

MEMO TO DELTA POLICE BOARD

Regular Meeting



To: **Delta Police Board**

From: **Neil Dubord, OOM, AdeC**

Date: **June 15, 2020**

Subject: **DPD Update on the National Inquiry into Missing and Murdered Indigenous Women and Girls**

In June 2019, the Missing and Murdered Indigenous Women and Girls National Inquiry (MMIWG) issued its final Report (the Report), outlining 28 Calls for Justice (recommendations) focusing on the efforts required to honour Indigenous women, girls and LGBTQ+ people in light of historical, sustained violence and victimization.

After a comprehensive review of the report, Constable Helen Irvine and Acting Sergeant Jeff Miller of the Delta Police Department (DPD), determined that 19 of the 28 identified recommendations in the Report are in practice at DPD and are either being achieved or progressing toward achievement. DPD will focus on improving the current practices and achieving the remainder of the nine recommendations, where possible and within the scope of the DPD, through the development of longer-term initiatives and training.

DPD has developed an implementation plan, as outlined in Attachment A, detailing the recommendations of the Report which are in place and which ones require further work. Both Constable Irvine and Acting Sergeant Miller will be attending the June 30, 2020 Police Board meeting to provide further information as it relates to DPD and the recommendations of the the Report.

Respectfully submitted,



Neil Dubord, OOM, AdeC
Chief Constable, Delta Police Department

Attachment

- **A – Delta Police Department MMIWG Implementation**



Delta Police Department MMIWG Implementation

Strategy	Owner	Calls for Police Services-Recommendations and Tasks	Priority/Status
9.1	TFNST TFN LIAISON HR	We call upon all police services and justice system actors to acknowledge that the historical and current relationship between Indigenous women, girls, and 2SLGBTQQIA people and the justice system has been largely defined by colonialism, racism, bias, discrimination, and fundamental cultural and societal differences. We further call upon all police services and justice system actors to acknowledge that, going forward, this relationship must be based on respect and understanding, and must be led by, and in partnerships with, Indigenous women, girls, and 2SLGBTQQIA people.	In practice (Accountability)
9.2		We call upon all actors in the justice system, including police services, to build respectful working relationships with Indigenous Peoples by knowing, understanding, and respecting the people they are serving. Initiatives and actions should include, but are not limited to, the following measures:	<i>Reviewed in subcategories below</i>
i	TFNST TFN LIAISON HR	Review and revise all policies, practices, and procedures to ensure service delivery that is culturally appropriate and reflects no bias or racism toward Indigenous Peoples, including victims and survivors of violence.	In practice (Policy)
ii	TFNST TFN LIAISON HR	Establish engagement and partnerships with Indigenous Peoples, communities, and leadership, including women, Elders, youth, and 2SLGBTQQIA people from the respective territories and who are resident within a police service's jurisdiction.	In practice (Working relationships)
iii	SMT	Ensure appropriate Indigenous representation, including Indigenous women, girls, and 2SLGBTQQIA people, on police services boards and oversight authorities.	In practice (Accountability)
iv	TFNST TFN LIAISON HR	Undertake training and education of all staff and officers so that they understand and implement culturally appropriate and trauma-informed practices, especially when dealing with families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people.	In practice (Training)
9.3		We call upon all governments to fund an increase in recruitment of Indigenous Peoples to all police services, and for all police services to include representation of Indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural backgrounds, within their ranks. This includes measures such as the following:	<i>Reviewed in subcategories below</i>
i	HR	Achieve representative First Nations, Inuit, and Métis diversity and gender diversity within all police services through intensive and specialized recruitment across Canada.	Planned (Recruiting)
ii	HR	Ensure mandatory Indigenous language capacity within police services.	Planned (Training)



Delta Police Department MMIWG Implementation

iii	HR	Ensure that screening of recruits includes testing for racial, gender, gender identity, and sexual orientation bias.	In practice (Recruiting)
iv	HR TFNST NCO	Include the Indigenous community in the recruitment and hiring committees/process.	Planned (Recruiting)
v	HR TFN LIAISON	In training recruits, include: history of police in the oppression and genocide of Indigenous Peoples; anti-racism and anti-bias training; and culture and language training. All training must be distinctions-based and relevant to the land and people being served; training must not be pan-Indigenous.	In practice (Training)
vi	HR TFN LIAISON TFNST	Retain Indigenous officers through relevant employment supports, and offer incentives to Indigenous officers to meet their unique needs as Indigenous officers serving Indigenous communities, to ensure retention and overall health and wellness of the service.	Planned (Recruiting-HR)
vii	HR TFNST NCO	End the practice of limited-duration posts in all police services, and instead implement a policy regarding remote and rural communities focused on building and sustaining a relationship with the local community and cultures. This relationship must be led by, and in partnership with, the Indigenous Peoples living in those remote and rural communities.	In practice (Working relationships) Stagger postings 1 year Liaison drawn from TFNST
9.4	TFN LIAISON TFNST	We call upon non-Indigenous police services to ensure they have the capacity and resources to serve and protect Indigenous women, girls, and 2SLGBTQQIA people. We further call upon all non-Indigenous police services to establish specialized Indigenous policing units within their services located in cities and regions with Indigenous populations.	<i>Reviewed in subcategories below</i>
i	TFN LIAISON TFNST	Specialized Indigenous policing units are to be staffed with experienced and well-trained Indigenous investigators, who will be the primary investigative teams and officers overseeing the investigation of cases involving Indigenous women, girls, and 2SLGBTQQIA people.	In practice (Working relationships)
ii	TFN LIAISON TFNST	Specialized Indigenous policing units are to lead the services' efforts in community liaison work, community relationship building, and community crime-prevention programs within and for Indigenous communities.	In practice (Working relationships)
iii	TFN Government	Specialized Indigenous policing units, within non-Indigenous police services, are to be funded adequately by governments.	In practice (Working relationships) 3 year service contract, federal funded liaison
9.5		We call upon all police services for the standardization of protocols for policies and practices that ensure that all cases of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people are thoroughly investigated. This includes the following measures:	<i>Reviewed in subcategories below</i>



Delta Police Department MMIWG Implementation

i	TFN LIAISON TFNST	Establish a communication protocol with Indigenous communities to inform them of policies, practices, and programs that make the communities safe.	In practice (Working relationships)
ii	TFN LIAISON TFNST IB	Improve communication between police and families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people from the first report, with regular and ongoing communication throughout the investigation.	In practice (Communication)
iii	TBD	Improve coordination across government departments and between jurisdictions and Indigenous communities and police services.	In practice (Communication)
iv	HR	Recognize that the high turnover among officers assigned to a missing and murdered Indigenous woman's, girl's, or 2SLGBTQQIA person's file may negatively impact both progress on the investigation and relationships with family members; police services must have robust protocols to mitigate these impacts.	In practice (Working relationships)
v	SMT	Create a national strategy, through the Canadian Association of Chiefs of Police, to ensure consistency in reporting mechanisms for reporting missing Indigenous women, girls, and 2SLGBTQQIA people. This could be developed in conjunction with implementation of a national database.	Other Government Agency
vi	INTEL HR	Establish standardized response times to reports of missing Indigenous persons and women, girls, and 2SLGBTQQIA people experiencing violence, and conduct a regular audit of response times to monitor and provide feedback for improvement.	In practice (policy)
vii	SMT	Lead the provincial and territorial governments to establish a nationwide emergency number.	Other Government Agency
9.6	PSS	We call upon all police services to establish an independent, special investigation unit for the investigation of incidents of failures to investigate, police misconduct, and all forms of discriminatory practices and mistreatment of Indigenous Peoples within their police service. This special investigation unit must be transparent in practice and report at least annually to Indigenous communities, leadership, and people in their jurisdiction.	In practice (Accountability)
9.7	TFN LIAISON TFNST	We call upon all police services to partner with front-line organizations that work in service delivery, safety, and harm reduction for Indigenous women, girls, and 2SLGBTQQIA people to expand and strengthen police services delivery.	In practice (Working relationships)
9.8	TFN LIAISON TFNST	We call upon all police services to establish and engage with a civilian Indigenous advisory committee for each police service or police division, and to establish and engage with a local civilian Indigenous advisory committee to advise the detachment operating within the Indigenous community.	In practice (Working relationships)



Delta Police Department MMIWG Implementation

9.9	TBD	We call upon all levels of government and all police services for the establishment of a national task force, comprised of an independent, highly qualified, and specialized team of investigators, to review and, if required, to reinvestigate each case of all unresolved files of missing and murdered Indigenous women, girls, and 2SLGBTQQIA people from across Canada. Further, this task force must disclose to families and to survivors all non-privileged information and findings.	Other Government Agency
9.10	TBD	We call upon all police services to voluntarily produce all unresolved cases of missing or murdered Indigenous women, girls, and 2SLGBTQQIA people to the national task force.	Planned (Accountability) & Other Government Agency
9.11	TBD	We call upon all police services to develop and implement guidelines for the policing of the sex industry in consultation with women engaged in the sex industry, and to create a specific complaints mechanism about police for those in the sex industry.	In practice (Policy & Procedure) & Other Government Agency

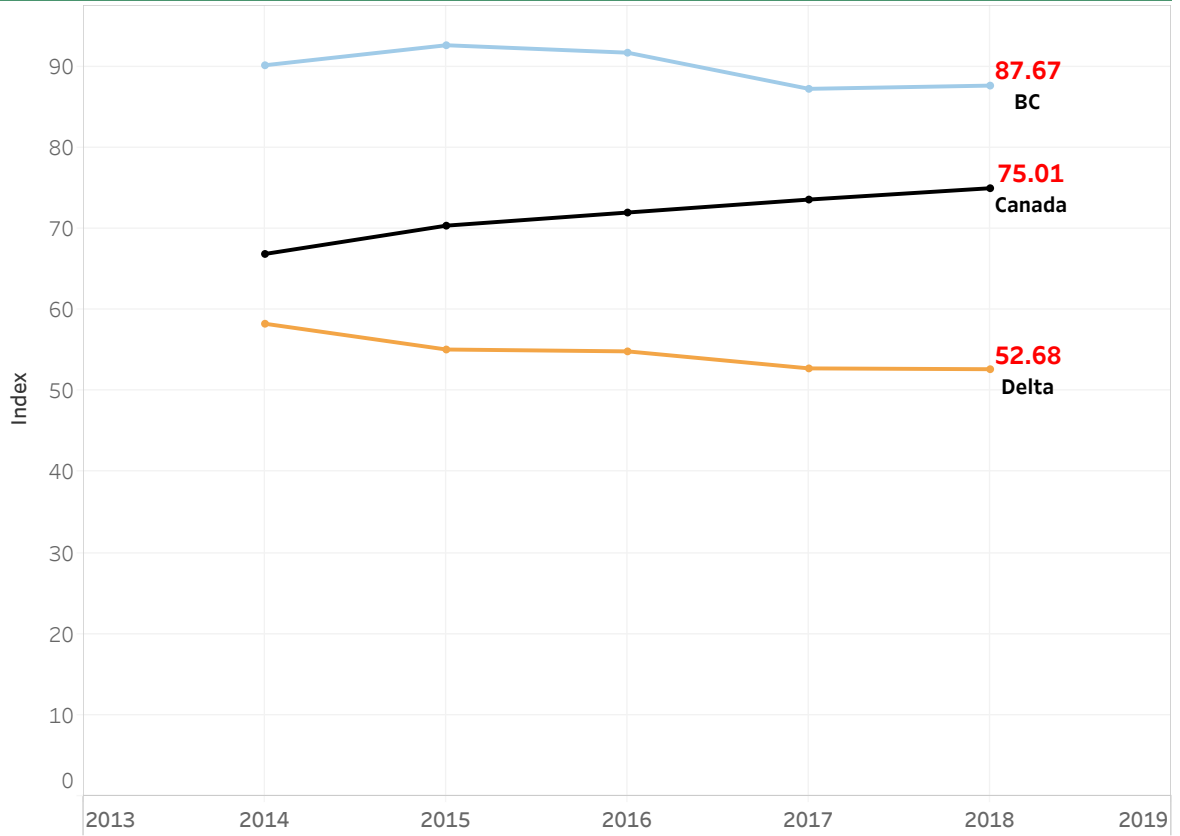
CRIME SEVERITY INDEX	VIOLENT CRIME SEVERITY INDEX	TOTAL CRIME RATE PER 1,000	POPULATION TREND	COMMUNITY POPULATION	PERSON OFFENCES	INTIMATE PARTNER VIOLENCE
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CSI

METRIC
 ● CSI
 ○ VIOLENT CSI

REGION
 ■ BC
 ■ Canada
 ■ Delta



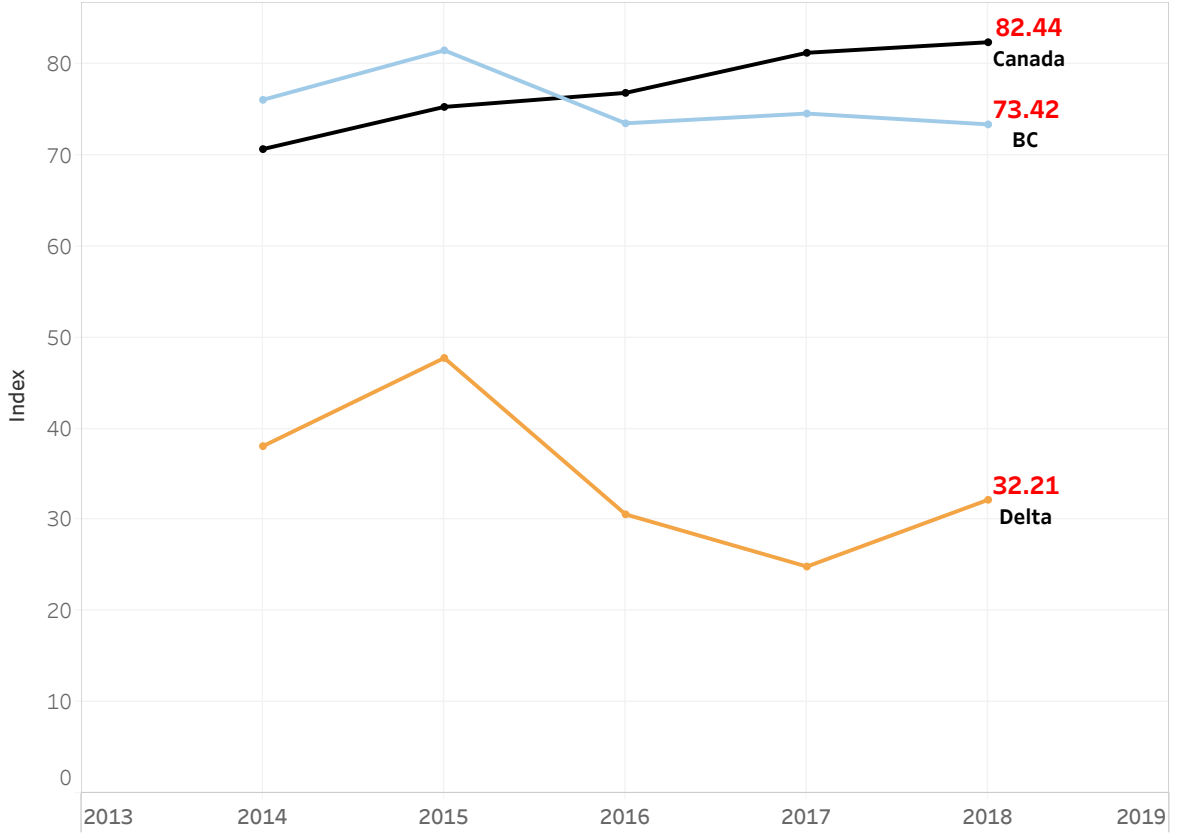
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VIOLENT CSI

METRIC
 ○ CSI
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REGION
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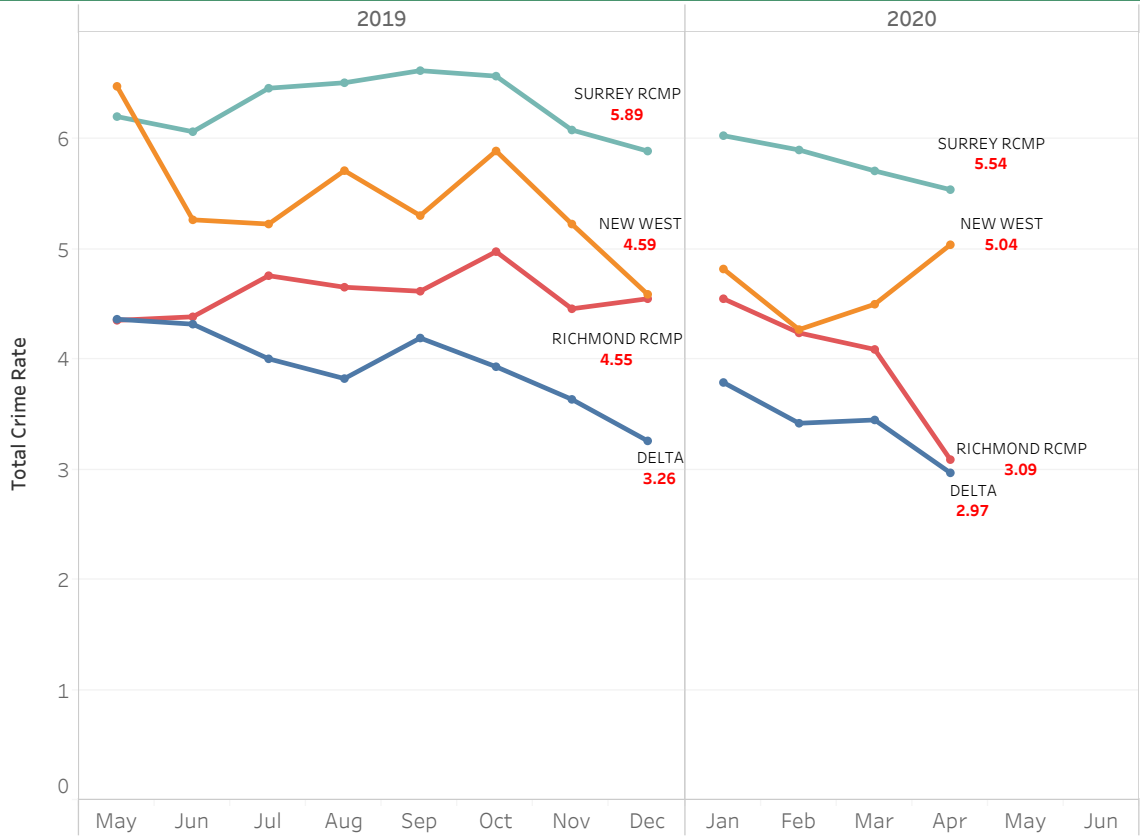
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TOTAL CRIME RATE per 1,000

- AGENCY**
- DELTA
 - NEW WEST
 - RICHMOND RCMP
 - SURREY RCMP

YR
All

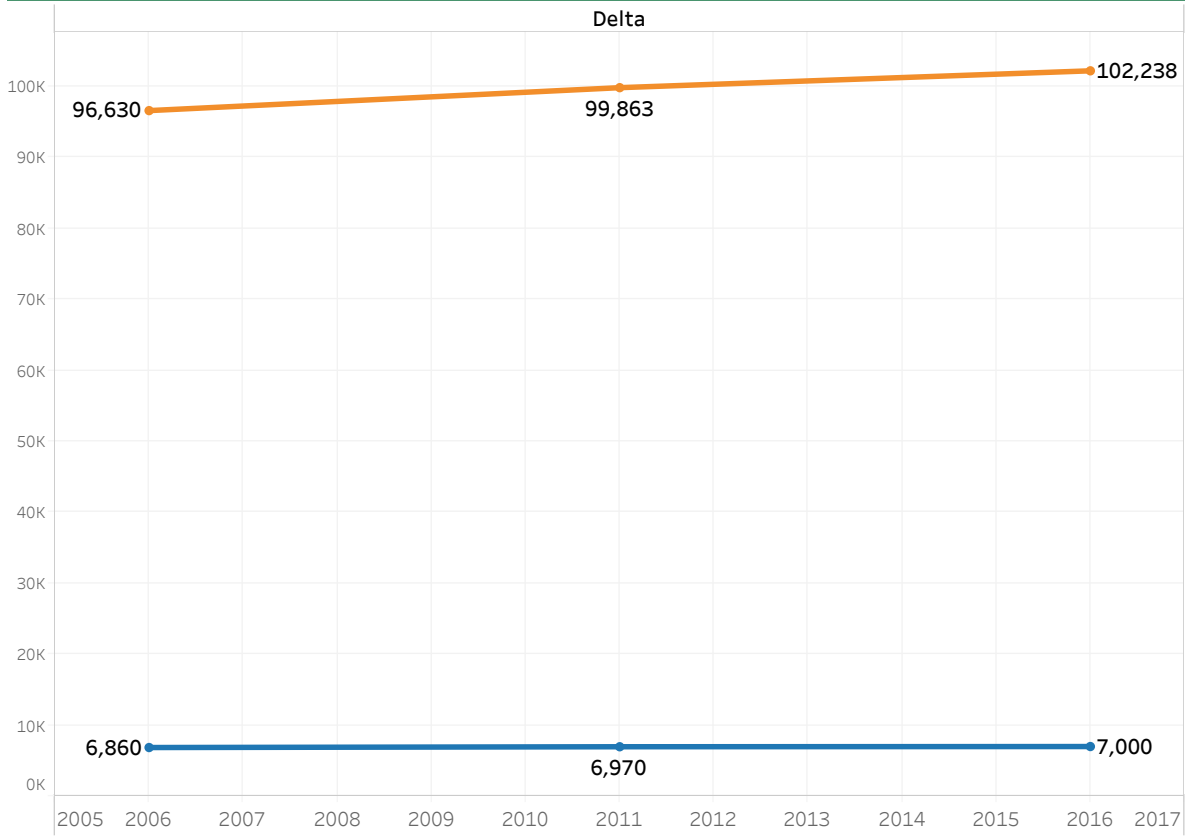


CRIME SEVERITY INDEX	VIOLENT CRIME SEVERITY INDEX	TOTAL CRIME RATE PER 1,000	POPULATION TREND	COMMUNITY POPULATION	PERSON OFFENCES	INTIMATE PARTNER VIOLENCE
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DELTA POPULATION

METRIC
 Population
 Males 15-24

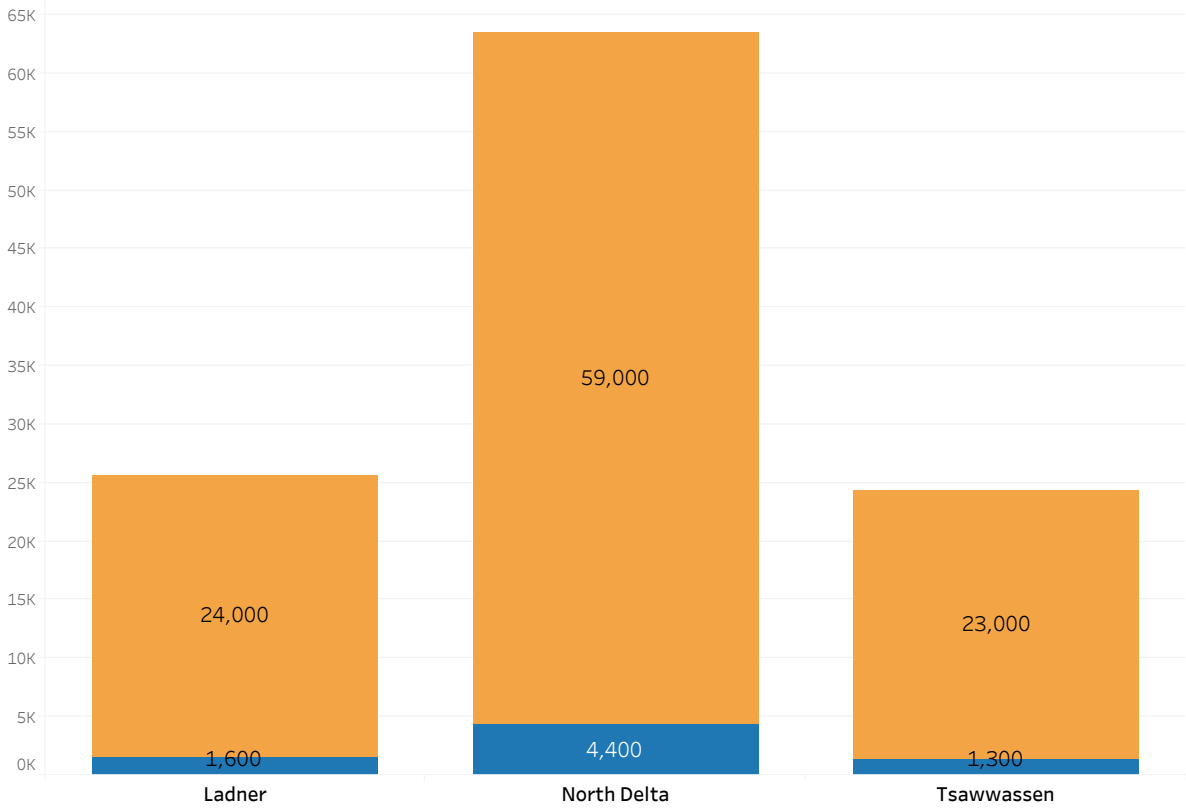


VIOLENT CRIME SEVERITY INDEX	TOTAL CRIME RATE PER 1,000	POPULATION TREND	COMMUNITY POPULATION	PERSON OFFENCES	INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE
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POPULATION vs MALES 15-24

METRIC
Population
Males 15-24



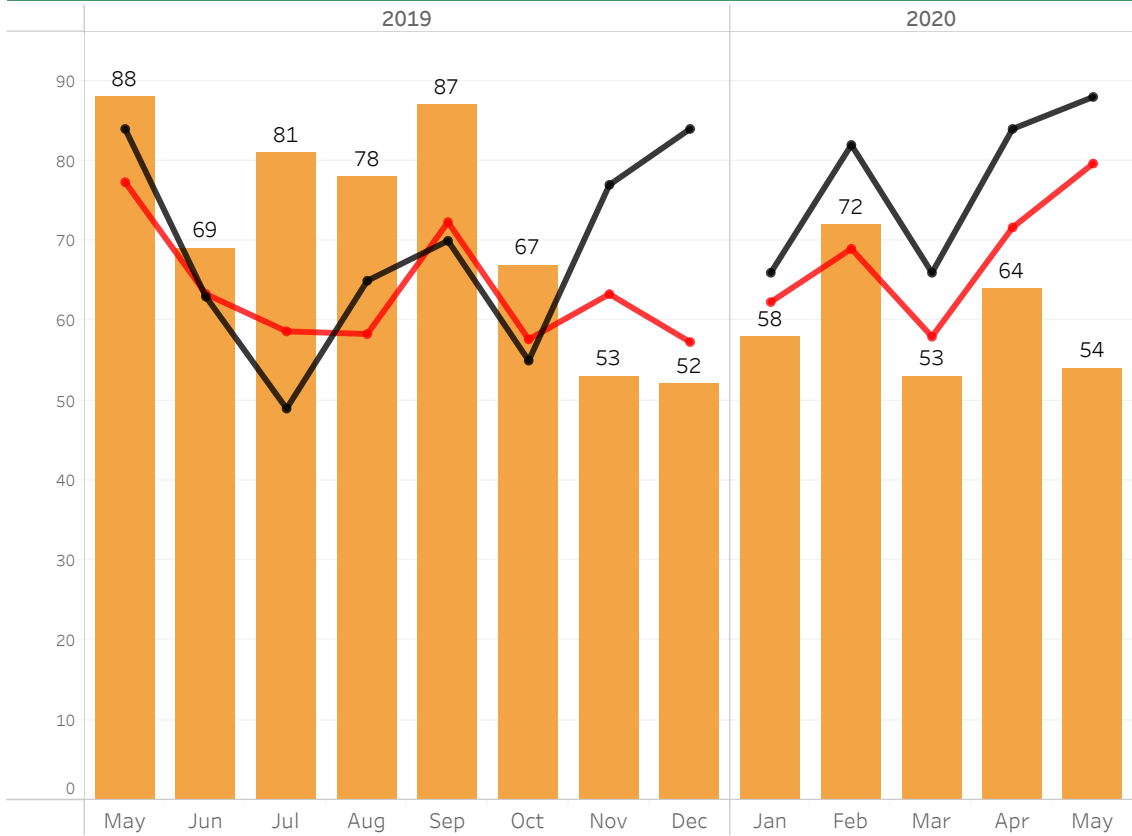
TOTAL CRIME RATE PER 1,000	POPULATION TREND	COMMUNITY POPULATION	PERSON OFFENCES	INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES
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PERSON

- OFFENCE TYPE**
- PERSON
 - PROPERTY
 - CYBER CRIME
 - YOUTH - Person
 - YOUTH - Property
 - COLLISIONS

- Current Year
- Previous Year
- 3 - year Monthly Avg



POPULATION TREND	COMMUNITY POPULATION	PERSON OFFENCES	INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME
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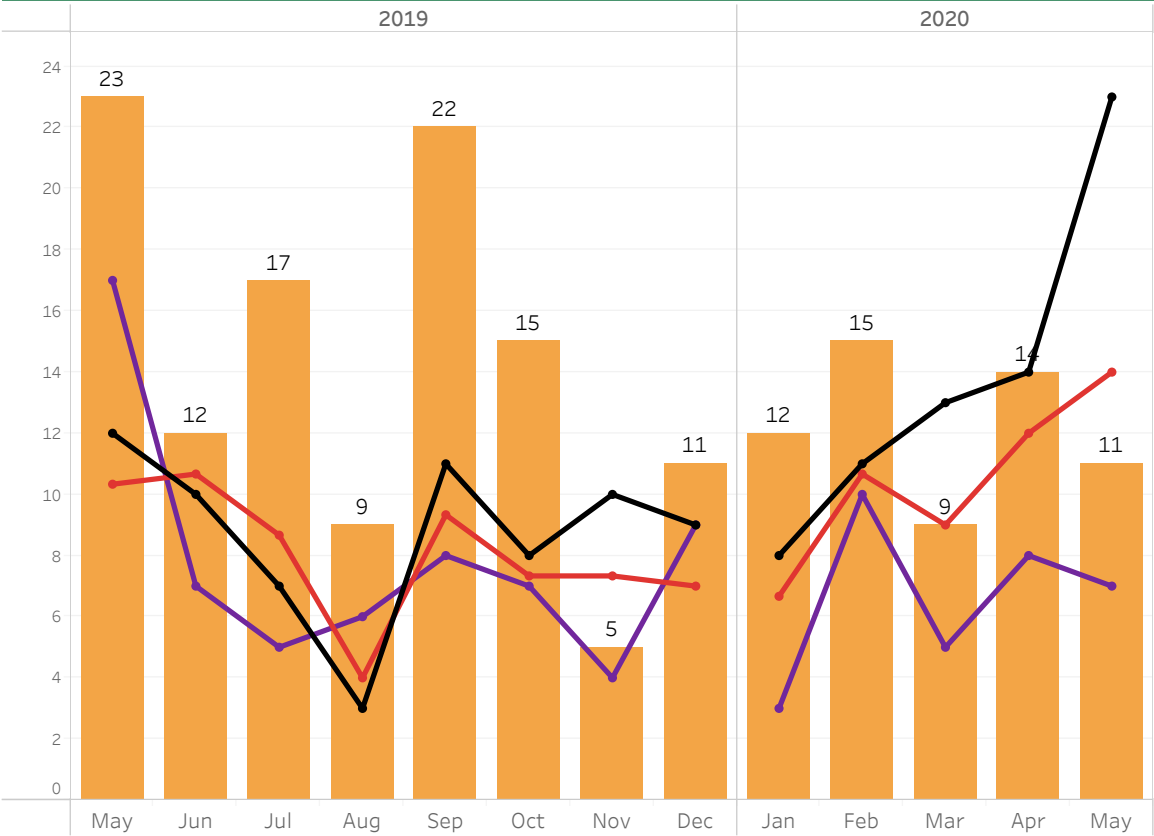
INTIMATE

METRIC

- INTIMATE
- FAMILY

Intimate Violence
 Aggravated Assault
 Assault with weapon
 Assault common
 Utter Threats
 Criminal Harrassment

- Current YR
- Previous YR
- 3 YR Monthly Avg
- Charged



COMMUNITY POPULATION	PERSON OFFENCES	INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME	YOUTH - PERSON OFFENCE
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FAMILY

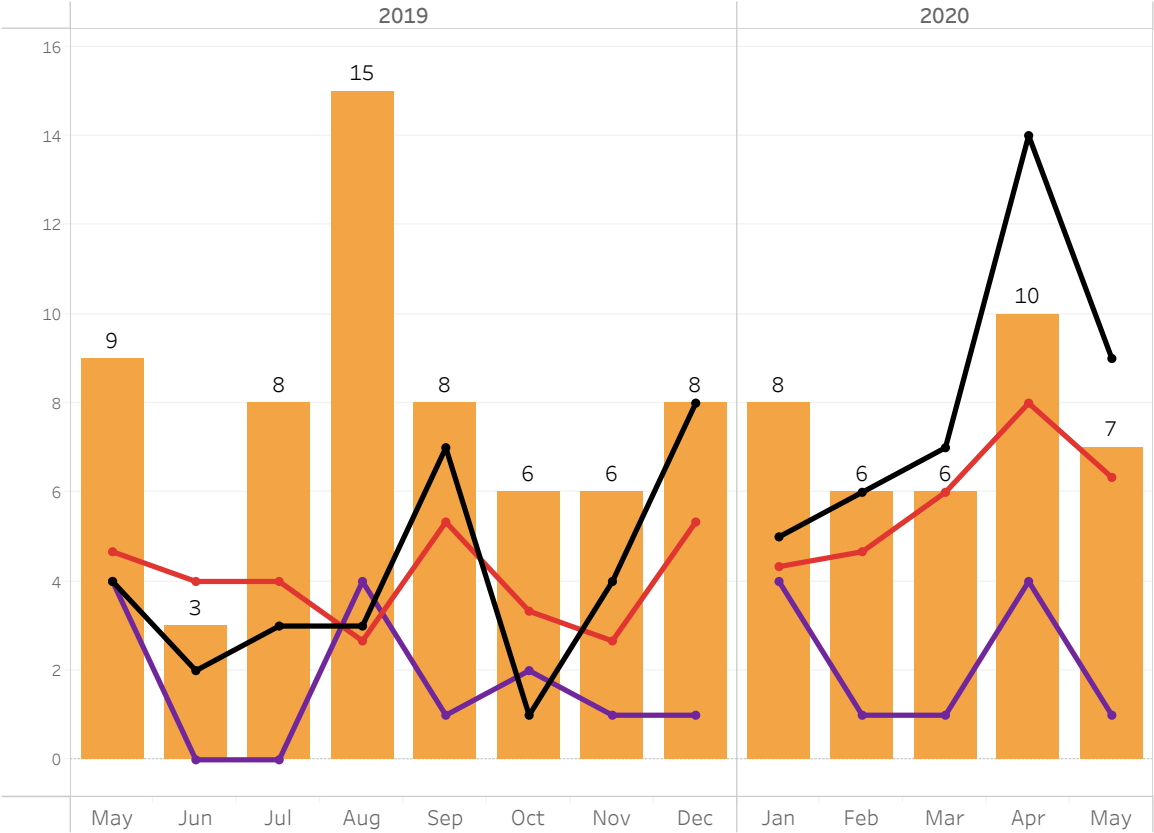
METRIC

- INTIMATE
- FAMILY

Intimate Violence

- Aggravated Assault
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- Criminal Harrassment

■ Current YR
■ Previous YR
■ 3 YR Monthly Avg
■ Charged



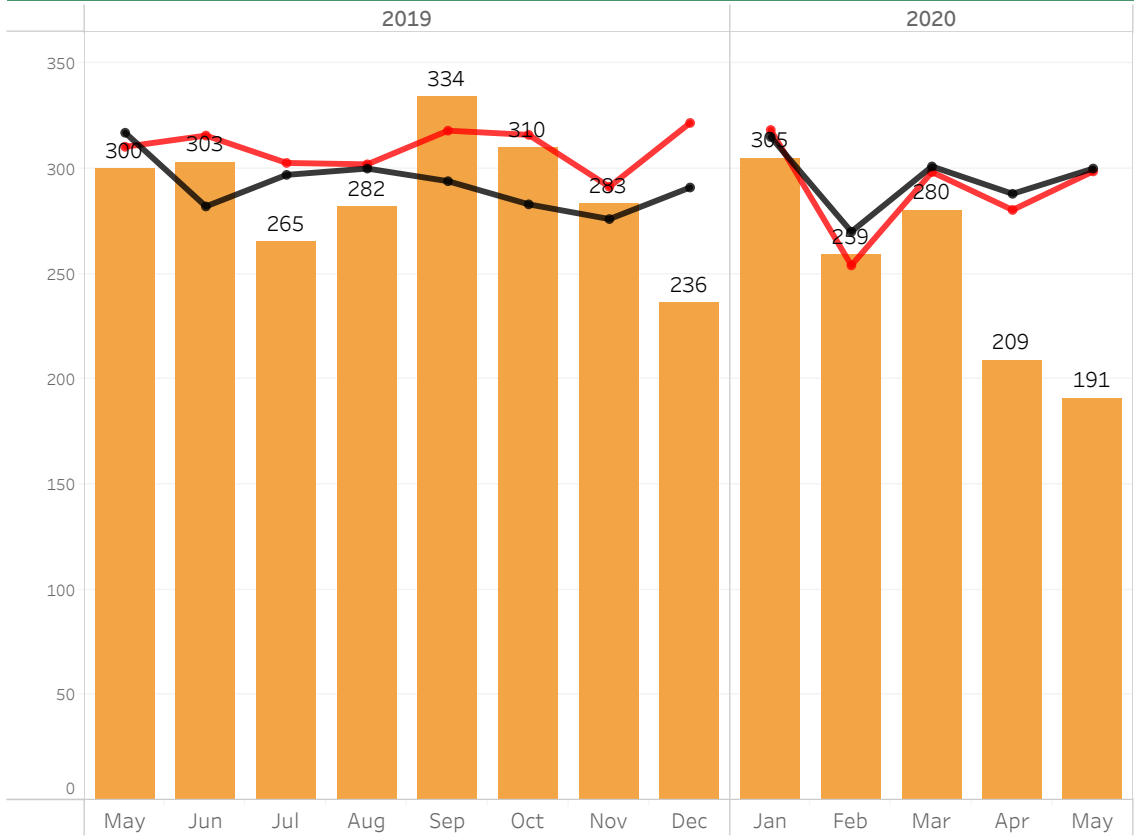
PERSON OFFENCES	INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME	YOUTH - PERSON OFFENCE	YOUTH - PROPERTY OFFENCE
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PROPERTY

- OFFENCE TYPE**
- PERSON
 - PROPERTY
 - CYBER CRIME
 - YOUTH - Person
 - YOUTH - Property
 - COLLISIONS

- Current Year
- Previous Year
- 3 - year Monthly Avg



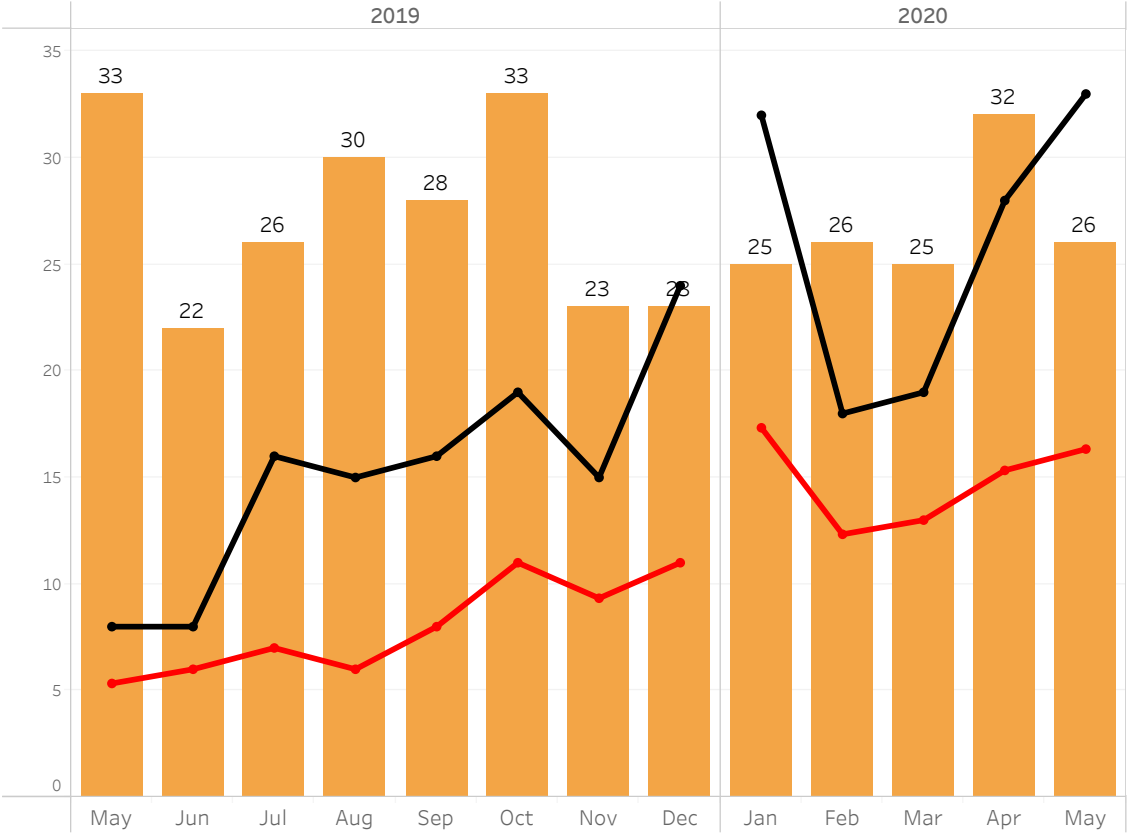
INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME	YOUTH - PERSON OFFENCE	YOUTH - PROPERTY OFFENCE	COLLISIONS
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CYBER CRIME

- OFFENCE TYPE**
- PERSON
 - PROPERTY
 - CYBER CRIME
 - YOUTH - Person
 - YOUTH - Property
 - COLLISIONS

- Current Year
- Previous Year
- 3-year Monthly Avg



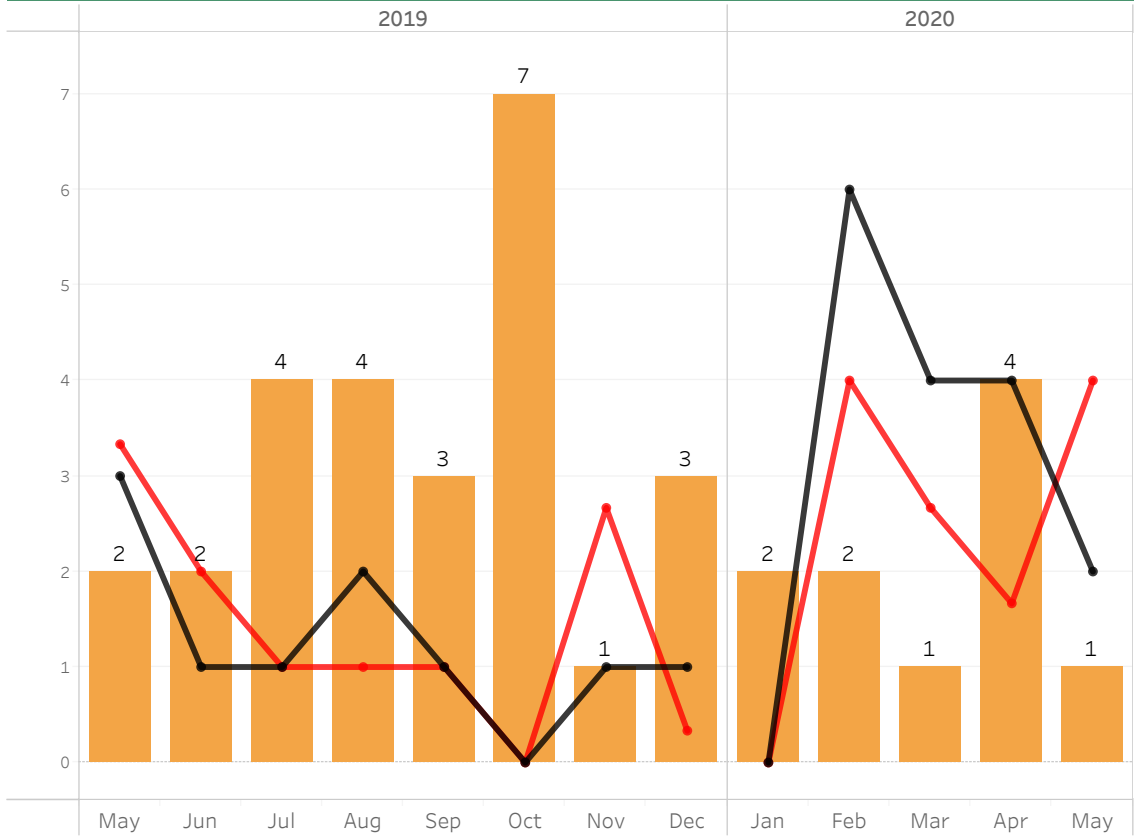
INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME	YOUTH - PERSON OFFENCE	YOUTH - PROPERTY OFFENCE	COLLISIONS
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YOUTH - Person

- OFFENCE TYPE**
- PERSON
 - PROPERTY
 - CYBER CRIME
 - YOUTH - Person
 - YOUTH - Property
 - COLLISIONS

- Current Year
- Previous Year
- 3 - year Monthly Avg



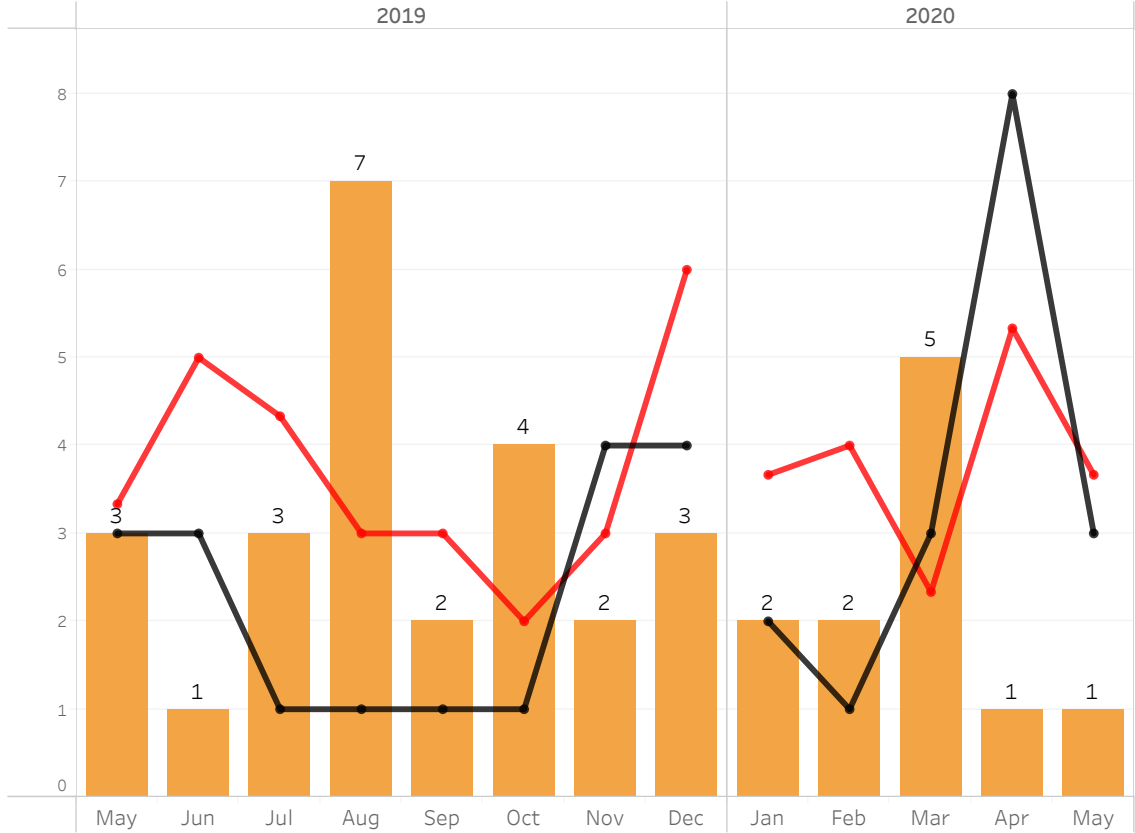
INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME	YOUTH - PERSON OFFENCE	YOUTH - PROPERTY OFFENCE	COLLISIONS
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YOUTH - Property

- OFFENCE TYPE**
- PERSON
 - PROPERTY
 - CYBER CRIME
 - YOUTH - Person
 - YOUTH - Property
 - COLLISIONS

- Current Year
- Previous Year
- 3 - year Monthly Avg



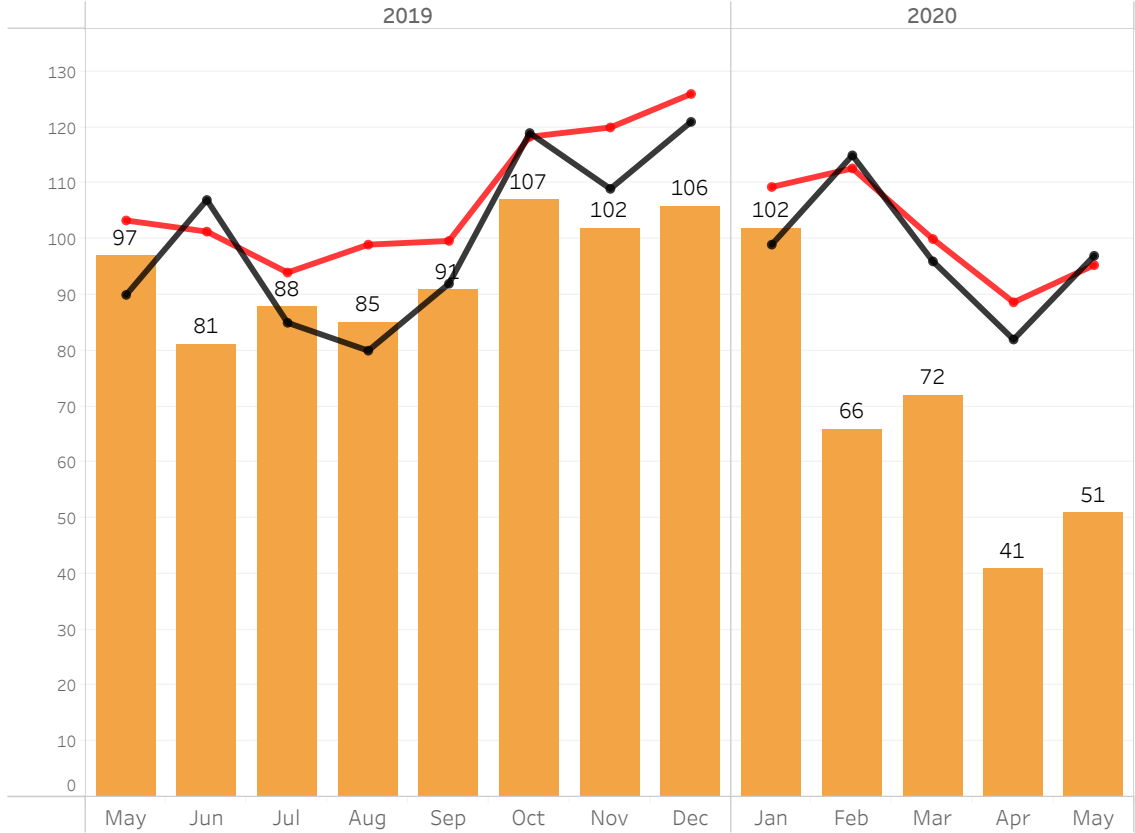
INTIMATE PARTNER VIOLENCE	FAMILY VIOLENCE	PROPERTY OFFENCES	CYBER CRIME	YOUTH - PERSON OFFENCE	YOUTH - PROPERTY OFFENCE	COLLISIONS
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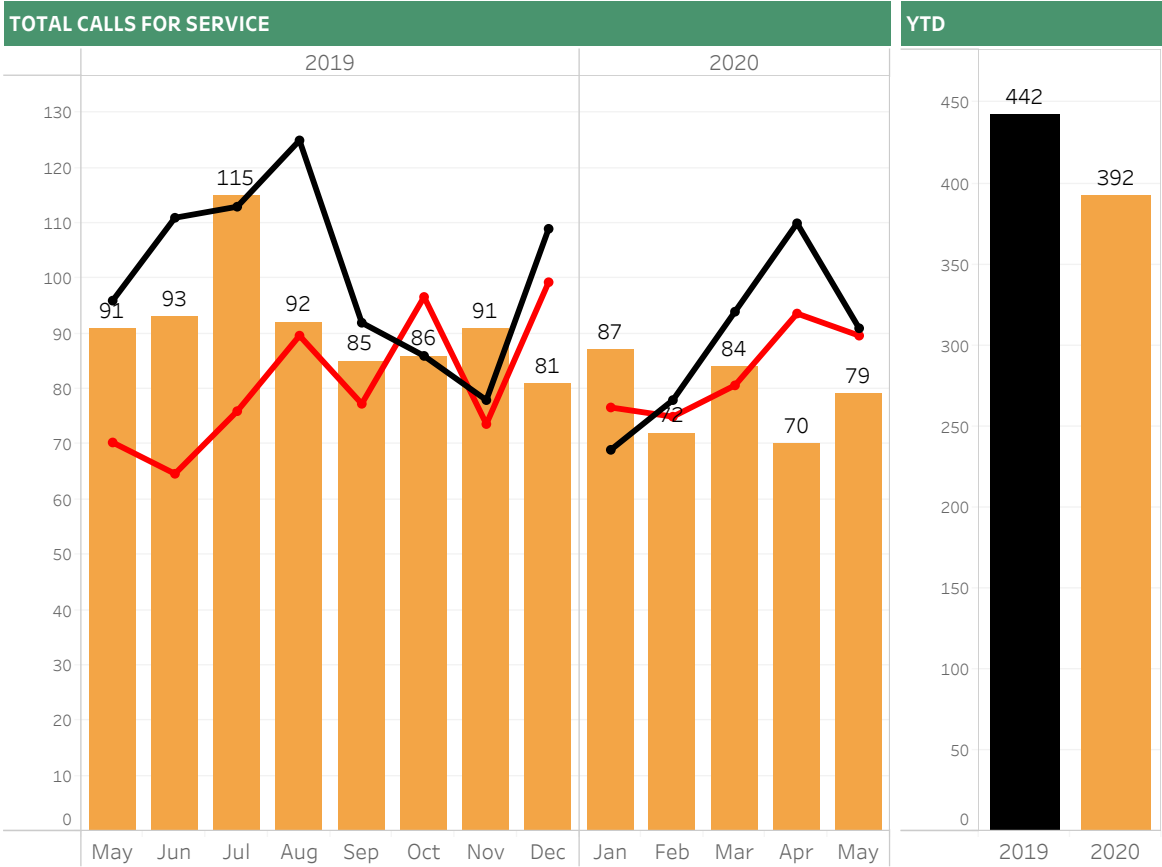
COLLISIONS

- OFFENCE TYPE**
- PERSON
 - PROPERTY
 - CYBER CRIME
 - YOUTH - Person
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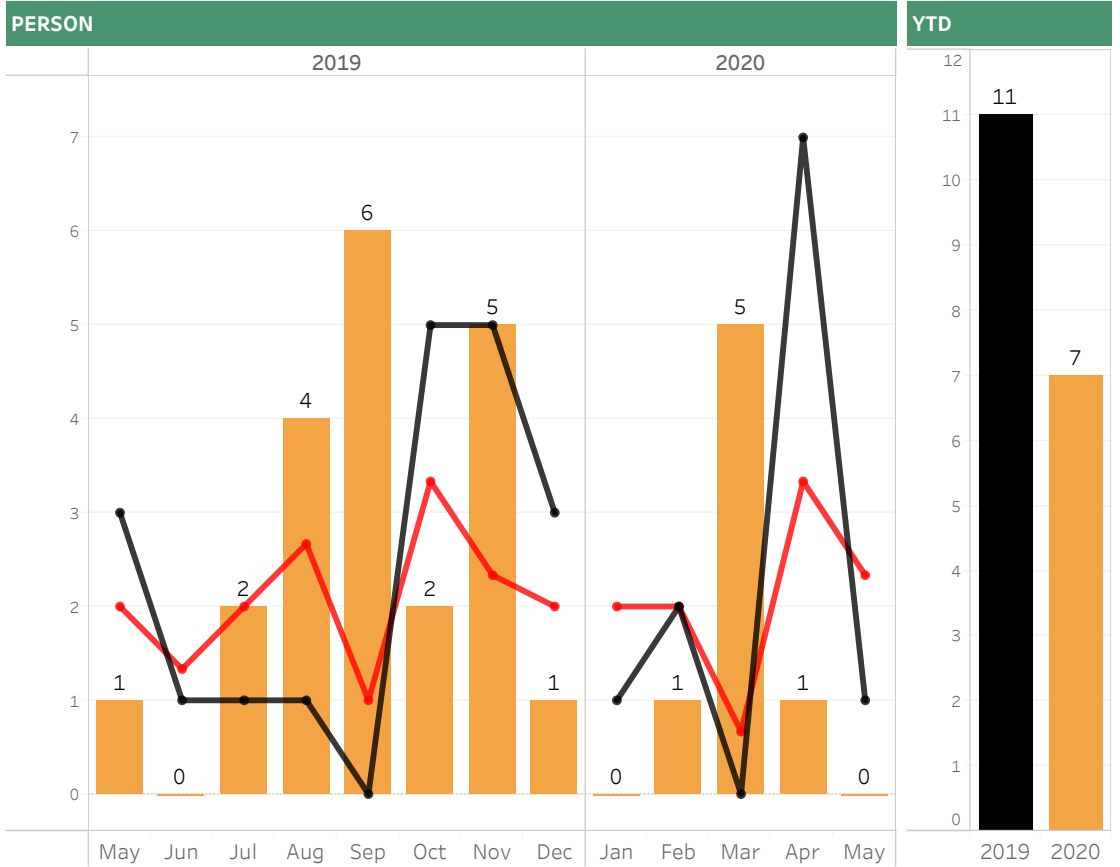
- Current Year
- Previous Year
- 3 - year Monthly Avg



TOTAL CALLS FOR SERVICE	PERSON OFFENCES	PROPERTY OFFENCES	COLLISIONS	THEFT FROM AUTO	SHOPLIFTING / THEFT OVER/UNDER \$5K	YOUTH - PERSON OFFENCE
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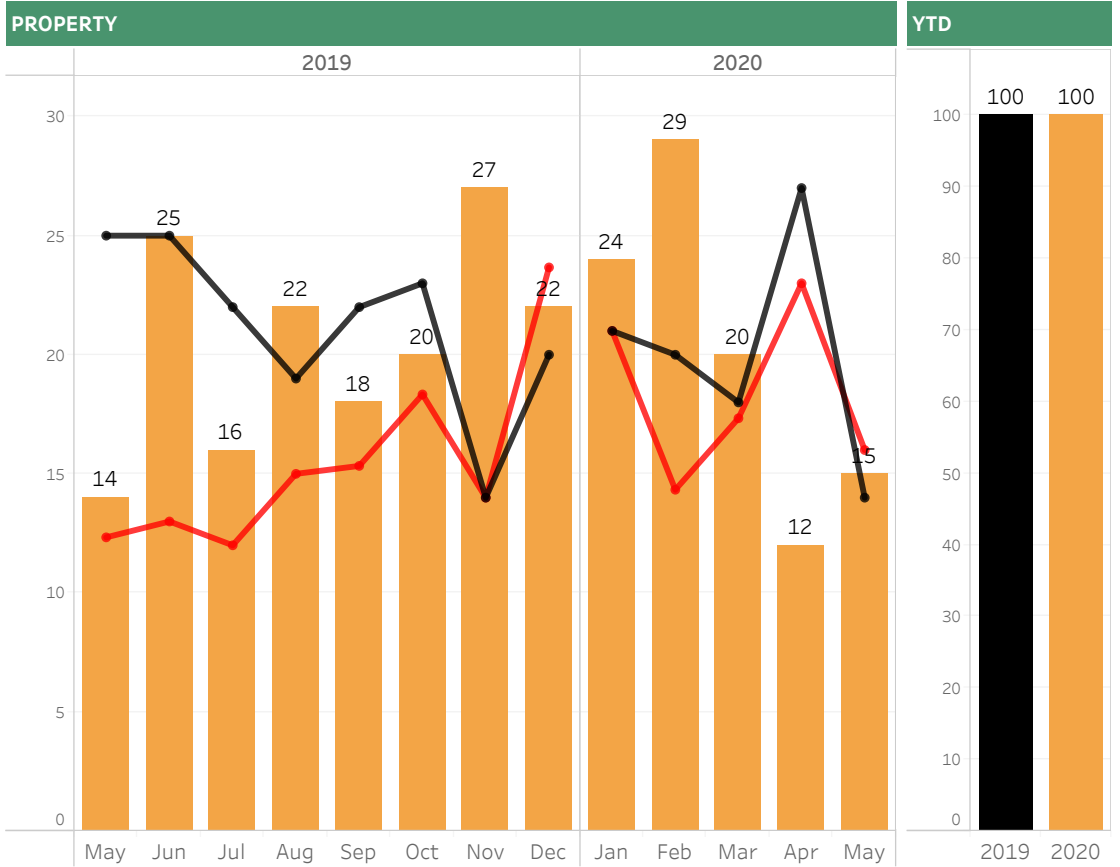
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 - THEFT FROM AUTO
 - SHOPLIFTING
 - YOUTH - person
 - YOUTH - property

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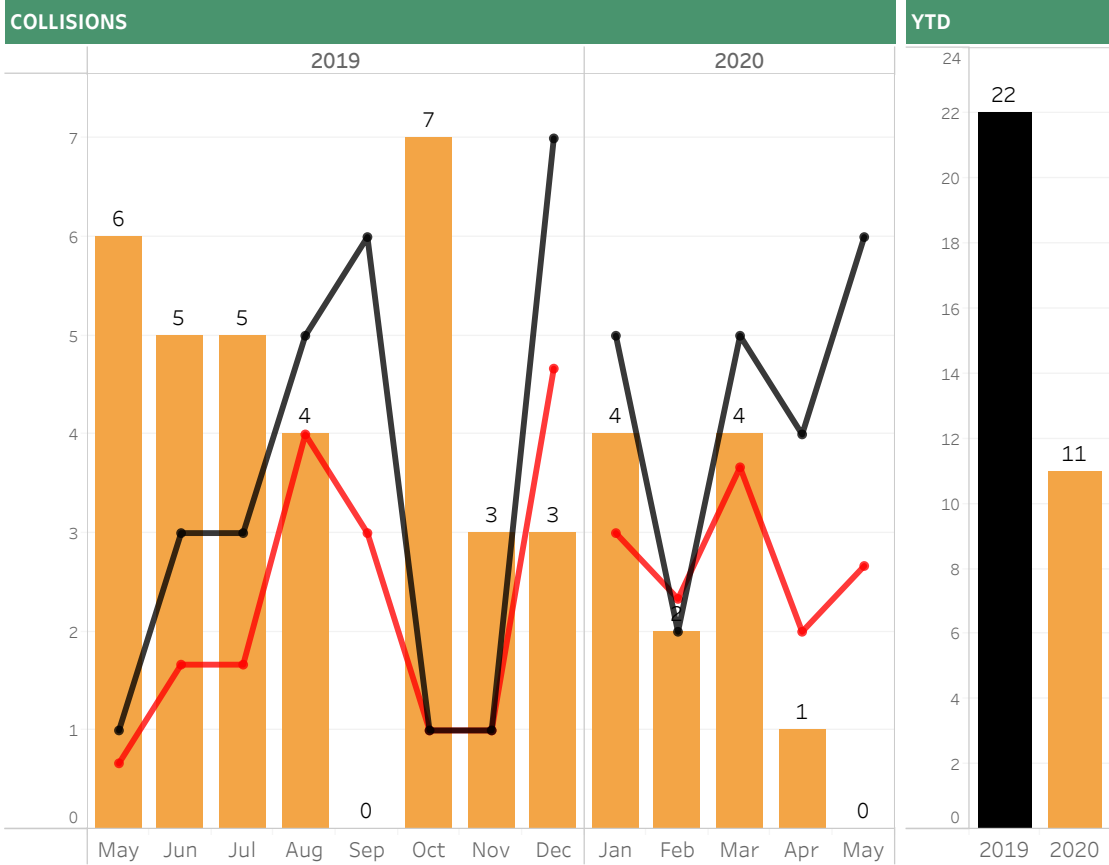
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 - THEFT FROM AUTO
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 - YOUTH - person
 - YOUTH - property

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- Previous Year
- 3-year Monthly Avg

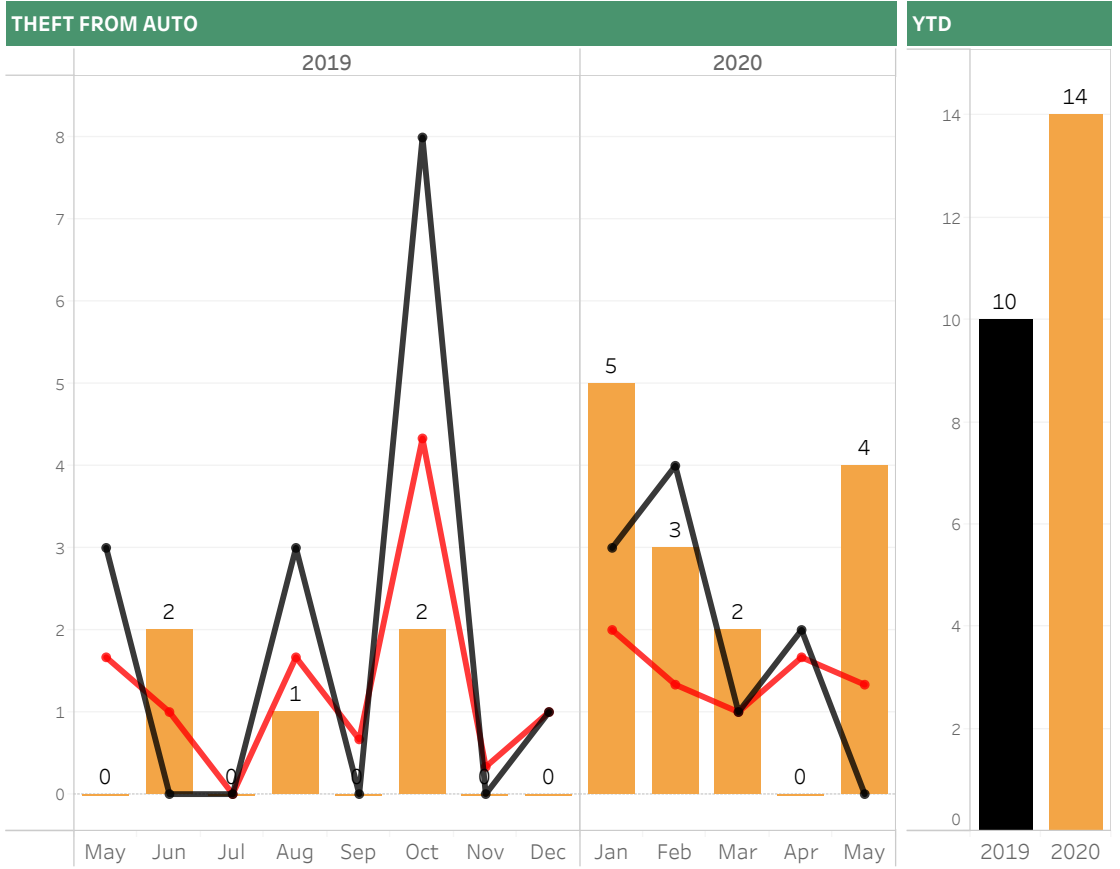
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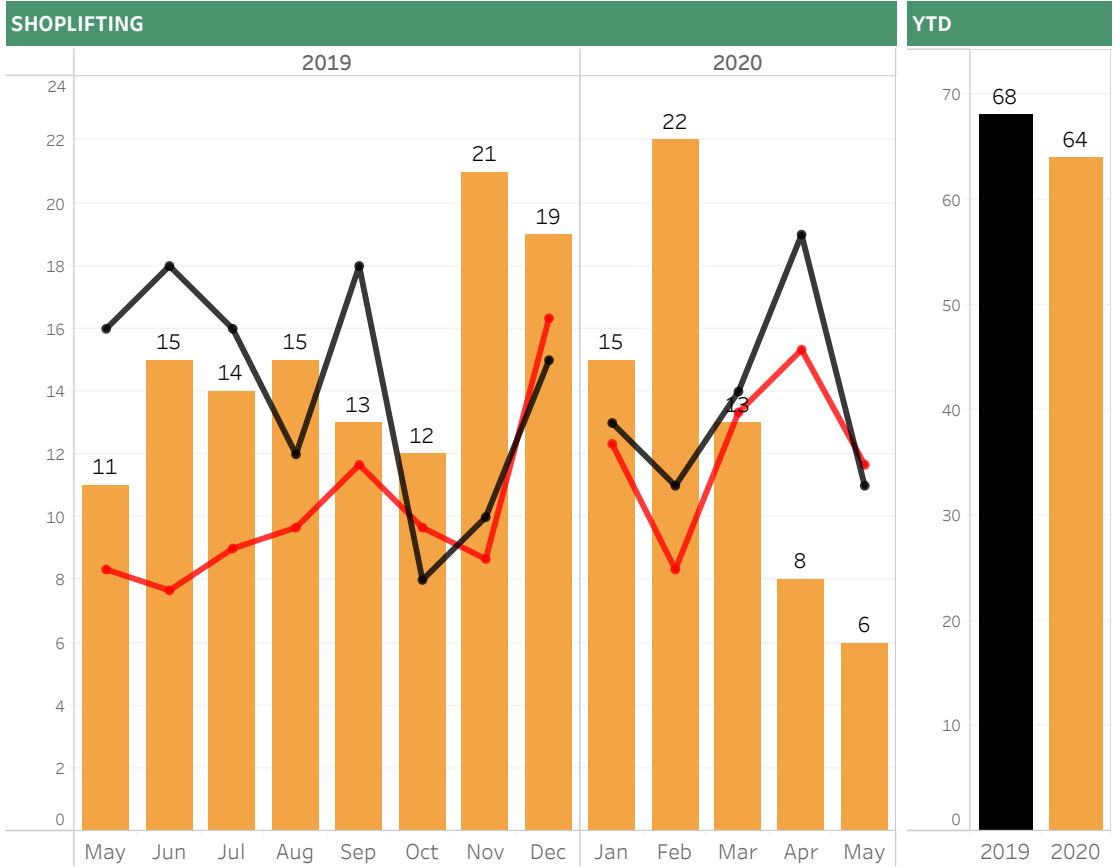
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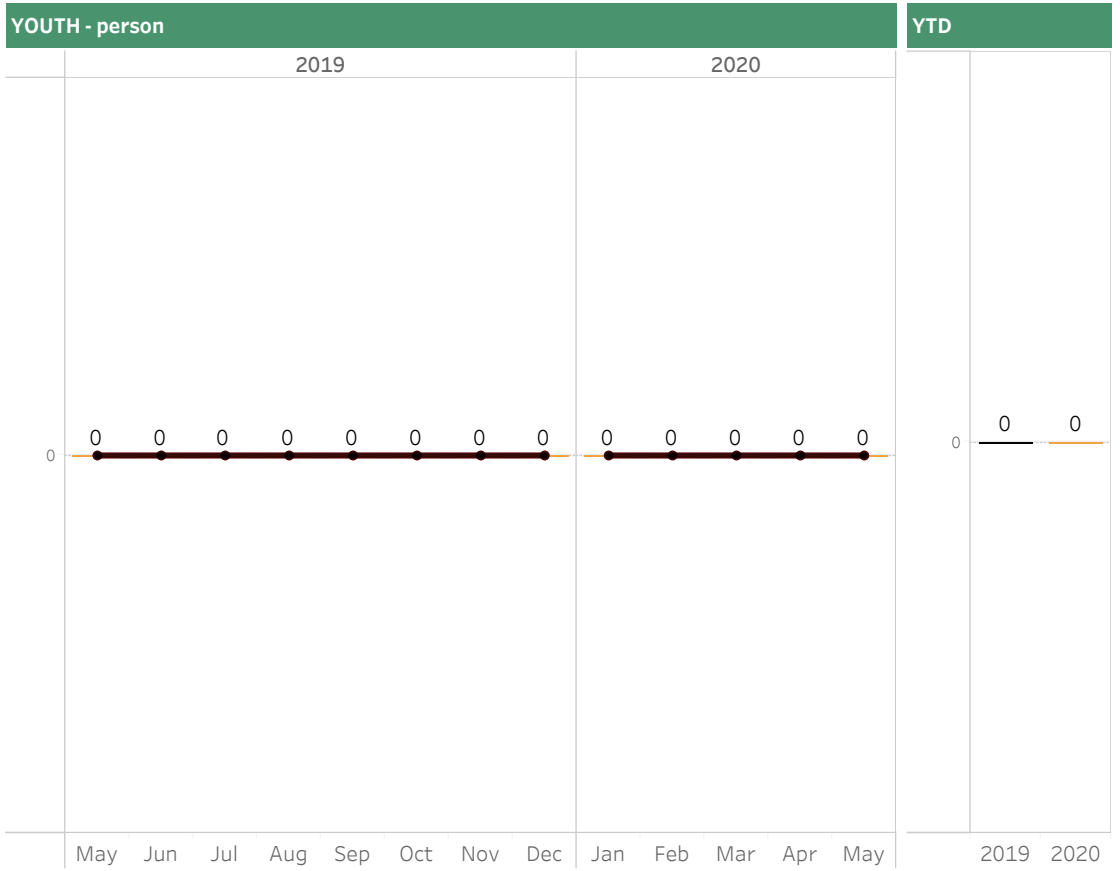
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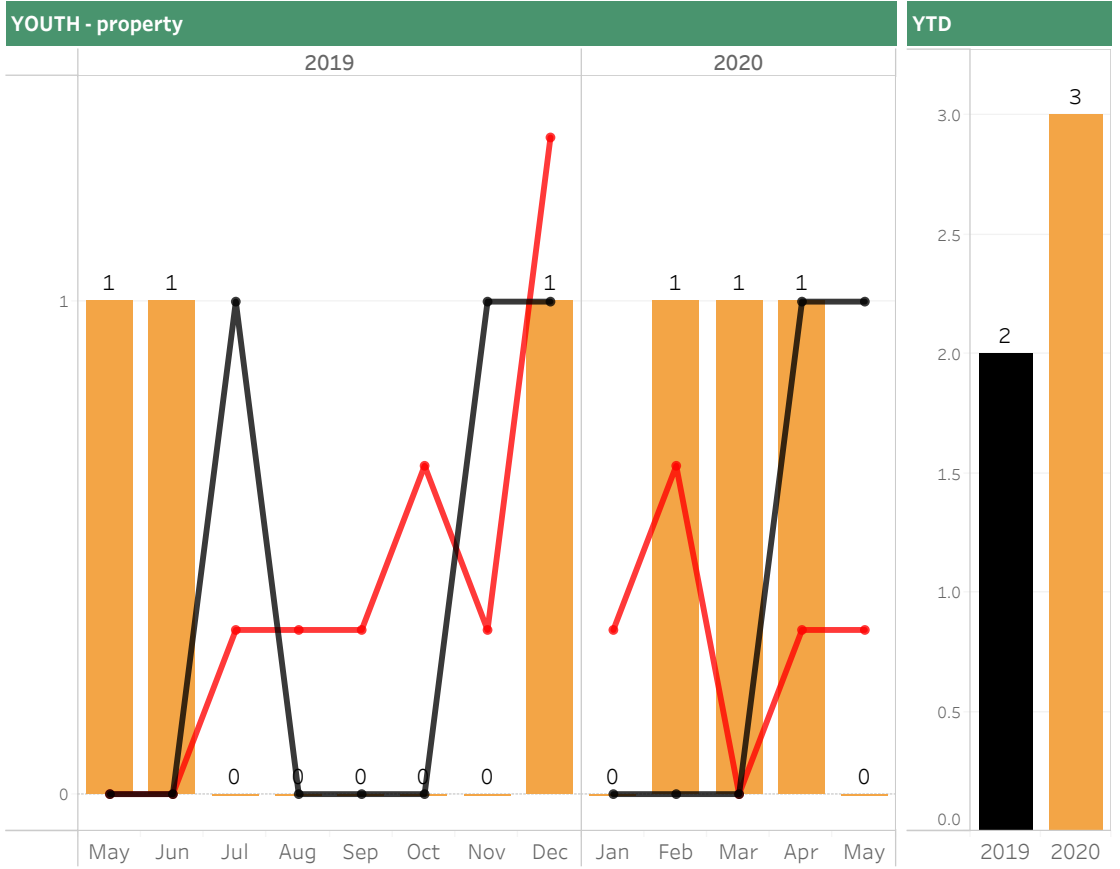
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MAY 2020

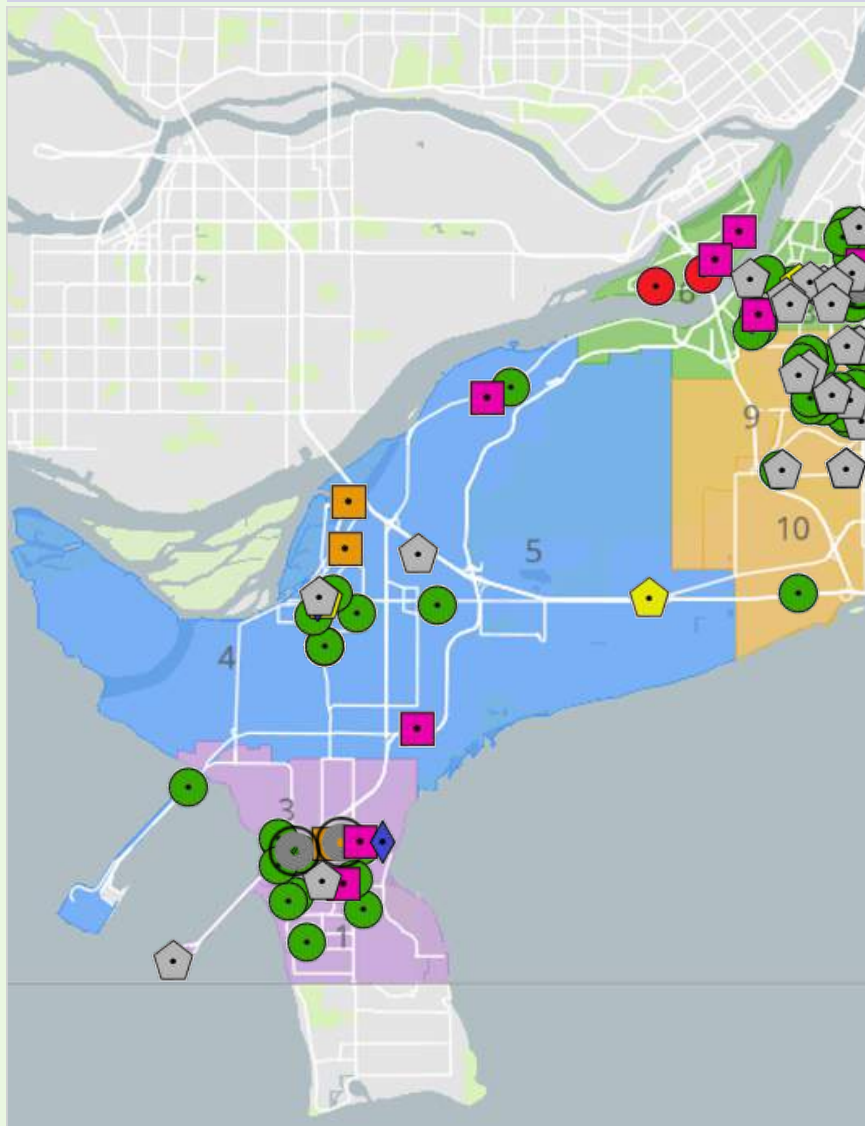
Historical Strategic Crime Dashboard DELTA CRIME MAP



Incident Date 5/1/2020 12:00:00 .. and Null values	District All	Zone All	Study All	Incident Type All	UCR1 Description Multiple values	Unit All	Officer ID All	Partner ID All	Officer or Partner All
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Historical Map Strategic Crimes

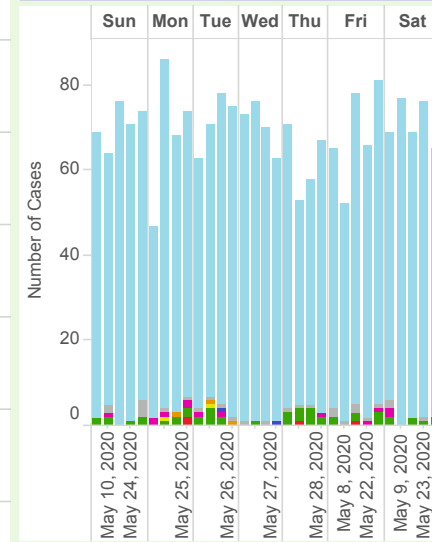
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Assault		27
Sexual Assault		3
CommercialBNE		10
OtherBNE		0
ResidentialBNE		3
Bike Theft		2
Robbery		0
Theft from MV		50
Theft of MV		4
Mail Theft		0
Mischief		4
Recovered Stolen		0
		99

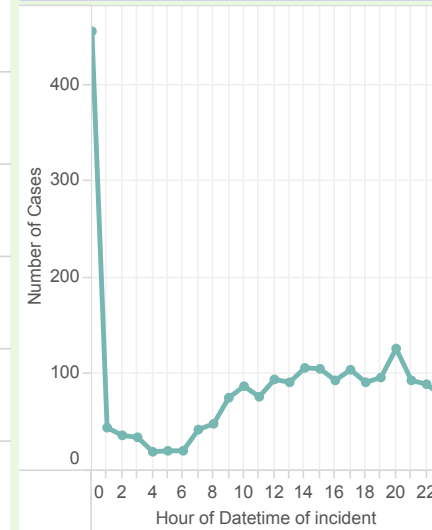
Historical Weekdays Strategic

select a weekday or multiple weekdays as a filter



Historical Hourly Strategic

select an hour or multiple hours as a filter





MAY 2020

Historical Strategic Crime Dashboard

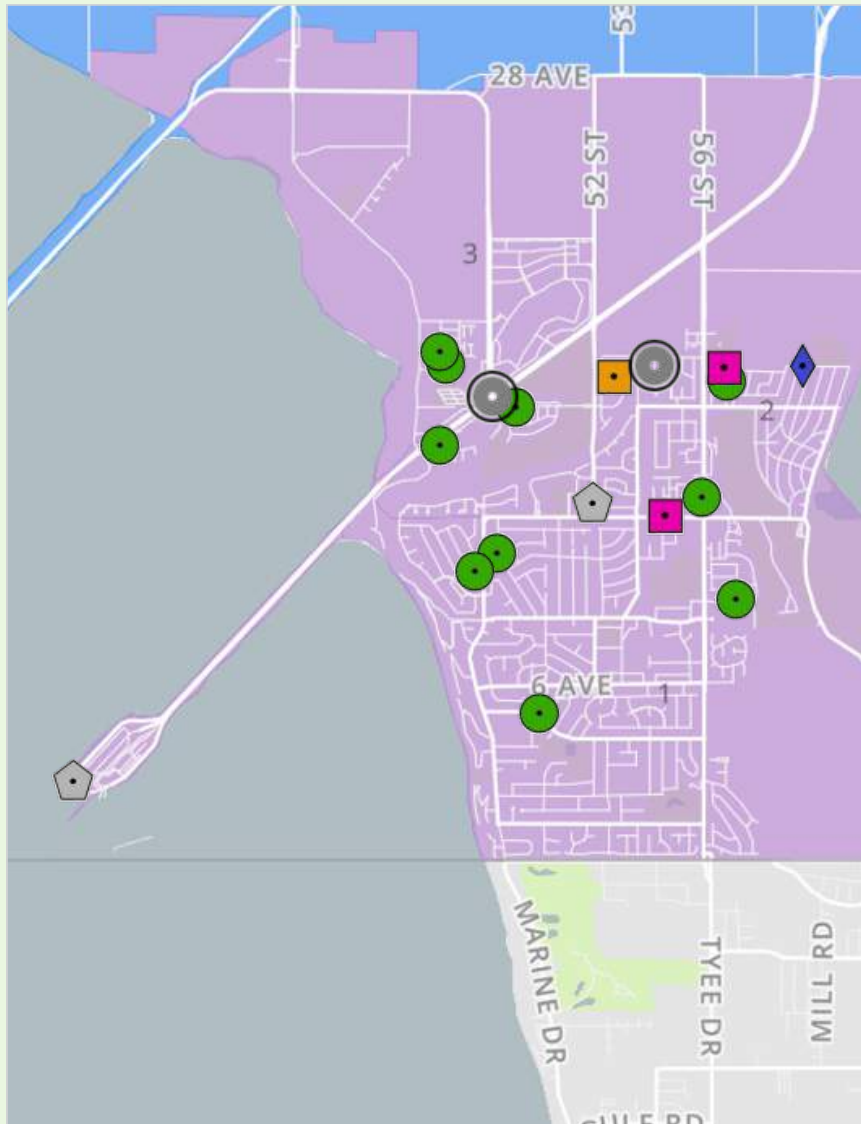
DISTRICT 1



Incident Date 5/1/2020 12:00:00 ... and Null values	District District 1	Zone All	Study All	Incident Type All	UCR1 Description Multiple values	Unit All	Officer ID All	Partner ID All	Officer or Partner All
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Historical Map Strategic Crimes

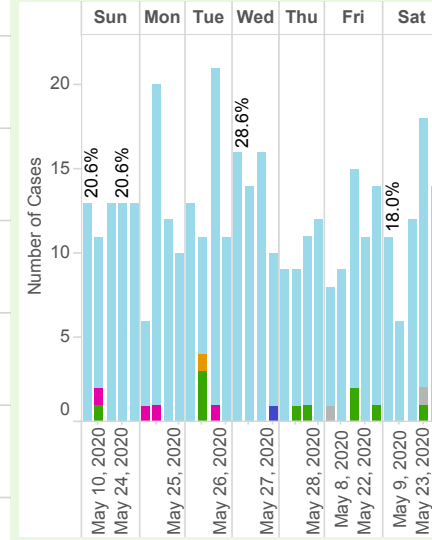
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hold 'shift' to get the pan hand



Assault		2
Sexual Assault		0
CommercialBNE		2
OtherBNE		0
ResidentialBNE		1
Bike Theft		1
Robbery		0
Theft from MV		12
Theft of MV		0
Mail Theft		0
Mischief		2
Recovered Stolen		0
		18

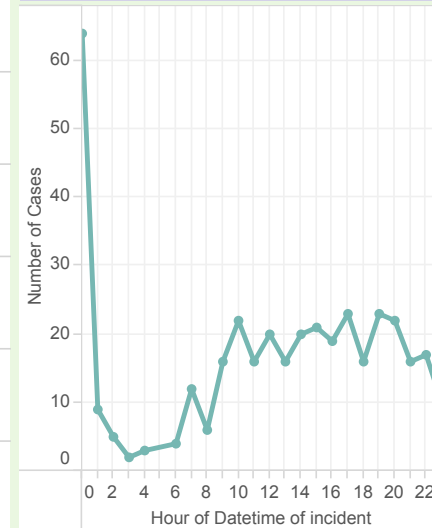
Historical Weekdays Strategic

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Historical Hourly Strategic

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MAY 2020

Historical Strategic Crime Dashboard

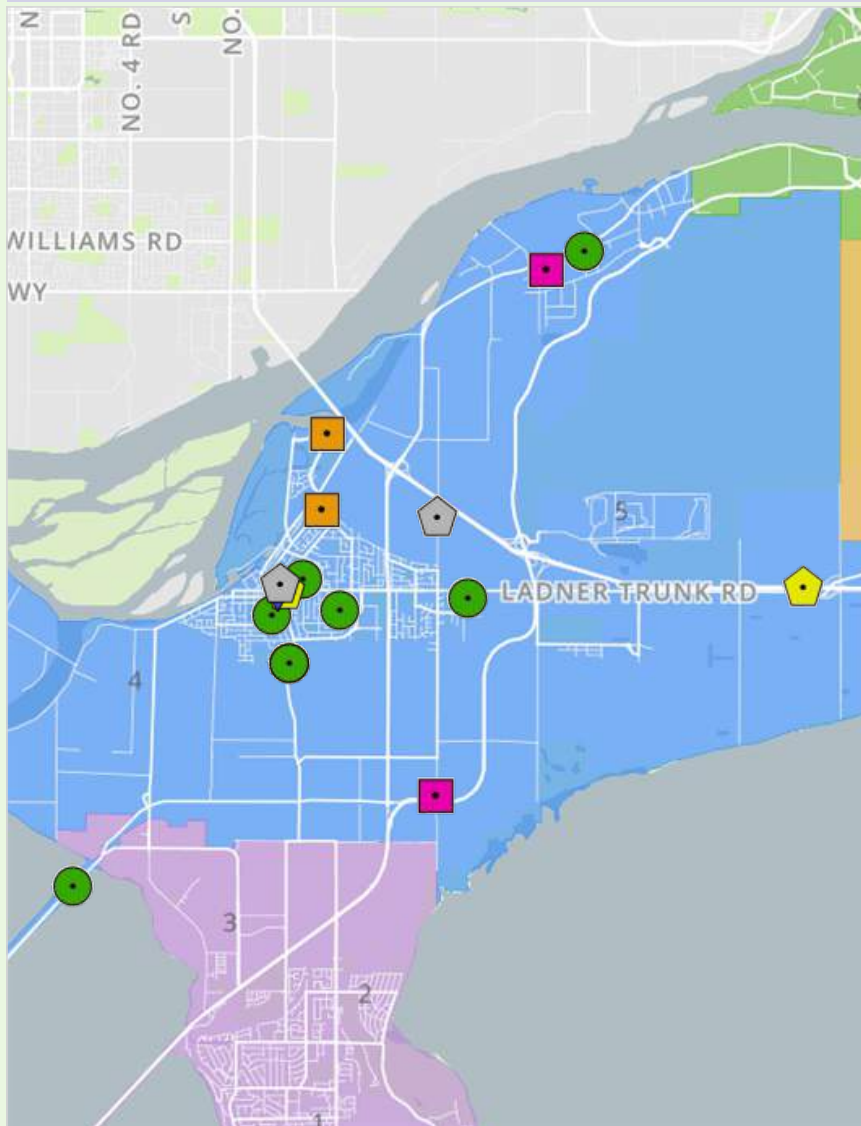
DISTRICT 2



Incident Date 5/1/2020 12:00:00 ... and Null values	District District 2	Zone All	Study All	Incident Type All	UCR1 Description Multiple values	Unit All	Officer ID All	Partner ID All	Officer or Partner All
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Historical Map Strategic Crimes

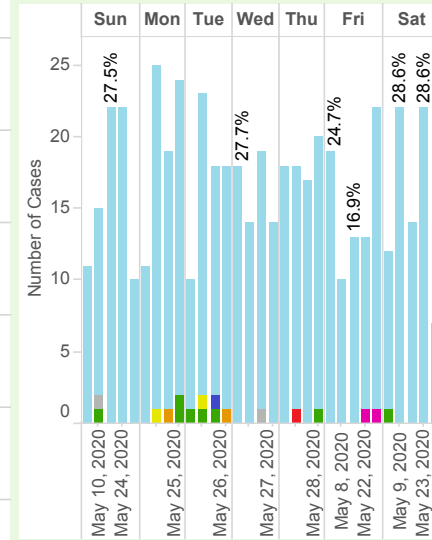
select a locationsymbol to filter other charts (drag, or hold ctrl)
hold 'shift' to get the pan hand



Assault		2
Sexual Assault		2
CommercialBNE		2
OtherBNE		0
ResidentialBNE		2
Bike Theft		1
Robbery		0
Theft from MV		8
Theft of MV		1
Mail Theft		0
Mischief		0
Recovered Stolen		0
		18

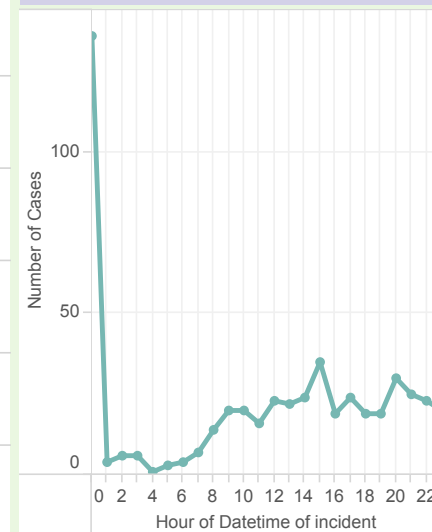
Historical Weekdays Strategic

select a weekday or multiple weekdays as a filter



Historical Hourly Strategic

select an hour or multiple hours as a filter





MAY 2020

Historical Strategic Crime Dashboard

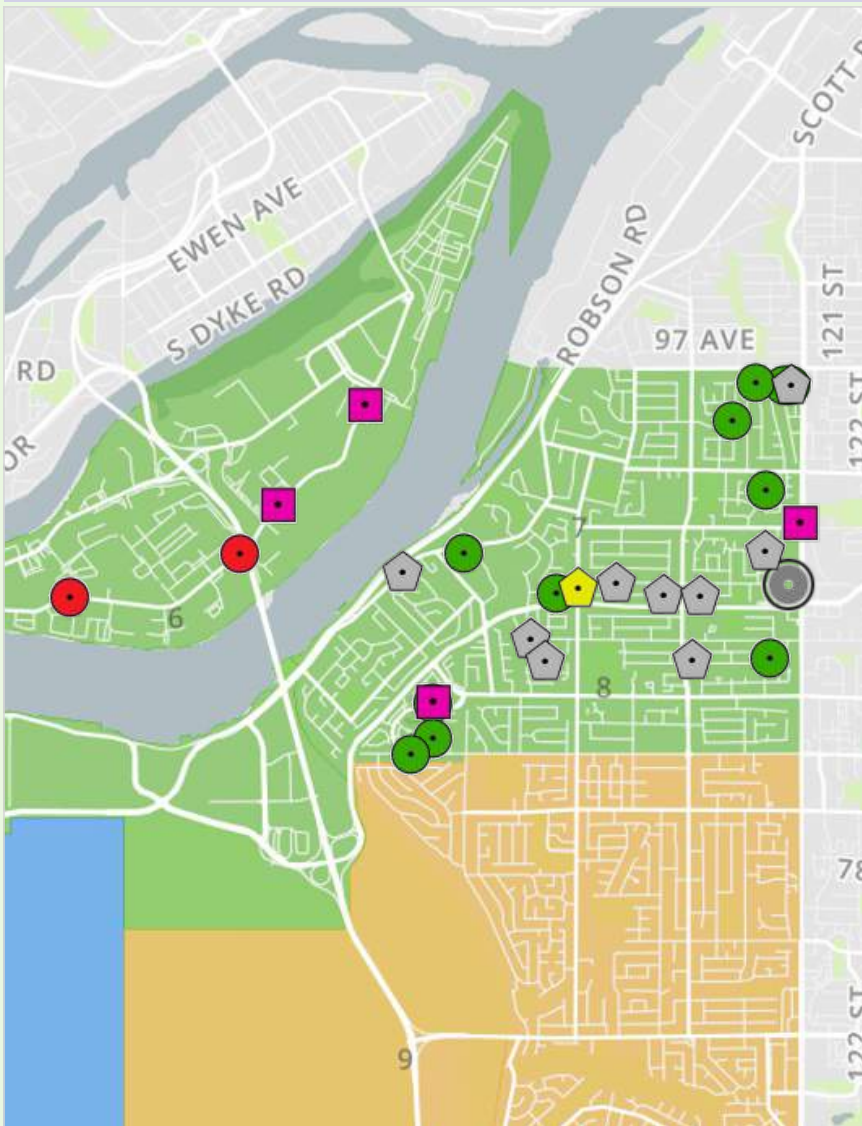
DISTRICT 3



Incident Date 5/1/2020 12:00:00 ... and Null values	District District 3	Zone All	Study All	Incident Type All	UCR1 Description Multiple values	Unit All	Officer ID All	Partner ID All	Officer or Partner All
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Historical Map Strategic Crimes

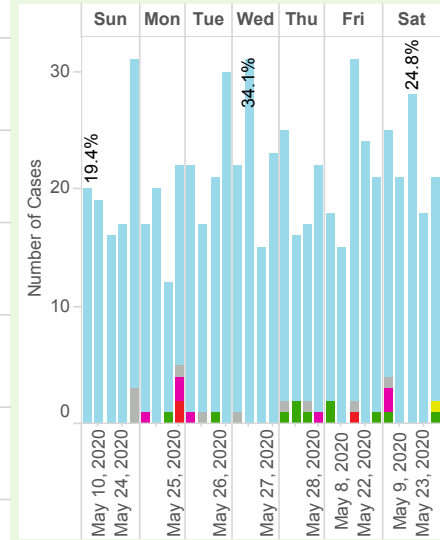
select a locationsymbol to filter other charts (drag, or hold ctrl)
hold 'shift' to get the pan hand



Assault		10
Sexual Assault		1
CommercialBNE		6
OtherBNE		0
ResidentialBNE		0
Bike Theft		0
Robbery		0
Theft from MV		12
Theft of MV		3
Mail Theft		0
Mischief		2
Recovered Stolen		0
		32

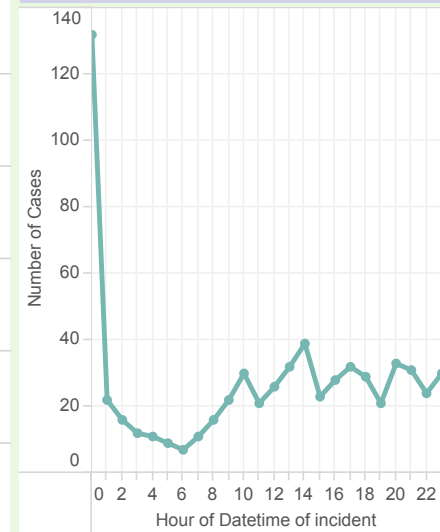
Historical Weekdays Strategic

select a weekday or multiple weekdays as a filter



Historical Hourly Strategic

select an hour or multiple hours as a filter





MAY 2020

Historical Strategic Crime Dashboard

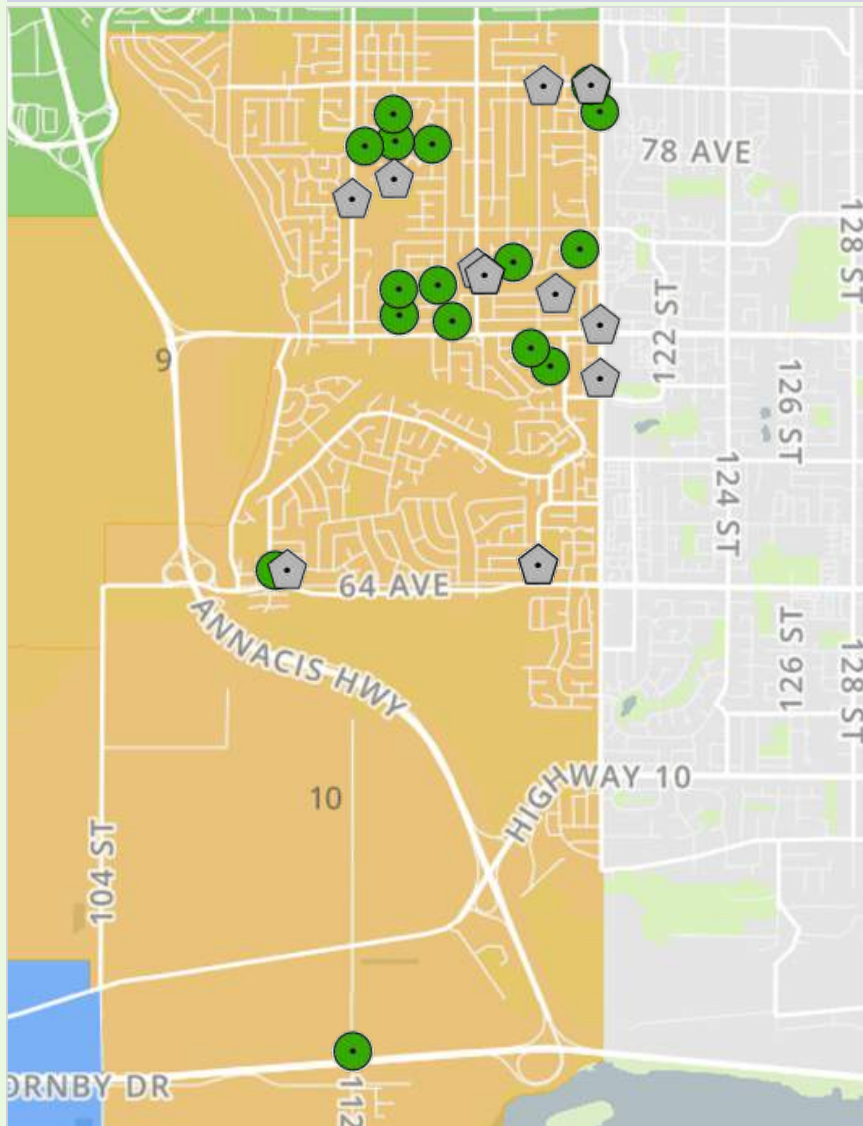
DISTRICT 4



Incident Date 5/1/2020 12:00:00 ... and Null values	District District 4	Zone All	Study All	Incident Type All	UCR1 Description Multiple values	Unit All	Officer ID All	Partner ID All	Officer or Partner All
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Historical Map Strategic Crimes

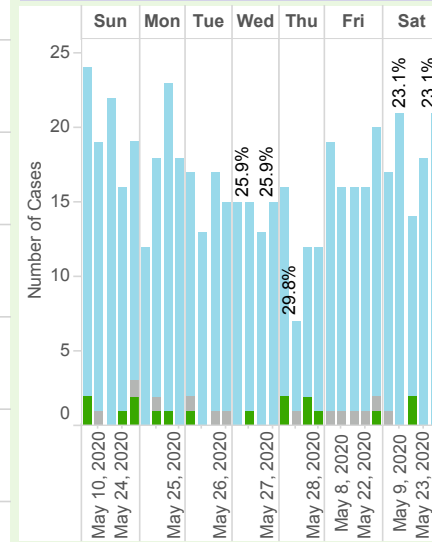
select a locationsymbol to filter other charts (drag, or hold ctrl)
hold 'shift' to get the pan hand



Assault		13
Sexual Assault		0
CommercialBNE		0
OtherBNE		0
ResidentialBNE		0
Bike Theft		0
Robbery		0
Theft from MV		17
Theft of MV		0
Mail Theft		0
Mischief		0
Recovered Stolen		0
		30

Historical Weekdays Strategic

select a weekday or multiple weekdays as a filter



Historical Hourly Strategic

select an hour or multiple hours as a filter

