

**Delta Police Department  
BOARD REPORT  
Regular Meeting**



To: **Delta Police Board**

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

Date: **June 19, 2020**

**Fair and Impartial Policing**

▪ **RECOMMENDATION:**

A. THAT the Board receive this report for information.

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▪ **PURPOSE:**

To inform the Board of the anti-racism and anti-bias training learning, training and courses provided to Delta Police Department (DPD) officers.

▪ **DISCUSSION:**

The DPD has a history of recruiting diverse, competent and highly motivated officers, resulting in a work force composed of a variety of backgrounds and experiences. An inclusive hiring process increases positive exposure for all staff to other cultural backgrounds and creates a department striving to reflective the community that it serves. There is no mandatory requirement for an employee to declare their ethnicity on the application or during the hiring process. As the declaring of an employee's ethnicity is voluntary, DPD is unable to provide an accurate account of the diversity within the organization. However, one indicator of ethnicity is language skills and the DPD can confirm that 36 (17%) of DPD officers speak at least one language other than English.

The DPD professes that that impartial policing or bias free policing is not a destination but a journey. This journey begins with extensive training at the Justice Institute of British Columbia (JIBC) Police Academy and continues throughout a police officer's career with ongoing training and experience at DPD.

## **Justice Institute of British Columbia Training**

JIBC's Police Academy training includes anti-racism and bias-free training lessons. However, these lessons cannot be quantified in terms of time spent because they are woven throughout the training. Principles that are used in Fair and Impartial Policing (FIP) are used by the Police Academy. The training promotes an understanding of diverse groups, whether based on cultural/ethnic backgrounds, faiths, sexual orientation or gender. As the training is woven into simulations, recruits are continually reminded that they must act impartially and without bias through simulations and debriefs.

Moreover, scenario or reality based training is a major component of JIBC Police Academy training. Many of the scenarios are specifically designed to highlight any assumptions and unconscious/implicit biases the recruits may have. Following these training scenarios, recruits are required to reflect on their performance. As part of each debriefing session, they are asked, "What strategies did you use, or could you have used, to ensure your investigations were fair, impartial, and bias free?" Along with scenarios and readings, recruits participate in group discussions facilitated by instructors.

The JIBC Police Academy further provides:

- Crisis intervention and de-escalation training through in class and online format. Scenarios are included in class training
- Teaching active listening skills, and the need to treat others with respect, kindness, empathy, dignity, and to be sensitive to others' values, customs, and needs
- Scenario training involving vulnerable persons
- A discussion with a panel of people with mental health issues
- A presentation by either the Provincial Deaf and Hard of Hearing Services or the Deaf Well-Being Program

During block 2 of JIBC training, recruits conduct a research project with a diverse group in the area in which they work. Part of the project includes presenting their research in presentations during block 3 to their fellow classmates.

Block 3 training places emphasis on Indigenous history and culture. Recruits learn about Indigenous history and how Indigenous people have been impacted by the residential school system. In a one day session, recruits watch the video "The Spirit has no Colour," a training video specifically created for Police Academy recruits about the relationship between police and Indigenous people. Recruits also participate in a Circle of Understanding, during which they spend time with elders and are taught the history of the Indigenous people and hear the experiences of residential school survivors. This session is held in conjunction with the Vancouver Aboriginal Community Policing Centre Society and is facilitated by a police academy instructor who is Indigenous and is also a retired police officer.

JIBC is currently reviewing diversity training curriculum with community stakeholders to enhance cultural awareness training regarding other cultures.

## DPD Training

Twice during the over the past five years, DPD officers have received the Fair and Impartial Policing (FIP) training course. The FIP course helps officers to understand that implicit biases can impact well-intentioned individuals outside of their conscious awareness. The FIP training curriculum applies the modern science of bias to public safety; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases.

In addition to FIP training, DPD provides additional forms of ongoing training in the following areas:

- ICAT (Integrating Communications, Assessment and Tactics)  
ICAT training is used to de-escalate individuals that are acting erratically, are not mobile and are not armed with a firearm.
- ILEAPS (Introduction, Listen, Empathize, Ask Open Ended Questions, Paraphrase, Summarize)  
ILEAPS is used to bridge that critical gap of less experienced officers waiting for trained negotiators. The model gives all responding officers a standard script to either slow things down or bring the crisis to a successful conclusion.

## Simulator

In early 2020, DPD opened the Regional Municipal Training Centre (RMTTC) which consists of a simulator, classroom, and a full mat room for practicing control techniques. The simulator gives officers the chance to practice decision making skills and offers hundreds of fully-interactive scenarios, to allow officers to practice their skills in an immersive environment. Simulator training uses scenarios designed to teach critical concepts, such as officer presence, communication skills, verbal and non-verbal cues, de-escalation, less-lethal options and use of force.

During training in the simulator, police officers will assess the verbal and non-verbal cues of people they are interacting with in the scenarios. After the conclusion of scenario, the trainer and the participant can discuss the actions taken, and the officer can immediately go back and work through the scenario again. This review process ensures that the officer has the memory and confidence of accomplishing a successful outcome.

## Provincial Policing Standards

In the 2012 report "*Forsaken: The Report of the Missing Women Commission of Inquiry*", Commissioner Wally Oppal recommended that police officers be required to undergo mandatory and ongoing experiential and interactive training concerning vulnerable community members, on the topic of:

*"active engagement in overcoming biases, rather than more passive sensitivity training (sometimes called anti-oppression training)" (p. 124).<sup>1</sup>*

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<sup>1</sup> Forsaken: The Report of the Missing Women Commission of Inquiry Executive Summary

[https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/about-bc-justice-system/inquiries/forsaken-vol\\_1.pdf](https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/about-bc-justice-system/inquiries/forsaken-vol_1.pdf)

As a result of this, and related recommendations contained in the report, the DPD delivered “Fair and Impartial Policing” training to all officers and staff in 2016 and 2018. In the 2019 report “*Reclaiming Power and Place: Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*,”<sup>2</sup> and the associated ‘*Calls for Justice*’ document, Crown prosecution services nationally were called upon to address bias, racism and systemic discrimination in the criminal justice system. In response, the B.C. Prosecution Service introduced an *Indigenous Justice Framework*. The *Framework* called on police to align their arrest, charge recommendation and bail procedures with those of the Prosecution Service. In response, DPD reviewed its policies and revised its arrest and detention policies, giving specific recognition to the goal of ameliorating bias, racism and systemic discrimination.

Additionally in 2019, the police investigative process, commonly referred to as ‘street checks’ or ‘police stops’ was subject to a regulatory review in British Columbia and across Canada. Seeking to address concerns about potential over-representation of Indigenous persons and racial minorities among persons who were the subject of such investigative processes, the Director of Police Services issued a new Provincial Policing Standard. The Standard, regulating various aspects of police stops, came into effect January 15, 2020.<sup>3</sup> In response, the DPD initiated a policy (OE29 Police Stops) and trained all members in relation to the same.

Other than the new Standard specific to ‘police stops’, the B.C. Provincial Standard that addresses the promotion of unbiased policing (Standard 6.0) currently contains no other subsections that impose requirements or policy responses. DPD has received and reviewed a draft of proposed additional new Policing Standards specific to *Community Partnerships and Equitable Policing*, as well as associated Standards that will mandate related training to promote equitable and unbiased policing, and enhance service delivery to vulnerable communities. DPD is prepared to implement the requirements established by these Standards, through a working group, if and when the Standards come into effect.

### **British Columbia Law Enforcement Diversity Network**

DPD is an active partner in the British Columbia Law Enforcement Diversity Network (BCLEDN). DPD Constable Lee Chapman is co-chair of the BCLEDN. The goal of the BCLEDN is to champion diversity within law enforcement communities through the localization of global issues. The main initiative undertaken by the BCLEDN, to achieve these goals is to hold a forum for all law enforcement organization members in British Columbia. The goal of the forum is to inform and educate members on a variety of important and progressive subjects.

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<sup>2</sup> Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls  
<https://www.mmiwg-ffada.ca/final-report/>

<sup>3</sup> Provincial Policing Standards – Promotion of Unbiased Policing – 6.2, Police Stops  
<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>

Constable Chapman with the support of DPD’s District Liaison and other officers also engages with the Delta community and partner agencies to improve public safety and to implement community-based initiatives and programs, serving to build relationships with Delta’s diverse communities.

**Tsawwassen First Nation**

DPD is committed to providing a high level of community policing service to the Tsawwassen First Nation (TFN). This service includes community engagement, youth programming and proactive work.

The partnership between the TFN and DPD has assisted in providing opportunity for growth, understanding and development for DPD officers. Highlights of this partnership have been shared with the community multiple times and were recently highlighted in a Globe and Mail article.<sup>4</sup> The success of this strong relationship has resulted in a stronger DPD, TFN and Delta.

At a 2019 increment training day, Tsawwassen First Nation (TFN) Liaison Officer, Cst. Mike Grandia provided a two hour training session to DPD members. Cst. Grandia and a TFN elder presented on the existing TFN policing model and highlighted the cooperation between the DPD and TFN. DPD members were educated about the strategy, ongoing programs and resources available. The TFN elder provided valuable cultural and historical insight leading to open and informative dialogue. This increment training provided an opportunity for DPD members to become more informed and strengthen relationships with the TFN.

**Statistics**

The chart below displays the total number of public contacts made by DPD officers against the total number of complaints alleging racism/bias by the DPD officers. Note that these statistics do not include the non-recorded interactions the DPD have with the public. These non-recorded interactions include the public approaching officers and making enquiries, presentations, District Liaison Officer outreach and special events.

<b>YEAR</b>	<b>TOTAL RECORDED DPD CONTACTS</b>	<b>ALLEGATIONS OF RACISM/BIAS</b>	<b>PERCENTAGE</b>
<b>2018</b>	40,241	6	0.014%
<b>2019</b>	39,794	5	0.012%
<b>2020 to June 10</b>	14,198	1	0.007%

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<sup>4</sup> Winter, Jesse. “Can this B.C. First Nation’s partnership with police offer a path for peace and justice elsewhere. *The Globe and Mail*. June 6, 2020.

The current status of the 2019 files is:

1. D19-17 – Office of the Police Complaints Commissioner (OPCC) found the allegation to be unsubstantiated. Civil Court process ongoing.
2. D19-32 – OPCC deemed the file inadmissible. File concluded.
3. D19-58 – OPCC approved informal resolution. File concluded.
4. D19-78 – OPCC approved informal resolution. File concluded.
5. D19-100 – OPCC is overseeing the file. The investigation is ongoing and a conclusion has not been reached.

▪ **IMPLICATIONS:**

There are no financial implications for this report.

▪ **RELATED POLICY:**

Policy - OE29 Police Stops

▪ **CONCLUSION:**

DPD is committed to providing excellence in service to the community of Delta. To ensure that DPD officers meet the expectation of the public, DPD will continue delivering the training identified to all new recruits and additionally, will continue listen, learn and provide ongoing diversity training for all members.

To be successful, training of this sort requires a multidisciplinary approach, encompassing scenario based, in-classroom training along with community engagement opportunities with diverse groups and individuals in the community.

Respectfully Submitted:



Neil Dubord, OOM, AdeC  
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