solutions that you may state, how can this be enacted into policy and procedure?

**INSPECTOR TINA CHALK:** I could say that I'm not sure why they would be ran if they were victims coming in to provide information. That wouldn't be something that would be a routine process for us to do. And I can say that we do see situations which are very difficult where trafficked women end up becoming traffickers, and we all know because of the fact that they’re victims and all of the information that -- the coercion, that they then become an offender, and it’s a very difficult scenario to be in for the police, because sometimes we have -- that they may have assaulted someone else, badly assaulted someone else, and that person wants them charged, for example.

So, it can get really complicated, but we do have an understanding that the reason they’re in that position in the first place was because they were a victim and all of the trauma that goes with that. So, those are the type of scenarios where officers really need to understand it and get to the bottom of what has happened, and the courts also need to look at the whole entire situation and really understanding that, and it’s very complicated.
MS. ERICA BEAUDIN: Thank you. Any others would like to respond?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Go ahead, if you want to answer.

INSPECTOR TINA CHALK: Oh, no. That’s all right. Thank you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

No, that’s fine.

MS. ERICA BEAUDIN: No, that’s fine.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Thank you.

MS. ERICA BEAUDIN: Thank you very much.

MS. MEREDITH PORTER: The next party I’d like to invite to the podium is from the Congress of Aboriginal Peoples. Ms. Alisa Lombard will have five-and-a-half minutes for questioning.

--- CROSS-EXAMINATION BY MS. ALISA LOMBARD:

MS. ALISA LOMBARD: Thank you. Good afternoon. Wela’lin to the Indigenous peoples of these beautiful lands for welcoming us. To the elders, the families, the Commissioners, witnesses and counsel, thank you for sharing and listening today.

Assistant Commissioner Crampton, you mentioned under reporting by victims and survivors. You spoke about the importance of education, to deliver
messaging, to make sure people know what human trafficking really is. You also said that a lot of women and girls who are in an exploitative situation don’t know or perhaps truly understand that they’re in that very situation. Is this a correct understanding of your testimony?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

That’s correct, yes.

MS. ALISA LOMBARD: Building on my colleague Ms. Teillet’s thoughtful reference, the need for police policies and procedures to ensure further harm is not caused to Indigenous women and girls, and building on Ms. Blaney’s comments with respect to the abuse of power, I want to boldly and directly raise the role of power and its institutional nerve centres in so-called under reporting. This goes to trust in police, which was raised by this panel multiple times as a significant barrier to building relationships. The example I’m about to relate may be triggering.

In 2015, CBC reported, based on RCMP adjudication documents obtained by them, that an RCMP constable, “Took an intoxicated Aboriginal woman he had arrested out of a cell and drove her to his northern Manitoba home to pursue a personal relationship.” This article goes on to say, “And documents reveal that his fellow officers teased and goaded him by text about how
far he might go, including what the officers termed ‘jokes 
about specific sexual acts’.” The article also reported 
that the senior officer in the detachment first said, “It 
wasn’t right” for the constable to take the woman out of 
custody, but finally said, “You arrested her. You can do 
whatever the [expletive] you want to do.”

A written decision was not delivered until 
2014, though the alleged event occurred in 2011. The 
constable admitted to the allegations, got a reprimand and 
lost pay for seven days. CBC’s report does not speak to 
the investigation’s reprimand of any other officer or the 
constable and questioned superior. In the same CBC 
article, Meghan Rhoad, a women’s rights researcher with 
New York based Human Rights Watch said, “If communities 
can’t trust police to behave properly, how can Indigenous 
women and girls feel that these are people they can go to 
for protection?”

Inspector Chalk, what are your views and 
what is your experience with the investigation and 
prosecution of officers and other persons in positions of 
authority and trust?

INSPECTOR TINA CHALK: Well, we have a 
professional service branch within our organization that 
are the ones that prosecute those. But, I can say that 
it’s not acceptable, absolutely, what you’re saying. And,
we have a high standard of acceptability to these things
and we would prosecute people. And, I personally have
charged police officers. I’ve supervised the charging of
police officers. I’ve disciplined my own members. And, I
wouldn’t, for a moment, think to not do that in those
circumstances, and I am confident that those that we’re
putting in these leadership positions would feel the same.

MS. ALISA LOMBARD: Thank you. Assistant
Commissioner Crampton, what do you think the RCMP can do
to better hold itself accountable? What preventative and
punitive measures are or should be in place, and how much
importance do you ascribe to institutional independence in
the conduct of investigations of this nature?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
With regard to your last point, I think it’s extremely
important that we have independence in investigations
which we have been putting in place right across the
country. I’ve worked in provinces where we’ve put that in
place and I’ve worked in conjunction with the government
to ensure that it is in place for us, so that we’re not
doing our own investigations of any type of serious nature
at all, especially the type of scenario that you’re
describing, which is incredibly disturbing.

With regard to internally and what we’re
doing, the RCMP is doing a lot of work internally to
ensure inclusiveness, to ensure a lack of harassment within to ensure a safe workspace, which will in turn also contribute to how we treat our communities that we police. I think we need to be healthy inside in order to be healthy outside as well. So, I think a lot of the work that we’re doing right now in terms of cultural change will also make us better in policing communities in a more inclusive and respectful manner.

MS. ALISA LOMBARD: Thank you. In the few moments we have left, Chief Boland, do you have anything that you’d like to add to that?

CHIEF JOE BOLAND: Here’s what I’ll say, is that the uniform that we wear gives us an opportunity to reach into our community and help people. It allows us to get a trust that most people have to work very hard to get. It gives us access to vulnerable people. And, as I said this morning, this afternoon, when you look at the core values that I spoke of, that’s what I expect and that’s all I will tolerate.

I have the position as head of an organization that can change culture from within and, you know, how can we better understand our Indigenous community when we can’t get people to trust us, to come forward, to be able to tell us their issues, and for us to get a better understanding of their culture?
MS. ALISA LOMBARD: Thank you. I have so many more questions, but my time is up. Thank you.

MS. MEREDITH PORTER: Thank you. The next party I’d like to invite to the podium is from Animakee Wa Zhing No. 37 First Nation et al. Ms. Whitney Van Belleghem will have nine minutes for questioning.

--- CROSS-EXAMINATION BY MS. WHITNEY VAN BELLEGHEM:

MS. WHITNEY VAN BELLEGHEM: Good afternoon.

I would like to start by acknowledging the ancestral territory that we are here on today of the Beothuk, the Mi’kmaw, the Inuit, the Innu people. And, I would like to acknowledge and thank the families and survivors, the elders that are here, the Commissioners and the Inquiry staff.

My questions today are for Inspector Chalk. During your direct examination this morning, you discussed that a challenge for policing in relation to human trafficking is that it’s cross-jurisdictional. You mentioned that your unit would call and communicate with other police services, including First Nation police services, when you suspect that they may have a case that involves human trafficking.

Can you please elaborate on what the OPP is doing to coordinate and what else the OPP is doing to coordinate with and support First Nation police services
such as Treaty 3 Police and the Nishnawbe Aski Police Service?

**INSPECTOR TINA CHALK:** Yes. So, with the nine self-administered police services, they are part of the strategy. So, they are given some funding from the ministry through the OPP, and it is specific to wages, so it’s to designate one officer or part of an officer, depending on the funding, to be the one who is that contact piece.

So, in the development of that strategy, I engaged all of those police chiefs of all those services and I had lengthy discussions about what it looks like in their service, how we can assist, and I offered all of them that at any point we would come to assist them with investigations, as well as training.

So, human trafficking training, and some are small services, but I’d be more than willing to stay for two, three, four days, whatever it takes, to make sure that training happens. So, we’re really trying to engage them that way.

And then we have our Missing and Awareness Days, and then I had spoken about with missing persons cases, when we do this analysis, to determine if there is a missing person from a First Nation community, that we again are engaging to say, is there anything that we can
do? How can we assist you? And, places like the Canadian Centre for Child Protection, which I mentioned, ensuring everyone knows about that. So, we really are trying to close those gaps and make that engagement stronger, and we’ll continue to do that, and we’re always happy to offer assistance when wanted.

**MS. WHITNEY VAN BELLEGHEM:** You also mentioned during your direct examination that one jurisdictional barrier to effectively dealing with human trafficking is that you do not currently have real time access to police reports in other jurisdictions. Can you elaborate on what other jurisdictional barriers exist in coordinating between the OPP and First Nation Police Services with respect to human trafficking and sexual exploitation?

**INSPECTOR TINA CHALK:** So, I think -- and it has been brought up by another member, but the fact that there isn’t funding for First Nations Police Services for these specialty positions. So, through our strategy, they’re giving some funding, but it’s not nearly what’s needed. They need to have an understanding and expertise into these things as well, so we’re trying to offer our training and do these things to help, but it would be a major benefit if they had the same thing, if they had detectives working within their service that were funded
properly so that they could be engaged in a more meaningful way. Because my understanding is sometimes it’s difficult to do regular patrol as opposed to these specialty recognition of these type of cases where we have talked about so many times where we need to find them. We’re not expecting victims to come to us. We have to figure it out, and that’s a lot of work and some specialty work.

**MS. WHITNEY VAN BELLEGHEM:** And, aside from funding, are there other opportunities to improve on the jurisdictional barriers between the OPP and the First Nation Police Services?

**INSPECTOR TINA CHALK:** So, I spoke to the Powercase program, which is a Major Case management program, and I think it would be of great benefit if the police -- First Nation Police Services all utilized that program. My understanding is that one does, at this point, out of the nine, but it would be very helpful. I mean, many times, the OPP may have come to assist with those cases, and then we would add it to Powercase. But, I think, for all the reasons I suggested earlier, them having that real time ability to use Powercase, look at those trends, different people’s names, all of that would be a benefit.

**MS. WHITNEY VAN BELLEGHEM:** Thank you. I
would like to discuss now the issue of awareness. Earlier
today and in Exhibit 14, which was titled “Human
Trafficking in 2018, Current Police Landscape,” you
indicated that a lack of awareness is a barrier to
addressing human trafficking and sexual exploitation. I
take it then that you agree that increasing awareness and
education are important parts of the response to human
trafficking?

**INSPECTOR TINA CHALK:** Yes.

**MS. WHITNEY VAN BELLEGHEM:** And, now,
Commissioner Crampton I believe was asked today by another
party whether it’s true that human trafficking does not
just occur in urban centres, but that it’s also occurring
in smaller rural communities and remote First Nations.
She indicated that this was true, would you agree?

**INSPECTOR TINA CHALK:** I would agree, and I
think that this is a perception of most citizens, that
they think this is a big city issue. And, in fact, couple
-- the conferences that we had held last year, one in
Kenora and one in Barrie, that was a big focus, to have
people have an understanding that this is not just a big
city issue. This is happening everywhere. So, that
awareness is a difficult piece, because many civilian
members do not understand that as do many police officers
not understand that.
MS. WHITNEY VAN BELLEGHEM: And so, then you would agree that it’s important to provide this awareness and education in the First Nation communities?

INSPECTOR TINA CHALK: Yes.

MS. WHITNEY VAN BELLEGHEM: My clients are concerned about the well-being and safety of their children and youth in their communities. Would you also agree that First Nations should receive resources to develop and implement education and awareness programs in the community that teaches youth what constitutes sexual exploitation and trafficking, what are the signs that someone is being exploited or trafficked, what to do when you suspect someone else is being trafficked, and what resources and supports are available to those experiencing exploitation and trafficking?

INSPECTOR TINA CHALK: All of that would enhance the abilities of the First Nations Police Services to fight this crime, absolutely.

MS. WHITNEY VAN BELLEGHEM: I would like to talk now about the training. This morning, you mentioned -- you gave evidence that the Ontario Police College provides 90 minutes of training on human trafficking to new recruits. Given the significant impact of human trafficking facing Indigenous communities in Ontario, would you agree that the Ontario Police College should
provide more extensive training on human trafficking?

INSPECTOR TINA CHALK: The more training you could have, it could only enhance officers’ understanding.

MS. WHITNEY VAN BELLEGHEM: And, you also stated that there were gaps for officers in Ontario regarding human trafficking and Indigenous people. Does the Ontario Police College training for human trafficking currently include any Indigenous specific components?

INSPECTOR TINA CHALK: I’m not sure.

MS. WHITNEY VAN BELLEGHEM: Bullet point (c) of the recommendations put forward on your behalf and the OPP, I believe that was Exhibit 19, it recommends that Indigenous communities be consulted on the design of police training with respect to human trafficking.

INSPECTOR TINA CHALK: Yes.

MS. WHITNEY VAN BELLEGHEM: Would you agree that that -- sorry. Would you agree that an important rationale behind that recommendation is that this training should be culturally appropriate and unique to the First Nation communities that the officers are providing services in?

INSPECTOR TINA CHALK: I do agree.

MS. WHITNEY VAN BELLEGHEM: You also mentioned that the OPP is working towards adding human
trafficking training to its block training to reach more seasoned officers. Would you recommend that this training be culturally specific and that the First Nation communities that these officers served in -- sorry, that the officer serve in are involved with designing and providing this training?

**INSPECTOR TINA CHALK**: Absolutely. And, what we have started with is that, as I explained, the Elder’s Council and the Survivor’s Council. So, the difficulty with block training is it’s standard training for everyone, but it doesn’t mean that that can’t be taken back to the community and furthered on. But, we are definitely looking at any kind of training we need to put through those processes so that we can ensure what we’re putting out is proper and culturally proper.

**MS. WHITNEY VAN BELLEGHEM**: And, can you explain why it’s important for this training to be culturally specific?

**INSPECTOR TINA CHALK**: You know, I absolutely feel that when you understand it from the view that -- and partially -- and I thank the Inquiry for this, because I have learned a lot since I prepared for my testimony, and I have had the Indigenous training as well, and I have worked in Rama, particularly, with a lot of Indigenous officers, but my understanding has grown
incredibly. And, when you learn that empathy piece, it all can come together in a much better way that you can be much more productive for the victims and survivors that you’re ultimately wanting to help.

**MS. WHITNEY VAN BELLEGHEM:** And, that’s all my time for today, so I would just like to thank you for taking the time to answer my questions.

**INSPECTOR TINA CHALK:** Thank you very much.

**MS. MEREDITH PORTER:** Thank you. The next party I would like to invite to the podium is from Concertation des luttes contre l’exploitation sexuelle. Ms. Diane Matte will have five and a half minutes for questions.

--- **CROSS-EXAMINATION BY MS. DIANE MATTE:**

**MS. DIANE MATTE:** Merci. J’aimerais reconnaître le territoire sur lequel nous sommes aujourd’hui et la nation Mi’kmaq, les remercier. Je voudrais surtout remercier les femmes autochtones qui depuis des dizaines et des dizaines d’années ont travaillé à obtenir une commission pour enfin avoir un début de vérité sur la réalité de la violence envers les femmes autochtones. Mon organisation et moi, on est debout en solidarité avec toutes les femmes autochtones qui luttent contre la violence des hommes envers les femmes. I was just saying, because I know there is an interpretation,
but I want to say this in English. I stand, and we stand as feminists in solidarity with Indigenous women that have been fighting for decades to get this Commission, and we want to recognize their day-to-day work and offer them our solidarity.

I’m going to speak in English since it’s going to be easier, I guess, for you. A couple of things. First of all, I guess, my first block of questions would be the Assistant Commissioner, Ms. Crampton. I was -- we have a law in Canada since 2014 that criminalizes the buying sexual acts. For us, it is a very important piece of law that should give us the possibility to work more forcefully or more directly on the question of either preventing and also eliminating violence against women.

I was surprised that in your documents you don’t refer to that law as a tool against human trafficking. I think that we’re in a situation where we work -- we see -- I’m afraid that we see these as in silos as if on one side prostitution is there, sexual exploitation is there and human trafficking is out there. So, I would like to know why there is no mention to -- of the law, first of all.

And, also, we know that from the first work that feminists have been doing on the question of human trafficking, that attacking the demand is essential. So,
I would like to hear you about what is the RCMP doing to
attack the demand for sexual -- paid sexual acts?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Thank you for that. I guess it’s not highlighted because
it’s work that’s continually ongoing, and it’s been like
that since as long as I can remember, which is over 30
years now. And so, that is part of every day business in
terms of tackling the issue of the sex trade and the
procurement of that activity.

Our focus more in particular for this
Inquiry was with regard to human trafficking, so we, kind
of, stayed, I guess, in that lane and spoke more about the
sexual exploitation that happens as a result of human
trafficking. But, certainly, if we curb that activity --
and as I said, there’s projects that are ongoing across
the country on a regular basis, when I did the outreach
for this Inquiry and for my testimony, I heard about
projects everywhere that are ongoing with regard to
targeting the johns, and in particular, targeting people
that are looking to purchase sexual favours from underage
people.

**MS. DIANE MATTE:** It is my understanding,
though, that there is a lot of police services that do not
actually apply the law. So, you probably don’t see a lot
of johns that are being pursued under the new law.
ASSISTANT COMMISSIONER JOANNE CRAMPTON:
I’ve certainly seen a lot. As I said, when we gathered the information for my testimony, there was a lot of reporting on that and a lot of initiatives that are coming up including in -- you know, in several provinces across the country.

MS. DIANE MATTE: Okay. My next question would be to Chief Boland. You were talking about a very interesting program that talks about men being engaged into fighting violence against women. I’d like to know, in the program that your Constabulary are doing, are you talking about the question of prostitution as a form of violence against women?

CHIEF JOE BOLAND: The program -- you’re talking about the programs with men and boys?

MS. DIANE MATTE: Yes.

CHIEF JOE BOLAND: Education for men and boys? I think that’s more to do with violence against women and girls, and it’s specific -- one program is just specific to women and girls, and the other one is with the St. John’s Native Friendship Centre, which is more specific to the Indigenous, and I just think that they both mirror each other.

MS. DIANE MATTE: But, do you include prostitution in the forms of violence against women you’re
talking about?

CHIEF JOE BOLAND: It’s not a program that we run from the Constabulary. It’s a program that -- one of our members is a chair of the program with the Newfoundland Labrador Violence Coalition, and the other one is with the Native Friendship Centre.

MS. DIANE MATTE: Okay. Thank you. My time is almost up. I wanted to -- someone talked about very eloquently earlier about the importance of making the police responsible. Also, you were saying yourself we have to be healthy inside if we want to be healthy outside. I was wondering if we connect with the law that exists criminalizing sexual acts, would it be something that you could be in agreement with -- to have a policy -- a clear policy for police force people, men, not to buy sexual acts in Canada?

Just -- yesterday, I heard you have a new -- made a press statement about police officers cannot smoke pot even if it’s going to be legalized very soon. We know that buying sex is criminal in Canada. Are you ready to have a policy and state clearly that policemen should not buy sexual acts in Canada?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

The law states that, so we would refer to legislation, the Criminal Code. And, policies are generally with regard to
investigative procedures or what you’re referring to would be under Code of Conduct, and so it’s more broad which would state, if you commit a criminal act, then you would be investigated for that.

MS. DIANE MATTE: It could be in the Code of Conduct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: It is captured within that, when we state with regard to criminal offences. Yes.

MS. DIANE MATTE: Thank you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: You’re welcome.

MS. MEREDITH PORTER: Thank you. The next individual up for questioning is Commission counsel, Thomas Barnett. And, Mr. Barnett will have five-and-a-half minutes for questioning.

--- CROSS-EXAMINATION BY MR. THOMAS BARNETT:

MR. THOMAS BARNETT: So, I’d just like to begin by echoing the sentiments expressed by people here today in acknowledging the traditional territory of the Beothuk, the traditional territory of the Mi’kmaw in Labrador, the Inuit and the Innu. Thank you.

This question is for Assistant Deputy Minister Dobson. There’s a little bit of background to this question, so I’ll try and go through it slowly here.
During our Part 1 hearings, we have heard from survivors and family members that Victim Services have been inadequate. Specifically, in Ontario, we have heard that Indigenous women, particularly sex workers, have a difficult time accessing compensation. We have heard that even when they are successful in receiving compensation through the Criminal Injuries Board, the amounts they receive are less than other victims of crime. We have heard this makes them feel less worthy of compensation.

So, my question is this: What changes have been made in terms of programs, approaches, et cetera, to ensure access to services and equitable compensation for Indigenous women and girls?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** So, in terms of the services -- I’ll start there first. So, I mentioned about Indigenous Justice Divisions, Indigenous Victim Services specifically, that has been -- and there’s a list of what the programs are there. In terms of the compensation, I’m not aware of that information, but I would say one thing is during the Sexual Violence Harassment Action Plan, there was a change to the limitation period, for example, for sexual assaults, victims to come forward and seek compensation. So, that could address, perhaps, like historical
situations, that sort of thing. But, certainly, if there
is a concern around the compensation, that’s something I
can take back to my colleagues.

MR. THOMAS BARNETT: Just as a follow-up,
can I just ask you simply, what can be done to improve
access to services and compensation for Indigenous victims
of crime?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: So, for services, we are working closely with
developing Indigenous-led, Indigenous-delivered services
for victims. For the compensation side, I mean, there
could be changes made. It’s a piece of legislation that
governs the Criminal Injuries Compensation Board, but also
there are adjudicators on the board, and perhaps there is
opportunity to do more outreach to those adjudicators
around the compensation awards.

MR. THOMAS BARNETT: In terms of people
that work with the victim compensation board, can you tell
us how many of those people have either frontline work
experience or lived experience for sex trafficking?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: The Criminal Injuries Compensation Board? I’m
not aware.

MR. THOMAS BARNETT: Okay. This question
is for Chief Boland. You mentioned a scenario where
officers responded to a mental health crisis, where they had, unfortunately, two options, either make an arrest or walk away. If you can, if you could imagine that you had access to all the supports that you needed, all the funding that you needed, can you tell us what would happen in that scenario, and what services would be accessed and what would happen?

CHIEF JOE BOLAND: Well, first of all, if we had access to 24/7 mental health mobile crisis response, that would have been the appropriate response in that case. So, that would have sent an unmarked video into an area, with a plain-clothes police officer and a healthcare provider. That service is -- we currently have, it operates from 9:00 a.m. to 11:00 p.m. And so, the situation I spoke about was at 2:00 a.m.

The other thing is having no -- you know, no or low-barrier shelters, and currently, the officer that would be at that scene that night, the only option would be to detain the person. There was nowhere to take the person other than to the lock up. And so, the officer would have had to make the decision whether or not that was appropriate or let the person stay on the streets.

MR. THOMAS BARNETT: Sorry, Assistant Deputy Minister, I just want to go back -- Assistant Deputy Minister Dobson. I just want to go back to my last
question, I think what I was getting at is that we have heard throughout the Part 1 hearings is that at, sort of, all stages throughout the trial, throughout the justice system process, all the way from submitting, like, a report of a crime, going to court, and then following court after is that Victim Services for Indigenous women and girls has been inadequate. That’s what we’ve heard and that’s the feeling that we’ve heard from those people as well.

So, given that, what things do you plan to do for the future to change that feeling that has been expressed during this process?

**ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON:** Thank you for that question. Outside of the Criminal Injuries Compensation Board -- I’ll set that aside. So, in terms of Victim Services, for the work that we do. We certainly are working with the agencies that provide Victim Services around improving their knowledge of Indigenous people and the needs of their community. We are also working through the Ending Violence Against Indigenous Women and Girls Executive Table and the provincial committees on implementing Indigenous-specific Victim Services, and building on the work that our Indigenous Justice Division is doing.

We’re also -- you know, I have talked a
little bit about our own Victim Witness Assistance Program, and they are OPS employees, improving our knowledge and cultural competency around Indigenous people, and ensuring that we are providing better service to the victims who come to us.

You know, we have heard similar that there have been people who haven’t had the best experience going either through our Victim Service program run by our ministry or through some of our service providers. So, we are continuing to do our best to improve that either through, you know, cultural competency training, putting in some Indigenous specific guidelines, access to different services; for example, Indigenous healing and so forth through our Victim Response Program.

So, we are making, you know, improvements, but we are nowhere near there, and that’s why the approaches that we’re using -- for example, the Ending Violence Against Indigenous Women Committee that we’re on, and the provincial committees are so important, because they work with us and give us advice, and we work together in deciding and determining the way forward. So, we both are there in the room and putting recommendations to government.

**MR. THOMAS BARNETT:** And, I see that’s all my time. Thank you.
MS. MEREDITH PORTER: Thank you. Chief Commissioner and Commissioners, that completes the process of cross-examination of these four witnesses. Following cross-examination, 20 minutes are allocated to counsel for the witnesses to redirect witnesses on evidence that has been elicited during the cross-examination process.

So, at this time, I will request that six-and-a-half minutes be put on the clock, and any questions that Ms. Turley has for her witness can be put on the record now.

--- RE-EXAMINATION BY MS. ANNE TURLEY:

MS. ANNE TURLEY: Thank you. I just have one question, and it won’t take much time. Assistant Commissioner Crampton, in light of the questions that you had in cross-examination, is there anything that you wanted to add or to amplify?

ASSISTANT COMMISSIONER JOANNE CRAMPON:

Thank you for that. I would like to thank the Commission for having this opportunity to have been here today, and to have the opportunity to talk about not only what we’re doing, but to learn about what the concerns are, and to be able to take back some of that information.

I also wanted to add that the Government of Canada is looking at their national strategy, and so are we, as I have mentioned. And so, I think that’s an
important part. It’s a good opportunity for all various
different departments that are engaged in human
trafficking at the federal level to listen to what has
come out today. And, in terms of some of the dialogue
that the -- and as well as the Public Safety goes forward
doing their consultations in renewing their action plan, I
think that will be an important step for them.

I also think it’s -- I just wanted to make
a comment, I guess, that I think it’s very sad that here
we are 14 years later after legislation has come in place,
and we’re still talking about education. I hope that out
of this Inquiry we’re able to move some of this forward
and to address some of those gaps. And, I think that
would be all my comments. I don’t want to take up all the
time.

MS. ANNE TURLEY: Thank you.

MS. MEREDITH PORTER: Thank you. I’ll now
ask that six-and-a-half minutes be put on the clock for
Mr. Roy. Any questions on redirect?

--- RE-EXAMINATION BY MR. JULIAN ROY:

MR. JULIAN ROY: Chief Commissioner, you
will be relieved to know I won’t need six-and-a-half
minutes. You have probably heard enough from me already.
I just have -- I have a couple of questions each for both
the Ontario witnesses. So, first to Ms. Dobson. You were
asked about leadership and decision making by Indigenous
people in government, and you were asked about the
Indigenous Justice Division. Who’s the head of the
Indigenous Justice Division?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: That’s Kimberly Murray.

MR. JULIAN ROY: Okay. And, is she Indigenous?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, she is.

MR. JULIAN ROY: All right. And, she’s, in fact, the Assistant Deputy Attorney General for the Indigenous Justice Division; right?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, she is.

MR. JULIAN ROY: Okay. And, she’s one step removed from the Deputy Minister for our ministry; is that fair?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: That’s fair.

MR. JULIAN ROY: Okay. And, you had said that the Indigenous-specific Victim Services programs that IJD funds, is ADAG Murray responsible for those programs?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA

DOBSON: Yes, she is.
MR. JULIAN ROY: Okay. So, she -- does she make decisions about which programs get funded?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MR. JULIAN ROY: Okay. She has to go to Treasury Board like every other ---

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes. I was going to say, there’s a whole process, but yes.

MR. JULIAN ROY: So, she goes to Treasury Board to ask for funding for these things, but once she gets that envelope, does she make decisions about which programs get funded?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

MR. JULIAN ROY: Okay. And, in terms of the representativeness of the Indigenous Justice Division, you said it’s more than 50 percent?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I think it’s probably, like, 80 or maybe 90.

MR. JULIAN ROY: All right. Okay, thank you. That’s all for you, Ms. Dobson. You will be very happy to hear that. There will be more though. There are more people who will have questions for you.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA
DOBSON: Very good.

MR. JULIAN ROY: I want to ask Inspector Chalk just a question about Northern Spotlight. And, I want to ask you about what the focus of that project is in terms of is it adults or is it children that you’re trying to intervene with through that program?

INSPECTOR TINA CHALK: So, for Northern Spotlight, I can speak to the OPP, and what we train and what our focus is. And, the focus initially is trafficking of children, so finding those people who want to purchase sex from children, and then also for those who are human trafficking children.

So, it really is about the focus on exploitation of children, and then of adults as well. And, I want to ensure it’s understood that this is not about a focus on independent sex traffic -- or, sorry, independent sex trade workers. It is in our focus of that initiative. It really is outreach, and it’s outreach to determine whether exploitation is happening.

And, I also want to ensure that we do not do this in a very unorganized manner. There are particular things that we look at, there’s planning, and I don’t want to get into the investigative piece, but we use an investigative nature and techniques to try and solicit and find those people who we feel are young or might be
exploited.

So, it’s not knocking on the door, sort of, of everyone and just haphazardly. There really is a focus, and I just wanted to make sure that that was understood and that, by all means, independent sex trade workers would not be the focus of that. And, of course, we come across them in the nature of doing these initiatives, and we also want to build the trust with them.

So, to say to them, if you are harmed in any way at any point in your life, whether it be by a client or otherwise, that we’re there to assist, that we’re there to help and make sure that they have those services available to them. Or, if it’s a scenario where they’re in doing sex trade work, because of circumstances, for example, then we, as well, would garner them towards the ability to have services that can assist them, if that’s their choice. But, if their choice is to be an independent sex trade worker, that is not our goal to change that choice. So, I just want to ensure that it’s understood for our perspective of the goal of Northern Spotlight, and it really is exploitation.

MR. JULIAN ROY: Can I have one follow-up question to that, Inspector Chalk? And, that’s the people that you’re talking about that are not the focus of this
project, so the independent sex trade workers, are they potentially witnesses in avenues to identify people -- children who are being exploited?

**INSPECTOR TINA CHALK:** Absolutely. And, we recognize that they are good citizens, they are people who I’m sure would not want to see children exploited. So, we also ask that, and we tell them about what the avenues are, because they have a very unique position that they’re in to be able to view that these things might occur. So, we explain that there are certain ways they could report this to the police without having to come forward with their names, for example, with Crime Stoppers and other -- Crime Stoppers and other ways.

So, part of it with that outreach is that education piece as well, and to ensure that anything they require themselves, that we’re able to give that. And, a follow-up to one of the things that we are listening to the Commission, as well, we had thought about it before, but then it was asked of Chief Pritchard actually in respect to -- and it was asked again today, so I thought I would bring it up in respect to what do we do if we encounter someone who might be not clothed or not clothed fully.

So, this year, in our operation, we are -- we have purchased robes. So, listening to those voices
and we're always trying to better with this initiative, so
we've made that purchase and those will be provided,
whether you're an independent sex trade worker or whether
you're someone who's being exploited. That that is one
initiative that we thought was a majorly important issue
that was brought up here as well. So we're going forward
to try and make it better. We know it's not perfect, by
any means, but we're trying to look to some of the advice
of the Commission, in that particular instance, and of sex
trade workers to help us to make it less difficult for
them.

MR. JULIAN ROY: Thank you very much,
Inspector Chalk. Those are my questions.

I said I wouldn't use the whole six-and-a-
half minutes.

MS. MEREDITH PORTER: Thank you. And, for
the record, Mr. Osborne, you have no questions for Chief
Boland? Okay, thank you.

Commissioners, that completes the questions
from the parties withstanding and from counsel. Do you
have any questions or comments for the witnesses?

CHIEF COMMISSIONER MARION BULLER: We're
going to start with Commissioner Eyolfson.

MS. MEREDITH PORTER: Okay.

--- QUESTIONS BY COMMISSIONER BRIAN EYOLFSON:
COMMISSIONER BRIAN EYOLFSON: Thank you. I have a few questions for the witnesses. It shouldn't take too long.

If you don't mind, Assistant Commissioner Compton [sic], I'll start with you. I just wanted to back up to the beginning of your presentation when you were talking about the legal framework and you referred to the provisions in the Criminal Code, Section 279 regarding human trafficking. And you said that those provisions were underutilised and that often laws of general application instead would be applied as in charges of kidnapping, forcible confinement, that sort of thing. I wonder if you could just explain what the impact or effect is of those human trafficking provisions being underutilised in the Criminal Code? What is the -- yeah, the impact of that?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: So what I would see the impact is, is that we don't have a clear picture then of human trafficking and what it actually looks like. If we're not laying human trafficking specific charges or unable to, then we're unable to determine what our true picture is in Canada or internationally as well.

A lot of times, if an officer or a prosecutor isn't comfortable or is not particularly aware
of those sections of the Criminal Code, they might lay a charge of assault or sexual assault. And then the file will never read as a human trafficking file. So it's sort of buried within the system as showing something other than what was truly being investigated. So it doesn't help us in determining programming, in determining gaps, and in getting a full picture of what our situation is across Canada with regard to human trafficking.

COMMISSIONER BRIAN EYOLFSON: Okay. I'll also note that the provisions in Section 279 are indictable offences.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes.

COMMISSIONER BRIAN EYOLFSON: I wonder if that makes a difference in terms of the outcome of the charges in terms of sentencing and that sort of thing.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: It certainly could. And even just saying that, that's an interesting point. You're right, they are all indictable and perhaps that might even be some of the hesitation in laying the charge because it -- they do hold a serious penalty if convicted of any of those sections.

COMMISSIONER BRIAN EYOLFSON: Right. Okay. Thank you.
Thank you.

**COMMISSIONER BRIAN EYOLFSON:** Just one other question. You spoke about raising awareness regarding human trafficking. And I'm wondering, is there more that the RCMP can do to inform Indigenous women, girls or trans and two-Spirit people or involve them in what the RCMP is doing to address human trafficking?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Absolutely. The outreach that started in 2011 with sending the toolkits to all of the communities across Canada, the Friendship Centres and to our communities up north, that needs to continue, but we need to -- as I mentioned before, we need to refresh that material and provide the information with the hotline that will be coming in with Public Safety. And that should start a whole new campaign in bringing forward that information again, and looking at the positions I've mentioned that I think we really need. Having coordinators across the country in every province I think would be a great help, and that would create that consistent message and the consistent person providing the education or coordinating the education and program outreach.

**COMMISSIONER BRIAN EYOLFSON:** Okay, thank you very much.

Inspector Chalk, I have a couple of
questions for you as well. You identified the lack of
accurate statistical data for Indigenous women and girls
in relation to human trafficking. Can you talk about
what, if any, efforts are being made to address this
issue? And if no efforts are being made, what
recommendations or advice you can provide?

INSPECTOR TINA CHALK: Thank you. Yes, it
is a large issue as well as what was just spoken about.
Sometimes there are many charges laid that are actually,
in fact, human trafficking cases, but very hard to get to
the test of those charges in 279. And sometimes the
punishment is the same for some similar charges that
aren't human trafficking charges, which is good, but it is
a very difficult test the way that they are written.

So the inaccuracy of statistics, the fact
that we don't actually ask people how they identify, is an
issue. And we have that in my recommendations that we
suggest that police do, in an appropriate and trained
manner, so that they are asking for many purposes, not
just for statistics, but so that we can offer the proper
victim services that they might want or get -- link them
to those proper things, depending on how they identify.

So if we're not asking those questions, we
don't know those things. So I think it's important for
police services to engage in that and be trained on how to
do that so it's appropriately put forward, but I think that would be very helpful for the statistic purpose, but also for survivor purpose.

COMMISSIONER BRIAN EYOLFSON: You also identified a gap in coordination. And in the OPP's efforts to proactively address issues related to coordination, does the OPP include grassroots organisations such as women's shelters, community organisations, Elders, traditional knowledge keepers or survivors or human trafficking to create innovative approaches in addressing human trafficking?

INSPECTOR TINA CHALK: Thank you. So it's definitely an area where we need to improve. And we know that things like coalitions, which I spoke about earlier, can involve all of those people. So I always speak about coalitions because I think they're such an incredible option. And everyone you just mentioned could be on that coalition in a different way.

So I think that it's that engagement of all of those people. Police have their place, absolutely, but as we've spoken about, and I'm sure you have heard, that's one place. We need everyone combined. So the coalitions would be a great way to instil that and get that whole coordination of not just police efforts, but everyone involved.
COMMISSIONER BRIAN EYOLFSON: Thank you.

INSPECTOR TINA CHALK: Thank you.

COMMISSIONER BRIAN EYOLFSON: Ms. Dobson, I have a few questions for you. Do you know if an initiative like Walking Together in Ontario exists in other jurisdictions?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I've heard that it was the first time that this was done in the same -- in the way that we did this.

COMMISSIONER BRIAN EYOLFSON: Okay. In your materials you refer to human trafficking liaison positions in the Province of Ontario. Can you tell me a little bit more about their role in implementing Ontario's strategy to end human trafficking and how those efforts would benefit Indigenous including First Nations, Inuit and Métis, Two-spirit and trans communities?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: So the human trafficking liaison positions are part of the original Anti-Human Trafficking Coordinating Office. I know, lots of names. And my understanding is their role is to liaise with Indigenous communities and to provide information, awareness, and also to link with non-Indigenous organizations as well that provide victim services.

They are involved with the development of
public awareness campaigns that are also going on in that Coordinating Office, and they are -- as I understand it, the lead on that was awarded through a competitive -- the Ontario Native Women's Association, through a competitive process.

COMMISSIONER BRIAN EYOLFSON: Okay. And your materials also refer to Indigenous-specific public awareness campaign.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Yes.

COMMISSIONER BRIAN EYOLFSON: And could you tell me, where is that campaign in terms of being rolled out and who are -- who's been engaged in informing that process?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: So, again, this is through the Coordinating Office. My understanding is they are working on this now, working directly with Indigenous organisations. It was designed, developed and then awarded to an Indigenous public relations firm to actually do the awareness campaign. I don't have the name of the firm with me.

COMMISSIONER BRIAN EYOLFSON: Okay. Okay. Thank you.

And just a question for Chief Boland, you were talking about the example in the context of it's
difficult to build trust of an officer responding to a call. Say in the middle of the night, and it’s more of a health issue and, you know, the officer can either walk away or arrest and detain and lock up the person. So, are those still your only options or how would you deal with that situation -- or a situation like that today?

CHIEF JOE BOLAND: It really is -- you know, we work with Stella Circle, we work with the Gathering Place, Choices for Youth, all these organizations who do amazing work in our community for people that are vulnerable, yet -- and we sit around tables as I said, and yet at 2:00 or 2:30 in the morning, when the community complains, makes a complaint to our officers, there really isn’t a resource available to them, in my opinion, that adequately allows the officer to make the decision to properly address the situation that’s before him or her.

COMMISSIONER BRIAN EYOLFSON: Okay. You were also talking about the lack of trust in terms of relations with the Indigenous community and that it will take time. Do you have any further comments on what needs to be done, what can be done to help build that trust?

CHIEF JOE BOLAND: Well, I think if you look at -- you know, I’m the head of a police service, a provincial police service in the province. I will not
accept our officers that will disrespect, mistreat vulnerable people in this community, and that includes the Indigenous. And, I think that starts with me and it’s -- I expressed that to the community, I'm very open about that, and it’s up to me to make sure that I hold officers accountable. So, that’s one part of it.

The other part of it is, given our officers, many of them, as I said, are very young in understanding of community-based policing in our province, and that, you now, they had to understand and they had to be trained and equipped to be able to deal with issues from a policing perspective, but they also have to understand resources that are available to them within a community. And, one of the biggest resources, and the lack of communication, I guess, is with the Indigenous people and having them at the table when we’re making decisions that impact their lives.

COMMISSIONER BRIAN EYOLFSON: Thank you. Those are all my questions. I’d like to thank all the panelists for your evidence and answering my questions. Thanks.

---QUESTIONS BY COMMISSIONER MICHÈLE AUDETTE

COMMISSIONER MICHÈLE AUDETTE: Merci, Brian. Merci beaucoup. Alors, merci pour vos présentations, le partage de vos vérités et de ce vous
faites au sein de vos organisations. Beaucoup, beaucoup, beaucoup de questions ou beaucoup de commentaires se bousculent dans mon cerveau, dans mon esprit. Mais je vais essayer d’être le plus organisée possible, surtout après une belle longue journée comme celle-ci et quelques heures de sommeil la nuit passée. Oh, non. C’était ce matin passé. Alors, je vais commencer avec Monsieur Boland. J’ai été touchée par votre sensibilité puis votre profondeur dans votre présentation. Mais il y a une phrase qui m’a vraiment fait réagir, et je suis curieuse, puis j’aimerais ça vous entendre élaborer un peu plus sur quand vous nous avez dit dans votre déclaration finale, la culture policière est en transition, est en changement. Vous voulez dire quoi par ça?

CHIEF JOE BOLAND: What I was referring to was, if you look at our corporate plan, our corporate plan is all about a community -- sorry, it was like I was talking inside my head that time.

COMMISSIONER MICHÈLE AUDETTE: Welcome to my reality.

CHIEF JOE BOLAND: So, you know, if you look at our advertising for recruitment, slogans like, do you have what it takes? Are you the best of the best? You look at safer communities through policing excellence. Really, what it was doing, it was putting the police
service here, and our communities somehow below, and that was so wrong, so wrong on so many levels. What we want to hire are people that love our communities, that care about our communities and care about the people in our community, and that they feel that they can make a difference. It sounds very simple, but it was never said.

And, if you look at the messaging that we were sending to the community, we’d invite some great organizations to come in, and these logos would be up on our walls. And so, when I say we’re in transition of culture, part of that is words. So, if you walk into our provincial headquarters today, you will see our core values written right there for everybody to see what we should stand for. It’s for us when we come to work, it’s right in the heart of our provincial building, and these are messages for change internally, is that -- and it’s for the community as well.

So, it’s for the community to know that, here’s what you can expect from your police service. So, that’s what I was talking about when I said we were in transition, is that. As being the head of this organization -- as I said this morning, we are very young. I expect our officers will make mistakes, but make mistakes trying to do the right thing. But, if you come to work and you think you’re going to abuse the uniform
that you wear and your position of authority, then I will
do everything in my power to rid the organization of you.

(APPLAUSE)

COMMISSIONER MICHÈLE AUDETTE: Now, in

French. Donc, je vois qu’on veut humaniser -- en tout
cas, je le perçois comme ça, humaniser et rendre le
policier ou la policière sensible à son environnement, à
la communauté, aux gens qui y habitent, et ainsi de suite.
Êtes-vous familier avec les femmes autochtones de la
région de Val-d’Or qui ont dénoncé des agressions
sexuelles faites par des policiers, il y a deux ans de ça
à-peu-près?

CHIEF JOE BOLAND: Was that RNC officers?

COMMISSIONER MICHÈLE AUDETTE: Pardon?

CHIEF JOE BOLAND: Are you referring to two

RNC officers?

COMMISSIONER MICHÈLE AUDETTE: Sureté du
Québec. You never heard about that?

CHIEF JOE BOLAND: I’m sorry?

COMMISSIONER MICHÈLE AUDETTE: Avez-vous --
êtes-vous familiers -- avez-vous déjà entendu parler des
femmes autochtones de Val-d’Or qui ont dénoncé des
agressions sexuelles ou une forme d’intimidation faites
par des officiers de la Sureté du Québec?

CHIEF JOE BOLAND: I’m not ---
COMMISSIONER MICHÈLE AUDETTE: Non?

CHIEF JOE BOLAND: I’m not aware of that particular ---

COMMISSIONER MICHÈLE AUDETTE: Okay.

Merci.

CHIEF JOE BOLAND: No.

COMMISSIONER MICHÈLE AUDETTE: Au sein de votre équipe ici, là, à Terre-Neuve et Labrador, vous nous avez soumis le rapport, mais je ne crois pas que tout le monde l’a eu, ou les gens qui nous écoutent. Est-ce que vous avez dans votre équipe, des représentants autochtones?

CHIEF JOE BOLAND: It’s probably missing from a -- it’s probably missing from an actual saying it’s Indigenous, but if you look through the plan, it’s included in various aspects. But, here’s what I’ll say about the plan, it’s a plan that very much can be modified and I can assure you that walking away from this experience that you will see much more training, education, awareness around Indigenous issues and culture.

COMMISSIONER MICHÈLE AUDETTE: Puis, combien de femmes travaillent au sein de votre équipe?

CHIEF JOE BOLAND: Thirty percent of our organization are female. We have an organization of 404 uniformed officers.
COMMISSIONER MICHÈLE AUDETTE: Merci. Ça c’est bien. Ensuite, bien, je vais ensuite aller avec Madame Joanne Crampton. Merci beaucoup pour votre présentation. Vous avez identifié le rôle de la collectivité au début de votre présentation commettant dans la solution. Les organisations, la communauté fait partie des solutions. Et est-ce que vous, vous avez fait en sorte que la communauté et les organisations se sentent parties prenantes, qu’ils font partie de la solution? Est-ce que c’est quelque chose que vous vous êtes entendus tout le monde ensemble ou c’est une idée que vous avez pour combattre le trafic humain, l’exploitation sexuelle? I wish my kids were like that at home. So silent.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: So attentive and silent. Yes, absolutely. We involve community in terms of engaging schools to do presentations, we engage community members throughout -- in our programming and awareness as well, yes.

COMMISSIONER MICHÈLE AUDETTE: Merci. Tu vas faire des muscles. Merci. Donc, vous confirmez donc que vous avez cet engagement-là avec la communauté et les organisations. Est-ce que vous remarquez qu’il y a des limites au niveau organisationnel, capacité organisationnelle de la part des organisations pour lutter et combattre avec vous contre le trafic humain puis
l’exploitation sexuelle?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I don’t know that I could speak specifically to that. I would say internally, we have capacity issues in terms of resourcing. And, I don’t think that’s any secret that we have resourcing issues across the country as do most police departments as well, or police services. And so, we have our own capacity issues in terms of delivering programming and carrying out these types of initiatives as well. I can’t say we have encountered that from NGOs, or certainly not that I’m aware, or from community partners.

**COMMISSIONER MICHÈLE AUDETTE:** Okay, merci. Un endroit où ça m’a fait -- je sais qu’il y a des gens qui ont posé ces questions-là, mais je veux voir avec vous, là, s’il y a un impact. Vous avez parlé des données statistiques au début de votre présentation, que vous avez au sein de la GRC des statistiques manquantes sur plusieurs sujets. Et venant d’un milieu où la recherche était importante, des statistiques étaient importantes pour influencer les politiques ou les projets de loi ou les amendements à des lois, pour une ancienne militante, ces données-là ont toujours été importantes. Et quand vous avez parlé du manque de statistiques dans votre organisation sur plusieurs sujets, ça m’a fait réfléchir à savoir, est-ce que ça amène des carences au niveau de
l’analyse quand vous devez élaborer des politiques ou des actions pour intervenir, et, évidemment, des actions pour intervenir puis les mettre en œuvre. Si vous n’avez pas des bons chiffres, qu’est-ce qui vous dit que vous êtes en train de faire des bonnes choses?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

That’s a very good question, and I don’t know I have a very good answer for it, because you’re right. We don’t know truly what our picture is, so it’s very difficult to say what programming we need. You know, even when we did Project Safekeeping and did the analysis with regard to statistics, and looked at the files, and took a good look at who was a trafficker, who was a victim, it wasn’t -- you know, it was clear that, yes, the Indigenous population is being targeted, but the numbers looked small until we really looked at what the percentage of Indigenous population is in Canada.

And, once we did take a look at that, then we realized, yes, it is significant. And, we know that those numbers are not capturing everything that’s there, so you’re absolutely right. Until we can fix that, I think that will be -- you know, that’s sort of one of our biggest stumbling blocks in moving forward and providing proper programming and a proper picture of really what we need to do in Canada as police agencies.
COMMISSIONER MICHÈLE AUDETTE: C’est important parce qu’un des exemples en 2013, la GRC, 2014, 2015, je ne me souviens plus des chiffres exacts-là, 2013 peut-être, la GRC, par le biais des communiqués de presse, dans les médias, va annoncer que Femmes autochtones du Canada au niveau des femmes assassinées et disparues et toute, toute, toute la violence qui entoure ces tragédies-là, les chiffres sont erronés, que ce n’est pas 500 femmes qui manquent ou qui sont assassinées. C’est plutôt 327 cas d’homicide ou d’assassinat. C’est là où on voit le manque d’échange d’informations entre les corps policiers. GRC, oui, c’est une chose mais il y a tous les autres policiers, 300 quelque corps policiers à travers le Canada où il y a un manque de communication, et là ça donne des mauvais chiffres, et c’est difficile pour les organisations à faire bouger des choses. Mais vous avez collaboré avec les organisations parce qu’un an plus tard, vous êtes arrivés avec 1 181 cas de disparition ou d’assassinat. C’est une grosse différence. Je ne sais pas si vous êtes d’accord avec moi?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes, I do.

COMMISSIONER MICHÈLE AUDETTE: Donc, êtes-vous d’accord dans ce cas-là, qu’on devrait au Canada, dans ce pays, officialiser par des lois, des règlements,
ça c’est — on pourra voir là comment on propose les choses, qui doit avoir systématiquement un échange, et non si ça me tente de te donner l’information, mais que je suis obligée de transmettre à la GRC, ou à la Ville de Montréal ou de Winnipeg, les informations importantes?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
That would be ideal, yes.

COMMISSIONER MICHÈLE AUDETTE: Est-ce c’est quelque chose qui se discute au sein de votre institution pour officialiser ---

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Well, although we could make it policy, it doesn’t mandate the other agencies to do the reporting. Currently — I’m going to take these off as well. Currently, the reporting is based on good relationships with particular police departments, and that’s not always effective, because people change positions, people move on, and so then we have to re-establish that relationship again with that particular department. So — and that’s really not the way to do business based on just relationships. It’s good, in terms of collaboration, but not good for statistical data.

COMMISSIONER MICHÈLE AUDETTE: Okay, merci. À la lumière-là de vos documents puis la recherche qu’on fait-là avec nos équipes pour préparer cette journée-là
avec vous, il y des statistiques qui m’ont frappé. Et je ne sais pas si vous êtes au courant, tout au niveau de l’exploitation sexuelle, le trafic humain en 2009 jusqu’en 2016, les femmes ont commencé à enregistrer -- bien, la police a commencé à enregistrer de plus en plus des situations où les femmes se retrouvaient au prise dans le trafic humain et ainsi de suite, les chiffres parlent de 860 pour cent d’augmentation. Est-ce que c’est quelque chose que vous étiez au courant? De 2009 à 2016, 860 pour cent d’augmentation que les femmes sont prises dans le trafic humain?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Is this across Canada you’re referring?

COMMISSIONER MICHELLE AUDETTE: Oui.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, I’m not sorry I was not ---

COMMISSIONER MICHELLE AUDETTE: Oui, Statistique Canada. Alors, c’est alarmant. Je vais essayer de retrouver les données-là. Alors, très, très alarmant. Donc, pour vous, comment vous évaluez le succès de la GRC et pour les victimes d’exploitation sexuelle avec vos programmes?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I would say we have had limited success. When we look at the statistics in terms of charges and we recognize the
gaps that are there, I would say our success is very limited. And, you know, even our picture, internationally, is very limited as well. Canada is known as a source country, a destination country. We are internationally known as, you know, a destination country for human trafficking and a transit country as well, so we need to get better at this, absolutely.

**COMMISSIONER MICHÈLE AUDETTE:** Puis, vous nous avez présenté, je pense que c’est le dernier document dans vos documents préparés par Maître Anne, Operation Love Bomb, ça c’est vous qui nous avez présenté ça? Est-ce que vous avez été à travers la Colombie Britannique et surtout, je serais plus précise-là, Highway of Tears?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Personally, no, I have not. I did work in the lower mainland British Columbia, but, no, I have not been all through British Columbia, no.

**COMMISSIONER MICHÈLE AUDETTE:** Les gens qui ont travaillé sur Operation Love Bomb, est-ce qu’eux sont allé dans la région de l’Autoroute des larmes?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Are you asking Corporal Harvey who is part of this program? Yes, she has been with the group to these sessions. Yes.

**COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.
Vous avez aussi mentionné que dans votre présentation,
yous n’êtes pas des conseillers, des « counsellors, » des
conseillers. Je comprends, on vous a formé pour être des
policiers, puis les conseillers, c’est une autre
formation. Je parle travailleurs sociaux ou intervenants
de première ligne-là, mais vous êtes d’accord avec moi que
dans les communautés isolées ou difficiles d’accès, sinon,
juste fly-in, fly-out, elles ont très peu ou sinon
pratiquement pas de spécialistes pour soutenir une femme
victime de trafic humain.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: In
remote, and in particular northern communities, the RCMP
are often -- wear many hats, such as the social worker,
psychologist, and we're not trained for that. Our
training obviously encompasses care for victims and, you
know, and providing support for victims, but not at the
level that true professionals and other NGOs can provide.

COMMISSIONER MICHELE AUDETTE: What would
be your solution?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Sorry, it was too quick.

COMMISSIONER MICHELE AUDETTE: Oui.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: A
solution would be additional support and additional care
in those communities that need the support. Our resources
are limited already and it's impossible for us to provide all that support as well. So we truly need collaboration with partners for that.

**COMMISSIONER MICHELE AUDETTE:** Là, je vais le faire en français. Étant donné que ce n’est pas obligatoire de suivre une formation sur la culture autochtone du milieu et la culture autochtone en général, sa richesse, sa complexité, son histoire sociopolitique, croyez-vous que par ce manque de formation et d’information, des fois, un policier n’aura pas toutes les connaissances et une bonne réaction dans son intervention?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

Within the RCMP it is mandatory to take Aboriginal cultural awareness training. It is provided in Depot as well. And in each province and territory -- I can't speak for all of them, but many of them do have specific training in addition to the cultural awareness and cultural competency training that we do provide. So say, for example, in Nova Scotia there's Mi'kmaw specific training in addition to regular Aboriginal competency training.

**COMMISSIONER MICHELE AUDETTE:** Alors, pour terminer, c’est pour tout le monde, tout le monde ici. Pour terminer, je dirais, nous avons entendu, nous avons vu, nous connaissons des femmes, des familles, des amies,
des nièces qui ont été affectées par un système puis affectées aussi par le trafic humain, par la prostitution.

Et ce qu’on remarque, dans mes anciennes paires de mocassins avec Femmes autochtones du Québec et Femmes autochtones du Canada, la surreprésentation des femmes dans l’industrie du sexe, les femmes autochtones. C’est souvent une prostitution de rue; c’est souvent dans les grandes villes, une prostitution pour l’itinérance. J’ai habité Montréal et beaucoup de jeunes femmes, surtout inuites, vont arriver puis elles n’ont pas de logement, pas de loyer, elles ne parlent pas anglais, elles ne parlent pas français. Donc, on voit ça. Et on voit aussi le manque de réponse sociale pour soutenir ces femmes-là et certains hommes.

Vous avez, pour certains d’entre vous, parlé de différents facteurs qui amènent ces résultats-là. Donc, on mentionne… je pense que c’est OPP qui en parlait, la violence coloniale, les effets des écoles résidentielles, les formes systémiques, le racisme systémique, la discrimination.

Mais nulle part, dans les trois corps policiers, on va aussi mentionner la discrimination policière envers les femmes autochtones. Val d’Or, ça a fait le tour de la planète. On ne peut plus prétendre que ça n’arrive pas ; certains policiers vont abuser de leur
statut puis de leur pouvoir pour faire mal aux plus vulnérables, qui sont les femmes autochtones. Et on demande aux femmes autochtones de dénoncer l’industrie ou le trafic humain et la prostitution, alors qu’on met en doute leur parole, que certains policiers remettent en doute leur parole.

Avez-vous des solutions par rapport à ça?

Avez-vous des recommandations pour faire en sorte que oui, on veut rebâtir cette confiance-là et oui, vous avez des droits comme femmes et on doit vous protéger? Avez-vous des recommandations?

**ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Je pense que je pourrais répondre à ça. Je pense que les groupes que nous avons dans tout le pays qui sont très importants pour nous et qui sont une grande source d’information sont les Comités consultatifs autochtones que les officiers en chef ont dans chaque province et territoire. De plus, le Circle of Change a été une grande source d’information pour nous. Je sais que lorsque j’étais officier en chef à l’Île-du-Prince-Édouard, le Comité consultatif autochtone apportait des problèmes à mes yeux de préoccupation lorsqu’il y avait eu des problèmes dans une de nos communautés qu’ils pensaient inappropriés. Même si l’officier ne comprenait pas ce qu’ils ont fait, c’était une opportunité pour nous d’aborder ces questions et créer une sens de compréhension, offrir une opportunité d’éducation.
for the officers working in that community.

So even though, you know, they maybe didn't recognise what they did was wrong, it still provided opportunity, it provided us feedback.

And they were also a great source of information for us when things did go wrong and things were done improperly or there were racist comments or just improper treatment, in particular, of women.

I can think of one case where they came to me and we talked about a family -- a lady who was spoken to during a case of domestic violence where it was mentioned that their children could be taken away if the police continue to come back to their home. So it was a lack of really explaining what that meant and why that might happen versus the people feeling threatened by those comments.

So instances like that it gives us a great opportunity to create education, to create understanding and awareness. And I think bodies like that, if we all had bodies like that that would come to us with open, transparent communication both ways, not just one way, that could really help us as police agencies. And I think they're a fantastic resource.

And I know our Circle of Change has been a fantastic resource for us as well.
COMMISSIONER MICHELE AUDETTE: Juanita?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: I would just add, for Ontario the ending balance against Indigenous women and girls joint collaborative table that we have, including the provincial committee, we have a committee actually on policing and justice. And so at that -- again, co-Chaired by our Indigenous partners as well as representatives of the government, so that is a table where we continue to have these discussions, and that recommendations from there would be heard, not only by the deputy ministers who attend those meetings, but eventually up to ministers as well.

COMMISSIONER MICHELE AUDETTE: Madam?

INSPECTOR TINA CHALK: Thank you. I could say that that type of abuse or the type of what you just spoke about, I think officers do know that. I don't think they need to be trained to know that that's not abusive behaviour to anyone. I really do. So I think that education is important in respect to understanding residential schools, colonialism, all of the effects of why we're here today, but I don't think it's reasonable to say that that will cause -- that officers will then not act that way. I mean, those are officers who are doing the wrong thing, committing crimes. And the type of officers that do that need to be disciplined. Zero
tolerance policy. That's it.

So I think education for officers who make mistakes and maybe don't offer proper services, don't think about -- think it through because why is this happening and what is the reason why this person is vulnerable, all of those things I think is really important for training. But those officers who you're saying commit those crimes, and being with a Child Exploitation Unit as well, this is across the board professions. This is not just police officers. We charge surgeons, you know, lawyers, et cetera. So many different police -- or sorry, professions have these issues when it comes to sex crimes unfortunately.

So I think that it simply is zero tolerance policy when it comes to people who are abusing people or mistreating people and that's it. And then on top of that, we need to education about all the ---

**COMMISSIONER MICHELE AUDETTE:** M'hm.

**INSPECTOR TINA CHALK:** --- things that we're here today for.

**COMMISSIONER MICHELE AUDETTE:** Then what do we do when -- you talk about zero tolerance. We know by the voices of the families and survivors when they share their truth that the lack of confidence exists. And as a society, and I'm part of that, we have to find solution
that the confidence is back or is built. What do we say when a police force was challenged through the media to say some of your -- just few of them might did -- maybe did something to Indigenous women. And, instead waiting of this -- the court system, or the system to see if it’s true or not, they’re wearing bracelets, badges, seven stars or eight stars for the amount of police who were charged. Is it something that we should promote or we should stop? Is it something that is bringing division instead of unity? Is it something that is not helping for that trust that we need to have?

INSPECTOR TINA CHALK: Yes, officers wearing that type of thing is not appropriate. That shouldn’t be permitted, in my opinion. I don’t believe our service would permit anything like that. It’s not your opinion. You’re not being asked your opinion. You’re certainly not being -- you shouldn’t be displaying it, that’s for sure. So, I really think that that’s a Code of Conduct, SOP, something that has to be in place to say that’s just not appropriate.

COMMISSIONER MICHÈLE AUDETTE: I want to say I saw hope, I heard hope today and les emotions aussi, so I say thank you, un gros, gros merci.

INSPECTOR TINA CHALK: Thank you.

--- QUESTIONS BY COMMISSIONER QAJAQ ROBINSON:
COMMISSIONER QAJAQ ROBINSON: I want to -- Inspector Chalk, I think you just touched on it a little bit about who the consumers are. And, Assistant Commissioner, you have mentioned that in preparation for coming here that wasn’t part of the information gathering that you engaged in, but you do have some data about who are the people buying and -- I don’t even know the right words to say it other than raping and assaulting kids and women, and paying for that. However, I’m hoping that you can give us some information about this population.

I saw in the risk assessment that the RCMP produced were talking about predominantly men as traffickers, and women and children as those being exploited and trafficked. What, if anything, can you tell us about the consumers in terms of the demographics we’re dealing with there? And, Deputy Commissioner and Inspector Chalk, I direct this primarily at you, too, as this was something you touched on, but Chief Boland, if there’s insight you have as well, I’m open to it.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Sorry, I have some of those demographics in that Project Safekeeping. I’m just pulling it up here. If you -- unless you had something ---

INSPECTOR TINA CHALK: I would say from my experience with it, the units that I’m dealing with that
it is as I just said. It’s unfortunately across the board. I can’t think of a profession that we likely haven’t at some point charged with sexual abuse imagery, for example, which obviously stems to what that demand is, the thoughts, or the images, the live sexual assaults, because that is what those images are and we have to make sure we remember that, that they aren’t picture of children. They’re actually records of sexual assault, and that’s another, sort of, misnomer or unfortunate issue that people don’t necessarily understand that. So, I think that unfortunately those who want to have sex with children are just across the board. It’s a sad reality.

COMMISSIONER QAJAQ ROBINSON: When you say “across the boards” you mean socioeconomic across the board or gender as well?

INSPECTOR TINA CHALK: No, I think if we were to look at our statistics, they would be mostly male, absolutely, but across professions.

COMMISSIONER QAJAQ ROBINSON: Okay.

INSPECTOR TINA CHALK: So, you might think, well, is it, as you say, socioeconomical? Well, no, I think it’s across the board. So, from police officers to lawyers, to construction workers, it’s just wherever you think about it, it’s there, unfortunately.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I
have some of the demographics of traffickers. In terms of traffickers, this was based on that Project Safekeeping study which was a review of several files on human trafficking. It states that the majority of traffickers are male Canadian citizens in between the age of 19 to 32 years and are of various ethnicities or races. And, there’s more information such as, you know, where they would often take their victims.

It also talks about adult females and individuals under the age of 18, especially those who are female are increasingly becoming involved as human traffickers for sexual exploitation. Female traffickers usually work with at least one male, and this partnership is sometimes relationship-based. Traffickers who are under the age of 18 commonly work in partnership with adults. So, those are some of the demographics.

Something that I noted as well in this study was that approximately 50 percent of all women who are trafficked have either worked in the sex work industry or as an exotic dancer as well.

COMMISSIONER QAJAQ ROBINSON: And, do you have records about who these traffickers are selling these women and children to? Those demographics.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: So, yes, in terms of people who have been charged, I don’t
have that with me, no.

COMMISSIONER QAJAQ ROBINSON: Is that something you can easily access?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: It would be through Statistics Canada. We would be able to find certainly how many charges have been laid, and I would think that it would be easy enough to find some of the demographics of that.

COMMISSIONER QAJAQ ROBINSON: I would appreciate it if we could get some of that information, and if it could be shared with the parties. And, of course, we’ll share it with the parties if you’re able to provide it to the Inquiry.

MS. ANNE TURLEY: Can I just get a clarification so I know what we’re ---

COMMISSIONER QAJAQ ROBINSON: Yes, I’m not ---

MS. ANNE TURLEY: --- to make sure we’re undertaking and we get you the information that you want? You’re asking about not the people who are doing the trafficking, but the consumers of ---

COMMISSIONER QAJAQ ROBINSON: Their clients.

MS. ANNE TURLEY: Yes. And, I don’t ---

COMMISSIONER QAJAQ ROBINSON: The
purchasers.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Statistically, we would be able to provide charges laid across Canada through Stats Canada, but I can’t be certain of to what type of demographics we would be able to pull from that information without going into each file.

COMMISSIONER QA JAQ ROBINSON: Okay.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, that might be a limitation in terms of the information that’s there unless a full study is done.

COMMISSIONER QA JAQ ROBINSON: Okay, thank you. I think that, I mean, it speaks to the other gaps in data, and I’m assuming you’re saying that this type of information carries the same challenges as the trafficking data?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Yes, it does.

COMMISSIONER QA JAQ ROBINSON: The issue of racism was touched on, and I appreciate, Inspector Chalk, your recognition that experiences of racism can result in people not wanting to come forward and it having numerous impacts on the willingness to report, to come forward, and then also the quality of an investigation whether or not it’s because of experiences of racism faced with police.

There’s another aspect of this that I’m
wondering if you have experienced or have put some thought into, and that’s really the issue of the interplay not only with racism, but misogyny and sexism. And, particularly, the issue of hypersexualization of Indigenous women and girls.

It’s Halloween. We have seen the costumes at the stores. The Pocahontas, the Indian princess, you name it. It’s no secret that in our submissions to the Supreme Court we talked about -- Commission counsel talked about what we have heard about is a Pocahontas effect. We heard about this during our hearings on racism in the media in Toronto a number of weeks back. Are you seeing this fetishization, dehumanization and hypersexualization of Indigenous women and girls is playing a role in the elevated rates of human trafficking of Indigenous women and girls.

**INSPECTOR TINA CHALK:** I haven’t seen that, but I absolutely agree with you and I think it’s -- if you’re viewed that way by men or otherwise, then that would make you more vulnerable, to made less of a person, to made sexualized. So, of course that would, in my view, make you much more of a target because that thought process already lies within the head of that abuser. So, I think that is very instrumental.

**COMMISSIONER QAJAQ ROBINSON:** Does anyone
else have thoughts on that?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I would agree. I also have not seen that, but I absolutely agree with everything Inspector Chalk is saying.

COMMISSIONER QAJAQ ROBINSON: And, perhaps you would agree with me that that is not the problem or the responsibility of an Indigenous women and girl, that is the responsibility of men, and people in positions of power and educators to change this social view?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: I agree.

CHIEF JOE BOLAND: Agreed.

COMMISSIONER QAJAQ ROBINSON: Yes, I think I’m seeing all heads nod. So, thank you. I want to just finish off -- a lot of the questions I had were already asked, but I think Assistant Commissioner, you noted that it was sad that we’re talking about this, particularly after the National Action Plan, I think that was in 2012, that identified many what were called push factors.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Yes.

COMMISSIONER QAJAQ ROBINSON: I appreciate that the understanding of the business of trafficking is still something that requires a lot of research and greater understanding, particularly with the lack of
reporting. Yet these push factors, to me, are quite
evident, and even in Canada’s 2012 or 2013 National Action
Plan identified these push factors, specifically poverty,
unemployment, lack of education, lack of social programs
and gender based inequality.

I would like to add to your comment about
it being sad that we’re still talking about awareness when
these factors, socio-economic indicators of well-being,
according to the Attorney General, one, aren’t being well
monitored, and don’t actually seem to be addressed by many
of the social programs that are at play. I suspect that
to do your jobs as police forces, unless those push
factors are addressed by government as a whole -- W-H-O-L-
E, not H-O-L-E, ha, ha. Jokes -- that that has to be
adjust in parallel, if not, you know, right immediately by
again the whole of government. Is that something that as
professionals in law enforcement and the criminal justice
system you would agree with?

CHIEF JOE BOLAND: Absolutely.

COMMISSIONER QAJAQ ROBINSON: I’m seeing
nodding heads.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
Absolutely. Yes.

INSPECTOR TINA CHALK: Yes.

COMMISSIONER QAJAQ ROBINSON: Thank you.
Finally, I am happy to hear about the revitalization and rethinking of the National Action Plan by the government of Canada and the RCMP, but is -- I was listening to testimony, one of the things that I’m struck by is the -- and I think Inspector Chalk, you identified this the ad hoc nature of engagement at the provincial level in response to human trafficking and how that was an issue.

Well, in a country where you have multiple jurisdictions, i.e. provinces, and territories and the feds, and then you have multiple police forces, it strikes me as being a continuation of ad hoc and patch work efforts if a National Action Plan does not include all jurisdictions. So, would you agree with me that action plans going forward, particularly because of the inter-jurisdictional nature of trafficking -- I think that that’s why the borders are attractive. Get her out of OPP jurisdiction, get her into city of Ottawa jurisdiction, move her across the river, into Gatineau City police jurisdiction, that is leading to the ability to hide in plain sight. And, a coordinated effort, I think, is needed at the policing level, but I would suggest at the national strategic and action plan level, and I’m wondering if you agree with me on that point.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Absolutely.
INSPECTOR TINA CHALK: I agree.

COMMISSIONER QAJAQ ROBINSON: Should such action plan also include coordinated research and data collection?

CHIEF JOE BOLAND: Yes.

INSPECTOR TINA CHALK: Yes.

COMMISSIONER QAJAQ ROBINSON: Yes. Because it seems to me that if you’re not asking the same questions in Nova Scotia as you are in New Brunswick, as you are in Quebec, as you are in Ontario, that one woman being trafficked through the system, you are not getting a real picture.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

That’s correct.

COMMISSIONER QAJAQ ROBINSON: And, finally, that action plan needs to involve people with lived experience and Indigenous women’s groups?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Yes, it does.

COMMISSIONER QAJAQ ROBINSON: All right. I want to thank you all for sharing with us, answering our questions and for going late into the evening. Nakurmiik. Thank you.

ASSISTANT COMMISSIONER JOANNE CRAMPTON:

Thank you.
CHIEF COMMISSIONER MARION BULLER: Thank you. Hopefully I’ll be relatively brief in my questions. I just have some for clarification.

Starting with Ms. Dobson. I’ve looked carefully at the restraining orders affidavits and application, and I don’t see any specific reference to protection of children of applicants. There is other circumstances or other people to be protected, but there’s no specific reference to children. No tick box for that. Can you explain why that it’s set up that way?

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: No. I would not think that that was not to be included, that children would be considered also for protection. I will go back to the folks and -- to see if that was something that we need to be more explicit about.

CHIEF COMMISSIONER MARION BULLER: Thank you. My reading of them was that, I suppose you could include children in some parts, but there’s no specific reference, which means people don’t turn their minds to it.

ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA DOBSON: Thank you for that.

CHIEF COMMISSIONER MARION BULLER: And, there was no reference anywhere in those documents to the
need for translation, maybe that’s something that you can
take back as my recommendation to you as well. So, thank
you.

Chief Boland, you mentioned in recruiting
the requirement for eight months attendance at Memorial
was creating a problem, and as a result, you changed that
so there would be one year post-secondary required
instead. What if any impact has that had on your
recruiting?

CHIEF JOE BOLAND: We have almost tripled
our number of applicants.

CHIEF COMMISSIONER MARION BULLER: And, is
that any type of post-secondary education anywhere?

CHIEF JOE BOLAND: It is.

CHIEF COMMISSIONER MARION BULLER: Okay.

And, Chief Boland, I might have misheard something that
you said earlier, you were talking about the Intimate
Violence Project that involved one investigator and one
analyst, and I believe you said it’s so that your police
service could get out in front of the circumstances before
they became an offence. Did I mishear that?

CHIEF JOE BOLAND: What we were trying to
do is identify through the process. So, you have an
analyst that looks at the files and speaks to the
investigators that are situated in our major crimes
section, and they look at all files.

So, some of the files are mandatory that our patrol officers have to forward to the Intimate Partner Violence unit, others are not mandatory, but every file, with the exception of our trafficking files, are reviewed by the analyst. And, it’s to try to predict where a person would be -- possibly become a victim, and to reach out to that person and speak to them and make them aware that we’re aware of the situation.

CHIEF COMMISSIONER MARION BULLER: Okay.

Thank you. Now, Assistant Chief Commissioner Crampton, are you familiar with the circumstances of the offences committed by Judge Ramsey, late and former Judge Ramsey in Prince George, B.C.?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No, nothing other than what I would know in media.

CHIEF COMMISSIONER MARION BULLER: Yes, okay. Thank you. We talked a lot today about the difficulties created by underreporting of offences, specifically human trafficking. But, certainly reporting by victims is not the only investigative technique; is that correct?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: That’s correct.

CHIEF COMMISSIONER MARION BULLER: Without
telling secrets, what other types of investigative
techniques are there for human trafficking offences?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
It’s difficult to answer without talking about operations.
I guess some of it could be coming from the community,
information from community, from friends who are
concerned, from family who are concerned. I was speaking
with someone today on a break, and they were asking about
a friend of theirs who’s not in their community anymore.
So, there’s an example of someone coming forward with
information that should be followed up to make sure that
that person is in a safe place, not to say that we had a
discussion on human trafficking, it wasn’t, but it was
just concern for somebody, but that’s someone who could be
in an exploitive situation. So, there are other avenues
of receiving that information as well.

CHIEF COMMISSIONER MARION BULLER: How
actively does the RCMP pursue those other avenues of
investigation?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: If
someone was reported missing, it’s obviously investigated.
But, I would have to answer the same as Inspector Chalk in
that I don’t know everyone would think of human
trafficking investigations when someone is found, who’s
missing or maybe is working in the sex trade. It’s
probably not at the forefront of the officer who 
encounters that person unless they’re trained in that 
area.

CHIEF COMMISSIONER MARION BULLER: 
Inspector Chalk, is there anything you would like to add? 

INSPECTOR TINA CHALK: Yes. I can say that 
within our unit, the two really important positions we 
have is the analyst and the internet specialist. And, 
again, I can’t get into investigations, but we have 
started investigations because of the efforts of those two 
people that are proactive in nature where we think 
exploitation may be occurring, and then it goes to an 
investigation. So, there’s no victim, per se, coming 
forward but, to us, it looks like because of the trends, 
the movement patterns, et cetera, that this may be 
happening. So, then we take it on as an actual 
investigation, and then we sort of go from the back end as 
opposed to a victim, first, perspective. So, making sure 
we use the analysis and the ability to do those things, 
which is really important, and embed those into these type 
of units is very helpful to take that proactive piece. 

CHIEF COMMISSIONER MARION BULLER: Okay, 
thank you. And, finally, Assistant Commissioner Crampton, 
you just said something that caught me quite by surprise, 
and maybe one or two other people, that Canada now is
known as a destination, as well as a transit location for
human trafficking. Can you, first of all, expand upon
that? And, in the process, explain how and why that’s
happened?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, when I refer to Canada being a destination, it’s more
in terms of forced labour, so people being brought into
the country for exploitive purposes, generally, forced
labour. Domestically, our picture is more in terms of
sexual exploitation and human trafficking for that
purpose.

CHIEF COMMISSIONER MARION BULLER: So, the
transit -- by transit location, are you -- what are you
talking about?

ASSISTANT COMMISSIONER JOANNE CRAMPTON:
So, transit location is coming through Canada to maybe
into the United States or another country, stopping
briefly in Canada. Coming from one country to Canada, to
another country.

CHIEF COMMISSIONER MARION BULLER: For
forced labour?

ASSISTANT COMMISSIONER JOANNE CRAMPTON: Or
sexual exploitation. We have had cases that we have
investigated that were for sexual exploitation as well.
So, we will receive information from the country where the
trafficker and the victim are leaving and coming through Canada, in which case then we will start an investigation and work with our partners internationally to stop that from happening.

CHIEF COMMISSIONER MARION BULLER: Okay, thank you for clarifying that.

ASSISTANT COMMISSIONER JOANNE CRAMPTON: No problem.

CHIEF COMMISSIONER MARION BULLER: Those are all of my questions. And so, I’m going to take the opportunity to thank all four of you for coming today and spending a very long day with us. I know it’s not easy. What you have said today has made a difference in our work in a good way, I should add. And, we’re very grateful for the time that you had spent with us for the wisdom and experience you have shared with us. And, we have just a very small gift to give you in return.

All four of you have difficult jobs, and we recognize that. In order to help you do your difficult work and in order to lift you up so that you can do that, and maybe take you a little higher, we have eagle feathers and tobacco for you as our way of thanking you for making a difference. Thank you.

INSPECTOR TINA CHALK: Thank you, that’s an honour. Thank you.
CHIEF JOE BOLAND: Thank you.

CHIEF COMMISSIONER MARION BULLER: And, we are adjourned until tomorrow morning at 8:00 for our opening ceremony and 8:30 for evidence.

--- Upon adjourning at 18:39
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

Oct 15, 2018